

REGIONAL SCHOOL UNIT 40

Friendship • Union • Waldoboro • Warren • Washington
1070 Heald Highway, PO Box 701, Union, Maine 04862
207.785.2277

Steve Nolan, Superintendent
Christina Wotton, Assistant Superintendent

Karen Pike, Business Manager
Karen Brackett, Director of Special Services

Board of Directors Meeting Central Office Thursday, January 20, 2022 7:00 p.m.

Join by computer:
meet.google.com/ntt-ovpi-xcn

or

Join by phone:
(US)+1 929-324-1501 PIN: 942 430 441#

School Board Members: Julia Abernethy, Erik Amundsen, Guy Bourrie, Lillian Haversat, Morgan Hynd, Danny Jackson, Randy Kassa, Sandra O'Farrell, Angela Robinson, Brooke Simmons, Matthew Speno, Julie Swindler, Emily Trask-Eaton, Jeanette Wheeler, Melvin Williams, Robert Williams

Student Representatives: Natalie Dean, Owen Weber, Elizabeth Swan (alternate)

Agenda

I. Call to Order

- A. Pledge of Allegiance
- B. Declaration of Quorum
- C. Note Absences
- D. Additions/Adjustments to the Agenda

II. Consent Agenda – Approve Minutes of January 6, 2022

III. Superintendent and/or Chair Reports

- A. Board Chair's Report
- B. Superintendent's Report
- C. Business Manager's Report
- D. Student Representatives' Report

IV. Reports from Schools

V. Audience with the Public

VI. Action Items

- A. Rescind the motion to approve policy GBGA – COVID-19 Vaccination, Testing and Face Covering from January 6, 2022

- B. Approve policies for 1st read
 - 1. BCC – Nepotism
 - 2. JICIA– Weapons, Violence and School Safety
 - 3. KE – Public Concerns and Complaints

VII. Committee Meetings

- A. Negotiations – February 1st @ 5:00 p.m. – Medomak Middle School
- B. Policy – February 3rd @ 5:30 p.m. – Central Office

VIII. Board Meeting – February 3rd @ 7:00 p.m. – Central Office

IX. Region 8 Board Meeting – January 26th @ 7:00 p.m. – Region 8

X. Adjourn

All meetings of the Board, except executive sessions, will be open to the public. All actions of the Board will be taken openly. The public and district employees are encouraged to attend Board meetings. A time for comments by visitors at Board meetings will be scheduled on the Board's agenda. Public input is welcomed but the Board Chair may limit discussion.

REGIONAL SCHOOL UNIT 40

Friendship • Union • Waldoboro • Warren • Washington
1070 Heald Highway, PO Box 701, Union, Maine 04862
207.785.2277

Steve Nolan, Superintendent
Christina Wotton, Assistant Superintendent

Karen Pike, Business Manager
Karen Brackett, Director of Special Services

Board of Directors Meeting Central Office Thursday, January 6, 2022 7:00 p.m.

Join by computer:
meet.google.com/rwt-qkzi-otc

or

Join by phone:
(US)+1 402-732-7227 PIN: 150 806 152#

School Board Members: Julia Abernethy, Erik Amundsen, Guy Bourrie, Lillian Haversat, Morgan Hynd, Danny Jackson, Randy Kassa, Sandra O'Farrell, Angela Robinson, Brooke Simmons, Matthew Speno, Julie Swindler, Emily Trask-Eaton, Jeanette Wheeler, Melvin Williams, Robert Williams

Student Representatives: Natalie Dean, Owen Weber, Elizabeth Swan (alternate)

Minutes

- I. **Call to Order:** 7:01 p.m.
 - A. Pledge of Allegiance
 - B. Declaration of Quorum: 931 of 1000
 - C. Note Absences: Lillian Haversat
 - D. Additions/Adjustments to the Agenda
Add Executive Session 1 M.R.S. §405(6)(C) Personnel before Action Items
- II. **Consent Agenda** – Approve Minutes of December 16, 2021
Motion: Brooke Simmons Second: Melvin Williams Vote: 876-0-55
(Julia Abernethy)
- III. **Superintendent and/or Chair Reports**
 - A. Board Chair's Report
 - B. Superintendent's Report
 - C. Business Manager's Report
 - D. Student Representatives' Report
- IV. **Reports from Schools**
- V. **Audience with the Public**

VI. Executive Session 1 M.R.S. §405(6)(C) Personnel

Motion: Brooke Simmons Second: Morgan Hynd Vote: 931-0-0
Time In: 7:27 p.m. Time Out: 7:30 p.m.
A. Action as a result of Executive Session - none

VII. Action Items

A. Approve teacher nomination
1. Devon Snell – Teacher – Union Elementary School
Motion: Brooke Simmons Second: Guy Bourrie Vote: 931-0-0

B. Approve the Return to Play after COVID-19 Infection protocol for student athletes
Motion: Brooke Simmons Second: Morgan Hynd Vote: 931-0-0

C. Approve a donation valued at over \$1,000 from the Union Lodge 31, Ancient Free and Accepted Masons to Union Elementary School
Motion: Sandra O'Farrell Second: Matthew Speno Vote: 931-0-0

D. Approve policies for 2nd read
1. GBGA – COVID-19 Vaccination, Testing and Face Covering
Motion: Matthew Speno Second: Guy Bourrie Vote: 546-385-0
(Randy Kassa, Brooke Simmons, Emily Trask-Eaton, Jeanette Wheeler, Melvin Williams, Robert Williams)

2. IJJ – Selection of Educational Materials
Motion: Matthew Speno Second: Brooke Simmons Vote: 643-288-0
(Randy Kassa, Emily Trask-Eaton, Jeanette Wheeler, Melvin Williams)

3. JKAA – Use of Physical Restraint and Seclusion
4. JKAA-R – Use of Physical Restraint and Seclusion Procedure
Motion: Matthew Speno Second: Brooke Simmons Vote: 931-0-0

E. Authorize Superintendent to make changes mandated by OSHA or the State regarding COVID 19
Motion: Sandra O'Farrell Second: Emily Trask-Eaton

Amend the motion to authorize the Superintendent to alter COVID-19 practices and procedures previously approved by the Board to help keep schools open
Motion: Morgan Hynd Second: Robert Williams Vote: 688-243-0
(Guy Bourrie, Sandra O'Farrell, Brooke Simmons, Melvin Williams)

Approve amendment
Motion: Morgan Hynd Second: Robert Williams Vote: 761-170-0
(Guy Bourrie, Sandra O'Farrell, Brooke Simmons)

VIII. Committee Meetings

- A. Curriculum– January 13th @ 5:00 p.m. – Central Office
- B. Facilities – January 20th @ 4:00 p.m. – Central Office
- C. Finance – January 20th @ 5:30 p.m. – Central Office

IX. Board Meeting – January 20th @ 7:00 p.m. – Central Office

X. Region 8 Board Meeting – January 26th @ 7:00 p.m. – Region 8

XI. Adjourn: 8:14 p.m.

All meetings of the Board, except executive sessions, will be open to the public. All actions of the Board will be taken openly. The public and district employees are encouraged to attend Board meetings. A time for comments by visitors at Board meetings will be scheduled on the Board's agenda. Public input is welcomed but the Board Chair may limit discussion.

REGIONAL SCHOOL UNIT 40

Friendship • Union • Waldoboro • Warren • Washington
1070 Heald Highway, PO Box 701, Union, Maine 04862
207.785.2277

Steve Nolan, Superintendent
Christina Wotton, Assistant Superintendent

Karen Pike, Business Manager
Karen Brackett, Director of Special Services

To: Members of the Board of Directors
From: Steve Nolan
Date: January 14, 2022
Subject: Board Agenda for January 20, 2022

- I. Call to Order
- II. Consent Agenda
- III. Superintendent and/or Chair Reports

B. Superintendent's Report

1. Retirement:

- Sandra Lufkin - School Nurse - Miller School

2. Resignations:

- Crystal Lee - Administrative Assistant - Friendship Village School
- Rebecca Lash - Ed Tech - Medomak Valley High School

3. Covid-19 Update

- [Guidance for COVID-19 Prevention in K-12 Schools](#)
- [Investigation of COVID-19 in Pre-K-12 Schools Standard Operating Procedure](#)
- [RSU 40 COVID-19 Notifications](#)
- [COVID-19 Integrated County View](#)
- [COVID-19 Vaccination Rates by Zip Code](#)
- [COVID-19 Vaccination Rates for Youth by SAU](#)
- [COVID-19 Vaccination Rates for School Staff](#)
- U.S. Department of Labor OSHA [Emergency Temporary Standard](#)

4. We have nearly doubled the number of substitutes available to help!

IV. Reports from Schools

V. Audience with the Public



VI. Action Items

- A. Rescind the motion to approve policy GBGA – COVID-19 Vaccination, Testing and Face Covering from January 6, 2022

You will be asked to rescind the motion to approve policy GBGA – COVID-19 Vaccination, Testing and Face Covering based on the Supreme Court ruling opposing the OSHA Emergency Temporary Standard. Please review the policy included in this Board packet.

- B. Approve policies for 1st read

You will be asked to approve policies for 1st read. Please review the draft policies included in this Board packet.

VII. Committee Meetings

VIII. RSU 40 Board Meeting

IX. Region 8 Board Meeting

X. Adjourn

Friendship Village School

23 School Street PO Box 100

Friendship, ME 04547

Phone 832-5057 ~ Fax 832-7389

<http://www.msad40.org/schools/fvs>

Terry Steinbeiser, Principal

Crystal Lee, Administrative Assistant

January 14, 2022

Staff Updates/Information

- Our Administrative Assistant, Crystal Lee, has resigned. We are in the interview process and hope to have Administrative Assistant in place by the end of January.

Student Updates/Information

- Current Enrollment 82 students-1 student transferred to home school.
- Winter NWEA/Map Assessment will begin January 24
- We currently have 26 staff and students participating in pooled testing.

Staff & Student Recognition

- Students selected for student council: Grade 4-Kaylie Davis & Fern Tavernakis Grade 5-Ella Achorn & Jacoby Achorn Grade 6: Natalie Simmons and Addison Crawford.

Other News

- Our Academic night scheduled for January 27 will be postponed until we can more safely have it in person.

Respectful

Responsible

Hardworking

Miller School

Julia Levensaler, Principal
Jamie White, Assistant Principal
145 Kaler's Corner Street
Waldoboro, ME 04572-6000
(207) 832-2103
Fax # (207) 832-2101

Meeting Date: January 20, 2022

Enrollment = 336

- Pooled Testing enrollment – 183 = 48 staff and 135 students

Staff Updates/Information:

- Sixty-seven percent of eligible staff are enrolled in pooled testing.
- The increase in substitute pay and the subsequent increase in the number of available substitute teachers and educational technicians has helped to keep Miller School staffed since the return from the holiday break.

Student Updates/Information:

- Fifth graders are learning about text structures and informational writing, along with different landforms.
- Second graders are making and comparing large numbers in math.
- Third graders are reading to Tilla and learning about division.
- First graders are continuing to work on opinion writing. They read a book about a boy trying to convince his teacher to let him bring a pterodactyl to school. Now they the students now have to try to convince their teacher to let them bring different animals to school!
- After a short break, sixth graders are back at Camp Kieve this week.

Staff & Student Recognition:

- Our December Schooner Pride Ticket winners were recognized for showing self-Control.

Other News:

- We're adjusting to the new Maine CDC and DOE guidelines for contact tracing.
- The January character trait is Being a Problem Solver.
- We've spent a lot of time in indoor recess since coming back from break due to icy and cold conditions outside.

Medomak Valley High School

320 Manktown Road
 Waldoboro, Maine 04572
 Office: (207) 832-5389
 Guidance: (207) 832-7270
 Fax: (207) 832-2280



Linda M. D. Pease, Principal
 Tamra S. Philbrook, Assistant Principal
 Matthew S. Carlson, Assistant Principal
 Matthew S. Lash, Athletic Director

**Medomak Valley High School Report to the Board
 January 14, 2022**

Staff Updates/Information

- Eight to ten substitutes were needed for our staff Jan 12-14. The new additions to the substitute roster made it possible for us to remain open when COVID-19 impacted numerous staff members along with other health and family challenges. Our own staff members pitched in to help, as well.



- Medomak Valley High School and The Landing Place have teamed up to provide students with access to basic necessities such as warm clothes, food, hygiene products and more. We are grateful for the partnership and support from our local community!

- As of December 2021, we are regularly collecting data to monitor the use of the library and library staff including the circulation of books.
- Greg Marley, LCSW from National Alliance on Mental Illness, Maine led an hour-long session with MVHS staff on *Dealing with Accumulated Loss*. Strategies for helping grieving students and staff were provided.

	Dec 2021
Book Circulation	281
Students Studying	~96
Class Visits	~28
References & Recommendations	~40
Technology Assistance	~48
Covering Teachers' Classes	~4
ISS Duty	~3

- We continue to advertise for a school counselor and an educational technician II. We are exploring the collection of data regarding school counseling services and have

School Counseling Services	September	October	November	Dec
	Two Counselors (Advertising for 3 days/wk)	Two Counselors (Advertising for 3 days/wk)	Two Counselors (Advertising for 3 days/w)	One counselor (One on leave. Advertising for 3 days a week.)
	130 senior interviews	Drop in: 233 students	Drop in: 120	Drop in: 64
	18 25-minute social emotional learning lessons to Freshmen	25 written recommendations for seniors	12 45-minute social emotional learning lessons to Freshmen	6 40-minute social emotional learning lessons to Freshmen
	2 weeks of Add/Drop: 100 course changes		20 written recommendations for seniors	4 written recommendations for seniors
	2 suicidal ideation	6 suicidal ideation	2 suicidal ideation	
	1 homelessness	2 newly homeless	1 newly homeless	

worked on populating this chart to inform our work:

Staff and Student Recognition

- The Daughters of the American Revolution award was created in 1934 and is intended to encourage and reward the qualities of good citizenship. **Ruth Havener**, daughter of Cecily and Andrew Havener of Friendship is this year's MVHS DAR Good Citizen.
- **John Owen Weber** son Susan and Ed Weber of Union has been selected as a College Board National Recognition Program awardee because of his academic achievement in school and outstanding performance on the PSAT/NMSQT, PSAT10 and/or AP Exams. Owen has accomplished these milestones during an immensely demanding period of his high school career. Owen has also written and submitted an essay to the *JFK Profiles in Courage* competition!

Prescott Memorial School
100 Waldoboro Road
Washington, ME 04574
Tel. (207) 845-2424 Fax (207) 845-2748
Respectful* * Responsible* *Ready & Safe

Nancy Stover, Principal

Mary Ledger, Administrative Assistant

Administrator Report for Prescott Memorial School

January 20, 2022

Staff Updates/Information

- Our Keive Educator in Residence (EIR) Izzy Hutnak, is a great addition to our team. Izzy works with individual students, supports classroom instruction and assists our school counselor with Second Step lessons.
- Teachers are completing mid year assessments to gather data to guide instruction and improve student learning.
- NWEA's are being taken in Grades 3- 6 at the end of this month. We will discuss the results at our February Response to Intervention (RtI) team meetings.

Student Updates/Information

- Student enrollment is at 91.
- There is a 20% increase of participants in pooled testing from last month.
- PTG sponsored a candy cane fundraiser before the holidays and raised over \$300 to go towards our school banner.

Staff and Student Recognition

- Thank you to RSU 40 Mental Health Coordinator Angela Arteaga for stepping in as our school counselor this year. Angela has been a huge support to our students and staff.

Mrs. Kopishke challenged her third grade students to fill the "Don't be a Grinch" bulletin board by demonstrating random acts of kindness at school and/or at home. Students received a red heart for their kind behaviors and they were able to fill the board before the end of December!



Union Elementary School

1070 Heald Highway

Union, ME 04862

Phone 785-4330 Fax 785-4844

<http://www.msad40.org/schools/union/>

Scott A White, Principal

Allison Davis, Administrative Assistant

January 10, 2022

Staff Updates/Information

- January 13th the UES PTC hosted a pot-luck luncheon. The effort and the gesture was greatly appreciated by our staff.
- Although the last month has been full of staff changes at UES, we are excited about what the future holds for our professional learning community and for our students.
 - Grade 2 Mrs. Pitzzi resigned and Mrs. Luellen transferred from PreK to fill this vacant grade 2 position.
 - Devon Snell left her educational technician position to become our new PreK teacher.
 - Former UES employee Katie Boynton returned to our school to fill the vacant educational technician position.

Student Updates/Information

- Our PBIS theme of the month for January is “Trustworthy and Honesty.” Students have watched developmentally appropriate videos and have participated in class activities highlighting the importance of being honest as they strive to become Super Citizens. During the first week in January teachers nominated the following students for being trustworthy and honest: Caitlyn F, Lexie H, Arianna H, Bailey E, Ayva D, Mason, W, Jeremiah S, Angelika S, Abby R, Scott W, Destinee L, Lexi R, Jamieson F, Isabelle K.
- 3rd grade teacher Mrs. Stotz spearheaded a campaign to support the Pope Memorial Humane Society. Using a wish list from the shelter, her classroom challenged other grades to bring in items to donate to this worthy cause. The haul was impressive and well received by the shelter. Our students should be proud of this community service project.
- Starting the week of January 17, students at UES will participate in a friendly statewide competition called the Winter Kids Winter Games. Activities include: outdoor events, nutrition tracking and education, family engagement and a Winter Carnival. Points will be awarded based on participation rate with cash prizes awarded to the top finishers.
- Grades 5 and 6 recently took a field trip to the Gulf of Maine Research Institute in Portland to learn more about the importance of studying marine sciences. This education is essential as Mainers continue to balance

conservation efforts with making a living on the water. This was a “free” field trip and transportation was provided by the Institute.

- Wondering if vaccines are safe for children? This link is filled with useful information as families wrestle with their choice to vaccinate young children or not.... bravelikeme.com

Other News

(COVID Comments)

From the first day of school (9/7/2021) through December 22, UES had a total of five confirmed cases of COVID 19. From December 23, 2021 through Jan 14, 2022 we have tallied an additional twenty confirmed cases. That’s a 200% increase in just a couple of weeks!

This trend is obviously concerning. Our data collection suggests that household transmission is the number one determining factor in our students contracting the virus. Our anecdotal evidence suggests that “someone” in the family contracts Covid 19 from the community and then the virus quickly spreads to other members of the family.

We obviously hope the data we are seeing now begins to level off and eventually show a decline.

I’d like to emphasize that although this year has been frustrating for our staff, students and our families, everyone continues to show resolve for matters which are beyond our control. We continue to come to school each day, follow the standard operating procedures, offer a quality academic and social experience and lean on each other for support. The school board should be made aware that we, along with all the other schools in RSU 40, continue to put our best foot forward, despite the challenges we face.

Warren Community School

117 Eastern Rd, Warren Me, 04864
(Tel) 207- 273 - 2001 (Fax) 207-273-3207



Justin Kangas
Principal

Gabrielle Laperriere
Assistant Principal

1/12/22

Staff Updates/Information:

Student Updates/Information:

Enrollment Numbers			
Pre-K	26	Third Grade	42
Kindergarten	30	Fourth Grade	55
First Grade	30	Fifth Grade	46
Second Grade	53	Sixth Grade	47

Staff and Student Recognition:

We have had multiple staff come upon hard times in their personal lives and when things get hard, our staff come together. It has been truly heartwarming to watch as our staff have come together as a community to support one another when someone comes upon hard times. We have a special community here at WCS and when we have that type of connection with one another, that has a direct positive impact on our student's experiences at school.

I also cannot praise our nurse Heather Emerson enough for the incredible work she has put in with covid. She has been absolutely incredible and is always a positive presence now matter how busy things may be.

Other News:

Pooled testing continues to go well. I feel like it has helped people feel more at ease with our current circumstances knowing that weekly tests are available. We currently have 155 people enrolled.

COVID-19 Vaccination, Testing and Face Covering

Purpose:

Vaccination is a vital tool to reduce the presence and severity of COVID-19 cases in the workplace, in communities, and in the nation as a whole. RSU 40 encourages all employees to receive a COVID-19 vaccination to protect themselves and other employees. However, should an employee choose not to be vaccinated, this policy's sections on testing and face coverings will apply. This policy complies with OSHA's Emergency Temporary Standard on Vaccination and Testing (29 CFR 1910.501).

Scope:

This COVID-19 Policy on vaccination, testing, and face covering use applies to all employees of RSU 40. All employees are encouraged to be fully vaccinated. Employees are considered fully vaccinated two weeks after completing primary vaccination with a COVID-19 vaccine with, if applicable, at least the minimum recommended interval between doses. For example, this includes two weeks after a second dose in a two-dose series, such as the Pfizer or Moderna vaccines, two weeks after a single-dose vaccine, such as Johnson & Johnson's vaccine, or two weeks after the second dose of any combination of two doses of different COVID-19 vaccines as part of one primary vaccination series. Employees who are not fully vaccinated will be required to provide proof of weekly COVID-19 testing and wear a face covering at the workplace.

All employees are required to report their vaccination status and, if vaccinated, provide proof of vaccination. Employees must provide truthful and accurate information about their COVID-19 vaccination status, and, if not fully vaccinated, their testing results. Employees not in compliance with this policy will be subject to discipline up to and including dismissal.

Employees may request an exception from vaccination requirements if the vaccine is medically contraindicated for them or medical necessity requires a delay in vaccination. Employees also may be legally entitled to a reasonable accommodation if they cannot be vaccinated and/or wear a face covering (as otherwise required by this policy) because of a disability, or if the provisions in this policy for vaccination, and/or testing for COVID-19, and/or wearing a face covering conflict with a sincerely held religious belief, practice, or observance. Requests for exceptions and reasonable accommodations must be initiated by submitting a doctor's note or other appropriate documentation. All such requests will be handled in accordance with applicable laws and regulations.

Overview and General Information

Vaccination

Any RSU 40 employee that chooses to be vaccinated against COVID-19 must be fully vaccinated no later than January 10, 2022. Any employee not fully vaccinated January 10, 2022 will be subject to the regular testing and face covering requirements of the policy.

Employees will be considered fully vaccinated two weeks after receiving the requisite number of doses of a COVID-19 vaccine. An employee will be considered partially vaccinated if they have received only one dose of a two-dose vaccine.

Testing and Face Coverings

All employees who are not fully vaccinated as of February 9, 2022 will be required to undergo regular COVID-19 testing and wear a face covering when in the workplace. Policies and procedures for testing and face coverings are described in the relevant sections of this policy.

Vaccination Status and Acceptable Forms of Proof of Vaccination

Vaccinated Employees

All vaccinated employees are required to provide proof of COVID-19 vaccination, regardless of where they received vaccination.

Acceptable proof of vaccination status is:

1. The record of immunization from a health care provider or pharmacy;
2. A copy of the COVID-19 Vaccination Record Card;
3. A copy of medical records documenting the vaccination;
4. A copy of immunization records from a public health, state, or tribal immunization information system; or
5. A copy of any other official documentation that contains the type of vaccine administered, date(s) of administration, and the name of the health care professional(s) or clinic site(s) administering the vaccine(s).

Proof of vaccination generally should include the employee's name, the type of vaccine administered, the date(s) of administration, and the name of the health care professional(s) or clinic site(s) that administered the vaccine.

If an employee is unable to produce one of these acceptable forms of proof of vaccination, despite attempts to do so (e.g., by trying to contact the vaccine administrator or state health department), the employee can provide a signed and dated statement attesting to their vaccination status (fully vaccinated or partially vaccinated); attesting that they have lost and are otherwise unable to produce one of the other forms of acceptable proof; and including the following language:

"I declare (or certify, verify, or state) that this statement about my vaccination status is true and accurate. I understand that knowingly providing false information regarding my vaccination status on this form may subject me to criminal penalties."

An employee who attests to their vaccination status in this way should to the best of their recollection, include in their attestation the type of vaccine administered, the date(s) of administration, and the name of the health care professional(s) or clinic site(s) administering the vaccine.

All Employees

All employees, both vaccinated and unvaccinated, must inform RSU 40 of their vaccination status. The following table outlines the requirements for submitting vaccination status documentation.

Vaccination Status	Instructions	Deadline(s)
Employees who are fully vaccinated.	Submit proof of vaccination that indicates full vaccination.	
Employees who are partially vaccinated (i.e., one dose of a two dose vaccine series).	Submit proof of vaccination that indicates when the first dose of vaccination was received, followed by proof of the second dose when it is obtained.	
Employees who are not vaccinated.	Submit statement that you are unvaccinated, but are planning to receive a vaccination by the deadline.	
	Submit statement that you are unvaccinated and not planning to receive a vaccination.	

Supporting COVID-19 Vaccination

An employee may take up to four hours of duty time per dose to travel to the vaccination site, receive a vaccination, and return to work. This would mean a maximum of eight hours of duty time for employees receiving two doses. If an employee spends less time getting the vaccine, only the necessary amount of duty time will be granted. Employees who take longer than four hours to get the vaccine must send an email documenting the reason for the additional time (e.g., they may need to travel long distances to get the vaccine). Any additional time requested will be granted, if reasonable, but will not be paid; in that situation, the employee can elect to use accrued leave, e.g., sick leave, to cover the additional time. If an employee is vaccinated outside of their approved duty time they will not be compensated.

Employees may utilize up to two workdays of sick leave immediately following each dose if they have side effects from the COVID-19 vaccination that prevent them from working. Employees who have no sick leave will be granted up to two days of additional sick leave immediately following each dose if necessary.

Employee Notification of COVID-19 and Removal from the Workplace

RSU 40 will require employees to promptly notify [their supervisor] when they have tested positive for COVID-19 or have been diagnosed with COVID-19 by a licensed healthcare provider.

Medical Removal from the Workplace

RSU 40 has also implemented a policy for keeping COVID-19 positive employees from the workplace in certain circumstances. RSU 40 will immediately remove an employee from the workplace if they have received a positive COVID-19 test or have been diagnosed with COVID-19 by a licensed healthcare provider (i.e., immediately send them home or to seek medical care, as appropriate).

Return to Work Criteria

For any employee removed because they are COVID-19 positive, RSU 40 will keep them removed from the workplace until the employee satisfies the isolation and quarantine requirements in Maine CDC's Investigation of COVID-19 Cases in Pre-K-12 Schools Standard Operating Procedure.

If an employee has severe COVID-19 or an immune disease, RSU 40 will follow the guidance of a licensed healthcare provider regarding return to work.

COVID-19 Testing

All employees who are not fully vaccinated will be required to comply with this policy for testing.

Employees who report to the workplace at least once every seven days:

- (A) must be tested for COVID-19 at least once every seven days; and
- (B) must provide documentation of the most recent COVID-19 test result to [their supervisor] no later than the seventh day following the date on which the employee last provided a test result.

Any employee who does not report to the workplace during a period of seven or more days (e.g., if they were teleworking for two weeks prior to reporting to the workplace):

- (A) must be tested for COVID-19 within seven days prior to returning to the workplace; and
- (B) must provide documentation of that test result to [their supervisor] upon return to the workplace.

If an employee does not provide documentation of a COVID-19 test result as required by this policy, they will be removed from the workplace until they provide a test result.

Employees who have received a positive COVID-19 test, or have been diagnosed with COVID-19 by a licensed healthcare provider, are not required to undergo COVID-19 testing for 90 days following the date of their positive test or diagnosis.

Employees may participate in pooled testing offered at any school or coordinate testing through their primary care provider. Home-based testing results will not be accepted.

Face Coverings

RSU 40 will require all employees who are not fully vaccinated to wear a face covering. Face coverings must: (i) completely cover the nose and mouth; (ii) be made with two or more layers of a breathable fabric that is tightly woven (i.e., fabrics that do not let light pass through when held up to a light source); (iii) be secured to the head with ties, ear loops, or elastic bands that go behind the head. If gaiters are worn, they should have two layers of fabric or be folded to make two layers; (iv) fit snugly over the nose, mouth, and chin with no large gaps on the outside of the face; and (v) be a solid piece of material without slits, exhalation valves, visible holes, punctures, or other openings. Acceptable face coverings include clear face coverings or cloth face coverings with a clear plastic panel that, despite the non-cloth material allowing light to pass through, otherwise meet these criteria and which may be used to facilitate communication with people who are deaf or hard-of-hearing or others who need to see a speaker's mouth or facial expressions to understand speech or sign language respectively.

Employees who are not fully vaccinated must wear face coverings over the nose and mouth when indoors and when occupying a vehicle with another person for work purposes. Policies and procedures for face coverings will be implemented, along with the other provisions required by OSHA's COVID-19 Vaccination and Testing ETS, as part of a multi-layered infection control approach for unvaccinated workers.

The following are exceptions to RSU 40's requirements for face coverings:

1. When an employee is alone in a room with floor to ceiling walls and a closed door.
2. For a limited time, while an employee is eating or drinking at the workplace or for identification purposes in compliance with safety and security requirements.
3. When an employee is wearing a respirator or facemask.
4. Where RSU 40 has determined that the use of face coverings is infeasible or creates a greater hazard.

New Hires:

All new employees are required to comply with the vaccination, testing, and face covering requirements outlined in this policy as soon as practicable and as a condition of employment. Potential candidates for employment will be notified of the requirements of this policy prior to the start of employment.

Confidentiality and Privacy:

All medical information collected from individuals, including vaccination information, test results, and any other information obtained as a result of testing, will be treated in accordance with applicable laws and policies on confidentiality and privacy.

Adopted: January 6, 2022

Nepotism

For the purposes of this policy, the following definitions will be used:

- A. ~~“Employee” means a person who receives monetary payment or benefits, no matter the amount paid or hours worked for personal services performed for RSU 40.~~
- B. ~~“Administrators and Supervisors” includes the Business Manager, Director of Instruction, Director of Special Services, Assistant Director of Special Services, Director of Adult Education, Athletic Director, School Principals, School Assistant Principals, Director of Technology~~
- C. ~~“Immediate Family” includes spouse or domestic partner, brother, sister, parent, son, daughter, as well as all other similar family relationships resulting from marriage e.g. step brother or sister, step child, step parent, and in-laws~~
- D. ~~“Extended Family” includes grandparent, grandchild, uncle, aunt, niece, or nephew.~~

Board Members

~~Immediate and extended family members of Board members will not be employed by RSU 40, subject to the following exemptions:~~

- A. ~~Immediate and extended family members, except spouses, who are employed as of the date of policy adoption, for as long as they remain continuously employed.~~
- B. ~~Board members are expected to recuse themselves from participating in any personnel action involving an immediate or extended family member employed by RSU 40.~~

Superintendent

~~Immediate and extended family members of the Superintendent will not be employed by RSU 40.~~

Administrators and Supervisors

~~No person will be employed in a position within the jurisdiction of an administrator or supervisor who is a member of that person’s immediate or extended family. Nor will any person be employed in a position in which a member of the immediate or extended family of that person is responsible, in whole or in part, for their supervision or evaluation. This provision is subject to the following exemption:~~

- A. ~~Employees who are employed as of the date of policy adoption, for so long as they remain continuously employed. In such cases, appropriate measures will be taken to avoid a conflict.~~

Notification

~~The Superintendent will notify the Board if either a candidate for employment or current employee has an immediate or extended family relationship with any RSU 40 employee or Board member before taking any employment action affecting that candidate or employee.~~

Exceptions to Policy

~~The Board may approve an exception to this policy (except for the statutory prohibition against employment of Board members' spouses) if there is a determination that it is in the best interest of RSU 40 and appropriate measures can be taken to avoid a conflict. It is the intent of the Board that this provision be narrowly construed and used only in rare circumstances.~~

~~Legal Reference: 20-A M.R.S. §1002~~

~~Cross Reference: BCB – Board Member Conflict of Interest~~

~~Adopted: May 5, 2016~~ ~~Reviewed: April 6, 2017~~

~~Revised: November 1, 2018~~

Nepotism

The following definitions are included in 20-A MRSA §1002(1A) and (1A-1):

- A. “Employee” means a person who receives monetary payment or benefits, for personal services performed for the school administrative unit.
- B. “Volunteer” means a person who performs personal services for a school administrative unit without monetary payment or benefits of any kind or amount.

For the purposes of this policy, the following additional definitions apply:

- A. “Administrators” includes the Director of Special Services, Assistant Director of Special Services, Athletic Director, Principals, Assistant Principals, Business Manager, Director of Adult Education, Facilities Director, Food Service Director, Director of Technology, and Transportation Director.
- B. “Immediate Family” includes spouse/domestic partner, brother, sister, parent, son or daughter.
- C. “Extended Family” includes grandparent, grandchild, uncle, aunt, niece, nephew or in-law.

Board Members

Immediate and extended family members of Board members will not be employed by RSU 40, subject to the following exemptions:

- A. Immediate and extended family members, except spouses, who are employed as of the date of policy adoption, for as long as they remain continuously employed.
- B. Employees who are employed on the date that an immediate or extended family member of theirs is elected to the Board.
- C. Board members are expected to recuse themselves from participating in any personnel action involving an immediate or extended family member employed by RSU 40.
- D. In accordance with 20-A MRSA §1002(2A), a Board member’s spouse may not serve as a volunteer when that volunteer has primary responsibility for a curricular, cocurricular or extracurricular program or activity and reports directly to the Superintendent, Principal, Athletic Director or other school administrator.

Superintendent

Immediate and extended family members of the Superintendent or Assistant Superintendent will not be employed by RSU 40, subject to the following exemptions:

- A. Employees who are employed on the date that an immediate or extended family member of theirs is elected to the Superintendency.
- B. If a member of the Superintendent's immediate or extended family is employed under paragraph (a), appropriate measures shall be taken by the Board to avoid a conflict.

Administrators

No person will be employed in a position within the jurisdiction of an administrator who is a member of that person's immediate or extended family. Nor will any person be employed in a position in which a member of the immediate or extended family of that person is responsible, in whole or in part, for their supervision or evaluation. This provision is subject to the following exemption:

- A. Employees who are employed as of the date of policy adoption, for so long as they remain continuously employed. In such cases, appropriate measures will be taken to avoid a conflict.

Exceptions to Policy

The Board may approve an exception to this policy (except for the statutory prohibitions) if there is a determination that it is in the best interest of the school unit and appropriate measures can be taken to avoid a conflict. It is the intent of the Board that this provision be narrowly construed and used only in rare circumstances.

Cross Reference: BCB – Board Member Conflict of Interest

Legal Reference: 20-A M.R.S. §1002

Adopted: May 5, 2016

Reviewed: April 6, 2017
Revised: November 1, 2018

Weapons, Violence and School Safety

The RSU 40 Board believes that students and staff are entitled to learn and work in a school environment free of violence, threats and other disruptive behavior. Students, school staff, volunteers and visitors are expected to conduct themselves with respect for others and in accordance with Board policies, school rules, reasonable unwritten behavior expectations, and applicable state and federal laws.

School staff and volunteers are required to immediately report incidents of prohibited conduct to the building administrator for investigation and appropriate action. Students who are subjected to or observe prohibited conduct are strongly encouraged to report it to a staff member or administrator.

Prohibited Conduct

Students, school staff, volunteers and visitors are prohibited from engaging in the following conduct on school property, while in attendance at school or at any other school-sponsored activity, or at any time or place that such conduct directly interferes with the operations, discipline or general welfare of the school:

- A. Possession and/or use of articles commonly used or designed to inflict bodily harm and/or to threaten, intimidate, coerce or harass another person. Examples of such articles include but are not limited to firearms, BB guns, pellet guns, any other kind of gun, ammunition, explosives, cross-bows, brass knuckles, switchblades, knives, chains, clubs, Kung Fu stars and nunchucks;
- B. Discharge of a firearm within 500 feet of school property;
- C. Use of any object, although not necessarily designed to be a weapon, to inflict bodily harm and/or to threaten, intimidate, coerce or harass another person. Examples of such objects include but are not limited to bats, belts, picks, pencils, compasses, articles capable of ignition (e.g., matches, lighters), files, tools of any sort and replicas of weapons (including toys);
- D. Violent, threatening or menacing behavior, including but not limited to fighting, assault and/or battery, taking hostages, threats to commit violence against persons or property (e.g., verbal or written death threats, threats of bodily harm, bomb threats), stalking, or blocking access to school property or facilities;
- E. Verbal or written statements (including those made on or through a computer or other electronic device) which threaten, intimidate, or harass others; verbal or written

statements which tend to incite violence and/or disrupt the school program; blackmail; extortion; or demands for money or property;

- F. Intentional damage to school or personal property;
- G. Stealing or attempting to steal school or personal property;
- H. Lewd, indecent or obscene acts or expressions of any kind;
- I. Violations of the school unit's drug/alcohol and tobacco policies;
- J. Violations of state or federal laws; and
- K. Any other conduct that may be harmful to persons or property.

Disciplinary Action

Students

Principals may discipline, suspend and/or recommend expulsion of students who violate this policy based upon the facts of each case and in accordance with applicable state and federal laws. Conduct which violates this policy is deliberately disobedient and deliberately disorderly within the meaning of 20-A MRS § 1001(9) and will be grounds for expulsion if found necessary for the peace and usefulness of the school. Such conduct may also be grounds for expulsion under other provisions of 20-A MRS § 1001 (9 and 9-A) that specifically prohibit the use and possession of weapons, infractions of violence, and possession, furnishing and trafficking of scheduled drugs.

Students who are found to have brought a firearm or to have possessed a firearm at a school (as both terms are defined by federal law), may be expelled for a period of not less than one year, unless this requirement is modified by the Superintendent on a case-by-case basis in writing.

All firearms violations will be referred to law enforcement authorities as required by law. Other violations of this policy may be referred to law enforcement authorities at the discretion of the Superintendent.

Students with disabilities may be disciplined in accordance with applicable federal and state laws/regulations and Board Policy JKF.

School Staff and Volunteers

School staff members who violate this policy may be disciplined in accordance with any applicable collective bargaining agreement or school unit procedure.

Volunteers who violate this policy may, at the Superintendent and building administrator's discretion, have their volunteer authorization revoked or restricted, depending on the circumstances of the particular case.

Violations of this policy may be referred to law enforcement authorities.

Visitors

Visitors who violate this policy may be required to leave school property and law enforcement may be notified of violations.

Psychological Evaluation/Risk Assessment

The Superintendent may request a psychological evaluation of a student who violates this policy when, in the Superintendent's opinion, such an evaluation will assist in assessing the risk the student poses to school safety if the student were to remain in school or return to school after a suspension or expulsion.

All such evaluations will be performed at the school unit's expense. If the parents/guardians and/or student refuse to permit a requested psychological evaluation, the Superintendent and the Board may draw any reasonable inferences from the student's behavior concerning the risk the student poses to school safety for purposes of determining appropriate action.

Staff/Student Training and Procedures

The Superintendent may institute training programs for staff and students designed to support the goal of providing a safe, orderly and respectful school environment. The Superintendent may also implement any administrative procedures necessary to carry out this policy.

Legal References: — 20 USC § 7151 (Gun Free Schools Act)
— 5 MRS § 4681 et seq.
— 17-A MRS § 2(9); 2(12-A)
— 20-A MRS §§1001(9), (9-A), (15); 6552
— P.L. 2005, ch. 307

Cross References: ~~ACAA—Harassment and Sexual Harassment of Students~~
~~ADC—Tobacco Use and Possession~~
~~EBC—Comprehensive Emergency Management Plan~~
~~JCDA—Student Code of Conduct~~
~~JCH—Drug, Alcohol, and Tobacco Use By Students~~
~~JCK—Bullying and Cyberbullying~~
~~JK—Student Discipline~~
~~JKD—Suspension of Students~~
~~JKE—Expulsion of Students~~
~~JKF—Suspension/Expulsion of Students with Disabilities~~
~~KLG—School Resource Officer~~

~~This is a required policy.~~

Weapons, Violence and School Safety

The Board believes that students and staff are entitled to learn and work in a school environment free of violence, threats and other disruptive behavior. Students are expected to conduct themselves with respect for others and in accordance with Board policies, school rules, reasonable unwritten behavior expectations, and applicable state and federal laws.

School staff and volunteers are required to immediately report incidents of prohibited conduct to the building administrator for investigation and appropriate action. Students who are subjected to or observe prohibited conduct are strongly encouraged to report it to a staff member or administrator.

Prohibited Conduct

Students are prohibited from engaging in the following conduct on school property, while in attendance at school or at any other school-sponsored activity, or at any time or place that such conduct directly interferes with the operations, discipline or general welfare of the school:

- A. Possession and/or use of articles commonly used or designed to inflict bodily harm and/or to threaten, intimidate, coerce or harass another person. Examples of such articles include but are not limited to firearms, BB guns, pellet guns, any other kind of gun, ammunition, explosives, cross-bows, brass knuckles, switchblades, knives, chains, clubs, Kung Fu stars and nunchucks;
- B. Discharge of a firearm within 500 feet of school property;
- C. Use of any object, although not necessarily designed to be a weapon, to inflict bodily harm and/or to threaten, intimidate, coerce or harass another person. Examples of such objects include but are not limited to bats, belts, picks, pencils, compasses, articles capable of ignition (e.g., matches, lighters), files, tools of any sort and replicas of weapons (including toys);
- D. Violent, threatening or menacing behavior, including but not limited to fighting, assault and/or battery, taking hostages, threats to commit violence against persons or property (e.g., verbal or written death threats, threats of bodily harm, bomb threats), stalking, or blocking access to school property or facilities;
- E. Verbal or written statements (including those made on or through a computer or other electronic device) which threaten, intimidate, or harass others; verbal or written

statements which tend to incite violence and/or disrupt the school program; blackmail; extortion; or demands for money or property;

- F. Intentional damage to school or personal property;
- G. Stealing or attempting to steal school or personal property;
- H. Lewd, indecent or obscene acts or expressions of any kind;
- I. Violations of the school unit's drug/alcohol and tobacco policies;
- J. Violations of state or federal laws; and
- K. Any other conduct that may be harmful to persons or property.

Exceptions to Prohibition Against Possession and Use of Weapons on School Property

- A. The prohibition on the possession and discharge of a firearm does not apply to law enforcement officials.
- B. An authorized person who possesses an unloaded firearm for use in a supervised educational program approved and authorized by the Board, for which appropriate safeguards have been adopted by the Board.
- C. An authorized person who possesses other weapons for use in specific instructional programs that have been approved and authorized by the Board and for which appropriate safeguards have been adopted by the Board.

Addressing Policy Violations

Principals may engage students in restorative intervention and/or discipline students who violate this policy, based upon the facts of each case and in accordance with applicable Board policies and state and federal laws. Conduct which violates this policy is deliberately disobedient and deliberately disorderly within the meaning of 20-A MRSA §1001(9) and will be grounds for expulsion, as permitted by law, if found necessary for the peace and usefulness of the school. Such conduct may also be grounds for expulsion under other provisions of 20-A MRS §1001 (9 and 9-A) that specifically prohibit the use and possession of weapons, infractions of violence, and possession, furnishing and trafficking of scheduled drugs.

Students who are found to have brought a firearm or to have possessed a firearm at a school (as both terms are defined by federal law), may be expelled for a period of not less than one year, unless this requirement is modified by the Superintendent on a case-by-case basis in writing.

All firearms violations will be referred to law enforcement authorities as required by law. Other violations of this policy will be referred to law enforcement authorities at the discretion of the Superintendent.

Students with disabilities will be disciplined in accordance with applicable federal and state laws/regulations and Board Policy JKF.

Risk Assessment

The Superintendent is authorized to request a risk assessment of a student who violates this policy when, in the Superintendent's opinion, such an evaluation will assist in assessing the risk the student poses to school safety if the student were to remain in school or return to school after a suspension or expulsion.

All such evaluations will be performed at the school unit's expense. If the parents/guardians and/or student refuse to permit a requested risk assessment, the Superintendent and the Board may draw any reasonable inferences from the student's behavior concerning the risk the student poses to school safety for purposes of determining appropriate action.

Legal References: 20 USC § 7151 (Gun-Free Schools Act)
5 M.R.S. §4681 et seq.
17-A M.R.S §2(9); 2(12-A)
20-A M.R.S §§1001(9), (9-A), (15) and (15-!); 6552
P.L. 2005, Chapter 307

Cross References: ACAA – Harassment and Sexual Harassment of Students
ADC – Tobacco Free Schools: Use and Possession of Tobacco and Electronic Smoking Devices
EBC – Comprehensive Emergency Management Plan
JFCK – Student Use of Privately Owned Electronic Devices at School
JFCK-R - Student Use of Privately Owned Electronic Devices at School Procedure
JIC – System Wide Code of Conduct
JICH – Drug and Alcohol Use by Students

JICK – Bullying and Cyberbullying in Schools

JICK-R - Bullying and Cyberbullying in Schools Procedure

JIH – Questioning and Searches of Students

JIH-R – Questioning and Searches of Students Procedure

JK – Student Discipline

JKD – Suspension of Students

JKE – Expulsion of Students

JKE-R – Expulsion of Students Procedure

JKF – Disciplinary Removal of Students with Disabilities

KLGA – Relations with School Resource Officers and Law Enforcement Authorities

KLGA-R - School Resource Officers and Law Enforcement Procedure

Adopted: July 11, 1994

Revised: June 19, 2000

March 4, 2002

January 18, 2018

Public Concerns and Complaints

RSU 40 parents, students or other citizens with complaints or concerns regarding any aspect of RSU 40 or an employee thereof shall be encouraged to seek a resolution at the lowest possible level. The only exceptions are complaints that concern School Board actions or operations. Such complaints should be addressed to the Board Chair.

If the complaint cannot be resolved at the lowest level, the person initiating the complaint may appeal the decision to the next level (i.e., Principals, Director of Special Services, Director of Adult Education, Athletic Director, Director of Technology, Facilities Director, Food Service Director, Transportation Director).

If the complaint cannot be resolved at any lower level, it may be appealed to the Superintendent. If the complaint remains unresolved at the Superintendent's level, the person making the complaint may request that the matter be placed on the agenda of the next regular School Board meeting. The Superintendent/Board Chair will determine whether the complaint should be placed on the agenda.

At all levels of the complaint process, school employees are required to inform the person making the complaint of their right to appeal the decision to the next level.

This policy may not be utilized by employees for matters or grievances relating to any term or condition of their employment. Such matters will be addressed through established channels for grievances.

Cross Reference: BEDB – Agenda Preparation and Dissemination
 KEB – Public Complaints About School Personnel

Adopted:

REGIONAL SCHOOL UNIT 40

Friendship • Union • Waldoboro • Warren • Washington
1070 Heald Highway, PO Box 701, Union, Maine 04862
207.785.2277

Steve Nolan, Superintendent
Christina Wotton, Assistant Superintendent

Karen Pike, Business Manager
Karen Brackett, Director of Special Services

Policy Committee Meeting Central Office Thursday, December 2, 2021 5:30 p.m.

Join with Google Meet: Video and Audio
meet.google.com/opp-hfdn-wep

Join by phone: Audio Only
(US)+1 662-441-3112 PIN: 778 664 604#

Committee Members: Julia Abernethy, Guy Bourrie, Brooke Simmons, Matthew Speno

Ex-officio Members: Board Chair/Danny Jackson, Superintendent/Steve Nolan

Minutes:

I. Call to Order: 5:32 p.m.

- A. Declaration of Quorum: Yes
- B. Note Absences: Brooke Simmons
- C. Approve minutes: November 4, 2021
Motion to approve: Matthew Speno

Second: Julia Abernethy Vote: 3-0-0
[Danny Jackson out of the room during vote]

- D. Adjustments/Additions to the Agenda: None

II. Action Items

- A. [G? - COVID-19 Vaccination, Testing and Face Covering](#) (new sample)
Motion to send to Board for 1st read: Guy Bourrie

Second: Julia Abernethy Vote 4-0-0

- B. [III - Selection of Educational Materials](#)
[III - Selection of Educational Materials](#) (sample)
Motion to send to Board for 1st read: Matthew Speno

Second: Danny Jackson Vote: 4-0-0

- C. [III-E -Citizen's Challenge of Instructional Media](#)
[III-E - Citizen's Challenge of Instructional Media](#) (sample)
Motion to send to Board for 1st read: Matthew Speno

Second: Danny Jackson Vote: 4-0-0

- D. [JKAA - Use of Physical Restraint and Seclusion](#)
[JKAA - Use of Physical Restraint and Seclusion](#) (sample)
Motion to send to Board for 1st read: Guy Bourrie
Second: Danny Jackson Vote: 4-0-0

- E. [JKAA-R - Use of Physical Restraint and Seclusion Procedure](#)
[JKAA-R - Use of Physical Restraint and Seclusion Procedure](#) (sample)
Motion to send to Board for 1st read: Danny Jackson
Second: Julia Abernethy Vote: 4-0-0

- F. [KDA - Public Information Program](#) (new sample)
Motion to not forward to Board: Danny Jackson
Second: Guy Bourrie Vote: 4-0-0

III. Adjourn: 6:29 p.m.

All meetings of the Board, except executive sessions, will be open to the public. All actions of the Board will be taken openly and the deliberations leading to Board action will likewise be conducted openly. The public and district employees are encouraged to attend Board meetings. A time for comments by visitors at Board meetings will be scheduled on the Board agenda. Public input is welcomed but the Board Chair may limit comments.

REGION 8 COOPERATIVE BOARD MEETING November 17, 2021

The regularly scheduled meeting of the Region 8 Cooperative Board was held on November 17, 2021

Those in attendance were:

CSD	Tori Manzi, Bob Duke, Diego Gutierrez*	(69.62/ea.)
Islesboro		(11.94)
RSU 13	Quixada Moore-Vissing, Bill Pearce, Joe Steinberger	(77.82/ea.)
SAD 40	Danny Jackson, Seth Hall, Randy Kassa, Matthew Speno	(77.89/ea.)
SAD 7	Jerry White	(7.49)
SAD 8		(24.58)
St. George		(54.68)

Bobby Deetjen, Director; Sherry Moody, Business Mgr.; Scott Browning, Asst Director; Kristy Hastings, Student Services Coord.; Danica Wooster, Instructor

*Attended via Zoom

Absent – Nakomis Nelson, Alane Kennedy, Marcus Mrowka, Yvonne Thomas, Loren Andrews

Bob Duke, Chair, opened the regular meeting at 7:01 P.M. **Total weighted votes: 761.36**

PUBLIC COMMENT – None

ADJUSTMENTS – Remove audit report and add report from Curriculum Committee

APPROVAL OF MINUTES

MOTION by Jackson, seconded by Hall, to approve the minutes of the regular October 27th board meeting

Motion approved

Total weighted votes: 761.36

Andrews(77.82): Absent	Duke(69.62): Yes	Gutierrez(69.62): Yes
Hall(77.89): Yes	Jackson(77.89): Yes	Kassa(77.89): Yes
Kennedy(54.68): Absent	Manzi(69.61): Yes	Moore-Vissing(77.82): Yes
Mrowka(69.62): Absent	Nelson(11.94): Absent	Pearce(77.82): Yes
Speno(77.89): Yes	Steinberger(77.82): Yes	Thomas(24.58): Absent
White(7.49): Yes		

AUTO COLLISION PROGRAM REVIEW

Danica Wooster, Auto Collision instructor, presented information about her program to the Board. She reviewed what her students learn about including refinishing and painting, non-structural repair, vehicle construction, safety systems, estimating, detailing and chemistry of paint. Danica showed the board some of her Instagram photos of students working in the program. I-Car is the education system that she uses in Auto Collision. The curriculum maintains a program standard and is the same as professional certification courses. Each student has their own I-Car account and they may keep this account throughout their career if they remain in the industry. Students may earn certifications in I-Car as well as S/P2 safety courses. A student can earn eight to ten certificates in the Auto Collision program. Post-secondary opportunities are available at Northern Maine Community College (Presque Isle), WyoTech and Universal Technical Institute. Potential careers are far reaching and include Estimator, Shop Manager, Accident Reconstruction, Fabrication Specialist, Insurance Appraiser and many more. Former students work locally at Fisher, Shepards, Lyman Morse and other local autobody shops. Danica presented a video from a former student, Liza Bell, who attended Mid-Coast then went on to NMCC and

is currently employed in a southern Maine autobody shop as an Assistant Manager. Several students have also gone on to open their own autobody shops.

OVERNIGHT TRIP REQUEST

MOTION by Jackson, seconded by Manzi, to approve the Outdoor Leadership overnight trip request to Washington County Community College

Joe questioned the policy on having to request overnight trips to the board.

Motion approved

Total weighted votes: 761.36

Andrews(77.82): Absent	Duke(69.62): Yes	Gutierrez(69.62): Yes
Hall(77.89): Yes	Jackson(77.89): Yes	Kassa(77.89): Yes
Kennedy(54.68): Absent	Manzi(69.61): Yes	Moore-Vissing(77.82): Yes
Mrowka(69.62): Absent	Nelson(11.94): Absent	Pearce(77.82): Yes
Speno(77.89): Yes	Steinberger(77.82): Yes	Thomas(24.58): Absent
White(7.49): Yes		

COMMITTEE REPORTS

FINANCE

Warrants and Budget

Matt reported the committee met and reviewed the warrants for November and the October 31st financial report.

MOTION by Speno, seconded by Jackson, to accept and approve the warrants for November and the budget report for October.

Motion approved

Total weighted votes: 761.36

Andrews(77.82): Absent	Duke(69.62): Yes	Gutierrez(69.62): Yes
Hall(77.89): Yes	Jackson(77.89): Yes	Kassa(77.89): Yes
Kennedy(54.68): Absent	Manzi(69.61): Yes	Moore-Vissing(77.82): Yes
Mrowka(69.62): Absent	Nelson(11.94): Absent	Pearce(77.82): Yes
Speno(77.89): Yes	Steinberger(77.82): Yes	Thomas(24.58): Absent
White(7.49): Yes		

POLICY COMMITTEE

MOTION by Pearce, seconded by Jackson, to approve second reading of Policy BCB – Board Member Conflict of Interest (Revised), Policy BCC – Nepotism (Revised), Policy GBGB – Workplace Bullying (New), Policy JKAA – Use of Physical Restraint and Seclusion (Revised), and JKAA-R – Procedures on Physical Restraint and Seclusion (Revised)

Quixada thanked the administration for the revision to the Physical Restraints and Seclusion policy.

Motion approved

Total weighted votes: 761.36

Andrews(77.82): Absent	Duke(69.62): Yes	Gutierrez(69.62): Yes
Hall(77.89): Yes	Jackson(77.89): Yes	Kassa(77.89): Yes

Kennedy(54.68): Absent	Manzi(69.61): Yes	Moore-Vissing(77.82): Yes
Mrowka(69.62): Absent	Nelson(11.94): Absent	Pearce(77.82): Yes
Speno(77.89): Yes	Steinberger(77.82): Yes	Thomas(24.58): Absent
White(7.49): Yes		

Bill discussed the census information with the board. Tori advised that the board may want to discuss reducing the size of the board from 16 to 13 members. She would like the board to discuss with our sending boards to get feedback. The board discussed the concept in general. Danny asked if we have to make a change this year or next. Bob would prefer to make a decision in the next month or so. He would like to put on the agenda for our next board meeting. The board agreed.

PERSONNEL COMMITTEE

Tori reported the committee met and reviewed two job descriptions. There are several changes to the job descriptions so the committee is sending back to the Administration for changes and will bring to the board next month. The committee discussed the Juneteenth Holiday – a new federal holiday on June 19th. The committee recognizes the holiday and will do a letter to the Association adding the holiday. The committee talked to Bobby about adding a lunchroom monitor position for next year. The job would be a school year position for two hours per day.

CURRICULUM COMMITTEE

Seth reported the committee met and spoke to Charles Butler, Culinary teacher, and Bobby about rubrics that will be presented to the board next month. Seth is hoping the final version will be ready for board approval in January or February.

Seth also requested that the Facilities Committee meet and discuss some issues surrounding the solar panels and the school’s electricity bill.

CHAIR UPDATE

Jerry reported he attended the National Rural Educators Association meeting last week. He encouraged staff to attend and present at next year’s NREA conference in Green Bay, Wisconsin.

DIRECTOR UPDATE

Bobby reported we just ended the first quarter. We are exploring the apprenticeship model with the Department of Education and Department of Labor. We have received a grant from the DOT for new flashing school zone lights. The lights will arrive in April. He spoke to Shawn Carlson, Principal at Camden Hills, about a recent accreditation and their relationship with Mid-Coast. The accreditation committee was impressed. We are wrapping up budget meetings with staff. Bobby asked teachers to reach out to businesses nationally and there have been several amazing virtual tours. Our Baking and Pastry teacher, Shelby Stevens, set up two tours with companies in Boston (commercial bakery) and Detroit (small bakery). Kristy Hastings also set up a tour with Stewart Haas Racing. Danny told the board that the article about Shelby is on both Village Soup and Pen Bay Pilot websites. Danica has also set up a virtual meeting with Bad Chad.

ADJOURNMENT

Bob declared the meeting adjourned at 8:21 PM.

Next Board Meeting: December 15, 2021

Robert Deetjen, Board Secretary