

Farmington River Regional School District

School Committee

Meeting #483

Farmington River Elementary School Library

MINUTES

Monday, August 10th, 2026

6:00 PM

Members Present: Denise Hardie, Kate Meierdiercks, Carl Nett

Also Present: Superintendent Timothy Lee, Caroline Stamm

Absent: Douglas Miner, Stacey Schultze

1. **Call to Order:** The meeting was called to order at 6:00 PM by Superintendent Lee.
 - a. **Roll Call:** Denise Hardie, Kate Meierdiercks, Carl Nett.
 - i. Douglas Miner and Stacey Schultze were not present.
2. **Public Comment:**
 - a. There was no public comment at this time.
3. **Review of Minutes:**
 - *Special Planning and Work Session Meeting (7/20/26)*
 - a. The review of the minutes from the Special Planning & Work Session Meeting held on 7/20/26 has been postponed to the next meeting.
4. **Superintendent's Report:**
 - a. **2026-2027 Staffing Update:** Superintendent Lee provided a recap of the staffing changes.
 - i. The resignation of the 1st grade teacher position has been filled by Rebecca Hamill (former PK/EK teacher).
 - ii. The PK/EK Teacher position was filled by Madison Loubier (former Student Teacher/Para).
 - iii. The Admin Team decided to hire an Early Childhood Co-Teacher to help support the load in PK/EK. They filled the position with Maggie Avery, a new teacher to the industry, Otis-native, and FRRSD graduate.
 - b. **Projected 2026-2027 Opening Enrollment**
 - i. Superintendent Lee provided an overview of the K-6 opening enrollment projections, noting students that we know who have left the district, and new incoming students. He also noted that our PK/EK numbers are up, which is promising and that overall, our numbers are about even compared to last year.
 - c. **Transportation Update**
 - i. Mike Saporito, Caroline Stamm, and Terrie Gardino from Dufour have been in conversation regarding transportation, and we are on track to post routes by the end of the week.
 - d. **LYA Afterschool Staffing Activity/Update**
 - i. Sharon from the LYA has had some good interviews for staffing the after-school program, and we still have an advertisement out with the Shoppers Guide and are optimistic to get more. The licensure paperwork is continuing on track as well.

- ii. The committee discussed other ways to get the word out about staffing to see if local high school students or community members may be interested in applying.
- e. Other Items:
 - i. **FRREA Contract:** We are still waiting for the FRREA final contract with the edits based on negotiation agreements. We are proceeding with the agreed terms until we have a document to sign.
 - ii. **Building Works:** PA work is complete; floors and deep cleaning are currently underway.
 - iii. **District Treasurer Transition:** Sharon Harrison has been confirmed to be taking over as the District Treasurer (formerly Jane Gleason).

5. New Business: Resignation of School Committee Member

- a. Douglas Miner, a School Committee Member from Sandisfield, has resigned, opting to focus his time on the Sandisfield Fire Department.
- b. The town of Sandisfield is working to seek a replacement. The town must fill the seat within 3 school committee meetings. If they cannot fill the seat in time, they will temporarily fill it with a Select Board member until it is filled. Interested parties should send their interest to Jane at the Sandisfield Town Office.

6. Old Business: Options for District Leadership Structure 2027-2028

- a. Superintendent Lee gave a recap of the last school committee meeting where they discussed strategic priorities and administration leadership structure options. This topic is up for discussion due to Superintendent Lee's decision to retire following the 2026-2027 school year, which causes some urgency. Leadership structure they have discussed so far include:
 - i. Full Time (FT) Principal/Part Time (PT) Superintendent
 - ii. FT Principal/Superintendent Combo
 - iii. FT Principal Shared Superintendent
 - iv. FT Principal Contract District Admin with consultant agency
 - v. The discussed but are not interested currently in:
 - 1. FT Principal, join another school district
 - 2. FT Principal Superintendent Union (relationship with neighboring towns)
- b. Following the discussion at the last meeting, strongest options were FT Principal/PT Superintendent/FT Director, or FT Principal/Superintendent (closest district that mirrors this is Richmond, w/ PT Director of Student Services)
 - i. Superintendent Lee spoke with Beth, Richmond's Principal/Superintendent (who became Superintendent through this process), who had nothing but good things to say about the combined role. He described the process for becoming a certified Superintendent.
- c. The School Committee discussed next steps for seeking district leadership options, noting a few different organizations that assist with superintendent searches.
- d. The committee discussed which combinations of the 3 roles (Principal/Superintendent/Director of Student Services) are possible. The Director of Student Services can be the Superintendent (local example = Hancock); however, the Director of Student Services and Principal roles conflict because the IEP process requires these roles to be separate.

- e. There was a question about how some of these combined roles would be implemented (such as moving forward with a combined Principal/Superintendent role if Laurie Flower is still Principal). Superintendent Lee provided suggestions on how to proceed, depending on what we are looking for and the timeline to fill it/retirement plans for the other district leadership positions.
- f. The Committee discussed when to proceed with the search process relative to understanding the candidate landscape, and discussed contacting MASC for guidance.
 - i. At the next school committee meeting, looking for a unanimous decision on a combined vs. separate Principal/Superintendent. The School Committee would like input from staff and community members.
 - 1. They discussed a survey with a forum follow-up, one-to-one or group discussions, and analysis of the results, including the leadership facets most needed to define the position description, along with the survey and forum structure. Consider using hiring consultants to help facilitate the survey/discussion to help neutralize the discussion.
 - ii. There was a discussion on the timeline: do a survey soon with results by November, when we have a decision from Laurie on her long-term plan, and then proceed with hiring in December. There were concerns that December is too late in the process, and what our options are if we don't find someone by July 2027.
 - 1. Superintendent Lee noted that, as a last resort, he can continue on a per diem rate if the role/combined role has not been filled by July 2027.
 - 2. There was discussion on framing this as a longer-term planning process to keep options open.
- g. Next Steps:
 - i. Contact MASC
 - ii. Follow up with Stacey Schultze to fill her in on the conversation so they are prepared to narrow down district leadership options
 - iii. Contact superintendent search consultant agencies
 - iv. Review Data on Administration FTE in comparison to our district.
 - v. Begin working on survey questions
 - vi. There is discussion on hearing from Laurie directly on her perspective, both as an administrator and as a staff member who has worked here under both structures, and Mike. Tim will speak with both of them before the next meeting.

7. Warrants for Review:

- a. Warrants are available in the front office if anyone would like to review them.

8. Other Items not anticipated

- a. Nothing at this time

9. Adjournment:

- a. Carl Nett made a motion to adjourn the meeting at 7:06 PM.
 - i. Kate Meierdicks seconded the motion.
 - ii. VOTE - Roll Call: Denise Hardie, Kate Meierdiercks, Carl Nett

Respectfully submitted,
Caroline Stamm