

MINUTES

BANGOR SCHOOL COMMITTEE REGULAR MEETING via ZOOM 7:00 p.m., Wednesday, June 24, 2020

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

The meeting was called to order at 5:30 p.m. by Chair Caruso.

By roll call vote (6 (Caruso, Hiatt, Hassanien, Susi, Sorg, Sychterz)-0), entered Executive Session at 5:30 p.m. Zoom for review of confidential records and consulting with the Attorney pursuant to 1 M.R.S.A. §405(6)(E, F). Vice Chair Surette joined the Executive Session later.

Returned to public session at 6:59 p.m. and recessed until the regular meeting.

A. 1 & 2. Chair Caruso called the meeting to order at 7:03 p.m., and the Pledge of Allegiance followed.

B. Superintendent Webb requested to amend the agenda to add D. 1. c. Approval of Independent Investigator.

VOTED 7-0 by roll call vote to approve the amendment to the agenda as requested.

C. Kristy Miner, of 823 Pushaw Road, shared her support of the ten-year plan and offered exercises to highlight the goals of 100% of staff trained in implicit bias as well as students being proficient as critical thinkers. Kristy encouraged all to go to her website to work through the exercises and to see if you can guess which article was assigned to her son's ninth-grade English class.

Amy Roeder, of 45 Blackstone Street, expressed her concern over the Bangor Daily News article regarding racism at Bangor High. She stated the school system needs focus and persistence to rid the schools of racism.

Marcella Kenney, of 251 Silver Road, stated her concern about the lack of transparency and oversight committees to govern the School Department on issues of matters more than academics, such as the social/emotional wellbeing of students and racism.

Dina Yacoubagha, of 283 Skyline Road, expressed concern about the Bangor Daily News article and believes the Maine Multicultural Center should work with the City Council and the School Committee to address issues of racism as a community. Dina thanked the teachers who address these issues in the curriculum.

Dennis Chinoy, of 36 Garland Street, shared the national issues are present here in Bangor and the School Committee and the Superintendent must act promptly to begin the long road to rid systemic racism.

Ijeoma Obi, of Bangor, expressed educators and administrators must be accountable to address individual bias within themselves. They have an obligation to provide equal education and equal treatment of students. They must act to address racism and this cannot happen in a single day, but must be done in a comprehensive manner.

Amara Ifeji, of Bangor, shared a list of actions to address racism at Bangor High including representation, open dialogue, curriculum and resources of diversity, trainings, accountability, better policies, and student involvement.

Kosis Ifeji, of Bangor, expressed it is up to the elected officials and the administration to make sure the issues shared by Amara are implemented and that Bangor High School Administration follows through.

Michael Alpert, of 58 Highland Avenue and President of the Greater Bangor NAACP, shared his support for the courageous students who explained their lived experiences in the Bangor Daily News article about experiencing racism at Bangor High. Michael appreciates the resolution the School Committee is adopting this evening, but there must be a timeline of actionable steps and an apology to the students. He then reviewed the code of ethics and possible termination of employment for acts of racism. Michael offered the NAACP's support to help address these issues.

Wells Mundell-Wood, of Bangor and member of Students for Gender Equality at Bangor High, supports the students who shared their experiences. She also questioned why the student dress code changed from 2018-2019 to 2019-2020. The dress code had been updated by the student group to be less targeting to females and to ban hate symbols.

Sam Conner Self, of Bangor and the Young Democrats at Bangor High, shared support of standing with the students who spoke up about their experiences of racism at Bangor High. Sam calls for a bolder approach for meaningful change.

Landon Michaud, of Bangor, expressed concerns about racism and homophobia at Bangor High and called for racial justice.

Angela Okafur, of 250 Husson Avenue, warned against any retaliation and shared expectations of apologies. She further recommended a cultural commission of non-educators to oversee complaints and outside investigations.

D. 1. a. Superintendent Webb recommended adoption of the resolution condemning racism and affirming the Bangor School Department's commitment to a just and inclusive school environment for all.

Member Hassanien shared her efforts to write this resolution and the importance of making a strong statement. Other members expressed their support.

By roll call vote, VOTED 7-0 to approve the resolution with the edit in paragraph 5 to change the term to BIPOC.

- b. Superintendent Webb recommended approval of a 1% ESP appreciation stipend to those employees who worked the 2019-2020 school year in good standing and who will work in 2020-2021.

By roll call vote, VOTED 7-0 to approve the stipend as requested.

- c. Superintendent Webb recommended hiring of independent investigator Rebekah Smith of Seven Tree Solutions, LLC to investigate the incidents described in the June 23, 2020 Bangor Daily News article regarding racism at Bangor High.

By roll call vote, VOTED 7-0 to hire Rebekah Smith.

- D. 2. a. Superintendent Webb reported the following resignation(s):

Jordan Hersom	Physical Education	James F. Doughty School
Kasey Gray (ET)	B Field Hockey Coach	William S. Cohen School

- b. Superintendent Webb reported the following reassignment(s):

Jocelyn York from Occupational Therapist at (.2) 14th Street School and (.8) Vine Street School to Occupational Therapist at (.5) Mary Snow School and (.5) Fairmount School.

Jessica Gallant from Social Worker at Fairmount School and James F. Doughty School to Social Worker districtwide.

Jessica Bickford from Social Worker at Bangor Regional Program to Social Worker at Fairmount School and James F. Doughty School.

- E. 1. a. 1-2. By roll call vote, VOTED 7-0 to approve the Minutes of the June 10, 2020 Regular School Committee Meeting.

- b. 1. Superintendent Webb recommended approval of the April 2020 Financial Report.

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

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

Maynard Walton	Grade 7/8 Mathematics Teacher	James F. Doughty School
Mackenzie York	Special Education (SC) Teacher	James F. Doughty School
Deidre Yeo	Special Education (SC) Teacher	Vine Street School
Kevin Nilsson	Gr. 6-8 Special Education Teacher	Bangor Regional Program
Emily Vitone	Special Education Teacher	Acadia Educational Program

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

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

Jennifer Kolvoord	(.5) IEP Coordinator	Downeast School
Eric Marsh (1 st yr)	Assistant Varsity Football Coach	Bangor High School

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

- d. Committee Member Susan Sorg shared the following donation(s):

To Bangor High School from Students for Gender Equality: a donation of feminine products, having a total dollar value of \$1,500.

To Bangor High School seniors from fellow senior Rowan Andrews: 80 yearbooks, having a total dollar value of \$6,400.

To William S. Cohen School from Rick and Karen Bagley: a cash donation to support the purchase of yearbooks for 8th-grade students, having a total dollar value of \$120.

To William S. Cohen School from Ralph and Chantelle Holmes: a cash donation to support the purchase of yearbooks for 8th-grade students, having a total dollar value of \$100.

By roll call vote, VOTED 7-0 to approve the donations with appreciation.

- e. 1-6. Superintendent Webb recommended approval of second reading of revised Policy EFF Meal Prices.

By roll call vote, VOTED 6 (Caruso, Surette, Hassanien, Sorg, Susi, Sychterz) for and 1 (Hiatt) opposed.

Superintendent Webb recommended approval of second reading of the following revised policies:

Policy GDB-5 Lunch Aide Compensation Guide
Policy GDB-6 Executive Office Compensation Guide
Policy GDB-7 Support Staff Compensation Guide
Policy GDB-8 Adult and Community Education Compensation Guide
Policy GDB-10 Education Technology Staff Compensation Guide

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

- F.1. Member Susi thanked the retirees for their service to the Bangor School Department.

Member Sychterz asked about the reopening plans.

Member Hassanien clarified BIPOC stands for Black, Indigenous, People of Color

Chair Caruso shared the Committee's commitment to concerns and working together to a better future.

Member Hiatt commented on the successful graduation and shared the July 14th election. Member Hiatt also asked about the independent investigator and work investigating for the Department of Education.

H. 1. Chair Caruso reviewed the important dates.

I. Chair Caruso thanked the City Council for the adoption of the school budget.

J. At 9:30 p.m. by roll call vote (7-0) entered executive session for the purpose of a personnel matter pursuant to 1 M.R.S.A. §405(6)(A).

Returned to public session at 10:05 p.m.

K. Adjourned at 10:06 p.m.

Respectfully submitted,



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