

DRAFT
MINUTES

BANGOR SCHOOL COMMITTEE
REGULAR MEETING via ZOOM
7:00 p.m., Wednesday, June 24, 2020

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

The meeting was called to order at 5:30 p.m. by Chair Caruso.

By roll call vote (6 (Caruso, Hiatt, Hassanien, Susi, Sorg, Sychterz)-0), entered Executive Session at 5:30 p.m. Zoom for review of confidential records and consulting with the Attorney pursuant to 1 M.R.S.A. §405(6)(E, F). Vice Chair Surette joined the Executive Session later.

Returned to public session at 6:59 p.m. and recessed until the regular meeting.

A. 1 & 2. Chair Caruso called the meeting to order at 7:03 p.m., and the Pledge of Allegiance followed.

B. Superintendent Webb requested to amend the agenda to add D. 1. c. Approval of Independent Investigator.

VOTED 7-0 by roll call vote to approve the amendment to the agenda as requested.

C. Kristy Miner, of 823 Pushaw Road, shared her support of the ten-year plan and offered exercises to highlight the goals of 100% of staff trained in implicit bias as well as students being proficient as critical thinkers. Kristy encouraged all to go to her website to work through the exercises and to see if you can guess which article was assigned to her son's ninth-grade English class.

Amy Roeder, of 45 Blackstone Street, expressed her concern over the Bangor Daily News article regarding racism at Bangor High. She stated the school system needs focus and persistence to rid the schools of racism.

Marcella Kenney, of 251 Silver Road, stated her concern about the lack of transparency and oversight committees to govern the School Department on issues of matters more than academics, such as the social/emotional wellbeing of students and racism.

Dina Yacoubagha, of 283 Skyline Road, expressed concern about the Bangor Daily News article and believes the Maine Multicultural Center should work with the City Council and the School Committee to address issues of racism as a community. Dina thanked the teachers who address these issues in the curriculum.

Dennis Chinoy, of 36 Garland Street, shared the national issues are present here in Bangor and the School Committee and the Superintendent must act promptly to begin the long road to rid systemic racism.

Ijeoma Obi, of Bangor, expressed educators and administrators must be accountable to address individual bias within themselves. They have an obligation to provide equal education and equal treatment of students. They must act to address racism and this cannot happen in a single day, but must be done in a comprehensive manner.

Amara Ifeji, of Bangor, shared a list of actions to address racism at Bangor High including representation, open dialogue, curriculum and resources of diversity, trainings, accountability, better policies, and student involvement.

Kosis Ifeji, of Bangor, expressed it is up to the elected officials and the administration to make sure the issues shared by Amara are implemented and that Bangor High School Administration follows through.

Michael Alpert, of 58 Highland Avenue and President of the Greater Bangor NAACP, shared his support for the courageous students who explained their lived experiences in the Bangor Daily News article about experiencing racism at Bangor High. Michael appreciates the resolution the School Committee is adopting this evening, but there must be a timeline of actionable steps and an apology to the students. He then reviewed the code of ethics and possible termination of employment for acts of racism. Michael offered the NAACP's support to help address these issues.

Wells Mundell-Wood, of Bangor and member of Students for Gender Equality at Bangor High, supports the students who shared their experiences. She also questioned why the student dress code changed from 2018-2019 to 2019-2020. The dress code had been updated by the student group to be less targeting to females and to ban hate symbols.

Sam Conner Self, of Bangor and the Young Democrats at Bangor High, shared support of standing with the students who spoke up about their experiences of racism at Bangor High. Sam calls for a bolder approach for meaningful change.

Landon Michaud, of Bangor, expressed concerns about racism and homophobia at Bangor High and called for racial justice.

Angela Okafur, of 250 Husson Avenue, warned against any retaliation and shared expectations of apologies. She further recommended a cultural commission of non-educators to oversee complaints and outside investigations.

- D. 1. a. Superintendent Webb recommended adoption of the resolution condemning racism and affirming the Bangor School Department's commitment to a just and inclusive school environment for all.

Member Hassanien shared her efforts to write this resolution and the importance of making a strong statement. Other members expressed their support.

By roll call vote, VOTED 7-0 to approve the resolution with the edit in paragraph 5 to change the term to BIPOC.

- b. Superintendent Webb recommended approval of a 1% ESP appreciation stipend to those employees who worked the 2019-2020 school year in good standing and who will work in 2020-2021.

By roll call vote, VOTED 7-0 to approve the stipend as requested.

- c. Superintendent Webb recommended hiring of independent investigator Rebekah Smith of Seven Tree Solutions, LLC to investigate the incidents described in the June 23, 2020 Bangor Daily News article regarding racism at Bangor High.

By roll call vote, VOTED 7-0 to hire Rebekah Smith.

- D. 2. a. Superintendent Webb reported the following resignation(s):

Jordan Hersom	Physical Education	James F. Doughty School
Kasey Gray (ET)	B Field Hockey Coach	William S. Cohen School

- b. Superintendent Webb reported the following reassignment(s):

Jocelyn York from Occupational Therapist at (.2) 14th Street School and (.8) Vine Street School to Occupational Therapist at (.5) Mary Snow School and (.5) Fairmount School.

Jessica Gallant from Social Worker at Fairmount School and James F. Doughty School to Social Worker districtwide.

Jessica Bickford from Social Worker at Bangor Regional Program to Social Worker at Fairmount School and James F. Doughty School.

- E. 1. a. 1-2. By roll call vote, VOTED 7-0 to approve the Minutes of the June 10, 2020 Regular School Committee Meeting.

- b. 1. Superintendent Webb recommended approval of the April 2020 Financial Report.

By roll call vote, VOTED 7-0 to approve the financial report as presented.

- c. 1. a. Superintendent Webb recommended the following teacher nomination(s) for the 2020-2021 school year, with a one-year Probationary Contract:

Maynard Walton	Grade 7/8 Mathematics Teacher	James F. Doughty School
Mackenzie York	Special Education (SC) Teacher	James F. Doughty School
Deidre Yeo	Special Education (SC) Teacher	Vine Street School
Kevin Nilsson	Gr. 6-8 Special Education Teacher	Bangor Regional Program
Emily Vitone	Special Education Teacher	Acadia Educational Program

By roll call vote, VOTED 7-0 to approve the nominations as presented.

- c. 2. Superintendent Webb recommended Committee approval of the following Extra-Duty Assignments for school year 2020-2021:

Jennifer Kolvoord	(.5) IEP Coordinator	Downeast School
Eric Marsh (1 st yr)	Assistant Varsity Football Coach	Bangor High School

By roll call vote, VOTED 7-0 to approve the nominations as presented.

- d. Committee Member Susan Sorg shared the following donation(s):

To Bangor High School from Students for Gender Equality: a donation of feminine products, having a total dollar value of \$1,500.

To Bangor High School seniors from fellow senior Rowan Andrews: 80 yearbooks, having a total dollar value of \$6,400.

To William S. Cohen School from Rick and Karen Bagley: a cash donation to support the purchase of yearbooks for 8th-grade students, having a total dollar value of \$120.

To William S. Cohen School from Ralph and Chantelle Holmes: a cash donation to support the purchase of yearbooks for 8th-grade students, having a total dollar value of \$100.

By roll call vote, VOTED 7-0 to approve the donations with appreciation.

- e. 1–6. Superintendent Webb recommended approval of second reading of revised Policy EFF Meal Prices.

By roll call vote, VOTED 6 (Caruso, Surrette, Hassanien, Sorg, Susi, Sychterz) for and 1 (Hiatt) opposed.

Superintendent Webb recommended approval of second reading of the following revised policies:

Policy GDB-5 Lunch Aide Compensation Guide
Policy GDB-6 Executive Office Compensation Guide
Policy GDB-7 Support Staff Compensation Guide
Policy GDB-8 Adult and Community Education Compensation Guide
Policy GDB-10 Education Technology Staff Compensation Guide

By roll call vote, VOTED 7-0 to approve as presented.

- F.1. Member Susi thanked the retirees for their service to the Bangor School Department.

Member Sychterz asked about the reopening plans.

Member Hassanien clarified BIPOC stands for Black, Indigenous, People of Color

Chair Caruso shared the Committee's commitment to concerns and working together to a better future.

Member Hiatt commented on the successful graduation and shared the July 14th election. Member Hiatt also asked about the independent investigator and work investigating for the Department of Education.

H. 1. Chair Caruso reviewed the important dates.

I. Chair Caruso thanked the City Council for the adoption of the school budget.

J. At 9:30 p.m. by roll call vote (7-0) entered executive session for the purpose of a personnel matter pursuant to 1 M.R.S.A. §405(6)(A).

Returned to public session at 10:05 p.m.

K. Adjourned at 10:06 p.m.

Respectfully submitted,

A handwritten signature in cursive script, reading "Betsy M. Webb".

Betsy M. Webb, Ed.D.
Superintendent of Schools

**BREWER SCHOOL COMMITTEE
VIRTUAL REGULAR MEETING MINUTES**

Monday, July 6, 2020

6:00 pm

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

Excused absence: Ms. Small and Mr. Canders

A. The meeting was called to order at 6:03 PM by Chairman Forrest.

B. Pledge of Allegiance

C. Public Comment - None

D. Adjustments to Agenda

Mr. Boyes moved to approve the additions of two resignations to Item G. 1.; Mr. Farley seconded -
ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstain. (Ms. Cattan in favor)

E. Presentations/Awards

1. Mr. Utterback, AD introduced Coach Glendon Rand selected 2020 MIAAA Larry Labrie Distinguished Service Award
2. POC for Reform Board - Tony Campbell provided the opening statement followed by POC members, Teal Jackson, Anthony Jackson, Cassie Brown, and Ambureen Rana. POC made recommendations for policy changes.

F. Minutes

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

G. Personnel

1. Mr. Farley moved to accept the resignation of Tania Fraser - BHS Principal Secretary effective June 30, 2020 for personal reasons; Mr. Boyes seconded - ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)
2. Mr. Boyes moved to accept the resignation of Bertha McAvoy - Food Service Assistant effective June 17, 2020 for the purpose of retirement; Mr. Farley seconded - ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)

H. Reports

1. United Technologies Center - Mr. Canders
2. Southern Penobscot Regional Program for Children with Exceptionalities - Mr. Boyes
3. Student Representatives - Ms. Philbrick and Ms. Cattan
4. Trustees - Ms. Small
5. Administration
 - A. Superintendent of Schools - Mr. Palmer reported the following:
 1. Superintendent Staff Appointments
 - a. ESY Summer 2020 staff for remote learning:
Angela Moore - ESY Coordinator
Anne Boucher - K-12 Teacher

Jenny Becker - Elementary Teacher

Scott Flagg - Occupational Therapy

B. ESY Summer 2020 staff for remote learning:

Angela Moore - ESY Coordinator

Anne Boucher - K-12 Teacher

Jenny Becker - Elementary Teacher

Scott Flagg - Occupational Therapy

(Our Speech and Physical Therapist will be contracted providers
and MECDHH will continue to serve our deaf and HH)

c. Annual Appointments 2020-2021:

Gretchen Gardner - Affirmative Action Officer & Title IX
Officer

Brian MacDonald - Chemical Hygiene Officer & Integrated Pest
Management Coordinator

Scott Walker - Brewer High School Attendance Coordinator

Samantha Pangburn - Brewer Community School Attendance
Coordinator

Gregg Palmer - Public Access Officer

IEP Designees at Brewer High School:

Brent Slowikowski, Principal; Scott Walker, Assistant Principal;
& David Jeffrey, SPED Administrative Designee (Director of
Guidance is normally listed)

IEP Designees at Brewer Community School:

Allison Kahkonen, Elementary Principal; Jason Richards, 5-8
Principal; Samantha Pangbur, Assistant Principal, Sue Blier,
Guidance Counselor, Pam McGinn, SPED Administrator
Designee

Priscilla Gray - BCS Crossing Guard

AFJROTC Annual At-Will One Year Appointment:

Sgt. Anthony Campbell

William Hardie (Lt. Col. Retired)

d . BHS Fall 2020-2021 Assistant/JV Coaches

(All coaches are aware that their employment is contingent on a
season being offered at some point within the school year
calendar.)

Assistant Football Coach- Dennis Kiah. Dana Corey, Rich Libby
& Adam Lufkin(new)

Assistant Cross Country Coach- Kristy Albee

Assistant Boys Soccer/JV Boys Soccer Coach- Phil Turmelle.

Assistant Girls Soccer/JV Girls Soccer Coach- Matt Goodman

Assistant Field Hockey/JV Field Hockey Coach- Paige Haley

Assistant Volleyball Coach- Rebecca Enman.

Volunteer Coaches- Chris McGrath (Football)

e. BCS Fall 2020-2021 Coaches

"A" Field Hockey Head Coach- Sarah Estes

"B" Field Hockey Head Coach- Maria Maxsimic

"A" Boys Soccer Head Coach- Chris Brady

"B" Boys Soccer Head Coach- Frank Rapp

"A" Girls Soccer Head Coach- Troy Gravel

"B" Girls Soccer Head Coach- Amanda "Mandy" Cuskelly

Cross Country Coach- Glen Holyoke

2. Mr. Palmer reported the Non-Monetary Donations as received:

- a. 500 dental kits from Northern Light Health, "Partnership for Children's Oral Health"; Attn: Kellie Stanhope, BSDH Program Coordinator, Child Health Community Health & Grants of Bangor to BCS for students in need.
- b. Two boxes of masks, value \$100, from Unifirst to Brewer High School for use at graduation.
- c. 12 pizzas value of \$154.83 from Traditions Golf Course/Pat's Pizza in Holden, Attn: Colin Gillies for the staff on graduation day.
- d. 15 pair of boots value of \$ from Anatasia Allan to Brewer High School for the AFJROTC program

B. Business Manager - No report

C. Director of Special Education - No report

D. Director of Instruction -No report

E. Principals

1. BCS - Ms. Kahkonen, Mr. Richards & Ms. Pangburn reported BCS Wrap up-June 2020

2. BHS - Mr. Slowikowski & Mr. Walker - No report

F. Athletic Director - Mr. Utterback reported the on going athletic frameworks going forward to fall.

I. Old Business - None

J. New Business

1. Mr. Boyes moved to accept the donation items a.- j. as read; Mr. Farley seconded - ROLL CALL

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

- a. \$1,000 from Steve & Jeannie Campbell to Brewer High School Hall of Fame
- b. \$2,500 from Richard & Donna (Corey)Varney to Brewer High School Hall of Fame
- c. \$72.44 from Skip Estes to Brewer High School Softball
- d. \$91.64 from Bangor Saving Bank Corporate Office to Brewer High School for the cost of the Ohmart Athlete of the Year Awards
- e. \$750 from Full Plates Full Potential of South Portland to BSD in support of our emergency food program
- f. \$2,500 from Nancy & Chris Snowdeal to the BSD for Brewer Community School to purchase student snacks for the 20-21 school year.
- g. Towards the Nick Tracy Memorial Scholarship in memory of Eleanor Bohan Tracy:
 - i. \$20 from G. Jean Turner of Bangor
 - ii. \$25 from Lynne Lovely of Bangor
 - iii. \$25 from Bonnie & Malcolm Richards of Glenburn
- h. \$450 from Ellen Henderickson of Holden to Brewer High School towards the Outdoor Education program
- i. \$1,000 from McKee Law in Augusta to Glendon Rand-Brewer High School towards the Cross Country Festival of Champions
- j. \$80 from Carol-Jean Forrest of Brewer to Brewer High School towards a yearbook purchase for a student in need.

Mr. Boyes moved to accept the donation item k as read: Mr. Farley seconded - ROLL CALL

VOTE: 3 in favor, 0 opposed, and 0 abstained. (Ms. Cattin in favor)

k. To Brewer High School for Senior Banners:

- i. \$60.00 from Charlie Huff of Brewer
- ii. \$55 from Scott Inman & Nicole Spinney of Brewer
- iii. \$55 from Nancy & Richard Inman of Bangor
- iv. \$55 from Jim & Lisa Grindle of Brewer
- v. \$55 from Charles & Jennifer Pine of Orrington
- vi. \$55 from Carol & Hillary Craig of Brewer
- vii. \$55 from Samantha & Paul Pangburn of Brewer
- viii. \$55 from Kim Khoury Kelley of Eddington
- ix. \$165 from Harry "Skip" Estes of Brewer
- x. \$110 from Kevin & Madeline Forrest of Brewer
- xi. \$55 from Shane Boyes of Brewer
- xii. \$55 from Mark Owens % David Utterback, AD
- xiii. \$55 from Aaron Newcomb Building Construction of Holden
- xiv. \$110 from O'Brien-LaChance Inc of Hampden
- xv. \$55 from Tim Bush (RED Letters Realty LLC) of Bangor
- xvi. \$55 from Cheryl Boone of Bangor
- xvii. \$55.00 from Erin & Jason Horr of Brewer
- xviii. \$55.00 from Beverly Uhlenhake of Brewer
- xix. \$110 from Cary & Dorrene Carver of Bangor

2. Mr. Farley moved to approve the adoption of the Brewer School Department Statement of Inclusiveness, as edited; Mr. Boyes seconded - ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstained. (Ms. Cattin in favor)
3. Mr. Boyes moved to approve the revision of Policy CDD, *Administrative Compensation and Benefits 2020-2021*; Mr. Farley seconded - ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstained. (Ms. Cattin in favor)
4. Mr. Farley moved to approve the revision of Policy GDBA, *Support Staff Compensation Guide 2020-2021*; Mr. Boyes seconded - ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstained. (Ms. Cattin in favor)

K. Future Meetings

Monday, August 3, 2020, Regular Meeting, 6:00 PM

L. Public Comment

Adjournment

Mr. Boyes moved to adjourn at 7:16 PM; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Catta in favor)

Respectfully submitted,

Gregg Palmer
Secretary

Approved: August 6, 2020

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

Also Present: Dave Armistead, Airlia Britt, Beth Campbell, Bill Meier, Eric Zelz

Not Present: Earle Hannigan

CALL TO ORDER

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

Motion: To approve the April 28, 2020 minutes as presented.

Curtis/Ismail

Approved without opposition.

Hans acknowledged board members whose first terms expire this year (Kevin Kelly and Pat Gaetani) and reported that they have both accepted an invitation to a second term. Board members terming off include Adrienne Carmack and Rich Crowe. Rich will remain on the Capital Campaign Steering Committee as co-chair and Adrienne will, after many devoted, tireless years of serving the school, move on to focus on her new position with the State of Maine (thereby vacating her role as Board Secretary). The proposed officer slate for 2020-21 is Hans Peterson, Chair; Dan Wellington, Vice Chair; James Strout, Treasurer; Kirsten Ismail, Secretary (pending expected approval from her current employer); Sande Curtis, Executive Committee Member at Large.

Motion: To approve the second term appointments and the officer slate for 2020-21.

Fasse/S. MacKay

Approved without opposition.

HEAD OF SCHOOL REPORT

Mel welcomed questions and comments on his previously distributed head's report. Virtual learning ended successfully on the regularly scheduled last day of school, June 5. 95% of students ended the year with traditional grades; others will be marked as Pass or Incomplete. The Class of 2020 graduation was a success, with positive feedback received from students, faculty, and families. Summer Term started at 8:15 a.m. on Monday, June 8 with 22 international students in attendance.

The school Reopening Committee, made up of faculty and staff, met with experts from Northern Light/Work Health on specific infection control guidelines and other issues related to the opening of school. The school's goal is to open on schedule on August 25 with cautious, deliberate steps to ensure the health and safety of all in the building (faculty, staff, students, visitors, vendors, etc.). Personnel from Northern Light will visit the school to gain some perspective on what sort of challenges and needs the school may have. The school will also be prepared for distance learning at the start of school. Work at the state level on what high school sports may look like is ongoing; Athletic Director Dan O'Connell keeps administration informed as developments occur.

Enrollment for day students looks good, with over 110 new ninth-graders; in addition, 20 new international students have paid deposits for next year (may be virtual to start year). Mel acknowledged that several factors beyond our control could affect both new international students and current international reenrollments. The hope is that all new and current international students

follow through with enrollment, even if travel barriers and visa issues delay arrival in the US and the students have to begin school online. Beth reported that the US embassies or consulates in Germany have delayed visa appointments until September, which means it is unlikely that students from that country will arrive before second semester.

In light of recent events in the US arising out of racial tensions, Mel acknowledged this year's work of the faculty-staff Diversity, Equity and Inclusion Committee. Several John Bapst teachers and staff have been working on this project through the Independent Schools Association of Northern New England.

FINANCE

Chair James Strout referred to the minutes and welcomed questions. When actual enrollment numbers are known in August, the committee will revisit staff compensation. James shared that the school is moving from cash-on-hand to money borrowed for the construction project expenses; 24% of the project has been paid for and the largest expected expense for the project, the steel, is expected to be paid in the coming weeks (\$550-600k).

Bill Meier reported that the period of time under which the PPP funds can be used has been extended. It will continue to cover payroll until the funds are exhausted; in the meantime he will keep us informed as to what the extension means. Bangor Savings Bank has advised us to delay the paperwork to convert the loan to a grant until more information is available about the extension.

BUILDINGS AND GROUNDS

Committee chair Jim Lacadie reported that the gym project is moving along and that steel should be arriving in the next couple of weeks. Full enclosure is expected in the fall with occupancy slated for January. The project is on budget and on schedule.

DEVELOPMENT

Chair Cheryl Fasse welcomed questions on Development Committee minutes. Board members who have not given are urged to do so before June 30 – 100% board participation is crucial to grant applications. The golf tournament will go on as scheduled with social distancing guidelines in place; it will be on July 27 at PVCC. Campaign work continues behind the scenes with plans to reinvigorate the second phase through personal relationship building and compelling storytelling.

ENDOWMENT

No new report at this time.

NEXT BOARD OF TRUSTEES MEETING

This was the final regularly scheduled meeting of the 2019-20 school year. As special board meetings are needed over the summer, they may be scheduled and held via Zoom. Mel thanked all present for their dedication, volunteerism, and expertise, especially during this very unique school year.

ADJOURNMENT

The meeting adjourned at 8:06 a.m., at which time an executive session was called to order.

Respectfully submitted by Adrienne Carmack, Secretary

Wednesday, June 24, 2020
Board of Directors Meeting - 7:00 p.m.
via Google Meet

The Regional School Unit No. 22 Board of Directors met via Google Meet on Wednesday, June 24, 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 Regular Meeting of June 10, 2020

Liberatore moved, French seconded, and the Board voted unanimously to approve the minutes of the Regular Meeting of June 10, 2020.

Abstain: Hawkes

III. Adjustment to Agenda

No.

IV. Persons Desiring to Address the Board

None.

V. Board Chair

Chair Miller asked the Board members for their feelings and perspectives on the hybrid format meeting of June 10.

Jayne Dyer expressed that attending remotely it felt like two meetings, disjointed and not cohesive. Those in attendance at Hampden Academy were having a meeting and the rest were watching.

Rob Frank agreed with Jayne. Technical issues and trying to balance made it difficult. Remote is better.

Mary Anne Royal is comfortable with the hybrid version. Those in person making motions, seconds, was positive. Attending remotely, she did not feel excluded.

Jim Baines felt the meeting was disjointed, but he was attending from a moving vehicle due to travel from his nephew's graduation.

VI. Personnel

A. Resignations

Assistant Superintendent Nickels announced the resignation of Weatherbee 5th Grade Teacher, Matthew Lindemann.

B. Nominations – Transfers

Upon recommendation of Assistant Superintendent, Nickels Holmes moved, Liberatore seconded, and the Board voted unanimously to approve the following slate of new hires:

Ginger Hansen, Grade 6 Social Studies Teacher, Reeds Brook Middle School

BA, Texas Woman's University, Denton, TX and Amarillo College, Amarillo, TX
Long-term substitute in this position, and at Wagner Middle School

Salary: \$37,466

Emily Burns, Kindergarten Teacher, Earl C. McGraw School

BS in Early Childhood Development, University of Maine
Student taught at Earl C. McGraw School and Leroy H. Smith School

Salary: \$36,930

Rudie Robinson, Hampden Academy Special Education Social Worker/Counselor

M.Ed. in Counselor Education, University of Maine
BA in Psychology/Occupational Therapy, Husson University
2 years, Mental Health Clinician with United Cerebral Palsy of Maine
3 years, Mental Health Clinician and Case Manager, Community Care
3 years, In-Home Support Supervisor, Care and Comfort
State of Maine Counseling Professional Licensure

Salary: \$45,834

VII. Superintendent of Schools

A. Reading of Essential Behaviors and Outcomes Proclamation

Board Member John Holmes read the Essential Behaviors and Outcomes Proclamation.

B. Listening Tour Results/Strategic Plan Draft

Assistant Superintendent Nickels presented a PowerPoint with takeaways from the Spring 2020 PreK-12 Listening Tour.

It was a rewarding, good conversation with stakeholders in the district to hear their insight. This was done Pre-COVID.

Chair Miller asked if the ROTC program is available at Hampden Academy? Yes.

Faye Anderson asked if Mrs. Nickels met with student organizations? That was the plan before remote learning. Will be doing in the fall.

Karen Hawkes asked about some of the innovative ideas presented by staff? Having outside community members connect with students; to step away from traditional celebrations of achievement and do for all students.

Jayne Dyer asked about the mention of diminished rigor? This references students not leaving school at days end; under pressure with so many scheduled activities, not supervised. Also, the challenges of mental health faced by some.

Tania Jean-Jacques asked on return to academic excellence? The return of the Instructional Improvement Team, working with Superintendent Nickels and Assistant Superintendent Boone. A 3-year plan for teachers' professional development.

Mrs. Nickels added that she would also be coming to the Board with feedback from listening tours with our town managers and EA22; the Board will also attend one session.

C. Select Wednesday Board Meeting Dates

After discussion, Liberatore moved, Jean-Jacques seconded, and the Board agreed to move their regular meetings to the third Wednesday of the month.

D. Student Representative

No report.

E. Monthly Financial Report

Assistant Superintendent Nickels reported on year-end finances. There is one more employee payroll with vacation payout to Essential Support Personnel, and honorarium payouts included. Also included will be summer facilities projects to pay out.

There were savings on substitutes, therapy services, and unneeded purchases. We are close to full expenditure, with approximately 6.5% left over.

F. Assistant Superintendent Update: Review of Public Budget Hearing

The Link-22 publication with budget insert has arrived in district homes. Mrs. Nickels asked the Board to please refer constituents to this resource. This information is also published on the district website.

The Public Budget Hearing will be held tomorrow night, June 25, at 7:00 p.m. It is purely informational, not a debate, vote or change. The referendum vote will be held on Tuesday, July 14 at local polls. Changes in poll locations this year include the Skehan Recreation Center in Hampden, and the Frankfort Congregational Church in Frankfort.

Assistant Superintendent Nickels presented a PowerPoint on the Reopening Steering Committee, which is coming together to do research, evaluate, plan and execute the reopening of schools.

She then asked for questions from the Board.

Lester French has large concerns with equity. Parents have to work, income is a concern. He asked the committee to please consider equity when making decisions.

Mary Anne Royal asked questions gleaned from her attendance at the MSMA webinar:

1. How are we measuring whether students are engaging in a meaningful way?
2. How will we help them develop the executive skills they will need to meet ongoing challenges that place them at the center of organizing their day and their learning?
3. Are we planning so that we can give all students face-to-face time as often as possible?
4. What metrics will we use to tell us if we are successful or not in the approach we are taking?
5. Do we have the capacity to collect data, evaluate and adjust on the spot to correct for unforeseen problems?
6. How are we planning for what most see as inevitable financial burdens?
7. How will we be meeting the needs of incoming Freshmen and Kindergarteners?
8. How will we meet the needs of essential workers that need school to be there for their children 5 days a week?
9. Will schedules of classes at HA be sent out early so students have plenty of opportunity to decide what classes to take given some may prefer virtual only classes and others want more face-to-face time?
10. Do student-staff ratios need to change given this just past experience?
11. Do you have any sense of teacher attrition given the current restructuring of their jobs?

Rob Frank asked about technology? If there is a hybrid opening, how do we ensure experience? And budget for that?

Mrs. Nickels thanked Nate Savage for the purchase of the technology device, OWL. This enables a video to follow the teacher with an electronic eye.

The district is in a good position financially, with budget passage.

Mr. Savage shared the following link: <https://www.owllabs.com/meeting-owl>

Faye Anderson expressed concern with students moving forward. How are we able to assess where they are as we start the year? The Committee will have this as a priority.

After discussion, the Board agreed to keep their next meeting date of July 15. They may decide to meet in early August, so as to hear announcement of school opening before it is announced publicly.

Jim Baines asked about grading policies during remote learning? Grades K-5 were not traditionally graded. Grades 6-12 kept traditional grading, and were successful in students being attentive to complete work, and keep motivated. The downside is that some students felt penalized due to remote learning environment challenges.

VIII. Questions of Board Members

Chair Miller asked how Hampden Academy students are signing up for classes. Principal Thibedeau and Assistant Principal Raymond shared that both middle and high school students completed an online scheduling program. School guidance counselors followed up with those who did not.

IX. Policy Consideration

A. Discuss and act on second reading and adoption of Policies JLCA, JLCE, JLCEA, JLCF and INI.

Upon recommendation of the Policy Committee, Holmes moved, Royal seconded, and the Board voted unanimously to approve the second reading and adoption of the following policies:

- Policy JLCC, Communicable/Infectious Diseases
- Policy JLCE, Emergency Care
- Policy JLCEA, DNR (Do Not Resuscitate) Requests
- Policy JLCF, Allergies
- Policy INI, Copyright Policy and the accompanying regulation, INI-R, Copyright Administrative Procedures

G. Discuss and act on first reading of Policy IKAB, Grading and Reporting of Student Progress.

Upon recommendation of the Policy Committee, Holmes moved, Royal seconded, and the Board voted unanimously to approve the first reading of Policy IKAB, Grading and Reporting of Student Progress.

Mary Anne Royal suggested an edit to paragraph three. Policy Chair Holmes will review at the next Policy Committee meeting.

X. Old Business

None.

XI. New Business

A. Discuss and act on administrator contracts.

Upon recommendation of Assistant Superintendent Nickels French moved, Dyer seconded, and the Board voted unanimously to endorse the following administrator contracts:

Administrator/Director	2019-20 Salary	Recommended 2020-21 Salary	% Increase	Contract	Work Days
Mary Gizard Director of Curriculum *salary at 75%	\$84,378	\$86,909	3%	2020-22	255
Carol Kierman Gifted & Talented Director/Teacher	\$76,000	\$78,280	3%	2020-22	200
Lynne Wells Director of Special Services	\$100,724	\$103,745	3%	2020-22	250
Mary Ellen Seymour Assistant Director of Special Services	\$74,620	76,858	3%	2020-22	225
Nathaniel Savage Technology Systems Administrator	\$72,996	\$75,185	3%	2020-22	240
C. William Tracy, Principal Hampden Academy	\$110,333	\$113,642	3%	2020-22	260
Nick Raymond, Assistant Principal Hampden Academy	\$104,300	\$107,429	3%	2020-22	260
Fred Lower, Athletic Director/ Assistant Principal, Hampden Academy	\$84,872	\$87,418	3%	2020-22	250
Don Roux, Principal Samuel L. Wagner Middle School	\$99,406	\$102,388	3%	2020-22	240
Susan Thibedeau Reeds Brook Middle School *Promoted	\$98,000	\$100,940	3%	2020-22	240
Dawn Moore, Principal Leroy H. Smith School	\$97,463	\$100,386	3%	2020-22	250
Jen Cyr, Principal George B. Weatherbee School	\$96,011	\$98,891	3%	2020-22	240

Brittany Layman School Health Coordinator	\$53,365	\$54,966	3%	2020-22	184
Kathy Kittridge School Nutrition Director	\$55,166	\$56,820	3%	2020-22	221
Kimberly Haggan Dean of Students	\$74,000	\$76,220	3%	2020-22	200

Karen Hawkes asked the Board to consider performance based increases for administrators. Mrs. Nickels advised merit based compensation would be a future discussion.

XII. Communication and Correspondence

A. Set Meeting Dates

Community Relations Committee meeting will be rescheduled to 5:30 p.m. on June 29.

The Education Committee will meet on July 15, prior to the Board meeting.

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.

XV. Adjourn

Liberatore moved, Holmes seconded, and the meeting was adjourned at 8:32 p.m.