

REGULAR MEETING OF RSU NO. 5 BOARD OF DIRECTORS
WEDNESDAY– AUGUST 27, 2025
HILTON GARDEN INN
5 PARK STREET - FREEPORT, ME
4:00 P.M. REGULAR SESSION
AGENDA

1. Call to Order:
The meeting was called to order at _____ p.m. by Chair Michelle Ritcheson
2. Attendance:

____ Colin Cheney	____ Michelle Ritcheson
____ Anna Child	____ Christopher Savaiano
____ Malik Farlow	____ Kelly Sink
____ Danielle George	____ Valerie Williams
____ Kara Kaikini	____ Stephanie Worth
____ Maura Pillsbury	____ Moon Tussing, Student Representative
	____ Phoebe Williamson, Student Representative
3. Pledge of Allegiance:
4. Consideration of Minutes: (5 Minutes)
 - A. Consideration and approval of the Minutes of June 4, 2025, June 11, 2025, June 18, 2025, and June 25, 2025 as presented barring any errors or omissions.

Motion: _____ 2nd. _____ Vote: _____
5. Adjustments to the Agenda:
6. Good News & Recognition:
NA
7. Public Comments: (10 Minutes)
8. Reports from Superintendent:
NA
9. Administrator Reports:
NA
10. Board Comments and Committee Reports:
NA
11. Policy Review:
NA
12. Unfinished Business:
NA

13. New Business:
- A. Board of Directors Member Code of Ethics - Acknowledgement (10 Minutes)

B. 2025-2026 Board Meeting Dates (10 Minutes)

C. Boardsmanship - Michael Buescher, Drummond Woodsum (90 Minutes)

Executive Session: (only the Boardsmanship portion of the agenda will be held in Executive Session)

Consideration and approval to enter into Executive Session as outlined in 1 M.R.S.A § 405(6)(E) to discuss legal roles and responsibilities of the School Board.

Motion: _____ 2nd: _____ Vote: _____

Time In _____ Time Out _____

- D. Consideration and approval of a delegate and alternate to the Maine School Boards Association Annual Delegate Assembly. (10 Minutes)

Motion: _____ 2nd: _____ Vote: _____

E. 2024-2025 Board Self-Evaluation (30 Minutes)

F. RSU5 Strategic Plan - Update (20 Minutes)

G. Board Goal for 2025-2026 (10 Minutes)

H. 2025-2026 Board Work Plan - Draft (45 Minutes)

14. Organizational Business: (20 Minutes)

A. Consideration of approval to add, delete, or consolidate committees and make annual appointments. (Board member names indicate current committee members)

1. Negotiations (2-3)

Professional (George, Pillsbury, Ritcheson)

Support (Farlow, Vacant)

2. Policy (3) (Cheney, George, Kaikini)

3. Finance (3) (Farlow, Ritcheson, Sink)

(One member must be from each town)

4. Strategic Communications Committee (2-3) (Kaikini, Pillsbury, Sink)

5. Facilities and Operations (3) (Farlow, Ritcheson, Sink)

6. Stipend Review Committee (2) (Kaikini, Vacant)

7. Maine Region 10 Technical High School Board (2) (Cheney, Vacant)

8. Dropout Prevention Committee - BOOST (1) (Vacant)

9. Freeport Cable TV Board (1) (Kaikini)

10. Wellness Committee (1) (Sink)

11. Diversity, Equity, and Inclusion (2) (Farlow, Vacant)

12. Curriculum and Program Development (2-3) (Cheney, George, Pillsbury)

15. Personnel:
NA

16. Public Comments: (10 Minutes)

17. Adjournment:

Motion: _____ 2nd: _____ Vote: _____ Time: _____

**RSU No. 5 Board of Directors Meeting
Wednesday, June 4, 2025 – 6:30 p.m.
Freeport High School - Library
Meeting Minutes**

(NOTE: These Minutes are not official until approved by the Board of Directors. Such action, either to approve or amend and approve, is anticipated at the August 27, 2025 meeting).

1. CALLED TO ORDER:

Chair Michelle Ritcheson called the meeting to order at 6:32 p.m.

2. MEMBERS PRESENT: Colin Cheney, Malik Farlow, Cheyenne Farrell, Danielle George, Kara Kaikini, Elisabeth Munsen, Maura Pillsbury, Michelle Ritcheson, Kelly Sink, Stephanie Worth and Phoebe Williamson, Student Representative

MEMBERS ABSENT: Anna Child

3. PLEDGE OF ALLEGIANCE:

4. CONSIDERATION OF MINUTES:

A. **VOTED:** To approve the Minutes of April 30, 2025, May 7, 2025 and May 14, 2025 (Farrell – Sink) (10 – 0) The Student Representative voted with the majority.

5. ADJUSTMENTS TO THE AGENDA:

Add Item#14.E.

6. GOOD NEWS AND RECOGNITION:

A. Recognition of Retirees

B. Report from Board's Student Representative - Phoebe Williamson

7. PUBLIC COMMENT:

None

8. REPORTS FROM SUPERINTENDENT:

A. Superintendent's Report

B. Resignations/Retirements: Charles Fear, MLS Ed Tech
Paige Fournier, FMS Assistant Principal
Jody Caulfield, FMS RTI/ELA Teacher
Melinda Carr, MLS Ed Tech
Heather Gilpin, School Psychologist (Retirement)
Susan Martling, MLS Literacy Specialist (Retirement)

C. Schedule of 2025-2026 Board Meetings

9. ADMINISTRATOR REPORTS:

A. Finance - Kelly Wentworth

B. FHS Student Cell Phone Use Update - Charlie Mellon

10. BOARD COMMENTS AND COMMITTEE REPORTS:

A. Board Information Exchange and Agenda Requests

Michelle Ritcheson provided an update on the Superintendent Search and mentioned the Executive Summary of the RSU5 Superintendent Survey.

- B. Facilities and Operations Committee
- C. Finance Committee
- D. Policy Committee

11. POLICY REVIEW:

- A. **VOTED:** To approve 2nd Read of the following policies:
- 1. IJOC - School Volunteers
 - 2. IKC - Transcripts and Academic Achievement
 - 3. JLF - Reporting Child Abuse and Neglect
- (Pillsbury – Kaikini) (10 – 0) The Student Representative voted with the majority.

12. UNFINISHED BUSINESS:

None

13. NEW BUSINESS:

- A. **VOTED:** That pursuant to section 1485(4) of Title 20-A, the Finance Committee be authorized to transfer not more than 5% of the total appropriation for any cost center in the FY26 operating budget to another cost center or among other cost centers, provided that the total FY26 fiscal year operating budget shall not be increased by such transfers.
- (Sink – Farrell) (10 – 0) The Student Representative voted with the majority.

14. PERSONNEL:

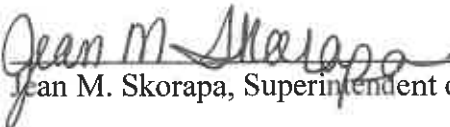
- A. **VOTED:** To employ Debra Antl as a 7th Grade Science Teacher at Freeport Middle School for the 2025-2026 school year. (Worth – Kaikini) (10 – 0) The Student Representative voted with the majority.
- B. **VOTED:** To employ Chelsea Nugent as a .5 RTI Reading Teacher at Pownal Elementary School for the 2025-2026 school year (one year only).
- (Farrell – Farlow) (10 – 0) The Student Representative voted with the majority.
- C. **VOTED:** To employ Meghan Taylor as a 2nd Grade Teacher at Morse Street School for the 2025-2026 school year.
- (Pillsbury – George) (10 – 0) The Student Representative voted with the majority.
- D. **VOTED:** To employ Tatum Hayward as a 1st Grade Teacher at Durham Community School for the 2025-2026 school year.
- (Munsen – Sink) (10 – 0) The Student Representative voted with the majority.
- E. **VOTED:** To employ Kylie Danin as a 4th Grade Teacher at Durham Community School for the 2025-2026 school year.
- (Worth – Pillsbury) (10 – 0) The Student Representative voted with the majority.

15. PUBLIC COMMENT:

None

16. ADJOURNMENT:

VOTED: To adjourn at 8:51 p.m. (George – Kaikini) (10 – 0) The Student Representative voted with the majority.


Jean M. Skorapa, Superintendent of Schools

RSU No. 5 Board of Directors Meeting
Wednesday, June 11, 2025 – 6:30 p.m.
Freeport High School - Library
Meeting Minutes

(NOTE: These Minutes are not official until approved by the Board of Directors. Such action, either to approve or amend and approve, is anticipated at the August 27, 2025 meeting).

1. CALLED TO ORDER:

Chair Michelle Ritcheson called the meeting to order at 6:30 p.m.

- 2. MEMBERS PRESENT:** Colin Cheney, Anna Child, Malik Farlow, Cheyenne Farrell, Danielle George, Elisabeth Munsen, Maura Pillsbury, Michelle Ritcheson, Kelly Sink, and Stephanie Worth
MEMBERS ABSENT: Kara Kaikini. There was no student representative present

3. PLEDGE OF ALLEGIANCE:

4. CONSIDERATION OF MINUTES:

None

5. ADJUSTMENTS TO THE AGENDA:

Add Item# 8.A. and 8.B.

6. GOOD NEWS AND RECOGNITION:

A. Report from Board's Student Representative - No report

B. Chair Ritcheson thanked Beth Munsen for her six years on the Board and Cheyenne Farrell for her year on the Board. The two student representatives, Phoebe Williamson and Moon Tussing, were also thanked.

7. PUBLIC COMMENT:

None

8. REPORTS FROM SUPERINTENDENT:

A. Resignations: Paula Chadwick - FMS Ed Tech

Alyssa Herling - DCS Ed Tech

Sierra Zahares - MSS Ed Tech

Marshall Flowers - FHS Ed Tech

B. Special Education Reserve Account Update

Expenditures are needed for nursing, an out of district placement, Teacher of the Deaf, and contracted Speech Language Pathologist services.

9. ADMINISTRATOR REPORTS:

None

10. BOARD COMMENTS AND COMMITTEE REPORTS:

Michelle Ritcheson reminded Board members about the special meeting on June 18, 2025 at 4:45 p.m. and to complete the confidentiality training.

11. POLICY REVIEW:

None

12. UNFINISHED BUSINESS:

- A. **VOTED:** That the Computation and Declaration of Votes dated June 11, 2025 and attached hereto be approved.
Further moved: That the Computation and Declaration of Votes be entered upon the records of Regional School Unit No. 5.
Further moved: That a certified copy of the Computation and Declaration of Votes be sent to each of the Municipal Clerks of the member municipalities within Regional School Unit No. 5.
(Munsen – Sink) (10 – 0)
- B. **VOTED:** That the Warrant for Assessment of Tax and the Assessment Schedule and Notice of Installments for each member municipality prepared by the Treasurer for fiscal year July 1, 2025 to June 30, 2026 be approved and be issued in form presented to this meeting; and that the Treasurer be authorized and directed to deliver to each member municipality its Warrant for Assessment of Tax and its Assessment Schedule and Notice of Installments.
(Munsen – Farrell) (10 – 0)

13. NEW BUSINESS:

- A. **VOTED:** To authorize the Superintendent to hire staff between June 12, 2025 and the first Board meeting in September 2025. (Sink – Worth) (10 – 0)

14. ORGANIZATIONAL BUSINESS:

- A. **VOTED:** To appoint Michelle Ritcheson as Chair for the RSU No. 5 Board of Directors (to take effect July 1, 2025). (Sink – Munsen) (10 – 0)
- B. **VOTED:** To appoint Maura Pillsbury as Vice-Chair for the RSU No. 5 Board of Directors (to take effect July 1, 2025). (Child – Ritcheson) (10 – 0)
- C. **VOTED:** To approve the following appointments:
1. Malik Farlow to the Finance Committee
 2. Drummond Woodsum, School Attorney
 3. Dr. Stephanie Phelps, School Physician
- (Farrell – Worth) (10 – 0)

15. PERSONNEL:

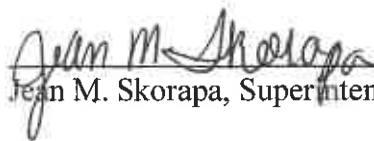
- A. **VOTED:** To authorize the Superintendent to hire a Special Education Teacher at Durham Community School. Funding to come from two unfilled Special Education Educational Technician Positions at Durham Community School. (Farlow – Munsen) (10 – 0)

16. PUBLIC COMMENT:

None

17. ADJOURNMENT:

- VOTED:** To adjourn at 7:00 p.m. (Munsen – Farrell) (10 – 0)


Jean M. Skorapa, Superintendent of Schools

**RSU No. 5 Board of Directors Special Meeting
Wednesday, June 18, 2025 – 4:45 p.m.
Freeport High School - Library
Meeting Minutes**

(NOTE: These Minutes are not official until approved by the Board of Directors. Such action, either to approve or amend and approve, is anticipated at the August 27, 2025 meeting).

1. CALLED TO ORDER:

Chair Michelle Ritcheson called the meeting to order at 4:50 p.m.

- 2. MEMBERS PRESENT:** Colin Cheney, Anna Child, Malik Farlow, Cheyenne Farrell, Danielle George, Elisabeth Munsen, Kara Kaikini, Maura Pillsbury, Michelle Ritcheson, Kelly Sink, and Stephanie Worth
MEMBERS ABSENT: There was no student representative present

3. PLEDGE OF ALLEGIANCE:

4. EXECUTIVE SESSION:

VOTED: To enter into Executive Session as outlined in 1 M.R.S.A § 405(6)(A) for discussions relating to the appointment of officials. (Farrell – Sink) (11 – 0)

Time In: 4:51 p.m.

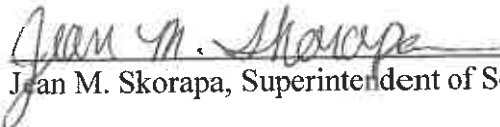
Time Out: 9:46 p.m.

5. ACTION AS A RESULT OF EXECUTIVE SESSION:

None

6. ADJOURNMENT:

VOTED: To adjourn at 9:47 p.m. (Munsen – Sink) (11 – 0)


Jean M. Skorapa, Superintendent of Schools

RSU No. 5 Board of Directors Special Meeting
Wednesday, June 25, 2025 – 5:00 p.m.
Freeport High School - Library
Meeting Minutes

(NOTE: These Minutes are not official until approved by the Board of Directors. Such action, either to approve or amend and approve, is anticipated at the August 27, 2025 meeting).

1. CALLED TO ORDER:

Chair Michelle Ritcheson called the meeting to order at 5:04 p.m.

2. MEMBERS PRESENT: Colin Cheney, Anna Child, Malik Farlow, Cheyenne Farrell, Elisabeth Munsen, Kara Kaikini, Maura Pillsbury, Michelle Ritcheson, and Stephanie Worth

MEMBERS ABSENT: Danielle George, Kelly Sink. There was no student representative present

3. PLEDGE OF ALLEGIANCE:

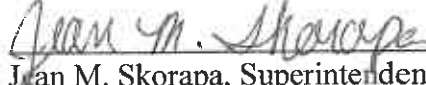
4. PERSONNEL:

VOTED: To Elect Thomas Gray as Superintendent of Schools for a period of 3 years.

(Pillsbury – Child) (9 – 0)

5. ADJOURNMENT:

VOTED: To adjourn at 5:09 p.m. (Munsen – Farrell) (9 – 0)



Jean M. Skorapa, Superintendent of Schools

BOARD OF DIRECTORS MEMBER CODE OF ETHICS

Having accepted the challenge of service on the Board, members accept the principles set forth in the following code of ethics to guide them in helping to provide free public education to all the children of RSU No. 5.

Each Board member shall:

- A. view service on the Board of Directors as an opportunity to serve their community, state, and nation because of the belief that public education is the best means to promote the welfare of our people and to preserve our democratic way of life.
- B. at all times think of children first and base their decisions on how they will affect children, their education, and their training.
- C. make no disparaging remarks, in or out of the Board of Directors meetings, about other members of the Board or their opinions.
- D. remember at all times that as an individual they have no legal authority outside the meetings of the Board of Directors, and that they will conduct their relationships with the school staff, the local citizenry, and all media of communications on the basis of this fact.
- E. recognize that their responsibility is not to operate the schools but to see that they are well operated.
- F. seek to provide education for all children in the community commensurate with their needs and abilities.
- G. listen to all citizens but refer all complaints to the proper authorities, and discuss such complaints only at a regular meeting after failure of administrative solution.
- H. abide by a decision graciously once it has been made by the majority of the Board of Directors.
- I. not criticize employees publicly, but make such criticism to the Superintendent for investigation and action, if necessary.
- J. make decisions openly after all facts bearing on a question have been presented and discussed.

- K. refuse to make promises as to how they will vote on a matter that should properly come before the Board of Directors as a whole.
- L. not discuss the confidential business of the Board of Directors at home, on the street, at work, or any location other than during a Board of Directors executive session.
- M. confine their Board of Directors action to policy making, planning, and appraisal, leaving the administration of the schools to the Superintendent.
- N. welcome and encourage cooperation and participation by teachers, administrators, and other personnel in developing policies that affect their welfare and that of the children they serve.
- O. endeavor at all times to see that schools have adequate financial support within the capabilities of the community and state, in order that every child may receive the best possible education.
- P. resist every temptation and outside pressure to use their position as a Board member to benefit themselves or any individual or agency apart from the total interest of the school unit.
- Q. endeavor to attend every regular and special Board of Directors meeting recognizing that their presence means representation for their town. If it is not possible for an extended length of time, give consideration to resigning from the position on the Board of Directors.
- R. recognize at all times that the Board of Directors of which they are a member is an agent of the state, and as such, shall abide by the laws of the state and the regulations formulated by the Maine Department of Education and by the State Board of Education.

The Board shall read this policy at the beginning of each school year and each member will sign the acknowledgement form. Any new members to the Board will read this policy and sign acknowledgement during Board orientation.

Cross Reference: BCA-E Board of Directors Member Code of Ethics Annual
 Acknowledgement Form

Adopted: October 28, 2009

Reviewed: January 26, 2011, December 18, 2013

Revised: October 23, 2019

Reviewed: September 27, 2023

BOARD OF DIRECTORS MEMBER CODE OF ETHICS ANNUAL
ACKNOWLEDGEMENT FORM

As an RSU No. 5 Board member I, _____, have read the
Board of Directors Member Code of Ethics policy (BCA) and will abide by the code of ethics set
forth.

Signature: _____ Date: _____

Approved: October 23, 2019



"To inspire and support every learner by challenging minds, building character, sparking creativity, and nurturing passions."

Tom Gray, Superintendent of Schools
Kelly Wentworth, Director of Finance & Human Resources

Erica Mazzeo, Assistant Superintendent of Schools
Elisha Morris, Director of Instructional Support

2025-2026 RSU No. 5 Board of Directors Meeting Schedule
Meetings typically begin at 6:30 p.m. at the Freeport High School Library

August 27, 2025	Business Meeting / Retreat - 4:00 p.m. Hilton Garden Inn
September 10, 2025	Business Meeting
September 24, 2025	Business Meeting
October 8, 2025	Business Meeting
October 22, 2025	Business Meeting at Pownal Elementary School
November 5, 2025*	Business Meeting
November 19, 2025*	Business Meeting at Durham Community School
December 10, 2025	Business Meeting
January 14, 2026	Business Meeting
January 28, 2026	Business Meeting and Superintendent's Recommended Budget
February 4, 2026*	Additional Meeting - Budget
February 11, 2026	Business Meeting and Budget
February 25, 2026	Business Meeting and Budget
March 11, 2026	Business Meeting and Budget
March 18, 2026*	Additional Meeting - Budget
March 25, 2026	Business Meeting and Board Adoption of Budget
April 8, 2026	Business Meeting at Durham Community School
April 29, 2026*	Business Meeting at Pownal Elementary School
May 6, 2026*	Business Meeting
May 13, 2026	Business Meeting and Annual Budget Meeting @ FHS
June 3, 2026*	Additional Meeting
June 10, 2026	Business Meeting

*Dates changed/added to accommodate holidays, other conflicts and budget.

Board of Directors reviewed: 6-4-25



Local Delegate to MSBA Annual Delegate Assembly

The Constitution of the Maine School Boards Association provides that each Active Regular Member Board of MSBA and each Career and Technical Regional Board Associate Member is entitled to elect a voting delegate to participate in the Association's Annual Delegate Assembly. Linked below is a copy of the Purpose of the MSBA Delegate Assembly. Since the Delegate Assembly is responsible for the proposed Constitution and Bylaws changes and considers resolutions of the Association, your election of a local delegate is strongly encouraged. **This year's Delegate Assembly is scheduled virtually for 9:30 a.m., Saturday, October 18.** It is important that the elected delegate have computer/technical skills that will allow them to fully participate. It is also important that the delegate participate in the September MSBA Regional meetings so they can discuss the proposed resolutions. ****While certain regions are hosting each meeting, the meetings are open to all school board members. If you cannot attend the meeting for your region, a similar agenda will be provided for the other Regional meetings.**

Please elect your delegate early, maybe at your July meeting, as well as an alternate, should your Board's delegate be unable to attend. We hope that your delegate will attend the September MSBA Regional Meeting (see dates linked below) to have them be familiar with the resolutions that will be discussed at that time, and later presented for consideration at the October 18, Delegate Assembly. Please put this item on your school board agenda so that Delegates can be elected early - or at least on your August agenda.

- * **Return the form listing the delegate and alternate to MSMA by October 10, 2025. Submission of your delegate's name does not automatically register them for the Fall Conference. Therefore, please be sure to register your delegate for the Fall Conference through your superintendent's office when registration information is made available (coming later this summer).**

Confirmation of registered delegates will be mailed to Superintendents and Delegates by October 15, 2025.

Superintendents with more than one school board are asked to reproduce the form for each of their boards.

Please email Debbie Swift dswift@msmaweb.com at MSMA with any questions regarding delegates. Thank you!

* Ginny Will Complete the Form

[Certification of School Board Representative Form](#)

[MSBA Regional School Board Meetings September 2025](#)

[Purpose of the MSBA Delegate Assembly](#)

[Region List](#)

**CERTIFICATION OF SCHOOL BOARD REPRESENTATIVE
TO THE DELEGATE ASSEMBLY OF THE
MAINE SCHOOL BOARDS ASSOCIATION**
49 Community Drive
Augusta, Maine 04330
Email: msba@msmaweb.com Fax: 626-2968

Region # (I – IX) _____

Name of School Board: _____

Signed: _____
(Chair or Superintendent of Schools)

Telephone # in case of questions: _____ Ext. _____

Name of Representative: _____
(Please **print** if handwritten)

Email address for Delegate: _____

Name of Alternate: _____
(Please **print** if handwritten)

Email address for Alternate _____

Meeting Date Voted to be Delegate: _____

NOTE: September 2025 MSBA Regional Meetings will be devoted to discussion/review of the 2025 MSBA Resolutions. If delegates can be selected by your Board prior to the September regional meetings and can attend that remote meeting, it would be ideal. (See attached list of meeting dates.)

The Delegate Assembly will be held virtually, at 9:30 a.m. on Saturday, October 18, 2025. Please complete and email to Debbie Swift dswift@msmaweb.com or fax to 626-2968 by October 10, 2025. Submission of your delegate's name does not automatically register them for the Fall Conference. Therefore, please be sure to register your delegate for the Fall Conference through your Superintendent's office. (Registration materials will be coming soon.)

MAINE SCHOOL BOARDS ASSOCIATION

2025 September Meetings of Regions

6-7:30 p.m. via Zoom

**** While certain regions are hosting each meeting, the meetings are open to all school board members. If you cannot attend the meeting for your region, a similar agenda will be provided for the other Regional meetings.**

Monday, September 8:	Region I (Aroostook), II (Penquis) and VII (Cumberland)
Wednesday, September 10:	Region III (Washington), IV (Hancock), and V (Mid-Coast)
Thursday, September 11:	Region VI (Western Maine), VIII (Kennebec) and IX (York)

Purpose of the MSBA Delegate Assembly

Governance and policy decisions affecting MSBA are dealt with at the Delegate Assembly. The importance of each School Board being represented at the Delegate Assembly cannot be overstated. The following information about the Delegate Assembly is to inform your School Board of the importance of electing a delegate.

According to Article VIII of the Constitution, the Delegate Assembly is the policy making body of the Association. The Delegate Assembly has four specific powers.

1. It adopts resolutions that express the beliefs and purposes of the Association.
2. It transacts such other business as presented to it prior to the opening of the Delegate Assembly by any delegation or the Executive Board of Directors.
3. It elects the Officers and Executive Board of Directors.
4. It may adopt amendments to the Constitution.

According to Article V of the Constitution, the Association is governed by the Executive Board of Directors. The Board is comprised of Regional Directors and At-Large Directors.

The Delegate Assembly consists of one voting delegate for each member district. In order to be an official delegate, the member School Board must report the name of the elected delegate and alternate prior to the Assembly. (See Delegate Form for actual date.)

The resolutions adopted at the Delegate Assembly are an expression of the Assembly's views regarding various issues and define the Association's position on legislative proposals.

As the Officers and Board of Directors approach any legislative session, it is crucial that they represent the Association's members. Make your local Board's voice heard and send a delegate to the MSBA Delegate Assembly held virtually this year, on Saturday, October 18, 2025.

INDEX OF MSBA SCHOOL DISTRICTS BY REGION

<u>Brookstock (1)</u>	<u>Penquis (2)</u>	<u>Washington (3)</u>	<u>Hancock (4)</u>	<u>Mid-Coast (5)</u>	<u>Western ME (6)</u>	<u>Cumberland (7)</u>	<u>Kennebec (8)</u>	<u>York (9)</u>
Bancroft	Airline CSD	AOS 77	AOS 47	AOS 93	Andover	Brunswick	Athens	Acton
Bridgewater	AOS 94	AOS 90	AOS 91	AOS 98	Auburn	Cape Elizabeth	Augusta	Biddeford
Caswell	Bangor	AOS 96	CTE Region 7	CTE Region 8	Carrabasset Valley	Chebeague Island	Brighton Plt.	Dayton
CTE Region 2	Bowerbank	Beddington	Deer Isle-Stonington CSD	Five Town CSD	Coplin Plt.	Falmouth	Caratunk	Kittery
Eagle Lake	Brewer	Calais	Ellsworth	Islesboro	CTE Region 9	Gorham	Dennistown Plt.	RSU 6/MSAD 6
Easton	Burlington	Cherryfield	Hancock	Lincolnville	CTE Region 11	Long Island	Fayette	RSU 21
Glenwood Plt.	CTE Region 3	Indian Island	Isle Au Haut	Monhegan Island	Flagstaff Regional RSU	MECDHH/Gov Bax Schl Deaf	Forks Plt.	RSU 23
Grand Isle	CTE Region 4	Indian Township	Lamoine	Northport	Gilead	Portland	Highland Plt.	RSU 35/MSAD 35
Limestone	East Millinocket	Maine Indian Education	Otis	RSU 1	Lewiston	Region 10 Technical High School	MSAD 11	RSU 55/MSAD 55
Madawaska	Glenburn	Moosabec CSD	RSU 24	RSU 7/MSAD 7	Lisbon	RSU 5	Pleasant Ridge Plt..	RSU 57
MSAD 10	Greenbush	Pleasant Point	RSU 25	RSU 8/MSAD 8	RSU 4	RSU 14	Richmond	RSU 60/MSAD 60
MSAD 27	Hermion	Robbinston	Union 76	RSU 13	RSU 9	RSU 15/MSAD 15	RSU 2	Saco
Nashville Plt.	Kingsbury	RSU 37/MSAD 37	Union 93	RSU 20	RSU 10	RSU 51/MSAD 51	RSU 3/MSAD 3	Sanford
Orient	Lowell	Union 103		RSU 28/MSAD 28	RSU 16	RSU 61/MSAD 61	RSU 12	Wells-Ogunquit CSD
Portage	Medford	Vanceboro		RSU 40	RSU 17/MSAD 17	RSU 72/MSAD 72	RSU 18	York
RSU 29/MSAD 29	Medway			RSU 48	RSU 44/MSAD 44	RSU 75/MSAD 75	RSU 38	
RSU 32/MSAD 32	Millford			RSU 65/MSAD 65	RSU 52/MSAD 52	Scarborough	RSU 49/MSAD 49	
RSU 33/MSAD 33	Millinocket			RSU 71	RSU 56	Sebang	RSU 53/MSAD 53	
RSU 39	RSU 19			St. George	RSU 58/MSAD 58	South Portland	RSU 54/MSAD 54	
RSU 42/MSAD 42	RSU 22			Union 69	RSU 73	Westbrook	RSU 59/MSAD 59	
RSU 45/MSAD 45	RSU 26			West Bath	RSU 78	Yarmouth	RSU 74/MSAD 74	
RSU 50	RSU 31/MSAD 31			Wiscasset	Upton		RSU 82/MSAD 12	
RSU 70/MSAD 70	RSU 34						RSU 83/MSAD 13	
RSU 79/MSAD 1	RSU 41/MSAD 41						Vassalboro	
RSU 84/MSAD 14	RSU 63/MSAD 63						Waterville	
RSU 86/MSAD 20	RSU 64/MSAD 64						Winslow	
RSU 88/MSAD 24	RSU 67						Winthrop	
RSU 89	RSU 68/MSAD 68							
Union 122	RSU 80/MSAD 4							
Winterville Plt.	RSU 87/MSAD 23							
	Sebeois Plt.							
	Shirley							
	Union 60							
	Veazie							
	Willimantic							
	Woodville							

	1A. The Board develops a shared mission and vision that reflects student achievement and community priorities, and communicates it to the community.	1B. The Board develops annual District goals in alignment with the district vision and mission and adopts a strategic plan developed by the Superintendent to meet those goals. Goals are communicated to the community.	1C. The Board regularly monitors progress on District goals, effective instruction, and student achievement with data-based information.	1D. The Board keeps informed about what children are learning through reports on scholastic achievement, vocational programs, and the impact of extra-curricular activities.	1E. The Board annually evaluates the job performance of the Superintendent and monitors the progress made on the Superintendent's goals.	1F. The Board conducts a self-evaluation to monitor its own performance and participates in professional development, including Board training and seminars.
Board Member 1	3	3	3	4	3	3
Board Member 2	2	2	2	3	3	4
Board Member 3	3	2	2	3	4	2
Board Member 4	3	2	3	3	3	3
Board Member 5	2	1	2	3	2	2
Board Member 6	3	3	3	2	3	3
Board Member 7	3	2	3	2	1	2
Board Member 8	3	3	2	2	3	3
Board Member 9	2	2	2	2	3	2
	2.67	2.22	2.44	2.67	2.78	2.67
Standard 1 Score:	2.57					

Comments:

We could do a better job both setting annual goals and measuring how well we meet them. We also need to hear more regularly from educators about the actual teaching and learning in the different schools. We have too little opportunity for professional development beyond the one annual conference in Augusta.

We could use a more structured onboarding process for our new board members to ensure that they quickly become effective contributing members. Also, we could do better at communicating our district goals to the community.

This year felt particularly vision-less with goals that were not particularly clear as a result of beginning a new strategic planning process that was ultimately put on hold, as well as the retirement of our superintendent.

I feel that we could do a better job of staying on top of the growth and achievement of the students throughout the year. We do not review the scorecard once annually.

Giving 2s because our goals and vision need updating. We need data and clear progress monitoring metrics for students in RTI.

	2A. The Board and Superintendent participate in an annual retreat to build team relationships, review roles, responsibilities, and Board operations, and orient new Board members.	2B. The Board has a procedure in place for regularly reviewing existing policies and developing new ones.	2C. The Board closely adheres to its own procedures, protocols, and policies for effective Board operations.	2D. The Board clearly understands its governance role and responsibilities, adheres to open meeting laws, and delegates district operation responsibilities to the Superintendent.	2E. Board members publicly support the decision of the majority and speak with a unified voice.	2F. Board leadership acts as a mentor to new members to help them learn the ropes and provides new members with a detailed explanation of the Board's mission.
Board Member 1	3	3	3	3	3	3
Board Member 2	4	4	4	4	4	3
Board Member 3	2	4	4	4	4	2
Board Member 4	3	3	3	4	3	3
Board Member 5	3	3	4	4	3	2
Board Member 6	3	4	3	3	3	2
Board Member 7	3	3	3	3	3	4
Board Member 8	4	4	3	3	2	3
Board Member 9	3	3	3	3	3	2
	3.11	3.44	3.33	3.44	3.11	2.67
Standard 2 Score:	3.19					

Comments:

Annual retreat has seldom been sufficient to accomplish items on the agenda. Too many items are squeezed into this one time. Formal mentorship of new members needs to be improved.
It would be good to review with all board members, especially new ones, the process and procedures for suggesting new policy or changes.
The board seems clear on its role and which policies and procedures to follow. Michelle's leadership is supportive and clear in this way. Having more clear mentorship and onboarding expectations would be helpful.
I think the policy committee does an excellent job reviewing policies and bringing forth new policy needs.
I do not feel there is a great mentorship outline or program for new members. I think we as the board should work on guidelines for this.
This year's budget process was concerning with board members encouraging community members to organize against the administration's recommendations. This felt inappropriate to me as it relates to effective board operations.
We could be more nimble in our policy development in response to pressing needs.

	3A. The Board develops a collaborative relationship with the Superintendent, keeping cooperation and respectful discussions at the center of its deliberations.	3B. The Board establishes effective communication with parents, students, staff, and community members while respecting the chain of command and lines of responsibility.	3C. The Board works with the Superintendent to gain input from the community using forums, surveys, or other vehicles, following agreed-upon procedures.	3D. The Board actively promotes support for the District through its vision and promoting educational opportunities for all students.	3E. The Board is an advocate for the District's interests with legislators and other elected officials.
Board Member 1	3	3	3	3	2
Board Member 2	3	3	2	3	2
Board Member 3	4	3	3	2	2
Board Member 4	4	3	3	4	2
Board Member 5	3	2	2	3	2
Board Member 6	3	3	3	3	2
Board Member 7	3	3	2	2	2
Board Member 8	3	3	3	3	3
Board Member 9	3	2	2	2	2
	3.22	2.78	2.56	2.78	2.11
Standard 3 Score:	2.69				

Comments:

3D is vague and meaningless and should be removed. Board members seem to interpret rules about communication with parents/community very differently -- more guidance is needed to make consistent.

We as a board might be more involved in efforts at the state level.

Communication with the community could use some improvement. We will make more efforts to receive community input next year with the next phase of strategic planning. I look forward to seeing our new superintendent's strategies for communication and community building. Having a more clear path for legislative advocacy would be helpful.

I don't feel we as a board advocate with elected officials, but just as individuals.

We could use more communication between the Board and the community. Our vision is outdated. I don't remember the last time we looked at survey results from parents and staff.

	4A. The Board adopts an annual budget that adheres to the provisions of the law and allocates resources based upon the District's vision, goals, and priorities for student achievement.	4B. The Board keeps the community informed about the financial needs of the District, seeks cost savings and operational efficiencies, and invites community input.	4C. The Board monitors a facilities plan that meets student and staff health and safety regulations and guidelines.	4D. The Board ensures that the finance committee functions in accordance with regulatory requirements, reviews internal audit findings, and responds appropriately.	4E. The Board supports the recruitment of highly effective teachers, administration, and staff and provides professional development and support.
Board Member 1	3	3	3	3	3
Board Member 2	3	3	3	4	4
Board Member 3	4	4	4	4	3
Board Member 4	3	4	4	4	4
Board Member 5	3	3	3	3	2
Board Member 6	3	3	3	3	3
Board Member 7	3	4	3	3	3
Board Member 8	3	2	4	3	3
Board Member 9	3	3	3	3	2
	3.11	3.22	3.33	3.33	3
Standard 4 Score:	3.20				

Comments:

The board could be provided with more information about the range of professional development our teachers can receive. We support what we're asked to support, but we don't know what else is out there/possible.

It seems like the Facilities Committee is effectively developing and monitoring a facilities plan. The budget process was tough, but we got through it with open dialogue and the majority of voters willing to trust our process and recommendation. I am disappointed by the middle school hiring decisions this past year and think it would be wise to review the process both of the summer hiring process and the committee hiring process during the school year.

The budget process is one I think the board does well as far as critically thinking about the best for the entire district. I think the budget process would be better if we had more input from every town and school, however, I am not sure how to encourage this involvement, but would like the board to work on this.

I did not feel the Board did its duty in terms of potential operational efficiencies that could have been achieved with admin support and minimal student impact.

This year's budget process was a mess that I hope is not repeated. We need to revamp our hiring process to make it more objective. If we want a full staff, we need to pay accordingly.

	5A. Board members are able to speak their minds without fear of being ostracized.	5B. Board handles conflict openly and constructively.	5C. Board members actively promote the belief in the success of all students in the district.	5D. Board members act as conscientious role models and exhibit professionalism.	5E. Board members exercise authority only as a board as a whole and recognize that no individual Board member has authority to take individual action on behalf of the Board.	5F. Board members avoid conflicts of interest and appropriately disclose if one arises.	5G. Board has adopted and annually reaffirms its code of ethics.
Board Member 1	4	4	4	4	4	4	4
Board Member 2	3	3	3	3	4	3	4
Board Member 3	4	4	4	4	4	4	4
Board Member 4	4	4	4	4	4	4	4
Board Member 5	3	3	3	3	3	3	3
Board Member 6	2	3	3	4	4	4	4
Board Member 7	3	3	3	3	4	3	3
Board Member 8	3	3	3	3	4	3	3
Board Member 9	3	4	3	3	3	3	3
	3.22	3.44	3.33	3.44	3.78	3.44	3.56
Standard 5 Score:	3.46						

Comments:

We excel in this area.

I believe that this is an area of strength for us.

Our board is professional, ethical, and dedicated and want the best for the students and staff of RSU5. I look forward a new year with new board members and leadership.

I think there are times when board members can not express their feelings in fear of judgement by other board members.

This is where we shine—respectful and open communication and collaboration that is an example for the community.

BOARD OF DIRECTORS SELF-EVALUATION

Annually in August, Board members will complete a self-evaluation and submit to the Board Chair for compilation. The Board will review the compiled results at a meeting in August or September. The results will be used by the Board as part of its annual goal setting and planning for the year. Consistent with the Freedom of Access Act, the Board's self-evaluation will be held in open session. The Board encourages all of its members to attend. The Superintendent is expected to participate in the process.

During self-evaluation, the Board will evaluate itself as a whole. The self-evaluation should emphasize areas of strength as well as those identified for improvement. Board members are encouraged to use the evaluation process as an opportunity to reflect on their own personal contributions.

The Board will select an evaluation instrument that includes a reasonable number of criteria or performance indicators by which to appraise the Board's functioning and effectiveness. The areas to consider during the self-evaluation may include but are not limited to:

- A. Board "visioning," strategic planning, and long-range planning skills and processes;
- B. Board meeting management, conduct, and decision-making processes;
- C. Policy development and implementation;
- D. Fiscal oversight and resource allocation;
- E. Oversight of curriculum and instruction;
- F. Monitoring of student achievement;
- G. Board subcommittee structure, responsibilities, and processes;
- H. Board member development;
- I. New Board member orientation;
- J. Board-Superintendent relations;
- K. Board-community relations and communications;

A different instrument may be used from year to year, but must be agreed upon by a majority of the Board.

Cross Reference: BBAB-E Board of Directors Self-Evaluation Instrument

Adopted: February 24, 2010

Revised: January 26, 2011

Revised: December 18, 2013

Revised: December 11, 2019

BOARD OF DIRECTORS SELF-EVALUATION INSTRUMENT

Introduction

The Board of Directors Evaluation System is based upon the National School Boards Association Standards of Practice.

There are five key standards of Board leadership incorporated into this model:

- Vision, Leadership & Accountability
- Board Governance & Policy
- Communication & Community Relations
- Fiscal Resources, Staff Recruitment & Environment
- Ethical Leadership

Timeline

Month	
End of July	Distribution of evaluation (electronically)
July/August	Individual board members complete the self-evaluation electronically for compilation by the Board Chair or designee.
August/September	Board reviews compiled results. Results will be used by the Board as part of its annual goal setting and planning for the year.

PART I: Standards of Leadership

These standards are rated using the following scale:

4 - Exemplary ratings are reserved for performance that significantly exceeds proficiency and could serve as a model for leaders district-wide or even statewide. Few Boards are expected to demonstrate Exemplary performance on more than a small number of targets.

3 - Proficient ratings represent fully satisfactory performance. It is the rigorous standard expected for most experienced Boards and the goal for new Boards performing at the basic level. Proficient Boards demonstrate acceptable leadership practice and meet or make progress on all outcome targets.

2 - Basic ratings mean that performance is meeting proficiency in some components but not others. Improvement is necessary and expected.

1 - Does Not Meet ratings indicate performance that is unacceptably low on one or more standards and makes little or no progress. Ratings of *ineffective* are always cause for concern.

Standard 1: Vision, Leadership & Accountability

Descriptor: The Board of Directors commits to a vision of high student achievement and effective instruction, specifies clear goals to realize that vision, demands accountability for results, and supports continuous improvement of the district.

Possible Data Sources:

- Alignment with District vision and mission statement
- Adherence to Standards of Ethics
- Established goals
- Board agendas
- Board presentations
- Board retreats
- Board communications
- Annual evaluation of the Superintendent
- Board self evaluation

Rating for Standard 1: Vision, Leadership & Accountability

	4 Exemplary	3 Proficient	2 Basic	1 Does Not Meet
A. The Board develops a shared mission and vision that reflects student achievement and community priorities, and communicates it to the community.				
B. The Board develops annual District goals in alignment with the District vision and mission and adopts a strategic plan developed by the Superintendent to meet those goals. Goals are communicated to the community.				
C. The Board regularly monitors progress on District goals, effective instruction, and student achievement with data-based information.				
D. The Board keeps informed about what children are learning through reports on scholastic achievement, vocational programs, and the impact of extra-curricular activities.				
E. The Board annually evaluates the job performance of the Superintendent and monitors the progress made on the Superintendent's goals.				
F. The Board conducts a self-evaluation to monitor its own performance and participates in professional development, including Board training and seminars.				

Comments:

Standard 2: Board Governance & Policy

Descriptor: The Board of Directors works effectively as a team and collaborates with the Superintendent, exhibits a shared understanding of Board and Superintendent roles, maintains a set of Board operating procedures, and leads/governs the District through policy.

Possible Data Sources:

- Date and agenda of annual orientation
- Policy review and updates
- Board policy manual
- Board orientation materials
- Attendance and state-mandated trainings

Rating for Standard 2: Board Governance & Policy

	4 Exemplary	3 Proficient	2 Basic	1 Does Not Meet
A. The Board and Superintendent participate in an annual retreat to build team relationships, review roles, responsibilities, and Board operations, and orient new Board members.				
B. The Board has a procedure in place for regularly reviewing existing policies and developing new ones.				
C. The Board closely adheres to its own procedures, protocols, and policies for effective Board operations.				
D. The Board clearly understands its governance role and responsibilities, adheres to open meeting laws, and delegates district operation responsibilities to the Superintendent.				
E. Board members publicly support the decision of the majority and speak with a unified voice.				
F. Board leadership acts as a mentor to new members to help them learn the ropes and provides new members with a detailed explanation of the Board's mission.				

Comments:

Standard 3: Communication & Community Relations

Descriptor: The Board of Directors effectively communicates with the Superintendent and the local community, represents community interests and values, and ensures District information and decisions are communicated to the community.

Possible Data Sources:

- Communication policies or procedures
- Schedules or invitations to community forums
- Reports or presentations on programs that demonstrate community partnerships
- Legislative meetings. Letters or advocacy efforts
- Newsletters and website
- Survey results

Rating for Standard 3: Communication & Community Relations

	4 Exemplary	3 Proficient	2 Basic	1 Does Not Meet
A. The Board develops a collaborative relationship with the Superintendent, keeping cooperation and respectful discussions at the center of its deliberations.				
B. The Board establishes effective communication with parents, students, staff, and community members while respecting the chain of command and lines of responsibility.				
C. The Board works with the Superintendent to gain input from the community using forums, surveys, or other vehicles, following agreed-upon procedures.				
D. The Board actively promotes support for the District through its vision and promoting educational opportunities for all students.				
E. The Board is an advocate for the District's interests with legislators and other elected officials.				

Comments:

Standard 4: Fiscal Resources, Staff Recruitment & Environment

Descriptor: The Board of Directors oversees the fiscal conditions of the District, aligns resources to meet District goals, ensures appropriate policies for staff recruitment and retention, supports district wide learning and promotes conditions for health and safety.

Possible Data Sources:

- Process for budget development and adoption
- Communication materials, website, newsletters
- Facilities plan and schedule for updates
- Audit report
- Policy on recruitment and hiring
- Professional development plans

Rating for Standard 4: Fiscal Resources, Staff Recruitment & Environment

	4 Exemplary	3 Proficient	2 Basic	1 Does Not Meet
A. The Board adopts an annual budget that adheres to the provisions of the law and allocates resources based upon the District's vision, goals, and priorities for student achievement.				
B. The Board keeps the community informed about the financial needs of the District, seeks cost savings and operational efficiencies, and invites community input.				
C. The board monitors a facilities plan that meets student and staff health and safety regulations and guidelines.				
D. The Board ensures that the finance committee functions in accordance with regulatory requirements, reviews internal audit findings, and responds appropriately.				
E. The Board supports the recruitment of highly effective teachers, administration, and staff and provides professional development and support.				

Comments:

Standard 5: Ethical Leadership

Descriptor: The Board of Directors promotes the success of all students and staff, and conducts District business in a fair, respectful and responsible manner.

Possible Data Sources:

- Articulation or publication of plans and programs for student success
- Code of Ethics Policy
- Standards of Ethics

Rating for Standard 5: Ethical Leadership

	4 Exemplary	3 Proficient	2 Basic	1 Does Not Meet
A. Board members are able to speak their minds without fear of being ostracized.				
B. Board handles conflict openly and constructively.				
C. Board members actively promote the belief in the success of all students in the district.				
D. Board members act as conscientious role models and exhibit professionalism.				
E. Board members exercise authority only as a board as a whole and recognize that no individual board member has authority to take individual action on behalf of the Board.				
F. Board members avoid conflicts of interest and appropriately disclose if one arises.				
G. Board has adopted and annually reaffirms its code of ethics.				

Comments:

Board of Directors Self-Evaluation**Annual Evaluation Rating Form**

Standards	SUMMATIVE SCORE			
Standard 1: Vision, Leadership and Accountability	4	3	2	1
Standard 2: Board Governance and Policy	4	3	2	1
Standard 3: Communications and Community Relations	4	3	2	1
Standard 4: Fiscal Resources, Staff Recruitment & Environment	4	3	2	1
Standard 5: Ethical Leadership	4	3	2	1
ANNUAL EVALUATION SCORE	4	3	2	1

Approved: December 11, 2019



Strategic Planning Activities

1



Activity 1: Establish Strategic Planning Committee & Standing Meetings

Assemble a diverse team of key stakeholders to lead the Portrait of a Graduate and strategic planning process. Develop a project management tracking spreadsheet to progress monitor. **Timeline: January 2025**

2



Activity 2: Conduct Stakeholder Engagement

- Faculty Engagement Session **Timeline: March 2025**
- Student Focus Groups **Timeline: September 2025**
- Community Survey **Timeline: September 2025**
- Community Focus Groups **Timeline: October 10, 2025**

3



Activity 3: Data Analysis

Conduct data analysis of existing data, survey data, and focus group data. Present themes and findings to Steering Committee. **Timeline: October 16, 2025 - November 10, 2025**

4



Activity 4: Draft Mission, Vision, Core Beliefs and Portrait of a Graduate

Strategic planning committee drafts mission, vision, core beliefs, and portrait of a graduate. Faculty provide input on drafts. **Timeline: November 10, 2025**

5



Activity 5: Draft Strategic Plan, Lead Objectives, and Outcomes

Strategic planning committee drafts lead objectives and outcomes using data from the data analysis. Leadership team and faculty provide input. **Timeline: January - March 2026**

6



Activity 6: Draft Action Strategies and Plan for Progress Monitoring

Strategic planning committee drafts mission, vision, core beliefs, and portrait of a graduate. Faculty provide input on drafts. Admin Team develops work plan for each lead objective, overarching accountability and tracking structure/progress monitoring calendar **Timeline: March - May 2026**

7



Activity 7: Present Final Strategic Plan to the Board

Strategic planning committee approves draft and presents to the board. **Timeline: June 3, 2026**



Strategic Planning Timeline

September

- Middle School Student Focus Groups (by September 12, 2025)
- Distribute Survey (opens after review of dates by committee; closes Sept. 19)
- Early raw data from staff and students shared with administrators by Sept. 19, 2025

October

- Co-facilitate Community Focus Groups by October 10, 2025
- Engage gr.6-12 faculty in discussion around job trends and data to inform PoG on October 10, 2025 (3 hr PD)
- Steering Committee conducts data analysis at October 16 meeting

November

- Engage Faculty in conversation around PoG and Strategic Plan on November 10, 2025 (2 hr PD)
- Steering Committee drafts Mission, Vision, Core Beliefs and PoG for feedback from admin and faculty

January

- Strategic planning committee begins drafting lead objectives and outcomes using data from the data analysis.
- Leadership team provides feedback.

February

- Faculty provide input on key pieces of strategic plan to inform action steps at Feb. 4 PD day (2-3 hrs)

March - May

- Strategic planning committee incorporates feedback and finalizes lead objectives and outcomes.
- Strategic planning committee drafts action strategies and progress monitoring plan with input from leadership team.

June

- Final strategic plan presented to the board June 3, 2026

2025-2026 Board Goal

To engage stakeholders in the communities of RSU5 in a comprehensive and inclusive process to collaboratively develop a five-year strategic plan

**2025-2026 RSU5 Board Work Plan
8-18-25 Draft**

August 27, 2025 Retreat	Review Board Self-Evaluation District Goals for 2025-2026 Code of Ethics (review/sign) Delegate & Alternate for MSMA Fall Conference Organizational Business - Committees
September 10, 2025	Budget Timeline Board Vote on 2025-2026 District Goals Final Work Plan for 2025-2026 MSMA Resolutions Executive Session - Set Supt's Performance Goals
September 24, 2025	MSS Update MSS Goal Review MSMA Fall Conference Information Policies
October 8, 2025	FMS Update FMS Goal Review FHS Update FHS Goal Review Community Programs Report/Goal Review
October 22, 2025 @ PES	PES Update PES Goal Review Multilingual Learners Update Policies
November 5, 2025	MLS Update MLS Goal Review Facilities Dept. Capital Improvement Plan Report/Goal Review Transportation Department Report/Goal Review
November 19, 2025 @ DCS	DCS Update DCS Goal Review Nutrition Department Report/Goal Review Athletics Department Report/Goal Review Board Committees (due to Freeport election, if needed) Policies
December 10, 2025	Instructional Support Department Report/Goal Review Technology Department Report/Goal Review Policies

January 14, 2026	Interim Progress on District Goals District Scorecard FHS Program of Studies Executive Session - Interim Progress on Supt's Performance Goals
January 28, 2026	Superintendent's Recommended Budget - Presented 2026-2027 School Calendar (1 st Read) Policies
February 4, 2026	Budget Review: MSS, PES, MLS, Inst. Support
February 11, 2026	Budget Review: DCS, FMS, FHS, Athletics 2026-2027 School Calendar (2 nd Read)
February 25, 2026	Budget Review: Region Ten, Technology, CIA, Nutrition, Community Programs, Facilities, Transportation Executive Session on Administrator Contracts Policies
March 11, 2026	Review of FY27 Superintendent's Budget Board Deliberations on Budget
March 18, 2026	Review of FY27 Superintendent's Budget Public Input on Budget Board Deliberations on Budget
March 25, 2026	Public Input on Budget Adopt FY27 Superintendent's Recommended Budget Policies
April 8, 2026 @ DCS	6:00 - 6:30 p.m. Q&A on FY27 Board Adopted Budget Update from DCS Signing of Warrants for ABM & Referendum Migration of Students Executive Session (just Board) - Superintendent's Eval. Process
April 29, 2026 @ PES	6:00 - 6:30 p.m. Q&A on FY27 Board Adopted Budget Update from PES Board Committees (due to Durham election, if needed) Policies
May 6, 2026	6:00 - 6:30 p.m. Q&A on FY27 Board Adopted Budget Appointment of Probationary Teachers Comprehensive Education Plan Executive Session (Just BOD) - Superintendent's Evaluation

May 13, 2026 @ FHS

Annual Budget Meeting on FY27 Budget @ FHS
(5:00 p.m. Business Mtg. for New hires)

June 3, 2026

Recognize Retirees
Strategic Plan Presentation
Schedule of 26-27 Board Meetings
5% Transfer Authority to Finance Committee
Policies
Executive Session (Just BOD)- Superintendent's Evaluation)

June 10, 2026

Computation & Declaration of Votes
Assessment Warrants
Superintendent Authorization to Hire in the Summer
Organizational Business (Chair/Vice Chair, Committees)
Executive Session (Board & Supt)- Superintendent's Evaluation

Additional Board Agenda Items:

Routine Business Meeting Items - Superintendent's Report, Finance Report, Reports from Board Committees, Report from Student Representatives, two public comment sessions on each agenda

RSU5 Board Committees

Item #14

FACILITIES AND OPERATIONS Tom Gray/Glen Reynolds - Malik Farlow - Michelle Ritcheson - Kelly Sink	FINANCE Tom Gray/Kelly Wentworth - Malik Farlow - Michelle Ritcheson - Kelly Sink	NEGOTIATIONS Tom Gray <u>Professional</u> - Danielle George - Maura Pillsbury - Michelle Ritcheson <u>Support</u> - Malik Farlow - Vacant	POLICY Tom Gray - Colin Cheney - Danielle George - Kara Kaikini
STIPEND REVIEW Tom Gray - Kara Kaikini - Vacant	STRATEGIC COMMUNICATIONS Tom Gray - Kara Kaikini - Maura Pillsbury - Kelly Sink	CURRICULUM AND PROGRAM DEVELOPMENT Erica Mazzeo - Colin Cheney - Danielle George - Maura Pillsbury	DIVERSITY, EQUITY AND INCLUSION Tom Gray/Erica Mazzeo - Malik Farlow - Vacant
DROPOUT PREVENTION (BOOST) Erica Mazzeo Vacant	FREEPORT CABLE TV Kara Kaikini	MAINE REGION 10 TECHNICAL HIGH SCHOOL - Colin Cheney - Vacant	WELLNESS COMMITTEE Erica Reilly Kelly Sink

STANDING COMMITTEE

REQUIRED COMMITTEES

OTHER COMMITTEES

Board of Directors: 6-12-24

Revised: 7-15-24; 9-11-24; 11-6-24; 4-5-25

**RSU5 Board of Directors
Committees**

Curriculum and Program Development Committee	Two or three members sit on the committee. The committee will be updated with progress occurring in the district. <i>Meets once each trimester at 2:30 p.m. during the school year.</i>
Diversity, Equity and Inclusion (DEI) Committee	Two members sit on the committee. <i>Meets the second Tuesday of each month at 7:00 a.m.</i>
Dropout Prevention (BOOST) Committee	One Board member per policy serves as a representative. The committee is charged with meeting at least annually to plan for decreasing the number of students who do not complete their education. <i>Meets at 2:30 p.m. once in the Fall.</i>
Facilities and Operations Committee	Three members. Conducts periodic reviews of school facilities and buildings, and reports to the Board. Recommends additions, deletions, and/or changes to facilities needed to support the school programs and ensure safety. Develops and recommends a maintenance schedule for buildings, grounds, and transportation. Conducts studies, reviews proposals, and determines the impact on maintenance costs, usage, and sustainability efforts. Works with building committees and renovations committees as needed. Reviews data regarding the operation of the Freeport Performing Arts Center, develops a long-term plan for maintenance and makes recommendations for appropriate usage fees. <i>Meets at 5:00pm before the first Board meeting of the month.</i>
Finance Committee	Three members, one representative from each town per policy. Committee provides oversight for finance operations of the RSU. <i>Meets at 5:00pm before the second Board meeting of the month.</i>
Freeport Cable TV Board Committee	One member serves as the school representative on the Freeport Cable TV Board. <i>Meetings scheduled by the Town of Freeport.</i>
Maine Region Ten Technical High School Committee	Two Board members serve on the Maine Region Ten Technical High School Board of Directors. All traditional Board functions are carried out by the Region 10 board which is made up of representatives of the three sending school towns (Brunswick, Freeport and SAD 75) Note: we have filled one of the positions with a community member in the past if needed. <i>Meets at 6:00 p.m. the 3rd Monday of the month.</i>

Negotiations Committee	Two or three members for professional and two members for support staff. Take part in active contract negotiations on behalf of the school system with each employee union. Activities may involve negotiating successor agreements. The major time commitment arises when current contracts require renewal.
Policy Committee	Three members. Policy topics and issues are generated by referral from the Board, at the request of the Superintendent, changes in law and recommendations from MSMA. <i>Meets monthly during the school year.</i>
Stipend Review Committee	Two members sit on the committee per CBA. Contractually any new stipend request comes with Administrator approval to the committee; their recommendation goes to the CEA then the full Board for final action. Reviews all stipend positions periodically. <i>Meets at 3:45 p.m., if needed.</i>
Strategic Communications Committee	Two or Three members. The Strategic Communications Committee provides oversight for the Strategic Framework implementation and facilitates communication between the RSU5 Board and the public. <i>Meets four times a year.</i>
Wellness Committee	One member. <i>Meets bi-monthly during the school year meetings are held after school.</i>

STANDING COMMITTEE

REQUIRED COMMITTEES

OTHER COMMITTEES

Board Vote: 9-13-23

COMMITTEE MEMBERSHIP

Standing	Required	Other
Facilities & Operations	Dropout Prevention (BOOST)	Curriculum & Program Dev.
Finance	Freeport Cable TV	Diversity, Equity and Inclusion
Negotiations	Region Ten	
Policy	Wellness	
Stipend Review		
Strategic Comm.		

Anna	Chris	Danielle	Colin	Kara	Kelly	Malik	Maura	Michelle	Stephanie	Valerie
		Prof. Negotiations	Policy	Policy	Facilities and Operations	Facilities and Operations	Vice-Chair	Chair		
		Policy	Region Ten	Stipend Review	Strategic Communications	Support Negotiations	Strategic Comm.	Facilities and Operations		
		Curriculum & Program Development	Curriculum & Program Dev.	Strategic Communications	Finance	Finance	Prof. Negotiations	Finance		
				Freeport Cable TV	Wellness	Diversity, Equity and Inclusion	Curriculum & Program Dev.	Prof. Negotiations		

** Maura is also a member of the MSBA Board

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