

DRAFT  
MINUTES

BANGOR SCHOOL COMMITTEE  
REGULAR MEETING via ZOOM  
7:00 p.m., Wednesday, May 28, 2020

School Committee members present: Chair Warren Caruso, Vice Chair Tim Surette, John Hiatt, Marwa Hassanien, Marlene Susi, Sue Sorg, and Carin Sychterz.

By roll call vote, VOTED 6-0 to enter executive session for the purpose of negotiations with the Administrators', Teachers', Educational Technicians' and Support Staff Bargaining Units pursuant to 1 M.R.S.A. §405(6)(D) at 6:37 p.m. Member Hassanien joined the executive session after the public vote.

Returned to public session at 7:07 p.m.

A. 1 & 2. The meeting was called to order at 7:13 p.m. by Chair Caruso, and the Pledge of Allegiance followed.

A. 3. The Bangor School Department and the Bangor School Committee recognized Penobscot County Teacher of the Year: Kristy Dube, kindergarten teacher at Fourteenth Street School.

B. Superintendent Webb requested to amend the agenda to add D.1.c. Resignations.

VOTED 7-0 to amend the agenda as requested.

C. Josh Hayward, of 428 Garland Street, shared his concerns about returning to school in the fall. Josh expressed concern that the summer school guidelines were so extensive that he did not see a way that schools would be able to meet all the requirements and that he believes there is a low to no risk for students. Josh wants to make sure the decision is made on science and not on fear.

Kristie Miner, of 823 Pushaw Road, expressed her concerns about returning to athletics. She would like to see sports start as soon as possible and sees no reason to delay. Further, she feels it is unrealistic to require masks.

D. 1. a. Director of Pupil Services Patti Rapaport provided an update on student support for remote learning.

Members asked questions and thanked Director Rapaport and the Bangor School Department for the work to support students.

b. Superintendent Webb reported the following teacher reassignment(s) for School Year 2020-2021:

Robert Spreng from mathematics teacher at James F. Doughty School to mathematics teacher at Bangor High School.

c. Superintendent Webb reported the following resignation(s):

Arika Brochu                      JV Field Hockey                      Bangor High School

- D. 2. a. Superintendent Webb recommended Committee approval of the total Regional UTC Budget of \$3,105,184.

VOTED 7-0 to approve the UTC budget.

- b. Superintendent Webb recommended Committee approval of the Summer Capital Improvement Projects up to \$1,096,000.

Members asked questions, and Superintendent Webb clarified this money comes from the current budget.

VOTED 6 (Caruso, Surette, Hassanien, Sorg, Susi, Sychterz) for 0 opposed and 1 (Hiatt) abstained to approve the Summer Capital Improvement Projects.

- c. Superintendent Webb recommended Committee approval of the revised Teacher Certification Handbook.

Certification Chair Anne Mourkas reviewed the changes in law and the revisions. Members asked questions and thanked the Chair for the Committee's work.

VOTED 7-0 to approve the revisions.

- d. Superintendent Webb recommended Committee approval of the Ten-Year Strategic Plan: *Pathways to Excellence*.

VOTED 7-0 to approve the plan as presented.

Chair Caruso thanked the Superintendent, administration, faculty and staff, and all for their efforts on this plan.

- E. 1. a. 1. VOTED 7-0 to approve the Minutes of the May 13, 2020 Regular School Committee Meeting.

- b. 1. Superintendent Webb recommended approval of the May Bid and Quotation Report.

VOTED 7-0 to approve the report as presented.

- c. 1. a. Superintendent Webb recommended the following teacher nomination(s) for the 2020-2021 school year, with a one-year Probationary Contract:

Jillian Cookson	Speech/Language Pathologist	Fairmount School
Evan Marshall	Spanish Teacher	Bangor High School
Danielle Stockinger	Behavior Analyst (BCBA)	(.2) BRP/(.8) District

VOTED 7-0 to approve the nominations as presented.

- c. 2. Superintendent Webb recommended Committee approval of the following Extra-Duty Assignments for school year 2020-2021:

Eric Steadman	(.5) Asst. Math Team Coach	Bangor High School
Jonathan Dearing	(.1) Asst. Math Team Coach	Bangor High School
Michael Poulin	(.1) Asst. Math Team Coach	Bangor High School
Gerald Quimby	(.1) Asst. Math Team Coach	Bangor High School
Patti Craig	(.1) Asst. Math Team Coach	Bangor High School
Michael Corneil	(.1) Asst. Math Team Coach	Bangor High School
Kasey Gray (ET)	Girls B Soccer Coach	James F. Doughty School
Michael Corneil	B Baseball Coach	James F. Doughty School
Joni Buck	(.5) IEP Coordinator	Fairmount School
Suzanne Whitmore	(.41) IEP Coordinator	Mary Snow School

VOTED 7-0 to approve the nominations as presented.

- d. Member Tim Surette shared the following donation(s):

To Fairmount School from Bangor Federal Credit Union – 2019 Ending Hunger Campaign: a cash donation to support the needs of students, having a total dollar value of \$500.

To Vine Street School from Bangor Federal Credit Union – 2019 Ending Hunger Campaign: a cash donation to support the needs of students, having a total dollar value of \$500.

To Fourteenth Street School from Bangor Federal Credit Union – 2019 Ending Hunger Campaign: a cash donation to support the needs of students, having a total dollar value of \$500.

To Fruit Street School from the University Credit Union: a cash donation to support the needs of students, having a total dollar value of \$200.

VOTED 7-0 to approve the donations with great appreciation.

- E. 2. a. 1. Superintendent Webb recommended receipt of the first reading of revised Policy AD School Department Mission, Vision, Core Values, and Core Competencies.

VOTED 7-0 to receive the first reading as presented.

- a. 2. Superintendent Webb recommended receipt of the first reading of revised Policy JFC Code of Conduct

VOTED 7-0 to receive the first reading as presented.

- F.1. Chair Caruso reported on the Scholarship Committee and that more than \$97,000 dollars in scholarships were being awarded.

- F. 2. a. Chair Caruso reported on the Planning Committee, which is meeting weekly, to develop a plan for reopening schools in the fall. The reopening plan will need to be voted on by the School Committee, and the target date for the plan to be presented is in July if all goes as planned.
- f. Member Hiatt asked about the School Committee meetings in June now that City Hall will be opening after June 1<sup>st</sup>. It was explained that meetings would still be remote, but there may be options for a few members to attend at the Council Chambers.
- Member Sychterz and Member Hassanien asked about the Suicide Prevention Committee.
- H. 1. Chair Caruso reviewed the important dates.
- I. Member Hiatt asked about graduation.
- J. Meeting adjourned at 9:18 p.m.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Betsy M. Webb". The signature is fluid and cursive, with the first name "Betsy" being more prominent.

Betsy M. Webb, Ed.D.  
Superintendent of Schools

**BREWER SCHOOL COMMITTEE  
VIRTUAL REGULAR MEETING MINUTES**

Monday, June 1, 2020

6:00 pm

Committee members present: Mr. Forrest, Chairman; Mr. Farley, Vice-chair; Ms. Small, Mr. Canders, Mr. Boyes and student representative Ms. Cattan

A. The meeting was called to order at 6:00 PM by Chairman Forrest.

B. Pledge of Allegiance

C. Public Comment - None

D. Adjustments to Agenda - None

E. Presentations/Awards

Mr. Palmer recognized and thanked Mataya Philbrick -Senior student representative for her two years of valued contributions and service to the school committee and her 4 years at Brewer High School.

Chairman Forrest echoed Mr. Palmer's comments wished Mataya the best of luck at Harvard and that the committee is proud of her service to the school and school committee.

F. Minutes

1. Mr. Forrest, without objection and by unanimous consent proposed that the regular meeting minutes of May 18, 2020 be approved.

G. Personnel - None

H. Reports

1. United Technologies Center

Mr. Canders reported no meeting..

2. Southern Penobscot Regional Program for Children with Exceptionalities

Mr. Boyes reported no meeting.

3. Student Representatives

Ms. Cattan reported no report items.

4. Trustees

Ms. Small reported two notable items from the meeting of May 19, 2020.

1. The district received a waiver from the competitive bid process for the Brewer Community School renovation project by the Maine DOE and the Bureau of General Services.
2. The district has been awarded one of the Efficiency Maine grants for the proposal to replace old lighting in both Brewer High School and Brewer Community School.

5. Administration

A. Mr. Palmer reported the following:

1. Superintendent staff transfers for 2020-2021 school year of:

a.-b. Heather Knowles to Grade 2 from Grade 1 and Jacqueline Palmer to

Grade 5 from Grade 4.

2. With no changes the Regulation BE-R School Committee meeting schedule for 2020-2021 is in effect.
3. BCS construction update

No other Administrative reports this month

I. Old Business - None

J. New Business

1. Ms. Small moved to accept the two donations of \$750 each from Full Plates Full Potential of South Portland in support of our current emergency food program for students in need; Mr. Boyes seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)  
The committee expressed a special thank you to Sandy Hodgins, Food Service Director for her great job of continued effort to apply to Full Plates Full Potential for these funds.
2. Mr. Canders moved to approve the Maine Municipal Association Risk Management Services Resolve Workers Compensation Safety Incentive Program; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)
3. Mr. Farley moved to approve the Comprehensive Needs Assessment Goals updates; Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)  
The committee expressed a special thank you to Ms. Ward-Downer and Ms. Rogers-Blanchard for their attention to all the details.

K. Future Meetings

Monday, July 6, 2020, Virtual Regular Meeting, 6:00 PM

L. Public Comment - None

Adjournment

Mr. Boyes moved to adjourn at 6:38 PM; Mr. Canders seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan in favor)

Respectfully submitted,

Gregg Palmer  
Secretary

Approved: July 6, 2020

**Wednesday, June 10, 2020**  
**Board of Directors Meeting - 7:00 p.m.**  
**Hampden Academy and via Google Meet**

The Regional School Unit No. 22 Board of Directors met at Hampden Academy and via Google Meet on Wednesday, June 10, 2020. Board Chair Heath Miller called the meeting to order at 7:00 p.m. Directors present were: Faye Anderson, Jim Baines, John Coggeshall, Jayne Dyer, Olivia Ferriter, Rob Frank, Lester French, Allan Gordon, Jr., Jessica Hamilton, John Holmes, Tania Jean-Jacques, Anthony Liberatore, DMD, Heath Miller and Mary Anne Royal.

Karen Hawkes and Sarah Gass were excused.

IT Administrator Nate Savage announced that the meeting would be recorded.

Chair Miller advised that health protocol required anyone in attendance in the Hampden Academy library to have their temperature taken, wear a mask when not speaking, and be at least six feet apart.

**II. Approval of Minutes of the Regular Meeting of May 27, 2020**

Liberatore moved, Holmes seconded, and the Board voted unanimously to approve the minutes of the Regular Meeting of May 27, 2020.

**III. Adjustment to Agenda**

None.

**IV. Persons Desiring to Address the Board**

None.

**V. Board Chair**

Chair Miller thanked the Equity in Education Committee for their diversity work. He read the following statement:

It was just over a year ago that the topic of racism was brought to the forefront at our District. It was a challenging and meaningful discussion. One that most likely made many of us uncomfortable. But it was a conversation that was long overdue. Some of us were at a loss with where and how to begin to make meaningful change. But one thing was clear – we needed to do something. The RSU22 Equity in Education Committee was founded as a result of the Board and community discussions, and we now have a team of impassioned RSU 22 school and

community members partnering to address racism and inequity in our district. Hopefully you saw the statement released by the committee earlier this week. I want to thank the team members for being the voice of our district, because it is important that our voice is heard. It is important that we continue to use our voice to advocate for change. Please know that the work of the Committee and our district continues. Discussions about racism and inequity in RSU 22 are ongoing, are resulting in action and accountability, and this work will be for years to come. With our communities' support and continued engagement, I believe we will get there.

Board Member Tania Jean-Jacques also read a statement:

I want to start by saying that I am by no means an expert on race and race relations. There are some wonderful people who made it their life's work and life's mission to train individuals, corporations, schools, and police departments on equity and racial biases. I am virtually standing here as me: a member of this community, and a member of this board elected to represent the families of RSU22. I'm no authority on race but I'm a black woman, the mother of black children, married to a black man, and our family lives here in Hampden. With that said, I thought I would give you my perspective on the events that are now all over the news.

George Floyd's last word beside "I can't breathe" was mama. Mama, that name that we have all called out at some point in our lives when we desperately needed help, needed comfort, were scared or were badly hurt. Mama, that mighty and powerful title that some of us have the great honor and privilege, and extreme responsibility of bearing. Mama is the call that I was answering when I was introduced to the board a year ago. It's the name that my son cried out when he desperately needed to be heard. He instinctively knew that when all else failed, the answer was Mama. As we are looking at everything going on around the country, some of us might be wondering what we can do. We might say to ourselves that we are too small to make a difference so why even bother. One of my favorite quotes is from Mother Theresa and it says: "Do you want to change the world? Then go home and love your family." I'm going to adapt that quote to our current situation and say: Do we want to change the world? Then let's be home and let's love our RSU22 family".

So Mama's of Frankfort, Winterport, Hampden, Newburgh, we have been summoned! Mama's of RSU22, of this board, and this administration, we have been summoned. Let us join the ranks of mothers and fathers, teachers and staff who made a difference in the lives of their students because they just could not ignore the call. Let's stand together to make sure that the voice of ALL students is heard. We have been called to change the world by loving our RSU22 family.

What does it look like you ask? We love our RSU22 family by teaching our students to say something when they or others face injustice. We love our RSU22 family by believing a black child when he or she tells us that they were victim of discrimination and yes, even by staff. Children might not have the right words but they know when they are being treated differently



by a teacher in a classroom, and dismissing them when they find the courage to say something, perpetrate the narrative to them and to their classmates watching the whole thing unfold that they don't matter. We love our RSU22 family by voting on policies that send a clear message that discrimination in any form will not be tolerated in our district.

May our students know that their cries will be answered because of the intrinsic value that they all possess from birth regardless of the color of their skin. Let's answer that call the way that we would all turn around if we heard the distressed cry of a child crying out for mama in a crowded place. Us mama's know that our bodies' instinct would kick in before our brain even realizes that our own children are safe at home, because at that moment, in that instant, it wouldn't matter: The one crying out urgently needed us to answer.

Last year, our district was the first in the area to take several steps towards racial equity. A consultant was called in, a diversity committee was formed, and members of that committee attended a training hosted by the Racial Equity Institute in the area. Diversity forums were scheduled and organized, and a search to bring in more diverse books to the school's library started. Our district took those steps quietly with no fanfare or publicity, we took those steps because it was the right thing to do. I am so proud of our district for starting this, and for the fact that we stand by our mission statement and strive to live it every day by putting the welfare of all students first. But I believe we can do more:

- We could go through the curriculum and make sure textbooks are updated and that required reading materials are diverse.
- We could make sure that every teacher and administrator in the district attend trainings such as the REI training. I think some of you on this call who attended with me in November would agree that it was eye opening and life changing. As we are going over the budget, let's allocate for that. We invest in what we think is valuable and racial sensitivity training for the educators shaping the minds of our children and the future leaders of this community is priceless. We actually cannot afford not to invest in this!
- Many districts are implementing racial equity / classes for middle school and high school students, to prepare them to go out in the world and become citizens of the world. I cannot think of a more worthwhile MOD class. Let us follow in the footsteps of those districts.
- Community book studies would also be a great way to engage the community by offering a safe place to learn about things such as implicit biases and racial equity.
- We could use books in our social studies and history classes that contain our entire American History. Textbooks such as Black History 365 should be used. Teaching our students about the pre slavery part of African American history such as the Maasai Warriors, The kingdoms of Ghana, Mali, and Sonhay, Queen Nefertiti, and the pyramids of Egypt, would be a good foundation to lay.

· We also must review and update the entire K-12 curriculum presently used in the district to make sure that it is diverse and upholds our mission statement.

This year has been a tough year for our country, it has been tough for our children, our families, and frankly for all of us. Many tears have been shed and we have lost so much, but I believe that through the ashes of our losses, we can and must build a better place for our children. We have been called to change the world by loving our RSU22 family. Let's answer that call.

## **VI. Personnel**

### **A. Resignations**

Superintendent Lyons announced the resignation of Weatherbee Literacy Teacher, Meghan Schall.

### **B. Nominations - Transfers**

Upon recommendation of Assistant Superintendent Nickels, Liberatore moved, Frank seconded, and the Board voted unanimously to approve:

#### **Hillari Morgan, English Teacher, Hampden Academy**

BS in Elementary Education, Husson University  
AS in Education, Eastern Maine Community College  
7 years, Grade 8 ELA Teacher, Holbrook Middle School  
1 year, Grade 3 Teacher, Holbrook Elementary School

Salary: \$44,055

Assistant Superintendent Nickels also announced the transfer of Michele Campbell from Grade 7 teacher at Wagner Middle School to English teacher at Hampden Academy.

## **VII. Superintendent of Schools**

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

Board Member John Holmes read the Essential Behaviors and Outcomes Proclamation.

### **B. District Retirees**

Superintendent Lyons awarded the RSU 22 Board of Directors Student Representative Scholarship in the amount of \$400 to graduating senior student board representative, Sarah Gass.

Superintendent Lyons then announced and congratulated the following district retirees:

- Kristin Leithiser, English Teacher at Hampden Academy, 35 years of service
- Cynthia Greenacre, Nutrition Clerk at McGraw and Weatherbee schools. Retired in December, 2019 after 25 years of service
- Sally Burke, RN, School Nurse at McGraw & Weatherbee Schools, 23 years of service
- Cindy Schroder, District Social Worker, 14 years of service

Chair Miller then announced that this would be Superintendent Lyons last Board meeting, as he will be retiring on June 30, 2020 after 28 years of service to the district. Board members thanked Superintendent Lyons for his dedication and commitment to RSU 22, and expressed hope that a gathering to celebrate could be held when restrictions due to the pandemic are lifted.

#### C. Student Representative

Student Board Representative Olivia Ferriter reported that her survey of Hampden Academy students is complete, and asked when she would present findings to the Board. That presentation is scheduled for the June 24, 2020 meeting.

#### D. Assistant Superintendent Update

Assistant Superintendent Nickels thanked the district employees and administrators for their efforts with remote learning. She asked them for a final update:

Leroy H. Smith School Principal Dawn Moore shared that they had a fantastic last week of school with a variety show, reverse parade and time to celebrate. With relief, all staff welcomed summer for their students with a message to meet again in the fall. All are ready for a break.

Hampden Academy Principal Bill Tracy reported that graduates picked up their gift boxes the first of this week and graduation is scheduled for Sunday, June 14. Undergraduate students will come into the Academy to collect their belongings the week after. He thanked students, teachers and staff. He has been impressed with the way families and faculty have come together to take on the challenge of the past three months.

George B. Weatherbee School Principal Jen Cyr expressed her appreciation for all of the work that has been done in the district. Her students finished out the year with Olympic Challenge Week and a fun parade, which was featured in the local media on WABI-TV channel 5, including their custodian rock band. All staff have dug in and finished strong. Everyone is ready for a break, and preparing for the next school year.

Reeds Brook Middle School Principal Susan Thibedeau reported on the 8th grade recognition ceremony held on June 4. It was a great event and felt very personal. Her teachers want to

incorporate some of the ideas used for next year's ceremony. Survey results from students and staff echoed each other.

Samuel L. Wagner Middle School Principal Don Roux shared that each grade level held their own unique celebration. The 8th grade recognition ceremony incorporated a reverse parade and a video recording; it was a lot of fun and an adequate good-bye for those families. Wagner students miss coming to school, and staff misses the kids.

Earl C. McGraw School Principal Kristin Briggs shared that it was hard to say good-bye, but everyone enjoyed the amazing reverse parade. It has been a crazy few months for staff, parents and especially students. She thanked District Health Coordinator Brittany Layman for facilitating "Wellness Wednesdays."

### **VIII. Questions of Board Members**

None.

### **IX. Committee Reports**

#### **A. Finance Committee**

The next meeting is scheduled for June 19 at 9 a.m.

#### **B. Budget Committee**

Recent meeting notes are in the Board folder.

#### **C. Athletic Committee**

Chair Liberatore reviewed topics covered at the meeting tonight. The next meeting will be held on June 24; the facilities use policy will be finalized.

Jayne Dyer asked about eligibility requirements as reported in the last meeting minutes. Guidance is found in the school handbooks; the district would not change procedures due to that decision.

#### **D. Building Committee**

No report.

#### **E. Negotiations Committee**

Assistant Superintendent Nickels advised that the Board would vote tonight on the new ESP contract.

#### F. Education Committee

Chair Dyer reported that the committee met today. Curriculum Director Mary Giard informed on remote learning and upcoming curriculum changes. She encouraged all of the administrators to rest, relax and rejuvenate.

#### G. Policy Committee

Chair Holmes reported that the committee met last night; five policies are prepared for second reading and one for first reading on June 24.

#### H. United Technologies Center Board

No report.

#### I. Behavioral Review Committee

Chair Royal shared the minutes of the May 14 meeting. At next week's meeting, school handbooks will be reviewed for alignment with policy.

#### J. Education Foundation

No report.

#### K. SPRPCE Board

Representative Anderson announced the cancelation of tomorrow's scheduled meeting.

#### L. Community Relations Committee

Chair Frenched announced that details on Hampden Academy graduation and instructions to tune in to the ceremony live, will be posted on the district Facebook page. He thanked Principal Kristin Briggs for her work on and contribution to the Committee; she will be missed. The next meeting is scheduled for June 29.

### **X. Old Business**

#### A. Discuss and act on FY 21 school district budget.

Assistant Superintendent Nickels presented an update, and new dates for the budget process. Pursuant to Governor Mills' Executive Order 56, the need for a public budget meeting has been suspended.

RSU 22 will hold a virtual public budget hearing on Thursday, June 25 at 7 p.m.

The Link-22 district budget mailing will be mailed to every address in RSU 22 by June 19 or 20, so citizens will have a chance to review the information.

A public budget forum will be held tomorrow night, June 11 to inform the new process, go over the exact figures one more time, and provide a time for questions.

An employee budget forum will be held tomorrow, June 11 at 2:30 to take questions from district employees.

Upon recommendation of the Policy Committee, Liberatore moved, Coggeshall seconded, and the Board voted unanimously to ratify the FY 21 school district budget of \$34,281,554.48.

Upon recommendation of Assistant Superintendent Nickels (the Budget Committee) Rob Frank moved that the Vote entitled, "Vote to Call a Regional School Unit Budget Referendum, Call a Public Hearing, Approve the Referendum Warrants, and Approve the Notice of Public Hearing," be approved in form presented to this meeting and that a copy of said Vote be included with the minutes of this meeting.

**VOTE TO CALL A Regional School Unit BUDGET REFERENDUM, CALL A PUBLIC  
HEARING, APPROVE THE REFERENDUM WARRANTS, AND APPROVE THE NOTICE  
OF PUBLIC HEARING**

Whereas, pursuant to Governor's Executive Order #56 FY 19/20, the Regional School Unit budget meeting is suspended and replaced by a remote public hearing and the proposed budget submitted to referendum, and whereas the School Board has approved a proposed budget and other questions for submission to the voters of the Regional School Unit; now therefore be it

**VOTED:** That the Warrants and Notices of Election for the Regional School Unit Budget Referendum presented to this meeting be approved, and that a Regional School Unit Budget Referendum be called for July 14, 2020 for the purpose of submitting the fiscal year 2020-2021 school budget and other fiscal matters to the voters of the Regional School Unit for approval, as set forth in the Warrants and Notices of Election;

That the Notice of Public Hearing presented to this meeting be approved, and that a remote public hearing be called for June 25, 2020 for consideration of and comment on the fiscal year 2020-2021 school budget and other fiscal matters to be submitted to the Regional School Unit voters at the July 14, 2020 Regional School Unit Budget Referendum; and

That the Warrants and Notices of Election and the Notice of Public Hearing shall each be signed by a majority of the School Board, and that such signatures may be made electronically, by execution of counterparts, or in person at the convenience of the members of the School Board.

John Coggeshall seconded, and the Board voted unanimously to approve.

The Board then took five minutes to sign warrants.

## **XI. New Business**

A. Discuss and act on collective bargaining agreement for Educational Support Personnel.

Upon recommendation of Assistant Superintendent Nickels, Frank moved, Gordon seconded, and the Board voted unanimously to approve the 2020-2023 collective bargaining agreement between the RSU 22 Board of Directors and the EA 22 Education Association Educational Support Personnel.

Mrs. Nickels thanked the Board for support, and EA22 for productive negotiations, leading to a solid agreement.

B. Discuss and act on lease purchase agreement.

John Holmes moved, John Coggeshall seconded that:

The Superintendent of Schools is authorized to execute and deliver a tax-exempt lease purchase agreement with M.S.T. Government Leasing, LLC in the name and on behalf of **RSU 22** (the "Issuer"), for the purpose of refunding and refinancing existing lease purchases of photocopier equipment and lease purchasing additional new and reconditioned photocopier equipment, any service agreements specifically financed in connection with certain equipment, consulting fees, and related costs of issuance, with an aggregate purchase price not exceeding **One Hundred Ninety-Six Thousand Three Hundred Fifty-Seven Dollars and Thirty Cents (\$196,357.30)**, at a rate of interest of not more than 3.34% per year through August 1, 2025, and otherwise in such form as the Superintendent may approve; and that the appropriate officials of the Issuer be and hereby are authorized to execute and deliver on behalf of the Issuer such other documents and certificates as may be required in connection with such tax exempt lease purchase agreement; and that no part of the proceeds of said tax-exempt lease purchase agreement shall be used, directly or indirectly, to acquire any securities or obligations, the acquisition of which would cause the tax-exempt lease purchase agreement to be a "private activity bond" or an "arbitrage bond" within the meaning of Sections 141 and 148, respectively, of the Internal Revenue Code of 1986, as amended (the "Code"); and that the tax-exempt lease purchase agreement issued pursuant hereto be designated as a qualified tax-exempt obligation within the

meaning of Section 265(b)(3)(B) of said Code; and that the Superintendent be and hereby is authorized to covenant on behalf of the Issuer to file any information report and pay any rebate due to the United States in connection with the issuance of said tax-exempt lease purchase agreement, and to take all other lawful actions necessary to insure that the interest portion of the rental payments under and pursuant to the tax-exempt lease purchase agreement will be excluded from the gross income of the owners thereof for purposes of federal income taxation and to refrain from taking any action which would cause such interest portion of the rental payments to become includable in the gross income of the owners thereof. The School Board of the Issuer also authorizes the Superintendent of the School Department to sign the attached Contract with Specialized Purchasing Consultants, Inc. relating to acquisition of photocopying equipment for the Issuer and authorizes such person to make any elections under the Contract not exceeding the aggregate purchase price of this authorizing Vote.

The Board voted unanimously to approve.

## **XII. Communication and Correspondence**

### **A. Set meeting dates**

- Behavior Review Committee meeting, June 18, 2020 at 1:00 p.m.
- Finance Committee meeting, June 19, 2020 at 9:00 a.m.

## **XIII. Executive Session**

None.

## **XIV. Other Business**

A. To see what action, if any, the Board wishes to take on business required by items that are part of this agenda.

None.

## **XV. Adjourn**

Liberatore moved, Holmes seconded, and the meeting was adjourned at 8:25 p.m.

Respectfully submitted,



Richard A. Lyons  
Superintendent of Schools

**Wednesday, June 24, 2020**  
**Board of Directors Meeting - 7:00 p.m.**  
**via Google Meet**

The Regional School Unit No. 22 Board of Directors met via Google Meet on Wednesday, June 24, 2020. Board Chair Heath Miller called the meeting to order at 7:00 p.m. Directors present were: Faye Anderson, Jim Baines, John Coggeshall, Jayne Dyer, Rob Frank, Lester French, Allan Gordon, Jr., Jessica Hamilton, Karen Hawkes, John Holmes, Tania Jean-Jacques, Anthony Liberatore, DMD, Heath Miller and Mary Anne Royal.

Olivia Ferriter was excused.

IT Administrator Nate Savage announced that the meeting would be recorded.

**II. Approval of Minutes of Regular Meeting of June 10, 2020**

Liberatore moved, French seconded, and the Board voted unanimously to approve the minutes of the Regular Meeting of June 10, 2020.

Abstain: Hawkes

**III. Adjustment to Agenda**

No.

**IV. Persons Desiring to Address the Board**

None.

**V. Board Chair**

Chair Miller asked the Board members for their feelings and perspectives on the hybrid format meeting of June 10.

Jayne Dyer expressed that attending remotely it felt like two meetings, disjointed and not cohesive. Those in attendance at Hampden Academy were having a meeting and the rest were watching.

Rob Frank agreed with Jayne. Technical issues and trying to balance made it difficult. Remote is better.

Mary Anne Royal is comfortable with the hybrid version. Those in person making motions, seconds, was positive. Attending remotely, she did not feel excluded.

Jim Baines felt the meeting was disjointed, but he was attending from a moving vehicle due to travel from his nephew's graduation.

## **VI. Personnel**

### **A. Resignations**

Assistant Superintendent Nickels announced the resignation of Weatherbee 5<sup>th</sup> Grade Teacher, Matthew Lindemann.

### **B. Nominations – Transfers**

Upon recommendation of Assistant Superintendent, Nickels Holmes moved, Liberatore seconded, and the Board voted unanimously to approve the following slate of new hires:

#### **Ginger Hansen, Grade 6 Social Studies Teacher, Reeds Brook Middle School**

BA, Texas Woman's University, Denton, TX and Amarillo College, Amarillo, TX  
Long-term substitute in this position, and at Wagner Middle School

Salary: \$37,466

#### **Emily Burns, Kindergarten Teacher, Earl C. McGraw School**

BS in Early Childhood Development, University of Maine  
Student taught at Earl C. McGraw School and Leroy H. Smith School

Salary: \$36,930

#### **Rudie Robinson, Hampden Academy Special Education Social Worker/Counselor**

M.Ed. in Counselor Education, University of Maine  
BA in Psychology/Occupational Therapy, Husson University  
2 years, Mental Health Clinician with United Cerebral Palsy of Maine  
3 years, Mental Health Clinician and Case Manager, Community Care  
3 years, In-Home Support Supervisor, Care and Comfort  
State of Maine Counseling Professional Licensure

Salary: \$45,834

## **VII. Superintendent of Schools**

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

Board Member John Holmes read the Essential Behaviors and Outcomes Proclamation.

### **B. Listening Tour Results/Strategic Plan Draft**

Assistant Superintendent Nickels presented a PowerPoint with takeaways from the Spring 2020 PreK-12 Listening Tour.

It was a rewarding, good conversation with stakeholders in the district to hear their insight. This was done Pre-COVID.

Chair Miller asked if the ROTC program is available at Hampden Academy? Yes.

Faye Anderson asked if Mrs. Nickels met with student organizations? That was the plan before remote learning. Will be doing in the fall.

Karen Hawkes asked about some of the innovative ideas presented by staff? Having outside community members connect with students; to step away from traditional celebrations of achievement and do for all students.

Jayne Dyer asked about the mention of diminished rigor? This references students not leaving school at days end; under pressure with so many scheduled activities, not supervised. Also, the challenges of mental health faced by some.

Tania Jean-Jacques asked on return to academic excellence? The return of the Instructional Improvement Team, working with Superintendent Nickels and Assistant Superintendent Boone. A 3-year plan for teachers' professional development.

Mrs. Nickels added that she would also be coming to the Board with feedback from listening tours with our town managers and EA22; the Board will also attend one session.

#### C. Select Wednesday Board Meeting Dates

After discussion, Liberatore moved, Jean-Jacques seconded, and the Board agreed to move their regular meetings to the third Wednesday of the month.

#### D. Student Representative

No report.

#### E. Monthly Financial Report

Assistant Superintendent Nickels reported on year-end finances. There is one more employee payroll with vacation payout to Essential Support Personnel, and honorarium payouts included. Also included will be summer facilities projects to pay out.

There were savings on substitutes, therapy services, and unneeded purchases. We are close to full expenditure, with approximately 6.5% left over.

#### F. Assistant Superintendent Update: Review of Public Budget Hearing

The Link-22 publication with budget insert has arrived in district homes. Mrs. Nickels asked the Board to please refer constituents to this resource. This information is also published on the district website.

The Public Budget Hearing will be held tomorrow night, June 25, at 7:00 p.m. It is purely informational, not a debate, vote or change. The referendum vote will be held on Tuesday, July 14 at local polls. Changes in poll locations this year include the Skehan Recreation Center in Hampden, and the Frankfort Congregational Church in Frankfort.

Assistant Superintendent Nickels presented a PowerPoint on the Reopening Steering Committee, which is coming together to do research, evaluate, plan and execute the reopening of schools.

She then asked for questions from the Board.

Lester French has large concerns with equity. Parents have to work, income is a concern. He asked the committee to please consider equity when making decisions.

Mary Anne Royal asked questions gleaned from her attendance at the MSMA webinar:

1. How are we measuring whether students are engaging in a meaningful way?
2. How will we help them develop the executive skills they will need to meet ongoing challenges that place them at the center of organizing their day and their learning?
3. Are we planning so that we can give all students face-to-face time as often as possible?
4. What metrics will we use to tell us if we are successful or not in the approach we are taking?
5. Do we have the capacity to collect data, evaluate and adjust on the spot to correct for unforeseen problems?
6. How are we planning for what most see as inevitable financial burdens?
7. How will we be meeting the needs of incoming Freshmen and Kindergarteners?
8. How will we meet the needs of essential workers that need school to be there for their children 5 days a week?
9. Will schedules of classes at HA be sent out early so students have plenty of opportunity to decide what classes to take given some may prefer virtual only classes and others want more face-to-face time?
10. Do student-staff ratios need to change given this just past experience?
11. Do you have any sense of teacher attrition given the current restructuring of their jobs?

Rob Frank asked about technology? If there is a hybrid opening, how do we ensure experience? And budget for that?

Mrs. Nickels thanked Nate Savage for the purchase of the technology device, OWL. This enables a video to follow the teacher with an electronic eye.

The district is in a good position financially, with budget passage.

Mr. Savage shared the following link: <https://www.owllabs.com/meeting-owl>

Faye Anderson expressed concern with students moving forward. How are we able to assess where they are as we start the year? The Committee will have this as a priority.

After discussion, the Board agreed to keep their next meeting date of July 15. They may decide to meet in early August, so as to hear announcement of school opening before it is announced publicly.

Jim Baines asked about grading policies during remote learning? Grades K-5 were not traditionally graded. Grades 6-12 kept traditional grading, and were successful in students being attentive to complete work, and keep motivated. The downside is that some students felt penalized due to remote learning environment challenges.

### **VIII. Questions of Board Members**

Chair Miller asked how Hampden Academy students are signing up for classes. Principal Thibedeau and Assistant Principal Raymond shared that both middle and high school students completed an online scheduling program. School guidance counselors followed up with those who did not.

### **IX. Policy Consideration**

A. Discuss and act on second reading and adoption of Policies JLCA, JLCE, JLCEA, JLCF and INI.

Upon recommendation of the Policy Committee, Holmes moved, Royal seconded, and the Board voted unanimously to approve the second reading and adoption of the following policies:

- Policy JLCC, Communicable/Infectious Diseases
- Policy JLCE, Emergency Care
- Policy JLCEA, DNR (Do Not Resuscitate) Requests
- Policy JLCF, Allergies
- Policy INI, Copyright Policy and the accompanying regulation, INI-R, Copyright Administrative Procedures

G. Discuss and act on first reading of Policy IKAB, Grading and Reporting of Student Progress.

Upon recommendation of the Policy Committee, Holmes moved, Royal seconded, and the Board voted unanimously to approve the first reading of Policy IKAB, Grading and Reporting of Student Progress.

Mary Anne Royal suggested an edit to paragraph three. Policy Chair Holmes will review at the next Policy Committee meeting.

### **X. Old Business**

None.

## **XI. New Business**

### **A. Discuss and act on administrator contracts.**

Upon recommendation of Assistant Superintendent Nickels French moved, Dyer seconded, and the Board voted unanimously to endorse the following administrator contracts:

<b>Administrator/Director</b>	<b>2019-20 Salary</b>	<b>Recommended 2020-21 Salary</b>	<b>% increase</b>	<b>Contract</b>	<b>Work Days</b>
Mary Guard Director of Curriculum *salary at 75%	\$84,378	\$86,909	3%	2020-22	255
Carol Kierman Gifted & Talented Director/Teacher	\$76,000	\$78,280	3%	2020-22	200
Lynne Wells Director of Special Services	\$100,724	\$103,745	3%	2020-22	250
Mary Ellen Seymour Assistant Director of Special Services	\$74,620	76,858	3%	2020-22	225
Nathaniel Savage Technology Systems Administrator	\$72,996	\$75,185	3%	2020-22	240
C. William Tracy, Principal Hampden Academy	\$110,333	\$113,642	3%	2020-22	260
Nick Raymond, Assistant Principal Hampden Academy	\$104,300	\$107,429	3%	2020-22	260
Fred Lower, Athletic Director/ Assistant Principal, Hampden Academy	\$84,872	\$87,418	3%	2020-22	250
Don Roer, Principal Samuel L. Wagner Middle School	\$99,406	\$102,388	3%	2020-22	240
Susan Thibedeau Reeds Brook Middle School *Promoted	\$98,000	\$100,940	3%	2020-22	240
Dawn Moore, Principal Leroy H. Smith School	\$97,463	\$100,386	3%	2020-22	250
Jen Cyr, Principal George B. Weatherbee School	\$96,011	\$98,891	3%	2020-22	240

Brittany Layman School Health Coordinator	\$53,365	\$54,966	3%	2020-22	184
Kathy Kitzridge School Nutrition Director	\$55,166	\$56,820	3%	2020-22	221
Kimberly Haggan Dean of Students	\$74,000	\$76,220	3%	2020-22	200

Karen Hawkes asked the Board to consider performance based increases for administrators. Mrs. Nickels advised merit based compensation would be a future discussion.

## **XII. Communication and Correspondence**

### **A. Set Meeting Dates**

Community Relations Committee meeting will be rescheduled to 5:30 p.m. on June 29.

The Education Committee will meet on July 15, prior to the Board meeting.

## **XIII. Executive Session**

None.

## **XIV. Other Business**

A. To see what action, if any, the Board wishes to take on business required by items that are part of this agenda.

## **XV. Adjourn**

Liberatore moved, Holmes seconded, and the meeting was adjourned at 8:32 p.m.