



Directions

From the Desk of Mike Wilhelm

The four communities of M.S.A.D. No. 75 are united in our dedication to develop confident, life-long learners. It is our mission to work together to ensure a community of fluent learners, critical thinkers and creative contributors to our

May 2011

Thank you for all that you do for the students of M.S.A.D. No. 75. Teaching is the act of giving ourselves to others - what we know, who we are, what we stand for.

“Real education should educate us out of self into something far finer; into a selflessness which links us with all humanity.” Lady Astor

Congratulations go to...

- **Glenn Evan, Jason Knight, Evelyn Barbour and Cheri Towle** - Advising the State Champion Science Olympiad Team
- **Cooper Dragonette** – Paintings selected for juried show at the Randy Higbee Gallery in Costa Mesa, California
- **Dennis Edmondson** - being accepted into the NEH program on Ben Franklin in Philadelphia this summer
- **Mary Booth** - writing an award winning Healthy Maine Partnership grant
- **Barbara Swisher** – Awarded Partners in Prevention grant from the State Department of Education
- **Doug Sautter** - Nominated for a Presidential Award for Excellence in Math Teaching
- **Julie Williams** – Selected as Teacher Leader for the 2011-2012 Maine Math-in-CTE program
- **Kerry Gallivan** - Awarded grant for teleconferencing equipment



town officials in our meeting with them in March that their financial situation is as perilous as ours. Keeping the total local contribution level impacts each town differently. Because the State funding formula is based in part on town valuations, three towns will see an increase in their assessment and one will see a decrease, reflecting their

respective valuation changes. Bowdoin's will increase \$44,592 (+2.18%); Bowdoinham's will increase \$53,899 (+2.36%); Topsham's will increase by \$238,097 (+3.15%); and Harpswell's will decrease by \$336,588 (- 4.93%). Consequently, we have had to reduce the budget by an amount equal to the loss of State support, approximately \$600,000. This means the reduction of one custodian, two secretaries, one cook, one health aide, athletic program reductions, 8.3 teaching positions at all levels, two duty aide positions, technology cost center decreases, and educational technician positions. Had the Board not increased its use of fund balance (carryover) as revenue by \$200,000 and had access to \$409,000 in Federal Jobs money, the effect would have been much worse.

The Board will hold its last Budget Public Hearing on **May 12**, at 6:00 p.m. in Room 201 at the High School. The District Budget Meeting where all resident voters approve the budget's warrant articles will be held on **May 19th** at the Orion Performing Arts Center at 6:30 p.m., and the Budget Referendum will be held at the polls in all four towns on **June 14th**. If you are a District resident, I urge you to vote on each occasion.

Calendar

The calendar for the 2011-12 school year, can be found on the District Website: www.link75.org



End-of-Year Laptop Information

All teacher and administrator laptops must be returned by 3:00 p.m. on the last day of school, [June 20, 2011](#).

If you have a professional development commitment which occurs between June 20 and July 11 THAT REQUIRES YOUR LAPTOP, please be sure to request an exemption from the last day collection. The deadline for submitting the exemption request is [Friday, June 3, 2011](#).

Be sure to back up all data before returning your Macbook. You can find the directions for this at <http://msad75springlaptopdates.wordpress.com/>

Harassment Policy

Please find attached to this Newsletter the District Harassment Policy. We are required by Law to remind you of it.

New Name for Harpswell Elementary School

Suggestions for names for Harpswell Elementary School were collected prior to the April Break. These suggestions were narrowed to three at a joint meeting of the current schools' two PTOs.

Harpswell residents and students will be voting to choose one of the three names the week of [May 9-13](#). The three choices are Harpswell Community School, Harpswell Shores Elementary and Harpswell Harbors Community School.

Administrative Changes

As you read this, the Board of Directors will be closing in on choosing a new Superintendent of the District. At the [May 12](#) meeting, the Board will receive the nomination of Kerry Bailey to be the principal of the to-be-consolidated Harpswell Elementary School. Kerry has been a principal in West Bath and Yarmouth. At the end of March the Board appointed William Zima to be the principal of Mt. Ararat Middle School. Bill is currently the Assistant Principal at Massabesic Middle School in Waterboro.

The Budget Validation Referendum will be held on Tuesday, June 14th, at the voting sites in each of the four towns.

Bowdoin Central School

1460 Main Street, Bowdoin
Open: 8:00 a.m. – 8:00 p.m.

Bowdoinham Town Office

13 School Street, Bowdoinham
Open: 8:00 a.m. – 8:00 p.m.

Merriconeag Grange Hall

Harpswell Mainland
Open: 9:00 a.m. – 8:00 p.m.

Cundy's Harbor Community Building

Great Island
Open: 9:00 a.m. – 8:00 p.m.

Old Orr's Island School House

Orr's Island
Open: 9:00 a.m. – 8:00 p.m.

Exhibition Hall, Topsham Fair Grounds

Topsham
Open: 8:00 a.m. – 8:00 p.m.

FILE: ACB

POLICY ON HARASSMENT OF EMPLOYEES

1. Harassment is prohibited

Every employee is entitled to work in an environment free of harassment in areas which include but are not limited to race, color, religion, sex, age, sexual orientation, national origin or handicap.

Harassment includes, but is not limited to, verbal abuse such as offensive racial, ethnic or sexual threats or comments, physical overtures, rude gestures, and other assaults and battery, or any type of pressure to engage in sexual activity.

It is District policy that no one will be retaliated against for making a complaint of harassment based upon an honest perception of the events or for cooperating in the investigation of a complaint. Any employee who engages in the act of retaliation or attempted retaliation against an individual will be subject to disciplinary action, up to an including discharge.

2. Sexual Harassment

Sexual harassment is specifically prohibited by state and federal law.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- * Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- * Submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting such individual, or
- * Such conduct has the purpose or effect of unreasonably or substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Examples of sexual harassment include:

- * Unwelcome sexual advances
- * Suggestive or lewd remarks
- * Unwanted hugs, touches, kisses
- * Requests for sexual favors

3. Reporting incidences of harassment

Any employee who feels that he or she has been subjected to sexual harassment or other harassment should report the incident to the school harassment officer, principal, the Superintendent or other administrator.

School principals and other administrators shall immediately report allegations of harassment to the Superintendent. Each incident so reported shall be promptly and carefully investigated as directed by the Superintendent; and, if appropriate, remedial action shall be taken.

Employees also have the right to report incidents of harassment to the Maine Human Rights Commission, 51 State House Station, Augusta, ME 04333 (Telephone: (207) 624-6050).

4. Disciplinary Action

Any employee found to have harassed another employee will be subject to disciplinary action, up to and including discharge.

5. Education and Training

M.S.A.D. No. 75 shall provide education and training for all new employees within one (1) year of commencement of employment as required by State Law, Title 5 Maine Revised Statutes Annotated, Section 807(3).

6. Distribution of Policy

This policy will be delivered to all employees annually in a manner to insure notice to all employees without exception, such as including the policy with employees' pay.

FIRST READING: October 8, 1992

SECOND READING: November 12, 1992

ADOPTION: November 12, 1992

AMENDED: January 19, 1995

FIRST READING OF AMENDMENTS: October 28, 1999

SECOND READING OF AMENDMENTS: November 18, 1999

ADOPTION OF AMENDMENTS: November 18, 1999

FIRST READING OF AMENDMENTS: May 8, 2003

SECOND READING OF AMENDMENTS: May 22, 2003

ADOPTION OF AMENDMENTS: May 22, 2003