

**MINUTES
DRAFT
BANGOR SCHOOL COMMITTEE
REGULAR MEETING via ZOOM
November 18, 2020**

School Committee Members present: Chair Carin Sychterz, Vice Chair Marwa Hassanien, Warren Caruso, John Hiatt, Clare Mundell, Susan Sorg, and Timothy Surette.

- A. 1 & 2. The meeting was called to order at 7:00 p.m. by Vice Chair Marwa Hassanien and the Pledge of Allegiance followed.**
- B. Interim Superintendent Harris-Smedberg requested to amend the agenda to add D.1.c. Report of Reassignments.**
- VOTED 7-0 by roll call vote to approve the amendment to the agenda as requested.**
- C. Lindsey Bousquet, of 285 Essex Street, wrote in to express her support of snow days becoming remote learning days.**
- Elizabeth Bushnell, of 60 Hillview Drive, spoke in support of keeping snow days non-learning days. She also shared comments from others on her Facebook page and her petition expressing similar support.**
- D.2.a. Eileen King and Steve Bailey from Maine School Management Association explained to the School Committee the process involved in a Superintendent's Search. They also answered questions.**
- D.2.b. Director of Pupil Services Patti Rapaport reported on the Special Education October 1, 2020 Count.**
- D.2.c. Interim Superintendent Harris-Smedberg reported the following reassignment:**
- Mackenzie York from Special Education Teacher, Self-Contained Classroom at James F. Doughty School to Special Education Teacher, Grade K-8 at Bangor Regional Program.**
- E.1.a. 1. By roll call vote, VOTED 7-0 to approve the Minutes of the October 27, 2020 Regular School Committee Meeting.**
- E.1.a. 2. By roll call vote, VOTED 7-0 to amend the Minutes of the November 9, 2020 Organizational Meeting. The amendment was to add the names of all nominations of the Chair and Vice Chair, as well as who nominated, who provided the first and second, and the voting breakdown. The additions were: Carin Sychterz was nominated as Chair with the first from Warren Caruso and the second from Tim Surette. Marwa Hassanien was nominated as Vice Chair with a first from Tim**

Minutes, Regular Meeting, November 18, 2020

Surette and a second from Clare Mundell. Sue Sorg was nominated as Vice Chair with a first from Warren Caruso and a second from Tim Surette. Members voting in favor of Member Hassanien were: Members Hassanien, Hiatt, Mundell, and Sychterz. Members voting in favor of Member Sorg were: Members Caruso, Sorg, and Surette.

By roll call vote, VOTED 7-0 to accept the amended Minutes of the November 9, 2020 Organizational Meeting.

- E.1.b. 1. Interim Superintendent Harris-Smedberg recommended approval of the Corporate Authorization Resolution for Bar Harbor Bank and Trust.

By roll call vote, VOTED 7-0 to accept the approval as presented.

- E.1.b. 2. Interim Superintendent Harris-Smedberg recommended approval of the June Budget Transfers.

By roll call vote, VOTED 7-0 to approve transfers as presented.

- E.1.b. 3. Interim Superintendent Harris-Smedberg recommended approval of the September Financial Report.

By a roll call vote, VOTED 7-0 to approve the financial statement as presented.

- E.1.c. 1. Interim Superintendent Harris-Smedberg recommended Committee approval of the following Extra-Duty Assignment(s):

Ashley Thornton	IEP Coordinator (.25)	Bangor High School
Marisue Schuilling	Cultural Exchange Advisor	Bangor High School

By roll call vote, VOTED 7-0 to approve the nominations as presented.

- E.1.d. Committee Member Tim Surette read the following donations:

To Abraham Lincoln School from the Charleston Church, 16 winter coats, having a total dollar value of \$560.

To Downeast School from Norma Bell, 38 pairs of mittens, having a total dollar value of \$190.

To Downeast School from the First Assembly of Bangor, snacks, having a total dollar value of \$340.

To Downeast School from the Charleston Church, 31 Winter Coats, having a total dollar value of \$775.

Minutes, Regular Meeting, November 18, 2020

To Downeast School from Joyce Elaine, 50 winter hats and 50 sets of mittens, having a total dollar value of \$500.

To Fruit Street School from the Charleston Church, 16 Winter Coats, having a total dollar value of \$320.

To Vine Street School from Sarah and Andrew Worcester, 57 Student Masks, having a total dollar value of \$570.

To James F. Doughty School from C & L Aviation, 20 Thanksgiving Baskets, having a total dollar value of \$2,000.

To James F. Doughty School from Sam's Club Bangor, 20 Turkeys, having a total dollar value of \$300.

To James F. Doughty School from the Danielle Marie Thompson Funds, (4) \$100 Hannaford and Shaw's Gift Cards, having a total dollar value of \$400.

To Mary Snow School from The River Church, a cash donation to support students, having a total dollar value of \$118.50.

To Mary Snow School from the Charleston Church, winter coats, having a total dollar value of \$520.

To Downeast School from Bangor Savings Bank, 950 jars of peanut butter and jelly having a total dollar value of \$3,030.

By roll call vote, VOTE 7-0 to approve donations with many thanks and great appreciation.

F. 1. Committee Member Hiatt questioned what the responsibilities of an alternate member were and why SPRPCE had only one seat and one alternate. Chair Sychterz explained the alternate fills in when the primary seat is unable to attend. Seats for SPRPCE are allocated by SPRPCE and Bangor has only one seat, whereas UTC requires Bangor to have three representatives.

F.2. Vice Chair Hassanien read the Committee Assignments.

F. 3. Member Surette shared that the next SPRPCE meeting will be held on Monday, November 23, 2020, at 6:00 p.m.

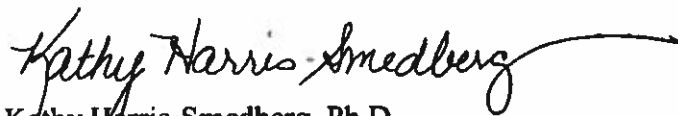
Vice Chair Hassanien shared that the DEI Committee will be meeting December 4, 2020, at 3:30 p.m. and will welcome the BSD's new Affirmative Action Officer.

H. Vice Chair Hassanien reviewed the upcoming dates for future meetings.

Minutes, Regular Meeting, November 18, 2020

- I. Member Mundell asked about the committee selection. Member Surrette explained that SPRPCE only allows one active seat.
- J. At 9:02 p.m., by roll call vote, VOTED 7-0 to adjourn.

Respectfully submitted,

A handwritten signature in black ink that reads "Kathy Harris-Smedberg". The signature is written in a cursive style with a long, sweeping horizontal line extending to the right.

Kathy Harris-Smedberg, Ph.D.
Interim Assistant Superintendent

BREWER SCHOOL COMMITTEE
REGULAR MEETING MINUTES

Monday, December 7, 2020

6:00 PM

Zoom Virtual Regular Meeting

Committee members present: Mr. Boyes - Chair, Ms. Small - Vice-Chair, Mr. Forrest, Mr. Farley, Mr. Umel and Student Representatives Ms. Cattan and Ms. Butterfield

A. Mr. Boyes called the meeting to order at 6:00 PM

B. Pledge of Allegiance

C. Public Comment - No general public comments.

D. Adjustments to Agenda - None

E. Minutes

1. Mr. Boyes without objection and by unanimous consent proposed that the regular meeting minutes November 2, 2020 be approved.
2. Mr. Boyes without objection and by unanimous consent proposed that the annual meeting minutes of November 17, 2020 be approved.

F. Reports

1. United Technologies Center
Mr. Forrest reported no meeting.
2. Southern Penobscot Regional Program for Children with Exceptionalities
Mr. Palmer reported on the November 10, 2020 meeting.
3. Student Representatives - Ms. Cattan reported updates on academics and athletic events to date.
4. Trustees - Mr. Palmer reported the November 10, 2020 meeting..
5. Administration
 - A. Superintendent of Schools
 1. Mr. Palmer reported Equity Task Force meeting on the statement of Purpose, commented on the brief survey at BHS, and current BHS parent requests to virtual
 2. Mr. Palmer reported the Staff Appointments of:
 - a. Kayla Bryant as Ed Tech I at Brewer Community School
 - b. Winter Athletic Coaching staff other than Indoor Track all expect a December 7, 2020 start. End dates are TBD as of now.
 - a. BHS Boys Basketball-
Varsity Head Coach: Ben Goodwin
JV Head Coach .5: Phil Pushard
JV Head Coach .5: Scott Flagg
1st Team Head Coach: Mark Savage

- Volunteer Assistant: Tyler Smith
 - b. BHS Girls Basketball-
 - Varsity Head Coach: Chris Horr
 - JV Head Coach: Kori Dionne
 - 1st Team Head Coach: Scott Fraser
 - c. BHS Swimming & Diving-
 - Head Coach: Carmen Williams
 - Assistant Coach: Eileen Williams
 - Assistant Coach: Brent Williams
 - Volunteer: John Williams
 - d. BHS Cheerleading-
 - Head Coach: Nancy Snowdeal
 - Assistant Coach: not filling due to low numbers
 - Volunteer: Brooke Staton
 - e. BHS Ice Hockey-
 - Head Coach: Lance Ingerson
 - Assistant Coach/JV Head Coach: Steven Farley
 - Volunteer Assistant: Chris McGrath-Tyler Hersey-Austin Soucy
 - f. BHS Indoor Track-*likely starting "team" workouts January 4th
 - Head Coach: Dan Juilli
 - Assistant Coach: Glen Holyoke
 - Assistant Coach: Adam Lufkin
 - Volunteer Assistant: Jason Horr
 - g. BHS Unified Athletics Coach-
 - Head Coach: David Utterback
 - h. BCS Boys Basketball-
 - "A" Head Coach: Larry Klein
 - "B" Head Coach: Rob Dominick7
 - i. BCS Girls Basketball-
 - "A" Head Coach: Dana Corey
 - "B" Head Coach: Desirae Dubois
 - Volunteer: Courtney Pearson
 - j. BCS Cheerleading-
 - "A" Head Coach: Allison Smith
 - "B" Head Coach: not filling due to low numbers
3. Mr. Palmer reported the enrollment numbers as of December 2, 2020.
4. Mr. Palmer reported the following Non-Monetary Donations as received:
- a. Donation of a cornhole set from Roger & Leanne White % Kevin Forrest to Brewer Athletic Dept for Intramurals
 - b. Donation of 4 yearbooks (1939, 1940, 1941, & 1942) from Woody Spencer of Bangor to Brewer High School.

- c. Donation of 6 boxes of assorted folders, pencils and a box of assorted sized sweatshirts from Brewer Walmart Attn: Shannon White to Brewer Community School for students in need.

B. No report - Business Manager

C. No report - Director of Special Education

D. Director of Instruction

Ms. Ward-Downer reported on professional development and instruction adjustments to online model, update on the high school testing and a public thank you to our Tech Team for all the work done and continue to do.

E. Principals

1. BHS Principals

Mr. Slowikowski reported on virtual parent/teacher conferences, Se Beowulf Santa letters, and congratulations to four Brewer High School musicians that auditioned for Jazz All-State and all were accepted:

Tyler Kahkonen - Bass Trombone in the Jazz Band

Kaleb Silva - Alto 2 in the Honors Jazz Band

Michael Desjardins - guitar in the Jazz Band

Logan Pelletier - bass guitar in the Vocal Jazz Choir

2. No report - BCS Principals

F. Athletic Director

Mr. Utterback reported on the Return to Play Plan: Winter 2020-2021

G. New Business

Mr. Palmer requested the acceptance of donations as received of :

1. Mr. Umel moved to accepted the donation as read; Mr. Forrest seconded
- ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor.
 - a. Donation of \$632.90 from Brewer Redemption Center, Arianne Hatt to Brewer School Department School Lunch program..
 - b. Royalty donation of \$592.81 from Pel Industries, Pel Athletics to Brewer High School for Athletics. This royalty payment is from apparel sold at Walmart.
 - c. Donation of \$500 from Maine Education Association Benefit Trust to Brewer School Department FY21 Wellness Program.
 - d. Donation of \$643 from the Law Office of Joseph M. Baldacci, Esq., Bangor to Brewer School Department for any of our youth programs.
 - e. Royalty donation of \$125 from Chris Brady (The Witches Wardrobe apparel sales to Brewer School Department.
2. Ms. Small moved to approve the overnight proposed Outdoor Education winter camping trips of December 4-5, 2020, January 1-3 & 8-10, February 5-7, 12-14, & 26-28, and March 12-14, 2021; Mr. Farley seconded - ROLL CALL VOTE: 5 in favor, 0 opposed and 0 abstained. (Ms. cattan and Ms. Butterfield in favor)
3. Mr. Umel moved to approve the return of the committee to in person school meetings beginning January 4, 2021; Ms. Small seconded - ROLL CALL VOTE: 4 in favor, 1 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)
4. Mr. Umel moved that ~~all paid hires~~ teachers, ed techs and coaches be approved by the school committee; Ms. Small seconded - ROLL CALL VOTE: 3 in favor, 2 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield opposed)
5. Mr. Umel moved that Charter BEDC, Quorum be revised to state that the whole all

school committee must be in attendance for the voting. Chairman Boyes tabled this motion to January as this requires further review.

H. Future Meetings

Monday, January 4, 2021, General Public Virtual Regular Meeting, 6:00 PM

I. Public Comment - No general public comments

Adjournment

Mr. Forrest moved to adjourn at 7:30 PM; Ms. Small seconded - ROLL CALL VOTE: 5 in favor, 0 opposed, and 0 abstained. (Ms. Cattan and Ms. Butterfield in favor)

Mr. Forrest and committee members thanked Mr. Canders for his 3 years of service to the school committee, staff and students. Mr. Forrest wished good luck to the candidates running for school committee.

Respectfully submitted,

Gregg Palmer
Secretary

Approved: January 4, 2021

**Wednesday, November 18, 2020
Board of Directors Meeting - 7:00 p.m.
Hampden Academy and via Google Meet**

I. Call of the Roll

The Regional School Unit No. 22 Board of Directors met at Hampden Academy and via Google Meet on Wednesday, November 18, 2020. Board Chair Heath Miller called the meeting to order at 7:00 p.m.

Directors present: Faye Anderson, Jim Baines, Jacob Brown, John Coggeshall, Jayne Dyer, Olivia Ferriter, Rob Frank, Lester French, Allan Gordon, Jr., Jessica Hamilton, John Holmes, Tania Jean-Jacques, Anthony Liberatore, DMD, Heath Miller, Kimberley Moran and Mary Anne Royal.

IT Administrator Nate Savage announced the meeting is streaming on the district YouTube channel.

II. Approval of Minutes of Regular Meeting of October 21, 2020 and the Special Board Meeting of October 7, 2020

Holmes moved, Royal seconded, and the Board voted unanimously to approve the minutes of the Regular Meeting of October 21, 2020.

Abstain: Moran

Holmes moved, Royal seconded, and the Board voted unanimously to approve the minutes of the Special Board Meeting of October 7, 2020.

Abstain: Liberatore, Moran

III. Adjustment to Agenda

Superintendent Nickels announced two adjustments to the agenda under Article VI, Personnel.

IV. Persons Desiring to Address the Board

Weatherbee Physical Education Teacher Andrew Plaistead spoke in support of a colleague.

V. Board Chair

A. Welcome New Board Member

Chair Miller welcomed new Board member Kimberley Moran, representing Hampden. Ms. Moran informed the Board that she previously taught in RSU 22, and was very happy to join the Board at this time.

B. Committee Assignments

Chair Miller distributed the 2021 Board committee assignments.

C. Committee Report Out: Questions of Committee Chairs

Chair Miller announced that committee minutes will now be read, not reported out, at monthly board meetings. This will save time, but transparency will not be lost.

Board Member Question: Has the Board ever discussed what type of data to review? What type of data would we like to see? Was there ever a previous discussion on that?

Chair Miller advised that would be done at the committee meeting level.

Drop Out Prevention Chairperson asked about reviewing truancy, attendance information, to reflect where we are. That might need Board attention.

Superintendent Nickels advised that there is a process coming up that is relevant.

VI. Personnel

A. Resignations

Resignations were announced and accepted:

Hampden Academy English Teacher Lisa Scofield, effective January 15, 2021. Gratitude was expressed for her years of service to RSU 22 and it's students.

Administrative Assistant Gloria Aurelio due to retirement. Mrs. Nickels expressed gratitude to Mrs. Aurelio for her support during the administrative transition. Mrs. Aurelio expressed thanks to all in the district who have made her years of employment so enjoyable.

B. Nominations - Transfers

None.

C. Leave Request

Teacher request for a leave of absence for the remainder of the 2020-2021 school year under Article 11C, Other Leaves of the Collective Bargaining Agreement with Teachers.

Motion by John Coggshall that the Board approve the unpaid teacher leave of absence for the remainder of the 2020-2021 school year, under the provision outlined in Article 11.C.1 of the Collective Bargaining Agreement with Teachers. Kim Moran seconded the motion.

Discussion and questions.

Board vote:

499 Yes (Baines, Coggshall, French, Hamilton, Moran, Jean-Jacques, Royal)

505 No (Anderson, Dyer, Frank, Gordon, Holmes, Liberatore, Miller); motion failed.

VII. Superintendent of Schools

A. Reading of Essential Behaviors and Outcomes Proclamation

Board Member Tania Jean-Jacques read the Essential Behaviors and Outcomes Proclamation.

B. Strategic Plan Ad Hoc Committee

Superintendent Nickels announced upcoming work on the Strategic Plan using the process “Portrait of a Graduate”. This method is heavy on visioning and will provide a future-ready focus for our students. She requested that Board Members please recommend community members who are stakeholders to be included in the Ad Hoc Committee.

Meetings begin in December, with stakeholders participating in the new year. After multiple meetings, the new strategic plan will be presented by the end of year to the full Board.

C. Binax COVID-19 Rapid Ag Testing in RSU 22

RSU 22 has applied to be a Rapid Testing Site.

School Health Coordinator and District Nurse Brittany Layman gave an overview of this federal program that Walgreens will be running in Maine.

Mrs. Layman and Hampden Academy School Nurse Barbara Parent have developed a district protocol for using this testing, including the rationale for participating in the program, eligibility for testing, training and administration, and consent.

RSU 22 is one of 12 districts in the State of Maine to initiate this testing procedure. Initially, the district will receive 240 test cards for 10% of the student body. Eligible symptomatic participants will begin being tested on November 30. The results are available in 15 minutes after the test is given. All test results must be reported. Tests have a 98% accuracy.

Superintendent Nickels thanked and applauded the district nursing team for stepping up with responsibility and coordination of this project.

D. Newburgh School Land Lease

Effective January 16, 2022, the Town of Newburgh has the option to purchase from the RSU the Newburgh School property, once the town has passed a referendum to close the school.

At the present time, the town plans to build a new fire station on a portion of the property in front of the school and wishes to apply for a funding grant. The town has requested to purchase or lease this portion of the property from the RSU. Legal counsel has confirmed it is possible to sell or lease a portion of the property.

This request process will begin with the Building Committee.

E. Monthly Financial Report

Superintendent Nickels reported that with 69% of the school year remaining, finances are tracking very well. She presented the monthly financial report.

Questions and discussion around predicted financial status for the end of the school year. It was noted that any CRF expenditures that do not get reimbursed in the end would have to be covered by the district budgeted funds. More information will be available after January 31, 2021.

The timeline will be challenging for reimbursement; the Finance Committee will discuss, and desires to be proactive.

Superintendent Nickels expressed particular thanks to the district business office.

F. Student Representative

a. Hampden Academy Student Survey Presentation

Student Board Representative Olivia Ferriter presented on PowerPoint results from the survey taken last spring. She and Jacob Brown answered questions from the Board.

Board members thanked and congratulated Olivia on the useful information gathered and presented.

VIII. Questions of Board Members

A request was made for the student survey slideshow to be shown on the district website

Inquiry regarding if there were student truancies to report? Superintendent Nickels has made one referral to DHHS.

Board member inquired as to how the flipped classroom training has gone? Assistant Superintendent Boone reported that teachers were already planning a presentation with samples on that subject. The additional training has gone very well and teachers are in various stages of using Flipped Classroom.

IX. Committee Reports

A. Finance Committee

B. Budget Committee

C. Athletic Committee

A report is included in the Board's Google folder.

D. Building Committee

E. Negotiations Committee

F. Education Committee

A report is included in the Board's Google folder.

G. Policy Committee

A report is included in the Board's Google folder.

H. United Technologies Center Board

I. Behavioral Review

A report is included in the Board's Google folder.

J. Education Foundation

K. SPRPCE Board

L. Community Relations Committee

A report is included in the Board's Google folder.

M. Equity in Education Committee

X. Policy Consideration

A. Discuss and act on the second reading and adoption of Policy AC, Nondiscrimination/Equal Opportunity and Affirmative Action.

Upon recommendation of the Policy Committee, Holmes moved, French seconded, and the Board voted unanimously to approve the second reading and adoption of Policy AC, Nondiscrimination/Equal Opportunity and Affirmative Action.

Abstain: Moran

One Board Member expressed feelings that the Board must make actionable a belief statement. Her perception is that these policies fail to do that. Regulations do a better job, but the policies are not sufficient.

B. Discuss and act on the second reading and adoption of Policy ACAA, Harassment and Sexual Harassment of Students.

Upon recommendation of the Policy Committee Holmes moved, French seconded, and the Board voted unanimously to approve the second reading and adoption of Policy ACAA, Harassment and Sexual Harassment of Students.

Abstain: Moran

C. Discuss and act on the second reading and adoption of Policy ACAB, Harassment and Sexual Harassment of School Employees.

Upon recommendation of the Policy Committee Holmes moved, French seconded, and the Board voted unanimously to approve the the second reading and adoption of Policy ACAB, Harassment and Sexual Harassment of School Employees.

Abstain: Moran

D. Discuss and act on first reading of Policy BEDG, Minutes of Board Meetings.

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

Abstain: Moran

XI. Old Business

A. Discuss and act on school calendar related to storm days.

Superintendent Nickels recommends observing traditional storm/snow days. Last minute planning is a real challenge for teachers, and connectivity is an issue especially with power outages. Up to December 31, 2020 the Maine Department of Education has issued a waiver for snow days. After January 1, three snow days are built into the school calendar. If a snow day is called, lunches are not delivered.

The Board agreed to leave the decision of snow/storm days up to the Superintendent, and to see how this year goes.

XII. New Business

A. Discuss and act on Equity in Education and Strategic Plan Ad-hoc Committee status.

Superintendent Nickels spoke to the importance of these committees and their creation.

Upon recommendation of Superintendent Nickels, French moved, Holmes seconded, and the Board voted unanimously to approve the Equity in Education and Strategic Plan Ad Hoc Committees, in addition to the Ad Hoc Superintendent Evaluation Committee.

B. Discuss and act on RSU 22 Net Energy Billing Credit Project.

Frank moved, Coggeshall seconded, and the Board voted unanimously to table the vote on this article.

XIII. Communication and Correspondence

A. Set meeting dates

None.

XIV. Executive Session

None.

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

Holmes moved, Frank seconded, and the meeting was adjourned at 9:21 p.m.

Respectfully submitted,

Regan Nickels,
Superintendent of Schools