

Windsor Southeast Supervisory Union Board Meeting
Draft Minutes
April 6, 2020

Present: Amy McMullen, Colleen Spence, Nancy Pedrick, Elizabeth Burrows, Karen Woolsey, Bill Yates, Jennifer Tessier, Beth Roy, Sarah Stewart Taylor, Katie Ahern, Beth Carter, AnneMarie Redmond, Nicki Buck, Larry Dougher, Kris Garnjost, Angie Ladeau, Scott Richardson, Mark Yeunglin

Meeting called to order at 6:34 PM.

Changes: Add School Lunch Programs

Minutes: March 23

Amy McMullen asked for a motion to approve the minutes. AnneMarie Redmond moved; seconded by Nicki Buck; motion passed.

Discussion Items:

COVID 19 – Update: Dave Baker mentioned making every effort to keep buildings closed and everyone safe. Lost some custodial staff as was their right to be exempt. Had to put up signs up per the Agency of Education. Mechanical things changing and technology and secure internet availability is at 95-96%.

Larry Dougher mentioned that two weeks ago knowing could happen and thinking about covering those families as cannot run lines to houses in rural areas. We can control the physical campus. On the project list for next summer was to improve outdoor WIFI space. This was moved up and have finished every building but Albert Bridge. There will be access points to every campus in the SU and hope to have it done this week. At Albert Bridge will be the center of the building as drive up; Hartland will be in the back parking lot by the playground; Windsor will be State Street side of the playground and Ascutney Street side; Weathersfield is as face building back toward greenhouse. Ten are up and running where families can go for free WIFI. Talked about asynchronous and kids can go when parents get home. Dave Baker asked if serving Plainfield. Larry Dougher mentioned continued contract and not on site as of last week and New Hampshire doing differently. The Superintendent is happy with the service providing and good access for most people but occasional pockets where no wireless for cellular. Anne Marie Redmond asked if there was an issue with PowerSchool. Larry Dougher mentioned was down most of the day and is up now. Dave Baker mentioned maybe testing limits and possibly should alert parents and families when down. Larry Dougher mentioned he does not like to flood their inboxes. Template not public showing IT status at all time, but we may make this public.

Food Service:

Dave Baker mentioned there will be changes after April break. It has become controversial with some staff members as centralizing all food in Windsor. Reasons are: 1) limited custodial capability to sanitize kitchen and food area as there is only one custodian at Hartland and one at Weathersfield; 2) Get as many buildings as can closed. Everyday new directive and today make sure people have masks and bus drivers need gloves and masks; 3) Ordering new packaging equipment and much better sanitized. Had to get machinery and order plastic wrap but leased the machine. We may keep the machine if it works out. This way all supplies are coming to one place. We can better provide hot meals. Equity, parity, and quality of

food going out of Hartland and Weathersfield was far superior to Windsor. We also want to make sure meals are provided in a timely manner. Between Albert Bridge and Windsor was less than 140 kids and was about quality.

We had to move Café Services out and have Craig Locarno take over the operation and do this in a centralized location. We negotiated an exit strategy and as of Friday will be done with Café Services and Craig taking over all three kitchens and will be more efficient. We could have moved everything to either school but the way the summer contract written up was better at Windsor. We do not have to keep a roster. We did have to seek legal advice on how to exit Café Services and got a good severance deal. Mike Gaudette, who is in charge of bus drivers, told us the drivers did not care where they picked up the food. We are hoping that Heather and Emily will come to Windsor. May have some problems but will do all safety precautions. We might be able to rotate kitchen workers and volunteers. We reached out to Jill Lord, who is handling the Emergency Management Team at Mt. Ascutney, who came through and staffed volunteers who have been background checked. We feel if all at one spot will be easier to package.

A bus driver in Weathersfield did not like the plan. Bus drivers work for Mike Gaudette and do what he says. AnneMarie Redmond mentioned the driver is concerned that more people gathering in larger group and is there any staging that can be done so not all together. He felt this was adding a lot of people to the circle. Dave Baker asked Craig Locarno and mentioned some of this and Craig has an elaborate plan. Food prep in one place and staging area outside where food brought so volunteers and bus drivers pick up outside staging area and do not need to go in the building. If down one unit and what if one person gets virus and all quarantined. Dave Baker mentioned this is a fear as in Massachusetts had to close down food service as one came down with the virus. We will take every precaution. If this fear happened, we would have to decide if shut down or what do. We reached out to members at Weathersfield and Hartland and asked to join us and, if uncomfortable, do not need too. Craig Locarno feels he has enough staff. Feeding 600 a day and feels could do better with better quality food. Beth Roy mentioned that what the SU can do is get in touch with neighboring SU's in case something happened. Could put coolers out and family can come get what they want. Dave Baker mentioned there is some cooler stuff.

Sean Whalen mentioned that he is happy that Craig taking over for Windsor/West Windsor and change happening. On behalf of voters in Weathersfield, that contract made with Craig was to service Weathersfield and Hartland and took a couple years to build. We agreed to Weathersfield and Hartland sharing Craig's services and now those services are expanded, personally, Weathersfield never heard about it and those that signed did not hear. Sean wants to put a marker on good governance. Dave Baker mentioned Craig has already been around the operation at Windsor and keeping close contact on expenses and coding with a special code by the state. We will be getting reimbursed for additional expenses through FEMA. It is not efficient to gather board members and get votes. Sean Whalen mentioned there were 433 that voted no on the school budget.

Scott Richardson mentioned this is pointing us through sharing food service employees that has been discussed in the past. Dave Baker mentioned whether or not all food service employees become SU

employees we need to get food service representatives together around the cost sharing mechanism for next year as moved into self-operating food service program.

Negotiations:

Dave Baker mentioned that settled with support staff and difficult with teachers as did not settle. Tried to come up with a system to pass the proposal back and forth. As unable to settle with teachers they will get a letter of intent. We do not know when we will be out of social restrictions. The negotiating team is in discussion with the teacher's negotiating team. Bill Yates mentioned at negotiations we brought up the whole food service thing for district employees and got push back from Weathersfield and Hartland as feeling at home with employees. Not a move ready to make.

Karen Woolsey discussed special education and access to services. Not easy for kids and parents and trying to deliver IEP's. Katie Ahern and I had meetings with locations. Plans are coming together and special education staff is ready for continuity of learning. We have received guidance from the Agency of Education and special education organization and attorneys through the organization. We are doing the best we can and can do speech/language virtually. Outside programs have been on top of it. We are figuring how to monitor what the Agency of Education is looking for. Dave Baker mentioned special education still get some e-mails that cannot do it. They are doing what they can to provide services. Sean Whalen thanked Karen Woolsey for the team being well prepared for this. Nancy Pedrick felt the same way.

Continuity of Learning Program: Angie Ladeau

Working hard with staff and what look like after April break. Plan is due Wednesday and will be ready. First outline was daunting and once put together was a much more streamlined document. Draft is prepared and meeting tomorrow morning with Administrative team to discuss the plan. The Agency of Education asked us to describe our process or plan, not that created yet. On Friday sent out a survey to the staff on what doing in maintenance and how often spend time with students, how much contact expecting, tools using, professional development needs and what interested in learning. We received 109 responses. Part of continuity of learning is grade alike teams and not sure what will look like for departmentalized departments. Minimum base

line, how handle students not engaged in process, attendance is cannot be educated in school building and all in attendance, grades for students can have one evidence of not proficient. We are not sure about credit courses and Agency of Education has not come out with clarity. We have a good start on it and final working draft on Wednesday. The Agency of Education expects will change especially if a teacher or a family member gets ill. Want to make sure that children continue to be taught. Dave Baker mentioned the key is most time with teachers and difference between face to face time with students as multiple teachers and heard too much going on. Doing synchronal learning and do all at once and back and forth of work through google classroom. Asked unified art teachers to go easy and have nothing getting graded or evaluated. State recognizing homes are not set up for kids 6-8 to be on-line learning as hard to navigate. Feel doing great work and give them permission to slow down. Asking teachers to stay away from verbiage like might have to go to summer school or repeat grade. We did not ask for this and neither did the kids. Everyone needs to be harmless from this. Met with Weathersfield teachers in different pods and supportive of direction. AnneMarie Redmond feels she would like more information from teachers to parents. Angie Ladeau mentioned to reach out to them. AnneMarie Redmond mentioned no grades entered before this happened. Angie Ladeau mentioned we are trying to figure out grading. We need clear guidance from the Agency of Education on grading. Some maybe pass/fail in other states. Angie Ladeau mentioned need to be clear that not failing kids. AnneMarie Redmond asked

about google classroom that heard there is an app that parents can download and teacher send invite and parents can see assignments. Amy McMullen mentioned she thought it was sent out. AnneMarie mentioned her child has but as I am at work not sure if getting work done. Dave Baker mentioned there is a way teachers can make you a user. Sean Whalen asked to speak as parent. Philosophical corner gets turned that actually reaching into home in another way. As parent of a 4th grader heard that Dr. Baker said students could not have chats with classmates. Dave Baker mentioned that can be set up as a google chat and will make that clearer. State has waived timeline on home schooling and some parents are homeschooling their own children.

Payroll:

Amy McMullen asked for a motion that during the COVID-19 closure of schools in the Windsor Southeast Supervisory Union, all employees shall be paid and receive benefits as if our schools were open. Sean Whalen moved; seconded by Nicole Buck. Scott Richardson mentioned the community large suffering and not being whole and not looking at being whole for weeks/months and made a big dent in people's homes/ finances and feel cannot vote for the motion. Amy McMullen asked Scott, are you thinking that not voting that treating this group different than some of our community members. Scott Richardson said exactly. Nicole Buck disagrees with motion and under assumption that very few not working. Dave Baker mentioned of the 200+ employees, about 10 exempted and everyone working in some capacity. Working a lot but maybe not 7.5 hours and sure teachers are. We need to have something on the record to use federal funds, we need this motion in the minutes and book or cannot do this. Beth Carter mentioned support staff have to be in buildings to work. All employees engaged in employment if school opened and is that required for federal funds. Dave Baker mentioned have to pay all employees. Scott Richardson asked Dave Baker if he has contacted Attorney Pietro Lynn about crisis negotiation. DB said no and what mean about crisis negotiation – different level of pay. Scott Richardson asked if state wide directive on handling people with this motion and language at local level and would this interfere. Dave Baker mentioned only reason would vote no is if people on call and board felt we wanted to layoff some of this group. Administrative team and special education staff advised not to do that as would impact students. Custodians that exercised exemptions would be in trouble as per age. Special education needs to work with students suffering through this. Dave Baker mentioned thought about looking at seniority list and administrative team not happy doing that. Karen Woolsey mentioned is labor intensive as cannot do small groups and have to document all contact with kids as amended IEP's. Not sure how much capacity need. A para might be in touch with 4-5 students.

Amy McMullen felt that Scott did not mean to lay people off but commented that other people are being laid off and how community looking at payment to people and are they actually doing work. Scott Richardson clarified if ratcheting down by some technique and will notice, a) do not like holding a group and b) cannot help imagining that one SU suffering and happening all over state and Dan French and Governor to bring clarity to this and instruction how budgets might be met. Beth Carter asked is this required by the state or just doing on own. Dave Baker mentioned it is not a state requirement but federal requirement to access federal and food service funds. Directive more from federal government that all employees paid in the same manner. If do not approve, all of Angie's employees would be paid through regular funds. Beth Carter asked if could be worded differently to cover people. Bill Yates mentioned from the Governor it is clear that the Agency of Education and Governor want schools to operate as normally as possible and no harm on forced closure. Even if do pass this, and feel should, and the Agency of Education comes up with different guidance does not mean that cannot meet again. Do not see any choice in passing this and continue with federal funding. Many employees are paid with federal

funds and under contract and do not feel can pass on this. Nicki Buck mentioned if things would change we can move quickly and call another meeting. As a small business person the federal government wants to keep as many people paid as possible. Requiring you to keep these people and by passing it is the fed government's way to keep people employed. Beth Carter asked if there can be a clause that if Vermont should change things so that we do not find ourselves in a legal battle. Bill Yates mentioned there is nothing in the bylaw that would preclude us in changing this at any time and any policy create we can change. If put in clause will revisit is redundant. Amy McMullen mentioned the last sentence in the policy that above procedure in place while district is closed provides guidance on how long in place. Dave Baker mentioned any verbiage is tentative. Deanna Crowell has to send this to the Agency of Education and then onto the federal government. Motion passed with 9 ayes and 1 nay.

Around the SU:

Hartland: Nicki Buck said doing well staying on side. No big issues.

Weathersfield: Sean Whalen mentioned relieved that Nicki Buck not too involved and neither have I and food service good. AnneMarie Redmond mentioned the thing about food service combining but nothing else negative. Some saying too much work sent home.

Mount Ascutney: Amy McMullen mentioned Windsor side teachers, middle school and elementary posting on Facebook some of their activities. Sounding very positive. Nancy Pedrick mentioned on Friday West Windsor having a parade of teachers following school buses as deliver lunches. Beth Carter mentioned teachers are doing a good job keeping kids engaged.

Agenda: April 27

- Continuity of Learning.
- Update Food Service
- Resolutions for fall meeting – ask about social media policy. Amy McMullen sent the policy and question to the policy development committee working on this through Agency of Education and waiting on their comments. VSBA meeting is Wednesday and can get an update where stand with AOE. Realized a lot going on and everyone on line and nasty stuff going on might come on front burner and will ask status.
- Negotiation
- Payroll Procedure
- Ratify Support Staff Contract and possibly Teacher Contract

Sean Whalen asked to reemphasize that as not able to meet face-to-face and not lose track of governance and Scott's objections to vote. Amy McMullen mentioned if all meet together more often it will keep us all in the loop in terms of governance and what is happening. As far as people being paid, in the past, my concern with contracts and raises and people being paid in the community that no one is making more and with contracts and health benefits and very few in regular employment have health benefits. In this instance keeping people employed and paid as part of our community need to support them and is a fine line but understand Scott's point.

Adjournment:

Amy McMullen asked for a motion to adjourn the meeting. Sean Whalen moved; seconded by Nancy Pedrick; motion passed.

Meeting adjourned at 8:16 PM.

Respectfully submitted,

Diane Tessier, Board Secretary