

## **MINUTES**

### **BANGOR SCHOOL COMMITTEE REGULAR MEETING**

**7:00 p.m., Wednesday, August 18, 2021**

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

By roll call vote, VOTED 6-0 to enter executive session for the purpose of a personnel matter pursuant to MRSA §405(6)(A) at 6:30 p.m.

Return to public session at 7:00 p.m.

A. 1. & 2. The meeting was called to order at 7:02 p.m. by Chair Sychterz, and the Pledge of Allegiance followed.

C. Public Comments:

Dr. James Jarvis, of Bangor, Clinical Lead Doctor. Supports wearing of the masks. There has been an increase in COVID-19.

Monique Schwartz, Bangor, Nurse, shared she was opposed to wearing masks.

Rachel Booker, of 35 Willey Street, a student at James F. Doughty School, shared that she would like remote learning option.

Dr. Noah Nesin, of Glenburn and a family doctor at PCHC, expressed that children are increasingly becoming infected. The Delta variant is of grave concern and higher risk. Don't put our children at high risk.

Margaret Riley, Doctor, questioned whether Bangor was testing students and staff and why social distancing was not being continued.

Carrie Smith, of 22 Blaine Street, Bangor, asked what the options are for students with mask-wearing issues. Will there be remote option if children are sent home?

Jackie Smallwood, of 211 Essex Street, daughter at Bangor High School, asked if students wear masks do they need to quarantine? What happens if there is a case?

Jamie Thomas, of 40 Dirigo Drive, student at James F. Doughty School, expressed that there is no scientific data to support wearing masks. She would like remote learning plan. She did not receive Special Educational Services with remote learning last year.

Jackie Smalls, a parent of Bangor, expressed concerns with remote learning.

- D. 1. a.** Superintendent Tager recommended conceptual approval of the reopening plan. Given the changing conditions related to COVID-19 and expected revised guidance from the Maine Department of Education and Maine CDC, it must be understood the reopening plan will need constant review and revision.

By roll call vote, VOTED 6-0 to approval reopening plan as presented.

- D. 1. b.** The Committee should nominate a local delegate and alternate to the MSBA Annual Delegate Assembly scheduled virtually for October 23, 2021, at 9:30 a.m. The Delegate Assembly is responsible for proposed Constitution and Bylaw changes and considers resolutions of the Association

By roll call vote, VOTED 6-0 to table this to the next meeting.

- D. 1. c.** Superintendent Tager recommended approval to appoint Bangor High School Assistant Principal, Brian Doyle, as Interim Principal temporarily.

By roll call vote, VOTED 6-0 to approve Bangor High School Assistant Principal, Brian Doyle, as Interim Principal temporarily.

- D. 2. a.** Superintendent Tager accepted the resignation of School Committee Member John Hiatt as of August 9, 2021.

- D. 2. b.** Superintendent Tager shared he will provide information regarding students on the School Committee as non-voting members.

- D. 2. c.** Assistant Superintendent Kathy Harris-Smedberg provided a report to the Committee on the ESSER Grant.

- D. 2. e.** Superintendent Tager provided an update on the Mentoring Coordinator and Graduation Coach.

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

Emily Robinson from Self-Contained Teacher at Vine Street School to PreK Teacher at Vine Street School.

Michelle Jacobson from Self-Contained Teacher at Mary Snow School to Special Education Teacher at Acadia Educational Unit.

Pamela Fox from Special Education Teacher at Acadia Educational Unit to Self-Contained Teacher at Mary Snow School

Denise Vittum from Self-Contained Teacher at Mary Snow School to Resource Room Teacher at William S. Cohen School.

Angela Lundy from Resource Room Teacher at Fairmount School to Resource Room Teacher at (.5) Fairmount School and (.5) Mary Snow School.

Jennifer Pratt from Art Teacher at (.5) Downeast, (.3) Vine Street, and (.2) Bangor Regional Program to Art Teacher at (.45) Downeast, (.45) Vine Street and (.1) Bangor Regional Program.

Jenna Caler from Art Teacher at (.7) Fairmount and (.3) 14<sup>th</sup> Street to Art Teacher at (.6) Fairmount and (.4) 14<sup>th</sup> Street Schools.

Joshua Johnson from Music Teacher at (.5) Downeast School, (.4) Abraham Lincoln School and (.1) 14<sup>th</sup> Street School to Music Teacher at (.4) Downeast School, (.4) Vine Street School and (.2) 14<sup>th</sup> Street School.

Jason Pangburn from Physical Education Teacher at (.2) Vine Street and (.8) Abraham Lincoln Schools to Physical Education Teacher at (.4) Vine Street and (.6) Abraham Lincoln Schools.

Joel Bragdon from Physical Education Teacher at Downeast School to Physical Education to at (.9) Downeast School and (.1) Bangor Regional Program.

Zackery Phinney from Physical Education Teacher at (.5) Vine Street and (.5) 14<sup>th</sup> Street Schools to Physical Education Teacher at (.4) Vine Street, (.5) 14<sup>th</sup> Street and (.1) Bangor Regional Program.

Deborah Friedman from Title I Teacher at (.45) 14<sup>th</sup> Street School, (.26) Mary Snow School and (.29) Private Schools to Title I Teacher at (.2) 14<sup>th</sup> Street School, (.5) Mary Snow School and (.3) Private Schools.

Anne Chamberlain-Small from Music Teacher at (.5) Fruit Street School, (.3) Vine Street School and (.2) 14<sup>th</sup> Street School to Social Worker Districtwide.

Kristi Charette from Literacy Coach at (.8) Fairmount School and (.2) 14<sup>th</sup> Street School to Literacy Coach at Fairmount School.

Shana Curtis from Literacy Coach at Vine Street School to Literacy Coach at (.9) Vine Street School and (.1) 14<sup>th</sup> Street School.

Shelly Morin from Literacy Coach at (.5) Abraham Lincoln School, (.2) Fruit Street School and (.3) Mary Snow School to Literacy Coach at (.2) Abraham Lincoln School, (.6) Fairmount School and (.2) Fruit Street School.

Katrina Rutherford from Literacy Coach at (.9) Downeast School and (.1) Bangor Regional Program to Literacy Coach at Downeast School.

Debra Swett from Literacy Coach at (.6) Downeast School and (.4) Fairmount School to Literacy Coach at (.7) Downeast School, (.1) Bangor Regional Program and (.2) Mary Snow School.

E. 1. a. 1. By roll call VOTED (6-0) to approved the Minutes of the July 21, 2021 Regular School Committee Meeting.

E. 1. a. 2. By roll call VOTED (4-2) to approve the Minutes of the August 11, 2021 Special Committee Meeting. Yes: Member Marwa Hassanien, Sue Sorg, Timothy Surette and Chair Carin Sychterz. Abstained: Member Warren Caruso and Clare Mundell.

b. 1. Superintendent Tager recommended approval of the Unaudited June Financial Report.

By roll call VOTED (6-0) to approve the Unaudited June Financial Report as presented.

2. Superintendent Tager recommended the approval of the Corporate Authorization Resolution for Bar Harbor Bank and Trust.

By roll call VOTED (6-0) to approve of the Corporate Authorization Resolution for Bar Harbor Bank and Trust.

c. 1. a. Superintendent Tager recommended the following teacher nomination(s) for the 2021-2022 school year with a one-year Probationary Contract:

Lindsay Chadbourne	(.5) Social Worker	Districtwide
Vanessa Bean	Special Ed Teacher	Vine Street School

By roll call vote, VOTED (7-0) to approve the nominations as presented.

c. 2. Superintendent Tager recommended Committee approval of the following Extra-Duty Assignment(s) for the 2021-2022 school year:

Mathew Leland	Debate Team Advisor	Bangor High School
Madison Arno	Coach, JV Field Hockey	Bangor High School
Tracy Reardon	(.25) IEP Coordinator	Fourteenth Street School
Page Cadorette	(.5) IEP Coordinator	Downeast School
Emma Rapaport	(.5) IEP Coordinator	Fruit Street School
Erika Hutchins	(.5) IEP Coordinator	Vine Street School
Suzanne Whitmore	(.5) IEP Coordinator	Vine Street School
Deidre Yeo	(.5) IEP Coordinator	Vine Street School
Anthony Crabtree	Freshman Class Advisor	Bangor High School
Evan Marshall	Freshman Class Advisor	Bangor High School
Jacob Gebhart	Band Advisor	WSCS/JFDS
Jacob Gebhart	Instrumental Advisor	WSCS/JFDS
Kurt Forcier	(.5) IEP Coordinator	Downeast School

Jennifer Kolvoord (.5) IEP Coordinator Downeast School

By roll call vote VOTED (6-0) to approve the nominations as presented.

- E. 2. a. Superintendent Tager recommended the first readings of Revised Policy BDDF – Voting Method and New Policy BDDJ – Remote Participation.

By roll call vote, VOTED (6-0) to approve both policies as presented.

- F. Comments and Questions from the Committee:

Member Mundell inquired about Suicide Prevention Policy. Are we able to expand to a student wellness committee?

Member Surrette asked about Pfizer vaccination for children under the age of 12. Ray Phinney was able to answer his questions.

Member Mundell asked if we will mandate vaccines for staff and students. Jim reviewed the reporting procedure. Will the school department participate in pool testing? Superintendent Tager is not in favor.

Member Surrette encouraged coaches to get bus driver certification/licenses. Steve Vanidestine is not pushing a lot of the responsibility on top of coaching. If we do, more thought needs to be given.

Member Hassanien asked why masks students are not quarantining. Superintendent Tager stated 3 feet apart and no contact, requires no quarantining. Vaccinated students do not need to miss sports or extra activities but it is recommended a test be done if in close contact. Superintendent Tager stated if we do have to go remote, we have a plan but will use remote only as a last resort. Nurses will keep track of students who are evaluated. They will have access to a state data base.

Member Caruso is against coaches being a bus driver.

- H. Chair Sychterz reviewed the important dates.

- J. Meeting adjourned at 8:45 p.m.

Respectfully submitted,



James Tager  
Superintendent of Schools

## **MINUTES**

### **BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, September 9, 2021**

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

A. 1. & 2. The meeting was called to order at 7:02 p.m. by Chair Sychterz, and the Pledge of Allegiance followed.

D. 1. a. Superintendent Tager recommended the committee nominate Member Marwa Hassanien as delegate and Member Timothy Surette as the alternate delegate to the MSBA Annual Delegate Assembly scheduled virtually for October 23, 2021 at 9:30 a.m. The Delegate Assembly is responsible for proposed Constitution and Bylaw changes and considers resolutions of the Association.

By roll call vote, VOTED 4-0 to approval Member Marwa Hassanien as delegate and Member Timothy Surette as the alternate delegate to the MSBA Annual Delegate Assembly.

D. 2. a. Chief Operating Officer Dawn Cook (ZOOM) and President and CEO of PCHC Lori Dwyer (in person) updated the Committee on the School-based health center at Bangor High School. Interim Principal Brian Doyle provided an update on the construction taking place for the health center.

D. 1. b. Assistant Superintendent Kathy Harris-Smedberg provided an update on the beginning of the year New Teacher Orientation, Educational Support Staffing Training, and Teacher Academy that took place in August.

D. 2. c. Interim Principal Brian Doyle and Guidance Department Head Adam Leach updated the Committee on the Advisory Groups at Bangor High School.

D. 2. d. Superintendent Tager reported the following resignation(s):

Kevin Nilsson	Special Education	Teacher BRTDP
William Ames	Key Club Advisor	Bangor High School
Anthony Crabtree	Ram Page Advisor	Bangor High School
Chelsea McAllian	JV F Hockey Coach	Bangor High School
Lee Clein	Girls B Soccer Coach	William S. Cohen

E. 1. a. 1. Superintendent Tager recommended the approval of the drafts minutes of the August 18, 2021, Regular School Committee Meeting.

By roll call VOTED (4-0) to approved the Minutes of the August 18, 2021 Regular School Committee Meeting.

- b. 1. Superintendent Tager recommended the approval of the following Extra-Duty Assignments for school year 2021-2022:

Lisa McPhee	Grade 7 Team Leader	James F. Doughty School
Annemarie Roberts	(.5) IEP Coordinator	Mary Snow School
Daniel Considine	Department Head	Bangor Regional Day Program

By roll call VOTED (4-0) to approve the Extra Duty Assignments.

- c. Superintendent Tager recommended the approval of the second reading of the revised Policy BDDF – Voting Policy and the new policy of BDDJ – Remote Participation.

By roll call VOTED (4-0) to approve both policies as presented.

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

To Fairmount School from Maine Savings Campaign for Ending Hunger, a cash donation to support students, having a total dollar value of \$1,300.

To Fruit Street School from Girl Scout Troop #850, a cash donation for student school supplies, having a total dollar value of \$625.

To Fairmount School from James and Kelley Strout, a cash donation for the afterschool programs, having a total dollar value of \$100.

To Abraham Lincoln School from Solstice Nutrition, Aimee Carson, a cash donation for school supplies, having a total dollar value of \$100.

To Abraham Lincoln School from Andrew Matlins and the Maine National Guard, a cash donation for school supplies, having a total dollar value of \$200.

To Bangor High School from Angela Wheaton and Lisa McLaughlin, school supplies, snacks, and a Target gift card, having a total dollar value of \$150.

To 14<sup>th</sup> Street School from the Charleston Church, backpacks and school supplies, having a total dollar value of \$250.

To Abraham Lincoln School from the Charleston Church, backpacks and school supplies, having a total dollar value of \$250.

To Downeast School and Fairmount School from the Charleston Church, backpacks and school supplies, having a total dollar value of \$185.

To Vine Street School and Fairmount School from Sprague's Nursery, school supplies, having a total dollar value of \$100.

By roll call vote, VOTED (4-0) to approve the donations with many thanks.

- E. 2. a. Superintendent Tager recommended the first readings of new Policy BBAB – Student Liaison to the School Committee

By roll call vote, VOTED (4-0) to approve the first reading of the policy as presented.

- F. Comments and Questions from the Committee:

Member Clare Mundell thanked administration for their work and also thankful for SEL focus.

Member Carin Sychterz asked for an update on quarantine. Suzie Houghton, school nurse explained the process in detail.

Suzie, Christy and Ray provided information on quarantining.

Superintendent Tager explained the alert call system.

Suzie also commented on pool testing.

Member Marwa Hassanien and Member Tim Surette asked for an update on mentoring.

Member Tim Surette is receiving all in-touch alerts, Superintendent Tager will have Matt to correct this.

- H. Chair Sychterz reviewed the important dates.

- J. Meeting adjourned at 8:45 p.m.

Respectfully submitted,



James Tager  
Superintendent of Schools



*Minutes, Regular Meeting, September 13, 2021*

**BREWER SCHOOL COMMITTEE  
VIRTUAL REGULAR MEETING MINUTES  
Monday September 13, 2021  
6:00 pm**

Committee members present: Mr. Boyes - Chair, Ms. Small - Vice Chair, Mr. Forrest, Mr. Farley (6:35 PM), and Emma Butterfield, Student Representative.

A. Mr. Boyes called the meeting to order at 6:03 PM.

B. Pledge of Allegiance

C. Mr. Boyes called for a moment of silence for the family and friends of Andrea Small who passed away August 16, 2021. Andrea was a long time guidance counselor for the district and the mother-in-law to Deana Small, SLP at Brewer Community Schools.

D. Adjustments to Agenda

Ms. Small moved to approve the adjustments of item J for the addition of an Executive Session for labor contract discussion pursuant to M.R.S.A. § 405(6)(D); Mr. Forrest seconded - ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstained. (Ms. Butterfield in favor)

E.. Public Comment - None

F. Minutes

1. Mr. Forrest moved to approve the regular meeting minutes of August 2, 2021; Ms. Small seconded – ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstained.
2. Ms. Small moved to approve the special meeting minutes of August 10, 2021; Mr. Forrest seconded - ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstained.

g. Reports

1. United Technologies Center  
Mr. Forrest reported on the August 13, 2021 meeting.
2. Southern Penobscot Regional Program for Children with Exceptionalities  
Ms. Small reported no meeting.
3. Student Representative  
Ms. Butterfield reported athletics and co-curricular activities at Brewer High School.
4. Trustees  
Mr. Boyes reported on the August 17, 2021 meeting.
5. Administration
  - A. Superintendent report:
    1. Mr. Palmer, Superintendent of Schools reported the following:
      - a. Review of school opening. "Proud of our staff and students. The opening is going well".
      - b. Resignations of:
 

Justine Cone, JMG Career placement for the purpose of other employment.
      - c. Appointments of:
 

(1) Amanda Danico, ETI at BCS effective August 26, 2021

Minutes, Regular Meeting, September 13, 2021

- (2) Amanda O'Donnell, ETI at BCS effective August 30, 2021
- (3) Kevin Nilsson, ETI at BCS effective September 20, 2021
- (4) Dawn Godin, Food Service Assistant at BCS effective 8/25/2021
- (5) Gavin Perkins, Custodian I at BCS effective 8/26/2021
- 2021-2022 Co-Curricular/Extra Duty appointments:
- (6) Nathan Williams - Pep/Sports Band Director
- (7) Andy Maximic - Tech & Career Prep Curriculum Leader
- (8) Tom Burby - Grade 7 Team Leader revision from .5 position

## Athletic appointments:

Fall 2021-2022

(9) Mandy Cuskelly -BCS "B" Girls Soccer Head Coach

(10) Audra Espling -Volunteer Field Hockey

Winter 2021-2022

(11) Chris Horr - BHS Varsity Girls Basketball

(12) Nancy Snowdeal - BHS Varsity Winter Competition Cheerleading

(13) David Utterback - BHS Unified Athletics Coach

## d. Reporting transfer of:

(1) Rhonda Smith from Grade 5 to grade 6 2021-2022

(2) Sam Nichols from Grade 6 to Grade 5 2021-2022

(3) Karen Arbo, Food Service Assistant from BHS to BCS effective 8.25.2021

## E. Non-monetary donation:

(1) 24 backpacks filled with school supplies from the Brewer Garden Club, President Susan Xirinachs to BCS for students in need..

(2) Box of school supplies from Courageous Steps Project, Connor J Archer, CEO to BCS for our school &amp; students.

(3) 12 backpacks filled with school supplies from the Charleston Church to Brewer Community School.

## f. Enrollment update

## B. Special Education report:

Ms. Moore reported special education updates.

## C. Brewer High School Administrative report:

Mr. Slowikowski reported updates of student academics and activities to date.

## D. Brewer Community Administrative report:

Ms. Kahkonen and Mr. Richards reported updates of student academics and Activities to date.

## H. New Business

1. Ms. Small moved to approve the revision of Policy GDBA, *Support Staff Compensation Guide 2021-2022*; Mr. Forrest seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained. (Ms. Butterfield in favor)
2. Mr. Forrest moved to approve the out of state trip for Brewer High School Robotics to New Hampshire for competition on September 11, 2021; Ms. Small seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained. (Ms. Butterfield in favor)
3. Mr. Forrest moved to approve the instate/overnight Brewer High School Outdoor Education camping trips October 1-3, 15-17, & 22-24 to KI; Mr. Farley seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained. (Ms. Butterfield in favor)

*Minutes, Regular Meeting, September 13, 2021***I. Future Meetings**

Monday, October 4, 2021, 6:00 PM, Regular Meeting, Brewer High School Lecture Hall

**J. Executive Session**

Ms. Small moved to exit public session at 6:45 PM and enter into executive session for labor contract discussion pursuant to M.R.S.A. § 405(6)(D); Mr. Farley seconded:

Mr. Boyes called for ROLL CALL VOTE:

Mr. Forrest - Yes

Mr. Farley - Yes

Ms. Small - Yes

Mr. Boyes - Yes

Mr. Forrest moved to exit executive session and re-enter public session at 6:55 PM; Mr. Farley seconded - ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstained.

(Ms. Small left meeting not available for vote)

**M. Public Comments posted:**

Liz Michaud asked about pool testing - Mr. Palmer stated information will be sent out.

Meagan Gobeil asked if Brewer Community School was considering remote -Mr. Palmer stated not at this time.

**N. Adjournment**

Mr. Forrest moved to adjourn at 7:02 PM; Mr. Farley seconded -ROLL CALL VOTE: 3 in favor, 0 opposed, and 0 abstained.

Respectfully submitted,



Gregg Palmer  
Secretary

Approved: October 4, 2021

**Wednesday, August 18, 2021  
Board of Directors Meeting - 7:00 p.m.  
Hampden Academy, Library**

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, August 18, 2021.

Board Chair Heath Miller called the meeting to order at 7:02 p.m.

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

Absent: Allan Gordon, Jr.

**II. Approval of Minutes of Regular Meeting of July 21, 2021 and the Strategic Board meeting of August 11, 2021.**

A motion was made to amend the minutes of the Strategic Board Meeting attendance to include Jessica Beal Hamilton as present.

Dyer moved, Holmes seconded, and the Board voted favorably to approve the Minutes of Regular Meeting of July 21, 2021 and the Strategic Board meeting of August 11, 2021.

**III. Adjustment to Agenda**

Superintendent Nickels will be announcing additional nominees for the 2021-22 school year. Paula Graham, 4th grade teacher at George B. Weatherbee School. Kerri Russell-Wiles, School Nurse at Reeds Brook Middle School and Leroy H. Smith School. Sara York, 3rd grade teacher at George B. Weatherbee School.

Board Chair Miller announced the addition of:

- VII. Superintendent of Schools
  - B. Superintendent Report
  - 3. MSBA resolutions and MSBA delegate vote (Action Item)
- XIV. Executive Session
  - B. Enter into Executive Session for the purpose of discussing a personnel matter per 1 M.R.S.A. 405 (6)(A).

Policy Committee Chair John Holmes requested that Policy KEC be removed from the Agenda. Policy KEC will be moved to the September meeting.

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

- A. Public Hearing on Policy BED Remote - None

- B. The following individuals provided feedback on Superintendent Nickels RSU 22 School Reopening Plan:

Joanna Liberatore, Hampden; Monica Phelps, Hampden; Brooke Miller, Winterport; Dana Smith, Hampden; Stephanie Dow, Hampden; Jill Dery, Hampden; Kristen Shaw, Hampden; Eric Rucevice, Hampden; Samantha Foster, Hampden; Dan Acosta, Winterport; Michael Smith, Hampden; Chrissy Patin, Hampden; Shawn McBreirity, Hampden; Cindy Isenhour, Hampden; Nina McKenney, Winterport; Scott Cuddy, Winterport; Deb Plowman, Hampden; Gerald Levesque, Hampden, Katherine Collins, Winterport; Colleen Jolley, Hampden.

**V. Board Chair**

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

Heath Miller, Board Chair explained weighted votes.

- B. Introduction of new student representative to the Board of Directors

Stephanie Clisham was introduced as the new student representative to the Board. Stephanie resides in Winterport and is a LaCrosse goalie. She spoke regarding her passion in improving education and looks forward to working with the Board of Directors.

- C. Board Vacancy Announcement

The Hampden Town Council will be appointing a candidate for the vacant board seat. The town office was closed today due to a positive Covid case.

- D. Board Self Evaluation (Exhibit)

The Board received documentation regarding the Board Self Evaluation. They will be receiving electronic forms on August 19, 2021 and discussed that they would need to be completed within 10 days.

**VI. Personnel**

- A. Resignations

Superintendent Nickels announced the resignation of Jenna Bragdon, Grade 4 teacher and Robin Gagner, Grade 3 teacher at George B. Weatherbee School.

- B. Nominations

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

Melissa Angelo, Spanish teacher (half-time), Reeds Brook Middle School  
\$19,521.50

Liberatore moved, Dyer seconded, unanimous

Ryan Crane, Assistant Principal, Hampden Academy

\$88,485.00 (255 days)

Liberatore moved, Dyer seconded, and the Board voted unanimously to approve:

Carol Garland, Interpreter/Tutor, Hampden Academy

\$54,761.52

Holmes moved, Dyer seconded, unanimous

Paula Graham, 4th grade teacher, George B. Weatherbee School

\$48,923.92

Holmes moved, Dyer seconded, unanimous

Alyssa Kilgour, Special Education teacher, Reeds Brook Middle School

\$39,043.00

Holmes moved, Dyer seconded, unanimous

Kerri Russell-Wiles, School Nurse, Reeds Brook Middle School and Leroy H. Smith School

\$56,904.74

Dyer moved, Holmes seconded, unanimous

Marianne Tomasic, English (50%) Social Studies (50%) teacher, Hampden Academy

\$70,903.21

Dyer moved, Liberatore seconded, unanimous

Sara York, 3rd grade teacher, George B. Weatherbee School

\$44,893.82

Holmes moved, French seconded, unanimous

Parker Harriman, Assistant Coach - Cross Country, Hampden Academy

\$2,327.80

Superintendent Nickels announced that William (Bill) Booth has been hired as the Director of School Facilities and Operations and Maintenance for the District. He has 26 years of construction management experience including the building of over 20 schools plus years of residential construction and project management. A salary of \$75,000.00 (pending CHRC). A board member spoke of the qualifications of Bill Booth, and also recognized David Greener for all his years of service to RSU 22. It was noted that Mr. Greenier has devoted his life to this district and hopes that Mr. Greenier will attend the next Board meeting to be recognized for his immense contribution to the district. Superintendent Nickels will pass along the sentiments.

## **VII. Superintendent of Schools**

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

Lester French read the Essential Behaviors and Outcomes Proclamation.

### **B. Superintendent Report**

#### **1. RSU 22 School Reopening Plan (Action Item)**

The RSU 22 School Reopening Plan was introduced. Holmes moved, seconded by Dyer.

Motion to amend, optional masking. Liberatore moved, Baines seconded.

Motion to amend to have masks optional for students participating in pooled testing. Liberatore moved, Baines seconded.

9:29 Motion to extend the meeting 30 minutes. Baines moved, Frank seconded, unanimous

Motion amended to withdraw pooled testing requirement. Liberatore moved, Baines seconded.  
Motion carried with a 442 yes vote, 430 no vote.

Vote to accept Return to School plan as amended to include masks optional for all.  
The motion carried with a 454 yes vote, 376 no vote.

Motion to table all remaining items on agenda and move to executive session,  
Motion amended to include State Funding and Board Policy BED. Liberatore moved, Holmes seconded, unanimous

**2. Strategic Plan Board Retreat Update**

C. Assistant Superintendent Update (Exhibit) - Tabled until September 15, 2021 meeting

D. Monthly Financial Report - Tabled until September 15, 2021 meeting

E. Student Board Representative Report - Tabled until September 15, 2021 meeting

**VIII. Questions of Board Members**

**IX. Committee Reports**

A. Finance Committee (Exhibit) Tabled until September 15, 2021 meeting

A report is included in the Board's Google folder

B. Budget Committee

C. Athletic Committee

D. Building Committee (Exhibit) - Tabled until September 15, 2021 meeting

A report is included in the Board's Google folder

E. Negotiations Committee

F. Education Committee

G. Policy Committee (Exhibit) Tabled until September 15, 2021 meeting with the exception of Policy BED

H. United Technologies Center Board

I. Behavioral Review Committee

J. Dropout Prevention Committee

K. SPRPCE Board

L. Community Relations Committee (Exhibit) - Tabled until September 15, 2021 meeting

A report is included in the Board's Google folder

M. Equity in Education Committee

N. Strategic Planning Ad-Hoc Committee - Tabled until September 15, 2021 meeting

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

- A. Discuss and act on the first reading BED-Board Meeting Procedures  
Motion to act on Policy BED, Liberatore motion, Frank seconded, unanimously approved
- B. Discuss and act on the first reading KEC-Public Complaints about the Curriculum or Instructional Materials - Tabled until September 15, 2021 meeting
- C. Discuss and act on the first reading KHC-Distribution/Posting of Promotional/Commercial Material - Tabled until September 15, 2021 meeting
- D. Discuss and act on the second reading ADF-School District Commitment to State Standards - Tabled until September 15, 2021 meeting
- E. Discuss and act on the second reading KLGA-Relations with School Resource Officers and Law Enforcement Authorities - Tabled until September 15, 2021 meeting

**XI. Old Business - Tabled until September 15, 2021 meeting**

**XII. New Business**

- A. Discuss and act on Distribution of State Subsidy Funds  
A motion to accept Distribution of State Subsidy Funds. Liberatore motion, Holmes seconded, unanimously approved.
- B. Discuss and act on WBRC invoice to prepare bid materials to expand Hampden Academy third floor classrooms (Exhibit) - Tabled until September 15, 2021 meeting

**XIII. Communication and Correspondence - Tabled until September 15, 2021 meeting**

- A. Set Meeting Dates - Tabled until September 15, 2021 meeting

**XIV. Executive Session**

- A. Enter into Executive Session for the purpose of Discussing Negotiations, According to 1 M.R.S.A § 405(6)(D)  
9:57 Motion to extend meeting 30 minutes, Liberatore moved, Jean-Jacques seconded, unanimous  
9:58 Motion to go into Executive Session, Liberatore moved, Dyer seconded, unanimous  
10:22 Returned from Executive Session.  
10:23 Motion to accept EA22 Educator Collective Bargaining Contract, Liberatore moved, Holmes seconded, unanimous
- B. Enter into Executive Session for the purpose of discussing a personnel matter per 1 M.R.S.A. 405 (6)(A).  
10:24 Motion to extend meeting 30 minutes, French moved, Liberatore seconded, unanimous  
10:25 Motion to go into Executive Session, Liberatore moved, Frank seconded, unanimous  
10:38 Returned from Executive Session



10:38 Motion to approve teacher leave of absence request, Liberatore moved, Holmes seconded, Dyer abstained, motion carried

**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. - Tabled until September 15, 2021 meeting

**XVI. Adjourn**

Motion to adjourn, Liberatore moved, Holmes seconded, unanimous. Adjourned at 10:49pm

Respectfully submitted,

Regan Nickels  
Superintendent

**Tuesday, August 24, 2021**  
**Board of Directors Meeting - 7:00 p.m.**  
**Hampden Academy Performing Arts Center and via Google Meet**

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Tuesday, August 24, 2021.

Board Chair Heath Miller called the meeting to order at 7:02 p.m.

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

Public Participation In-Person or by Google Meet with advanced sign up\*  
Masked Entry required at Hampden Academy\*

I. Call of the Roll

II. Board Chair statement

The reason for the Special Board meeting was explained.

Weighed votes were addressed. Frankfort with 1 member has 82 votes, Hampden with 7 members has 76 votes, Newburgh with 2 members has 57, and Winterport with 4 has 69 votes.

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

The following individuals provided feedback on Superintendent Nickels RSU 22 School Reopening Plan: Michael Smith, Hampden; Jonathan Wood, Hampden; Dana-Jo Smith, Hampden; Stephanie Dow, Hampden; Laura Lazear, Hampden; Gerry Levesque, Hampden; Samantha Foster, Hampden; Eric Rucevice, Hampden; Monica Phelps, Hampden; Sarah Harris, Hampden; Noah Nesin, Glenburn; James Jarvis, Physician; Morgan Ramsay, Hampden; Danielle Bouchard, Winterport; Michael Ross, Hampden; Anthony Ng, Hampden; Peter Hulsey, Hampden; Cedena McAvoy, Hampden; Tanya Emery, Hampden; Eric Hafener, Hampden; Mike Shaw, Frankfort; Brock Trepanier, Hampden; Jessica Barnes, Hampden; Sharise Roberts, Hampden; Jessica Pottle, Hampden; Peter Beaulieu, Hampden; Jill Dery, Hampden, Chrissy Patin, Hampden; Jenny MacArthur, Newburgh; Garem Attic, Hampden; Eric Jarvi, Hampden; Ai Takeuchi, Hampden; Angela Tsai, Hampden; Maia Johnson, Hampden; Charlie MacDonald, Hampden; David Rocker, Hampden, Thomas Cubberley, Hampden; Shannon Marchegiani, Hampden; Steven Hunt, Hampden; David Casavant, Hampden; Megan Snow, Hampden; Joseph Pickering, Hampden, James Baldwin, Hampden; Ardelles Hollrock, Hampden; Matt LaChance, Hampden; Gabriela Gomez, Hampden; Kelsey Sullivan, Winterport; Hannah Orr, Hampden; Emily Albee, Orono; and Brooke Miller, Winterport.

IV. Review of the Board vote regarding RSU 22 Reopening Plan (Action Item)

9:49 Motion to extend meeting 30 minutes. Holmes moved, Frank seconded, roll call unanimous

Motion to rescind vote from August 18, 2021 Board meeting, French moved, Labonte seconded, roll call unanimous

Motion to amend to approve the RSU 22 Reopening Plan presented on August 18, 2021 on an interim basis of up to 30 days after the start of school or to the nearest subsequent regular or specially convened board meeting to adopt it so as to permit time to clearly outline the tiers of relationship between CDC County transmission status and local RSU 22 pooled testing results that will guide universal or contingent mask wearing, close contact monitoring, quarantine protocols or school closure requirements and remote learning opportunities. Frank moved, Liberatore seconded

Motion to amend to accept original plan as written. Holmes moved, Dyer seconded

10:18 Motion to extend meeting 30 minutes. Liberatore moved, Holmes seconded, roll call unanimous

Motion to amend original plan to give the Superintendent latitude to collect data and have the flexibility to make data driven decisions moving forward. Anderson moved, French seconded. Roll call vote. Motion carried with a 733 yes vote, and 271 no vote.

V. Adjourn

Motion to adjourn. Libertore moved, Gordon seconded, and the Board voted unanimously to adjourn at 10:50 p.m.

Respectfully submitted,

Regan Nickels,  
Superintendent of Schools