

**PENOBSCOT INDIAN SCHOOL DEPARTMENT
EMERGENCY MEETING OF THE SCHOOL COMMITTEE**

**Thursday, November 2, 2023, @ 12:00 Noon
Via Zoom**

MEMBERS PRESENT Carole Binette, Chairperson,
Naomi Neptune, Vice-Chairperson,
Jo-Ann Lolar, David Sapiel, Jr., Nick Bear.

OTHERS PRESENT: Lee Francis, Principal
Dr. Reza Namin, Superintendent

The purpose of the meeting was to discuss the proposed use of Tribal Government ARPA Funds to address Staff Retention and Recognition. The goal was to recognize the staff work and effort during the difficult times of the COVID pandemic supporting students, parents, and the community. The school committee used the rubric to recognize the staff with one year of service during the COVID receiving \$1500 and two years with \$3000, and three years with \$4500. The staff with more than three years will receive \$6000.

The following is a letter to be included in each payment with words of thank you and gratitude.

November 2, 2023

To all our dedicated teachers and staff:

The Indian Island School Committee wishes to thank you for your commitment and dedication to the education of our students during these past few years during and after the pandemic. We are thankful for you and your commitment to our students' education.

We see you and all you have done to create an environment of safety and consistency for our students. In the past few years, you had to learn how to teach remotely in a short amount of time while continuing to support your students and their families as well as your personal life without knowing when you would return to the classroom. But you did it, and you adapted while still providing a quality education for our students. And you continue to care for our students, especially those students who may be struggling since a return to in-person education. We know this has been challenging.

Thank you for going above and beyond your normal duties. Thank you for supporting your co-workers and jumping in to assist at a moment's notice. You have shown kindness, grace, empathy, and patience during such a trying time, and it has not gone unnoticed. **You are an amazing educator and staff member!**

We are so blessed to have you here, providing a quality education and support for our students at the Indian Island School. Please know that we appreciate all that you are doing and have done to support our students and their families. We hope the attached check will provide some economic security for your years of service during and recovery from the pandemic. Thank you!

With Much Appreciation,

Indian Island School Committee

Carole Binette, Chair

Naomi Neptune, Vice-Chair

Jo-Ann Lolar

David Sapiel, Jr.

Nick Bear