

**Lamoille North Supervisory Union and
Lamoille North Modified Unified Union District Board Meeting
Minutes of Meeting
March 25, 2019**

Board Members Present: Belvidere: Randy Katon; Cambridge: Bill Sander, Jan Sander, Mark Stebbins, Laura Miller, Bernard Barnes; Eden: David Whitcomb; Hyde Park: Lisa Barry, Tina Lowe, Patti Hayford; Johnson: Katie Orost, Mark Nielsen, Angela Lamell; Waterville: Bart Bezio (on the phone)

Board Members Absent: Cambridge: Sue Prescott; Eden: Jeff Hunsberger; Hyde Park: Chasity Fagnant; Johnson: Bobbie Moulton

Others Present: Cat Gallagher, Deborah Clark, Charleen McFarlane, Michele Aumand, Dylan Laflam, Dana Jewett, Wendy Savery, Janet Murray, Jade Hazard, Jan Epstein, Sherry Lussier, David Manning, Melinda Mascolino, Brian Schaffer, Mary Anderson (arrived at 6:09 p.m.), Susan Holson, Director of Education Services for VSBA

Minute Taker: Sue Trainor

Call to Order, Approval of Agenda and Public Comment: Chair Whitcomb called the meeting to order at 6:01 p.m. Nielsen made a motion, seconded by Stebbins, to approve the agenda. The motion passed unanimously. There was no public comment.

LNSU/LNNUUSD Routine Business: Consent Agenda Items

Minutes of the March 11, 2019 Board Meeting and the February 11, 2019 Curriculum Committee

Meeting: Nielsen made a motion, seconded by Stebbins, to approve both sets of minutes. J. Sander asked that a sentence in the Board minutes under the recommendation for non-represented support staff increases for FY20 be rephrased. The motion then passed unanimously.

Board Orders: Miller made a motion to accept the Board Orders. Nielsen seconded the motion and the motion passed unanimously.

VSBA Introduction – Susan Holson: Holson informed the Board she was in charge of the training opportunities and professional development that the VSBA provided school boards. Holson was touring the state and sitting in on school board meetings to make sure the VSBA was capturing what was relevant and important. The VSBA was a member-owned organization and supported boards through public policy and advocacy work, as well as trainings. Holson informed the Board the VSBA was doing a monthly webinar series on the first Thursday of the month on specific topics. Additionally, on June 1st, they would hold an all-day, intensive review of information developed by the VSBA entitled the Essential Work of Vermont School Boards. Whitcomb noted that Franklin and Lamoille County meetings used to be held at the GMTCC-CEC. These had been moved to Montpelier and Whitcomb asked if those meetings could return. Holson stated she looked forward to meeting at the GMTCC-CEC.

Principals' Contracts, Recommendation for Renewal: Gallagher stated she would be discussing three principals: Wendy Savery, Diane Reilly and David Manning. Reilly was unable to attend the meeting, but Savery and Manning agreed that the discussion of their contracts could take place in open session. Gallagher noted that the District vision and plan aligned with Superintendent and Board goals, which aligned with principal goals. The three principals had all talked about climate, implementation of personal learning plans, proficiencies, and restorative practices in their goals.

Beginning with Savery, Gallagher noted that Savery had worked diligently on student voice. It was well known that best practices included student voice, student inquiry, and student-directed learning. Savery had implemented many programs where academic and personal interest had shown to increase student engagement. There had been more teaming with the High School. This was important as the Board was looking at Pre-K through Grade 12 and having a fluid system of learning. With the work that Savery had been doing with passion projects for students, by the time students entered high school they had leadership and public speaking capabilities. Gallagher praised the work that Savery did with the elementary schools to make the transition to middle school easier. Gallagher recommended a three-year renewal to Savery's contract.

Nielsen made a motion, seconded by Stebbins, to approve the Superintendent's recommendation. The motion passed unanimously.

Gallagher then discussed Reilly's contract, noting that Reilly had helped move from the temporary home of Hyde Park students into a brand new facility. While there were kinks to work out at the new building, Reilly had championed with her team and Laflam to work out the issues. Reilly had invited community partners to use the facility for meetings. Reilly had worked on her confidence in her relationship with her teachers and meetings were now run with the teachers, instead of to them. Reilly was working on innovation and looking at aligning curriculum in math, in science, and in literacy with the help of Jade Hazard. Gallagher noted that Reilly pioneered the Farm to School Program and sat on the committee. Importantly, Reilly had a very well honed leadership team, strategically chosen for their agendas to serve the students and was working well with them. Gallagher stated Reilly had really grown in her position. Gallagher recommended a three-year renewal to Reilly's contract. Orost made a motion, seconded by Nielsen, to approve the Superintendent's recommendation. The motion passed unanimously.

Gallagher informed the Board that Manning had been planning to come to the Board with her recommendation to be the new GMTCC Director. Gallagher outlined the in-depth and inclusive interview process and stated that Manning had come through that process front and center in every round. Gallagher then read Manning's letter to the Board in which he declined the offer. Manning stated he felt the pull to stay at Johnson Elementary School more than the pull to leave. Manning noted that he and the staff had worked very hard to create a positive school culture and teams that were functioning well. Manning wanted to keep being a leader to the children at JES. Gallagher stated that during the interview process, teachers and community members had stated that Manning had been a transformative leader at the elementary level. While there had been times of disorganization in the staff climate and curriculum, Manning had taken steps to transform the school culture and climate. On a recent climate survey, 84% of the staff said they were not only comfortable coming to Manning, but that he had provided the pathways to venting concerns. Manning had formed relationships with families in the community, sat on the PTA, and was an integral part of everything that happened in the school. Gallagher mentioned that Manning sat on the statewide safety committee and was largely responsible for the safety grants the District had received. Gallagher stated that Manning was also the first person on the committee to recognize that it wasn't about making the physical structure more robust. It was about having healthy relationships with students and making sure that all students felt safe in the school environment. Manning was also a champion for single fathers and was taking the work in restorative practices and translating that into working with parents who may not have always felt welcome to be in the school and to chaperone. Gallagher recommended a three-year renewal to Manning's contract. Nielsen made a motion, seconded by Orost, to approve the Superintendent's recommendation. The motion passed unanimously.

Savery thanked the Board and stated she appreciated how smooth the merger process had gone compared to other districts. It was reassuring that so many people were on the same page about the big issues. Savery stated the middle school was incredible, with a dynamic team that kept her on her toes. She was very grateful to be invited back for three more years. Manning thanked the Board for the opportunity to continue to serve as the principal at Johnson. Gallagher stated it was important to have continuity and consistency. The type of transformation that the District was looking at couldn't be done in a year or two.

Personnel:

Approve Hire of JES Long-term Substitute Teacher: McFarlane stated that on behalf of the Superintendent, they were looking to move Sarah Pray forward to be a Grade 1 long-term substitute teacher at Johnson Elementary School. Based on her background and licensure Pray would be placed at a B1, at \$36,958, and prorated for the remainder of her time. Nielsen made a motion, seconded by Orost, to approve the hire. Miller asked if she had her licensure. Manning stated he had a letter that said she had successfully passed peer review and was approved for a license. Manning confirmed Pray would be hired to work from April 9th through the end of the year. The motion passed unanimously.

GMTCC Director Recommendation: Whitcomb stated that Gallagher asked the Board to discuss this matter in Executive Session, as the premature public knowledge of the discussion could place the District at a substantial disadvantage. B. Sander made a motion, seconded by Nielsen, to move into Executive Session.

McFarlane and Gallagher were invited to stay. The motion passed unanimously and the Board went into Executive Session at 6:30 p.m.

The Board came out of Executive Session at 6:43 p.m. Gallagher asked for a motion for the Personnel Committee to take her recommendation for a Tech Center Director hire that was a potential possibility as long as it happened by April 1st. J. Sander made the motion, seconded by Nielsen. Orost then clarified the motion, stating that the intent was that the Personnel Committee was authorized to approve the Superintendent's recommendation for a GMTCC Director to be hired by the April 1st deadline. The motion passed unanimously.

Facilities

Summer Bids – Update: Laflam was working with the Finance/Bond/Budget/Facilities/Technology Committee to close out the remaining projects from the safety grant along with a few capital and bond projects. There were a number of projects that would require bids and those would be coming up within a month or so.

Lamoille Bond – Update: Laflam provided written financial detail on the proposed gym bond. He informed the Board that the \$100,000 budgeted for the CEC audiovisual replacement was being removed from the proposal.

Tilting Skillet Purchase for Union School Kitchen: Clark informed the Board that Karyl Kent was often able to find grants to fund initiatives. One of Kent's steam kettles was failing and Kent wanted to replace it with a tilting skillet. This piece of equipment offered more flexibility, was a little safer to use and was much more efficient. Kent was writing a grant that could provide up to \$3,500 towards the purchase. \$11,000 was budgeted for equipment purchase for next year. Clark asked that the Board offer their support in the purchase of a tilting skillet and in providing \$3,500 as a match for the grant. B. Sander made the motion, seconded by Stebbins, to approve the request. Clark stated the actual purchase of the tilting skillet would be coming back to the Board for approval. The motion passed unanimously.

Central Office Report: Gallagher honored Janet Murray for being asked to serve on the Capstone Board. Capstone's work concentrated on serving community members' financial and housing needs. Jen Hulse had been selected as a Snelling candidate and would be attending the Snelling Leadership Academy. Gallagher also thanked Michele Aumand for her work as the Wellness Coordinator, stating Aumand was a pivotal member of the Committee that won a recent award for their work. Gallagher then commented on recent Act 46 proposed changes, saying that the LNMUUSD was in a holding pattern and there was nothing that the Board needed to do at this point. Gallagher then informed the Board that Cambridge third graders were doing a Cambridge History night on April 11th. Bob Fredette, one of the high school teachers, was organizing a showcase of the student business center where students explained their business and marketing plans. Finally, Hyde Park was debuting breakfast carts for all students.

Elementary Principal Reports:

Belvidere/Waterville: Epstein reported that the VSO Ensemble would be at the school on Wednesday morning. The principal and staff had been participating in Al's Pals, a social emotional curriculum. Lt. Bob Lukas of the Vermont State Police had assigned several troopers to the school. This year they would bring canine units to the school.

Cambridge: Anderson stated some students had participated in the Daughters of the American Revolution essay contest. None of the students were selected as finalists but Anderson was happy they had participated. Dozens of students participated in the Odyssey of the Mind program. All of the Cambridge teams placed at the statewide competition and one team reached first place. Anderson then noted that many students submitted reading logs to the Vermont State Treasurer's Office who sponsor Reading is an Investment. Students were eligible to win a savings bond if they turned in a reading log and one of the Cambridge students won. Anderson thanked the Cambridge Board for approving the purchase of a mini-van that was now being put to good use.

Eden: Mascolino thanked Epstein for informing the Board about the Vermont Ensemble. They would be coming to her school this week and the cost would be shared with Belvidere/Waterville. Mascolino stated the evacuation reunification drill went very well. The drill was 26 minutes long and the students behaved very well. The fire alarm in the kitchen went off a few days later and the students did a great job then as well. Mascolino noted that the school's Fountas and Pinnell winter scores were a little lower than they usually were

this time of year, which was a little concerning. However, everyone was getting the services and interventions required and she hoped the scores would rise by the end of the year.

Johnson: Manning applauded Mascolino for the drill that took place, stating that a drill of that nature was not easy to do. Manning stated a PBIS coach had been to the school, reviewing how the school was doing. While the school was doing well, there were some areas that needed to be improved. Students were able to answer all of the coach's questions, but the staff could not. Areas that needed to improve were primarily around parent input. A group of staff members were looking at creating more sensory things at the school, including a sensory room. Manning expressed appreciation to Jen Hulse who had been very helpful with a student issue, Dylan Laflam for responding quickly to a water issue at the school, and Janet Murray for her work with preschool scheduling. Manning then stated a former student who was now a junior at NVU-Johnson would coach the Girls on the Run program. The school play would be held on Wednesday and Friday.

Middle School/High School Principal Reports/GMTCC Director Report

Middle School: Savery reported they would hold the Lancer Pride Assembly on March 29th. The 6th grade parent night would be held on April 4th. Savery then discussed interest blocks and the work being done in coordinating teachers with students who had similar interests. Last Friday a career day was held with people coming to talk about their careers. The students organized the entire event. A photographer, game warden, mechanic, and individuals from the Vermont Electric Coop were some of the participants. The school was also working on having as many middle school students as possible join the high school students to present what they were doing to staff. There was a group training to be able to perform data analysis on the Youth Risk Behavior Survey and there would be an evening presentation of their findings to the community. Savery then stated there would be a middle school play in mid-April.

High School: Schaffer reported that the two one-act plays presented at the regional tournament were advancing to the state level. Work on proficiency based graduation requirements was continuing. Their goal was to build more concise communication that students, families and teachers could use. Jade Hazard had been working closely with administration to that end. A report was presented with findings that weren't great, but the Guidance Department and Department PLC's were looking at each student in the class of 2020 and building a plan to make sure they were meeting the standards that were established. Schaffer reported that the partnership with Lamoille Restorative Center was starting to bear fruit, with more effective dialogue taking place with students on behavioral issues.

GMTCC: Lussier reported that the Future Business Leaders of America competition was held last week and several of the GMTCC students placed first and would be heading to Nationals. Students won the Vermont Junior Iron Chef competition. Several students from the media class went to the NVU-Lyndon campus for the high school design competition. There was a 2nd and 3rd place finish for two students. Two teams of pre-tech students competed in the annual bridge building contest. One group placed second for their presentation. Saturday was the annual statewide maple open house and the forestry students participated in that. This week TopCoat would come to teach students about painting houses and show students their patented product. The Skills USA culinary competition would be held on April 5th in Montpelier and the HVAC competition would be held on April 8th. All other competitions would be held on the following two days. Lussier thanked Savery for teaming up on a recent restorative practices training.

Other Business: There was no other business.

Adjourn: B. Sander made a motion, seconded by Nielsen, to adjourn the meeting at 7:21 p.m. The motion passed unanimously.