

BREWER SCHOOL COMMITTEE
REGULAR MEETING MINUTES
Monday, October 2, 2023
6:00 PM

Committee members present: Mr. Forrest - Chair, Mr. Damon -Vice Chair, Ms. Small, Ms. Dunn, Mr. Umel, and Cayen Philbrick - Student Representative

A. Mr. Forrest called the meeting to order at 6:00 PM.

B. Pledge of Allegiance

C. Adjustments to Agenda - None

D. Public Comment - None

E. Minutes

1. Mr. Damon moved to approve the Workshop Meeting minutes of September 11, 2023; Ms. Dunn seconded the motion; 5 in the affirmative and 1 student representative in favor.
2. Ms. Small moved to approve the regular meeting minutes of September 11, 2023; Mr. Umel seconded the motion; 5 in the affirmative and 1 student representative in favor.

F. Reports

1. United Technologies Center (UTC)

Mr. Umel reported the last meeting was held two weeks ago and they discussed the expansion of the building.

2. Southern Penobscot Regional Program for Children with Exceptionalities (SPRPCE)

Ms. Dunn reported the next meeting is scheduled for October 19, 2023.

3. Trustees

Ms. Small reported on the meeting of September 19, 2023, discussions and updates regarding the BHS Athletic Field Complex, BHS back canopy entrance & sign, new ice machine, front sidewalk, cooling of BCS rooms, the Nu Program & building at BCS, and the roof at Center Street building.

4. Student Representative

Cayen Philbrick reported on the updates of activities at Brewer High School including the National Honor Society, Student Council, Se Beowulf, and Key Club.

5. Administration

a. Superintendent of Schools - Mr. Palmer reported:

i. Nu Program and Innovation Academy MOU

ii. Staff Resignation of Janet Nordfors at the end of the school year for the purpose of retirement and expressed a thank you to Janet for her years of dedicated service to the many, many students and staff of Brewer, and wished her all the best in her retirement.

iii. Staff appointments of:

1. Kathy Schwigan and Juliet Stoneton - Title I Tutors 2023-2024 effective September 21, 2023

2. Robin Clukey - BHS Co-Curr Environmental Club Advisor 2023-2024

3. Kurt Forcier - BHS Co-Curr Special Education Curriculum Leader 2023-2024

4. Meagan Sandstrom - BHS Food Service Assistant effective October 3, 2023

5. Cara Ward - BCS Noon Time Aide effective October 2, 2023

iv.. Athletic resignation/appointments of:

1. Lance Ingerson - resigned as Varsity Hockey Head Coach effective September 25, 2023 due to new professional employment.

2. Sydney Blain - appointed as Volleyball Assistant Coach 2023-2023 from volunteer status.

3. Brooke Staton - .5 Brewer High School Competition Cheerleading Head Coach Winter 23-24
4. Brooke Staton & Allison Smith .5 each Brewer Community School "A" Competition Cheerleading Head Coach Winter 23-24
5. Trevor Pearson - BHS Boys Basketball 1st Team Head Coach Winter 23-24
6. Carmen Williams - BHS Swimming & Diving Head Coach Winter 23-24
7. Eileen Williams - BHS Swimming & Diving Assistant Coach Winter 23-24
8. Dan Juilli - BHS Indoor Track Head Coach Winter 23-24

v. Non-monetary Donations:

1. Received from the Charleston Church - 18 backpacks to Brewer Community School for students in need.
2. Received from Robin Wasson of Brewer - purchased \$200 worth of snacks for the BCS Snack program.
3. Received from Tori Masters of Brewer - a number of snacks for the BCS Snack program.

b. Director of Business & Finance

Ms. Gardner reported the quarter 1 year-to-date revenues and expenses.

c. Director of Instruction

Ms. Ward-Downer reported on Instruction-Professional Development days and Assessment updates on MEA & PSAT testing dates.

d. BHS Principals

Mr. Slowikowski reported the BHS Open House, Flu Shot Clinic, Enrollment Numbers, Assessment dates and other Misc. upcoming dates.

G. Old Business

1. Mr. Umel moved to approve the second reading, adoption of Policy GCSB, *Employee use of Social Media*; Ms. Small seconded the motion; 5 in the affirmative and 1 student representative in favor.

H. New Business

1. Mr. Damon moved to table the revision of Policy JICA, *Student Dress Code* to another meeting; Mr. Umel seconded the motion; 5 in the affirmative and 1 student representative in favor.
2. Mr. Damon moved to accept the acknowledgment in support of the Nu Program and Innovation Academy MOU; Ms. Small seconded the motion; 5 in the affirmative and 1 student representative in favor.

I. Future Meetings

Regular Meeting, Monday, November 6, 2023, 6:00 PM, Brewer High School Lecture Hall

Annual Meeting, Tuesday, November 14, 2023, 5:00 PM, Brewer School Department Central Office

J. Public Comment

K. Adjournment

Ms. Small moved to adjourn at 6:40 PM; Mr. Umel seconded the motion; 5 in the affirmative and 1 student representative in favor.

Respectfully submitted,



Gregg Palmer
Secretary

Approved: November 6, 2023

MINUTES

BANGOR SCHOOL COMMITTEE REGULAR MEETING

7:00 p.m., Wednesday, September 27, 2023

School Committee Members Present: Chair Marwa Hassanien, Vice Chair Timothy Surette, Sara Luciano, and Imke Schessler-Jandreau, Clare Mundell, Ben Sprague and Susan Sorg

A. 1. & 2. The meeting was called to order at 7:00 p.m. by Chair Marwa Hassanien and the pledge of allegiance followed.

B. Adjustments to the Agenda:

No adjustments to the agenda

C. Public Comments:

Michael Norton spoke about events that have happened on August 26 of various years past as well as his desire to implement a media reform day in the future.

Doug Dunbar works with Penobscot County cares, he spoke regarding expanding the Narcan Training in Bangor to help combat the overdose crisis.

D. 1. a. VOTED 7-0 to approve acceptance of the proposed Altria settlement.

b. VOTED 7-0 to approve Ben Sprague as the delegate for the MSBA Annual Delegate Assembly.

D. 2. a. Bangor Grade 4-12 Principals updated the Committee on Positive Behavioral Interventions and Supports (PBIS) for grades 4-12.

b. Superintendent Tager reported the following teacher reassignments for the 2023-2024 school year:

Rebecca Tower from Social Worker at (.5) James F. Doughty School and (.5) Fairmount School to Special Education Teacher (Resource Room) at Bangor High School.

Lindsay Chadbourne from Social Worker at Abraham Lincoln and 14th Street Schools to Social Worker at Abraham Lincoln and Fruit Street Schools.

c. Superintendent Tager reported the following resignations:

Erica Swift	Special Education Teacher	Downeast School
Dawn Beswick	Special Education Teacher	James F. Doughty School

E. 1 .a. 1. VOTED 7-0 to approve the Minutes of the September 13, 2023 Regular School Committee Meeting.

b. 1. VOTED 7-0 to approve the unaudited June 2023 Financial Report.

- c. 1.a. VOTED 7-0 to approve the following extra-duty assignments for school year 2023-2024:

Kaitlin Dolloff	Sophomore Class Advisor	Bangor High School
Justin Jacques	Sophomore Class Advisor	Bangor High School
Dan Considine	(.3) IEP Coordinator	Bangor High School
Thomas Leonard	(.5) IEP Coordinator	Bangor High School
David Johnson	(.25) IEP Coordinator	Fairmount School
Joni Buck	(1.75) IEP Coordinator	Fairmount School
Abigail Lawrence	(.5) Dramatics Advisor	James F. Doughty School
Nellie Kelly (1 st yr)	(.5) Dramatics Advisor	James F. Doughty School

- d. Committee Member Ben Sprague shared the following donations:

To Downeast School from GE, school supplies and backpacks, having a total dollar value of \$200.

To Downeast School from the Charleston Church, backpacks, having a total dollar value of \$200.

To Downeast School from Northern Light, classroom snacks, having a total dollar value of \$200.

To Fruit Street School from Christy Perkins, backpacks, having a total dollar value of \$300.

To Vine Street School from Katie Howell and Northern Light, classroom snacks, having a total dollar value of \$125.

To Vine Street School from Anonymous, school supplies and backpacks, having a total dollar value of \$320.

To Abraham Lincoln School from Donald Sawyer, a cash donation for the school garden, having a total dollar value of \$2,500.

To James F. Doughty School from RC Management, McDonald's coupons for staff members, having a total dollar value of \$250.

To William S. Cohen School from RC Management, McDonald's coupons for staff members, having a total dollar value of \$100.

VOTED 7-0 to approve all donations.

- F. 1. Member Tim Surette spoke about teacher resignations, specifically special education teachers. Superintendent Tager will be offering exit interviews going forward.

Member Sara Luciano offered teacher data that she has collected over multiple years to Member Surette.

Chair Hassanien asked for information about how the schools are managing with the special education vacancies.

Member Clare Mundell requested additional information from Doug Dunbar.

Member Sara Luciano thanked Principal Fournier and Fruit St PTO for the recent Fall Fair.

F. 3. Member Sorg updated the Committee on the start of the year at UTC.

H. 1. Important dates were reviewed by Chair Marwa Hassanien.

I. Member Imke Schessler-Jandreau thanked the Principals for the PBIS presentation as well as for their work in providing coverage for the current vacancies.

J. VOTED 7-0 to adjourn the meeting at 7:55 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "J. Tager", written in a cursive style.

James R. Tager
Superintendent of Schools

Wednesday, September 20, 2023
Board of Directors Meeting Minutes – 7:00 p.m.
Hampden Academy, Library

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, September 20, 2023.

I. Call to Order

Board Chair Miller called the meeting to order at 7:00 p.m.

II. Call of the Roll

Board Members present were: Faye Anderson, Jessica Barnes, Scott Cuddy, Lester French, Allan Gordon, Ryan Hafener, Stacey Haskell, John Holmes, Colleen Jolley, Chris Labonte, Heath Miller, Shelley Sargent, Jillian Sarnacki-Wood, and William Seavey

Absent: Brooke Miller

III. Pledge of Allegiance

IV. Approval of Minutes of Regular Meeting of August 16, 2023

French moved, Barnes seconded, and the Board voted to approve.

Abstain: Scott Cuddy and Jillian Sarnacki-Wood

V. Adjustment to Agenda

VI. Persons Desiring to Address the Board - Sign in required per policy BEDH-Public Participation in Board Meetings.

A. Public Comment

VII. Board Chair - Board Chair Miller reported that the current board member on the Tibbetts Foundation is not seeking re-election. Barnes volunteered to be the Board representative on the Tibbits Foundation.

VIII. Personnel

A. Resignations

B. Nominations - Transfers

The following nominations were announced:

Bryan Lescord, Grade 3 teacher at George B. Weatherbee School

Holmes moved, Jolley seconded, and the Board voted unanimously to approve.

Michael King, Social Worker at Samuel L. Wagner Middle School

Labonte moved, Sarnacki-Wood seconded, and the Board voted unanimously to approve.

IX. Superintendent of Schools

A. Reading of the Essential Behaviors and Outcomes Proclamation

B. Superintendent Report

1. Summer School Recap Presentation - Lynne Wells, Jennifer Cyr, Dawn Moore, and Jennifer Nickerson summarized all of the summer school options conducted throughout the district.
2. MSMA Fall Conference - Board members were provided information regarding the annual MSMA Fall Conference.

C. Assistant Superintendent Update - Senior student board representative Ryan Hafener had an article published in The State Education Standard, a journal published by the National Association of School Board of Education. His article addressed removing barriers to student leadership.

D. Monthly Financial Report - Superintendent Raymond reviewed the monthly financial report. The district is on track financially.

E. Student Board Representative Report - Senior student board representative Ryan Hafener reported that he had the opportunity to intern at the State Board of Education this past summer. He shared a collaborative resource from the Department of Education and the Department of Labor regarding career paths available to high school students through regional technical centers.

X. Questions of Board Members

XI. Committee Reports

- A. Finance Committee (exhibit)
- B. Budget Committee
- C. Athletic Committee (exhibit)
- D. Building Committee (exhibit)
- E. Negotiations Committee
- F. Education Committee (exhibit)
- G. Policy Committee (exhibit)
- H. United Technologies Center Board
- I. Behavioral Review Committee
- J. Dropout Prevention Committee

- K. SPRPCE Board
- L. Community Relations Committee
- M. Equity in Education Committee
- N. Strategic Planning Ad-Hoc Committee

XII. Policy Consideration (all with exhibit)

- A. Discuss and act on the first reading of Policy IIA – Grouping for Instruction

Anderson motioned to delete Policy IIA, Labonte seconded, and the Board voted unanimously to approve.

- B. Discuss and act on the first reading of Policy JFABD – Admission of Homeless Students

Anderson moved, Labonte seconded, and the Board voted unanimously to approve.

- C. Discuss and act on the first reading of Policy JIH – Questioning and Searches of Students and Property

Anderson moved, Labonte seconded, and the Board voted unanimously to approve.

- D. Discuss and act on the first reading of Policy JIHA – Locker Searches

Anderson motioned to delete Policy JIHA, Labonte seconded, and the Board voted unanimously to approve.

- E. Discuss and act on the first reading of Policy KGA – Relations with Educational Foundations

Anderson moved, Labonte seconded, and the Board voted unanimously to approve.

- F. Discuss and act on the first reading of Policy IJNDB – Student Electronic Device and Internet Use and Internet Safety

Anderson moved, Labonte seconded, and the Board voted unanimously to approve.

- G. Discuss and act on the second reading of Policy IHBA – Individualized Education Programs (IEPs)

Anderson moved, Sarnacki-Wood seconded, and the Board voted unanimously to approve.

- H. Discuss and act on the second reading of Policy IHBAA – Referral/Pre-Referral

Anderson moved, Sarnacki-Wood seconded, and the Board voted unanimously to approve.

- I. Discuss and act on the second reading of Policy IHBAC – Child Find

Anderson moved, Sarnacki-Wood seconded, and the Board voted unanimously to approve.

- J. Discuss and act on the second reading of Policy JKF – Disciplinary Removal of Students with Disabilities

Anderson moved, Sarnacki-Wood seconded, and the Board voted unanimously to approve.

- K. Discuss and act on the second reading of Policy JKG – Time Out Rooms and Therapeutic Restraint

Anderson motioned to delete Policy JKG, Sarnacki-Wood seconded, and the Board voted unanimously to approve.

XIII. Old Business

XIV. New Business

- A. Discuss and act upon the Nickerson & O'Day contract to repair the Reeds Brook facade.

Seavey motioned to accept the contract from Nickerson & O'Day for the approved bond amount of \$868,080.00, French seconded, and the Board voted unanimously to approve.

Gordon motioned to accept the contract from Nickerson & O'Day in the amount of \$375,651.00, Seavey seconded, and the Board voted unanimously to approve.

- B. Overnight Field Trip Request - There is a request for a field trip for Hampden Academy students to France and Spain in April of 2025.

Jen Norwood and Florence Cousineau, both World Language teachers at Hampden Academy presented information regarding the proposed overseas trip to France and Spain. Discussion occurred.

French moved, Barnes seconded, and the Board voted unanimously to approve.

XV. Communication and Correspondence

- A. Set Meeting Dates

XVI. Executive Session to Discuss Evaluation of Officials, According to 1 M.R.S.A § 405(6)(A)

Jolley moved, Holmes seconded and the Board voted unanimously to enter into Executive Session at 8:04 p.m.

Board exited Executive Session at: 8:46 p.m.

XVII. Other Business

- A. To see what action, if any, the Board wishes to take on business required by items that are part of this agenda.

XVIII. Adjourn

Seavey motioned to adjourn, Barnes seconded, the board voted unanimously to approve. Meeting adjourned at 8:48 p.m.

Respectfully submitted,

Nicholas Raymond
Superintendent

Wednesday, October 18, 2023
Board of Directors Meeting Minutes – 7:00 p.m.
Hampden Academy, Library

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, October 18, 2023.

I. Call to Order

Board Chair Miller called the meeting to order at 7:00 p.m.

II. Call of the Roll

Board Members present were: Faye Anderson, Jessica Barnes, Lester French, Allan Gordon, Ryan Hafener, Stacey Haskell, John Holmes, Colleen Jolley, Chris Labonte, Brooke Miller, Heath Miller, Shelley Sargent, Jillian Sarnacki-Wood, and William Seavey

Scott Cuddy arrived 7:06

III. Pledge of Allegiance

IV. Approval of Minutes of Regular Meeting of September 20, 2023

Holmes moved, French seconded, and the Board voted to approve.

Abstain: Brooke Miller

V. Adjustment to Agenda

X. Superintendent of Schools

1. School Nutrition Presentation moved prior to VI. Persons Desiring to Address the Board

Kathy Kittridge, Director of Nutrition along with Michele D’Amario, Chef Manager at Reeds Brook Middle School presented the board samples of new menu items that have been introduced using local ingredients. RSU 22 was awarded the Healthy Meals Incentives Grant in the amount of \$148,000.00, this is a two year grant. This is a USDA grant for small school districts with enrollments under 5000 students. The grant supports the nutritional quality of food items offered, modernizing operations through staff training, kitchen updates, and redesign of kitchen spaces.

This is in addition to the Farm to Sea to School program that was previously implemented. This program also prioritizes using healthy local ingredients.

VI. Persons Desiring to Address the Board - Sign in required per policy BEDH-Public Participation in Board Meetings.

A. Public Comment

The following individual(s) addressed the Board of Directors: Robin Smith, Hampden

VII. Board Chair

Board Chair Miller recognized board member Jillian Sarnacki-Wood's last board meeting. Jillian has served on the Board of Directors for the past two years. She expressed her gratitude to the Administration and staff for their commitment and extra hours spent ensuring students have the best experience. She expressed that being a board member was an eye opening experience as to the level of commitment here in RSU 22.

VIII. Personnel

A. Resignations

B. Nominations - Transfers

The following nomination was announced:

Thomas Leonard, Special Education teacher at Samuel L. Wagner Middle School
Holmes moved, Jolley seconded, and the Board voted unanimously to approve.

X. Superintendent of Schools

A. Reading of the Essential Behaviors and Outcomes Proclamation - Allan Gordon

B. Superintendent Report

1. Board Presentation - moved prior to Persons Desiring to Address the Board
2. Safety film photos - All RSU 22 schools have had protective film installed on glass at entry points. Board members received photos of a recent test conducted by Hampden Public Safety on our film covered glass.
3. Winter Athletic Coaches - The Board was given a list of the winter athletic coaching staff for Reeds Brook Middle School, Samuel L. Wagner Middle School, and Hampden Academy. No action is required.

C. Assistant Superintendent Update

In addition to the monthly report, Assistant Superintendent Boone shared that the topic of weighted grades will be researched and an update will be provided to the Board at a later date.

D. Monthly Financial Report

Superintendent Raymond reviewed the monthly financial report. The district is on track financially. Two articles that have higher percentages spent would be technology and facility maintenance. This is due to new technology being purchased in the summer to have devices ready when students arrive. Facility maintenance reflects a number of projects completed during the summer months.

E. Student Board Representative Report

Superintendent Raymond introduced the newest Student Representative, Lily Faloon. Lily will serve a two year term. She is active in many clubs and activities at Hampden Academy. She shared she looks forward to working with the Board of Directors and being able to share her experiences with them.

Hampden Academy participated in a school climate survey. It was reported that there was a high level of participation. Assistant Superintendent Boone provided clarification that this was a PBIS survey that all schools participated in to collect baseline data in order to make goals around engagement and inclusion. The surveys were developmentally appropriate to the age level.

X. Questions of Board Members

Board member Seavey asked about the hiring status of Education Technicians. It was shared that at a recent administration council meeting, Special Education Director Lynne Wells shared that building administrators have done a wonderful job recruiting and hiring for these openings. It is an ever changing status as new students enroll that may require additional staff, as well as when students exit. A couple of positions remain unfilled. However, compared to the same time in the 2022-23 school year the district is in a much better position.

XI. Committee Reports

- A. Finance Committee (exhibit)
- B. Budget Committee
- C. Athletic Committee (exhibit)
- D. Building Committee (exhibit)
- E. Negotiations Committee
- F. Education Committee (exhibit)
- G. Policy Committee (exhibit)
- H. United Technologies Center Board
- I. Behavioral Review Committee
- J. Dropout Prevention Committee
- K. SPRPCE Board

- L. Community Relations Committee
- M. Equity in Education Committee
- N. Strategic Planning Ad-Hoc Committee

XIII. Policy Consideration (all with exhibit)

- A. Discuss and act on the first reading of Policy IJOC – School Volunteer

A recommendation was made regarding requiring background checks being added to the policy as well as defining the level of the volunteer. This will be taken back to the Policy Committee.

Anderson moved, Holmes seconded, and the Board voted unanimously to approve.

- B. Discuss and act on the first reading of Policy JI – Student Rights and Responsibilities

Anderson moved, Seavey seconded, and the Board voted unanimously to approve.

- C. Discuss and act on the first reading of Policy IJOA - Field Trips and Other Student Travel

Anderson moved, Holmes seconded, and the Board voted unanimously to approve.

- D. Discuss and act on the first reading of Policy AC - Nondiscrimination/Equal Opportunity and Affirmative Action

Anderson moved, Cuddy seconded, and the Board voted unanimously to approve.

- E. Discuss and act on the first reading of Policy ACAA – Harassment and Sexual Harassment of Students

- F. Discuss and act on the first reading of Policy ACAB – Harassment and Sexual Harassment of School Employees

Anderson moved that ACAA and ACAB be taken together, Cuddy seconded, and the Board voted unanimously to approve.

- G. Discuss and act on the second reading of Policy IIA – Grouping for Instruction

Anderson moved the policy be eliminated, Holmes seconded, and the Board voted unanimously to approve.

- H. Discuss and act on the second reading of Policy JFABD – Admission of Homeless Students (MSMA's is titled Education of Homeless Students)

Anderson moved with the title change to Education of Students Experiencing Homelessness, Jolley seconded, and the Board voted unanimously to approve.

- I. Discuss and act on the second reading of Policy JIH – Questioning and Searches of Students and Property

Anderson moved, Sarnacki-Wood seconded. A recommendation was made regarding the legality of "with or without reasonable suspicion". Motions were withdrawn. This will be taken back to the Policy Committee.

- J. Discuss and act on the second reading of Policy JIHA – Locker Searches

Anderson moved the policy be eliminated, Sargent seconded, and the Board voted unanimously to approve.

K. Discuss and act on the second reading of Policy KGA – Relations with Educational Foundations

Anderson moved, Holmes seconded, and the Board voted unanimously to approve.

L. Discuss and act on the second reading of Policy IJNDB – Student Electronic Device and Internet Use and Internet Safety

Anderson moved, Sargent seconded, and the Board voted unanimously to approve.

XIV. Old Business

XV. New Business

XVI. Communication and Correspondence

A. Set Meeting Dates

1. Community Relations - French will be scheduling a meeting prior to the November Board Meeting.
2. SPRPCE will hold its first meeting on 10/19/2023.

XVII. Executive Session to Discuss Negotiations, According to 1 M.R.S.A § 405(6)(D)

French moved, Holmes seconded and the Board voted unanimously to enter into Executive Session at 8:18 p.m.

Board exited Executive Session at: 9:14 p.m.

XVIII. Other Business

- A. To see what action, if any, the Board wishes to take on business required by items that are part of this agenda.

XIX. Adjourn

Jolley motioned to adjourn, Sarnaki-Wood seconded, the board voted unanimously to approve. Meeting adjourned at 9:14 p.m.

Respectfully submitted,

Nicholas Raymond
Superintendent