

**MINUTES
BANGOR SCHOOL DEPARTMENT
SPECIAL SCHOOL COMMITTEE MEETING via Zoom
WORKSHOP
6:30 p.m., Wednesday, January 20, 2021**

School Committee members present: Chair Carin Sychterz, Vice Chair Marwa Hassanien, Warren Caruso, John Hiatt, Clare Mundell, Sue Sorg, and Tim Surette.

Chair Sychterz called the meeting to order at 6:38 p.m., and the Pledge of Allegiance followed.

1. Eileen King and Steve Bailey from Maine School Management Association provided information on the timeline developed by MSSA. Tasks and associated costs for each task were reviewed. They answered questions and provided further clarification of the questions posed by the School Committee. Mr. Bailey stressed an urgency in placing the ad and sticking to the timeline.
2. Discussion was held regarding the number of school committee members and other people who will be involved in the Superintendent search. The School Committee would like a broad representation of East/West, grade level, variety of positions, community members, etc. There will be 12 people on the screening committee and 20 - 24 people on the first round of interviews. The School Committee will make the determination of additional people to the committee. All names should be sent to Member Tim Surette.
3. Chair Sychterz and Member Surette reviewed the RFP for additional consulting to be hired for the Superintendent search. The timeline and content was reviewed. Discussion was held regarding costs and limits. It was determined to keep the RFP open-ended. Questions were raised about what the School Committee has for a budget. There were no funds set aside for search, so all funds will be drawn from other sources.
4. **Screening Committee (12):**
Marwa Hassanien, School Committee
Clare Mundell, School Committee
Sue Sorg, School Committee
Tim Surette, School Committee
Affirmative Action Coordinator
Central Office Administrator
Elementary Level Principal
Secondary Level Principal
Elementary Level Teacher
Secondary Level Teacher
Community Member #1

Community Member #1
Community Member #2

Interview Committee (20):

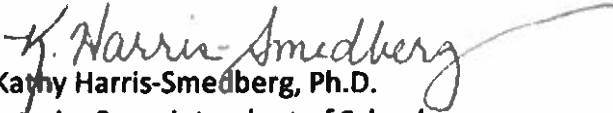
Warren Caruso, School Committee
Marwa Hassanien, School Committee
John Hiatt, School Committee
Clare Mundell, School Committee
Sue Sorg, School Committee
Tim Surette, School Committee
Carin Sycterz, School Committee
Affirmative Action Coordinator
Central Office Administrator
Elementary Level Principal
Secondary Level Principal
Elementary Level Teacher
Secondary Level Teacher
Community Member #1
Community Member #2
Community Member #3
School Counselor
Student
Paraprofessional
Athletics Coach
Fine Arts Advisor

Final Interview Committee (7):

Warren Caruso, School Committee
Marwa Hassanien, School Committee
John Hiatt, School Committee
Clare Mundell, School Committee
Sue Sorg, School Committee
Tim Surette, School Committee
Carin Sycterz, School Committee

Meeting was adjourned at 8:24 p.m.

Respectfully submitted,


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

**MINUTES
BANGOR SCHOOL COMMITTEE
REGULAR MEETING via ZOOM
JANUARY 27, 2021**

School Committee Members present: Chair Carin Sychterz, Vice Chair Marwa Hassanien, Warren Caruso, John Hiatt, Clare Mundell, Sue Sorg, and Timothy Surrette.

A.1. & 2. Chair Sychterz called the Meeting to order at 7:02 p.m. and the Pledge of Allegiance followed.

D. 1. a. Bangor High School Principal Paul Butler and English Department Chair Jane Venturelli provided an overview of the updated English Language Arts Curriculum. Interim Superintendent Harris-Smedberg recommended approval of the proposed changes to the Bangor High School English Curriculum.

VOTED 7-0 by roll call vote to approve the proposed changes to the Bangor High School English Curriculum.

D. 1. b. Interim Superintendent Harris-Smedberg recommended approval to allow extra and co-curricular activities to continue while schools were in remote learning due to busing or no close contact.

VOTED 7-0 by roll call vote to approve extra and co-curricular activities to continue while schools were in remote learning due to busing or no close contact.

D. 2. a. The draft 2021-2022 School Committee Meeting Schedule was shared by Interim Superintendent Harris-Smedberg.

D. 2. b. Interim Superintendent Harris-Smedberg provided an update on Cyr Bus and the need to temporarily move to remote learning.

D. 2. c. Interim Superintendent Harris-Smedberg shared the following retirements:

Stephen Norris	Instrumental Music Teacher	William S. Cohen School
Kimberly Skaves	Grade 2 Teacher	Fourteenth Street School

E. 1. a. VOTED 6-0-1 by roll call vote to approve the draft Minutes of the January 13, 2021 Regular School Committee Meeting. Member Sorg abstained due to her absence on January 13, 2021.

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

Karen Bagley	(.75) IEP Coordinator	William S. Cohen School
Tammy Wyman	1.0 IEP Coordinator	William S. Cohen School

Tammy Wyman 1.0 IEP Coordinator

William S. Cohen School

- E. 1. c. Committee Member Caruso read the following donation:

To the James F. Doughty School from Mary and George Wright, a cash donation for \$250 to the library.

VOTED 7-0 by roll call to approve with many thanks from all School Committee Members to approve the donation.

- E. 1. d Interim Superintendent Harris-Smedberg recommended the second reading and revisions of the following policies:

1. New Policy GBP Earned Paid Leave
2. Revised Policy GDB-8 Adult and Community Education Compensation Guide
3. Revised Policy ICA 2021-2022 School Calendar.

VOTED 7-0 by roll call to approve second reading and revised Policies as presented.

- E. 2. a. Interim Superintendent Harris-Smedberg recommended the following first reading and revised policies:

1. Policy GCCA Recruiting and Hiring of Administrative Staff
2. Revised Policy GCD Professional Staff Hiring.

VOTED 7-0 by roll call to approve first reading of Revised Policies as presented.

- F. 1. Committee Updates, Comments and Question:

Member Surette updated the School Committee on the Superintendent Search. An Executive Summary of the survey results was shared. Notice of February community and staff virtual forums were shared. The job description will be worked on at the next workshop meeting. The RFP for additional consultation for the Superintendent Search has been completed and has been posted. Replies are due Thursday, February 4, 2021. Questions were addressed.

- G. Bangor High School Principal Paul Butler updated the School Committee on upcoming changes to Visual and Performing Arts. He stressed he wants to see all activities run and allow students to be actively involved in the school.

- H. 1. Chair Sychterz shared the important upcoming dates.


I. Questions and Comments from the Committee:

Chair Sychterz shared that another workshop is planned for next week to continue work on the Superintendent Search.

Member Caruso asked about budget preparation. Interim Superintendent Harris-Smedberg shared that Form ED 279 was in and state funding looked positive. She and Business Director Hayman will be working in more earnest on the budget after February 1, 2021 when all funding and school budgets are entered into one form.

J. VOTED 7-0 by roll call vote to adjourn at 8:18 p.m.

Respectfully submitted,


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

**MINUTES
BANGOR SCHOOL COMMITTEE
SPECIAL SCHOOL COMMITTEE MEETING via ZOOM
WORKSHOP**

6:30 p.m., Wednesday, February 3, 2021

School Committee members present: Chair Carin Sychterz; Vice Chair Marwa Hassanien; Warren Caruso; John Hiatt; Clare Mundell; Sue Sorg; Tim Surrence.

Chair Sychterz called the meeting to order at 6:36 p.m., and the Pledge of Allegiance followed.

1. The Superintendent Search survey was discussed, as well as the executive summary Ray Phinney, Communications Director provided the School Committee.
 - a. Member Mundell offered to go out into the community, especially under represented-areas, to promote the forums. Member Hiatt would help.
 - b. Discussion was held regarding the selection of people other than School Committee Members who would like to serve on the two subcommittees of the Superintendent Search.
2. The Superintendent job description was reviewed. Not all members had reviewed it, so they may provide additional feedback to Member Surrence by the end of February 4, 2021.
3. The job posting will occur on Friday, February 5, 2021, so turnaround is important. MSMA has reviewed it.
4. Discussion was held regarding the format of the forums. MSMA will run the forums. Member Surrence shared that the forums are open to anyone. Questions will be posed by the moderators, followed by small breakout rooms, and then a return to the large group where comments will be collected in the chat box.

Forums:

Monday, February 22, 4:00-5:30 p.m.

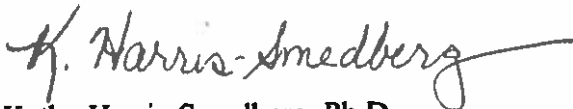
Tuesday, February 23, 6:00-7:30 p.m.

Information about the Superintendent Search will again be sent out via the Bangor app, social media, and email.

Members Surrence and Sychterz thanked School Committee members for their work and support. Member Hassanien thanked Members Surrence and Sychterz.

Meeting was adjourned at 7:59 p.m.

Respectfully submitted,



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

**MINUTES
BANGOR SCHOOL COMMITTEE
REGULAR MEETING via ZOOM
FEBRUARY 10, 2021**

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 7:02 p.m. by Chair Sychterz and the Pledge of Allegiance followed.

D.1.a. Interim Superintendent Harris-Smedberg recommended approval to the adjustment to the 2020-2021 School Calendar, adding an early release day on March 31, 2021.

VOTED 7-0 by roll call vote to approve the adjustment to the 2020-2021 School Calendar.

D.1.b. Interim Superintendent Harris-Smedberg recommended approval to reopen the Inclusive Hiring Search for Superintendent Request for Proposal (RFP).

VOTED 7-0 by roll call vote to approve reopening the Inclusive Hiring Search for Superintendent Request for Proposal (RFP).

Discussion was held to determine that February 18, 2021 would be the new due date for the RFP. More organizations will receive direct mailings of the RFP to promote more interest.

D.2.a. Director Patti Rapaport and Social Worker Renee Peron presented to the School Committee what the Bangor School Department is doing to address student and staff social emotional needs.

Discussion was held regarding required ratios for student/social worker and student/psychologist; the growing social emotional needs of students; the SEL Screening Tool; increased need for cultural competence and Diversity, Equity, and Inclusion trainings for students and staff; programming; and SEL data.

D.2.b. Interim Superintendent Harris-Smedberg shared a new mentor position for multi-pathway instruction. These positions are for the remainder of this school year and will fall under our current contract with the teachers through an MOU. Mentors will be those teachers who have successfully navigated teaching the three pathways and who are willing to help others strengthen their practice.

D. 2.c. Interim Superintendent reported the following reassignment:

Carrie Pike OT (.75) Downeast, (.2) J.F. D.S. and (.05) BHS to (1) full time at Downeast School

D.2.d. Interim Superintendent Harris-Smedberg reported the following retirement:
Kimberlyann Hatt Speech/Language Therapist District wide

D.2.e. Interim Superintendent Harris-Smedberg reported the following resignation:
Kimberly Anderson Special Education Teacher Bangor Regional Program

E. 1. a.1-3 Interim Superintendent Harris-Smedberg recommended approval of the draft Minutes of the January 20, 2021 Special School Committee Meeting, the January 27, 2021 Regular School Committee meeting, and the February 3, 2021 Special School Committee Meeting.

VOTED 7-0 by roll call vote to approve the draft Minutes of the January 20, 2021 Special School Committee Meeting, the January 27, 2021 Regular School Committee meeting, and the February 3, 2021 Special School Committee Meeting.

E.1.b. Interim Superintendent Harris-Smedberg recommended approval of the November 2020 Financial Report.

VOTED 7-0 by roll call vote to approve the November 2020 Financial Report.

E.1.c. Vice Chair Hassanien shared the following donations:

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

To William S. Cohen School from the DMT Fund in Memory of Danielle Thompson, a cash donation to support students, having a total dollar value of \$250.

To Fairmount School from Bangor Savings Bank, winter jackets, having a total dollar value of \$300.

To Downeast School from Jane Boudreau, boots, sneakers, and socks, having a total dollar value of \$215.

VOTED 7-0 by roll call vote to approve the donations. Many thanks were offered.

E.1.d. Interim Superintendent Harris-Smedberg recommended approval of the second readings of revised policy GCCA – Recruiting and Hiring of Administrative Staff and revised policy GCD Professional Staff Hiring.

VOTED 7-0 by roll call vote to approve the second readings of revised policy GCCA- Recruiting and Hiring of Administrative Staff and revised policy GCD- Professional Staff Hiring.

F. & G. Committee Updates and Reports:

Member Surrette updated the School Committee on the Superintendent Search.

Chair Sychterz provided additional information to the School Committee on the Superintendent Search timeline and process.

Member Hiatt asked the final cost of the Bangor High School Investigation. Interim Superintendent Harris-Smedberg will get that cost to the School Committee.

Member Hassanien expressed thanks to Member Surrette and Chair Sychterz for their work on the Superintendent Search.

Member Surrette reviewed with the School Committee the high level of safety within the schools. School are safer than being out in the community.

Member Mundell asked if the recent confirmed cases at Bangor High School constituted an outbreak. Interim Superintendent Harris-Smedberg reported the multiple cases were not considered an outbreak as they were all related.

Member Mundell provided a report on the January 8, 2021 SPRPCE Committee.

Member Mundell asked about the Scholarship Committee. Member Caruso reported the Scholarship Committee meets once a year in April and gave background information on the Scholarship Committee.

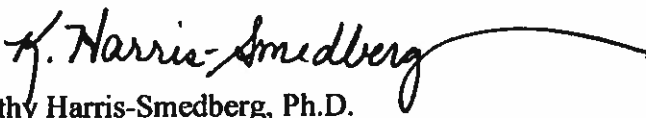
Member Mundell provided a report on the February 1, 2021 Maine School Board Regional Meeting.

Member Mundell provided a report on the February 10, 2021 National School Board Association Equity Online Symposium. Member Hassanien also provided her perspective.

H.1. Chair Sychterz reviewed the upcoming dates.

J. At 9:17 p.m., by roll call vote, VOTED 7-0 to adjourn.

Respectfully submitted,


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

BREWER SCHOOL COMMITTEE
REGULAR MEETING MINUTES

Monday, February 1, 2021

6:00 PM

Zoom Virtual Regular Meeting

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

A. Mr. Boyes called the meeting to order at 6:06 PM

B. Pledge of Allegiance

C. Public Comment - No public comments

D. Adjustments to Agenda - None

E. Presentation by Casey Leonard, CPA/Partner of Runyon Kersteen Ouellette FY20 Brewer School Department Audit

F. Minutes

1. Mr. Boyes without objection and by unanimous consent proposed that the regular meeting minutes January 4, 2021 will clerical updates be approved.

G. Personnel

Mr. Forrest moved to accept the resignation of Francie Butler, Special Education Teacher at Brewer High School effective the end of the 2020-2021 school year for the purpose of retirement; Mr. Umel seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained.
(Ms. Cattan and Ms. Butterfield in favor)

H. Reports

1. United Technologies Center

Mr. Forrest reported no meeting.

2. Southern Penobscot Regional Program for Children with Exceptionalities

Mr. Palmer reported on the January 28, 2021 meeting.

3. Student Representatives

Ms. Cattan and Ms. Butterfield reported updates on academics and athletic events to date at Brewer High School

4. Trustees - Mr. Palmer reported the January 19, 2021 meeting.

5. Administration

A. Superintendent of Schools Mr. Palmer reported:

1. The outline process for evaluation of coaches with the Brewer School Department; the City's legal team is reviewing the question on quorum attendance to be finalized by the next meeting; and an overview of the State of Brewer School Department zoom meeting

with staff that choose to attend.

2. The district searches for substitutes and spring coaches.
3. Enrollment numbers as of January 27, 2021.
4. Non-Monetary Donations as received:
 - a. Donation of a \$200 visa gift card from Realty of Maine Cares program, Julie Sleeper, Owner to BCS for students needs such as winter gear, food, etc.
 - b. Donation of a \$500 gift card from Bangor Target, Melissa Garrison, HR Expert to Brewer Community School in light of Martin Luther King Jr Day this donation is for the purchase of books.

B. Business Manager

Ms. Gardner reported the FY21 year-to-date grant reports.

C. Director of Special Education

Ms. Moore reported the priority notice from the Maine DOE and the Part B Services (ages 3-22).

D. Director of Instruction - No report

E. Principals

1. BHS Principal Mr. Slowikowski reported end of Quarter 2/Semester 1, Virtual Visits, PSAT Administration, Civil Rights Leaders Month and Remote Numbers.

2. BCS Principals - No report

F. Athletic Director - No Report

I. Old Business

1. Mr. Forrest moved to approve the second reading, adoption of Policy GBO, *Family Care Leave*; Mr. Umel seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
2. Mr. Umel moved to approve the second reading, adoption of Policy GBP, *Earned Paid Leave*; Mr. Farley seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

J. New Business

Mr. Palmer requested the acceptance of donations as received of :

1. Mr. Umel moved to accepted the donation as read; Mr. Farley seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
 - a. Donation of \$100 from Kiley & Foley Funeral Service, Attn: Joseph Kiley of Brewer to BHS towards the Trident yearbook.
 - b. Donation of \$250 from Full Plates Full Potential of Portland to BSD towards our school lunch program.
2. Mr. Umel moved to approve the revision of Policy IKF, *Graduation Requirements*; Mr. Farley seconded -ROLL CALL VOTE: 4 in favor, 0 opposed and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
3. Mr. Farley moved to approve the Cyr Bus School Transportation Contract 2021-2026; Mr. Umel seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield)

H. Future Meetings

Monday, March 1, 2021, Virtual Regular Meeting, 6:00 PM

I. Public Comment - No public comments

Adjournment

Mr. Forrest moved to adjourn at 7:19 PM; Mr. Farley seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained. (Ms. Cattam and Ms. Butterfield in favor)

Respectfully submitted,

Gregg Palmer
Secretary

Approved: March 1, 2021

Wednesday, December 16, 2020
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, December 16, 2020. Board Chair Heath Miller called the meeting to order at 7:00 p.m. Directors present were: Faye Anderson, Jim Baines, 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. Absent: Jessica Hamilton

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

II. Approval of Minutes of Regular Meeting of November 18, 2020

Holmes moved, Frank seconded, and the Board voted unanimously to approve the minutes of the Regular Meeting of November 18, 2020.

III. Adjustment to Agenda

None

IV. Persons Desiring to Address the Board

None

V. Board Chair

A. Social Media Policy

The Board discussed the Social Media Policy. Every month, the Board will showcase a Policy to highlight and review.

B. Superintendent Evaluation

The Board discussed the Superintendent Evaluation. An electronic version of the file will be sent to Board members to be completed and returned to Rob Frank by January 4, 2021.

C. Future Executive Session Scheduling at 6:00 pm

Discussion occurred. No decisions need to be made tonight.

VI. Personnel

A. Resignations

The resignation of Sara Devine, Kindergarten Teacher, Earl C. McGraw School was announced.

B. Nominations - Transfers

Anthony Liberatore moved, John Holmes seconded, and the Board voted unanimously to approve the following winter coaches.

Marcus Dunn, Assistant Ice Hockey Coach, Hampden Academy

4 year of hockey at Hampden Academy, 3 years of club hockey at UMaine

Stipend: \$3,577.83

Rachel Parsons, Head Swim Coach, Hampden Academy

5 years of experience, competitive swimmer in high school and college, lifeguard and swim instructor

Stipend: \$5,493.61

VII. Superintendent of Schools

A. Reading of Essential Behaviors and Outcomes Proclamation

Board Member Anthony Liberatore read the Essential Behaviors and Outcomes Proclamation.

B. District Status Report

Superintendent Nickels presented the annual District Status Report.

C. Assistant Superintendent Update

Assistant Superintendent Boone presented her monthly update.

D. Monthly Financial Report

Superintendent Nickels reported on the district's monthly financial report.

VIII. Questions of Board Members

Board Member Anderson asked where are the new computers going? The new computers are going to George B. Weatherbee School. Faye Anderson requested of administration to differentiate how many students are remote and how many hybrid students by grade level.

John Holmes asked how rapid testing is going? Discussion occurred.

IX. Committee Reports

A. Finance Committee

A report is included in the Board's Google folder.

B. Budget Committee

C. Athletic Committee

D. Building Committee

E. Negotiations Committee

F. Education Committee

A report is included in the Board's Google folder.

G. Policy Committee

A report is included in the Board's Google folder.

H. United Technologies Center Board

I. Behavioral Review

A report is included in the Board's Google folder.

J. Education Foundation

K. SPRPCE Board

A report is included in the Board's Google folder.

L. Community Relations Committee

M. Strategic Planning Committee

A report is included in the Board's Google folder.

X. Policy Consideration

A. Discuss and act on the second reading and adoption of Policy BEDG, Minutes of Board Meetings.

Upon recommendation of the Policy Committee, Holmes moved, Coggeshall seconded, and the Board voted unanimously to approve the second reading and adoption of Policy BEDG, Minutes of Board Meetings.

B. Discuss and act on the first reading of Policy JHB, Revised - Truancy

Upon recommendation of the Policy Committee Holmes moved, Gordon seconded, and the Board voted unanimously to approve the first reading of Policy JHB, Revised - Truancy.

XI. Old Business

A. Discuss and act on Net Energy Billing Credit Agreement.

Upon recommendation of Superintendent Nickels, the motion was put forth to vote to Authorize the Purchase of Net Energy Billing Credits. Liberatore moved, Holmes seconded, and the Board unanimously approved the *Vote to Authorize the Purchase of Net Energy Billing Credits*.

XII. New Business

A. Discuss and act on TRAN-Tax Revenue Anticipation Note

Upon recommendation of Superintendent Nickels, the motion was put forth to Authorize Issuance of \$1,500,000 Tax and Revenue Anticipation Note. Liberatore moved, Holmes seconded, and the Board unanimously approved to Authorize Issuance of \$1,500,000 Tax and Revenue Anticipation Note.

B. Discuss and act on Addendum to Association Authorization Resolution

Upon recommendation of Superintendent Nickels, the motion was put forth to approve Addendum to Association Authorization Resolution as presented to remove Richard Lyons and add Christine Boone. Holmes moved, Gordon seconded, and the Board unanimously approved the Addendum to Association Authorization Resolution.

XIII. Communication and Correspondence

A. Set meeting dates

XIV. Executive Session

Upon recommendation of Superintendent Nickels, the motion was put forth to enter Executive Session to Discuss Negotiations between Public Employer and Public Employees, According to 1 M.R.S.A. § 405(D). Jean-Jacques moved, Holmes seconded, and the Board entered into Executive Session to discuss Negotiations between Public Employer and Public Employees,

According to 1 M.R.S.A. § 405(D) at 8:35 p.m. Discussion occurred. The Board exited the Executive Session at 9:26 p.m.

XV. 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.

XVI. Adjourn

Libertore moved, French seconded, and the Board voted to adjourn at 9:28 p.m.

Respectfully submitted,

Regan Nickels,
Superintendent of Schools

Wednesday, January 20, 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, January 20, 2021. Board Chair Heath Miller called the meeting to order at 7:07 p.m. Directors present were: Faye Anderson, Jim Baines, Jacob Brown, John Coggeshall, Jayne Dyer, Olivia Ferriter, Rob Frank, Lester French, John Holmes, Tania Jean-Jacques, Anthony Liberatore, DMD, Heath Miller, Kimberley Moran and Mary Anne Royal. Absent: Allan Gordon, Jr. and Jessica Hamilton

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

II. Approval of Minutes of Regular Meeting of December 16, 2020

John Holmes moved, Mary Anne Royal seconded, and the Board voted unanimously to approve the minutes of the Regular Meeting of December 16, 2020.

III. Adjustment to Agenda

Superintendent Nickels announced an adjustment to the agenda under Article VII C.

Mr. Abbot's presentation is postponed due to illness. He will present at the February Board meeting.

IV. Persons Desiring to Address the Board

None

V. Board Chair

A. School board Governance and Operation Policy Review

The Board reviewed policy BCA Board Member Code of Ethics. Policy BCA Board Member Code of Ethics will remain the same.

B. Committee Assignments

The Board reviewed Board Committee Membership and updated. Kimberley Moran will join Building Committee. Kimberley Moran will join Behavioral Review. Kimberley Moran will join Ad-Hoc Equity in Education. Allan Gordon resigned from Building, Finance, Behavioral Review Committee and United Technologies Board. John Coggeshall will join Finance

Committee. Lester French will join Ad-Hoc Superintendent Evaluation. Mary Anne Royal will join United Technologies Center Board.

VI. Personnel

A. Resignations. None

B. Nominations - Transfers

Anthony Liberatore moved, John Holmes seconded, and the Board voted unanimously to approve the following winter coaches.

Christopher “Brett” Hale, Assistant Ice Hockey Coach, Hampden Academy

28 years coaching high school and college hockey

Stipend: \$4,286.64

Christopher Gould, Girls Basketball Coach (50%), Samuel L. Wagner Middle School

7 years of experience coaching middle school basketball

Stipend: \$1,731.88

Shawn Kenniston Boys Basketball Coach (50%), Samuel L. Wagner Middle School

12 years of experience coaching middle school and high school basketball

Stipend: \$1,773.78

VII. Superintendent of Schools

A. Reading of Essential Behaviors and Outcomes Proclamation

Board Member Heath Miller read the Essential Behaviors and Outcomes Proclamation.

B. Recognition of Service: Elaine Jones

Former 5th Grade Weatherbee teachers Sue O’Brien and Matt Lindemann recognized Elaine Jones, Director for the Dept. of Marine Resources, who will be retiring next month. Ms. Jones was instrumental in many initiatives that benefitted the students of RSU #22 such as the Burnt Island trip. In retirement, she will still be committed to education by partnering with the midcoast area schools for continued professional development for teachers.

C. RSU #22 District Equity Audit Process Presentation

Steve Abbott of Abbott & Associates was scheduled to present on the equity audit work being conducted in the district. Mr. Abbott expressed his regrets, due to illness, he will present at the February Board meeting. The equity audit steering committee has established timelines, goals, and has identified stakeholders for multiple interviews, focus groups and surveys which are

going out in March. A plan of deliverables is set, and there will be a report at the end of the school year.

Tania Jean-Jacques said she is looking forward to next month's presentation.

D. District Strategic Plan Development Update

Superintendent Nickels reported on Portrait of a Graduate. The process is heavy with visioning for the next decade. Eleven groups of stakeholders are identified. Mrs. Nickels proposed dates for the Ad Hoc Committee to meet. Mrs. Nickels welcomes your input and all voices to the table.

E. Assistant Superintendent Update.

Assistant Superintendent Christine Boone provided her monthly update.

The RSU 22 Education Foundation is still alive but not in full swing yet. Peter Witt is committed to transition the Education Foundation as a future plan develops.

Mrs. Boone recognized two of our staff members who are National Board Certified Teachers. Matt Madore, Elementary Music Teacher, will be presenting Flipped Learning in a Pandemic on January 26, to the Maine State Board of Certified Teachers. He explained how flipped learning has enhanced learning during the pandemic and can be used beyond the pandemic. This past September, Kelly O'Brien Weaver presented Social and Emotional Learning to the Maine State Board of Certified Teachers.

F. Monthly Financial Report

Superintendent Nickels reviewed the monthly financial report.

Superintendent Nickels presented the monthly financial report to the Board. Superintendent Nickels indicated we are halfway through the school year and our budget is tracking very well. Board member Anderson asked if the Corona Funds have been extended. Superintendent Nickels answered, yes, the funds have been extended through June 30, 2021.

G. Student Representative

None.

VIII. Questions of Board Members

Board Member Frank commented on how impressed he is with the equity work being done throughout the district. He wants the same opportunities for all students of the district regardless of what school they attend.

Board member Royal asked about the suspension report. There were no suspensions reported.

Board member Royal asked for a truancy update. Superintendent Nickels will send 3 letters to the parents of Hampden Academy students. There are 157 students currently in the truancy pipeline. This is double from previous years. Some hybrid students are not engaging on remote school days and therefore being marked absent. The district is trying to come up with ways to incentivize students to log on and engage. Principals are doing a fantastic job working with their teams on reaching out to these students. The district recognizes more work needs to be done.

IX. Committee Reports

A. Finance Committee

Finance Committee minutes of December 14th and January 14th were reviewed and approved.

B. Budget Committee

None

C. Athletic Committee

None

D. Building Committee

None

E. Negotiations Committee

Superintendent Nickels provided an update on Negotiations meetings of December 15th and January 12th.

F. Education Committee

Education Committee minutes of December 16th were reviewed and approved.

G. Policy Committee

Policy Committee minutes of January 13th were reviewed and approved.

H. United Technologies Center Board

None

I. Behavioral Review

Behavioral Committee minutes of December 17th were reviewed and approved.

Drop Out Prevention Sub Committee minutes of December 17th were reviewed and approved.

J. Education Foundation

None

K. SPRPCE Board

None

L. Community Relations Committee

None

M. Equity in Education Committee

Equity in Education Committee minutes of January 11th were reviewed and approved.

X. Policy Consideration

A. Discuss and act on the second reading and adoption of Policy JHB, Revised - Truancy

Upon recommendation of the Policy Committee, John Holmes moved, Lester French seconded, and the Board voted unanimously to approve the second reading of Policy JHB, Revised - Truancy.

B. Discuss and act on the first reading of Policy JEA, Revised - Compulsory Student Attendance

Upon recommendation of the Policy Committee, John Holmes moved, Mary Anne Royal seconded, and the Board voted unanimously to approve the first reading of Policy JEA, Revised - Compulsory Student Attendance.

XI. Old Business

None.

XII. New Business

A. Discuss and act on establishment of formal activity: Hampden Academy Civil Rights Team

Upon recommendation of Superintendent Nickels, the motion was put forth to establish a Civil Rights Team at Hampden Academy. Kim Moran moved, Mary Anne Royal seconded, and the Board unanimously approved the establishment of formal activity: Hampden Academy Civil Rights Team.

B. Discuss and act on donation

Donation of \$9,000 from Hampden resident Danny Lafayette for the “Vital Signs Wall of Fame” interactive kiosk and \$1,000 for an athletic scholarship. Upon recommendation of Superintendent Nickels, John Holmes moved, Anthony Liberatore seconded, and the Board voted unanimously to approve the donation.

XIII. Communication and Correspondence

A. Set meeting dates

Superintendent Nickels presented proposed dates for Building Committee, Finance Committee, Strategic Plan Development Committee, and Budget Development Committee meetings going forward. Superintendent Nickels asked the board to review dates and get back to her so meeting dates can be confirmed.

Building Committee, January 29, 2021 at 9:00 a.m.

Policy Committee, February 2, 2021 at 6:00 p.m.

Strategic Planning Committee, February 4, 2021 at 3:00 p.m.

Budget Committee, February 10, 2021 at 4:30 p.m.

Finance Committee, February 11, 2021, meeting time changed to 2:45 p.m.

Education Committee, February 24, 2021 at 6:00 p.m.

XIV. Executive Session

Upon recommendation of Superintendent Nickels, the motion was put forth to enter Executive Session for the purpose of discussing the Evaluation of the Superintendent per 1 M.R.S.A. § 405(6)(A). Liberatore moved, Holmes seconded, and the Board entered into Executive Session at 8:08 p.m. Discussion occurred. The Board exited the Executive Session at 8:44 p.m.

XV. 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.

XVI. Adjourn

Liberatore moved, Holmes seconded, and the Board voted to adjourn at 8:46 p.m.

Respectfully submitted,

Regan Nickels,
Superintendent of Schools