

## MINUTES

### BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Thursday, October 26, 2022

School Committee Members present: Chair Marwa Hassanien, Clare Mundell, Ben Sprague, Carin Sychterz, Sue Sorg, Sara Luciano. Vice Chair Timothy Surette was unable to attend

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

B. Adjustments to the Agenda:

No adjustments to the Agenda.

C. Public Comments:

Angela Haley advocated for a change on the student health record form with the addition of anxiety in the health concern section. Haley also discussed concern with the stigma that students with anxiety face.

Michael Norton discussed an idea for Bangor School Department to be a number one school district. This includes a Science presentation day for high school students at which he would like all science teachers to present as well as himself.

D. 1. a. VOTED 6-0 by roll call vote to approve the Comprehensive Emergency Management Plan.

2. a. Director of United Technology Center Amanda Peterson, School Counselors Adam Leach and Sharon Pelletier-Ayer presented to the Committee student options and pathways available after graduation.

b. Superintendent Tager presented an update on the October 1, 2022 count.

c. Superintendent Tager announced the following teacher reassignments for School Year 2022-2023:

Sam Moring from Assistant Principal at James F. Doughty School to Interim Principal at James F. Doughty School.

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

Darryl Loring from IEP Compliance Coordinator Districtwide to Interim Assistant Principal at Bangor High School.

E. 1 .a. 1. VOTED 6-0 by roll call vote to approve the Minutes of the October 13, 2022 Regular School Committee Meeting.

b. 1. VOTED 6-0 by roll call vote to approve the following extra-duty assignments for the 2021-2022 school year:

Guy Perron (1<sup>st</sup> Yr) (.5) Asst. Boys Varsity Ice Hockey Bangor High School  
Derek Fournier (1<sup>st</sup> Yr)(.5) Asst. Boys Varsity Ice Hockey Bangor High School

c. VOTED 6-0 by roll call vote to approve second reading of the following revised policies:

1. Revised Policy AC – Nondiscrimination and Affirmative Action
2. Revised Policy BCA – Organizational Meeting
3. Revised Policy BCE – Subcommittees
4. Revised Policy BDDH – Public Participation at School Committee Meetings
5. Revised Policy GCBDA – Family and Medical Leave
6. Revised Policy GCCA – Recruiting and Hiring of Administrative Staff
7. Revised Policy IMDC – Cultural and Religious Holidays

c. Committee Member Carin Sychterz shared the following donations:

To Downeast School from Kids in Need Foundation, backpacks and school supplies, having a total dollar value of \$6,000.

To Downeast School from Realty of Maine, a cash donation for snacks, having a total dollar value of \$200.

To Downeast School from the Rock Church, gift bags for teachers, having a total dollar value of \$300.

To Downeast School from Roger & Shawna Oliver – Darlings, winter coats for students, having a total dollar value of \$1,600.

To Fourteenth Street School from the Bangor Elks Lodge #244, dictionaries for grade 3 students, having a total dollar value of \$114.

To James F. Doughty School from Realty of Maine, a cash donation for hats/mittens and/or snacks, having a total dollar value of \$200.

To Bangor Regional Program from Bangor Savings Bank, peanut butter and jelly, having a total dollar value of \$200.

To Bangor Regional Program from Lamey Wellehan, winter boots for students, having a total dollar value of \$500.

To Bangor Regional Program from Crosspoint Church, backpacks and school supplies, having a total dollar value of \$500.

To Bangor School Department from The Briar Patch – Gibran Graham, workbooks, having a total dollar value of \$210.

VOTED 6-0 by roll call vote to approve all donations.

- F. 1. Member Ben Sprague commended Member Carin Sychterz on her effort specifically the past three years. He also recognized Chair Marwa Hassanien and her efforts as School Committee Chair.

Member Carin Sychterz asked about the refugees scheduled to come to Bangor. It was noted that nine students will be joining us in November from Syria.

- F. 4. Member Sauda provided multiple updates on current High School activities and also thanked Member Carin Sychterz on behalf of the Student Body.

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

- I. Member Sara Luciano discussed the MSBA policy building session she attended.

Member Carin Sychterz thanked the group in closing.

- K. VOTED 6-0 by roll call vote to adjourn the meeting at 8:00 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools

## MINUTES

### BANGOR SCHOOL COMMITTEE ORGANIZATIONAL MEETING 11:00 a.m., Monday, November 14, 2022

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

The meeting was called to order at 11:00 a.m. by Superintendent Tager and the pledge of allegiance followed.

- A. City Clerk, Lisa Goodwin, administered the Oath of Office, swearing in new School Committee Members Marwa Hassanien and Imke Schessler-Jandreau.
- B. 1. VOTED 7-0 to appoint Marwa Hassanien as School Committee Chair for 2022-2023.
  - 2. VOTED 7-0 to appoint Timothy Surrette as School Committee Vice-Chair for 2022-2023.
- C. Chair Marwa Hassanien read the Code of Ethics all School Committee Members are to follow.
- D. 1. VOTED 7-0 to appoint Building Principals as Attendance Officers.
  - 2. VOTED 7-0 to appoint Brian Bannen as the Affirmative Action Officer.
  - 3. VOTED 6-0, with one abstain, to appoint Dana Carver-Bialer as Title IX Coordinator.
  - 4. VOTED 7-0 to appoint Brian Bannen as the Wellness Committee Chair.
  - 5. a. VOTED 7-0 to appoint Sue Sorg, Imke Schessler-Jandreau and Tim Surrette as representatives for the United Technology Center.
    - b. VOTED 7-0 to appoint Sara Luciano and Clare Mundell (alternate) as representatives to Southern Penobscot Regional Program for Children with Exceptionalities.
    - c. VOTED 7-0 to appoint Marwa Hassanien and Tim Surrette as representatives for the DEIB Advisory Committee.
  - 6. VOTED 7-0 to appoint Ben Sprague and Clare Mundell as representatives for negotiations.
  - 7. VOTED 7-0 to appoint Sara Luciano and Imke Schessler-Jandreau as representatives for the Dropout Prevention Committee.

8. VOTED 7-0 to appoint Clare Mundell and Sue Sorg as representatives for the Policy Committee.
9. VOTED 7-0 to appoint Clare Mundell as the Mental Health Representative.
10. All School Committee Members were directed to read the Finance Committee Rotation list included in the provided packet.
11. VOTED 7-0 to appoint Dr. Kristen Martin as the Bangor School Department Physician with an annual stipend of two thousand, two hundred, and ten dollars (\$2,210.00). Dr Martin will provide consulting services on a referral basis.
12. VOTED 7-0 to continue the legal services of Brann and Isaacson, with Daniel Stockford serving as General Legal Counsel and Chief Negotiator for the Bangor School Department.

VOTED 7-0 to adjourn the meeting at 11:15 a.m.

Respectfully Submitted,

James R. Tager  
Superintendent of Schools

## MINUTES

### BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Thursday, November 16, 2022

The Board Workshop Training Session with School attorney Dan Stockford began at 5:30 p.m. in the City Hall Council Chambers. Chair Marwa Hassanien, Vice Chair Timothy Surrence, Clare Mundell, Ben Sprague, Imke Schessler-Jandreau, Sue Sorg, Sara Luciano were in attendance.

The Workshop Session ended at 6:30 p.m.

School Committee Members present: Chair Marwa Hassanien, Vice Chair Timothy Surrence, Clare Mundell, Ben Sprague, Sue Sorg, Sara Luciano, Imke Schessler-Jandreau

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

B. Adjustments to the Agenda:

D. 2. b. Report of Resignations was added to the agenda

C. Public Comments:

Michael Norton spoke to the committee about energy, medicine, Tides Day and a play write.

D. 2. a. Business Director Jerry Hayman, Solar Farms Consultants Travis Curtis and Nathan McCarthy shared a presentation on Community Solar Power.

b. Superintendent Tager reported the following teacher resignations for School Year 2022-2023:

Denise Vittum	Special Education Teacher	William S. Cohen School
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E. 1 .a. 1. VOTED 7-0 to approve the Minutes of the October 26, 2022 Regular School Committee Meeting.

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

c. 1. VOTED 7-0 to approve the following extra-duty assignments for the 2021-2022 school year:

Kathleen Vorenkamp	B Cheering Coach	William S. Cohen School
Sophia Sciarappa	Varsity Softball Coach	Bangor High School
Keith Simpson	B Girls Basketball Coach	William S. Cohen School

d. Committee Member Susan Sorg shared the following donations:

To Abraham Lincoln School from the Rock Church, gift bags for teachers, having a total dollar value of \$200.

To Abraham Lincoln School from Tyler McIntosh – McIntosh Forestry Services, 10 yards of wood chips for the school garden, having a total dollar value of \$150.

To Fruit Street School from St. Paul Apostle Parish in Bangor, shoes and socks, having a total dollar value of \$500.

To Vine Street School from Bangor Savings Bank, 150 jars of peanut butter, jelly and fluff, having a total dollar value of \$450.

To Vine Street School from Elks Lodge # 244, 55 dictionaries for third grade students, having a total dollar value of \$207.

To Vine Street School from the Rock Church of Bangor, 50 Gift Bags for Staff, having a total dollar value of \$200.

To Vine Street School from Chick-fil-A Leader Academy, 5 books for each third-grade student and staff member, having a total dollar value of \$1,200.

To William S. Cohen School from Art and Beth Kotredes, a cash donation to purchase school snacks, having a total dollar value of \$100.

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

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 \$250.

To Bangor High School Athletics from Norman Minsky, a treadmill, having a total dollar value of \$2,500.

VOTED 7-0 to approve all donations.

F. 1. Member Surette shared that the SPRPCE multi-purpose room is complete.

Member Surette spoke about the professional development training is being offered at Bangor Regional.

F. 4. Member Sauda provided multiple updates on current High School activities.

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

J. VOTED 7-0 to enter into Executive Session at 7:45 p.m.

VOTED 7-0 to exit the Executive session.

K. VOTED 7-0 to adjourn the meeting at 8:10 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 REGULAR MEETING

7:00 p.m., Thursday, November 30, 2022

School Committee Members present: Chair Marwa Hassanien, Vice Chair Timothy Surrence, Clare Mundell, Ben Sprague, Sara Luciano, and Imke Schessler-Jandreau. Sue Sorg was unable to attend.

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

B. VOTED 6-0 to approve the following Adjustments to the Agenda:

E. 1. b. Personnel – Extra-Duty Assignments

C. Public Comments:

No Public Comments

D. 1. a. VOTED 6-0 to approve the Community Solar Power proposal.

b. VOTED 6-0 to transition the meeting into a public hearing regarding LD577.

VOTED 4-0, 2 abstained, to close the public hearing.

VOTED 4-0, 2 abstained, to not operate a federal child and adult care food program as Bangor has already established a partnership with the Good Shepherd Food Bank who provides the requirements stated in LD577.

D. 2. a. Superintendent Tager reported the following teacher reassignment for School Year 2022-2023:

Kelly Hasselbrack from Special Education Teacher at Bangor High School to Multilingual Teacher for the District.

b. Superintendent Tager reported the following teacher resignations for School Year 2022-2023:

Casey Quinn	Special Education Teacher	Downeast School
Kelly Hasselbrack	IEP Coordinator (.25)	Bangor High School

E. 1 .a. 1-2. VOTED 6-0 to approve the Minutes of the November 14, 2022 Organizational Meeting and the November 16, 2022 Regular School Committee Meeting.

b. 1. VOTED 6-0 to approve the following extra-duty assignments for the 2022-2023 school year:

Carmin Curry	Special Education Dept. Head	Bangor High School
Ashley Thornton	Special Education Dept. Head	Bangor High School

- c. Committee Member Sara Luciano shared the following donations:

To Abraham Lincoln School from the Charleston Church, winter coats, having a total dollar value of \$950.

To Fruit Street School from the Charleston Church, winter coats, having a total dollar value of \$500.

To Vine Street School from the Charleston Church, winter coats, having a total dollar value of \$600.

To Fairmount School from the Charleston Church, winter coats, having a total dollar value of \$375.

To Bangor Regional Program from First National Bank, funds to purchase 10 "30 Days Lost in Space" coding kits, having a total dollar value of \$970.

To Bangor Regional Program from Katahdin Trust, funding for 2 gas powered bicycle kits and accessories, having a total dollar value of \$409.

To Bangor High School from the Tramuto Porter Foundation, a cash donation for Veteran Induction and Ceremony, having a total dollar value of \$7,500.

To Downeast School from Charleston Church, winter coats, having a total dollar value of \$500.

To Downeast School from Betty Van Tobel, hats and mittens, having a total dollar value of \$100.

To Downeast School from Pelky Oil, 112 turkey dinners, having a total dollar value of \$5,600.

To Downeast School from Bangor Savings Bank, Peanut Butter & Jelly, having a total dollar value of \$560.

VOTED 5-0, 1 abstained, to approve all donations.

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

Revised Policy GDB-7 – Support Staff Compensation Guide

- F. 1. Member Tim Surette proudly shared additional complements in regard to Dr Webb, specifically in mentoring other professionals.

Member Ben Sprague mentioned his positive connection to Dr Webb particularly in supporting extra and co-curricular activities.

- F. 2. Member Clare Mundell shared that the Policy Committee met for the first time, they will meet again in two weeks.

Member Sara Luciano shared information from her visit to the U. T. C. open house.

- F. 4. Member Carolyn Sauda provided multiple updates on current High School activities and fundraising.

Chair Marwa Hassanien introduced the new student representative, Luke Dusablon.

Member Luke Dusablon thanked the committee for the opportunity.

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

- J. VOTED 6-0 to adjourn the meeting at 7:35 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'J. Tager', is written above the printed name.

James R. Tager  
Superintendent of Schools

BREWER SCHOOL COMMITTEE MINUTES  
REGULAR MEETING

Monday, November 7, 2022  
Brewer High School Lecture Hall  
6:00 PM

Committee members present: Mr. Boyes - chair, Mr. Forrest - vice chair, Mr. Umel, Mr. Damon, Ms. Small and Student Representative Lindsay Baker

- A. The meeting was called to order at 6:00 PM by Chairperson Boyes.
- B. Pledge of Allegiance
- C. Adjustments to the Agenda - None
- D. Public Comment - None
- E. Presentation
  - 1. Jobs for Maine Graduates (JMG) teacher Becky Kash & alternative education teacher Kevin Napolillo ELO presentation (with Renita Ward-Downer, Director of Instruction & Technology) on a new State of Maine grant to establish a school to work Extended Learning Opportunity (ELO) for interested students.
- F. Minutes
  - 1. Mr. Damon moved to approve the regular meeting minutes of October 3, 2022; Ms. Small seconded the motions; 5-0 in the affirmative and 1 student representative in favor.
- G. Reports
  - 1. United Technologies Center (UTC) - Mr. Forrest
    - a. There were not enough members present at the most recent meeting for a quorum, though those present did discuss some items including UTC plans to have earlier sign ups in the spring so that prospective students can know if they can get into a program for the following year before the summer break arrives.
    - b. Also, UTC has seen some negative student conduct in the first full time year since the beginning of the pandemic.
    - c. The next meeting will be in December.
  - 2. Southern Penobscot Regional Program for Children with Exceptionalities (SPRPCE) - Mr. Umel – There is a meeting on Thursday, November 10, 2022
  - 3. Trustees - Mr. Damon. At the October 18, 2022 meeting following was discussed:

- a. One-hundred thousand dollars, reserved for heat pump purchase and installation at BCS, was transferred to pay for some final work on the BHS 300-wing project. Money will be made available for the BCS project once it can be scheduled.
- b. A new sidewalk will be installed at BHS next summer (of 2023) to assist with student walking from the street to the school.
- c. The BHS 300-wing project is nearing completion with more items being completed on the final punch list, including work installing new offices in the library/tutoring center.
- d. After difficulty finding enough qualified custodians to clean BCS, the School Department has contracted with Sweep & Slate, a cleaning company that has started finding employees to support the cleaning.
- e. There are a few roof drain leaks at BCS.
- f. The Trustees discussed new naming guidelines for when an outside organization is interested in donating to have a field or other area named for a business or other entity. If such an arrangement could benefit student programming a committee composed of members of the Trustees and the School Committee and others would be convened to consider the proposal.
- g. Progress is being made on Heddericg Field project planning.

Mr. Damon also serves as a MSMA delegate and had this report to offer:

- a. There was discussion about leadership roles for delegates.
  - b. Many resolutions were discussed, including:
    - i. Medications at school
    - ii. State educational assessments and how to account for all core academic areas without increasing the testing burden already placed on Maine schools.
    - iii. The State Department of Education (DOE) is looking at alternate pathways to regular teacher certification.
4. Student Representatives - Lindsey Baker reported Brewer High School:
- a. Academics
  - b. Extracurricular activities
  - c. Athletics
5. Administration
- a. Superintendent of Schools
    - The Superintendent thanked Chairperson Boyes for his three years of service on the Brewer School Committee, with two of those years as Chair. It was noted that Mr. Boyes brought positivity and good humor to the role with an appreciation for the administrative team and teachers and staff across the District and maintained these traits throughout the pandemic when many difficult and stressful conversations needed to be conducted. He remains a friend of the District.
    - The Superintendent noted that he will bring a list of Naming Rights guidelines to the School Committee at their December meeting. These guidelines have been adopted by the Trustees and would represent the only

time that the two bodies would work in conjunction on a single committee for the benefit of students across the District.

i. Staff resignations

1. April Lussier- Custodian effective October 28, 2022
2. Jamie Denis - Maintenance effective November 17, 2022
3. Heather Bosse - Ed Tech III effective December 31, 2022

ii. Staff appointments

1. Kayla Libby and Marci Parizo as Special Education Psycho-Social Evaluators

iii. Teacher resignation:

1. Dr. Christopher Healy, Special Education Teacher at Brewer High School effective December 28, 2022 for the purpose of other employment.

iv. Non-monetary donations

1. Numerous hats made by BJ Maybury from Mike Maybury of Brewer to BCS for students in need. (BJ recently passed).
2. Several backpacks filled with supplies from the Charleston Church, attn: Kristie & Seth Hathaway to BCS for student in need.
3. Framing mats value of \$1,200.00 from Bangor Framework attn: Rebecca Garcia to BHS Art department.

v. Winter Athletic Department hires

1. Megan Higgins - BHS Assistant Cheerleading Coach
2. Pending Jarrod Williams - Penobscot Pioneers Assistant Coach

vi. Athletic Department BHS volunteer coaches

1. Brent Williams - BHS Swimming & Diving
2. Jason Horr & Glen Holyoke -BHS Indoor Track
3. Kolby Brooks, Aubrey Badger, Nicholas Ryan, Jack Watkins - Boys Hockey
4. Tracy Goodrich & Jordan Goodrich - Girls Basketball
5. Kenna Farrey, Kim Shelley, & Meghan MacDonald - Girls Hockey

vii. BCS Co-curricular Appointments:

1. Katie Miller -BCS Assessment Coordinator 22-23
2. Breannah Geiser & Kathy Schwigan both .5 BCS Yearbook Advisors

- b. Director of Business & Finance - Ms. Gardner
  - i. FY23 year-to-date grant reporting
- c. No report - Director of Instruction - Ms. Ward-Downer
- d. No report - Director of Special Education - Ms. Moore
- e. BHS Principal Mr. Slowikowski & AP Mr. Walker - oral report
  - i. Congratulations to BHS junior Cayen Philbrick for being selected as a student representative to the Brewer School Committee.
  - ii. BHS is looking forward to the upcoming Veteran's assembly this Thursday, November 10, 2022.
- f. BCS Principals Ms. Kahkonen (K-4), Mr. Richards (5-8) & AP Ms. Pangburn
  - i. Assistant Principal Sam Pangburn reported that BCS had a spirit week (the first since the pandemic).
  - ii. Thanks to the Parent Teacher's (PTU) work on behalf of BCS, including assisting with a recent Kindergarten field trip.
  - iii. Chewonki will be coming to BCS to do a lesson on owls.
  - iv. Many positive events are happening at the school, including Fall Fest, a cake walk, a family dance, to name a few.
- g. No report - Athletic Director Mr. Utterback

#### H. Old Business

N/A

#### I. New Business

- 1. Mr. Umel moved to accept the following donation as read with thanks to the generous gift; Ms. Small seconded the motion; 5-0 to the affirmative and 1 student representatives in favor.
  - a. \$550.00 from Thomas Blanchard & son Roofing LLC of Brewer to BSD for Robotics
  - b. \$200.00 from Maine Infantry Foundation of Bangor to BHS towards the Veteran's Day Assembly
  - c. \$200.00 from Marine Corps League of Bangor to BHS towards the Veterans Day Assembly
  - d. \$50.80 from Ohiopyle Prints to BSD for royalties of merchandise sold at Walgreens
  - e. \$690.04 from Pel Industries Inc for royalties of merchandise sold at Walmart
- 2. Mr. Forrest moved to approve the revision of Policy EEB *Travel Expenses*; Mr. Umel seconded; 5-0 in the affirmative and 1 student representative in favor.
- 3. Mr. Forrest moved to approve the revision of Policy JIC *System Wide Student Code of Conduct*; Mr. Damon seconded the motion; 5-0 in the affirmative and 1 student representative in favor.

#### J. Future Meetings

Annual Meeting Monday, November 15, 2022, 5:00 p.m., Center Street Gym & 6pm  
City Council at City Hall  
Regular Meeting Monday, December 5, 2022, Brewer High School Lecture Hall

K. Public Comment - None

Mr. Boyes thanked the admin team, superintendent, students and faculty.....so very grateful for Supt Palmer, administration and teachers

L. Executive Session

1. Mr. Umel moved to exit public session at 6:55 PM and enter into executive session for discussion of Legal Rights and Duties of the School Unit in accordance with 1 M.R.S.A. § 405 (6)(E); Mr. Forrest seconded the motion:

Roll call vote:

Mr. Umel - Yes  
Mr. Damon - Yes  
Mr. Boyes - Yes  
Mr. Forrest - Yes  
Ms. Small - Yes

Mr. Damon motioned to exit executive session and re-enter public session at 7:12 PM; Mr. Umel seconded the motion.

Roll call vote:

Mr. Umel - Yes  
Mr. Damon - Yes  
Mr. Boyes - Yes  
Mr. Forrest - Yes  
Ms. Small - Yes

M. Discussion of Expulsion of a student in accordance with 1 M.R.S.A. § 405(6)(B).

Mr. Umel motioned to exit public session at 7:14 PM and enter into executive session for discussion of expulsion of a student in accordance with 1 M.R.S.A. § 405(6)(B); Mr. Forrest seconded the motion.

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

Mr. Forrest motioned to exit executive session and re-enter public session at 8:02 PM; Ms. Small seconded the motion.

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

N. Action as a Result of Executive Session

Mr. Boyes motioned to expel a student for an indefinite period of time pending a successful reentry plan as determined by the Superintendent of Schools; Mr. Forrest seconded the motion.

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

O. Adjournment

Mr. Forrest motioned to adjourn the meeting at 8:05 PM; Ms. Small seconded the motion. 5-0 in the affirmative.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Gregg Palmer', with a stylized flourish at the end.

Gregg Palmer  
Secretary

**BREWER SCHOOL COMMITTEE MINUTES  
ANNUAL MEETING**

**Tuesday, November 15, 2022; Central Office  
5:00 PM & 6:00 PM (City Hall)**

**Committee members in attendance: Mr. Forrest, Mr. Damon, Mr. Umel, Ms. Small, Ms. Dunn and  
Linday Baker and Cayen Philbrick student representatives.**

**Call to Order**

**Superintendent Palmer called the annual meeting to order at 5:07 PM.**

**Flag Salute**

**Public Comment - None**

**Adjustments to Agenda:**

**Mr. Umel moved to approve the removal from New Business, item 1, the committee  
appointments of negotiations( not needed until 2024) and the authorized warrant signatory which  
is not a necessary to appoint, and to add District Safety Committee; Mr. Damon seconded the  
motion; 5-0 to the affirmative and 2 student representatives in favor.**

**Election of Chairperson and Vice Chairperson 2022-2023**

**Ms. Small moved to elect Mr. Kevin Forrest as Chairperson of the Brewer School Committee;  
Ms. Dunn seconded the motion; 4 to the affirmative, 1 opposed, and 2 student representatives in  
favor.**

**Mr. Forrest move to elect Mr. Matt Damon as Vice Chair of the Brewer School Committee;  
Ms. Small seconded the motion; 5-0 to the affirmative and 2 student representatives in favor.**

**New Business**

**1. School Committee Appointments for 2022-2023**

**Student Representative to the School Committee - Cayen Philbrick**

**United Technologies Center Cooperative Board - Mr. Umel**

**Southern Penobscot Regional Program for Children with Exceptionalities - Ms. Dunn**

**Liaison to Brewer High School Trustees - Ms. Small**

**Dropout Prevention - Mr. Forrest**

**Scholarship Committee - Mr. Umel**

**District Safety Committee - Mr. Damon**

**Future Meeting**

**Monday, December 5, 2022, 6:00 PM, Brewer High School Lecture Hall**

**Public Comment**

Mr. Umel requested that expansion of the school committee members be looked into.

**Adjournment**

Mr. Damon moved to adjourn at 6:18 PM; Mr. Umel seconded the motion; 5-0 to the affirmative and 2 student representatives in favor.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Gregg Palmer', with a stylized flourish at the end.

Gregg Palmer  
Secretary

Approved: December 5, 2022

**BREWER SCHOOL COMMITTEE MINUTES  
REGULAR MEETING  
Monday, December 5, 2022  
6:00 PM  
Brewer High School Lecture Hall**

**Committee members present: Mr. Forrest - Chairperson, Mr. Damon - Vice Chair, Mr. Umel, Ms Dunn and Cayen Philbrick - Student Representative (absent Cindy Small - CM & Lindsey Baker - SR)**

- A. The meeting was called to order at 6:02 PM by Chairperson Forrest.**
- B. Pledge of Allegiance**
- C. Chairperson Forrest requested a moment of silence in memory of Betsy Webb and extended our sincere condolences to her family.  
(Betsy was first the State St School Principal/Technology Director hired August 4, 1997 and then served as Superintendent of Schools from September 1, 2001 to September 9, 2005. Betsy also did her student teaching in Brewer during the 1982-1983 school year.)**
- D. Adjustments to the Agenda**
- E. Public Comment**
- F. Presentation**
  - 1. Mr. Utterback, AD presented Bella Tanis, Class of 2023, KVAC Class "A" Girls Soccer Player of the Year with a plaque.**
- G. Minutes**
  - 1. Mr. Damon moved to approve the regular Meeting Minutes of November 7, 2022; Mr. Umel seconded the motion; 4-0 in the affirmative, 1 student representative in favor.**
  - 2. Mr. Umel moved to approve the regular annual meeting minutes of November 15, 2022; Ms. Dunn seconded the motion; 4-0 in the affirmative, 1 student representative in favor.**
- H. Reports**
  - 1. United Technologies Center (UTC)**
    - Mr. Umel reported the next meeting December 8, 2022**
  - 2. Southern Penobscot Regional Program for Children with Exceptionalities (SPRPCE)**
    - Ms. Dunn reported meeting scheduled for December 8, 2022**
  - 3. Trustees - No November meeting**
  - 4. Student Representatives**
    - Cayen Philbrick reported on BHS activities as follows:**
      - Se Beowulf - Santa letters; Student-Athlete Advisory Council - Toy Drive;**
      - Math Team 3rd meet on 12/14/22; Environmental Club-Bottle Drive- planting**

young plants; Art Club activities, Trident - working to take photos at sporting events, National Honors Society - 13 new members, Backpack program, and dance; Student Council -dance; Mock Trial - have already done 3 trials; and HS Quiz Show - qualified for states against Lewiston came in 2nd

**5. Administration**

**a. Mr. Palmer, Superintendent reported:**

**i. Staff resignations**

1. Frank Rapp - BHS IT Tech effective December 16, 2022

**ii. Staff appointments 2022-2023**

1. Gretchen Gardner - Title IX Officer
2. Lucas Graychase - Integrated Pest Management Coordinator
3. Scott Walker - BHS Attendance Coordinator
4. Samantha Pangburn - BCS Attendance Coordinator
5. Gregg Palmer - Public Access Officer
6. Priscilla Gray - BCS Crossing Guard
7. William Hardie - JROTC Annual At-Will One-Year Appointment
8. Dr. Noah Nesin - School Physician (PCHC)
9. IEP Designees - BHS Brent Slowikoski - Scott Walker - David Jeffrey and BCS Allison Kahkonen - Jason Richards - Samantha Pangburn - Pam McGinn, Janelle Jundt, and Andrea Morin
10. Victoria Cushing - Ed Tech I at BCS effective November 28, 2022
11. Travis Pece - BSD Maintenance I effective date pending

**iii. Non-monetary donations**

1. From Charleston Church a very large bag of new winter coats of various sizes to Brewer Community School for students in need.

**iv. Winter Athletic Department hires**

1. Tracy Goodrich - Girls 1st Team Basketball
2. Faith Allen - B Girls Cheer (Volunteer status pending cert.)

**v. Athletic Department BHS volunteer coaches**

1. Trevor Pearson - Boys Basketball Volunteer Coach

**vi. KHAA-R: Regulation, Naming Rights Guidelines (enclosure)**

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

**c. No report -Director of Instruction - Ms. Ward-Downer**

**d. Director of Special Education Ms. Moore**

Ms. Moore reported Special Education Data, Special Education Newsletter, and MDOE Brewer CAP Specific Training

**e. BHS Principal Mr. Slowikowski & AP Mr. Walker**

Mr. Slowikowski reported Parent/Teacher Conferences, NHS new members, Retiree/Staff Breakfast returning.

**f. BCS Principals Ms. Kahkonen (K-4), Mr. Richards (5-8) & AP Ms.**

Pangburn (enclosure)

Principal Richards and Principal Kahonen reported Mr. McGrath's classes annual Turkey Drive, Conferences and Report Cards, Elementary Chorus & Middle School Band Concerts, Charlotte's Web Performance, Grade level assemblies,

and that the gym floor has been refinished.

g. Athletic Director - Mr. Utterback

Mr. Utterback reported an expected donation for SAAC to purchase new, unused toys for the SAAC Toys for Tots effort. Review gap season coaching searches.

I. Old Business

No old business to report.

J. New Business (action required)

1. Acceptance of the following donations:

- a. \$100.00 from Walkers Garage LLC to Brewer High School for Robotics
- b. \$10,000.00 from Village Car Co, DBA Quirk Chevrolet Cadillac of Bangor, Attn: Jack Quirk to Brewer High School for the Pioneers Boosters club for team gear and start up funds. (This is a two year sponsorship agreement between Pioneers and Quirk Auto Group.)
- c. \$1,000.00 from GE attn: Community Service Committee of Bangor to Brewer High School for Robotics
- d. The following donations to BHS OE in memory of David Sawyer. David was a 1971 graduate and parent to former students:
  - \$100.00 from Gregory Lunn of Brewer
  - \$100.00 from Karen Deschaine of Brewer
  - \$25.00 from James & Nancy Fletcher of Derry, NH
  - \$100.00 from Timothy & Diana Higgins of Eddington
  - \$40.00 from Teresa Barrows of Hampden

Mr. Damon moved to approve the donations of items a.,b.,c. as read; Mr. Umel seconded the motion; 4-0 in the affirmative and 1 student representative in favor.

Mr. Umel moved to approve the donations of item d. as read; Mr. Damon seconded the motion; 4-0 in the affirmative and 1 student representative in favor.

2. Mr. Damon move to approved the first reading of Policy GFD, *Support Staff Employment*; Mr. Umel seconded the motion; 4-0 in the affirmative and 1 student representative in favor.

3. 2022-2023 Teacher Nomination

- a. Mr. Umel moved to approve the appointment of Julie Thayer as Special Education Teacher Resource Room at Brewer High School effective January 9, 2023; Ms. Dunn seconded the motion; 4-0 in the affirmative and 1 student representative in favor.

4. Mr. Umel moved to approve pending approval of city council for the fund transfer in the amount of \$500,000.00 to the Capital Reserve fund; Mr. Damon seconded the motion; 4-0 in the affirmative and 1 student representative in favor.

K. Future Meetings

- Regular Meeting Monday, January 9, 2023, Brewer High School Lecture Hall

L. Executive Session

1. Mr. Umel moved to exit the public session at 6:58 PM and enter into executive session for the discussion of Evaluation/Goals of the Superintendent in accordance with 1 M.R.S.A. § 405 (6)(E)'; Mr. Damon seconded the motion:

Mr. Forrest called for ROLL CALL VOTE:

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

Mr. Umel moved to exit executive session and re-enter public session at 7:30 PM; Mr. Damon seconded - ROLL CALL VOTE:

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

M. Action as a Result of Executive Session - None

N. Public Comment - None

O. Adjournment

Mr. Umel moved to adjourn at 7:31 PM; Ms. Dunn seconded the motion; 4-0 in the affirmative and 1 student representative in favor.

Respectful submitted,

Gregg Palmer  
Secretary

Approved: January 9, 2023

**Wednesday, November 16, 2022**  
**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, November 16, 2022.

**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, John Holmes, Colleen Jolley, Chris Labonte, Brooke Miller, Heath Miller, Shelley Sargent, Jillian Sarnacki-Wood, and William Seavey

Absent: Stacey Haskell

**III. Pledge of Allegiance**

**IV. Approval of Minutes of Regular Meeting of October 19, 2022.**

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

Abstain: Sargent, Seavey

**V. Adjustment to Agenda**

**IX. Superintendent of Schools**

**2. Student Recognition moved prior to Public Comment**

Wagner Middle School Girls Soccer team was recognized for being awarded the Penobscot Valley Middle School League Sportsmanship Award.

Hampden Academy Boys X-C team was recognized for numerous achievements both at the State and Regional level. A historic year for the program, including back to back State Championships as well as numerous individual awards.

**VIII. Personnel**

**B. Nominations - Transfers**

The following nominations were announced:

Anna Jackson, Grade 5 Teacher at Samuel L. Wagner Middle School

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

Caitlyn Anderson, .5 English and .5 Social Studies Teacher at Hampden Academy

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

**XVI. Executive Session**

**B. Executive Session to discuss legal rights and duties of the school unit pursuant to 1 M.R.S.A § 405(6)(E) moved to after Public Comment**

**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: Leah Kresge, Winterport, and David Casavant, Hampden

**XVI. Executive Session**

**B. Executive Session to discuss legal rights and duties of the school unit pursuant to 1 M.R.S.A § 405(6)(E)**

French moved, Frank seconded and the Board voted unanimously to Enter into Executive Session at 7:21 p.m.

Board exited Exited Executive Session at: 8:01 p.m.

French moved that the contract price increase requested by Katahdin Property Services LLC is NOT approved, and to direct the Superintendent to request KPS to perform the contract at the contract price and if KPS declines to honor the contract, to direct the Superintendent to terminate the KPS contract for cause. Holmes seconded, and the Board voted unanimously to approve.

**VII. Board Chair**

**A. MSMA Fall Conference Update**

It was reported that the conference was well organized, very informative and an opportunity to collaborate with other districts in the State.

Chair Miller welcomed the new board members, Shelley Sargent from Hampden and William Seavey from Newburgh. New board member Stacey Haskell was not present at the November meeting.

**B. Student Council Meetings**

School student council's have reached out to the Board and invited members to meet with the individual groups. Board member Labonte will facilitate this with building principals.

## VIII. Personnel

### A. Resignations

The following resignations were announced: Rachel Beaulieu, wellness teacher at Hampden Academy; Ronald Simmons, PE and Health teacher at Samuel L. Wagner Middle School

### B. Nominations - Transfers - see above for nominations

The following transfer was announced: Allison Oyler from .5 English .5 Social Studies to full-time English teacher at Hampden Academy

## IX. Superintendent of Schools

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

### B. Superintendent Report

#### 1. K for Me - Curriculum Director, Jennifer Nickerson

K for ME supports kindergarten students' learning and development in literacy and language, science and engineering, social studies, the arts, and social-emotional realms. All kindergarten teachers attended a two day professional development training this summer as well as collaborating within the district.

#### 2. Student Recognition - see above

#### 3. New Board Member Handbook

The board members received a copy of the handbook. It is a live document and members are encouraged to review the handbook and provide feedback to Superintendent Raymond.

### C. Assistant Superintendent Update

Assistant Superintendent Boone acknowledged the professionalism and flexibility that has been required recently regarding shifting of educational technicians to meet the needs of students.

### 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 Seniors to Seniors project has been extended to include junior members of the National Honors Society.

Student council members are excited for the opportunity to meet with board members.

X. Questions of Board Members

Community Conversation Update - Very positive feedback, 40-50 community members participated, respectful dialog, and community conversations will continue.

XI. Committee Reports

- A. Finance Committee
- B. Budget Committee
- 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 BDE – Board Committees  
Anderson moved, Barnes seconded, and the Board voted favorably to approve.  
Abstain:  
Opposed: Frank, Gordon, Jolley, Labonte, B. Miller, and Sargent

Holmes moved to extend the meeting, Seavey seconded, and the Board voted unanimously to approve. 9:26 p.m.

- B. Discuss and act on the first reading Policy KHB – Paid Advertising  
Anderson moved, Labonte seconded, and the Board voted unanimously to approve.
- C. Discuss and act on the first reading Policy IKF – Graduation Requirements  
Anderson moved, Sarnacki-Wood seconded, and the Board voted unanimously to approve.

- D. Discuss and act on the second reading Policy JF – School Admissions (Post Graduate Students) & School Admissions (Part-time Students)

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

- E. Discuss and act on the second reading Policy GCFB – Recruiting and Hiring of Administrative Staff

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

- F. Discuss and act on the second reading Policy GBN – Family Medical Leave Act.

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

### XIII. Old Business

### XIV. New Business

- A. Discuss and act on Maine School Management Association Workers' Compensation Insurance Trust Fund

Holmes moved that the Vote entitled, "Vote to Authorize Amendments to M.S.M.A. Workers' Compensation Insurance Declaration of Trust and Indemnity Agreement" be adopted in form presented to this meeting and that a copy of said Vote be filed with the minutes of this meeting. Frank seconded, and the board voted favorably to approve.

Opposed: B. Miller

### 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, Holmes seconded and the Board voted unanimously to Enter into Executive Session at 9:38 p.m.

Board exited Exited Executive Session at: 10:00 p.m.

- B. Executive Session to discuss legal rights and duties of the school unit pursuant to 1 M.R.S.A § 405(6)(E) - see above

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

Gordon motioned to adjourn, Holmes seconded, the board voted unanimously to approve.  
Meeting adjourned at 10:01 p.m.

Respectfully submitted,

Nicholas Raymond  
Superintendent

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

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

**Not Present:** Kristin Canders, Earle Hannigan, Kevin Kelly

### CALL TO ORDER

Board Chair Dan Wellington called the meeting to order at 7 a.m.

**Motion:** To approve the June 14, 2022 minutes as presented.

Peterson/LaMontagne

Approved without opposition.

### HEAD OF SCHOOL REPORT

Dave welcomed questions to his Head of School Goals and Report. The school opened with 486 kids enrolled and all the beds on campus full, counting a few students who will arrive mid-year. On a question regarding the transition of ninth graders from middle school, there is a delay socially and academically for some of those kids – the school has mechanisms in place to address the delays, including academic support and a renewed focus on student life. In general, the business of the school is going well. It is homecoming week at the school and sports are in full swing, the fall play is underway, and the school is getting ready to host robotics and chess tournaments throughout the fall.

### FINANCE

Chair James Strout welcomed questions on the committee minutes. The committee has two major items for the first board meeting of each year: 1) budget approval and 2) tuition setting for the following year. The budget as presented anticipates an operating loss of \$142,000 as a result of the ongoing impact of the pandemic on international enrollment. This would be the second consecutive year with a loss (for 2021-22 the anticipated loss was nearly \$500,000 but with stronger than expected enrollment the actual loss was \$80,000). However, the school's finances are adequate to the purpose and the international market is showing encouraging signs of recovery. On a question, the "cap" on international enrollment is 80. The Chinese market continues to be strong despite the aftermath of the pandemic and those students typically are full-pay. The school graduated 8 students from China and has enrolled 10 new students from China. Attention to utility expenses are at the forefront and the school will continue to seek opportunities for savings. On a question, the carbon footprint of the school is not currently a concern for students or families (domestic or international).

**Motion:** To accept the 2022-2023 Budget as presented.

Strout/Messer

Approved without opposition.

An increase in tuition is proposed for the 2023-24 school year. In response to a question, it was acknowledged that tuition increases may necessitate an increase in financial aid for international students, but that we seek to achieve a net tuition increase for each student overall. Financial aid is sometimes, but not often, a deal breaker for international students. More important considerations for international families are the diversity of the school and the safety of the city. Agent fees vary by country and are typically around 15% of the tuition paid – the school typically pays the fee however in some cases it is paid directly to the agent by the family.

**Motion:** To approve increasing the 2023-2024 boarding tuition from \$48,500 to \$51,750.

Strout/MacKay

Approved without opposition.

## **BUILDINGS AND GROUNDS**

Chair Kim Meagher welcomed questions on the minutes.

As noted in the committee minutes, Dave expanded on the topic of a property for sale at 234 French Street. The property is a viable option to house a technology center. Coincidentally, a major donor for a new technology center was identified last year. There is a tight timeline for the seller (St. John's Episcopal Church) to divest itself of the property. As such, Dave and Bill went through the property as did the school's technology director. The space in the building is far more conducive and cost-efficient than the previously made plans for a technology center in 100 Broadway. As part of its due diligence before bringing this to the board officially, the school had an architect visit the building, reviewed past utility costs, and had an inspection completed. A concern is the expense to make the three-level building ADA accessible. Otherwise, structurally and in terms of layout, the work would be minimal; originally part of the "old Husson College", most of the building is classroom space already. The street-fronting portion of the property appears as a residence and could house a conference room and gathering space. Next steps would be to enter, with the board's approval, into a purchase and sales agreement with the church.

**Motion:** To move forward, at the discretion of the head of school, with further inquiry and action, culminating in a purchase and sale agreement, regarding the property at 234 French Street, contingent upon donor support to cover the entire purchase price of the property.

Ismail/Crowe

Approved without opposition.

A new and freestanding technology center will be a selling point with both international and local students. Several other donors have also been identified as having a strong interest in supporting such a facility.

## **DEVELOPMENT**

Chair Cheryl Fasse invited questions on the minutes. The annual fund is on pace with years past. 100% board participation in the annual fund helps set the tone for other donors and also helps with grant applications. Plans for a second 5K are underway with the intention to include an in-person component. The first alumni weekend was a success and ended with the annual golf tournament. The Round table will hit mailboxes between Thanksgiving and Christmas while the fall appeal for the annual fund will arrive in the coming weeks.

## **ENDOWMENT**

Chair Kirsten Ismail announced that the committee welcomed a new member, Laurie Turner, a current John Bapst parent. The transition from individual stock to exchange traded funds fell within the confines of the school's current investment policy. Vanguard has ETFs that fit with the school's goals. The future business of the committee will be to look at asset allocation among those funds. New members to the committee are welcome.

## **NEXT BOARD OF TRUSTEES MEETING**

The board will meet next on November 29 at 7 a.m. in the school library.

## **ADJOURNMENT**

The meeting adjourned at 8:15 a.m. with an invitation for trustees to visit classrooms.

*Respectfully submitted by Kirsten Ismail, Secretary*