BOARD OF DIRECTORS MEETING AGENDA

BJSHS CAFETERIA

BUCKFIELD JUNIOR/SENIOR HIGH SCHOOL BUILDING TOUR 6:00PM

MONDAY, SEPTEMBER 8, 2025 SCHOOL BOARD 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 August 18th 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- Vacant

Student Board Representatives Reports - BJSHS- Vacant

Upcoming Meetings:

September 15th School Board Workshop- **Dinner at** 5:00 **Workshop at** 5:30 at CO

September 17th Curriculum Committee Meeting at 4:00 at CO

September 17th Personnel Committee Meeting at 5:00 at CO

September 17th Policy Committee Meeting at 6:00 at CO

September 22nd School Board Meeting at 6:30 at MVHS

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
9. Superintendent's Report-

VII. SUPERINTENDENT'S CORRESPONDENCE

Administrative/Department Reports:
Devin Roberts, Director of BG&T- State of buildings

Resignations/Retirements:
The Superintendent has accepted the resignation of Cheryl Consonni, ELL Ed Tech III, effective 8/20/25.

Transfers:
The Superintendent has approved the transfer of Brett Buckley, from Science Teacher at BJSHS, to Ed Tech I at BJSHS.

Appointments:
The Superintendent has appointed Cody Dolloff, as Varsity Boys Soccer Coach at MVCS.

New Hires (don't need Board approval):
The Superintendent has hired Patricia Vitello, as a Nutrition Service Worker, 3.5hrs/dy at BJSHS.
The Superintendent has hired Teresa DeMillo, as a Nutrition Service Worker, 3.75hrs/dy at MVHS.

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 to Approve the Relocation of Grade 6 from HSES to BJSHS Beginning 2026-2027 SY.
   Motion: Second:
2. Act to Approve MVMS Grade 7 Overnight Field Trip to Bryant Pond on Tuesday, October 7, 2025- Returning Friday, October 10, 2025.
   Motion: Second:

3. Act to Elect a Delegate for the MSBA Annual Delegate Assembly on Saturday, October 18, 2025, at 9:30 a.m. VIRTUAL Meeting.
   Delegate Elected:
   Motion: Second:
4. Act to Approve the Superintendent's Recommendation of Diana Nutting, as a Grade 4 Teacher at HSES.
   Motion: Second:
5. Act to Approve the Superintendent's Recommendation of Cheryl Consonni, as an ELL Teacher for the district.
   Motion: Second:
6. Act to Approve the MOU Between the WFEA, Comlingo USA, and RSU 10 Regarding the World Language Position at BJSHS.
   Motion: Second:
7. Act to Approve a School Safety Officer Position in place of a School Resource Officer Position in the Nezinscot Valley Region.
   Motion: Second:
8. Act to Approve the Superintendent's Recommendation of Percy Turner, as a School Safety Officer in the Nezinscot Valley Region.
   Motion: Second:
9. Act on First Reading of Revised IHBAC- Child Find
   Motion: Second:
10. Act on Second Reading of Revised IHBA- Individualized Education Plans.
    Motion: Second:
11. Act on Second Reading of Revised IHBAA- Referral/Pre-referral.
    Motion: Second:
12. Act on the Second Reading of Revised JIE- Pregnant Students.
    Motion: Second:
13. Act on the Second Reading of Revised JJIF- Management of Concussions and Other Head Injuries.
    Motion: Second:

X. BOARD MEMBER COMMENTS

XI. EXECUTIVE SESSION

None

EXIT EXECUTIVE SESSION

Motion: Second: at_____p.m.

RESULTS FROM EXECUTIVE SESSION:
(ONLY if vote is required)

Motion: Second:

XII. ADJOURNMENT

Motion: Second:

UNDER CONSTRUCTION!

Building Our Best Board Together - RSU 10 Board Workshop

Monday, September 15, 2025
Dinner 5:00-5:30
Session 5:30 - 8:30 - *"Hard Start" at 5:30*
MVHS Library

Key Outcome: Develop a plan and timeline to improve internal board functioning.

Facilitated by: Judy Sanders, Team Development & Planning Consultant

Working Agreements

- Respectful Listening – Listen fully when others are speaking; avoid interruptions or side conversations.
- Stay Topic Focused – Keep discussions on track; save off-topic concerns for another time.
- Address Issues, Not Individuals – Critique ideas or processes, not people. Assume positive intent.
- One Voice at a Time – Speak briefly and allow equal participation.
- Commit to Civility & Collaboration – Remain civil and solution-focused, modeling respect.

Agenda:

5:30-5:40	**Welcome:** Chad Cullerton **Opening Remarks:** Deb Alden
5:40-5:45	❖ **Outcomes & Agenda Review - Working Agreements**
5:45-6:00	**The On-Ramp:** A brief review of the board report recommendations
6:00- 6:20	❖ **Round 1: Develop Action Steps & Timeline** **1. Strategic Education Plan** **2. Board-Supt. Role Clarity**
6:20-6:25	**BREAK 5 Mins.**
6:25-6:45	❖ **Round 1 Review:** Large Group Report outs
6:45-7:05	❖ **Round 2: Develop Action Steps & Timeline** **3. Financial Literacy & Oversight** **4. Board Meetings**
7:05-7:25	❖ **Round 2 Review:** Large Group Report outs
7:25-7:30	**BREAK 5 Mins.**
7:30-7:50	❖ **Round 3: Develop Action Plan and Timeline** **5. Communication Strategy** **6. Onboarding & Development**
7:50- 8:10	❖ **Round 3 Review:** Large Group Report outs
8:10- 8:20	**Immediate & Subsequent Next Steps**
8:20-8:30	**Feedback** - (*Reflection Form*) & *Closing Remarks*

Finance Board Committee Minutes
August 20, 2025
4:00-5:00
CO conference Room

Attendees: P. Defilipp, D. Hodge, L. Kaulback, M. Gilbert, D. Alden, D. Stone, K. Chapman

1) Election of Finance Committee Chairperson - **D. Hodge was nominated and voted all in favor for the Chairperson role.**

2) Q4 financials review - Leah - **Leah shared Q4 and explained she would share all acct. Lines, but not print them out as it is 93 pages long. Remember MVCS is in there and it looks different since we did not use these accounts last year. Carryover $1.2M and $270,000 more in revenue than planned.**

3) **Initial** Audit results - Leah (Audit was done week of 8/4 - no report yet) - **Leah feels good about the initial conversations. Will have it finalized by December.**

4) Review of Policy DK - Payment Procedures - Deb - **Discussed the interpretation of the line: *Substitutes of like items will be allowed within the parameter of similar price range.* In order to make sure we are following it as intended. Deb will share with the Administrators.**

5) Fee for Building Use Policy KF - we are redoing forms - This Committee needs to decide on fee(s). Leah will bring costs to consider. **Agreed we should be charging outside businesses for the costs RSU 10 incurs for custodial and if the kitchen is necessary. Kitchen staff: $40/hr. 1st and if 2nd needed $30/hr.**
Facilities: $130 - ½ day, $180 - full day
Custodial coverage: $40/hr. - per custodian
Committee concerned about use in the NV region and wants to talk more about this before we put the form out. Specifically, school use for funerals.

6) Other - **None**

Next Meeting: October 15 @ 4:00 @ BJSHS Library

RSU #10 Policy Committee Minutes

August 20, 2025

5:00-6:00, Central Office Conference Room

Attendees: D. Stone, A. Long, B. Child, K. Chapman, D. Alden, M. Gilbert, M. Harding, A. McKeage

1. Election of Policy Committee Chairperson - **A. Long was nominated and voted, all in favor, to be the chairperson of this Committee.**

2. Substance use policies
   a. Guests: Melissa Harding, Program Manager, River Valley Healthy Communities Coalition & Anita McKeage, Prevention Program Coordinator, Healthy Oxford Hills - **Introductions; they are helping different organizations in the Oxford Co. area to update policies.**

   b. Policies
      i. JICH Drug and Alcohol/Chemical Misuse by Students

Current RSU #10 JICH MSBA sample JICH Draft JICH w/changes highlighted*-**worked a long time on these changes; trying to bring this policy up to date with what is happening with teenage drug and alcohol misuse. We will bring this and the rest of these policies to Administrators and back to this Committee Sept. 17th.**

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ii. JICH-R Drug and Alcohol/Chemical Misuse by Students (procedure)

Current RSU #10 JICH-R **There is no MSBA sample for this procedure**

iii. IGDA - Substance Abuse Policy for Extra & Co-curricular

Current RSU #10 IGDA **There is no MSBA sample for this policy**

iv. IGDA-E1 - Participants Approval Form

Current RSU #10 IGDA-E1 **There is no MSBA sample for this form**

v. ADC Tobacco Use and Possession

Current RSU #10 ADC MSBA sample ADC** Draft ADC w/changes highlighted*

vi. ADC-R Tobacco Use and Possession Administrative Procedure

Current RSU #10 ADC-R MSBA sample ADC** Draft ADC-R w/changes highlighted*

We will continue our work on all these policies with Melissa and Anita on Sept. 17 @ 6:00pm

3. I Policies con't

   IHBAC - Child Find IHBAC Sample (1/2021) w/changes highlighted

   -these changes will go to the Board for first reading on Sept. 8th

   IHBAG - Least Restrictive Environment **No MSBA sample for this policy**

4. Required policies/procedures we don't have (see this chart)
   a. AC-R Grievance Procedure for Persons with Disabilities (formerly coded IHBAL)
      i. Sample AC-R
   b. Next step (before this policy goes to the board): Approval of bargaining units

**These highlighted changes reflect only the difference between RSU 10's current policy and the MSBA sample as of this meeting. Other changes may be discussed and added at the meeting.*
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***This sample policy contains the procedure that RSU #10 has as ADC-R; it is not separated out in the sample. RSU #10 currently has both Policy ADC and Procedure ADC-R.*

Note: This Committee is reviewing any policy that is eight (8) or more years since last review/revision. Other policies are reviewed as they are brought to the Committee's attention and/or as laws change.

Next Meeting: September 17, 6:00pm in the Central Office Conference Room

Building, Grounds Transportation Committee
Meeting Minutes
August 20, 2025
6:00-7:00
CO Conference room

Attendees: E. Hinkley, E. Bulger, D. Hodge, P. Defilipp, D. Alden, L. Kaulback, D. Roberts

1. Election of BG & T Committee Chairperson - **Peter D. was nominated and voted, all in favor, for the chairperson of the Committee.**

2. FY'26 Site Improvements by school - **MVHS - parking near CO is completed, working to finish hand rails and ramp entering the school. It is now ADA compliant. Also, a new trophy case in the lobby. Gym floor can be done Sept. 8-26, but admin. Would like not to close the gym during that time. BJSHS - still looking for a mason for brickwork repair, several rooms have been moved and painted. Carpets in several areas were replaced. Aug. 27th they are coming to start putting the portable together.**
   HSES - Tree was taken down for safety, paving is being done and lines will be painted for more parking. Siding is not yet completed; plan for this fall. Rm. 118 floor replacement. Hot water pipes and connections to the kitchen have been fixed.

3. Outstanding Bids - **Gym floor - solidify when; Moving bid - closing date is end of September. Playground equipment is out for bid - due Aug. 25th. Devin will check on the fencing for Meroby playground to see if we need to go out to bid if it will be more than $10,000.**

4. FMX system for facility management and Capital Improvement - Sept. 8 Board presentation - Devin - **Demonstrated the new system and how it will be used.**

5. Other - **Committee discussed what would be good for Devin to present at the Board meeting on Sept. 8th.**

Next Meeting: October 15th @ 6:00 @ BJSHS Library

REVIEW OF SCHOOL BOARD SELF-EVALUATION REPORT
MONDAY, AUGUST 4, 2025 SCHOOL BOARD 5:30PM
CENTRAL OFFICE CONFERENCE ROOM
BOARD OF DIRECTORS MEETING APPROVED MINUTES
MONDAY, AUGUST 4, 2025 SCHOOL BOARD 6:30PM
MVHS CAFETERIA

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

School Board Members Present:	Peter DeFilipp, Darcy Klein, Jennifer LeDuc, Kristen Chapman, Veronica "Bonnie" Child, Ed Bulger, Allison Long, Doug Stone, Chad Culleton, Dan Hodge
School Board Members Absent:	Erin Hinkley, Vacant- Hanover Rep., Vacant- Roxbury Rep.
Staff & Community Present:	Deb Alden, Brian Carrier, Matthew Gilbert, Devin Roberts, Adalaide Solomon- Jordan, , Jim Hodgkin, Bethany Meehan-Poulin, Diana Charest, Leah Kaulback, Tom Danylik, Students, Staff, Community Members

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

1. Welcome- Matt Gilbert, Assistant Superintendent

II. ADJUSTMENTS TO THE AGENDA

If yes:

Motion: C. Culleton Second: A. Long

Superintendent Alden- Will need a 3rd Executive Session this evening Pursuant to MRS § 405(6)(E) Student Issue.

III. CONSIDERATION OF THE MINUTES

Approve the minutes of the June 16th Meeting of the Western Foothills Regional School Unit No. 10 School Board Meeting Minutes as Written.
Motion: V. Child Second: P. DeFilipp
Unanimous

PUBLIC COMMENTS/QUESTIONS

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

None

V. COMMUNICATION/CORRESPONDENCE

Student Board Representatives Reports - MVHS- Vacant
Student Board Representatives Reports - BJSHS- Vacant

Upcoming Meetings:
August 11th NV Building Committee at 5:00 at BJSHS Cafe
August 18th School Board Meeting at 6:30 at MVHS Cafe
August 20th Finance Committee Meeting at 4:00 at CO
August 20th Policy Committee Meeting at 5:00 at CO
August 20th BG&T Committee Meeting at 6:00 at CO
September 8th School Board Meeting at 6:30 at BJSHS
September 17th Curriculum Committee Meeting at 4:00 at CO
September 17th Personnel Committee Meeting at 5:00 at CO
September 17th Policy Committee Meeting at 6:00 at CO
September 22nd School Board Meeting at 6:30 at MVHS

VI. COMMITTEE REPORTS

1. Personnel Committee-6/18, 9/17
2. Policy Committee-6/18, 8/20, 9/17
3. Finance Committee-8/20
4. Building & Grounds Committee-8/20
5. Negotiations Committee update- None
6. Region 9-8/6
7. Region 11-8/7
8. Curriculum Committee-6/18, 9/17
9. Superintendent's Report-

- **MVCS** - The building is really coming along - On the outside, the track and parking are paved. Building siding is almost complete. Section E (MS), we have done our first punch list on the second floor. They are installing equipment in gyms and kitchen. Elementary rooms are getting paint and flooring. Furniture has been approved and being ordered. Systems (heating/cooling/water) will start to be tested in the next month.
- **Hiring** – We are still looking for several teaching and ed tech. positions. We are avoiding transferring staff during the month of August until mid-Sept. to enable schools to begin the year with the staff they have.
- **Summer Events** - Special Ed. Extended School Year (ESY) summer programs completed sessions over the last two weeks in both Regions. Additionally credit recovery at both of our high schools. Auditors are here this week (Aug. 4th)! We have staff members taking advantage of our free admission for the MDOE Education Summit at Thomas College on Aug. 5th and 6th. August 12th & 13th we will have an Administrative Retreat then the week of August 18th we will be providing a week of professional development for teachers and ed techs. During this week we also have the New Staff Orientation on August 21st.

- **Federal Funding** - On July 25th we learned that the remaining federal funds, which we use to support professional development, technology and ELL services will be released. These are the last areas we have been waiting to hear about. Title 1 (intervention staff) and Local Entitlement (Special Ed.) have already been secured.
- **Teacher Bargaining Unit Memorandum of Understanding (MOU)** - As part of the negotiations of the Teacher Contract we agreed to have a committee to consider how we can preserve teacher planning time. We need to come up with two School Board members to serve with teachers (chosen by WFEA) and administrator and special education to work on short-term & long-term solutions to scheduling staff for meetings/events when they are given time to plan. The Committee needs to be formed by September 16, 2025.

VII. SUPERINTENDENT'S CORRESPONDENCE

Administrative/Department Reports:
Matt Gilbert- Presentation on Dropout Prevention/Graduation Completion Plan-Policy JFC
Devin Roberts- Paving Project at HSES

Resignations/Retirements:
The Superintendent has accepted the resignation of Amie Smith, Special Education Teacher at HSES, effective 7/18/25.
The Superintendent has accepted the resignation of Lora Surette, Special Education, Ed Tech III at MVHS, effective 6/23/25.
The Superintendent has accepted the resignation of Megan LaChance, Special Education, Ed Tech III at MES/MVCS, effective 8/8/25.
The Superintendent has accepted the resignation of Ting Zuo, ELL Ed Tech III at MVHS, effective 8/13//25.
The Superintendent has accepted the resignation of Mindy Bourret, Nutrition Service Worker at MVHS, effective, 6/23/25.
The Superintendent has accepted the resignation of Kairra Walsh, PT Van Driver at MVHS, effective 6/25/25.
The Superintendent has accepted the resignation of Erin Baker, Nutrition Service Worker Production Manager at MVHS, effective 7/14/25.
The Superintendent has accepted the resignation of Dylan Cayer, Varsity Boys Soccer Coach at MVHS.

Transfers:
The Superintendent has approved the transfer of Michael Arbor, from Grade 5 Reading Teacher at RES, to Grade 6 Writing Teacher at MVCS.

Cont.

The Superintendent has approved the transfer of Hailey McNally, from Special Education, Ed Tech III at MVCS(MES), to PreK Ed Tech III at MVCS(RES).
The Superintendent has approved the transfer of Sheila Albanesi, from Nutrition Service Worker 3.5 hrs/dy, to NSW 5.75hrs/dy.

Appointments:
The Superintendent has appointed Alvia Lee, as the JV Field Hockey Coach at MVHS for the 2025-2026 season.
The Superintendent has appointed Zach Armstrong, as Varsity Boys Basketball Head Coach at BJSHS for the 2025-2026 season.
The Superintendent has appointed Mike O'Leary, as the Varsity Assistant Football Coach at MVHS for the 2025-2026 season.
The Superintendent has appointed Ryan Glover, as the JV Football Coach at MVHS for the 2025-2026 season.
The Superintendent has appointed James Taylor, as the Winter Track Coach at MVHS for the 2025-2026 season.
The Superintendent has appointed James Taylor, as the Boys Varsity Soccer Coach at MVHS for the 2025-2026 season.
The Superintendent has appointed June Giambattista, as the Certification Secretary for the district, for the 2025-2026 SY.
The Superintendent has appointed Annastasia Defeo, as Class of 2029 Co-Advisor at MVHS.
The Superintendent has appointed Leanne Virgin, as Class of 2029 Co-Advisor at MVHS.

New Hires (don't need Board approval):
Crystal Duguay of WFRP(Western Foothills Regional Program) has hired Hayley Jones, as a Special Education, Ed Tech III.
The Superintendent has hired Nolan Breton, as an IT Specialist-Level I at BJSHS and HSES(Nezinscot Region).
The Superintendent has hired Mindy Bourret, as a School Secretary(211 dys/yr.) at MVCS.
The Superintendent has hired Samara Richard, as a Special Education, Ed Tech III at MVCS.
The Superintendent has hired Napapach "June" Hostetter, as a Nutrition Service Worker 5.75hrs./dy at MVHS, **through December 2025 ONLY**.

Employee Probationary Period Completions:
Raymond Collins- BD/Custodian at RES- 7/29/25

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

Job Descriptions:

Classroom Teacher- REVISED 3/19/25

Special Education Teacher- REVISED 6/18/25

Special Education Clerical Support Person- REVISED 6/18/25

VIII. OLD BUSINESS

None

IX. NEW BUSINESS

1. Act on Election of Board Officers.

A. Nomination for Board Chair. Nomination of: C. Culleton
Motion: V. Child Second: D. Stone
Nomination of K. Chapman
Motion: D. Klein Second: E. Bulger
Motion to Cease Nominations: P. DeFilipp Second: V. Child
Unanimous
Vote for C. Culleton- **Passed**- C. Culleton, A. Long, P. DeFilipp, V. Child, D. Stone, D. Hodge, J. LeDuc
Opposed: K. Chapman, D. Klein, E. Bulger
Vote for K. Chapman- **Failed**- K. Chapman, E. Bulger, D. Klein
Opposed: C. Culleton, A. Long, P. DeFilipp, V. Child, D. Stone, D. Hodge, J. LeDuc

B. Nomination for Board Vice-Chair. Nomination of: A. Long
Motion: V. Child Second: D. Stone
Nomination of K. Chapman
Motion: E. Bulger Second: D. Klein
K. Chapman- Withdrew nomination
Nomination of J. LeDuc
Motion: K.Chapman Second: E. Bulger
Motion to Cease Nominations: C. Culleton Second: D. Stone
Unanimous
Vote for A. Long- **Failed**- A. Long, V. Child, P. DeFilipp, D. Stone, D. Hodge=**387**
Opposed: C. Culleton, D. Klein, J. LeDuc, E. Bulger, K. Chapman=**491**
Vote for J. LeDuc- **Passed**- C. Culleton, D. Klein, J. LeDuc, E. Bulger, K. Chapman=**491**
Opposed: A. Long, V. Child, P. DeFilipp, D. Stone, D. Hodge =**387**

C. Appoint School Board Committee Members(Done by School Board Chair)
(No vote required)

2. Act to Approve Phase III Building Efficiency Project.
Motion: E. Bulger Second: V. Child
Unanimous

3. Act on the Proposed Core Graduation Requirements Being Met through Region 11 CTE Courses.
   Motion: V. Child Second: P. DeFilipp
   Unanimous
4. Act on Final Approval of Hiring Colleen Calden, as a Grade 5 Teacher at MVCS, on 6/25/25.
   Motion: V. Child Second: P. DeFilipp
   Passed Abstained: E. Bulger
5. Act on Final Approval of Hiring Amy Arsenault, as an Art Teacher at MVCS, on 6/25/25.
   Motion: A. Long Second: P. DeFilipp
   Unanimous
6. Act on Final Approval of Hiring Ian Cayer, as a Math Teacher at MVHS, on 7/7/25.
   Motion: A. Long Second: P. DeFilipp
   Passed Abstained: K. Chapman
7. Act on Final Approval of Hiring Andrew Lucas, as a High School Spanish Teacher at BJSHS, 7/9/25.
   Motion:P. DeFilipp Second: A. Long
   K. Chapman made a motion to enter into executive session to consider the employment of this candidate, pursuant to MRS § 405(6)(A).
   Seconded: C. Culleton
   In Favor: C. Culleton, K. Chapman, D. Klein, E. Bulger, J. LeDuc
   Opposed: A. Long, V. Child, D. Stone
   Abstained: P. DeFilipp, D. Hodge
8. Act on Final Approval of Hiring Isabella Leahy, as a Grade 7 Science Teacher at MVCS, on 7/10/25.
   Motion: P. DeFilipp Second: D. Hodge
   Unanimous
9. Act on Final Approval of Hiring Marie Lane, as a Grade 7 ELA Teacher at MVCS, for the **2025-2026 SY ONLY,** on 7/1/25.
   Motion: P. DeFilipp Second: D. Hodge
   Unanimous
10. Act on Final Approval of Hiring James Aylward, as Dean of Students at MVHS.
    Motion: V. Child Second: P. DeFilipp
    Unanimous
11. Act on Final Approval of Hiring Kimberly Clowes, as a Grade 5-6 Special Education Teacher at HSES.
    Motion: P. DeFilipp Second: A. Long
    Unanimous

12. Act on Cooperative Agreement Revisions for Region 9 School of Applied Technology.
Motion: P. DeFilipp Second: A. Long
Unanimous

X. BOARD MEMBER COMMENTS

K. Chapman

XI. EXECUTIVE SESSION

1. Act to Enter into Executive Session for the Purpose of Hiring of a School Principal for RES/MVCS Pursuant to MRS§ 405(6)(A).
Motion: P. DeFillip Second: V. Child at 8:10p.m.
Unanimous

EXIT EXECUTIVE SESSION

Motion: P. DeFilipp Second: V.Child at 8:49p.m
Unanimous

RESULTS FROM EXECUTIVE SESSION:

(ONLY if vote is required)
Act to Hire **James Hodgkin**, as a School Principal for RES/MVCS Pursuant to MRS§ 405(6)(A) **with a Salary of $110,000**.
Motion: Peter DeFillip Second: Bonnie Child
Motion to Amend Salary to $108,126.93: Ed Bulger Second: Darcy Klein
Amendment: Failed
Original Motion: Passed
Opposed: Kristen Chapman
Abstained: Darcy Klein

EXECUTIVE SESSION

2. Act to Enter into Executive Session for the Purpose of Hiring of an Assistant Director of Special Services for the District Pursuant to MRS§ 405(6)(A).
Motion: C. Culleton Second: P. DeFillip at 8:53p.m.
Unanimous

EXIT EXECUTIVE SESSION

Motion: D. Stone Second: V. Child at 9:06p.m
Unanimous

RESULTS FROM EXECUTIVE SESSION:

(ONLY if vote is required)
Act to Hire **Diana Charest**, as an Assistant Director of Special Services Pursuant to MRS§ 405(6)(A) **with a Salary of $85,000**.
Motion: C. Culleton Second: P. DeFillip
Unanimous

EXECUTIVE SESSION

3. Act to Enter into Executive Session for the Purpose of Student Matter for the District Pursuant to MRS§ 405(6)(E).
   Motion: C. Cullerton Second: P. DeFillip at 9:08p.m.
   Unanimous

EXIT EXECUTIVE SESSION

Motion: A. Long Second: D. Klein at 9:28p.m
Unanimous

EXECUTIVE SESSION

4. Act to Enter into Executive Session for the Purpose of Hiring a Teaching Candidate Pursuant to MRS§ 405(6)(A).
   Motion: K. Chapman Second: C. Cullerton at 9:28p.m.
   Unanimous

EXIT EXECUTIVE SESSION

Motion: A. Long Second: V. Child at 9:39p.m.
Unanimous

RESULTS FROM EXECUTIVE SESSION:

(ONLY if vote is required)
Act on Final Approval of Hiring Andrew Lucas, as a High School Spanish Teacher at BJSHS, 7/9/25.
Motion: V. Child Second: P. DeFilipp
All Opposed: Unanimous

XII. ADJOURNMENT

Motion: Bonnie Child Second: Chad Cullerton
Unanimous at: 9:41p.m.

BOARD OF DIRECTORS MEETING DRAFT MINUTES
MVHS CAFETERIA
MONDAY, AUGUST 18, 2025 SCHOOL BOARD 6:30PM

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

School Board Members Present: Peter DeFilipp, Darcy Klein(virtual), Jennifer LeDuc, Kristen Chapman, Veronica "Bonnie" Child(virtual), Ed Bulger, Allison Long, Doug Stone, Dan Hodge, Erin Hinkley

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

Staff & Community Present: Deb Alden, Brian Carrier, Matthew Gilbert, Troy Eastman, Tom Danylik, Jeff Pelletier, Laura Johnston, Andy Lucas, Students, Staff, Community Members

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

1. Welcome- Deb Alden, Superintendent

II. ADJUSTMENTS TO THE AGENDA

If yes:

J. LeDuc- Accept an Adjustment Request to the Agenda with a Revision to the language on Executive Session Item 2 to Read the Following:

Act to Enter into Executive Session for the Purpose of Hearing a Complaint Against a Person(s) Pursuant to MRS§ 405(6)(A).

Motion: K. Chapman Second: D. Hodge
Unanimous

III. CONSIDERATION OF THE MINUTES

Approve the minutes of the August 4th Meeting of the Western Foothills Regional School Unit No. 10 School Board Meeting Minutes as Written.

Motion: A. Long Second: D. Stone
Passed Abstained: E. Hinkley

PUBLIC COMMENTS/QUESTIONS

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

None

V. COMMUNICATION/CORRESPONDENCE

Student Board Representatives Reports - MVHS- Vacant
Student Board Representatives Reports - BJSHS- Vacant

Upcoming Meetings:

August 20th Finance Committee Meeting at 4:00 at CO
August 20th Policy Committee Meeting at 5:00 at CO
August 20th BG&T Committee Meeting at 6:00 at CO

Cont.

August 26th First Day Back for Staff for the 2025-2026 SY
September 2nd First Day of 2025-2026 SY
September 8th School Board Meeting at 6:30 at BJSHS
September 15th School Board Workshop- **Dinner at** 5:00 **Workshop at** 5:30 at CO
September 17th Curriculum Committee Meeting at 4:00 at CO
September 17th Personnel Committee Meeting at 5:00 at CO
September 17th Policy Committee Meeting at 6:00 at CO
September 22nd School Board Meeting at 6:30 at MVHS

VI. COMMITTEE REPORTS

1. Personnel Committee-N/A
2. Policy Committee- 8/20
3. Finance Committee- 8/20
4. Building & Grounds Committee- 8/20
5. Negotiations Committee update- We should have one more additional member from the School Board.
6. Region 9- Information in School Board packet.
7. Region 11- N/A
8. Curriculum Committee- 9/17
9. Superintendent's Report-

- **NV Building Committee** - Met on Monday August 11th to consider the results of the Construction applications with MDOE and talk about next steps. We reviewed floor plans for each school to include the move of 6th grade at BJSHS and additional space for PreK and CDS at HSES. This change would be for the 2026-2027 school year. This will be on the School Board agenda for Sept. 8th. There will also be tours for BJSHS provided before the meeting on that night. The Committee agreed they still want to meet to discuss the long-term possibility of adding on to School(s) in order to get rid of the portables. Additionally, we are looking at the short-term application to the Revolving Renovation fund at MDOE for HSES.
- **Hiring –** We are still looking for several teachers, ed. techs and bus drivers. We are avoiding transferring staff during the month of August until mid-Sept. to enable schools to begin the year with the teaching staff they have.
- **Teacher Bargaining Unit Memorandum of Understanding (MOU) - <u>Don't forget I need a couple Board members to serve on this committee.</u>** (*As part of the negotiations of the Teacher Contract we agreed to have a committee to consider how we can preserve teacher planning time. We need to come up with two School Board members to serve with teachers (chosen by WFEA) and administrator and special education to work on short-term & long-term*

Cont.

solutions to scheduling staff for meetings/events when they are given time to plan. The Committee needs to be formed by September 16, 2025.)

P. DeFillip had given his name. K. Chapman volunteered to be the other Board Member on the Committee.

- **Administrator Retreat** - Aug. 12th and 13th our administrators met and worked on team building, reviewing our initiatives, professional development plans, staff evaluation system and our book discussion of Recalibrate: The Culture and how we can use the ideas to support improvement. We also spent time catching up in all departments of the district with plans for the beginning of the year for our students and families.
- **MVCS** - Furniture and equipment are in the process of being ordered for the new building. We have put the playground out to bid as well as fencing for the current Meroby playground in order for it to be used right where it is and not have to be moved. Staff only, will be able to have tours on Thurs. 8/21 3:30-5:30.

VII. SUPERINTENDENT'S CORRESPONDENCE

Administrative/Department Reports: Special Education Part III- Child Development Services(CDS)

Resignations/Retirements:

The Superintendent has accepted the resignation of Mark Thibodeau, Interim Principal at MES, effective 8/22/25.

The Superintendent has accepted a letter of resignation from Lynn Newell Literacy Coach at MVCS, effective 8/6/25.

The Superintendent has accepted the resignation of Heidi Cole, Behavior Intervention, Ed Tech III at MES/MVCS, effective 8/7/25.

The Superintendent has accepted the resignation of Heather Magoon, Nutrition Service Worker 5.75hrs/dy, effective 8/7/25.

The Superintendent has accepted the resignation of Nolan Breton, as an IT Specialist-Level I at BJSHS and HSES(Nezinscot Region), effective immediately.

The Superintendent has accepted the resignation of Sandra Gordon, Special Education, Ed Tech I at MES/MVCS, effective 8/18/25.

The Superintendent has accepted a letter of **retirement** from Judy Mazza, FT Van Driver for the district, effective 8/6/25.

Transfers:
The Superintendent has approved the transfer of Laura Johnston, from the middle school level Assistant Principal to the elementary school level Assistant Principal of MVCS.
The Superintendent has approved the transfer of Ashleigh Milligan, from Grade 4 Teacher at MES, to Music Teacher at RES/MVCS.
Appointments:
The Superintendent has appointed Tammy Tatlock, as HS Varsity Golf Coach at BJSHS.
The Superintendent has appointed Noah Marston, as the JV Boys Soccer Coach at BJSHS.

New Hires (don't need Board approval):
The Superintendent has hired Rebecca Gallant, as a PT Van Driver for the District.
The Superintendent has hired Abbey Rice, as an Ed Tech III at MVHS.
The Superintendent has hired Jennifer Shaw, as a Grade 7, Special Education, Ed Tech III at MVMS/MVCS.
The Superintendent has hired Veronica Lee, as a Special Education, Ed Tech II at MES/MVCS.
The Superintendent has hired Alison Woodcock, as a Special Education, Ed Tech II(FLS) at MVMS/MVCS.
The Superintendent has hired Pritty Kumari, as a Special Education, Ed Tech I at MES/MVCS.

Employee Probationary Period Completions:
None

Policy Regulations and Job Descriptions (don't need Board approval):
JJIF-E- Concussion and Other Head Injuries Information Sheet- REVISED

VIII. OLD BUSINESS

None

IX. NEW BUSINESS

1. Act to approve the Superintendent's Recommendation of Valentina Ortiz as a Grade 5 Special Education Teacher at MVCS.
   Motion: P. DeFilipp Second: A. Long
   Unanimous
2. Act to Approve the Superintendent's Recommendation of Vanessa Hamner, as INTERIM Special Education Teacher at MVHS.
   Motion: P. DeFilipp Second: K. Chapman
   Unanimous

3. Act to Approve the Superintendent's Recommendation of Mark Soehren, as HS Science Teacher at BJSHS for the **2025-2026 SY ONLY**.
   Motion: P. DeFilipp Second: K. Chapman
   Unanimous
4. Act to Authorize the Lease Financing of the EEI Project.

Motion: I move that the resolution entitled, "Resolution to Authorize Lease Financing of a **$2,266,825** 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: E. Bulger
Unanimous

5. Act on the Policy Committee's Recommendation to DELETE Policy IGC- Weekend/Holiday Practice and Games.
   Motion: A. Long Second: P. DeFilipp
   Passed Opposed: K. Chapman
6. Act on Policy Committee's Recommendation to DELETE Policy IGDF- Student Fundraising Activities/Staff Gifts and Solicitations.
   Motion: D. Stone Second: P. DeFilipp
   Unanimous
7. Act on First Reading of Revised IHBA- Individualized Education Plans.
   Motion: P. DeFilipp Second: D. Stone
   Unanimous
8. Act on First Reading of Revised IHBAA- Referral/Pre-referral.
   Motion: P. DeFilipp Second: D. Stone
   Unanimous
9. Act on First Reading of Revised IHBAA-R Referral Procedures and Interventions.
   Motion: P. DeFilipp Second: D. Stone
   Unanimous
10. Act on the First Reading of Revised JIE- Pregnant Students.
    Motion: A. Long Second: D. Stone
    Passed Opposed: D. Klein
11. Act on the First Reading of Revised JJIF- Management of Concussions and Other Head Injuries.
    Motion: P. DeFilipp Second: D. Stone
    Unanimous

X. BOARD MEMBER COMMENTS

D. Hodge

XI. EXECUTIVE SESSION

1. Act to Enter into Executive Session for the Purpose of Discussion of a Student Re-Entry into RSU 10.
   MRS§ 405(6)(B).
   Motion: A. Long Second: P. DeFilipp at 7:50p.m.
   Unanimous

EXIT EXECUTIVE SESSION

Motion: K. Chapman Second: A. Long at 8:01p.m.
Unanimous

RESULTS FROM EXECUTIVE SESSION:

(ONLY if vote is required)
Motion to Allow Re-Entry of a Student.
Motion: K. Chapman Second: A. Long
Unanimous

EXECUTIVE SESSION

2. Act to Enter into Executive Session for the Purpose of Hearing a Complaint Against a Person(s) Pursuant to MRS§ 405(6)(A).
   Motion: D. Stone Second: at 8:04p.m.
   Unanimous

EXIT EXECUTIVE SESSION

Motion: D. Hodge Second: D. Stone at 8:28p.m.
Unanimous

RESULTS FROM EXECUTIVE SESSION:

(ONLY if vote is required) **NONE**
Motion: Second:

EXECUTIVE SESSION

3. Act to Enter into Executive Session for the Purpose of Discussion Regarding the Appointment of an Interim Principal at MES Pursuant to MRS§ 405(6)(A).
   Motion: A. Long Second: at 8:30p.m.
   Unanimous

EXIT EXECUTIVE SESSION

Motion: A. Long Second: P. DeFilipp at 8:42p.m.
Unanimous

RESULTS FROM EXECUTIVE SESSION:

(ONLY if vote is required)
Act to Appoint **Laura Johnston** as an INTERIM Principal at MES, Until the Opening of the MVCS at a **Prorated Salary Increase of $10,000 per year**, Pursuant to MRS§ 40
Motion: K. Chapman Second: E. Bulger
Unanimous

XII. ADJOURNMENT

Motion: P. DeFilipp Second: D. Hodge
Unanimous at 8:44p.m.

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msba | MAINE SCHOOL BOARDS ASSOCIATION

PUBLIC EDUCATION ADVOCATES

Local Delegate to MSBA Annual Delegate Assembly

The Constitution of the Maine School Boards Association provides that each Active Regular Member Board of MSBA and each Career and Technical Regional Board Associate Member is entitled to elect a voting delegate to participate in the Association's Annual Delegate Assembly. Linked below is a copy of the Purpose of the MSBA Delegate Assembly. Since the Delegate Assembly is responsible for the proposed Constitution and Bylaws changes and considers resolutions of the Association, your election of a local delegate is strongly encouraged. **This year's Delegate Assembly is scheduled virtually for 9:30 a.m., Saturday, October 18. It is important that the elected delegate have computer/technical skills that will allow them to fully participate. It is also important that the delegate participate in the September MSBA Regional meetings so they can discuss the proposed resolutions. **While certain regions are hosting each meeting, the meetings are open to all school board members. If you cannot attend the meeting for your region, a similar agenda will be provided for the other Regional meetings.**

Please elect your delegate early, maybe at your July meeting, as well as an alternate, should your Board's delegate be unable to attend. We hope that your delegate will attend the September MSBA Regional Meeting (**see dates linked below**) to have them be familiar with the resolutions that will be discussed at that time, and later presented for consideration at the October 18, Delegate Assembly. Please put this item on your school board agenda so that Delegates can be elected early - or at least on your August agenda.

Return the form listing the delegate and alternate to MSMA by October 10, 2025. Submission of your delegate's name does not automatically register them for the Fall Conference. Therefore, please be sure to register your delegate for the Fall Conference through your superintendent's office when registration information is made available (coming later this summer).

Confirmation of registered delegates will be mailed to Superintendents and Delegates by October 15, 2025.

Superintendents with more than one school board are asked to reproduce the form for each of their boards.

Please email Debbie Swift dswift@msmaweb.com at MSMA with any questions regarding delegates. Thank you!

Certification of School Board Representative Form

MSBA Regional School Board Meetings September 2025

Purpose of the MSBA Delegate Assembly

Region List

MAINE SCHOOL BOARDS ASSOCIATION

2025 September Meetings of Regions

6-7:30 p.m. via Zoom

**** While certain regions are hosting each meeting, the meetings are open to all school board members. If you cannot attend the meeting for your region, a similar agenda will be provided for the other Regional meetings.**

Monday, September 8:	Region I (Aroostook), II (Penquis) and VII (Cumberland)
Wednesday, September 10:	Region III (Washington), IV (Hancock), and V (Mid-Coast)
Thursday, September 11:	Region VI (Western Maine), VIII (Kennebec) and IX (York)

Purpose of the MSBA Delegate Assembly

Governance and policy decisions affecting MSBA are dealt with at the Delegate Assembly. The importance of each School Board being represented at the Delegate Assembly cannot be overstated. The following information about the Delegate Assembly is to inform your School Board of the importance of electing a delegate.

According to Article VIII of the Constitution, the Delegate Assembly is the policy making body of the Association. The Delegate Assembly has four specific powers.

1. It adopts resolutions that express the beliefs and purposes of the Association.

2. It transacts such other business as presented to it prior to the opening of the Delegate Assembly by any delegation or the Executive Board of Directors.

3. It elects the Officers and Executive Board of Directors.

4. It may adopt amendments to the Constitution.

According to Article V of the Constitution, the Association is governed by the Executive Board of Directors. The Board is comprised of Regional Directors and At-Large Directors.

The Delegate Assembly consists of one voting delegate for each member district. In order to be an official delegate, the member School Board must report the name of the elected delegate and alternate prior to the Assembly. (See Delegate Form for actual date.)

The resolutions adopted at the Delegate Assembly are an expression of the Assembly's views regarding various issues and define the Association's position on legislative proposals.

As the Officers and Board of Directors approach any legislative session, it is crucial that they represent the Association's members. Make your local Board's voice heard and send a delegate to the MSBA Delegate Assembly held virtually this year, on Saturday, October 18, 2025.

#6

Deb Alden <dalden@rsu10.org>

Spanish MOU

Matthew Gilbert <mgilbert@rsu10.org> Tue, Sep 2, 2025 at 12:38 PM
To: Troy Eastman <teastman@rsu10.org>, Michael Nolette <mnolette@rsu10.org>, Deb Alden <dalden@rsu10.org>
Cc: Christopher Carver <ccarver@rsu10.org>

Chris and I had the chance to sit down and iron out the MOU for the Spanish teaching position at BJSHS. Please take a look and share your thoughts. We would like to put this in front of the board along with an Ed. Tech 3 world languages support position and the contract with Comligo at the next board meeting.

Calculation of cost from Comligo:

- One section
  - 30 weeks × 3 classes/week = 90 classes
  - $6,750 total = 90 classes × $75 per class
- Four sections
  - $6,750 × 4 sections = $27,000 for the school year

Pricing is per delivered class at $75; totals above assume 90 classes per section across 30 instructional weeks. Standard class length is 60 minutes.

- Right now, we have a promotion for new collaborations confirmed in August, of 25% discount on the first 4 weeks of collaboration, applied to all groups.
- School closures/holidays reduce the number of delivered classes (and the total) accordingly.
- No additional fees unless you add extra sessions

World Languages MOU 25-26

Service agreement from Comligo below.

$27,000
+ $50,000 Ed Tech III
$77,000

--
Matthew Gilbert
RSU #10 Assistant Superintendent

"It's hard to beat a person that never quits." -Babe Ruth

RSU 10 - service agreement.pdf
74K

#6

Memorandum of Understanding Between WMFEA and RSU #10

(BJSHS World Languages Position)

Between the Western Maine Foothills Education Association and Regional School Unit 10 (RSU 10)
Regarding Spanish Instruction at Buckfield Junior-Senior High School for the 2025–2026 School Year

This Memorandum of Understanding (MOU) is entered into by and between the **Western Maine Foothills Education Association** ("the Association") and **Regional School Unit 10** ("the District") for the purpose of addressing the delivery of Spanish instruction at **Buckfield Junior-Senior High School (BJSHS)** for the 2025–26 school year.

1. Purpose

Due to the challenge created by the timing of a world languages vacancy, RSU 10 intends to utilize a contracted online instruction service to deliver Spanish language instruction to students at BJSHS. This instructional model will be supported onsite by an **Education Technician III**.

2. Temporary Implementation for 2025–26

The parties agree that the use of an online Spanish instruction provider, with support from an Ed. Tech III, will be implemented until a qualified replacement is hired and not to go beyond the **2025–2026 school year**. The intent remains to hire a fully certified, in-person Spanish teacher as soon as one becomes available.

3. Posting and Hiring Process

- The certified Spanish teacher position shall remain **actively posted** for the duration of the 2025–26 school year.
- The District agrees to **review all applications** for the position on a **monthly basis**, with at least one representative from the Association selected by the Association President included in the review process.
- The District will make every reasonable effort to **interview and hire** a qualified candidate for an in-person role, should a qualified candidate become available.

4. Commitment to In-Person Instruction

Both parties recognize and affirm the value of **in-person, direct instruction**, particularly in light of the **educational and social-emotional challenges observed during the COVID-19 pandemic**. The Association grants consent for the District to utilize an Ed Tech III in the capacity described above under the present circumstances. This consent is granted solely as an accommodation and shall not be interpreted as precedent, nor as a waiver of the Association's and District's longstanding position that teaching duties must be performed by properly certified and in-person staff. Furthermore, it shall not be construed to permit or encourage the displacement of qualified educators through the substitution of technology or non-certified staff.

5. Sunset Clause

This agreement shall expire on **June 30, 2026**, unless extended by mutual written consent of both parties.

Signed:

Superintendent
RSU 10
Date: _____

President
Western Maine Education Association
Date: _____

#7

DRAFT

REGIONAL SCHOOL UNIT #10
JOB DESCRIPTION

JOB TITLE: School Safety Officer

REPORTS TO: Building Principal and Superintendent of Schools

SUPERVISES: None

QUALIFICATIONS:

1. Bachelor's degree preferred
2. MDOE Criminal History Record Check (CHRC) and Background Check
3. Professional background in public safety/school safety/security/law enforcement

NATURE OF WORK:

The School Safety Officer is responsible for overseeing school safety, security and emergency preparedness' at Nezinscot Region, Buckfield JR/Sr High School and Hartford/Sumner Elementary School. This includes making connections with students PreK-12.

SKILLS & REQUIREMENTS:

1. Professionalism and positive interpersonal skills, including interactions informed by an understanding of adolescent development.
2. Ability to prioritize in a school setting; sound organizational abilities and practices.
3. Effective oral and written communication skills.
4. Competence in technology applications.

PERFORMANCE RESPONSIBILITIES:

1. Coordinate all aspects of safety, security, emergency preparedness, crisis management and communication, and safety drills.
2. Assess and advise district leadership regarding school safety protocols.
3. Assist with the planning, design and implementation of Nezinscot Region ongoing technology security plan and monitoring security cameras.
4. Lead in-house investigations related to facilities' security or school community's safety.
5. Assess and respond to campus video access requests
6. Act as the liaison with law enforcement serving the Nezinscot Region.
7. Act as the liaison with first responders serving the Nezinscot Region.
8. Oversee and manage the School Emergency Team ("SET")
9. Serve on the School Behavioral Threat Assessment Team.
10. Provide and coordinate safety training for the Nezinscot Region community.
11. Collaborate with the district leadership to address truancy, including accompanying counselors, deans and our family liaison on home visits.

DRAFT

12. Maintain and update Nezinscot Region Comprehensive School Emergency Plan.
13. Provide daily supervision during the morning and afternoon bus pick up and in the student parking lots.
14. Provide supervision and crowd control support at major campus events such as graduation and major school events.
15. To address any issues that may arise and requested by the district leadership.

PHYSICAL REQUIREMENTS/ENVIRONMENTAL CONDITIONS:

1. Ability and willingness to work beyond the traditional school hours;
2. Ability to sit or stand for prolonged periods of time;
3. Requires occasional stooping, bending, reaching, squatting, climbing stairs, and kneeling;
4. May requires some travel;
5. Ability to handle emotional/physical stress; and
6. Ability to work in noisy and crowded environments.

LEGAL AND ETHICAL DUTIES:

1. Maintains confidentiality about all aspects of student performance and written or oral records;
2. Demonstrates a respect for the legal and human rights of students;
3. Meets and follows all laws and regulations at both the State and Federal levels;
4. Follows health and safety procedures established by the School District;
5. Arrives and departs punctually, notifying appropriate personnel about absences and coverage;
6. Demonstrates loyalty, dependability, integrity, and other ethical standards;
7. Follows the chain of command for various administrative procedures for student or program concerns; and
8. Observes all School Board Policies.

Terms of Employment:	Compensation, length of work year and working conditions to be established by RSU #10..
Evaluation:	Performance will be evaluated in accordance with School Board policy.

Board Approved:

9.

EDUCATIONAL POLICIES OF
REGIONAL SCHOOL UNIT NO. 10

POLICY: IHBAC
REVISIONS ADOPTED: 3/13/17

CHILD FIND ~~RSU No. 10 Child Find Policy~~

RSU No. 10 seeks to ensure that all children within its jurisdiction are identified, located and evaluated who are school-age 5 ~~through the school year in which they turn 20~~ and under the age of 22 and who are in need of special education and supportive assistance~~. -- including~~ This includes homeless children, state wards, state agency clients, students who have been suspended or expelled, children attending private schools receiving home instruction, children incarcerated in county jails, children who have the equivalent of 10 full days of unexcused absences or 7 consecutive school days of unexcused absences during a school year, highly mobile children (including migrant or homeless), and children who are suspected of being disabled and in need of special education and supportive assistance even though they are advancing from grade to grade.

The school unit's Child Find responsibility shall be accomplished through a unit-wide process which, while not a definitive or final judgment of a student's capabilities or disability, is a possible indicator of special education needs. Final identification of students with disabilities and programming for such students occurs only after an appropriate evaluation and a determination by the IEP Team.

The school unit shall provide Child Find during the first 30 days of the school year or during the first 30 days of enrollment for transfer children, in addition to other Child Find activities provided by the school unit.

This Child Find process shall include obtaining data on each child through multiple measures, direct assessment, and parent information regarding the child's academic and functional performance, gross and fine motor skills, receptive and expressive language skills, vision, hearing and cognitive skills. RSU #10 may schedule Child Find activities during its annual kindergarten enrollment to assist in planning for necessary special education and related services at the start of the school year. If screening occurs in the spring prior to school entry, RSU #10 will refer the child to the regional CDS site within 10 school days.

If the Child Find process indicates that a student may require special education and supportive services in order to benefit from regular education, the student shall be referred to the IEP Team to determine the student's eligibility for special education services.

School staff, parents, or agency representatives or other individuals with knowledge of the child may refer children to the IEP team if they believe that the student, because of a disability, may be in need of special education and supportive services in order to benefit from regular education. Such a referral should follow the school unit's pre-referral and referral policy.

Legal References: 34 C.F.R. § 300.111 (2006)
Me. Dep't of Educ. Reg. ch. 101, IV~~(2) (May 2012)~~(A), (C) (2015).
Me Dept. of Educ. Administrative Letter 1 (January 21, 2021)

Adopted: September 3, 2003
Revised: June 3, 2008

Revised: December 14, 2009
First reading of revision: August 26, 2013
Second reading and adopted: September 9, 2013
First reading of revisions: February 27, 2017
Second reading and adopted: March 13, 2017
First reading of revisions: September 8, 2025
Second reading and adoption:

10 .

INDIVIDUALIZED EDUCATION PLANS (IEPS)

It will be the policy of RSU #10 to maintain a complete individualized education program (IEP) for each student who has been identified with a disability and in need of special education services under state and federal special education laws, and who is in attendance at public schools in RSU #10. RSU #10 will develop these IEPs in a manner consistent with the procedural requirements of state and federal special education laws.

Student IEPs will be reasonably calculated to provide the identified student with educational benefits in the least restrictive educational environment. RSU #10 will ensure that such IEPs are in effect within 30 days of when a student is first identified as in need of special education services, and in effect no later than the beginning of each school year for subsequent IEPs. All IEPs must be reviewed at least annually, as prescribed by state and federal special education laws.

Legal References: 30 U.S.C. §§1414(d)
34 C.F.R. §300.320 to .324 (2006)
Maine Department of Education Rule. Ch. 101, §IX.3(2015).

Date Adopted: September 3, 2003
Date Revised: June 3, 2008
Revised: December 14, 2009
First Reading of revisions: 8/18/25
Second Reading and adoption:

11.

REFERRAL AND GENERAL EDUCATION INTERVENTIONS

It shall be the policy of RSU No. 10 to refer all school-age students suspected of having a disability that requires special education to the IEP Team for an evaluation in all suspected areas of disability.

Referrals of students to the IEP team may be made by parents at any time, and by professional school staff regardless of the results of the initial child find activities, but after completion of the general education intervention process. Other individuals or agency representatives (including representatives of the Department of Health and Human Services) with knowledge of the child may also make referrals. Any such referral should be made in accordance with procedures that may be approved by the Superintendent.

Regardless of the source of the referral, a referral will be considered received by the school unit on the date that the written referral is received by the Office of Special Services. It shall be signed and dated by the Special Services Director or designee, thereby indicating the date of the receipt of that referral.

The Superintendent in consultation with the Director of Special Services, may develop procedures for referral and the use of general education interventions within the local school unit, and may from time to time amend those procedures as necessary.

Legal References: Me. Dept. of Educ. Rule Ch. 101, §§ II(16), III, IV(2)(D), (E), V(4)(A) (July 2015).

Cross References: IHBAC – Child Find
IHBAA – Referral Procedures and General Education Interventions

Adopted: December 14, 2009
First reading of revised policy: August 26, 2013
Second reading and adopted: September 9, 2013
First reading of revisions: 8/18/25
Second reading and adoption:

12.

PREGNANT STUDENTS

The Board has adopted this policy to comply with its obligations not to discriminate in its education programs and activities against students based on a student's current, potential, or past pregnancy or related conditions. The Title IX Coordinator is responsible for implementing this procedure in consultation with the Superintendent, Affirmative Action Officer, and others as appropriate.

For the purposes of this policy, pregnancy or related conditions includes:

- Pregnancy, childbirth, termination of pregnancy, or lactation;
- Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

A. Notifications

When a student or their parent/guardian informs any school unit employee of a student's pregnancy or related condition(s), the employee must promptly provide the student or the parent/legal guardian with the Title IX Coordinator's contact information so that the Title IX Coordinator can take any necessary actions to ensure the student's equal access to the school unit's education programs and activities. The employee should also notify the Title IX Coordinator of the pregnancy or related condition(s), unless the employee reasonably believes that the Title IX Coordinator has already been notified.

Once the Title IX Coordinator is informed of a student pregnancy, they shall inform the student (or the parent/legal guardian if they informed the Title IX Coordinator) of the school unit's obligations (outlined below) and provide a copy of Board Policy AC.

B. Reasonable Modifications

1. Reasonable modifications to the school unit's policies, procedures, and practices shall be made to prevent sex discrimination and ensure equal access to education programs and activities based on the student's individualized needs. The Title IX Coordinator will consult with the student regarding any such modifications. Modifications that fundamentally alter the nature of an education program or activity are not considered "reasonable" under Title IX regulations.

2. The student has the discretion to accept or decline each reasonable modification offered. If a student accepts a modification, the Title IX coordinator will see that it is implemented.

3. Reasonable modifications may include, but are not limited to:

    a. Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions (such as eating, drinking, or using the restroom);
    b. Intermittent absences to attend medical appointments;
    c. Access to online or homebound education;
    d. Change in schedule or course sequence;
    e. Extensions of time for coursework and rescheduling of tests and examinations;
    f. Allowing a student to sit or stand, or carry or keep water nearby;
    g. Counseling;
    h. Changes in physical space or supplies (such as access to a larger desk or a footrest);
    i. Elevator access; and/or
    j. Other reasonable changes in policies, procedures, or practices.

C. Voluntary Access to Separate and Comparable Portions of Education Programs or Activities

1. If the school unit offers a separate and comparable portion of an education program or activity, the student must voluntarily agree to participate in such program or activity.

D. Voluntary Leave of Absence

1. The school unit shall allow a student to voluntarily be absent from school to cover, at a minimum, the period of time deemed medically necessary by the student's licensed health care provider.

2. When the student returns to the school unit's education programs and activities, they shall be reinstated to the academic status, and to the extent practical, any extracurricular status, that they held prior to the voluntary leave.

E. Lactation Space

1. The student shall be able to access a lactation space, other than a bathroom, that is clean, shielded from view, free from intrusion from others, and may be used by the student for expressing breast milk or breastfeeding as needed.

F. Limits on Requiring Documentation

1. The Title IX coordinator shall not require supporting documentation from the student, except to the extent it is necessary and reasonable to determine the reasonable modifications to make or to determine whether additional specific actions are needed.

2. Examples of situations where requiring supporting documentation is not necessary and reasonable include, but are not limited to, when the student's need for a specific action under this procedure is obvious, such as when a pregnant student needs a larger uniform or desk, needs break time, etc. Supporting documentation is also not necessary and reasonable if a specific action is available to other students who are not pregnant or have related conditions.

3. The Title IX coordinator shall not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in a class, program, or extracurricular activity unless:

   a. The certified level of physical ability or health is necessary for participation in the class, program, or extracurricular activity;
   b. The school unit requires such certification of all participating students; and
   c. The information obtained is not used as a basis for discrimination against the student.

Legal References: Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681-1688; 34 C.F.R. § 106.40.
5 MRSA § 4602 (2021); MHRC/MDOE Joint Rule Chapter 94-348 and 05-071, Ch. 4.
20-A MRSA § 4602, §§ 5001-A(4)(A) (2020).

Cross Reference: AC – Non Discrimination/Equal Opportunity and Affirmative Action
ACAA – Harassment of Students
ACAA-R – Student Discrimination/Harassment and Title IX Sexual Harassment Complaint Procedures
GBDA-R - Breastfeeding Administrative Procedure

First Reading: 9/23/24
Second Reading & Adoption: 10/15/24
First Reading of Revisions: 8/18/25
Second Reading and Adoption:

13.

DRAFT DRAFT

EDUCATIONAL POLICIES OF REGIONAL SCHOOL UNIT NO. 10

POLICY: JJIF
REVISION ADOPTED: 7/20/20

MANAGEMENT OF CONCUSSIONS AND OTHER HEAD INJURIES

The Board recognizes that concussions and other head injuries are serious and could result in significant brain damage and/or death if not recognized and managed properly. The Board further acknowledges that a student may suffer a concussion during any activity during the school day or outside of school. The Board adopts this policy to promote the safety of all students, regardless of where or when the head injury occurred, in **RSU #10** schools, PreK-grade 12.

DEFINITIONS

The following definitions shall apply for the purpose of this policy.

Concussion: A concussion is a traumatic brain injury caused by a bump, blow, or jolt to the head that can change the way the brain normally works. Concussions can occur from a fall or a blow to the head or body that causes the head and brain to quickly move back and forth.

Concussion Management Team: A Concussion Management Team (CMT), appointed by the superintendent or head of school, may include, but is not limited to the following: school administrator, school nurse, athletic administrator, school counselor, and school physician. The Team shall oversee the implementation, graduated school reentry protocols, and make recommendations related to implementation and review of this policy. This team may be combined with another existing student support team within the school or school administrative unit.

Graduated school reentry: Graduated school reentry is a gradual and coordinated return to school activities following a concussion. It is an individualized, flexible plan developed by the Concussion Management Team or designee with input from the student, parents, and medical provider.

Medical clearance: Medical clearance includes a written statement from a health care provider licensed to diagnose a concussion, who is trained in the treatment and management of concussions, which allows a student to start the school's graduated school reentry plan and/or graduated return to play protocol.

School: School means any public school and any private school enrolling more than 60% of its students at public expense in the State of Maine.

School personnel: School personnel include any persons working within and on behalf of the school in a supervisory role to students during school sponsored activities including volunteers in a student supervisory role, such as athletic coaches.

TRAINING

Prior to the beginning of each sports season, athletics-related school personnel (including volunteers) identified by the school unit's Concussion Management Team must be made aware of this policy and protocols related to the management of concussive injuries and must participate in concussion awareness training that includes recognizing signs and symptoms that may suggest a concussive or other head injury and include instruction in the use of graduated school reentry protocols. The training must be consistent with such protocols as may be identified or developed by the Maine Department of Education (DOE)

Prior to the beginning of each school year, non-athletics related school personnel (for example, physical education teachers, school nurses, personnel with recess duty) identified by the school unit's CMT, must be made aware of this school policy and protocols related to the management of concussive injuries and must participate in concussion awareness training that includes recognizing signs and symptoms that may suggest a concussive or other head injury. This training must be consistent with protocols as identified or developed by the Maine Department of Education (DOE).

STUDENT AND PARENT/GUARDIAN INFORMATION

Prior to participating in any school athletic activity, students and parents/guardians will be provided information including:

A. The risk of concussion and other head injuries and the dangers associated with continuing to participate when a concussion or other head injury is suspected;

B. The signs symptoms, and behaviors associated with concussions and other head injuries; and

C. The school unit's protocols for 1) removal from the activity when a student is suspected of having sustained a concussion or other head injury, 2) evaluation, 3) medical clearance, and 4) graduated school reentry protocols.

The student and their parent(s)/guardian(s) must sign a statement acknowledging that they have received and read this information before the student will be allowed to participate in any school-sponsored athletic activity.

MANAGEMENT OF CONCUSSIVE AND OTHER HEAD INJURIES

It is the responsibility of all school personnel trained in the signs, symptoms and behaviors related to concussion or other head injury, to act in accordance with this policy when that person recognizes that a student may be exhibiting such signs, symptoms and/or behaviors.

- Any student suspected of having sustained a concussion or other head injury during school or a school athletic activity must be removed from the activity immediately and evaluated by a qualified school personnel.
- Any student suspected of having sustained a concussion or other head injury is prohibited from further participation in any school activities until he/she is evaluated by the school nurse or other school personnel trained in such evaluation, such as an athletic trainer who is able to determine if referral to a licensed health care provider is necessary.
- The student and their parent(s)/guardian(s) will be informed of the referral to a licensed health care provider for a medical evaluation for possible concussion or brain injury before the student is allowed to begin the graduated school reentry and/or graduated return to play protocol, and then full participation in learning, recess, physical education, and any school activities.
- No student is permitted to return to the activity or to participate in any other school activity on the day of the suspected concussion.
- If referral to a licensed health care provider is necessary, the student will require written medical clearance from a licensed health care provider qualified and trained in concussion management. The student is also required to complete the graduated return to school protocol.
- School personnel should be alert to cognitive and academic issues that may be experienced by a student who has suffered a concussion or other head injury, including but not limited to: difficulty with concentration, organization, long-and-short term memory, and sensitivity to bright lights and sounds.
- School personnel shall accommodate a graduated school reentry protocol for return to full participation in all academic activities as appropriate, based on the recommendation of the student's concussion trained health care provider and appropriate designated school personnel (e.g. 504 Coordinator, school nurse).

- No student is permitted to return to full participation in extra-curricular school activities until fully returned to their academic program.

- If at any time during the gradual return to school process the student exhibits signs, symptoms or behaviors of concussion, the student must be removed from the activity for that day and follow the graduated school reentry protocol.

MEDICAL CLEARANCE

Once a referral to a health care provider has been made by the school nurse, athletic trainer, or other health services personnel, the student must receive written clearance from a health care provider licensed to diagnose a concussion who is trained in the treatment and management of concussions. The medical clearance allows a student to begin the graduated school reentry protocol.

CONCUSSION MANAGEMENT TEAM

The Superintendent will appoint a Concussion Management Team including a school administrator to be responsible, under the administrative supervision of the Superintendent, to make recommendations related to implementation and review of this policy. The Concussion Management Team will include the Athletic Director and school nurse and may include one or more principals or assistant principals, the school physician, athletic trainer, and other school personnel or consultants as the Superintendent deems appropriate. The Team shall oversee and implement this policy and related protocols for concussive head injuries based on the currently accepted best practices. The Team, under the direction of the superintendent, shall identify the school personnel who shall be trained in concussion signs and symptoms and the school activities covered by this policy. The policy and/or related protocols should be reviewed when generally accepted protocols change.

DATA

The Board recognizes how serious concussions are and the need for improved understanding of concussions in our schools and their impact on learning and school attendance. The school unit will track the number of concussions, activity associated with the injury, number of school days missed, and other information determined necessary by the Concussion Management Team. The CMT will review this data and make recommendations to the Board as needed.

Legal Reference: 20-A MRSA§254(17)

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