

## **MINUTES**

### **BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, August 17, 2022**

The Mental Health Advisory Workshop session began at 6:00 p.m. in the City Hall Council Chambers. Chair Marwa Hassanien, Vice Chair Timothy Surrette, Sara Luciano, Clare Mundell, and Carin Sychterz attended.

Member Clare Mundell reviewed the following committee recommendations:

- To move forward with the Maine Integrated Youth Survey
- To move forward with the Positive Based Intervention and Support
- To provide additional Social Workers and Guidance
- As an FYI – PCHC was open Thursdays and Fridays throughout this summer

The workshop ended at 6:55 p.m., and the Committee recessed until 7 p.m.

School Committee Members present: Chair Marwa Hassanien, Vice Chair Timothy Surrette, Sara Luciano, Clare Mundell, and Carin Sychterz. Ben Sprague and Susan Sorg were unable to attend.

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

B. Adjustments to the Agenda:

No adjustments to the agenda.

C. Public Comments:

Jane Perry asked about the recent Bangor Daily News article about employment vacancies.

D. 2. a. School Safety and Communications Director Ray Phinney and Bangor High School Principal Paul Butler provided the Committee with an update on Student Tuition.

b. Superintendent Tager reported the following teacher reassignments for school year 22-23:

Emilie Throckmorton from English Teacher at Bangor High School to (.4) English Teacher and (.6) Graduation Coordinator at Bangor High School.

Angela Domina from (.6) English Teacher at Bangor High School to (.6) English Teacher and (.4) Graduation Coordinator at Bangor High School.

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

Zackery Phinney from Physical Education Teacher at (.5) 14<sup>th</sup> Street School, (.4) Vine Street School and (.1) Bangor Regional Program to Physical Education Teacher at (.5) 14<sup>th</sup> Street School, (.3) Vine Street School and (.2) Bangor Regional Program.

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

Angela Leigh from Title I Teacher at Downeast School to Title I Teacher at (.6) Downeast School and (.16) at All Saints Catholic School and (.24) at Bangor Christian School.

Kristy McClure from Title I Teacher Abraham Lincoln School to Title I Teacher at (.4) Abraham Lincoln School and (.6) Downeast School.

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

Danielle Schneider from Title I Teacher at Vine Street School to Title I Teacher at Downeast School.

Debra Swett from Literacy Coach at (.7) Downeast School, (.2) Mary Snow School and (.1) Bangor Regional Program to Literacy Coach at (.3) Abraham Lincoln School, (.2) 14<sup>th</sup> Street School, (.2) Mary Snow School, (.2) Fruit Street School and (.1) Bangor Regional Program.

- c. Superintendent Tager reported the following resignations for school year 2022-2023:

Kristi Charette	Literacy Coach	Fairmount School
Sabrina Illingworth	Special Education Teacher	Bangor High School
Michelle Mason	Social Worker	Bangor Regional Program
Mackenzie York	Special Education Teacher	Bangor Regional Program
Deidre Yeo	(.5) IEP Coordinator	Vine Street School
Michael Hersom	Varsity Asst. Ice Hockey Coach	Bangor High School

- d. Superintendent Tager reported the following Leave of Absence from November 2022 to June 2023:

Simon Chatenever	Science Teacher	Bangor High School
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- E. 1 .a. 1. VOTED 5-0 by roll call vote to approve the Minutes of the July 20, 2022 Regular School Committee Meeting.

- b. 1. a. VOTED 5-0 by roll call vote to approve the following teacher nominations for the 2022-2023 school year, with a one-year Probationary Contract:

Mason Walling	K-8 Special Education Teacher	Bangor Regional Program
Jamie Bartlett	Social Worker	Bangor Regional Program

2. a. VOTED 5-0 by roll call vote to approve the following Extra-Duty Assignments for school year 2021-2022:

Stuart Greener	(.5) IEP Coordinator	Bangor High School
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2. b. VOTED 5-0 by roll call vote to approve the following Extra-Duty assignments for school year 2022-2023:

Zackery Phinney	Boys B Soccer Coach	James F. Doughty School
Daniel Magas	Boys A Soccer Coach	William S. Cohen School
Lee Clein	Boys B Soccer Coach	William S. Cohen School

Thomas Leonard  
Katrina Lajoie  
Jaime Jarvis

(.87) IEP Coordinator  
Governance Committee  
Governance Chair

James F. Doughty School  
Districtwide  
Districtwide

- c. VOTED 5-0 by roll call vote to approve the second reading of the following revised policy:

Revised Policy AC – Nondiscrimination and Affirmative Action

2. a. 1. VOTED 5-0 by roll call vote to approve first reading of the following policy:

Revised Policy GDB-7 – Support Staff Compensation Guide

Revised Policy GDB-8 – Adult and Community Education Compensation Guide

Revised Policy JICA – Student Dress

- F. 1. Member Clare Mundell reviewed the Mental Health Advisory Committee work. Member Mundell shared the following recommendations with the committee:

- To move forward with the Maine Integrated Youth Survey
- To move forward with the Positive Based Intervention and Support
- To provide additional Social Workers and Guidance
- As an FYI – PCHC was open Thursdays and Fridays throughout this summer

Member Clare Mundell mentioned the next steps for November.

Member Sara Luciano shared information on the Best Buddy program.

Carolyn Sauda Spoke about the Bangor High School monthly newsletter. Sharon Ayer also shared additional information on this new initiative.

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

- I. Member Timothy Surret asked for spending per student at the five elementary schools.

Chair Marwa Hassanien asked about current employment vacancies and PCHC.

Member Carin Sychterz asked about Teachers and Ed Techs.

- J. The meeting moved to Executive Session at 8:20 p.m.  
The Executive Session ended at 9:15 p.m. and immediately returned to regular meeting.

- K. VOTED 5-0 by roll call vote to adjourn the meeting at 9:17 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools

## MINUTES

### BANGOR SCHOOL COMMITTEE SPECIAL MEETING 2:30 p.m., Friday, August 26, 2022

School Committee Members present: Chair Marwa Hassanien, Sara Luciano, Ben Sprague and Susan Sorg

A. 1. & 2. The meeting was called to order at 2:30 p.m. by Chair Hassanien. The pledge of allegiance followed.

B. 1. Superintendent Tager reported the following teacher reassignments for school year 22-23:

Tamara Scharer from Special Education Resource Room Teacher at William S. Cohen School to Special Education Teacher at Acadia Educational Unit.

Nicole Pinkham from Special Education Teacher at Acadia Educational Unit to Special Education Teacher Resource Room at William S. Cohen School.

C. 1. a. 1. VOTED 4-0 by roll call vote to approve the following teacher nominations for the 2022-2023 school year, with a one-year Probationary Contract:

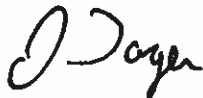
James Bohm	Special Education	Bangor High School
Maureen McNichol	French	WSCS/JFDS
Sara Pomeroy	Gr K-8 Special Education	Bangor Regional Program

b. VOTED 4-0 by roll call vote to approve the following Extra-Duty Assignments for school year 2021-2022:

Leah McBrearity	Asst. Coach Field Hockey	Bangor High School
Daniel Considine	(.75) IEP Coordinator	James F. Doughty School
Emma Rapaport	(.75) IEP Coordinator	Fruit Street School
Cassandra Azevedo	(.75) IEP Coordinator	Fruit Street School
Carl Robbins	Cross Country Coach	William S. Cohen School
Gerald Cushing (1 <sup>st</sup> yr)	Asst. Boys Varsity Soccer	Bangor High School
Kendra Perry	Special Olympics Coordinator	Districtwide - Grades 6-12

D. VOTED 4-0 by roll call vote to adjourn the meeting at 2:37 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools

## MINUTES

### BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, September 14, 2022

The Executive Session to discuss security plans began at 6:30 p.m. in the City Hall Council Chambers. Chair Marwa Hassanien, Vice Chair Timothy Surrette, Clare Mundell, Ben Sprague, Carin Sychterz, Sue Sorg, Sara Luciano were in attendance.

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

School Committee Members present: Chair Marwa Hassanien, Vice Chair Timothy Surrette, Clare Mundell, Ben Sprague, Carin Sychterz, Sue Sorg, Sara Luciano

A. 1. & 2. The meeting was called to order at 7:07 p.m. by Chair Hassanien and the pledge of allegiance followed.

B. Adjustments to the Agenda:  
  
No adjustments to the Agenda.

C. Public Comments:  
  
No Public Comments.

D. 2. a. Assistant Superintendent Kathy Harris-Smedberg reported the NWEA data from the 2021-2022 school year

b. Bangor High School Principal, Paul Butler, updated the committee on the Advanced Placement Achievement results and the Class of 2022 graduation rates.

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

Julia Bishop from Title I Teacher at Vine Street School to Title I Teacher at Downeast School.

Angela Leigh from Title I Teacher at (.6) Downeast School and (.4) Private Schools to Title I Teacher at Downeast School.

Kristy McClure from Title I Teacher at (.4) Abraham Lincoln School and (.6) Downeast School to Title I Teacher at (.57) Abraham Lincoln School and (.43) Private Schools.

Danielle Schneider from Title I Teacher at Downeast School to Title I Teacher at Vine Street School.

- d. Superintendent Tager announced the following resignations for School Year 2022-2023:

Judith Michalik	Chorus	James F. Doughty School
Picabo Mower	B Softball Coach	William S. Cohen School
Kaitlin Dolloff	Varsity Girls Lacrosse Coach	Bangor High School

- E. 1 .a. 2. VOTED 6-0 by roll call vote to approve the Minutes of the August 17, 2022 Regular School Committee Meeting.

VOTED 6-0 by roll call vote to approve the Minutes of the August 26, 2022 Special School Committee Meeting.

- b. 1. a. VOTED 7-0 by roll call vote to approve the following teacher nominations for the 2022-2023 school year with a one year probationary contract:

Courtney Campbell	Kindergarten Teacher	Vine Street School
Kathryn Walters	Special Education Teacher	William S. Cohen School

2. VOTED 7-0 by roll call vote to approve the following extra-duty assignments for the 2021-2022 school year:

Amy Alaimo	(.67) IEP Coordinator	Vine Street School
Erika Hutchins	(.67) IEP Coordinator	Vine Street School
Suzanne Whitmore	(.67) IEP Coordinator	Vine Street School
Stuart Greener	(.5) IEP Coordinator	Bangor High School
Shannon Shook	(.375) IEP Coordinator	Abraham Lincoln School
Samuel Picard	(.25) IEP Coordinator	William S. Cohen School
Nicole Pinkham	IEP Coordinator	William S. Cohen School
Cynthia Howard	Boys Tennis Coach	Bangor High School
Picabo Mower	A Softball Coach	William S. Cohen School
Bill Ames	National Honor Society Advisor	Bangor High School

- c. Committee Member Clare Mundell shared the following donations:

To Downeast School from the Charleston Church, backpacks, having a total dollar value of \$300.

To Downeast School from David and Edy Lech, classroom snacks, having a total dollar value of \$300.

To Downeast School from GE Power Bangor, school supplies, shoes, snacks, having a total dollar value of \$1,000.

To Downeast School from Penquis, backpacks, having a total dollar value of \$200.

To Downeast School from Owens & Miner, school supplies, having a total dollar value of \$300.

To Fairmount School from Better Homes & Garden Real Estate, school supplies, having a total dollar value of \$500.

To Fairmount School from Maine Savings, Campaign from Ending Hunger, a cash donation to support students, having a total dollar value of \$1,055.

To Mary Snow School from the Charleston Church, backpacks, having a total dollar value of \$188.

To William S. Cohen School from Bangor Federal Credit Union, a cash donation to support students, having a total dollar value of \$250.

To William S. Cohen School from Bangor Federal Credit Union, a cash donation to support students, having a total dollar value of \$250.

VOTED 7-0 by roll call vote to approve all donations.

- d. 1. VOTED 7-0 by roll call vote to approve the second reading of the following revised policy:

Revised Policy GBD-7 – Support Staff Compensation Guide

- d. 2. VOTED 7-0 by roll call vote to approve the second reading of the following revised policy:

Revised Policy GBD-8 – Adult and Community Education Compensation Guide

- d. 3. VOTED 6-1 by roll call vote to approve the second reading of the following revised policy:

Revised Policy JICA – Student Dress

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

Revised Policy GBD-9 – Supplemental Compensation Guide

- F. 4. Member Sauda made the following updates to the Committee:

Students are adjusting to the new class schedule at the High School since adding Advisory on Tuesdays and Thursdays.

Advisory is more structured this year in order to address Social Emotional Learning.

Fall sports and clubs have started and are doing well – there will be an activities fair 9/15/22 for students to explore different clubs available.

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

I. Member Clare Mundell asked about students being able to access the new dress code at each school. Dana is working with the High School, Middle Schools (2), and the Grade 4/5 Schools (2) to provide education.

Member Sue Sorg shared a recent observation from a visit to the High School. She questioned the ability for the schools to enforce the dress code. Dana and Clare spoke about equity and enforcement of the policy.

Member Timothy Sprague thanked Dana for her presentation. He also spoke about the positive start to this school year.

Chair Marwa Hassanien shared her press statement in regard to Diversity, Equity, Inclusion, and Belonging.

Chair Marwa Hassanien asked about the availability of vaccines. Chrisy Babin responded offering that PCHC was available at Bangor High School, also that test kits are still available at all schools.

J. VOTED 7-0 to adjourn the meeting at 8:42 p.m.

Respectfully Submitted,



James R. Tager  
Superintendent of Schools



**Wednesday, August 17, 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, August 17, 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, Jayne Dyer, Rob Frank, Lester French, Allan Gordon, John Holmes, Tania Jean-Jacques, Colleen Jolley, Chris Labonte, Brooke Miller, Heath Miller, and Jillian Sarnacki-Wood

**III. Pledge of Allegiance**

**IV. Approval of Minutes of Regular Meeting of July 20, 2022.**

Dyer moved, Holmes seconded, and the Board voted favorably to approve with the addition of the legal reference on the last posting of Executive Session.

Abstain: Jillian Sarnacki-Wood

**V. Adjustment to Agenda**

Adjustment to move XVI. Executive Session after VIII. Personnel

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

**A. Public Comment**

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

**VII. Board Chair**

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

**B. Board Self Evaluation (Exhibit)**

**VIII. Personnel**

**A. Resignations**

#### B. Nominations - Transfers

The following transfer was announced: Melissa Angelo, Spanish teacher at Reeds Brook and Wagner Middle Schools full-time to .5 Spanish teacher at Wagner Middle School

The following nominations were announced:

Laurie Robichaud, Special Education teacher at Reeds Brook Middle School

Dyer moved, Frank seconded, and the Board voted unanimously to approve.

Heidi Taylor, Social Worker at Wagner, Reeds Brook and Weatherbee (possibility of HA)

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

Lindsay Dysart, .6 School Nurse at George B. Weatherbee School

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

Alexa Lacey, 1st grade teacher at Earl C. McGraw School

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

Jessica Bouchard, 2nd grade teacher at Earl C. McGraw School

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

Samantha Leibfarth, Kindergarten teacher at Earl C. McGraw School

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

Melissa Reichert, Speech and Language Pathologist at Reeds Brook Middle School

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

Stephen Metcalfe, .6 Art teacher, Reeds Brook Middle School

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

Allison O'Neil, School Counselor at George B. Weatherbee School

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

Brooke Trask, ELA teacher at Reeds Brook Middle School

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

Isaac (Alex) Caballero, Science Teacher at Hampden Academy

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

Elizabeth Kilhefner, Special Education teacher at Leroy H. Smith School

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

XVI. Executive Session to Discuss Legal Matter, According to 1 M.R.S.A § 405(6)(E)

French moved, Gordon seconded and the Board voted unanimously to enter into Executive Session.

The Board entered executive session at 7:21 p.m.

The Board exited executive session at 8:29 p.m.

IX. Superintendent of Schools

A. Reading of the Essential Behaviors and Outcomes Proclamation was read by Jessica Barnes

B. Superintendent Report

1. 2022 Proposed MSBA Resolutions

An alternate is needed for the MSBA Fall Conference. French motioned to be the alternate, and Jolley seconded, and the Board voted unanimously to approve.

2. New Superintendent Orientation

Superintendent Raymond updated the Board on the New Superintendent Orientation he recently attended. This will be an ongoing opportunity for new superintendents to meet with well respected veteran superintendents.

3. Virtual Summer School Recap

Principal Cyr provided an update. The goal of the program was to engage student learners and there was something for everyone. 101 students in grades 3-5 took part in the virtual summer school. Students were able to engage asynchronously at any time and anywhere. 91 students qualified for the Ice Cream Party that was held at Smith School. It was reported both by parents and students that they really enjoyed and benefited from the program. Superintendent Raymond thanked Mrs. Moore, Mr. Rand, and Mrs. Whitehouse for the great deal of work they did over the summer.

C. Assistant Superintendent Update

Assistant Superintendent Boone highlighted the Community Partnership with the Maine Farm to Sea to School Institute. Nutritional Director Kathy Kittridge was interviewed. The August edition of the Link22 contains more details.

D. Monthly Financial Report

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

E. Student Board Representative Report

The student representative reported that PowerSchool is now open for Hampden Academy students to view their schedules. She is hopeful that the new student board representative will be chosen prior to the September meeting.

X. Questions of Board Members

Items for follow-up:

Pre-K enrollment numbers

Athletic Boosters and sports uniforms. Are there gaps that should be addressed in the budget?

XI. Committee Reports

A. Finance Committee (Exhibit)

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 (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 GCBDJ – Professional Staff Temporary Leave Without Pay

Anderson moved, French seconded, and the Board voted unanimously for deletion.

B. Discuss and act on the first reading Policy GCG – Substitute Employment

Anderson moved, Dyer seconded, and the Board voted unanimously to approve with re-coding and new title.

C. Discuss and act on the first reading Policy GDBDJ – Support Staff Leave of Absence

Anderson moved, Dyer seconded, and the Board voted unanimously for deletion.

D. Discuss and act on the second reading Policy KI – Visitors to School

Anderson moved, Dyer seconded, and the Board voted to approve.

Abstain: Frank and B. Miller

- E. Discuss and act on the second reading Policy KK – Visitors to Schools (Board Members)

Anderson moved, French seconded, and the Board voted unanimously for deletion.

- F. Discuss and act on the second reading Policy DFA – Fiduciary Investments

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

- G. Discuss and act on the second reading Policy DJA- Purchasing Authority (Purchase Orders and Contracts)

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

- H. Discuss and act on the second reading Policy DJGA – Sales Calls and Demonstrations

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

- I. Discuss and act on the second reading Policy JFCK – Student Use of Cellular Telephones, Smart Telephones and Other Electronic Devices

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

### XIII. Old Business

### XIV. New Business

Discuss and act on the LeMessurier Consultants proposal for Architectural Services for Facade Repair/Replacement contract. This process and proposal were discussed and reviewed by the Building Committee. The Building Committee unanimously endorses the proposal from LeMessurier Consultants.

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

Abstain: Frank

### XV. Communication and Correspondence

- A. Set Meeting Dates

### XVI. Executive Session - Enter into Executive Session for the purpose of discussing a legal matter per 1 M.R.S.A. 405 (6)(E) - Moved to after VIII. Personnel

### 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, Frank seconded, the board voted unanimously to approve.  
Meeting adjourned at 9:10 p.m.

Respectfully submitted,

Nicholas Raymond  
Superintendent