

MINUTES

BANGOR SCHOOL COMMITTEE REGULAR MEETING

7:00 p.m., Wednesday, April 12, 2023

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

A. 1. & 2. The meeting was called to order at 7:03 p.m. by Chair Marwa Hassanien and the pledge of allegiance followed.

A. 3. a. The Bangor School Department and Bangor School Committee recognized the K-3 chess team from the Abraham Lincoln School for their first-place finish at the competition that was held on 3/11/2023.

The Bangor School Department and the Bangor School Committee recognized Justin Yu and Shaurya Kumar for their individual first place finishes at the 3/18/23 Chess Tournament.

b. The Bangor School Department and the Bangor School Committee recognized Jonathan Shearer for his first-place finish in the 2023 Maine Junior Duck Stamp artwork competition, K-3 division.

c. The Bangor School Department and the Bangor School Committee recognized Ellis Nichols for being named the 2023 Maine State Educators for a Multilingual Maine (EMME) Student of the Year.

d. The Bangor School Department and the Bangor School Committee recognized Laura Wittmann for being named the EMME 2023 ESOL Teacher of the Year.

B. Adjustments to the Agenda:

Adding - D. 2. B. Report of Retirement (s)

Voted 7-0 to approve the addition to the agenda.

C. Public Comments:

Michael Norton of Bangor announced that he is looking for work as a college lecturer. He also shared concern with the activity happening at the Bangor Public Library.

D. 2. a. Superintendent Tager reported the following teacher resignations:

Rochelle Harriman	Special Education Teacher	Downeast School
Kurt Forcier	Resource Room Teacher	Downeast School

- b. Superintendent Tager reported the following teacher retirements:

Regina Kelly	English Teacher	Bangor High School
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- E. 1 .a. 1-2. VOTED 7-0 to approve the Minutes of the March 29, 2023 Regular School Committee Meeting and the April 5, 2023 Special School Committee Meeting.

- b. 1. VOTED 7-0 to approve the December 2022 Financial Report.

2. VOTED 7-0 to approve the April Bids & Quotations Report.

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

Jordan Fearon	School Psychologist	Districtwide
Justina Tippin	Grade 6 Teacher	James F. Doughty School

- b. VOTED 7-0 to approve the following administrator nomination for the 2023-2024 school year:

Sam Moring	Principal	James F. Doughty School
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2. VOTED 7-0 by roll call vote to approve the following extra-duty assignments for school year 2023-2024:

Jay Kemble	Head Coach, Girls Varsity Soccer	Bangor High School
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- d. Committee Member Clare Mundell shared the following donations:

To Bangor High School from Governor's Restaurant & Bakery, food for the Speech and Debate Team, having a total dollar value of \$300.

To Bangor High School from Bagel Central, food for the Speech and Debate Team, having a total dollar value of \$100.

To Bangor High School from Broadway Hannaford, 2 platters of food for the Speech and Debate Team, having a total dollar value of \$100.

To Bangor High School from Chik-Fil-a, Cookie Trays for the Speech and Debate Team, having a total dollar value of \$100.

To Bangor High School from anonymous donors, a cash donation for scholarships to fund travel with the Humanities Academy, having a total dollar value of \$1,160.

To Bangor High School from Stephanie Hendrix, EF Tours Global Rewards Scholarship Funds, having a total dollar value of \$842.

To Bangor High School from Bangor Savings Bank, a cash donation for scholarships to fund travel with the Humanities Academy, having a total dollar value of \$200.

To Bangor High School from Cross Financial Corp, a cash donation for scholarships to fund travel with the Humanities Academy, having a total dollar value of \$500.

To Bangor High School from The Epic Management Group, a cash donation for scholarships to fund travel with the Humanities Academy, having a total dollar value of \$500.

To James F. Doughty School from the DMT Fund in Memory of Danielle Thompson, 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 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

F. 1. Member Sara Luciano questioned why there isn't currently a Best Buddies program at Vine Street and Downeast Schools.

Member Tim Surette mentioned Jasmin Roy winning a state recognition, she will be recognized at a future meeting.

F. 3. Member Imke Schessler-Jandreau mentioned upcoming UTC tours offered for students, specifically students at Fairmount School.

Chair Marwa Hassanien announced that the DEIB Committee meeting will be held on April 27th, 2023.

F. 4. Carolyne provided an update on events at Bangor High School and requested a report on advisory changes.

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

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4.

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

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "J. Tager". The signature is written in a cursive, flowing style.

James R. Tager
Superintendent of Schools

MINUTES

BANGOR SCHOOL COMMITTEE SPECIAL MEETING

7:00 p.m., Wednesday, April 5, 2023

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

A. 1. & 2. The meeting was called to order at 7:03 p.m. by Chair Marwa Hassanien and the pledge of allegiance followed.

B. Adjustments to the Agenda:

No adjustments to the agenda

C. Public Comments:

Principals Paul Butler and Dan Chadbourne spoke about the role of Bangor School Department Administrators and their passion for all stakeholders in the Bangor School Department.

D. 1. a. Director Jerry Hayman recommended the second reading of the FY24 budget.

VOTED 7-0 to approve **ARTICLE 1** To see what sum the school administrative unit will be authorized to expend for Regular Instruction for the Fiscal Year 2023-2024.

Recommend
\$24,399,514

VOTED 7-0 to approve **ARTICLE 2** To see what sum the school administrative unit will be authorized to expend for Special Education for the Fiscal Year 2023-2024.

Recommend
11,049,608

VOTED 7-0 to approve **ARTICLE 3** To see what sum the school administrative unit will be authorized to expend for Other Instruction for the Fiscal Year 2023-2024.

Recommend
\$1,477,135

VOTED 7-0 to approve **ARTICLE 4** To see what sum the school administrative unit will be authorized to expend for Student and Staff Support for the Fiscal Year 2023-2024.

Recommend
\$5,106,151

VOTED 7-0 to approve **ARTICLE 5** To see what sum the school administrative unit will be authorized to expend for System Administration for the Fiscal Year 2023-2024.

Recommend
\$1,519,288

VOTED 7-0 to approve **ARTICLE 6** To see what sum the school administrative unit will be authorized to expend for School Administration for the Fiscal Year 2023-2024.

Recommend
\$2,756,261

VOTED 7-0 to approve **ARTICLE 7** To see what sum the school administrative unit will be authorized to expend for Transportation and Buses for the Fiscal Year 2023-2024.

Recommend
\$2,080,000

VOTED 7-0 to approve **ARTICLE 8** To see what sum the school administrative unit will be authorized to expend for Facilities Maintenance for the Fiscal Year 2023-2024.

Recommend
\$6,023,063

VOTED 7-0 to approve **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 2023-2024.

Recommend
\$1,980,000

VOTED 7-0 to approve **ARTICLE 10** To see what sum the school administrative unit will be authorized to expend for All Other Expenditures which includes \$25,000 for Food Service Program support for the Fiscal Year 2023-2024.

Recommend
\$108,132

VOTED 7-0 to approve **ARTICLE 11** To see what sum the district/unit will appropriate for the total cost of funding public education from Pre-K to grade 12 as described in the Essential Programs and Services Funding Act.

**Recommend
\$56,499,152**

VOTED 7-0 to approve **ARTICLE 12** To see if (the school administrative unit) will appropriate **\$400,030** for Adult Education and raise **\$230,000** 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 7-0 to approve **ARTICLE 13** To see if (the school administrative unit) will raise **\$18,022.96** to be used for the Bangor School Department's Vocational Education assessment. The assessment is for the UTC Adult Education budget which totals **\$318,528.80** of which **\$60,847.08** is supported by sending districts.

- I. Chair Marwa Hassanien spoke with appreciation for the time and thought put into this year's budget by all involved.
- J. VOTED 7-0 to adjourn the meeting at 7:25 p.m.

Respectfully Submitted,



James R. Tager
Superintendent of Schools

MINUTES

BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, March 29, 2023

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

- A. 1. & 2. The meeting was called to order at 7:03 p.m. by Chair Marwa Hassanien and the pledge of allegiance followed.**

- B. Adjustments to the Agenda:**

VOTED 7-0 by roll call vote to move the Executive Session to 4/12/23.

- C. Public Comments:**

Pamela Curry, President of the Maine Multi-Cultural Center, spoke of the influx of refugees to our area.

Michael Beck, Resident of Bangor, spoke about his concern regarding the school system spending \$500,000 to purchase a scoreboard for Cameron Stadium. He suggested that the Bangor School Department speak to Husson University for a potential to partner with them for fundraising. He also spoke about the concern with having advertisements on the board and its effect on students.

Michael Norton, Resident of Bangor, discussed the Maine Science Center and looked for the Committee to probe on why he wasn't invited to present.

- D. 1. a. Director Jerry Hayman reviewed the second reading of the FY24 budget.**

Members Tim Surette, Clare Mundell, Sara Luciano, Imke Jandreau, and Ben Sprague expressed concern with approving the second reading.

Chair Hassanien proposed suspending the approval for tonight and scheduling a workshop and additional meeting for next week.

VOTED 7-0 by roll call vote to approve moving the second reading of FY24 budget to next week.

- E. 1 .a. 1. VOTED 7-0 by roll call vote to approve the Minutes of the March 22, 2023 Regular School Committee Meeting.**

- b. 1.a. VOTED 7-0 by roll call vote to approve the following Administrator Nominees for Continuing Contract from July 1, 2023 to June 30, 2025:**

**Daniel Mayo
Shannon Shaw
Sarah Vickers**

**Director, Bangor Regional Program
Principal, Abraham Lincoln School
Principal, Downeast School**

2. VOTED 7-0 by roll call vote to approve the following extra-duty assignments for school year 2022-2023:
- | | | |
|---------------------------------------|------------------------------|--------------------|
| John Holyoke (1 st yr) | (.5)Asst. Spring Track Coach | Bangor High School |
| Dominick Lizotte (1 st yr) | (.5)Asst. Spring Track Coach | Bangor High School |
- F. 3. Member Clare Mundell updated that the Mental Health Committee meeting was held on Thursday. The committee will meet again in April.
- F. 4. Carolynne provided an update on events at Bangor High School.
- H. 1. Important dates were reviewed by Chair Hassanien.
- I. Member Clare Mundell clarified that the BHS play will be Friday and Saturday at 7 p.m.
- J. VOTED 7-0 by roll call vote to adjourn the meeting at 8:10 p.m.

Respectfully Submitted,



James R. Tager
Superintendent of Schools

MINUTES

BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, March 22, 2023

The budget workshop session began at 6:00 p.m. in the City Hall Council Chambers. Chair Marwa Hassanien, Vice Chair Timothy Surrette, Clare Mundell, Ben Sprague, Imke Schessler-Jandreau, Sue Sorg, Sara Luciano were in attendance.

The Workshop Session ended at 7:00 p.m.

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

- A. 1. & 2. The meeting was called to order at 7:03 p.m. by Chair Marwa Hassanien and the pledge of allegiance followed.
- B. Adjustments to the Agenda:
No Adjustments to the Agenda
- C. Public Comments:
No Public Comments
- D. 1. a. Business Director Jerry Hayman recommended the first reading of the FY24 Budget.
VOTED 7-0 to approve first reading of FY 24 budget.
- b. Superintendent Tager recommended approval of the proposed JUUL settlement.
VOTED 7-0 to approve acceptance of the JUUL settlement.
- D. 2. a. Principal Brian Bannen and Dr Ian Metta shared the Equity Audit Report with the School Committee.
- b. Assistant Superintendent Kathy Harris-Smedberg announced the 2023 Superintendent's Academic Excellence Award recipients.
- c. Superintendent Tager reported the following retirements for the end of school year 2022-2023:
- | | | |
|----------------|-----------------|--------------------|
| Lynn Silk | Principal | Vinc Street School |
| Michele Benoit | Science Teacher | Bangor High School |
- d. Superintendent Tager reported the following reassignments for the school year 2022-2023:

Shannon Shook from Resource Room Teacher at Abraham Lincoln School to Resource Room Teacher at (.8) Abraham Lincoln School and (.2) Fourteenth Street School.

E. 1 .a. 1. VOTED 7-0 to approve the Minutes of the March 8, 2023 Regular School Committee Meeting.

b. 1.a. VOTED 7-0 to approve the following teacher nomination for the 2022-2023 school year:

Casey Quinn Self-Contained Classroom William S. Cohen School

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

Daniel Constantine	B Baseball Coach	James F. Doughty School
Kathy Rice	B Softball Coach	James F. Doughty School

c. VOTED 7-0 to approve the second reading of the following policy:

1. Revised Policy JJIF – Management of Concussions and Other Head Injuries

d. Committee Member Sara Luciano shared the following donations:

To James F. Doughty School from the DMT Fund in Memory of Danielle Thompson, a cash donation to support students, having a total dollar value of \$200.

VOTED 7-0 to approve all donations.

F. 1. Member Ben Sprague recognized Mrs Benoit and Mrs Silk on their retirements, both will be missed.

Member Imke Janreau congratulated and praised Mrs Silk on her retirement.

Member Clare Mundell echoed the congrats and praise for the retirees.

Member Tim Surrette wished all retirees well on their retirement.

Chair Marwa Hassanien spoke highly of Mrs Silk and congratulated her on her retirement.

F. 3. Member Clare Mundell noted that the Mental Health Committee meeting will meet tomorrow via zoom, they now have two student members.

Member Imke Jandreau and Member Sue Sorg spoke of the recent UTC Skills Competition.

- F. 4. Carolynne provided an update on events at Bangor High School which included an announcement regarding BHS student Ellis Nichols winning the Maine State World Language Student of the year.
- H. 1. Important dates were reviewed by Chair Hassanien.
- J. VOTED 7-0 to adjourn the meeting at 8:15 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "J. Tager".

James R. Tager
Superintendent of Schools

MINUTES

BANGOR SCHOOL COMMITTEE REGULAR MEETING

7:00 p.m., Wednesday, March 8, 2023

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

A. 3. a. The Bangor School Department and the Bangor School Committee recognized the Class A Girls Indoor Track Team as 2023 State Champions.

B. Adjustments to the Agenda:

No Adjustments to the Agenda

C. Public Comments:

No Public Comments

D. 2. a. James F. Doughty Teachers, Stephen Riitano and Judi Michalik, shared their time capsule proposal and historical reference for the James F. Doughty School (previously known as Fifth Street Middle School).

b. Business Director, Jerry Hayman, introduced the 2023-2024 school budget.

c. Superintendent Tager reported the following retirements for the end of school year 2022-2023:

Kathryn Collins	Grade 3 Teacher	Downeast School
Denise Simoneau	Grade 6 Teacher	James F. Doughty School

d. Superintendent Tager reported the following resignation:

Daniel Baker	Special Education Teacher	Bangor Regional Program
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E. 1 .a. 1. VOTED 7-0 to approve the Minutes of the February 15, 2023 Regular School Committee Meeting.

b. VOTED 7-0 to approve the following extra-duty assignments for school year 2022-2023:

Michael Corneil	Assistant Coach, Varsity Softball	Bangor High School
Isaac Bushway	B Baseball Coach	William S. Cohen School

c. VOTED 7-0 to approve the second reading of the following policy:

1. Revised Policy ICA – 2023-2024 School Calendar

d. Committee Member Imke Jandreau shared the following donations:

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

To Bangor High School from the University of Maine, A Splashdrone 4, having a total dollar value of \$2,500.

VOTED 7-0 to approve all donations.

E. 2. a. 1. VOTED 7-0 to approve first reading of the following revised policy:

Revised Policy JJIF – Management of Concussions and Other Head Injuries in School Sponsored Extra-Curricular Activities.

F. 1. Member Tim Surette updated the committee regarding legislative changes regarding school funding, more information to come as this moves forward.

F. 3. Member Clare Mundell noted that the Mental Health Committee meeting was cancelled due to weather and will now meet March 23rd. The committee is still looking for student members.

Member Imke Jandreau updated the committee on the recent UTC meeting.

Chair Marwa Hassanien updated that the DEIB Advisory will be meeting on April 6th, they will also be resuming the two sub-committee groups.

F. 4. Carolynne provided an update on events at Bangor High School.

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

I. Member Sue Sorg Mentioned that the UTC skills USA competition will be held March 17th.

Chair Hassanien mentioned that it was National Woman's History Month/National Woman's Day and also praised the team comradery/sportsmanship of the girls track team.

J. VOTED 7-0 to adjourn the meeting at 8:40 p.m.

Respectfully Submitted,



James R. Tager
Superintendent of Schools

Minutes, Regular Meeting, April 3, 2023

**BREWER SCHOOL COMMITTEE MINUTES
REGULAR MEETING
Monday, April 3, 2023
6:00 PM
Brewer High School Lecture Hall**

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

A. The meeting was called to order at 6:01 PM by Vice Chair Damon.

B. Pledge of Allegiance

C. Adjustments to the Agenda

Mr. Damon moved to approve the addition of New Business I 2c. Kurt Focier - BHS IEP Coordinator 2023-2024 and to move D Public Comment to E and Presentations to D; Ms. Small seconded the motion; 4 in the affirmative and 2 student representatives in favor.

D. Presentations - 2022-2023 Winter Athletic Awards (Mr. Utterback & Mr. Palmer)

Brewer Boys Varsity Basketball, State Champions, Class "A"
Ben Goodwin, Boys Basketball Coach of the Year for the KVAC League
Ben Goodwin Boys Basketball Coach of the Year for Maine Association of Basketball Coaches
Brady Saunders, KVAC Player of the Year - Boys Basketball
Brady Saunders, Maine Mr. Basketball accolades, 1,000 point scorer
Brock Flagg, Maine Mr Basketball Semifinalist
Jordin Williams & Coach Jarrod Williams, Pioneers Girls Ice Hockey Northern Maine Runner-Up.
Jordin Williams, Girls Hockey Player of the Year for the KVAC League
Jed Gilpatrick, Class B North Hockey Player of the Year

E. Public Comment

Meghan Snook-teacher, school committee should have a goal to set Brewer apart, RIF teachers and then replace with another position, haven't seen a year we've done this. Need to lower student teacher ratio at early ages. Mental health crisis need full time social worker.

Landon Geiser, grade 10, library out - English uses library, librarian is helpful, Interventionist not necessary, IT Integrator not necessary, Kindergarten cut-need small class sizes.

Joanne Adair - teacher, need to place emphasis on language in earlier grades, BHS needs a librarian, BCS has a dynamic teacher/ed tech duo, need full time social worker at BHS, invest in the staff we have.

Cara Coffey Roope - teacher, adding position in a time of cutting, Kindergarten cut-need early intervention, need to review data (SWIS, etc), need a social worker at BHS.

Janessa Trbouet - teacher, how are positions expendable, Kindergarten teachers are the foundation, HS Library is efficient, One librarian K-12 will cause burnout. BHS social worker provide needed service,

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shouldn't contract out .

Glendon Rand - teacher, Orrington board member, In the classroom everyday, good feel for what students need, need direct impact to students, librarian is anchor for literacy, teachers aren't asking for a Tech Integrationist.

Francisca Smith - teacher, high school social worker was there for S.Smith and her children (Bangor?) held her, to help her.

Mya Edgecomb - gr 12, high school social worker shared personal experience of how Mr. King helped her (gr 11 student)

Annabelle Lincoln - gr 10 student, students go to Mr. King daily students trust him

F. Minutes

1. Ms. Dunn moved to approve the regular meeting minutes of March 6, 2023; Ms. Small seconded the motion; 3 in the affirmative, 0 opposed, and 1 abstained; 2 student representatives in favor.

G. Reports

1. United Technologies Center (UTC)
 - a. Mr. Umel reported no meeting next one scheduled for April 6, 2023.
2. Southern Penobscot Regional Program for Children with Exceptionalities (SPRPCE)
 - a. Ms.Dunn reported the next meeting scheduled for May 11. 2023.
3. Trustees
 - a. Ms. Small reported that the board of Trustees approved the Heddericg bond.
4. Student Representatives
 - a. Lindsey Baker & Cayen Philbrick reported on SAAC seniors vs faculty game, Unified, Jr. Prom, Brewer Youth Theater-Maine 2023 Drama Festival 1st place and 5th place at states, NHS chapter project, Trident yearbook submitted, Art Club and Quiz Show Maine.
5. Administration
 - a. Superintendent of Schools - Mr. Palmer reported:
 - i. Review of the 2023-2024 proposed draft budget. The budget letter that was put out encourage the approval of the first draft, will work on shortfalls, schools 50% family, 50% business.
 - ii. Review 2023-2024 meeting schedule
 - iii. Staff resignations
 1. Olivia Lowery - Ed Tech I at BCS effective end of school year for purpose of other employment. Olivia was hired August 29, 2018. We thank Olivia for her 5 years of dedicated service to the students and staff and wish her all the best in her future endeavors.
 2. Lucas Graychase - Facilities Director effective April 3, 2023 for personal reasons. Lucas was hired October 7, 2020. We thank Lucas for his dedicated service and knowledge of facilities and wish him all the best.
 3. Cassandra Johnson - Ed Tech I at BCS effective 3/31/2023 for personal reasons. Cassandra was hired August 29, 2017. We thank Cassandra for her 5 years of

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service and wish her all the best.

iv. Staff appointments

1. Jeremy Gallant - BCS Ed Tech I effective March 20, 2023
2. Nick Walters - BCS Co-Curricular Maple Program Advisor 22-23

v. Staff transfer 2023-2024

1. Brianna Wilder- BCS Teacher - volunteer transfer from grade 3 to grade 6

vi. Athletic Department hires

1. Kristin Giroux - BCS "B" Softball Head Coach spring 2023
2. Jason Girard - BHS Assistant Lacrosse Coach spring 2023
3. Kristy Albee - BHS Cross Country Head Coach fall 2023

vii. Athletic Department BHS volunteer coaches

1. Jeffrey Fogg - BHS JV Softball
2. Timothy Pearson - BCS Baseball
3. Frederick "Buddy" Lawrence - BCS Baseball
4. Kelly LaPointe - BHS Boys Lacrosse

viii. ESY (Extended School Year) Summer 2023 staff:

1. Holli Corbett - ESY Ed Tech III
2. Kelley Thompson - ESY Ed Tech III
3. Maria Low - ESY Teacher (pending certification)

ix. Non-Monetary Donations

1. From Douglas Grant of Brewer to BHS Outdoor Ed a 2011 Ski Doo Renegade 600 ACE snowmobile. Purchase price \$5,000.00.
2. From Rebecca Vicnaire & several other parents to BCS snack program numerous boxes of snacks to replenish the depleted snack fund for students in need.

b. No report - Director of Business & Finance - Ms. Gardner

c. Director of Instruction report:

Ms. Ward-Downer reported on professional development in the district, assessment updates of SAT, MEA and Science testing dates for April and May, and ELO Programing updates.

d. No report -Director of Special Education - Ms. Moore

e. Brewer High School Principal report:

Mr. Slowikowski reported the UTC Students of the 2nd Quarter- Brady Andrews in the Electrical Connectivity program and Trevor Parles in the Diesel Equipment program; SkillsUSA award winners Brayden Seymour - Gold for Heavy Equipment Operations with Brayden moving on the the National SkillsUSA in Georgia and Ethan Thibault - Silver for TV Production; Student Artwork goes to Portland senior Kenia Huerth's artwork was selected for exhibition at the Portland Museum of Art; named Class of 2023 Valedictorian is Asianna West and Salutatorian is Colin Kimball both of Brewer; and Brady Saunders of Brewer was selected to receive the 2023 MPA Principal's Award.

f. Brewer Community Schools Principals reported

PK-4 Ms. Kahkonen, 5-8 Principal Mr. Richards, and AP Ms. Pangburn reported student council's Penny Wars fundraiser to support the Brewer Food Pantry; Advisor Mr. Walters' Maple Shack program; PBIS updates; BCS Unified; BCS Volleyball; Incentive Day; High School Basketball Team visit; PTU; Safety Drills; UM Singers visit, End of 2nd trimester; and Spring Choral & Jazz Concerts.

g. No report - Athletic Director - Mr. Utterback

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- a. Mr. Damon moved to approve the Brewer High School Summer 2023 Forestry Program; Ms. Small seconded the motion; 2 student representatives in favor.

I. New Business (action required)

- 1. Ms. Dunn moved to accept the donations a-f as read; Mr. Damon second the motion; 4 in the affirmative and 2 student representatives in favor.
 - a. \$1,700.00 from Maine Inferno, Attn: Aaron Brideau, President; of Orono to Brewer School Department towards our girls hockey uniforms.
 - b. \$8,598.00 from All-Sports Boosters to Brewer High School Athletics for Football uniforms
 - c. \$425.00 from All-Sports Boosters to Brewer High School Athletics for athletic bumper Stickers
 - d. \$5,615.00 from All-Sports Boosters to Brewer High School Athletics towards the cost of various athletic apparel & equipment.
Breakdown - \$174.00 Wrestling Singlets, \$1,000.00 Track Record Board, \$715.00 Athletics Breakaway Banner, \$1,326.00 Boys Basketball Tear-away pants \$400.00 Baseball Bats, \$2,000.00 Downhill Ski Race Suits
 - e. \$159.50 from an Anonymous Donor % Sandy Hodgins to BSD Food Services to pay off an unpaid lunch account.
 - f. \$250.00 from Bangor Lodge of Elks #244 of Bangor to Brewer High School TAP program.
- 2. Teacher Appointments 2023-2024
 - a. Ms. Small moved to approve the appointment of Grace Brydges as BCS Special Education RR Teacher 2023-2024; Mr. Forrest seconded the motion; 4 in the affirmative and 2 student representatives in favor.
 - b. Mr. Damon moved to approve the appointment of Robin Clukey as BHS Physical Science Teacher 2023-2024; Ms. Dunn seconded the motion; 4 in the affirmative and 2 student representatives in favor.
 - c. Ms. Small moved to approve the appointment of Kurt Forcier as BHS IEP Coordinator/Team Leader 2023-2024; Mr. Damon seconded the motion; 4 in the affirmative and 2 student representatives in favor.
- 3. Administrative Appointment 2022-2023
 - a. Ms. Small moved to approve the appointment of Martin Gray as BHS Interim Assistant Principal effective March 27, 2023; Mr. Damon seconded the motion; 4 in the affirmative and 2 student representatives in favor.
- 4. Mr. Damon moved to approve the overnight/out of state field trip for Robotics to West Springfield, MA for NE Districts Competition-Eastern States Exposition from April 5-8, 2023; Ms. Small seconded the motion; 4 in the affirmative and 2 student representatives in favor.
- 5. Ms. Small moved to approve the first reading of the Proposed FY2024 Budget; Mr. Damon seconded; 3 in the affirmative, 1 opposed and 2 student representatives abstained.

J. Future Meetings

Regular Meeting, Monday, May 1, 2023, 6:00 PM, Brewer High School Lecture Hall

K. Public Comment

Glenn Geiser - long time resident, brave souls came forward to speak their mind, teachers should be able to take a job in Brewer and not fear losing jobs. Enrollment impacts stability of jobs.

Ian Yanofsky - student at BHS, important to maintain ELA and language departments, society is going

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downhill need to maintain support services at BHS.

Gabriel Veileux - student at BHS, son of SW, more than just a job, students feel comfortable with Mr. King.

Katelyn Myers - student at BHS - advocating for mental health and Mr. King.

Landon Geiser - student at BHS - we learn through books, librarians have knowledge to what books you'll like.

Katie Sproul - resident & parent - prefers King vs PCHC, Kindergarten cuts w/enrollment, too many students to have 2 library employees district wide

Cathryn Sherman - BHS School Nurse - keep full time social worker, mental health needs are greater than ever.

L. Executive Session

1. Ms. Small moved to exit public session at 8:29 PM and enter into executive session for discussion of information in confidential records pursuant to 1 M.R.S.A. § 405(6)(F); Mr. Damon seconded the motion.

ROLL CALL VOTE:

Ms. Dunn - Yes
Mr. Forrest - Yes
Ms. Damon - Yes
Ms. Small - Yes

Mr. Forrest called for a 10 minute recess with the executive session beginning at 8:39 PM.

Mr. Damon moved to exit executive session and return to public session at 8:50 PM; Ms. Small seconded the motion; 4 in the affirmative.

M. Action as a Result of Executive Session -None

N. Adjournment

Ms. Dunn moved to adjourn at 8:51 PM; Mr. Damon seconded the motion; 4 in the affirmative.

Respectfully submitted,



Gregg Palmer
Secretary

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

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

Mr. Forrest - Chairperson excused absence.

A. The meeting was called to order at 6:00 PM by Vice Chair Damon.

B. Pledge of Allegiance

C. Adjustments to the Agenda - None

D. Public Comment

E. Presentations - 2022-2023 Winter Athletic Awards

Brynn Lavigueur, PVC Female Swimmer of the Year.

Carmen Williams, PVC Swimming Coach of the Year.

Due to other commitments the Basketball and Hockey presentations are postponed to April 3, 2023.

F. Minutes

1. Mr. Umel moved to approve the regular meeting minutes of February 13, 2023; Ms. Small seconded; 4 to the affirmative and 2 student representatives in favor.

G. Reports

1. United Technologies Center (UTC)

Mr. Umel reported the budget was approved; they have a need for a Small Engine Instructor.

2. Southern Penobscot Regional Program for Children with Exceptionalities (SPRPCE)

Ms. Dunn reported on the meeting of March 2, 2023. All three budgets were approved and Christy Babin provided updates on the Educational Service Center.

3. Trustees

Ms. Small reported the high school renovation project continues to move forward toward completion; there has been ongoing planning for the Heddericg Field project; discussion of a draft of a new Brewer School Department 3-Year Facilities & Athletics Maintenance Plan, 2023-2026 to be finalized this spring.

4. Student Representatives

Lindsey Baker & Cayen Philbrick reported updates on the many Brewer High School activities: Trident - Game Club - Art Club - Rifle Club - Student Council - Math Team - National Honor Society- Junior Class (Jr Ex & prom) - Senior Class (Prom)

5. Administration

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

- i. Reporting that regulation and reporting form (JICIA-R & E) for reporting dangerous

- behavior by a student is now posted on the website in policies.
- ii. The School Department administrative team is working through the fiscal year 2023-2024 budget and will have a draft for the April School Committee meeting.
 - iii. Staff resignations
 - 1. Scott Walker, BHS Assistant Principal effective the end of SY2023 for the purpose of other employment. .
 - 2. Sandy Hodgins, Food Service Director effective the end of SY2023 for the purpose of retirement.
 - 3. Spencer Hills, Custodian I at BCS effective March 31, 2023 for the purpose of other employment.
 - 4. Haley Dionne, Ed Tech I at BCS effective March 10, 2023 for the purpose of a teaching position.
 - iv. Teacher resignation:
 - 1. Glendon Rand - BHS Science Teacher effective the end SY2023 for the purpose of retirement.
 - v. Spring 2023 Athletic Department hire:
 - 1. Jarrod Williams, BHS JV Softball Coach
 - vi. Athletic Department BHS volunteer coaches :
 - 1. Sarah Clark - Varsity Softball
 - 2. Deb Colpitts - Varsity Softball
 - 3. Jason Horr - Track & Field, both BCS & BHS
 - 4. Steven Farley - Boys Varsity Tennis
 - 5. Les Spaulding - Varsity Lacrosse
 - 6. Amanda Wardwell - Varsity Softball
 - vii. ESY (Extended School Year) Summer 2023 staff:
 - 1. Scott Flagg - ESY Occupational Therapist
 - 2. Doreen Moody - ESY Speech & Language Pathologist
 - 3. Julie Vinson - ESY Coordinator & Teacher
 - 4. Amber Oakes - ESY Teacher
 - 5. Grace Brydges - ESY Teacher
 - b. Director of Instruction
 - Ms. Ward-Downer gave an update on the Nu Program.
 - c.-g. No administrator reports this month

H. Old Business

- 1. Mr. Umel moved to approve the second reading, adoption of Policy ICA, *School Calendar 2023-2024*; Ms. Dunn seconded the motion; 4 in the affirmative and 2 student representatives in favor.

I. New Business

- 1. Acceptance of the following donations
 - a. \$2,500.00 from First National Bank to Brewer High School Athletics toward the cost of the livestream stream expense for basketball.
 Ms. Small moved to accept the donation as read; Ms. Dunn seconded the motion; 4 in the affirmative and 2 student representatives in favor.
- 2. Mr. Umel moved to approve the revision of Policy GBN, *Family Medical Leave*; Ms. Dunn seconded

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the motion; 4 in the affirmative and 2 student representatives in favor.

3.-4. Mr. Umel moved approve to rescind Policy ECA, *Building and Grounds Security* and Policy ECF, *Energy Management Program*; Ms. Small seconded the motion; 4 in the affirmative and 2 student representatives in favor.

5. Ms. Small moved to approve the spring camping trips for Brewer High School Outdoor Education on March 24 -26, April 7-9, 28-30 and May 5-7, 27-29, 2023; Ms. Dunn seconded the motion; 4 in the affirmative and 2 student representatives in favor.

J. Future Meetings

Regular Meeting, Monday, April 3, 2023, 6:00 PM, Brewer High School Lecture Hall

K. Public Comment - None

L. Executive Session

1. Mr. Umel moved to exit public session at 6:45 PM and enter into executive session for Discussion of Information in confidential records in accordance with 1 M.R.S.A. § 405(6)(F); Ms. Small seconded the motion:

Roll call vote: Ms. Small - Yes
Ms. Dunn - Yes
Mr. Umel - Yes
Mr. Damon - Yes

Ms. Small moved to exit executive session and return to public session at 7:03PM; Mr. Umel seconded the motion; 4 in the affirmative.

M. Action as a Result of Executive Session - None

N. Adjournment

Mr. Umel moved to adjourn the meeting at 7:04 PM; Ms. Small seconded the motion; 4 in the affirmative.

Respectfully submitted,



Gregg Palmer
Secretary

Approved: April 3, 2023

Wednesday, March 15, 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, February 15, 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, Lester French, Allan Gordon, Ryan Hafener, Stacey Haskell, Colleen Jolley, Chris Labonte, Brooke Miller, Heath Miller, Shelley Sargent, Jillian Sarnacki-Wood, and William Seavey

Absent: Rob Frank and John Holmes

III. Pledge of Allegiance

IV. Approval of Minutes of Regular Meeting of February 15, 2023.

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

Abstain: Brooke Miller

Opposed:

V. Adjustment to Agenda

IX. Superintendent of Schools

1. Recognition of Hampden Academy Ice Hockey and Boys Cross Country teams.

Moved prior to VI. Persons Desiring to Address the Board

Superintendent Raymond introduced Athletic Director Fred Lower. Mr. Lower reported that the Hampden Academy Ice Hockey team had a tremendous season making it to the Class B North Finals. In addition, they were also the recipients of the MPA Class B North Sportsmanship Award. Coach Zach Wilson thanked the Board for supporting student athletes and their program.

Mr. Lower also recognized the Boys Cross Country team who won back to back state championships. In addition, Coach Danielle Johnson was introduced to recognize an individual award. Charlie Collins was awarded the Gatorade Player of the Year Cross Country Runner.

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: Katherine Collins, Winterport; Robin Smith, Hampden; David Casavant, Hampden; Shawn McBreairty, Hampden

Recess was called at 7:20

Returned from recess at 7:36

VII. Board Chair

VIII. Personnel

A. Resignations

Superintendent Raymond announced the resignation of Anna Jackson, grade 5 teacher at Samuel L. Wagner Middle School.

B. Nominations - Transfers

IX. Superintendent of Schools

A. Reading of the Essential Behaviors and Outcomes Proclamation

B. Superintendent Report

1. Monthly presentation - Kristi Charette - Samuel L. Wagner Middle School

Principal Charette provided the Board with a presentation regarding some of the goals that the Samuel L. Wagner Middle School has been working on this year. She reported out on Response to Intervention, Tier I Instruction, Differentiation, and Restorative Practices.

2. Student Recognition (moved prior to public comment)

C. Assistant Superintendent Update

Assistant Superintendent Boone reported that the RSU22 Education Foundation continues to make steady progress. It has recently joined the National Association of Education Foundations. The Foundation is looking for their expertise and training. Board member Jolley spoke of the additional challenges the group faced picking up the pieces rather than starting from the ground up.

D. Monthly Financial Report

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

E. Student Board Representative Report

It was reported that the Hampden Academy Faculty and Student Councils met and discussed the following topics:

Student Council's student survey results regarding school values, usage of cell phones in the honors study hall, criteria for honors study hall, weighted GPAs, standardized testing, and senior privileges. In addition, students and staff are participating in Spirit Week ending the week with a pep rally. The Seniors to Seniors project is now complete.

X. Questions of Board Members

The Ad-Hoc Committee for Middle School Restructuring was discussed and what topics should be on the agenda for the next community conversation meeting.

XI. Committee Reports

- A. Finance Committee
- B. Budget Committee
- C. Athletic Committee
- 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
- 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 Policy GBO – Family Care Leave
Anderson moved, French seconded, and the Board voted unanimously to approve.
- B. Discuss and act on the first reading Policy ECB - Pest Management in School Facilities and on School Grounds
Policy was reviewed and no changes were made.
- C. Discuss and act on the first reading Policy JL - School Wellness
Anderson moved, Haskell seconded, and the Board voted unanimously to approve.

- D. Discuss and act on the second reading Policy AD - Educational Philosophy/Mission
Anderson moved, Jolley seconded, and the Board voted unanimously to approve.
- E. Discuss and act on the second reading Policy IHAMB - Family Life/Sex Education
Anderson moved, Jolley seconded, and the Board voted unanimously to approve for elimination.
- F. Discuss and act on the second reading Policy IHADA - Post Secondary Enrollment Options
Anderson moved, Jolley seconded, and the Board voted unanimously to approve.

XIII. Old Business

XIV. New Business

- A. Discuss and act on 2023-24 School Calendar
French moved, Barnes seconded, and the Board voted unanimously to approve.
- B. Discuss and act on M.S.T Government Leasing, LLC contract
French moved that the Board approve the proposed tax-exempt lease with M.S.T. Government Leasing, LLC, for the purposes of leasing, refinancing, and funding photocopy equipment leases including consultant fees, and related costs of issuances of such leases in an amount not to exceed One Hundred Ninety-Three Thousand Five-Hundred Eight dollars and Thirty-Seven Cents (\$193,508.37) and an interest rate of 4.54% per year through August 1, 2027. Seavey seconded, and the Board voted unanimously to approve.

French moved that the Board authorizes the Superintendent to execute and deliver the tax-exempt lease with M.S.T. Government Leasing, LLC on such terms and conditions discussed and provided to the Board and to execute and deliver any such documents required to execute the contract with Specialized Purchasing Consultants, Inc. Seavey seconded, and the Board voted unanimously to approve.
- C. Discuss and act on Course INT 193: Introduction to Career Exploration and Development
Sargent moved, French seconded, and the Board voted unanimously to approve.
- D. Discuss and act on the district's contribution to George B. Weatherbee School and Reeds Brook Middle School Chess Teams attendance at a national chess event.

Barnes moved to discuss and act on the district's contribution to the George B. Weatherbee and Reeds Brook Middle School attendance at a national chess event, Labonte seconded and discussion occurred.

French moved to amend the motion to include the amount up to \$2300.00 total for the registration fees for both teams' attendance at the chess tournaments. Seavey seconded and the Board voted unanimously to approve the amendment.

French moved to approve the motion with the amendment provided all necessary paperwork is submitted and approved. Haskell seconded the motion and the board voted to approve.

Abstain: Barnes

French moved to approve an overnight trip for George B. Weatherbee and Reeds Brook Middle School to attend the national tournaments provided Superintendent Raymond receives the appropriate paperwork and it is approved. Labonte seconded the motion and the board votes to approve.

Abstain: Barnes

XV. Communication and Correspondence

A. Set Meeting Dates

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)

French moved, Sarnacki-Wood seconded and the Board voted unanimously to enter into Executive Session at 9:07 p.m.

Board exited Executive Session at: 9:29 p.m.

French moved to extend the meeting by 30 minutes, Jolley seconded and the board voted unanimously to approve.

French moved to enter back into Executive Session, Seavey seconded and the board voted unanimously to approve. The board entered into Executive Session at 9:29.

The board exited Executive Session at 9:31.

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

Seavey motioned to adjourn, Jolley seconded, the board voted unanimously to approve.
Meeting adjourned at 9:31 p.m.

Respectfully submitted,

Nicholas Raymond
Superintendent

Present: Dan Wellington (Chair), Dave Armistead, Rich Crowe, Cheryl Fasse, Pat Gaetani, Kirsten Ismail, Kevin Kelly, Dan LaMontagne, Susan MacKay, Kim Meagher, Paul Messer, Tony Pellegrini, Hans Peterson, Meg Sanders, Matt Skaves, James Strout

Also Present: Bill Meier, Jason O'Reilly, Matt Smith

Not Present: Kristin Canders, Earle Hannigan

CALL TO ORDER

Board Chair Dan Wellington called the meeting to order at 7:03 a.m. The meeting began with a moment of silence to remember Mary Ellen Darling, board member emerita and passionate supporter of the school.

Motion: To approve the November 29, 2022 minutes as presented.

Peterson/Crowe

Approved without opposition.

HEAD OF SCHOOL REPORT

Dave welcomed questions on his Head of School Report. A successful Step-Up Day with around 270 local eighth graders was held on February 7; faculty and current students were featured during presentations and a student life expo lent itself to providing snapshot to programs offered outside of the classroom. An equally successful Family Information Night on February 8 mirrored the activities of Step-Up Day. Thus far nearly 70 day applications have been received. The school is on track with international recruiting and a spring trip overseas for Dave and the director of the international program is being planned. The goal is to have 70 total international students enrolled for the 2023-24 school year.

Winter sports have seen great successes – the hockey team is the number one seed in its class and the boys' basketball team is making an appearance in the tournament for the second consecutive year. Track and swim have seen outstanding (and record-breaking) individual performances at the PVCs and the cheer team has had a stellar season and ended up as PVC champs and second in the Big East Conference. The spring musical is well under way with show times on March 10 and 11 and the winter art show was held last month. All in all it has been a busy and productive winter at the school.

FINANCE

Chair James Strout welcomed questions on the committee minutes. The audit report was presented to the committee at its last meeting and in keeping with years past, there were no significant findings.

Motion: To accept the audit report as presented.

Lamontagne/MacKay

Approved without opposition.

BUILDINGS AND GROUNDS

Chair Kim Meagher welcomed questions on the minutes. The plaster repair work that is necessary following a Christmas Eve leak in 100 Broadway will likely be completed over the summer – the extent of the damage is still unknown, pending the affected areas drying thoroughly. Expert plaster craftsmen will assess the job in the coming weeks.

DEVELOPMENT

Committee chair Cheryl Fasse welcomed questions on the minutes. A gentle reminder that 100% board participation in the annual fund is encouraged. A fun and festive March 18 event featuring *The Napper Tannies*, an Irish band, is planned – tickets will go on sale next week. *Back to Bapst*, the alumni weekend celebration, is scheduled for July 21-24. The spring appeal will go out before April and will feature one of the Ukrainian students.

ENDOWMENT

Chair Kirsten Ismail explained that diversifying the school's portfolio remains a priority with focus on asset allocation. A large gift received at the end of the fiscal year remains in the money market account until the committee can determine where it is best placed. At its next meeting the committee will review the school's Investment Policy.

NEXT MEETING

The board will meet next on April 25, 2023. That will be a Zoom meeting.

ADJOURNMENT

The meeting adjourned at 7:28 a.m.

Respectfully submitted by Kirsten Ismail, Secretary