

## **MINUTES**

### **BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, February 2, 2022**

**School Committee Members present:** Chair Marwa Hassanien, Vice Chair Timothy Surette, Clare Mundell, Ben Sprague, Carin Sychterz, Sue Sorg (via zoom). Sara Luciano 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.

**B.** Adjustments to the Agenda:  
None

**C.** Public Comments:  
None

**D. 1. a.** VOTED 6-0 by roll call vote to approve the 2021-2024 Support Staff Contract

**b.** Director of Business, Jerry Hayman, updated the committee on the Capital Bond plan.

VOTED 6-0 by roll call vote to approve the total cost of the Vine Street Heating System. Total cost including engineering fees and contingency fund is estimated to be \$2,569,000.

**D. 2. a.** 2022-2023 School Committee Meeting draft schedule provided.

**E. 1 .a. 1.** VOTED 5-0 by roll call vote to approve the Minutes of the January 26, 2022 Regular School Committee Meeting.

**b. 1. a.** VOTED 6-0 by roll call vote to approve the January Bids & Quotations Report.

**E. 2. a. 1.** Superintendent Tager recommended first reading of the following revised policies:

1. Revised Policy GBD-5 – Lunch Aide Compensation Guide

VOTED 6-0 by roll call vote to approve the recommendation of first reading.

**F. 1.** Member Sychterz thanked the committee for ratifying the contract.

Member Sorg thanked Member Sychterz for leading the negotiations.

Member Sorg and Member Surette updated the committee on UTC and SPRPCE.

Chair Hassanien stated that the D.E.I is meeting tomorrow, 2/3/2022

Member Sprague remembered Tom Tennett, acknowledging his recent passing.

H. 1. Important dates were reviewed.

J. The meeting adjourned at 7:15 p.m.

Respectfully Submitted,

  
James R. Tager  
Superintendent of Schools

## **MINUTES**

### **BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, February 16, 2022**

The policy workshop began at 6:30pm in the City Hall Council Chambers. Chair Marwa Hassanien, Vice Chair Timothy Surette, Sara Luciano, Clare Mundell, Ben Sprague, Carin Sychterz and Sue Sorg attended.

Principal Ryan Enman shared a presentation of academic performance with the committee

The workshop ended at 6:55p.m., and the Committee recessed until 7p.m.

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

- A. 1. & 2. The meeting was called to order at 7:05 p.m. by Chair Hassanien and the pledge of allegiance followed.
- B. Adjustments to the Agenda:  
None
- C. Public Comments:  
  
Carrie Smith asked for an ultimate decision on masking. She would like to see the use of local power to make a decision.
- D. 1. a. Superintendent Tager recommended that the Bangor School Department should choose not to operate a federal child and adult care food program as Bangor has already established a partnership with the Good Shepherd Food Bank who provides the requirements stated in LD577.  
  
VOTED 7-0 by roll call vote in support of not operating a federal child and adult care food program
- D. 2. a. Assistant Superintendent Kathy Harris-Smedberg provided a summary of the Title Programs
  - b. Director of Pupil Services Christy Babin updated the Committee on Special Education
  - c. Superintendent Tager reported the following reassignment:  
  
Casey Quinn from Special Education Gr 6-8 Teacher at Bangor Regional Program to Special Education Self-Contained Teacher at Downeast School.

- d. Superintendent Tager reported the following resignation:  
  
Rebecca Beaulieu      Special Education Teacher      Downeast School
- E. 1 .a. 1. VOTED 6-0 by roll call vote to approve the Minutes of the February 2, 2022 Regular School Committee Meeting.
- b. 1. a. VOTED 7-0 by roll call vote to approve the second reading of the following revised policy:
  - 1. Revised Policy GDB-5 – Lunch Aide Compensation Guide
- c. Committee Member Tim Surette shared the following donations:  
  
To James F. Doughty School from the DMT Fund in memory of Danielle Thompson, a cash donation, having a total dollar value of \$250.  
  
To Bangor High School from The Perloff Foundation, a Voxelab Aired 3D Printer, having a total dollar value of \$319.  
  
To William S. Cohen School from Beth and Art Kotredes, a cash donation to purchase student water bottles, having a total dollar value of \$200.
- E. 2. a. 1-2 Voted 7-0 by roll call vote to approve the first reading of the following revised policies:
  - 1. Revised Policy ICA – 2022-2023 School Calendar
  - 2. Revised Policy GDB-7 – Support Staff Compensation Guide
- F. 1. Member Sprague commented positively in regard to recent visits of the west side schools with Chair Hassanien and Superintendent Tager  
  
Member Sprague was thankful for today's workshop opportunity  
  
Chair Hassanien was complimentary of the recent tour of schools  
  
Member Sprague, Member Surette, Member Mundell and Member Sychterz asked for an update regarding masking.  
  
Member Mundell and Member Luciano expressed concern for the immune compromised students and employees  
  
Member Mundell shared that the mental health team will be having their first meeting tomorrow  
  
Member Sorg mentioned the United Technology Center awards for "tool ships" included two Bangor High School Students. Cameron Legassie was awarded from plumbing and Brayden Caron from Carpentry/Wood working

Chair Hassanien proudly discussed the Ukraine First Lady guest speaker. She thanked Dr Leach and also commended the moderator, Madison Miller

Member Sychterz gave praise to the students/staff of the play as well as the cheerleaders

H. 1. Important dates were reviewed.

J. The meeting adjourned at 8:10 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "J. Tager", is written above the printed name.

James R. Tager  
Superintendent of Schools

Minutes, Regular Meeting, February 7, 2022

# BREWER SCHOOL COMMITTEE REGULAR MEETING MINUTES

Monday, February 7, 2022

6:00 PM

Brewer High School Lecture Hall

Committee members present: Mr. Boyes - Chair, Mr. Forrest - Vice Chair, - Mr. Damon, Ms. Small, Mr. Umel, Emma Butterfield and Lindsey Baker - Student Representatives

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

B. Pledge of Allegiance

- a. Following the Pledge, Chairperson Boyes asked for a moment of silence for the past Brewer High School teacher and coach John "Tom" Tennett, Sr..

John "Tom" Tennett Sr. passed away on January 28, 2022. Mr. Tennett was employed by the Brewer School Department from August 1, 1975 until September 27, 1985. During his decade spent at Brewer High School Tom was the cooperative education coordinator and a passionate advocate for students attending United Technology Center and engaging in real work, hands-on education that included skills they could carry out the door and use to start their work lives or go on for further training. Dan O'Connell, Brewer's chair of the Trustees and long time Brewer High School teacher and assistant principal recently remembered speaking to numerous students who he would refer to Mr. Tennett in order to keep up their grades and act as good citizens so that they could attend UTC. More often than not, Tom Tennett was able to steer them in the right direction. He also coached Brewer football and basketball at all levels over the years and served as senior class advisor.

The Brewer School Department remembers Tom Tennett and his service to our students and families. We ask for a moment of silence in his memory.

C. Adjustments to Agenda

- a. Superintendent Palmer requested the following adjustment to the agenda:
  - i. Move item L. Public Comment to item K and re letter accordingly to allow public comment to be before the executive session.
 Ms. Small moved to approve the adjustment to the agenda; Mr. Umel seconded -  
VOTED: 5 in favor, 2 student representatives in favor, 0 opposed or abstained.

D. Public Comment

- a. Kim Parlee, parent, commented on masking harms & losses to students; has the School Committee forgotten who they work for? Please make masking optional to give seniors normalcy for the last few months.
- b. Les Spaulding, parent, commented on The Atlantic article on masking and the emotional & psychological damage and provided copies to the school committee. Please take a stand for the kids.

E. Presentation

1. Mr. Casey Leonard, CPA/Partner of Runyon Kersteen Ouellette presented the FY21 Brewer School Department Audit. Mr. Leonard thanked Ms. Gardner and Ms. Caron for their excellent work in preparation for this audit.

## F. Minutes

1. Mr. Umel moved to approve the regular meeting minutes of January 3, 2022 as amended; Mr. Damon seconded - VOTED: 5 in favor. 2 student representatives in favor. 0 opposed or abstained.

## G. Reports

1. United Technologies Center

Mr. Forrest reported the February 3, 2022 meeting. They have entered the budget process, Interim Director Amanda Peterson accepted the position of Director. UTC Students of the Quarter named six Brewer students:

Ashton Readon, Automotive Technology, Eddington  
 Ethan Norwood, Business Management-2, Orrington  
 Caden Hartley, Construction & Fine Woodworking, Holden  
 Keegan Nilsson, Digital Arts & Software Development, Brewer  
 Stephen Cummings, Law Enforcement, Brewer  
 Pablo Garcia, Video & Audio Production, Bradley

2. Southern Penobscot Regional Program for Children with Exceptionalities (SPRPCE)

Mr. Umel reported that there were no SPRPCE meetings.

3. Student Representatives Report

Ms. Butterfield & Ms. Baker reported on a series of BHS events and projects including the following:

- The BHS Student-Athlete Advisory Council (SAAC) volunteering with Unified sports.
- The BHS Art Club working on project facial recognition/history.
- The BHS Ambassadors to help with BHS Step-Up Day on Feb. 17, 2022.
- The BHS Rifle Team competing in weekly competitions season ends this week.
- The BHS GSA is working on positive Valentine's Day messages.
- The BHS Se Beowulf project is continuing, documenting changes and experiences during the pandemic.
- The BHS Math Team has participated in their 4th meet and will compete in meet 5 in early March.
- The BHS NHS & Key Club will be hanging Valentine hearts in each wing.
- The BHS Civil Rights Team will be hanging positive mental health messages.
- The BHS yearbook staff is gathering photos and sport events photos for the 21-22 yearbook.
- The BHS senior prom theme will be Midnight & Gracie
- The BHS Junior prom theme will be Glitter & Gardens
- The BHS winter sports have had some of their senior nights, track & swim compete in the PVC this Saturday.

4. Trustees

Mr. Damon reported that the Trustees discussed, at their January 15, 2022 meeting, that the state Revolving Gant was approved. Also, there is ongoing discussion of the Acadia Trail (AFJROTC) project to create an outdoor aerobic trail on the high school grounds. Other topics included having a pipe burst overnight at BHS during cold weather, understaffing of custodians at BCS, and that N95 masks were made available for all staff. There was a suggestion to consider a shadow day like some students have when considering attending other local schools.

5. Administrative Reports

## a. Superintendent of Schools

- i. Superintendent Palmer reviewed the key recent revisions to the Standard Operation Procedure (SOP) rules for schools operating during the pandemic from the Maine Center for Disease Control (MCDC).
- ii. Superintendent Palmer gave an overview of the district wide meeting held on January 26, 2022 which included how the district is supporting kids by adding an additional 39 hours/week tutor at BHS after February break, and we have hired a new

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Special Education teacher at BCS in order to open up an additional classroom that focuses on social/emotional learning..

Our Social Workers, Guidance Director, and ALPHA program are all doing a great supporting our students.

The BHS NU (remote learning) program has been a great success overall. It has been a true help with some students who would be truant and are instead finding success.

Superintendent Palmer dispelled the unfounded rumors on social media of the idea that students are imitating felines and using litter boxes and asks the community to resist these and other stories that get passed around the internet. Please call the local school if there are questions or concerns.

Committee member Small asked about protocols when students are out on quarantine.

The Superintendent encouraged parents (and students) to stay in touch with the teachers who will keep sending key assignments and provide support. If it's not enough and students continue to struggle then building support teams will meet to come up with additional support plans.

Committee member Umel asked if the District was waiting on the Maine CDC before moving to optional masking and taking other steps toward greater normalcy.

Superintendent Palmer replied that the Brewer School Department is functioning within the rules set out by the MCDC with an eye to keeping as many students at school as possible. Current masking protocols mean the schools do not have to quarantine students as close contacts, meaning hundreds of students can be at school rather than home on 5-day quarantines. Once conditions change such that the MCDC alters their current SOP document then the School Department will also make adjustments.

iii. Reporting on Staff by the Superintendent:

1. Appointment of Jamison Rhoads-Doyle - BHS Tutoring Center Tutor effective 01/31/2022
2. Appointment of Dennis Witham - Ed Tech I at BCS effective 01/31/2022
3. Appointment of Logan Hughes - Ed Tech I at BCS effective 01/31/2022
4. Appointment of Sarah Chasse - Ed Tech I at BCS effective 02/14/2022
5. Appointment of Colt Kwiatkowski - Maintenance I effective 02/02/2022
6. Appointment of Michael Flotten - Long Term Cafe Substitute
7. Appointment of Kathleen Cooney - BCS Dramatics Advisor 21-22 Co-Curricular

iv. Reporting on Staff transfer by the Superintendent

1. Transfer of Kevin Nilsson to ET III from ET I at BCS effective January 31, 2022.
2. Transfer of Kevin Napolillo to NU Remote Learning Specialist from Special Education Teacher

v. Reporting the following Non-Monetary Donations as received:

1. Donation of numerous hand knit hats from the Salvation Army, Attn: Major Thompson to BCS for students in need.

b. Director of Business & Finance

- i. Director Gardner reported the FY22 year-to-date grant reports

c. Principals (oral report for BHS)

i. BHS

1. Principal Slowikowski reported that senior Emma Butterfield has earned the Maine Seal of Biliteracy in French by demonstrating her skills on an approved assessment. Emma will receive a seal affixed to her diploma and an indication of receiving the Seal of Biliteracy on her high school transcript. Congratulations, Emma.

Step Up Day was attended by 160 students from sending districts, homeschool students and was followed by parent night with 80 parents in attendance.



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February 17, 2022 is BCS step up day.

Principal Slowikowski commented that our Ambassadors continue to shine, they are "OUTSTANDING". Parent commented "our students are the best to listen too"

## ii. BCS

1. Principal Kahkonen, Principal Richards & Assistant Principal Pangburn provided an enclosure and reported winter months are always busy ones and listed a few of the highlights.

The Great Kindness Challenge was the last full week of January. Many classrooms participated by reading stories about kindness, writing kind letters, or participating in random acts of kindness around the school.

Winter activities and athletics are underway. After school the building is bustling with activity from the Y program, elementary chorus, drama club, chess, basketball student council and cheering.

War of the Witches - Student council advisors Mr. Burby and Mr. Estes, along with Mr. Brady has put together a series of activities for middle school students. Throughout the 2nd and 3rd trimesters, grade level teams will participate in a variety of activities to accumulate points for an end of year culminating event/activity.

Some of the activities are:

Flag Design Contest

How Well do you know your teachers? Kahoot (middle school wide)

The Witches' Gold Scavenger Hunt

Spirit Days - Decades Day

Free Throw Competition

Winterfest

March Madness Bracket

Penny War + How far can you roll a penny down the hall contest

Final Field Day Competition between winning classes

Block Party for the Middle School in June - back parking lots and field  
Principal Kahkonen, Principal Richards and Assistant Principal Pangburn gave a huge thank you to all middle school teachers and staff for helping to make this happen for students.

## H. New Business

### 1. Resignations:

- a. Resignation of Hawley "Tim" Thornton, Social Studies teacher for the purpose of retirement, effective at the end of the school year 21-22. Mr. Thornton was hired on August 30, 1999. Mr. Forrest moved to accept the resignation with regret, Ms. Small seconded. VOTED - 5 in favor, 0 opposed, 0 abstained, and 2 student representatives in favor.
- b. Resignation of Richard "Rich" Kimbal, Social Studies teacher for the purpose of retirement, effective at the end of the school year 21-22. Mr. Kimball was hired on August 28, 1990. Mr. Damon moved to accept the resignation with regret, Mr. Umel seconded. VOTED - 5 in favor, 0 oppose, 0 abstained, and 2 student representatives in favor.

### 2. Acceptance of the following donations:

- a. \$700.00 from Lori E G Proulx to the BHS Rifle Team in memory of her husband Tim Proulx
- b. \$81.00 from Hannaford Helps School to Brewer High School
- c. \$100.00 from Barbara Carlow to Robotics. (Ms. Carlow is the grandmother to two team members and a big support during competitions)
- d. \$5,969.75 from Brewer Boosters Club for half of the cost of Field Hockey, Girls' & Boys' Soccer

uniforms.

- e. \$500.00 from Mid-South Engineering, Attn: Director of Operations to Robotics. (This continuous donor is the employer of Mr. Bennett.)
- f. \$1,575.00 from Wight's Sporting Goods towards the cost of the athletic website.
- g. \$43.19 from Ohiopyle Prints to BSD from 3rd quarter royalty for merchandise sold at Walgreens
- h. \$721.45 from Pel Industries, Inc. to BSD from merchandise sold at Walmart
- i. \$500.00 from Cianbro to AFJROTC March Madness Calendar fundraiser for purchase of gift cards
- j. \$100.00 from Nate Holyoke Builders to AFJROTC March Madness fundraiser for purchase of gift cards
- k. \$100.00 from Anthony John's Day Spa, Attn: Carrie Meo, to Robotics Littles' lego team
- l. \$100.00 from Epic Communications LLC, Attn: Ed Meo to Robotics Littles' lego team
- m. \$50.00 from an anonymous donor % Jen Jacobs to Robotics Littles' lego team

Mr. Forrest moved to accept the donations as presented, Ms. Small seconded. VOTED - 5 in favor, 0 opposed, 0 abstained, and 2 student representatives in favor.

### 3. Field Trip Approvals:

- a. Robotic Field Trips March 11-13, 2022 Pine Tree District Competition at Thomas College, Waterville, ME and March 31- April 2, 2022 Competition at Pease Air Force Base, Manchester, NH  
Mr. Umel moved to approve, Mr. Damon seconded. VOTED - 5 in favor, 0 opposed, 0 abstained, and 2 student representatives in favor.

### 4. Revision of Policy BEDH, Public Participation at School Committee Meetings

Mr. Forrest moved to approve, Ms. Small seconded. VOTED - 5 in favor, 0 opposed, 0 abstained, and 2 student representatives in favor.

### I. Future Meetings

Monday, March 7, 2022, 6:00 PM, Regular Meeting, Brewer High School Lecture Hall

### J. Public Comment

Les Spaulding, parent, commented on the SOP- Maine CDC ending contract tracing

Gary West, parent, commented unclear on the answer to Mr. Umel. Finds GSA offensive.

If Gov. Mills drops the mask mandate will the school adopt no masking quickly.

Ben Umel, parent, committee member commented rule if one school wears mask another not wearing particular with sports - SOP universal masking goes away

### K. Executive Session

- 1. Mr. Forrest moved to exit the public session at 7:48 PM for the discussion of legal rights and duties of school unit pursuant to M.R.S.A. § 405(6)(E); Mr. Umel seconded:

Mr. Boyes called for ROLL CALL VOTE:

Mr. Umel - Yes

Mr. Damon - Yes

Mr. Boyes - Yes

Mr. Forrest- Yes

Ms. Small - Yes

Chairperson Boyes called for a 5 minute break before entering the session.

Mr. Forrest moved to exit executive session and re-enter public session at 8:26 PM; Mr. Umel seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained.

### L. Action as a Result of Executive Session - None

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M. Adjournment

Mr. Umel moved to adjourn at 8:28 PM; Ms. Small Seconded. VOTED - 5 in favor, 0 opposed, and 0 abstained.

Respectfully submitted,



Gregg Palmer  
Secretary

Approved: March 7, 2022

**Wednesday, January 19, 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, January 19, 2022.

**I. Call to Order**

Vice Board Chair Rob Frank called the meeting to order at 7:03 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 Jillian Sarnacki-Wood.

Absent: Heath Miller

**III. Pledge of Allegiance**

**IV. Approval of Minutes of Regular Meeting of December 15, 2021**

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

**V. Adjustment to Agenda**

IX. Superintendent of Schools

B. Recognitions

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

A. Public Comment

Policy BEDH - Public Participation in Board Meetings was reviewed prior to public comment.

The following individuals addressed the Board of Directors: Sadie Obenauer, Glenburn; Billy Obenauer, Glenburn; Shawn McBreaity, Hampden; Katherine Collins, Winterport; Larry Lockman, Bradley; David Casavant, Hampden; Brooke Miller, Winterport; Jill Dery, Hampden; David, Winterport; Brandon Libby, Hampden and Scott Cuddy, Winterport.

**VII. Board Chair**

A. School Board Governance and Operations Policy Review

Policy DB *Annual Budget* and DBB *Fiscal Year* were distributed to board members for review. Both policies are straightforward and relevant to the processes that are followed for budget planning.

## **VIII. Personnel**

### **A. Resignations**

- Brianne Smith, Grade 6 ELA teacher at Samuel L. Wagner Middle School
- Tracy Meyer, Science teacher at Hampden Academy
- Kai Ksnyiak (retiring), Alternative Education Teacher at Hampden Academy
- Patrick Michaud (retiring), Music teacher at Hampden Academy and Leroy H. Smith School

Ms. Ksnyiak and Mr. Michaud were thanked for their tenure here in RSU 22; it has been a wonderful run and incredible achievements for the students and programing over the years.

### **B. Nominations - Transfers**

## **IX. Superintendent of Schools**

### **A. Reading of the Essential Behaviors and Outcomes Proclamation by Jessica Hamilton.**

### **B. Recognitions - Adjustment to the Agenda**

1. On January 14, 2022 a Cyr Bus was involved in an accident where another vehicle rear ended the bus. When Superintendent Nickels arrived on the scene and spoke to some of the students that had been transferred to another bus, it became clear that there were a couple of students that had stepped up and took the initiative to assist their fellow bus occupants and bus driver. Audrey White, a student at Hampden Academy was recognized for serving as a communication liaison between the Cyr Bus garage and the bus driver as he systematically checked on each student on the bus. She did an outstanding job and showed a great deal of maturity in a time of chaos and uncertainty. Another example was incredible sibling support. Hampden Academy siblings Tyler Eldridge and Erin Rose were both on the bus that day. Erin had some minor injuries as well as medical needs that needed to be communicated. Tyler stepped up not only to attend to his sister immediately but also to relay important medical information to both the bus driver and EMS once on the scene to ensure she received the care she needed. In addition to the students, the bus driver Michael Lowe was recognized for his handling of the situation; staying calm and collected throughout the ordeal and putting the students first. Cyr Bus Co. as well as SRO Sergeant Dan Stewart and numerous area EMS agencies were thanked for their professionalism and assistance.

2. Brittany Layman, School Nurse and Health & Wellness Coordinator was awarded the Recognizing Inspiring School Employees (RISE) Award from the U.S. Department of Education Secretary. The award recognizes and promotes the commitment and excellence exhibited by school employees who provide exemplary service to students in pre-kindergarten through high school. She was recognized for being truly inspirational and a game changer for RSU 22. Her leadership has always been appreciated but in the past 2 years, it has become essential to the survival of RSU 22 as a whole. She has worked tirelessly to keep our schools and district safe during the pandemic.
3. January is Board Recognition Month. Superintendent Nickels expressed the community's deep appreciation to the Board of Directors. Certificates of Recognition were presented to each board member honoring their service and time they dedicate to RSU 22.

#### C. Superintendent's Report

1. COVID Standard Operating Procedure/ETS Updates

A presentation was given regarding the latest CDC/DOE revisions to the standard operating procedures (SOP). Also, the Supreme Court has halted the Emergency Temporary Standard (OSHA) related to mandatory employee vaccination and testing. The revised SOP can be found here:

<https://www.maine.gov/doe/sites/maine.gov.doefiles/2022-01/School%20SOP%2001.11.22%20%282%29.pdf>

2. Building Construction Proposal Updates (RBMS and HA)

Reeds Brook Middle School is under consideration for School Revolving Renovation Funds (SRRF). The project includes renovation to the building exterior envelope which has suffered water infiltration and degradation. The SRRF allocation results are expected on February 1st. If RSU 22 receives an award, our school district would need to go to referendum to accept the funding award which is based on a 69% state share and 31% district share at 0% interest. Awards are capped at \$1M.

RSU 22 received word on Tuesday, January 18, 2022 that the Hampden Academy classroom expansion grant has been approved with the expectation that we take the project to a school construction referendum. The referendum is required because the community will be expected to support the future maintenance of the constructed classrooms. The capacity of Hampden Academy was based on a projected enrollment of 800; the current enrollment is 813. Principal Bill Tracy shared the academic and instructional benefits of the expansion and the intended use of space for JROTC, a Math & Stem Wing, special education expansion with

built in audio amplification, maker space (3-D printing, textiles, graphics, fashion and more), future UTC satellite programming (under discussion) and an E-sports practice and competition space.

It is expected that the Board would discuss and act on the calling for one or both of the building renovation/construction projects contingent on the SRRF award. This would be a new business item on February 9th's Board agenda.

In addition, elementary principals explained how grant funds have been used in the past as well as what is currently being done to meet the needs of all students.

**3. FY 23 Budget Development Dates**

The following budget development dates will be announced to the Board and community:

The meetings will occur on Thursdays at 4:30 p.m. in-person at the Hampden Academy Library.

- 3/3 Budget Background, Preliminary ED 279, State Valuation  
Articles 8,10,11 (Transportation, Debt Service, School Nutrition)
- 3/17 Articles 4, 5 (Other Instruction [athletics/co-curricular], Staff and Student Support)
- 3/31 Articles 6, 9 and 15 (Central Office Administration, Facilities and Adult Education)
- 4/14 Articles 1 and 2 (Regular Education and Special Education Instruction)
- 4/28 Article 7 (School Administration)
- 5/5 Article Revisions and Updates
- 5/11 Final Budget Presentation to Board Time to be determined, Wednesday
- 5/18 Board of Directors Ratification of Budget 7:00 p.m. Wednesday
- 5/31 June Public Budget Forum
- 6/2 District Budget Meeting 7:00 p.m.
- 6/7 Budget Referendum Validation Vote at polling locations

Motion to table items #4 and #5 of the Superintendent's report until the February Board Meeting. Anderson moved, Labonte seconded, unanimous

- 4. School Nutrition Administrative Review
- 5. Enrollment Projection Census

**E. Assistant Superintendent Update**

Board members were asked to assist in recruitment of individuals for the Education Foundation. Four individuals are needed to fill the positions of President, Vice President, Treasurer, and Secretary.

#### **F. Monthly Financial Report**

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

#### **G. Student Board Representative Report**

Jacob Brown and Stephanie Clisham presented the results of their recent Hampden Academy Student Body survey. The survey was open for a two week period and 123 students responded. The survey results were positive and a few areas of improvement were identified.

### **X. Questions of Board Members**

An update was requested regarding bus transportation. The district experienced challenges with having adequate drivers over a span of week or two. It was reported that it can be day to day depending on the number of athletic events in the afternoon. The Link22 will have an advertisement for bus drivers in the next edition.

The status of substitute teachers was requested. It was reported that even before the most recent COVID variant it was difficult to find adequate substitutes. Administrators, faculty and staff have stepped up and been finding creative ways to cover classes. The Link22 will have an advertisement for substitute teachers in the next edition.

Clarification was sought regarding teacher recruitment and retention. A priority of the recent teacher contract negotiations was to provide competitive salaries. Salaries from numerous area school districts were used during negotiations for comparable salaries. An additional question was asked regarding using grant funds to hire additional teachers. The grant funds are a one time payment and after the completion of the grant it would fall on the local budget to sustain those positions. In addition at this time there is a widespread teacher shortage. It can take months to find a highly qualified individual to fill a position.

A question was asked regarding parents/guardians and the public attending at the Education Committee meetings to better understand what is being done to lessen the learning loss that has occurred. The public is welcome to attend any subcommittee meetings.



In response to a question regarding the stress levels and stress management, it was reported that the EA22 union representatives have been meeting with the Administration on a weekly basis and discussing the employee experiences. At this time professional development is being investigated as well as looking at ways the district can support staff.

**XI. Committee Reports**

**A. Finance Committee (Exhibit)**

A report is included in the Board's Google folder

**B. Budget Committee**

**C. Athletic Committee (Exhibit)**

A report is included in the Board's folder

**D. Building Committee (Exhibit)**

A report is included in the Board's Google folder

**E. Negotiations Committee**

**F. Education Committee (Exhibit)**

A report is included in the Board's folder

**G. Policy Committee (Exhibit)**

A report is included in the Board's Google folder

**H. United Technologies Center Board**

**I. Behavioral Review Committee**

**J. Dropout Prevention Committee**

**K. SPRPCE Board**

**L. Community Relations Committee (Exhibit)**

A report is included in the Board's Google folder

**M. Equity in Education Committee (Exhibit)**

A report is included in the Board's Google folder

**N. Strategic Planning Ad-Hoc Committee**

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

- A.** Discuss and act on the second reading Policy KDB - Public's Right to Know - Freedom of Access. Upon recommendation of the Policy Committee, Anderson moved, Holmes seconded. Discussion occurred. Labonte motioned to amend the motion to include specific verbiage "shall", Hamilton seconded. Discussion occurred.

9:28 Motion to extend the meeting 30 minutes. French moved, Holmes seconded, unanimous

Motion to amend was rescinded, seconded was rescinded. The Board voted on the original motion to approve. The motion failed. Policy KDB - Public's Right to Know - Freedom of Access will go back to the policy committee for further review.

- B. Discuss and act on the second reading Policy JKD - Suspension of Students  
Upon recommendation of the Policy Committee, Anderson moved,  
Holmes seconded, and the Board voted unanimously to approve the first reading of Policy JKD - Suspension of Students
- C. Discuss and act on the first reading Policy JIC - Student Code of Conduct  
Upon recommendation of the Policy Committee, Anderson moved,  
Holmes seconded, and the Board voted unanimously to approve the first reading of Policy JIC - Student Code of Conduct
- D. Discuss and act on the first reading Policy JK - Student Discipline  
Upon recommendation of the Policy Committee, Anderson moved,  
Holmes seconded, and the Board voted unanimously to approve the first reading of Policy JK - Student Discipline
- E. Discuss and act on the first reading Policy JKE - Expulsion of Students  
Upon recommendation of the Policy Committee, Anderson moved,  
Holmes seconded, and the Board voted unanimously to approve the first reading of Policy JKE - Expulsion of Students

### **XIII. Old Business**

### **XIV. New Business**

- A. To discuss and act on calling a school closure referendum election in the Town of Newburgh on Tuesday February 22, 2022.

State approval of financial documents related to the closure of Newburgh Elementary School have been received. The next step in the process is for the school board to call for the referendum election to occur in the Town of Newburgh. A formal motion for consideration will be provided by legal for our Board meeting.

Referendum Question:

Do you favor authorizing the School Board of Regional School Unit No. 22 to close the Newburgh Elementary School?

The additional cost of keeping the school open has been estimated by the School Board of Regional School Unit No. 22 to be \$0.00.

A public hearing will be held at Newburgh Elementary School on Tuesday February 8th at 6:00 p.m.

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

**XV. Enter into Executive Session for the purpose of discussing per 1 M.R.S.A. 405 (6)(A). Superintendent Evaluation**

Holmes moved, French seconded, and the Board voted unanimously to enter into Executive Session at 9:50 pm.

Discussion occurred.

10:00 Motion to extend the meeting 30 minutes. French moved, Holmes seconded, unanimous

Board exited Executive Session at: 10:30 pm.

**XVI. Communication and Correspondence**

A. Set Meeting Dates

**XVII. 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.

**XVIII. Adjourn**

Motion to adjourn, Hamilton moved, Holmesb seconded, unanimous. Adjourned at 10:30 p.m.

Respectfully submitted,

Regan Nickels  
Superintendent

**Wednesday, February 9, 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, February 9, 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, Jayne Dyer, Rob Frank, Lester French, Allan Gordon, John Holmes, Kenyon Humphrey, Tania Jean-Jacques, Colleen Jolley, Chris Labonte, Heath Miller and Jillian Sarnacki-Wood.

Absent: Stephanie Clisham

**III. Pledge of Allegiance**

**IV. Approval of Minutes of Regular Meeting of January 19, 2022**

Holmes moved, French seconded, and the Board voted to approve.

Abstained: Heath Miller

**V. Adjustment to Agenda**

**VIII. Personnel**

**B. Nominations - Transfers (exhibits)**

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

**B. Discuss and act on the second reading Policy JIC - Student Code of Conduct**

**C. Discuss and act on the second reading Policy JK - Student Discipline**

**D. Discuss and act on the second reading Policy JKE - Expulsion of Students**

**XIV. New Business**

**E. Discuss and act on delay of informal to formal Athletic Activity  
(Lacrosse) per Policy JJR**

**VI. 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: Beth Kilgore, RSU 22 Employee; Leah Kresge, Winterport; Katherine Collins, Winterport; Miriam Wilkerson, Newburgh; Amy Curtis, Newburgh; MaryAnne Royal, Winterport, David Casavant, Hampden; Beth Tilton, Hampden; Samantha Foster, Hampden, Cole and Viviane Rasmussen, Winterport; Brooke Miller, Winterport; Scott Cuddy, Winterport; Dana Jo Smith, Hampden.

**VII. Board Chair**

**A. School Board Governance and Operations Policy Review**

**VIII. Personnel**

**A. Resignations**

Ian Hall, 5th grade teacher at Samuel L. Wagner Middle School

**B. Nominations - Transfers**

The following slate of spring coaches for the 2021-22 school year was announced.

**Hampden Academy**

Baseball	Head Coach	Jonathan Perry
	JV	Tim Throckmorton
Softball	Head Coach	Matt Madore
	JV	Marianne Hunsinger
Outdoor	Head Coach	Jason Kash
Track	Assistant	Open
	Assistant	Brittany Layman
	Assistant	Dean El-Hajj
Tennis	Boys Head Coach	Tyler Ross
	Girls Head Coach	Rich Nutter
	JV	Logan Huston

**Reeds Brook Middle School**

Baseball	A Team Coach	Michael Lawrence
Track Assistant Coach		Brandi Chase
Track Head Coach		Samantha Gardner

**Samuel L. Wagner Middle School**

Baseball Coach	Cody Veilleux
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French moved, Holmes seconded, and the Board voted unanimously to approve.

**IX. Superintendent of Schools**

**A. Reading of the Essential Behaviors and Outcomes Proclamation**

**B. Superintendent Report**

**1. Recognition of National Board of Professional Teaching Standards Certifications**

Two RSU 22 teachers, Jodi Bisson Grade 2 teacher at McGraw School and Stacy Labree Grade 6 Math and ELA teacher at Reeds Brook Middle School, were recognized for their achievement of receiving National Board Teaching Certification (NBCT).

**2. COVID Standard Operating Procedure Updates**

The health team gave an update on our district's current status and pathway forward. The district data demonstrates all schools are still in the red category except Newburgh PreK which is green. Universal masking, the 7 day isolation period for positive cases and 5 day quarantine for household exposures will continue as the efforts are pointing the district in the right direction. Data is trending very positively and our school sites are performing well below county transmission rates.

**3. School District FY 21 Audit**

The RSU 22 FY 21 audit has been finalized and submitted to the Department of Education. The Finance Committee has received the report and has had an overview with the auditor. The district continues with a strong financial position and satisfactory audit outcomes. The results were noted as an improvement of processes over the prior year. One finding was noted related to the criteria of Internal Controls: we should have made our capital reserve dedication and special revenue transfers earlier in the fiscal year. We will be working on that timeline for FY 22.

**4. Enrollment Projection Census**

A 10 year enrollment projection census was ordered back in February 2020 right before our COVID closure. The project was tabled during the COVID year and resurrected this summer. Findings were presented from the project's progress thus far. Construction data from each town is the last element to be collected and applied to the data. The enrollment projections will help the district plan for classroom staffing and building needs.

5. School Nutrition Administrative Review

The School Nutrition Administrative Review was presented. Food Service Director, Kathy Kittridge did an outstanding job with the requirements expected of the department. The review had no findings.

C. Assistant Superintendent Update

WinterKids program was discussed. Smith School has been awarded a \$500.00 scholarship for one of their students' photos. Smith School was also celebrated by the MPA as one of Maine's Positive Stories of the Day. National School Counselors Week is held in February. RSU 22 school counselors do an excellent job meeting students' needs and were thanked for their hard work.

D. Monthly Financial Report

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

E. Student Board Representative Report

Student representative to the board shared that students are enjoying the recent snow days. It was reported that Hampden Academy Student Council is working with a student group on the dress code policy. Winter sports are wrapping up soon. It is an exciting time for students.

X. Questions of Board Members

Board members Barnes, Holmes and Labonte need to be added to the January Policy Committee minutes.

Discussion occurred after review of the Building Committee minutes regarding a letter that was sent to the DOT. Clarification requested; the town is no longer able to program the light. It is being requested to add a right hand turning lane as well as remove the speed bumps at the exit.

Discussion and clarification sought regarding free milk and the availability of that for students who bring their own lunch. It was shared that in order to qualify a meal as free a number of items are required to be taken.

A question was raised regarding social workers in the district and the caseloads being full. The district continues to evaluate this situation and is also looking the future needs for social and emotional support of students.

**XI. Committee Reports**

**A. Finance Committee (Exhibit)**

A report is included in the Board's folder

**B. Budget Committee**

**C. Athletic Committee (Exhibit)**

A report is included in the Board's folder

**D. Building Committee (Exhibit)**

A report is included in the Board's folder

**E. Negotiations Committee**

**F. Education Committee (Exhibit)**

A report is included in the Board's folder

**G. Policy Committee (Exhibit)**

A report is included in the Board's folder

**H. United Technologies Center Board**

**I. Behavioral Review Committee**

**J. Dropout Prevention Committee**

**K. SPRPCE Board**

**L. Community Relations Committee**

**M. Equity in Education Committee**

**N. Strategic Planning Ad-Hoc Committee**

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

**A. Discuss and act on the second reading Policy KDB Public's Right to Know-Freedom of Access. Upon recommendation of the Policy Committee, Anderson moved, Holmes seconded, and the Board voted unanimously to approve.**

**B. Discuss and act on the second reading Policy JIC - Student Code of Conduct. Upon recommendation of the Policy Committee, Anderson moved, Holmes seconded, and the Board voted unanimously to approve.**

**C. Discuss and act on the second reading Policy JK - Student Discipline. Upon recommendation of the Policy Committee, Anderson moved, Holmes seconded, and the Board voted unanimously to approve.**



- D. Discuss and act on the second reading Policy JKE - Expulsion of Students. Upon recommendation of the Policy Committee, Anderson moved, Holmes seconded, and the Board voted unanimously to approve.

XIII. Old Business

XIV. New Business

- A. To discuss and act on calling a school construction referendum election for Hampden Academy expansion.

The need for instructional and programming space at Hampden Academy is clear. American Rescue Plan (ARP) grant money is proposed to fund this construction as well as programming for JROTC and maker space for art, 3-D printing, technical arts and more.

**Referendum to read: Do you favor authorizing the School Board of Regional School Unit No. 22 (the "RSU") to design, construct, and equip an expansion of the Hampden Academy third floor, which will include 8 new classrooms and new restrooms (the "Project"), with a Project cost of \$1,992.034.87, which is expected to be 100% funded by federal Elementary and Secondary School Emergency Relief (ESSER) grant funds?**

- B. To discuss and act on calling a school renovation referendum using School Revolving Renovation Funds for Reeds Brook Middle School.

Reeds Brook Middle School's building envelope has been evaluated for deficiencies. Moisture infiltration is a primary concern and the deficiency has resulted from poor construction, poor construction oversight and issues with architectural drawing detail. RBMS Masonry Assessment has been posted for more detailed information.

Due to this assessment, RSU 22 applied for an SRRF award. The district's SRRF application included four "tiers" of project remedy. The actual award did not specify an alignment with any of the tiers in particular. Therefore, our Building Committee met and would like to proceed with a phased in extensive repair approach. The rationale is: "Do it right the first time." The architect would complete a schematic design related to phasing in repairs by building segments. Repair would proceed one phase at a time over a span of years. Using this current SRRF award, we would focus on completing the schematic design and Phase 1 to

include at least one of the building "bump outs" that is most heavily impacted by the weather and moisture issues.

**Referendum to read:** Do you favor authorizing the School Board of Regional School Unit No. 22 (the "RSU") to issue bonds and other evidences of indebtedness in the name of the RSU in an amount not to exceed \$886,080 through the State of Maine's zero interest rate/loan forgiveness School Revolving Renovation Fund (SRRF) Program for building envelope renovations and improvements, including exterior masonry work, at Reeds Brook Middle School (the "Project")?

SRRF Program Funding. The Project costs (up to \$886,080) have been approved for funding through Maine's SRRF Program. Of this amount, the RSU will receive 70% (up to \$620,256) that will be forgiven, and 30% (up to \$265,824) that the RSU will repay at zero interest (0%) over a term of five years.

Miller moved that the board notice of election of the RSU 22 presented to the meeting be approved and the referendum election for RSU 22 be called for April 5, 2022 for the purpose of approving school construction projects and approving missing of a bond or notes for minor capital project purposes as described therein. Miller moved, Holmes seconded, and the Board voted to approve.  
Abstained: Frank

Miller moved that the notice of public hearing presented to the meeting be approved and the public hearing on the school construction project and issuance of bond notes for minor capital project purposes be held on March 9, 2022 at 7:00 pm as provided therein.

Miller moved, Holmes seconded, and the Board voted to approve.  
Abstained: Frank

French motioned to reconsider the motion, Holmes seconded and the board voted unanimously to approve.

Miller moved that the notice of public hearing presented to the meeting be approved and the public hearing on the school construction project and issuance of bond notes for minor capital project purposes be held on March 9, 2022 at 6:00 pm as provided therein.

Miller moved, Holmes seconded, and the Board voted to approve.  
Abstained: Frank

- C. To discuss and act on the first reading of the 2022-2023 school calendar.  
The first draft of next year's school calendar will be brought before the Board.  
Starting school in August allows RSU 22 to ramp up with two short weeks and then start the routine five day weeks. This phase-in approach has worked well for teachers and students over the years.

In an attempt to address interests in Labor Day family time, we have calendared for a four day Labor Day weekend this year instead of a 3 day weekend.

Also, starting school the week of August 29th aligns with UTC for which we are required by state statute to be within five days of calendar difference over the year.

French moved, Dyer seconded, and the Board voted to approve.  
Opposed: Hamilton

- D. To discuss and act on the establishment of Smith School Garden Club Formal Activity  
Smith School has sponsored a Garden Club for several years. The Stipend Review Team now recommends formalizing the club with a paid mentor/supervisor at 6 ERPS.

Gordon moved, Holmes seconded, and the Board voted to approve.

- E. Discuss and act on delay of informal to formal Athletic Activity (Lacrosse) per Policy JJR

Motion to delay until June 2022. Dyer moved, French seconded, and the Board voted to approve.

XV. Communication and Correspondence

A. Set Meeting Dates

Community Relations Committee - March 1, 2022 at 6:00

Policy Committee - March 1, 2022 at 5:00

**XVI. Executive Session**

**XVII. 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.**

**XVIII. Adjourn**

**Motion to adjourn, Gordon moved, Jolley seconded, unanimous. Adjourned at 9:16 p.m.**

**Respectfully submitted,**

**Regan Nickels  
Superintendent**