

REGULAR MEETING OF RSU NO. 5 BOARD OF DIRECTORS
WEDNESDAY – JANUARY 9, 2019
FREEPORT HIGH SCHOOL– LIBRARY
6:30 P.M. REGULAR SESSION
AGENDA

1. Call to Order:
The meeting was called to order at _____ p.m. by Chair Michelle Ritcheson
2. Attendance:

| | |
|-----------------------|---|
| ___ Kathryn Brown | ___ Michelle Ritcheson |
| ___ Jeremy Clough | ___ Lindsay Sterling |
| ___ Candace deCsipkes | ___ Valeria Steverlynck |
| ___ Jennifer Galletta | ___ Madelyn Vertenten |
| ___ Erica Giddinge | ___ Clay Canterbury – Student Representative |
| ___ John Morang | ___ Rhea Fitzpatrick – Student Representative |
| ___ Maura Pillsbury | |
3. Pledge of Allegiance:
4. Consideration of Minutes:
A. Consideration and approval of the Minutes of December 12, 2018 as presented barring any errors or omissions.

Motion: _____ 2nd: _____ Vote: _____
5. Adjustments to the Agenda:
6. Good News & Recognition:
A. Report from Board's Student Representative (10 Minutes)
7. Public Comments: (10 Minutes)
8. Reports from Superintendent:
A. Retirements (effective at the end of the school year) & Resignations (3 Minutes)
 - Linda Woodard – PES 3rd Grade Teacher (Retirement)
 - Joe Cormier – FMS Health/PE Teacher (Retirement)
 - Beth Markelon – MSS Classroom Teacher (Retirement)
 - Shenel Kavanaugh – MSS Educational Technician (Resignation)
9. Administrator Reports:
NA
10. Board Comments and Committee Reports:
A. Policy Committee (2 Minutes)
11. Policy Review:
A. Consideration and approval of the following Policies (1st Read) (20 Minutes)
 - JJE – Student Fundraising Activities
 - JIC – System-Wide Student Code of Conduct

Motion: _____ 2nd: _____ Vote: _____

12. Unfinished Business:

A. Consideration and approval to enter into an Interlocal Agreement for the Greater Sebago Education Alliance Regional Service Center. (15 Minutes)

Motion:_____2nd:_____Vote:_____

13. New Business:

A. Student Emotional/Social Well-being (40 Minutes)

B. Consideration and approval of the 2019-2020 School Calendar (1st Read). (20 Minutes)

Motion:_____2nd:_____Vote:_____

14. Personnel:

NA

15. Public Comments: (10 Minutes)

16. Adjournment:

Motion:_____2nd:_____Vote:_____Time:_____

Item H.A.

**RSU No. 5 Board of Directors Meeting
Wednesday, December 12, 2018 – 6:30 p.m.
Freeport High School - Library
Meeting Minutes**

(NOTE: These Minutes are not official until approved by the Board of Directors. Such action, either to approve or amend and approve, is anticipated at the January 9, 2019 meeting).

- 1. CALLED TO ORDER:**
Chair Michelle Ritcheson called the meeting to order at 6:34 p.m.
- 2. MEMBERS PRESENT:** Kathryn Brown, Jeremy Clough, Candace deCsipkes, Jennifer Galletta, Maura Pillsbury, Michelle Ritcheson, Lindsay Sterling, Valeria Steverlynck, Madelyn Vertenten. Also in attendance was Clay Canterbury, Student Representative.
MEMBERS ABSENT: Erica Giddinge, John Morang
- 3. PLEDGE OF ALLEGIANCE:**
- 4. CONSIDERATION OF MINUTES:**
A. VOTED: To approve the Minutes of November 28, 2018 as presented.
(Steverlynck - Sterling) (9 – 0) The student representative voted with the majority.
- 5. ADJUSTMENTS TO THE AGENDA:**
None
- 6. GOOD NEWS AND RECOGNITION:**
A. Report from Board's Student Representative
- 7. PUBLIC COMMENT:**
None
- 8. REPORTS FROM SUPERINTENDENT:**
A. Items for Information
 1. District Happenings
- 9. ADMINISTRATOR REPORTS:**
None
- 10. BOARD COMMENTS AND COMMITTEE REPORTS:**
A. Board Information Exchange and Agenda Requests
Valy Steverlynck – Looking for information on composting and recycling in the schools.
Board members discussed creating a sustainability committee.
Kate Brown – Provided an update on Region 10 Technical High School.
Jeremy Clough – Provided an update on the status of the Community Programs Committee.
B. Finance Committee
- 11. POLICY REVIEW:**
None

12. UNFINISHED BUSINESS:

A. Greater Sebago Education Alliance Discussion with Mick Roy

13. NEW BUSINESS:

A. Discussion on How RSU5 Uses Consultants

B. Discussion on Weather and Snow Days

14. PERSONNEL:

None

15. PUBLIC COMMENT:

None

16. ADJOURNMENT:

VOTED: To adjourn at 9:05 p.m. (Sterling – Vertenten) (9 – 0) The student representative voted with the majority.


Becky J. Foley, Superintendent of Schools



Item 10.A.

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Policy Subcommittee Report

Committee: Policy

Meeting date: December 14, 2018

Chair: Candy deCsipkes

Committee Members in attendance: Candy deCsipkes, Maddy Vertenten, Kate Brown, Cynthia Alexander

Guests: Valy Steverlynck,

Principals: Ray Grogan, Jen Gulko, Lisa Demick

Director of Finance: Michelle Lickteig

Review/Revise Policies:

The following policies were reviewed with no changes recommended.

- JK Student Discipline
- JKB Detention of Students
- JKD Suspension of Students
- KHB Advertising in the Schools
- DID Inventories

The following policies were revised and will be brought to the Board for first read on January 9, 2019

- JJE Student Fundraising Activities
- JIC System-Wide Student Code of Conduct
- DJ Bidding/Purchasing Requirements

The following policy will be brought back to the Committee on January 11, 2019.

- DFF Student Activities Funds

The next meeting will be held on, January 11, 2019 at 8:30 a.m.

Submitted by: Cynthia Alexander



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Item 11.A.

TO: Kathryn Brown, Jeremy Clough, Candace deCsipkes, Jennifer Galletta, Erica Giddinge, John Morang, Maura Pillsbury, Michelle Ritcheson, Lindsay Sterling, Valeria Steverlynck, Madelyn Vertenten, Clay Canterbury, Rhea Fitzpatrick

CC: Julie Nickerson, Lisa Demick, Kelli Rogers, Ray Grogan, Erin Dow, Dennis Ouellette, Will Pidden, Craig Sickels, Jim Grant, Peter Wagner, Jen Gulko, Bonnie Violette, Emily Grimm, Darren Carter, Charlie Mellon, Michelle Lickteig, Anne-Marie Spizzuoco, Beth Daniels, Deanna Coro, Pauline Gillis, Shawn McBean, Kristy Johnson, Dorothy Curtis, Eugenia O'Brien, Hank Ogilby, Lisa Blier, Linda Pritchard, Jennifer Winkler, Nancy Drolet, Nancy Dyer, Jessica Sturges, Laurie Allen, Crystal Boucher

FROM: Cynthia Alexander, Assistant Superintendent of Curriculum, Instruction, and Assessment

DATE: December 19, 2018

RE: Review/Update of Policies

At the January 9, 2019 Board of Directors Meeting, the following policies will be on the agenda for 1st Read and Review. The policies are attached.

1st Read Policies

JJE – Student Fundraising Activities

JIC – System-Wide Student Code of Conduct

The following policies were reviewed with no recommended revisions and require no Board action. There are no policies to review

JK – Student Discipline

JKB – Detention of Students

JKD – Suspension of Students

KHB – Advertising in the Schools

DID – Inventories

STUDENT FUNDRAISING ACTIVITIES

The Board recognizes that it is responsible for providing through the budget process the resources necessary to support the school unit's instructional program. However, the Board acknowledges that student organizations may wish to engage in fundraising in order to support their activities, to provide funding for social events and/or student travel, to benefit the school or community, or for humanitarian purposes.

It is the purpose of this policy to provide guidelines for student participation in fundraising activities.

A. Fundraising Guidelines

The following general guidelines apply to fundraising by student organizations. These guidelines and additional considerations shall apply to student participation in fundraising conducted for other purposes.

1. All student fundraising activities must be approved in advance by the building principal who will determine. ~~There must be sufficient educational or financial benefits to the school and/or students to justify the fundraising activity; and complies with section D of this policy.~~
2. Student fundraising activities must be supervised by a building administrator, teacher or activity advisor.
3. The activity must be one in which schools and students may appropriately engage, and must not subject the schools, students, or their families to unnecessary risk or responsibility. In the event there is a question regarding the appropriateness of a proposed activity or the proposed fundraising activity is one that is new to the school system, the building principal shall consult with the Superintendent.
4. Participation by students in actual fundraising shall be voluntary.
5. The activity must have minimal impact on instructional time and not be unduly demanding of student or staff time or work. Neither students nor staff should miss instructional time to plan or implement fundraising activities, acquire, demonstrate or distribute products, solicit sales, or to collect or record monies. ~~Students may participate in fundraising activities during non-instructional time, such as lunch periods and before and after school.~~
6. There shall be no mandatory quotas for product sales or donations.
7. Class time will not be used for distribution of promotional materials.

8. Students participating in fundraising activities are expected to conduct themselves in accordance with Board policies, school rules and the student code of conduct.
9. In the interest of student safety, activities involving door-to-door solicitation by elementary level students are prohibited.
10. Club and class dues shall be determined by the club or class officers in consultation with the club or activity advisor. The building principal shall have final authority over the setting of club and class dues. To the greatest extent possible, scholarship funds will be made available to qualifying students.
11. The building administrator and teachers or advisors supervising fundraising activities will be responsible for the collection, monitoring, deposit into student activity accounts, and disbursement of funds raised in accordance with the Board's policy DFF, Student Activities Funds Management (or other applicable policy code and title).

B. Solicitation of Funds By and From Students for Humanitarian or Charitable Organizations

Student fundraising may be conducted to benefit humanitarian or charitable organizations or purposes only as follows:

1. The fundraising activity or charity drive must be sponsored by a recognized school club or student organization and approved in advance by the building principal.
2. The activity or drive must be supervised by a building administrator or teacher.
3. Instructional time should not be used for planning or soliciting funds unless there is an explicit correlation to curriculum goals. The building administrator has final decision making authority in this matter.
4. Class time should not be used for distribution of promotional materials.
5. Participation in or donation to any fundraising activity shall be optional. Under no circumstances will any student be compelled to participate or donate, or be penalized for not participating or donating.
6. Fundraising activities must be conducted in accordance with the guidelines in Section A of this policy.
7. The building administrator or teacher charged with supervising the fundraising activity or drive will be responsible for the collection,

monitoring and disbursement of funds raised. Use of any student activity account must be in accordance with the Board's policy DFF (or other code), Student Activities Funds Management.

C. Use of Students in PTO/Parent Group Fundraisers

The Board recognizes that PTO's and other parent groups may wish to involve students in fundraising activities. The following provisions apply to student participation in such activities:

1. Any fundraising activity sponsored by a PTO or other parent group that involves student participation must be approved in advance by the building principal and be conducted in consultation with the building principal and staff.
2. Participation should provide a positive experience for students.
3. Participation in actual fundraising by staff and students shall be voluntary.
4. Instructional time will not be used for fundraising activities or solicitations.
5. All activities must be conducted in accordance with the fundraising guidelines in Section A of this policy.

D. Coordination of Fundraising Activities

PTO's, boosters and other parent groups are encouraged to coordinate their fundraising activities with student organization-initiated fundraisers in order to avoid burdening local businesses and the community.

~~The Board encourages the use of a fundraising calendar at each school and across the district to assist in spreading fundraisers over the school year. Request forms (JJE-E) should be submitted to both the administrator and superintendent for approval. The district office will coordinate requests to avoid duplication of fundraising.~~

Cross Reference: DFF-Student Activities Funds Management
EFE-Competitive Food Sales
~~JJIBC-Relations with Booster Groups~~

Adopted: March 24, 2010
Reviewed: March 13, 2013
Revised: _____

SYSTEM-WIDE STUDENT CODE OF CONDUCT

Ethical and responsible student behavior is an essential part of the educational mission of our schools. To that end, the Board has developed this System-Wide Code of Conduct with input from school staff, students, parents and the community. The Code defines our expectations for student behavior and provides the framework for a safe, orderly and respectful learning environment.

Article 1— Standards for Ethical and Responsible Behavior

The Code of Conduct is intended to support and encourage students to meet the following state-wide standards for ethical and responsible behavior:

- Respect
- Honesty
- Compassion
- Fairness
- Responsibility
- Courage

Article 2— Code of Conduct

All students are expected to comply with the Code of Conduct and all related Board policies and school rules. The Code applies to students:

- on school property,
- while in attendance at school or at any school-sponsored activity, or
- at any time or place that such conduct directly interferes with the operations, discipline or general welfare of the school.

Article 3— General Behavior Expectations

The following expectations for student behavior are fundamental to a safe, orderly and respectful environment in our schools. Each student should:

1. Be courteous to fellow students, staff and visitors.
2. Respect the rights and privileges of other students and school staff.
3. Obey all Board policies and school rules governing student conduct.
4. Follow directions from school staff.
5. Cooperate with staff in maintaining school safety, order and discipline.
6. Attend school regularly.

7. Meet school standards for ~~grooming and~~ dress.
8. Respect the property of others, including school property and facilities.
9. Refrain from cheating or plagiarizing the work of others.
10. Refrain from vulgarity, profanity, obscenity, lewdness, and indecency.

~~Article 4—~~ Discipline

Violations of the Code of Conduct may result in positive and restorative interventions and/or disciplinary action. Administrators have the discretion to tailor discipline to the facts and circumstances of the particular case. Consequences will range from a verbal warning for minor misconduct up to and including expulsion for the most serious offenses. Behavior that also violates the law may be referred to law enforcement authorities.

~~See Policies:~~

~~JK—Student Discipline~~
~~JKB—Detention of Students~~
~~JKD—Suspension of Students~~
~~JKE—Expulsion of Students~~

~~Article 5—~~ Expectations

The following is a summary of the school unit's expectations for student behavior. In many cases, the Board has adopted policies that address these expectations in greater detail. Students, parents and others should refer to the policies and student handbooks for more information about the expectations and consequences. In case of an inconsistency between this Code of Conduct, Board policies and/or school handbooks, Board policies will prevail.

A. Violence and Threats

Students shall not engage in violent or threatening behavior. Prohibited behavior includes fighting, assault and/or battery, taking hostages, threats to commit violence against persons or property, or threats, intimidation, or harassment. Violations may result in disciplinary action up to and including expulsion.

~~See Policies:~~

~~HICIA—Weapons, Violence and School Safety~~
~~HICK—Bullying~~
~~EBCC—Bomb Threats~~

B. Weapons

Students shall not possess or use weapons of any kind (examples include but are not limited to firearms, explosives and knives). Students also shall not use any object, although not necessarily designed to be a weapon, to inflict bodily harm and/or to

threaten, intimidate, coerce or harass another person (examples include but are not limited to bats, lighters, tools and toy weapons). Firearms violations will result in expulsion in accordance with state and federal statutes; other weapons violations may result in disciplinary action up to and including expulsion.

See Policies:

~~JICIA—Weapons, Violence and School Safety~~
~~JICK—Bullying~~

C. Hazing

Hazing is prohibited. Maine law defines injurious hazing as “any action or situation, including harassing behavior that recklessly or intentionally endangers the mental or physical health of any school personnel or a student enrolled in a public school.” No student shall plan, encourage or engage in such activities in connection with any school program or activity, including extracurricular, co-curricular and athletic activities. Students who engage in hazing activities are subject to suspension, expulsion and/or other appropriate disciplinary measures.

~~See Policy—ACAD—Hazing~~

D. Discrimination and Harassment/Sexual Harassment

Students should not discriminate against other students on the basis of race, color, sex, religion, ancestry, national origin or disability. Nor should students harass one another on the basis of race, color, sex, sexual orientation, religion, ancestry, or national origin or disability. Sexual harassment is also prohibited. Harassment is grounds for disciplinary action up to and including expulsion.

See Policies:

~~AC—Nondiscrimination~~
~~ACAA—Harassment and Sexual Harassment of Students~~

E. Bullying

Students shall not engage in bullying behavior, including unwanted physical contact, acts or communications of any kind that: 1) damage a student’s property; place a student in reasonable fear of physical harm and/or damage his/her property; and/or disrupt the instructional program or the orderly operation of the school; and/or 2) is so severe that it creates a hostile educational environment for the student who is bullied. Violations may result in disciplinary action up to and including expulsion from school.

~~See Policy—JICIA—Weapons, Violence and School Safety~~

F. Drug and Alcohol Use

Students shall not distribute, possess, use or be under the influence of any alcoholic beverage, drug, look-alike substance or other prohibited materials and/or substances as described in Board policy. Violations may result in disciplinary action up to and including expulsion from school.

~~See Policy—JICH—Drug and Alcohol Use by Students~~

G. Tobacco Use and Vaping

Students shall not smoke, use, possess, sell or distribute any tobacco products. This prohibition also applies to e-cigarettes and products and paraphilia associated with “vaping.” Violations of this policy may result in disciplinary action up to and including suspension from school.

~~See Policy—ADC—Tobacco Use and Possession~~

H. Conduct on School Buses

Students must comply with all Board policies and school rules while on school buses. Students who violate these policies and rules on a school bus may have their riding privileges suspended or revoked, and may also be subject to additional disciplinary action, up to and including expulsion, depending upon their particular violation.

~~See Policy—JICC—Student Conduct on School Buses~~

I. ~~Computer~~ Technology/Internet Use

Students may use school ~~computers~~ technology devices, networks and Internet services only for educational purposes and other purposes authorized by the school unit. Students shall comply with all policies and rules governing acceptable use. Unacceptable use may result in use restrictions suspension or cancellation of ~~computer~~ technology privileges as well as additional disciplinary and/or legal action.

~~See Policy—IJNDB—Student Computer and Internet Use~~

Athletic/Co-Curricular Activities

Students must follow all RSU No. 5 Board policies and school rules while participating in athletics and co-curricular activities. Students who violate policies and rules may be subject to suspension or removal from the team/activity as well as additional disciplinary action under applicable Board policies and/or school rules.

~~Article 6~~— Removal of Disruptive/Violent/Threatening Students

1. Students who are disruptive, violent or threatening death or bodily harm to others may be removed from classrooms, school buses, or other school property when necessary to maintain order and safety. The staff member who orders the student removed should arrange to have the student escorted to the office or other designated location.
2. If a student does not comply with a staff member's order to leave, the staff member will contact an administrator, or, if not available, another suitable person, who shall respond promptly.
3. Staff members should not use physical force or restraint, except to the minimum extent necessary to protect any person from imminent physical harm. Staff members are not required to take action that puts them at risk of serious injury.
4. The responding administrator will take appropriate action. If the student fails to obey verbal directions, force or restraint may be used only to the minimum extent necessary to protect any person from imminent physical harm or to quell a disturbance. Whenever practicable, law enforcement should be called to restrain or physically remove the non-complaint student. The administrator may invoke the school unit's crisis response plan if appropriate.

~~See 20-A MRSA § 4009—Protection from Liability~~
~~See Comprehensive Emergency Management Plan~~

~~Article 7~~— Special Services

1. **Referral.** The school unit has adopted policies and procedures for determining when a student shall be referred for special services.

~~See Policies:~~

~~IHBAA—Referral/Pre-Referral Policy of Students with Disabilities~~
~~IHBAC—Child Find~~

2. **Review of Individual Educational Plan.** The school shall schedule an IEP meeting to review the IEP of a student who has been removed from class when: a) school officials and/or the parent believes the student may present a substantial likelihood of injury to himself/herself or other; b) the class removals are sufficient to constitute a change in the student's special education program; or c) school officials or the parent believes that the student's behavior may warrant a change in educational programming.

~~See Policy—JKF—Disciplinary Removals of Students with Disabilities~~

Article 8— Referrals to Law Enforcement Authorities

The Superintendent and administrators have the authority to seek the assistance of law enforcement authorities when there is a substantial threat to the safety of the schools, students or staff. The Superintendent/administration may also inform law enforcement authorities when they have reason to suspect that a student or staff member may have violated a local, state or federal statute. All serious offenses, as determined by the Superintendent, must be reported to law enforcement authorities.

See Policies:

~~KLK—Relations with Law Enforcement Authorities, OR~~
~~KLGA—Relations with School Resource Officers and Law~~
~~Enforcement Authorities~~

Article 9— Dissemination of System-Wide Student Code of Conduct

The System-Wide Student Code of Conduct shall be distributed to staff, students and parents through handbooks and/or other means selected by the Superintendent and building administrators.

Cross Reference: AC – Nondiscrimination
ACAA – Harassment and Sexual Harassment of Students
ACAD – Hazing
ADC – Tobacco Use and Possession
EBCC – Bomb Threats
IHBAA – Referral/Pre-Referral Policy of Students with Disabilities
IHBAC – Child Find
IJNDB – Student Computer and Internet Use
JICC – Student Conduct on School Buses
JICH – Drug and Alcohol Use by Students
JICIA – Weapons, Violence and School Safety
JICK – Bullying
JK – Student Discipline
JKB – Detention of Students
JKD – Suspension of Students
JKE – Expulsion of Students
JKF – Disciplinary Removals of Students with Disabilities
KLK – Relations with Law Enforcement Authorities

Legal Reference: 20-A MRSA §§ 254 (11); 1001 (15), (15-A)

Adopted: March 24, 2010
 Revised: January 23, 2013
 Revised: _____

**INTERLOCAL AGREEMENT FOR THE
GREATER SEBAGO EDUCATION ALLIANCE REGIONAL SERVICE CENTER**
20-A M.R.S. Chapter 123 and 30-A M.R.S. Chapter 115

This Interlocal Agreement is made by and between the Brunswick School Department, Cape Elizabeth School Department, Gorham Department of Education, Portland Public Schools, Scarborough School Department, South Portland Department of Education, Westbrook School Department, Maine School Administrative District No. 6, Maine School Administrative District No. 15, Regional School Unit No. 5, and Regional School Unit No. 14, all Maine school administrative units acting by and through their governing bodies (collectively, the "Parties"), as follows:

1. **Formation.** Subject to the approval conditions set forth in Section 25, the Parties hereby form a school management and leadership center, also known as a regional service center, under the authority of Title 20-A M.R.S. Chapter 123, §§ 3801 *et seq.* and Title 30-A M.R.S. Chapter 115, §§ *et seq.*
2. **Name.** The name of the school management and leadership center formed pursuant to this Agreement shall be: Greater Sebago Education Alliance (hereinafter, "GSEA").
3. **Purposes.** The purposes of the GSEA shall be to enhance student learning and opportunities and maximize available and desired resources through the establishment of shared regional initiatives.
4. **Administrative Entity.** The GSEA shall be a school management and leadership center within the meaning of 20-A M.R.S. Chapter 123, a political subdivision within the meaning of 5 M.R.S. § 19002(6), a quasi-municipal corporation within the meaning of 30-A M.R.S. § 5701, and a tax exempt governmental entity for purposes of 36 M.R.S. § 1760(2). The Board of Directors is authorized to make any filings and take any other necessary actions to implement the provisions of this Section 4.
5. **Term.** The term of this Interlocal Agreement shall be two (2) years commencing July 1, 2018 and ending June 30, 2020 (the "Initial Term"), subject to extension as follows: The term of this Agreement shall be automatically extended for one additional fiscal year on February 1, 2020 and February 1 of each subsequent fiscal year (each a "Renewal Term" and, together with the Initial Term, the "Term"), unless by February 1 in any year the Board of Directors votes in favor of dissolution and the GSEA is dissolved pursuant to Section 18.B as of the following June 30.
6. **Fiscal Year.** The fiscal year of the GSEA shall begin on July 1 and end on June 30.
7. **Members.** The initial members of the GSEA shall be those Parties to this Agreement whose voters approve the formation of the GSEA pursuant to Section 25 (hereinafter, the "Members"). Other school administrative units may become members pursuant to the requirements of Section 13 ("New Members").
8. **Governing Body - Board of Directors.**
 - A. The GSEA shall be governed by a board of directors composed of the Superintendent of Schools of each Member, or the Superintendent's designee who shall, in all cases, be an employee of that Member (the "Board of Directors"). Designees shall serve at the pleasure of the appointing Superintendent of Schools.

- B. The Board of Directors shall be responsible for all aspects of the GSEA, including without limitation preparing its annual operating budget and establishing, and modifying from time to time, the scope of functions, programs, and services provided by the GSEA.
 - C. The Board of Directors shall elect a president, vice-president, treasurer, and secretary, and any other officers it deems useful or necessary.
 - D. The Board of Directors may establish rules of procedure and policies to govern its meetings, provided such rules and policies are not inconsistent with this Agreement or state law.
 - E. Each Director shall have one vote.
 - F. A majority of the Directors shall constitute a quorum and, except as otherwise specifically provided in this Agreement, a majority vote of the Directors at a meeting at which a quorum is present shall be required for the Board of Directors to act.
 - G. A Director is deemed present for establishing a quorum and may participate in a meeting of the Board of Directors by means of remote communication provided that the Director is able to hear and participate in the meeting and to vote on matters under consideration concurrently with the Directors present at the meeting and that the Director's remote communications at the meeting are audible and/or visible to the Directors and members of the public in attendance at the meeting.
 - H. In the event that there is a vacancy in the position of Superintendent of Schools of any Member, the governing body of that Member may appoint an interim Director until a new Superintendent or acting Superintendent has been appointed.
9. **Functions, Programs, and Services.** The GSEA may make available the following functions, programs, and services:
- A. Joint purchasing of food supplies;
 - B. Joint professional development offerings;
 - C. Joint substitute teacher recruiting, training, and diversity hiring processes;
 - D. Joint English Language Learners (ELL) intake processes;
 - E. Serving as an incubator for new regional programs and services; and
 - F. Any other regional functions, programs, and services as may be authorized by law and approved by an affirmative vote of two-thirds of the full membership of the Board of Directors.

A regional service center that does not provide at least two functions, programs, and services in at least two of the categories of services set forth in 20-A M.R.S. § 15683-C may lose its eligibility for direct state funding pursuant to 20-A M.R.S. § 3806.

Administration. It is the intent of the Parties that the GSEA be administered by one of the Members pursuant to a contract or memorandum of agreement to be entered into between the Board of Directors and the governing body of that Member. The Board of Directors shall select an Executive Director who may, but is not required to, be an employee of one of the Members by an affirmative vote of two-thirds of the full membership of the Board of Directors. The Board of Directors may alter these administrative arrangements by a vote of two-thirds of the full membership of the Board of Directors. The Executive Director shall:

- A. Administer the day-to-day operations of the GSEA;
- B. Administer the annual operating budget of the GSEA, including without limitation accounting and auditing requirements related thereto;
- C. Acquire and maintain liability and other insurance adequate to cover the GSEA and its operations;
- D. Track and record all data, submit all reports, comply with all state and federal reporting requirements on behalf of each Member, and otherwise ensure compliance with the terms and conditions of this Agreement, any charitable or governmental grant agreement that may be secured for the benefit of the GSEA, and any other contract entered into by or on behalf of the GSEA;
- E. Adhere to generally accepted accounting principles and annually engage an external auditor to do an independent audit of the GSEA's finances in accordance with 20-A M.R.S. § 3804; and
- F. Perform other functions concerning the management of the GSEA as directed by the Board of Directors.

10. **Fiscal Agent.** By agreement between the Board of Directors and the governing body of the Member administering the GSEA, the Member administering the GSEA shall act as the fiscal agent of the GSEA. The fiscal agent shall maintain the accounts of the GSEA including, without limitation, its operating budget accounts; shall contract for, purchase, and hold title to all GSEA equipment and property on behalf of the GSEA; and shall perform any other functions concerning the fiscal management of the GSEA, under the direction of the Board of Directors. All state contributions to the GSEA – including, without limitation, any funds in support of the Executive Director's salary and benefits, student information system costs, and accounting and payroll system costs – shall be paid to the fiscal agent for the benefit of the GSEA. The fiscal agent shall accept, account for, and disburse any such state contributions in accordance with the terms of this Agreement. The Board of Directors may in its discretion alter the provisions for administration of the GSEA and for its fiscal agent.

11. **GSEA Employer.** To the extent the Board of Directors determines that the GSEA requires or benefits from having a Member serve as the employer for some or all of the GSEA's personnel, the Board of Directors may designate the fiscal agent to serve as the employer for the GSEA's personnel. Alternatively, the Board of Directors may designate another Member to serve as the GSEA employer by agreement with the governing body of that Member or may direct that the GSEA employ its own personnel. If a Member serves as the GSEA employer, the Member shall have all authority under applicable law to hire, evaluate, discipline, non-renew, lay off, or terminate employees serving the GSEA. In making such employment decisions, the governing body of the Member shall solicit and consider the recommendations of the Board of Directors.

12. New Members: Associate Members.

- A. New Members. Any school administrative unit wishing to become a member of the GSEA, and which qualifies as a member pursuant to 20-A M.R.S. § 3802(2), may petition the Board of Directors for membership ("Petitioner"). The Board of Directors may condition membership by imposing additional obligations on the Petitioner and/or limits on the rights and benefits which a Petitioner may receive, including without limitation access to fund balances. The Petitioner and Board of Directors shall negotiate and execute a separate agreement in which the Petitioner agrees to be bound by the terms of this Agreement, subject to any such conditions (the "Membership Agreement"). A Petitioner shall become a member upon approval of the Membership Agreement by the governing body of Petitioner's school administrative unit and by a two-thirds vote of the full membership of the Board of Directors.
- B. Associate Members. Municipalities, counties, career and technical regions, public charter schools, and other entities which qualify pursuant to 30-A M.R.S. Section 3802(3) wishing to become a non-voting associate member of the GSEA may petition the Board of Directors for associate membership ("Petitioner"). Associate members shall be permitted to participate in the functions, programs, and services offered by the GSEA on such terms and conditions as may be included in a contract or memorandum of understanding between the GSEA and the associate member. Any petition for associate membership and the proposed contract or memorandum of understanding must be approved by a majority vote of the Board of Directors and the governing body of the Petitioner.

13. Minimum Member Obligation. Nothing in this Agreement requires a Member to purchase all of the functions, programs, and services made available to it by the GSEA. A Member may discontinue any purchased functions, programs, and services at the end of a fiscal year upon 90 days' notice to the Board of Directors and thereafter shall no longer be obligated to pay for that function, program, or service. A Member that discontinues purchasing all functions, programs, and services from the GSEA shall no longer be required to continue paying the annual membership fee. A Member that does not continue to purchase at least two functions, programs, and services in at least two of the categories of services set forth in 20-A M.R.S. § 15683-C may lose its eligibility for a regional service center allocation from the Maine Department of Education.
14. Non-Member Purchasers of Services. The Board of Directors may, in its sole discretion, offer and provide functions, programs, and services to any school administrative unit, political subdivision, public entity, or nonprofit organization or association that is not a Member ("Service Recipient") provided that the Service Recipient pays all actual costs for the functions, programs, and services plus a supplemental fee, said costs and fee to be determined by the Board of Directors. Priority for any functions, programs, and services offered by the GSEA shall be given to its Members.
15. Authority and Powers. The authority and powers of the GSEA shall be as follows provided that the fiscal affairs of the GSEA may be exercised by and through a fiscal agent:
- A. Organizational Powers. The GSEA shall have the power and authority to provide functions, programs, and services in accordance with the terms of this Agreement.
- B. Contracts. The Board of Directors is authorized to enter into contracts, leases, and lease purchase agreements on behalf of the GSEA.

- C. Employment of Personnel. The Board of Directors is authorized to employ personnel to carry out the purposes of this Agreement.
- D. Personal Property. The Board of Directors is authorized to hold and dispose of personal property in the name and on behalf of the GSEA for purposes of this Agreement.
- E. Expenditures. The Executive Director, under the direction of the Board of Directors, is authorized to expend funds in accordance with the approved GSEA budget.
- F. Investment of Funds. The Executive Director, under the direction of the Board of Directors, is authorized to invest GSEA funds on behalf of the GSEA in accordance with 30-A M.R.S. §§ 5706-5719.
- G. Reserve Funds; Contingency Funds. The Board of Directors is authorized to establish, maintain, and expend funds from a reserve fund or contingency fund.
- H. Disposition of Property and Indebtedness. The Board of Directors is authorized to dispose of any personal property, including by sale or lease, transferred to or from or administered by the GSEA. The Board of Directors is not authorized to assume, incur, or dispose of any indebtedness in the name of the GSEA.
- I. Purchase of Goods and Services. The Board of Directors is authorized to purchase goods and services.
- J. Acceptance of Gifts and Grants. The Board of Directors is authorized to accept conditional and unconditional gifts and grants, outright or in trust. Conditional gifts requiring ongoing commitment of funds must be authorized a two-thirds vote of the Board of Directors at a meeting at which a quorum is present.
- K. Acceptance and Expenditure of State and Federal Funds. The Board of Directors is authorized to accept funds from state, federal, and other sources.
- L. Policies. The Board of Directors is authorized to adopt administrative policies including, without limitation, purchasing and procurement policies and conflict-of-interest policies, provided any such policies do not conflict with the terms of this Agreement or applicable state or federal law.
- M. No Authority to Borrow. The Board of Directors shall have no authority to borrow funds in anticipation of the Members' payment of their shares of the GSEA budget.
- N. No Eminent Domain Powers. Notwithstanding 20-A M.R.S. § 3802(7), the Parties hereto do not delegate their respective eminent domain powers to the GSEA.
- O. No Bonding Authority. Notwithstanding 20-A M.R.S. § 3802(12), the Board of Directors shall have no authority to issue bonds or notes for school construction purposes.
- P. No Transfer of Responsibility for Provision of a Free Public Education. This Agreement does not transfer to the GSEA any school administrative unit's responsibility for providing the opportunity of a free public education to each of its students or a free, appropriate education to each of its students with a disability as required by Title 20-A of the Maine Revised Statutes or by federal law.

16. Fiscal Operation; Cost Sharing.

- A. **Funding Sources.** The activities of the GSEA may be financed from any of the following sources:
- i. State subsidy;
 - ii. Member assessments;
 - iii. Fees collected from Members, Associate Members, and non-Member Service Recipients for services provided;
 - iv. Donations, charitable or governmental grants, or similar funding sources, as the Board of Directors deems appropriate; and
 - v. Any other funding source or miscellaneous revenue approved by the Board of Directors.
- B. **Annual Operating Budget.** Except as provided in Section 17(G) ("Transition Plan for FY 2019"), by February 1 of each year, the Board of Directors shall prepare and approve, by a two-thirds vote of the Board of Directors at a meeting at which a quorum is present, an annual operating budget to fund the GSEA for the following fiscal year. The Board of Directors shall consult with the Executive Director in preparing the budget, and shall provide the final budget to each Member. The budget shall include:
- i. All anticipated revenues, as determined by the Executive Director and approved by the Board of Directors;
 - ii. All costs of operating the GSEA as determined by the Executive Director and approved by the Board of Directors, set forth in separate articles that are consistent with the appropriate articles in the cost center summary budget format of 20-A M.R.S. § 1485(1)(A).

In the event that the Board of Directors fails to approve an annual budget by February 1, the Executive Director shall call an emergency meeting of the Board of Directors to be held no later than February 15, at which an annual budget must be approved.

C. **Budget Allocation and Assessment.**

- i. The Board of Directors shall assess an annual membership fee on each Member and may assess an annual service allocation fee based on each Member's use of and participation in the functions, services, and programs provided by the GSEA as determined by the Board of Directors. The annual membership fee and the annual service allocation fee shall not be assessed against those Members that have elected not to purchase any functions, programs, and services from the GSEA pursuant to Section 14 ("Minimum Member Obligation"). This cost-sharing arrangement may be modified by October 1 of any year for the following fiscal year by an affirmative vote of two-thirds of the full membership of the Board of Directors.

ii. By January 30 of each year, each Member shall be assessed a membership fee and an annual service allocation fee for the following fiscal year. Unless otherwise provided in a Board of Directors' policy, the Members shall pay their respective membership and service allocation fees to the GSEA in two semi-annual installments in July and January of each fiscal year.

iii. After taking into account other revenues, the annual membership fee of each Member shall be in such an amount as to provide the GSEA with sufficient funds to operate during the fiscal year after taking into account other sources of anticipated revenue including state subsidy and anticipated service allocation fees.

D. Expenditure of Funds: Balanced Budget. All funds of the GSEA may be used by the Board of Directors in a manner consistent with this Agreement, any applicable grant agreements, and state and federal regulations. GSEA fund balances may, at the discretion of the Board of Directors (i) be used to reduce the operating costs of the GSEA; (ii) be accrued in reserve and contingency funds; or (iii) be equitably credited or rebated to each Member. Anticipated carryover funds at the end of a fiscal year may be returned to the GSEA to support its continued growth and reduce Member costs in succeeding fiscal years. To maintain a balanced budget, the GSEA shall return any funds in excess of the anticipated carryover funds to its Members in equitable shares per Member.

E. Invoices; Payments Due. The Board of Directors shall determine the process, schedules, and deadlines related to invoicing and payments due (including for membership and service allocation fees) consistent with this Agreement and applicable laws and rules.

F. State Subsidy. A regional service center may lose its eligibility for direct state funding pursuant to 20-A M.R.S. §3806 if it does not provide at least two functions, programs or services in at least two of the categories set forth in 20-A M.R.S. § 15683-C.

G. Transition Plan for FY 2019. Notwithstanding Section 17.B ("Annual Operating Budget"), the GSEA budget for Fiscal Year FY 2018-2019 shall be the budget attached hereto as Schedule A.

17. Withdrawal; Termination; Dissolution; Transfer.

A. Withdrawal. Any Member may withdraw from the GSEA effective at the end of a fiscal year, provided that the withdrawing Member satisfies applicable state law (including without limitation 20-A M.R.S. § 3802(13)) and gives written notice to the Board of Directors not later than November 1 preceding the end of a fiscal year. The Director representing the withdrawing Member shall enter into a withdrawal agreement with the Board of Directors on terms acceptable to the Board of Directors. Any withdrawal agreement involving the withdrawal of a Member must be consistent with the following conditions and understandings:

i. The Director representing a withdrawing Member shall be recused from participating in or voting as a Director on any matter relating to the withdrawal from the date that written notice of the withdrawal is provided to the Board of Directors.

- ii. The Board of Directors and the Director representing the withdrawing Member shall in good faith negotiate a withdrawal agreement that allocates an equitable share of the GSEA's assets and liabilities to the withdrawing Member.
 - B. **Dissolution.** The GSEA may be dissolved by a majority vote of the full Board of Directors and approval of the dissolution in accordance with the requirements of applicable state law (including without limitation 20-A M.R.S. § 3802 (14)). Prior to dissolution, the Directors, by written agreement, shall make suitable provision for the equitable division among the Members of the assets and liabilities of the GSEA.
 - C. **Transfer.** Upon a majority vote of the Board of Directors, a Member may transfer to another regional service center whose board of directors has adopted a vote to approve the transfer on terms acceptable to the Board of Directors and the transferring Member. Prior to any such transfer, the Board of Directors of the GSEA, the transferring Member, and the receiving regional service center shall enter into a transfer agreement making suitable provision for the transition of governance and other matters related to the GSEA, including the equitable division and/or transfer of the assets and liabilities of the GSEA.
 - D. **Termination of Participation of Member for Cause.** The participation of a Member in the GSEA may be terminated for cause upon the failure of the Member to conform to the terms of this Agreement or any statutory requirements applicable to interlocal agreements or school management and leadership centers, including without limitation failure to pay the Member's budget assessment. Prior to any such termination, the Board of Directors shall provide the nonconforming Member with a written notice of termination for cause and a 30-day opportunity to cure. If the nonconforming Member fails to cure the nonconformity within the 30-day cure period, the Board of Directors shall prepare a plan for termination in accordance with the provisions of Section 18.A.ii (except that any reference to the withdrawing party therein shall mean the nonconforming Member). The nonconforming Member's participation in the GSEA and status as a Member to this Agreement may then be terminated by a vote of a majority of the full membership of the Board of Directors, excluding the Director representing the nonconforming Member. The termination of a nonconforming Member's participation shall become effective as of the end of the then current fiscal year.
18. **Dispute Resolution.** Any dispute arising out of or relating to this Agreement, shall be resolved as follows:
- A. **Negotiation.** The parties to the dispute shall negotiate in good faith and attempt to resolve any dispute, controversy, or claim arising out of or relating to this Agreement ("Dispute") within 30 days after the date that an aggrieved Member has given written notice of such Dispute to the Board of Directors.
 - B. **Mediation.** If the Dispute has not been resolved within 30 days, any party may serve written notice on the other parties to the dispute of a request for non-binding mediation. The mediation shall be conducted in Maine by a mediator mutually agreeable to the Director representing the aggrieved party and the Directors representing the other parties to the dispute and shall not exceed one full day or two half days in length, and shall be completed within 90 days from the date of receipt of a request for mediation. The aggrieved party shall be responsible for the costs of the mediator. In the event that the aggrieved party and the Director(s) representing the other party or parties to the dispute are unable to agree on a mediator within 14 days, or to resolve the dispute through mediation

within 90 days, the Members and the GSEA reserve the right to file a civil action in a court of competent jurisdiction located in Cumberland County, Maine.

- C. Performance During Dispute. Unless otherwise directed by the Board of Directors, the Members shall continue performance under this Agreement while matters in dispute are being resolved.

19. Insurance. Each Member, Associate Member, and non-Member Service Recipient shall be responsible for obtaining and maintaining insurance adequate to protect itself from the risks, if any, related to this Agreement.
20. No Exclusivity. Nothing in this Agreement shall obligate any Party to any exclusive relationship with any other Party or Parties, the GSEA, or the Board of Directors; nor shall it prevent or limit any Party's participation in any other plan, program, agreement, or arrangement for functions, programs, or services; nor shall it impair any rights that any Party may have under any other plan, program, agreement, or arrangement of any kind. For the avoidance of doubt, nothing in this Agreement shall preclude the Parties or any Members from entering into an interlocal agreement to join another school management and leadership center or establish any other similar joint venture.
21. Amendment. This Agreement may be amended by a two-thirds affirmative vote of the full membership of the Board of Directors. In the event of the addition, withdrawal, transfer, or termination of participation of a Member, the Board of Directors shall amend this Agreement accordingly.
22. Applicability to Successor Parties. This Agreement shall be binding upon any successor of each Member. If, however, a municipality withdraws from a Member pursuant to applicable state law, this Agreement shall be binding upon only the Member as it exists after the effective date of withdrawal and shall not be binding upon any municipality that has withdrawn or on any school administrative unit formed by or joined by the withdrawing municipality, unless such a municipality or school administrative unit becomes a Member pursuant to Section 13.A ("New Members").
23. Miscellaneous. This Agreement shall be interpreted, governed, construed, and enforced in accordance with the laws of the State of Maine. This Agreement contains the entire agreement between the Parties in relation to its subject matter, and there are no other agreements or understandings, oral or otherwise, between the Parties at the time of execution of this Agreement. If any provision(s) of this Agreement is determined to be invalid or unenforceable in whole or in part for any reason, such provision(s) shall be severed and the Parties shall negotiate in good faith to amend this Agreement so as to effect the original intent of the Parties as closely as possible. The remaining provisions of this Agreement shall be unaffected thereby and shall remain in full force and effect to the full extent permitted by law. This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which, taken together, shall constitute one and the same Agreement.

24. Approval Conditions, Effective Date, and Members.

A. Approval Conditions. Pursuant to 20-A M.R.S. §§ 3805(2) and (3), this Agreement is subject to the following conditions:

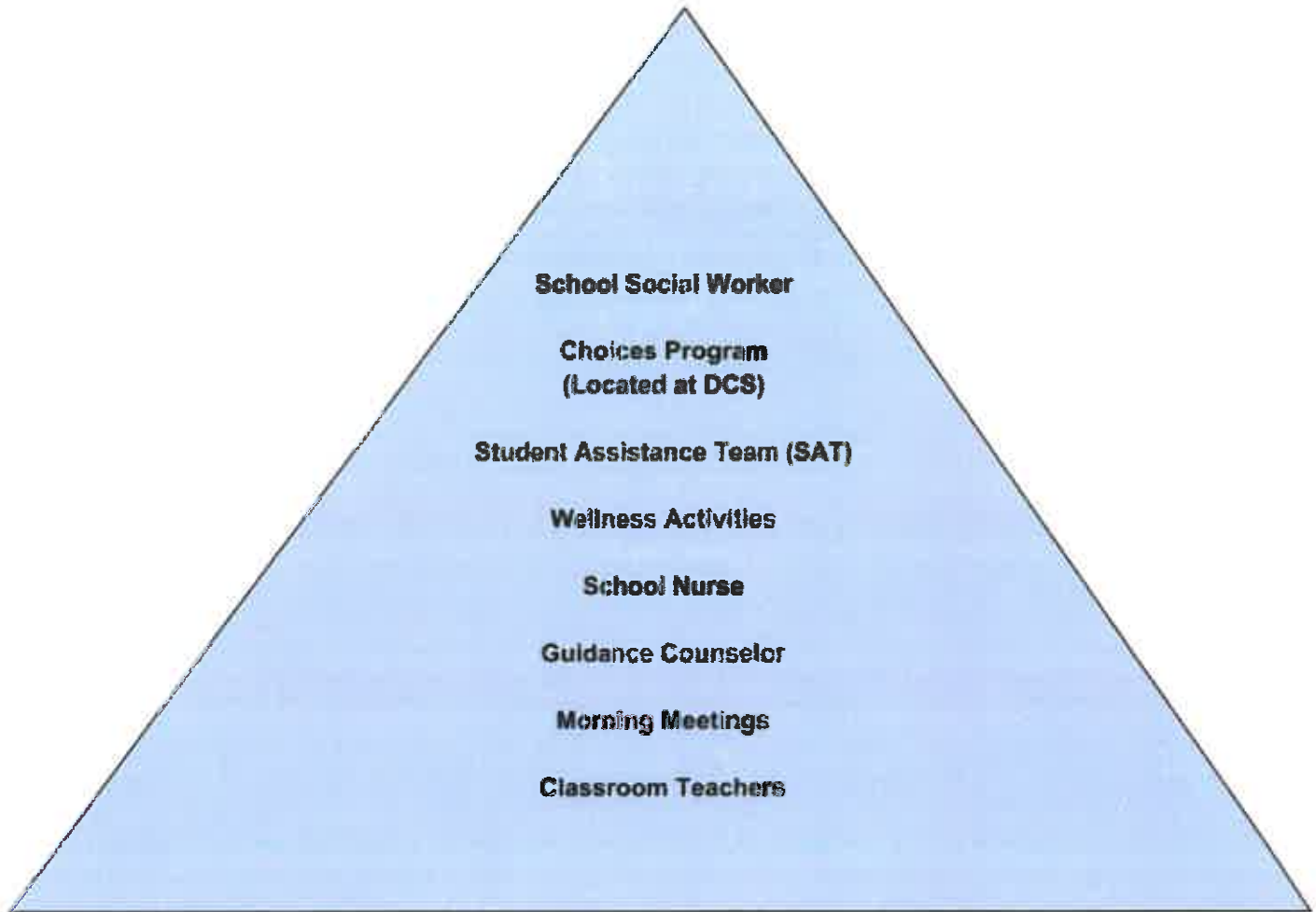
- i.** This Agreement must be approved by the Commissioner of the Maine Department of Education; and
- ii.** This Agreement shall be submitted to the voters of each Party that is a school administrative district or a regional school unit at its annual school budget meeting, at a special district meeting, or at a referendum; to the voters of each Party that is a municipal school unit with a town meeting form of government at a town meeting or referendum; and to the voters of each Party that is a municipal school unit with a charter form of government at a town meeting or referendum in accordance with the requirements of the charter.

B. Members and Effective Date. If this Agreement is approved by the voters of at least two Members on or before June 30, 2018, the GSEA shall be formed with an effective date of July 1, 2018 (the "Effective Date") provided that any other Party to this Agreement may then join the GSEA as a Member if this Agreement is approved by the voters of that Party by November 30, 2018. If this Agreement has not been approved by the voters of at least two Parties by June 30, 2018, it may then be approved by the voters of two or more Parties by November 30, 2018, in which case the GSEA will be formed with an effective date of December 1, 2018.

[SIGNATURE PAGES FOLLOW]

RSU 5 Elementary Schools
PYRAMID OF SOCIAL/EMOTIONAL SUPPORT
(Tiered approach)

Item B.A.



Program Descriptors:

Guidance Counselor: All students in grades PreK-5 have access and receive guidance counselor services that provide social/emotional support. Many students will receive a daily check in/out as needed. The guidance counselor is also responsive to peer conflicts or issues from home that might impact the school day. There is a comprehensive school counseling curriculum driven by ASCA standards. These standards are focused on raising social/emotional healthy children. Among the many areas covered are the following:

- Social thinking - learning how to be part of a group, listening,
- Self-regulation - managing feelings, impulse control, mindfulness
- Problem solving - decision making
- Conflict resolution
- Mindset for learning
- Friendship skills - cooperation

RSU 5 Elementary Schools
PYRAMID OF SOCIAL/EMOTIONAL SUPPORT
(Tiered approach)

- Building Empathy
- Bullying prevention
- Safe touches (Personal Safety)
- Peer pressure
- Leadership
- Career and aspirations
- Supporting transitions between schools

Guidance Counselors also facilitate small groups that focus on a specific topic such as friendship groups, social thinking/skills groups, family changes groups, or worry/anxiety groups.

School Nurse: All students in grades PreK-5 are able to access the school nurse for wellness and general health support. The nurse also supports students with diagnosed illnesses.

Wellness Activities: All schools offer wellness activities that promote and support personal wellness and self care through physical education classes and various experiential learning experiences.

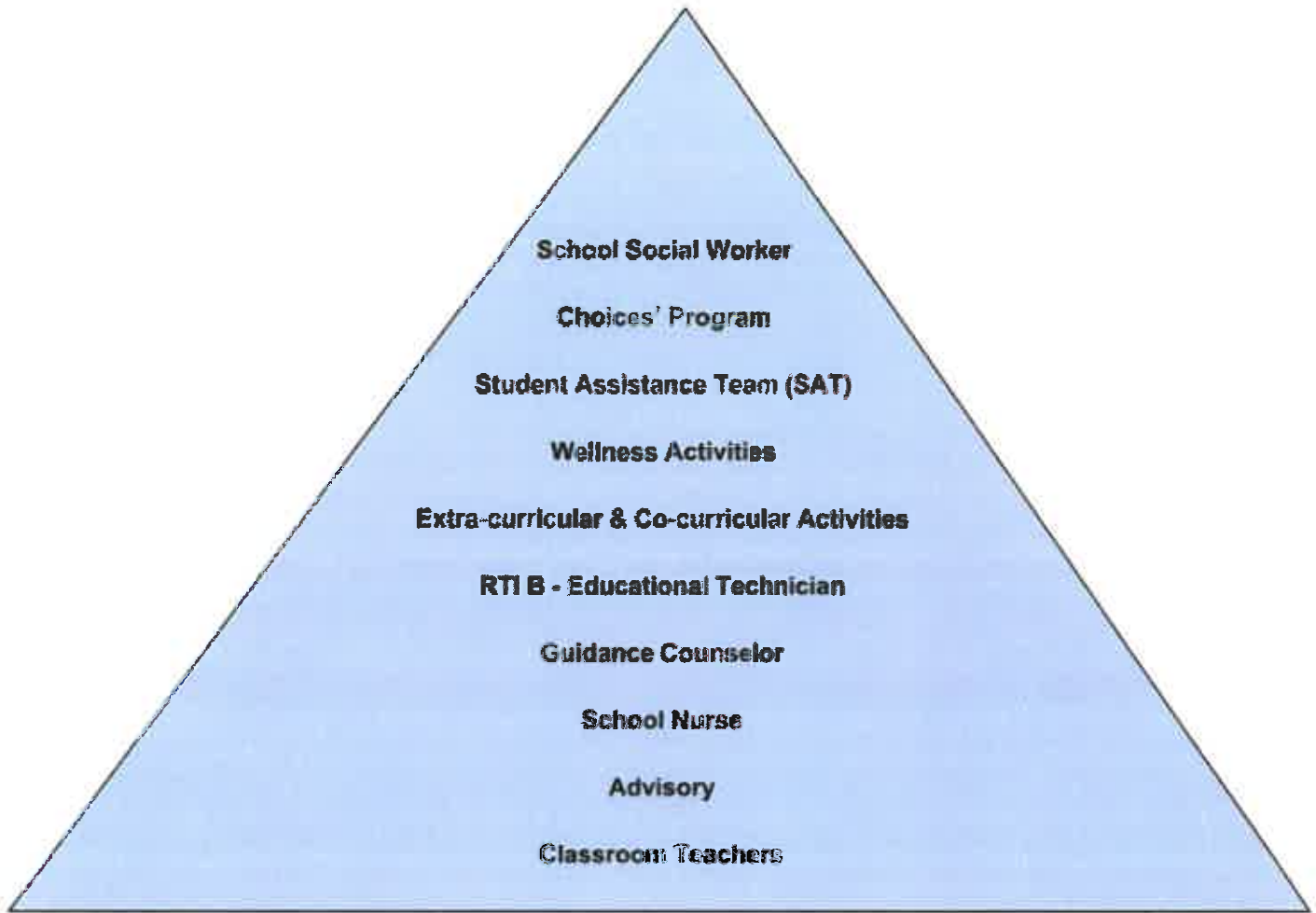
Choices' Program: Alternative program for students with disabilities that are in need of more intense support surrounding social/emotional well being.

School Social Worker: Various students in grades PreK-5 are able to access our social worker for personal, social/emotional support. Primarily, these are the students with identified disabilities, but some students without disabilities are also able to access the services, depending upon the need. Additionally, the social worker may make referrals to outside consultants and will connect families with needed outside and community resources.

SAT (Student Assistance) Team: The team focuses on students who are struggling with attendance, academics, behavior or a combination of factors. Students are referred to the team and the team initiates a process to monitor the progress of students referred to the team.

Morning Meetings: At the youngest levels, (PreK-5) classrooms regularly begin the day with a morning meeting. The meetings provide an engaging way to start each day, build a strong sense of community, and set children up for success socially and academically. They are designed to support students' social and emotional skill building.

**RSU 5 Middle Schools
PYRAMID OF SOCIAL/EMOTIONAL SUPPORT
(Tiered approach)**



Program Descriptors:

Advisory: All students in grades 6-8 are assigned to an advisory led by a faculty member. Students are able to receive academic and emotional support during advisory.

Guidance Counselor: All students in grades 6-8 have access and receive guidance counselor services that provide social/emotional support. Students receive lessons on various topics such as dealing with anxiety. Many students will receive a daily check in/out as needed. They are also responsive to peer conflicts or issues from home that might impact the school day

School Nurse: All students in grades 6-8 are able to access the school nurse for wellness and general health support. The nurse also supports students with diagnosed illnesses.

RSU 5 Middle Schools
PYRAMID OF SOCIAL/EMOTIONAL SUPPORT
(Tiered approach)

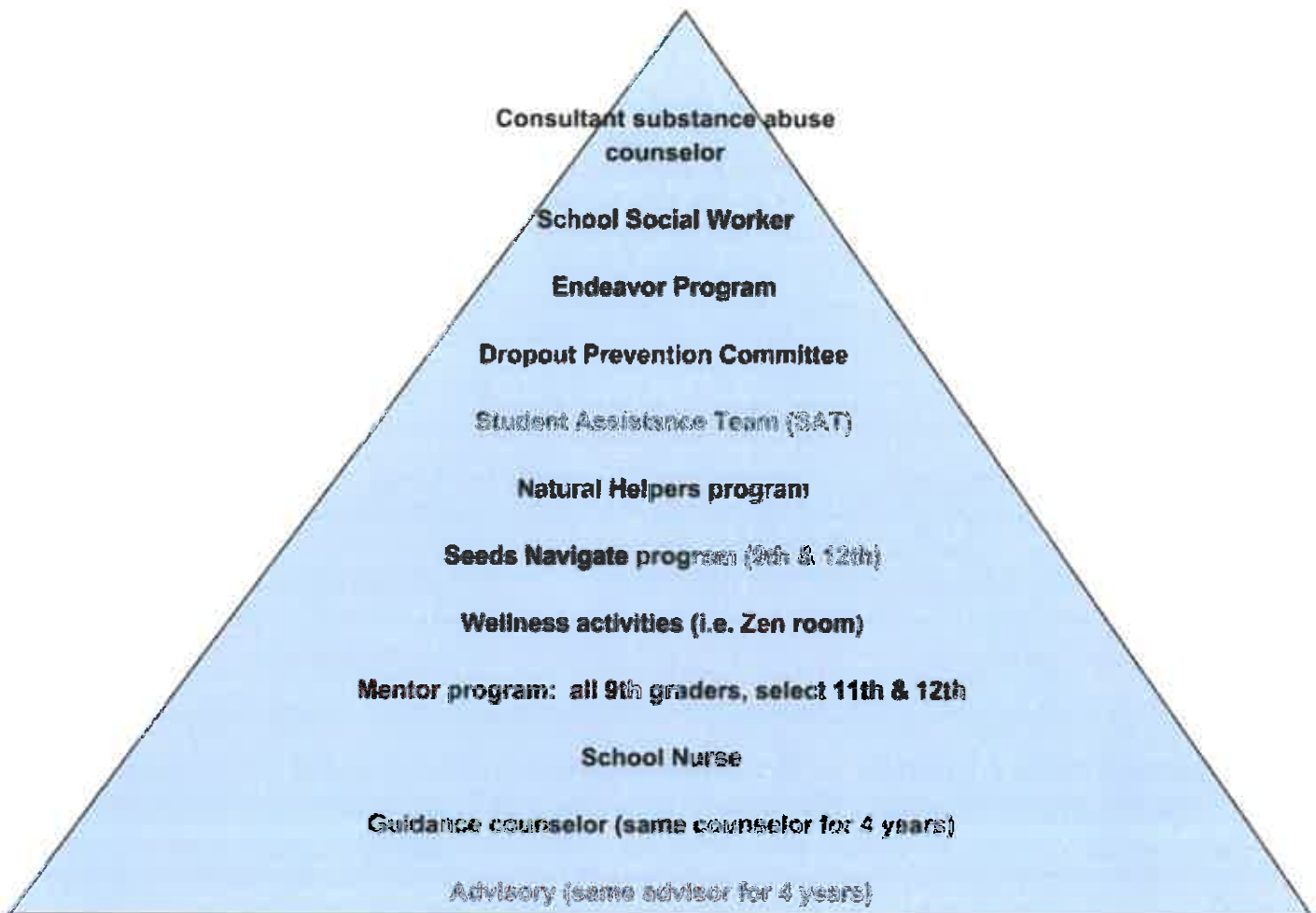
Wellness Activities: Both schools offer wellness activities that promote and support personal wellness and self care such as the ropes course and various experiential learning experiences. Many social events that are held at the schools ensure that the students from the other middle school are invited. Students are able to access these activities at various times throughout the year.

Choices' Program: Alternative program for students with disabilities that are in need of more intense support surrounding social/emotional well being.

School Social Worker: All students in grades 6-8 are able to access our social worker for personal, social/emotional support. Some students with an IEP meet regularly with the social worker. Additionally, the social worker may make referrals to outside consultants and will connect families with needed outside and community resources.

SAT (Student Assistance) Team: The team focuses on students who are struggling with attendance, academics, behavior or a combination of factors. Students are referred to the team and the team initiates a process to monitor the progress of students referred to the team.

**FREEPORT HIGH SCHOOL
PYRAMID OF SOCIAL/EMOTIONAL SUPPORT
(Tiered approach)**



Program descriptions:

Advisory: All students in grades 9-12 are assigned to an advisory led by a faculty member. Students stay with the same advisory group and teacher for 4 years. Students are able to receive academic support during advisory through our "callback" system and attend workshops or assemblies led by the advisory coordinators.

Guidance counselors: All students in grades 9-12 are assigned to a guidance counselor based on their last name. Students stay with the same counselor for 4 years. Students meet individually as well as in grade level groups with counselors for academic as well as social/emotional support.

**FREEPORT HIGH SCHOOL
PYRAMID OF SOCIAL/EMOTIONAL SUPPORT
(Tiered approach)**

School nurse support: All students in grades 9-12 are able to access the school nurse for wellness and general health support. The nurse also supports students with diagnosed illnesses.

Mentor program: All students in grade 9 are assigned a mentor for the 9th grade year. Mentors are select 11th and 12th grade students who support 9th graders in their transition to high school. Mentors and mentees meet on the first day of school (9th graders and mentors only) as well regularly throughout the school year.

Wellness activities: FHS offers wellness activities through our newly created Zen room in order to promote and support personal wellness and self care. Students are able to access these activities before and after school, during advisory and with select teachers.

Seeds Navigate program: 9th grade girls and boys are recommended to participate in the this program where they are supported by older students as well as Seeds trained staff in a mentor capacity. Seeds meets weekly during advisory.

Endeavor program: Alternative program for current 11th graders who are credit deficient and/or struggling with the traditional format of high school classes and/or struggling in making connections to the school community. This is a half day program where students work to earn past credits as well as current credits for 11th grade ELA, Social Studies and Science.

School social worker: All students in grades 9-12 are able to access our social worker for personal, social/emotional support. Some students with an IEP meet regularly with the social worker. Students are also connected to peer mentors by the social worker through the Natural Helpers program.

SAT (Student Assistance) team: The team focuses on students who are struggling with attendance, academics, behavior or a combination of factors. Students are referred to the team by FHS staff members and the team initiates a process to monitor the progress of students referred to the team.

Dropout Prevention: The committee works to identify students who are in danger of dropping out and collaborates to put interventions in place for dropout prevention.

Consultant for substance abuse counseling: Students in grades 9-12 who are referred by the school social worker, guidance counselors, administrators or other faculty are able to meet with a consultant substance abuse counselor for personal support.

RSU5 School Calendar 2019-2020

| AUGUST/SEPTEMBER | | | | | OCTOBER | | | | | NOVEMBER | | | | | DECEMBER | | | | | JANUARY | | | | |
|--|----|-----|-----|----|---|----|----|----|-----|---|----|----|----|----|--|----|----|----|-----|--|-----|-----|-----|-----|
| M | T | W | TH | F | M | T | W | TH | F | M | T | W | TH | F | M | T | W | TH | F | M | T | W | TH | F |
| | | PLD | PLD | | | 1 | 2 | 3 | 4 | | | | | 1 | 2 | 3 | 4 | 5 | PLD | | | 1 | 2 | 3 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | PLD | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 6 | 7 | 8 | 9 | 10 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 13 | 14 | 15 | 16 | 17 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 20 | 21 | 22 | 23 | 24 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | 25 | 26 | PC | 28 | 29 | 30 | 31 | | | | 27 | 28 | 29 | 30 | PLD |
| 30 | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 8/28&29 Professional Learning Day 2 Labor Day 9/3 First Student Day PreK-9 9/4 All PreK-12 Students | | | | | 21 11 Professional Learning Day 14 National Holiday | | | | | 17 11 Veterans Day 27 Professional Compensation Day 28-29 Thanksgiving Break | | | | | 14 6 Professional Learning Day (1/2) 23-31 December Vacation | | | | | 20 1 New Years Day 20 Martin Luther King, Jr. Day 31 Professional Learning Day | | | | |
| FEBRUARY | | | | | MARCH | | | | | APRIL | | | | | MAY | | | | | JUNE | | | | |
| M | T | W | TH | F | M | T | W | TH | F | M | T | W | TH | F | M | T | W | TH | F | M | T | W | TH | F |
| | | | | | 2 | 3 | 4 | 5 | 6 | | | 1 | 2 | 3 | | | | | 1 | 1 | 2 | 3 | 4 | 5 |
| 3 | 4 | 5 | 6 | 7 | 9 | 10 | 11 | 12 | PLD | 6 | 7 | 8 | 9 | 10 | 4 | 5 | ER | 7 | 8 | 8 | 9 | 10 | 11 | 12 |
| 10 | 11 | 12 | 13 | ER | 16 | 17 | 18 | 19 | 20 | 13 | 14 | 15 | 16 | PC | 11 | 12 | 13 | 14 | 15 | 15 | *16 | *17 | *18 | *19 |
| 17 | 18 | 19 | 20 | 21 | 23 | 24 | 25 | 26 | 27 | 20 | 21 | 22 | 23 | 24 | 18 | 19 | 20 | 21 | 22 | *22 | 23 | 24 | 25 | 26 |
| 24 | 25 | 26 | 27 | 28 | 30 | 31 | | | | 27 | 28 | 29 | 30 | | 25 | 26 | 27 | 28 | 29 | 29 | 30 | | | |
| 15 14 Early Release - Half Day 17 Presidents' Day 18-21 February Vacation | | | | | 21 13 Professional Learning Day | | | | | 16 17 Professional Compensation Day 20 Patriots' Day 21-24 April Vacation | | | | | 20 6 Early Release - Half Day 25 Memorial Day | | | | | 11 14 Graduation 15 Last day - If No Snow Days Half Day Schedule Students * Storm Make up Days (16-22) | | | | |



NO SCHOOL - Holiday/Vacation



PROFESSIONAL LEARNING DAY - No Students (5 1/2)



PROFESSIONAL COMPENSATION DAY - No Students (2)



EARLY RELEASE FOR STUDENTS - Half Day Schedule (2)



LAST DAY OF SCHOOL-(If no snow days)-PK-12 HALF DAY Storm Make-up days if needed: 6/16-6/22

Date Adopted by Board of Directors:

Draft #2 1-3-19