

## MINUTES

### BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, September 22, 2021

Members present: Vice Chair, Marwa Hassanien, Sue Sorg, Warren Caruso, Clare Mundell, and Tim Surrette. Absent: Chair, Carin Sychterz

A. 1 & 2. Vice Chair Hassanien called the meeting to order at 7:00 p.m., and the Pledge of Allegiance followed.

C. Joe Perry of Fern Street provided books on legislature. He shared it was difficult to apply for a job. There are 25 Educational Technician vacancies. He expressed that wages are too low.

D. 2. a. Assistant Superintendent Kathy Harris-Smedberg provided an update to the Committee on the Reading Recovery Program.

b. Superintendent Tager provided an update on Commissioner Makin's Education Workforce Regarding OSHA Rules and Vaccination.

c. Superintendent Tager reported the following resignation:

Adam Kaspala	Boys B Soccer Coach	William S. Cohen School
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E. 1. a. 1. VOTED 3-0 to approve the Minutes of the September 9, 2021 Regular School Committee Meeting. Approved: Members Marwa Hassanien, Clare Mundell and Tim Surrette. Abstained: Members Sue Sorg, and Warren Caruso. Absent: Chair Carin Sychterz.

b. 1. Superintendent Tager recommended approval of the July 2021 Financial Report.

VOTED 5-0 to approve the financial report as presented.

c. 1. a. Superintendent Tager recommended committee approval of the following Extra-Duty Assignment(s) for school year 20-21:

Adam Kaspala	Boys A Soccer Coach	William S. Cohen School
Daniel Magas	Girls B Soccer Coach	William S. Cohen School
Adam Leach	(.75) Guidance Dept Head	Bangor High School
Sharon Pelletier-Ayer	(.25) Guidance Dept Head	Bangor High School
Jamie Jarvis	Senior Class Advisor	Bangor High School
Emilie Throckmorton	Sophomore Class Advisor	Bangor High School
Eva Wagner	Sophomore Class Advisor	Bangor High School
Jonathan Dearing	Chess Club Advisor	Bangor High School

VOTED 5-0 to approve the nominations as presented.

- d. Superintendent Tager recommended the approval of the second reading of New Policy BBAB – Student Liaison of the School Committee.

VOTED 5-0 to approve the policy as presented.

- e. Committee Member Susan Sorg shared the following donation:

To Fruit Street School from Fruit Street PTO, a cash donation to support students, having a total dollar value of \$2,025.

To Mary Snow School from Girl Scout Troop #850, a cash donation for school supplies, having a total dollar value of \$625

To Bangor High School from the Bangor Elks Lodge, snacks and water bottles for students, having a total dollar value of \$250.

To Vine Street School from the Bangor Public Library Staff, backpacks and school supplies for students, having a total dollar value of \$300.

To Vine Street School from the Charleston Church, 14 winter coats, having a total dollar value of \$300.

To Downeast School from Project Linus, mittens, hats and scarves, having a total dollar value of \$390.

To Mary Snow School from the Charleston Church, backpacks and school supplies for students, having a total dollar value of \$200.

VOTED 5-0 to receive the donations with great appreciation.

- E. 2. a. 1. Superintendent Tager recommended first reading of revised Policy GBD 7 Support Staff Compensation.

VOTED 5-0 to receive the first reading as presented.

- F. 1. Member Marwa Hassanien asked for an update on pool testing.

- F. 2. Superintendent Tager updated the Committee on Suicide Prevention. Christy Babin will lead the committee.

Member Sue Sorg updated the Committee on UTC.

Member Marwa Hassanien provided an update on the Diversity, Equity and Inclusion.

- H. 1. Vice Chair Marwa reviewed the important dates.
- I. Member Clare Mundell asked for an update on stakeholders for federal COVID dollars. Jerry Hayman offered to meet with Clare to discuss this topic.  
  
Member Tim Surrence asked for a further update on Suicide Prevention and Wellness.
- J. Meeting adjourned at 7:43 p.m.

Respectfully submitted,

  
James Tager  
Superintendent of Schools

## MINUTES

### BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, October 14, 2021

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

- A. 1. & 2. The meeting was called to order at 7:03 p.m. by Chair Sychterz, and the Pledge of Allegiance followed.

- C. Public Comments:

Maayan Freedberg, student of Bangor High School, questioned the lack of support for transitioning students. She also expressed concerns on the dress code discrepancy. Maayan would like to know the rights to be able to use bathroom of gender identity.

Landon Michaud, student of Bangor High School, expressed similar concerns as Maayan. He would like to know who he can speak to about his concerns.

- D. 1. a. Superintendent Tager recommended the first reading of the Comprehensive Emergency Plan.

By roll call vote, VOTED 5-0 to approve the first reading of the Comprehensive Emergency Plan as presented.

- D. 2. a. Business Director, Jerry Hayman, updated the committee on the Capital Improvement projects.

- D. 2. b. Superintendent Tager reported the following resignations.

Jeremy Dubois	(.25) IEP Coordinator	William S. Cohen School
Marissa Brown	Asst. Coach, Girls Swim	Bangor High School

- D. 2. c. Superintendent Tager reported the following reassignment(s):

Angela Lundy from Special Education Teacher at (.5) Fairmount School and (.5) Mary Snow School to Special Education Teacher at Mary Snow School.

Jillian Cookson from Speech/Language Pathologist at Fairmount School to Speech/Language Pathologist at (.8) Fairmount School and (.2) Fourteenth Street School.

E. 1. a. 1. By roll call VOTED (4-0) to approved the Minutes of the September 22, 2021 Regular School Committee Meeting. Absent: Warren Caruso, Abstained: Chair Carin Sychterz.

E. 1. b. 1. Superintendent Tager recommended Committee approval of the following Extra-Duty Assignment(s) for the 2021-2022 school year:

Jeffrey Sander	Ram Page Advisor	Bangor High School
Nitisha Lankhorst	(.5) Key Club Advisor	Bangor High School
Misty Conrath	(.5) Key Club Advisor	Bangor High School
Karen Bagley	IEP Coordinator	William S. Cohen School

By roll call vote VOTED (5-0) to approve the nominations as presented.

E. 2. c. 1. Superintendent Tager recommended the first readings of Revised Policy GBD-7, Support Staff Compensation Guide.

By roll call vote, VOTED (5-0) to approve the policies as presented.

E. 2. d. Committee Member Tim Surrette shared the following donations:

To Special Education from Garrett and Katie Guernsey, a used Leckey Mygo size 2 Stander, having a total dollar value of \$5,500.

To James F. Doughty School from Maine-iac Nutrition, 60 Nutritional Teas for Faculty and Staff, having a total dollar value of \$420.

To William S. Cohen School from Art and Beth Kotredes, a cash donation for student water bottles, having a total dollar value of \$150.

To Bangor High School from the Class of 2021-Project Graduation, an outside eating area for students, having a total dollar value of \$3,330.

By roll call vote, VOTED (5-0) to accept donations as presented.

E. 2. a 1. Superintendent Tager recommended the school committee accept the first reading of new and revised policies changes:

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 Schools.

Revised Policy JGF – Use of Physical Restraint and Seclusion

By roll call VOTED (5-0) to accept the first reading of the new and revised policies changes as presented.

**F. Comments and Questions from the Committee:**

Member Hassanien sends her congratulations to Fruit Street School for being named Maine's top public elementary school in a ranking of 225 schools across the state. Also, William S. Cohen School ranked as the third best middle school in Maine out of 123 schools across the state. She also asked about pool testing and NWEA Testing. Dan Chadbourne also shared information.

Member Mundell thanked students for attending. She asked Mr. Doyle to comment, 4 gender neutral bathrooms available, hygiene products in all bathrooms.

Member Surette expressed his willingness to select Student School Committee Members.

**H. Chair Sychterz reviewed the important dates.**

**J. Meeting adjourned at 7:45 p.m.**

Respectfully submitted,



James Tager  
Superintendent of Schools

**Present:** Dan Wellington (Chair), Dave Armistead, Kristin Canders, Cheryl Fasse, Pat Gaetani, Earle Hannigan, Kirsten Ismail, Kevin Kelly, Jim Lacadie, Susan MacKay, Kim Meagher, Paul Messer, Tony Pellegrini, Hans Peterson, James Strout

**Not Present:** Matt Skaves

**Also Present:** Beth Campbell, Linda Graban, Bill Meier, Matt Smith

### CALL TO ORDER

Dan Wellington called the Zoom meeting to order at 7:12 a.m. For the benefit of new members introductions were made.

**Motion:** To approve the June 8, 2021 minutes as presented.

Lacadie/Peterson

Approved without opposition.

### HEAD OF SCHOOL REPORT

Dave welcomed questions on the previously distributed Head of School Report and Goals. He explained the opening of school as aligning with State CDC guidelines: universal masking and social distancing are already in place and implementing seating charts in the next week will help to minimize the impact of contact tracing. The school continues to consider participating in pooled testing; changes in the nursing staff will help inform that decision. The EANs (Emergency Aid for Non-public Schools) grant has been approved and those monies are focused on academic assistance, learning loss recovery, and making physical plant improvements and purchases to improve air circulation in the building. On a question, administration and the Finance Committee are always looking for ways to improve compensation for teachers.

Beth Campbell, Director of Admission, reported that current enrollment is 506, with a 262 girls and 244 boys attending. By grade, there are 114 ninth graders; 114 tenth graders; 132 eleventh graders; and 146 twelfth graders. Local attrition has been unusually high this year with 33 students leaving to attend other schools – the reasons vary including relocation, homeschooling due to new Maine immunization law and universal masking, and for social or academic reasons. International recruiting is very much at the forefront in admissions; weekly meetings including Beth, Dave, and international program director Louisa Deng are currently focused on virtual recruitment and maintaining and building agent and family relationships.

### FINANCE

James Strout welcomed questions regarding the committee meeting minutes and indicated that the major business of the committee at the start of each school year is to revisit boarding tuition and to approve the budget.

**Motion:** To approve increasing the 2022-2023 boarding tuition from \$45,750 to \$48,500.

Strout/Gaetani

Approved without opposition.

The new tuition rate is essentially all-inclusive, which is very attractive to international families (many competitor schools attach additional fees to tuition). The school will no longer charge a separate fee for the Homestay Program (some families send their student to the school on the condition of a placement with a local family).

Now that total enrollment is known, officially adopting the budget is in order.

Motion: To approve the 2021-2022 budget as presented.

Strout/Gaetani

Approved without opposition.

James commented that though the school is positioned to weather the \$500,000 deficit due to the downturn in international enrollment, it will continue to be conservative and strategic with its finances. On a question, other than what it has already applied for, the school did not qualify for additional Payroll Protection Plan funds. Regarding a significant line item reduction in IT infrastructure, Dave explained that in the last year the COVID relief funds upgraded most of the school's technological infrastructure, resulting in lower needs this year.

#### **BUILDINGS AND GROUNDS**

Chair Jim Lacadie welcomed questions on the Building and Grounds minutes. He commented on the work being done around campus and that the Darling Center is up and running. Exterior painting is scheduled for both 42 Broadway and 72 Broadway. A new physical plant issue of mold in the music wing has been assessed and remediation will be planned around a school break. The cost of mold remediation will be around \$23,000.

#### **DEVELOPMENT**

Chair Cheryl Fasse invited questions on the minutes. The fall appeal will be mailed in October and events will be planned pending COVID guidelines (there will not be tailgating for homecoming and a decision about the holiday alumni event will be made in the coming weeks; low overhead virtual fundraisers are being considered). A spring edition of The Round Table is planned (photos and story ideas welcome), the date for the 2022 golf tournament is July 25, 2022. New committee members are welcome.

#### **ENDOWMENT**

Chair Kirsten Ismail reported that the endowment is at \$2.1 million and the portfolio is strong in general. At its next meeting the committee will focus on agenda building and portfolio strategies.

#### **OTHER BUSINESS**

Dave reminded the board that it is time to think ahead to the school's next strategic plan. A Strategic Planning Committee will be assembled in the coming months and interested board members should contact Dave.

#### **NEXT BOARD OF TRUSTEES MEETING**

The next board meeting is scheduled for November 16 at 7 a.m. The format (Zoom or in-person) will be decided pending COVID guidelines.

#### **ADJOURNMENT**

The meeting adjourned at 8:12 a.m. and an Executive Committee session convened immediately thereafter.

*Respectfully submitted by Kirsten Ismail, Secretary*



**Wednesday, September 15, 2021**  
**Board of Directors Meeting – 5:30 p.m.**  
**Hampden Academy, Library – 5:30 p.m. Executive Session**  
**Hampden Academy Performing Arts Center – Regular Meeting**

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, September 15, 2021.

Board Chair Heath Miller called the meeting to order at 5:29 p.m.

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

Absent: James Baines, Jacob Brown, Stephanie Clisham

**II. Executive Session**

5:30 p.m. - Motion to enter Executive Session to discuss Legal Rights and Duties pursuant to 1 M.R.S.A § 405(6)(E), Liberatore moved, Dyer seconded, unanimous

5:49 p.m. - Returned from Executive Session.

5:56 p.m. - Motion to enter Executive Session to consider the expulsion of a public school student pursuant to 1 M.R.S.A § 405(6)(B), Liberatore moved, Holmes seconded, unanimous

7:38 p.m. - Returned from Executive Session.

Motion to expel a student from school pursuant to 20-A M.R.S. § 1001(9-C)(B) on the grounds that such expulsion is necessary for the peace and usefulness of the schools, and to direct the Superintendent to develop a reentry plan with the Parent pursuant to that same law, and to provide the Student's Parent with written notice of this action, Dyer moved, Holmes seconded, unanimous.

Transition to Performing Arts Center

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

**III. Approval of Minutes of Regular Meeting of August 18, 2021 and the Special Board meeting of August 24, 2021.**

A motion was made to amend the minutes of the Strategic Board Meeting attendance to include Rob Frank as present. Dyer moved, Holmes seconded, and the Board voted favorably to approve the Minutes of Regular Meeting of August 18, 2021 and the Special Board meeting of August 24, 2021.

#### **IV. Adjustment to Agenda**

Superintendent Nickels will be announcing additional nominees for the 2021-22 school year. Cynthia Donovan, 6th grade ELA teacher, Reeds Brook Middle School - One year.

Board Chair Miller announced the addition of:

- VII. Superintendent of Schools
  - C. Assistant Superintendent Update (Exhibit) - Addition of September 2021 report
- IX. Committee Reports
- M. Equity in Education Committee (Exhibit)
  - A report is included in the Board's Google folder - Addition of September 13, 2021 minutes
- XV. Other Business
  - Executive Session to Discuss Evaluation of Officials, according to 1 M.R.S.A § 405(6)(A)

Policy Committee Chair John Holmes requested that Policy KEC be removed from the Agenda.

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

The following individuals addressed the Board of Directors:

Mary Anne Royal, Winterport, Jessica Barnes, Hampden, and Jill Dery, Hampden.

#### **V. Board Chair**

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

New board member Jillian Sarnacki-Wood was welcomed to the Board.

#### **VI. Personnel**

- A. Resignations

- B. Nominations

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

Cynthia Donovan, 6th grade ELA teacher, Reeds Brook Middle School - One year

Liberatore moved, Holmes seconded, unanimous

Nick Oyler, School Nurse, Reeds Brook Middle School and Leroy H. Smith School

Liberatore moved, Dyer seconded, unanimous

Mikayla Mitchell, Middle School Field Hockey Coach, Reeds Brook & Wagner Middle School

## **VII. Superintendent of Schools**

Reading of the Essential Behaviors and Outcomes Proclamation

Read by Lester French

### **B. Superintendent Report**

#### **1. RSU 22 School Reopening Plan Implementation Report**

2. Metrics Plan for Determining School Operational Status - The floor is yielded to Dr. Eric Jarvi. Dr. Jarvi presented the criteria for consideration and then walked the board through a slide for each school. Questions of Dr. Jarvi regarding the dashboard and how it might be used. Currently the increases measured in schools reflect the community trend as well.

#### **3. MSMA Fall Workshop**

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. One board member strongly recommended it. To register, email [bmoore@rsu22.us](mailto:bmoore@rsu22.us).

#### **4. MSBA Resolution Updates and Delegate Election**

Board needs to act on a delegate to go to the MSBA delegate assembly. In packets you have resolutions that have been presented at the conference. Resolutions frame what the School Board Association endorses. Frames the testimony that we give during legislative assembly.

Motion to nominate Faye Anderson as delegate, Frank moved, French seconded, unanimous

Motion to nominate Jillian Sarnacki-Wood as alternate. French moved, Dyer seconded, unanimous.

### **C. Assistant Superintendent Update (Exhibit)**

Evan King, Hampden Academy student has been selected to be a United States Youth Ambassador for Special Olympic North America.

### **D. Monthly Financial Report**

#### **E. Student Board Representative Report**

The student members met and discussed a satisfaction survey. They report at work in their classes and will share more news at a future meeting.

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

1. Census data update? Superintendent Nickels will bring back an update on Census data or the progress toward it for the October board meeting.
2. How many tuition students this year? 62
3. How confident are we about our bus drivers being able to continue to work? Other schools in the region have not been able to get kids to school. RSU 22 is tenuous at best. When we find a shortage is there a way for parents to carpool or to have a backup plan? Superintendent Nickels understands that we could have a metric to address bus routes if we are short drivers to insure students daily attendance for in-person instruction. It was reported that in some states the National Guard has been called in to drive busses.

#### **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
  - 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 Google 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

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

A. Discuss and act on the first reading KEC-Public Complaints about the Curriculum or Instructional Materials - **Tabled**

B. Discuss and act on the first reading KHC-Distribution/Posting of Promotional/Commercial Material to second reading. Holmes moved and Dyer seconded, unanimously approved

C. Discuss and act on the second reading ADF-School District Commitment to State Standards. Holmes moved and Dyer seconded, unanimously approved

D. Discuss and act on the second reading KLGA-Relations with School Resource Officers and Law Enforcement Authorities. Holmes moved and French seconded, unanimously approved

XI. **Old Business -**

XII. **New Business**

A. Discuss and act on WBRC invoice to prepare bid materials to expand Hampden Academy third floor classrooms (Exhibit) – Liberatore moved, Dyer seconded the Board voted favorably to approve.

**Abstain: Rob Frank**

B. Discuss and act on 2021-2022 School Calendar  
Last year 175 days were waived by the Department of Education. This school year there is no waiver. Latitude for Superintendent Nickels to adjust the school calendar to trade student days for inservice if needed. Liberatore moved, Dyer seconded, unanimously approved

XIII. **Communication and Correspondence**

A. Set Meeting Dates  
Policy Committee needs to schedule a meeting. An email will be sent to set a date.

XIV. **Executive Session**

9:02 p.m. Motion to enter into Executive Session to Discuss Evaluation of Officials, according to I M.R.S.A § 405(6)(A). Motion by French, seconded Holmes. Unanimous.

9:30 p.m. - Returned from 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 9:30 p.m.

Respectfully submitted,

Regan Nickels  
Superintendent