

Wednesday, August 12, 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, August 12, 2020. Board Chair Heath Miller called the meeting to order at 7:00 p.m. Directors present were: Faye Anderson, Jim Baines, John Coggeshall, Jayne Dyer, Rob Frank, Lester French, Allan Gordon, Jr., Jessica Hamilton, Karen Hawkes, John Holmes, Tania Jean-Jacques, Anthony Liberatore, DMD, Heath Miller and Mary Anne Royal.

Olivia Ferriter was excused.

IT Administrator Nate Savage announced that the meeting would be recorded.

II. Approval of Minutes of the Regular Meeting of July 15, 2020

Coggeshall moved, Frank seconded, and the Board voted unanimously to approve the minutes of the Regular Meeting of July 15, 2020, as amended to add adjournment.

Abstain: Coggeshall

III. Adjustment to Agenda

Superintendent Nickels announced an adjustment to the agenda under Article VI-B, Personnel, Nominations -Transfers.

IV. Board Chair

No report.

V. Personnel

A. Resignations

Superintendent Nickels announced the resignation of Hampden Academy Special Education Teacher, Jeffrey Keating.

B. Nominations - Transfers

Upon recommendation of Superintendent Nickels, Coggeshall moved, Dyer seconded, and the Board voted unanimously to approve:

Julia Fasano, Spanish Teacher *.5 FTE, Reeds Brook Middle School

BA in Spanish, minor in Education, University of Maine
Masters Degree in Spanish expected December, 2020, University of Maine

Salary: *\$18,286.07

Holmes moved, French seconded, and the Board voted unanimously to approve:

Kristin Leithiser, BARR Coordinator *5 FTE, Hampden Academy

BA in English, University of Maine
Veteran RSU 22 English Teacher

Salary: \$34,132.45

Holmes moved, Anderson seconded, and the Board voted favorably to approve:

Andrew Barnes, Spanish Teacher, Reeds Brook Middle School

BA in French Literature, Colby College, Waterville, ME
Master's Degree candidate at University of Maine
2 years, French Teacher, Maranacook Community High School
6 years, Spanish and French Teacher, Tripp Middle School
1 year, French Teacher, Valley Rivers Middle School
2 years, French Teacher, Hermon Middle and Nokomis High Schools
3 years teaching Spanish, French and German, Ellsworth, East Grand Lake and Houlton
1 year, ESL and French Teacher, La Roche-Chalet, France
1 year, Director, Maliseet Language Preservation Program

Salary: \$54,761.52

Abstain: Coggeshall

Superintendent Nickels also announced the transfer of Special Education Teacher Andrea Bozzino from Wagner Middle School to Hampden Academy.

VI. Superintendent of Schools

A. Reading of Essential Behaviors and Outcomes Proclamation

Board Member Rob Frank read the Essential Behaviors and Outcomes Proclamation.

B. School Reopening Plan

Superintendent Nickels thanked district parents who participated in the survey for school reopening.

She recognized the diligent work of the four school opening steering committees: Operations, Instruction, Resources and Communication. She also thanked the Administrative Council, EA22 Education Association, Cyr Bus, Inc. and Newburgh Town Manager Cindy Grant as valuable partners.

Mrs. Nickels then presented the school reopening plan.

Board Member Royal asked about a student who has symptoms and is tested. What happens to the environment in this period?

School Health Coordinator Brittany Layman shared plans to implement protocols for closing and quarantining students, and advised on communication with area providers.

Board Member Hawkes asked about how a child who is quarantined obtains work? A teacher will be in touch on the flex day.

Board Member Frank asked about Google Classroom and access. IT Administrator Nate Savage informed that teachers will be proactive.

Ms. Royal asked about those students who do not have internet access. There is a new survey in place and the district will be tracking those who do not respond.

Assistant Superintendent Boone explained the workings of a “flipped classroom.” The Hybrid Model will alleviate some of the pressure parents felt in the spring. Teachers will use best practices for high yield outcomes.

Ms. Royal asked if the district has the capacity to collect data and evaluate? The district relies on internal assessment measures, and a very innovative staff.

Ms. Royal asked about school closings if a student tests positive? Students will be prepared should full remote learning occur.

Ms. Royal asked about daycare options. Those exist at the old Hampden Academy with Journey Church and at the Newburgh Elementary School location with Champions. Work is being done to find a location in Winterport.

VII. Persons Desiring to Address the Board

Shannon Marchegiano asked if the Board was looking into alternative sites, for long-term or the immediate time. Alternative sites have been considered and evaluated, but are not considered for now. Will continue to evaluate.

Jessica Barnes asked about cohorts on consecutive days. Will teacher assignments change? How many students maximum for each school? What about gifted & talented education?

EA22 Education Association Co-president Cedena McAvoy addressed the Board on behalf of the Association. They are in support of the reopening plan. They have surveyed Association members many times. She asked the Board to further examine the employee sick-time process, and that all employees who can work remotely can do so. She requested increased time to implement the hybrid plan. She gave sincere thanks to the Board, administrators and district employees for their support.

Chair Miller expressed appreciation for the support of EA22.

Tom Moniz asked about the safety concerns of COVID-19, a highly infectious disease, and contact tracing.

Superintendent Nickels informed that school personnel have been trained in contact tracing.

Mrs. Layman reported that the school nurses have taken a course on this topic, and will work closely with CDC with presumptive or positive cases.

VIII. Old Business

None.

IX. New Business

A. Discuss and act on School Reopening Plan

Board Member Hamilton spoke in support of this very reasonable plan, and the work of the administration.

Board Member Frank also spoke in support of the plan.

Board Member Anderson complimented Superintendent Nickels for the amount of communication received, which was very clear and detailed. She asked how families will receive the plan? The Link 22 mailing, by email, and on the district website.

At 9:30 p.m. Baines moved, Royal seconded, and the Board voted unanimously to extend the meeting for 30 minutes.

Dyer moved, Holmes seconded, to approve the 2020-2021 school reopening plan, as presented.

Ms. Royal expressed concern that the plan does not include a section on protocol for when a child or staff member is sick in school.

Superintendent Nickels advised that Sections 1 & 6 address that - the family evaluates if the child has symptoms.

Royal moved to amend the motion to include a statement regarding what happens when a staff member or student presents with symptoms of COVID-19 while at school. Baines seconded the motion to amend.

The Board voted 853 to 151 (Coggeshall, Gordon) to amend the original motion.

Without further discussion, the Board then voted 871 to 133 (Hamilton, Liberatore) to approve the original motion, as amended.

B. Discuss and act on 2020-21 school meal pricing.

Upon recommendation of Superintendent Nickels and Nutrition Director Kathy Kittridge, Hawkes moved, Holmes seconded, and the Board voted 928 to 76 (Liberatore) to approve the 2020-21 school meal pricing, which reflects a 15¢ increase.

C. Discuss and act on Computation and Declaration of Votes and Assessments of Regional School Unit Tax.

Superintendent Nickels announced that the FY 21 school district budget was approved by the district voters; these documents assess the local taxation.

Dyer moved, Holmes seconded and the Board voted unanimously to approve. Board members then signed the Computation and Declaration of Votes and Assessments of Regional School Unit Tax documents.

XII. Communication and Correspondence

A. Set meeting dates

- Building Committee meeting, August 14, 2020 at 9:00 a.m.
- Education Committee meeting, August 19, 2020 at 6:00 p.m.
- Behavior Review Committee meeting, August 20, 2020 at 1:00 p.m.
- Community Relations Committee meeting, August 27, 2020 at 5:30 p.m.

XIII. Executive Session

None.

XIV. 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.

XV. Adjourn

Liberatore moved, Hawkes seconded, and the meeting was adjourned at 10:01 p.m.

Respectfully submitted,

Regan Nickels,
Superintendent of Schools

BREWER SCHOOL COMMITTEE
VIRTUAL REGULAR MEETING MINUTES
Monday, September 14, 2020
6:00 pm

Committee members present: Mr. Forrest, Chairman; Mr. Farley, Vice-Chair; Ms. Small, Mr. Canders, Mr. Boyes, and student representative Ms. Cattan

A. The meeting was called to order at 6:01 PM by Chairman Forrest.

B. Pledge of Allegiance

C. Public Comment - None

D. Adjustments to Agenda

1. Mr. Farley moved to approved the addition of item 3, New Business of the vote for committee member attendees to the MSMA/MSBA Delegates Assembly in October 2020; Mr. Boyes seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms Cattan in favor)

E. Presentations/Awards

Mr. Palmer and & Mr. Utterback recognized Glendon Rand on his induction to the Maine Runners Hall of Fame. [Bangor Daily News article](#)

F. Minutes

1. Mr. Forrest, without objection and by unanimous consent proposed that the regular meeting minutes August 3, 2020 be approved.

G. Personnel

1. Mr. Palmer reported the following nominations:
 - a. Ms. Small moved to approve the nomination of Lisa Kelley as Brewer High School English Teacher effective September 21, 2020; Mr. Canders seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)

H. Reports

1. United Technologies Center - Mr. Canders reported on UTC return to school, PPE, and safety plan.
2. Southern Penobscot Regional Program for Children with Exceptionalities - Mr. Boyes no report.
3. Student Representatives - Ms. Cattan reported back to school but different and sports starting.
4. Trustees - Ms. Small reported on the meeting of September 15, 2020.
5. Administration
 - A. Superintendent of Schools - Mr. Palmer reported the following to include his written report (enclosure):
 1. Superintendent Staff Resignation & Appointments
 - a. Resignation of Rebecca Woodard, HS Principal Secretary effective August 14, 2020 for personal reasons.
 - b. Resignation of Lynne Nelson, Food Service Assistant effective August 17, 2020 for personal reasons.
 - c. Resignation of Kris-Anne Spring, ET III effective 8/12/2020 for the purpose of employment in another district. Kris-Anne was hired Nov 13, 2015.
 - d. Resignation of Joshua Monroe, ET I effective 8/12/2020 for personal reasons.
 - e. Resignation of Paul Wellman, HS English Teacher for the purpose of

- relocation.
- f. Resignation of Maria Maxsimic, "B" Field Hockey Coach 20-21 for the purpose of relocation.
- g. Appointment of Jeannett Hare, HS Principal Secretary effective August 21, 2020.
- h. Appointment of Ryan Barnard, ET III effective Sept. 21, 2020.
- i. Appointment of Heather Baker, ET I effective date pending certification approval.
- j. Appointments of three Food Service Assistants of Sarah Roberts, Theresa Harding, and Victoria Burby effective date pending CHRC approvals.
- k. BCS Co-Curricular 2020-2021 appointments:
 - Assessment Coordinator - Kristen Shaw
 - Chess Team Advisor - Steve (Charles) Wong
 - Dramatics Advisor - Kathleen (Kae) Cooney
 - Elementary Chorus Director - Micaela Ellis
 - Jazz Band Director - Lanissa Nadeau
 - Math Team Coach .5 - Robert Dominick
 - Math Team Coach .5 - Danielle McDonough
 - Journalism Advisor (morning announcements) - Brian Estes
 - Outing Club Advisor - Nicholas Walters
 - Student Council Advisor .5 - Thomas Burby
 - Student Council Advisor .5 - Brian Estes
 - Kindergarten Team Leader - Haley LaGrange
 - (K-4) Specialist Team Leader .5 - Brenda Clawson
 - (5-8) Specialist Team Leader .5 - Chris Brady
 - 1st Grade Team Leader - Laurie Richards
 - 2nd Grade Team Leader - Taylor Pierce
 - 3rd Grade Team Leader - Jennifer Bowman
 - 4th Grade Team Leader - Heather Kinney
 - 5th Grade Team Leader .5 - Katie Miller
 - 5th Grade Team Leader .5 - Jan Winchester
 - 6th Grade Team Leader - Jessie Davis
 - 7th Grade Team Leader .5 - Sarah Estes
 - 7th Grade Team Leader .5 - Thomas Burby
 - 8th Grade Team Leader .5 - Glen Holyoke
 - 8th Grade Team Leader .5 - Danielle McDonough
 - (MS) Technology Leader - Robert Dominick
 - (Still open Special Olympics and Yearbook Advisors. We will not fill the Bus Monitors positions at this time)
- l. BHS Co-Curricular 2020-2021:
 - Team Leaders Grade 9 - Sarah Dominick
 - Team Leaders Grade 9 - Andrea Martin
 - School Technology Leader - Andy Maxsimic
 - Assessment Coordinator - Jeffrey Gordon
 - Transitional Advantage Coordinator - Francie Butler
 - Director of Bands - Brady Harris
 - Freshman Class Advisor - Art Libby
 - Sophomore Class Advisor - Jeffrey Gordon
 - Junior Class Advisor - Joanne Adair
 - Junior Class Advisor - Deedra Dapice
 - Junior Exhibition Advisor .5 - Joanne Adair
 - Junior Exhibition Advisor .5 - Deedra Dapice

- Senior Class Advisor - Andrea Jordan
- Senior Class Advisor - Andy Maxsimic
- Detention Hall Monitor - Art Libby
- Student Council Advisor - Grace Coffe
- Trident Business Manager - Bre Pelletier
- Math Team Coach - Angela Szucs
- Forestry Advisor - Mark Savage
- Robotics Club Advisor .5 - Everett Bennett
- Robotics Club Advisor .5 - Steven Jacobs
- Senior Seminar Advisor - Glendon Rand
- Outdoor Education Events Coordinator - Cindy McLaughlin
- Dramatics Advisor - Rich Kimball
- Key Club Advisor - Art Libby
- Rifle Club Advisor - Andy Maxsimic
- SeBeowulf Advisor - Andrea Martin
- Art Club Advisor - Marion MacEwen
- Chess Club Advisor - Rodger Wong
- Mock Trial Advisor - Andrea Jordan
- Special Olympics Coordinator - Daryl Dawson
- GSA Advisor .5 - Michelle MacDonald
- GSA Advisor .5 - Marion MacEwen
- National Honor Society Advisor - Art Libby
- Honors Program Coordinator - Sue Ann Gaitings
- Ambassador Advisor - Andrea Jordan
- Civil Rights Team Advisor .5 - GaylePeirce
- Civil Rights Team Advisor .5 - CindyMcLaughlin
- English Curriculum Leader - Bre Pelletier
- Fine Arts Curriculum Leader - Lori Spruce
- Modern Language Curriculum Leader - Janessa Trebouet
- Mathematics Curriculum Leader - Jessica Fraser
- Science/Technology Curriculum Leader - Art Libby
- Social Studies Curriculum Leader - Tim Thornton
- Physical Education/Wellness Curriculum Leader - Mark Savage
- (Still open Director of Guidance)
- m. BSD Special Education Coordinator 2020-2021 - Pam McGinn
- n. BSD Designated Administrator for IEP Team Meetings 2020-2021 - Janelle Jundt
- o. ESL Consultant 2020-2021- Janessa Trebouet
- 2. Non-Monetary Donations to report as received:
 - a. Donation of 20 filled backpacks for a range of school age students and a box of extra supplies for the teachers from Susan Xirinachs, President and Carol Smith, Vice President representing the members of the Brewer Garden & Bird Club.
 - b. Donation to every first grader of a National Geographic Book "Llamas" and a bookmark from the Maine Education Association in Bangor. This book provides both an information text as well as the opportunity to table about the region of the world that Llamas come from and supplement with information about Andean peoples and cultures, bringing some talk of cultural diversity into the classroom. Thanks to one last grant from the NEA Read Across America Program. The Maine Education Association wants to encourage all students to be readers, and that they care about each one of them. Grace Leavitt, MEA, President.

- c. Donation of 6 cases of brown paper bags from Hannaford, Union Street Bakery Dept. to use for breakfasts and lunches “to go” for students.
- d. Donation of a bin of back to school supplies from Connor Archer, Courageous Steps Project’s Annual Back-To-School Drive.
- e. Donation of 210 boxes of Kleenex tissues from Hannaford in Brewer to BCS.

B. Business Manager - Ms. Gardner reported the CRF - Coronavirus Relief Fund

C. Director of Special Education - Ms. Moore reported Special Education enrollment

D. Director of Instruction - Ms. Ward-Downer reported curriculum and technology updates

E. Principals

1. BCS Principals Ms. Kahkonen, Mr. Richards and Ms. Pangburn-AP reported overview of the start of school.

2. BHS Principals Mr. Slowikowsk, Mr. Walker-API reported an overview of the start of school.

F. Athletic Director - Mr. Utterback reported athletic status of what we know, and intend to offer.

I. Old Business - None

J. New Business

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

a. Mr. Boyes moved to accepted the donations as read; Mr. Farley seconded - ROLL CALL

VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)

\$1,700 grant from Full Plates Full Potential to help with the cost of the new carts needed for classroom serving.

\$2,000 scholarship donation from MELMAC Education Foundation to BHS

\$1,000 towards the Erin Dufour Memorial Scholarship (Nursing Scholarship) from Kathryn Dufour of South Dakota.

2. Mr. Canders moved to approve the first reading of Policy BEB, *School Committee Members Use of Social Media*; Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstain. (Ms. Cattan in favor)

3. Ms. Small approved to approve Mr. Forrest as delegate and Mr. Farley as alternate to attend the virtual MSBA Delegate Assembly October 30, 2020; Mr. Boyes seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)

K. Future Meetings

Monday, October 5, 2020, Virtual Regular Meeting, 6:00 PM

L. Public Comment - None

Adjournment

Mr. Canders moved to adjourn at 7:40 PM; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)

Respectfully submitted,

Gregg Palmer
Secretary

Approved: October 5, 2020

**BREWER SCHOOL COMMITTEE
VIRTUAL SPECIAL MEETING MINUTES
Thursday, September 24, 2020
6:00 pm**

Committee members present: Mr. Forrest, Chairman; Mr. Farley, Vice-Chair; Ms. Small, Mr. Canders, Mr. Boyes, and student representative Ms. Cattan

A. The meeting was called to order at 4:01 PM by Chairman Forrest.

B. Pledge of Allegiance

C. Public Comment - None

D. Adjustments to Agenda - None

E. New Business

1. Mr. Farley moved to approved the ratification of the Non-Teaching Collective Bargaining Agreement 2020-2022; Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)
2. Mr. Canders moved to approve the instate overnight Outdoor Education Fall Camping Trips of September 25-27, October 2-4, October 16-18, & October 23-25, 2020; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)

F. Future Meetings

Monday, October 5, 2020, Virtual Regular Meeting, 6:00 PM

G. Public Comment

Adjournment

Mr. Boyes moved to adjourn at 4:11 PM; Mr. Canders seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Catta in favor)

Respectfully submitted,

Gregg Palmer
Secretary

Approved: October 5, 2020

Mentoring this year - Thank you!

messages

Susan Smith <ssmith@rsu63.org>

Tue, Oct 6, 2020 at 4:48 PM

to: Brenda DeRoche <bderoche@rsu63.org>, Sandra Brown <sbrown@rsu63.org>, Peter Walsh <pwash@rsu63.org>, Michele Archambault <marchambault@rsu63.org>

cc: Don Spencer <dspencer@rsu63.org>, Ashley Allen <aallen@rsu63.org>, Jesse Gauthier <jgauthier@rsu63.org>

Hello Brenda, Sandy, Peter, and Michele,

Thank you very much for agreeing to be mentors during this especially difficult year! The Board approved the Steering Committee's ideas for piloting some changes to the iObservation/Evaluation requirements and the Steering Committee will be meeting again soon. I would like their input into a timeline and some options for making things a bit easier for teachers. I will be getting more information out by the end of October.

In the meantime, please check in with your partner/"mentee" and think about the best timing and ways to meet the expectations (attached and below).

Please keep a basic log of the after-school times you meet together. You will be paid at the end of the year for up to 10 hours (\$250). **However, I will need you to turn in a log of those hours.**

Susan

Minimum Mentor Expectations:

- At least 3 classroom observations with verbal and written feedback provided to the teacher being mentored.
- Meet for at least 1 hour per month of the school year and keep a log of dates and times. (Can be broken into smaller chunks)
- Make sure the teacher being mentored is on track with growth plans and action steps, iObservation questions, etc...

--
Susan M. Smith
Superintendent of Schools
Director of Curriculum and Instruction
(207) 843-7851, ext. 2
202 Kidder Hill Road
Holden, ME 04429

 Mentors in RSU 63.docx
15K

Susan Smith <ssmith@rsu63.org>

Mon, Oct 19, 2020 at 12:33 PM

cc: Sherri MacLaren <smaclaren@rsu63.org>

Sherri,
Thank you for being willing to mentor Zack Pratt! Below is an email I sent to our other mentors earlier this year.
Susan

[Quoted text hidden]

 Mentors in RSU 63.docx
15K

Fwd: David Armistead to be the next John Bapst Head of School

1 message

Linda Graban <lgraban@rsu63.org>

Mon, Oct 19, 2020 at 10:04 AM

To: Susan Smith <:ssmith@rsu63.org>, Shelley Wyman <swyman@rsu63.org>

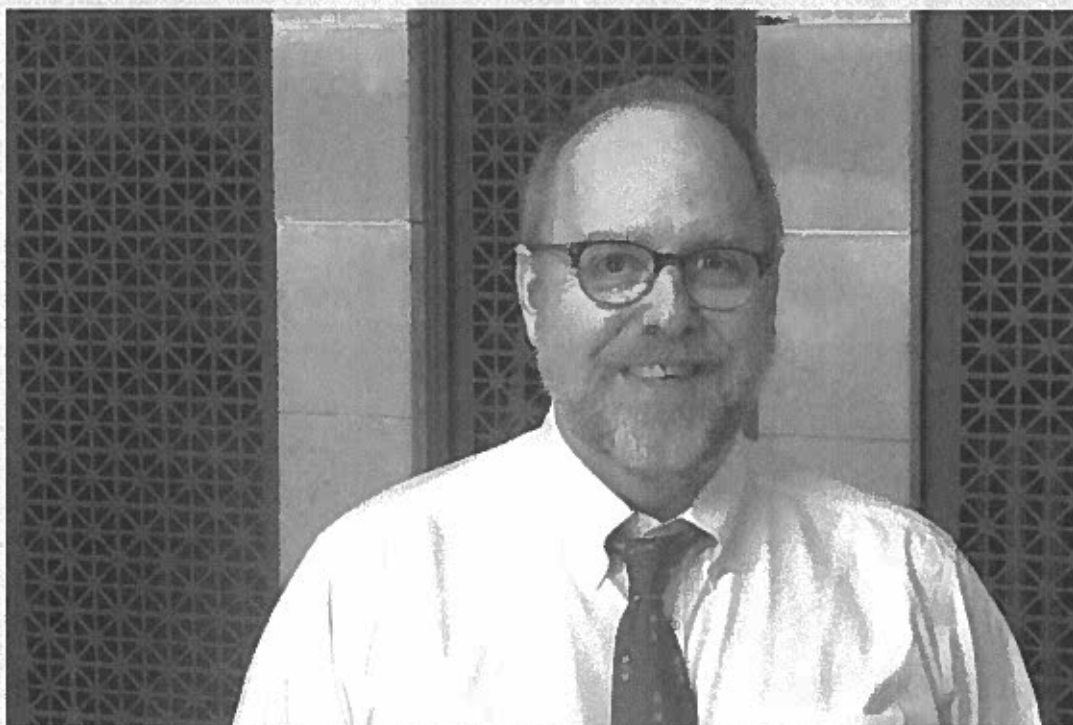
----- Forwarded message -----

From: **John Bapst Memorial High School** <abritt@johnbapst.org>

Date: Mon, Oct 19, 2020, 8:02 AM

Subject: David Armistead to be the next John Bapst Head of School

To: <lgraban@rsu63.org>

John Bapst
1928**John Bapst Memorial High School Board of Trustees names David Armistead Head of School commencing July 1, 2021.**

The John Bapst Memorial High School Board of Trustees is pleased to announce that David Armistead will assume the position of John Bapst Head of School (HOS) commencing July 1, 2021. He will succeed Mel MacKay, who has led the school since 2007.

Armistead has been in education for 30 years. He has served at John Bapst since 2006, first as a Social Sciences teacher, then as Academic Dean, and currently as Associate Head of School.

Throughout his tenure at John Bapst, Armistead has consistently demonstrated a commitment to John Bapst's mission, vision, and values, ability to advocate effectively by creating coalitions and consensus, passion for building and facilitating an inclusive school culture and community in which all students and faculty thrive, and strategic and development acumen as evidenced by shepherding John Bapst through both normal operations and a global pandemic. Armistead came highly recommended for this position and was selected after multiple interviews and overwhelming positive feedback from members of the John Bapst community.

As Associate Head of School, Armistead has been integral in managing the academic program, expanding the AP program, building a strong faculty, providing professional development to ensure John Bapst teachers continue to be thoughtful practitioners, and effectively managing both internal and external John Bapst communications.

Armistead helped research and implement the international program, a program that has more than doubled over the past 10 years and created a more diverse John Bapst community.

Additionally, Armistead has worked to create a dual enrollment program, a co-op program, and a Distinguished Graduate Program. He has worked closely with Phase I of the capital campaign (the gymnasium and fitness center) and has assisted with the early planning stages of Phase II (community center/dining hall and kitchen, and technology center).

The John Bapst family is grateful for Armistead's effort in shaping our current school and looks forward to what he has in store for the future.

David Armistead may be reached at darmistead@johnbapst.org or 207-947-0313, ext. 111.

John Bapst Memorial High School | johnbapst.org



John Bapst Memorial High School | 100 Broadway, Bangor, ME 04401

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