BOARD OF DIRECTORS MEETING AGENDA

BJSHS CAFETERIA

MONDAY, NOVEMBER 9, 2026 SCHOOL BOARD at 6:30PM

Link for Live Viewing at: https://meet.google.com/yok-odcy-hpq

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

1. Welcome- Troy Eastman, Principal BJSHS

II. ADJUSTMENTS TO THE AGENDA

If yes:

Motion: Second:

III. CONSIDERATION OF THE MINUTES

Approve the minutes of the October 26th Meeting of the Western Foothills Regional School Unit No. 10 School Board Meeting Minutes as Written.

Motion: Second:

PUBLIC COMMENTS/QUESTIONS

(This is the time for the public to comment in-person at School Board Meetings)

V. COMMUNICATION/CORRESPONDENCE

Student Board Representatives Reports - MVHS- Sawyer Durant

Student Board Representatives Reports - BJSHS- Grace Lebida/Ava Carsley

Upcoming Meetings:

November 11th Veterans Day Central Office **CLOSED**

November 18th Curriculum Committee Meeting at **4:00** at **CO**

November 18th Personnel COmmittee Meeting at **5:00** at **CO**

November 18th Policy Committee Meeting at **6:00** at **CO**

November 25th **NO School- Teacher Make-Up Day**

November 26th Thanksgiving Central Office **CLOSED**

November 27th Thanksgiving Central Office **CLOSED**

VI. COMMITTEE REPORTS

1. Personnel Committee
2. Policy Committee
3. Finance Committee
4. Building & Grounds Committee
5. Negotiations Committee update
6. Region 9
7. Region 11
8. Curriculum Committee

Cont.

9. Superintendent's Report

VII. SUPERINTENDENT'S CORRESPONDENCE

Administrative/Department Reports:
None

Resignations/Retirements:
Crystal Duguay, Director of the Western Foothills Regional Program(WFRP), has accepted the resignation of Marina Slover, Social Worker(LCSW) at WFRP, effective 11/22/26.

Transfers:
The Superintendent has approved the transfer of Samara Richard, from Special Education, Ed Tech III- Grade 5(RR) at MVCS, to Special Education, Ed Tech III at MVHS.

Appointments:
The Superintendent has appointed Alyssa Henderson, as the 2030 Class Advisor at BJSHS.
The Superintendent has appointed Peter Chase, as the JV Boys Basketball Coach at MVHS.
The Superintendent has appointed Katherine Chase, as MS, JV Boys Basketball Coach at BJSHS.
The Superintendent has appointed Cheryl Sevigny, as MS, JV Girls Basketball Coach at MVCS.

New Hires (don't need Board approval):
Crystal Duguay, Director at Western Foothills Regional Program, has hired Shawna Chase, as a Social Worker(LCSW) at WFRP.
The Superintendent has hired Stephanie Carrier, as a PT(20hrs/wk), SY, School Secretary at MVCS.

Employee Probationary Period Completions:
None

Policy Regulations and Job Descriptions (don't need Board approval):
None

VIII. OLD BUSINESS

1. Discussion of BCA- Board Member Code of Ethics.
2. Discussion of BE- School Board Meetings.

IX. NEW BUSINESS

1. Act on the Second Reading and Adoption of Policy DD- Grants.
   Motion: Second:
2. Discussion of JICK- Bullying and Cyberbullying Prevention in Schools.
3. Discussion of KE- Public Concerns and Complaints.

X. BOARD MEMBER COMMENTS

ADJOURNMENT

Motion: Second:

BOARD OF DIRECTORS MEETING APPROVED MINUTES

MVHS CAFETERIA

TUESDAY, OCTOBER 13, 2026 SCHOOL BOARD at 6:30PM

Link for Live Viewing at: https://meet.google.com/yok-odcy-hpq

School Board Members Present:	Chad Culleton, Allison Long, Peter DeFilipp, Darcy Klein(virtual), Jonathan Starr, Dan Hodge, Erin Hinkley(virtual), Kristen Chapman(virtual), Veronica "Bonnie" Knox, Carol Daigle
School Board Members Absent:	Amanda Kolln, Jonathan Ferreira, Vacant- Hanover Rep.
Staff & Community Present:	Matthew Gilbert, Margaret Therriault, Brian Carrier, Jaime Ela, Leah Kaulback, Diana Charest, Karen Wilson, Todd Papianou, Grace Lebida, Chris Brennick, Tom Danylik, Travis Palmer, Students, Staff, Community Members

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

1. Welcome- Tom Danylik, Principal MVHS

II. ADJUSTMENTS TO THE AGENDA

If yes:

Motion: Second:

III. CONSIDERATION OF THE MINUTES

Approve the minutes of the September 21st and October 5th Meetings of the Western Foothills Regional School Unit No. 10 School Board Meeting Minutes as Written.

9/21/26

Motion: P. DeFilipp Second: V. Knox Passed Abstained: C. Culleton

10/5/26

Motion:P. DeFilipp Second: A. Long Passed Abstained: V. Knox

PUBLIC COMMENTS/QUESTIONS

(This is the time for the public to comment in-person at School Board Meetings)

C. Brennick

V. COMMUNICATION/CORRESPONDENCE

Student Board Representatives Reports - MVHS- Sawyer Durant

Student Board Representatives Reports - BJSHS- Grace Lebida/Ava Carsley(Absent)

Upcoming Meetings:
October 14th Finance Committee Meeting at 4:00 at BJSHS
October 14th Policy Committee Meeting at 5:00 at BJSHS
October 14th BG&T Committee Meeting at 6:00 at BJSHS
October 26th School Board Meeting at 6:30 at MVHS

VI. COMMITTEE REPORTS

1. Personnel Committee- 11/18
2. Policy Committee- 10/14
3. Finance Committee- 10/14
4. Building & Grounds Committee- 10/14
5. Negotiations Committee update- N/A
6. Region 9- 223 Total Students attending(RSU 10, RSU 56, RSU 44). Invited RSU 10 to hold meetings at their facility.
7. Region 11- 10/8 Dinner and Joint Meeting
8. Curriculum Committee- 11/18
9. Superintendent's Report

VII. SUPERINTENDENT'S CORRESPONDENCE

Administrative/Department Reports:
Technology Update- Brian Carrier, Director of Technology

Resignations/Retirements:
The Superintendent has accepted the resignation of Stephen Delorge, Bus Driver/Custodian at HSES, effective Immediately.
The Superintendent has accepted the resignation of Jennifer Rosado, Science Teacher at BJSHS, effective 11/5/26.

Transfers:
None

Appointments:
The Superintendent has appointed David Kilborn, as Middle School and High School Athletic Director at BJSHS, STIPEND position.

New Hires (don't need Board approval):
The Superintendent has hired Zachary Yates, as a FT- Bus Driver/Custodian at MVCS.
The Superintendent has hired Barry Miller, as a PT(20hrs/wk)- Bus Driver for the District.
The Superintendent has hired Victoria Meader, as a Special Education, Ed Tech II at

MVCS.

Cont.

Crystal Duguay, Director of the Western Foothills Regional Program(WFRP), has hired Alicia Bulger, as a Special Education Teacher at WFRP.

Employee Probationary Period Completions:
None

Policy Regulations and Job Descriptions (don't need Board approval):
None

VIII. OLD BUSINESS

None

IX. NEW BUSINESS

1. Act on the Superintendent's Recommendation of Hunter Bosse, as an Elementary STEAM Teacher at MVCS.
   Motion: P. DeFilipp Second: C. Culleton
   Unanimous
2. Act on the Superintendent's Recommendation of Christopher Araujo, as an Elementary Physical Education(PE) Teacher at MVCS.
   Motion: P. DeFilipp Second: V. Knox
   Unanimous
3. Act to Approve a Mountain Valley High School, Outing Club Calendar of Scheduled Trips. (Karen Wilson and Todd Papianou).
   Motion: A. Long Second: C. Culleton
   Unanimous
4. Act to Authorize the Use of Remaining $12,000, from 2009 RUS Grant.
   Motion: V. Knox Second: P. DeFilipp
   Unanimous
5. Act to Approve the Resolution to Authorize Lease Financing of $683,776 for Phase 11 of the EEI Efficiency Project at WFRP.
   Motion:
   I move that the resolution entitled, "Resolution to Authorize Lease Financing of a $683,776 Energy Conservation Project at RSU Schools" be approved in form presented to this meeting and that an attested copy of said Resolution be included with the minutes of this meeting.
   Motion: P. DeFilipp Second: C. Culleton Opposed: C. Daigle
   Passed
6. Act to Approve a Contract with the Town of Rumford Parks Department.
   Motion: V. Knox Second: P. DeFilipp
   Unanimous

7. Discussion and Update on October 1st Enrollment Report.

X. BOARD MEMBER COMMENTS

P. DeFilipp, C. Daigle, D. Hodge, K. Chapman

ADJOURNMENT

Motion: V. Knox Second: P. DeFilipp at 7: 47p.m.

Peggy Therriault <petherriault@rsu10.org>

Fwd: Letter of Resignation

1 message

Matthew Gilbert <mgilbert@rsu10.org> Thu, Oct 29, 2026 at 10:55 AM
To: Peggy Therriault <petherriault@rsu10.org>

I would like to include this in the next board packet. Kyle did a very nice job describing his experience.

Matt Gilbert
RSU 10 Superintendent

---------- Forwarded message ---------
From: **Dave Kilborn** <dkilborn@rsu10.org>
Date: Thu, Oct 29, 2026 at 10:52AM
Subject: Re: Letter of Resignation
To: Matthew Gilbert <mgilbert@rsu10.org>
CC: Kyle Rines <krines@rsu10.org>

Thank you for 14 years of dedication to Buckfield boys soccer. As a Buckfield graduate, you brought a personal connection and pride to the program, giving back to the school and community that helped shape you.

Your impact reaches far beyond the field. Through your guidance, expectations, and commitment, you have helped countless student-athletes become better players and, more importantly, better people. The lessons you taught about teamwork, accountability, perseverance, and pride in representing Buckfield will stay with them throughout their lives.

A high school varsity coach holds a special place in an athlete's memories. Long after the scores and records fade, players remember the coach who believed in them, challenged them, and helped them grow. For so many Buckfield athletes, you will always be that coach.

On behalf of Buckfield Athletics, thank you for the time, energy, and heart you have given to our students and our soccer program. Your influence will continue through the people they become.

Enjoy this well-earned opportunity to spend more time with your wife and family. You have given so much of yourself to Buckfield soccer, and we wish you and your family all the best in this next chapter.

Once a Buck, always a Buck.

Dave Kilborn, CAA
Assistant Principal/Athletic Administrator
President - East-West Conference
Nezinscot Region - RSU #10
BUCKFIELD, HARTFORD & SUMNER
School Phone: (207) 336-2151 ext. 120

On Thu, Oct 29, 2026 at 10:43AM Matthew Gilbert <mgilbert@rsu10.org> wrote:

> Thank you for the excellent letter and as a father who missed too many nights at the dinner table that I will never get back I can say with confidence you're making this decision for the right reason.
>
> Your time and dedication to our students and the community are more than admirable. I wish you nothing but the best for you and your family moving forward. I hope our paths cross again in the future. You are what's best for kids.
>
> Matt Gilbert
> RSU 10 Superintendent
>
> On Thu, Oct 29, 2026 at 10:31AM Kyle Rines <krines@rsu10.org> wrote:
>
> > Hello Mr. Kilborn and Superintendent Gilbert,

This email will serve as my official letter of resignation as the head coach of the Buckfield Boys Soccer coach, a position that I've held for the past 14 years.

Since the fall of 2013, I have always put my best foot forward to instill a level of pride in Buckfield soccer, both within our small communities, in our conferences, and across the state.

Despite moments of passion and flaring tempers at times (as are present in all HS sports), I would like to think that Buckfield soccer has acquired a level of respect within those three locales.

We have hard working players who wear their hearts on their sleeves.

So, after 211 games coached, numerous battles with archrivals, regional championship games, annual charity events, team dinners, pre-seasons and post-seasons -- I've decided to hang it up.

I still have a ton of fire and passion to give, but my three little kids and my wonderful wife at home deserve to receive that energy from me and for me to give the greatest gift of all; my time.

I wanted to end this letter with two things: a request and a thank you.

Superintendent Gilbert (and the great Deb Alden, as well):

Thank you for your commitment and hard work as the leader of our school district. It is not an easy task. Working with Deb over the years was always a positive experience, and while you (Mr. Gilbert) and I have not had many passing words over the years, I have a great respect for the team building culture that you are trying to instill in RSU 10 and our region. Thank you for that.

My request would be to not stop that effort -- don't give up on our small communities, no matter what happens in November. I think RSU 10 is stronger because of the unity of our towns and, despite what other people have for opinions, the world is always a better place when people work together and unite, rather than divide.

Mr. Kilborn:

Since you stepped into our building several years ago, you have done nothing but put Buckfield first -- all through your promotion, hard work, dedication, and commitment to making Buckfield athletics better. You have been the greatest athletic director to work with and I hope to work with you again in the future.

Please, continue to raise the standard for what Buckfield athletics can be -- and know that you are appreciated for everything you do.

Thank you - and I look forward to seeing what Buckfield soccer and Buckfield athletics can achieve in the coming years.

Sincerely,

Kyle Rines

Buckfield Jr. Sr. High School, Class of 2009
Middle School ELA Teacher 2014-2021
Buckfield Boys Baseball Coach - 6 seasons
Buckfield Boys Basketball Coach - 5 seasons
Buckfield MS Sports (soccer, baseball, basketball) 3-4 seasons

Buckfield Varsity Soccer - 14 seasons
211 games coached
121 wins, 76 losses, 14 ties
1 Regional Championship (2015)

3 Regional Championship appearances (2014, 2015, 2017)
State Class D Runner Up (2015)
Maine State Soccer Coach of the Year (2015)

RSU 10 Snow Day/Remote Day Survey

RSU 10 is seeking feedback from parents, guardians, and staff about using snow days and remote learning days during severe weather. Please take a few minutes to share your thoughts. Your feedback will help guide future planning.

For this survey:

Snow day: School is canceled, and the day may need to be added to the calendar in June.

Remote day: Students complete assigned learning activities from home with school support.

1. **What is your connection to RSU 10?**

   Mark only one oval.

   - ◯ Parent/Guardian
   - ◯ Staff Member
   - ◯ Both Parent/Guardian and Staff Member
   - ◯ Student

2. How many children do you currently have enrolled in RSU 10 schools? ⌄ Dropdown

   Mark only one oval.

   - ◯ 1
   - ◯ 2
   - ◯ 3
   - ◯ 4 or more

3. What grade levels do your children attend? (Select all that apply)

Check all that apply.

- [ ] Elementary School (Grades PK-5)
- [ ] Middle School (Grades 6-8)
- [ ] High School (Grades 9-12)
- [ ] Multiple grade levels

4. **Which approach would you prefer when weather prevents in-person school?**

Mark only one oval.

- ◯ Use traditional snow days.
- ◯ Use remote days whenever feasible.
- ◯ Use a combination of snow days and remote days.
- ◯ No preference

5. **Would you support using traditional snow days only when weather closures occur on Mondays, with remote days used for closures when the district has time to prepare meals, and assignements in advance on Tuesday through Friday?**

Mark only one oval.

- ◯ Strongly support
- ◯ Somewhat support
- ◯ Somewhat oppose
- ◯ Strongly oppose
- ◯ Unsure

6. **Would you support using traditional snow days to start the year, but if it pushes the end of the school year beyond June 18th use remote days?**

Mark only one oval.

- ◯ Strongly support
- ◯ Somewhat support
- ◯ Somewhat oppose
- ◯ Strongly oppose
- ◯ Unsure

7. **Whenever possible do you prefer being notified of a snow day/remote day the day before or the morning of the weather event?**

Mark only one oval.

- ◯ Day before
- ◯ Morning of
- ◯ No preference

8. On a scale of 1-5, how prepared do you feel your household is to transition to a remote learning day?

Mark only one oval.

	1	2	3	4	5	
Not	◯	◯	◯	◯	◯	Extremely prepared

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Google Forms

BOARD OF DIRECTORS MEETING DRAFT MINUTES

MVHS CAFETERIA

MONDAY, OCTOBER 26, 2026 SCHOOL BOARD at 6:30PM

Link for Live Viewing at: https://meet.google.com/yok-odcy-hpq

School Board Members Present: Allison Long, Peter DeFilipp, Darcy Klein(virtual), Jonathan Starr, Dan Hodge, Kristen Chapman. Jonathan Ferreira, Amanda Kolln, Veronica "Bonnie" Knox, Carol Daigle, Erin Hinkley(virtual)

School Board Members Absent: Chad Culleton, Vacant- Hanover Rep.

Staff & Community Present: Matthew Gilbert, Margaret Therriault, Brian Carrier, Jaime Ela, Leah Kaulback , Dr. Carrie Luce, Chris Brennick, Diana Charest, Kate Clement, Deb Frino, Michelle Casey, Tom Danylik, Sawyer Durant, Grace Lebida, Troy Eastman, Students, Staff, Community Members

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

1. Welcome- Dr. Carrie Luce, Principal MVCS

II. ADJUSTMENTS TO THE AGENDA

If yes: None

Motion: Second:

III. CONSIDERATION OF THE MINUTES

Approve the minutes of the October 13th Meeting of the Western Foothills Regional School Unit No. 10 School Board Meeting Minutes as Written.

Motion: P. DeFilipp Second: D. Hodge

Unanimous

PUBLIC COMMENTS/QUESTIONS

(This is the time for the public to comment in-person at School Board Meetings)

Michelle Casey, Buckfield

Deb Frino, Sumner

V. COMMUNICATION/CORRESPONDENCE

Student Board Representatives Reports - MVHS- Sawyer Durant

Student Board Representatives Reports - BJSHS- Grace Lebida/ Ava Carsley(Absent)

Upcoming Meetings:

November 9th School Board Meeting at **6:30** at **BJSHS**

November 11th Veterans Day Central Office **CLOSED**

November 18th Curriculum Committee Meeting at **4:00** at **CO**

Cont.

November 18th Personnel Committee Meeting at **5:00** at **CO**
November 18th Policy Committee Meeting at **6:00** at **CO**
November 25th **NO School- Teacher Make-Up Day**
November 26th Thanksgiving Central Office **CLOSED**
November 27th Thanksgiving Central Office **CLOSED**

VI. COMMITTEE REPORTS

1. Personnel Committee-11/18
2. Policy Committee-10/14, 11/18
3. Finance Committee-10/14, 12/16
4. Building & Grounds Committee-10/14, 12/16
5. Negotiations Committee update-N/A
6. Region 9- 11/4
7. Region 11- N/A
8. Curriculum Committee-11/18
9. Superintendent's Report

VII. SUPERINTENDENT'S CORRESPONDENCE

Administrative/Department Reports:
Financial Update- Leah Kaulback, Business Manager

Resignations/Retirements:
The Superintendent has accepted the resignation of Cheryl Foster, Grade 7 Science Teacher at MVCS, effective 11/20/26.

Transfers:
None

Appointments:
The Superintendent has appointed Marc Smith, as Varsity Girls Basketball Coach at BJSHS.
The Superintendent has appointed Ayden Jefferson, as MS Girls JV Basketball Coach at BJSHS.
The Superintendent has appointed Daniel McDonough, as MS Boys Varsity Basketball Coach at BJSHS.

New Hires (don't need Board approval):
The Superintendent has hired Kayla Hopper-Rutter, as a Special Education, Ed Tech II(ELS) at MVCS. * PENDING certification*

Cont.

The Superintendent has hired Sarah Gonzalez, as a Nutrition Service Worker (6.75hrs/dy) at MVCS.

The Superintendent has hired Bandon Ricci, as a FT- Bus Driver/Custodian at MVHS.

Employee Probationary Period Completions:

Hayley Jones- Special Education-Ed Tech III at MVCS- 10/24/26

Policy Regulations and Job Descriptions (don't need Board approval):

None

VIII. OLD BUSINESS

1. Discussion of Policy BBA- School Board Powers and Responsibilities.
2. Discussion on RSU 10 Strategic Plan(Expired in 2014).

IX. NEW BUSINESS

1. Act to Approve the Superintendent's Recommendation of Krystal Eicher, as Kindergarten Teacher at MVCS for the **2026-2027 SY ONLY**.
   Motion: P. DeFilipp Second: A. Kolln
   Unanimous
2. Act to Approve the Superintendent's Recommendation of Daniel Ryder, as Gifted/Talented (G/T) Teacher for the Mountain Valley(MV) Region.
   Motion: A. Long Second: J. Ferreira
   Unanimous
3. Act to Approve an Overnight Trip for the YMCA Youth and Government Group. (Chris Brennick Extended Learning Opportunities{ELO} Teacher and Students at MVHS)
   Motion: A. Kolln Second: A. Long
   Unanimous
4. Act to Join Social Media Multidistrict Litigation (MDL) No. 3047, with regard to Adolescent Addiction/Personal Injury Products Liability, Created by the Judicial Panel on Multidistrict Litigation (JPML)with Napoli Shkolnik PLLC Attorneys At Law.
   Motion: A. Long Second: V. Knox
   Passed Abstained: K. Chapman, E. Hinkley, J. Ferreira
5. Act on the First Reading of Policy DD- Grants.
   Motion: V. Knox Second: A. Kolln
   Passed Opposed: K. Chapman, D. Klein, C. Daigle
   Abstained: E. Hinkley

X. BOARD MEMBER COMMENTS

E. Hinkley
V. Knox
M. Gilbert

ADJOURNMENT

Motion: A. Long Second: A. Long

Unanimous at 7:54 p.m.

BOARD MEMBER CODE OF ETHICS

Having accepted the challenge of service on this School Board, I accept the principles set forth in the following code of ethics to guide me in helping to provide free public education to all the children of my school unit within the State of Maine.

A. I will view service on the School Board as an opportunity to serve my District, community, and state.

B. I will at all times think of children first and base my decisions on how they will affect children, their education, and their training.

C. I will make no disparaging remarks, in or out of the Board meetings, about other members of the Board or their opinions.

D. I will remember at all times that as an individual I have no legal authority outside the meetings of the Board, and that I will conduct my relationship with the school staff, the local citizenry, and all media of communications on the basis of this fact.

E. I will recognize that my responsibility is not to operate the schools but to see that they are well operated.

F. I will seek to provide education for all children in the community commensurate with their needs and abilities.

G. I will listen to all citizens but will refer all complaints to the proper authorities, and will discuss such complaints only at a regular meeting after failure of administrative solution.

H. I will graciously support a decision made by the majority of the Board.

I. I will not criticize employees publicly, but will make such criticism to the Superintendent for investigation and action, if necessary.

J. I will make decisions openly after all facts bearing on a question have been presented and discussed.

K. I will refuse to make promises as to how I will vote on a matter that should properly come before the Board as a whole.

L. I will not discuss the confidential business of the Board in my home, on the street, or in my office, the place for such discussion being the School Board meeting.

M. I will confine my Board action to policy making, planning, and appraisal, leaving the administration of the schools to the Superintendent.

N. I will welcome and encourage cooperation and participation by teachers, administrators, and other personnel in developing policies that affect their welfare and that of the children they serve.

O. I will endeavor at all times to see that schools have adequate financial support within the capabilities of the community and state, in order that every child may receive the best possible education.

P. I will resist every temptation and outside pressure to use my position as a School Board member to benefit myself or any individual or agency apart from the total interest of the school unit.

Q. I will endeavor to attend every regular and special Board meeting. If I find that this is not possible for an extended length of time, I will give consideration to resigning from my position on the Board.

R. I will recognize at all times that the School Board of which I am a member is an agent of the state, and as such, I will abide by the laws of the state and the regulations formulated by the Maine Department of Education and by the State Board of Education.

Adopted: May 20, 2002 (was policy BBF)
Revised: 11/6/06
First reading of revisions: March 26, 2018
Second reading and adopted: April 2, 2018

SCHOOL BOARD MEETINGS

REGULAR MEETINGS

The Board will hold its regular business meetings on the second and fourth Mondays of each month unless otherwise set by action of the Board.

SPECIAL MEETINGS

A special meeting of the Board is a meeting that is held to address important matters that arise between regular meetings and/or require Board action before the time set for the next regular meeting, or to consider a single subject in one session.

A special meeting may be called at any time at the discretion of the Chair or at the request of the Superintendent. A special meeting may also be called at the written request of a simple majority of the Board (not a weighted vote).

The Superintendent shall be responsible for providing notice of a special meeting to Board members and the media at least 72 hours in advance of the meeting. The notice or agenda shall indicate the subject(s) of the meeting and action to be taken.

No business other than that stated in the notice of the meeting shall be transacted

EMERGENCY MEETINGS

An emergency meeting of the Board is a meeting that is called because a matter is so urgent that it must be addressed immediately and the advance notice required for a special meeting cannot reasonably be provided.

An emergency meeting may be called by the Chair or at the request of the Superintendent.

Whenever practicable, 24 hour advance notice will be provided. The Superintendent shall notify the media of an emergency meeting by the same or faster means as used to notify Board members. The notice shall indicate the purpose of the meeting.

No business may be transacted other than that related to the purpose for which the emergency meeting is called.

EXECUTIVE SESSIONS

Executive sessions of the Board shall be called and conducted in accordance with state law. Only the matter(s) stated in the motion to enter executive session shall be considered. No final action may be taken in executive session.

WORKSHOPS AND INFORMATIONAL MEETINGS

The Board, at its discretion, may schedule workshops and other meetings to discuss a particular subject or proposal or to gather input from staff, community, or other groups.

No formal action shall be taken by the Board at any meeting other than a regular meeting, special meeting, or emergency meeting.

Legal References: 1 MRSA § 403 et seq.
20-A MRSA § 1001

Cross References: BEC—Executive Sessions
BEDA—Notification of Board Meetings
BEDB—Agenda Preparation and Dissemination

Adopted: November 20, 1989 (Was policies BD, BDA, and BDAA)
Revised: February 26, 2007
Reviewed: October 10, 2017
First reading:October 24, 2022
Second reading and adoption: 11/14/22

GRANTS

The Board encourages the Superintendent/designees to pursue federal, state, foundation, corporate and other grants for the support of the schools and the enhancement of educational opportunities. The Superintendent is expected to be alert to potential sources of grant funding and to make recommendations for Board action.

FEDERAL AND STATE GRANTS

The Board authorizes the Superintendent to apply for and accept federal and state grants. It is the policy of the Board to comply with all Federal and State requirements that may be a condition of receipt of grant funds. The Superintendent/designee shall be responsible for developing and implementing procedures to ensure with federal and state grant obligations, including procedures to ensure appropriate grant reports are complete, accurate, and filed on time.

GRANTS FROM OTHER SOURCES

All other district-wide grant applications or proposals must be approved by the Board prior to submission to the funding agency.

When a grant application or proposal is presented to the Board for its approval, the Superintendent/designee will advise the Board as to whether additional staff will be needed to support the implementation of the grant and to maintain records that may be required by the granting entity; the availability of resources if matching funds are required; whether additional resources will be needed for continuation of the program when the grant expires; and measures that will be used to evaluate whether the objectives of the grant are being achieved.

Grant applications and proposals that apply to individual schools must be submitted to the building principal, who will make a recommendation to the Superintendent. The Superintendent may present the grant application or proposal to the Board for its approval.

All grant funds received will be deposited into District accounts. Applicable Federal and State regulations, Board policies and school unit administrative procedures regarding purchasing, contracting, expenditures, and accounting will be followed in the administration and monitoring of grant funds. Staff positions created through grant funding will be filled pursuant to Board policy.

The Superintendent/designee may establish additional procedures for grant applicants, coordination of grant proposals, and for oversight and administration of grants received.

The Superintendent/designee will keep accurate records of all grant expenditures and will report annually on all grants received.

Individual Teacher Classroom Grants

Individual teachers may investigate eligibility requirements for foundation, corporate, and other grants that will benefit a single classroom. The building principal is authorized to approve applications/proposals for such "mini-grants"as long as they do not exceed $1000, require matching or non-budgeted funds, or impose a continuing obligation. If the grant exceeds $1000, the Superintendent must approve the application/proposal.

All classroom grant funds will be deposited into District accounts.

Awards of classroom grants will be reported to the building principal, who will inform the Superintendent. The Superintendent will report such awards to the Board.

Cross Reference: DDA Funding Sources Outside the Regional School Unit.doc
KCD Public Gifts_Donations to the Schools.doc

First reading: October 26, 2026
Second reading and adopted:

Bullying and Cyberbullying Prevention in Schools

I. Introduction

It is our goal for our school[s] to be a safe and secure learning environment for all students. It is the intent of the RSU 10 Board to provide all students with an equitable opportunity to learn. To that end, the Board has a significant interest in providing a safe, orderly, and respectful school environment that is conducive to teaching and learning.

Bullying and other forms of peer mistreatment are detrimental to the school environment as well as student learning, achievement and well-being. Peer mistreatment interferes with the mission of the schools to educate their students and disrupts the operations of the schools. Bullying and other forms of peer mistreatment affect not only students who are targets but also those who participate in and witness such behavior. These behaviors must be addressed to ensure student safety and an inclusive learning environment.

It is not the Board's intent to prohibit students from expressing their ideas, including ideas that may offend the sensibilities of others, or from engaging in civil debate. However, the Board does not condone and will take action in response to conduct that interferes with students' opportunity to learn, the educational mission of the RSU 10 schools, and the operation of the schools.

Bullying and Cyberbullying Defined

"Bullying" and "Cyberbullying" have the same meaning in this policy as in Maine law:

A. "Bullying" includes, but is not limited to, a written, oral or electronic expression or a physical act or gesture or any combination thereof directed at a student or students that:

(1) Has, or a reasonable person would expect it to have, the effect of:
(a) Physically harming a student or damaging a student's property; or
(2) Placing a student in reasonable fear of physical harm or damage to the student's property;

B. Interferes with the rights of a student by:
(1) Creating an intimidating or hostile educational environment for the student; or

(2) Interfering with the student's academic performance or ability to participate in or benefit from the services, activities or privileges provided by a school;

C. Is based on:
(1) A student's actual or perceived characteristics identified in 5 MRSA § 4602 or 4684-A (including race; color; ancestry; national origin; sex; sexual orientation; gender identity or expression; religion; physical or mental disability) or other distinguishing personal characteristics (such as socioeconomic status; age; physical appearance; weight; or family status); or

(2) A student's association with a person with one or more of these actual or perceived characteristics or any other distinguishing characteristics; and that has the effect described in subparagraph A. or B. above.

Under Maine law:

"Sexual orientation" means a person's actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression.

"Gender identity" means gender-related identity, appearance, mannerisms, or other gender-related characteristics of an individual, regardless of the individual's assigned sex at birth.

B. "Cyberbullying" means bullying through the use of technology or any electronic communication, including, but not limited to, a transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted by the use of any electronic device, including, but not limited to, a computer, telephone, cellular telephone, text messaging device and personal digital assistant.

Retaliation

"Retaliation" means an act or gesture against a student for asserting or alleging an act of bullying. "Retaliation" also includes knowingly falsely reporting an act of bullying or reporting that is not made in good faith on an act of bullying.

Application of Policy

This policy applies to bullying that:

A. Takes place at school or on school grounds, at any school-sponsored or school-related activity or event or while students are being transported to or from school or school-sponsored activities or events; or

B. Takes place elsewhere or through the use of technology, but only if the bullying also infringes on the rights of the student at school as set forth in the definition of "bullying."

Consequences for Policy Violations

Students

Students who violate this policy may be subject to disciplinary action which may include suspension, expulsion or a series of graduated consequences including alternative discipline or other behavioral interventions.

The Board retains the right to impose disciplinary consequences for bullying and other conduct that occurs at any time or place that substantially disrupts the instructional program, operations of the schools or welfare of students.

Any student violating this policy may also be subject to civil or criminal penalties.

School Employees and Others

Administrators, professional staff and all other employees who violate this policy may be subject to disciplinary action up to and including dismissal, and in accordance with any applicable collective bargaining agreements.

Volunteers, contractors and visitors who violate this policy will be excluded **[OR: barred]** from school property until the Superintendent is satisfied that the person will comply with Maine's bullying law and this policy.

Any person violating this policy may also be subject to civil or criminal penalties.

Any school-affiliated organization that authorizes or engages in bullying or retaliation is subject to forfeiture of Board approval/sanctioning and/or suspension or revocation of its permission to operate on school grounds.

Staff Training

RSU 10 will provide professional development and staff training in bullying prevention and response.

Delegation of Responsibility

The Superintendent/designee will be responsible for developing and implementing procedures in accordance with applicable law to implement this policy.

The Superintendent will designate the school principal and/or other school personnel to be responsible for implementation/enforcement of this policy and associated procedures on the school level.

A student or his/her parent/guardian who is dissatisfied with a decision of the Superintendent or designee related to the taking or not taking of disciplinary action in the course of implementing this policy may appeal, in writing, to the Superintendent within 14 calendar days.

The Superintendent's decision shall be final.

Dissemination of Policy

The Superintendent will be responsible for providing this policy, any associated administrative procedures and the names of the person(s) responsible for implementing the policy/procedure at the school level in writing to students, parents, school employees and volunteers in handbooks, on the school unit's website and by such other means (if any) as may be determined by the Superintendent.

Legal Reference: 20-A M.R.S.A. § 254 (11-A)
20-A M.R.S.A. § 1001(15), 6554
Maine Public Law, Chapter 659

Cross Reference:
AC - Nondiscrimination, Equal Opportunity
ACAA - Harassment and Sexual Harassment of Students
ACAA-R – Student Discrimination and Harassment Complaint Procedure
ACAD – Hazing
AD – Educational Philosophy/Mission
ADAA – School System Commitment to Standards for Ethical and Responsible Behavior
CHCAA - Student Handbooks
GCI – Professional Staff Development
IJNDB – Student Computer and Internet Use and Internet Safety
JI - Student Rights and Responsibilities
JIC - Student Code of Conduct
JICC - Student Conduct on Buses
JICIA - Weapons, Violence and School Safety
JICK-R Procedure for Bullying and Cyberbullying in Schools
JK - Student Discipline
JKD - Suspension of Students
JKE - Expulsion of Students
JRA-R – Student Education Records and Information Administrative Procedures
KLG - Relations with Law Enforcement Authorities

Adopted: August 12, 2013
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First reading of revisions: September 28, 2021
Second reading and adoption: October 12, 2021

PUBLIC CONCERNS AND COMPLAINTS

Parents, students or other citizens with complaints or concerns regarding any aspect of the **RSU 10** 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., Supervisor of Buildings, Grounds & Transportation, Principal, Special Education Director, Assistant Superintendent).

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 shall 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 his/her right to appeal the decision to the next level.

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

Cross Reference: BEDB – Agenda Preparation and Dissemination

First reading 1/10/22
Second reading and adoption: 1/24/22