

SIPAYIK ELEMENTARY SCHOOL DEPARTMENT  
MEETING OF THE SCHOOL COMMITTEE

TUESDAY, APRIL 11, 2023 @ 5 P.M.  
Budget Workshop @ 4:30 P.M.

In-Person in School Cafeteria

MEMBERS PRESENT: Alberta Newell, Chairperson,  
Theresa Sapiel, Vice-Chairperson,  
Holly Cleaves, Rachael Nicholas,  
Stormi McLaughlin.

OTHERS PRESENT: Dr. Reza Namin, Superintendent,  
Dan Morang, Principal,  
Tammy Ginn, Business Manager.

1. Chairperson Newell calls the meeting to order at 5:31 P.M.
2. Moment of Silence
3. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to approve the minutes of the March 16, 2023 meeting. Voted Unanimously
4. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to approve the Sipayik Elementary School Department FY 2024 budget totaling \$ 7,780,897. Voted Unanimously
5. Presentation by Headmaster Judson McBrine Regarding Wabanaki Studies Partnership with Washington Academy. Headmaster McBrine presented the Washington Academy plan to implement a Wabanaki Academy to offer Maine Indian Education Students and Parents an option to take part in a high school experience with a more relevant and culturally responsive curriculum with embedded students and family support, additional language and cultural relevant course as part of the amended graduation requirement for the Native American Students. This will be an additional option offered to the existing students in the 8th grade at the Maine Indian Education. The Washington Academy invests in additional social workers and cultural and language teachers with more culturally responsive curricula throughout the student high school experience. The partnership with the College and Career Planning at the Washington Academy and the University of Maine System will also provide a better transition for students into College or Career opportunities.

6. Consideration of a Research Request by a Graduate Student Jasmine Lamb.  
Ms. Lamb presented a summary of the research and her request.

Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to support Jasmine Lamb's graduate thesis with the University of Maine for conducting research at the Sipayik Elementary School in collaboration with the Wabanaki tribes of Maine. Voted Unanimously

The study will examine how narrative language samples from Wabanaki children differ when asked to retell a story that is culturally relevant versus a story that is not culturally relevant as well as during a fictional story generation task. Jasmine Lamb is a member of the Passamaquoddy Tribe at Pleasant Point and a graduate student at the University of Maine studying for her Master's Degree in Communication Sciences and Disorders. The research study has been designed with the guidance of Roger Paul and Dr. Darren Ranco from the University of Maine. Jasmine Lamb has two years of human subjects' research experience and has worked with both Passamaquoddy Tribes, the Penobscot Nation, and the Houlton Band of Maliseets on projects including research. The school committee supporting Jasmine Lamb conducting research at the Sipayik Elementary School with the University of Maine's Communication Sciences and Disorders Department. This research will follow all the appropriate Bureau of Indian Affairs, Maine Department of Education, Maine Indian Education, State of Maine, and Federal Laws and Regulations regarding Privacy and Confidentiality.

7. Motion by Ms. McLaughlin, and seconded by Vice Chairperson Sapiel, to approve and adopt the Revised Sipayik Elementary School (aka Passamaquoddy Pleasant Point Elementary School) Parental Leave Policy. Voted Unanimously
8. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin, to approve of the second reading and adoption of the Sipayik Elementary School (aka Passamaquoddy Pleasant Point Elementary School) Fragrance-Free Policy. Voted Unanimously
9. CONSIDERATION OF THE SIPAYIK ELEMENTARY SCHOOL 2023-2024 CALENDAR.

Motion by Vice Chairperson Sapiel, and seconded by Ms. Nicholas, to approve the Sipayik Elementary School 2023-2024 calendar. With consideration of converting November 1, 2023, from the instruction day to professional development day. Voted Unanimously.

10. CONSIDERATION OF EXTENDING THE PRINCIPAL'S ANNUAL EMPLOYMENT CONTRACT.

Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to extend Principal Daniel Morang's employment contract through June 30, 2025 (currently expires on June 30, 2024). Voted Unanimously.

11. CONSIDERATION OF THE SUPERINTENDENT'S NOMINATION TO EMPLOY PROFESSIONAL STAFF MEMBERS WITH INITIAL CONTINUING CONTRACT STATUS.

- a. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's nomination to employ Kasey Brodie as an Elementary Teacher with initial continuing contract status for the 2023-2024 and 2024-2025 school years. Motion passed with 4 in favor and 0 against with one abstaining.
- b. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's nomination to employ Rhonnie Brown as a Special Education Teacher with initial continuing contract status for the 2023-2024 and 2024-2025 school years. Voted Unanimously.
- c. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's nomination to employ Airyn Kenney as an Elementary Teacher with initial continuing contract status for the 2023-2024 and 2024-2025 school years. Voted Unanimously.
- d. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's nomination to employ Seana Mackeldey as Culture and Language Teacher with initial continuing contract status for the 2023-2024 and 2024-2025 school years. Voted Unanimously.

12. CONSIDERATION OF THE SUPERINTENDENT'S NOMINATION TO EMPLOY PROFESSIONAL STAFF WITH PROBATIONARY CONTRACT STATUS.

Motion by Ms. McLaughlin, and seconded by Ms. Cleaves, to accept the Superintendent's nomination to employ Jeri Johnson as a Special Education Teacher with a second-year probationary contract for the 2023-2024 school year. Voted Unanimously.

13. CONSIDERATION OF THE SUPERINTENDENT'S NOMINATIONS FOR ANNUAL EMPLOYMENT CONTRACT STAFF.

- a. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to approve the Superintendent's nomination to employ Nina Clement as a High School Community/School Liaison with an annual employment contract for the 2023-2024 school year. Voted Unanimously
- b. Motion by Ms. McLaughlin, and seconded by Ms. Nicholas, to approve the Superintendent's nomination to employ Jenna Cushing as School Nurse (200 days) with an annual employment contract for the 2023-2024 school year. Voted Unanimously
- c. Motion by Ms. McLaughlin, and seconded by Ms. Cleaves, to approve the Superintendent's nomination to employ Amy Francis as PBIS Counselor (200 days) with an annual employment contract for the 2023-2024 school year. Voted Unanimously.
- d. Motion by Ms. McLaughlin, and seconded by Ms. Cleaves, to approve the Superintendent's nomination to employ Carsten Mackeldey as Clinical Social Worker (195 days) with an annual employment contract for the 2023-2024 school year. Voted Unanimously.
- e. Motion by Ms. McLaughlin, and seconded by Ms. Cleaves, to approve the Superintendent's nomination to employ Janice Rice as Guidance Counselor (200 days) with an annual employment contract for the 2023-2024 school year. Voted Unanimously.
- f. Motion by Ms. Leaves, and seconded by Ms. McLaughlin, to approve the Superintendent's nomination to employ Justis Smith as a half-time Speech/Language Clinician with an annual employment contract for the 2024-2025 school year. Voted Unanimously.

14. CONSIDERATION OF THE SUPERINTENDENT'S SUPPORT STAFF RECOMMENDATIONS.

- a. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Tammy Allen as Cook (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- b. Motion by Ms. Nicholas, and seconded by Vice Chairperson Sapiel, to accept the Superintendent's recommendation to employ Zachary Cling as a Special Education Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.

- c. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin to accept the Superintendent's recommendation to employ Brooke Currier as Cook (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Motion passed with 4 in favor and 0 against with one abstaining.
- d. Motion by Ms. McLaughlin, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Jill Curtis as Bus Driver (40 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- e. Motion by Ms. Cleaves, and seconded by Vice Chairperson Sapiel, to accept the Superintendent's recommendation to employ Candi Dana as Secretary (40 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- f. Motion by Ms. Nicholas, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Darrin Dana as a Head Janitor with Custodian duties (40 hours per week) with a written reasonable assurance for the 2023-2024 fiscal year. Voted Unanimously.
- g. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Janice Dana as a Special Education Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- h. Motion by Ms. Cleaves, and seconded by Ms. Nicholas, to accept the Superintendent's recommendation to employ Mary Dana as Special Education Educational Technician I with conditions to work toward Ed. Tech. III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- i. Motion by Ms. Cleaves, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Sara Dana as a Night Janitor (40 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- j. Motion by Ms. McLaughlin, and seconded by Vice Chairperson Sapiel, to accept the Superintendent's recommendation to employ Lisa Demolet as a Head Cook (40 hours per week) with a written reasonable assurance for the 2023-2024 fiscal year. Voted Unanimously.
- k. Motion by Ms. McLaughlin, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Janet DiNardi as Cook (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.

- l. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves to accept the Superintendent's recommendation to employ Daureen Flores as a Special Education Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- m. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Angela Francis as Special Education Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- n. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Robert Gordon as Special Education Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- o. Motion by Ms. McLaughlin, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Angela Jones as Special Education Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- p. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Paula LaCoute as a Special Education Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- q. Motion by Ms. McLaughlin, and seconded by Ms. Nicholas, to accept the Superintendent's recommendation to employ Shonna Lewey as an Educational Technician II (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- r. Motion by Ms. Cleaves, and seconded by Vice Chairperson Sapiel, to accept the Superintendent's recommendation to employ Thomas Libby as Night Janitor/Security (40 hours per week) with a written reasonable assurance for the 2023-2024 fiscal year. Voted Unanimously.
- s. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves to accept the Superintendent's recommendation to employ Pauline "Sunshine" Lola (35 hours per week) as a Special Education Educational Technician III with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- t. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin to accept the Superintendent's recommendation to employ Frank Maker as a Bus Driver (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.

- u. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Shirley Mitchell (35 hours per week) as a Special Education Educational Technician III with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- v. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves to accept the Superintendent's recommendation to employ Vergie Mitchell (35 hours per week) as an Educational Technician II with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- w. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Alexis Moore as Special Education Educational Technician I with conditions to work toward Ed. Tech. III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- x. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Charla Morrison as an Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- y. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Louis Newell (40 hours per week) as a Bus Driver with a written reasonable assurance for the 2023-2024 school year. Motion passed with 4 in favor and 0 against with one abstaining.
- z. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Cheryl Nicholas as an Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Motion passed with 4 in favor and 0 against with one abstaining.
- aa. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Dennis Nicholas as an Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Motion passed with 4 in favor and 0 against with one abstaining.
- bb. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Martin Nicholas as a Maintenance Mechanic (40 hours per week) with a written reasonable assurance for the 2023-2024 fiscal year. Motion passed with 4 in favor and 0 against with one abstaining.

- cc. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Bobbie Jo Ritchie as Special Education Educational Technician I with conditions to work toward Ed. Tech. III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- dd. Motion by Ms. Cleaves, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Kassidy Sapiel as a Special Education Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Motion passed with 4 in favor and 0 against with one abstaining.
- ee. Motion by Ms. McLaughlin, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ John Stanley as a Janitor (40 hours per week) with a written reasonable assurance for the 2023-2024 fiscal year. Motion passed with 4 in favor and 1 against.
- ff. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Judith Suddy as Special Education Educational Technician I with conditions to work toward Ed. Tech. III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.
- gg. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Brenda Sullivan as a Special Education Educational Technician III (35 hours per week) with a written reasonable assurance for the 2023-2024 school year. Voted Unanimously.

#### 15. CONSIDERATION OF THE SUPERINTENDENT'S EXTRACURRICULAR CONTRACT RECOMMENDATIONS.

- a. Motion by Ms. Cleaves, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Jodi Calder as a RtI Coordinator with an extracurricular contract for the 2023-2024 school year. Voted Unanimously.
- b. Motion by Ms. McLaughlin, and seconded by Vice Chairperson Sapiel, to accept the Superintendent's recommendation to employ Ann Cannizzaro as a RtI Coordinator/RREV Site Coordinator with an extracurricular contract for the 2023-2024 school year. Voted Unanimously.
- c. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Amy Francis as an RREV Site Coordinator with an extracurricular contract for the 2023-2024 school year. Voted Unanimously.



- d. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Amy Francis as Rtl Coordinator with an extracurricular contract for the 2023-2024 school year. Voted Unanimously.
- e. Motion by Ms. Cleaves, and seconded by Vice Chairperson Sapiel, to accept the Superintendent's recommendation to employ Seana Mackeldey as RREV Site Coordinator with an extracurricular contract for the 2023-2024 school year. Voted Unanimously.
- f. Motion by Vice Chairperson Sapiel, and seconded by Ms. McLaughlin, to accept the Superintendent's recommendation to employ Diana Mahar as a Rtl Coordinator with an extracurricular contract for the 2023-2024 school year. Voted Unanimously.
- g. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Dana Mitchell as After School Project Coordinator with an extracurricular contract for the 2023-2024 school year. Voted Unanimously.
- h. Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to accept the Superintendent's recommendation to employ Christopher Orcutt as Assistant Principal with an extracurricular contract for the 2023-2024 school year. Voted Unanimously.

#### 2023-2024 Continuing Contracts – No Action Required

- Natalie Bassett – Elementary Teacher
- Jodi Calder – Elementary Teacher
- Ann Cannizzaro – Reading Coach/Teacher
- Kate Cling – Elementary Teacher
- Nancy Curtis – Physical Education Teacher
- Sarah Donahe – Elementary Teacher
- Barbara Dore – Native Language Teacher
- Erin Guire – Special Education Teacher
- Diana Mahar – Elementary Teacher
- Dana Mitchell – Elementary Teacher/Technology
- Ellen Nicholas – Elementary Teacher – Art
- Christopher Orcutt – Math Coach/Elementary Teacher
- Jennifer Robish – Elementary Teacher
- Sheila Small – Elementary Teacher
- Rhonda Stevens – Elementary teacher

16. CONSIDERATION AND APPROVAL OF THE 2023-2024 CONTRACT AND GRANT APPLICATIONS TO ALLOW FOR TIMELY SUBMISSIONS AND REPORTING.

Motion by Vice Chairperson Sapiel, and seconded by Ms. Cleaves, to approve contract and grant applications for the 2023-2024 school year to allow for timely submission. Approval to include: BIE School Operations & ISEP, Facilities Operations, Title I, Title II, Title IV, Reading and Math Enhancement Grants, 21st Century Learning Center, ESSA (Every Student Succeeds Act), IDEA (Special Education, Preschool Handicapped and Part B), Johnson O'Malley, Federal P.L. 81-874 Impact Aid, U.S. Department of Education Indian Education Formula Grant, U.S. Department of Education Mental Health Services Grant, State of Maine NCLB Consolidated Grant (which includes Title VI Innovative Education), and all LEA and Special Education assurances and other miscellaneous grant opportunities.

Voted Unanimously.

17. REPORTS:

Principal: Please See Attached.

Superintendent. Dr. Namin informed the school committee that he attended the Career Fair at Sipayik Elementary School and was very impressed with the number of participants and our students. He also expressed his appreciation to Chairperson Newell, Principal Morang, and all the staff for their hard work. The May Joint Board is taking shape with a series of workshops and student drumming. He also reported that the Maine Efficiency Grant Opportunity may not be appropriate for Sipayik knowing the new school and the fact that the grant requires contributions.

High School Community/ School Liaison. Ms. Clemente reported that everything is going well and have been working hard with a few students at risk of failing to make up the schoolwork. The grade will be closing soon. There was the suggestion of recruiting tutors since the school committee has raised the tutoring rate as well as implementing peer tutoring and allowing students to help other peers while making some money for doing that.

18. Community Comment. No community comments.

19. Motion by Vice Chairperson Sapiel and seconded by Ms. McLaughlin to adjourn. Voted 4 in favor and one absent. Time Out: 8:32 p.m.

Respectfully Submitted,



Dr. Reza Namin