

**BANGOR SCHOOL COMMITTEE AGENDA
REGULAR MEETING**

7:00 p.m., **Wednesday, September 13, 2023**
City Hall Council Chambers

Strategic Goals
(E) Excellence
(TL) Teaching and Learning
(ER) Engaged Relationships
(SW) Safety and Well-being

*Mission: We provide educational opportunities that inspire students and adults to grow every day,
to thrive over time, and to aspire continuously for excellence as learners and people.*

A. Call to Order

1. Welcome
2. Pledge of Allegiance

B. Adjustments to the Agenda

C. Public Comments (Public participation procedures are listed in the Bangor School Committee brochure.) Meeting is broadcast live in Bangor on the Educational Channel 1302 and streamed through Bangor School Department Facebook page.

D. Superintendent's Proposals and Updates

1. Action Items
2. Informational Items
 - a. PBIS Update – E, TL, ER, SW
 - b. Capital Improvement Review – E, TL, ER, SW
 - c. Report of Reassignment(s) – E, TL, ER, SW
 - d. Report of Resignation(s) – E, TL, ER, SW

E. Business Action Items

1. Action Items
 - a. Minutes
 1. Regular Meeting of August 23, 2023
 - b. Personnel – TL
 1. Nomination(s)
 - a. Teacher
 2. Extra-Duty Assignments
 - c. Donations
2. Introduction Items

F. Committee Updates

1. Comments and Questions from the Committee
2. Committee Appointments
3. Representatives' Reports – E, TL, ER, SW
 - a. Dropout Prevention
 - b. Southern Penobscot Regional Program for Children With Exceptionalities
 - c. United Technology Center
 - d. Scholarship
 - e. Other
4. Student Committee Member Updates

G. Reports

H. Information Items

1. Important Dates:
 - Wednesday, September 27, 2023 Regular Meeting – 7 p.m. Council Chambers
 - Thursday, October 12, 2023 Regular Meeting – 7 p.m. Council Chambers
 - Wednesday, October 25, 2023 Regular Meeting – 7 p.m. Council Chambers

I. Questions and Comments from the Committee

J. Adjournment

SYNOPSIS OF AGENDA ITEMS
CONFIDENTIAL
REGULAR MEETING OF Wednesday, September 13, 2023

- D. 2. a. Pupil Services Director Christy Babin will update the Committee on Positive Behavioral Interventions and Supports (PBIS).
 - b. Business Office Director Jerry Hayman will review with the Committee the summer capital improvement plans.
 - c. I am reporting teacher reassignment(s) for the 2023-2024 school year.
 - d. I am reporting resignation(s).
- E. 1. a. 1. I am recommending approval of the draft Minutes of the August 23, 2023 Regular School Committee Meeting.
 - b. 1. a. I am recommending teacher nomination(s) for the 2023-2024 school year, with a one-year Probationary Contract.
 - 2. I am recommending Committee approval of Extra-Duty Assignments for school year 2023-2024.
 - c. Committee Member Susan Sorg will share donation(s).

Positive Behavior Interventions and Supports

PBIS

Presented by Christy Babin, Director of Pupil Services

1. What is PBIS
2. Structure of PBIS
 - a. District Level
 - b. School Level
 - c. Classroom Level
 - d. Individual Student Level
3. How PBIS is supporting the Bangor School Department
4. Next steps for the 2023-2024 school year
5. Next steps for the 2024-2025 school year

Bangor School Department

INTEROFFICE MEMO



To: Jim Tager, Superintendent of Schools
Bangor School Committee
From: Jerry Hayman, Director of Business Services
Date: September 8, 2023
Re: Summer 2023 Project Update

The summer of 2023 certainly has been busy with projects throughout the Bangor School Department. Some projects were completed while others are being finished in the early fall or delayed further due to supply chain issues. The following is a brief report on each school.

Bangor High School

- STEM HVAC improvements – the project was started this summer but will not be completed until the summer of 2024 due to supply chain issues. **Funding source – COVID grants.**
- Asbestos tile abatement - another phase of this annual project was completed. The majority of this year's work was done in the B-Wing and the Upper A-Wing hallway. **Funding source – COVID grants.**
- Science Wing Renovations – phase 1 of this project is focused on B-23, B-24 and the new Water Lab. This project will be completed during the first half of the school year. Phase 2 is currently being planned for the summer of 2024. **Funding source – operating funds & COVID grants.**
- Boiler replacement – multiple bids are being solicited for the replacement of 2 out of 3 boilers. The project will be completed as the weather allows. **Funding source – COVID grants.**
- Tennis (6) & Pickleball (4) courts – work should be completed by the end of October. **Funding source – operating funds.**

William S. Cohen

- Removal of the underground fuel tank. **Funding source – operating funds.**
- Tennis (2) & Pickleball (2) courts – surface was repaired and will be painted and lined. **Funding source – operating funds.**

James F. Doughty

- After the removal of existing vegetation, two hilly areas surrounding JFD are being landscaped with bushes. This will improve safety, prevent homeless encampments and illegal drug use. **Funding source – operating funds.**
- Acoustical wall replacement in cafeteria and adjacent hallway. **Funding source – COVID grants.**

Mary Snow School

- HVAC improvement in the administrative wing which includes heat pumps. **Funding source – COVID grants.**
- Exterior masonry repairs – repairs will continue until October replacing all damaged bricks, cement mortar, and roof flashing. **Funding source – SRRF loan fund.**

- Entryway carpet removed and replaced with tile. **Funding source – COVID grants.**

Fairmount School

- HVAC improvement in the administrative wing which includes heat pumps. **Funding source – COVID grants.**
- Lead water remediation improvements were completed. Water testing is currently taking place which will verify the successful changes. **Funding source – operating funds.**

Downeast School

- Indoor Air Quality project (IAQ) – the school is receiving a complete HVAC system replacement including two boilers. The project will be completed in the summer of 2024 due to supply chain issue. **Funding source – COVID grants.**
- A modular classroom is currently being set up that will provide two additional classrooms. The unit should be ready by the end of September. **Funding source – operating funds.**
- Lead water remediation improvements were completed. Water testing is currently taking place which will verify the successful changes. **Funding source – operating funds.**
- Removal of the underground fuel tank. **Funding source – operating funds.**

Abraham Lincoln School

- Indoor Air Quality project (IAQ) – the school is receiving a complete HVAC system replacement including two boilers. The project will be completed in the summer of 2024 due to supply chain issue. **Funding source – COVID grants.**
- Lead water remediation improvements were completed. Water testing is currently taking place which will verify the successful changes. **Funding source – operating funds.**

Fourteenth Street School

- HVAC improvement in the administrative wing which includes heat pumps. **Funding source – COVID grants.**
- Walkway paving - widening has been done improving safety and making winter clean-up easier. **Funding source – operating funds.**

Fruit Street School

- Indoor Air Quality project (IAQ) – the school is receiving a complete HVAC system replacement including two boilers. The project has been completed. **Funding source – COVID grants.**
- A modular classroom is currently being set up that will provide two additional classrooms. The unit should be ready by the end of September. **Funding source – operating funds & the Pre-K expansion grant.**
- Portion of the playground has received new equipment. **Funding source – COVID grants.**
- The school has also received a secure front entrance, new doors to all classrooms, access controls to all doors and new network cabling. **Funding source – operating funds.**

MINUTES
DRAFT
BANGOR SCHOOL COMMITTEE
REGULAR MEETING
7:00 p.m., Wednesday, August 23, 2023

School Committee Members Present: Chair Marwa Hassanien, Vice Chair Timothy Surrette, Sara Luciano, Ben Sprague, and Imke Schessler-Jandreau, Clare Mundell, and Susan Sorg.

A. 1. & 2. The meeting was called to order at 7:02 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. Superintendent Tager reported the following teacher reassignments for the 2023-2024 school year:

Thomas Leonard from IEP Compliance Coordinator for the District to Special Education (Choices) Teacher at Bangor High School.

Sarah Smith from Grade 4 Teacher at Mary Snow School to Grade 1 Teacher at 14th Street School.

Adam Edward from Physical Education Teacher at (.5) 14th St, (.3) Vine St and (.2) Bangor Regional Program to Physical Education Teacher at (.6) 14th St, (.3) Vine St, and (.1) Bangor Regional Program.

b. Superintendent Tager reported the following resignations:

Caleb Tipton	Special Education Teacher	Bangor High School
Daniel Magas	Science Teacher	William S. Cohen School
Sarah McLaughlin	Art Teacher	Vine/Downeast/Bangor Reg
Kelly Berglund	ELL Teacher	Districtwide

E. 1 .a. 1. VOTED 6-0, one abstain (Sue Sorg), to approve the Minutes of the July 12, 2023 Regular School Committee Meeting.

b. 1. a. VOTED 7-0 to approve the May 2023 Financial Report.

b. VOTED 7-0 to approve the August 2023 Bids & Quotations Report.

c. 1. a. VOTED 7-0 to approve the following teacher nominations for the 2023-2024 school year, with a one-year probationary contract:

Erica Swift	Special Education Teacher	Downeast School
Michele Lang	Art Teacher	Downeast/Vine/BRP
Sara York	Special Education Teacher	Abe Lincoln/14 th St
Courtney Campbell	Special Education Teacher	Fruit St School
Amanda Green	Grade 4 Teacher	Mary Snow School
Kathleen Reardon	School Counselor	James F. Doughty
Sophia Sciarappa	Science Teacher	William S. Cohen
Caley Boomer	Science Teacher	Bangor High School
Ryan Nickerson	Math Teacher	Bangor High School
Susanne Gallant	(.5) Speech/Language	Bangor Regional

2. VOTED 7-0 to approve the following extra-duty assignments for school year 2023-2024:

Karen Smart	(.88) IEP Coordinator	James F. Doughty
Sarah Cousins	Chorus Director	James F. Doughty
Jennifer Boehmer	(.5) Yearbook Advisor	James F. Doughty
Sarah Freeman	Girls B Soccer Coach	James F. Doughty
Julius Williams (1 st yr)	Boys A Basketball Coach	James F. Doughty
Kathryn Rice	Girls A Basketball Coach	James F. Doughty
Justina Tippin	Cross Country Coach	James F. Doughty
Donald Erb	Freshman Class Advisor	Bangor High School
Stephen Riitano	Freshman Class Advisor	Bangor High School
Robert Spreng	(.5) Math Dept Head	Bangor High School
Jessica Wentworth	(.5) Math Dept Head	Bangor High School
Laura Charette	Department Head	Bangor Regional

- d. 1-7 VOTED 7-0 to approve second reading of the following revised policies:

1. Revised Policy GCN – Evaluation of Teachers
2. Revised Policy GCSA – Employee Electronic Device and Internet Use
3. Revised Policy GCSAA – Employee Use of Social Media/Social Networking
4. Revised Policy IGBC – Title I Program
5. Revised Policy IGBCA – Comparability of Instructional Services Among Schools
6. Revised Policy IGBG – Homebound and/or Hospital Instruction
7. Revised Policy IGBH – Equivalent Instruction

- e. Committee Member Clare Mundell shared the following donation:

To Mary Snow School from TIMSS – TRI Survey Incentive Program, a cash donation, having a total dollar value of \$1,100.

VOTED 7-0 to approve all donations.

- F. 1. Member Ben Sprague wished everyone a smooth start to the school year.
- F. 3. c. Member Tim Surette updated the committee on the updates for UTC, including that the number of students has doubled over the last 5 years. Member Surette also

- updated the committee that Jasmine Roy did compete nationally this summer and placed 6th in the job interview category.
- H. 1. Important dates were reviewed by Chair Marwa Hassanien.
- J. VOTED 7-0 to enter executive session for the purpose of the Evaluation of the Superintendent 1 M.R.S.A § 405 (6)(A).
VOTED 7-0 to exit executive session.
- K. VOTED 7-0 to adjourn the meeting at 8:08 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "J. Tager". The signature is written in a cursive style with a large initial "J" and a long, sweeping underline.

James R. Tager
Superintendent of Schools