

**DRAFT
MINUTES**

**BANGOR SCHOOL COMMITTEE
REGULAR MEETING
7:00 p.m., Wednesday, February 12, 2020**

Members present: Chair Warren Caruso, Vice Chair Tim Surettee, Marwa Hassanien, John Hiatt, Sue Sorg, and Carin Sychterz. Member Susi was unable to attend.

VOTED 6-0 to amend the agenda to add an executive session, A.3.b. National Speech and Debate Association 2020 Maine Administrator of the Year, D.2.d. Report of Retirement, and D.2.e. Report of Resignation.

By roll call vote, entered executive session at 6:05 p.m. according to 1 MRSA subsection 405(6)(E) for the purpose of consulting with the school attorney. Chair Caruso joined the executive session at 6:26 p.m.

A. 1-2. Returned to public session at 7:02 p.m. and recessed until the regular meeting was called to order by Chair Caruso at 7:07 p.m. The Pledge of Allegiance followed.

A. 3. a. The Bangor School Department and the Bangor School Committee recognized the Bangor High School Debate Team for earning the 2020 State Championship.

b. The Bangor School Department and the Bangor School Committee recognized Principal Butler for being selected as the 2020 Maine District Administrator of the Year from the National Speech & Debate Association.

c. The Bangor School Department and the Bangor School Committee recognized Ogechi Obi, grade 10, as the Scholastic Writing Awards Gold Key Award winner in poetry. Gold Key Awards are the very best works submitted. Winners are automatically considered for national-level recognition.

B. Superintendent Webb shared the Committee voted 6-0 to amend the agenda earlier to add an executive session and A.3.b., D.2.d., and D.2.e.

C. Clare Mundell of 79 Norfolk shared her concerns about the suicide prevention policy and requested that a task force be convened.

Marcella Kenney of 251 Silver Road asked if her son would get in trouble for being late to class if he were reporting someone was suicidal. She also shared her concerns about the proposed suicide prevention policy.

D. 2. a. Dr. Ian Mette, Associate Professor in Educational Leadership at the University of Maine, provided an update on the Maine Educational Leadership Academy. Teachers Sara Vickers and Robert Spreng shared their experiences with the MELA cohort.

Members asked questions and thanked the presenters for sharing about the program.

- b. Grant Writer Cathleen Hanchlich Neslusan gave an overview of the 2019-2020 grants.

Members asked questions and thanked Cathleen for her work to secure grants.

- c. Superintendent Webb reported the proposed subsidy amount for FY21 under the Governor's proposed budget.

- d. Superintendent Webb reported the following retirement(s):

Linda Wheaton Special Education Teacher Acadia Educational Program

- e. Superintendent Webb reported the following resignation(s):

Wynnonalee Gonyar Grade 2 Teacher Fourteenth Street School

- E. 1. a. 1. VOTED 6-0 to approve the Minutes of the January 23, 2020 Regular School Committee Meeting.

- b. 1. Superintendent Webb recommended approval of the December 2019 Financial Report.

VOTED 6-0 to approve the financial report as presented.

- c. Vice Chair Tim Surette shared the following donation:

To Vine Street School from Charleston Church: winter coats, having a total dollar value of \$560.

VOTED 6-0 to accept the donation with great appreciation.

- d. 1. Superintendent Webb recommended approval of second reading of revised Policy JICK Bullying in Schools.

VOTED 6-0 to approve the policy as presented.

- E. 2. a. 1. Superintendent Webb gave background information of the proposed policy and recommended receipt of the first reading of new Policy JHD Suicide Prevention.

The motion was first and seconded to receive the policy as presented. Member Hiatt then countered with a motion to table the policy and hold a workshop. Member Hassanien seconded the motion.

Motion failed 2 (Hiatt, Hassanien) for 4 (Caruso, Surrette, Sorg, Sychterz) opposed to table the motion and hold a workshop.

VOTED 4 (Caruso, Surrette, Sorg, Sychterz) to receive the policy as presented and 2 (Hiatt, Hassanien) opposed.

Member Hiatt then motioned to form a task force on suicide. Member Hassanien seconded the motion.

Motion failed 2 (Hiatt, Hassanien) for and 4 (Caruso, Surrette, Sorg, Sychterz) opposed.

F. 2. Member Hiatt shared there is a UTC Board Meeting tomorrow night.

Member Surrette shared there is a SPRPCE Board Meeting tomorrow night.

H. 1. Chair Caruso reviewed the important dates.

I. Member Hiatt reminded the public of the March 3rd election.

J. Meeting adjourned at 9:07 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Betsy M. Webb", with a long, sweeping horizontal line extending to the right.

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

**BREWER SCHOOL COMMITTEE
REGULAR MEETING MINUTES
Monday, February 3, 2020
6:00 pm
Brewer High School Lecture Hall**

Committee members present: Mr. Farley, Vice Chair, Mr. Canders, Ms. Small, Mr. Boyes, Student Representatives Ms. Philbrick and Ms. Cattan

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

B. Pledge of Allegiance

C. Public Comment

Ben Umel of Canterbury - Public Comment Policy thanked the committee for their consideration of the policy.

Tim Seymour- Leader of Troop 1 - Scouts to observe meeting

D. Adjustments to Agenda

Mr. Canders moved approve the addition to item J, New Business of #8 of an overnight trip for Indoor Track to the New England Championship in Roxbury, MA on February 28-29, 2020 should we have any qualifying student-athletes; Ms. Small seconded - VOTED: 4 in favor, 0 opposed, 0 abstained. (Ms. Philbrick & Ms. Cattan in favor)

E. Presentations/Awards

1. Casey Leonard, CPA/Partner of Runyon Kersteen Ouellette presented the FY19 Brewer School Department Audit

F. Minutes

1. Mr. Farley, without objection and by unanimous consent, proposed that the regular meeting minutes of January 6, 2020 be approved.

G. Personnel - N/A

H. Reports

1. United Technologies Center

Mr. Canders reported no quorum for the meeting. Those in attendance had a STEAM learning presentation.

2. Southern Penobscot Regional Program for Children with Exceptionalities

Mr. Boyes reported no meeting

3. Student Representatives

Ms. Philbrick and Mr. Cattan reported academic and athletic updates.

4. Trustees

Ms. Small reported continued discussion district upgrades.

5. Administration

A. Mr. Palmer reported the following:

1. Superintendent Staff Appointments/Resignations 2019-2020

(a.) Alicia Brown, ET I at BCS resigned January 8, 2020

(b) Rob Dominick, BHS JV Baseball Head Coach Spring 2020

(c) Hunter Umel, BHS Lacrosse Assistant Coach Spring 2020

(d) Scott Flagg, BHS Co-Ed JV Tennis Coach Spring 2020

- (e) Dennis Kiah, Varsity Baseball Assistant Coach Spring 2020
 - (f) Karl "Butch" Grindle, Varsity Softball Assistant Coach Spring 2020
 - (g) Glen Holyoke, BCS Track and Field Coach Spring 2020
 - (h) Teresa Holyoke, BCS Track and Field Coach Spring 2020
 - (i) Dennis McGrath, BCS "A" Baseball Coach Spring 2020
 - (j) Jennifer Theriault, BCS "B" Softball Coach Spring 2020
 - (k) Ben Poland, Boys Varsity Soccer Head Coach Fall 2020-2021
 - (l) David Hamel, Girls Varsity Soccer Head Coach Fall 2020-2021
 - (m) Jessica Russell, Varsity Field Hockey Head Coach Fall 2020-2021
 - (n) Jenny Corneil, Fall Varsity Cheerleading Head Coach Fall 2020-21
 - (o) Rich Nutter, Varsity Volleyball Head Coach Fall 2020-2021
 - (p) Colin Gillies, Varsity Golf Head Coach Fall 2020-2021
 - (q) Glendon Rand, Varsity Cross Country Head Coach Fall 2020-2021
 - (r) Jayson Adams, Middle School Unified Coach
- 2. Enrollment numbers update
 - 3. Non-Monetary Donations to report as received:
 - (a) Donation from an anonymous donor of 140 food bags (containing a variety of items from meals & snacks) to Brewer High School for students who may have food insecurity to take home over the holiday break.
 - (b) Donation from Lowes, Attn: Mike Watson and Mike Deluka in Brewer of materials to build field elements valued at \$262.11 to Robotics. Having a half field to practice on is huge for the team. Robotics is very thankful for all the support from Lowes over the years.
 - (c) Donation from Priscilla Bishop (former employee) of colored markers and pencils valued at \$30 to BHS TAP Program

B. Business Manager

Ms. Gardner reported the FY20 year-to date grant report.

C -F. All other administrators were not required to report this month.

I. Old Business

- 1. Mr. Canders moved to approve the second reading, adoption of Policy ICA, *School Calendar 2020-2021*; Mr. Boyes seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.

J. New Business

- 1. Mr. Boyes moved to accept the donations as read of (a -d) \$500 from Mid-South Engineering, Walter Goodine, Director of Operations in Orono to Brewer High School for Robotics, \$400 from Allan & Darlene Boober to Brewer High School TAP program, \$3,000 from Cross Insurance c/o Jonathan Cross to Brewer High School for the Trident yearbook program, and \$500 from Realty of Maine in Bangor to Brewer High School for Unified Athletics; Ms. Small seconded - VOTED: 4 in favor, 0 opposed and 0 abstained. (Ms. Philbrick and Ms. Cattan in favor)
- 2. Mr. Small moved to approve the overnight field trip for Drama on March 6-7, 2020 to MDI High School; Mr. Canders seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained. (Ms. Philbrick and Ms. Cattan in favor)
- 3. Mr. Canders moved to approve the overnight out of state field trip for AFJROTC to Boston/Springfield, MA on May 20-23, 2020 for Air Force Physics Demonstration; Ms. Small seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained. (Ms. Philbrick and Ms. Cattan in favor)
- 4. Ms. Small moved to approve the amendment to the 403(b) Plan; Mr. Canders seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained. (Ms. Philbrick and Ms. Cattan in favor)
- 5. Ms. Small moved to approve the revision to Policy BEDH, *Public Participation at School Committee Meetings*; Mr. Canders seconded. Discussion resulted Mr. Canders moved to approve Policy BEDH

with amendment to paragraph 3; Ms. Small seconded - VOTED - 4 in favor, 0 opposed, and 0 abstained. (Ms. Philbrick and Ms. Catton in favor)

6. Mr. Canders moved to approve the first reading of Policy BEDD, *Rules of Order*; Mr. Boyes seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained. (Ms. Philbrick and Ms. Cattin in favor)
7. Mr. Canders moved to approve the first reading of Policy KE, *Public Concerns and Complaints*; Ms. Small seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained. (Ms. Philbrick and Ms. Cattin in favor)
8. Mr. Boyes moved to approve the overnight trip for Indoor Track to the New England Championship in Roxbury, MA on February 28-29, 2020 in the event that we have qualifying student-athletes; Ms. Small seconded - VOTED: 4 in favor, 0 opposed, 0 abstained. (Ms. Philbrick & Ms. Cattin in favor)

K. Future Meetings

Monday, March 2, 2020, Regular Meeting, 6:00 PM, Brewer High School Lecture Hall

L. Public Comment

Meagan Snook - Teacher/resident expressed in favor of public comment opportunity be at beginning/end

M. Executive Session

1. Mr. Farley moved to exit public session at 6:54 PM and enter into executive session for discussion of legal rights and duties of school unit in accordance with 1 M.R.S.A. § 405(6)(E); Ms. Small seconded:

Mr. Palmer called roll call vote:

Ms. Small - Yes
Mr. Canders - Yes
Mr. Farley - Yes
Mr. Boyes - Yes

Mr. Canders moved to exit executive session and return to public session at 7:54 PM; Ms. Small seconded - VOTED; 4 in favor, 0 opposed, and 0 abstained.

N. Action as a Result of Executive Session - N/A

Adjournment

Mr. Canders moved to adjourn at 7:58 PM; Ms. Small seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.

Respectfully submitted,

Gregg Palmer
Secretary

Approved: March 2, 2020

**BREWER SCHOOL COMMITTEE
SPECIAL MEETING MINUTES
Monday, February 10, 2020
6:00 PM
Brewer High School Lecture Hall**

Committee members present: Mr. Forrest, Chair; Mr. Canders, Ms. Small, and Mr. Boyes

A. The meeting was called to order at 6:01PM by Chairman Forrest

B. Pledge of Allegiance

C. Public Comment - None

D. Adjustments to Agenda - None

E. Future meeting on Monday, March 2, 2020 at 6:00 PM in the Brewer High School Lecture Hall

F. Executive Session

1. Mr. Canders moved to exit public session at 6:02 PM and enter into executive session for discussion of legal rights and duties of school unit in accordance with 1 M.R.S.A. § 405(6)(E); Mr. Boyes seconded:

Mr. Palmer called roll call vote:

Ms. Small - Yes
Mr. Canders - Yes
Mr. Farley - Yes
Mr. Boyes - Yes

Ms. Small moved to exit executive session and return to public session at 7:54 PM; Mr. Canders seconded - VOTED; 4 in favor, 0 opposed, and 0 abstained.

N. Action as a Result of Executive Session - N/A

Adjournment

Mr. Boyes moved to adjourn at 6:56 PM; Ms. Small seconded - VOTED: 4 in favor, 0 opposed, and 0 abstained.

Respectfully submitted,

Gregg Palmer
Secretary

Approved: March 2, 2020

Wednesday, February 12, 2020
Board of Directors Meeting - 7:00 p.m.
Hampden Academy

The Regional School Unit No. 22 Board of Directors met at Hampden Academy on Wednesday, February 12, 2020. Board Chair Karen Hawkes called the meeting to order at 7:00 p.m.

Directors present were: Faye Anderson, Jim Baines, John Coggeshall, Jayne Dyer, Rob Frank, Lester French, Sarah Gass, Allan Gordon, Jr., Jessica Hamilton, Karen Hawkes, John Holmes, Tania Jean-Jacques, Anthony Liberatore, DMD, Heath Miller and Mary Anne Royal.

Absent: Olivia Ferriter

II. Approval of Minutes of the Regular Meeting of January 22, 2020

Holmes moved, Coggeshall seconded, and the Board voted unanimously to approve the minutes of the Regular Meeting of January 22, 2020.

III. Adjustment to Agenda

Article X-I, policy consideration, was removed from the agenda.

IV. Persons Desiring to Address the Board

Chair Hawkes invited members of the public to speak. She reviewed board policy BEDH related to public comment.

Phoebe Wagner, Kaitlynn Raye, Sam Parsons and Derek Cunningham, Hampden Academy swim team seniors, spoke to their positive experience with Mr. Manhart as swim coach.

Cindy Hawkins, Hampden Academy swim team parent, spoke to her daughter's positive experience on the Hampden swim team coached by Mr. Manhart.

Dan Gott, Hampden Academy swim team parent, addressed experienced swim coaches being in the water with the athletes to demonstrate strokes. Echoed positive coaching by Mr. Manhart.

V. Board Chair

No report.

VI. Personnel

A. Resignations

None.

B. Nominations - Transfers

None.

VII. Superintendent of Schools

A. Reading of Essential Behaviors and Outcomes Proclamation

Student Board Representative Sarah Gass read the Essential Behaviors and Outcomes Proclamation.

B. Law Enforcement Personnel and Request Thereof

None were received.

C. Governor's Supplemental Budget

Superintendent Lyons reported \$37 million in General Purpose Aid for Education is slated in the Governor's proposed supplemental budget.

D. Student Board Representative Gass spoke to an idea about an online, anonymous suggestion box for students. The Hampden Academy student survey results will be presented at a future meeting.

VIII. Questions of Board Members

Board member Royal asked if any truant students have been identified since the last Board meeting? Yes, two students.

Have there been any School Resource Officer referrals? None.

IX. Committee Reports

A. Finance Committee

Chair Baines reported that the financial statement was reviewed and spending is on track for the FY 20 year. The FY 19 auditor met with the Finance Committee by phone and reviewed audit findings. No material weaknesses were found. Two findings regarding timing of federal grant reimbursement invoicing requests and the updating of the Capital Project fund for one-time activity related to renovation were noted. Recommendations have been implemented.

B. Budget Committee

Chair Frank shared the budget minutes recording format and the review of Articles 9, 10, 11 and 4. The preliminary ED 279 has been issued by the Department of Education. RSU 22 is slated to receive \$785,000 over last year's funding level. RSU 22 belonging to a regional Educational Service Center (ESC) (SPRPCE) has benefitted the district and contributes substantially to the increased funding.

C. Athletic Committee

Chair Miller reviewed the progress of this spring's Hampden Academy Lacrosse Club, an adjustment to athletic event admissions to \$5 per adult, all students and senior citizens enter for free, and the launching of a Hampden Academy Hall of Fame for athletic nominations.

D. Building Committee

Chair Gordon shared the Building Committee participated in a presentation by HEP Energy related to RSU 22's potential participation in a solar energy tax credit program related to net energy billing. CES has been contracted for energy procurement related to electricity and oil bidding and the bids being returned are advantageous to the district. A three phase central office facility assessment will begin with WBRC this winter to survey work space needs programming, and conduct an existing facility assessment related to physical characteristics of the building (including ADA accessibility, security, life safety, structural adequacy, interior finishes, mechanical and electrical systems and site conditions).

E. Negotiations Committee

Assistant Superintendent Nickels spoke to the commencement of negotiations meetings with EA 22 related to the teacher contract. Two meetings have been held and the tenor has been productive and cooperative. Negotiations meetings have been scheduled throughout the spring.

F. Education Committee

Chair Dyer shared that discussion of state assessment data was the main agenda item.

G. Policy Committee

No report.

H. United Technologies Center Board

Representative Gordon shared that the meeting focused on bringing CTE down to the middle level and discussion of the traveling bus that is retrofitted with CTE related technology and will visit regional middle schools in the coming months.

I. Behavioral Review Committee

Chair Royal reported on a meeting agenda that reviewed state statute requirements and discussed policy and regulation revisions. Committee members expressed an interest to go to the Reach School in Bucksport on a tour. Chair Royal will be scheduling this visit. The Dropout Prevention Committee meets in February.

J. Education Foundation

Superintendent Lyons spoke to the important timing of a board member becoming an Educational Foundation liaison representative.

K. SPRPCE Board

Representative Anderson shared that there will be a meeting tomorrow night.

L. Community Relations Committee

Chair French reported that Shelly Abbott of the Hampden Recreation Department approached the Community Relations Committee regarding attendance at school events in order to market Kids Korner. A discussion was had regarding equal access for all as requested. Budget

communication will be posted on the district website and meetings advertised on Facebook. Diversity initiative updates were discussed. Facebook has changed policy regarding requests for removal of posts. Chair French shared that requests to remove posts have been successful.

X. Policy Consideration

A. Discuss and act on second reading and adoption of Policy CHA, Development of Regulations

Upon recommendation of the Policy Committee, Holmes moved, French seconded, and the Board voted unanimously to approve and adopt Policy CHA, Development of Regulations.

B. Discuss and act on second reading and adoption of Policy CH, Policy Implementation

Upon recommendation of the Policy Committee, Holmes moved, French seconded, and the Board voted unanimously to approve and adopt Policy CH, Policy Implementation.

C. Discuss and act on second reading and adoption of Policy CHCA, Handbooks and Directives

Upon recommendation of the Policy Committee, Holmes moved, French seconded, and the Board voted unanimously to approve and adopt Policy CHCA, Handbooks and Directives.

D. Discuss and act on second reading and adoption of Policy BGD, Board Review of Regulations

Upon recommendation of the Policy Committee, Holmes moved, French seconded, and the Board voted unanimously to approve and adopt Policy BGD, Board Review of Regulations.

E. Discuss and act on first reading of Policy GBEBB, Staff Conduct with Students

Upon recommendation of the Policy Committee, Holmes moved, French seconded, and the Board voted unanimously to approve the first reading.

Board member Royal requested to insert under prohibitive *contact* changed to *prohibited conduct*: examples of unacceptable conduct by staff members that are expressly prohibited include but are not limited to the following: *Motivation/discipline strategies that intentionally humiliate/physically endanger students.*

The Policy Committee will take the recommendation under advisement.

F. Discuss and act on first reading of Policy BEDH, Public Participation in Board Meetings

Upon recommendation of the Policy Committee, Holmes moved, Dyer seconded, and the Board voted unanimously to approve the first reading.

Board member Coggeshall recommended adding *except executive sessions as provided by law* to the first paragraph.

G. Discuss and act on first reading of Policy DFDA, Free Admission to Hampden Academy

Upon recommendation of the Policy Committee, Holmes moved, Dyer seconded, and the Board voted unanimously to approve the first reading.

XI. Old Business

None.

XII. New Business

A. Discuss and act on Solar Net Energy Billing Letter of Agreement (LOA) with HEP Energy. By signing the LOA, RSU 22 agrees to negotiate solely with HEP Energy toward a long term net energy billing contract. There is no commitment to contract terms at this time. Assistant Superintendent Nickels shared details of how net energy billing subscription works. The district would contract with HEP Energy to receive bill credits toward electricity costs.

Upon recommendation of Assistant Superintendent Nickels, Libertore moved, Gordon seconded, and the Board voted unanimously to approve the letter of agreement with HEP Energy.

XIII. Communication and Correspondence

A. Set meeting dates

- Community Relations Committee meeting, February 26, 2020 at 6:00 p.m. Hampden Academy
- Board of Directors meeting, February 26, 2020 at 7:00 p.m. Hampden Academy

XIV. Executive Session Executive Session for Advice from Legal Counsel, According to 1 M.R.S. § 405(6)(E); Executive Session Regarding Personnel Issue, According to 1 M.R.S. §

405(6)(A); Executive Session for Advice from Legal Counsel, According to 1 M.R.S. § 405(6)(E)

At 7:49 p.m. Dyer moved, Gordon seconded, and the Board voted unanimously to enter Executive Session for Advice from Legal Counsel, According to 1 M.R.S. § 405(6)(E);

The Board entered back into regular session at 8:35 p.m.

At 8:36 p.m. Libertore moved, Gordon seconded, and the Board voted unanimously to enter Executive Session Regarding Personnel Issue, According to 1 M.R.S. § 405(6)(A);

The Board entered back into regular session at 9:18 p.m.

Motion to extend the meeting to 10 p.m. was moved by Libertore, seconded by Holmes. All in favor.

At 9:19 p.m. Libertore moved, Holmes seconded, and the Board voted unanimously to enter Executive Session Regarding Personnel Issue, According to 1 M.R.S. § 405(6)(A);

The Board entered back into regular session at 9:37p.m.

At 9:37 p.m. Libertore moved, Gordon seconded, and the Board voted unanimously to enter Executive Session for Advice from Legal Counsel, According to 1 M.R.S. § 405(6)(E). (Exhibit)

Motion to extend the meeting was moved by Libertore until 10 p.m. Seconded by Holmes. All in favor.

The Board entered back into regular session at 10:29 p.m.

Motion to add an executive session on March 11th by Libertore, seconded by Gordon. All in favor.

XV. Other Business

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

None.

XVI. Adjourn

Motion to adjourn at 10:31 p.m. by Liberatore, seconded by Gordon. All in favor.

Abstain: Coggeshall

Respectfully submitted,

Richard A. Lyons
Superintendent of Schools