

## MINUTES

### BANGOR SCHOOL COMMITTEE REGULAR MEETING

7:00 p.m., Wednesday, April 27, 2022

School Committee Members present: Vice Chair Timothy Surette, Clare Mundell, Sue Sorg, Carin Sychterz, Ben Sprague, Sara Luciano, Chair Marwa Hassanien was unable to attend

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

A. 3.a. The Bangor School Department and the Bangor School Committee recognized Hannah Wojdakowski for her first-place award in the 2022 Congressional Art Competition.

B. Adjustments to the Agenda:

No adjustments to the agenda.

C. Public Comments:

Landon Michaud gave details of a survey that was completed by 80 students, 47% of the surveyed students don't feel safe.

Michael Norton announced that he had applied for a job at Northern Light Health.

D. 1. a. VOTED 6-0 by roll call vote to ratify the 2022-2025 administrator contract

b. Superintendent Tager provided the committee with an update from the April 1, 2022 count.

E. 1 .a. 1. VOTED 5-0 by roll call vote to approve the Minutes of the April 13, 2022 Regular School Committee Meeting.

b. 1. VOTED 6-0 by roll call vote to approve the February 2022 Financial Report.

c. 1. a-b VOTED 6-0 by roll call vote to approve the following Teacher Nominees for First Year and Second Year Probationary Contracts from September 1, 2022 to August 31, 2022 and continuing contracts from September 1, 2022 to August 31, 2024.

First Year Probationary Contracts:

**Fruit Street School**

Sara Hicks (Fruit/Abe Lincoln/BRP) Music

**Downeast School**

Sarah James Grade 2

**Pupil Services**

Kelly Berglund (District) ELL

Second Year Probationary Contracts:

**Bangor High School**

Dawn Beswick

Kaitlin Dolloff

Justin Jacques

Ryan Misler

Jameson Ploch

Mark Quinn

Special Education

Science

ELA

History

Special Education

Physical Education

**William S. Cohen School**

Jacob Gebhart (WSCS/JFDS)

Daniel Magas

Lauren Timken

Music

Gr. 7/8 Science

Gr. 7/8 ELA

**James F. Doughty School**

Sarah Freeman

Abigail Lawrence

Samuel Picard

Mathematics

Gr. 6 ELA/Social Studies

Special Education

**Abraham Lincoln School**

Patricia Hafener

Grade 2

**Downeast School**

Page Cadorette

Robin Gagner

Denae Johnson

Ashley Sherry

Special Education

Grade 3

Kindergarten

Grade 1

**Fairmount School**

Kacey Falcon

Kelsey Gilmore

Grade 4

Grade 4

**Fourteenth Street School**

Tracy Reardon

Special Education

**Fruit Street School**

Malorie Hersom

Emma Rapaport

School Counselor

Special Education

**Mary Snow School**

Gabrielle Bourgoin

Pamela Fox

Sarah Smith

Grade 5

Special Education

Grade 4

**Vine Street School**

Vanessa Bean

Special Education

**Pupil Services**

Lindsay Chadbourne

Emma Jandreau

Karlee Price

Social Worker (.5)

Speech/Language Pathologist

Speech/Language Pathologist

**Acadia**

Tamera Scharer

Special Education

**Bangor Regional Program**

Corey Fleming

Special Education

Jessica Kustka

Special Education

Courtney Rieder

Special Education

**Continuing Contracts:**

**Bangor High School**

Kristin Baker

Physical Education

Simon Chatenever

Science

Rachael Gordon

ELA

Matthew Leland

Science

Evan Marshall

Spanish

Ashley Thornton

Special Education

**William S. Cohen School**

Caroline DeRoche-Turner

Grade 7 ELA

Kristen Guite

Mathematics

Rachel Larrabee

Grade 6

**James F. Doughty School**

Alyson Brown

Social Studies

Robert Estey

Physical Education

Chelsea Lowe

Special Education

Matthew O'Connell

Mathematics

Stephen Riitano

Social Studies/ELA

Kate Robichaud

Physical Education

Kari Thurman

Science

Maynard Walton

Mathematics

**Downeast School**

Autumn Preble

Grade 1

Casey Quinn

Special Education

Caroline Seguin

Grade 3

**Fairmount School**

Tiffany Albee

Grade 2

Jillian Cookson

Speech/Language Pathologist

**Fruit Street School**

Cassandra Azevedo

Special Education

**Fourteenth Street School**

Erika Griffin

Grade 1

Megan Mahoney

Grade 1

Chloe Whetstone

Grade 2

**Vine Street School**Zackery Phinney (VI/14<sup>th</sup>)

Deidre Yeo

Physical Education

Special Education

**Pupil Services**

Heather Haskins

Suzanne Houghton (*Fair/DE*)

Erika Hutchins

Sheri Thompson

School Nurse

School Nurse

Occupational Therapist

Special Education

**Bangor Regional Program**

Picabo Mower

Mackenzie York

Social Worker

Special Education

- c. 2. a. VOTED 6-0 by roll call vote to approve the following Administrator Nominees for second year probationary contract from July 1, 2022 to June 30, 2023:

Daniel Mayo

Shannon Shaw

Sarah Vickers

Director, Bangor Regional Program

Principal, Abraham Lincoln School

Principal, Downeast School

3. VOTED 6-0 by roll call vote to approve the following extra-duty assignment nominations for 2022-2023:

English Dept. Head	Bangor High	Jane Venturelli
Fine Arts Dept. Head	Bangor High	Eric Hutchins
Foreign Lang. Dept. Head	Bangor High	Marisue Schuilling
Guidance Dept. Head	Bangor High	Adam Leach (.75)
Guidance Dept. Head	Bangor High	Sharon Pelletier-Ayer (.25)
Mathematics Dept. Head	Bangor High	Mike Corneil (.5)
Mathematics Dept. Head	Bangor High	Eric Steadman (.5)
Physical Ed Dept. Head	Bangor High	Jeffrey Fahey
Science Dept. Head	Bangor High	Barbara Stewart
History/Business Dept. Head	Bangor High	Geoffrey Wingard
Bangor Regional Dept Head	Bangor Regional	Daniel Considine
IEP Coordinator	Bangor High	Kelly Hasselbrack (.25)
IEP Coordinator	Bangor High	Carmin Curry (.25)
IEP Coordinator	Bangor High	Stuart Greener (.25)
IEP Coordinator	Bangor High	Nicole Pinkham (.25)
IEP Coordinator	Bangor High	Brianne Sciacca (.25)
IEP Coordinator	Bangor High	Ashley Thornton (.25)
IEP Coordinator	JFDS	Melissa Barthelemy (.88)
IEP Coordinator	JFDS	Darryl Loring (.87)
IEP Coordinator	JFDS	Thomas Leonard (.75)
IEP Coordinator	Downeast	Melissa Metivier (.5)
IEP Coordinator	Downeast	Carrie Mabry (.5)
IEP Coordinator	Downeast	Jennifer Kolvoord (.5)
IEP Coordinator	Downeast	Kurt Forcier (.5)
IEP Coordinator	Downeast	Page Cadorette (.5)
IEP Coordinator	Fairmount	Dave Johnson
IEP Coordinator	Fairmount	Joni Buck

IEP Coordinator	14 <sup>th</sup> Street	Tracy Reardon (.25)
IEP Coordinator	Fruit	Cassandra Azevedo (.5)
IEP Coordinator	Fruit	Emma Rapaport (.5)
IEP Coordinator	Fruit	Leslie Stewart (.5)
IEP Coordinator	Abraham Lincoln	Cynthia Fish (.375)
IEP Coordinator	Abraham Lincoln	Courtney Brideau (.375)
IEP Coordinator	Abraham Lincoln	Christopher Junkins (.375)
IEP Coordinator	Abraham Lincoln	Charlene Southwick (.375)
IEP Coordinator	Mary Snow	Kassie Saucier (.5)
IEP Coordinator	Mary Snow	Heidi Coghill (.5)
IEP Coordinator	Mary Snow	Annemarie Roberts (.5)
IEP Coordinator	Vine	Erika Hutchins (.5)
IEP Coordinator	Vine	Amy Alaimo (.5)
IEP Coordinator	Vine	Sue Whitmore (.5)
IEP Coordinator	Vine	Deidre Yeo (.5)
IEP Coordinator	BRP	Laura Charette
Enrichment Act Coord.	JFDS	Randall Allen
Enrichment Act Coord.	WSCS	Lisa Richards
Intramural Act Coord.	Bangor High	Jeffrey Fahey
Team Leader – Grade 6	WSCS	Deb Sykes
Team Leader – Grade 7	WSCS	Trisha Martin
Team Leader – Grade 8	WSCS	Carolyn Vose
Team Leader – Specialties	WSCS	Lisa Richards
Team Leader – Grade 6	JFDS	Cathy Hanscom
Team Leader – Grade 7	JFDS	Lisa McPhee
Team Leader – Grade 8	JFDS	Jennifer Boehmer
Team Leader – Specialists	JFDS	Tracy Vassiliev
Team Leader – Special Ed	JFDS	Darryl Loring
Cert Gov Committee, Chair	Systemwide	Jay Kemble
Cert Gov Committee	Systemwide	Marisue Schuiling
Cert Gov Committee	Systemwide	Sherilee Benson
Cert Gov Committee	Systemwide	Carolyn Vose
Cert Gov Committee	Systemwide	Wendy Hooke
Cert Gov Committee	Systemwide	Cynthia Fish
Cert Gov Committee	Systemwide	Susan Burke (ET)
Cert Gov Committee Admin	Systemwide	Richard Fournier (Adm)
Special Olympics Coordinator	Systemwide	Jason Pangburn (.5)
Chemical Mgmt Officer	Systemwide	Tracy Vassiliev (.5)
Chemical Mgmt Officer	Systemwide	Karen White (.5)
Clinical Care Coordinator	Systemwide	Jessica Gallant
Band	Bangor High	Matthew Tipton
Jazz Band	Bangor High	Matthew Tipton
Chorus	Bangor High	George Redman
Orchestra	Bangor High	William Bell
Jazz Choir	Bangor High	George Redman
Debate	Bangor High	Matthew Leland
Dramatics	Bangor High	Deborah Elz Hammond
Yearbook Business Manager	Bangor High	Eric Hutchins
RAM Page Advisor	Bangor High	Jeff Sanders
Student Council	Bangor High	Eric Hutchins
Senior Class Advisor	Bangor High	Donald Erb

Senior Class Advisor	Bangor High	Michael Corneil
Junior Class Advisor	Bangor High	Emilie Throckmorton
Junior Class Advisor	Bangor High	Eva Wagner
Sophomore Class Advisor	Bangor High	Evan Marshall
Sophomore Class Advisor	Bangor High	Anthony Crabtree
Cultural Exchange Advisor	Bangor High	Marisue Schuiling
Library Study Coordinator	Bangor High	Nancy Watson
Graduation Coordinator	Bangor High	Heather Hopkins (.8) <i>Secretary</i>
Graduation Coordinator	Bangor High	Eric Hutchins (.2)
Chess Club Advisory	Bangor High	Jonathan Dearing
Key Club Advisor	Bangor High	Misty Conrath (.5)
Key Club Advisor	Bangor High	Nitisha Lankhorst (.5)
Math Team Advisor	Bangor High	Carl Robbins
Mosaic	Bangor High	Emilie Throckmorton
Art Club Advisor	Bangor High	Susan Bryand
Assessment Coordinator	Bangor High	Mark Hackett
Maine Academic Decathlon	Bangor High	Carl Robbins
Maine Quiz Bowl Coach	Bangor High	Carl Robbins (.5)
Maine Quiz Bowl Coach	Bangor High	Susanna Owen (.5)
Advanced Placement Coord	Bangor High	Scott Clement
SEED Advisor	Bangor High	Michelle Benoit
Talent Show	Bangor High	Deborah Elz Hammond
Civil Rights Advisor	Bangor High	Stephanie Hendrix
LGBTQ+	Bangor High	Marisue Schuiling (.5)
LGBTQ+	Bangor High	Emilie Throckmorton (.5)
VPA Acad Research Coord	Bangor High	Eric Hutchins
STEM Research Coord	Bangor High	Barbara Stewart
Business Acad Research	Bangor High	Lance Fenimore
Humanities Acad Research	Bangor High	Stephanie Hendrix
Band	JFDS	Jacob Gebhart
Band	WSCS	Jacob Gebhart
Chorus	JFDS	Judith Michalik
Chorus	WSCS	James Pushard
Orchestra	JFDS	William Bell
Orchestra	WSCS	William Bell
Vocal Group	WSCS	James Pushard
Instrumental Group	JFDS	Jacob Gebhart
Instrumental Group	WSCS	Jacob Gebhart
Dramatics	JFDS	Thomas Leonard
Dramatics	WSCS	Terence Tibbetts
Yearbook	JFDS	Tracy Vassiliev (.5)
Yearbook	JFDS	Judith Michalik (.5)
Yearbook	WSCS	Raeanne Curtis
Student Council Advisor	JFDS	Melissa Barthelemy (.5)
Student Council Advisor	JFDS	Stephen Riitano (.5)
Student Council Advisor	WSCS	Katrina Lajoie
Math Counts	JFDS	Ilyse Caldwell
Math Counts	WSCS	Terence Tibbetts
Civil Rights Club	WSCS	Raeanne Curtis (.5)
Civil Rights Club	WSCS	Caroline DeRoche-Turner (.5)
Grades 4-5 Musical	Fairmount	Kelly Ellis

*Head Coaches - Boys*

Football	Bangor High	David Morris (5 <sup>th</sup> yr w/BSD)
Soccer	Bangor High	Don Erb
Basketball	Bangor High	Bradley Libby (6 <sup>th</sup> yr w/BSD)
Swimming	Bangor High	Jameson Ploch
Baseball	Bangor High	David Morris (6 <sup>+</sup> yrs w/BSD)
Lacrosse	Bangor High	Michael Keim (6 <sup>th</sup> yr w/BSD)

*Head Coaches - Girls*

Field Hockey	Bangor High	Jay Kemble
Soccer	Bangor High	Andrew Varisco (ET)
Basketball	Bangor High	Jay Kemble
Swimming	Bangor High	Cynthia Howard (ET)
Tennis	Bangor High	Jameson Ploch
Lacrosse	Bangor High	Kaitlin Dolloff

*Head Coaches - Co-ed*

Cross County	Bangor High	Roger Huber (6 <sup>th</sup> yr w/BSD)
Winter Track	Bangor High	Alan Mosca
Spring Track	Bangor High	Alan Mosca
Ice Hockey	Bangor High	Quinn Paradis (6+ yrs w/BSD)
Golf	Bangor High	Christopher Junkins
Mountain Bike & Trail	Bangor High	Michele Benoit

*JV and Assistant Coaches*

Football – Asst	Bangor High	Dan Considine
Football – Asst	Bangor High	John Hersom
Football – Asst	Bangor High	Eric Marsh (3 <sup>rd</sup> yr w/BSD)
Field Hockey – JV	Bangor High	Madison Arno (2 <sup>nd</sup> yr w/BSD)
Soccer – Boys – Asst	Bangor High	Mark Dieuveil (2 <sup>nd</sup> yr w/BSD)
Soccer – Boys – JV	Bangor High	Justin Marks
Soccer – Girls – Asst	Bangor High	David McMahon (ET)
Soccer – Girls – JV	Bangor High	Jameson Ploch (ET)
Cross Country – Asst	Bangor High	Lindsey Hackett (6 <sup>th</sup> yr w/BSD)
Basketball – Girls – JV	Bangor High	Donald Erb
Winter Track – Asst	Bangor High	Peter Sund
Winter Track – Asst	Bangor High	Garrett Johnson (4 <sup>th</sup> yr w/BSD)
Ice Hockey – Asst	Bangor High	Michael Hersom
Ice Hockey – JV	Bangor High	John Hersom
Swimming – Diving	Bangor High	Jodi Dubc-O’Neal (2 <sup>nd</sup> yr w/BSD)
Swimming, Boys – Asst	Bangor High	Steven Johnston (3 <sup>rd</sup> yr w/BSD)
Swimming, Girls – Asst	Bangor High	Michael Bassi (ET)
Spring Track – Asst	Bangor High	Peter Sund
Spring Track – Asst	Bangor High	Garrett Johnson (5 <sup>th</sup> yr w/BSD)
Spring Track – Asst	Bangor High	Roger Huber (6 <sup>th</sup> yr w/BSD)
Baseball – Asst	Bangor High	Thomas True
Baseball – JV	Bangor High	Robert Spreng
Softball – JV	Bangor High	Thor Gower (6 <sup>+</sup> yrs w/BSD)

*JV and Assistant Coaches – Coed*

Cheerleading – Winter – JV	Bangor High	Rebeckah Williams (2 <sup>nd</sup> yr w/BSD)
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*Freshman Coaches*

Freshman Football	Bangor High	Michael Hersom
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*Coaches - Boys*

Football Gr 7/8	JFDS/WSCS	Troy Varney ( <i>4<sup>th</sup> yr w/BSD</i> )
Soccer	JFDS	Randall Allen
Soccer	WSCS	Adam Kaspala
"B" Soccer	JFDS	Aaron Santerre
"B" Soccer	WSCS	Daniel Magas
Basketball	JFDS	Matt O'Connell
Basketball	WSCS	Thomas True
"B" Basketball	JFDS	Robert Powell ( <i>ET</i> )
"B" Basketball	WSCS	Terence Tibbetts
Swimming	JFDS	Lauren O'Reilly
Swimming	WSCS	Cynthia Howard ( <i>ET</i> )
Baseball	WSCS	Terence Tibbetts
<i>Coaches - Girls</i>		
Soccer	JFDS	Kristi Erb
Soccer	WSCS	Jeremy Dubois
"B" Soccer	JFDS	Chelsea Lowe
"B" Soccer	WSCS	Keith Simpson ( <i>1<sup>st</sup> yr w/BSD</i> )
Basketball	JFDS	Michael Corneil
Basketball	WSCS	Katie Herbine ( <i>2<sup>nd</sup> yr w/BSD</i> )
"B" Basketball	JFDS	Kathryn Rice
Swimming	JFDS	Cynthia Howard ( <i>ET</i> )
Swimming	WSCS	Karen White
Softball	JFDS	Sarah Freeman
Softball	WSCS	John Donato ( <i>ET</i> )
Field Hockey	JFDS	Laurie Sproul Poisson
Field Hockey	WSCS	Casey Quinn
"B" Field Hockey	JFDS	Jessica Gallant
<i>Coaches - Co-ed</i>		
Cross Country	JFDS	Darryl Loring
Cross Country	WSCS	Andre Roy
Cheerleading	JFDS	Danielle Williams ( <i>2<sup>nd</sup> yr w/BSD</i> )
Cheerleading	WSCS	Shawna Kenny ( <i>6+ year w/BSD</i> )
"B" Squad Cheering	JFDS	Kari Thurman
"B" Squad Cheering	WSCS	Amber Perry ( <i>2<sup>nd</sup> yr w/BSD</i> )
Track	JFDS	Darryl Loring
Track	WSCS	Ron Bilancia

E. 1. d. Committee Member Luciano shared the following donation:

To the 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.

VOTED 6-0 by roll call vote to accept the donation to the James F. Doughty School.

E. 2. a. 1. Superintendent Tager recommended approval of first reading of the following revised policy:

a. Revised Policy KG – Community Use of School Facilities



VOTED 6-0 by roll call vote to approve first reading of policy KG.

F. 1. Member Carin Sychterz stated she was pleased that all contracts have now been ratified

Member Sara Luciano asked about an event schedule. Superintendent Tager will work with Mr. Vanidestine and Ray Phinney to get a schedule published on the website.

Vice Chair Timothy Surrence notified the group that the next SPRPCE Meeting is upcoming.

Member Ben Sprague gave praise to Vice Chair Tim Surrence for filling in for Chair Hassanien tonight.

Member Clare Mundell reiterated congratulations to Kosi Ifeji for her environmental work as presented by Carolyn Sauda.

H. 1. Important dates were reviewed by Vice-Chair Surrence.

J. The meeting adjourned at 7:35 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools

## MINUTES

### BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, May 11, 2022

School Committee Members present: Chair Marwa Hassanien, Vice Chair Timothy Surrette, Clare Mundell, Sue Sorg, Carin Sychterz, Ben Sprague, Sara Luciano

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

- A. 3.a. The Bangor School Department and the Bangor School Committee recognized the following first place finishers for the State of Maine National History Day Contest:

Anika Noack and Genevieve Sychterz – First Place, Group Website  
Carolyn Suda and Kathryn Busko – First Place, Group Documentary  
Carolyn Suda and Kathryn Busko – First Place, Maritime History Award

- B. Adjustments to the Agenda:

No adjustments to the agenda.

- C. Public Comments:

Landon Michaud asked for there to be more transgender representation in the school curriculum. Landon also noted that additional Health and History courses would be helpful.

Michael Norton spoke about the mask mandate. He also spoke about the need for Pre-Chemistry courses.

Andrew Bennett spoke about the current universal masking, he would like it to return to optional.

Jackie Smallwood shared her disappointment with the mask policy change to mandatory, she stated that students are not at risk. Jackie provided research in regards to her beliefs on masking.

Carrie Smith spoke against the mandatory masking as the voice of her constituents. Carrie also cited from her personal research.

Jonathan Busko, member of the medical field, spoke about the increase in COVID cases in Maine. Jonathan stated that he is thankful for the School Committee.

Michael Alpert stated a thank you for supporting the health of students, faculty, staff and the community.

- D. 2. a. Assistant Superintendent Dr Kathy Harris-Smedberg provided a brief overview of the Sophomore Award of Academic Excellence and read the names into record.

- b. Dana Carver-Bialer and Chair Hassanien provided feedback from the DEI Committee meetings held throughout the 2021-2022 school year.
- c. Superintendent Tager reported the following teacher reassignments for School Year 2022-2023:

Travis McClure from School Counselor at (.9) Downeast School and (.1) Bangor Regional Program to School Counselor at Downeast School.

Dana Morris from School Counselor at (.6) Vine Street School, (.2) 14<sup>th</sup> Street School and (.2) Fairmount School to School Counselor at (.6) Abraham Lincoln School and (.4) 14<sup>th</sup> Street School.

Kristin Tlili from School Counselor at (.8) Fairmount School and (.2) Downeast School to School Counselor at Fairmount School.

Malorie Hersom from School Counselor at (.6) Fruit Street School and (.4) Abraham Lincoln School to School Counselor at Fruit Street School.

Erin McCullough from School Counselor at (.8) Mary Snow School and (.2) Abraham Lincoln School to School Counselor at Mary Snow School.

Kristy Dube from Kindergarten Teacher at 14<sup>th</sup> Street School to Mathematics Coach at Downeast School – one-year position.

Kelsey Gilmore from Grade 4 Teacher at Fairmount School to Grade 5 Teacher at Fairmount School.

Kristy Donahue from Grade 4 Teacher at Fairmount School to Grade 5 Teacher at Fairmount School.

Bambi Heath from Grade 4 Teacher at Fairmount School to Grade 5 Teacher at Fairmount School.

Chloe Schaeffer from Grade 4 Teacher at Fairmount School to Grade 5 Teacher at Fairmount School.

Jessica White from Grade 4 Teacher at Fairmount School to Grade 5 Teacher at Fairmount School.

Tiffany Albee from Grade 5 Teacher at Fairmount School to Grade 4 Teacher at Fairmount School.

Jodie Burgess from Grade 5 Teacher at Fairmount School to Grade 4 Teacher at Fairmount School.

Lydia Murphy from Grade 5 Teacher at Fairmount School to Grade 4 Teacher at Fairmount School.

Jennifer Roy-Musor from Grade 5 Teacher at Fairmount School to Grade 4 Teacher at Fairmount School.

Jean Schmick-Hopkins from Grade 5 Teacher at Fairmount School to Grade 4 Teacher at Fairmount School.

- d. Superintendent Tager reported the following resignations for school year 22-23:

Jessica Kustka	Special Education Teacher	Bangor Regional
Carolyn Vose	Gr 8 Science Teacher	W.S.Cohen School
Carolyn Vose	Governance Committee	Districtwide
Carolyn Vose	Gr 8 Team Leader	W.S.Cohen School

- E. 1 .a. 1. VOTED 7-0 by roll call vote to approve the Minutes of the April 27, 2022 Regular School Committee Meeting.

- b. 1. VOTED 7-0 by roll call vote to approve the following teacher nominee for second year probationary contract from September 1, 2022 to August 31, 2023 for a one year nursing position:

Alison Vanidestine	School Nurse	Districtwide
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VOTED 7-0 by roll call vote to approve the following teacher nomination for the 2022-2023 school year, with a one year probationary contract:

Emily Brittelli	PreK Teacher	Downeast School
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2. VOTED 7-0 by roll call vote to approve the following Extra-Duty assignments for school year 2021-2022:

Eric Steadman	(.5) Math Team Assistant	Bangor High School
Michael Corneil	(.1) Math Team Assistant	Bangor High School
Jonathan Dearing	(.1) Math Team Assistant	Bangor High School
Robert Spreng	(.1) Math Team Assistant	Bangor High School
Patricia Criag	(.1) Math Team Assistant	Bangor High School
Gerald Quimby	(.1) Math Team Assistant	Bangor High School
Kristi Charette	Mentor for T. Albee	Fairmount School
Emily Robinson	Mentor for V. Bean	Vine Street School
Kelly Hasselbrack	Mentor for D. Beswick	Bangor High School
Lise Budden	Mentor for G. Bourgoin	Mary Snow School
Katrina Rutherford	Mentor for P. Cadorette	Downeast School
John Cangelosi	Mentor for K. Dolloff	Bangor High School
Bailey Edwards	Mentor for R. Estey	J.F. Doughty School
Judith Michalik	Mentor for J. Gebhart	JFDS/WSCS
Joanne McDade	Mentor for K. Gilmore	Fairmount School
Laurie Ann McSorley	Mentor for D. Johnson	Downeast School
Kimberly Douglas	Mentor for Z. Phinney	Vine Street School
Karen Smart	Mentor for S. Picard	J. F. Doughty School

Carmin Curry	Mentor for J. Ploch	Bangor High School
Laura Charette	Mentor for C. Quinn	Bangor Regional Program
Gerald Quimby	Mentor for M. Quinn	Bangor High School
Cyndy Fish	Mentor for E. Rapaport	Fruit Street School
Dan Considine	Mentor for C. Rieder	Bangor Regional Program
Jennifer Robicheau	Mentor for C. Whetstone	14 <sup>th</sup> Street School
Janet Lee	Mentor for D. Yeo	Vine Street School

- c. 1. VOTED 7-0 by roll call vote to approve the second reading of the following revised policy:

Revised Policy KG – Community Use of School Facilities

- d. Committee Member Claire Mundell shared the following donations:

To the Fairmount School from Maine Credit Unions Campaign for Ending Hunger, a cash donation to support students, having a total dollar value of \$1,055.

To the Abraham Lincoln School from Erica Jackson, 20 “Shine a Light” Books, having a total dollar value of \$260.

To the Abraham Lincoln School from Pine State Nutrition, 42 teas for Teacher Appreciation Week, having a total dollar value of \$179.

To Bangor High School from Bob’s Discount Furniture, a cash donation to support students, having a total dollar value of \$2,500.

To the Bangor School Department from Food and Medicine, 700 Lunches for all Staff, having a total dollar value of \$8,000.

To the James F. Doughty School from the James F. Doughty Student Council, cold cut platters for the staff, having a total dollar value of \$237.

To the James F. Doughty School from the James F. Doughty Boosters, 50 “Boosted Teas” for the staff, having a total dollar value of \$291.

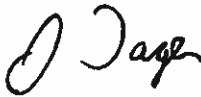
VOTED 7-0 by roll call vote to approve the donations.

- E. 2. Superintendent Tager recommended approval for the first reading of the following Revised policies:

1. Revised Policy GDB-5 – Lunch Aide Compensation Guide
2. Revised Policy GDB-6 – Executive Office Compensation Guide
3. Revised Policy GDB-7 – Support Staff Compensation Guide
4. Revised Policy GDB-8 – Adult and Community Education Compensation Guide
5. Revised Policy GDB-9 – Supplemental Compensation Guide
6. Revised Policy GDB-10 – Educational Technology Staff Compensation Guide

- F. 1. Member Ben Sprague congratulated Genevieve on tonight's award and Maya for being accepted at Stanford College.
- Member Clare Mundell thanked Landon for his comments at the start of the meeting.
- F. 3. c. Member Sara Luciano announced that Bangor students were recognized at United Technology Center.
- Member Sara Luciano asked a question about the "Bridge Program" – Principal Paul Butler was able to respond.
- Member Clare Mundell asked about UTC recognitions for state awards.
- Member Sue Sorg shared that the enrollment at UTC is the highest number they have seen.
- F. 3. e. Member Timothy Surette updated the School Committee about the SPRPCE Program as well as the lack of a SRO however, the SRO did return from leave this week.
- F. 4. Carolyn Sauda provided a comprehensive student committee member update.
- H. 1. Important dates were reviewed by Chair Hassanien.
- I. Chair Hassanien asked about the decision to reinstate mandatory masking for the Bangor School Department. Superintendent Tager provided rationale for the decision.
- J. The meeting adjourned at 9:08 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools

## MINUTES

### BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, May 25, 2022

School Committee Members present: Chair Marwa Hassanien, Vice Chair Timothy Surrette, Clare Mundell, Sue Sorg, Ben Sprague, Sara Luciano – Member Carin Sychterz was unable to attend

A. 1. & 2. The meeting was called to order at 7:00 p.m. by Chair Marwa Hassanien and a moment of silence was observed for the families in Uvalde, Texas. The pledge of allegiance followed.

B. Adjustments to the Agenda:

No adjustments to the agenda.

C. Public Comments:

Landen Michaud spoke of transgender students and a former suicide attempt. He is proposing a gender support plan.

D. 1. a. Superintendent Tager recommended the Committee nominate a local delegate and alternate to the MSBA Annual Delegate Assembly which is scheduled virtually for October 22, 2022 at 9:30 a.m. The committee voted 6-0 by roll call vote to assign Tim Surrette as a delegate and Sara Luciano as an alternate.

2. a. Superintendent Tager reported the following teacher reassignments for School Year 2022-2023:

Cynthia Fish from Special Education Teacher at Abraham Lincoln School to IEP Compliance Coordinator at Bangor Regional Program and Multiple Handicap Regional Program.

Darryl Loring from Special Education Teacher at James F. Doughty School to IEP Compliance Coordinator for the District.

Robin Gagner from Grade 3 Teacher at Downeast School to Grade 2 Teacher at Downeast School.

Barbara Clewley from Grade 1 Teacher at Downeast School to Grade 2 Teacher at Downeast School.

Sarah James from Grade 2 Teacher at Downeast School to Grade 1 Teacher at Downeast School.

Jennifer Fournier from Kindergarten Teacher at Abraham Lincoln School to Kindergarten Teacher at Fourteenth Street School for a one-year position.

b. Superintendent Tager reported the following resignations for school year 22-23:

Emma Jandreau	Speech Pathologist	Downeast School
Ellen Hall	Science Teacher	Bangor High School
Lisa Lower	School Counselor	William S. Cohen School

E. 1 .a. 1. VOTED 6-0 by roll call vote to approve the Minutes of the May 11, 2022 Regular School Committee Meeting.

b. 1. VOTED 6-0 by roll call vote to approve the March, 2022 Financial Report.

2. VOTED 6-0 by roll call vote to approve the audited June, 2021 Financial Report.

c. 1. a. VOTED 6-0 by roll call vote to approve the following teacher nominations for the 2022-2023 school year, with a one-year probationary contract:

Jill Kenney	School Counselor	Bangor High School
Jenna Bishop	Grade 1 Teacher	Vine Street School

2. VOTED 6-0 by roll call vote to approve the following extra-duty assignments for school year 2022-2023:

Ashley Ouellette(1*yr)	(.5) Fall Varsity Cheer Coach	Bangor High School
Hope Ouellette (1*yr)	(.5) Fall Varsity Cheer Coach	Bangor High School
Ashley Ouellette (1*yr)	(.5) Winter Varsity Cheer Coach	Bangor High School
Hope Ouellette (1*yr)	(.5) Winter Varsity Cheer Coach	Bangor High School

d. VOTED 6-0 by roll call vote to approve the second reading of the following revised policies:

1. Revised Policy GDB-5 – Lunch Aide Compensation Guide
2. Revised Policy GDB-6 – Executive Office Compensation Guide
3. Revised Policy GDB-7 – Support Staff Compensation Guide
4. Revised Policy GDB-8 – Adult and Community Education Compensation Guide
5. Revised Policy GDB-9 – Supplemental Compensation Guide
6. Revised Policy GDB-10 – Educational Technology Staff Compensation Guide

e. Committee Member Sue Sorg shared the following donations:

To the Downeast School from Bangor Federal Credit Union, a cash donation to support students, having a total dollar value of \$250.

To the Downeast School from Pine State Nutrition, nutritional teas for Teacher Appreciation Week, having a total dollar value of \$300.

To Fourteenth Street School from the Bangor Federal Credit Union, a cash donation to support students, having a total dollar value of \$250.

VOTED 6-0 by roll call vote to approve the donations.

F. 1. Sara Luciano would like to leverage a PTO collaboration and suggested adding to the September calendar.



Tim Surette was able to attend the fun run at Abe Lincoln, he thanked Shannon and Jason for the event.

Ben Sprague congratulated Brian Bannen on his recent Doctorate Degree.

Clare Mundell thanked Landen Michaud for attending the meeting and she will meet with Superintendent Tager and Dana Carver-Bailer for further discussion.

- F. 3. e. Clare Mundell reported that the Mental Health Committee is preparing to present at the next School Committee Meeting on June 8, 2022.

Chair Hassanien asked Principal Butler for an update on senior activities.

Chair Hassanien asked Superintendent Tager for an update on the districts universal masking.

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

- J. The meeting adjourned at 7:30 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools

**Wednesday, May 18, 2022**  
**Board of Directors Meeting Minutes – 7:00 p.m.**  
**Hampden Academy, Library**

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, May 18, 2022.

**I. Call to Order**

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

**II. Call of the Roll**

Board Members present were: Faye Anderson, Jessica Barnes, Jessica Beal-Hamilton, Jacob Brown, Stephanie Clisham, Jayne Dyer, Rob Frank, Lester French, Allan Gordon, John Holmes, Kenyon Humphrey, Tania Jean-Jacques, Colleen Jolley, Chris Labonte, and Heath Miller

Absent: Stephanie Clisham, Jillian Sarnacki-Wood

**III. Pledge of Allegiance**

**IV. Approval of Minutes of Regular Meeting of April 27, 2022**

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

**V. Adjustment to Agenda**

**VIII. Executive Session - (moved to prior to Board Chair)**

- A. Enter into Executive Session for the purpose of discussing a personnel matter per 1 M.R.S.A. 405 (6)(A).

**XIV. New Business**

- D. Discuss and Act on MSBA representative to the Delegate Assembly.

**VI. Recognitions**

Music teacher Dana Ross shared that the Show Choirs and Jazz bands are back on track after approximately three years. Groups were able to complete two performances this year in Millinocket in March and states in April. The Wagner Show Choir obtained a Silver Award at the State competition. The three groups that competed were very consistent across the district being a point or two away from each other. Mr. Ross also acknowledged some individual awards.

Music teacher Heidi Corliss introduced members of the Reeds Brook Show Choir. They came on Tuesdays and Thursdays at 7:00 am to rehearse. This year's theme was beach related. It was explained that the students need to learn the music, they are expected to sing parts and learn the dance routines. A tremendous amount of growth can be seen from sixth grade to twelfth grade. Reeds Brook earned the only Gold Award for middle schools in the state.

The Hampden Academy Voices Unlimited group was introduced. This group was able to put together a small performance at the end of last year. This year the group did a variety of Broadway show tunes. As far as any competitive festivals this group had not competed since the current senior members were freshman. This group earned one of the four Gold Awards in the state for high school show choirs. Mrs. Corliss also acknowledged some individual awards and thanked everyone for supporting this program.

Superintendent Nickels introduced Penobscot County Teacher of the Year Emily Albee. Emily thanked the Board for this recognition and thanked Principal Tracy for the nomination. She also thanked Superintendent Nickels and Assistant Superintendent Boone for traveling to Augusta to support her during the announcement. She indicated it is a privilege to work in RSU22. She did her student teaching 15 years ago in the district and began part-time employment in 2010 and a full-time position in 2015. She shared that this is a district of excellence and she is proud to be a part of it.

Superintendent Nickels announced that there have been two awards from the University of Maine for Outstanding Scholarly Practitioner as educational leadership doctoral student awards. The awards are limited to two each year and both of this year's recipients are from RSU22. She introduced Principals Susan Thibedeau and Bill Tracy. Ms. Thibedeau thanked the Board and administration for their support of adult learning. Mr. Tracy indicated that he is a firm believer in lifelong learning and taking the opportunities to learn from others.

The next recognition was a collaborative award between a staff member and a student in the Farm to School Cook-Off in which they earned first place in the region and second place in the state. Chef Brian Ross and student Becca Demmons were recognized for their accomplishments. Food Nutrition Director Kathy Kittridge explained that the UTC Culinary Arts instructor recommended Becca and fortunately she and Chef Brian were able to get together and planned the menus. This competition is held annually and is

sponsored by the Child Nutrition Department to raise awareness to bringing more local foods in cafeterias. The team is required to serve a breakfast and a lunch that follows all school nutrition regulations. Chef Brian started his culinary career in 1976 and indicated Becca has an innate talent, a very talented student.

Hampden Academy teachers Todd Moore and Charlie Huff were asked to speak to the accomplishments of this year's SkillsUSA results. Six Hampden Academy students competed this year on March 18th. The following students placed in the following categories:

Joshua Carter - Plumbing - Gold  
Jessie Everhart - Interactive App & Game Design (Team B) - Silver  
Joshua Gates - 3D Vis & Animation (Team A) - Gold  
Hunter Pinkham - Electrical Construction Wiring - Gold

All Gold Place finishers have the opportunity to compete at the national level in Atlanta, GA.

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

A. Public Comment

The following individuals addressed the Board of Directors: Katherine Collins, Winterport; David Casavant, Hampden; Brooke Miller, Winterport

VIII. Executive Session

A. *Enter into Executive Session for the purpose of discussing a personnel matter per 1 M.R.S.A. 405 (6)(A).*

French motioned, Gordon seconded, and the board voted unanimously to enter into Executive Session for the purpose of discussing a personnel matter per 1 M.R.S.A. 405 (6)(A).

The Board entered executive session at 7:40.

The Board exited the Executive Session at 8:03.

IX. Board Chair

A. School Board Governance and Operations Policy Review BAA-R *School Board Self Evaluation*

X. Personnel

A. Resignations

Superintendent Nickels announced the resignations of Victoria Cushing, First Grade teacher at Smith School; Danny Lobo, Spanish teacher at Reeds Brook Middle School and Samuel L. Wagner Middle School; Lauren Lumm, Social Studies teacher at Wagner Middle School; Andrew Logan, Grade 6 teacher at Reeds Brook Middle School  
Superintendent Nickels thanked them for their service to RSU22 and wished them well in their future endeavors.

B. Nominations - Transfers

The following nominations were announced:

Raeann Berry, Physical Education Teacher at Earl C. McGraw School  
Dyer moved, Gordon seconded, and the Board voted unanimously to approve.

Emily Howes, Kindergarten teacher at Leroy H. Smith School  
French moved, Dyer seconded, and the Board voted unanimously to approve.

Carolyn Newhouse, 7th grade ELA teacher at Reeds Brook Middle School  
Holmes moved, Dyer seconded, and the Board voted unanimously to approve.

Tracy Cowan, ELA teacher at Reeds Brook Middle School  
French moved, Dyer seconded, and the Board voted unanimously to approve.

Colleen Shink, ELA teacher at Reeds Brook Middle School  
Dyer moved, Gordon seconded, and the Board voted unanimously to approve.

Sarah Ingraham, 6th grade ELA teacher at Samuel L. Wagner Middle School  
Dyer moved, Jolley seconded, and the Board voted unanimously to approve.

Constance Oliver, 8th grade teacher at Samuel L. Wagner Middle School  
Holmes moved, Dyer seconded, and the Board voted unanimously to approve.

Greg Martin, 6th grade teacher at Samuel L. Wagner Middle School  
Holmes moved, Dyer seconded, and the Board voted unanimously to approve.

Andrea Lumbra, Alternative Education Teacher at Hampden Academy

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

The following transfers were announced:

Samantha Welch from Kindergarten teacher at Earl C. McGraw to Pre-K teacher in Newburgh.

Board Chair Miller announced that this evening was a very special evening for RSU 22. The district has not had to search for a superintendent since the early 1990s. The search committee consisted of Board members and hiring committee members. Many hours were spent doing due diligence to ensure the right person was found.

Gordon moved to authorize the Board Chair to enter into an employment agreement with Nick Raymond to serve as the Superintendent of Schools for a period of one year for a salary of \$133,000.00, with other terms and conditions as discussed in executive session to include an exception to Policy GBDA - Conflict of Interest. Such terms shall also include the District's option to renew Mr. Raymond's employment agreement for a two year term beginning on July 1, 2023. French seconded, and the Board voted unanimously to approve.

#### XI. Superintendent of Schools

A. Reading of the Essential Behaviors and Outcomes Proclamation by Jayne Dyer

B. Superintendent Report

##### 1. COVID Update

Cases have been on the rise and the northeast is currently considered a hotspot. RSU22 has seen cases leveling out within the schools and the district continues to track things very carefully. The staff is just as affected as the students, creating challenging times regarding maintaining enough staffing to cover different schools.

##### 2. Community Conversations Forum Update

A date is being sought for the next planning meeting and will be announced. Community Relations members have been invited. Interested Board members will be invited to attend as well.

##### 3. Hampden Academy Expansion Update

The first official construction meeting has been held since the referendum passed. Logistical items were discussed.

##### 4. Superintendent Evaluation

Policy CBI and Regulation CBI-R Superintendent Evaluation calls for the final evaluation to be completed starting in May “At the meeting in May, necessary forms will be distributed to the Board for the end of year evaluation.” The board will discuss if it is the will to evaluate or not considering that Superintendent Nickels will not be in the district to fulfill the process in July.

Dyer motioned to suspend the Superintendent Evaluation through this cycle, Holmes seconded, and the Board voted unanimously to approve.

#### D. Assistant Superintendent Update

Assistant Superintendent Boone reported that she was notified by the office of Representative Laurie Osher that she had submitted a Legislative Sentiment, an honorary recognition bestowed on a community member who has achieved great accomplishments, on behalf of Kathy Kittridge for her Maine School Nutrition Director of the Year.

An update on the JROTC process was given. RSU 22 has a contract with the Navy for a Navy National Defense Cadet Corps (NNDCC) that is the JROTC in its infancy stage. Many conversations with Commander Miller and he is our area representative and an amazing resource to assist in the navigation of the start of the program.

#### E. Monthly Financial Report

Superintendent Nickels reviewed the monthly financial report. The district is on track financially.

#### F. Student Board Representative Report

Work continues on the Dress Code Policy. The committee has been meeting weekly on Tuesdays and recently attended a staff meeting and plans to send a survey for feedback to the staff in order to gather more information about their thoughts.

### XII. Questions of Board Members

A question was asked regarding the Reeds Brook project status. The next step would be the Building Committee putting together an RFP for design services.

A question was raised regarding the status of filling positions in the district. It was noted that most positions have been filled to date. A couple of positions that still remain open would be a middle school Spanish teacher and an AP Chemistry teacher at Hampden Academy.

**XIII. Committee Reports**

- A. Finance Committee (Exhibit)
- B. Budget Committee (Exhibit)
- C. Athletic Committee (Exhibit)
- D. Building Committee
- E. Negotiations Committee
- F. Education Committee (Exhibit)
- G. Policy Committee (Exhibit)
- H. United Technologies Center Board
- I. Behavioral Review Committee
- J. Dropout Prevention Committee
- K. SPRPCE Board (Exhibit)
- L. Community Relations Committee (Exhibit)
- M. Equity in Education Committee (Exhibit)
- N. Strategic Planning Ad-Hoc Committee

**XIV. Policy Consideration (all with exhibit)**

- A. Discuss and act on the first reading of Policy BDE - Board Committees  
Anderson moved, French seconded, and the Board voted unanimously to approve.
- B. Discuss and act on the first reading of Policy BHC - Board Relationships and Communication with Staff  
Anderson moved, French seconded, and the Board voted unanimously to approve.

**XV. Old Business**

**XVI. New Business**

- A. Discuss and act on Vote to Authorize \$620,256 School Revolving Renovation Fund Loan Forgiveness Grant Financing

A motion is necessary to approve the School Revolving Renovation Fund (SRRF) loan forgiveness grant financing for \$620,256 of the Reeds Brook project. The state will forgive this portion of the district's \$886,080 loan.

The remaining \$265,824 (the required local share of 30%) will be sought as a one time dedication from the district's capital reserve fund. We will seek taxpayer approval for this dedication at our June 2nd district budget meeting. Making this one time dedication keeps our taxpayers from having to pay the amount in our local budget over the next several years.



French moved that the vote entitled, "Vote to Authorize \$620,256 School Revolving Renovation Fund Loan Forgiveness Grant Financing," be approved in form presented to this meeting and that the Secretary file an attested copy of said vote with the minutes of this meeting. Gordon seconded and the Board voted to approve.

Abstained: Frank

**B. Discuss and act on recommended 2022-23 School District Budget (Exhibit)**

The FY 23 district budget request is \$36,131,708.98. The budget is increasing by \$922,550.97. The overall budget increase is 2.62%. RSU 22 received \$135,007.73 in additional state subsidy over last year toward this increase. Also, unallocated fund balance is being dedicated in the amount of \$650,000. An additional credit of \$736,458.66 is related to the increase in the state share now paid to fund 55% of Essential Programs and Services (EPS) and to mitigate increases to taxpayers. Several services and positions will be funded through Elementary and Secondary School Education Relief (ESSER) funds. These services and positions will need to be reviewed closely in the next budget development cycle as they would be additions into next year's budget and could create "a financial cliff". It has been discussed with administration that these services and positions are considered to be mostly one-year needs.

Primary goals of the FY 23 budget include attention to Strategic Plan goals, Pre-K expansion, payroll and benefits increases related to last year's contract negotiations (increasing teacher salaries in our district to be much more competitive), addressing both academic learning and social emotional student needs and focusing on equitable programming access across RSU 22. Hampden Academy Athletics for lacrosse and girl's ice hockey co-op participation are also included.

Holmes moved that the Vote entitled, "Vote to Call and Approve the Warrants for the Budget Meeting and the Budget Validation Referendum and to Authorize the Notice of Amounts Adopted", be approved in form presented to this meeting and that a copy of said Vote be included with the minutes of this meeting. Gordon seconded, and the Board voted unanimously to approve.

**C. Discuss and act on Probationary Teachers**

A motion will be sought to take the recommendations for probationary teachers as a slate. Anderson moved, Holmes seconded, and the Board voted unanimously to approve.

D. Discuss and Act on MSBA representative to the Delegate Assembly.

Chair Miller nominated Faye Anderson, Dyer seconded, and the Board voted unanimously to approve.

Frank nominated Jessica Hamilton as an alternate, French seconded, and the Board voted unanimously to approve.

XVII. Communication and Correspondence

A. Set Meeting Dates

XVIII. Other Business

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

XIX. Adjourn

Frank motioned to adjourn, Gordon seconded, the board voted unanimously to approve.  
Meeting adjourned at 9:08 p.m.

Respectfully submitted,

Regan Nickels  
Superintendent

**Present:** Dan Wellington (Chair), Dave Armistead, Kristin Canders, Cheryl Fasse, Pat Gaetani, Earle Hannigan, Kevin Kelly, Jim Lacadie, Dan LaMontagne, Susan MacKay, Kim Meagher, Hans Peterson, Matt Skaves, James Strout

**Also Present:** Linda Graban, Bill Meier, Jason O'Reilly

**Not Present:** Kirsten Ismail, Paul Messer, Tony Pellegrini

### CALL TO ORDER

Dave recognized the passing of John MacKay, one of the four men who re-founded the school in 1980. Services will be held on Wednesday at noon.

Board Chair Dan Wellington called the Zoom meeting to order at 7 a.m.

**Motion:** To approve the February 15, 2022 minutes as presented.

Lacadie/Ismail

Approved without opposition.

**Motion:** To accept the officer slate as presented (Chair, Dan Wellington; Vice Chair, Cheryl Fasse; Treasurer, James Strout; Secretary, Kirsten Ismail; Committee Member-at-Large, Hans Peterson).

LaMontagne/Skaves

Approved without opposition.

**Motion:** To renew the four-year term of Kim Meagher '04 and James Strout '99.

MacKay/Fasse

Approved without opposition.

**Motion:** To accept the nomination to a four-year term on the Board of Trustees of Rich Crowe '65.

Fasse/Peterson

Approved without opposition.

### HEAD OF SCHOOL REPORT

Dave welcomed questions on the previously distributed Head of School Report. The list of college acceptances is impressive and includes Columbia, Dartmouth, University of Michigan, Michigan State, Brigham Young, Johns Hopkins, UMaine, and more. Decision Day is 1.

Admission Director Beth Campbell reported on enrollment. Graduating its largest known class of 146 students, the school is looking to replace its 24 international seniors. 31 new international student applications have been processed. Thus far, 22 international students have accepted offers (4 from China; 4 from Vietnam; 5 from Germany; 1 from Switzerland; and 12 from Italy). 21 current international students are eligible to return. Beth reminded the board that Chinese students have historically been full-pay while students from other countries are subsidized. On the day side, 115 welcome letters were sent and to date 79 students have enrolled; emails have been sent to each outstanding applicant and follow-up phone calls will be made to those families this week. It is typical for some deposits to come in after the deadline.

Dave spoke to the stringent travel restrictions being imposed by China. Dave will be travelling to an agent fair in Vietnam in June where he will meet agents from all over Asia, including Vietnam and China. He also plans to connect with past and current Vietnamese school families while there.

## FINANCE

Chair James Strout welcomed questions on the committee minutes. It has been a longtime goal of the board to increase faculty compensation to bring the school closer to its public school counterparts and thus attracting and retaining faculty. James commented on committee faculty representative Brendan Murphy's advocacy for his colleagues.

**Motion:** To approve an average compensation increase of \$1,800 for all full-time employees to be reflected in May 2 employment letters, with discretion for the Head of School to make adjustments for part-time employment and other considerations.

Strout/MacKay

Approved without opposition.

Dave explained that raises are made in a dollar amount rather than in percentages to keep compensation increases equitable. Fixed dollar amount raises result in a higher percent increase for employees at the lower end of the pay scale. On a point of clarification, raises are prorated for part-time employees. The state of Maine has pushed for all teachers to make more than \$40,000. Currently, John Bapst has a small number of teachers that are below \$40,000.

## BUILDINGS AND GROUNDS

Chair Jim Lacadie welcomed questions on the Building and Grounds minutes. Bill Meier reported that the school has abandoned its application for the city grant to improve the school's facade; after more research, it was determined that the grant does not align with the school's needs and that the resources required to complete the application and the unlikelihood of a substantial award outweigh the possibility of approval. Penobscot Theater approached the school about leasing space for the summer months and has yet to make a decision. [As of this writing PTC opted out of leasing.] A small number of our international students will be paying to remain in the dorms over the summer as travel restrictions make it very difficult for them to return home.

## DEVELOPMENT

Chair Cheryl Fasse invited questions on the minutes. The annual fund is far ahead of where it typically is at this time of year – it is at approximately \$155,000 and *total* giving for the year is at \$189,000. Board members and their families are encouraged to participate in the school's first ever virtual 5K – board members, like students, are welcome to use a treadmill at the Darling Center – contact Angela for access. The *Back to Bapst* alumni weekend is July 23-25 and board members are welcome to attend. The weekend concludes with the 12<sup>th</sup> Annual Golf Tournament – board members and/or their businesses are encouraged to play and/or sponsor the event – a mailing is going out soon. "Phase 2" of the capital campaign is on the horizon (focusing on a technology and community center, including a dining hall and kitchen).

## ENDOWMENT

Matt Skaves reported that the school's portfolio continues to hold strong at over \$2 million, despite the recent downturn in the market. Currently 25% of the portfolio is in fixed income and cash while 75% is in equities. The committee continues to strategize to maximize earning potential, including moving toward Exchange Traded Funds and away from individual equities. A new member, Sebastian Lobe, a current parent and UMaine professor, is joining the committee.

## NEXT BOARD OF TRUSTEES MEETING

The final board meeting of the year is scheduled for June 14 at 7 a.m. It will be an in-person meeting.

## ADJOURNMENT

The meeting adjourned at 7:58 a.m.

*Respectfully submitted by Dave Armistead, Head of School*