



**Town of Hermon**  
**Public Safety Meeting Room**  
**March 12, 2026**  
**Town Council Meeting**  
**6:00 PM**  
**MINUTES**

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:**

Chair Murphy led those in attendance in the Pledge of Allegiance

**III. ROLL CALL:**

**Members Present:** Joshua Berry, Adam Brewer, Jason Forbes, Christopher Gray,  
Terry Hamm-Morris and Ronald Murphy

**Members Absent:** Richard Cyr - Excused

**Others Present:** Town Manager Stephen Fields, Town Clerk Kristen Cushman,  
and 26 residents/guests

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

\*This is an opportunity for members of the public to comment on non-agenda items, contribute information that may be of interest to the Town Council or ask clarifying questions. Please wait to be recognized and identify yourself before speaking. This is not the time to register complaints or promote a personal agenda. Please remember that you may not identify any person by name or job function.

- None



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

MINUTES	-APPROVE	02/12/2026
SIGNATURES	-APPROVE	
RESOLVES	-SIGN	
WARRANTS	-SIGN	02/27/2026, 03/13/2026

**Councilor Gray moved to approve the Consent Calendar. Councilor Brewer seconded the motion. Motion passes 6-0.**

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

**VII. PUBLIC HEARINGS:**

- Hold a public hearing – Dangerous Building for 10 Finch real estate # 1503

**Chair Murphy opened the public hearing at 6:02 PM. Public comments were Made by Michael Behling owner of Hermon MHP LLC. The hearing closed at 6:08PM.**

**VIII. EXECUTIVE SESSION:**

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

**Executive Session started at 6:09PM**

1. Consider entering into Executive Session regarding labor negotiations per 1 M.S.R.A. § 405(6)(D)

**Councilor Gray made a motion to end executive session and return to the regular meeting. Councilor Forbes seconded the motion. Motion passes 6-0.**

**Executive Session ended at 6:31PM**

**IX. COMMITTEE REPORTS:**

**X. SCHEDULED AGENDA ITEMS:**

**1. OLD or INCOMPLETE BUSINESS:**



2. NEW BUSINESS:

**O25-26-38** Consider deeming 10 Finch Lane account # 1503 a dangerous building

**Councilor Berry moved to approve O25-26-38. Councilor Brewer seconded the motion. The motion was accepted. Motion passes 4-2. Councilor Forbes and Hamm-Morris in opposition.**

**O25-26-39** Consider awarding the “Winter Snow Removal & Deicing Services” contract

**Councilor Berry moved to approve O25-26-39. Councilor Brewer seconded the motion. The motion was accepted. Motion passes 6-0.**

**O25-26-40** Consider approving the labor agreement between the Town of Hermon and International Association of Firefighters, AFL-CIO, CLC Local 5458 (aka Hermon Fire Department)

**Councilor Gray moved to approve O25-26-40. Councilor Hamm-Morris seconded the motion. The motion was accepted. Motion passes 6-0.**

**O25-26-41** Consider scheduling:

- June 09, 2026 Secret ballot Election for Municipal and School & State Primary
- June 11, 2026 Annual Town meeting to vote on budget warrant articles
- November 03, 2026 State Election

**Councilor Gray moved to approve O25-26-41. Councilor Hamm-Morris seconded the motion. The motion was accepted unless doubted. Motion passes.**

**O25-26-42** Consider awarding the “Sidewalk Snow Removal & Deicing Services” Contract

**Councilor Berry moved to approve O25-26-42. Councilor Brewer seconded the motion. The motion was accepted. Motion passes 6-0.**

**O25-26-43** Consider awarding the “Street & Parking Lot Sweeping/Catch Basin Cleaning Services

**Councilor Berry moved to approve O25-26-43. Councilor Brewer seconded the motion. The motion was accepted. Motion passes 5-0.**



**O25-26-44 Consider** entering into an agreement for the “Route 2 Pump Station Replacement Design Project”

**Councilor Berry moved to approve O25-26-44. Councilor Forbes seconded the motion. The motion was accepted. Motion passes 6-0.**


**O25-26-45 Consider** entering into an agreement for the “Logistics Lane Sewer Project”

**Councilor Berry moved to approve O25-26-46. Councilor Gray seconded the motion. The motion was accepted. Motion passes 5-0.**

**The Council recessed at 7:15 p.m. and reconvened at 7:20 p.m.**

**3. WORKSHOPS:**

- **FY2027 Draft School budget presentation and discussion– Barbara Sargent**

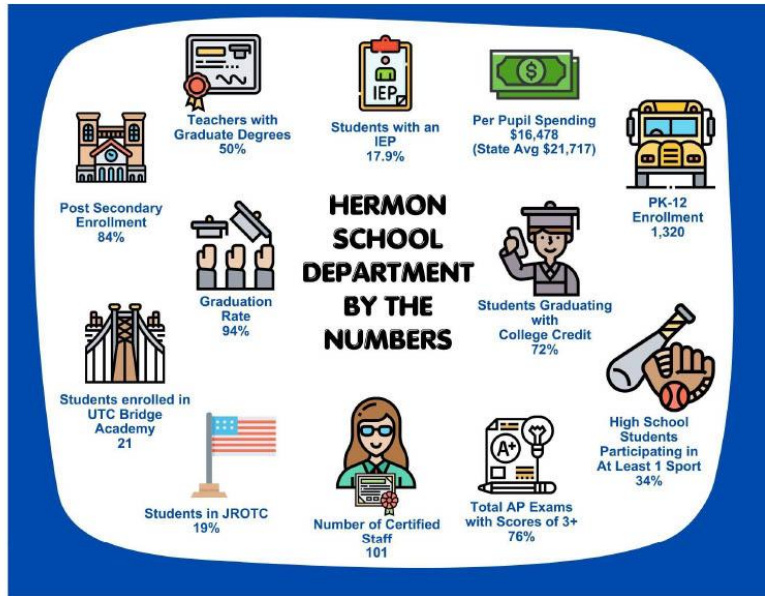


Hermon School Department

# Superintendent's FY 27 Proposed Budget

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Presented to the Hermon Town Council  
March 12, 2026



### DISTRICT STRATEGIC PLAN GOALS



The Hermon School Department is committed to preparing Students for personal success in college, career, and community.

Priority #1: Cultivate an **academic environment** that fosters critical thinking, creativity, and innovation.

Priority #2: Energize **district, school, and teacher leadership** to create an innovative and dynamic learning community.

Priority #3: Ensure **institutional and financial sustainability** in the face of economic and demographic challenges.



## FY 27 Budget Priorities

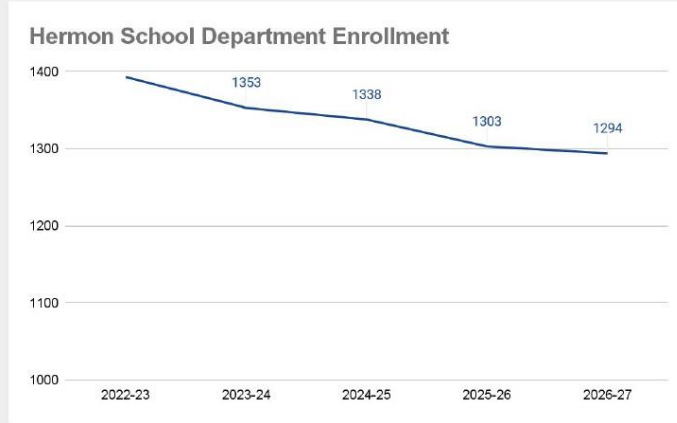
- Relevant and appropriately challenging curriculum and programming delivered by exemplary instructors.
- Safe, clean, comfortable learning spaces that allow learning to occur without interruption.
- Early childhood education programming.
- Support professional learning for educators and leaders.
- A fiscally prudent budget that addresses educational and facility needs.
- Appropriate support for all learners, including academic, behavioral, physical, and social-emotional interventions, as needed.

## District Enrollment

	2022-23	2023-24	2024-25	2025-26	2026-27 Projected
PreK-4 Elementary School	484	462	458	470	432 (Not including 3-year-olds)
Hermon Middle School	329	327	317	312	341
Hermon High School	580	564	563	521	521
<b>TOTAL</b>	1393	1353	1338	1303	1294



## District Enrollment History



## FY25 Total Per Pupil Expenditures



Data Source: Maine DOE



### State Aid to Hermon Schools



### FY26 Secondary Tuition Rates



Data Source: Maine DOE

### Hermon School Department

#### Budget History

2021-22	2022-23	2023-24	2024-25	2025-26
\$16,087,542. (+5.38%)	\$17,516,987. (+8.89%)	\$19,051,198. (+8.76%)	\$19,728,262. (+3.55%)	\$20,592,564. (+4.38%)



### Expense Budget Recommendation (March 12,

BUDGET SUMMARY	FY 26 Budget	FY27 Proposed 2025)	\$ Change	% Change
Regular Instruction	8,783,111.34	8,858,976.12	75,864.78	0.86%
Special Education	3,202,284.43	3,770,024.91	567,740.48	17.73%
Other Instruction	745,347.27	814,452.08	69,104.81	9.27%
Student and Staff Support	1,879,593.00	1,911,521.37	31,928.37	1.70%
System Administration	612,575.95	653,144.70	40,568.75	6.62%
School Administration	1,153,767.77	1,119,010.43	-34,757.34	-3.01%
Transportation	1,019,971.37	929,210.30	-90,761.07	-8.90%
Facilities Maintenance	2,634,683.82	2,650,235.69	15,551.87	0.59%
Debt Service	561,229.50	550,596.00	-10,633.50	-1.89%
All Other Expenditures	0.00	0.00	0.00	0.00%
<b>Total</b>	<b>20,592,564.45</b>	<b>21,257,171.60</b>	<b>664,607.15</b>	<b>3.23%</b>

In considering budget reductions . . .

**Reduction Tier**

**Description**

Efficiency Gains

Reductions that don't hurt output.

Strategic Deferrals

Projects we still need to do that can be delayed by a year.

Service Level Adjustments

Changes to how we operate day-to-day.

Hard Reductions  
safety

Cuts that impact students' experiences, academic programs, school



## Hermon School Department

### Request for reductions from School Committee members

First Draft Proposal of March 2, 2026 4.05% Expense Increase (15.42% Increase to Town)	Approved at March 11, 2026 Special Meeting 3.23% Expense Increase (12.10% Increase to Town)
Includes these reductions: <ul style="list-style-type: none"> <li>1 Ed Tech III General Education</li> <li>1 District G/T Teacher</li> <li>Elimination of Assistant Director of Special Services (4)</li> <li>Tennis Court Resurface \$25,000</li> <li>Roof replacement at district office \$42,000</li> </ul>	Column #1 and these additional reductions: <ul style="list-style-type: none"> <li>Fire pump system paid through Capital Reserve fund \$80,000</li> <li>Bus/van removed \$125,000</li> <li>Miscellaneous budget adjustments \$43,687</li> </ul>
<b>\$3,378,000 budget gap</b>	<b>\$3,129,314 budget gap</b>

## Patricia Duran Elementary School

### Staffing for 2026-27

- 3 PreK teachers (State-mandated class sizes of ≤ 16)
- 5 Kindergarten teachers (15-16 students each)
- 5 Grade 1 teachers (15-16 students each)
- 5 Grade 2 teachers (17-18 students each)
- 5 Grade 3 teachers (16-17 students each)
- 4 Grade 4 teachers (18 students each)
- 4 Special Education teachers
- Five (5) Unified Arts teachers: Art, Music, P.E., Library, Computer/STEM

Grade Level	2025-26	2026-27
PreK	60	
Kindergarten	75	Projecting 75
Grade 1	86	75
Grade 2	80	86
Grade 3	72	80
Grade 4	98	72

FY26	FY27	Change	%
\$226,157.73	\$180,780.65	- \$45,377.08	-20.06%

- Budgeted numbers do not include salary/benefits.
- Includes the transfer of one teacher to Hermon Middle School for Grade 5.
- Two (2) Intervention teachers and one (1) Ed Tech are covered under Title I federal funds.
- Includes instructional resources for Science, SS, Math, and ELA.
- Provides for implementation of Grade 4 Band program.
- One of the PreK teachers is funded by the state of Maine.



## Hermon Middle School

### Staffing for 2026-27

Grade 5: 5 Core Subject teachers

Grade 6: 4 Core Subject teachers

Grade 7: 4 Core Subject teachers

Grade 8: 4 Core Subject teachers

Special Education: 3 teachers

Electives: Health, Physical Education, Computer Science, Art, Chorus

Grade Level	2025-26	2026-27
Grade 5	75	98
Grade 6	82	75
Grade 7	89	82
Grade 8	69	89

FY26	FY27	Change	%
\$132,495.55	\$136,745.90	+ \$4,250.35	+ 3.21%

- Budgeted numbers do not reflect salary/benefits.
- Includes sharing two teachers from Hermon High School for middle school Chorus. (Budget neutral)
- Includes additional instructional materials for another section of Grade 5.
- Supports all co-curricular and athletic programs.

## Hermon High School

Teachers (Full-time equivalents, FTE)

English: 6      Social Studies: 5      Science: 5  
 Health/PE: 3      Music: 1      V/P Arts: 3  
 Math: 6      World Language: 1      Career/Tech: 2  
 Special Ed: 4

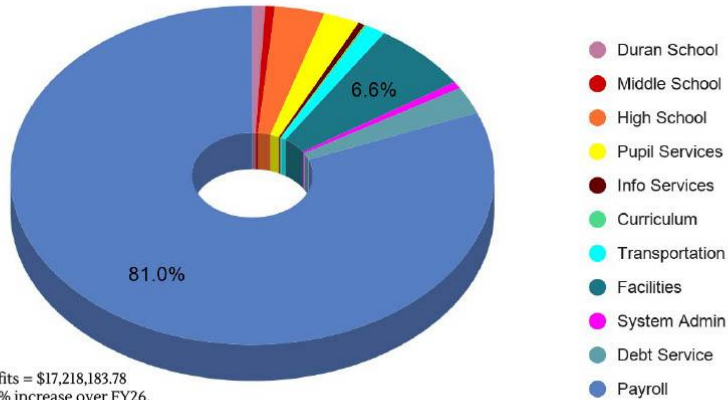
Grade Level	2025-26	2026-27
Grade 9	117	129 <small>(Anticipate 152 for 2027-28)</small>
Grade 10	153	117
Grade 11	135	153
Grade 12	129	135

FY26	FY27	Change	%
\$561,300.49	\$706,493.15	+ \$145,192.66	+ 25.87%

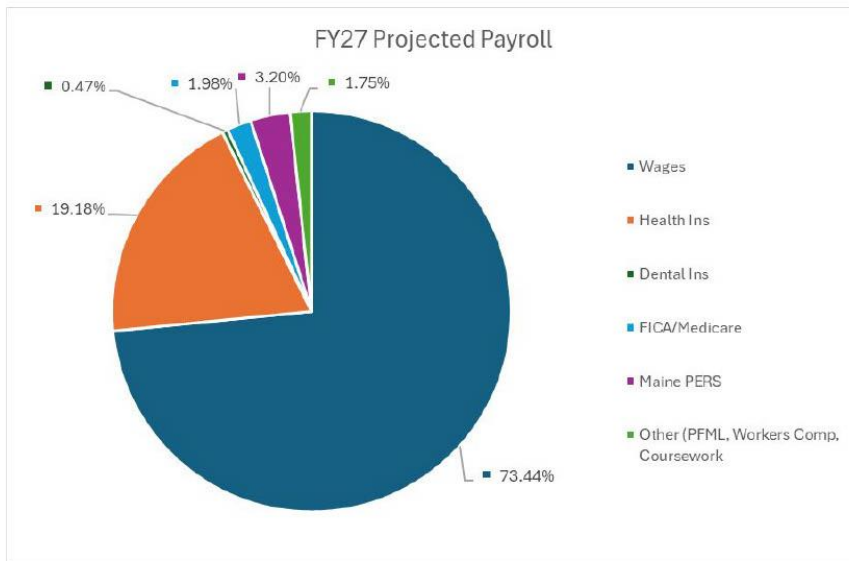
- Budgeted numbers do not reflect salary/benefits.
- Includes sharing two teachers from Hermon High School for middle school Chorus. (Budget neutral)
- Supports all co-curricular and athletic programs, including increases in officials' fees.
- Includes new auditorium sound system: \$40,000



### FY27 BUDGET BY AREA



Total salary and benefits = \$17,218,183.78  
 This represents a 3.54% increase over FY26.  
 It represents a 5.3% increase in teacher salaries.





## Federal Entitlement Funds

### Title Funds

- Title I Part A provides financial assistance to districts/schools with high percentages of children from low-income families to help ensure that all children meet state academic standards. **\$235,015.98**
- Title II Part A **\$20,509.64**  
This is allowed to be transferred to Title IA.
- Title IV Part A **\$26,582.67**  
This is allowed to be transferred to Title IA.  
The combined total for the above funds (\$282,108.29) covers salary and benefits for two (2) Literacy Intervention teachers and one (1) Math Intervention Ed Tech III at Duran Elementary School.
- Title V Part B(2) is designed to meet the needs of rural school districts that frequently lack the personnel and resources needed to compete for federal competitive grants. **\$5,828.75**

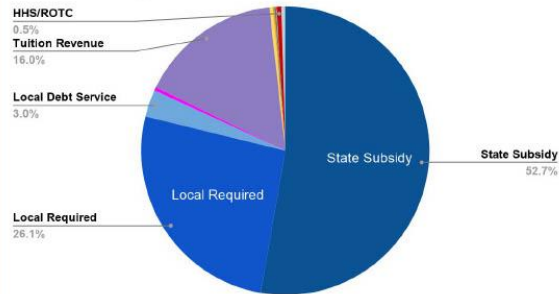
### IDEA Funds

- \$299,358.05
  - 1 Self Contained Teacher in FY26
  - 3 Self contained Ed Techs in FY26
- Preventing Student Homelessness - \$2,309.00 (FY25)

### Revenue Budget Comparison

Revenue Source	FY26	FY27
State Subsidy	\$9,305,190	\$9,561,616
Local Required	\$4,441,512	\$4,725,712
Local Debt Service	\$ 561,229	\$ 550,596
State Agency Client	\$ 10,000	\$ 70,000
Tuition Revenue	\$3,158,754	\$2,898,934
Interest Income	\$ 80,000	\$ 72,000
HHS Events	\$ 30,000	\$ 30,000
Misc. Revenue	\$ 30,000	\$ 30,000
Facilities Use	\$ 500	\$ 3,000
Transportation	\$ 8,000	\$ 8,000
HHS/ROTC	\$ 97,078	\$ 98,000
Undesignated Fund Balance	- - -	
Designated Reserve Funds	\$ 375,000	\$80,000
Local Additional	\$ 2,495,302	
<b>TOTAL</b>	<b>\$20,592,565</b>	<b>\$18,127,858</b>

### Revenue Budget FY27



\$21,257,171.60 Total School Department Expense Budget  
 \$3,129,313 Budget Gap after Local Required and Debt Service



### FY26 Secondary Tuition Rates



Data Source: Maine DOE

## Why a decrease in tuition revenue?

FY25 = \$12,293.04      FY26 = \$11,949.19      (-\$343.85 per high school student)

### Computation of tuition rate

The tuition rate at a public secondary school shall be the sum of all expenditures divided by the number of students. Expenditures shall be all expenditures for public secondary education for the period July 1 to June 30 of the year immediately before the school year for which the tuition charge is computed, except expenditures for:

- (1) Special education;
- (2) Career and technical education;
- (3) Community services;
- (4) Major capital outlay;
- (5) Debt retirement; and
- (6) Tuition and transportation.



## Undesignated Fund Balance

FY22	\$4,353,891
FY23	\$3,170,988
FY24	\$2,344,348
FY25	\$1,597,163
FY26	

## Highlights of FY27 Budget

- Expanded Band, Chorus, and Art experiences for all students
- Supports curriculum enrichment per the Curriculum Renewal schedule
- One special education Resource Room teacher (Duran Elementary School)
- Includes several facility needs/enhancements:
  - School security hardware
  - School security technological infrastructure
  - Audio system at Hermon High School's auditorium
  - New bus lift
  - Interior and exterior door replacements
  - Replace gymnasium lights with LED fixtures
  - Replace DOM hot water tanks and piping
  - Replace fire pump system



## Budget Process

January 7, February 4, and February 25, 2026: Finance Committee Meeting FY27 Budget



January 22 and February 25, 2026: Informal meeting with Town Council Representatives



March 2 and March 11, 2026: Hermon School Committee Meeting - First Reading FY27 Budget



March 12, 2026: FY27 School Budget Presentation to Town Council



April 6, 2026: Final FY27 Budget Presentation



April 9, 2026: Final Budget Workshop with Town Council



May 7, 2026: Town Council Meeting to Sign Warrants

- **FY2027 Draft Municipal budget discussion– Stephen Fields**

**Council gave guidance on where they would like changes in the CIP. Councilor Gray and Brewer asked for a meeting on 3/16/2026 to discuss the budget with Stephen Fields.**

#### 4. OTHER ITEMS: (FROM TABLE PACKAGE)

#### XI. APPOINTMENTS:

#### XII. MANAGER STATUS REPORT:

I would like to personally thank the elected officials for both the Town and the School Department who have worked diligently with the Town Manager and Superintendent throughout the budget development process. The Superintendent and I continue to look for opportunities to streamline operations and reduce costs that impact the tax levy. At the same time, we face the ongoing challenge of balancing responsible long-term planning for capital infrastructure and maintenance while maintaining the level of services our community expects.

#### To the Citizens of Town of Hermon:

As we approach the June State and Town elections, I want to take a moment, in my role as your Town Manager, to encourage our community to carry forward the values that make Hermon strong — respect, fairness, and civility.

Elections are an important part of our democratic process. They provide each of us with the opportunity to express our views, support the candidates and issues of our choice, and have a voice in shaping our shared



future. In doing so, it is equally important that we treat one another with courtesy and humility, regardless of differing opinions.

I respectfully ask that as neighbors, we:

- Listen respectfully to differing viewpoints, even when we disagree.
- Discuss ideas, not individuals, and avoid personal attacks.
- Participate responsibly in civic life, whether at the polls, in public meetings, or in conversations with one another.
- Accept the results of the election as part of the democratic process.

Our community is strongest when we show that we can engage in spirited debate while also remaining kind, civil, and united. Thank you for helping make this election season one that reflects the best of Town of Hermon.

Finally, I would like to take a moment to recognize an individual. This person has shown great dedication to the profession since joining the Town. Across the State of Maine, there are approximately 160 credentialed professionals, representing about 25% of the profession. I am pleased to share that the newest individual to earn the Maine Town and City Clerks' Association designation of "Certified Clerk of Maine" is Kristen Cushman.

In my short time working with Kristen, she has demonstrated a vast knowledge base in the role of Town Clerk and a strong commitment to her profession. This recognition is well deserved, and we are fortunate to have her serving our community.

### **XIII. FINAL PUBLIC ITEMS OR COMMENT\*: (ITEMS NOT ALREADY ON THE AGENDA)**

\*This is an opportunity for members of the public to comment on non-agenda items, contribute information that may be of interest to the Town Council or ask clarifying questions. Please wait to be recognized and identify yourself before speaking. This is not the time to register complaints or promote a personal agenda. Please remember that you may not identify any person by name or job function.

- None

### **XIV. COUNCIL ITEMS:**

- **Sign orders and resolves from section IX**

**Councilors thanked Dr. Barbara Sargent and Stephen Fields for the work and presentation on the FY27 Budget.**

**Jason Forbes: I would just like to congratulate the new owners of Hermon Mountain. It's very exciting to see that it's staying in the community.**



**Christopher Gray: Congratulations to Kristen, that's a great achievement.**

**While we have plenty of people here in the audience tonight, I think it's also important to just revisit the fact that only 80 people showed up to vote last year at the annual town meeting. That number is abysmal when it comes to population of almost 7000 people. So, tell your friends, tell your neighbors, and get out to vote. This set of workshops tonight emphasizes the need to get out and cast your vote.**

**Terry Hamm-Morris: I want to congratulate Kristen also, for her achievement. And I would like to remind people that this is our country's 250th birthday. And I think they're going to be some things coming forward, you can participate in our 250th birthday. I'm working on some things with the recreation department and with the senior citizens. But I really hope that children will get involved, because the children need to know our history, and they need to be proud of their country. I hope that you'll be looking for things to decorate your house to participate in celebrating that birthday.**

**Ronald Murphy: First of all, Kristen, congratulations. I know that was a lot of hard work, and you put a lot of time in. How long did it take you to go through that whole process?**

**Kristen: It's a five-year process, of taking classes, then you may apply for testing the following year either by July 1<sup>st</sup> or December 1<sup>st</sup>. I applied in December and was accepted and then took the test in February 2026.**

**Ronald Murphy: Congratulations.**

**XV. EXECUTIVE SESSION:**

**XVI. ADJOURNMENT:**

**Councilor Gray moved to adjourn the meeting at 8:59 PM. Councilor Hamm-Morris seconded the motion. With no objection the meeting was adjourned at 8:59 PM.**

**Respectfully Submitted,**

**Kristen Cushman, CCM  
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.