

**RSU 63 Board of Directors
Monday, June 24, 2024
6:30pm
Holden Elementary School
Agenda**

Call Meeting to Order

Flag Salute/Moment of Silence

Welcome New Board Members

Election of RSU 63 Board Chair

Election of RSU 63 Vice Chair

Approval of Minutes for both May 20, 2024 Meeting and May 22, 2024 Budget Meeting

Recognition and/or Awards of Students, Staff, and Others - None

Acceptance of Gifts/Donations - None

Presentation - None

Questions and Comments from the Public

Dates of Next Meetings

1. **Budget and Finance Committee:** TBD
2. **Policy Committee Meeting:** TBD
3. **Curriculum Committee:** TBD
4. **Board Meeting:** TBD

Budget and Finance

1. Business Manager Report
2. Budget and Finance Committee Report

Superintendent's Report

Acceptance of Committees', Administrators', Superintendent's, and Board Chair's Reports

Old Business

New Business

1. Certification of the Referendum Results
2. Declare Bus as Surplus (Disposal)
3. 2024-2025 RSU 63 Board Meeting Dates and Locations
4. Review of Board Committees and Committee Member Assignments
 - a. Election of Budget and Finance Committee Members
 - b. Election of Warrant Officers
 - c. Appointment to Collective Bargaining Committee
5. RSU 63 Board of Directors Documents Review
6. Motion to Authorize the Superintendent to Hire New Teachers During Summer Months

Personnel Actions

1. Resignations/Retirements
 - a. Carolyn Brown, Director of Special Education
 - b. Kimberly Flanagan, Grade 6 Math Teacher, Holbrook
 - c. Ashley Merchant, RTI Coordinator, Interventionist, and School Coach, Holbrook
 - d. Douglas Conant, Custodian at Holden Elementary
2. Elections
3. Appointments
4. Reassignments
5. Searches
 - a. Elementary School Principal – Update
 - b. Director of Special Education
 - c. Music Teacher (Grades 5-8)
 - d. Special Education Teacher (Eddington)
 - e. Ed Tech I
 - f. Ed Tech III- Library
 - g. RTI Coordinator (Holbrook Middle School)
 - h. Speech Language Pathologist
 - i. Long Term Occupational Therapist
 - j. Anticipated Special Education Bus Driver
 - k. Substitute Bus Drivers
 - l. A Boys Basketball Coach
 - m. B Boys Basketball Coach
 - n. Cheering Coach

Executive Session - Discussion of labor contract negotiations with Education Technicians and Food Service Workers by the Maine Education Association pursuant to 1 M.R.S.A. § 405(6)(D)

Executive Session - Discussion of compensation of officials/appointees/employee with RSU 63 Administrators pursuant to 1 M.R.S.A. § 405(6)(A)

Executive Session - Discussion of compensation of officials/appointees/employee with RSU 63 Superintendent pursuant to 1 M.R.S.A. § 405(6)(A)

Resume Public Session

Action Regarding Executive Session

Adjournment

In compliance with the Americans with Disabilities Act, if you require any kind of assistance to fully participate in this meeting, please notify the Superintendent's Office at 843-7851 or write to Superintendent of Schools, 202 Kidder Hill Road, Holden, ME 04429.

RSU #63 Board Meeting
Date: May 20, 2024
Location: Holbrook Middle School
Minutes

RSU 63 Board Member(s) Present:

Town of Holden: Tracy Roberts, Amy Hart, Matthew Campbell (departed at 8:11pm), and Heather Lander

Town of Clifton: Linda Graban (arrived at 6:57pm)

Town of Eddington: Tracy Bigney, Rachel Downs, Heather Grass

Tracy Roberts, Board Chair, called the meeting to order at 6:31pm followed by the flag salute and moment of silence.

Motion by Tracy Bigney with a second by Rachel Downs to approve the minutes for the April 29, 2024 Board Meeting.

Discussion: None

Vote: 7 Approved; 0 Opposed

Motion by Tracy Bigney with a second by Rachel Downs to approve the minutes for the May 2, 2024 Special Board Meeting.

Discussion: None

Vote: 6 Approved; 0 Opposed; 1 Abstained

Recognition and/or Awards of Students, Staff, and Other:

Tracy Roberts, Board Chair, acknowledged the work that exiting Board Members Matthew Campbell and Tracy Bigney have done on the Board. She wished Tracy Bigney good luck with her reelection.

Zach Chenier, Transportation Coordinator, recognized two of RSU 63's bus drivers for going above and beyond for ensuring children's safety. John Kelly recognized that a driver did not adhere to the busses flashing red lights and made sure the student did not leave the bus until it was safe. In addition, Mindy Bryner spotted a young child wandering in Brewer with no shoes, she quickly took action by calling the Brewer Police Department, who then found that the child had a sibling that was also wandering alone. Her actions helped ensure the safety of two young children.

Heather Lander recognized Sarah Holsapple (Music Teacher), Hellen Allen (Art Teacher), Matheu Sagehorn (PE Teacher), Sherry Neill (Cook), and Jenny-Lee LaGrange (Cook) for all their hard work and going above and beyond for their students and the District. Sarah Holsapple conducted two wonderful concerts. In addition, Hellen Allen has made some extremely creative projects for her students, and worked with Sarah Holsapple to include student art on the concert pamphlets. Matheu Sagehorn has worked hard at creating a great experience for the students with the Outdoor Club. Jenny-Lee LaGrange created a special lunch for the 4th Graders with a Sweet Frog Theme, which included an ice cream bar and dance party! And Sherry Neill volunteers her personal time on Saturdays to cook at baseball and softball games.

Acceptance of Gifts and Donations: None

Presentation: Ashley Perry, Sierra Blake, and Jennah Geiser presented the 1st Grade Curriculum. They discussed the standards in comparison to RSU 63's 1st Grade. They also explained that Grade 1 is extremely important as the foundation of reading, the first graders go from Level 1 to Level 13 in one year; which is one of the largest level jumps in one year that occur. They also displayed some of the play-based learning that they used in their classrooms in the 2023-2024 school year, which included a Farmer's

Market and Vet Clinic. The Grade 1 team works cooperatively with each other to map out their curriculum for the year, which they execute through a shared spreadsheet that includes links to every lesson. This teamwork allows minimization of planning so that more time is used to adapt to the specific needs of their classes. Kristina Dumond, Curriculum Director, expanded on the presentation by explaining that data walls will be used to identify high-needs students starting in June 2024, which will allow teachers to be knowledgeable regarding specific student's needs next school year. She also stated that she will be working with Megan Harvey, Administrative Assistant to the Superintendent, on updating the District Website to include a more in-depth curriculum page.

Questions and Comments from the Public: Esther Yoder, Clifton resident, began to discuss a personnel issue. Tracy Roberts, Board Chair, reminded her that public comments are not to discuss staffing issues. Steve Armenia, Clifton Resident, stated his discontent for the District taking the bus garage project away from its initial contractor. Jim Spencer wanted to publicly recognize Don Spencer, Holden and Eddington Schools' Principal, for all his time and accomplishments at RSU 63.

Dates of Next Committee Meetings:

1. **FY25 Budget Informational Meeting:** May 22, 2024 at 6:00pm, Holbrook Middle School
2. **RSU 63 District Budget Meeting:** May 22, 2024 at 6:30pm, Holbrook Middle School
3. **Curriculum Committee Meeting:** June 10, 2024 at 5:30pm, Holbrook Middle School
4. **Board Meeting:** June 24, 2024 at 6:30pm, Holden Elementary School

Budget and Finance: Tracy Bigney noted that there was a meeting on May 15, 2024, and those Minutes will be included in the Board Packets for the June 24, 2024 Meeting.

Superintendent's Report: Superintendent Fulgoni thanked Kristina Dumond, Curriculum Director, and the teachers for all their hard work this school year. He also thanked Kelly Theriault, Business Manager, for completing the year with a manageable surplus. Lastly, he thanked the outgoing Board Members, Matthew Campbell and Tracy Roberts, as well as wished Tracy Bigney good luck with her reelection.

Acceptance of Reports: Motion by Matthew Campbell with a second by Heather Grass to accept the written and verbal Budget and Finance Committee, and Superintendent's Reports.

Discussion: Rachel Downs thanked Ryan Porter, Facilities and Maintenance Manager, for changing the lights on the scoreboard.

Vote: 8 Approved; 0 Opposed

Old Business: None.

New Business:

Trash Bid

A motion to approve the lowest bidder on the trash request for proposal was made by Matthew Campbell with a second by Rachel Downs.

Discussion: Kelly Theriault, Business Manager, stated that Casella had the lowest bid. A contract for three years will be issued.

Vote: 8 Approved; 0 Opposed

Support Staff Scale

A motion to approve the support staff scale was made by Matthew Campbell with a second by Heather Grass.

Discussion: Tracy Bigney explained that some titles have increased due to the market value. The Budget and Finance Committee recommends the approval and that this scale is included in the 2024-2025 Proposed Budget.

Vote: 8 Approved; 0 Opposed

Interim Elementary School Principal

A motion to approve the position of an Interim Elementary School Principal position was made by Matthew Campbell and seconded by Linda Graban.

Discussion: Superintendent Fulgoni explained that due to the lateness of the year, he recommends that the position for the Elementary School Principal be made into an Interim position to open up the candidate pool. An interim position will allow for a flexible one-year contract. There was a short discussion regarding if an interim position may defer some candidates.

Vote: 8 Approved; 0 Opposed

Declaration of Van as Surplus

A motion to declare the van as surplus was made by Heather Grass and seconded by Linda Graban.

Discussion: None

Vote: 8 Approved; 0 Opposed

PREP Interlocal Agreement for Education Service Center

A motion for the "Penobscot River Educational Partnership Interlocal Agreement for Education Service Center" be approved substantially in form presented to this meeting and that RSU 63 enter into said Agreement and become an Initial Member of the Penobscot River Educational Partnership established by said Agreement, subject to approval of said Agreement by the Commissioner of the Department of Education was made by Matthew Campbell and seconded by Linda Graban.

Discussion: Tracy Bigney stated that this agreement now incorporates SPRYCE, which will simplify the governance of PREP with a board that comprises of just the PREP Superintendents.

Vote: 8 Approved; 0 Opposed

At 7:38pm, motion by Rachel Downs with a second by Linda Graban to enter into executive session for the discussion of employment of officials/appointees/employees with RSU 63 Facilities and Maintenance Manager pursuant to 1 M.R.S.A. § 405(6)(A).

Discussion: None

Vote: 8 Yes; 0 Opposed

At 7:49pm, motion by Rachel Downs with a second by Linda Graban to enter into executive session for the discussion of employment of officials/appointees/employees with RSU 63 Director of Curriculum pursuant to 1 M.R.S.A. § 405(6)(A).

Discussion: None

Vote: 8 Yes; 0 Opposed

At 7:51pm, motion by Rachel Downs with a second by Linda Graban to enter into executive session for the discussion of employment of officials/appointees/employees with RSU 63 Special Education Director pursuant to 1 M.R.S.A. § 405(6)(A).

Discussion: None

Vote: 8 Yes; 0 Opposed

Public Session resumed at 8:11pm.

Motion by Tracy Bigney with a second by Heather Grass to approve the contracts for RSU 63's Facilities and Maintenance Manager, Director of Curriculum, and Special Education Director.

Discussion: None

Vote: 7 Approved; 0 Opposed

Personnel Actions:

Resignations/Retirements: The District received a notice of resignation from Kasey Gray, 6th Grade ELA Teacher at the Holbrook Middle School, effective as of August 31, 2024.

Elections: None

Appointments: None

Reassignments: None

Searches: Elementary School Principal, Music Teacher (Grades 5-8), Speech Language Pathologist, Long Term Occupational Therapist, Anticipated Special Education Bus Driver, and Substitute Bus Drivers.

Adjournment: At 8:12pm, motion by Linda Graban with a second by Heather Lander to adjourn the meeting.

Discussion: None

Vote: 7 Approved; 0 Opposed

Respectfully submitted by,

Jared Fulgoni
RSU 63 Superintendent of Schools

RSU #63 Budget Meeting
Date: May 22, 2024
Location: Holbrook Middle School
Minutes

RSU #63 Chair, Tracy Roberts called the meeting to order at 6:30pm for the purpose of determining the Budget Articles set forth below.

Warrant Articles (Attachment A)

Article 1:

"To elect by ballot a Moderator to preside at said meeting." School budget for July 1, 2024 to June 30, 2025.

Motion with a second to nominate John Bunker for the position of Moderator for the RSU #63 Budget Meeting.

John Bunker accepted the nomination. There were no other motions from the floor. **By written ballot, John Bunker was elected Moderator with Mr. Bunker receiving 8 votes with 1 opposed, with a vote for Jeff Roberts, Jr.**

Tracy Roberts, Board Chair, swore in Mr. Bunker.

John Bunker stated he will follow the Maine Moderators Manual as a guide for the meeting.

Article 2:

Motion with a second to approve Article 2 of the RSU #63 Warrant as written in the amount of **\$6,121,127.52**.

Discussion: Susan Dunham Shane, Eddington resident questioned the field and sports trip lines.

By a show of hands, Article 2 of the RSU #63 Warrant as written passed in the amount of \$6,121,127.52, with 2 opposed.

Article 3:

Mr. Bunker read Article 3. Motion was made with a second to approve Article 3 of the RSU #63 Warrant as written in the amount of **\$1,971,666.00**.

By a show of hands, Articles 3 of the RSU #63 Warrant as written passed in the amount of \$1,971,666.00, with none opposed.

Article 4-11:

A motion was made with a second to consolidate Articles 4 through 11.

Discussion: Susan Dunham Shane, Eddington resident, discussed that consolidating the Articles of the Warrant does not allow for comprehensive questions and discussion of each Article.

By a show of hands, motion to consolidate Articles 4 through 11 of the RSU #63 Warrant passed, with two opposed.

Motion with a second to approve Articles 4 through 11 of the RSU #63 Warrant as written.

Discussion: Susan Dunham Shane, Eddington resident, questioned the contract for electricity, increase of boiler, and teaching staff salaries, specifically summer school staff and Curriculum Director change.

By a show of hands, Articles 4 through 11 of the RSU #63 Warrant as written passed, with one opposed.

Article 12:

Mr. Bunker read Article 12. Motion was made with a second to approve Article 12 of the RSU #63 Warrant as written in the amounts of

Total Appropriated

Clifton \$1,125,007.34
Eddington \$3,204,932.64
Holden \$4,304,038.05

School District Total

Appropriated \$8,633,978.03

Total Raised

Clifton \$609,709.00
Eddington \$1,369,788.34
Holden \$2,230,609.00

School District Total

Raised \$4,209,106.34

By a show of hands, Articles 12 of the RSU #63 Warrant as written passed, with none opposed.

Article 13:

Mr. Bunker read Article 13. Motion was made with a second to approve Article 13 of the RSU #63 Warrant as written in the amount of \$2,521,526.02.

By secret ballot, Article 13 of the RSU #63 Warrant as written passed in the amount of \$2,521,526.02, with none opposed.

Vote: 10 Yes; 4 Opposed

Article 14:

Mr. Bunker read Article 14. Motion was made with a second to approve Article 14 of the RSU #63 Warrant as written in the amount of \$12,465,181.76.

By a show of hands, Articles 14 of the RSU #63 Warrant as written passed in the amount of \$12,465,181.76, with none opposed.

Article 15:

Mr. Bunker read Article 15. Motion was made with a second to approve Article 15 of the RSU #63 Warrant as written in the amount of \$3,740.00.

By a show of hands, Articles 15 of the RSU #63 Warrant as written passed in the amount of \$3,740.00, with none opposed.

Article 16:

Mr. Bunker read Article 16. Motion was made with a second to approve Article 16 of the RSU #63 Warrant as written in the amount of \$4,842,937.10.

By a show of hands, Articles 16 of the RSU #63 Warrant as written passed in the amount of \$4,842,937.10, with none opposed.

Vote: 11 Yes; 0 Opposed

Article 17:

Mr. Bunker read Article 17. Motion was made with a second to approve Article 17 of the RSU #63 Warrant as written in the amount of \$318,528.80.

By a show of hands, Articles 17 of the RSU #63 Warrant as written passed in the amount of \$318,528.80, with none opposed.

Vote: 11 Yes; 0 Opposed

Article 18:

Mr. Bunker read Article 18. Motion was made with a second to approve Article 18 of the RSU #63 Warrant as written.

By a show of hands, Article 18 of the RSU #63 Warrant as written passed, with none opposed.

Article 19:

Mr. Bunker read Article 19. Motion was made with a second to approve Article 19 of the RSU #63 Warrant as written in the amount of \$200,000.00.

By a show of hands, Article 19 of the RSU #63 Warrant as written passed in the amount of \$200,000.00, with none opposed.

Article 20:

Mr. Bunker read Article 20. Motion was made with a second to approve Article 20 of the RSU #63 Warrant as written in the amount of \$150,000.00.

By a show of hands, Article 20 of the RSU #63 Warrant as written passed in the amount of \$150,000.00, with none opposed.

Adjournment: At 7:09 the meeting adjourned.

Respectfully submitted by,

Jared Fulgoni
RSU #63 Superintendent of Schools

REGIONAL SCHOOL UNIT NO. 63**Warrant for Annual Budget Meeting****(Required articles)**

To Tracy Roberts, a resident of Regional School Unit No. 63 composed of the Towns of Clifton, Eddington, and Holden in the County of Penobscot, State of Maine.

In the name of the State of Maine, you are hereby required to notify the voters of each of the municipalities within Regional School Unit No. 63, namely, the Towns of Clifton, Eddington, and Holden, that a **District Budget Meeting** will be held at the Holbrook School, 202 Kidder Hill Road, in the Town of Holden, Maine at 6:30 P.M. on May 22, 2024 for the purpose of determining the Budget Meeting Articles set forth below.

- ARTICLE 1 To elect by ballot a Moderator to preside at said meeting. *School Budget for July 1, 2024 to June 30, 2025.*
- ARTICLE 2 To see what sum the District will be allowed to expend for REGULAR INSTRUCTION.
Board of Directors Recommends \$6,121,127.52
- ARTICLE 3 To see what sum the District will be allowed to expend for SPECIAL EDUCATION.
Board of Directors Recommends \$1,971,666.00
- ARTICLE 4 To see what sum the District will be allowed to expend for STAFF AND STUDENT SUPPORT.
Board of Directors Recommends \$675,475.24
- ARTICLE 5 To see what sum the District will be allowed to expend for FACILITIES MAINTENANCE.
Board of Directors Recommends \$1,722,923.00
- ARTICLE 6 To see what sum the District will be allowed to expend for TRANSPORTATION AND BUSES.
Board of Directors Recommends \$647,142.00
- ARTICLE 7 To see what sum the District will be allowed to expend for SYSTEM ADMINISTRATION.
Board of Directors Recommends \$534,287.00
- ARTICLE 8 To see what sum the District will be allowed to expend for SCHOOL ADMINISTRATION.
Board of Directors Recommends \$518,505.00
- ARTICLE 9 To see what sum the District will be allowed to expend for OTHER INSTRUCTION.
Board of Directors Recommends \$87,056.00
- ARTICLE 10 To see what sum the District will be allowed to expend for DEBT SERVICE AND OTHER COMMITMENTS.
Board of Directors Recommends \$137,000.00
- ARTICLE 11 To see what sum the District will be allowed to expend for ALL OTHER EXPENDITURES.
Board of Directors Recommends \$50,000.00
- ARTICLE 12 To see what sum the District will appropriate for the total cost of funding public education from pre-kindergarten to grade 12 as described in the Essential Programs and Services Funding Act and to see what sum the District will raise and assess as each municipality's contribution to the total cost of funding public education from pre-kindergarten to grade 12 as described in the Essential Programs and Services Funding Act in accordance with the Maine Revised Statutes, Title 20-A, section 15688. (Recommend amount set forth below)

Total Appropriated

Clifton \$1,125,007.34
Eddington \$3,204,932.64
Holden \$4,304,038.05

School District Total

Appropriated \$8,633,978.03

Total Raised

Clifton \$609,709.00
Eddington \$1,369,788.34
Holden \$2,230,609.00

School District Total

Raised \$4,209,106.34

Explanation: The District's contribution to the total cost of funding public education from pre-kindergarten to grade 12 as described in the Essential Programs and Services Funding Act is the amount of money determined by state law to be the minimum amount that the District must raise and assess in order to receive the full amount of state dollars.

ARTICLE 13 ~~Shall Regional School Unit No. 63 raise and appropriate \$2,521,526.02 in additional local funds, which exceeds the~~ State's Essential Programs and Services allocation model by ~~\$2,521,526.02~~ as required to fund the budget recommended by the Board of Directors? The Board of Directors recommends ~~\$2,521,526.02~~ for additional local funds and gives the following reason(s) for exceeding the State's Essential Programs and Services funding model by ~~\$2,521,526.02~~. The District's Facilities, Transportation and Special Education costs are higher than allocated by the model and actual secondary tuition costs are higher than funded through the EPS model. Additionally, the District's educational staffing ratios slightly exceed the staffing ratios recommended by the State's Essential Programs and Services funding model and System Administration & Co/Extra Curricular is only partially funded in the current formula. Board of Directors Recommends a "YES" vote. (Paper ballot)

Explanation: The additional local funds are those locally raised funds over and above the District's local contribution to the total cost of funding public Education from pre-kindergarten to grade 12 as described in the Essential Programs and Services Funding Act. The District's Facilities, Special Education, Transportation, and School Administration costs are higher than allocated by the model. Actual secondary tuition rates are much higher than funded through the EPS model. Additionally, the District's educational staffing ratios exceed the staffing ratios recommended by the State's Essential Programs and Services funding model and System Administration & Co/Extra Curricular is only partially funded in the current formula.

ARTICLE 14 To see what sum the District will authorize the Board of Directors to expend for the fiscal year beginning July 1, 2024 and ending June 30, 2025 from the District's contribution to the total cost of funding public education from kindergarten to grade 12 as described in the Essential Programs and Services Funding Act, non-state funded school construction projects, additional local funds for school purposes under the Maine Revised Statutes, Title 20-A, section 15690, unexpended balances, tuition receipts, state subsidy, and other receipts for the support of schools. Board of Directors Recommends ~~\$12,465,181.76~~.

ARTICLE 15 To see what sum the District will appropriate ~~\$3,740.00~~ for Adult Education and raise ~~\$3,740.00~~ as the local share; with authorization to expend any additional, incidental, or miscellaneous receipts in the interest and for the well-being of the adult education program.

ARTICLE 16 Shall the regional vocational operating budget as approved by the cooperative board for the year beginning July 1, 2024 and ending June 30, 2025 be approved in the amount of ~~\$4,842,937.10~~? (Not subject to amendment from the floor. May either be accepted or rejected by the voters. Requires count of votes.)

Note: The District's (local) contribution to the total cost of funding the vocational operating budget for the year beginning July 1, 2024 and ending June 30, 2025 is ~~\$0.00~~

ARTICLE 17 Shall the vocational region approve a budget for Adult education for the year beginning July 1, 2024 and ending June 30, 2025 in the amount of ~~\$318,528.80~~? (Not subject to amendment from the floor. May either be accepted or rejected by the voters. Requires count of votes.)

Note: The District's contribution to the total cost of funding the vocational region adult education for the year beginning July 1, 2024 and ending June 30, 2025 is ~~\$3,740.00~~.

(Additional articles)

ARTICLE 18 In addition to the amounts approved in the preceding articles, shall the District be authorized to expend federal funds and such other sums as may be received from federal or state grants or programs or other sources during the fiscal year for school purposes, provided that such grants, programs or other sources do not require the expenditure of funds not previously appropriated? Board of Directors Recommends a "YES" vote.

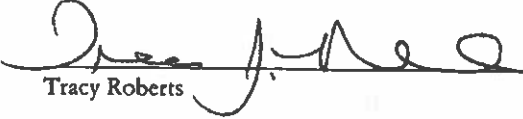
ARTICLE 19 To see what sum the towns will authorize the Board of Directors to expend in the fiscal year beginning July 1, 2024 and ending June 30, 2025 from the facilities reserve already established for the purpose of a complete BOILER UPGRADE at the Holbrook Middle School. Board of Directors Recommends \$200,000.00 (Note: This amount is included in the budget you approved and used to offset additional tax assessment increases. -Line 19)

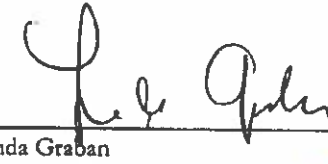
ARTICLE 20

To see what sum the towns will authorize the Board of Directors to appropriate from audited school general fund balance as of June 30, 2023 to add to the already established facilities reserve account. Board of Directors Recommends an amount not to exceed \$150,000.00

(Note: This amount is from fund balance and does not impact tax assessment.)

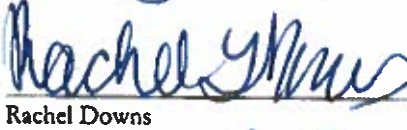
Given under our hands this 22th day of April, 2024.


Tracy Roberts


Linda Graban


Tracy Bigney


Matthew Campbell


Rachel Downs

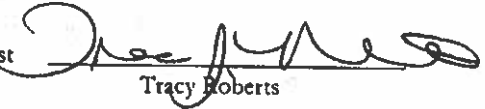

Amy Fian


Heather Grass


Heather Lander

Regional School Unit No. 63

A true copy of the warrant, Attest


Tracy Roberts



Regional School Unit 63

Clifton, Eddington, and Holden

RSU 63 is a community of learners dedicated to providing a safe, supportive, and challenging academic environment. Our students are respectful citizens and responsible stewards of our world. They are well prepared for high school with skills and a work ethic that enables them to succeed.

Jared Fulgoni
Superintendent of Schools

Kelly Theriault
Business Manager

Date: June 17, 2024
From: Kelly Theriault
RE: June Board Report

BUDGET & FINANCE

- The finance committee met on May 15th. We reviewed the FY24 financials, the continued areas of concern are system administration (legal) and special education. Support staff hourly rates for FY25 were discussed and the impact of LD974, which sets the school hourly minimum wage at 150% of the states minimum wage for Ed Techs and 125% of the state minimum wage for all other hourly employees. The Ed Techs and cooks are currently in negotiations so the committee only looked at the other positions and set hourly rates for those positions. (Recommendations went to the board at the May meeting for approval.) The trash bids were reviewed and a recommendation for Casella was made to the full board at the May meeting. The committee was updated on the cost of the leased bus from John T Cyr and the need to get the needed bus repairs done. The committee will meet briefly before the board meeting on June 24th @ 5:30 @ Holden School.
- We were able to return the leased a bus to John T Cyr, and the transmission on the van has been replaced and the van is back in use. Two buses will go to O'Connor's later this week to get the manifold work done that has been needed for weeks. The cost for this is \$10,000-\$12,000!
- Holden still needs to get the septic work done to remove the root blocking the line. The estimate on this is \$5,300.

REPORTS

- Reports completed this month in the business office; MePERS, monthly school nutrition claim, ESSR performance report, and Federal reimbursement invoicing.

MSAD63

Report # 31897

Warrant Article Summary Financial YTD

Statement Code: ArtSummFin

Account Number / Description	Revised Budget 7/1/2023 - 6/30/2024	Current Period 6/1/2024 - 6/30/2024	Reported Period 7/1/2023 - 6/30/2024	Encumbrances 7/1/2023 - 6/30/2024	Amount Remaining 7/1/2023 - 6/30/2024	Percent Remaining 7/1/2023 - 6/30/2024	Last Year Period 7/1/2022 - 6/30/2023
Subtotal Regular Instruction	\$3,149,386	\$218,022	\$2,356,294	\$6,873	\$786,219	25%	\$2,823,983
Subtotal Reg 9-12	\$2,927,838	\$0	\$2,602,059	\$0	\$325,779	11%	\$2,714,302
Subtotal Special Education	\$1,738,854	\$158,160	\$1,588,650	\$10,735	\$139,469	8%	\$1,388,867
Subtotal Staff & Student Supp	\$593,888	\$35,849	\$518,172	\$4,476	\$71,240	12%	\$577,598
Subtotal Facilities	\$1,335,127	\$39,134	\$1,069,489	\$27,634	\$238,004	18%	\$1,166,410
Subtotal Transportation	\$773,665	\$37,271	\$577,893	\$5,407	\$190,365	25%	\$614,083
Sub Total Trans to Other Units	\$0	\$447	\$2,679	\$0	\$62,679)	---	\$90,545
Subtotal System Administration	\$494,405	\$39,743	\$467,213	\$5,184	\$21,908	4%	\$429,807
Subtotal School Administration	\$485,832	\$39,485	\$481,968	\$163	\$3,701	1%	\$446,486
Subtotal Other Instrm	\$86,620	\$16,711	\$62,448	\$5,787	\$18,385	21%	\$66,067
Subtotal All Other	\$68,500	\$0	\$12,686	\$0	\$55,814	81%	\$0
Total Expenses	\$1,135,357	\$95,939	\$1,024,415	\$11,134	\$99,808	9%	\$942,360
Net Revenue over Expense	\$11,654,115	\$584,822	\$9,739,651	\$66,259	\$1,848,205	16%	\$10,318,148
Subtotal CTE	\$0	\$0	\$0	\$0	\$0	---	\$0
TOTAL ALL EXPENSES	\$0	\$0	\$0	\$0	\$0	---	\$0

Budget and Finance Committee Meeting
May 15, 2024

Called to Order: 5:15pm

In Attendance: Members - Tracy Bigney, Linda Graban, Heather Lander, Jared Fulgoni, and Kelly Theriault (via Google Meets). Guests – John Williams II (Clifton Resident)

FY24 Financials

Kelly Theriault, Business Manager, summarized the projection of the fund balance, which anticipates that Special Education and School Administration will be in the negative. She also explained that not all legal bills have been received yet, which will impact the System Administration fund. In terms of revenue, Kelly Theriault explained that the Town of Holden is always on time with their payments, however Eddington and Clifton may fall behind a month, but always are paid up by the end of the fiscal year. In addition, Kelly Theriault summarized outstanding tuition payments that are still owed – Bangor Regional and Brewer School District. In addition, the septic project at the Holden School will hopefully not begin until July so it will be placed on next year's budget. Lastly, Tracy Bigney asked why the interest income was so much higher than budgeted. Kelly explained that during covid our investment interested plummeted so we budgeted that amount much lower than normal, and pointed out it was much higher in the FY25 budget.

FY25 Hourly Rates: The impact of LD974 was discussed at length, summarizing the changes that will need to happen by September 2025 and the impact it had on the updated pay scale schedules for FY25. It was also noted that health insurance premiums have risen by 11.38% this year. The Committee recommends sending the FY25 Hourly Rate Scales as presented to the committee to the Board for approval.

Facilities & Transportation

Proposals for the district's trash removal bid were received. The district received a proposal from Casella Waste Management and North Star Waste and Recycling, with Casella having the lowest bid at \$13,600. The Committee recommends sending the Casella Proposal to the Board approval. Regarding transportation, we still have the need for the leased bus while work is being done. Transportation is seeking estimates for the replacement on manifold studs. The leased bus costs \$200.00 per day, plus \$0.50 per mile.

Next Meeting:

June 24, 2024 at 5:30pm, Holden Elementary School

Meeting Adjourned: 6:43



Regional School Unit 63

Clifton, Eddington, and Holden

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Jared Fulgoni
Superintendent of Schools

Kelly Theriault
Business Manager

TO: RSU 63 BOARD of DIRECTORS
FROM: JARED FULGONI, SUPT OF SCHOOLS
RE: REPORT TO BOARD
DATE: 06/19/24

Another school year has come to a close and I want to thank the administrators, teachers, staff, and students for a great year!

I'd like to extend a welcome to our new Board Members: Brittany Wood (Eddington), Derrick Robertson (Holden), Cherie Faulkner (Holden)

New Business Items:

Board Organizational Business – This month is the annual re-organization meeting of the Board. There are a number of documents for the Board to review and approve. The board needs to elect a signatories for the warrant but other committee assignments could wait until August so that the Board's Chair can be installed and have time to consider committee membership.

I would like to publicly acknowledge and thank Tracy Bigney for her service to our schools. I sincerely appreciated her passion, dedication and commitment to the District. Tracy's quiet leadership "behind the scenes" has been invaluable to the District. I sincerely appreciated her leadership on the budget/finance subcommittee, curriculum committee, superintendent search committee, and her tireless efforts to negotiate the collective bargaining agreements. Beyond her work on the Board, I wish to thank Tracy for setting the standard for professional behavior and decorum. She modeled for us all the skills of active listening and respectful discourse. Thank you Tracy for your service to our community and its children.



Holbrook School

202 Kidder Hill Road

Holden, ME 04429

Office of the Principal

Tel: (207) 843-7769 Fax: (207) 843-4328

Robert Meyer, Principal, Rmeyer@rsu63.org
Sarah Estes, School Counselor, sestes@rsu63.org
Michele Archambault, Athletic Director, marchambault@rsu63.org

Dawna Bickford, District Nurse, Dbickford@rsu63.org
Karen Everhart, Administrative Assistant, Keverhart@rsu63.org

Principal's Report June 2024

Summer is upon us. The end of the year went smoothly highlighted by the 8th grade promotion activities and strong showing of our Championship baseball team. We have had a couple of resignations and transfers so there will be some hiring over the summer.

We are finalizing our new schedule for the middle school for next year, rebuilding the team model with a 5/6th grade teacher team, as well as a 7/8th grade team. A number of teachers have been moved to new rooms to facilitate this new arrangement.

FROM THE AD: Holbrook Athletics was busy this Spring. The Baseball and Softball teams had A and B levels for competing this year. The teams traveled away as well as having home games here at Holbrook. Miss Bedore worked with both the A and B softball girls at practices and games. The B softball and baseball teams went into Brewer to compete under the lights in May. We very much appreciate Brewer inviting us in for this opportunity. Mr. Worcester and Mr. Smith combined practices many times this season for both teams which worked out well. The boys A baseball team were the PVML champions for 2024!

Track this year again combined with Dedham to have the Holham track season coached by Mitchell Moczygemba and Ava Dowling. Coach M as he likes to be called is the assistant track coach for Husson University and Miss Dowling is a Husson student and Husson track member. The track team took part in several meets and students who qualified for the Almquist Invitational went to Old Town this year to compete. Track practices were two times a week at Holbrook this year which is a change from doing this at Holden School. The practices at Holbrook worked out very well and we will look at this for next year as well.

Guidance Update: Wrapping up the year in Guidance, we took 8th graders to a morning career fair hosted by United Technologies Center. Holbrook students, along with 8th graders from 6 other area middle schools, were able to rotate through 5 15 minute sessions to hear about careers of their choosing. 8th graders were back to school by lunchtime and the day as a whole was a huge success. Guidance classes finished up the year with team building games and promotion activities. 5th graders created "What you need to know about 5th grade" brochures that were shared with 4th graders and sparked a lot of great questions and also eased some worries about moving to middle school.

Student Population for NEXT YEAR:

5th Grade - 48

6th Grade - 42

7th Grade - 39

8th Grade - 46

Total - 175 (up from 171)

**Respectfully submitted,
Robert C. Meyer**



Don Spencer, principal dspencer@rsu63.org
Heather Kiley, secretary hkiley@rsu63.org
Lauren Moulton, school counselor lmoulton@rsu63.org
Dawna Bickford, school nurse dbickford@rsu63.org

590 Main Road | Holden, ME 04429 | P: 207-843-7828 | F: 207-843-4329

"RSU 63 is a community of learners dedicated to providing a safe, supportive, and challenging academic environment. Our students are respectful citizens and responsible stewards of our world. They are well prepared for high school with skills and a work ethic that enables them to succeed."



The Final One

I submit my final "board report" looking back over the 36 years I have been working in this school district and reflect on what has occurred in this time. I was hired in 1988 to teach grade 5 and remained in that position for 16 years. Holbrook became my family and I was honored to be part of this "special school "crew." It was a privilege to teach so many wonderful children who went on to become outstanding adults. (Many who remained in the communities and now have children attending our three schools; with me as their elementary principal-the circle of life indeed!!) I was fortunate in 2004 to be hired as the Eddington School principal and began a "new educational journey" that would last for twenty years. I have so many wonderful memories of my first 14 years as the lone principal at Eddington and the last six years with the two elementary schools. I have been honored to lead excellent staff members, who would put the needs of their children first day in and day out. I have worked with many wonderful administrators over the years, thank you all for the support you gave me. Then the ladies who had made back over the last twenty years, the school secretaries, I will remember you all and thanks ☺ We all made it through the "covid years" and a big thank you to Supt. Smith and Mrs. Theriault, we could not have done it without the both of them. (the staff will second that!!!) My thanks to the many school board members whom I hope continue to support each and every child in RSU#63. Finally, my thanks to my wonderful wife and two daughters who survived my 42 year "educational journey." Love you all... It has been a great "run" and now it is time to rest, golf, hunt, fish and of course those afternoon "naps." ☺☺☺

Thank you!
AND FAREWELL

Mr. Spencer



Timothy Baker, principal tbaker@rsu63.org
Kelly Smith, secretary ksmith@rsu63.org
Lauren Moulton, school counselor lmoulton@rsu63.org
Dawna Bickford, school nurse dbickford@rsu63.org

440 Main Road | Eddington, ME 04428 | P. 207-843-6010 | F. 207-843-4317

June 24, 2024

RSU 63 is community of learners dedicated to providing a safe, supportive, and challenging academic environment. Our students are respectful citizens and responsible stewards of the world. They are well prepared for high school with skills and a work ethic that enables them to succeed.

I am pleased to submit my June board report on behalf of Eddington Elementary School. The current enrollment is 124, including 24 Pre-K students, 52 Kindergarten students, and 48 First-Grade students.

We successfully concluded another school year, with our students showcasing their academic and social growth. A notable event was the Pre-K parent night on June 10, a clear demonstration of our school's commitment to parental involvement. The event was well-attended, and we are eager to continue our partnership with these families in the upcoming year.

On June 10, First Graders visited the Holden school to meet their new teachers in the fall. They were well-behaved and excited to see what next year would bring them.

On June 13, Pre-K held its promotion ceremony. I was amazed at the number of people in attendance. These students are certainly ready for Kindergarten, and I look forward to seeing what next brings them. Light refreshments were provided, and everyone had a great time.

On June 11, the Eddington School held its Field Day, a successful event thanks to the invaluable support of the parents who volunteered their time. The weather was perfect, and the Flamingo Lady's performance kept the students entertained throughout the day, highlighting the strong community involvement in our school's activities.

As we concluded the school year on June 14, we also began preparing for the next one. Our Pre-K and Kindergarten students had their step-up day, a crucial step in their transition to the next grade. They met their new teachers and expressed their excitement for the upcoming year, which is a promising start for us.

Respectfully Submitted

Timothy M. Baker

Assistant Principal/ Eddington School Administrator



Regional School Unit 63
Clifton, Eddington, and Holden

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June , 2024

Dear Members of the Board,
Here is an update for you on what has been happening for our district.

First a big shout out to the students that participated in the Odyssey of the Mind competition on Saturday, 27 April 2024, at Biddeford Middle and Intermediate Schools. The students were: Ellie Bruton (5th), Ruby Kerswell (5th), Jacob Glidden (5th), Brady Bowers (6th), Megan Carr (6th), Micaiah Bruton (7th)

They placed 5th out of 8 teams in their age and problem group. They placed 2nd in spontaneous (out of those 8 teams). These are amazing results for a beginning team! Thank you Lauren Swalec for working with these students, preparing them for the competition and being there for them at the competition. Congratulations students!

CURRICULUM:

Data Analysis: During our end of school year PD days, teachers spend time in grade level groups looking at the data on the Data Walls. Teachers used their data to identify the % of students that Did Not Meet, Partially Met, Met, Exceeded on each assessment given. They then used that % data to identify areas of strengths and root causes behind the areas of strengths as well as areas of need and the root causes behind the areas of need. They then planned next steps to address areas of need in different parts of reading and math. Content areas in grades 5-8 identified areas of need in vocabulary and comprehension. They spent time strengthening their teaching strategies to increase vocabulary and comprehension in their content.

The groups were also able to look at the data of their incoming students in a '24-'25 Data Wall. Students will be assessed in DIBELS 8, # Sense, and NWEA/MTTY in September and teachers will then analyze that data at the end of the month during Curriculum meeting and MTSS meeting.

Here are some of the identified areas of strengths, needs and next steps:

Areas of Strength	Root Causes Behind Strengths
accuracy in reading	parental involvement, intrinsic motivation, quality teaching practices
Reading Leveled Texts	Building appropriate foundation before starting to read
Math Skills	taking units slower and expliciting teaching concepts.
strong in accuracy, fluency, and comprehension	internally motivated, positive support at home

Areas of Needs	Root Causes Behind Areas of Needs
Phonemes/Phonemic Awareness	New research to explicitly teach which haven't done before
Explicit vocabulary instruction	Lack of a wide range of vocabulary
Lack of student engagement	Disconnect between school and home
School Counselor, fluency, reading comprehension, flexible math thinking	apathy, learning disabilities, poverty, behavior problems, parent refusal of services
Next Steps: How will you address areas of need in different parts of reading and math?	
Look at more specific data on the strands of the NWEA/MTTY to know what to focus on next year.	
Teach following the Science Of Reading instruction of phonemes/phonemic awareness	
Continue with small group settings daily, RTI, Special Ed. Services.	
Activities that engage parents like literacy and math nights.	
Consistent and cohesive curriculum across subjects	

Curriculum Committee:

The Curriculum Committee met on June 10. The beginning of the meeting was an update on the curriculum. I gave an update on:

1. New Reading and Math programs- all materials have been ordered. Teachers have access to Into Reading/Into Literature teaching guides and online. They will be getting PD on June 17 and have access to PD online. Math materials for iReady have just been delivered and teachers will get teaching guides soon so they have them for over the summer. PD for iReady has been scheduled for August 26. I am still waiting on the digital access for staff.
2. ESEA Grant, Outdoor Learning Grant, Summer School- see below under 'GRANTS'
3. RSU #63 Curriculum Plan- Next school year will be a new reading and math program implementation. We will be analyzing and revising science and social studies for the '24-'25 school year.



The next item of discussion was Social Emotional Learning, what it is and how it looks in schools. This graphic and link were shared
{HYPERLINK "<https://www.pbis.org/topics/school-wide>"
h}

We planned on our next steps being establishing set expectations that are the same for all three schools. The expectations are already set and visible in each school, now administrators need to get together to look at the expectations and make sure there is consistency to the rules from one school to the next.

We also discussed board meeting presentations from different grade levels. Grade 4 will present in September. Finally we discussed the HS Teacher survey to be sent out so we can get feedback from HS teachers on how prepared our students are.

GRANTS:

Maine Outdoor Learning Initiative: The mountain bikes have been ordered. The bikes are on backorder and will not be available until the first or second week of August. We will start the Mountain Bike Club at the very beginning of the school year and may plan a Saturday outing or two as well.

Summer Learning and Enrichment Programming & Title I Summer Reallocation Grant:

Students have been invited to participate in Summer Services. Invitations went out to students based on Spring assessment scores on our shared data wall. Students that received intervention services and still scored low on multiple assessments were invited. Summer Services are not mandatory. Staff working with students this Summer will have students practicing the skills that assessment results show they need a boost in. The last hour of the day will be an educational activity based on the Theme of the week. Here are the themes with activities:

Week 1 Oceans- activities include researching sharks, learning about salt density in various waters, virtually explore coral reefs;

Week 2 Outer Space- activities include moon phases with Oreos, creating a solar system with research, design, build and launch their own rockets.;

Week 3 Creepy Crawlies- activities include creating grasshopper craft then writing directions, find insects in nature, researching life cycles of different insects they find;

Week 4 Superheroes- activities include creating a display of their own superhero, making masks of their favorite superhero, and presenting their display of their created superhero.

There seemed to be more testing this Spring because in order to get a good look at a child's ability, there needs to be more than one research based measurement. We did them this Spring because it hadn't been done. Here are the assessments students did:

1. To measure literature skills: DIBELS 8, Running Record and NWEA Assessment
2. To measure math skills: End of Year Math concept test, NWEA Assessment

These scores are being used for instructional and intervention purposes. Report Cards and state testing scores are what go in a student's records. Next year, measuring the progress of students will be more spread out.

ESEA: I have started the process of writing the FY'25 ESEA grant for our district. The ESEA grant is our district grant application to the MDOE for the allocation of Title funds. Title I money is spent on our two Title I teachers. Title II and Title IV money is used to pay for after school clubs and any other enrichment activities as well as professional development opportunities for staff. We also talked about the district goals that are in the grant. For this year we have the following three goals:

- a. Students in grades K-8 scoring at or above grade level on the NWEA Math assessment will increase from 55% to 58% by Spring of 2024.

-
- b. Students in grades K-8 scoring at or above grade level on the NWEA Reading Assessment will increase from 58% to 61% by Spring 2024.
 - c. The percentage of K-8 students who became truant will decrease from 12.88% to 10% or less by the end of the 2023-2024 school year.

Goals 'a' and 'b' will change to say 'NWEA/MTTY' and the growth percentages will change based on Spring NWEA/MTTY results. Goal 'c' is going to change from decreasing the percentage of truant students to decreasing the percentage of chronically absent students. Chronically absent students are students that have had 10% or more absent days during the school year. It does not matter if the students were excused or not.

Sincerely,
Tina Dumond
Director of Curriculum and Instruction



Regional School Unit 63
Office of Special Services
Clifton, Eddington, and Holden

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Director of Special Services Report – June 2024

The Special Education Department. is currently serving 254 students, broken down as follows:

Individualized Education Plans (IEPs)	149
504s	103
Currently in the Referral Process	2

The district currently has a total of 701 students. The following table is a breakdown of services being provided per level:

School/Level	IEPs	504s
High School (264 total students)	49	53
Eddington (123 total students)	30	8
Holden (143 total students)	39	14
Holbrook (171 total students)	31	28

Transition meetings were completed for those students entering kindergarten or 9th grade. The meetings had 100% parent attendance. It was the perfect opportunity for parents and teachers to prepare for next year.

Brian White completed the grant application for Special Olympics/Unified Sports for our students at Holbrook Middle School. We anticipate moving forward and seeing our athletes participate in sports year round.

On a personal note, I would like to thank the students, parents, faculty, staff, administration, and board members of RSU 63 for allowing me the opportunity to serve this year as your special education director. It was with a heavy heart that I resigned my position. I am in hope the transition to a new director will be as smooth as possible. If there are any questions that may arise, please feel free to contact me.

One last time,
Respectfully submitted,
Carolyn Brown
Director of Special Services



George Cummings
Technology Coordinator
p: 207.843.4316
e: gcummings@rsu63.org
www.rsu63.org

To: RSU 63 Board of Directors
From: George Cummings
Date: June 17, 2024
Re: Monthly Report

I submit this report to the School Board of Directors for June 2024.

Summer Technology Projects

Technology projects to be completed during the summer months is as follows:

- Upload all Q4 attendance, truancy, and behavior data to the MDOE's student information system.
- All District iPads, student Chromebooks, classroom Chromebooks, and servers will be cleaned and updated with the latest software updates.
- Organize the disposal of all obsolete computer equipment from Eddington, Holbrook, and Holden Schools.
- Update the District and school websites with new staff and school year information.
- Run year-end processes for Nutrikids and Infinite Campus.
- Update the Infinite Campus database to reflect staffing changes.
- Inventory and assign asset identification numbers to all new district technology assets.
- Set up and assign laptops for new staff.
- Configure IXL, iReady, and Houghton Mifflin for the new school year.
- Create Gmail accounts for any new students and suspend accounts for students that have graduated 8th grade or are not returning for the 2024-2025 school year.
- All classroom projectors will be cleaned and bulbs replaced as needed.
- Assign Chromebook laptops to students in grades 5-8.
- Each school's class roster file will be created and submitted for the Fall NWEA testing session.

Respectfully submitted,

June Board Report
Ryan Porter – Facilities/Maintenance Manager

Holbrook:

Norlens found out the chlorine tank pump was no good and not working. We had it changed out and is working as it should. Prior to that, we had to issue a boil water order for the Holbrook school. I had to put up signs stating boil water order on and/or around every water faucet source. I had to wrap the water fountains in plastic along with signs stating not to use. We had to purchase bottled water for staff and student to drink until the boil water order was lifted a few days later.

ABM Mechanical had a connex trailer delivered to store their tools/supplies in preparations to start to dismantle the old boiler system and install a new boiler. They also had the dumpster dropped off to throw the debris into.

June 17th, ABM will begin to shut down the boiler. June 18th, they will start to breakdown the boiler, and June 20th, they will begin the removal of the boiler and its contents.

Eddington:

Did some small project repairs around the inside and outside of the school building. Filled in for the custodian while he was out.

Showed and helped out the custodian set up for field day.

Holden:

Removed the A/C unit, framed out a new opening and installed another A/C unit in room #39. Filled in for the daytime custodian while he was out sick. Fixed and repaired some small projects around the Holden School.

The custodian called me and said that there was no water in the building. I had asked him to look down in the basement and check the well pump switch. Upon going down, he called me back and said the basement was flooded with about 5" of water. I asked him if he could see where the water was coming from. He said it was coming from the crawl space and looked like it was from the main water line. I asked him to shut the breaker off and the water stopped. I was able to go in and see the problem. The main water line had indeed cracked and was almost completely severed from the connection. I was able to use a Sawzall to cut off a clean end and re-attach it to the coupling. I installed the clamps back on to hold the pipe in place and had the custodian turn the switch back on to check for leaks. Everything was back to the way it should with no leaks. The water took about 3 hrs. to be pumped out from the sump pump.

List is not as long because I had vacation 2 times this month.



RSU 63
Department of Transportation
202 Kidder Hill Road
Holden, ME 04429
(207) 561-9238

Zachary Chenier, Transportation Coordinator
Zchenier@rsu63.org



Clifton

Eddington

Holden

To RSU 63 Board of Education:

We made it! Summer is officially on us here in the transportation world. High schools ended on June 17th few days after us. Our final numbers for transportation is looking like about 230 students were transported Pre-K to 12th grade. This number doesn't include the students who road once or twice this whole year. This number will be helpful when it comes to routing and if we need to make changes. This summer our goal is to get the bigger projects done. From getting our 84 Passenger on the road to getting the undercoating of the buses done. Summer will go by fast for sure! Enjoy your summer!

Best,
Zach Chenier
Transportation Coordinator

RSU 63 Curriculum Committee Meeting Agenda

June 10, 2024

Holbrook Middle School Conference Room

5:30 pm

Curriculum Committee Minutes

Date: June 10, 2024

School Board Member Attendees: Linda Graban, Amy Hart, Tracy Bigney

Other Attendees: Kristina Dumond- Director of Curriculum, Ashley Perry- Classroom Teacher, Sarah Lane- Parent

Meeting called to order at 5:37 pm.

Tina(Director of Curriculum) gave an update on:

1. New Reading and Math programs- all materials have been ordered. Teachers have access to Into Reading/Into Literature teaching guides and online. They will be getting PD on June 17 and have access to PD online. Math materials for iReady have just been delivered and teachers will get teaching guides soon so they have them for over the summer. PD for iReady has been scheduled for August 26. I am still waiting on the digital access for staff.
2. ESEA Grant-this grant is for our Title funds. Title I money is spent on our two Title I teachers. Title II and Title IV money is used to pay for after school clubs and any other enrichment activities as well as professional development opportunities for staff. We also talked about the district goals that are in the grant. For this year we have the following three goals:
 - a. Students in grades K-8 scoring at or above grade level on the NWEA Math assessment will increase from 55% to 58% by Spring of 2024.
 - b. Students in grades K-8 scoring at or above grade level on the NWEA Reading Assessment will increase from 58% to 61% by Spring 2024.
 - c. The percentage of K-8 students who became truant will decrease from 12.88% to 10% or less by the end of the 2023-2024 school year.

Tina is still working on compiling the end of year data to see how we did meeting our goals.

3. Outdoor Learning Grant- It took a while for the State to process grants. We did not get our contract for the grant until mid-May. Once that was signed I ordered the bikes for the Mountain Bike Club. They will not be available until the first week of August. We are hoping to get the club started right at the start of school.
4. Summer School- Students have been invited. Invitations went out to students based on Spring assessment scores on our shared data wall. Students that received intervention services and still scored low on multiple assessments were invited.
5. RSU #63 Curriculum Plan- Next school year will be a new reading and math program implementation. We will be analyzing and revising science and social studies for the '24-'25 school year.



The next item of discussion was Social Emotional Learning, what it is and how it looks in schools. This graphic and link were shared
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 \h}

We planned on our next steps being establishing set expectations that are the same for all three schools. The expectations are already set and visible in each school, now administrators need to get together to look at the expectations and make sure there is consistency to the rules from one school to the next.

Our next discussion was a brief one about presentations from Staff. All agreed that the grade 1 presentation was excellent and informative. The committee would like to invite Grade 4 to present next at our September board meeting. They will show something from each content's standards, how it translates to curriculum mapping, and pick a couple of content areas to display what it looks like in the classroom.

Our final discussion was around the HS Teacher Survey the committee created. We looked at revisions made, based on suggestions. Then we decided how to get it out to HS teachers. Linda said she would gather teacher emails at each school, email them to Tina, and Tina can cut and paste them into the survey to send. We would like to get it sent out within the next week and again in the Fall.

Plan Next Meeting Dates- we will schedule for 4 times a year at a later date. We will meet sometime in September, December, March and June

Meeting was Adjourned at 6:55

Certification of Referendum Results:

It is moved that the Computation and Declaration of Votes for the RSU 63 2024-2025 Budget, dated and attached here to and it is hereby approved (*Attachment A*). Furthermore, that the Computation and Declaration of Votes be entered upon the records of the District. Furthermore, that a certified copy of the Computation and Declaration of Votes be sent to each of the municipal clerks within the District.

REGIONAL SCHOOL UNIT NO. 63
COMPUTATION AND DECLARATION OF VOTES

The total number of votes cast in all of the municipalities within Regional School Unit No. 63 (the "District") in the affirmative and in the negative on Question 1 of the Warrant and Notice of Election of the District Budget Validation Referendum held June 11, 2024, relating to the adoption of the District's 2024-2025 budget is as follows:

QUESTION 1

	<u>AFFIRMATIVE</u>	<u>NEGATIVE</u>	<u>BLANKS</u>	<u>VOID</u>
Town of Clifton	62	45	2	0
Town of Eddington	181	124	8	0
Town of Holden	274	88	11	0

TOTAL

The School Board hereby declares that **Question 1 has Passed.**

Dated:

Heather Lander

Heather Grass

Amy Hart

Linda Graban

Brittany Wood

Cherie Faulkner

Derrick Robertson

Rachel Downs

A majority of the School Board of Regional School Unit No. 63

A true copy, attest:

Jared Fulgoni, Secretary

RSU 63
SCHOOL BOARD MEETING SCHEDULE
2024-2025

<u>DATE</u>	<u>TIME</u>	<u>LOCATION</u>
Monday, August 26, 2024	6:30pm	Holbrook Middle School
Monday, September 23, 2024	6:30pm	Holden Elementary School
Monday, October 28, 2024	6:30pm	Eddington Elementary School
Monday, November 25, 2024	6:30pm	Holbrook Middle School
Monday, December 16, 2024 (if needed)	6:30pm	Holden Elementary School
Monday, January 27, 2025	6:30pm	Eddington Elementary School
Monday, February 24, 2025	6:30pm	Holbrook Middle School
Monday, March 24, 2025	6:30pm	Holden Elementary School
Monday, April 28, 2025	6:30pm	Eddington Elementary School
Monday, May 19, 2025	6:00pm 7:00pm	Holbrook Middle School (Board) Holbrook (District Budget)
Monday, June 23, 2025	6:30pm	Holden Elementary School

2024-2025 Board Committee/Assignments

Chair: _____

***Must be elected**

Vice Chair: _____

***Must be elected**

Budget and Finance Committee:

***Must be elected**

1. _____
2. _____
3. _____

Warrant Officers:

***Must be elected**

1. _____
2. _____
3. _____

Curriculum Committee

1. _____
2. _____
3. _____

Policy Committee:

1. _____
2. _____
3. _____

Southern Penobscot Regional Program for Children with Exceptionalities (SPRPCE) Board Member

1. _____
- Alternate:** _____

United Technology Center (UTC) Board Member: (represents RSU 63, Dedham, Orrington, & Airline)

1. David McCluskey

Board Representative to Student Wellness Committee: _____

Brewer High School Liaison: _____

John Bapst Memorial High School Liaison: _____

Hampden Academy Liaison: _____

Bangor High School Liaison: _____



Regional School Unit 63 Clifton, Eddington, and Holden

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Approved 1/24/2022

School Board Orientation/ Professional Development Timeline

Mid-June Members:

- RSU Board member orientation materials
- Board binder forms
- Board Norms
- Committee information (including time commitment)
- Board evaluation form
- Candidate letter
- School Law Advisory "Robert's Rules simplified: Really!"
- School Law Advisory "Ten ways that superintendents and school boards can undermine each other"
- School Law Advisory "Maine school boards are unique: Understanding that uniqueness is important"
- DrummondWoodsum "Avoiding the Shoals: School Boards as Employers".

Late June:

Board workshop prior to Board meeting (same night) to discuss the overall results and possible goals for the upcoming year, tied to the Board evaluation standards.

July All Members – Board Workshop:

- Presentation (or video) from outside organization (ie. Maine School Board Association (MSBA), Brann & Isaacson, DrummondWoodsum, other sources)
- Roles and responsibilities
- Placing business on the agenda - request to Board Chair, Superintendent, or make a motion at a board meeting
- Agenda questions - no surprises, direct questions to Chair or Superintendent
- Review policy BBA – School Board Powers and Responsibilities, policy BBAA – Board Member Authority and Responsibilities, policy BBCB – Use of Social Media – Networking by School Board Members, policy BCA – Board of Directors Code of Ethics, policy BHC – Board Communications and Relationships with Staff, policy BJA – School Board Use of Electronic Mail

August:

Board workshop (brief 30 minutes) prior to the Board meeting (same night) to review - Policy BCA – Board of Directors Code of Ethics, Policy BEDH -Public Participation at Meetings, Policy KE – Public Concerns and Complaints, and Board Norms



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September:

- Review Policy GCBI – Annual Evaluation of the Superintendent. Review and answer questions. (During Board Meeting)
- Board Workshop (approx. 2 hours – not the same day as the Board Meeting) to review the RSU 63 Mission, Vision & Goals of the District (policy BA – Operational Goals & policy AD – Educational Philosophy), and strategic plan (read ahead of time), set 1-3 Board goals for the year

October:

MSBA Delegate Assembly and MSMA Conference

January:

Board workshop (brief 30 minutes) prior to the Board meeting (same night) to conduct mid-year review of progress toward goals and adherence to Code of Ethics

May:

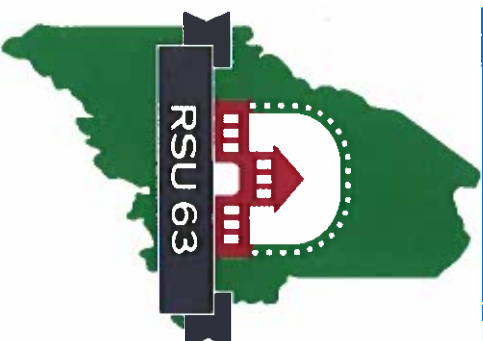
Individual Board members conduct Standards of Leadership Board Evaluation and submit the results to the Board Chair for compilation.

PUBLIC PARTICIPATION PROCEDURES

School board meetings are held in public for the purpose of conducting board business. They are not public meetings. However, comments and concerns related to education are welcome within the guidelines set forth in Policy BEDH Public Participation at Meetings. The Board Chair will provide one opportunity for public comment on the agenda. Rules for speaking within "Questions and Comments from the Public" are as follows:

- Citizens and employees of the school unit are welcome to participate as provided in this policy. Others may be recognized to speak at the Chair's discretion. Individual employees and/or employee groups will not be permitted to discuss matters for which complaint or grievance procedures are provided.
- During the time set aside for public participation, the Chair will be responsible for recognizing all speakers, who must identify themselves by name and their community of residence when they begin speaking.
- Speakers should limit their comments to three (3) minutes speaking time.
- Speakers will not participate in gossip, make defamatory comments, or use abusive or vulgar language.
- Speakers should limit their comments to items that directly relate to the District.
- The Board Chairperson will maintain the prerogative to discontinue any presentation that violates any of the public participation guidelines.
- If several people wish to speak on the same topic, the Board Chairperson may request that a single spokesperson be selected by groups or organizations speak to the Board on the topic to avoid repetitious information. All speakers are to address the Chair and direct questions or comments to particular Board members or the Superintendent only with approval of the Chair. Requests for information or concerns that require further research may be referred to the Superintendent to be addressed at a later time.
- With the approval of the Board Chairperson, questions or comments may be directed to specific Board members or officers of the district. Board members and the Superintendent may have the privilege of asking questions of any person who addresses the Board.
- In order to avoid contention and personal arguments between the Board, or individual members of the Board, with members of the public, challenges by members of the public regarding decisions or actions taken by the Board on any particular issue will not be debated in public. If the Board Chairperson chooses, he/she may state that the item will be taken under consideration to allow Board members to think further on the issue. Members of the Board and the Superintendent may ask questions of any person who addresses the Board but are expected to refrain from arguing or debating issues. Questions must be addressed through the Chair.
- Unless an item is posted on the agenda, discussion and action may be inappropriate. No complaints or allegations will be allowed at Board meetings concerning any person employed by the school system or against particular students. Personal matters or complaints concerning student or staff issues will not be considered in a public meeting but will be referred through established policies and procedures.
- If a personnel issue is not satisfactorily resolved by the Superintendent, the complaint can be filed in writing by the party or parties in question and sent to the attention of the Board Chairperson where it may be scheduled for discussion within an executive session.

WELCOME TO THE MEETING OF THE RSU #63 SCHOOL BOARD OF DIRECTORS



202 KIDDER HILL
ROAD
HOLDEN, ME 04429
(207) 843-7851
www.rsu63.org

COMMITTEE MEMBERS

Town of Clifton: Linda Grabau, Vice Chair
Town of Edgington: Heather Grass; ~~Tracy Bryant~~ **Brilliant Wood**; and **Rachel Downs**
Town of Holden: ~~Tracy Roberts~~ **Cheri Matthews**; ~~Matthew Campbell~~; Heather Lander;
Amy Harr; **Cherie Faulkner**; and **Derrick Robertson**

ADMINISTRATORS

Jared Fulgoni, RSU #63 Superintendent of Schools
Kelly Theriault, RSU #63 Business Manager
~~Carmen Brown~~, RSU #63 Special Services Director
Robert Meyer, Holbrook Middle School Principal
~~Don Spencer~~, Holden and Edgington Elementary Schools Assistant Principal
Timothy Baker, Holden and Edgington Elementary Schools Assistant Principal
Kristina Dumond, Director of Curriculum
George Cummings, RSU #63 Technology Coordinator
Ryan Porter, RSU #63 Facilities and Maintenance Manager

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WELCOME

The RSU #63 Board of Directors welcomes you. The Board appreciates visitors from the public and trusts that your attendance will be helpful. It is very important for interested persons to know about the workings of our school district and for us to be aware of what you feel is important to RSU #63's students. In that spirit, you are invited to participate in the meeting in accordance with the RSU #63 policy and rules.

NONDISCRIMINATION POLICY

It is the policy of RSU #63 not to discriminate in educational programs, activities or employment practices on the basis of race, color, sex, sexual orientation, gender identity, religion, ancestry, national origin, age, disability, or genetic information.

SCHOOL COMMITTEE DUTIES AND RESPONSIBILITIES

School Board responsibilities all derive from state law and regulations.

- First and foremost, we are responsible for setting the over-all policies for our schools. These policies range from curriculum standards and assessment requirements to codes of conduct for students and staff. Increasingly the policies we adopt are dictated by state and federal mandates, so we must also attempt to understand these and respond to them in the way we deem best for our students.
- We are responsible for preparing and advocating for an annual budget for the schools.
- We are responsible for hiring a Superintendent and responding to recommendations for hiring other staff.
- We are responsible for negotiating employment contracts with our teachers and other staff.
- We are responsible for providing, improving, and maintaining our schools.
- We are responsible for dealing with serious disciplinary matters, including possibly expelling and re-admitting students to school.

Board members have authority only when acting as a Board legally in session. The Board is not bound in any way by an action or statement of an individual member except when such statement or action is in pursuance of specific instructions from the Board.

In sum, we are elected to see that our schools provide each and every student with the best possible educational opportunity, knowing that a well-educated population is essential for our towns and country.

SUPERINTENDENT DUTIES AND RESPONSIBILITIES

The position of the Superintendent of Schools is created by state law to provide each school board with the benefit of advice from a professional educator.

The state statutes and rules give the Superintendent the necessary authority to carry out the responsibilities assigned to them in relation to the role assigned to school boards. Responsibilities include, but are not limited to:

- Hiring Staff
- Recommending and Implementing Policy
- Proposing and Administering Budget
- Basing Actions on Policy and Law

COMPLAINT PROCEDURES

All parents, students, or other citizens initiating complaints or concerns regarding any aspect of RSU #63 or employee is encouraged to seek a resolution at the lowest possible level (eg. the Teacher). If the grievance remains unresolved, a citizen may appeal to the Principal and eventually the Superintendent, if necessary.

BOARD MEETINGS

RSU #63 School Board generally meet at 6:30pm on the fourth Monday of each month on a rotating school building schedule (Holbrook, Holden, Edlington). Agendas are prepared by the Superintendent and Board Chair. These are published forty-eight hours in advance of each meeting and are available on the web at www.rsu63.org, the Superintendent's Office, and at the Clifton, Edlington, and Holden Town Offices.

STANDARD AGENDA

Call to order	Budget and Finance
Flag Salute/Moment of Silence	Superintendent's Report
Approval of Previous Meetings' Minutes	Acceptance of Reports
Recognition and/or Awards	Old Business
Presentation	New Business
Questions/Comments from Public	Personnel
Dates of Next Meetings	Executive Sessions (if any)
	Adjournment

EXECUTIVE SESSION

In accordance with the Freedom of Access ("Right to Know") law, school board meetings are held in public. The Board may go into executive session, upon a vote of 3/5 of the members present and voting, for consideration of certain matters specified in law (e.g.: personnel, student suspension/expulsion, contract to be negotiated, collective bargaining, legal advice or pending litigation). No final action may be taken in executive session.



Regional School Unit 63 **Clifton, Eddington, and Holden**

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RSU 63 BOARD OF DIRECTORS **INFORMATION FOR PROSPECTIVE CANDIDATES**

CONGRATULATIONS!

We are glad you are considering running for a seat on RSU 63's Board of Directors!

We are current school board members who want to encourage you to complete nomination papers and work towards your election and service to the school community. We have found our service not only to be an essential and important benefit to the community's children, but a rich and rewarding experience for ourselves personally. We have terrific students, teachers, administrators, and staff and it is a pleasure to try to serve them. We also realize that our communities are extremely generous toward and supportive of our schools. We greatly value the sacrifices they make and the trust that they have placed in our schools. We strive to continue to make their support warranted.

Because the job of a school board also requires a considerable amount of work to be a success, we offer this information to you to help you realistically assess what the job of a school board member might involve and to help you determine if now is the right time for you to serve. However, in no way do we want to "scare you off". It is good work and our board needs you.

SCHOOL BOARD RESPONSIBILITIES

Our responsibilities all derive from State law and regulation. First and foremost, we are responsible for setting the over-all policies for our schools. These policies range from curriculum standards and assessment requirements to codes of conduct for students and staff. Increasingly, the policies we adopt are dictated by state or federal mandates, so we must also attempt to understand those and respond to them in the way we deem best for our students. We are responsible for preparing and advocating for an annual budget for the schools. We are responsible for hiring and firing the Superintendent and responding to recommendations for hiring other staff. We are responsible for negotiating employment contracts with our teachers and administrators. We are responsible for providing, improving, and maintaining the physical plant of the schools. We are responsible for dealing with serious disciplinary matters, including possibly expelling and re-admitting students to school. In sum, we are elected to see that our schools provide each and every student with the best possible educational opportunity, knowing that a well-educated population is essential for the successful future of each individual as well as our town and country.

Although these are serious responsibilities, don't worry. We have lots of help! Our administrators and staff are the ones who do the real work, like preparing budgets and developing the specifics of our children's education. We hire them to do that. In fact, one of the things we are NOT elected to do is deal with day-to-day school challenges. That is sometimes called "micro-managing" and we have found that is almost always not helpful. We work hard to hire competent administrators and staff, create meaningful expectations for their job performance, and then provide them the support they need to do the job we expect from them.



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When you join a board, you will be joining experienced board members. There definitely is a “learning curve” and you are not expected to come on board “knowing it all”. We are all there to help one another. If you have not previously attended board meetings, we encourage you to attend any or all of our meetings between now and Election Day. The meetings are, of course, public meetings and you are always encouraged to attend. Attending will explain a lot more than this information ever could.

Also, feel free to ask any current board member any questions you now have about service. You can find out who is now on the board by checking the RSU 63 website or by calling the Superintendent’s office. There are also helpful materials on the MSBA (Maine School Board Association website <https://www.msmaweb.com>)

SCHOOL BOARD STRUCTURE

Many people do not understand the structure of the school boards. It is largely determined by the state legislation.

Once you are elected, you become part of an eight-member school board. Four are elected from Holden, three from Eddington, and one from Clifton. You will be meeting once a month for our regular board meeting. We usually have a rotation between the three schools.

Like any other board, there are committees and work groups that we each participate in. Some of the recent or on-going committees have included policy review, budget & finance, student success, facilities, and contract negotiations. Yes, serving on these committees does mean extra meetings and work, but we have found that serving on these committees often strengthens our school, and broadens and deepens our knowledge of and appreciation for our schools.

WHY WE SERVE

You might choose to run for school board for many reasons. Usually, it is because you have or have had a child in school and wish to support your school. However, sometimes it is because you have had what you feel is a negative experience with some aspect of your school. Or perhaps there is one issue in particular that you feel passionate about. Some people refer to that as “having an agenda”. While wanting to make change in our government’s policy or practice is a valuable and valued motivator, we offer a word of caution about being significantly moved by anger on a single issue to seek this job. The board has so many diverse responsibilities that whatever issue you have at the moment is likely to quickly pass and you will be left needing to be responsible for many other issues, which may not be what you had in mind. You need to be willing to “buy” the whole package.

Being on a school board is an act of volunteerism. It is an essential part of our representative democracy. Serving on the school board helps to ensure that the “control” of our schools stays local and strong.

We hope that we have been able to answer some of your questions about the responsibilities and rewards of service on our school boards. We hope you will consider offering yourself as a candidate from your town, and we wish you the best of luck in your endeavors.



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RSU 63 Board of Directors
Standards of Leadership Annual Evaluation
*****Adapted from RSU 21 Board Evaluation***

These standards are rated using the following scale:

4 – Exemplary

Rating is reserved for performance that significantly exceeds proficiency and could serve as a model for leader's district-wide or even statewide. Few boards are expected to demonstrate Exemplary performance on more than a small number of targets.

3 – Proficient

Rating represents 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

Rating mean that performance is meeting proficiency in some components but not others. Improvement is necessary and expected.

1 – Does Not Meet

Rating indicates 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, and Accountability

Descriptor: The RSU 63 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, and Accountability

	4 Exemplary	3 Proficient	2 Basic	1 Does Not Meet
The board develops a shared mission and vision that reflects student achievement and community priorities, and communicates it to the community.				
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.				
The board regularly monitors progress on district goals, effective instruction, and student achievement with data-based information.				
The board keeps informed about what children are learning through reports on scholastic achievement, vocational programs, and the impact of extra-curricular activities.				
The board annually evaluates the job performance of the superintendent and monitors the progress made on the superintendent's goals.				
The board conducts a self-evaluation to monitor its own performance and participates in professional development, including board training and seminars.				

Comments:

Standards 2: Board Governance and Policy

Descriptor: The RSU 63 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
The board and superintendent participate in an annual workshop to build team relationships, review roles, responsibilities, and board operations, and orient new board members.				
The board has a procedure in place for regularly reviewing existing policies and developing new ones.				
The board closely adheres to its own procedures, protocols, and policies for effective board operations.				
The board clearly understands its governance role and responsibilities, adheres to open meeting laws, and delegates district operation responsibilities to the superintendent.				
Board members publicly support the decision of the majority and speak with a unified voice.				
Board leadership acts mentor to new members to help them learn the ropes and provides new members with a detailed explanation of the board's mission.				

Comments:

Standards 3: Communication and Community Relations

Descriptor: The RSU 63 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:

- Communicates policies and procedures
- Schedules or invitations to community forums
- Reports or presentations on programs that demonstrate community partnerships
- Legislative meetings, letters, or advocacy efforts
- Newsletters and websites
- Survey results

Rating for Standard 3: Communication and Community Relations

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

Comments:

Standards 4: Fiscal Resources, Staff Recruitment, and Environment

Descriptor: The RSU 63 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, and Environment

	4 Exemplary	3 Proficient	2 Basic	1 Does Not Meet
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.				
The board keeps the community informed about the financial needs of the district, seeks cost savings and operational efficiencies, and invites community input.				
The board monitors facilities plan that meets student and staff health and safety regulations and guidelines.				
The board ensures that the audit committee functions in accordance with regulatory requirements, reviews internal audit finding, and responds appropriately.				
The board supports the recruitment of highly effective teachers, administration, and staff and provides professional development and support.				

Comments:

Standards 5: Ethical Leadership

Descriptor: The RSU 63 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
Board members are able to speak their minds without fear of being ostracized.				
Board handles conflict openly and constructively.				
Board members actively promote the belief in the success of all students in the district.				
Board members act as conscientious role models and exhibit professionalism.				
Board members exercise authority only as a board of the whole and recognize that no individual board member has authority to take individual action on behalf of the board.				
Board members avoid conflicts of interest and appropriately disclose if one arises.				
Board has adopted and annually reaffirms its code of ethics.				

Comments:

**RSU 63 Board of Directors
Annual Evaluation Rating Form**

Board Member: _____

Date: _____

Standards	Summative Score			
	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, and Environment	4	3	2	1
Standard 5: Ethical Leadership	4	3	2	1
Attainment of Goal(s)	4	3	2	1
ANNUAL EVALUATION SCORE	4	3	2	1

Possible Future Goal Areas:

BREWER SCHOOL COMMITTEE MINUTES

May 6, 2024

6:00 PM

Brewer High School Lecture Hall

Committee members in attendance: Mr. Forrest - Chair, Ms. Dunn - Vice Chair, Mr. Damon, Mr. Farley, Mr. Cross, student representatives Cayen Philbrick and Jackson Day

A. Mr. Forrest called the regular meeting to order at 6:02 PM.

B. Mr. Forrest called for the Pledge of Allegiance.

C. Adjustments to Agenda - None

D. Public Comment - None

F. Minutes

1. Ms. Dunn moved to approved the regular meeting minutes of April 1, 2024; Mr. Farley seconded the motion; 5 in the affirmative and 2 student representatives in favor.

G. Reports

1. United Technologies Center (UTC)

- Mr. Cross reported on the meeting of May 2, 2023. The SkillsUSA winners are fundraising for the trip to compete in Atlanta - continued work on CET programs.

2. Southern Penobscot Regional Program for Children with Exceptionalities (SPRPCE)

- Ms. Dunn reported no report.

3. Trustees

- Mr. Damon reported on the April 23, 2024 meeting. Discussions of Brewer Community School - Athletic Complex (concessions/bathrooms by next SY - Naming Rights Committee met - Center Street building upgrades

4. Student Representatives

Cayen Philbrick & Jackson Day reported on current student activity events: SeBeowulf - Art Club - Yearbook - Student Council - Key Club

5. Administration

a. Superintendent of Schools report:

Mr. Palmer wished teachers a Happy Teacher Appreciation message

Mr. Palmer announced the name of the Maine's Special Education Director of the Year 2024 our very own Ms. Angela Moore. Congratulations!!

i. Review of the 2024-2025 proposed budget

Committee members thanked the city and Ms. Gardner for their hard work!

ii. Final review of the BE-R Regulation SC Meeting Schedule 2024-2025

iii. Review of Regulation IHAN-R Brewer High School Driver Education Program

vi. Staff resignations and appointments:

1. Reporting the resignation of Alexandria Fountain, BHS English Teacher for 2024-2025 for the purpose of pursuing her graduate degree out of state.
2. Reporting the resignation of Samuel Nichols, BCS Grade 5 Teacher effective the end of the 2024 school year for the purpose of relocation. Sam was hired August 25, 2021 and we wish him all the best in his future endeavors.

3. Reporting resignation of Daniel Perkins -ESY ET III Summer 2024
4. Reporting the resignation of Kelli Okyere - Ed Tech I effective April 19, 2024 for personal reasons. Kelli has requested to come back on our substitute list and we are happy to have her in that position.
5. Reporting the resignation of Ellie Caballero, BSC Guidance Counselor effective the end of the 2024 school year for personal reasons. Ellie was hired August 23, 2022 and we thank Ellie for her dedicated service and wish her all the best.
6. Reporting the appointment of Maranda Bingham - ET I at BCS 4/8/2024
7. ESY Summer 2024 appointments:
 - a. Ed Tech III - Mckayla Smith and Mary Morrill
 - b. Ed Tech I - Maranda Bingham
 - c. Teacher - Maddie Dichard
 - d. SLP - Ellie Horr
8. Witches Academy Summer 2024 appointments
 - a. Lead Teachers - Alecta Rhoads & Haley LaGrange
 - b. Teachers - Janice Hatch, Olivia Potter, Annie Jewell, Juliet Stoneton, Brianna Geiser, & Sarah Chasse
9. 2024 High School Summer Staff - Kristy Albee & Becky Kash
- v.. Non-Monetary Donations:
 1. From Norm Stanton of Brewer, to Brewer High School AFJROTC uniforms approx. value of \$500.00.
 2. From Kevin O'Connell of Brewer to Brewer Community School Snack program 3 large boxes of fruit snacks, assorted chips and Cheez-Its.
- vi. Athletic appointments:
 1. Aaron Smith - Track & Field Assistant Coach S2024
 2. Lendl Zaehring - Track & Field Volunteer Coach S2024
 3. Football Assistant Coaches - Dana Cory, Dennis Kiah, Aaron Smith, and Holden Dudley
 4. Boys Soccer Assistant/JV Coach - Chris Brady
 5. Field Hockey Assistant/JV - Grace Brydges
 6. Girls Soccer Assistant/JV Coach - Emily Ross
 7. Volunteer Fall Coaches - Girls Soccer, Javier Salinas & Jason Horr, and Football, Chris McGrath
 8. BCS Fall Head Coaches:
 - "A" Boys Soccer - Ebrima "Raheem" Odeleye
 - "B" Boys Soccer - Noah Morang
 - "A" Girls Soccer - Sean Tardif
 - "B" Girls Soccer - Meghan Snook
 - Field Hockey - Laura Knapp
 - Cross Country - Glen Holyoke
- b. Director of Instruction & Technology Report:

Ms. Ward-Downer reported on the CNA Goals, Summer Programming, and Assessment Season
- c. Athletic Director Report:

Mr. Utterback provided a written report in his absence.

H. Old Business

1. Mr. Damon moved to approve the second reading, adoption of the Proposed FY25 Budget; Mr. Cross seconded the motion; 5 in the affirmative and 2 student representatives in favor.

I. New Business

1. Acceptance of Gifts

Ms. Dunn moved to accept the donations as read; Mr. Cross seconded the motion; 5 in the affirmative and 2 student representatives in favor.

- a. Donation of \$6,915.00 from the Brewer Boosters Club to Brewer High School Athletics towards the cost of track uniforms
- b. Donation of \$50.00 from the Brewer Garden and Bird Club, attn: Susan Xinachs of Brewer to Brewer Community School towards the BCS Snack program.
- c. Donation of \$12,990.00 from the Brewer Soccer Club to Brewer High School towards the soccer goals for the Athletic Complex.
- d. Donation of \$50.00 from Sue A. Largay of Brewer to Brewer High School in memory of Mike Henderson, class of 1973 who passed away March 12, 2024.
- e. Donation of \$2,500.00 from Gifford Electric of Brewer to Brewer School Department. The donation amount (electrician labor cost) was deducted from the invoice for the BHS Softball LED Lighting Retrofit.
- f. Donation of \$184.39 from PepsiCo Beverage Sales, NY to Brewer School Dept towards Food Service/School Lunch donations/contributions
- g. Donation of \$400.00 from Daniel E. Geagan Post 98, American Legion of Brewer to BHS towards the "tuition for a student to attend Dirigo State
- h. Donation of \$100.00 from Mark & Susan Farley of Brewer to BSD for the BCS Snack program.

2. Teacher Appointments 2024-2025

- a. Mr. Cross moved to approved the appointment of Kristen Granke as Brewer High School English Teacher 2024-2025; Ms. Dunn seconded the motion; 5 in the affirmative and 2 student representatives in favor.
- b. Mr. Farley moved to approve the appointment of Reid Higgs as Brewer Community School Grade 3 Teacher 2024-2025; Mr. Damon seconded the motion; 5 in the affirmative and 2 student representatives in favor.
- c. Ms. Dunn moved to approve the appointment of of Danielle Stuber as Brewer High School Special Education Resource Room Teacher 2024-2025; Mr. Farley seconded the motion; 5 in the affirmative and 2 student representatives in favor.

3. Ms. Dunn moved to approve (a.-d.) BCS Second Probationary Contract Teachers 2024-2025 as read; Mr. Cross seconded the motion; 4 in the affirmative; 0 opposed and 1 abstained and 2 student representatives in favor.

- a. Grace Brydges, Special Education Teacher 5-6 RR
- b. Camden "Cami" Carter, Alt Ed Innovations Academy Teacher
- c. Maeve Maloney, Grade 3 Teacher
- d. Noah Morang, Physical Education Teacher

4. Mr. Cross moved to approve (a.-h.) BCS Continuing Contract Teachers 2024-2025 as read; Ms. Dunn seconded the motion; 5 in the affirmative and 2 student representatives in favor.

- a. Madelyn Dichard, SPED Grades 3-4 Resource Room
- b. Scott Hatch, Special Education Life Skills Teacher
- c. Taylor Howe, Special Education SEL Grades 3-4
- d. Laura Knapp, Grade 8 Math Teacher
- e. Traci Low, Grade 3 Teacher
- f. Halle Reynolds, Grade 3 Teacher
- g. Tanna Ross, Physical Education K-5
- h. Carly Seymour, Kindergarten Teacher

5. Mr. Damon moved to approve (a.c.) BHS Second Probationary contract Teachers 2024-2025 as read; Mr. Farley seconded the motion; 5 in the affirmative and 2 student representatives in favor.
 - a. Madeline Boyes, English
 - b. Robin Clukey, Physical Science
 - c. Kurt Forcier, IEP Coordinator
6. Mr. Cross moved to approve (a.-i.) BHS Continuing Contract Teachers 2024-2025 as read; Mr. Damon seconded the motion; 5 in the affirmative and 2 student representatives in favor.
 - a. Deborah Colpitts, Science
 - b. Asia Decker, English
 - c. Ian Foran, Social Studies
 - d. Megan Higgins, Social Studies
 - e. Kristin "Kat" Johnson, Art
 - f. Richard "Rich" Kimball, .2 Theater
 - g. Erin McDonald, Special Education Teacher - RR
 - h. Justin Plain, Guidance Counselor
 - i. Julie Thayer, Special Education Teacher - RR
7. Administrative Contracts 2024-2025
 - a. Ms. Dunn moved to approved the BHS Building Based Administrators Contacts 2024-2025 as read; Mr. Farley seconded the motion; 5 in the affirmative and 2 student representatives in favor.

Brent Slowikowski, 9-12 Principal
Fred Lower, 9-12 Assistant Principal
 - b. Mr. Cross moved to approve the BCS Building Based Administrators Contracts 2024-2025 as read; Mr. Damon seconded the motion; 5 in the affirmative and 2 student representatives in favor.

Allison Kahkonen, PreK-4 Principal
Jason Richards, 5-8 Principal
Samantha Pangburn, BCS Assistant Principal
 - c. Mr. Dunn moved to approve the Central Office Based Administrators Contracts 2024-2025 as read; Mr. Damon seconded the motion; 5 in the affirmative and 2 student representatives in favor.

Gretchen Gardner, Director of Business & Finance
Renita Ward-Downer, Director of Instruction (Learning & Technology)
Angela Moore, Director of Special Education
 - d. Mr. Farley moved to approve the BSD Based Administrators Contracts 2024-2025 as read; Ms. Dunn seconded the motion; 5 in the affirmative and 2 student representatives in favor.

Dr. Alison Glanville, Director of Psychological Services
Pam McGinn, Assistant Special Education Director
David Utterback, Athletic Director
8. Mr. Damon moved to approve the revision of Policy IKF, *Graduation Requirements*; Mr. Farley seconded the motion; 4 in the affirmative, 1 opposed, 0 abstained.
9. Mr. Farley moved to approved the revision of Policy IKA, *Proficiency-based Grading and Reporting System*; Ms. Dunn seconded the motion; 5 in the affirmative.

I. Future Meetings

Regular Meeting, Monday, June 3, 2024, 6:00 PM, Brewer High School Lecture Hall

J. Public Comment - None

K. Adjournment

Ms. Dunn moved to adjourn the meeting at 7:06 PM; Mr. Cross seconded the motion, 5 in the affirmative and 2 student representatives in favor.

Respectfully submitted,



Gregg Palmer
Secretary

Approved: June 3, 2024

MINUTES

BANGOR SCHOOL COMMITTEE REGULAR MEETING 7:00 p.m., Wednesday, April 24, 2024

School Committee Members Present: Chair Marwa Hassanien, Vice Chair Sara Luciano, Katie Brydon, Shelly Okere, Imke Schessler-Jandreau, and Ben Sprague. Member Timothy Surrette was excused.

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

- B. Adjustments to the Agenda:

No Adjustments to the Agenda

- C. Public Comments:

No Public Comments

- D. 2. a. Principal Dan Chadbourne provided an update from the Wellness Committee.

- b. Superintendent Tager reported the following teacher reassignment for the 24-25 school year:

Jodie Burgess from Grade 5 Teacher at Fairmount School to Grade 4 Teacher at Fairmount School.

Kristy Donahue from Grade 4 Teacher at Fairmount School to Grade 5 Teacher at Fairmount School.

Kelsey Dudley from Grade 4 Teacher at Fairmount School to Grade 5 Teacher at Fairmount School.

Kacey Falcon from Grade 5 Teacher at Fairmount School to Grade 4 Teacher at Fairmount School.

Bambi Heath from Grade 4 Teacher at Fairmount School to Grade 5 Teacher at Fairmount School.

Lydia Murphy from Grade 5 Teacher at Fairmount School to Grade 4 Teacher at Fairmount School.

Jennifer Roy-Musor from Grade 5 Teacher at Fairmount School to Grade 4 Teacher at Fairmount School.

Chloe Schaeffer from Grade 4 Teacher at Fairmount School to Grade 5 Teacher at Fairmount School.

Jessica White from Grade 4 Teacher at Fairmount School to Grade 5 Teacher at Fairmount School.

- E.1.a.1. VOTED 6-0 to approve the Minutes of the April 10, 2024 Regular School Committee Meeting.
- b-c. VOTED 6-0 to approve the following teacher nominees for first year and second year probationary contracts from September 1, 2024 to August 31, 2025 and continuing contracts from September 1, 2024 to August 31, 2026.

First Year Probationary Contracts:

Downeast/Vine/BRP

Michael Boomer

Art

Downeast School

Jessica Lee

Special Education

14th/Fruit/Mary Snow/BRP

Meghan Schall

Literacy Coach

Pupil Services

Ashley Hoffmann

Social Worker

Abigail Pierce

Social Worker

Rose Pompey

Multilingual

Second Year Probationary Contracts:

Bangor High School

Andrea Martin

English

Ryan Nickerson

Math

Keri Phipps

Physical Science

Kelsey Stoyanova

English

William S. Cohen School

Savannah Haas

Grade 6

Chelsea Kirk

Grade 6

Kara Schwartz

Library Media Specialist

Sophia Sciarappa

Science

Stephen Urli

Science

James F. Doughty School

Sarah Cousins

Music

Joseph Haskins

Grade 7/8 Social Studies

Shawn Kenniston

Math

Justina Kenniston

Grade 6

Kathleen Reardon

School Counselor

Abraham Lincoln School

Janice Rand

PreK

Sara York (AL/14th)

Special Education

Downeast School

Natalie Kirby
 Krista McNeill
 Kristi Raymond
 Olivia Sharrow

Grade 3
 Special Education
 Grade 2
 Kindergarten

Fruit Street School
 Alexandra Loukas

PreK

Fourteenth Street
 Samantha Coltart

PreK

Mary Snow School
 Allyson Estes
 Amanda Green
 Kathleen Makson

Grade 5
 Grade 4
 Grade 4

Vine Street School
 Adam Edward (VI/14th/BRP)

Physical Education

Pupil Services
 Paige Boomer
 Jordan Fearon
 Jessica Fink
 Lily Leavitt

ML Teacher
 School Psychologist
 Speech/Language Pathologist
 Occupational Therapist

Bangor Regional Program
 Nathaniel Colby

Special Education

Continuing Contracts:

Bangor High School
 Jill Kenney
 Sarah O'Connell

School Counselor
 Science

William S. Cohen School
 Joy Walters

School Counselor

Downeast School
 Emily Brittelli
 Sarah James

PreK
 Grade 1

Fruit Street School
 Sarah Hicks (FR/AL/BRP)

Music

Mary Snow School
 Casey Grunder

Grade 5

Vine Street School
 Jenna Bishop
 Carolyn Moring (VI/BRP)

Kindergarten
 School Counselor

Pupil Services

Jamie Bartlett

Jamie Ciomei

Jenna Hope

Social Worker

Occupational Therapist

Social Worker

Bangor Regional Program

James Bohm

Amanda Cobb

Frederick Maddocks

Lori Marchand

Sara Pomeroy

Special Education

Special Education

Special Education

Special Education

Special Education

2. VOTED 6-0 to approve the following extra-duty assignments for school year 2023-2024:

B Softball Coach

William S. Cohen

Emma Nason (1st yr)

Dramatics Technical Advisor Bangor High School

Clayton Perry (ET)

- VOTED 6-0 to approve the following extra-duty assignments for school year 2024-2025:

English Dept. Head

Bangor High

Jane Venturelli

Fine Arts Dept. Head

Bangor High

Eric Hutchins

Foreign Lang. Dept. Head

Bangor High

Marisue Schuilling

Guidance Dept. Head

Bangor High

Adam Leach (.75)

Guidance Dept. Head

Bangor High

Sharon Pelletier-Ayer (.25)

Physical Ed Dept. Head

Bangor High

Jeffrey Fahey

Science Dept. Head

Bangor High

Barbara Stewart

History/Business Dept. Head

Bangor High

Geoffrey Wingard

Special Ed Dept Head

Bangor Regional

Laura Charette

IEP Coordinator

JFDS

Karen Smart

IEP Coordinator

JFDS

Randall Allen (.5)

IEP Coordinator

WSCS

Samuel Picard (.25)

IEP Coordinator

WSCS

Nicole Pinkham (1.75)

IEP Coordinator

Downeast

Melissa Metivier (.5)

IEP Coordinator

Downeast

Jeannie McAlpine (.5)

IEP Coordinator

Downeast

Jessica Lee (.5)

IEP Coordinator

Downeast

Jennifer Kolvoord (.5)

IEP Coordinator

Downeast

Page Cadorette (.5)

IEP Coordinator

Fairmount

Joni Buck (1.75)

IEP Coordinator

14th Street

Tracy Reardon (.1)

IEP Coordinator

Fruit

Cassandra Azevedo (.5)

IEP Coordinator

Fruit

Emma Griego (.5)

IEP Coordinator

Fruit

Melissa Barthelemy (.5)

IEP Coordinator

Abraham Lincoln

Courtney Brideau (.375)

IEP Coordinator

Abraham Lincoln

Christopher Junkins (.375)

IEP Coordinator

Abraham Lincoln

Charlene Southwick (.375)

IEP Coordinator

Mary Snow

Kassie Saucier (.5)

IEP Coordinator

Mary Snow

Heidi Robinson (.5)

IEP Coordinator

Vine

Erika Hutchins (.67)

IEP Coordinator

Vine

Amy Alaimo (.67)

IEP Coordinator	Vine	Sue Whitmore (.67)
IEP Coordinator	BRP	Laura Charette
Enrichment Act Coord.	JFDS	Randall Allen
Intramural Act Coord.	Bangor High	Jeffrey Fahey
Team Leader – Grade 6	WSCS	Deb Sykes
Team Leader – Grade 7	WSCS	Trisha Martin
Team Leader – Grade 8	WSCS	Thomas True
Team Leader – Specialties	WSCS	Katrina Lajoie
Team Leader – Grade 6	JFDS	Cathy Hanscom
Team Leader – Grade 7	JFDS	Lisa McPhee
Team Leader – Specialists	JFDS	Tracy Vassiliev
Team Leader – Special Ed	JFDS	Karen Smart
Cert Gov Committee, Chair	Systemwide	Jaime Jarvis
Cert Gov Committee	Systemwide	Marisue Schuiling
Cert Gov Committee	Systemwide	Sherilee Benson
Cert Gov Committee	Systemwide	Katrina Lajoie
Cert Gov Committee	Systemwide	Wendy Hooke
Cert Gov Committee	Systemwide	Cynthia Fish
Cert Gov Committee	Systemwide	Susan Burke (ET)
Cert Gov Committee Admin	Systemwide	Richard Fournier (Adm)
Special Olympics Coordinator	Systemwide	Jason Pangburn (.5)
Special Olympics Coordinator	Systemwide	Kendra Perry (.5)
Chemical Mgmt Officer	Systemwide	Tracy Vassiliev (.5)
Chemical Mgmt Officer	Systemwide	Karen White (.5)
Band	Bangor High	Matthew Tipton
Jazz Band	Bangor High	Matthew Tipton
Chorus	Bangor High	George Redman
Orchestra	Bangor High	William Bell
Jazz Choir	Bangor High	George Redman
Debate	Bangor High	Matthew Leland
Dramatics	Bangor High	Deborah Elz Hammond
Technical Advisor	Bangor High	Clayton Perry (ET)
Speech Activities	Bangor High	Stephanie Hendrix
Yearbook Business Manager	Bangor High	Eric Hutchins
RAM Page Advisor	Bangor High	Jeff Sanders
Student Council	Bangor High	Eric Hutchins
Senior Class Advisor	Bangor High	Evan Marshall
Senior Class Advisor	Bangor High	Anthony Crabtree
Junior Class Advisor	Bangor High	Kaitlin Dolloff
Junior Class Advisor	Bangor High	Justin Jacques
Sophomore Class Advisor	Bangor High	Donald Erb
Sophomore Class Advisor	Bangor High	Stephen Riitano
Cultural Exchange Advisor	Bangor High	Marisue Schuiling
Library Study Coordinator	Bangor High	Nancy Watson
Graduation Coordinator	Bangor High	Heather Hopkins (.5) Secretary
Graduation Coordinator	Bangor High	Eric Hutchins (.5)
Chess Club Advisory	Bangor High	Jonathan Dearing
Key Club Advisor	Bangor High	Misty Conrath (.5)
Key Club Advisor	Bangor High	Nitisha Lankhorst (.5)
Math Team Advisor	Bangor High	Carl Robbins
Mosaic	Bangor High	Emilie Throckmorton

Art Club Advisor	Bangor High	Susan Bryand
Assessment Coordinator	Bangor High	Mark Hackett
Maine Academic Decathlon	Bangor High	Carl Robbins
Maine Quiz Bowl Coach	Bangor High	Carl Robbins (.5)
Maine Quiz Bowl Coach	Bangor High	Susanna Owen (.5)
Advanced Placement Coord	Bangor High	Peter Sund
SEED Advisor	Bangor High	Christopher Packard
Talent Show	Bangor High	Deborah Elz Hammond
Civil Rights Advisor	Bangor High	Stephanie Hendrix
LGBTQ+	Bangor High	Marisue Schuiling (.5)
LGBTQ+	Bangor High	Emilie Throckmorton (.5)
VPA Acad Research Coord	Bangor High	Eric Hutchins
STEM Research Coord	Bangor High	Barbara Stewart
Business Acad Research	Bangor High	Lance Fenimore
Humanities Acad Research	Bangor High	Stephanie Hendrix
Band	JFDS	Jacob Gebhart
Band	WSCS	Jacob Gebhart
Chorus	JFDS	Sarah Cousins
Chorus	WSCS	James Pushard
Orchestra	JFDS	William Bell
Orchestra	WSCS	William Bell
Vocal Group	WSCS	James Pushard
Instrumental Group	JFDS	Jacob Gebhart
Instrumental Group	WSCS	Jacob Gebhart
Yearbook	JFDS	Tracy Vassiliev (.5)
Yearbook	WSCS	Raeanne Curtis
Student Council Advisor	JFDS	Chelsea Lowe (.5)
Student Council Advisor	JFDS	Matthew O'Connell (.5)
Student Council Advisor	WSCS	Katrina Lajoie
Math Counts	WSCS	Terence Tibbetts
Civil Rights Club	WSCS	Bailey Edward (.5)
Civil Rights Club	WSCS	Chelsea Lowe (.5)
Civil Rights Club	WSCS	Raeanne Curtis (.5)
<i>Head Coaches - Boys</i>		
Football	Bangor High	David Morris (6 ⁺ yrs w/BSD)
Soccer	Bangor High	Don Erb
Swimming	Bangor High	Jameson Ploch
Baseball	Bangor High	David Morris (6 ⁺ yrs w/BSD)
Tennis	Bangor High	Cynthia Howard (ET)
Lacrosse	Bangor High	Michael Keim (6 yrs w/BSD)
<i>Head Coaches - Girls</i>		
Field Hockey	Bangor High	Leah McGrearity (2 nd yr w/BSD)
Soccer	Bangor High	Jay Kemble
Basketball	Bangor High	Jay Kemble
Softball	Bangor High	Sophia Sciarappa
Tennis	Bangor High	Jameson Ploch
Lacrosse	Bangor High	Michael Fagone (2 nd yr w/BSD)
<i>Head Coaches - Co-ed</i>		
Cross County	Bangor High	Roger Huber (6 ⁺ yrs w/BSD)
Winter Track	Bangor High	Alan Mosca

Wednesday, April 24, 2024
Board of Directors Meeting Minutes – 7:00 p.m.
United Technology Center - Bangor

The Regional School Unit No. 22 Board of Directors met at United Technology Center, Bangor on Wednesday, April 24, 2024.

I. Call to Order

Board Chair Miller called the meeting to order at 7:00 p.m.

II. Call of the Roll

Board Members present were: Faye Anderson, Jessica Barnes, Liliana Faloon, Lester French, Allan Gordon, Ryan Hafener, Stacey Haskell, Ellen Hassan, John Holmes, Colleen Jolley, Chris Labonte, Heath Miller, Shelley Sargent, and William Seavey

Absent: Scott Cuddy and Brooke Miller

III. Pledge of Allegiance

IV. Approval of Minutes of Regular Meeting of March 20, 2024

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

Abstain: Heath Miller

V. Adjustment to Agenda

XIV. Old Business

- A. Discuss and act on Waldo County School Safety 2024 Mutual Aid Agreement

VI. Recognition

- A. United Technology Students - SkillsUSA 2024 participants.

Hampden Academy teachers Todd Moore and Charlie Huff attended the Board Meeting to recognize students who participated in the SkillsUSA competition this spring. Skills USA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. SkillsUSA helps each student excel by providing educational programs, events and competitions that support career and technical education in the nation's classrooms. This year Hampden Academy had 7 students compete in the competition which was held here United Technologies Center on March 15th.

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

The following individual(s) addressed the Board of Directors: Taylor Black, Hampden; Eric Jarvi, Hampden; Adria Yock, Hampden; Beth Tilton, Hampden; Jesse Cyr, Newburgh; Toni Hallett, Hampden; and Amanda Palmer, Hampden.

VIII. Board Chair

IX. Personnel

A. Resignations

The following resignations were announced:

Toni Hallett, Literacy Specialist at Earl C. McGraw and George B. Weatherbee schools
Brooke Bolduc, Math teacher at Hampden Academy
Cynthia Kelley, Grade 2 teacher at Earl C. McGraw, retirement
Tricia Richardson, Gifted and Talented teacher, District wide

B. Nominations - Transfers

The following nominations were announced:

Terry Martin, Grade 5 Special Education teacher at George B. Weatherbee School
Barnes moved, Jolley seconded, and the Board voted unanimously to approve.

Amanda Cobb, Special Education teacher, Reeds Brook Middle School
Barnes moved, Jolley seconded, and the Board voted unanimously to approve.

The following transfers were announced:

Kathryn Walters, Special Education teacher at Reeds Brook Middle School to Special Education teacher at Leroy H. Smith School.
Leigh Luna, Grade 4 teacher to Grade 3 teacher at Leroy H. Smith School.

X. Superintendent of Schools

A. Reading of the Essential Behaviors and Outcomes Proclamation - Colleen Jolley

B. Superintendent Report

1. Presentation from Samuel L. Wagner Middle School Principal Angela Pratt.
Principal Pratt's digital presentation highlighted the teacher to student ratio currently at the middle school level. Current data shows that the teacher to student ratio is below the state average.

C. Assistant Superintendent Update

1. Assistant Superintendent Boone presented the Board with the district's teacher to student ratio by grade level.

D. Monthly Financial Report

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

E. Student Board Representative Report

The student representatives updated the Board on numerous topics; the following are a few of those topics: Unified Basketball staff vs. student game, school wide assembly to recognize the second time Hampden Academy has received the National Unified Champion School award, spring athletic participation is at 30%, Drama Club spring children's play, Band and Chorus concerts, and Step Ahead Night for incoming ninth graders will be held on Monday, April 29th.

XI. Questions of Board Members

Discussion occurred about the grade 2 transition to George B. Weatherbee School as well as the Scenarios for restructuring Pre-K-8 grade levels.

XII. Committee Reports

- A. Finance Committee (exhibit)
- B. Budget Committee (exhibit)
- C. Athletic Committee
- D. Building Committee (exhibit)
- E. Negotiations Committee (exhibit)
- F. Education Committee (exhibit)
- G. Policy Committee (exhibit)
- H. United Technologies Center Board
- I. Behavioral Review Committee
- J. Dropout Prevention Committee
- K. SPRPCE Board (exhibit)
- L. Community Relations Committee (exhibit)
- M. Equity in Education Committee
- N. Strategic Planning Ad-Hoc Committee
- O. Ad Hoc Restructuring Committee (exhibit)

XIII. Policy Consideration (all with exhibit)

- A. Discuss and act on the first reading of Policy JLCD - Administering Medicines
Anderson moved, Holmes seconded, and the Board voted unanimously to approve.

B. Discuss and act on the first reading of Policy JLCDA - Medical Marijuana in School
Anderson moved, Jolley seconded, and the Board voted unanimously to approve.

C. Discuss and act on the first reading of Policy GCI - Professional Staff Development Opportunities
Anderson moved, Sargent seconded, and the Board voted unanimously to approve.

D. Discuss and act on the first reading of Policy GCOC - Evaluation of Administration Staff
Anderson moved, Sargent seconded, and the Board voted unanimously to approve.

E. Discuss and act on the first reading of Policy JFAB - Admission of Non-Resident Students
Anderson moved, Holmes seconded, and the Board voted unanimously to approve.

F. Discuss and act on the second reading of Policy JICIA – Weapons, Violence and School Safety
Anderson moved, Jolley seconded, and the Board voted unanimously to approve.

XIV. Old Business

- A. Discuss and act on 2024-2025 School Calendar - The draft calendar was distributed to Board members in March for consideration.
Seavey moved, French seconded, discussion occurred, and the Board voted and the motion failed.
- B. Discuss and act on Waldo County School Safety 2024 Mutual Aid Agreement
Anderson moved, Holmes seconded to remove from the table, discussion occurred. Anderson moved to rescind the motion, Holmes seconded. The Board voted unanimously to approve. Chair Miller moved to approve the Waldo County School Safety 2024 Mutual Aid Agreement, Gordon seconded, and the Board voted unanimously to approve.

XV. New Business

- A. Election of Chair and Vice Chair
Holmes moved to nominate Heath Miller as Board Chair, Jolley seconded, and the Board voted to approve.

Absent: Chris Labonte

Holmes moved to nominate Lester French as Board Vice-Chair, Barnes seconded, and the Board voted to approve.

Absent: Chris Labonte

XVI. Communication and Correspondence

A. Set Meeting Dates

- I. Community Relations Committee Meeting - Tuesday, April 29, 2024 - 5:30 at Hampden Academy**

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

XVII. Executive Session

- A. Executive Session to consider the expulsion of a public school student pursuant to 1 M.R.S.A § 405(6)(B) - Not necessary**
- B. Executive Session to Discuss Negotiations, According to 1 M.R.S.A § 405(6)(D)**

French moved, Barnes seconded and the Board voted unanimously to Enter into Executive Session at 9:29 p.m.

Board exited Exited Executive Session at: 9:48 p.m.

XVIII. 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.**

XIX. Adjourn

Seavey motioned to adjourn, Jolley seconded, the board voted unanimously to approve. Meeting adjourned at 9:49 p.m.

Respectfully submitted,

Nicholas Raymond
Superintendent

Personnel Actions

1. Resignations/Retirements
 - a. Carolyn Brown, Director of Special Education
 - b. Kimberly Flanagan, Grade 6 Math Teacher, Holbrook
 - c. Ashley Merchant, RTI Coordinator, Interventionist, and School Coach, Holbrook
 - d. Douglas Conant, Custodian at Holden Elementary
2. Elections
3. Appointments
4. Reassignments
5. Searches
 - a. Elementary School Principal – Update
 - b. Director of Special Education
 - c. Music Teacher (Grades 5-8)
 - d. Special Education Teacher (Eddington)
 - e. Ed Tech I
 - f. Ed Tech III- Library
 - g. RTI Coordinator (Holbrook Middle School)
 - h. Speech Language Pathologist
 - i. Long Term Occupational Therapist
 - j. Anticipated Special Education Bus Driver
 - k. Substitute Bus Drivers
 - l. A Boys Basketball Coach
 - m. B Boys Basketball Coach
 - n. Cheering Coach

Executive Session - Discussion of labor contract negotiations with Education Technicians and Food Service Workers by the Maine Education Association pursuant to 1 M.R.S.A. § 405(6)(D)

Executive Session - Discussion of compensation of officials/appointees/employee with RSU 63 Administrators pursuant to 1 M.R.S.A. § 405(6)(A)

Executive Session - Discussion of compensation of officials/appointees/employee with RSU 63 Superintendent pursuant to 1 M.R.S.A. § 405(6)(A)

Resume Public Session

Action Regarding Executive Session

Adjournment

In compliance with the Americans with Disabilities Act, if you require any kind of assistance to fully participate in this meeting, please notify the Superintendent's Office at 843-7851 or write to Superintendent of Schools, 202 Kidder Hill Road, Holden, ME 04429.