

**BANGOR SCHOOL DEPARTMENT  
REGULAR SCHOOL COMMITTEE MEETING**

**Wednesday, March 31, 2021  
6:00 p.m.**

School Committee Members Present: Chair Carin Sychterz; Vice Chair Marwa Hassanien; Warren Caruso; John Hiatt; Clare Mundell; Susan Sorg; and Timothy Surette

- A. 1 & 2.      The meeting was called to order at 6:00 p.m. by Chair Sychterz and the Pledge of Allegiance followed.

Member Hiatt read the Committee into Executive Session pursuant to 1 M.R.S.A. § 405 (6)(A) or the purpose of discussion of the employment of employees and 1 M.R.S.A. § 405 (6)(D) for the purpose of discussion of administrative contract.

VOTED 7-0 by roll call vote to move to Executive Session. Members Caruso and Hassanien absent, but joined the meeting late.

The School Committee returned to public session at 7:06 p.m.

- D.1.a.      Interim Superintendent Harris-Smedberg recommended the School Committee approve the Second Reading of the FY22 Budget.

VOTED 7-0 by roll call vote to approve Article 1 to see what sum the school administrative unit will be authorized to expend for Regular Instruction for the Fiscal Year 2021-2022, recommend \$21,981,651.00.

VOTED 7-0 by roll call vote to approve Article 2 to see what sum the school administrative unit will be authorized to expend for Special Education for the Fiscal Year 2021-2022, recommend \$9,758,436.00.

VOTED 7-0 by roll call vote to approve Article 3 to see what sum the school administrative unit will be authorized to expend for Other Instruction for the Fiscal Year 2021-2022, recommend \$1,399,076.00.

VOTED 7-0 by roll call vote to approve Article 4 to see what sum the school administrative unit will be authorized to expend for Student and Staff Support for the Fiscal Year 2021-2022, recommend \$4,423,364.00.

VOTED 7-0 by roll call vote to approve Article 5 to see what sum the school administrative unit will be authorized to expend for System Administration for the Fiscal Year 2021-2022, recommend \$1,323,526.00.

VOTED 7-0 by roll call vote to approve **Article 6** to see what sum the school administrative unit will be authorized to expend for School Administration for the Fiscal Year 2021-2022, recommend \$2,696,758.00.

VOTED 7-0 by roll call vote to approve **Article 7** to see what sum the school administrative unit will be authorized to expend for Transportation and Buses for the Fiscal Year 2021-2022, recommend \$2,000,000.00.

VOTED 7-0 by roll call vote to approve **Article 8** to see what sum the school administrative unit will be authorized to expend for Facilities and Maintenance for the Fiscal Year 2021-2022, recommend \$5,237,203.00.

VOTED 7-0 by roll call vote to approve **Article 9** to see what sum the school administrative unit will be authorized to expend for Special Education for the Fiscal Year 2021-2022, recommend \$1,553,200.00.

VOTED 7-0 by roll call vote to approve **Article 10** to see what sum the school administrative unit will be authorized to expend for All Other Expenditures for the Fiscal Year 2021-2022, recommend \$80,359.00.

VOTED 7-0 by roll call vote to approve **Article 11** to see what sum the school administrative unit will be authorized to expend for Essential Programs and Services for the Fiscal Year 2021-2022, recommend \$50,453,573.00.

VOTED 7-0 by roll call vote to approve **Article 12** to see if (the school administrative unit) will appropriate \$549,251.00 for Adult Education and raise \$200,00.00 as the local share; with authorization to expend any additional, incidental, or miscellaneous receipts in the interest and for the well-being of the adult education program.

Note: Member Sorg exited the meeting.

D.1.a. Interim Superintendent Harris-Smedberg reported the following retirements:

Patti Rapaport	Director of Special Services	Districtwide
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D.2.b. Interim Superintendent Harris-Smedberg reported the following resignations:

Evan James	Biology Teacher	Bangor High School
Oscar Degnan	Assistant Coach Spring Track	Bangor High School

E.1.a. Interim Superintendent Harris-Smedberg recommended approval of the Draft Minutes of the March 23, 2021 and the March 24, 2021 Regular School Committee Meeting.

VOTED 6-0 by roll call vote to approve the Draft Minutes of the March 23, 2021 and the March 24, 2021 Regular School Committee Meeting.

- E.1.b. Interim Superintendent Harris-Smedberg recommended approval of the January 2021 Financial Report.

VOTED 6-0 by roll call vote to approve the January 2021 Financial Report.

- E.1.c. Interim Superintendent Harris-Smedberg recommended approval of the following Extra-Duty Assignments.

Robert Spreng	Coach JV Baseball	Bangor High School
Peter Sund	Assistant Coach Spring Track	Bangor High School

VOTED 6-0 by roll call vote to approve the Extra-Duty Assignments.

- H. Information Items – Upcoming Dates:

Thursday, April 1, 2021, Special Meeting – 5:00 p.m., ZOOM  
Wednesday, April 7, 2021, Special Meeting – 5:00 p.m., ZOOM (tentative)  
Wednesday, April 14, 2021, Regular Board Meeting – 7:00 p.m., City Hall  
Wednesday, April 28, 2021, Regular Board Meeting – 7:00 p.m., City Hall  
Wednesday, May 12, 2021, Regular Board Meeting – 7:00 p.m., City Hall

Questions and Comments from the Committee:

Member Hiatt asked for an update about Bangor High School's move to remote learning. Interim Superintendent Harris-Smedberg explained why the move to remote was needed for the week.

Member Hiatt asked for an update on staff vaccinations. Interim Superintendent Harris-Smedberg provided information.

Member Hiatt offered celebratory messages for those observing Passover and the events of Holy Week.

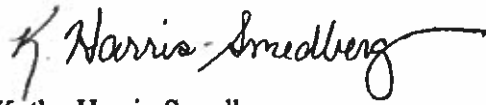
Member Mundell thanked Interim Superintendent Harris-Smedberg for her work on the budget.

Member Mundell also offered celebratory messages for those observing Passover and the events of Holy Week.

Member Mundell shared that today was Transgender Day of Visibility and stated, "We see you and are here for you."

- J. At 8:30 p.m. VOTED 6-0 by roll call vote to adjourn.

Respectfully submitted,

A handwritten signature in black ink, reading "K. Harris-Smedberg". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Kathy Harris-Smedberg  
Interim Superintendent

**BANGOR SCHOOL DEPARTMENT  
REGULAR SCHOOL COMMITTEE MEETING**

Wednesday, April 14, 2021  
City Council Chambers

School Committee Members Present: Chair Carin Sychterz, Vice Chair Marwa Hassanien (via ZOOM during part of the meeting), Warren Caruso, John Hiatt, Clare Mundell, and Timothy Surrette. Absent: Susan Sorg.

A. 1 & 2. The meeting was called to order at 7:04 p.m. by Chair Carin Sychterz. The Pledge of Allegiance followed.

B. Interim Superintendent Harris-Smedberg requested the following two adjustments to the agenda: B. 1. a. Remove the nomination of the Superintendent of Schools and E. 1. c. Add two donations to the list.

VOTED 5-0 by roll call to approve the amendments to the agenda as requested.

D. 1. a. Interim Superintendent Harris-Smedberg recommended Committee approval to the proposed changes to the Bangor High School Science Curriculum.

VOTED 6-0 to approve the proposed changes to the Bangor High School Science Curriculum.

D. 2. a. Bangor High School Counselor Dept. Head Dr. Adam Leach updated the School Committee on Early College Admissions, Social Emotional Learning, and a possible association with the Robert F. Kennedy Partnership.

D. 2. b. Interim Superintendent Harris-Smedberg reported the following resignations:

Michael LaLime	Grade 7/8 English Teacher	William S. Cohen School
Liza Buck	Grade 6 Teacher	James F. Doughty School

E. 1. a. 1-3 VOTED 5-0 to approve the Draft Minutes of the March 31, 2021 Regular School Committee Meeting, the April 1, 2021 Special School Committee Meeting, and the April 8, 2021 Special School Committee Meeting.

E. 1. b. Interim Superintendent Harris-Smedberg recommended Committee approval of the following Extra-Duty Assignments:

Darryl Loring	Team Leader, Special Ed	James F. Doughty School
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VOTED 5-0 to approve the nominations as presented.

E. 1. c. Committee Member Mundall shared the following donations:

To the Bangor Regional Program from Bangor Savings Bank, hats, mittens, and scarves having a total dollar value of \$250.

To the James F. Doughty School from DMT Fund in memory of Danielle Thompson, a cash donation, having a total dollar value of \$250.

To the James F. Doughty School from Maine Subaru, school supplies, having a total dollar value of \$3,000.

To the William S. Cohen School from Art and Beth Kotredes, a cash donation to support students in need, having a total dollar value of \$250.

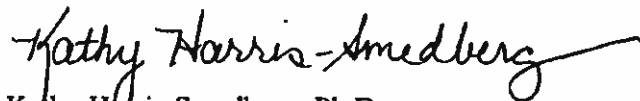
VOTED 5-0 to approve the donations with great appreciation.

H. Chair Sychterz shared the important dates.

I. Chair Sychterz shared that an announcement of the Superintendent Search would occur at the next Regular School Committee Meeting.

J. Meeting adjourned at 9:33 p.m.

Respectfully Submitted,

A handwritten signature in black ink that reads "Kathy Harris-Smedberg". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Kathy Harris-Smedberg, Ph.D.  
Interim Superintendent of Schools

BREWER SCHOOL COMMITTEE  
VIRTUAL REGULAR MEETING MINUTES  
Monday, April 8, 2021  
5:30 pm

Committee members present: Mr. Boyes - Chair, Ms. Small-Vice Chair, Mr. Forrest, Mr. Farley Mr. Umel and Student Representatives Ms. Cattan and Ms. Butterfield

A. Mr. Boyes called the meeting to order at 5:30 PM.

B. Pledge of Allegiance

C. Adjustments to Agenda

D. Executive Session

1. Mr. Umel moved to exit public session at 5:33 PM and enter into executive session for the discussion of employee's evaluation pursuant to 1 M.R.S.A. § 405 (6)(A); Mr. Farley seconded:

Mr. Boyes called for ROLL CALL VOTE:

Mr. Forrest – Yes

Mr. Farley – Yes

Ms. Small – Yes

Mr. Umel – Yes

Mr. Boyes – Yes

Mr. Farley moved to exit the executive session and re-enter public session at 6:08 PM; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained.

E. Action as a Result of Executive Session

- Mr. Umel moved to hold a special meeting to be scheduled by Mr. Palmer; Mr. Forrest seconded – VOTED: 5 in favor, 0 opposed, and 0 abstained.

Mr. Boyes requested a moment of silence in remembrance of Ben Simmons, BHS Custodian III who passed away peacefully on March 16, 2021. Ben was hired October 7, 1996 and will be truly missed. Our sincere condolences to his parents Ben, Sr. and Barbara Simmons, family & friends. The AFJROTC performed a flag ceremony and Sgt. Campbell presented the flag to Ben's parents who were so very appreciative.

F Public Comment - None

G. Minutes

1. Mr. Forrest moved to approve with the noted clerical corrections of the virtual regular meeting minutes February 1, 2021; Mr. Umel seconded – ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield approved)

H. Presentation

Mr. Palmer presented the Brewer School Department Framework Level Options for Reopening updates 2020-2021.

I. Old Business

1. Mr. Farley moved to adopt the 4.8.2021 revision of the Brewer School Department's return to school matrix and to charge the superintendent with using it to safely have students access school to the greatest extent possible; Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield)

2. Mr. Umel moved to approve the second reading, adoption of Policy ICA, School Calendar 2021-2022; Mr. Forrest seconded – ROLL CALL VOTE: 5 in favor, 0 opposed, 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

**J. Personnel**

1. Mr. Palmer reported the following resignations:
  - a. Mr. Umel moved to accept the resignation with regret of Lorraine Dube, Brewer High School Math Teacher effective at the end of school year 2021 for the purpose of retirement; Ms. Small seconded – ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
  - b. Mr. Farley moved to accept the resignation of with regret of Lorna Willey, Kindergarten Teacher effective at the end of the 2021 school year for the purpose of retirement; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
2. Mr. Palmer reported the following nomination:
  - a. Ms. Small moved to accept the nomination of Brandi Butterfield as Brewer High School Special Education Life Skills (TAP) Teacher 2021-2022; Mr. Umel seconded – VOTED: ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
  - b. Mr. Forrest moved to approve the Second Probationary Teacher Contract 2021-2022 for Kylee Bouchard, Social Worker; Ms. Small seconded -ROLL CALL VOTE: 5 in favor, 0 opposed and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)  
Mr. Forrest moved to approve the Second Probationary Teacher Contract 2021-2022 for Samantha Diamond, Physical Education; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)  
Mr. Umel moved to approve the Second Probationary Teacher Contract 2021-2022 for Micaela Ellis, Music; Ms. Small seconded -ROLL CALL VOTE: 5 in favor, 0 opposed and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)  
Mr. Farley moved to approve the Second Probationary Teacher Contract 2021-2022 for Lisa Kelley, English; Mr. Umel seconded -ROLL CALL VOTE: 5 in favor, 0 opposed and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
  - c. Ms. Small moved to approve the Third Probationary Teacher Contract 2021-2022 for Kristy Albee, Math; Mr. Umel seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)  
Mr. Umel moved to approve the Third Probationary Teacher Contract 2021-2022 for Dana Andrews; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)  
Ms. Small moved to approve the Third Probationary Teacher Contract 2021-2022 for Desirae Dubois, BCS Physical Education; Mr. Umel seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)  
Mr. Umel moved to approve the Third Probationary Teacher Contract 2021-2022 for Jason Dean, Technology; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)  
Ms. Small moved to approve the Third Probationary Teacher Contract 2021-2022 for Kenia Edwards, Social Studies; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)  
Ms. Small moved to approve the Third Probationary Teacher Contract 2021-2022 for Eunice Loreda, World Language; Mr. Umel seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)  
Mr. Umel moved to approve the Third Probationary Teacher Contract 2021-2022 for Blair Mamaryl; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)  
Mr. Farley moved to approve the Third Probationary Teacher Contract 2021-2022 for



Jennifer Meserve, English; Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Forrest moved to approve the Third Probationary Teacher Contract 2021-2022 for Jacqueline Palmer, Grade 6; Mr. Umel seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)

- d. Mr. Umel moved to approve the Continuing Teacher Contract 2021-2022 for Jennifer Bowman-McKay, Grade 3; Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Forrest moved to approve the Continuing Teacher Contract 2021-2022 for Brenda Clawson, BCS Integrative Technology; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Umel moved to approve the Continuing Teacher Contract 2021-2022 for Belinda Gauvin, Grade 6; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Forrest moved to approve the Continuing Teacher Contract 2021-2022 for Erin Hatch, Occupational Therapist; Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Umel moved to approve the Continuing Teacher Contract 2021-2022 for Amber Oakes, BHS American Sign Language; Mr. Umel seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan and Ms. Butterfield in favor)

Mr., Umel moved to approve the Continuing Teacher Contract 2021-2022 for Francisca Smith, BHS Work Language; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Mr. Butterfield in favor)

- e. Mr. Forrest moved to approve the Administrative Contract for Gretchen Gardner, Director of Business & Finance; Mr. Umel seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Umel moved to approve the Administrative Contract for Renita Ward-Downer, Director of Instruction (Learning & Technology); Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Ms. Small moved to approve the Administrative Contract for Angela Moore, Director of Special Education; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Farley moved to approve the Administrative Contract for Brent Slowikowski, BHS Principal; Mr. Umel seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Umel moved to approve the Administrative Contract for Scott Walker, BHS Assistant Principal; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Umel moved to approve the Administrative Contract for Allison Kahkonen, PreK-4 Principal; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Ms. Small moved to approve the Administrative Contract for Jason Richards, 5-8 Principal; Mr. Forrest seconded - ROLL CALL VOTE: 4 in favor, 1 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Umel moved to approve the Administrative Contract for Samantha Pangburn, BCS Assistant Principal; Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Umel moved to approve the Administrative Contract for Alison Glanville, Director of Psychological Services; Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Farley moved to approve the Administrative Contract for David Utterback, Athletic Director; Ms. Small seconded - ROLL CALL VOTE: 4 in favor, 1 opposed,

and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

3. Mr. Palmer reported the following personnel searches of:
  - a. High School Health Teacher 2021-2022
  - b. High School Math Teacher 2021-2022
  - c. Anticipated Director of Student Services 2021-2022
  - d. Anticipated high School Tutoring Center Coordinator 2021-2022
  - e. Ed Tech I Special Education 2020-2021
  - f. 3-LT Subs Food Service Assistants 2020-2021
  - g. BCS LT Sub Noon Time Aide 2021-2021

Mr. Forrest entertained a motion to request a 2 minutes break at 8:15 PM with all members in favor.

Mr. Boyes restarted the meeting at 8:17 PM.

#### K. Reports

1. United Technologies Center  
Mr. Forrest reported on the March 9, 2021 meeting.
2. Southern Penobscot Regional Program for Children with Exceptionalities  
Ms. Small reported no meeting.
3. Student Representatives  
Ms. Cattan and Ms. Butterfield reported academic/extracurricular and athletic updates.
4. Trustees  
Mr. Boyes reported on the March 23, 2021 meeting.
5. Administration
  - A. Superintendent of Schools
    1. Mr. Palmer reported to the committee the following:
      - a. Renita Ward-Downer has completed her coursework and is now an Innovative Educator with congratulations.
      - b. Resignation of Teresa Harding, Noon Time Aide at BCS effective March 31, 2021 for personal reasons.
      - c. Transfer of Jacqueline Palmer, Grade 5 to Grade 6 Teacher 2021-2022.
      - d. Appointments of:  
Frank Rapp, E-Sports Coach Spring 2021  
Noah Morang, Boys Varsity Tennis Coach Spring 2021  
Kirk Small, Assistant Lacrosse Coach Spring 2021  
Adam Lufkin, BCS Track & Field Assistant Coach(3rd)

2. Mr. Palmer reported enrollment numbers as of March 31, 2021

4. Mr. Palmer reported the Non-monetary donations of:

- (1) Susan Sandmeyer, Holden of art supplies valued at \$300 and Ethan Winston, Brewer of art supplies valued at \$50 to BHS Art Department.
- (2) Gary Eckmann-Owner of Bega Inc-McDonalds of 300 coupons cards for a free McDonald's Crispy Chicken Sandwich for all employees.
- (3) Diane Dickerson, CEO Bangor Region YMCA of a free 3 month membership worth \$135 to all staff.
- (4) Stockton Sand & Gravel, Inc in Hampden donated labor value of \$1,526.40 associated with loading, processing and unloading the gravel for the field lighting project.

- B. Ms. Ward-Downer, Director of Instructions reported Academic Achievement Data

#### L. New Business

1. Mr. Forrest moved to accept the donations as read; Ms. Small seconded - ROLL CALL

- VOTE: 5 in favor 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
- a. Donation of \$1,159 from Allen/Freeman/McDonnell Agency of Brewer to Brewer High School National Honor Society Backpack Program.
  - b. Donation of \$5,000 from Full Plates Full Potential of Portland to our school lunch program.
  - c. Donation of \$100 from BHS Transitional Advantage Program (TAP) Attn: Francie Butler to Brewer Community School Library in memory of Jan Libbey.
  - d. Donation of \$499 from Brewer Boosters Club Attn: David Utterback, AD to Brewer Athletic Department towards the live streaming services for winter athletics.
  - e. Donation of \$19.00 from Shaw's Supermarkets, West Bridgewater, MA "Give Back Where it Counts Program" to Brewer Performing Arts Center.
2. Ms. Small moved to approve the BHS Outdoor Education spring 2021 weekend trips April 9-11, April 30-May 2, May 7-9, 14-16 & 21-23/2021; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Catan and Ms. Butterfield in favor)
  3. Mr. Umel moved to approve the Brewer High School Tutoring Center Coordinator position effective 2021-2022; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
  4. Mr. Umel moved to approve the Brewer High School Director of Student Services position effective 2021-2022; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
  5. Ms. Small moved pursuant to 20-A M.R.S.A. §13201, to eliminate a Guidance Counselor position for the 2021-2022 school year due to changes in local conditions, and, as result thereof, to terminate the teaching contract of Emily Sevigny effective as of the day immediately preceding the first day of the 2021-2022 teacher work year; and to direct the Superintendent of Schools to provide notice to Ms. Sevigny of this action pursuant to Section 13201; Mr. Forrest seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
  6. Mr. Forrest moved to approve the first reading of the FY22 Proposed Budget; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

#### Future Meetings

Monday, May 3, 2021 (TBA) Regular Meeting, 6:00 PM

#### L. Public Comment

Meghan Snook, Brewer parent and educator commented saddened by the school committee decision of a reduction in force.

#### Adjournment

Mr. Umel moved to adjourn at 8:59 PM; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Respectfully submitted,

Gregg Palmer  
Secretary

Approved: May 8, 2021

**Present:** Hans Peterson (Chair), Dave Armistead, Karen Boudreau, Kristin Canders, Rich Crowe, Sande Curtis, Cheryl Fasse, Pat Gaetani, Earle Hannigan Kirsten Ismail, Jim Lacadie, Kevin Kelly, Mel MacKay, Susan MacKay, Kim Meagher, Tony Pellegrini, James Strout, Dan Wellington

**Also Present:** Airlia Britt, Beth Campbell, Linda Graban, Bill Meier, Matt Smith, Holly Whitmore, Eric Zelz

### CALL TO ORDER

Hans Peterson called the Zoom meeting to order at 7 a.m.

**Motion:** To approve the November 17, 2020 minutes as presented.

Boudreau/Wellington

Approved without opposition.

Currently there are three vacancies on the board, and with four board members whose second term is expiring (R. Crowe, S. Curtis, H. Peterson, D. Wellington), the goal is to seat four or five new trustees. Increasing the board's ethnic and racial diversity, balancing the number of men and women, and representing different professional sectors are all goals in seeking new board members. Board members have typically been current or past parents, alumni, and community members. Outreach to potential members by the Executive Committee has started and vetting names with the full board will take place electronically so that recommendations may be voted on at the April meeting, with new members invited to join the June meeting

### HEAD OF SCHOOL REPORT

Mel welcomed questions on the HOS report. Dave Armistead reported that because of the hybrid schedule, small class sizes, and communication within the school and with school families, the number of positive Covid cases significantly affecting the school's daily operations has been one to date. [Note that since the board meeting, cases related to the ice hockey team have curtailed practices and led to rescheduling.] The school nurses are in regular contact with their peers throughout the state, the DOE, and the Maine CDC and have been responsive and attentive to Covid-related needs in addition to taking care of their regular daily duties of school nursing.

Beth Campbell, Director of Admission, reported that she completed 10 virtual middle school visits, accompanied by student ambassadors and other administrators. Day student viewbooks and postcards promoting the virtual information night were delivered to middle schools prior to the virtual visits. The January 26 virtual John Bapst Information Night was well attended and met with positive feedback. Heading into admission season, the school has been marketed on Maine Public Radio, in the BDN, and through the school's social media outlets, including the website. The goal is to enroll 120 local ninth graders. The priority deadline is February 18, meaning applications received by that time will receive notification on or before March 18. Thus far nearly forty completed applications have been received and over 70 remain in draft form in the admission software.

On the international front, five students who deferred enrollment from the fall of 2020 have committed to enrollment for 2021-22. Replacing the 24 graduating international seniors is the goal. Five new international students (1 from Vietnam, 1 from Germany, and 3 from Italy) joined the school for second semester.

Current enrollment is 522 students; 258 male and 264 female. There has been some limited attrition this year, much of it attributable to the pandemic. The counselors are closely monitoring at-risk students and meet weekly with Dave the school continues to examine student needs on an individual basis and make accommodations accordingly. Including the child psychiatrist spouse of Karen Boudreau, Dr. Tom Jensen, the school's list of professional resources continues to grow. Sande Curtis indicated that the same pandemic-related issues as experienced in the school are happening at the university level.

Susan MacKay pointed out that of equal concern as the students are the faculty and staff. Early on, the school took the position that it will support the remote status of teachers and students. Despite some parental pressure to put teachers back in the classroom, the school will not require teachers to return to school when the vaccine is not yet available. This approach is informed by the school's twice-weekly contact with other independent schools and related organizations and corresponding professionals, including attorneys. During this difficult year teachers and staff as a group are doing well, have been adaptable, and have had good communication to and from administration.

College acceptance season is here, and in addition to in-state schools like Husson, Maine Maritime Academy, UMaine and UNE, the list is long to include Northeastern, Purdue, Michigan State, Ohio State, WPI, Harvard, Lewis and Clark, UNH, and UVM.

#### FINANCE

James Strout welcomed questions regarding the committee meeting minutes and the audit as provided. The timing of the audit was delayed this year due to Covid. In coming years, the audit is expected be back on schedule and completed for the fall board meeting.

Motion: To accept the audit report as presented.

Strout/Boudreau

Approved without opposition.

#### BUILDINGS AND GROUNDS

Jim Lacadie welcomed questions on the committee meeting minutes. A video tour of the gym, produced by Matt Hafener '21 was shared. Mel is in weekly contact with Karl Ward and Jamie Mahoney of Nickerson & O'Day, as well as with architect Mike Pullen. The opening is delayed due to the need to have some HVAC work redone and because the basketball hoops are not yet on sight (the hoops need to go up before the floor can go down). As Dan Wellington pointed out, the initial occupancy permit will be temporary with a complete certificate of occupancy issued once plantings and vegetation are in place (expected in early summer). The facility should be operational by April 1. [Note: The contractor has since moved the occupancy date back to the end of April.] A modest ribbon-cutting ceremony will likely take place for the Mary Ellen and Ed Darling Athletic Center when the Darlings return from Florida later this spring. Another, more public event, such as an open house, could be scheduled for the beginning of next school year (once Covid gathering restrictions are lifted) as a way of thanking the community and creating momentum for future fundraising.

#### DEVELOPMENT

Cheryl Fasse invited questions on the minutes. The spring appeal will continue to feature the theme of *Above and Beyond*, and letters will be personalized to ask donors to increase their contribution from last year. Full board participation in the annual fund is needed. *The Round Table* is expected in early spring. Work on building a class agent list and parents association membership continues. Active fundraising for the Capital Campaign is on hold.

#### ENDOWMENT

Mel reported on behalf of committee chair Kirsten Ismail. The endowment is currently over \$1.9 million. The Endowment Committee operates by the school's investments policy and management of the school's portfolio is overseen by Deighan Wealth Advisors. Karen Boudreau commented that the school's portfolio is well managed by an active, well-rounded committee.

#### NEXT BOARD OF TRUSTEES MEETING

The next board meeting will be at 7 a.m., via Zoom, on April 27, 2021.

#### ADJOURNMENT

The meeting adjourned at 8:34 a.m.

*Respectfully submitted by Kirsten Ismail, Secretary*

**Wednesday, March 17, 2021**  
**Board of Directors Meeting - 7:00 p.m.**  
**Hampden Academy and via Google Meet**

The Regional School Unit No. 22 Board of Directors met at Hampden Academy and via Google Meet on Wednesday, March 17, 2021. Board Chair Heath Miller called the meeting to order at 7:00 p.m. Directors present were: Faye Anderson, Jim Baines, Jessica Beal-Hamilton, Jacob Brown, John Coggeshall, Jayne Dyer, Olivia Ferriter, Rob Frank, Lester French, Allan Gordon, Jr., John Holmes, Tania Jean-Jacques, Anthony Liberatore, DMD, Heath Miller, Kimberley Moran and Mary Anne Royal.

IT Administrator Nate Savage announced the meeting is streaming on the district YouTube channel.

**II. Approval of Minutes of Regular Meeting of February 17, 2021**

Holmes moved, Baines seconded, and the Board voted unanimously to approve the minutes of the Regular meeting of February 17, 2021.

**III. Adjustment to Agenda**

Superintendent Nickels announced additional spring coaches for Board approval.

Superintendent Nickels noted regulation for GBP-R Earned Paid Leave Administrative Procedure is included in the board packet for review.

**IV. Board Chair**

**A. School Board Governance and Operations Policy Review**

BBA - Evaluation of School Board/Board Self-Evaluation was reviewed.

**B. Board of Directors Self Evaluation**

It is coming up in August. Looking for volunteers to serve on an ad hoc committee to work on evaluation prior to the August meeting to have it ready for August. Let Heath Miller know if interested.

## **V. Personnel**

### **A. Resignations**

Superintendent Nickels announced the following resignations at the end of the school year: Cameron Blood, Hampden Academy English/Social Studies Teacher and Deborah Daigle Cough, Hampden Academy Special Education Reading Teacher. She thanked them both for their service and wished them well in their next endeavors.

### **B. Nominations - Transfers**

Upon recommendation of Superintendent Nickels, Liberatore moved, Holmes seconded, and the Board voted unanimously to approve spring coaches including the adjustments to the agenda. Superintendent Nickels noted the correction to the Head Track Coach at Wagner Middle School is Amanda Grove.

#### **Hampden Academy**

Baseball Head Coach	Jonathan Perry
Baseball JV Coach	Christopher Hink
Softball Head Coach	Matt Madore
Softball JV Coach	Jaimee Perry
Softball Volunteer	Brian Corliss
Outdoor Head Coach	Jason Kash
Track Assistant Coach	Cam Blood
Track Assistant Coach	Brittany Layman
Track Assistant Coach	Dean El-Hajj
Track Assistant Volunteer	Michael Ditzel
Track Assistant Volunteer	Thomas Brann
Tennis Boys Head Coach	Tyler Ross
Tennis Girls Head Coach	Rich Nutter
Tennis JV Coach	Logan Huston

#### **Reeds Brook Middle School**

Baseball A Team Coach	Tim Throckmorton
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Baseball B Team Coach	Mike Lawrence
Softball A Team Coach	Laurie Robichaud
Softball B Team Coach	Open
Track Head Coach	Open
Track Assistant Coach	Open

**Samuel L. Wagner Middle School**

Baseball Coach	Cody Veilleux
Softball A Team Coach	Sarah Asay
Track Head Coach	Amanda Grove
Track Assistant Coach	Brianne Smith

Under adjustment to agenda, the additional spring coaches:

**Samuel L. Wagner Middle School**

Baseball Coach - Cody Veilleux

Softball Coach - Sara Asay

**Reeds Brook Middle School**

Head Track Coach - Samantha Gardner

**VI. Superintendent of Schools**

**A. Reading of the Essential Behaviors and Outcomes Proclamation**

Mary Anne Royal read the Essential Behaviors and Outcomes Proclamation.

**B. Presentation of Increased In Person Attendance Plan**

Superintendent Nickels presented the district's increased in person attendance plan. Discussion occurred and questions and comments were addressed.

**VII. Persons Desiring to Address the Board**

The following district parents addressed the Board.

**Sarah Newell**

[snewell@eatonpeabody.com](mailto:snewell@eatonpeabody.com)

Parent at Wagner and Smith Schools. Thank you so much. So much work in the past month. Spoken with many parents in the past month. Many will be appreciative of these efforts. Committed to the kids in this district. Urge the board to support this. Superintendent Nickels has done an excellent job keeping in contact with us. Really appreciated as well. Really have learned through this month as I heard from families about how families are affected. Many families are feeling alone. Now feeling less alone. Families are ready and willing to help you in any and all ways to help you.

**Sarah Healy**

[s.healy09@gmail.com](mailto:s.healy09@gmail.com)

Hi, I want to say thank you as well. Thank you to Sara Newell. This is fantastic as far as a start. Only question I have as far as picking up in the afternoon. How that is going to work. Do want to thank you very much! Thank you!

**Kris O'Connell - Erin O'Connell**

[erin.oconnell3224@gmail.com](mailto:erin.oconnell3224@gmail.com)

Thank you again. I came on here to advocate for our kids. I'm a local family doctor. Concerns about preventable deaths that we are seeing in the area. Thinking about all mental health and preventable death is important. We have a great culture in the community about hearing everyone's concerns. Nelson Mandela quote- Education to change the world.

**Brooke Miller**

[aviatrxx@yahoo.com](mailto:aviatrxx@yahoo.com)

Hi. Following up on Chris. I typed up something and won't read it because you are close to full time school. Question about PreK program and Waldo CAP program. I have a PreK student. Two days a week has many drawbacks. She is an older PK student and I'd like to know more about that email me or address it now. This is a great start. Impressed that you are going to put this together for Spring. As we go forward into the Fall. Status quo. Sitting in hybrid longer than we needed to. Moving forward w/Sports. What about kids who are not Sports oriented such as musical kids. Continue to look into those programs as well. Look into that going into the Fall.

**Chris Labonte**

[chris.labonte1@gmail.com](mailto:chris.labonte1@gmail.com)

Hi. My question centers around those who are full remote. How to reintegrate those students in the Fall and how to include those from remote and in private school.

## **VIII. Questions of Board Members**

None.

## **IX. Superintendent of Schools**

### **A. Monthly Financial Report (Exhibit)**

Superintendent Nickels reviewed the district's financial report. The district has 30% of the school year remaining, and we are tracking well in all articles.

#### **B. Legislative Update**

Faye Anderson is the district's representative for the Maine School Board Association Legislative Committee, representing region 2. She shared that as a member of the MSBA legislative committee they have reviewed 141 bills to date. The committee has reviewed emergency bills related to COVID 19, along with bills that address student's vaccinations, mental health, curriculum, state testing and graduation requirements. The committee has also reviewed bills related to teacher professional training and certification, retirement and Diversity, Equity and Inclusion. They have looked at budgeting, broadband improvements, truancy and attendance, Career and Technical Education, Early education and Special Education. If a board member is interested in weekly updates, simply let Mrs. Anderson know, and she will share her notes.

#### **C. Student Representatives**

Student representatives reported their insights to the board regarding the increased in person attendance plan.

### **X. Committee Reports**

#### **A. Finance Committee**

Finance minutes from the March 11 meeting were reviewed.

#### **B. Budget Committee**

Budget minutes from the March 10 meeting were reviewed.

#### **C. Athletic Committee**

Athletic minutes from the March 1 meeting were reviewed.

#### **D. Building Committee**

Building minutes from the February 26 meeting were reviewed.

#### **E. Negotiations Committee**

Negotiation minutes from the March 2 meeting were reviewed.

#### **F. Education Committee**

Education minutes from the February 24 meeting were reviewed.

**G. Policy Committee**

Policy minutes from the March 10 meeting were reviewed.

**H. United Technologies Center Board**

UTC minutes from the March meeting were reviewed.

**I. Behavioral Review Committee**

None

**J. Education Foundation**

None

**K. SPRPCE Board**

None

**L. Community Relations Committee**

None

**M. Equity in Education Ad-Hoc Committee**

Equity in Education minutes from the March 1 meeting were reviewed.

How will Civil Rights Teams continue to promote Equity work? Student representative answered with examples of how that is already happening.

**N. Strategic Planning Ad-Hoc Committee**

Strategic minutes from February 25th and March 4th meetings were reviewed.

**XI. Policy Consideration**

- A. Discuss and act on the second reading Policy JJIAA - Private School Students - Access to Public School Cocurricular, Interscholastic and Extracurricular Activities**

Upon recommendation of the Policy Committee, Holmes moved, Royal seconded, and the Board voted unanimously to approve the second reading of Policy JJIAA - Private School Students - Access to Public School Cocurricular, Interscholastic and Extracurricular Activities

- B. Discuss and act on the second reading Policy JICH - Tobacco, Drug and Alcohol Use by Students**

Upon recommendation of the Policy Committee, Holmes moved, French seconded, and the Board voted unanimously to approve the second reading of Policy JICH - Tobacco, Drug and Alcohol Use by Students

C. Discuss and act on the second reading Policy GBP - Maine Earned Paid Leave Law

Upon recommendation of the Policy Committee, Holmes moved, Coggeshall seconded, and the Board voted unanimously to approve the second reading of Policy GBP - Maine Earned Paid Leave Law

D. Discuss and act on the first reading IHBG - Homeschooling

Upon recommendation of the Policy Committee, Holmes moved, French seconded, and the Board voted unanimously to approve the first reading of IHBG - Homeschooling

E. Discuss and act on the first reading IHBGA - Homeschooling Participation in School Programs Regulation

Upon recommendation of the Policy Committee, Holmes moved, Royal seconded, and the Board voted unanimously to approve the first reading of IHBGA - Homeschooling Participation in School Programs Regulation

## **XII. Old Business**

A. Discuss and act on recommended 2021-2022 School Calendar

Baines moved, Holmes seconded and the Board voted unanimously to table discussion of the 2021-22 school calendar.

Baines moved, French seconded, and the Board voted to extend the Board meeting to 10:00 p.m.  
Yes votes: 859 No votes: 145 (Frank and Liberatore)

## **XIII. New Business**

A. Act on Increased In-Person Attendance Plan

Superintendent Nickels presented the district's increased in-person attendance plan. Discussion occurred. Comments, questions, and concerns were addressed.

Upon recommendation of Superintendent Nickels, Liberatore moved, Holmes seconded, and the Board voted unanimously to accept the plan as presented to the Board.

**B. Act on Representative to UTC Board**

Coggeshall moved, Frank seconded, and the Board voted unanimously to appoint Allan Gordon as representative to UTC Board.

Coggeshall moved, Frank seconded, and the Board voted unanimously to amend the motion to appoint MaryAnne Royal as alternative representative to UTC Board.

**C. Act on School Network Upgrade E-Rate Contract**

Superintendent Nickels discussed the School Network Upgrade E-Rate Contract. Upon Recommendation from Superintendent, Liberatore motioned, Coggeshall seconded, and the Board voted unanimously to approve the contract as presented.

**XIV. Communication and Correspondence**

**A. Set Meeting Dates**

- Community Relations Committee meeting, April 13th at 3:00 pm via google meet
- Behavior Review Committee meeting, April 15 at 1:00 pm via google meet
- Budget Committee - Articles 4, 5 and 15 meeting, March 31 at 4:30 pm, Hampden Academy Library and google meet
- Due to school vacation week, Board meeting will be held April 28th.

**XV. Executive Session**

None.

**XVI. 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.

None.

## **XVII. Adjourn**

Liberatore moved, Frank seconded, and the Board voted unanimously to adjourn the meeting at 9:55 p.m.

Respectfully submitted,

Regan Nickels  
Superintendent