

City of Biddeford
School Committee
September 22, 2021 7:00 PM Little Theater at BHS

Public Viewing

Public Viewing:
Local Public Access Station
City of Biddeford Website

Please click the link below to join the webinar:

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Webinar ID: 816 2310 8557

Public Participation - Further Instructions

[Further Instructions 9_22_2021 \(1\).pdf](#)

A. Call to Order:

B. Roll Call:

C. Pledge of Allegiance:

D. Adjustments to Agenda:

E. Consideration of Minutes:

E.1. Minutes 9/8/2021

[Biddeford Minutes 9_8_2021.pdf](#)

F. Consent Agenda

F.1. Nominations:

Tabatha Frawkins ~ Science Teacher APC ~ New Position

Appointments:

Sara Tsomides ~ BHS Ed Tech III

Miroslav Marko Petrovic ~ Maintenance ~ Replacing Rob Boulay

Shenade Martel ~ Full Van Driver ~ Replacing Cynthia Hodak

Linda Laroche ~ Full Time Van Driver ~ Replacing Kenneth St. Onge

Lori Junkins ~ Food Service Worker BHS ~ Replacing Bonny Jensen

Mindy Smith ~ Ed Tech Pre-K ~ Replacing Leah Austin

BMS Stipends:

Kaitlin Babineau ~ Girls Soccer Coach Grades 6

& 7 BMS

Karl Lebreux ~ Athletic Director BMS

BIS Stipends:

Joseph Aiken ~ Cross Country Stipend BIS

Nathaniel Molleur ~ Cross Country Coach

Stipend BIS

Maggie Guzman ~ Cross Country Coach Stipend

BIS

Robert Petit ~ Drama Coach Stipend BIS

Resignations:

Deborah Linscott ~ Custodian BHS

Jillian Cote ~ Band Grades 4 & 5 BIS

Meghan Bryan ~ ELL Ed Tech III BHS

Robert Linscott ~ Custodian BHS

Leah Austin ~ Ed Tech II Pre-K JFK

Transfers:

Karen Jean-Paul ~ BPS Ed Tech II to BMS Ed Tech II

Tammy Guay ~ Full Time Bus Aide to Full Time Van Driver

Evgeni Bouzakine ~ BHS Special Education Teacher ~ Replacing Bill Harriman

John Niles ~ BPS FLS Ed Tech II to Ed Tech II Behavior BPS

[BIS Stipends 2021 .pdf](#)

[BMS Stipends.pdf](#)

G. Superintendent's Report:

H. Committee Reports: Finance/Building, Grounds; Curriculum; Policy; Waterhouse Advisory Committee

I. Old Business:

J. New Business: Public participation opportunity after each item listed below (3 minutes per item)

- J.1. Updates Student Count
- ESSER III Application
- Budget Overview
- Homecoming Activities
- Pool Testing Requirement for Staff

[Enrollment Memo Sept 22, 2021.pdf](#)

[_BHS Homecoming School Committee Memo \(1\).pdf](#)

[Require Testing or Vax Status Memo - BOARD.pdf](#)

[ESSER III Budget Overview-2.pdf](#)

K. Public Participation: (3 minutes; any item)

L. Communications:

M. Executive Session:

N. Adjournment:

Instructions for Public Participation

The Biddeford School Committee will hold a meeting on Wednesday, September 22, 2021, at 7:00 PM.

This meeting will be held in person by the School Committee only in the Little Theater. The meeting for the public will be conducted using [Zoom](#) Webinar, a web-based video conferencing tool, under [1 M.R.S.A. § 403-A](#), which authorizes the school department to hold remote meetings during the state of emergency declared by the Governor due to the outbreak of COVID-19.

Topic: Biddeford School Committee Meeting

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You will not be shown on the camera as a meeting viewer, and your microphone will be muted by default.

What controls should I use to participate in the meeting?

If you would like to participate during the meeting, click the “raise your hand” button at the bottom of the screen at the appropriate time for comment. The host of the meeting will see that you would like to participate and will be able to turn your mic on for you when it is your turn to speak.

If you have joined the meeting by phone only, you will need to use the following codes:

***6-Toggle mute/unmute**

***9-Raise hand**

Do I have to use Zoom to watch the meeting?

No, you will still be able to watch a live stream of the meetings as you usually would on Public Access Channel 1301 or on the city website.

Watch Video: [City of Biddeford Website](#)

Due to the COVID-19 PANDEMIC, the Biddeford School Committee will meet in person but will conduct the public hearing and meeting telephonically. The public will not be allowed to attend the meeting in person. However, the meeting may be viewed live on the City’s Public Access Channel or on the City’s website: www.biddefordmaine.org, selecting the Government tab and then clicking on “Video/Agendas/Minutes”. Copies of the agenda and minutes are available on the City’s website and School website www.biddefordschools.me. Questions or comments may be emailed prior to the meeting to [School Committee Members](#), Superintendent, [Jeremy Ray](#), Assistant Superintendent, [Christopher Indorf](#), or Director of Instruction & Innovation, [Mandy Cyr](#).

Biddeford School Department
Wednesday, September 8, 2021
5:00 pm **Minutes**
School Committee - Little Theater BHS in Person
Public Viewing - Zoom & Public Access

Public Viewing:

Local Public Access Station
City of Biddeford [Website](#)

Please click the link below to join the webinar:

<https://us06web.zoom.us/j/83744706921>

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Webinar ID: 837 4470 6921

Public Participation - [Further Instructions](#)

- A. Call to Order:** The meeting was called to order at 5:00 pm by Mayor Alan Casavant
- B. Roll Call:** Mayor Alan Casavant, Dominic Deschambault, Lisa Vадnais, Randy Forcier, Nate Bean, Karen Ruel, and Jeremy Ray were all present
- C. Pledge of Allegiance:** The pledge was led by Mayor Alan Casavant
- D. Adjustments to the Agenda:** None
- E. Approval of Last Meeting's Minutes:** Minutes from [8/25/2021](#) ~ Nate Bean moved to approve the minutes, Dominic Deschambault seconded, and all were in favor
- F. Consent Agenda:** ~ Nate Bean moved to approve the consent agenda, Dominic Deschambault seconded, and all were in favor
- Nominations:**
 - a. David Stebbins ~ BIS/BMS Band ~ Replacing Jillian Cote
 - b. Susan Sharpe ~ Literacy Coach/Interventionist ~ Replacing Mary Bellavance
- Appointments:**
 - a. Patricia Sylvain ~ Food Service Worker ~ Replacing Emily Harris who moved to another position in the district
 - b. Bonny Jensen ~ Food Service Worker ~ Replacing Elaine Hamel who retired
 - c. Olivier Umumararguna ~ Custodian BMS ~ Replacing Shane Parks
 - d. Brenda Cole ~ Ed Tech II BIS ~ Replacing Seth McKenney
- G. Superintendent's Report:** ~ Very pleased with the first several days of school from just all of our teachers welcome back kids and we're excited to see kids in school from the summertime and then just everybody has done an amazing job with the opening, in particular, would have to say that this is my 10th year and knock on wood. Our transportation staff and buses did just an amazing job. Just seems like really a good group, this year, so we hope that that continues and are just very proud of everybody for the opening. We still have a few special education positions to fill throughout the district and hope, we'll get some applicants there. Elementary cross country starts up this year. We are only competing locally with Saco sending teams, but we have 18 kids interested in participating, and just being able to get them outside to be safe, to do something is really

School Committee Members:

Alan Casavant-Chair	Randy Forcier
Lisa Vадnais-Vice Chair	Dominic Deschambault
Karen Ruel	Nate Bean
Amy Grohman	Rebecca Henry

cc: Jeremy Ray- Superintendent
cc: Chris Indorf-Asst. Superintendent
cc: Mandy Cyr- Dir. Instr. & Innov.

important. For our kids, especially at this time of year and it's good and free for families. Chris has been doing a great job working with other districts in the state on homelessness. We certainly still need to have subs in our building so anyone out there who's listening if you're interested in substituting please contact us. An update on pool testing And what that process is. What we need to start in first is we've applied to the state, but we have to get a code back from the state which we have not received yet. After that point that we have a code, we can receive supplies which they're talking usually about a week or so out on the supplies. Establishing the pools is based on parent consent because you must have five in a pool in order to move that pool forward and hoping that people in each classroom will get it. Important for families to understand that when pool testing starts it's a great opportunity to avoid the quarantine situations being part of that pool, there has been some concern by superintendents and others expressed about it. The availability of testing swabs that's been a little bit of an issue for some. We're in pretty good shape for the test here, but as pool testing rolls out we are worried about the supply chain. We have hired two people between three communities to manage the pool testing with work from some of our local universities and college students and nursing programs that will help support the testing. We're estimating that last week in September or the first week in October we'll be able to kick that off here and have everything in place so right now we're still kind of in a little bit of a waiting period. Just really want to thank people who are checking their kids each morning and not sending them to school when they show some symptoms that really saves that family and other families from quarantining so thank you for that. Unfortunately, our principles and staff here are working on those, just in case plans. So that will be ready to go if something happens and hopefully, we will have some success and be able to avoid that, but we do want to be ready in case there is an outbreak.

H. Committee Reports:

I. Old Business:

J. New Business:

- a. [Student Enrollment Count](#)
- b. School Opening Highlights
- c. Approval of BRCOT New Program Applications for Culinary Arts, Hospitality Program at a Satellite Site Nate Bean moved to approve the consent agenda, Dominic Deschambault seconded, and all were in favor
- d. Approval of a Math Teacher at BRCOT Nate Bean moved to approve the consent agenda, Dominic Deschambault seconded, and all were in favor

K. Public Participation: (3 minutes; any item) Raise digital hand

L. Communications:

M. Executive Session:

N. Adjournment: ~ The meeting was adjourned at 5:35 pm. Nate Bean moved to adjourn, Dominic Deschambault seconded, and all were in favor

Signed:



Date: September 13, 2021

School Committee Members:

Alan Casavant-Chair	Randy Forcier
Lisa Vadnais-Vice Chair	Dominic Deschambault
Karen Ruel	Nate Bean
Amy Grohman	Rebecca Henry

cc: Jeremy Ray- Superintendent
cc: Chris Indorf-Asst. Superintendent
cc: Mandy Cyr- Dir. Instr. & Innov.

Stipend Position				
FALL	Coach's Name	Stipend	Nominated	Approved by Board
Cross Country Elementary	Joseph Aiken	763.44	9/8/2021	
Cross Country Elementary	Nathaniel Molleur	763.44	9/8/2021	
Cross Country Elementary	Maggie Guzman	763.44	9/8/2021	
Drama Elementary	Robert Petit	1526.88	9/8/2021	

Stipend Position				
FALL	Coach's Name	Stipend	Nominated	Approved by Board
Head Middle School Football	Gary Pleau	\$4,619.00	7/30/2021	8/11/2021
Football Assistant	Kelly O'Guinn	\$2,061.29	7/30/2021	8/11/2021
Football Assistant	Jay Demick	\$2,061.29	7/30/2021	8/11/2021
Middle School Cross Country Coach	Stephen True	\$1,908.60	8/11/2021	8/25/2021
Grade 7 Field Hockey Coach	Kirsten Pelletier	\$2,290.32	8/11/2021	8/25/2021
Grade 8 Field Hockey	Stephanie Coleman	\$2,290.32	8/11/2021	8/25/2021
7th Grade Boys Soccer Coach	Bob Martens	\$2,290.32	8/11/2021	8/25/2021
8th Grade Girls Soccer Coach	Sophie Manning	\$2,290.32	8/11/2021	8/25/2021
8th Grade Boys Soccer Coach	Chris LeSieur	\$2,290.32	8/11/2021	8/25/2021
Middle School Volleyball	Justine Bouthot	\$2,099.46	8/11/2021	8/25/2021
Girls Soccer Coach Grades 6 & 7	Kaitlin Babineau	\$2,290.32	9/9/2021	
Athletic Director	Karl Lebreux	\$10,500	9/22/2021	

TO: Biddeford School Committee
FROM: Jeremy Ray, Superintendent of Schools
DATE: September 22, 2021
RE: Enrollment Update

Biddeford	
Grade	ENROLLMENT
HS	10
PreK	57
K	207
1	176
2	185
3	173
4	150
5	152
6	194
7	152
8	163
9	172
10	177
11	178
12	215
	2361

MEMO

TO: Biddeford School Committee Members

CC: Jeremy Ray, Superintendent
Chris Indorf, Assistant Superintendent
Mandy Cyr, Director of Instruction and Innovation

FROM: Martha Jacques, Principal, BHS
Dennis Walton, Athletic & Activities Director, BHS

RE: BHS Homecoming Activities

We are working together with parent and community input to offer an alternative to a traditional Homecoming Dance. As area schools, we are trying to work together to provide a safe, outdoor activity for our students.

While we realize that we can not please everyone, we feel that over the past 18 months, our students have lost so much. We believe that it is our duty to host an event that can include as many as possible, is safe, allows access for all students regardless of social status or disability, and provides an event that is cost-effective for families. Our proposal would include the following:

- Outdoor event at Waterhouse Field on Saturday, October 9 from 5-8. A Saturday date would give us Sunday and Monday without school before returning on Tuesday. This could help with possible close contacts and contact tracing.
- A theme dance rather than a true formal so that it is not cost prohibitive to the attendees. We are working with Class Officers and Student Council on this piece.
- Activities would include food concessions, DJ, dancing, yard games and a photo area.
- We would ask all parents to share student vaccination status to eliminate contact tracing hours if a positive case occurred. We would not eliminate any student who wasn't vaccinated, but we would make parents aware of possible exposure and quarantine rules.
- We would communicate with parents that all students in attendance would be considered a close contact for tracing purposes. Students who are not vaccinated or in pool testing would have to quarantine if a positive case occurred.
- The parent would sign an acknowledgment of procedures form and pre register their student.
- Mirroring what several other schools in the area are doing, we would open the event to Juniors and Seniors from BHS ONLY. No students who have graduated or from other schools. We would have a 400 student maximum and open it up to sophomores if space allowed at certain cut-off dates.

Thank you for your ongoing support and if we can answer any questions, please feel free to contact us.

MEMO

TO: Biddeford and Dayton School Committees

FROM: Superintendent Jeremy Ray

DATE: September 22, 2021

RE: Proposal to require the Sars-CoV-2 (COVID 19) Vaccine or Participation in weekly Pooled Testing for all employees

The dedicated faculty and staff of Biddeford and Dayton School Departments have successfully reopened schools five (5) days a week, and continue their vigilant efforts to keep students and staff safe and healthy. The Delta variant of COVID--combined with eligible but unvaccinated students and staff--poses the most significant threat to the collective health of those who learn and work in our schools.

The Department of Health and Human Services (DHHS) has requested that schools collect and furnish anonymized data on vaccination rates¹ in schools; in part because the data are anonymous and because schools could not track participation, Maine schools range from 0 to 100% of eligible staff reporting vaccinations.² As of this writing, no public school system in Maine is requiring vaccination as a condition of employment, and it is believed that only one private school--Cheverus HS in Portland--has made the vaccine compulsory.³ The Maine Center for Disease Control and Prevention (CDC) is reporting that 88% of eligible citizens in Biddeford have received at least one dose of a COVID vaccine, and that 85% of Dayton citizens have.⁴

In an interview given to reporters last week,⁵ Maine CDC Director Dr. Nirav Shah noted that the Delta variant of the virus seems to infect children at a higher rate than adults, and that overall cases were at their highest rate since their previous peak in January.

In today's politically charged environment, people feel passionately about all manner of issues. But there's one thing on which we can all agree: *kids need to stay in school.*

¹ <https://www.maine.gov/dhhs/mecdc/infectious-disease/immunization/publications/vaccination-rates-school-staff.shtml>

² <https://www.pressherald.com/2021/09/15/state-reports-76-percent-of-maine-school-staff-are-vaccinated-against-covid-19/>

³ <https://www.cheverus.org/parents-students/covid19response.cfm>

⁴ <https://www.maine.gov/covid19/vaccines/dashboard/rates-by-zip>

⁵ <https://spectrumlocalnews.com/me/maine/news/2021/09/15/maine-cdc-more-covid-patients-on-ventilators-than-ever>

That is why I write to you today with my recommendation that **effective September 29th, all employees--inclusive of instructional personnel, foodservice workers, bus drivers, custodial and maintenance staff, and even athletics coaches--must provide proof of vaccination OR, having none or declining to furnish it to a supervisor, participate in mandatory pooled testing as a condition of employment.** I believe this is a reasonable request and in the best interest of our school community. This requirement stops short of what's permissible under federal law.⁶

While our communities would be among some of the first in Maine to issue this employment requirement, it is not without precedent. Several other states are requiring school employees to be vaccinated,⁷ and as the Maine CDC, DHHS and Governor's office mull the next steps in their public health strategy, Maine is one of several states that has prophylactically announced a vaccine mandate for healthcare workers.⁸ The National Education Association said earlier this year that it backs a requirement that all teachers receive a COVID-19 vaccine or submit to regular testing.⁹

Other information for the Board's review:

- There is no philosophical or religious exemption from pooled testing.
- Vaccinated employees may elect, and are encouraged, to participate in pooled testing.
- Proof of vaccination will be provided to the principal, program director, or other immediate supervisor in paper form. A filing will include a photocopied receipt of the employee's vaccination card. The filing will be furnished to HR to store digitally in a secure personnel file, and paper copies shredded.
- Any staff member who has tested positive for COVID-19 in the last 90 days will not be eligible for pooled testing (until their 90-day window ends). For these individuals, the school department will require proof of vaccination or positive test results.

Employees who fail to comply with this requirement will be placed on unpaid leave until such time as they come into compliance. Failure to comply will result in adverse employment consequences, up to and including termination.

On Friday, September 17, the Commissioner wrote Superintendents that under President Biden's most recent Executive actions to combat the pandemic that the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) shall develop a rule requiring all employers with 100 or more employees to ensure their workforce is fully vaccinated for COVID-19 or require any workers who remain unvaccinated to produce a negative COVID-19

⁶ Federal EEO laws do not prevent an employer from requiring all employees physically entering the workplace to be vaccinated for COVID-19, so long as employers comply with the reasonable accommodation provisions of the ADA and Title VII of the Civil Rights Act of 1964. <https://www.eeoc.gov/newsroom/eeoc-issues-updated-covid-19-technical-assistance>

⁷ <https://www.edweek.org/policy-politics/where-teachers-are-required-to-get-vaccinated-against-covid-19/2021/08>

⁸ <https://www.pressherald.com/2021/08/12/maine-reports-235-new-cases-of-covid-19-2-more-deaths/?rel=related&rel=related>

⁹ <https://www.nea.org/about-nea/media-center/press-releases/nea-announces-support-educator-vaccine-and-testing>

test result on at least a weekly basis. The Maine Department of Labor confirmed that the Emergency Temporary Standard will apply to public sector employers with 100 or more employees. In Maine, this includes government agencies, including municipal governments and public school systems. We await the publishing of the exact rule, which will trigger a 30 day window before the requirement is effectuated.

The health and safety of our students and staff is our number one priority. The leadership team and I feel strongly that this strategy can help promote public health, limit close contacts and quarantines, and identify potential cases and opportunities for community spread much earlier than in the past.

TO: Biddeford School Committee
FROM: Jeremy Ray, Superintendent of Schools
DATE: September 16, 2021
RE: ESSER III - Budget Overview

ESSER III Award Amount: \$5,225,400.00
Learning Loss Requirement(20%): \$1,045,080.00

ESSER III Award	\$5,225,400.00	
Project	Amount	Notes
Learning Loss	-\$1,178,500	Academic coaches, training, SEL support, Summer School, Afterschool Programming
Resident Intern Program	-\$417,290.00	Reopening Plan
Additional Instructional Staff - Reopening	-\$481,039.75	Reopening Plan
Curriculum Leadership and Review	-\$56,580.00	Stipends for Curriculum Leadership
Additional Nursing/COVID	-309,970.04	Additional nursing, administrative assistant and pool testing support
Outdoor Learning Spaces	-\$60,000.00	Tables, Coverings, Chairs, Etc
Future Technology Upgrades	-\$416,000.00	Future Technology Equipment
Digital Records Upgrade	-\$70,000.00	
Additional Staffing Hours	-\$94,000.00	Federal Grant Management Oversight - Additional Audit and Management Costs and Administrative Assistant support
Equipment and System Upgrades BIS	-\$140,481.78	Intercom System, Ceiling Tiles, Key Swipes
Capital Improvements	-\$2,001,538.18	Possible expansion of existing classroom space
Remaining	\$0.00	