

## **MINUTES**

### **BANGOR SCHOOL COMMITTEE REGULAR MEETING via ZOOM 7:00 p.m., Wednesday, October 27, 2021**

School Committee members present: Chair Carin Sychterz, Vice Chair Marwa Hassanien, Warren Caruso, Clare Mundell, Susan Sorg, and Timothy Surrette.

- A. 1 & 2. The meeting was called to order at 7:00 p.m. by Chair Sychterz, and the Pledge of Allegiance followed.
- A. 3. The Bangor School Department and the Bangor School Committee recognized with gratitude Committee Member Warren Caruso for his 12 year (2018-2021) and (2008-2017) of loyal and faithful service as a member of the Bangor School Committee and 5 years (2019-2020) and (2013-2017) as the Bangor School Committee Chair.
- C. Landen Michaud, of Bangor, shared the Gender Support Plan.
- D. 1. a. Superintendent Tager recommended the required annual approval of the Comprehensive Emergency Management Plan.
- By roll call VOTE 6-0 to approve the Comprehensive Emergency Management Plan as presented.
2. a. Licensed Psychologist Dr. Tim Rogers provided a presentation on student behaviors.
- b. Mentor Coordinator Julie Kimball shared an update on the new Mentor Program.
- c. Superintendent Tager updated the Committee on the October 1, 2021 count.
- d. Bangor High School Principal Paul Butler updated the Committee on the dress code.
- e. Superintendent Tager reported the following resignation(s):
- |                |                 |                 |
|----------------|-----------------|-----------------|
| Ashley Enright | Grade 2 Teacher | Downeast School |
|----------------|-----------------|-----------------|
- E. 1. a. 1-2. VOTED 5-0 by roll call vote to approve the Minutes of the October 14, 2021 Regular School Committee Meeting. Abstained: Member Caruso.
- b. 1. Superintendent Tager recommended Committee approval of the following Extra-Duty Assignments for school year 2021-2022:
- |               |                          |                         |
|---------------|--------------------------|-------------------------|
| Katie Herbine | Coach A Girls Basketball | William S. Cohen School |
|---------------|--------------------------|-------------------------|
- By roll call vote, VOTED 6-0 to approve the nominations as presented.

- c. 1-7. Superintendent Tager recommended approval of second reading of the new and revised following policies:

Revised Policy BCB – Committee Member Conflict of Interest  
New Policy GBGB – Workplace Bullying  
Revised Policy IGBAB –Child Find for Special Education and for Related Aids and Services.  
New Policy KDA – Public Information Program  
Revised Policy KDB – Public's Right to Know/Freedom of Access  
Revised Policy JHCD – Administering Medications to Students in School  
Revised Policy JGF – Use of Physical Restraint and Seclusion

By roll call vote, VOTED 6-0 to approve the revised and new policies as presented.

- d. Committee Member Marwa Hassanien shared the following donation(s):

To Vine Street School from Maine-iac Nutrition, 45 Nutritional Teas for Faculty and Staff, having a total dollar value of 270.

By roll call vote, VOTED 6-0 to approve the donation with great appreciation.

- F. 1. a. Member Marwa Hassanien provided an update on the MSBA Legislative Meeting.

Member Tim Surette spoke about student representative for School Committee. They are working with Principal Butler and Dr. Leach.

Member Carin Sychterz requested an update on the initiative to increase tuition students at the November meeting.

Member Clare Mundell asked for a presentation on COVID expenditures in November.

- H. 1. Chair Sychterz reviewed the important dates.

- J. Meeting adjourned at 8:30 p.m.

Respectfully submitted,



James Tager  
Superintendent of Schools

**Bangor School Committee  
Organizational Meeting  
11:00, a.m., Monday, November 8, 2021  
City Hall Council Chambers**

School Committee members present: Carin Sychterz, Marwa Hassanien, Clare Mundell, Sue Sorg, Timothy Surrette, Sara Luciano, and Ben Sprague

The meeting was called to order at 11:00 a.m. followed by the Flag Salute.

- A. Lisa Goodwin, Bangor City Clerk, administered the Oath of Office, swearing in new School Committee Members Ben Sprague and Sarah Luciano.
- B.
  - 1. Marwa Hassanien was nominated School Committee Chair. By show of hands, VOTED 7-0 to elect Marwa Hassanien as the School Committee Chair.
  - 2. Timothy Surrette was nominated for School Committee Vice-Chair. By show of hands, VOTED 7-0 to elect Timothy Surrette as the School Committee Vice-Chair.
- C. Chair Hassanien read the Code of Ethics all School Committee Members are to follow.
- D.
  - 1. By show of hands, VOTED 7-0 to appoint Building Principals as Attendance Officers.
  - 2. By show of hands, VOTED 7-0 to appoint Brian Bannen as the Affirmative Action Officer.
  - 3. By show of hands, VOTED 7-0 to appoint Lynn Silk as the Title IX Coordinator.
  - 4. By show of hands VOTED 7-0 to appoint Brian Bannen as the Wellness Committee Chair.
- D. 5. a. By a show of hands, VOTED 7-0 to appoint Susan Sorg, Sara Luciano and Ben Sprague as representatives for the United Technology Center.  
  
By a show of hands, VOTED 7-0 to appoint Timothy Surrette and Clare Mundell (alternate) as representatives for Southern Penobscot Regional Program for Children with Exceptionalities.  
  
By a show of hands, VOTED 7-0 to appoint Carin Sychterz, Sue Sorg (not for Educational Technicians) and Clare Mundell (Educational Technicians) as representatives for Negotiations.

By a show of hands, VOTED 7-0 to appoint Sara Luciano and Ben Sprague (alternate) as representatives for Dropout Prevention Committee.

By a show of hands, VOTED 7-0 to appoint Marwa Hassanien and Clare Mundell as representatives for Diversity, Equity and Inclusion Committee.

By a show of hands, VOTED 7-0 to appoint Carin Sychterz as a representative for Scholarship Committee.

By a show of hands, VOTED 7-0 to appoint Clare Mundell, Sue Sorg and Sara Luciano as representatives for Suicide/Wellness Committee.

8. All School Committee Members were directed to read the Finance Committee Rotation list.
9. By show of hands, VOTED 7-0 to select Dr. Kristen Martin the Bangor School Department Physician with an annual stipend of Two thousand, Two Hundred, and Ten Dollars (\$2,210.00). Dr. Martin will provide consulting services on a referral basis.
10. By show of hands, VOTED 7-0 to continue legal services of Brann and Isaacson, with Daniel Stockford serving as General Legal Counsel and Chief Negotiator for the Bangor School Department.

Meeting adjourned at 11:18 a.m.

Respectfully submitted,



James Tager  
Superintendent of Schools

**Wednesday, October 20, 2021**  
**Board of Directors Meeting – 7:00 p.m.**  
**Hampden Academy, Library – Regular Meeting**

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, October 20, 2021.

**I. Call of the Roll**

Board Chair Heath Miller called the meeting to order at 7:03 p.m.

Board Members present were: Faye Anderson, James Baines, Jacob Brown, Stephanie Clisham, Jayne Dyer, Rob Frank, Lester French, Allan Gordon, John Holmes, Kenyon Humphrey, Tania Jean-Jacques, Chris Labonte, Anthony Liberatore, DMD, Heath Miller, and Jillian Sarnacki-Wood.

Absent: Jessica Hamilton

**II. Approval of Minutes of Regular Meeting of September 15, 2021.**

Holmes moved, Frank seconded, and the Board voted favorably to approve the Minutes of Regular Meeting of September 15, 2021.

**III. Adjustment to Agenda**

**IV. Persons Desiring to Address the Board**

The following individuals addressed the Board of Directors:

Daniel Acosta, Winterport, Shawn McBreaity, Hampden, Delaney Wilkes, Hampden, Lawrence Lockman, Bradley, Amy Barrett, Hampden and Dana Jo Smith, Hampden.

**V. Board Chair**

**A. School Board Governance and Operations Policy Review (Exhibit)**

Policy BEC/KDB - Executive Sessions was reviewed. This policy outlines the  $\frac{3}{5}$  majority required to enter executive session and outlines the precise business that is authorized to be conducted.

Board member James Baines was thanked for his service to the Board of Directors for the past three years.

**VI. Personnel**

**A. Resignations**

B. Nominations - Transfers

Superintendent Nickels announced the following transfer:

Dorothy Dawson-Hall, GT Teaching Director from George B. Weatherbee School.

Upon recommendation of Superintendent Nickels, Liberatore moved, Holmes seconded, unanimous

Ian Hall, Head Coach Cross Country, Wagner Middle School

Upon recommendation of Superintendent Nickels, Baines moved, French seconded, unanimous  
Luis Martinez, Boys Basketball A-Team, Reeds Brook Middle School

**VII. Superintendent of Schools**

A. Reading of the Essential Behaviors and Outcomes Proclamation

Read by Allan Gordon

B. Superintendent Report

1. Maine Teacher of the Year presentation (Exhibit)

Superintendent Nickels recognized Mrs. Kelsey Stoyanova, Grade 8 English Language Arts Teacher at RBMS, who was named Maine's 2022 Teacher of the Year. This statewide award recognizes **"a commitment to excellence and nurturing the achievement of all students; and exemplary skills that are recognized by students, colleagues, parents, and all other members of your school's community."** RSU 22 is indeed honored to have been home to two of this year's finalists. Hillary Hoyt, 3rd grade teacher from Leroy Smith School joined Kelsey and presented a slideshow of their journey and ultimate superior recognition. Kelsey will be honored Saturday October 23rd in a Tailgate Gala and again in Washington DC with other state Teacher of the Year candidates.

2. RSU 22 Athletics presentation

Athletic Director Fred Lower presented information on the successful return to fall athletics in RSU 22. He also shared information about his new role in working with middle school programming to bring about a more unified and encouraging athletic pipeline program to our future Hampden Academy student athletes.

3. OSHA Temporary Standard/School Immunization Requirements (Exhibit)

At this time, RSU 22 is still awaiting an update on the OSHA interpretation for school staff vaccination/pooled testing requirements.

#### 4. 2020 Census Analysis (Exhibit)

With the release of the aggregated 2020 census data, a legal analysis has been completed related to apportionment of Board of Director votes by town. The town population percentages as part of the RSU have remained relatively stable.

The Education Commissioner would ultimately make the determination whether reapportionment is necessary due to the apportionment not complying with one-person/one-vote principles, which are defined by common law (not statute). However, this review does not get to the Commissioner's desk unless there is first a request by:

- The school board; or
- Petition of 10% of the RSU voters who voted in the last gubernatorial election.

Based on the legal analysis, it is unlikely that the Commissioner would find that reapportionment was necessary based on the numbers.

If the board were reapportioned, the change in total votes/town would likely be as follows:

	2010 Census	2020 Census
Frankfort town	82	86
Hampden town	530	537
Newburgh town	113	111
Winterport town	274	266
	999	1000

#### 5. Future Newburgh School Closure Referendum (Exhibit)

Information was presented regarding the current lease agreement between RSU #22 and the Town of Newburgh and the town's option to purchase the Newburgh School on or after January 16, 2022. More information will be provided at the November Board of Directors meeting.

#### 6. Virtual MSMA Fall Conference October 28 - 29, 2021

October 28-29, 2021. The workshop will be held virtually. It was shared that the sessions can also be asynchronous and you could attend at any time. Sessions are kept open for one week to view. To register, email [bmoore@rsu22.us](mailto:bmoore@rsu22.us).

#### **7. Strategic Plan December Workshop**

As with the past strategic plan workshop in August, a Doodle Poll will be sent out so that board members' schedules can be accommodated. The date range would be between December 1st-9th ahead of the December 15th Board meeting. An action item will be brought to the December board meeting to seek approval on the RSU 22 Strategic Plan to be initiated in 2022 forward.

#### **C. Monthly Financial Report**

#### **D. Student Board Representative Report**

The student members met this past month with Superintendent Nickels. They discussed a student survey after the end of Quarter 1.

#### **VIII. Questions of Board Members**

A question was asked regarding a neighboring school district and news reports that the district had masks optional and had to close K-12 schools due to a Covid outbreak. The reported information was confirmed.

#### **IX. 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 Google folder

Clarification was requested regarding the additional gray or silver as a third color as stated in the committee minutes. It was clarified that the additional color would be for warm ups etc. as it is becoming increasingly difficult to purchase just purple and white. Uniforms will remain purple and white.

##### **D. Building Committee (Exhibit)**

A report is included in the Board's Google folder

It was reported that RSU 22 has not heard back from the Public Utilities Commission regarding a request for a waiver for the unbilled hydrant bills. A response is anticipated by the end of the month.

##### **E. Negotiations Committee**

##### **F. Education Committee (Exhibit)**

A report is included in the Board's Google folder



Clarification was sought regarding the classroom curriculum books. It was reported that the course syllabus will include the names of the text to be used in each course.

G. Policy Committee (Exhibit)

A report is included in the Board's Google folder

H. United Technologies Center Board

It was reported that RSU22 can request support from UTC for special projects.

I. Behavioral Review Committee

J. Dropout Prevention Committee

K. SPRPCE Board (Exhibit)

A report is included in the Board's Google folder

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

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

A. Discuss and act on the first reading DJ-Bidding/Purchasing Requirements to second reading. Baines made a motion to raise the threshold incrementally. No second. The motion dies. Holmes moved, Gordon seconded and the Board voted favorably to approve.

Opposed: Baines

Abstain: Frank and Labonte

B. Discuss and act on the first reading GBGB-Workplace Bullying to second read. Holmes moved, Liberatore seconded and the Board voted favorably to approve.

Opposed:

Abstain: Baines

C. Discuss and act on the second reading BED-Board Meeting Procedures. Holmes moved, French seconded and the board voted for approval and adoption.

Opposed:

Abstain: Baines

- D. Discuss and act on the second reading KHC-Distribution/Posting of Promotional/Commercial Material. Holmes moved, French seconded and the board voted for approval and adoption.

Opposed:

Abstain: Baines

#### **XI. Old Business**

- A. Discuss updated MSBA Proposed Resolutions

Updated MSBA resolutions were included in the BOD packets.

#### **XII. New Business**

- A. Discuss and act on Hampden Academy classroom renovation bid result for third floor classrooms (Exhibit)

Per Bidding and Purchasing Requirements Policy DJ section III. F; it is necessary for the board to vote on the award of contract to the lowest bidder; Nickerson and O'Day for \$1,644,343, with an alternate bid \$17,570. The vote is recommended to be contingent on federal America Recovery Program ESSER III grant funding. The grant approval process is currently underway at the Department of Education level. Liberatore moved, Holmes seconded and the Board voted favorably to approve

Opposed:

Abstain: Baines and Frank

- B. Discuss and act on overnight field trip requests and extension (Exhibit)

Each year overnight field trip approvals are sought in October. Due to the continued presence of COVID, and the challenges of surge issues in different parts of the country, approval was sought to extend the approval process to later in the school year and to have the board discuss their interests in criteria for approving out of state or out of country travel. Motion to move approval to the November meeting. French moved, Holmes seconded and the Board voted favorably to approve

Opposed:

Abstain: Baines and Liberatore

#### **XIII. Communication and Correspondence**

- A. Set Meeting Dates

The Communications Committee will still offer a Google Meet for the community. Members will attend in person.

**XIV. Executive Session**

**XV. 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.

**XVI. Adjourn**

Motion to adjourn, Liberatore moved, Holmes seconded, unanimous. Adjourned at 8:48 p.m.

Respectfully submitted,

Regan Nickels  
Superintendent