

**Lamoille North Supervisory Union and
Lamoille North Modified Unified Union District Board Meeting
Minutes of Meeting
February 11, 2019**

Board Members Present: Belvidere: Angie Evans; Cambridge: Bill Sander, Jan Sander, Mark Stebbins, Laura Miller, Bernard Barnes, Sue Prescott; Eden: David Whitcomb, Jeff Hunsberger; Hyde Park: Tina Lowe, Patti Hayford; Johnson: Katie Orost, Mark Nielsen, Angela Lamell, Eve Gagne; Waterville: Amanda Tilton-Martin

Board Members Absent: Johnson: Bobbie Moulton; Hyde Park: Chasity Fagnant, Lisa Barry

Others Present: Catherine Gallagher, Deborah Clark, Michele Aumand, Sherry Lussier, Jade Hazard, Jan Epstein, Melinda Mascolino, Brian Schaffer, David Manning, Janet Murray, Diane Reilly, Jeremy Scannell, Jennifer Hulse, Mary Anderson

Minute Taker: Sue Trainor

Call to Order, Approval of Agenda and Public Comment: Chair Whitcomb called the meeting to order at 7:15 p.m. Tilton-Martin made a motion, seconded by Nielsen, to approve the agenda. The motion passed unanimously. There was no public comment.

LNSU/LN MUUSD Routine Business: Consent Agenda Items:

Minutes of the January 28, 2019 Meeting: Tilton-Martin made a motion, seconded by Hunsberger, to approve the minutes. The motion passed unanimously.

Board Orders: Miller made a motion, seconded by Tilton-Martin, to accept the Board Orders. The motion passed unanimously.

LNSU Teacher Master Agreement: Prescott made a motion to approve the LNSU Teacher Master Agreement for July 1, 2019 to June 30, 2020. Orost seconded the motion. Prescott was pleased to report they were able to come to an agreement after four meetings with the teachers. Prescott then outlined the key points of the agreement:

- The wage settlement moved the base rate up to \$40,000. This accomplished the goal of both sides to be more competitive in hiring. All teachers would be repositioned so that no teacher received less than \$1,009. The dollar value of a step would be \$1,170 (was \$1,108) and horizontal movement would be \$1,500 (was \$1,478). This wage settlement resulted in a comprehensive increase of 3.06%
- The BNC continued the health care premium split at 80% employer and 20% employee. They continued the employer first dollar for the Health Reimbursement Arrangement (HRA): single plan \$2,100 HRA with \$400 from the employee, 2-person or parent (child) plan at \$4,200 with \$800 from the employee, and a family plan at \$3,800 HRA with \$1,200 from the employee. Statewide health insurance was being negotiated and results should be available by July 1, 2019.
- Language about union dues was added to mirror the support staff.
- The BNC's goal was to bring all teachers on-site for eight hours and paid 7.5 with their half-hour lunch. While they weren't able to come to agreement, both sides knew this would be taken up during the next negotiation. Appendix D, which was local school work schedule details, would remain status quo for the coming year. Other Appendix D language was consolidated and some moved into the body of the agreement where it fit better.
- Outdated language was changed.

Prescott thanked Orost, B. Sander and Whitcomb for their work on the Negotiating Committee. The motion then passed unanimously.

Principals' Contracts, Recommendation for Renewal: Gallagher presented three principals for renewal: Brian Schaffer, Jan Epstein, and Melinda Mascolino. The principals were willing to hold the discussion in open session.

Gallagher began by discussing Jan Epstein, noting that Epstein had worked very hard and strategically to develop her leadership team. Epstein had performed a needs assessment of her staff and looked at the climate and culture of the school. She was in a fairly difficult position coming out of a very close-knit town of Waterville who had gone through their challenges with consolidation. Epstein's primary task was engendering the goodwill of the community. Gallagher stated her collaboration with the intentional partners had been magnificent. Her goal centered on literacy outcomes and she was able to receive buy-in from the entire school to increase the literacy block. She was implementing restorative practices in her classrooms. Gallagher recommended a three-year contract for Epstein. Nielsen made a motion to approve the Superintendent's recommendation, seconded by Tilton-Martin. The motion passed unanimously. Epstein expressed appreciation for everyone's support and stated it was an honor to work in Lamoille North.

Gallagher then reported that Melinda Mascolino had not only managed instructional leadership in her school, she had had to be the transportation guru, afterschool person and event planner. She had done that graciously. Gallagher stated that Mascolino was working on literacy by working with coaches to diagnose running records and reviewing why students had struggled with language arts. Mascolino was providing teacher evaluations that encouraged accountability, camaraderie, and responsibility. Gallagher also noted that Mascolino was managing increased enrollment beautifully. Gallagher was very happy to have Mascolino on the team. Gallagher recommended a three-year contract for Mascolino. Hunsberger made a motion to approve the Superintendent's recommendation, seconded by Tilton-Martin. The motion passed unanimously. Mascolino expressed appreciation for the support.

Gallagher then discussed Brian Schaffer. Schaffer's goals this year centered on safety systems and continuing to spearhead proficiency-based systems. Gallagher noted the great growth in communication and collaboration that Schaffer was demonstrating. Schaffer had been able to get buy-in from his staff. Schaffer was also working on the restorative practice pilot program. The National Institute of Health had requested that this work be presented in Portland, Oregon. Schaffer was also serving as a mentor to new people and served as incident command at the campus during a crisis. Gallagher stated it was a privilege to have Schaffer on the team. Gallagher recommended a three-year contract for Schaffer. Stebbins made a motion to approve the Superintendent's recommendation, seconded by Nielsen. The motion passed unanimously. Schaffer noted his appreciation that the Board's focus was on every student. Schaffer believed the supervisory union structure was built for a certain time and those times had come and gone. He looked forward to continuing to engage in the work. Whitcomb then thanked all three principals for the job they had done.

Approve Bus Monitor Pilot Program: Clark informed the Board that they were trying to find some solutions to some of the transportation challenges. Some of these challenges were behavioral and it was believed that one more adult riding on the bus could help the drivers and could support students in correcting their behavior. They were proposing a pilot program of afternoon bus monitors on certain busses. These individuals would help to load students, ride on the bus, and be able to address behavioral issues. Miller asked if any of the busses had cameras. Clark stated that all busses had cameras. They were also looking at placing mirrors on the ceilings. The rate being proposed was \$17.50 per hour. The individual would not work every day or on every bus. LVT had agreed to return the bus monitor back to the school. In response to a question from Gagne, Clark stated they would be looking for teachers or staff members to fill the position. The busses to be monitored would be the middle and high school busses. Orost asked how much would be budgeted. Clark stated she had found

\$15,000 that could be used from the SU budget. B. Sanders asked where the \$15,000 was coming from and Clark stated it was coming from the Finance budget. Tilton-Martin made a motion to accept moving forward with the bus monitor pilot program, to be limited to \$10,000 for the rest of the school year. Hunsberger seconded the motion. The motion passed unanimously.

Central Office Report: Gallagher informed the Board that she had attended a meeting with Scot McCray, the CEO of Community Health Services of Lamoille Valley, along with a representative of the Department of Health. They were looking to apply for a grant that would provide \$560,000 each year for two years to develop a community health center and perhaps a pharmacy to serve the students and the community. Johnson was considered the best site for this project. Manning would be providing a tour of the school to McCray to determine whether there was space for a clinic. Students would be more likely to access health care if they were in the school. The center would be open year round, 40 hours a week. The center would include a physician, substance abuse counselor, some of the grant funds could offset the salary of a school nurse at Johnson, dental health, mental health, and primary care for MUUSD students and their families. Gallagher stated it was an honor to be considered for this project.

Whitcomb spoke about the fact that Mr. Nash had asked that the cancellation of the merger vote be taken up at tonight's meeting. This item was not on the agenda, which had already been posted and warned. Whitcomb stated the meeting could not be voted on tonight because it wasn't on the agenda. B. Sander agreed with Whitcomb and noted the State was going to force the merger anyway. Sander wasn't even sure why the merger needed to be voted on. Whitcomb stated Guiliani should have mentioned that if Cambridge voted against the merger they could end up being told to merge with Fairfax or St. Albans or elsewhere. Whitcomb reiterated that the meeting has been warned and was going to take place.

Clark informed the Board that there had been an administrative review by the State of the school nutrition program. There were minor corrections to be made. Clark praised Karyl Kent for doing a phenomenal job of complying with regulatory requirements. This was the shortest exit interview for an audit that Clark had participated in. She expressed appreciation to the administrators and staff for the work they did in that area.

Other Business: Angie Evans informed the Board that her term was up and she would not be running again as she had accepted a position in the District. Gallagher then thanked Tilton-Martin again for her service on the Board. Both Board members received a round of applause.

Adjourn: Miller made a motion, seconded by B. Sander, to adjourn the meeting at 7:53 p.m. The motion passed unanimously.