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**Maine School Administrative District No. 75**

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Heidi O'Leary- Superintendent of Schools

Dr. Amanda Hersey - Assistant Superintendent of Schools

December 21, 2023

Dear Ms. O'Neill,

I appreciate you contacting me regarding the affinity groups at Mt. Ararat High School. Promoting inclusion and belonging for all students is an admirable goal that I wholeheartedly support. However, we recognize that any initiative must align with applicable laws and policies.

To that end, the school district plans to add clarifying language to student handbooks stating that affinity groups and clubs are open to all eligible students regardless of sex and race or any other legally recognized classification. Additionally, all communications and promotional materials related to these groups will clearly indicate they are available to any interested student.

By being explicit about eligibility, it is our hope to alleviate any confusion or perception that certain groups are exclusive while still allowing students to gather and connect around shared interests and experiences.

Please let me know if you have any other questions or concerns. I welcome an open dialogue to ensure we are meeting the needs of our diverse student body in a lawful and ethical manner.

Sincerely,

Heidi O'Leary  
Superintendent of Schools

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Amy Hall- Special Education Director  
Jessica Factor- Human Resources Director  
Allen Lampert -Adult Education Director  
Shawn Johansen -Facilities Director  
Jennifer Gagnon -Business Manager  
Nicholas Riggie -Technology Director  
Katy DiCara-Transportation Director  
Amanda Johnson-Food Services Director