



**Town of Hermon**

**Public Safety Meeting Room**

**April 11, 2024**

**Town Council Meeting**

**7:00 PM**

**AGENDA**

To watch Council Meetings go to [hermonmaine.gov](http://hermonmaine.gov) click Council click Town Council Meetings click Zoom

Please see the complete video at [Town Council Meetings | Hermon \(hermonmaine.gov\)](http://Town Council Meetings | Hermon (hermonmaine.gov))

**\*\*\*ALL ITEMS ARE SUBJECT TO APPROPRIATE COUNCIL ACTION\*\*\***

- I. CALL TO ORDER BY CHAIRPERSON:**
- II. PLEDGE OF ALLEGIANCE:**
- III. ROLL CALL:**
- IV. PUBLIC ITEMS OR COMMENTS: *(ITEMS NOT ALREADY ON THE AGENDA)***
- V. REVIEW CONSENT CALENDAR: REGULAR BUSINESS, APPOINTMENTS, SIGNATURES, AND APPROVAL OF MINUTES:**

MINUTES	-APPROVE	3/28/2024
SIGNATURES	-APPROVE	
RESOLVES	-SIGN	
WARRANTS	-SIGN	4/12/2024
- VI. NEWS, PRESENTATIONS AND RECOGNITIONS:**
- VII. PUBLIC HEARINGS:**
- VIII. COMMITTEE REPORTS:**
- IX. SCHEDULED AGENDA ITEMS:**
  - A. OLD BUSINESS:**
  - B. NEW BUSINESS:**



**R23-24-20 Reschedule 4/25/24 council meeting to 5/2/2024**

**R23-24-21 Consider appointing a town councilor to fill a vacant seat on the Charter Review Committee**

**C. WORKSHOPS:**

**Ordinance Committee – Jessefa Murphy**

**Budget – Josh Berry**

**School Budget**

**D. OTHER ITEMS: (FROM TABLE PACKAGE)**

**X. APPOINTMENTS:**

**XI. MANAGER STATUS REPORT:**

**XII. FINAL PUBLIC ITEMS OR COMMENT: (ITEMS NOT ALREADY ON THE AGENDA)**

**XIII. COUNCIL ITEMS:**

**XIV. EXECUTIVE SESSION:**

Consider enter into Executive Session to discuss a personnel matter, Town Manager position per 1 M.S.R.A. § 405(6)(A)

Consider enter into Executive Session to discuss a personnel matter, Fire personnel, per 1 M.S.R.A. § 405(6)(A)

**XV. ADJOURNMENT:**

**Please see the complete video at [Town Council Meetings | Hermon \(hermonmaine.gov\)](https://www.hermonmaine.gov)**

**Explanatory note #1:** All items in the CONSENT CALENDAR are considered routine and are proposed for adoption by the Town Council with one motion without DISCUSSION or deliberation. If DISCUSSION on any item is desired, any member of the Council or public may request the removal of an item for it to be placed in the regular agenda prior to the motion to approve the Consent Agenda.

**Explanatory Note #2:** In the interest of effect decision-making: At 10:00 p.m., the Chairman shall poll the Council and Town Manager to identify remaining items which shall be carried forward to the next Regular Meeting.

**Explanatory Note #3:** A Councilor who feels the need for the Council excusing his/her absence will make the request to the Town Manager or the Town Clerk prior to the meeting.



Town of Hermon

Public Safety Meeting Room

March 28, 2024

Town Council Meeting

7:00 PM

MINUTES

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**\*\*\*ALL ITEMS ARE SUBJECT TO APPROPRIATE COUNCIL ACTION\*\*\***

**I. CALL TO ORDER BY CHAIRPERSON:**

**II. PLEDGE OF ALLEGIANCE:**

Chair Murphy led those in attendance in the Pledge of Allegiance

**III. ROLL CALL:**

**Members Present:** Richard Cyr, Danielle Haggerty, Ronald Murphy, John  
Snyer III, Steven Thomas and Derek Wood

**Members Absent:** Christopher Gray - Excused

**Others Present:** Town Manager Joshua Berry, Town Clerk Kristen Cushman and 16  
residents/guests

**IV. PUBLIC ITEMS OR COMMENTS: *(ITEMS NOT ALREADY ON THE AGENDA)***

No public comments



**V. REVIEW CONSENT CALENDAR: REGULAR BUSINESS, APPOINTMENTS, SIGNATURES, AND APPROVAL OF MINUTES:**

MINUTES	-APPROVE	3/14/2024
SIGNATURES	-APPROVE	
RESOLVES	-SIGN	
WARRANTS	-SIGN	3/29/2024

**Councilor Thomas moved to approve the Consent Calendar as presented. Councilor Snyder seconded the motion. Motion passes 6-0.**

**VI. NEWS, PRESENTATIONS AND RECOGNITIONS:**

**VII. PUBLIC HEARINGS:**

**VIII. COMMITTEE REPORTS:**

**IX. SCHEDULED AGENDA ITEMS:**

**A. OLD BUSINESS:**

**B. NEW BUSINESS:**

**R23-24-19 Consider appointing identified Hermon residents and Town staff as Election Clerks for the State and local Elections.**

**Councilor Haggerty moved to approve R23-24-19. Councilor Cyr seconded the motion. The motion was accepted. Motion passes 6-0.**

**C. WORKSHOPS:**

**Budget discussion – Josh Berry**

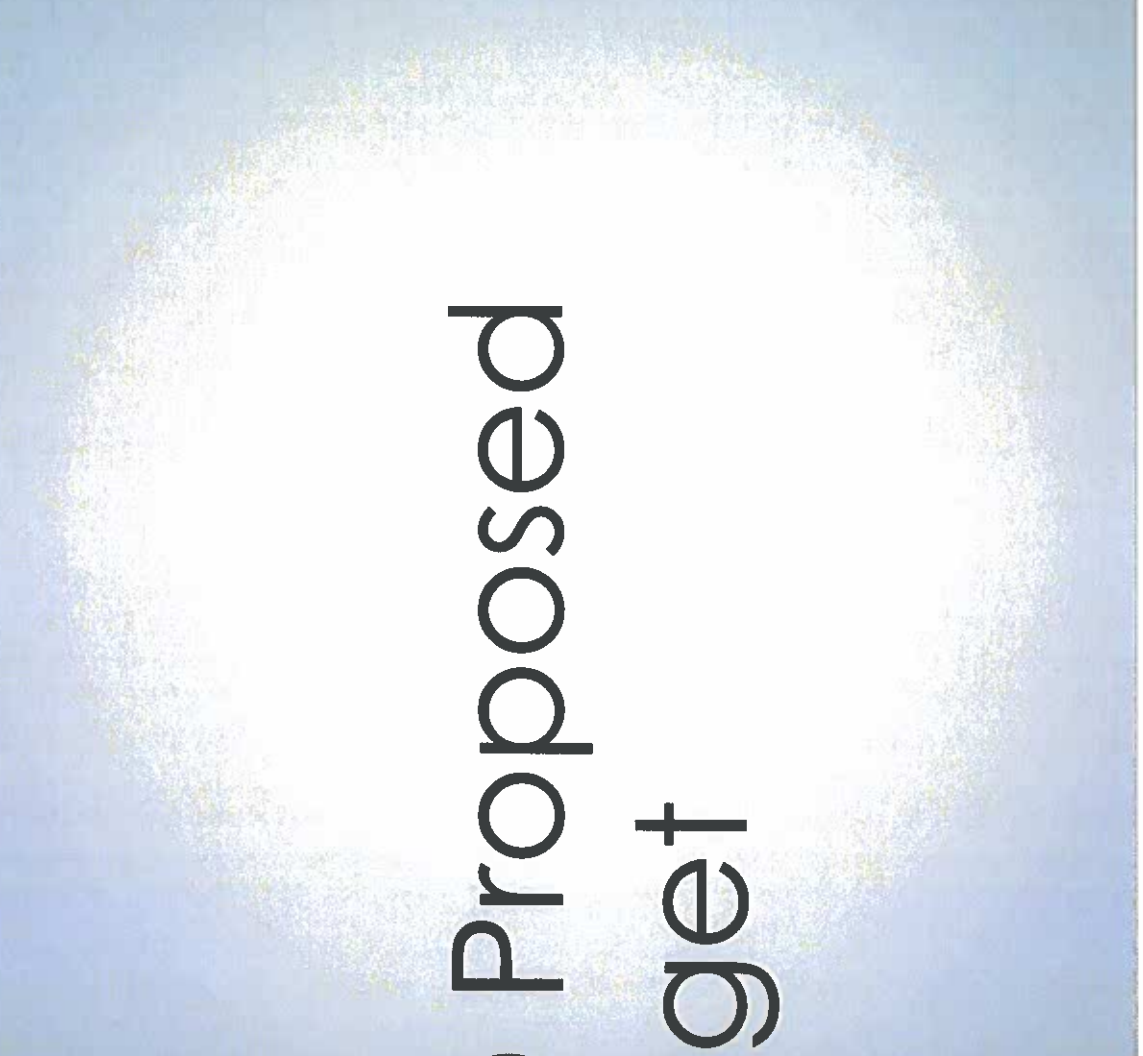
**Manager Berry presented a draft of the proposed FY 25 Budget**

**Sick and vacation policy discussion – Josh Berry**

**Manager Berry discussed the reasoning to look at the sick and vacation policy. Since COVID and staffing issues, employees rolled over the allowed amount of vacation. Manager Berry is looking to clean this area up.**


**School budget discussion – Micah Grant**

**PowerPoint and handout is shown below.**



# HSD Proposed Budget

FY 2024-2025



# 2024-2025 Hermon School District Budget

Addition of Teacher at HMS (federal to local)

Addition of Nurse at HMS (federal to local)

Accommodates for wage and benefit increases for 3 Collective Bargaining Units and district administration.

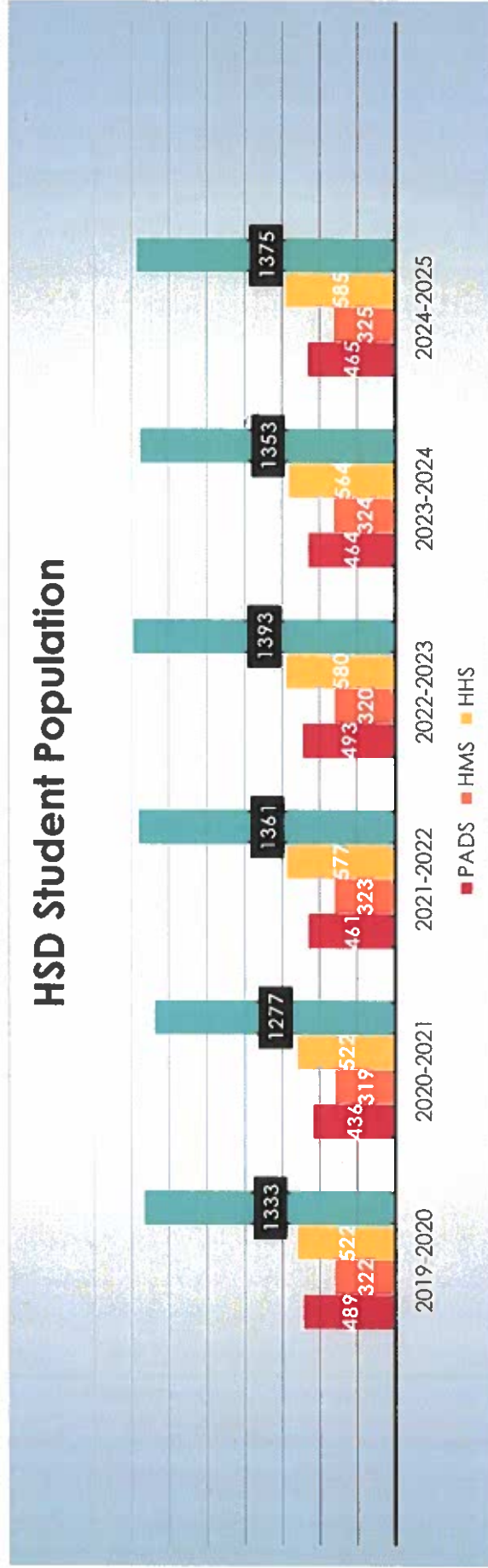
Captures all needed instructional and supply requests for staff and all Hermon Students (i.e. books, supplies, etc.).

Continues to reduce undesignated fund.

# HSC Timeline and Workshops

Workshops	Meeting Goals	Action Steps
December 14, 2023 Facilities Committee	Facilities meeting to discuss capital projects and improvements.	Identify projects for CIPs, undesignated funds, and FY '25 budget.
December 20-December 31, 2023 Principal & Directors	Met with principals and directors, looked at staffing requests, instructional supplies, and other requests.	Continuing adjusting instructional and general supplies request, positions, etc. Reviewed current federal positions, student enrollment counts and projections.
January 2, 2024 Finance Committee	Review capital projects and position proposals	Receive feedback and suggestions.
January 30, 2024 Finance Committee	Overview of 1 <sup>st</sup> draft of budget revenues for members of finance committee and review of facilities cost center.	Discuss budget revenues, review needs for capital improvement, and continue to revise.
February 12, 2024 Finance Committee	Review revenues and discuss projected fund balance use for FY 25. Continue to review capital improvements.	Review Revenues and Cost Centers for detail and reduction.
February 29, 2024 Finance Committee	Review updated revenues and present first draft of budget.	Review Budget Presentation for accuracy.
March 4, 2024 School Committee	First Reading to School Committee	Approved
March 14, 2024 Finance Committee	Finance Committee Review	Review tentative adjustments
March 27, 2024 School Committee	School Committee 2 <sup>nd</sup> Reading	Approved

# Enrollment





STATE CALCULATION FOR FUNDING PUBLIC EDUCATION (PreK-12) REPORT

2024 - 2025

Harmon Public Schools

ORG ID : 219

Section : 1

Section 1: Computation of EPS Rates

A) Attending Counts

	PreK-K	1-5	6-8	PreK-8	9-12	Total
1) Attending Pupils (October 2022)	144.0 +	415.0 +	254.0 =	813.0 +	580.0 =	1,393.0
2) Attending Pupils (October 2023)	144.0 +	410.0 +	235.0 =	789.0 +	564.0 =	1,353.0
3) Attending Pupils Average	144.0 +	412.5 +	244.5 =	801.0 +	572.0 =	1,373.0
				58.34%	41.66%	100.00%

B) Staff Positions

	PreK-K EPS FTE	Student to Staff	6-8 EPS FTE	Student to Staff	9-12 EPS FTE	Student to Staff	EPS FTE Total	Actual FTE Total	% Of EPS	SAU Data in EPS Matrix	Adjusted EPS Salary	Elementary Salary	Secondary Salary
1) Teachers	9.60	(15:1) +	14.38	(17:1) +	35.75	(16:1) =	84.00 ÷	88.0 =	0.95	5,197,821 =	4,956,600 =	2,891,651	2,064,949
2) Guidance	0.41	(350:1) +	0.70	(350:1) +	2.29	(250:1) =	4.58 ÷	6.0 =	0.76	361,134 =	275,459 =	160,701	114,758
3) Librarians	0.18	(800:1) +	0.31	(800:1) +	0.72	(800:1) =	1.72 ÷	2.0 =	0.86	130,024 =	111,577 =	65,093	46,484
4) Health	0.18	(800:1) +	0.31	(800:1) +	0.72	(800:1) =	1.72 ÷	2.0 =	0.86	128,920 =	110,630 =	64,541	46,089
5) Education Techs	1.26	(114:1) +	3.62	(312:1) +	1.81	(316:1) =	7.48 ÷	7.0 =	1.07	194,076 =	207,256 =	120,912	86,344
6) Library Techs	0.29	(500:1) +	0.83	(500:1) +	1.14	(500:1) =	2.75 ÷	2.0 =	1.37	49,584 =	68,079 =	39,717	28,362
7) Clerical	0.72	(200:1) +	1.22	(200:1) +	2.86	(200:1) =	6.87 ÷	6.0 =	1.14	234,818 =	268,672 =	156,742	111,930
8) School Admin.	0.47	(305:1) +	0.80	(305:1) +	1.82	(315:1) =	4.44 ÷	5.0 =	0.89	478,327 =	424,955 =	247,916	177,039

## ED 279 Notable Changes

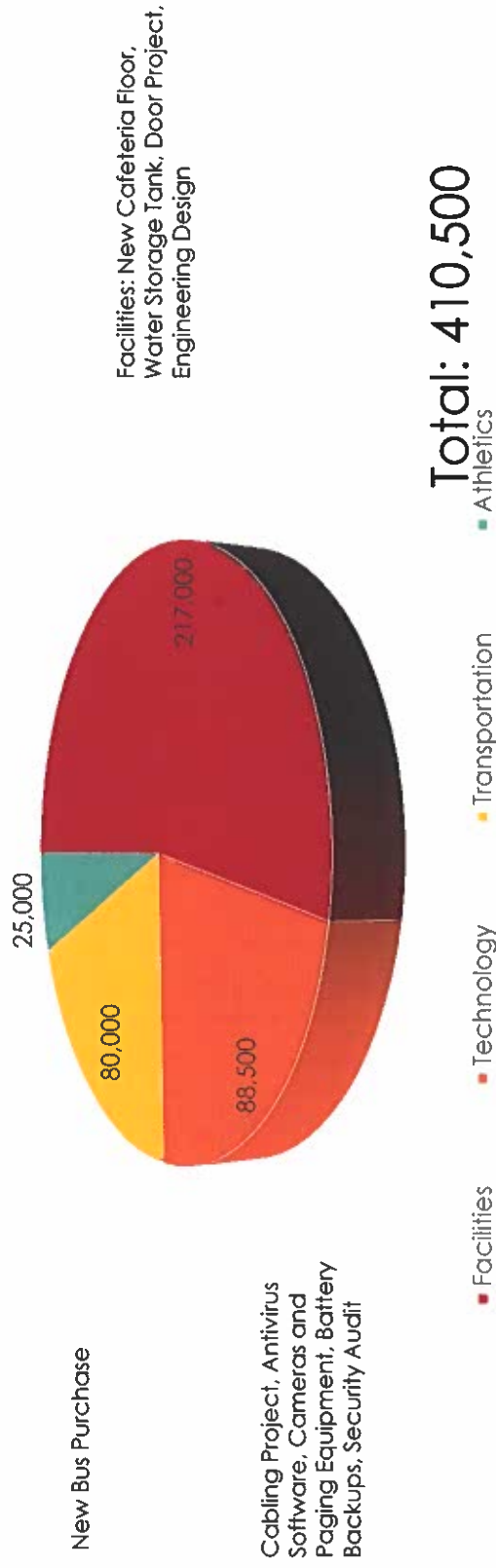
Enrollment	2023-2024	2024-2025	Difference
PreK-8 Subsidy	7,790	8,024	234.00
9-12 Subsidy	8,267	8,510	486.00
Town Contribution	4,157,837	4,301,014	143,176
State Contribution	8,632,448	8,960,153	327,704
Total Increase			470,880



2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
15,266,023	16,087,542	17,516,987	19,051,198	<b>19,728,262</b>
+654,192 (4.3%)	+821,519 (6.2%)	+1,529,445 (9.51%)	+1,534,211 (8.%)	+677,064 3.5%

# HSD Budget History

# Major Expenditure Improvements





# Reserve Accounts

► Any Additional FY '24 Funds to fund Science Lab Renovation Project at HHS.



## HERMON SCHOOL DEPARTMENT RESERVE ACCOUNTS

RESERVE ACCOUNT	01/24/2024 BALANCE
School Capital Improvement Reserve	217,866.00
Unemployment Reserve	42,170.00
Fuel Reserve	229,000.00
Bus Purchase Reserve	87,663.00
Food Service Reserve	30,099.00
Enrollment Stabilization Reserve	100,331.00
Athletic Complex Reserve	300,000.00
HHS Science Lab Project	250,000.00
Total School Reserves	1,007,129.00

# Undesignated Funds

## Town of Hermon, Maine

Title 20A compliance  
June 30, 2023

School Department fund balance	3,170,788
Less budgeted use of FB for FY24	(1,000,000)
Unassigned fund balance at year end	2,170,788
<b>Capital Projects for FY 25</b>	
Bus	80,000
PADS Projects	74,000
HMS Door Projects	66,000
HHS Science Lab Engineering	68,000
IT UPDATES- Total	88,500
ATHLETICS	20,000
Total FB Allocated for Projects	410,500
Total FB Allocated for Operational Budget	989,348
Total FB for FY '25	1,399,848
Unassigned fund balance starting FY 26	770,940

**Title 20-A, section 15689-B, subsection 6:**  
**6. Balance of allocations.** Notwithstanding any other law, general operating fund balances at the end of a school administrative unit's fiscal year must be carried forward to meet the unit's needs in the next year or over a period not to exceed 3 years. Unallocated balances in excess of 5% of the previous fiscal year's school budget must be used to reduce the state and local share of the total allocation for the purpose of computing state subsidy. School boards may carry forward unallocated balances in excess of 5% of the previous year's school budget and disburse these funds in the next year or over a period not to exceed 3 years. **For fiscal years 2021-22, 2022-23, 2023-24 and 2024-25 only, unallocated balances in excess of 9%** of the previous fiscal year's school budget must be used to reduce the state and local share of the total allocation for the purpose of computing state subsidy and school boards may carry forward unallocated balances in excess of 9% of the previous fiscal year's school budget and disburse these funds in the next year or **over a period not to exceed 3 years.**

# History of Local Contribution

Revenues	2021 -2022	2022-2023	2023-2024	2024-2025
Local Food Services	65,000	50,000	50,000	0.00
Local for Operations & Programs	4,239,798	4,005,465	4,157,837	4,301,014
Local For Debt Service	601,060	591,523	581,731	571,608
Additional Local	747,798	1,113,865	1,216,296	1,133,243
<b>Totals</b>	<b>5,653,657</b>	<b>5,760,854</b>	<b>6,068,865</b>	<b>6,005,865</b>
Increase	+150,000	+107,196	+308,011	+ 0



## Hermon School Department

### BUDGET: REVENUES

Fiscal Year: 2023-2024

Print accounts with zero balance  Round to whole dollars  Account on new page

Exclude inactive accounts with zero balance

From Date: 3/1/2024 To Date: 3/31/2024

Definition: 2025 Proposed

Account	Description	FY22 BUDGET	FY23 BUDGET	FY24 ACTUAL	FY24 BUDGET	FY25 PROPOSED	AMT DIF	PCT DIF
1000.0000.0000.41200.000	LOCAL RAISED FOR FOOD SERVICES	(\$65,000.00)	(\$50,000.00)	(\$37,500.03)	(\$50,000.00)	\$0.00	\$50,000.00	(100.00)
<b>Column: [FY25PROPOSED]</b>		<b>Budget</b>	<b>FTE</b>	<b>Position Desc.</b>				
	Description: LOCAL RAISED FOR FOOD SERVICES	\$0.00						
	<b>Column Total:</b>	<b>\$0.00</b>						
1000.0000.0000.41201.000	TRANSFER FROM RESERVES	(\$200,000.00)	(\$634,700.00)	\$0.00	(\$296,302.21)	(\$60,000.00)	\$236,302.21	(79.75)
<b>Column: [FY25PROPOSED]</b>		<b>Budget</b>	<b>FTE</b>	<b>Position Desc.</b>				
	Description: SPED OUT OF DISTRICT	(\$60,000.00)						
	<b>Column Total:</b>	<b>(\$60,000.00)</b>						
1000.0000.0000.41211.000	LOCAL APPROP. OPER & PROGRAMS	(\$4,239,798.33)	(\$4,005,465.00)	(\$3,118,377.96)	(\$4,157,837.33)	(\$4,301,014.00)	(\$143,176.67)	3.44
<b>Column: [FY25PROPOSED]</b>		<b>Budget</b>	<b>FTE</b>	<b>Position Desc.</b>				
	Description: LOCAL APPROP. OPER & PROGRAMS	(\$4,301,014.00)						
	<b>Column Total:</b>	<b>(\$4,301,014.00)</b>						
1000.0000.0000.41212.000	LOCAL APPROP. DEBT SERVICE	(\$601,060.50)	(\$591,523.50)	(\$436,298.67)	(\$581,731.50)	(\$571,608.00)	\$10,123.50	(1.74)
<b>Column: [FY25PROPOSED]</b>		<b>Budget</b>	<b>FTE</b>	<b>Position Desc.</b>				
	Description: INTEREST	(\$61,608.00)						
	Description: PRINCIPAL	(\$510,000.00)						
	<b>Column Total:</b>	<b>(\$571,608.00)</b>						
1000.0000.0000.41213.000	LOCAL APPROP. W/O STATE	(\$747,798.17)	(\$1,113,865.67)	(\$912,222.09)	(\$1,216,296.20)	(\$1,133,243.03)	\$83,053.17	(6.83)
<b>Column: [FY25PROPOSED]</b>		<b>Budget</b>	<b>FTE</b>	<b>Position Desc.</b>				
	Description: LOCAL APPROP. W/O STATE	(\$1,133,243.03)						
	<b>Column Total:</b>	<b>(\$1,133,243.03)</b>						

## Hermon School Department

### BUDGET: REVENUES

Fiscal Year: 2023-2024

From Date: 3/1/2024 To Date: 3/31/2024

- Print accounts with zero balance     Round to whole dollars     Account on new page  
 Exclude inactive accounts with zero balance  
 Definition: 2025 Proposed

Account	Description	FY22 BUDGET	FY23 BUDGET	FY24 ACTUAL	FY24 BUDGET	FY25 PROPOSED	AMT DIF	PCT DIF
1000.0000.0000.41311.000	K8 TUITION REVENUE	\$0.00	\$0.00	(\$5,393.28)	\$0.00	(\$8,900.00)	(\$8,900.00)	0.00
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>							
	Description: ELEM PARENT PAID					(\$8,900.00)		
<b>Column Total:</b>	<b>Budget</b>					(\$8,900.00)		
1000.0000.0000.41324.000	SECONDARY TUITION - REG INSTR REV	(\$1,960,000.00)	(\$2,110,000.00)	(\$1,498,175.71)	(\$2,600,000.00)	(\$2,600,000.00)	\$0.00	0.00
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>							
	Description: SECONDARY TUITION - REG INSTR REV					(\$2,600,000.00)		
<b>Column Total:</b>	<b>Budget</b>					(\$2,600,000.00)		
1000.0000.0000.41327.000	SPECIAL EDUCATION TUITION	(\$264,788.02)	(\$200,000.00)	(\$234,673.27)	(\$320,000.00)	(\$352,871.00)	(\$32,871.00)	10.27
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>							
	Description: 1:1 CHARGES					(\$100,000.00)		
	Description: RR CHARGES					(\$200,000.00)		
	Description: SC CHARGES					(\$52,871.00)		
<b>Column Total:</b>	<b>Budget</b>					(\$352,871.00)		
1000.0000.0000.41510.000	INTEREST INCOME	(\$24,000.00)	(\$10,000.00)	(\$30,323.96)	(\$20,000.00)	(\$65,000.00)	(\$45,000.00)	225.00
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>							
	Description: INTEREST INCOME					(\$65,000.00)		
<b>Column Total:</b>	<b>Budget</b>					(\$65,000.00)		
1000.0000.0000.41712.000	HS EVENT ADMISSION RECEIPTS	\$0.00	(\$25,000.00)	(\$29,840.00)	(\$25,000.00)	(\$30,000.00)	(\$5,000.00)	20.00
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>							
	Description: HS EVENT ADMISSION RECEIPTS					(\$30,000.00)		
<b>Column Total:</b>	<b>Budget</b>					(\$30,000.00)		

## Hermon School Department

### BUDGET: REVENUES

Fiscal Year: 2023-2024

From Date: 3/1/2024 To Date: 3/31/2024

- Print accounts with zero balance     Round to whole dollars     Account on new page  
 Exclude inactive accounts with zero balance  
 Definition: 2025 Proposed

Account	Description	FY22 BUDGET	FY23 BUDGET	FY24 ACTUAL	FY24 BUDGET	FY25 PROPOSED	AMT DIF	PCT DIF
1000.0000.0000.41900.000	MISCELLANEOUS REVENUE	(\$27,497.91)	(\$15,000.00)	(\$27,315.36)	(\$20,000.00)	(\$35,000.00)	(\$15,000.00)	75.00
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>	<b>FTE</b>	<b>Position Desc.</b>					
	Description: MISCELLANEOUS REVENUE					(\$35,000.00)		
<b>Column Total:</b>	<b>Column Total:</b>	\$0.00	\$0.00	\$0.00	\$0.00	(\$500.00)	(\$500.00)	0.00
1000.0000.0000.41901.000	BUILDING USE REVENUE							
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>	<b>FTE</b>	<b>Position Desc.</b>					
	Description: FACILITIES USE					(\$500.00)		
<b>Column Total:</b>	<b>Column Total:</b>					(\$500.00)		
1000.0000.0000.41961.000	I.S. BUSINESS OPERATIONS REV		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
1000.0000.0000.41962.000	TRANSPORTATION REVENUE		\$0.00	(\$5,070.52)	\$0.00	(\$8,000.00)	(\$8,000.00)	0.00
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>	<b>FTE</b>	<b>Position Desc.</b>					
	Description: REC DEPT TRANSPORTATION					(\$8,000.00)		
<b>Column Total:</b>	<b>Column Total:</b>					(\$8,000.00)		
1000.0000.0000.41982.000	EXP RMBMT REVENUES		\$0.00	(\$978.42)	\$0.00	\$0.00	\$0.00	0.00
1000.0000.0000.43111.000	STATE APPROP. OPER & PROG		(\$7,045,799.50)	(\$7,419,262.40)	(\$6,509,968.08)	(\$8,960,153.72)	(\$327,704.74)	3.80
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>	<b>FTE</b>	<b>Position Desc.</b>					
	Description: STATE APPROP. OPER & PROG					(\$8,960,153.72)		
<b>Column Total:</b>	<b>Column Total:</b>					(\$8,960,153.72)		
1000.0000.0000.43121.000	STATE AGENCY CLIENT REV - ES & MS		(\$10,000.00)	(\$89,424.68)	(\$10,000.00)	(\$110,000.00)	(\$100,000.00)	1,000.00
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>	<b>FTE</b>	<b>Position Desc.</b>					
	Description: STATE AGENCY CLIENT REV					(\$10,000.00)		
	Description: STATE AGENCY CLIENT REV - ES & MS					(\$50,000.00)		
	Description: STATE AGENCY CLIENT REV ES					(\$50,000.00)		
<b>Column Total:</b>	<b>Column Total:</b>					(\$110,000.00)		

## Hermon School Department

### BUDGET: REVENUES

Fiscal Year: 2023-2024

- Print accounts with zero balance     Round to whole dollars     Account on new page  
 Exclude inactive accounts with zero balance  
 Definition: 2025 Proposed

From Date: 3/1/2024    To Date: 3/31/2024

Account	Description	FY22 BUDGET	FY23 BUDGET	FY24 ACTUAL	FY24 BUDGET	FY25 PROPOSED	AMT DIF	PCT DIF
1000.0000.0000.43123.000	STATE AGENCY REVENUE - HIGH SCHC		(\$10,000.00)	\$0.00	(\$10,000.00)	(\$5,000.00)	\$5,000.00	(50.00)
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>							
Description: STATE AGENCY REVENUE - HIGH SCHOOL	(\$5,000.00)							
<b>Column Total:</b>	<b>(\$5,000.00)</b>							
1000.0000.0000.43290.000	STATE MULTILINGUAL HARDSHIP FUNG		\$0.00	(\$1,319.25)	\$0.00	\$0.00	\$0.00	0.00
1000.0000.0000.44310.000	H.S. JROTC REVENUE		(\$77,800.00)	(\$67,622.97)	(\$85,000.00)	(\$87,125.00)	(\$2,125.00)	2.50
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>							
Description: FY24 ROTC REIMB	(\$87,125.00)							
<b>Column Total:</b>	<b>(\$87,125.00)</b>							
1000.0000.0000.44340.000	E-RATE REVENUE		(\$25,000.00)	\$0.00	(\$26,582.40)	\$0.00	\$26,582.40	(100.00)
1000.0000.0000.44585.000	MEDICAID REVENUE		(\$5,000.00)	\$0.00	\$0.00	\$0.00	\$0.00	0.00
1000.0000.0000.45000.000	BALANCE FORWARD REVENUE		(\$770,000.00)	\$0.00	(\$1,000,000.00)	(\$1,399,848.22)	(\$399,848.22)	39.98
<b>Column: [FY25PROPOSED]</b>	<b>Budget</b>							
Description: BALANCE FORWARD REVENUE	(\$1,399,848.22)							
<b>Column Total:</b>	<b>(\$1,399,848.22)</b>							
Fund: GENERAL FUND - 1000	(\$17,516,987.57)	(\$13,004,504.25)	(\$19,051,198.62)	(\$19,728,262.97)	(\$677,064.35)	3.55		
<b>Grand Total:</b>	<b>(\$16,087,542.43)</b>	<b>(\$17,516,987.57)</b>	<b>(\$13,004,504.25)</b>	<b>(\$19,051,198.62)</b>	<b>(\$19,728,262.97)</b>	<b>(\$677,064.35)</b>	<b>3.55</b>	

End of Report



**D. OTHER ITEMS: (FROM TABLE PACKAGE)**

**X. APPOINTMENTS:**

**XI. MANAGER STATUS REPORT:**

- Thank you to Mr. Grant and the school budget committee for a smooth budget season. There has been a lot of back and forth conversation and we are ahead of last year's schedule with the collaboration that's gone on to get us to this point. Mr. Berry would expect we will be ready for public hearings the first part of May.
- We are potentially looking to reschedule our April 25th council meeting to May 2<sup>nd</sup>.
- High School Auditorium will be hosting the annual town meeting June 13, 2024 at 6:00pm.

**XII. FINAL PUBLIC ITEMS OR COMMENT: (ITEMS NOT ALREADY ON THE AGENDA)**

- Greg Newell, Stage Rd
- Ed Ford, Union St
- Haily Keezer, Orchard Dr
- Regina Leonard, Wendy Acres Dr
- Chad Leonard, Wendy Acres Dr

**XIII. COUNCIL ITEMS:**

Danielle Haggerty: Thank for putting the additional camera in the council chambers for a front view of the podium and the dual view on the screen.

To add context for this answer: Prior in the meeting Councilor Haggerty was discussing the litigation with Micah Grant. Councilor Haggerty stated: Would you be willing to get a legal opinion on whether or not the unassigned funds meet the state law requirement? Councilor Haggerty knows it's a legal bill and that you'll then be mocked online for the legal bill. Councilor Haggerty feels it will go a long way in comfort and make things go smoother to have legal review this.

Regina Leonard: Since I am the one requesting the legal bills and insinuate that I'm mocking Mr. Grant by making the public document public to the rest of the town that tells a story and explains a lot of things to us is offensive and ignorant for you to say. I'm not mocking him by posting them. I'm sharing information and being transparent and showing the spending that's happening that has shown a lot of things going on that we didn't know about. It tells a story.

Councilor Haggerty to Regina Leonard: I was actually not accusing you of mocking Mr. Grant because you post the bills. I think posting the bills, there's nothing wrong with it at



all. The mocking is in regards to the slanderous statements said online by some people. I don't know if you have said it, but I have since left the group (Concerned Citizens of Hermon) because I could not put up with it anymore.

Regina Leonard: Be careful saying something is slanderous without proof, sweetheart.

Danielle Haggerty: I've seen some comments that are very derogatory and mean online for many people. It is something I don't enjoy and so I said that, but I was not actually referring to you posting the bill. I think there is nothing wrong with that.

Richard Cyr: Wished Chris Gray and his wife well.

March 20<sup>th</sup> was the first Charter Review Committee meeting. Mr. Cyr is Chair, Ed Ford Vice Chair and Kim Nichols is Secretary. Will meet weekly on Wednesday nights at 6:00 pm until the end of April or beginning of May 2024.

Derek Wood: One small comment for Mr. Grant and not looking for an answer or reply. The question Mrs. Haggerty had for you on an ongoing legal case, you mentioned that you're not going to settle. In private industry, we have a way out, cost vs reward doing some cost benefit analysis there. If outside council is advising you, you're to not settle, but in turn they're going to go ahead and continue to bill the school for legal fees, at some point there needs to be that cost benefit analysis. Do we continue as a town or school to pay the legal fees for potentially years on end? Or do we go ahead and settle? It's not to say we lost, it's just a position to take in order to make the thing go away so that our costs are no longer there. Just want you to give this some consideration and understand where that money is coming from.

Ronald Murphy: Thanked everyone for a very good dialogue tonight and if there are still some questions you would like answered we can certainly see if we can get those.

Councilor Haggerty asked for a vote due to the time of the meeting to approve going over 10:00pm if necessary.

Councilor Cyr moved to approve the meeting continuing until 10:30pm if needed. Councilor Wood seconded the motion. The motion was accepted. Motion passes 6-0.



**XIV. EXECUTIVE SESSION:**

**Councilor Snyder made a motion to enter into executive session. Councilor Cyr seconded the motion. The motion was accepted. Motion passes 6-0.**

**Executive Session started at 9:27pm**

Consider enter into Executive Session to discuss a personnel matter, Town Manager position per 1 M.S.R.A. § 405(6)(A)

**Councilor Snyder made a motion to close executive session. Councilor Haggerty seconded the motion. The motion carried and Executive Session ended at 9:47pm and returned to the regular meeting.**

**XV. ROLL CALL post executive session:**

**Members Present:** Richard Cyr, Danielle Haggerty, Ronald Murphy, John Snyder III, Steven Thomas and Derek Wood

**Members Absent:** Christopher Gray – Excused

**Chair Murphy gave a statement of matters discussed in executive session.**

**Councilor Snyder made a motion for Chair Murphy to enter into negotiations with potential Town Manager. Councilor Wood seconded the motion. The motion was accepted. Motion passes 6-0.**

**XVI. ADJOURNMENT:**

**Councilor Snyder moved to adjourn the meeting at 9:48 PM. Councilor Cyr seconded. With no objection the meeting was adjourned at 9:48 PM.**

**Respectfully Submitted,**

**Kristen Cushman  
Town Clerk**

**Please see the complete video at [Town Council Meetings | Hermon \(hermonmaine.gov\)](https://www.hermonmaine.gov)**

**Explanatory note #1:** All items in the CONSENT CALENDAR are considered routine and are proposed for adoption by the Town Council with one motion without DISCUSSION or deliberation. If DISCUSSION on any item is desired, any member of the Council or public may request the removal of an item for it to be placed in the regular agenda prior to the motion to approve the Consent Agenda.

**Explanatory Note #2:** In the interest of effect decision-making: At 10:00 p.m., the Chairman shall poll the Council and Town Manager to identify remaining items which shall be carried forward to the next Regular Meeting.

**Explanatory Note #3:** A Councilor who feels the need for the Council excusing his/her absence will make the request to the Town Manager or the Town Clerk prior to the meeting.



**R23-24-20**

Be it resolved by the Hermon Town Council in Town Council assembled to reschedule the regularly scheduled Thursday, April 25, 2024 @ 7:00 p.m. meeting to Thursday, May 2, 2024 @ 7:00 p.m.

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**SIGNED** this April 25, 2024 by the Hermon Town Council:

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**Ronald Murphy**

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**Steven Thomas**

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**Richard Cyr**

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**Christopher Gray**

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**Danielle Haggerty**

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**John Snyder III**

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**Derek Wood**

**Attest Original:** \_\_\_\_\_

Motion _____	Yeas _____	Date _____
Second _____	Nays _____	





**R23-24-21**

Be it resolved by the Hermon Town Council in town council assembled to appoint a replacement council member to fill a vacant seat on the Hermon Town Charter Review Ad hoc Committee.

Be it further resolved that the members of the committee will serve at the pleasure of the Town Council until such time the Town Council dissolves the committee and membership on the committee (approximately February 2024 – May 2024) to include:

**Voting members:**

Two member(s) of the Town Council, Richard Cyr and \_\_\_\_\_  
Two member(s) of the School Committee, Stephanie Oiler and Brian Veneziano  
Five citizen(s) Richard Burgess, Ed Ford, Charles Hillman, John Lorenz and Kim Nichols.

**Non-Voting members:**

Superintendent of the Hermon School Department and the Hermon Town Manager.

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**SIGNED this April 11, 2024, by the Hermon Town Council:**

\_\_\_\_\_  
Ronald Murphy

\_\_\_\_\_  
Steven Thomas

\_\_\_\_\_  
Richard Cyr

\_\_\_\_\_  
Christopher Gray

\_\_\_\_\_  
Danielle Haggerty

\_\_\_\_\_  
John Snyder III

\_\_\_\_\_  
Derek Wood

Attest Original: \_\_\_\_\_

Motion _____	Yeas _____	
Second _____	Nays _____	Date _____