Gardiner - Randolph - Pittston - West Gardiner

Maine School Administrative District No. 11

150 Highland Avenue
Gardiner, ME 04345

Kady Gould
Superintendent of Schools

Phone: 207-582-5346
Fax: 207-582-8305
www.msad11.org

Angela Hardy
Director of Curriculum & Instruction

REGULAR SCHOOL BOARD MEETING
MERLE E. PEACOCK, JR. BOARD ROOM
Thursday, May 7, 2026
6:30 p.m.

AGENDA

REVISED

The meeting will also be live streamed and available for viewing at www.msad11.org.

I. Call to order

II. Introduction
   A. Board Members
   B. Administrative Staff
   C. The Pledge of Allegiance
   D. Public Comment

III. Review and Approval of Agenda/Minutes
   A. Prioritization of items and alteration of the established agenda format sequence as needed.
   B. Approval of Agenda
   C. Approval of Minutes of Previous Meetings
      - Regular School Board Meeting – April 2, 2026
      - Special Board Meeting – April 16, 2026 – attached
      - Special Board Meeting – April 30, 2016 – attached

IV. Recognition and Celebrations
   A. Congratulations to Becky Fles, voted NSBA President-elect, April 2027. First time Maine School Board Leader has led the National Association
   B. Congratulations to GAHS – Analytics 207 ranked GAHS 4th in the state for overall athletic programs.

V. Correspondence
   A. Letter of resignation received from Jessica Foss, Bus Driver effective April 15, 2026
   B. Letter of resignation received from Jeannie Sullivan, Academic Advisor, Kennebec Neighbors Adult Education Program – effective May 8, 2026
   C. Letter of resignation received from Zachary Seldon, Math Teacher, Gardiner Area High School effective at the end of the 2025-2026 contract
   D. Letter of resignation received from Jessica Gauthier, Elementary Teacher, Pittston-Randolph Consolidated School effective at the end of the 2025-2026 contract

VI. Committee Reports

A. Administrator/Student Presentations –
B. Capital Area Technical Center Advisory Committee – No meeting
C. Curriculum Committee – April 14, 2026
D. Dropout Prevention Committee – No meeting
E. Finance Committee –
- March 31, 2026 – attached
- April 7, 2026 – attached
- April 14, 2026 – attached

F. Policy Committee – April 2, 2026

First Reading

Job Descriptions
- School Based Mental Health Professional
- Inclusion Specialist

Policies
- GE-R Manual for Policy GE – Non-Unionized Personnel
- JCD Limited Open Enrollment for Elementary Schools

Handbook
- Pre-K Student Handbook 2025-2026

G. Wellness Committee – No meeting
H. SBHC Advisory Committee – April 27, 2026
I. Student Representatives Report

VII. General Information

A. Eric Waters, Boys Lacrosse Volunteer, Gardiner Area High School
B. Coleby Vasoll, Boys Lacrosse Volunteer, Gardiner Area High School
C. Nicole Salvadori, Track and Field Volunteer, Gardiner Regional Middle School

VIII. Nominations

A. New Hires 2026-2027
- Kristina Teague, Elementary Inclusion Specialist - $79,242 (25-26 rate) plus $10,000 administrative stipend
- Zoey Houde-Crane, Special Educator, Pittston-Randolph Consolidated School - $44,276 (25-26 rate)
- Gracie Vaughan, Grade 4 Teacher, River View Community School - $46,972

B. 2nd Year Probationary Teachers
- Abigayle Weston, Social Worker/LCPC, ~~High School~~ Elementary/Middle School
- Jennifer Beaule', Social Worker/LCPC, Helen Thompson School
- Merilee Forbes-Kearns, Speech Therapist, Helen Thompson School
- Daniel Wiley, Special Ed Teacher, High School
- ~~Christie Jernigan, Special Ed Teacher, High School~~
- Patrick O'Hanlon, Special Ed Teacher, High School/Middle School
- Brooke Berberich, Special Ed Teacher, Laura E. Richards School
- Michael Sommer, Science Teacher, High School
- Benjamin Lucki, Math Teacher, High School
- Jennifer Hembree, Special Ed Teacher, Middle School
- Miranda Clarke, Social Studies Teacher, Middle School
- Cheryl Brigham, Math Teacher, Middle School

- Ann Truman, General Elementary Teacher
- Emily Minott, General Elementary Teacher
- Hannah Goud, General Elementary Teacher
- Jessica Porter, General Elementary Teacher

C. Continuing Contract Teachers
- Timothy Cyr, Occupational Therapist, District
- Kelli Boucher, ~~Inclusion Specialist~~ Special Ed. Teacher, ~~District~~ Elementary
- James Pease, Social Worker, High School
- Elissa Carter, Science Teacher, High School
- Allison George, Science Teacher, High School
- Sarah Kaplan, Video Production Teacher, High School
- Willa Barron, English Language Arts Teacher, Middle School
- Jodie Bennett, English Language Arts Teacher, Middle School
- Danielle Sylvia, English Language Arts Teacher, Middle School
- Tricia Hill, General Elementary Teacher
- Emily Douin, General Elementary Teacher
- Kristeen Canning, General Elementary Teacher
- Sandra Brann, General Elementary Teacher
- Taylor Abbott, General Elementary Teacher
- Kristen Roux, General Elementary TeacherDuq
- Sarah Trussell, General Elementary Teacher
- Christie Jernigan, Special Ed. Teacher, High School

D. Administrative Contracts – 1 Year
- Cristina Lavigne, Principal Laura E. Richards School
- Michael Frier, Assistant Principal Gardiner Regional Middle School
- ~~Jeff Ellis, Director of Transportation~~
- Joshua Farr, Director of Adult Education

E. Administrative Contracts – 2 Year
- Angela Hardy, Director of Curriculum and Instruction
- Victoria Duguay, Principal, River View Community School
- Nate Stubbert, Athletic Director
- Sarah Bolduc-Ignasiak, Director of Special Services
- Christina Ferriera, Assistant Director of Special Services
- Jeff Ellis, Director of Transportation

IX. New Business
- A. GAHS Latin Club overnight at Camp Mechuwana, Winthrop on May 20-21, 2026
- B. Graduation allocation by the Board
- C. SUN Meal plan for summer meals
- D. New England District-Community Consortium (NEDCC) Letter of Intent
- E. Consideration to give Seniors their used Chromebooks upon graduation
- F. Consideration for last student day on Monday, June 15, 2026 to be an early release day

X. Old Business
- A. New England School Development Council (NESDEC) membership and series

XI. Reports
- A. Board Chair
  - None
- B. Superintendent

- Legislative Update – Funding Formula for 2027-2028
- Meeting with Town/City Officials – Monday, May 18, 2026 at 6:00 pm – MSAD 11 Board Room
- MSAD 11 Budget Meeting – Tuesday, May 26, 2026 at 6:00 pm – GAHS Gymnasium
- MSAD 11 Budget Referendum – Tuesday, June 9, 2026 – Please Vote!
- Special School Board Meeting – Thursday, June 11, 2026 at 4:30 pm
- GAHS Graduation – June 13, 2026, Augusta Civic Center

XII. Executive Session

A. Executive Session to update the status of contract negotiations with the Gardiner Teachers Association – 1 M.R.S.A. 405§(6)(D)

XIII. Adjournment

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Angela Hardy
Director of Curriculum & Instruction

SPECIAL SCHOOL BOARD MEETING
MERLE E. PEACOCK, JR. BOARD ROOM
Thursday, April 16, 2026
5:00 p.m.

MINUTES

The meeting will also be live streamed and available for viewing at www.msad11.org.

Present: Becky Fles, Chair, Anthony Veit, Vice Chair, Linda Caputo, Meaghan Carlson, Daniel Coutts, Barry Manning, Janelle McKinnon, Kate Merrill, Joanne O'Brien, Molly Rogers, Michelle Tucker (arrived 5:45 pm), and Kady Gould, Superintendent of Schools

Excused Absent: Jeff Hanley

I. Call to order

The meeting was called to order at 5:00 pm.

II. Introduction
- A. Board Members
- B. Administrative Staff
- C. The Pledge of Allegiance
- D. Public Comment
  3 Staff, 1 Student, and 2 Residents spoke.

Upon a motion by Molly Rogers and a second by Linda Caputo the board voted to extend the Public Comment session to allow the speaker to finish their statement.

Vote: 12,280 – 0 **Student Vote: 2 - 0**

Motion carried.

III. New Business
- A. Motion to finance local portion of the School Revolving Renovation Fund (SRRF) Project from the Facility Reserve Account / Unallocated Fund Balance

Upon a motion by Anthony Veit and a second by Joanne O'Brien to add the local portion of the School Revolving Renovation Fund (SRRF) Project in the amount of $76,638 to the Warrant Articles to move the funds from the Facility Reserve account/Unallocated Fund Balance.

Vote: 12,280 – 0 **Student Vote: 2 – 0**

Motion carried.

B. Motion to set the MSAD 11 2026-2027 District Budget

Upon a motion by Anthony Veit and a second by Barry Manning to set the MSAD 11 2026-2027 District Budget.

Upon a motion by Joanne O'Brien to amend the original motion to include adding back a teacher at GAHS, a teacher at GRMS, and a teacher at PRCS amendment approved by Anthony Veit.

Vote: 5,474 – 6,806

Yes: **Molly Rogers, Barry Manning, Meaghan Carlson, Joanne O'Brien, Anthony Veit**
No: **Michelle Tucker, Janelle McKinnon, Linda Caputo, Becky Fles, Daniel Coutts, Kate Merrill**

Motion failed.

Upon a motion by Janelle McKinnon and a second by Kate Merrill, to set the MSAD 11 2026-2027 District Budget that includes adding a teacher at GRMS and a teacher at PRCS.

Vote: 8,650 – 3,630

Yes: **Molly Rogers, Barry Manning, Joanne O'Brien, Kate Merrill, Daniel Coutts, Anthony Veit, Meaghan Carlson, Janelle McKinnon**
No: **Linda Caputo, Michelle Tucker, Becky Fles**

Motion carried.

C. Motion to set the MSAD 11 2026-2027 School Nutrition Budget

Upon a motion by Molly Rogers and a second by Janelle McKinnon the board voted to set the MSAD 11 2026-2027 School Nutrition Budget.

Vote: 12,280 – 0

Motion carried.

D. Motion to set the MSAD 11 2026-2027 Adult Education Budget

Upon a motion by Michelle Tucker and a second by Joanne O'Brien, the board voted to set the MSAD 11 2026-2027 Adult Education Budget.

Vote: 12,280 – 0

Motion carried.

IV. Adjournment

The meeting adjourned at 6:52 pm

Attest a True Record,



Kady Gould
Secretary

Gardiner - Randolph - Pittston - West Gardiner

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150 Highland Avenue
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Kady Gould
Superintendent of Schools

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Angela Hardy
Director of Curriculum & Instruction

SPECIAL SCHOOL BOARD MEETING
MERLE E. PEACOCK, JR. BOARD ROOM
Thursday, April 30, 2026
4:00 p.m.

MINUTES

The meeting will also be live streamed and available for viewing at www.msad11.org.

Present: Becky Fles, Chair, Anthony Veit, Vice Chair, Linda Caputo, Meaghan Carlson, Daniel Coutts, Jeff Hanley, Kate Merrill, Molly Rogers (arrived at 4:10 pm), Michelle Tucker (arrived at 4:10 pm), and Kady Gould, Superintendent of Schools

Absent: Barry Manning, Janelle McKinnon, Ella Kruk, and Keira Blodgett

I. Call to order

The meeting was called to order at 4:05 pm.

II. Introduction
- A. Board Members
- B. Administrative Staff
- C. The Pledge of Allegiance
- D. Public Comment
  None

III. New Business
- A. Vote to call and approve the Warrants for the Budget Validation Referendum, and to Authorize the Notice of Amounts Adopted.

Upon a motion by Jeff Hanley and a second by Anthony Veit, to call and approve the Warrants for the Budget Validation Referendum and to Authorize the Notice of Amounts Adopted.

Vote: 11,585 – 0

Motion carried.

IV. Adjournment

The meeting adjourned at 4:12 pm

Attest a True Record,

Kady Gould
Secretary

April 30, 2026

Motion: I move that the Vote entitled, "Vote to Call and Approve the Warrants for the Budget Meeting and the Budget Validation Referendum and to Authorize the Notice of Amounts Adopted," be approved in form presented to this meeting and that a copy of said Vote be included with the minutes of this meeting.

VOTE TO CALL AND APPROVE THE WARRANTS FOR THE BUDGET MEETING AND THE BUDGET VALIDATION REFERENDUM AND TO AUTHORIZE THE NOTICE OF AMOUNTS ADOPTED

VOTED: That the warrant for the Maine School Administrative District No. 11 (the "District") Budget Meeting presented to the meeting be approved and that a District budget meeting be called for May 26, 2026 for the purpose of voting on the annual budget for the District for the 2026-2027 fiscal year;

That the Warrant and Notice of Election for the District Budget Validation Referendum presented to the meeting be approved, and that a District budget validation referendum be called for June 9, 2026 for the purpose of approving the budget adopted at the District budget meeting for the 2026-2027 fiscal year; and

That the form of Notice of Amounts Adopted at Budget Meeting presented to this meeting be approved, and that the Superintendent of Schools of the District be authorized and directed to complete said Notice in accordance with the District budget meeting on May 26, 2026, and to cause copies of said Notice, as completed, to be delivered to the municipal clerks of each municipality of the District for posting at the polling places for the June 9, 2026 District budget validation referendum.

A true copy as adopted by a majority of the School Board, attest:

Kady Gould, Secretary

MSAD 11
FINANCE COMMITTEE MEETING
Tuesday, March 31, 2026
5:00 p.m.

Committee Members: Rebecca Fles, Finance Chair, Daniel Coutts, Jeff Hanley, Joanne O'Brien, Molly Rogers, Kady Gould, Superintendent, and Andrea Disch, Business Manager

Others Board Members: Linda Caputo, Meaghan Carlson, Michelle Tucker

THE MEETING IS AVAILABLE FOR VIEWING AT 03.31.2026 FINANCE COMMITTEE MEETING

Director Fles called the meeting to order at 5:06 p.m.

A. MSAD 11 2026 – 2027 BUDGET DISCUSSION

The Business Manager and Superintendent presented the updated 2026-2027 Requested Budget and Preliminary Budget Worksheets. In this current version, the $33,861,823.85 Preliminary Requested Budget is $1,009,823.85 which is 3.07% more than the current FY 26 Budget.

1. HEALTH INSURANCE – MAXIMUM INCREASE

The Business Manager received information from Anthem Insurance that the maximum increase for insurance for the 2026-2027 school year will be 11.5%. We will be notified of our annual rate increase on April 10, 2026. In the original budget we calculated a 14% increase for health insurance costs we were able to reduce the overall cost of the health insurance budget by $138,000.

2. UNALLOCATED FUND BALANCE

The Business Manager reviewed how the Unallocated Fund Balance affects the 2026-2027 budget as well as projected Unallocated Fund Balance usage in subsequent year budgets.

3. SCHOOL REVOLVING RENOVATION FUND (SRRF) – LOCAL

In January, the State of Maine approved MSAD 11 for a School Revolving Renovation Fund Loan in the amount of $226,404. The Business Manager reviewed the State would be responsible for 66.15% ($149,766) of the cost of the loan. That leaves 33.85% ($76,638) of the loan that would be the responsibility of MSAD 11.

The Business Manager reviewed options for payment of $76,638 that is MSAD 11 share. One option is to have voters approve a bond for 5 years with payments budgeted for the next 5 years, or have voters approve moving $76,638 to the Facilities Reserve Account to pay for the Ventilation System at the high school when the project is complete.

The Finance Committee voted by a unanimous Thumbs Up to approve of taking this to the Full Board for consideration.

4. APPROPRIATION TO ADULT EDUCATION

The Business Manager provided an update on the new State of Maine funding process for Adult Education. Adult Education funding will no longer be calculated through the ED-279 process. Therefore, if approved by the Finance Committee she will remove the $14,500 from the budget.

The Finance Committee voted by a unanimous Thumbs Up to approve removing the $14,500 from the budget.

B. FUTURE AGENDA ITEMS

The Business Manager reminded the Committee that in order to meet voting deadlines, the budget must be set and approved by the School Board no later than April 10, 2026.

The next Finance Meeting will be held on Tuesday, April 7, 2026, at 5:00 pm.

The Finance Committee Meeting adjourned at 7:43 p.m.

Attest a true record,



Kady Gould, Secretary

MSAD 11
FINANCE COMMITTEE MEETING
Tuesday, April 7, 2026
5:00 p.m.

Board Members Present: Rebecca Fles, Finance Chair, Daniel Coutts, Jeff Hanley, Joanne O'Brien, Molly Rogers, Linda Caputo, Meaghan Carlson, Janelle McKinnon, Kady Gould, Superintendent, and Andrea Disch, Business Manager

THE MEETING IS AVAILABLE FOR VIEWING AT 4/7/2026 FINANCE COMMITTEE MEETING

Director Fles called the meeting to order at 5:01 p.m.

A. ADULT EDUCATION 2026-2027 BUDGET

The Business Manager presented the 2026-2027Adult Education Requested Budget and Preliminary Budget Worksheets.

Upon a motion by Meaghan Carlson and a second by Joanne O'Brien to set the Adult Education Budget.

Vote: 6 – 0

Motion carried.

B. MSAD 11 2026-2027 BUDGET

The Business Manager and Superintendent presented the updated 2026-2027 Requested Budget, Preliminary Budget Worksheets and the State of Maine, Department of Education ED-279.

The Board asked the Superintendent and Business Manager to bring back two scenarios for the next meeting.

Scenario 1 – Maintain budget as presented at this meeting

Scenario 2 – Add the GRMS Teacher back into the budget

C. SCHOOL NUTRITION 2026-2027 BUDGET

The Business Manager and Superintendent presented the 2026-2027 School Nutrition Budget.

Upon a motion by Jeff Hanley and a second by Meaghan Carlson to set the 2026-2027 School Nutrition Budget.

Vote: 6 – 0

Motion carried.

D. FUTURE AGENDA ITEMS

- The next Finance Meeting will be held on Tuesday, April 14, 2026, at 5:00 pm.
- Schedule joint meeting with elected officials from the towns/city

The Finance Committee Meeting adjourned at 7:14 p.m.

Attest a true record,

Kady Gould

Kady Gould, Secretary

MSAD 11
FINANCE COMMITTEE MEETING
Tuesday, April 7, 2026
5:00 p.m.

Committee Members Present: Rebecca Fles, Finance Chair, Daniel Coutts, Jeff Hanley, Joanne O'Brien, Molly Rogers, Kady Gould, Superintendent, and Andrea Disch, Business Manager

Other Board Members Present: Linda Caputo, Meaghan Carlson, Janelle McKinnon, Michelle Tucker

THE MEETING IS AVAILABLE FOR VIEWING AT 4/14/2026 FINANCE COMMITTEE MEETING

Director Fles called the meeting to order at 5:01 p.m.

A. MSAD 11 2026-2027 BUDGET

The Business Manager and Superintendent presented the updated 2026-2027 Requested Budget, Preliminary Budget Worksheets, the property valuations for the city and towns and the school budget impacts on the taxes.

The Committee asked the Superintendent and Business Manager to bring back the following scenarios for review.

- Scenario 1 – Maintain budget as presented at this meeting
- Scenario 2 – Add the GRMS Teacher back into the budget

Motion by Jeff Hanley and a second by Linda Caputo to move the budget as presented without the addition of the GRMS teacher position be passed onto the full board for consideration.

Vote: 3 – 2 Yes: Becky Fles, Dan Coutts, and Jeff Hanley
No: Molly Rogers and Joanne O'Brien

Motion carried.

B. FUTURE AGENDA ITEMS

- A Special School Board Meeting will be held on Tuesday, April 16, 2026, at 5:00 pm
- A Special School Board Meeting will be held on Thursday, April 30, 2026 at 4:00 pm
- A joint meeting with elected officials from the towns/city will be scheduled in May

The Finance Committee Meeting adjourned at 6:19 p.m.

Attest a true record,



Kady Gould, Secretary

MSAD 11
FINANCE COMMITTEE MEETING
Tuesday, April 14, 2026
5:00 p.m.

Committee Members Present: Rebecca Fles, Finance Chair, Daniel Coutts, Jeff Hanley, Joanne O'Brien, Molly Rogers, Kady Gould, Superintendent, and Andrea Disch, Business Manager

Other Board Members Present: Linda Caputo, Meaghan Carlson, Janelle McKinnon, Michelle Tucker

THE MEETING IS AVAILABLE FOR VIEWING AT 4/14/2026 FINANCE COMMITTEE MEETING

Director Fles called the meeting to order at 5:01 p.m.

A. MSAD 11 2026-2027 BUDGET

The Business Manager and Superintendent presented the updated 2026-2027 Requested Budget, Preliminary Budget Worksheets, the property valuations for the city and towns and the school budget impacts on the taxes.

The Committee asked the Superintendent and Business Manager to bring back the following scenarios for review.

- Scenario 1 – Maintain budget as presented at this meeting
- Scenario 2 – Add the GRMS Teacher back into the budget

Motion by Jeff Hanley and a second by Linda Caputo to move the budget as presented without the addition of the GRMS teacher position be passed onto the full board for consideration.

Vote: 3 – 2 Yes: Becky Fles, Dan Coutts, and Jeff Hanley
No: Molly Rogers and Joanne O'Brien

Motion carried.

B. FUTURE AGENDA ITEMS

- A Special School Board Meeting will be held on Tuesday, April 16, 2026, at 5:00 pm
- A Special School Board Meeting will be held on Thursday, April 30, 2026 at 4:00 pm
- A joint meeting with elected officials from the towns/city will be scheduled in May

The Finance Committee Meeting adjourned at 6:19 p.m.

Attest a true record,



Kady Gould, Secretary