

## MINUTES

### BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, April 26, 2023

School Committee Members present: Chair Marwa Hassanien, Vice Chair Timothy Surette, Clare Mundell, Sara Luciano, Ben Sprague, and Imke Schessler-Jandreau. Member Susan Sorg was absent.

A. 1. & 2. The meeting was called to order at 7:00 p.m. by Chair Marwa Hassanien and the pledge of allegiance followed.

A. 3. a. The Bangor School Department and Bangor School Committee recognized Jasmine Roy for her gold medal finish at the 2023 Maine Skills USA Competition, Job Interview Division.

The Bangor School Department and the Bangor School Committee recognized the Bangor High School Math Team for winning the Class A State Math Meet.

B. Adjustments to the Agenda:

No Adjustments

C. Public Comments:

Michael Norton of Bangor commended a board member for teaching yoga, he also discussed longitude and latitude.

D. 2. a. Superintendent Tager provided an update on the April 1 count.

b. Assistant Superintendent Kathy Harris-Smedberg provided an overview of the Sophomore Award of Academic Excellence and read the names into record.

c. Superintendent Tager reported the following Administrator and teacher reassignments for school year 2023-2024:

Tim Reed from Assistant Principal at James F. Doughty School to Assistant Principal at Bangor High School.

Chunli Crane from (.4) ML Teacher and (.6) Foreign Language Teacher at Bangor High School to Foreign Language Teacher at Bangor High School.

Sara Woodworth from English Teacher at Bangor High School to (.6) English Teacher at Bangor High School.

Stephen Riitano from Social Studies/ELA Teacher at James F. Doughty School to History Teacher at Bangor High School.

Jodie Burgess from Grade 4 Teacher to Grade 5 Teacher at Fairmount School.

Kristy Donahue from Grade 5 Teacher to Grade 4 Teacher at Fairmount School.

Kacey Falcon from Grade 4 Teacher to Grade 5 Teacher at Fairmount School.

Kelsey Gilmore from Grade 5 Teacher to Grade 4 Teacher at Fairmount School.

Bambi Heath from Grade 5 Teacher to Grade 4 Teacher at Fairmount School.

Lydia Murphy from Grade 4 Teacher to Grade 5 Teacher at Fairmount School.

Jennifer Roy-Musor from Grade 4 Teacher to Grade 5 Teacher at Fairmount School.

Chloe Schaeffer from Grade 5 Teacher to Grade 4 Teacher at Fairmount School.

Jessica White from Grade 5 Teacher to Grade 4 Teacher at Fairmount School.

d. Superintendent Tager reported the following teacher resignation:

Kristen Guite	Gr. 7/8 Math Teacher	William S. Cohen School
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E. 1 .a. 1. VOTED 6-0 to approve the Minutes of the April 12, 2023 Regular School Committee Meeting.

b. 1. VOTED 6-0 to approve the January 2023 Financial Report.

c. 1. a. VOTED 6-0 to approve the following teacher nominations for the 2023-2024 school year, with a one-year Probationary Contract:

Natalie Kirby	Grade 3 Teacher	Downeast School
Alexandra Loukas	PreK Teacher	Fruit Street School
Janice Rand	PreK Teacher	Abraham Lincoln School

b-d. VOTED 6-0 to approve the following Teacher Nominees for First Year and Second Year Probationary Contracts from September 1, 2023 to August 31, 2024 and Continuing Contracts from September 1, 2023 to August 31, 2025

**First Year Probationary Contracts:**

**Bangor High School**

Caleb Tipton	Special Education
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**Bangor Regional Program**

Nathaniel Colby	Special Education
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**Pupil Services**

Danielle Stockinger	BCBA
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**Second Year Probationary Contracts:**

**Bangor High School**

James Bohm  
Jill Kenney  
Sarah O'Connell

Special Education  
School Counselor  
Science

**William S. Cohen School**

Jessica Fink  
Victoria Kasper  
Maureen McNichol (WSCS/JFDS)  
Kathryn Walters  
Joy Walters

Speech Language Pathologist  
Gr. 7/8 Science  
French  
Special Education  
School Counselor

**James F. Doughty School**

Jenna Hope  
Lori Marchand

Social Worker  
Special Education

**Abraham Lincoln School**

Shannon Shook (Abe/14<sup>th</sup>)

Special Education

**Downeast School**

Emma Brittelli  
Sarah James  
Sarah McLaughlin (DE/VI/BRP)

PreK  
Grade 1  
Art

**Fruit Street School**

Sara Hicks (FR/AL/BRP)

Music

**Mary Snow School**

Casey Grunder

Grade 5

**Vine Street School**

Jenna Bishop  
Carolyn Moring (VI/BRP)

Grade 1  
School Counselor

**Pupil Services**

Kelly Berglund  
Jamie Ciomei

ML Teacher  
Occupational Therapist

**Bangor Regional Program**

Jamie Bartlett  
Amanda Cobb  
Frederick Maddocks  
Sara Pomeroy

Social Workers  
Special Education  
Special Education  
Special Education

**Continuing Contracts:**

**Bangor High School**

Dawn Beswick

Special Education

Kaitlin Dolloff  
Justin Jacques  
Jameson Ploch  
Mark Quinn

Science  
ELA  
Special Education  
Physical Education

**William S. Cohen School**  
Jacob Gebhart (WSCS/JFDS)  
Daniel Magas  
Samuel Picard  
Lauren Timken

Music  
Gr. 7/8 Science  
Special Education  
Gr. 7/8 ELA

**James F. Doughty School**  
Sarah Freeman  
Abigail Lawrence

Mathematics  
Gr. 6 ELA/Social Studies

**Abraham Lincoln School**  
Patricia Hafener

Grade 2

**Downeast School**  
Page Cadorette  
Robin Gagner  
Denae Johnson

Special Education  
Grade 3  
Kindergarten

**Fairmount School**  
Tiffany Albee  
Kacey Falcon  
Kelsey Gilmore

Grade 4  
Grade 4  
Grade 4

**Fourteenth Street School**  
Tracy Reardon

Special Education

**Fruit Street School**  
Malorie Hersom  
Emma Rapaport

School Counselor  
Special Education

**Mary Snow School**  
Gabrielle Bourgoin  
Pamela Fox  
Sarah Smith

Grade 5  
Special Education  
Grade 4

**Vine Street School**  
Vanessa Bean

Special Education

**Pupil Services**  
Lindsay Chadbourne

Social Worker (.5)

**Acadia**  
Tamera Scharer

Special Education

**Bangor Regional Program**

Corey Fleming  
Courtney Rieder

Special Education  
Special Education

3. VOTED 6-0 to approve the following extra-duty assignments for school year 2023-2024:

English Dept. Head	Bangor High	Jane Venturelli
Fine Arts Dept. Head	Bangor High	Eric Hutchins
Foreign Lang. Dept. Head	Bangor High	Marisue Schuilling
Physical Ed Dept. Head	Bangor High	Jeffrey Fahey
Science Dept. Head	Bangor High	Barbara Stewart
History/Business Dept. Head	Bangor High	Geoffrey Wingard
Special Ed Dept Head	Bangor High	Carmin Curry (.5)
IEP Coordinator	Bangor High	Carmin Curry (.3)
IEP Coordinator	Bangor High	Stuart Greener (.6)
IEP Coordinator	Bangor High	Brianne Sciacca (.3)
IEP Coordinator	Bangor High	Ashley Thornton (.3)
IEP Coordinator	JFDS	Melissa Barthelemy (.88)
IEP Coordinator	JFDS	Daniel Considine (.75)
IEP Coordinator	JFDS	Thomas Leonard (.87)
IEP Coordinator	WSCS	Nicole Pinkham (1.75)
IEP Coordinator	Downeast	Melissa Metivier (.5)
IEP Coordinator	Downeast	Jennifer Kolvoord (.5)
IEP Coordinator	Downeast	Page Cadorette (.5)
IEP Coordinator	Fairmount	Dave Johnson
IEP Coordinator	Fairmount	Joni Buck
IEP Coordinator	14 <sup>th</sup> Street	Tracy Reardon (.25)
IEP Coordinator	Fruit	Cassandra Azevedo (.75)
IEP Coordinator	Fruit	Emma Rapaport (.75)
IEP Coordinator	Abraham Lincoln	Courtney Brideau (.375)
IEP Coordinator	Abraham Lincoln	Christopher Junkins (.375)
IEP Coordinator	Abraham Lincoln	Charlene Southwick (.375)
IEP Coordinator	Mary Snow	Kassie Saucier (.5)
IEP Coordinator	Mary Snow	Heidi Coghill (.5)
IEP Coordinator	Mary Snow	Annemarie Roberts (.5)
IEP Coordinator	Vine	Erika Hutchins (.67)
IEP Coordinator	Vine	Amy Alaimo (.67)
IEP Coordinator	Vine	Sue Whitmore (.67)
IEP Coordinator	BRP	Laura Charette
Enrichment Act Coord.	JFDS	Randall Allen
Enrichment Act Coord.	WSCS	Lisa Richards
Intramural Act Coord.	Bangor High	Jeffrey Fahey
Team Leader – Grade 6	WSCS	Deb Sykes
Team Leader – Grade 7	WSCS	Trisha Martin
Team Leader – Grade 8	WSCS	Thomas True
Team Leader – Specialties	WSCS	Lisa Richards
Team Leader – Grade 6	JFDS	Cathy Hanscom
Team Leader – Grade 7	JFDS	Lisa McPhee

Team Leader – Grade 8	JFDS	Jennifer Boehmer
Team Leader – Specialists	JFDS	Tracy Vassiliev
Team Leader – Special Ed	JFDS	Melissa Barthelemy
Cert Gov Committee, Chair	Systemwide	Jaime Jarvis
Cert Gov Committee	Systemwide	Marisue Schuiling
Cert Gov Committee	Systemwide	Sherilee Benson
Cert Gov Committee	Systemwide	Katrina Lajoie
Cert Gov Committee	Systemwide	Wendy Hooke
Cert Gov Committee	Systemwide	Cynthia Fish
Cert Gov Committee	Systemwide	Susan Burke (ET)
Cert Gov Committee Admin	Systemwide	Richard Fournier (Adm)
Special Olympics Coordinator	Systemwide	Jason Pangburn (.5)
Special Olympics Coordinator	Systemwide	Kendra Perry (.5)
Chemical Mgmt Officer	Systemwide	Tracy Vassiliev (.5)
Chemical Mgmt Officer	Systemwide	Karen White (.5)
Band	Bangor High	Matthew Tipton
Jazz Band	Bangor High	Matthew Tipton
Chorus	Bangor High	George Redman
Orchestra	Bangor High	William Bell
Jazz Choir	Bangor High	George Redman
Debate	Bangor High	Matthew Leland
Dramatics	Bangor High	Deborah Elz Hammond
Yearbook Business Manager	Bangor High	Eric Hutchins
RAM Page Advisor	Bangor High	Jeff Sanders
Student Council	Bangor High	Eric Hutchins
Senior Class Advisor	Bangor High	Emilie Throckmorton
Senior Class Advisor	Bangor High	Eva Wagner
Junior Class Advisor	Bangor High	Evan Marshall
Junior Class Advisor	Bangor High	Anthony Crabtree
Cultural Exchange Advisor	Bangor High	Marisue Schuiling
Library Study Coordinator	Bangor High	Nancy Watson
Graduation Coordinator	Bangor High	Heather Hopkins (.5) Secretary
Graduation Coordinator	Bangor High	Eric Hutchins (.5)
Chess Club Advisory	Bangor High	Jonathan Dearing
Key Club Advisor	Bangor High	Misty Conrath (.5)
Key Club Advisor	Bangor High	Nitisha Lankhorst (.5)
Math Team Advisor	Bangor High	Carl Robbins
Mosaic	Bangor High	Emilie Throckmorton
Art Club Advisor	Bangor High	Susan Bryand
Assessment Coordinator	Bangor High	Mark Hackett
Maine Academic Decathlon	Bangor High	Carl Robbins
Maine Quiz Bowl Coach	Bangor High	Carl Robbins (.5)
Maine Quiz Bowl Coach	Bangor High	Susanna Owen (.5)
Advanced Placement Coord	Bangor High	Scott Clement
Talent Show	Bangor High	Deborah Elz Hammond
Civil Rights Advisor	Bangor High	Stephanie Hendrix
LGBTQ+	Bangor High	Marisue Schuiling (.5)
LGBTQ+	Bangor High	Emilie Throckmorton (.5)
VPA Acad Research Coord	Bangor High	Eric Hutchins
STEM Research Coord	Bangor High	Barbara Stewart

Business Acad Research	Bangor High	Lance Fenimore
Humanities Acad Research	Bangor High	Stephanie Hendrix
Band	JFDS	Jacob Gebhart
Band	WSCS	Jacob Gebhart
Chorus	JFDS	Joshua Johnson
Chorus	WSCS	James Pushard
Orchestra	JFDS	William Bell
Orchestra	WSCS	William Bell
Vocal Group	WSCS	James Pushard
Instrumental Group	JFDS	Jacob Gebhart
Instrumental Group	WSCS	Jacob Gebhart
Dramatics	JFDS	Thomas Leonard
Dramatics	WSCS	Terence Tibbetts
Yearbook	JFDS	Tracy Vassiliev (.5)
Yearbook	JFDS	Judith Michalik (.5)
Yearbook	JFDS	Tracy Vassiliev (.5)
Yearbook	WSCS	Raeanne Curtis
Newspaper Advisor	JFDS	Jennifer Boehmer
Student Council Advisor	JFDS	Melissa Barthelemy (.5)
Student Council Advisor	WSCS	Katrina Lajoie
Math Counts	JFDS	Ilyse Caldwell
Math Counts	WSCS	Terence Tibbetts
Civil Rights Club	WSCS	Raeanne Curtis (.5)
Civil Rights Club	WSCS	Caroline DeRoche-Turner (.5)
Grades 4-5 Musical	Fairmount	Kelly Ellis
<i>Head Coaches - Boys</i>		
Football	Bangor High	David Morris (6 <sup>th</sup> yr w/BSD)
Soccer	Bangor High	Don Erb
Basketball	Bangor High	Bradley Libby (6 <sup>+</sup> yrs w/BSD)
Swimming	Bangor High	Jameson Ploch
Baseball	Bangor High	David Morris (6 <sup>+</sup> yrs w/BSD)
Tennis	Bangor High	Cynthia Howard (ET)
Lacrosse	Bangor High	Michael Keim (6 <sup>+</sup> yrs w/BSD)
<i>Head Coaches - Girls</i>		
Soccer	Bangor High	Jay Kemble
Basketball	Bangor High	Jay Kemble
Swimming	Bangor High	Cynthia Howard (ET)
Tennis	Bangor High	Jameson Ploch
<i>Head Coaches - Co-ed</i>		
Cross County	Bangor High	Roger Huber (6 <sup>+</sup> yrs w/BSD)
Winter Track	Bangor High	Alan Mosca
Spring Track	Bangor High	Alan Mosca
Ice Hockey	Bangor High	Quinn Paradis (6+ yrs w/BSD)
Golf	Bangor High	Christopher Junkins
Cheerleading – Fall	Bangor High	Ashley Ouellette (.5)(2 <sup>nd</sup> yr w/BSD)
Cheerleading – Fall	Bangor High	Hope Ouellette (.5)(2 <sup>nd</sup> yr w/BSD)
Cheerleading – Winter	Bangor High	Ashley Ouellette (.5)(2 <sup>nd</sup> yr w/BSD)
<i>JV and Assistant Coaches</i>		
Football – Asst	Bangor High	Dan Considine
Football – Asst	Bangor High	John Hersom

Football – Asst	Bangor High	Eric Marsh (3 <sup>rd</sup> yr w/BSD)
Field Hockey – JV	Bangor High	Madison Arno (2 <sup>nd</sup> yr w/BSD)
Field Hockey – Asst	Bangor High	Leah McBriearity (ET)
Soccer – Boys – Asst	Bangor High	Gerald Cushing (2 <sup>nd</sup> yr w/BSD)
Soccer – Boys – JV	Bangor High	Justin Marks
Soccer – Girls – Asst	Bangor High	David McMahon (ET)
Soccer – Girls – JV	Bangor High	Jameson Ploch
Cross Country – Asst	Bangor High	Lindsey Hackett (6 <sup>+</sup> yrs w/BSD)
Basketball – Boys – JV	Bangor High	Robert Young (ET)
Basketball – Girls – JV	Bangor High	Donald Erb
Winter Track – Asst	Bangor High	Peter Sund
Winter Track – Asst	Bangor High	Garrett Johnson (5 <sup>th</sup> yr w/BSD)
Swimming – Diving	Bangor High	Jodi Dube-O’Neal (5 <sup>th</sup> yr w/BSD)
Swimming, Boys – Asst	Bangor High	Steven Johnston (4 <sup>th</sup> yr w/BSD)
Swimming, Girls – Asst	Bangor High	Michael Bassi (ET)
Spring Track – Asst	Bangor High	Garrett Johnson (6 <sup>th</sup> yr w/BSD)
Spring Track – Asst	Bangor High	Roger Huber (6 <sup>+</sup> yrs w/BSD)
Baseball – Asst	Bangor High	Thomas True
Baseball – JV	Bangor High	Robert Spreng
Lacrosse – Boys – JV	Bangor High	Simon Perry (2 <sup>nd</sup> yr w/BSD)
Lacrosse – Girls – JV	Bangor High	Jessica Gallant
Softball – JV	Bangor High	Thor Gower (6 <sup>+</sup> yrs w/BSD)
<i>JV and Assistant Coaches – Coed</i>		
Golf – Asst/JV	Bangor High	Caleb Tipton
<i>Freshman Coaches</i>		
Freshman Football	Bangor High	Michael Hersom
Freshman Basketball	Bangor High	Caleb Tipton
<i>Coaches - Boys</i>		
Football Gr 7/8	JFDS/WSCS	Troy Varney (5 <sup>th</sup> yr w/BSD)
Soccer	JFDS	Randall Allen
Soccer	WSCS	Daniel Magas
“B” Soccer	JFDS	Zackery Phinney
“B” Soccer	WSCS	Lee Clein
Basketball	JFDS	Matt O’Connell
Basketball	WSCS	Thomas True
“B” Basketball	JFDS	Robert Powell (ET)
“B” Basketball	WSCS	Terence Tibbetts
Swimming	JFDS	Tracy Vassiliev
Swimming	WSCS	Cynthia Howard (ET)
Baseball	JFDS	Caleb Tipton
Baseball	WSCS	Terence Tibbetts
“B” Baseball	WSCS	Isaac Bushway (3 <sup>rd</sup> yr w/BSD)
<i>Coaches - Girls</i>		
Soccer	JFDS	Kristi Erb
Soccer	WSCS	Jeremy Dubois
“B” Soccer	JFDS	Chelsea Lowe
“B” Soccer	WSCS	Keith Simpson (2 <sup>nd</sup> yr w/BSD)
Basketball	WSCS	Katie Herbine (3 <sup>rd</sup> yr w/BSD)
“B” Basketball	JFDS	Kathryn Rice
Swimming	JFDS	Cynthia Howard (ET)

Swimming	WSCS	Karen White
Softball	JFDS	Sarah Freeman
Softball	WSCS	Picabo Mower
Field Hockey	WSCS	Casey Quinn
Field Hockey	JFDS	Jessica Gallant
<i>Coaches - Co-ed</i>		
Cross Country	JFDS	Kari Thurman
Cross Country	WSCS	Carl Robbins
Cheerleading	WSCS	Shawna Kenny (6+ year w/BSD)
Cheerleading	JFDS	Kari Thurman
"B" Squad Cheering	WSCS	Kathleen Vorenkamp (2 <sup>nd</sup> yr w/BSD)
Track	JFDS	Kari Thurman
Track	WSCS	Ron Bilancia

d. VOTED 6-0 to approve the second reading of the following new and revised policies:

1. Revised Policy AC – BSD Nondiscrimination and Affirmative Action
2. Revised Policy BBAA – School Committee Members’ Authority and Duties
3. Revised Policy BBAB – Student Representatives to the Board
4. Revised Policy BCB – Committee Member Conflict of Interest
5. Revised Policy BCC – Nepotism
6. Revised Policy BEB – Committee Member use of Social Media
7. Revised Policy BIA – School Committee Orientation
8. Revised Policy CBI – Evaluation of the Superintendent
9. New Policy BHC – Board Relationships and Communications with Staff

c. Committee Member Imke Schessler-Jandreau shared the following donations:

To William S. Cohen School from Beth and Art Kotredes, a cash donation to support students, having a total dollar value of \$250.

VOTED 6-0 to approve all donations.

E. 2. a. VOTED 6-0 to approve the first reading of the following revised policies:

1. Revised Policy DFCA – Elizabeth W. Means Fund
2. Revised Policy DJA – Purchasing Authority
3. Revised Policy DJC – Bidding Requirements
4. Revised Policy DJH – Purchasing and Contracting: Procurement Staff Code of Conduct
5. Revised Policy EBC – Bomb Threats
6. Revised Policy EBCE – School Closing and Cancellations
7. Revised Policy ECBA – Energy Management Program
8. Revised Policy ECBD – Hazardous Waste Determination Plan
9. Revised Policy EEA – Student Transportation Services
10. Revised Policy EEAE – Student Transportation in Private Vehicles
11. Revised Policy EEAEFA – Video Surveillance on School Property and School Buses
12. Revised Policy EFF – Meal Prices

13. Revised Policy EPD – Meal Charging Procedure

- F. 1. Member Sara Luciano commented on the recent school budget process and stated her trust in the Principals of Bangor School Department.

Member Ben Sprague noted the two percent growth in student enrollment, particular growth in PreK-3<sup>rd</sup> grade.

Member Clare Mundell shared trust in the Bangor School Department Administrators.

Member Clare Mundell questioned if there was a reason that the number of tuition students has decreased.

Member Clare Mundell questioned if we were now fully staffed with special education teachers after the recent hires and also questioned where Tim Reed stands for the 23-24 school year.

Chair Marwa Hassanien has recently met with some refugee families and reported that they have so far had a positive experience in Bangor.

- F. 3. Member Sara Luciano mentioned the UTC open house was well attended and attendance is up for next school year.

Chair Marwa Hassanien announced that the DEIB Committee meeting will be held tomorrow, April 27<sup>th</sup>, 2023.

- F. 4. Carlyne provided an update on events at Bangor High School including recent school trips that were taken during April vacation.

- H. 1. Important dates were reviewed by Chair Hassanien.

- I. Member Clare Mundell expressed gratitude to the High School for the students recent travel opportunity.

Member Clare Mundell is thankful for the leadership of the Math Team coaches.

Member Imke Schessler-Jandreau wished luck to the students taking their upcoming exams.

- J. VOTED 6-0 by roll call vote to adjourn the meeting at 7:45 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools

**MINUTES**

**BANGOR SCHOOL COMMITTEE  
REGULAR MEETING  
7:00 p.m., Wednesday, May 10, 2023**

School Committee Members present: Chair Marwa Hassanien, Vice Chair Timothy Surette, Clare Mundell, Sara Luciano, Susan Sorg, Ben Sprague, and Imke Schessler-Jandreau.

- A. 1. & 2. The meeting was called to order at 7:00 p.m. by Chair Marwa Hassanien and the pledge of allegiance followed.
  
- B. Adjustments to the Agenda:  
  
No Adjustments
  
- C. Public Comments:  
  
No Public Comment
  
- D. 2. a. Dr. Adam Leach provided an update on the RFK trip to Washington D.C.
  
- b. Superintendent Tager reported the following Administrator and teacher reassignments for school year 2023-2024:  
  
Page Cadorette from Self-Contained Teacher at Downeast School to Resource Room Teacher at Downeast School.  
  
Rachel Larrabee from Grade 6 Teacher at William S. Cohen School to Grade 7/8 Mathematics Teacher at William S. Cohen School.  
  
Angela Domina from (.6) English Teacher and (.4) Graduation Coach at Bangor High School to (.4) Graduation Coach at Bangor High School and (.3) Graduation Coach at William S. Cohen School and (.3) Graduation Coach at James F. Doughty School.
  
- c. Superintendent Tager reported the following teacher retirements:  
  
Susanna Gallant      Specch/Language Pathologist      Bangor Regional Program
  
- d. Superintendent Tager reported the following resignations:  
  
Kari Thurman      Cross Country Coach      James F. Doughty School  
David Johnson      IEP Coordinator      Fairmount School  
Kristi Morrow      Grade 4 Teacher      Mary Snow School  
Victoria Kasper      Grade 7/8 Science Teacher      William S. Cohen School
  
- E. 1. a. 1. VOTED 6-0, 1 abstain to approve the Minutes of the April 26, 2023 Regular School Committee Meeting.

- b. 1. VOTED 7-0 to approve the February 2023 Financial Report.
- c. 1. a. VOTED 7-0 to approve the following Administrator nominations for the 2023-2024 school year, with a one-year Probationary Contract:

Darryl Loring	Assistant Principal	James F. Doughty School
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- b. VOTED 7-0 to approve the following Teacher Nominations for the 2023-2024 school year, with a one-year probationary contract:

Olivia Sharrow	Kindergarten Teacher	Downeast School
Kelsey Stoyanova	English Teacher	Bangor High School
Andrea Martin	English Teacher	Bangor High School
Jessica Lee	Special Education Teacher	Downeast School

- c. 2. VOTED 7-0 to approve the following extra-duty assignments for school year 2022-2023 as listed:

Kelly Hasselbrack	Mentor for D. Beswick	Bangor High School
John Cangelosi	Mentor for K. Dolloff	Bangor High School
Carmin Curry	Mentor for J. Ploch	Bangor High School
Gerald Quimby	Mentor for M. Quinn	Bangor High School
Laura Charette	Mentor for A. Cobb	Bangor Regional Program
Cyndy Fish	Mentor for M. Walling	Bangor Regional Program
Cyndy Fish	Mentor for E. Rapaport	Fruit St School
Kendra Perry	Mentor for C. Rieder	Bangor Regional Program
Laura Charette	Mentor for S. Pomeroy	Bangor Regional Program
Katrina Rutherford	Mentor for P. Cadorette	Downeast School
Laurie-Ann McSorley	Mentor for D. Johnson	Downeast School
Joanne McDade	Mentor for K. Gilmore	Fairmount School
Daniel Considine	Mentor for K. Tipton	Bangor High School
Karen Smart	Mentor for K. Walters	William S. Cohen School
Judith Michalik	Mentor for J. Gebhart	JFDS/WSCS
Lise Budden	Mentor for G. Bourgoin	Mary Snow School
Annmarie Dionne	Mentor for J. Bishop	Vine Street School
Janet Lee	Mentor for C. Campbell	Vine Street School
Lisa Simko	Mentor for S. McLaughlin	Vine Street School
Emily Robinson	Mentor for V. Bean	Vine Street School

- c. 3. VOTED 7-0 to approve the following Extra-Duty Assignment for school year 2023-2024:

Leah McBreairty	Varsity Field Hockey Coach	Bangor High School
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- d. VOTED 7-0 to approve the second reading of the following new and revised policies:

1. Revised Policy DFCA – Elizabeth W. Means Fund
2. Revised Policy DJA – Purchasing Authority

3. Revised Policy DJC – Bidding Requirements
4. Revised Policy DJH – Purchasing and Contracting: Procurement Staff Code of Conduct
5. Revised Policy EBC – Bomb Threats
6. Revised Policy EBCE – School Closing and Cancellations
7. Revised Policy ECBA – Energy Management Program
8. Revised Policy ECBD – Hazardous Waste Determination Plan
9. Revised Policy EEA – Student Transportation Services
10. Revised Policy EEAE – Student Transportation in Private Vehicles
11. Revised Policy EEAEFA – Video Surveillance on School Property and School Buses
12. Revised Policy EFF – Meal Prices
13. Revised Policy EPD – Meal Charging Procedure

c. Committee Member Ben Sprague shared the following donations:

To Abraham Lincoln School from Bangor Federal Credit Union – Campaign for Ending Hunger, a cash donation to support students, having a total dollar value of \$200.

To Downeast School from Bangor Federal Credit Union – Campaign for Ending Hunger, a cash donation to support students, having a total dollar value of \$200.

To Fairmount School from Bangor Federal Credit Union – Campaign for Ending Hunger, a cash donation to support students, having a total dollar value of \$200.

To Fairmount School from Bangor Federal Credit Union – Campaign for Ending Hunger, a cash donation to support Fairmount’s Backpack Program, having a total dollar value of \$1,242.37.

To James F. Doughty School from Bangor Federal Credit Union – Campaign for Ending Hunger, a cash donation to support students, having a total dollar value of \$200.

To Mary Snow School from Bangor Federal Credit Union – Campaign for Ending Hunger, a cash donation to support students, having a total dollar value of \$200.

VOTED 7-0 to approve all donations.

E. 2. a. VOTED 7-0 to approve the first reading of the following revised policies:

1. Revised Policy GCBA-1 – Tutor Compensation Guide
2. Revised Policy GCB-5 – Lunch Aide Compensation Guide
3. Revised Policy GCB-6 – Executive Office Compensation Guide
4. Revised Policy GCB-7 – Support Staff Compensation Guide
5. Revised Policy GCB-8 – Adult and Community Education Compensation Guide
6. Revised Policy GCB-9 – Supplemental Compensation Guide
7. Revised Policy GCB-10 – Educational Technology Staff Compensation Guide
8. Revised Policy BDDH – Public Participation at School Committee Meetings

- F. 3. Member Susan Sorg spoke regarding the recent UTC meeting. The program has had 933 applications and are at full capacity with a wait list for next year. They will be adding three new programs.

Member Tim Surette added that UTC is considering joining the Penobscot River Educational Partnership (PREP).

Member Tim Surette spoke regarding the recent DEIB meeting and the goals of recruiting and retaining diverse staff. Principal Brian Bannen was able to share the results of the recent equity audit at the meeting. The next meeting will be on June 1, 2023.

Member Clare Mundell announced that the Mental Health Committee will be meeting via zoom on May 22, 2023. Member Mundell also spoke about the recent and upcoming meetings of the Policy Committee.

- F. 4. Carlyne provided an update on events at Bangor High School including recent first place finishes at the National History Day competition, as well as upcoming important dates.

- H. 1. Important dates were reviewed by Chair Hassanien.

- I. Member Ben Sprague spoke regarding the budget process and the standard which was set by a recent raise in Ed Tech pay, making the Bangor School Department competitive in the hiring of quality educators.

Member Sara Luciano announced that the Best Buddies will be hosting a friendship walk this weekend, the High School Best Buddies club will be there doing face painting.

Member Sue Sorg mentioned that a former Bangor Teacher, Jean Beal, passed away.

Superintendent Tager congratulated Principal Paul Butler for completion of his Doctorate Degree.

- J. VOTED 7-0 by roll call vote to adjourn the meeting at 7:35 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools

*Minutes, Regular Meeting, May 1, 2023*

**BREWER SCHOOL COMMITTEE MINUTES**  
**REGULAR MEETING**  
**Monday, May 1, 2023**  
**6:00 PM**  
**Brewer High School Lecture Hall**

Committee members present: Mr. Forrest - Chair, Mr. Damon - Vice Chair, Ms. Dunn, Ms. Small, Mr. Umel  
Lindsay Baker and Cayen Philbrick - Student Representatives.

- A. The meeting was called to order at 6:00 PM by Chairperson Forrest.
- B. Pledge of Allegiance
- C. Moment of Silence for Bryce Basso and Lucas Graychase
- D. Adjustments to the Agenda - None
- E. Public Comment - None
- F. Minutes
  - 1. Ms. Small moved to approve the regular meeting minutes of April 3, 2023; Mr. Damon seconded the motion; 5 in the affirmative and 2 student representatives in favor.
- G. Reports
  - 1. United Technologies Center (UTC)
    - a. Mr. Umel reported being unable to attend the April meeting. Next meeting May 4, 2023.
  - 2. Southern Penobscot Regional Program for Children with Exceptionalities (SPRPCE)
    - a. Ms. Dunn reported that the next meeting will be May 11, 2023.
  - 3. Trustees
    - a. Ms. Small reported that the athletic field project is waiting on DEP approval and permits in process, library offices areas, heaters in music room, new doors at BHS and other financial information.
    - b. The main concern is the safety of our students.
  - 4. Student Representatives
 

Lindsey Baker & Cayen Philbrick reported:

**Math Team** - The Maine State Math Meet was held on Tuesday April 4th at the Augusta Civic Center. Brewer took one team of eight mathletes. Top scorer was Sophomore Zachary Arnold with 25 points, followed by Senior Jahfari Maddo and Sophomore Jackson Day both with 19 points. Zach also tied for 30th place for all Sophomores in the State. The team placed 21st in Class A.

**Environmental Action** - In April, our Environmental Action Club had a guest speaker from NOAA come in to discuss and explore the issues & opportunities surrounding the last remaining wild Atlantic salmon run which happens here in Maine. They are also planning to participate in the annual Ken Locke Stream Clean up all day on May 13.

**Se Beowulf** - Last month, Se Beowulf English Honors Society participated in the Literacy Tea at John Bapst. Students chose "The Little Prince" as the theme to decorate a table. They spent

*Minutes, Regular Meeting, May 1, 2023*

time after school crafting roses, planets, place cards, crowns, and pictures. They also made the table interactive by adding paper and glass jewels and glue sticks for children to decorate their crowns. Pictures of the table are outside on their bulletin board. They also plan to replenish the Little Free Library near the Brewer Rec Center and join NHS to host a community field day.

**Yearbook** - Now that the Yearbook has been submitted, students are shooting/covering spring sports and important events, they are working on compiling resources on job specifics for the incoming class, we're strategizing on how to organize the upcoming year ahead, planning our dedication event and distribution of the book, as well as an info session for future YBP staff. They expect the Yearbooks to be in during mid-May.

**NHS** - This month, members of Brewer's NHS Chapter will be delivering their "care packages" to community organizations that they fundraised and collected donations for. Seniors will be finishing up their "Individual Service Projects" or ISPs, which are a requirement for being a member of NHS. These projects are meant to benefit the greater community or a local organization.

**Student Council** - This week Student Council should be finishing up their project for Teachers' Appreciation Week. This is their last big project for the school year, and they will start preparing for the next school year by electing new officers and planning projects that they'll want to accomplish early next year.

**Robotics** - **\*\*GO CAYEN GO\*\***

**Honors Diploma Program** - This past Friday, the Honors Diploma Program was going to wrap up their school year with a lecture from the program's seniors. This has become a "tradition" within the program, where the Seniors talk about "The Good, the Bad, and the Ugly" of the college application experience. The lecture has been rescheduled to this Friday.

**Other Updates** - AP exams started this week for students enrolled in AP courses. Today, the AP Chemistry class kicked it off, and we're sure they all did amazing. Best of luck to all students taking the exams, and remember to take care of yourself too.

One of Mrs. MacDonald's Speech & Communications classes has been working on a Water Drive for Sipayik. This is one of the two reservations of the federally Passamaquoddy Nation. The area has been going through a water crisis, and has very limited access to clean water. For those looking to donate or help out, there will be various drop-off locations around the school in the coming weeks.

## 5. Administration

### a. Superintendent of Schools - Mr. Palmer reported:

Teacher Appreciation Week of May 7th and publicly thanked all of our teachers.

Thanks the city of Brewer and appreciates the working relationship.

i. Reviewed the 2023-2024 proposed draft budget.

ii. The 2023-2024 meeting schedule is finalized.

iii. Reported staff resignations:

1. Deborah Fraser, BHS Food Service Manager effective end of the 2023 school year

- for the purpose of retirement.
- 2. Karen Arbo, BCS Food Service Assistant effective at the end of the 2023 school year for the purpose of retirement.
- 3. Margaret Cunningham, Food Service Assistant effective end of the 2023 school Year for the purpose of retirement.
- iv. Reported staff appointment:
  - 1. Jennifer Cormier - BCS Ed Tech 1 effective May 1, 2023
- v. Reported staff transfers 2023-2024
  - 1. Traci Low - voluntary transfer 2023-2024 to Grade 3 from Kindergarten
  - 2. Melanie Hall - voluntary transfer 2023-2024 to Grade 2 from Grade 1
- vi. Reported Athletic Department hires:
  - 1. Returning BHS Fall 2023 Coaches:
    - Ben Poland, BHS Varsity Boys Soccer Head Coach
    - Chris Brady, BHS Boys Soccer Assistant Coach/ JV Head Coach
    - Phil Turmelle, BHS Varsity Girls Soccer Head Coach
    - Chelsie Smith, BHS Girls Soccer Assistant Coach/ JV Head Coach
    - Rich Nutter, BHS Volleyball Head Coach
    - Dan Juilli, BHS Volleyball Assistant Coach
    - Jamie Emerson, BHS Field Hockey Head Coach
    - Grace Brydges, BHS Field Hockey Assistant Coach
    - Colin Gillies, BHS Golf Head Coach
    - Scott Flagg, BHS Football Head Coach
  - 2. Returning BCS Fall 2023 Coaches:
    - Raheem Odeleye, BCS "A" Boys Soccer Head Coach
    - Sean Tardif, BCS "A" Girls Soccer Head Coach
    - Meghan Snook, BCS "B" Girls Soccer Head Coach
    - Laura Knapp, BCS Field Hockey Head Coach
    - Glen Holyoke, BCS Cross Country Head Coach
  - 3. Returning BHS Winter 23-24 Coaches:
    - Allison Smith, BHS Competition Cheerleading Co-Head Coach .5
    - Lance Ingerson, BHS Boys Ice Hockey Head Coach
  - 4. New Athletic Appointments:
    - Michaela "Mickey" Hersey, BHS Cross Country Assistant Coach
    - Carl Parker, BHS Varsity Boys Basketball Coach
    - Tanna Ross, BHS Varsity Girls Basketball Coach
    - Jarrold Williams, Penobscot Pioneers Head Coach
- vii. GDBA-R Regulation Support Staff Compensation Guide 2023-2024
- b. No May report - Director of Business & Finance - Ms. Gardner
- c. Director of Instruction
  - a. Ms. Ward-Downer reported on the updates of the CNA (ComprehensiveNeeds Assessment) 2022-2025 goals to be voted on under New Business.
- d. No May report - Director of Special Education - Ms. Moore
- e. BHS Principal
  - a. Mr. Slowikowski reported the highlights of some of the end of year activities; more success for Orange Chaos; and the BHS Career Fair update.
- f. No May report - BCS PK-2 Principal Ms. Kahkonen, 5-8 Principal Mr. Richards, AP Ms. Pangburn
- g. No May report - Athletic Director - Mr. Utterback

**H. Old Business**

1. Mr Damon moved to approve the second reading/adoption of Proposed FY2024 Budget; Mr. Umel seconded the motion; 5 in the affirmative and 2 student representatives abstained.

**I. New Business**

1. Ms. Small moved to accept the donations (a.-i.) as read; Mr. Umel seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - a. \$55.00 from First National Bank to Brewer High School Athletics towards the cost of the fan bus for the state championship basketball game.
  - b. \$650.00 from First National Bank to Brewer High School Athletics for the remaining sponsorship balance for SportsNet ME live stream services for BHS Basketball
  - c. \$100.00 from Joe & Donna Capponi to Brewer High School Athletic towards the Boys Basketball championship ring and trophies.
  - d. \$500.00 from an Anonymous Donor, Attn: David Utterback, AD to Brewer High School Athletics towards the Boys Basketball championship ring and trophies.
  - e. \$500.00 from Davis Electric, Matthew A Davis of Dedham to Brewer High School Athletics towards the Boys Basketball championship ring and trophies.
  - f. \$1,200.00 from Greenway Equipment Sales of Bangor to Brewer High School Athletics towards the Boys Basketball championship expenses.
  - g. \$800.00 from Brewer Travel Basketball Club of Brewer to Brewer High School Athletics towards the Boys Basketball championship expenses.
  - h. \$500.00 from Dennis Paper & Food Service of Hampden to Brewer High School Athletics towards the Boys Basketball championship expenses.
  - i. \$5,000.00 from an anonymous donor to Brewer High School for BHS Athletics.
2. Mr. Damon moved to approve the use of \$250,000 from the Capital Reserve Fund to pay for library renovation work; Ms. Small seconded the motion; 5 in the affirmative and 2 student representatives in favor.
3. Administrative Appointment 2023-2024
  - a. Ms. Small moved to approve the appointment of Fred Lower as BHS Assistant Principal effective July 1, 2023; Mr. Umel seconded the motion; 5 in the affirmative and 2 student representatives in favor.
4. Reduction in Force
 

Mr. Forrest moved, pursuant to 20-A M.R.S.A. Section 13201, to eliminate a full-time, Librarian position for the 2023-2024 school year due to changes in local conditions, to terminate the full time teaching contract of Gayle Peirce as of August 31, 2023 as a result of the elimination of that position. I further move that the School Committee instruct the Superintendent to provide notice to Ms. Peirce with at least 90 days notice of these actions; Ms. Small seconded the motion; 5 in the affirmative and 2 student representatives abstained.
5. Mr. Damon moved to approve (a.-i.) BCS Second Probationary Contract Teachers for 2023-2024 as read; Mr. Umel seconded the motion; 5 in affirmative and 2 student representatives in favor.
  - a. Ellie Caballero - Elementary Guidance Counselor
  - b. Madelyn Dichard - Special Education RR Teacher Grades 3-4
  - c. Scott Hatch - Special Education Life Skills Teacher Grades 5-8
  - d. Taylor Howe - Special Education SEL Teacher Grades 3-4
  - e. Laura Knapp - Math Teacher Grade 8
  - f. Traci Low - Grade 3 Teacher
  - h.. Sophie McCluskey - Grade 8 Language Art Teacher 1 year position
  - g. Jamie Patterson - Special Education teacher SEL K-2 Teacher

- h. Tanna Ross - Physical Education Teacher
- i. Carly Seymour - Kindergarten Teacher
- 6. BCS Continuing Contract Teachers 2023-2024
  - a. Mr. Umel moved to approved the Continuing Contract for Breanna Geiser - Grade 6 Teacher; Ms. Dunn seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - b. Mr. Umel moved to approve the Continuing Contract for Erin Hutchinson - Special Education SEL Grades 5-8; Ms. Small seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - c. Ms. Small moved to approve the Continuing Contract for Samuel Nichols - Grade 5 Teacher; Mr. Damon seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - d. Ms. Small moved to approve the Continuing Contract for Kayla Libby - BCS Social Worker; Mr. Umel seconded the motion; 5 in the affirmative and 2 student representatives in favor.
- 7. Mr. Damon moved to approve the BHS Second Probationary Teacher Contracts 2023-2024, items a.-i. as listed; Ms. Small seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - a. Deborah Colpitts - Science Teacher
  - b. Justine Cone - Guidance Counselor
  - c. Asia Decker - English Teacher
  - d. Ian Foran - Social Studies Teacher
  - e. Megan Higgins - Social Studies Teacher
  - f. Kristin "Kat" Johnson - Art Teacher
  - g. Rich Kimball - .2 Drama Teacher
  - h. Erin McDonald - Special Education RR Teacher Grades 9-12
  - i. Julie Thayer - Special Education RR Teacher Grades 9-12
- 8. BHS Continuing Contract Teachers 2023-2024
  - a. Ms. Small moved to approve the Continuing Contract for Brandi Butterfield - TAP Teacher; Mr. Damon seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - b. Mr. Umel moved to approve the Continuing Contract for Sean Donovan - Math Teacher; Ms. Small seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - c. Mr. Damon moved to approve the Continuing Contract for Claire Hall - Health Teacher; Mr. Umel seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - d. Ms. Small moved to approve the Continuing Contract for Heather Kuhl - Director of Student Services; Mr. Damon seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - e. Mr. Umel moved to approve the Continuing Contract for Chris Moreau - Full Remote 7-12 Teacher (Nu Program); Ms. Small seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - f. Mr. Umel moved to approve the Continuing Contract for Megan Swett - Math Teacher; Ms. Dunn seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - g. Mr. Damon moved to approve the Continuing Contract for Phil Turmelle - Social Studies Teacher; Mr. Forrest seconded the motion; 5 in the affirmative and 2 student representatives in favor.
- 9. Administrative Contracts 2023-2024
  - a. BHS Building Based Administrator
    - Ms. Small moved to approve the Administrator Contract for Brent Slowikowski, 9-12 Principal; Mr. Umel seconded the motion; 5 in the affirmative and 2 student representatives in favor.
  - b. BCS Building Based Administrators
    - Mr. Damon moved to approve the Administrator Contracts for Allison Kahkonen, PK-4 Principal, Jason Richards, 5-8 Principal; and Samantha Pangburn, Assistant Principal; Ms. Small seconded the motion; 4 in the affirmative, 1 opposed, and 2 student representatives in favor.
  - c. Central Office Based Administrators
    - Ms. Umel moved to approve the Administrator Contracts for Gretchen Gardner, Director of Business & Finance, Renita Ward-Downer, Director of Instruction (Learning & Technology), & Angela Moore, Director of Special Education; Ms. Small seconded the motion; 5 in the

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affirmative and 2 student representatives in favor.

d. BSD Based Administrators

Ms. Small moved to approve the Administrator Contracts for Dr. Alison Glanville, Director of Psychological Services, Pam McGinn, Assistant Special Education Director, & David Utterback, Athletic Director; Mr. Damon seconded; 4 in the affirmative, 1 opposed, and 2 student representatives in favor.

10. Mr. Umel moved to approve the CNA (Comprehensive Needs Assessment) 2022-2025 updates; Ms. Small seconded the motion; 5 in the affirmative and 2 student representatives in favor.

11. Mr. Umel moved to approve the revision of Policy CDD, *Administrative Compensation and Benefits 2023-2024*; Ms. Small seconded the motion; 5 in the affirmative and 2 student representatives in favor.

J. Future Meetings

Regular Meeting, Monday, June 5, 2023, 6:00 PM, Brewer High School Lecture Hall

K. Public Comment

Committee member Ben Umel requested a list of the books that have been added to the K-12 libraries in the last 2 years.

L. Adjournment

Mr. Umel moved to adjourn at 6:55 PM; Ms. Small seconded the motion; 5 in the affirmative and 2 student representatives in favor.

Respectfully submitted,



Gregg Palmer  
Secretary

Approved: June 5, 2023

**Wednesday, April 26, 2023**  
**Board of Directors Meeting Minutes – 7:00 p.m.**  
**Hampden Academy, Library**

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, April 26, 2023.

**I. Call to Order**

Board Chair Heath Miller called the meeting to order at 7:00 p.m.

**II. Call of the Roll**

Board Members present were: Faye Anderson, Jessica Barnes, Stephanie Clisham, Rob Frank, Lester French, Allan Gordon, Ryan Hafener, Stacey Haskell, John Holmes, Colleen Jolley, Chris Labonte, Brooke Miller, Heath Miller, Shelley Sargent, Jillian Sarnacki-Wood, and William Seavey

Absent: None

**III. Pledge of Allegiance**

**IV. Approval of Minutes of Regular Meeting of March 15, 2023.**

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

Abstain: Holmes

Opposed:

**V. Adjustment to Agenda**

**IX. Superintendent of Schools**

**1. Student Recognition (moved prior to VI. Persons Desiring to Address the Board)**

Superintendent Raymond introduced Rhonda Lovejoy, Coach of the Girls Basketball B Team at Samuel L. Wagner Middle School. Ms. Lovejoy praised the players for their positive team spirit and announced that they were the recipients of the Sportsmanship Award.

Superintendent Raymond introduced Hampden Academy teachers Todd Moore and Charlie Huff. They oversee the students who attend United Technology Center. Mr. Huff gave an overview of the SkillsUSA program. Nine Hampden Academy students participated this year. Mr. Moore introduced the students and acknowledged the medal winners. Students who received gold medals have the opportunity to represent UTC and Hampden Academy at the National Competition.

XVI. Executive Session

B. Executive Session pursuant to 1 M.R.S.A § 405(6)(E). (moved prior to VI. Persons Desiring to Address the Board)

French moved, Jolley seconded and the Board voted unanimously to enter into Executive Session at 7:07 p.m.

Board exited Executive Session at: 7:29 p.m.

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

A. Public Comment

The following individual(s) addressed the Board of Directors: David Casavant, Hampden; Shawn McBreairty, Hampden; Leah Kresge, Winterport

VII. Board Chair

VIII. Personnel

A. Resignations

Superintendent Raymond announced the resignation of Abigail Marvin, Grade 5 teacher at George B. Weatherbee School, Elizabeth Kilhefner, Special Education teacher at Leroy H. Smith School, Lindsay Dysart, part-time nurse at George B. Weatherbee School, and Torrie Nightingale, Grade 3 teacher at George B. Weatherbee School.

B. Nominations - Transfers

The following nomination was announced:

Reg Ruhlin, Principal at Hampden Academy

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

IX. Superintendent of Schools

A. Reading of the Essential Behaviors and Outcomes Proclamation

B. Superintendent Report

Dawn Moore, Principal at Leroy H. Smith School was introduced. Ms. Moore presented the board with information regarding programs at Smith School that impact school culture and student success. From participation in WinterKids, leadership opportunities for fourth grade students, positive office referrals, book vending machine, guest speakers, and attendance recognition. The staff at Leroy H. Smith

School exemplifies professional excellence. Staff include two National Board Certified Teachers, over 50% of educators with their masters degree or beyond, two Waldo County Teachers of the Year, Milken Award recipient, School Counselor of the Year, Principal of the Year, multiple Apple Certified Teachers, and Seesaw Ambassadors.

C. Assistant Superintendent Update

D. Monthly Financial Report

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

E. Student Board Representative Report

The Board was given an update on the spring events at Hampden Academy. From spring sports to AP testing. The Student Council is meeting on a regular basis and discussing potential improvements.

X. Questions of Board Members

A question was raised regarding the Special Education budget line and slower tracking compared to other lines. Superintendent Raymond will look into the matter. Board member French shared that through his work at UMA and UMaine he has had the opportunity to meet numerous former RSU22 students and Hampden Academy graduates. They shared that they felt well prepared and better prepared than their peers from schools around the state.

XI. Committee Reports

A. Finance Committee (Exhibit)

B. Budget Committee (Exhibit)

C. Athletic Committee (Exhibit)

D. Building Committee (Exhibit)

E. Negotiations Committee

F. Education Committee (Exhibit)

G. Policy Committee (Exhibit)

H. United Technologies Center Board

I. Behavioral Review Committee

J. Dropout Prevention Committee

K. SPRPCE Board

L. Community Relations Committee (Exhibit)

M. Equity in Education Committee

N. Strategic Planning Ad-Hoc Committee

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

- A. Discuss and act on the first reading Policy ECB - Pest Management in School Facilities and on School Grounds**

Anderson moved, Labonte seconded, and the Board voted unanimously to approve.

- B. Discuss and act on the first reading Policy JRA – Student Education Records and Information**

Anderson moved, Sarnacki-Wood seconded, discussion occurred and the Board voted to approve.

Abstain:

Opposed: B. Miller

- C. Discuss and act on the second reading Policy GBO – Family Care Leave**

Anderson moved, Sarnacki-Wood seconded, and the Board voted unanimously to approve.

- D. Discuss and act on the second reading Policy JL - School Wellness**

Anderson moved, Haskell seconded, and the Board voted to approve as amended.

**XIII. Old Business**

- A. Discuss and act on the 2023-24 School Calendar.**

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

**XIV. New Business**

- A. Discuss and Act on Administrative Contracts for school year 2023-2024**

French moved to table this item to the May board meeting, Barnes seconded, and the Board voted unanimously to approve tabling item to May board meeting.

- B. Discuss and Act on the new K-5 reading program.**

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

- C. Election of Chair and Vice Chair**

Holmes nominated Heath Miller as Board Chair, Sarnacki-Wood seconded, Heath Miller accepted the nomination and the Board voted unanimously to approve.

Abstain:

Opposed:

Holmes moved, Barnes seconded to nominate Lester French as Vice Chair.

B. Miller moved, H. Miller seconded to nominate Chris Labonte as Vice Chair.

The Board voted by ballot to approve Lester French as Vice Chair.

**XV. Communication and Correspondence**

- A. Set Meeting Dates**

The 2023-24 budget presentation to the Board was canceled for May 3, the May 10th board meeting will include the presentation as well as the ratification.

**XVI. Executive Session**

A. Executive Session to discuss and act on labor contract discussions with EA22 support staff, pursuant to 1 M.R.S.A § 405(6)(D).

Seavey moved, Sarnacki-Wood seconded and the Board voted unanimously to enter into Executive Session at 8:37 p.m.

Board exited Executive Session at: 9:09 p.m.

B. Executive Session pursuant to 1 M.R.S.A § 405(6)(E). (moved prior to VI. Persons Desiring to Address the Board)

**XVII. Other Business**

A. To see what action, if any, the Board wishes to take on business required by items that are part of this agenda.

**XVIII. Adjourn**

Barnes motioned to adjourn, Frank seconded, the board voted unanimously to approve. Meeting adjourned at 9:09 p.m.

Respectfully submitted,

Nicholas Raymond  
Superintendent

**Wednesday, May 10, 2023**  
**Board of Directors Meeting Minutes – 7:00 p.m.**  
**Hampden Academy, Library**

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, May 10, 2023.

**I. Call to Order**

Board Chair Heath Miller called the meeting to order at 7:00 p.m.

**II. Call of the Roll**

Board Members present were: Jessica Barnes, Rob Frank, Lester French, Allan Gordon, Stacey Haskell, John Holmes, Chris Labonte, Brooke Miller, Heath Miller, Shelley Sargent, Jillian Sarnacki-Wood, and William Seavey

Absent: Faye Anderson, Stephanie Clisham, Ryan Hafener, and Colleen Jolley

**III. Pledge of Allegiance**

**IV. Approval of Minutes n/a**

**V. Adjustment to Agendan/a**

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

A. Public Comment - none

**VII. Board Chair n/a**

**VIII. Personnel n/a**

**IX. Superintendent of Schools n/a**

**X. Questions of Board Members n/a**

**XI. Committee Reports n/a**

**XII. Policy Consideration n/a**

**XIII. Old Business n/a**

XIV. New Business

A. Discuss and act on recommended 2023-24 District School Budget

Superintendent Raymond presented the 2023-24 school year budget items. Discussion occurred.

Holmes moved that the Vote entitled, Vote to Call and Approve the Warrants for the Budget Meeting and the Budget Validation Referendum and to Authorize the Notice of Amounts Adopted," be approved in form presented to this meeting and that a copy of said Vote be included with the minutes of this meeting. Gordon seconded the motion and the board voted unanimously to approve.

XV. Communication and Correspondence n/a

XVI. Executive Session n/a

XVII. Other Business n/a

XVIII. Adjourn

Seavey motioned to adjourn, Haskell seconded, the board voted unanimously to approve. Meeting adjourned at 8:28 p.m.

Respectfully submitted,

Nicholas Raymond  
Superintendent

**Wednesday, May 17, 2023**  
**Board of Directors Meeting Minutes – 7:00 p.m.**  
**Hampden Academy, Library**

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, May 17, 2023.

**I. Call to Order**

Board Chair Heath Miller called the meeting to order at 7:00 p.m.

**II. Call of the Roll**

Board Members present were: Faye Anderson, Jessica Barnes, Stephanie Clisham, Rob Frank, Lester French, Allan Gordon, Ryan Hafener, Stacey Haskell, John Holmes, Colleen Jolley, Chris Labonte, Brooke Miller, Heath Miller, Shelley Sargent, Jillian Sarnacki-Wood, and William Seavey

Absent: None

**III. Pledge of Allegiance**

**IV. Approval of Minutes of Regular Meeting of April 26, 2023 and May 10, 2023.**

French moved, Holmes seconded. Anderson motioned to amend to take one meeting at a time. French seconded, and the Board voted unanimously to approve.

A. Approval of Regular Meeting of April 26, 2023. French moved, Holmes seconded, and the Board voted unanimously to approve.

Abstain:

Opposed:

B. Approval of Regular Meeting of May 10, 2023. French moved, Holmes seconded, and the Board voted to approve.

Abstain: Anderson

Opposed:

**V. Adjustment to Agenda**

**IX. Superintendent of Schools**

1. Student Recognition (moved prior to VI. Persons Desiring to Address the Board)

Superintendent Raymond introduced Principal Thibedeau and Principal Cyr. Chess team members were individually introduced to the Board. Coach Bishop indicated that both teams faced tough competition at Nationals, and persevered. He congratulated them on a successful season.

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

- A. Discuss and act on the first reading of Policy BEDH - Public Participation in Board Meetings**
- B. Discuss and act on the first reading of Policy DFF – Student Activities Funds**
- C. Discuss and act on the second reading Policy JRA - Student Education Records**
- D. Discuss and act on the second reading of Policy ECB - Pest Management in School Facilities and on School Grounds**

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

**A. Public Comment**

The following individual(s) addressed the Board of Directors: Robin Smith, Hampden; David Casavant, Hampden

**VII. Board Chair**

**A. Superintendent Evaluation**

Vice Chair French reviewed the process for the Superintendent's Evaluation. Evaluation forms as well as self-evaluation will be to Board members on Thursday, May 18th with a submission deadline of June 7th. The evaluation results will be reviewed at the June 14th Board Meeting.

**VIII. Personnel**

**A. Resignations**

Superintendent Raymond announced the resignation of Fred Lower, Athletic Director/Assistant Principal at Hampden Academy; Gwen Winston Grade 2 teacher at Earl C. McGraw

**B. Nominations - Transfers**

The following nomination was announced:

Molly Priest, Choral/Music Teacher at Hampden Academy

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

Nancy DesJardin, Health and Foods Teacher at Hampden Academy

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

The following transfers were announced:

Brooke Lord from Grade 1 teacher to Grade 2 teacher at Earl C. McGraw

Olivia Maynard from Grade 5 teacher to Grade 4 teacher at George B. Weatherbee School

IX. Superintendent of Schools

A. Reading of the Essential Behaviors and Outcomes Proclamation

B. Superintendent of Schools

1. Student Recognition (moved prior to VI. Persons Desiring to Address the Board)

Superintendent Raymond recognized senior student board member Stephanie Clisham. She has been on the board for 2 years and is a great advocate for the students. Superintendent Raymond presented her with the Board of Directors Scholarship.

C. Assistant Superintendent Update

Student board member, Stephanie Clisham, has won the Spirit of America Award. The Spirit of America Foundation is a 501(c)(3) public charity established in Augusta, Maine in 1990 to honor volunteerism. Every year the Spirit of America Foundation Tribute is presented in the name of 100+ Maine municipalities. The Winterport Women's Club nominated Stephanie Clisham, and she won. She will be presented with the 2023 Winterport Spirit of America tribute award at the Woman's Club annual dinner in June, and also recognized by the SofA Foundation at the county level this fall.

D. Monthly Financial Report

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

E. Student Board Representative Report

Stephanie Clisham shared the results from the recent student survey taken at Hampden Academy. Ryan Hafener spoke of the high school prom that was held the week prior and reported it was a success. He also reported that Mr. Ruhlin, newly appointed principal at Hampden Academy, has been visiting the school and speaking to students. He looks forward to more conversations with the new principal.

X. Questions of Board Members

Superintendent Raymond reminded board members interested in attending the graduation ceremony at Hampden Academy, the deadline to request tickets is today.

XI. Committee Reports

A. Finance Committee

B. Budget Committee (exhibit)

C. Athletic Committee

D. Building Committee (exhibit)

E. Negotiations Committee

F. Education Committee

- G. Policy Committee
- H. United Technologies Center Board
- I. Behavioral Review Committee
- J. Dropout Prevention Committee
- K. SPRPCE Board
- L. Community Relations Committee
- M. Equity in Education Committee (exhibit)
- N. Strategic Planning Ad-Hoc Committee

XII. Policy Consideration (all with exhibit)

- A. Discuss and act on the first reading of Policy BEDH - Public Participation in Board Meetings  
Anderson moved, Holmes seconded, and the Board voted unanimously to approve.
- B. Discuss and act on the first reading of Policy DFF – Student Activities Funds  
Anderson moved, Sarnacki-Wood seconded, and the Board voted unanimously to approve.
- C. Discuss and act on the second reading Policy JRA - Student Education Records  
Anderson moved, Seavey seconded, and the Board voted unanimously to approve.
- D. Discuss and act on the second reading of Policy ECB - Pest Management in School Facilities and on School Grounds  
Anderson moved, Haskell seconded, and the Board voted unanimously to approve.

XIII. Old Business

XIV. New Business

- A. Discuss and Act on Administrative Contracts for school year 2023-2024  
Holmes moved, Jolley seconded, and the Board voted unanimously to approve.
- B. Discuss and act on Probationary Teachers  
1st year to 2nd year Probationary Teachers  
French moved, Holmes seconded, and the Board voted unanimously to approve.  
2nd year to Continuing Contract  
Anderson moved, French seconded, and the Board voted unanimously to approve.

XV. Communication and Correspondence

- A. Set Meeting Dates  
Policy Committee will meet May 30th at 4:00  
Ad-Hoc Middle School Committee will meet May 23rd at 3:30

**XVI. Executive Session**

- A. Enter into Executive Session for the purpose of discussing a personnel matter per 1 M.R.S.A. 405 (6)(A)

French moved, Holmes seconded and the Board voted unanimously to enter into Executive Session at 7:51 p.m.

Board exited Executive Session at: 8:13 p.m.

Frank motioned to accept a request to rescind a resignation for the employee for the 2023-24 school year as discussed in Executive Session, Holmes seconded the motion and the Board voted unanimously to approve.

**XVII. Other Business**

- A. To see what action, if any, the Board wishes to take on business required by items that are part of this agenda.

**XVIII. Adjourn**

Holmes motioned to adjourn, Barnes seconded, the board voted unanimously to approve. Meeting adjourned at 8:15 p.m.

Respectfully submitted,

Nicholas Raymond  
Superintendent