

**BANGOR SCHOOL DEPARTMENT  
REGULAR SCHOOL COMMITTEE MEETING**

**Draft**

June 23, 2021

7:00 p.m. in City Council Chambers

In attendance: Chair Carin Sychterz, Marwa Hassanien, John Hiatt, Clare Mundell, Susan Sorg, and Timothy Surrence.

- A. 1. & 2. The meeting was called to order at 7:02 p.m. by Chair Sychterz and the Pledge of Allegiance followed.
- A. 3. a. The Bangor School Department and the Bangor School Committee recognized the Class A Girls Track and Field State Champions.
1. A.3.b. The Bangor School Department and the Bangor School Committee recognized Alan Mosca as the Maine Girls Track and Field Coach of the Year for 2021.
- B. VOTED 6-0 by roll call vote to allow the following adjustments to the agenda:  
a. Construction of PCHC School Based Health Clinic
- D. 1. a. VOTED 6-0 by roll call vote to allow construction to begin for the PCHC School Based-Health Clinic at Bangor High School, with the understanding that PCHC assumes all financial cost and work does not affect existing systems designed/approved by Carpenter Associates. Any changes to the plan would need to be run by Mr. Bragg and Superintendent Tager.
- D. 2. a. Director of Business Services, Jerry Hayman, provided the School Committee with an update on the radon testing that was completed in all schools.
- D. 2. b. Interim Superintendent Harris-Smedberg reported the following reassignments for the 2021-2022 school year:
- Denae Johnson from (.5) PreK Teacher at Vine Street School to Kindergarten Teacher at Downeast School.
- D. 2. c. Interim Superintendent Harris-Smedberg reported the following resignations:
- |                        |                           |                      |
|------------------------|---------------------------|----------------------|
| Megan Grandits-Griffin | Grade 1 Teacher           | Downeast School      |
| Nicole Luce            | Special Education Teacher | Bangor High School   |
| Donald Stanhope        | Grade 7/8 Science Teacher | William S. C. School |

- E. 1. a. Interim Superintendent Harris-Smedberg recommended the School Committee approve the Draft Minutes of the June 9, 2021 Regular School Committee Meeting.

VOTED 5-1-1 by roll call vote to approve the amended Draft Minutes of the June 9, 2021 Special School Committee and the April 28, 2021 Regular School Committee Meeting. Yes: Members Hassanien, Hiatt, Mundell, and Sychterz  
No: Member Surette, Abstain: Member Sorg.

The following language was approved to be added to the minutes:

*Member Caruso stated that Member Mundell demonstrated "failed representation" of the school committee when Member Mundell abstained in the SPRPCE meeting to vote to make Dr. Webb the indefinite leader of the SPRPCE program. Member Caruso asked Member Mundell to explain her vote. Member Mundell explained her vote as follows: It was her understanding that a superintendent of one of the regional school districts is to be the SPRPCE director. Dr. Webb is not currently a superintendent. Member Mundell further stated that it was her responsibility to vote in the best interests of the Bangor School Department. Member Mundell stated that it is in the BSD's best interest to maintain the oversight of the SPRPCE program under the new BSD leadership.*

- E. 1. b. Interim Superintendent Harris-Smedberg recommended the School Committee approve the June Bid and Quotation Report.

VOTED 6-0 by roll call vote to approve the June Bid and Quotation Report.

- E. 1. c. 1. Interim Superintendent Harris-Smedberg recommended the School Committee approve the following teacher nomination(s) for the 2021-2022 school year, with a one-year Probationary Contract:

Kaitlin Dolloff	Science Teacher	Bangor High School
Dawn Bestwick	Special Education (SC) Teacher	Bangor High School
Jameson Plock	Special Education (PT) Teacher	Bangor High School
Jacob Gebhart	Music Teacher	Doughty/Cohen Schools
Daniel Magas	Grade 7/8 Science Teacher	William S. Cohen School
Gabrielle Bourgoin	Grade 5 Teacher	Mary S. Snow School
Emma Rapaport	Special Education Teacher (SC)	Fruit Street School
Patricia Hafener	Grade 2 Teacher	Abraham Lincoln School
Ashley Sherry	Grade 1 Teacher	Downeast School
Page Cadorette	Special Education Teacher	K-3 Schools

VOTED 6-0 by roll call vote to approve the teacher nomination(s) for the 2021-2022 school year, with a one-year Probationary Contract.

- E.1. c.2. Interim Superintendent Harris-Smedberg recommended the School Committee approve the following Extra Duty Assignments for the 2021-2022 school year:

Trisha Martin	Grade 7 Team Leader	William S. Cohen School
Melissa Barthelemy	(.5) Student Council	James F. Doughty School
Stephen Ritano	(.5) Student Council	James F. Doughty School
Cathy Hanscom	Grade 6 Team Leader	James F. Doughty School
Judith Michalik	(.5) Yearbook	James F. Doughty School
Robert Estey	Coach, B Baseball	James F. Doughty School
Liza Buck	Coach, A Softball	James F. Doughty School
Kasey Gray (ET)	Coach, B Softball	James F. Doughty School
Darryl Long	Coach, Track	James F. Doughty School
Chelsea Lowe	Coach, B Girls Soccer	James F. Doughty School
Edyth Dyer (1 <sup>st</sup> )	Head Coach, V. F. Hockey	Bangor High School
Katie Walker (1 <sup>st</sup> )	Asst. Coach, V. F. Hockey	Bangor High School

VOTED 6-0 by roll call vote to approve the Extra-Duty Assignments for the 2021-2022 school year.

- E. 1. d. VOTED 6-0 by roll call vote to accept the following donations with great thanks:

To the William S. Cohen School from Art and Beth Kotredes, a cash donation to purchase school yearbooks for students having a total dollar value of \$200.00.

- E. 1. e. Interim Superintendent Harris-Smedberg recommended the School Committee accept the second reading of the following policy changes:

Revised Policy GDB-5 Lunch Aide Compensation Guide  
Revised Policy GDB-6 Executive Office Compensation Guide  
Revised Policy GDB-7 Support Staff Compensation Guide  
Revised Policy GDB-8 Adult and Community Education Compensation Guide  
Revised Policy GDB-9 Supplemental Compensation Guide  
Revised Policy GDB-10 Educational Technology Staff Compensation Guide

VOTED 6-0 by roll call vote to accept the second reading of the policy changes.

- F. Comments and Questions from the Committee:

Member Surette asked if meeting minutes typically provided direct quotations or details. Interim Superintendent replied minutes are usually kept at a high level.

Chair Sychterz commended and thanked Principal Butler, Heather Hopkins, Eric Hutchins, and all others involved, for a wonderful graduation experience.

Vice Chair Hassanien commended and thanked all involved with graduation, reiterating Chair Sychterz's comments on a wonderful graduation.

Member Mundell commented on the phenomenal graduation, also thanking Principal Butler, Heather Hopkins, Eric Hutchins, and all others involved. Member Hiatt asked when the new superintendent would start. Interim Superintendent Harris-Smedberg shared July 1, 2021.

Vice Chair Hassanien thanked Interim Superintendent Harris-Smedberg for filling in as Superintendent.

F. 2. Representative Reports

Member Sorg reported on UTC Committee. 13 students achieved National Technical Honor Society membership. 810 students are registered for the fall. Marty Gray, Assistant Director is retiring, as is Direct Greg Miller. Amanda Peterson will be the Interim Director and is well qualified. A search through MSMA will occur. The UTC is building a Strategic Plan. Members Surretee, Mundell, and Sychterz offered compliments and best wishes to Director Miller upon his retirement.

Member Mundell asked if National Technology Honor Society Students could be recognized at graduation. Principal Butler shared they presently wear cords and pins similar to other National Honor Societies.

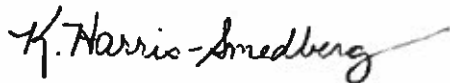
Member Sorg asked if honors are read at graduation. Principal Butler shared information is notated in the program.

Principal Butler shared that input on graduation is sought as he wants to make graduation more memorable.

H. 1. Chair Carin Sychterz shared important dates.

J. VOTED 6-0 by roll call vote to adjourn at 7:57 p.m.

Respectfully submitted,



Kathy Harris-Smedberg, Ph.D.  
Interim Superintendent of Schools

## **MINUTES**

### **BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, July 21, 2021**

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

- 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:

Sam Conners, (minor), of 75 Bellvue Ave., Bangor High School student. Representing Maine Youth Power.

Jordyn Miller, of 47 Pine Trail, 2020 Bangor High School graduate. Representing Maine Youth Power.

Morgan Pysynski, (minor), of 131 West Broadway, Bangor High School student. Representing Maine Youth Power.

Wells Mundell-Wood, of 79 Norfolk Street, Bangor High School graduate. Representing Maine Youth Power.

Phoebe Dolan of 105 Stevens Road, Representing Maine Youth Power. Director, Voting Registration Platform.

Brian Pittman of 93 Grant Street Bangor. FY 22 Budget Review

- D. 1. a.     Superintendent Tager recommended approval of the FY 22 Budget Revisions.

**ARTICLE 1** To see what sum the school administrative unit will be authorized to expend for Regular Instruction for the Fiscal Year 2021-2022.

Recommend \$22,203,901

VOTED by roll call, 7-0 to approve Article 1 as presented.

**ARTICLE 2** To see what sum the school administrative unit will be authorized to expend for Special Education for the Fiscal Year 2021-2022.

Recommend \$9,849,851

VOTED by roll call, 7-0 to approve Article 2 as presented.

**ARTICLE 3** To see what sum the school administrative unit will be authorized to expend for Other Instruction for the Fiscal Year 2021-2022.

Recommend \$1,399,076

VOTED by roll call, 7-0 to approve Article 3 as presented.

**ARTICLE 4** to see what sum the school administrative unit will be authorized to expend for Student and Staff Support for the Fiscal Year 2021-2022.

Recommended \$4,423,364

VOTED by roll call, 7-0 to approve Article 4 as presented.

**ARTICLE 5** to see what sum the school administrative unit will be authorized to expend for System Administration for the Fiscal Year 2021-2022.

Recommended \$1,323,526

VOTED by roll call, 7-0 to approve Article 5 as presented.

**ARTICLE 6** to see what sum the school administrative unit will be authorized to expend for School Administration for the Fiscal Year 2021-2022.

Recommended \$2,696,758

VOTED by roll call, 7-0 to approve Article 6 as presented.

**ARTICLE 7** to see what sum the school administrative unit will be authorized to expend for Transportation and Buses for the Fiscal Year 2021-2022.

Recommend \$2,000,000

VOTED by roll call, 7-0 to approve Article 7 as presented.

**ARTICLE 8** to see what sum the school administrative unit will be authorized to expend for Facilities Maintenance for the Fiscal Year 2021-2022.

Recommend \$6,100,104

VOTED by roll call, 7-0 to approve Article 8 as presented.

**ARTICLE 9** to see what sum the school administrative unit will be authorized to expend for Debt Service and Other Commitments for the Fiscal Year 2021-2022.

Recommend \$1,553,200.

VOTED by roll call, 7-0 to approve Article 9 as presented.

**ARTICLE 10** to see what sum the school administrative unit will be authorized to expend for All Other Expenditures for the Fiscal Year 2021-2022.

Recommend \$80,359

VOTED by roll call, 7-0 to approve Article 10 as presented.

**ARTICLE 11** to see what sum the district/unit will appropriate for the total cost of funding public education from kindergarten to grade 12 as described in the Essential Programs and Services Funding Act.

Recommended \$51,630,139

VOTED by roll call, 7-0 to approve Article 11 as presented.

**ARTICLE 12** to see if (the school administrative unit) will appropriate **\$549,251** for Adult Education and raise **\$200,000** as the local share; with authorization to expend any additional, incidental, or miscellaneous receipts in the interest and for the well-being of the adult education program.

VOTED by roll call, 7-0 to approve Article 12 as presented.

**ARTICLE 13** The Bangor School Department has received more state education subsidy than the amount included in its budget, the School Committee is authorized to first use \$500,000 of the additional state subsidy to decrease the local cost share expectation, as defined in Title 20-A, section 15671-A(1)(B), for local property taxpayers for funding public education; the School Committee is then authorized to use \$313,665 for extra staffing; the School Committee is then authorized to transfer to the City the remaining amount of \$862,901 to the Bangor School Department Capital Reserve Fund which would eliminate the need for bonding. Yes: Members Caruso, Sorg Surette and Chair Sychterz. No: Members Hassanien, Hiatt, and Mundell.

- D. 2. a. On behalf of Superintendent Tager, Assistant Superintendent Harris Smedberg reported the following resignation(s):

Julie Stacey	Math Teacher	James F. Doughty School
Jamie Redding	Grade 4 Teacher	Fairmount School
Amy Trask	English Teacher	Bangor High School

- b. On behalf of Superintendent Tager, Assistant Superintendent Harris-Smedberg reported the following teacher reassignment(s) for the 2021-2022 school year:

Jessica Gallant from Social Worker in the Choice Program Districtwide to Social Worker at Bangor Regional Therapeutic Program.

Sheri Thompson from Social Worker at Bangor Regional Therapeutic Program to Social Worker in the Choices Program Districtwide.

- E. 1. a. 1. On behalf of Superintendent Tager, Assistant Superintendent Harris-Smedberg VOTED 6-1 by roll call to approved the Minutes of the June 23, 2021 Regular School Committee Meeting. Members Hassanien, Hiatt, Mundell, Sorg, Surette and Sychterz. Abstained: Member Caruso.

- b. 1. Superintendent Tager recommended approval of the May 2022 Financial Report.

VOTED 7-0 by roll call to approve the May Financial Report as presented.

- c. 1. a. On behalf of Superintendent Tager, Assistant Superintendent Harris-Smedberg recommended the following teacher nomination(s) for the 2020-2021 school year with a one-year Probationary Contract:

Ryan Misler	History Teacher	Bangor High School
Mark Quinn	Health/PE Teacher	Bangor High School

VOTED 7-0 by roll call to approve the nominations as presented.



- c. 2. Superintendent Tager recommended Committee approval of the following extra-duty assignment(s) for the 2020-2021 school year:

Danielle Williams	Cheering Coach	James F. Doughty School
Maureen Barron	Softball Head Coach	Bangor High School

VOTED 7-0 by roll call to approve the nominations as presented.

F. Comments and Questions from the Committee:

Member Surette shared he reviewed the by-laws for SPRPCE and he believes that leadership can be someone other than an active superintendent. Superintendent Tager spoke with Dr. Webb, who is currently serving as the SPRPCE leader and his understanding is that they will work in tandem.

Chair Sychterz explained why she voted for the budget and how ESSER3/ARP Funds should provide extra funding to the schools.

Member Hiatt shared that disagreement is okay and all School Committee members want what is best for the students.

Member Caruso explained his vote on the budget, that the process is healthy, the last vote is not a swing vote; and that a yes vote was showing good citizenship to help the City.

Member Mundell shared that all School Committee members have student's well-being at heart, but may have different ways to achieve that support. She also welcomed Superintendent Tager.

Superintendent Tager expressed that dialog is good, believing all present were serving to help students, and a desire to keep relationships with the City of Bangor positive.

Member Mundell shared she was elected on a reform platform and that we all need to be open to new thinking.

Member Surette expressed an interest in Social Studies and Civic Literacy, applauding the students who spoke up during the Public Comment time. He reiterated that the last vote is not a swing vote in the close votes, but rather each vote counts towards a total.

Member Sorg also supported that the last vote is not a swing vote, and that last vote should not be seen differently than other votes cast prior. She welcomed Superintendent Tager.

F. 2. Representative Reports

Member Sorg reported on UTC Committee who will meet July 22 at 5:30 p.m.

Member Mundell asked about the School Committee. Member Caruso explained how the Scholarship Committee worked and Director of Finance Jerry Hayman shared further information.

Chair Sychterz reviewed the important dates.

- J. VOTED by roll call vote, 7-0, to enter Executive Session at 8:52 pm for the purpose of negotiations with the Teachers' Bargaining Unit pursuant to 1 M.R.S.A. 405 (6)(D).

Returned to public session at 8:48 p.m.

- K. Voted by roll call 4-0 to adjourned at 9:44 p.m. Members Caruso, Hassanien and Surrette left before the conclusion of the Executive Session.

Respectfully submitted,



James Tager  
Superintendent of Schools

**MINUTES  
BANGOR SCHOOL COMMITTEE  
SPECIAL MEETING  
JAMES F. DOUGHTY SCHOOL  
Wednesday, August 12, 2021  
7:30 p.m.**

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

Chair Carin Sychterz called meeting to order at 7:30 p.m. The Pledge of Allegiance followed.

Superintendent Tager recommended the following teacher nominations for the 2021-2022 school year with a one-year Probationary Contract.:

Sarah Freeman	Grade. 6-8 Math Teacher	James F. Doughty School
Robin Gagner	Grade 3 Teacher	Downeast School
Kelsey Gilmore	Grade 4 Teacher	Fairmount School
Justin Jacques	English/Language Arts Teacher	Bangor High School

By roll call vote, VOTE (4-0) to approve nominations as presented.

Meeting adjourned at 7:35 pm.

Respectfully submitted,



James Tager  
Superintendent of Schools

BREWER SCHOOL COMMITTEE  
REGULAR MEETING MINUTES  
Monday August 2, 2021  
6:00 pm

Committee members present: Mr. Boyes - Chair, Mr. Forrest, Mr. Farley, and Mr. Umel

A. Mr. Boyes called the meeting to order at 6:01 PM.

B. Pledge of Allegiance

C. Mr. Boyes requested a moment of silence for the family and friends of Coach Rich Libby who passed away on July 17, 2021.

Mr. Farley requested a moment of silence for the family and friends of Eric McDougall who passed away on May 5, 2021.

D. Adjustments to Agenda

Mr. Farley moved to approve the addition of item I.1. nomination of Breannah Geiser -Grade 6 Teacher at BCS; Mr. Umel seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.

E.. Public Comment

Sara Flagg, parent and resident asking committee to get back to normal and no masking.  
Jennifer Newcomb, parent, requests masking be a choice not a mandate.

F. New Business

1. Mr. Umel moved to approve the adoption of Policy BED, *Remote Participation in School Committee Meetings*; Mr. Forrest seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.

G. Presentations:

Ms. Moore, Director of Special Education announced that Mr. David Utterback was awarded Maine's Special Education Support Staff of the Year 2020-2021.

H. Minutes

1. Mr. Forrest moved to approve the regular meeting minutes of July 13, 2021; Mr. Farley seconded – VOTED: 4 in favor, 0 opposed, and 0 abstained.
2. Mr. Umel moved to approve the special meeting minutes of July 19, 2021; Mr. Forrest seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.

I. Personnel

1. Mr. Forrest moved to accept the approve the nomination of Breannah Geiser-Grade 6 Teacher at BCS 2021-2022; Mr. Farley seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.

H. Reports

1. United Technologies Center  
Mr. Forrest reported on the July 22, 2021 meeting.
2. Southern Penobscot Regional Program for Children with Exceptionalities  
Mr. Palmer reported no meeting.
3. Student Representative - no report necessary
4. Trustees

Mr. Palmer reported on the July 20, 2021 meeting.

5. Administration

A. Ms. Moore, Director of Special Education reported the Special Education data for 202.

B. Mr. Palmer, Superintendent of Schools reported the following:

a. Resignations of:

- (1) Ron Kearns, Custodian I effective August 3, 2021 for the purpose of other employment.
- (2) Jennah Geiser, Ed Tech I at BCS effective date 6.11.2021 for the purpose of continuing her education in Early Childhood Education as a full time student.

b. Appointments of:

(1) 2021-2022 Co-Curricular/Extra Duty appointments:

Jan Winchester & Katie Miller - BCS Co-Curricular  
Grade 5 Team Leaders .5 ea  
Kenia Edwards - BHS Co-Curricular Game Club  
Frank Rapp - E-Sports Coach

(2) 2021-2022 Annual Appointments of:

Gretchen Gardner - Title IX Officer & Affirmative Action Officer  
Lucas Graychase - Chemical Hygiene Officer & Integrated Pest Management Coordinator  
Scott Walker - BHS Attendance Coordinator  
Samantha Pangburn - BCS Attendance Coordinator  
Supt. Gregg Palmer - Public Access Officer  
Priscilla Gray - BCS Crossing Guard  
PCHC - Dr. Noah Nesin - School Physician  
IEP Designees at Brewer High School:  
Brent Slowikowski, Principal; Scott Walker, AP & David Jeffrey, SPED Administrative Designee  
IEP Designees at Brewer Community School:  
Allison Kahkonen, PreK-4 Principal; Jason Richards, 5-8 Principal, Samantha Pangburn, AP, Pam McGinn, SPED Administrative Designee and Janelle Jundt, SPED Administrative Designee  
AFJROTC Annual At-Will one year appointment:  
Sgt. Anthony Campbell  
William Hardie(Lt.Col.Retired)

(3) Athletic appointments:

Fall 2021-2022

Aaron Smith - BHS Assistant Football Coach  
Kyle McGeechan - BHS Assistant/JV Coach  
Sophie Russell - BHS Volunteer Field Hockey  
Nancy Snowdeal - BHS Volunteer Cheerleading Coach  
Abigail Lawrence - BHS Volunteer Cheerleading Coach  
Brandon Martin - BHS Volunteer Football Coach  
Cody Davis - BHS Volunteer Football Coach  
Meghan Snook - BCS "A" Girls Soccer Head Coach  
Harry "Sip" Estes - BCS Volunteer Field Hockey Coach  
Amy Kearns - BCS Volunteer Field Hockey Coach

Fall open search - BCS "B" Girls Soccer Head Coach  
Winter 2021-2022

Ben Goodwin - Varsity Boys Basketball Head Coach  
Carmen Williams - Swimming & Diving Head Coach  
Lance Ingerson - Varsity Ice Hockey Head Coach  
Dan Juilli - Indoor Track Head Coach

c. Reported the Fall 2021 School Reopening Plan

K. New Business

1. Mr. Forrest moved to approve the Fall of 2021 School Reopening Plan; Ms. Farley seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.
2. Mr. Forrest moved to approve the revision of Policy CDD, *Administrative Compensation and Benefits 2021-2022*; Mr. Farley seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.
3. Mr. Forrest moved to approve Shane Boyes as representative and Ms. Small as alternate for the remote MSBA Delegates Assembly on October 23, 2021; Mr. Farley seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.
4. Mr. Umel moved to accept the donations of \$195 from Harry "Skip" Estes of Brewer to Brewer High School for the softball program and \$500 from Ellen Hendrickson of Holden to Brewer High School for the Outdoor Education program; Mr. Farley seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.

L. Future Meetings

Tuesday, August 10, 2021, Virtual Special Meeting, 5:00 pm

Monday, September 13, 2021, 6:00 PM, Regular Meeting, Brewer High School Lecture Hall

M. Public Comment

Jennifer Newcomb inquired about pool testing and how that will work. Mr. Palmer to provide a protocol moving forward.

Glendon Rand, Science teacher at BHS indicated that he would volunteer in the pool testing.

N. Adjournment

Mr. Umel moved to adjourn at 7:44 PM; Mr. Farley seconded -VOTED: 4 in favor, 0 opposed, and 0 abstained.

Respectfully submitted,



Gregg Palmer  
Secretary

Approved: September 13, 2021

**BREWER SCHOOL COMMITTEE  
SPECIAL MEETING MINUTES**

Tuesday, August 10, 2021  
5:00 pm

Committee members present: Mr. Boyes - Chair, Ms. Small - Vice Chair; Mr. Forrest, Mr. Farley, and Mr. Umel

A. Mr. Boyes called the meeting to order at 5:00 PM.

B. Pledge of Allegiance

C. Adjustments to the Agenda

Mr. Farley moved to approve the addition of item E, Superintendent of Schools report and the elimination of the Executive Sessions ; Mr. Forrest seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained. (Mr. Umel unable to vote due to technical issue)

D. Personnel

- a. Mr. Farley moved to approve the appointment of Samuel Nichols, Grade 5 Teacher 2021-2022 at BCS; Mr. Umel seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained.
- b. Mr. Forrest moved to approve the appointment of Christopher Moreau, 7-12 Full Remote Teacher 2021-2022; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained.

E. Reports

Mr. Palmer, Superintendent of Schools reported the following:

- a. Resignations of Brittany McAllister, ET I effective August 9, 2021 for the purpose of other employment.
- b. Reported Fall 2021 School Reopening Plan update status is a day by day analysis and that any major changes could cause changes to the plan in place at this time.

F. Future Meetings

Tuesday, August 10, 2021, Virtual Special Meeting, 5:00 pm

Monday, September 13, 2021, 6:00 PM, Regular Meeting, Brewer High School Lecture Hall

G. Public Comment - None

H. Adjournment

Ms. Small moved to adjourn at 6:19 PM; Mr. Farley seconded - ROLL CALL VOTE: 4 in favor, 0 opposed, and 0 abstained.

Respectfully submitted,



Gregg Palmer  
Secretary

Approved: September 13, 2021

**Wednesday, July 21, 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 and via Google Meet on Wednesday, July 21, 2021. Board Chair Heath Miller called the meeting to order at 7:00 p.m. Directors present were: Faye Anderson, Jim Baines, Jacob Brown, Jayne Dyer, Lester French, Allan Gordon, Jr., John Holmes, Kenyon Humphrey, Chris Labonte, Anthony Liberatore, DMD, and Heath Miller.

Absent: Tania Jean-Jacques and Kim Moran

**II. Approval of Minutes of Regular Meeting of June 16, 2021**

Holmes moved, Dyer seconded, and the Board voted favorably to approve the minutes of the June 16, 2021 meeting.

Abstain: Kenyon Humphrey and Chris Labonte

**III. Adjustment to Agenda**

Superintendent Nickels announced the resignations of Aimee Light, Speech Language Pathologist (.4), Wagner Middle School and Lisa Theohardis, School Nurse, Reeds Brook Middle School & Leroy H. Smith School

Superintendent Nickels announced the salary for the Assistant Director of Special Education, Andrea Bozzino, \$71,100, for the 2021-22 school year.

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

Laura Lazear, Hampden resident and district parent asked about the masking in the schools. Would like to see one class per grade that does have mandatory masking.

**V. Board Chair**

**A. Welcome to New Board Representatives**

Superintendent Nickels welcomed Kenyon Humphrey and Chris Labonte both representing Winterport. She thanked them for serving on the Board.

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

The Board reviewed policy BAA-Evaluation of School Board/Board Self-Evaluation. It was discussed that, in previous years, there has been a question regarding the efficacy of self evaluation. Need to review that so we can move out in August as an expectation from policy. If it is the will of the Board to discontinue that practice, we would need to discuss this now to address policy in August. An Ad hoc Committee to evaluate the Board will discuss this. The Ad Hoc Committee will be comprised of board members Rob Frank, Lester French, and Faye Anderson.



## VI. Personnel

### A. Resignations

Superintendent Nickels announced the following resignations:

- Jill Starrett, Grade 3 teacher at George B. Weatherbee School
- Julia Fasano, part-time Spanish teacher at Reeds Brook Middle School
- Ashlea Bourdon, Grade 8 Special Education teacher at Reeds Brook Middle School
- Aimee Light, Speech Language Pathologist .4, Wagner Middle School
- Lisa Theoharidis, School Nurse, Reeds Brook Middle School & Leroy H. Smith School

### B. Nominations - Transfers

Superintendent Nickels announced the following transfers:

- Carol Gourmelon, Grades 7 & 8 Social Studies teacher to Reeds Brook Middle School from Samuel L. Wagner Middle School
- Nick Raymond to principal at Samuel L. Wagner Middle School from Hampden Academy
- Rebecca Moore, Administrative Assistant to the Central Office from Hampden Academy
- Sherri Woodside, Administrative Assistant to Hampden Academy from George B. Weather School

Superintendent Nickels announced Nikki Knupp, will work approximately 10 hours per week as an Administrative Assistant for communications.

Upon recommendation of Superintendent Nickels, Liberatore moved, Holmes seconded, and the Board voted unanimously to approve:

#### **Cynthia Donovan, Gifted and Talented Teacher**

6 years experience working in the district, BA University of Maine  
Salary: \$38,500.00

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

#### **Steven Austin, Special Education teacher at Hampden Academy**

25 plus years teaching experience, Master of Education University of Maine  
Salary: \$70,903.21

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

#### **Sarah Chandler, Grade 3 teacher at George B. Weatherbee School**

Student Teacher and long-term substitute teacher at Bangor School Department  
BS in Elementary Education Liberty University  
Salary: \$38,500.00

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

#### **Andrea Bozzino, Assistant Director of Special Education**

Special Education teacher with the district, CAS Special Education, University of Maine  
Salary: \$71,100

## VII. Superintendent of Schools

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

Board member Rob Frank read the Essential Behaviors and Outcomes Proclamation.

### B. Assistant Superintendent Update

Assistant Superintendent Boone provided an update on Enrollment. She congratulated and thanked the leadership team for the professional development they offered during the administrative retreat.

### C. Special Olympics Update

Andrea Lee, Reeds Brook Middle School PE/APE teacher, discussed the district's invitation to the Special Olympics USA Games 2022. She talked about the tremendous success our student athletes have had in the Special Olympics. Andrea Lee will be attending the games as the Unified Youth Leadership mentor and her husband Brian Lee will be attending the games as the Head Golf Coach.

The following current and former Special Olympic student athletes spoke to the Board about their experiences at the games.

Lauren Leonard - sophomore, attending the games as a track & field athlete. She was also selected as an alternate for the World Winter Games in Russia that were supposed to happen prior to the pandemic but are now scheduled for Winter 2022.

Evan King - junior, attending the games as part of the Unified Champion Schools program Youth Leadership Experience and also just selected as a United States Youth Ambassador (which I am learning is a separate program that will be the group that guides the Youth Leadership Experience)!

Ben Kristal - junior, attending the games as a partner for the Unified Champion Schools program Youth Leadership Experience

Madison Mooers - graduated HA and has already completed 1 year of college at UMF! She is attending the games as an athlete for bowling. She has been to Nationals in New Jersey and in Seattle as a bowling athlete and to the World Summer Games in Abu Dhabi as a track and field athlete and took home the bronze medal!

Cailynn Goss - graduated from HA and has attended several National Games as well as the World Summer Games for Special Olympics in Greece, where she won the gold medal for the butterfly in swimming! She is attending the 2022 USA Games in Orlando, FL as a swimming athlete.

Colby Gott - did not attend the meeting but has been selected as a member of Team Maine's Swim Team for the 2022 USA Games. He was also selected as an alternate for the World Winter

Games in Russia that were supposed to happen prior to the pandemic but are now scheduled for Winter 2022.

#### D. August Board Retreat and Strategic Planning

Superintendent Nickels will contact the Board for their availability in order to plan the Board Retreat. Looking to schedule it for mid August. The purpose of the retreat is to facilitate knowledge about strategic plan direction, what has already been accomplished, and set goals and dates.

#### E. Masks in Schools

Masks are required on school busses. It is now a Federal mandate that masks are required on all public transportation. School busses considered to be mass transit. During the summer, students in summer school were not expected to wear masks on the busses. The new guidelines do require masks to be worn on busses, and they will be worn starting next week.

CDC strongly recommends that those not vaccinated be masked. American Academy of Pediatrics suggests all students above age 2 should be masked.

People are starting to reach out with questions regarding masking requirements. They are interested in making plans. Things are changing daily. We get new advice weekly. The district has done very well following the CDC requirements.

Making sure our students and staff are safe and healthy is our priority. Masking guidelines are such a fluid situation. We need the most current information to make further decisions. We will discuss further in August.

#### F. Monthly Financial Report

Superintendent Nickels reviewed the monthly financial report. The district's FY22 budget has 95.5% remaining. The district is on track financially.

#### G. Annual Audit Distribution

Superintendent Nickels provided the Board with a copy of the annual District Budget Audit for fiscal year 2020. Discussion of the audit occurred. Staffing duties have been reassigned to address the concerns noted in the audit report. The Finance Committee chair recognized that Superintendent Nickels has been on top of this. The audit will be posted on the district website. We can arrange a question/answer session with the auditor if there is interest.

#### H. Student Board Representative Report

Student Board Representative, Jacob Brown, said students are anxious to know about what to expect for the new school year due to COVID, masking and so forth. He is taking a college class at Husson this summer. He encourages high school students to take advantage of college courses in the summer. Mr. Tracy shared that the Bridge program has changed but all the same options for college classes are still there.

#### VIII. Questions of Board Members

None.

**IX. Committee Reports**

**A. Finance Committee**

Finance Committee Minutes of June 29 are included in the Board's Google folder

**B. Budget Committee**

No Report.

**C. Athletic Committee**

Athletic Committee Minutes of June 14 are included in the Board's Google folder. Discussion occurred regarding expanding responsibilities of the athletic director into the middle schools to promote equitable participation at the high school level when they transition from middle school. Offerings will be balanced, if not identical.

**D. Building Committee**

Building Committee minutes of June 29 are included in the Board's Google folder.

**E. Negotiations Committee**

Negotiations Committee Minutes of June 16 are included in the Board's Google folder.

**F. Education Committee**

Education Committee Minutes of June 16 are included in the Board's Google folder.

**G. Policy Committee**

Policy Committee Minutes of June 22 are included in the Board's Google folder.

**H. United Technologies Center Board**

Superintendent Nickels announced that RSU 22 is taking their turn to represent superintendents in the region.

**I. Behavioral Review Committee**

Behavioral Review Committee Minutes of June 17 are included in the Board's Google folder.

**J. Dropout Prevention Committee**

Dropout Prevention Committee Minutes of June 10 are included in the Board's Google folder.

**K. SPRPCE Board**

Two more communities have joined SPRPCE.

L. Community Relations Committee

No report.

M. Equity in Education Committee

No report.

N. Strategic Planning Ad-Hoc Committee

Strategic Planning Ad-Hoc Committee Minutes from June 10 are included in the Board's Google folder.

Board member Faye Anderson provided a legislative committee update on LD 677.

LD 677 - An act to improve public sector labor relations by amending the laws governing arbitration under certain Public Employees Labor Relations Laws was approved by both bodies of Legislature. The bill was sent to Governor Mills to be signed into law and she vetoed the bill on July 13th. The veto was sustained on July 19th. Governor Mills' letter to the Legislature shared her concerns regarding outside arbitrators making decisions that could impact the need for increased revenues and delivery of services.

X. Policy Consideration

A. Discuss and act on the first reading ADF-School District Commitment to State Standards

Upon recommendation of the Policy Committee, Holmes moved, Dyer seconded, and the Board voted unanimously to approve the first reading of Policy ADF-School District Commitment to State Standards.

B. Discuss and act on the first reading KLGA-Relations with School Resource Officers and Law Enforcement Authorities

Board members provided their feedback and suggestions.

Upon recommendation of the Policy Committee, Holmes moved, Dyer seconded, and the Board voted unanimously to approve the first reading of Policy KLGA-Relations with School Resource Officers and Law Enforcement Authorities.

XI. Old Business

None.

XII. New Business

A. Discuss and act on Maine Laptop Initiative purchase

Discussion occurred regarding the Maine Laptop Initiative purchase. Superintendent Nickels advocated for the continued use of MacBook Airs at the middle school level. The functionality has been well utilized in the past. Now MLTI is requiring cost sharing to get the same device that they would have previously had.

The district has been approved for an ESSER II federal grant. The district will use this funding to purchase 395 laptops for both middle schools and staff, including administration.

These devices would be utilized for six years.

There is a 4-6 weeks delay in ordering. The district will use chrome books at school until they arrive and can be set up.

Motion to act on Maine Laptop Initiative purchase with ESSER II Grant Funds, Liberatore moved, Dyer seconded, and the board voted unanimously to approve the Maine Laptop Initiative purchase with ESSER II Grant Funds.

### XIII. Communication and Correspondence

#### A. Set Meeting Dates

July 26, 2021 Community Relations Committee, 2:00 pm, meeting location - Central Office  
August 18, 2021 - Board Meeting at 7:00 p.m., Hampden Academy Library  
August 18, 2021 - Athletic Committee meeting at 6:00 p.m., Hampden Academy  
Building Committee - meeting date to be determined  
Education Committee - meeting date to be determined

### XIV. Executive Session

#### A. Executive Session to Discuss Negotiations according to 1 M.R.S.A § 405(6)(D)

At 8:15 p.m., Liberatore moved, French seconded, and the Board voted unanimously to enter Executive Session to Discuss Negotiations according to 1 M.R.S.A § 405(6)(D).

Discussion occurred.

The Board entered back to regular session at 8:52 p.m.

#### B. Executive Session to Discuss a Legal Matter according to 1 M.R.S.A § 405(6)(E)

At 8:52 p.m. Liberatore moved, Baines seconded, and the Board voted unanimously to enter Executive Session to Discuss Negotiations a Legal Matter according to 1 M.R.S.A § 405(6)(E).

The Board entered back to regular session at 9:13 p.m.

### 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.

None.

XVI. Adjourn

Liberatore moved, Dyer seconded, and the Board voted unanimously to adjourn the meeting at 9:14 p.m.

Respectfully submitted,

Regan Nickels  
Superintendent

**Special Meeting of the RSU 22 School Board  
Strategic Plan Workshop  
August 11, 2021  
Hampden Academy Library**

**Board members present:** Heath Miller (Chair), Faye Anderson, Jayne Dyer, Lester French, Alan Gordon, Jessica Hamilton (arrived 3:30pm), John Holmes (arrived 4pm), Kenyon Humphrey, Tania Jean Jacques, Christopher Labonte

**Administration present:** Regan Nickels (Superintendent), Christine Boone (Assistant Superintendent), Andrea Bozzino, Jennifer Cyr, Mary Giard, Fred Lower, Dawn Moore, Jennifer Nickerson, Nicholas Raymond, Nate Savage, Susan Thibedeau, Bill Tracy, Lynn Wells

**Others present:** Nicola Knupp (Communications Specialist)

With a quorum declared present, Chair Heath Miller called the meeting to order at 2:02pm.

Superintendent Nickels began with an introduction of the session, including background and findings from the current strategic plan development process.

Reeds Brook Principal Susan Thibedeau led the group in a leadership strength finding activity.

Assistant Superintendent Christine Boone summarized the findings of the Superintendent Listening Sessions held throughout 2019.

Board members were divided into small groups for goal setting discussions around four (4) strategic topic areas: Community Partnership, Fiscal Responsibility, Professional Excellence, and Student Success. Each group was facilitated by members of administration with board members rotating through each topic and exploring strategic goals.

Participants reconvened as a group and discussed the workshop model. Board members stated that the model was helpful for exploring specific topics, such as the strategic plan or equity audit findings, and requested that it be considered for more regular use (perhaps quarterly). Superintendent Nickels thanked the Board for their input.

With no additional items for discussion, the meeting adjourned at 7:56pm.



**Present:** Hans Peterson, Chair, Kristen Canders, Rich Crowe, Sande Curtis, Cheryl Fasse, Pat Gaetani, Earle Hannigan, Kirsten Ismail, Jim Lacadie, Mel MacKay, Susan MacKay, Kim Meagher, Tony Pellegrini, Dan Wellington

**Also Present:** Dave Armistead, Dan LaMontagne, Bill Meier, Paul Messer, Meg Sanders, Matt Skaves, Matt Smith, Holly Whitmore, Eric Zelz

**Not Present:** Kevin Kelly, James Strout

### CALL TO ORDER

Hans Peterson called the meeting to order at 7 a.m. The only in-person meeting of the year was attended by current and new board members. Introductions were made around the room. Today's meeting also marked the last of retiring head of school Mel MacKay. Sande Curtis and Rich Crowe were both recognized for completing their second terms on the board and were each presented with a gift.

**Motion:** To accept the April 27, 2021 meeting minutes as written.

Lacadie/Crowe

Approved without opposition.

### HEAD OF SCHOOL REPORT

Mel spoke about LD 1672 and its impact on the school. The school will continue to participate at the state level and with independent school associations to address and respond to the legislation. Mel and Dave continue to attend weekly MAIS (Maine Association of Independent Schools) Zoom meetings with MAIS' legal counsel, Preti Flaherty.

Mel reported that commencement, held outdoors on June 6 at Hermon High School, was successful and well attended.

Dave spoke to the opening of the Darling Center. Students and staff had a chance to tour their new facility before leaving for the summer. There is great excitement about using the gym and weight room for summer athletics and beyond.

Dave reported that the committee working on revising the mission statement for the school ended its work in late May. The new mission statement reads:

*John Bapst, an independent, college-preparatory school, cultivates academic excellence and personal growth, encourages exploration of opportunities, and fosters connections in an inclusive and global community.*

**Motion:** To accept the mission statement as revised.  
S. MacKay/Ismail

Approved without opposition.

Students, board members, and faculty comprised the Mission Committee and helped the school to achieve one of the accreditation recommendations made by NEASC. Dave explained that the mission statement is meant to be brief and concise and that a vision statement may be developed to expand upon the mission and its meaning and intention.

Beth Campbell provided an enrollment report – 103 local students have enrolled for next year and the 34 international students eligible to return are expected to do so. The school graduated 114 seniors, 24 of whom were international students. Interest from overseas remains strong though travel restrictions are the biggest hurdle. International recruitment at this time remains virtual and is ongoing – now more than ever those personal relationships with agents and families are of utmost value and importance.

#### FINANCE

Bill Meier reported on behalf of finance committee chair James Strout. Questions on minutes were welcomed. Bill touched on the deficit created by the downturn in international enrollment and though the school appears to be operating under budget, he noted that recovering international enrollment will be crucial to the school's long-term financial health. Mel commented on Bill's expertise in grant and funding applications, which will be important with our pending EANS (Emergency Assistance for Non-Public Schools) grant.

#### BUILDINGS & GROUNDS

Committee chair Jim Lacadie welcomed questions on the minutes. He reported that the ribbon-cutting/opening of the Darling Center was a success. The final requisition is expected in the coming weeks.

#### DEVELOPMENT

Chair Cheryl Fasse reported that the board is at nearly 100% giving. She will contact members who have yet to give. 100% board participation is crucial to grant applications. The golf tournament is scheduled for July 19 and there are still some foursomes available and sponsorships are always welcome. Plans for a summer alumni event will be informed by COVID guidelines.

#### ENDOWMENT

Kirsten Ismail reported on the most recent meeting. The portfolio is just over \$2 million. New members are welcome to the committee.

#### OTHER BUSINESS

Former board chairs and members Adrienne Carmack, Tom Stone, Benita Deschaine, and Andy Hamilton joined the meeting at 8:15 a.m., along with Laura MacKay, to help the board and administrators to celebrate the retirement of Mel MacKay. A special presentation was made to Mel – on behalf of the board and entire faculty and staff of the school, Hans Peterson presented Mel and his wife Laura with a trip to Scotland. The official board meeting adjourned and a small gathering to celebrate Mel followed.

#### NEXT BOARD OF TRUSTEES MEETING

This was the final board meeting of the year. Once the 2021-22 board meeting calendar is set it will be shared.

#### ADJOURNMENT

The meeting adjourned at 8:45 a.m.

*Respectfully submitted by Kirsten Ismail, Secretary*