

(This meeting will be held at Dirigo High School. The board meeting will also be available via zoom and livestream on the RSU 56 Facebook page.)

Also Attending: Alexa Casey Allen, Danielle Williams, Liz Kelly

Barbara Chow, Board Chair, opened the meeting at 6:30pm with the Pledge of Allegiance. Audience introductions were made. Everyone on zoom and Facebook live were welcomed.

None

1. Minutes of the May 10, 2022 Board Meeting
Motion: T. Kelly
Seconded: A. Cushman
Motion Carried
2. Minutes of the May 24, 2022 Budget Meeting
Motion: L. Whittington
Seconded: T. Kelly
Not Voting: A. Cushman
Motion Carried

None

The committee, which was formed according to policy IJJ, who worked on the book challenge completed their recommendations. They unanimously agreed to keep the book in the DHS library. The three people who had submitted complaints have been notified of the results and Pam sent them Policy IJJ. Barbara spoke of a letter that she and Pam received from Deborah Swift regarding Pam. She is the President of the Western Maine Superintendents Association. The letter was to Thank Pam for all her

countless hours, how hard she worked and being a liaison between the Department of Education, MSMA. It spoke of how she attended countless meetings, and part of why it was so successful.

NEW BUSINESS

1. Overview of materials to be disposed of in RSU 56. (Kenny Robbins, Nick Karavas, Charlie Swan, Brian Keene)

Charlie went over many items that were old materials from DES, such as outdated math programs. Other items were from the teacher's closets that have retired and also items that were just 1 book or such. Some other materials were a reading program from when the district was with RSU 10, but it was never used.

B. Ross asked if any of these items could be donated. Charlie said he reached out to the Share Center but doesn't think there is a use for them.

C. Lueders how much it would be, such as would it be a pallet full?

Nick asked about the disposal of athletic materials. The first was for athletic equipment: some at both the high school & middle school and deemed no longer safe for use. Some are no longer salvageable. They may be broken beyond repair, such as field hockey sticks, bags, balls, etc. Second: would be clothing. Some are ripped or non-repairable. There is some attire that can be sold or donated which is no longer used for the current teams.

Kenny spoke about all the items that had to be removed from classrooms when COVID hit. BGT purchased 4 large trailers to store these things in. He is asking permission to go through those trailers and see what can be salvaged to the Share Center. If there are items that can be kept they will be.

B. Ross asked what was in the trailers. Kenny said there was a lot of shop equipment. He will get a list & maybe put it out to bid.

C. Lueders asked if it would work to have an auction? Kenny said maybe some of the shop equipment might work with an auction.

Brian said the district has been replacing devices with COVID funding and some local funding the last couple of years. DES & DMS are both done. Currently in the process of taking possession of our DHS replacements, so we will have approximately 250 or so devices that we'll be looking to get rid of and hopefully get some money back to put back into our account. Looking for permission to get those devices put out to surplus.

B. Ross asked if Brian would be looking at clearing everything out of the computers. Also would he be putting them out to sell to the community?

Brian said he would probably be looking at doing half and half. Some go to surplus and sell some to the community. The problem is the time that it takes to get the devices ready to sell to the public. Selling to the surplus company they clear the devices, when sold to the public the RSU 56 IT staff has to do the work of cleaning them out.

B. Chow asked how much they might sell for. Brian couldn't really say at this time. With the COVID funds there are a lot of devices out there to be disposed of so not sure at this time what they could get for prices.

2. Motion to approve disposal of surplus materials as described in #1.

Motion: B. Ross

Seconded: T. Kelly

Motion Carried

3. End of year athletic report (Nick Karavas)

Spring sports seasons were successful both at TWKDMS & at DHS.

DHS had 77 scheduled events with only 3 cancellations. DMS had 31 scheduled events with only 2 cancellations. We had a great spring sport banquet honoring our outstanding students athletes.

We also had a successful final assembly honoring our student athletes with well-deserved awards.

Projections for next year. DHS, based on rosters from last season and students coming into the high school. Football participation projection is 28. Field Hockey: 19, Soccer: 9 Girls, 4 Boys.

Golf: 7, Cross-Country: 7 Girls/ 2 Boys. Basketball: 13 Girls/ 25 Boys. Cheering: 12, Wrestling:

13, Nordic Ski: 4 Girls/5 Boys, Softball: 29, Baseball: 24, Track & Field: 6 Girls/ 10 Boys,

Tennis: 10 Girls/ 9 Boys. Overall pretty good projections at DHS.

The situation with soccer with 9 girls & 4 boys, we have 2 situations. The first is a Coed team.

This would be girls & boys playing together but they would have to play according to MPA rules.

They have to play a boys varsity schedule, so that means that even if we had a majority of girls

playing we have to play a boys varsity schedule. The other option is a Co-op team with another

school. The school I have been in communication with is Spruce Mtn. They have lower numbers

as well. They could maintain just like we did this year but they're at the cutoff of having 11 girls

and 12 boys. They have already approached their board if it would be a possibility of us Co-oping

together. If that's the way that we went I believe that we would be able to get them over to Spruce

Mtn for the majority of practices. We would also be able to have some practices here. We would

also host a couple of games.

A. Cushman: stated about history that when Dirigo started with soccer she was one of the girls that played with boys. Not such a problem as freshmen but when they got older and stronger not as good. She would lean more towards a Co-op team just for that reason.

Nick said he would like to keep as many sports here at Dirigo as possible. With Co-oping with another school it allows for our teams to develop more because we do have a good amount of participation at the middle school, then once they get up to the high school, since there are more sports offered and there is transportation provided for those sports it is easier for a student to choose say football versus soccer.

B. Chow asked about the cost of Co-oping.

Nick replied that in speaking with Spruce Mtn since they have more of the students they would be willing to take the varsity coach position, the amount of money that goes into it themselves. I

would want to provide a JV coach or an assistant coach since we're not a sole varsity team. I

would want a coach on our staff just for the advocating part for the student athletes themselves. I

would want a coach on staff that is traveling with them daily.

B. Chow asked what the timeline was?

Nick said he wasn't sure if it was something the board had to approve. Going forward if we could have this done by fall to be sure that they can over the summer, that once practices begin they could communicate and travel there for those. He talked about possibly transporting them in vans, he has already spoken with Kenny.

B. Ross asked if there was a cutoff of the number of students that wanted to play, even if it's only one or two.

Nick replied he would always advocate for our student athletes. He wants them to be able to participate. He understands the money aspect if it is only for one or two but he still wants to build our programs.

B. Ross- I'm all for having the students involved. I just want to make sure it's effective, do we take a pause for one year, build a program to start the following year? I want to watch to see how we're doing things.

Nick: there are MPA rules along with if you don't have enough and you take a pause for a season, they make you go through a process. He is not sure if COVID rules are still in place so not sure. Typically if you take a pause you have to start as a club at first to prove that you're a varsity sport.

B. Chow asked about rules around Co-oping. Nick said there was rules around it. It helps build a bridge to build your team

Nick said sooner rather than later would be good to know what the decision was as schedules are being built.

Barbara asked for a Roll Call consensus: The consensus was to move forward with a Co-op team for soccer with all Yes and 1 No.

DMS Projection Participation: Soccer: 25-both girls & boys, Field Hockey: 15, Cross-Country: 7 Girls/ 6 Boys, Basketball: 18 Girls/19 Boys, Wrestling: 16, Nordic Ski: 6 Girls/8 Boys, Softball: 27, Baseball: 29, Track & Field: 6 Girls/7 Boys

Unified Basketball: A very successful season at MS. That is going to stay. Implementing a strategy to bring unified basketball to the high school level starting next year. There is a grant for the high school that Nick will apply for to get started.

The outdoor basketball court update: There have been many conversations and strategies about this. It seems to make more sense and cost less to position the court next to the tennis courts. The reason for this is the foundation is cheaper. The asphalt is going to be laid and can be tied into both lighting and fencing easier there. It makes more sense in general. This is going to begin during the course of the summer. It might take two steps. Cody is thinking about doing another round of donations and reaching out to companies so we can move forward with the entire process. This will be where football practices.

The field right next to the bus garage football practices will be moved there.

MS Field Hockey will be moved to the upper field at DES for practices & games. The transportation has already been addressed.

The MS soccer will stay at DMS for both practices & games. That would leave the lower field at DES for any type of soccer practices that DHS team has. Golf will be located at Oakdale Country Club as they have been. Nick then explained how the football goal posts would be set up at the MS field.

4. 2022-23 Board meeting dates

The meetings will continue on the second & fourth Tuesday of the month unless the board wants something different. A reminder will be one more meeting on June 28th

5. Ad-hoc Committee report (Earl Couture)

Ad Hoc Civil Right Committee 2022-2023

The Board hereby establishes an Ad Hoc Civil Rights Committee with the charge of gathering data and reporting annually to the school board on relevant Civil Rights happenings (good or bad) in RSU 56.

The Committee will meet at a minimum four times annually until the dissolution of the committee. All relevant federal and state laws and regulations as well as RSU 56 policies regarding student information, privacy, and confidentiality will be followed at all times.

The Committee will include in its membership at least one RSU 56 School Board member, the RSU 56 Advisors of Civil Rights Teams, building administrators, and up to six community or school stakeholders recommended by the Superintendent. The Committee Chair shall be chosen by the committee, but must be a member of the RSU 56 School Board. Membership is determined annually following relevant policy or, where no policy exists, at the recommendation of the Superintendent.

The Superintendent (or designee) will provide an annual report to the RSU 56 Board of Directors describing the work of the committee and any relevant information or recommendations.

The committee's first meeting will be held by the first week of October in any given school year, and a decision regarding maintaining or dissolving the committee will be considered annually before or during the final board meeting of the fiscal year.

Legal Reference: 1 M.R.S.A. § 401 et.seq.

Cross Reference: BDF- Board Advisory Committees

Administrative Team Statement:

In early April, the three principals met to discuss a number of building-level issues (as we often do). One outcome of that conversation was a desire to develop a succinct message that ties together the varied guidance that we have been given by the board since our inception as a district. The following statement was developed from board sources:

The aim of the Administrative Team, **following guidance from the board**, is “to provide a safe and equitable place in which all students can thrive, and where students are encouraged to examine their world, their beliefs and their role in society through multiple perspectives” (01/21) while acquiring “necessary skills and perspectives needed for a meaningful life and career” and developing “positive attitudes toward themselves and genuine respect for others” (AD). With this in mind, controversial issues will be handled “in an atmosphere of freedom and thoroughness,” (IMB) following the policies, procedures and Maine Learning Results as adopted by RSU 56.

Ad Hoc Committee Purpose

“The RSU 56 Ad Hoc Committee on Civil Rights and Equality at Dirigo (CRED) as an advisory committee to **study and discuss** issues, professional development, policies, activities, and proposals related to civil rights and equality in RSU 56....

The Superintendent (or designee) will provide an annual report to the RSU 56 Board of Directors describing **the work of the committee** and any relevant **information or recommendations.”**

Ad Hoc Committee Composition

“The CRED will include in its membership at least one **RSU 56 School Board member**, the RSU 56 Advisors of Civil Rights Teams, building administrators, and up to **six community or school stakeholders** recommended by the Superintendent. **The Committee Chair** shall be chosen by the

committee, but must be a member of the RSU 56 School Board. Membership is determined annually following relevant policy or, where no policy exists, at the recommendation of the Superintendent.”

Jason Taylor: DES parent, Dept. of Corrections, Probation & Parole Division

Danielle Williams: TWKDMS parent, licensed school psychologist

Earl Couture: community member, RSU 56 staff, military veteran

Alexa Casey Allen: TWKDMS Civil Rights Team Advisor, DHS alumni

Karolyn Buotte: DHS Civil Rights Team Advisor, parent/community member

Kristin Arsenault: DHS and TWKDMS librarian ed-tech

Chris Wainwright: DHS parent, and Oxford County Sheriff

Charlie Swan: DES Principal, parent/community member

Diana Cayer: DHS student

Jason Long: TWKDMS Principal

Pam Doyen: DHS Principal & Superintendent

Brad Dyer: Board Member

Larry Whittington: Board member

Barbara Chow: Board member

Angela Cushman: Board member, Committee Chair

Ad Hoc Committee Meetings

“The CRED will meet at a **minimum four times** annually until the dissolution of the committee.

All relevant federal and state laws and regulations as well as **RSU 56 policies regarding student information, privacy, and confidentiality will be followed at all times.**”

- **10/19/21- Recruiting event outside at DHS**
- **12/02/21**
- **01/06/22**
- **04/07/22**
- **05/12/22**

Civil Rights Team Project

TWKDMS and DHS Civil Rights Teams have fully trained advisors, but inconsistent student turn out.

Pilot a Civil Rights Team for grades 3-5 at DES

- School-based group of students.
- At least one school-based adult advisor.
- A civil rights team meets regularly and initiates projects that engage their school community in thinking and talking about civil rights issues in an age-appropriate manner.
- Supported by the school’s administration.
- Registered with the Civil Rights Team Project and receives structure and support from their office.

Community Feedback

The CRED Ad Hoc committee DOES NOT replace existing RSU 56 policies and procedures for formal complaints and controversial issues:

IJJ, IMB, IGA, etc.

However, the CRED Ad Hoc committee is open to the public and can host two-way conversations.

The CRED did hold general discussions about instructional practices, adopted discussion norms, and the members studied and discussed topics brought forward.

Professional Learning

At the request of the CRED committee, a presentation was developed with guidance from Diane Gallagher of Safe Voices on current data and terminology regarding gender identity.

CRED members were able to ask questions and gain an understanding of best practices to support students regarding this topic.

In 2019, nearly one-third (29.8%) of Maine's transgender or questioning youth Attempted Suicide at Least once within the last year.

Administrative Reports

Periodic reporting and discussion of Civil Rights infractions as recorded in behavioral data.

Specific and identifiable information cannot be shared in a public forum, so the examples were discussed in more general terms. SWIS updated.

The group had conversations about how to follow up with the broader class, grade or school after a major incident. It is challenging because the privacy of those involved must be protected, and yet doing nothing creates the impression that "nothing happened."

Civil Rights issues/infractions during the 2021-2022 school year include:

5 at DHS *

7 majors, 13 minor at TWKDMS*

6 at DES *

Incidents included: Graffiti, violence, harassment/bullying, unintentional "ignorant" language, intentional language or cyber activity that was anti-semitic, racist, sexist, homophobic, or ableist, etc.

*Record keeping practices differ by bullying

Ad Hoc Committee Recommendations

Renew the Ad Hoc Committee on Civil Rights with a narrowed scope to "gather data and report annually to the school board on relevant Civil Rights happenings (good or bad) in RSU 56.

Continue with Civil Rights Team project pilot at DES (parent permission required).

Research strategies on how to best address the student body following a major Civil Rights issue.

Rely on existing policy for anything that gets specific- instructional materials, teacher performance, student behavior, etc

Research professional development opportunities addressing courageous conversations, best practices when teaching controversial topics, etc.

6. Motion to continue the Civil Rights Ad-hoc Committee for the 2022-23 School year.

Motion: A. Cushman

Seconded: T. Kelly

Motion Carried

OLD BUSINESS

1. COVID cases update (Pam Doyen)

There were 26 cases across the district over the last three weeks

SUPERINTENDENT'S REPORT AND CORRESPONDENCE

Superintendent's Report: Pam Doyen

The end of year activities went well. The Senior Banquet was amazing. Due to the generosity of our community members, \$66,150 in scholarships were awarded. Candlelight and Final Assembly were also amazing - with great speeches and adorable Disney costumes on final assembly day. Graduation was excellent and well attended. It was a wonderful mix of speeches by Delaney Woods, Valedictorian and Abby Thibodeau, Salutatorian as well as our music department. Alyvia Perreault sang a beautiful, heartfelt solo and the senior choir sounded amazing accompanied by seniors Keegan Foreman on the drums, Logan Hodgkins on keyboard and Travis Ryerson on the harmonica. Project graduation was split between fun activities at DHS Friday evening, until 11:00 and Saturday at Six Flags in MA.

The final staff celebration also went well yesterday. The nutrition department provided a delicious variety for lunch. We honored our three retirees (JoAnne Weston, Chantal Bean - both with 25 years of service, and Fritz Luce with 34 years of service.) We also recognized our employees who have worked for us for 10, 20 and 30 years. Brad Conant was at the top with 30 years in RSU 56. We also had great door prizes, a huge thank you to everyone who donated.

Summer school has been organized in all three of our schools.

Administrator's Report: Heidi Connelly

The number of special education students as we end the year is 124. This number accounts for the 11 students with IEPs that have successfully graduated from high school. Some of our graduates are entering the workforce, attending trade schools, attending community colleges, and universities of higher education.

10 students with IEPs have been dismissed completely from services and are now fully educated in the general education setting based on meeting their IEP goals and adequately closing the gap.

We have successfully billed out and been reimbursed for Maine Care services and state agency client billing this year. SAC total without the month of June included has totaled: \$23,596.00. We have been averaging around \$2,000 per month for this billing this year. This is the first year we have billed Maine Care for psychological testing completed by our contracted school psychologist and the total is: \$3,666 with more pending.

Out of a total of 71 evaluations for the year we have successfully completed 69, this includes 3 year triennials, transfers, and referrals within the regulated time frames. There were only two that were not done and those were not due to the district not being available to complete them but more due to the students being inaccessible.

The district continues to successfully meet all speech needs K-12 with a very successful partnership with Waldo County/Maine Health. Speech services in our district continue to be provided via telehealth and students are making consistent gains with some no longer qualifying due to the growth made.

The special education department for the district is currently fully staffed for the upcoming school year. This is a true celebration as there are many special education departments across the state that continue, and have struggled all year, to maintain the appropriate staffing.

I would like to end by thanking all of the district staff including the wonderful special education team for all of the hard work done this year. A year that we were hopeful would be less complicated

proved to be as challenging, if not more challenging, than our previous years recently, but we approached it as a team and the data showing growth speaks to the hard work done by all.

Stipended and Coaching Positions:

Lea Nolette and Rachel Buck- co-advisors for NHS

Rebecca Fletcher- Faculty Leader, DHS

Rebecca Fletcher and Karolyn Buotte- co-advisors for Ecology Club

Resignations/Retirements:

(Resignation) Maggie Hutchinson, Math/Science Teacher at DHS, effective at the end of the school year.

(Resignation) Jodi Minion, Science Teacher at DHS, effective at the end of the school year.

(Resignation) Michael Foley, Special Education Teacher at DHS, effective at the end of the school year.

Transfers:

Rachel Buck from DHS Alt Ed Teacher to DES Social Worker (two year ESSER position) starting school year 2022-2023

COMMITTEE REPORTS

1. Student Representative Report- With school vacation having started Joe Conron not available. Joe is willing to stay on next year and another student may come on as another student rep also.
2. Policy Committee- Met 6/14- went through a few more with law changes
3. Finance Committee- Vote Today- Hopefully the budget will get approved
4. Curriculum Committee- Not met
5. Buildings & Grounds Committee- Meeting 6/17- 9am
6. Negotiations Committee- The last has finished
7. Personnel Committee- Not met- have been doing some interviews
8. Ad-Hoc Committee (1st Thursday of each month)-

BOARD MEMBER COMMENTS

Barbara Chow- Graduation was wonderful

Bruce Ross- Graduation was very successful

EXECUTIVE SESSION

1. Enter into executive session pursuant to 1 M.R.S.A. subsection 405(6)(D) for a contract matter between DEA and RSU 56.

Motion: B. Ross

Seconded: A. Cushman

Motion Carried

Entered into executive session at 7:45pm

Exited executive session at 7:54pm

- 1a. Motion pertaining to executive session.

B. Ross made a motion to approve a new 3 year contract with Sec/CO/Tech

Seconded: M. Young
Motion Carried

ADJOURNMENT

1. Motion to adjourn
Motion: A. Cushman
Motion Carried
Meeting adjourned at 7:58pm

Seconded: B. Ross