

MINUTES

BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, March 30, 2022

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

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

3. The Bangor School Department and the Bangor School Committee recognized the following Students/Staff:
Sam Connor Self, FLAME Student recognition award 2022
Emily Tenney, Cheerleader of the year 2022
Kate Robichaud and Stephanie Crane, KVAC Cheer Coaches of the year 2022
Quinn Paradis, Hockey Coach of the year 2022

B. Adjustments to the Agenda:

None

C. Public Comments:

No public comments

D. 1. a. Business Director, Jerry Hayman, recommended the School Committee approve the second reading of the FY23 budget.

VOTED 6-0 by roll call vote to approve **ARTICLE 1** To see what sum the school administrative unit will be authorized to expend for Regular Instruction for the Fiscal Year 2022-2023.

Recommend
\$22,922,528

VOTED 6-0 by roll call vote to approve **ARTICLE 2** To see what sum the school administrative unit will be authorized to expend for Special Education for the Fiscal Year 2022-2023.

Recommend
10,211,865

VOTED 6-0 by roll call vote to approve **ARTICLE 3** To see what sum the school administrative unit will be authorized to expend for Other Instruction for the Fiscal Year 2022-2023.

Recommend
\$1,446,023

VOTED 6-0 by roll call vote to approve **ARTICLE 4** To see what sum the school administrative unit will be authorized to expend for Student and Staff Support for the Fiscal Year 2022-2023.

Recommend
\$4,834,974

VOTED 6-0 by roll call vote to approve **ARTICLE 5** To see what sum the school administrative unit will be authorized to expend for System Administration for the Fiscal Year 2022-2023.

Recommend
\$1,506,683

VOTED 6-0 by roll call vote to approve **ARTICLE 6** To see what sum the school administrative unit will be authorized to expend for School Administration for the Fiscal Year 2022-2023.

Recommend
\$2,824,324

VOTED 6-0 by roll call vote to approve **ARTICLE 7** To see what sum the school administrative unit will be authorized to expend for Transportation and Buses for the Fiscal Year 2022-2023.

Recommend
\$2,000,000

VOTED 6-0 by roll call vote to approve **ARTICLE 8** To see what sum the school administrative unit will be authorized to expend for Facilities Maintenance for the Fiscal Year 2022-2023.

Recommend
\$5,434,911

VOTED 6-0 by roll call vote to approve **ARTICLE 9** To see what sum the school administrative unit will be authorized to expend for Debt Service and Other Commitments for the Fiscal Year 2022-2023.

Recommend
\$1,780,000

VOTED 6-0 by roll call vote to approve **ARTICLE 10** To see what sum the school administrative unit will be authorized to expend for All Other Expenditures which includes \$25,000 for Food Service Program support for the Fiscal Year 2022-2023.

Recommend
\$112,016

VOTED 6-0 by roll call vote to approve ARTICLE 11 To see what sum the district/unit will appropriate for the total cost of funding public education from kindergarten to grade 12 as described in the Essential Programs and Services Funding Act.

Recommend
\$53,073,324

VOTED 6-0 by roll call vote to approve ARTICLE 12 To see if (the school administrative unit) will appropriate **\$457,480** for Adult Education and raise **\$200,000** as the local share; with authorization to expend any additional, incidental, or miscellaneous receipts in the interest and for the well-being of the adult education program.

VOTED 6-0 by roll call vote to approve ARTICLE 13 To see if (the school administrative unit) will raise **\$18,022.96** to be used for the Bangor School Department's Vocational Education assessment. The assessment is for the UTC Adult Education budget which totals \$318,528.80 of which \$60,847.08 is supported by sending districts.

E. 1 .a. 1. **VOTED 5-0 by roll call vote to approve the Minutes of the March 23, 2022 Regular School Committee Meeting.**

b. 1. **VOTED 6-0 by roll call vote to approve the following extra-duty assignments for the 2021-2022 school year:**

Isaac Bushway (1st yr) B Baseball Coach William S. Cohen School

F. 1. **Member Carin Sychterz thanked the team for a successful budget process.**

3. **Member Clare Mundell announced that the Mental Health Committee is moving forward with three sub-committees.**

4. **Member Carolyn Suda presented a student update.**

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

I. **Member Sara Luciano sends thanks to Richard Fournier for a recent, calm end of day fire drill.**

The Best Buddies program is beginning in Bangor next year – this will be the first Best Buddies group in Maine.

J. **The meeting adjourned at 7:46 p.m.**

Respectfully Submitted,



James R. Tager
Superintendent of Schools

MINUTES

BANGOR SCHOOL COMMITTEE REGULAR MEETING

7:00 p.m., Wednesday, April 13, 2022

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

- A. 1. & 2. The meeting was called to order at 7:02 p.m. by Chair Hassanien and the pledge of allegiance followed.
- B. Adjustments to the Agenda:
No adjustments to the agenda.
- C. Public Comments:
No public comments.
- D. 2. a. Principal Lynn Silk and Pre-K teacher Emily Robinson updated the Committee on the full day Pre-K program at Vine Street School.
- b. Principal Paul Butler and English Teacher Stephanie Hendrix presented to the committee plans to have students travel to Peru during the 22-23 school year.
- E. 1 a. 1. VOTED 6-0 by roll call vote to approve the Minutes of the March 30, 2022 Regular School Committee Meeting.
- b. 1. Member Surette shared the following donation with the group:

To the James F. Doughty School from Stacey Powell, a cash donation to support students, having a total dollar value of \$400.

VOTED 6-0 by roll call vote to approve the donation from Stacey Powell.
- F. 1. Member Carolyn Suda announced the collection for Sunflowers for Peace totaled \$3300.

Member Clare Mundell asked for an update on the drama position.

Member Ben Sprague commended Principal Dan Chadbourne for recently earning his doctorate.

Chair Hassanien and Superintendent Tager commented on the DEI Committee and are encouraging community members to attend the May 11th meeting which will feature the DEI report.
- Diversity, Equity, and Inclusion work to do
 - May 11th meeting will include feedback from the following four sub-committees: 1) Curriculum 2) Mentoring and Community engagement 3) Equity audit/Survey analysis 4) Diverse recruitment and Hiring strategies.
 - Committee: Inclusive, Diverse, Community Leaders, University Experts, Students, Parents, Faculty, Staff

- Priority: Hear feedback, Recommendations, Move the work forward is the priority. DEI is not easy but of paramount importance.

Chair Hassanien asked Principal Butler for Senior Student activity information.

Member Surrette asked for an update on the pooled testing.

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

J. The meeting adjourned at 8:15 p.m.

Respectfully Submitted,



James R. Tager
Superintendent of Schools

Minutes, Regular Meeting, April 4, 2022

**BREWER SCHOOL COMMITTEE
REGULAR MEETING MINUTES**

Monday, April 4, 2022

6:00 PM

Brewer High School Lecture Hall

A. Chairperson Boyes called the meeting to order at 6:00pm.

B. Pledge of Allegiance

C. Adjustments to Agenda

Ms. Small moved to approve the addition of I. New Business item 15. Rescind Policy GDBA, Support Staff Compensation Guide to become a regulation; Mr. Umel seconded - VOTED: 5 in favor, 0 opposed, 0 abstained. 2 student representatives in favor.

Mr. Palmer noted addition to his report of the appointment of Nick Walters, BCS Maple Program Advisor 2021-2022

D. Public Comment

Mr. Ben Umel, school committee member, inquired if meetings are recorded and can be viewed. Mr. Palmer reported that meetings are not currently recorded, with the temporary technology set up that the District has been using with the onset of the pandemic, but he indicated that a more permanent solution to broadcasting meetings is being investigated, given the increased community access and attendance that providing a virtual option has created, and that once a permanent system is in place, the School Committee can discuss if they also want recordings.

E. Presentations

Mr. Palmer introduced Mr. Utterback, Athletic Director for presentation of plaques to:

1. Lance Ingerson, Maine Class B North Ice Hockey Coach of the Year 2022-2023
2. Lance Ingerson, KVAC Ice Hockey Coach of the Year 2022-2023
3. Rhyannon Price, sophomore - PVC Girls Swimming, Top Performer 2022-2023

F. Minutes

1. Regular meeting minutes of March 7, 2022

G. Reports

1. United Technologies Center - Mr. Forrest reported no meeting.
2. Southern Penobscot Regional Program for Children with Exceptionalities - Mr. Umel reported:
 - a. Meeting March 17, 2022 - Budget
3. Student Representatives - Ms. Butterfield & Ms. Baker reported:
 - EB - Theater: Brewer Youth Theater had around 18 rehearsals, and then competed in the Maine Drama Festival in Ellsworth! They performed "Adaptation" by Elaine May. They will begin rehearsals for spring play soon.
 - LB - Yearbook: On March 28th, the Yearbook Team submitted the yearbook for publishing.
 - EB - Key Club: Key Club has a few meetings and hosted some "power hours" after school where members made fleece blankets for Project Linnus, an organization that donates homemade blankets to children in need.
 - EB - SAAC: SAAC finished their Unified Basketball season, and ended the season with a HUGE crowd.
 - LB - Se Beowulf: Se Beowulf has been working on planning their table for the annual

Literacy Tea Event hosted by the Literacy Volunteers of Bangor. Their inspiration for the event is the little free library and the theme is "The Little Prince"/Le Petit Prince".

- LB - NHS: Brewer's chapter of the National Honors Society has been continuing to gather materials for their Backpack Project, which provides a weekend supply of nonperishable food & snacks for students in need.
- EB - Robotics: Our Robotics Team has competed in their first 2 competitions in two years: They did excellent in both competitions and are ranked in the top 10 in their league.
- LB - Quiz Show: Two weeks ago the Brewer High School Quiz Show Team competed in the High School Quiz Show Maine. Our team beat Oak Hill 440 to -20. Ms. Gaiting is working on the Camden Conference essay contest in May. Noted: other junior and senior

4. Trustees - Mr. Damon reported:

- a. The Brewer School Department applied for and won a two-million dollar Revolving Renovations Grant from the State which, when combined with Federal pandemic funding, will allow for completion of the last phase of renovation at Brewer High School (BHS) that includes modernization of the HVAC system, heating system, and improvements to the building envelope. Additionally, the School District applied for a rare waiver from competitive bidding because half of the BHS project was already completed with a local contractor through Federal pandemic funding, and to begin again with a bid process based on the new State funding could compromise maintaining continuity and work and budget efficiencies based on the prior work. It may also have delayed the work until the summer of 2023, putting off key safety improvements that would benefit and protect students and staff. Now the funding is in place and work will proceed during June, July, and August of 2022.

5. Administration

- a. Mr. Palmer - Superintendent of Schools
 - i. Review of revised Standard Operation Procedure (SOP)
The Superintendent reported that the District remains at level 3.5. Masking is now optional, and recently cases of COVID-19 reported to or by the schools have been at a low level. Pooled testing has continued and reflects the low case numbers. The schools will continue to pool test through the week following April break and may end this testing at that point in time depending on communications from the Maine CDC.
 - ii. 2022-2023 School Committee Meeting Schedule
The Superintendent recommended removing the July meeting of the School Committee due to summer schedules and following a practice common in many districts around Maine. The School Committee would grant the Superintendent the ability to hire teaching staff during July.
 - iii. Reporting staff by Superintendent:
 - 1. Mr. Forrest moved to accept, with regret, the resignation of Connie Breau, Kindergarten Teacher effective end of SY2022 for the purpose of retirement; Ms. Small seconded - VOTED: 5 in favor, 0 opposed, 0 abstained. 2 student representatives in favor.
 - 2. Mr. Umel moved to approve the resignation of Sue Blier, BCS Guidance Counselor effective end of SY2022 for the purpose of retirement; Ms. Small seconded - VOTED: 5 in favor, 0 opposed, 0 abstained. 2 student representatives in favor.
 - 3. Mr. Forrest moved to approve the resignation of Desirae DuBois, PE Teacher K-5 effective end of SY2022 for personal reasons; Mr. Umel seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2

- student representative in favor.
4. Mr. Umel moved to approve the resignation of Jennifer Meserve, BHS English Teacher effective end of the SY2022 for personal reasons; Ms. Small seconded - VOTED: 5 in favor, 0 opposed, 0 abstained. 2 student representatives in favor.
 5. Mr. Damon moved to approve the resignation of Sandra Wing, Food Service Assistant at BHS effective March 9, 2022 for personal reasons; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, 0 abstained. 2 student representatives in favor.
 6. ESY Summer 2022 Program
 - a. Appointment of Erica Morneau, Cassandra Johnson, Amanda Danico, Heather Baker, Taylor Graffam-Drew & Nahisha King as ET 1s
 - b. Appointment of Francisca Smith - Teacher
 7. Witches Achieve Camp Summer 2022:
 - a. Appointment of Alecta Rhoads - Lead Teacher
 - b. Appointment of Jacqueline Palmer - Lead Teacher
 8. Food Service Assistants
 - a. Appointment of Donna Jamieson - BHS Food Service Assistant effective March 21, 2022
 - b. Appointment of Michael Flotten - BCS Food Service Assistant effective March 21, 2022
 9. Athletic appointments
 - a. Emileigh Puccetti - BCS "B" Softball Head Coach Spring 2022
 - b. Phil Turmelle - Girls Varsity Soccer Head Coach Fall 22-23
 - c. Ben Poland - Boys Varsity Soccer Head Coach Fall 22-23
 - d. Rich Nutter - Volleyball Head Coach Fall 22-23
 - e. Glendon Rand - Cross Country Head Coach Fall 22-23
 - f. Scott Flagg - Football Head Coach Fall 22-23
 - g. Jenny Corneil - Cheerleading Head Coach Fall 22-23
 - h. Colin Gillies - Golf Head Coach Fall 22-23
 10. Nick Walters - Co-Curricular Maple Program Advisor 22-23
 - b. Director of Business & Finance- Ms. Gardner
 - i. FY22 Quarter 3 year-to-date revenues
 - ii. FY22 Quarter 3 year-to date expenses
 - c. Director of Instruction - Ms. Ward-Downer
 - i. Professional Development on March 2, 2022 early dismissal day was working on developing new units and assessments for reading, math, science and social studies targets, I intervention work continued at the high school along with team meetings to review units.
On March 18, 2022 full day was participating in the PREP WORKSHOP in the morning and then building base work in the afternoon. At BCS teachers reviewed data and completed a form to better inform our district goals for next year. We also met to discuss having a consistent spelling/vocabulary program 3-7 since K-2 were using Foundations. BHS reviewed professional goals and met in teams to learn more about Collective Efficacy.
 - ii. Assessment Update:
 - NWEA's for 2-11 window May 2-June 10th. High school will administer all 3 tests on May 17th with make-up days to follow. BCS will stagger the weeks with each grade level

- MEA Science test for 5, 8, & 11 is all on line
 - AP Testing May 2-13
 - d. No Report - Director of Special Education - Ms. Moore
 - e. Principals Reports
 - i. BHS Principal Mr. Slowikowski & AP Mr. Walker
 - MPA Principal's Award Recipient is Emma Butterfield
 - Jazz Combo Excels
 - One Act Festival Returns
 - High School Quiz Show: Maine
 - Orange Chaos Continues Success
 - Skills USA
 - ii. No report - BCS Principals Ms. Kahkonen, Mr. Richards & AP, Ms. Pangburn
 - f. No report - Athletic Director - Mr. Utterback
- H. Old Business
1. Mr. Forrest moved to approve the second reading, adoption of Policy ICA, *School Calendar 2022-2023*; Mr. Damon seconded- discussion results Mr. Umel moved to table the seconded reading, adoption of Policy ICA, *School Calendar 2022-2023*; Ms. Small seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- I. New Business (action required)
1. Acceptance of the following donations:

Mr. Umel moved to accept the donations as presented; Mr. Damon seconded - VOTED: 5 in favor, 0 opposed, 0 abstained. 2 student representatives in favor.

 - a. \$500.00 donation from the Bangor Elks Lodge #244 in Bangor to Brewer High School for Special Olympics
 - b. \$500.00 donation from the Bangor Elks Lodge #244 in Bangor to Brewer High School for the Transitional Advantage Program
 - c. \$100.00 donation from Stephan & Erin Zaremba of Londonderry, NH to Brewer High School for Robotics
 - d. \$20.00 donation from Allyson Barnard of Brewer to Brewer High School for Robotics
 - e. \$2,500.00 donation form Jobs for Maine's Graduates in Augusta to Brewer High School for the National Honor Society Backpack Program.
The Maine, JMG and Full Plates Full Potential have announced a new student-led collaboration focused on increasing awareness of student hunger, and ensuring that every Maine child is able to access school meals.
<https://www.fullplates.org/news/full-plates-teams-up-with-jobs-for-maines-graduates-on-student-led-collaboration/>
 - f. \$1,000.00 donation from BTBC Brewer Travel Basketball Club to Brewer High School for the cost of living streaming basketball.
 - g. \$2,200.00 donation from Mainely Supplements LLC of Bangor to Brewer High School toward the winter live stream services provided by SportsNet Maine
 - h. \$250.00 donation from Mainely Supplements LLC to Brewer High School for Unified Basketball.
 - i. \$1,000.00 donation for Brewer All-Sports Booster Club to Brewer High School towards the cost of live streaming of fall and winter sports.
 2. Mr. Forrest moved to approve the field trip for Robotics on April 13-16, 2022 to NE District Championship in Springfield, MA., Ms. Small seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
 3. Mr. Forrest moved to approve the Second Probationary Contract Teachers 2022-2023 at Brewer Community School as presented, Mr. Umel seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
 - a. Breannah Geiser, Grade 6
 - b. Erin Hutchinson, Special Ed SEL 5-8
 - c. Kayla Libby, Social Worker Special Education
 - d. Samuel Nichols, Grade 5

- e. Emileigh Puccetti, Grade 7
- f. Carly Seymour, Kindergarten
- 4. Ms. Small moved to approve the Continuing Contract Teachers 2022-2023 at Brewer Community as presented, Mr. Damon seconded - VOTED: 5 in favor 0 opposed, and 0 abstained. 2 student representatives in favor.
 - a. Micaela Ellis, Music Teacher
 - b. Blair Mamaril, Special Education
 - c. Jacqueline Palmer, Grade 7
- 5. Mr. Umel moved to approve the Second Probationary Contract Teachers 2022-2023 at Brewer High School as presented; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
 - a. Brandi Butterfield, Special Education TAP
 - b. Sean Donovan, Math
 - c. Claire Hall, Health
 - d. Michael King, Social Worker Reg. Ed
 - e. Heather Kuhl, Director of Student Guidance Services
 - f. Christopher Moreau, NU Remote Learning
 - g. Megan Swett, Math
- 6. Mr. Damon moved to approved the Continuing Contract Teachers 2022-2023 at Brewer High School as presented; Mr. Umel seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
 - a. Kristy Albee, Math
 - b. Dana Andrews, Special Education
 - c. Jason Dean, Technology
 - d. Sam Diamond, PE
 - e. Kenia Edwards, Social Studies
 - f. Lisa Kelley, English
 - g. Eunice Lored, World Language
- 7. 2022-2023 Teacher Appointments
 - a. Mr. Umel moved to approve the appointment of Megan Higgins as Social Studies Teacher 2022-2023 at Brewer High School; Ms. Small seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
 - b. Mr. Damon moved to approve the appointment of Philip Turmelle as Social Studies Teacher 2022-2023 at Brewer High School; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 8. Mr. Forrest moved to approve the first reading of the proposed FY23 Budget; Mr. Umel seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 9. Mr. Forrest moved to approve the first reading of Policy IK, *Evaluation of Student Achievement*; Ms. Small seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 10. Ms. Small moved to approve the revision of Policy ILA, *Demonstrations of Learning: Exhibitions, Portfolios, and Capstones*; Mr. Damon seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 11. Mr. Umel moved to approve the revision of Policy IKF, *Graduation Requirements*; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, 0 abstained. 2 student representatives in favor.
- 12. Ms. Small moved to approve rescinding Policy ILBA, *Local Assessment System Policy Statement*; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 13. Mr. Umel moved to approve rescinding Policy IKFF, *Multiple Pathways and Personalized Learning Plans*; Ms. Small seconde - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 14. Mr. Umel moved to approve rescinding Policy IF, *Proficiency-Based Education*; Ms. Small

Seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.

15. Mr. Damon moved to approve the rescinding of Policy GDBA to become Regulation GDBA, *Support Staff Compensation Guide*; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.

J. Future Meetings

Monday, May 2, 2022, 6:00 PM, Regular Meeting, Brewer High School Lecture Hall

K. Public Comment

Katie Sproul, resident and parent, commented her concerns with the calendar and cutback early release days.

L. Adjournment

Mr. Boyes, chair thanked people for attending the meeting.

Mr. Damon moved to adjourn at 7:42pm; Mr. Umel seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.

Respectfully submitted,



Gregg Palmer
Secretary

Approved: May 2, 2022

Minutes, Regular Meeting, April 4, 2022

**BREWER SCHOOL COMMITTEE
REGULAR MEETING MINUTES**

Monday, April 4, 2022

6:00 PM

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ii. 2022-2023 School Committee Meeting Schedule

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iii. Reporting staff by Superintendent:

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 - c. Director of Instruction - Ms. Ward-Downer
 - i. Professional Development on March 2, 2022 early dismissal day was working on developing new units and assessments for reading, math, science and social studies targets, I intervention work continued at the high school along with team meetings to review units.
On March 18, 2022 full day was participating in the PREP WORKSHOP in the morning and then building base work in the afternoon. At BCS teachers reviewed data and completed a form to better inform our district goals for next year. We also met to discuss having a consistent spelling/vocabulary program 3-7 since K-2 were using Foundations. BHS reviewed professional goals and met in teams to learn more about Collective Efficacy.
 - ii. Assessment Update:
 - NWEA's for 2-11 window May 2-June 10th. High school will administer all 3 tests on May 17th with make-up days to follow. BCS will stagger the weeks with each grade level

- MEA Science test for 5, 8, & 11 is all on line
- AP Testing May 2-13
- d. No Report - Director of Special Education - Ms. Moore
- e. Principals Reports
 - i. BHS Principal Mr. Slowikowski & AP Mr. Walker
MPA Principal's Award Recipient is Emma Butterfield
Jazz Combo Excels
One Act Festival Returns
High School Quiz Show: Maine
Orange Chaos Continues Success
Skills USA
 - ii. No report - BCS Principals Ms. Kahkonen, Mr. Richards & AP, Ms. Pangburn
- f. No report - Athletic Director - Mr. Utterback
- H. Old Business
 - 1. Mr. Forrest moved to approve the second reading, adoption of Policy ICA, *School Calendar 2022-2023*; Mr. Damon seconded- discussion results Mr. Umel moved to table the seconded reading, adoption of Policy ICA, *School Calendar 2022-2023*; Ms. Small seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- I. New Business (action required)
 - 1. Acceptance of the following donations:
Mr. Umel moved to accept the donations as presented; Mr. Damon seconded - VOTED: 5 in favor, 0 opposed, 0 abstained. 2 student representatives in favor.
 - a. \$500.00 donation from the Bangor Elks Lodge #244 in Bangor to Brewer High School for Special Olympics
 - b. \$500.00 donation from the Bangor Elks Lodge #244 in Bangor to Brewer High School for the Transitional Advantage Program
 - c. \$100.00 donation from Stephan & Erin Zaremba of Londonderry, NH to Brewer High School for Robotics
 - d. \$20.00 donation from Allyson Barnard of Brewer to Brewer High School for Robotics
 - e. \$2,500.00 donation form Jobs for Maine's Graduates in Augusta to Brewer High School for the National Honor Society Backpack Program.
The Maine, JMG and Full Plates Full Potential have announced a new student-led collaboration focused on increasing awareness of student hunger, and ensuring that every Maine child is able to access school meals.
<https://www.fullplates.org/news/full-plates-teams-up-with-jobs-for-maines-graduates-on-student-led-collaboration/>
 - f. \$1,000.00 donation from BTBC Brewer Travel Basketball Club to Brewer High School for the cost of living streaming basketball.
 - g. \$2,200.00 donation from Mainely Supplements LLC of Bangor to Brewer High School toward the winter live stream services provided by SportsNet Maine
 - h. \$250.00 donation from Mainely Supplements LLC to Brewer High School for Unified Basketball.
 - i. \$1,000.00 donation for Brewer All-Sports Booster Club to Brewer High School towards the cost of live streaming of fall and winter sports.
 - 2. Mr. Forrest moved to approve the field trip for Robotics on April 13-16, 2022 to NE District Championship in Springfield, MA., Ms. Small seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
 - 3. Mr. Forrest moved to approve the Second Probationary Contract Teachers 2022-2023at Brewer Community School as presented, Mr. Umel seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
 - a. Breannah Geiser, Grade 6
 - b. Erin Hutchinson, Special Ed SEL 5-8
 - c. Kayla Libby, Social Worker Special Education
 - d. Samuel Nichols, Grade 5

- e. Emileigh Puccetti, Grade 7
- f. Carly Seymour, Kindergarten
- 4. Ms. Small moved to approve the Continuing Contract Teachers 2022-2023 at Brewer Community as presented, Mr. Damon seconded - VOTED: 5 in favor 0 opposed, and 0 abstained. 2 student representatives in favor.
 - a. Micaela Ellis, Music Teacher
 - b. Blair Mamaril, Special Education
 - c. Jacqueline Palmer, Grade 7
- 5. Mr. Umel moved to approve the Second Probationary Contract Teachers 2022-2023 at Brewer High School as presented; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
 - a. Brandi Butterfield, Special Education TAP
 - b. Sean Donovan, Math
 - c. Claire Hall, Health
 - d. Michael King, Social Worker Reg. Ed
 - e. Heather Kuhl, Director of Student Guidance Services
 - f. Christopher Moreau, NU Remote Learning
 - g. Megan Swett, Math
- 6. Mr. Damon moved to approved the Continuing Contract Teachers 2022-2023 at Brewer High School as presented; Mr. Umel seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
 - a. Kristy Albee, Math
 - b. Dana Andrews, Special Education
 - c. Jason Dean, Technology
 - d. Sam Diamond, PE
 - e. Kenia Edwards, Social Studies
 - f. Lisa Kelley, English
 - g. Eunice Loreda, World Language
- 7. 2022-2023 Teacher Appointments
 - a. Mr. Umel moved to approve the appointment of Megan Higgins as Social Studies Teacher 2022-2023 at Brewer High School; Ms. Small seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
 - b. Mr. Damon moved to approve the appointment of Philip Turmelle as Social Studies Teacher 2022-2023 at Brewer High School; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 8. Mr. Forrest moved to approve the first reading of the proposed FY23 Budget; Mr. Umel seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 9. Mr. Forrest moved to approve the first reading of Policy IK, *Evaluation of Student Achievement*; Ms. Small seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 10. Ms. Small moved to approve the revision of Policy ILA, *Demonstrations of Learning: Exhibitions, Portfolios, and Capstones*; Mr. Damon seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 11. Mr. Umel moved to approve the revision of Policy IKF, *Graduation Requirements*; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, 0 abstained. 2 student representatives in favor.
- 12. Ms. Small moved to approve rescinding Policy ILBA, *Local Assessment System Policy Statement*; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 13. Mr. Umel moved to approve rescinding Policy IKFF, *Multiple Pathways and Personalized Learning Plans*; Ms. Small seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.
- 14. Mr. Umel moved to approve rescinding Policy IF, *Proficiency-Based Education*; Ms. Small

Seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.

15. Mr. Damon moved to approve the rescinding of Policy GDBA to become Regulation GDBA, *Support Staff Compensation Guide*; Mr. Forrest seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.

J. Future Meetings

Monday, May 2, 2022, 6:00 PM, Regular Meeting, Brewer High School Lecture Hall

K. Public Comment

Katie Sproul, resident and parent, commented her concerns with the calendar and cutback early release days.

L. Adjournment

Mr. Boyes, chair thanked people for attending the meeting.

Mr. Damon moved to adjourn at 7:42pm; Mr. Umel seconded - VOTED: 5 in favor, 0 opposed, and 0 abstained. 2 student representatives in favor.

Respectfully submitted,



Gregg Palmer
Secretary

Approved: May 2, 2022

Present: Cheryl Fasse (Vice Chair), Dave Armistead, Pat Gaetani, Earle Hannigan, Kirsten Ismail, Kevin Kelly, Jim Lacadie, Dan LaMontagne, Susan MacKay, Kim Meagher, Paul Messer, Tony Pellegrini, Hans Peterson, Matt Skaves

Also Present: Bill Meier, Jason O'Reilly, Matt Smith

Not Present: Kristin Canders, James Strout, Dan Wellington

CALL TO ORDER

Board Vice Chair Cheryl Fasse called the Zoom meeting to order at 7 a.m.

Motion: To approve the November 16, 2021 minutes as presented.

Lacadie/Ismail

Approved without opposition.

HEAD OF SCHOOL REPORT

Dave welcomed questions on the previously distributed Head of School Report. The school is looking ahead to anticipated pandemic related changes – other states are starting to lift mask mandates in schools and the DOE has been meeting with public school superintendents who are actively meeting and discussing easing restrictions.

Dave remarked on international and local recruiting as being on trend or better than pre-pandemic years. He will be meeting with agents in several new countries as part of his participation in a virtual recruiting fair hosted by ICEF the week of February vacation; he has already had several virtual meetings with an educational company in Africa. Typically, about 73% of accepted international students actually enroll. Regarding recruitment of boarding student within the US, American students seeking a boarding school experience are typically looking for a more traditional boarding school with an all-inclusive campus and exclusive programs. Viewbooks are shared with local professionals like real estate agents and physician recruiters so that families new to the area can factor in the educational opportunities available to their families when considering a move the area. It was suggested to also connect with the Chamber of Commerce to promote the school.

FINANCE

Bill Meier reported on behalf of the Finance Committee and welcomed questions regarding the committee meeting minutes. The Board-approved budget for this year projects a deficit of \$500,000. Three factors have contributed to a likely reduction in this number: (1) both day and boarding enrollment have been a little stronger than was anticipated; (2) the state increased by 4.5% the authorized tuition rate which can be charged for students from towns with school choice, as compared to last year; and (3) expenses are running below budget by about 1% through January. The projected effect is to reduce the annual deficit to between \$200,000 and \$250,000. In other matters, Bangor Savings Bank renewed the school's two lines of credit, extended the revolving loan for the Darling Center for another year, and refinanced the school's primary mortgage, reducing the interest rate to 4.66%, which will save \$13,000 per year in interest expense. The revolving loan is one of two financing instruments for the Darling Center, the other being a commercial loan. The "revolver" is collateralized by pledges receivable, and has a current balance of \$112,000. We expect to liquidate it during this calendar year. In response to a question about the level of spending for student activities and the possible need to increase it in a non-pandemic year, it was indicated that this year's budget already allows for a normal level of activities, although there is still some underspending due to COVID constraints.

BUILDINGS AND GROUNDS

Chair Jim Lacadie welcomed questions on the Building and Grounds minutes. A new point of interest and possible future discussion is that St. John's Episcopal Church may have a building (currently housing offices) available to lease or buy in the future. If and when this materializes, the board will be kept informed.

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, partly due to a couple of substantial gifts. New fundraisers are expected to be rolled out in the coming months and an expanded alumni event is being planned to coincide with the July 25 Annual Golf Tournament. Cheryl reminded the board that 100% participation from the board in the annual fund is an expectation.

ENDOWMENT

Chair Kirsten Ismail spoke to the strength of the school's portfolio, still over \$2 million. The committee is exploring the use exchange traded funds (ETFs). New committee members are being sought; please share recommendations with Dave, Matt, or Kirsten.

NEXT BOARD OF TRUSTEES MEETING

The next board meeting is scheduled for April 26, 2022 at 7 a.m.

ADJOURNMENT

The meeting adjourned at 7:41 a.m.

Respectfully submitted by Kirsten Ismail, Secretary