

REGULAR MEETING OF RSU NO. 5 BOARD OF DIRECTORS
WEDNESDAY- SEPTEMBER 24, 2025
FREEPORT HIGH SCHOOL - LIBRARY
6:30 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
___Anna Child
___Malik Farlow
___Danielle George
___Kara Kaikini
___Maura Pillsbury

___Michelle Ritcheson
___Christopher Savaiano
___Kelly Sink
___Valerie Williams
___Stephanie Worth
___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 September 10, 2025 as presented barring any errors or omissions.

Motion:_____2nd:._____Vote:_____

5. Adjustments to the Agenda:

6. Good News & Recognition: (10 Minutes)

- A. Report from Board's Student Representative

7. Public Comments: (10 Minutes)

8. Reports from Superintendent: (10 Minutes)

- A. Superintendent's Report
B. Support Staff Hires - Peggy Hummell - Bus Driver
Christine Lyons - FMS Ed Tech
Alyssa Herling - DCS .4 Ed Tech
Julia Grocholl - DCS .6 Ed Tech

9. Administrator Reports:

- A. Finance - Kelly Wentworth (5 Minutes)
B. Update from Morse Street School and Goal Review - Julie Nickerson (20 Minutes)
C. CDS Update - Erica Mazzeo (20 Minutes)
D. Beginning of Year Achievement Data - Erica Mazzeo (20 Minutes)

10. Board Comments and Committee Reports:

- A. Board Information Exchange and Agenda Requests (10 Minutes)
- B. Facilities and Operations Committee (5 Minutes)
- C. Policy Committee (5 Minutes)

11. Policy Review:

None

12. Unfinished Business:

None

13. New Business:

- A. MSMA Fall Conference Information (10 Minutes)
- B. Consideration and approval to expend up to \$25,000 for maintenance of the track and field from the Capital Reserve Fund. (10 Minutes)

Motion: _____ 2nd: _____ Vote: _____

14. Personnel:

None

15. Public Comments: (10 Minutes)

16. Adjournment:

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

Item # 4.A.

**RSU No. 5 Board of Directors Meeting
Wednesday, September 10, 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 September 24, 2025 meeting).

1. CALLED TO ORDER:

Chair Michelle Ritcheson called the meeting to order at 6:31 p.m.

- 2. MEMBERS PRESENT:** Colin Cheney, Malik Farlow, Danielle George, Kara Kaikini, Michelle Ritcheson, Christopher Savaiano, Kelly Sink, Valerie Williams and Stephanie Worth (arrived at 6:37 p.m.).
Phoebe Williamson, Student Representative (left at 8:25 p.m.)
MEMBERS ABSENT: Anna Child, Maura Pillsbury

3. PLEDGE OF ALLEGIANCE:

4. CONSIDERATION OF MINUTES:

- A. **VOTED:** To approve the Minutes of August 27, 2025. (Sink – Williams) (8 – 0) The Student Representative voted with the majority.

5. ADJUSTMENTS TO THE AGENDA:

None

6. GOOD NEWS AND RECOGNITION:

- A. Report from the Board's Student Representative - Phoebe Williamson

7. PUBLIC COMMENT:

None

8. REPORTS FROM SUPERINTENDENT:

- A. Superintendent's Report
1. Opening of School
 2. Summer Resignations and Staff Hires

9. ADMINISTRATOR REPORTS:

None

10. BOARD COMMENTS AND COMMITTEE REPORTS:

None

11. POLICY REVIEW:

None

12. UNFINISHED BUSINESS:

- A. 2025-2026 Board Work Plan

- B. **VOTED:** To approve the RSU5 District Goal for 2025-2026 (Sink - Farlow) (9 - 0) The Student Representative voted with the majority.:

To collaboratively develop and approve a five-year strategic plan through a comprehensive and inclusive process that engages stakeholders in the RSU5 communities.

13. NEW BUSINESS:

- A. FY27 Budget Timeline
B. Discussion of the MSBA 2025 Proposed Resolutions and Proposed Revisions to the MSBA Constitution

14. PERSONNEL:

None

15. PUBLIC COMMENT:

None

16. EXECUTIVE SESSION:

- A. **VOTED:** To enter into Executive Session as outlined in 1 M.R.S.A § 405(6)(A) for the purpose of discussing the Superintendent's evaluation. (Kaikini – Cheney) (9 – 0)

Time In: 9:20 p.m.

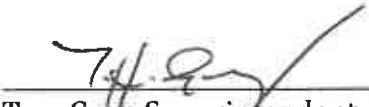
Time Out: 9:46 p.m.

17. ACTION AS A RESULT OF EXECUTIVE SESSION:

None

18. ADJOURNMENT:

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



Tom Gray, Superintendent of Schools

RSU No. 5

Warrant Articles For the Period 07/01/2025 through 08/31/2025

Fiscal Year: 2025-2026

☐ Include Pre Encumbrance

	<u>Budget</u>	<u>Range To Date</u>	<u>Year To Date</u>	<u>Balance</u>	<u>Encumbrance</u>	<u>Budget Balance</u>	
INCOME							
GENERAL FUND REVENUES							
REQUIRED LOCAL FUNDS (-)	\$19,988,378.34	\$3,331,396.44	\$3,331,396.44	\$16,656,981.90	\$0.00	\$16,656,981.90	83.3%
ADDITIONAL LOCAL FUNDS (-)	\$15,524,421.90	\$2,587,403.64	\$2,587,403.64	\$12,937,018.26	\$0.00	\$12,937,018.26	83.3%
ADDLN SHARED REVENUE (-)	\$141,981.44	\$0.00	\$0.00	\$141,981.44	\$0.00	\$141,981.44	100.0%
INTEREST REVENUE (-)	\$259,000.00	\$35,783.71	\$35,783.71	\$223,216.29	\$0.00	\$223,216.29	86.2%
STATE REVENUES (-)	\$7,362,547.32	\$1,054,201.01	\$1,054,201.01	\$6,308,346.31	\$0.00	\$6,308,346.31	85.7%
MISC REVENUES (-)	\$23,600.00	\$4,033.78	\$4,033.78	\$19,566.22	\$0.00	\$19,566.22	82.9%
FUND BALANCE (-)	\$1,068,000.00	\$0.00	\$0.00	\$1,068,000.00	\$0.00	\$1,068,000.00	100.0%
Sub-total : GENERAL FUND REVENUES	(\$44,367,929.00)	(\$7,012,818.58)	(\$7,012,818.58)	(\$37,355,110.42)	\$0.00	(\$37,355,110.42)	84.2%
Total : INCOME	(\$44,367,929.00)	(\$7,012,818.58)	(\$7,012,818.58)	(\$37,355,110.42)	\$0.00	(\$37,355,110.42)	84.2%
EXPENSES							
GENERAL FUND EXPENSES							
ARTICLE 1 REGULAR INSTRUCTION (+)	\$19,356,261.00	\$143,123.65	\$143,123.65	\$19,213,137.35	\$17,560,441.65	\$1,652,695.70	8.5%
ARTICLE 2 SPECIAL EDUCATION (+)	\$6,513,451.00	\$91,314.75	\$91,314.75	\$6,422,136.25	\$5,631,116.86	\$791,019.39	12.1%
ARTICLE 3 - CAREER & TECHNICAL CTR (+)	\$307,645.00	\$76,911.24	\$76,911.24	\$230,733.76	\$230,733.76	\$0.00	0.0%
ARTICLE 4 - OTHER INSTRUCTION (+)	\$1,119,087.00	\$64,302.51	\$64,302.51	\$1,054,784.49	\$551,020.90	\$503,763.59	45.0%
ARTICLE 5 - STUDENT & STAFF SUPPORT (+)	\$4,644,307.00	\$430,688.38	\$430,688.38	\$4,213,618.62	\$3,763,914.70	\$449,703.92	9.7%
ARTICLE 6 - SYSTEM ADMINISTRATION (+)	\$1,263,587.00	\$276,766.18	\$276,766.18	\$986,820.82	\$803,343.20	\$183,477.62	14.5%
ARTICLE 7 - SCHOOL ADMINISTRATION (+)	\$2,514,485.00	\$307,709.16	\$307,709.16	\$2,206,775.84	\$2,092,930.88	\$113,844.96	4.5%
ARTICLE 8 - TRANSPORTATION & BUSES (+)	\$1,931,576.00	\$307,804.10	\$307,804.10	\$1,623,771.90	\$786,983.67	\$836,788.23	43.3%
ARTICLE 9 - FACILITIES MAINTENANCE (+)	\$5,490,511.00	\$741,367.12	\$741,367.12	\$4,749,143.88	\$2,232,319.60	\$2,516,824.28	45.8%
ARTICLE 10 - DEBT SERVICE & OTHER COMMITMENTS (+)	\$1,087,428.00	\$0.00	\$0.00	\$1,087,428.00	\$0.00	\$1,087,428.00	100.0%
ARTICLE 11 - ALL OTHER EXPENDITURES (+)	\$139,591.00	\$0.00	\$0.00	\$139,591.00	\$0.00	\$139,591.00	100.0%

Operating Statement with Encumbrance

RSU No. 5

Warrant Articles For the Period 07/01/2025 through 08/31/2025

Fiscal Year: 2025-2026

☐ Include Pre Encumbrance

	<u>Budget</u>	<u>Range To Date</u>	<u>Year To Date</u>	<u>Balance</u>	<u>Encumbrance</u>	<u>Budget Balance</u>	
Sub-total : GENERAL FUND EXPENSES	\$44,367,929.00	\$2,439,987.09	\$2,439,987.09	\$41,927,941.91	\$33,652,805.22	\$8,275,136.69	18.7%
Total : EXPENSES	\$44,367,929.00	\$2,439,987.09	\$2,439,987.09	\$41,927,941.91	\$33,652,805.22	\$8,275,136.69	18.7%
NET ADDITION/(DEFICIT)	\$0.00	(\$4,572,831.49)	(\$4,572,831.49)	\$4,572,831.49	\$33,652,805.22	(\$29,079,973.73)	0.0%

End of Report

Morse Street School Goals 2024-2025 Review

Goal Worksheet			
School/Department: Morse Street School			
School Goal	Strategies and Action Steps (Responsibility)	Timeline	Evidence of Effectiveness
RSU5 Strategic Goal 1: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity. MSS Goal: Attendance Reduce chronic absentee rate to less than 10% Goal Achieved (7.2%)	MTSS: - Make attendance a component within our multi-tiered systems of support - Create a response system that alerts families and provides a responsive approach to helping families ensure their child attends school consistently Communication and Education for Families: - Include regular reminders to families about expectations of attendance and the impact on instruction in school communications. (School newsletters, social media and School Counselor messages) - Communicate with families when their child is approaching the threshold and offer support to make a change. (MTSS Team) Family and Student Connection to School: - Increase family engagement opportunities so that they feel more connected to their child's learning. - Increase opportunities for families to feel connected to school as a resource as well as a community where they feel like they belong. All Strategies Implemented	September 2024 - June 2025 September 2024 - June 2025 Monthly, September 2024 - June 2025 September 2024 - June 2025	Baseline Attendance data: SY 2022- 2023 13.72% students met criteria for chronic absenteeism SY 2023-2024 12.36% students met criteria for chronic absenteeism SY2024-2025 7.2% students met criteria for chronic absenteeism
RSU5 Strategic Goal 1: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters	MTSS: Family School Connection: Create a survey for families to provide input on ways they would like to engage with their child's school.	September 2024 - June 2025	Baseline: Family RSU5 Parent Satisfaction Survey Spring 2024:

BAS 83% students met or exceeded expected Growth targets(increased by 12%) 75% students met or exceeded benchmark (increased by 5%) Acadience: 67% students met or exceeded benchmark (increased by 6%) Continued work needed in math: Number Sense Screener 63% students met or exceeded benchmark in Math (decrease 10%)	the classroom setting. (Classroom teachers, Specials Teachers, Admin and Instructional Strategist) • Use assessment data to focus differentiated small group instruction and individual student conferences in literacy, math and approaches to learning (Classroom teachers, MTSS) Social-Emotional and Behavioral Support: • During the first six weeks of school Implement extended Play Workshop in Kindergarten to bridge the transition between Pre-k to K and target Social Emotional competencies • Continue to strengthen Tier 1 Schoolwide Responsive Classroom practices with consult from Paul White (Teachers and Administrators) Special Education: • Classroom teachers and Special Education teachers and therapists use assessment data to collaborate and plan for differentiated instruction for individual students. (Classroom Teachers and Special Education Teachers) • Special Ed teachers participate in PD with classroom teachers to better understand the Tier 1 curriculum. All strategies Implemented	September/October 2024 September 2024 - June 2025 September 2024 - June 2025	67% (156/233) students met or exceeded benchmark Math: Number Sense Screener: 2024 73% (176/242) met the end of year benchmark. 2025 63% (147/233) students met the end of year benchmark
---	---	---	--

MSS FAMILY-SCHOOL ENGAGEMENT

2024-2025

AUG

-Meet + Greet

SEP

**-Open House
-PK Parent Night
-K to Hansel's
Orchard**

OCT

**-Coffee with the Care Team
-Pumpkin carving
-1st grade to Bradbury Mountain
-Conferences
-PK in PE + Music
-ESOL Open House
-Title I Parent Night**

NOV

**-PK Families in Play
Workshop
-2nd grade in STEM
-1st grade in art
-K in library
-1st grade Math-ternoon
-Food Drive**

DEC

**-2nd grade Celebration of
Learning
-Coffee with the Care
Team**

JAN

**-Parent Night:
Supporting Anxious
Kids
-K Math Museum**

FEB

**-Conferences
-Incoming PK Parent
Info Night**

MAR

**-2nd grade Celebration of
Learning
-Parent Night: Executive
Functioning Skills**

APR

**-Incoming K Parent
Night
-1st Grade Writing**

MAY

**-Jog-A-Thon
-Principal for the Day
-Afternoon with the specialists (K)
-Evening with the specialists (1st)
-Library walking trips
-PK to Desert of Maine
-K Writing Celebration**

JUN

**-2nd grade Celebration of
Learning
-Evening with the
specialists (2nd)
-2nd Grade at Winslow Park
-Title I Family Summer
Kickoff**

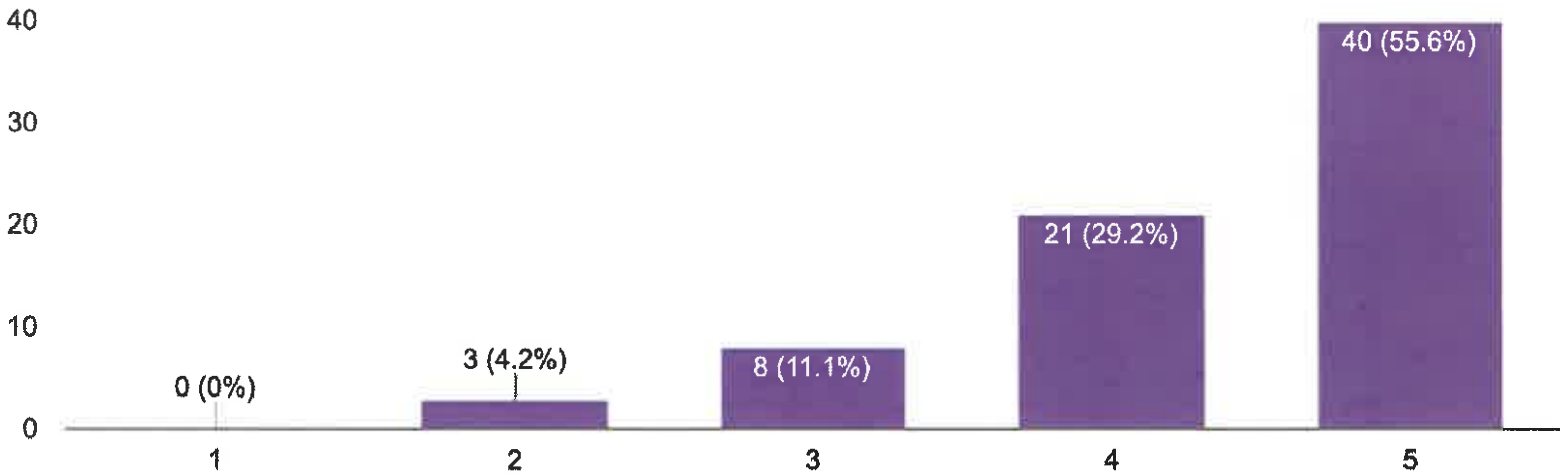
JUL/AUG

**-Welcome newsletters
-Meet + Greet**

2024-2025 Family Engagement Survey Results:

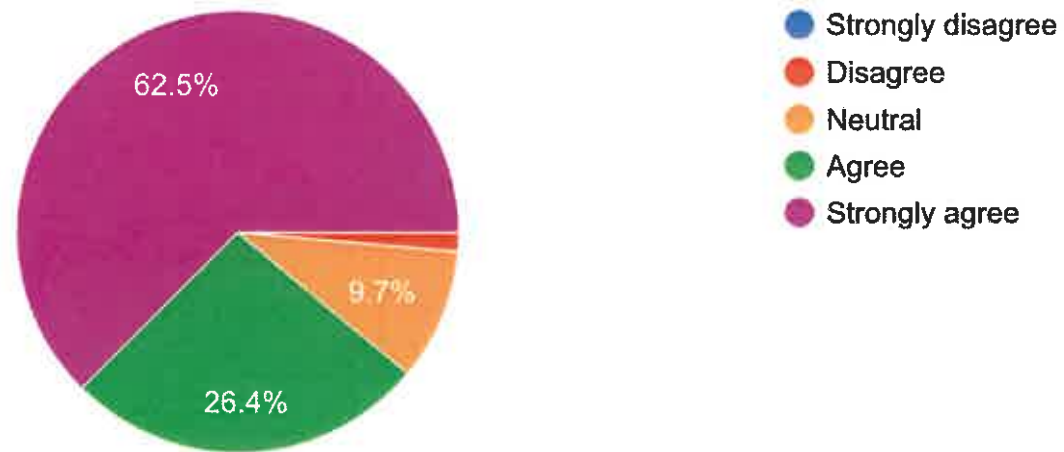
I feel connected to and engaged with my child's learning and school

72 responses



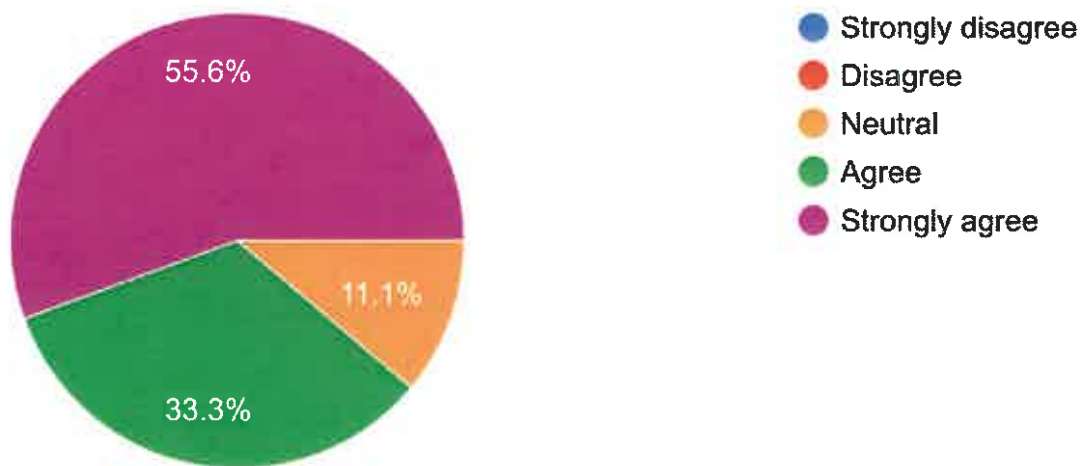
Based on the information I was provided by my child's teacher through newsletters, parent conferences, and visits to the classroom. I knew a...my child was learning and how I could help at home

72 responses



The opportunities provided for family engagement were helpful to our family

72 responses



Growth Target

K	65%	55%	62%	COVID	68%	61%	69%	67%	89%
1	81%	68%	62%	COVID	55%	68%	60%	73%	66%
2	57%	57%	64%	COVID	34%	37%	52%	50%	77%
K-2	68%	59%	62%	COVID	54%	55%	63%	64%	75%
Grade 3					52.9%	39%	36%	40%	38%

	2022 - 2023	2023-2024	2024-2025	2025-2026
K	74%	64%	75%	
1	62%	69%	58%	
2	76%	50%	69%	
K-2	70%	61%	67%	

Number Sense Screener EOY Benchmark

	2022-2023	2023-2024	2024-2025	2025-2026
K	64/83 77%	49/80. 61%	41/72 63%	
1	53/85. 62%	79/83 95%	54/74 73%	
2	36/85. 42%	48/79. 61%	52/87 60%	
K-2	153/253 60%	176/242 73%	147/233 63%	

MSS Street School Goals 2025-2026

Goal Worksheet			
School/Department: Morse Street School			
School Goal	Strategies and Action Steps Responsibility	Timeline	Evidence of Effectiveness
RSU5 Strategic Goal 1: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity. MSS Goal: Attendance Maintain or reduce chronic absenteeism at 7.2% or below	MTSS: - Make attendance a component within our multi-tiered systems of support - Create a response system that alerts families and provides a responsive approach to helping families ensure their child attends school consistently Proactively increase partnership/support for families whose children are identified as meeting the threshold of chronic absenteeism 2024-2025. Assistant Principal attend Count ME in Summit Training at MPA Communication and Education for Families: - Include regular reminders to families about expectations of attendance and the impact on instruction in school communications. (School newsletters, social media and School Counselor messages) - Communicate with families when their child is approaching the threshold and offer support to make a change. (MTSS Team) Family and Student Connection to School: - Continue to offer a variety of family engagement opportunities so that families feel more connected to their child's learning. - Continue to offer opportunities for families to feel connected to school as a resource as well as a community where they feel like they belong.	September 2025 - June 2026	Baseline Attendance data: SY 2022- 2023 13.72% students met criteria for chronic absenteeism SY 2023-2024 12.36% students met criteria for chronic absenteeism SY2024-2025 7.2% students met criteria for chronic absenteeism
		September 2025 – June 2026	
		August 2025 - June 2026	
RSU5 Strategic Goal 1: All RSU 5 students experience a joyful learning climate that is	MTSS: Family School Connection: Create a survey for families to provide input on ways	June 2025 informed	Baseline Survey Data: Q1: 84.8% Agreed or strongly agreed (connected

safe, nurturing, and fosters curiosity. MSS Goal: Family School Engagement Continue to refine purposeful opportunities for parent and family engagement Maintain or increase parent positive response to 3 question surveys.	they would like to engage with their child's school. - Strengthen the quality of newsletters sent home by teachers, to ensure consistency and information that supports family needs. - Identify ways each team can connect with families with a variety of purposes. (Inform, Educate, Connect, Partner) - Plan a variety of opportunities across times, weeks and months. Provide a calendar for the entire year so that families can plan ahead Family Involvement: Explore ways in which to engage more parent voices in decision making teams.	2025-2026 planning Bi-weekly Newsletters August 2025 - June 2026 August 2025 August 2025 September 2025 September 2025 - June 2026	to school) Q2. 88.9% Agreed or strongly agreed (Classroom Newsletters) Q3. 88.9% Agreed or strongly agreed (Opportunities offered)
RSU5 Strategic Goal 1: All RSU 5 students experience a joyful learning climate that is safe, nurturing, and fosters curiosity. RSU5 Strategic Goal 2: All RSU5 students regularly engage in meaningful student centered learning. MSS Goal: PK-2 Classrooms will effectively differentiate Tier 1 instruction in math, literacy and behavioral support, in order for all students to meet the expected academic benchmarks. Increase our reading and math benchmarking data points by 5% or more.	MTSS: Tier 1 Instruction (Classroom and Specials Teachers): - Use assessment data to focus differentiated small group instruction and individual student conferences in literacy and math (Classroom teachers, MTSS) Provide PD in math and to increase understanding of the progression of math development to support growth in math in all grade levels. - Explicit focus on Habits of Work at all grade levels, as a means to support Social Emotional Development. - Team Unit planning in Literacy and math with a lens for differentiating instruction to meet the needs of diverse learners (Classroom teachers & Literacy Strategist) Utilize Co-created 4 star rubrics so that students fully understand learning expectations and can use these as a tool for self assessment and goal setting - School based Instructional Strategist will provide targeted professional development in identified areas of need. (Instructional Strategist) - All teachers PK-2 will participate in team based coaching cycles to improve instruction on data	Ongoing work throughout the year: August 2025 - June 2026	<u>Baseline data</u> Reading: BAS Benchmark 2024 70% (171/245) students met or exceeded expected growth targets. 2025 83% (193/233) students met or exceeded the expected growth targets. 75% (175/233) students met or exceeded the expected benchmark Acadience - Reading 2024 61% (150/245) students met or exceeded benchmark 2025 67% (156/233) students met or exceeded benchmark

	driven areas of need in both literacy and math (Literacy and Math Strategist) PLC: • PLCs examine student data to determine specific intervention strategies to support students within the classroom setting. (Classroom teachers, Specials Teachers, Admin and Instructional Strategist) • Use assessment data to focus differentiated small group instruction and individual student conferences in literacy, math and approaches to learning (Classroom teachers, MTSS) • Utilize video and other observation strategies to provide peer feedback to increase effectiveness of instruction Social-Emotional and Behavioral Support: • During the first six weeks of school Implement extended Play Workshop in Kindergarten to bridge the transition between Pre-k to K and target Social Emotional competencies • Continue to strengthen Tier 1 Schoolwide Responsive Classroom practices with consult from Paul White (Teachers and Administrators) Special Education and Intervention: • Classroom teachers and Special Education teachers and therapists use assessment data to collaborate and plan for differentiated instruction for individual students. (Classroom Teachers and Special Education Teachers) • Special Ed teachers and Interventionists participate in PD with classroom teachers to better understand the Tier 1 curriculum. • Utilize Co-created 4 star rubrics so that students fully understand learning expectations and can use these as a tool for self assessment and goal setting • Set ambitious targeted goals rooted in Common Core Standards so that students grow more than a year in a year.		Math: Number Sense Screener: 2024 73% (176/242) met the end of year benchmark. 2025 63% (147/233) students met the end of year benchmark
--	---	--	--



Regional School Unit 5
Durham · Freeport · Pownal

Item #10.B.

"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

Facilities and Operations Committee
Wednesday, September 10, 2025
5:00 p.m. - Freeport High School - Library
Minutes

Committee Members Present: Michelle Ritcheson, Kelly Sink

Committee Members Absent: Maura Pillsbury

Administrators in Attendance: Tom Gray, Superintendent; Glen Reynolds, Director of Facilities;
Kelly Wentworth, Director of Finance and Human Resources

Guests: Jason Chisholm, Field Maintenance Supervisor

Agenda Items and Discussion:

The meeting started at 5:10 p.m.

Michelle Ritcheson made a motion to appoint Kelly Sink as Chair. Vote: 2 - 0

1. Meeting called to order at 5:06 p.m.
2. Update new leach field/playground at Pownal- Director Reynolds updated the committee on the newly completed leach field system as well as the newly installed playground equipment. Director Reynolds also updated the committee on the reason the original swingsets were removed as well as the design and cost of the new swingsets.
3. Update on phase 1 projects- Director Reynolds updated the committee on the phase one projects as well as the tentative start date for the lighting project to begin.
4. Update on vehicle & grounds equipment replacement- Director Reynolds updated the Committee on the vehicle and equipment that was purchased this summer. He also included the reason why a switch was made and other equipment for the following year was purchased this past summer.
5. Update on request for proposals for tennis courts- Director Reynolds updated the committee that we are still working on putting the request for proposals together. Once completed Director Reynolds will update them.
6. Turf field update- Field Maintenance Supervisor Jason Chisholm updated the committee on the status of the turf field as well as the track. Jason explained that we are on year 8 of the field and track and we are also out of warranty. The Nike Grind from 8 years ago (original installation) needs replacement - losing its pliability. The turf itself has perhaps 4-6 years left.

Discussed possible solutions to continue to maintain the field so that it reaches its anticipated lifespan. Jason recommends that beginning this year, we G-Max test the field annually to ensure concussion safety. This would also be a way to continually test the safety of the field. Jason also mentioned the need for maintenance at the edges of the turf to ensure it is properly pinned and with proper drainage (curbing). Director of Finance Kelly Wentworth shared financial information about possible funding.

Michelle Ritcheson made a motion, seconded by Kelly Sink to approve up to \$25,000 for maintenance of the track and field from Capital Reserve Fund. Vote: 2 - 0

The Board of Directors will need to approve this request at their next meeting.

The meeting adjourned at 6:20 p.m.

Meeting dates:

October 8, 2025

November 5, 2025

January 14, 2026

February 11, 2026

March 11, 2026

April 8, 2026

May 6, 2026

June 3 2026



Regional School Unit 5
Durham · Freeport · Pownal

Item #10.C.

"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

Policy Committee
Thursday, June 11, 2025
4:15 p.m. - Google Meet
Minutes

Committee Members Present: Colin Cheney, Danielle George, Kara Kaikini

Committee Members Absent: None

Administrators in Attendance: Tom Gray, Superintendent and Erica Mazzeo, Asst. Superintendent

Guests: Chris Savaiano, Board Member and April Perkins, Director of Multilingual Programs for South Portland Schools (*formerly Maine State Director for Multilingual Programs*)

1. Appoint a Chair

Kara Kaikini made a motion, seconded by Danielle to appoint Colin Cheney as Chair
Vote: 3 - 0

2. Review Policies:

Assistant Superintendent Erica Mazzeo and Guest April Perkins acquainted the committee with the legal statutory requirements around ESOL.

No action was taken on the following policies:

IHBEA - Program for Multilingual Learners

IHBEA-R - RSU No. 5 LAU Plan

3. Review Work Plan for 2025-2026

There was no action on this item

4. Review Policies:

The committee recommended changes to policy JICK - Bullying

Colin Cheney made a motion, seconded by Kara Kaikini to bring policy *JICK - Bullying*, to the September 24, 2025 Board meeting for 1st Read. Vote: 3 -0

The following policies were tabled.

EBCF - Automated External Defibrillators (AED's)

JLCE - First Aid and Emergency Medical Care

JICK-R - Bullying Administrative Procedure

JJIF - Management of Concussions and Other Head Injuries

JJIF-E - Concussion Information Sheet

Kara Kaikini made a motion, seconded by Colin Cheney to adjourn at 6:14 p.m. Vote: 2 - 0
(Danielle George left the meeting early)



Item # 13.A.

Ginny McManus <mcmanusg@rsu5.org>

52nd Annual MSMA Fall Conference Registration Info

1 message

MSMA <msma@msmaweb.com>
Reply-To: MSMA <msma@msmaweb.com>
To: Ginny McManus <mcmanusg@rsu5.org>

Tue, Sep 16, 2025 at 12:03 PM



* Please let Ginny know by October 3rd if you would like to attend.*

TO: Superintendents, Assistant Superintendents and CTE Directors

RE: 52nd ANNUAL MSMA FALL CONFERENCE—OCTOBER 23 & 24, 2025

It is time to register for the 52nd Annual MSMA Fall Conference! We are very pleased with the speakers, number and content of clinics, and new and returning exhibitors.

Linked here are the [Agenda](#), a list of [Preliminary Clinic Titles](#), and [Hotel Information](#) for those individuals needing lodging. (A schedule showing clinic titles along with days and times will be sent as soon as it becomes available.)

“Innovate to Elevate: Unlocking Student Achievement” is the theme of this year’s Fall Conference to be held on Thursday and Friday, October 23 and 24, at the Augusta Civic Center. The two days being planned will be informative and inspiring. Highlights include the following:

KEYNOTE: Joe Sanfelippo: *Lead From Where You Are*

Keynote Description:

“I’m just...” It’s a phrase we hear all the time: I’m just a teacher; I’m just an assistant principal; I’m

just a tech director; I'm just a custodian. The list goes on and on and is always followed by reasons something CAN'T happen. Leadership is not a title; it's an action, and it starts from within. Identifying leadership traits in yourself changes your mindset when thinking about leading those around you. Part of our responsibilities as leaders is to identify leadership traits in others. The opportunities are endless for those who choose to lead. It's our job to find those traits, focus our efforts on growth opportunities, and foster an environment where everyone has a chance to lead.

A little more about Joe:

Dr. Joe Sanfelippo recently retired after spending the last 26 years in the building and the final 12 as the Superintendent of the Fall Creek School District in Fall Creek, WI. The Fall Creek School District was named an Innovative District by the International Center for Leadership in Education twice during that time. Joe holds a BA in Elementary and Early Childhood Education, an MS in Educational Psychology, an MS in Educational Leadership, and a Ph.D. in Leadership, Learning, and Service. He was selected as 1 of 117 Future Ready Superintendents and 1 of 50 Superintendents as a Personalized Learning Leader by the US Department of Education. Education Dive named Joe their National Superintendent of the Year in 2019. [Click here to read more about Joe.](#)

Other highlights include:

More than 50 clinics will be offered this year, as well as recognition of years of board service and awards of the Maine School Boards Association. Lunch entertainment on Thursday will be provided by Camden Hills Regional High School Band and Jazz Ensemble. Take time to visit over 50 vendors to see the latest products, publications, technologies, and services for use in your buildings, board meetings, classrooms, and offices. Sign up to win fabulous door prizes and be sure to attend the MSMA reception on Thursday, starting at 3:30 p.m. Winners will be announced, light refreshments will be served and we will have music from Belmont Radio!

ENDNOTE: Angela Marzilli, Day of AI: *Every Assignment is an AI Assignment*

Endnote Description:

Welcome to the 2025 school year, where AI is creating our latest "calculator moment" - in every discipline, every class, every assignment. Artificial intelligence is here - in our cars, in our homes, in our schools - and it isn't going away. So how do we make sure our students are learning what they need to learn to become ethical, productive, proficient users of AI? How do we make sure AI is enhancing and not getting in the way of learning in other disciplines? And how do we make sure students are making and valuing human connections in the age of chatbots and personal assistants? In this short keynote, Angela will help participants reflect on the ways roles of students and educators are changing with the use of AI and how even young students can begin to develop the skills they will need to engage with AI safely and productively.

A little more about Angela:

Angela has spent her career as an educator in southern Maine. She started out as a teacher of gifted math students in grades 3-8 and then moved on to be an elementary school classroom teacher in grades 3, 4, and 5. Angela is currently the Prek-12 STEM Coordinator in a public school district in southern Maine, where she focuses on professional learning in science, math, engineering, and project-based learning.

52nd ANNUAL MSMA FALL CONFERENCE
AUGUSTA CIVIC CENTER
October 23 - 24, 2025

A G E N D A

THURSDAY, OCTOBER 23

7:30 - 4:00	REGISTRATION <i>A.M. Continental Breakfast</i>	Lobby
7:30 - 8:00	VENDOR VISITS	Main Auditorium
8:00 - 8:15	WELCOME and INTRODUCTIONS	Main Auditorium
8:15 - 9:30	KEYNOTE SPEAKER: MSMA is pleased to announce this year's Fall Conference Speaker: Joe Sanfelippo. Joe has served as an elementary teacher, counselor, coach, and superintendent. He has authored several books and in 2019, <i>Education Dive</i> named him their <u>National Superintendent of the Year</u> . Keynote Description: <i>Lead From Where You Are: "I'm just..." It's a phrase we hear all the time: I'm just a teacher; I'm just an assistant principal; I'm just a tech director; I'm just a custodian. The list goes on and on and is always followed by reasons something CAN'T happen. Leadership is not a title; it's an action, and it starts from within. Identifying leadership traits in yourself changes your mindset when thinking about leading those around you.</i>	Main Auditorium
9:40 - 10:40	CLINICS I	
10:50 - 11:50	CLINICS II	
12:00 - 1:00	LUNCH/VENDOR VISITS: ENTERTAINMENT, MSBA AWARDS	Main Auditorium
1:10 - 2:10	CLINICS III	
2:20 - 3:20	CLINICS IV	
3:30 - 5:30	RECEPTION – VENDOR VISITS <i>Visit the exhibitors, mingle with other attendees, enjoy refreshments and music by Belmont Radio! GREAT DOOR PRIZES donated by our exhibitors!!! You must be present to win a prize.</i>	Main Auditorium

FRIDAY, OCTOBER 24

7:30 - 11:00	REGISTRATION <i>A.M. Coffee/Tea and light snacks</i>	Lobby
8:00 - 9:00	CLINICS V	
9:10 - 10:10	CLINICS VI	
10:10 - 11:40	BRUNCH: INTRODUCTION of OFFICERS/SCHOOL BOARD SERVICE AWARDS ENDNOTE SPEAKER: Angela Marzilli, Curriculum Director and Professional Learning Facilitator, Day of AI Endnote Description: <i>Every Assignment is an AI Assignment: In this short keynote, Angela Marzilli will help participants reflect on the ways roles of students and educators are changing with the use of AI and how even young students can begin to develop the skills they will need to engage with AI safely and productively.</i>	Main Auditorium
11:50 - 12:50	CLINICS VII	
1:00 - 2:00	CLINICS VIII	

NOTE: Our Thursday, Keynote Speaker Presentation is from 8:15 a.m. – 9:30 a.m.
Visit our vendors in the Main Auditorium and register for Door Prizes to be awarded Thursday (3:30 p.m.).

PRELIMINARY LIST OF 2025 MSMA FALL CONFERENCE CLINIC OFFERINGS

Unplugged and Engaged: Successful implementation of a No Cell Phone Policy

Salary Benchmarking for Maine School Leadership: Harnessing the Power of Dynamic Benchmarking

A Policy Primer: The Basics of School Board Policy

State School Funding (EPS) - Understanding the ED 279 Reports

Legislative Advocacy 101: Why Your Voice Matters at the State House

Cybersecurity Strategies and Maine Schools

Preparing for Assuming PK Special Education Responsibilities

Rooted in Early Relationships - Growing Together

Meet the Commissioner

Learning from Maine

Leadership, Communication, Evaluations and Feedback

From Aspiration to Action: How Business Partnerships Are Driving Authentic Learning in Gorham Schools

“You are not listening to me!” What Effective Advocacy Looks Like Today

Collective Bargaining Tips and Tricks – Advanced Level

Basic Bargaining: Nuts and Bolts of Labor Negotiations

Legal Year in Review

Roberts Rules of Order 101

The First Amendment and Public Meetings

A New Day in Federal Civil Rights Enforcement

How to Finance Capital Projects and Equipment

Why discipline and performance reviews go bad, and the role the Board can have in making that happen

What Schools Need to Know About Student Free Exercise Rights Under the First Amendment after SCOTUS’s Mahmoud v. Taylor Decision

Board Power and Authority: Leadership in a Divided Community

The Current State of AI in Schools

Student Violence and School Law: Options for Schools When Students Erupt!

You Gotta Be Kiddin’!! The wild, wild world of special education!