

**Lamoille North Supervisory Union and
Lamoille North Modified Unified Union School District Board
Minutes of SPECIAL Meeting
June 6, 2022**

Board Members Present: **Belvidere:** Stephanie Sweet (6:59 p.m.); **Cambridge:** Bill Sander (remote), Jan Sander, Sue Prescott (remote), Mark Stebbins, Laura Miller, Denise Webster (remote); **Eden:** Jeff Hunsberger, David Whitcomb (remote); **Hyde Park:** Lisa Barry, Tina Lowe; **Johnson:** Mark Nielsen, Katie Orost (6:45 p.m.) Allen Audette (6:45 p.m.), Bobbie Moulton (remote); **Waterville:** Bart Bezio
Board Members Absent: **Hyde Park:** Patty Hayford, Chasity Fagnant; **Johnson:** Angela Lamell
Administrators Present: Catherine Gallagher, Deb Clark, Michele Aumand, Betzi Goodman, David Manning, Denise Maurice, Bethann Pirie, Erik Remmers, Melinda Mascolino, Wendy Savery, Dylan Laflam, Brian Pena, Jennifer Hulse, Mary Anderson (remote), Jan Epstein, Charleen McFarlane, Diane Reilly, Jeremy Scannell
Others Present: Gail Whitten, Eric Hutchins, Sheriff Roger Marcoux
Minute Taker: Sue Trainor

Call to Order, Approval of the Agenda, Announcements and Public Comment: Chair Nielson called the meeting to order at 6:03 p.m. Hunsberger made a motion, seconded by Miller, to approve the agenda. The motion passed unanimously.

As part of the public comment, Eric Hutchins, a member of the Union negotiating team, provided the Board with data on base and maximum salaries of neighboring districts. Disparities in salary were a challenge for everyone. It was hard to attract, fill and maintain positions, especially because there was a national teacher shortage. Housing was also an issue. Hutchins also noted that the district had been under-resourced or overtaxed by the State for decades. The new state law would change the calculations; however, it wouldn't take effect until FY'24-25.

LNSU/LMUUSD Routine Business: Consent Agenda Items:

Minutes of the May 9, 2022 meeting; Curriculum Committee Meeting, Social/Racial Justice Meeting; Data Workgroup AdHoc Committee Meeting: Hunsberger made a motion to approve all minutes, seconded by Stebbins. The motion passed unanimously.

Board Orders: Fagnant was not at the meeting. Therefore, there was no vote on the Board Orders.

Safety Discussion: Nielsen asked to go into Executive Session to have a safety discussion with Sheriff Marcoux. Nielsen invited the administration and Board members to stay. Stebbins made a motion, seconded by Barry, to go into Executive Session. The motion passed unanimously and the Board went into Executive Session at 6:09 p.m. The Board came out of Executive Session at 6:54 p.m.

Personnel Matters:

Approve GMTCC Electrical Instructor Hire: McFarlane stated the recommendation was to hire Todd Volitis as the Technical Center electrical instructor at a salary of \$55,784. J. Sander made a motion, seconded by Bezio, to approve the hire. The motion passed unanimously.

Approve LUHS Social Studies Teacher Hire: McFarlane stated the recommendation was to hire Jared Trombley as the High School social studies teacher at a salary of \$41,000. Hunsberger made a motion, seconded by Stebbins, to approve the recommendation. The motion passed unanimously.

Approve JES Teacher Hire: McFarlane stated the recommendation was to hire Dreanna Dolan-Godin as the kindergarten teacher at Johnson Elementary at a salary of \$41,000. Orost made a motion, seconded by Audette, to approve the recommendation. The motion passed, with all Cambridge members abstaining.

Title I Parent and Family Engagement Policy and Procedures – First Reading: Savery handed out an overview of the Family Engagement Policy and Procedures. Gallagher noted that Dan French had asked all districts to accelerate their academic recovery.

GMTCC HVAC Repair Expenses Moved to Capital Reserve: Laflam reported these expenses were for repairs to the lines that went from the boiler room to the Tech Center. Because there were a lot of unplanned expenses and repairs, Laflam asked that the Board approve moving \$26,824.45 of repair expenses from the general fund to the GMTCC capital reserve to offset the debt. Stebbins made a motion, seconded by Hunsberger, to approve the request to move the funds. The motion passed unanimously.

Bond Surplus Funds to Purchase HPES Network Switches: Pena stated that he was not able to bring a quote to the Board tonight.

Review and Award FY23 Revenue Anticipation Note or Line of Credit: Clark stated the Board had received a memo last week about the Tax Anticipation Note bids. Clark's recommendation was to continue with Community Bank, NA, with the second recommendation being Union Bank. The spread between the two was about 0.13%. Union Bank would allow the account to earn interest on more than just the loan. The other banks allowed the account to earn interest only up to the amount of the loan. Clark didn't anticipate a lot of extra funds sitting in the investment account because they would be using the grant funds quickly. Community Bank, NA had been great to work with and the transactions had been smooth. Lowe made a motion, seconded by Barry, to approve Community Bank, NA for Lamoille North Modified Unified District's tax anticipation borrowing for FY23. The motion passed unanimously.

Central Office Updates: Gallagher stated they were receiving exit surveys from staff that was leaving. The surveys were very favorable to the SU. The theme was that they enjoyed their work at the District, but they didn't believe the salary was competitive and they were able to make substantially more elsewhere. Gallagher, referencing the information that Hutchins had provided, noted that salary was only one component. Insurance was a piece, length of the workday was a piece, in-service days, and what UVM credits or tuition would be paid for the teachers was all part of compensation and needed to be considered. Gallagher and Nielsen would be working on this over the summer.

Gallagher noted there had been a lot of discussions about safety. It was important to recognize that this was not just a school discussion. It was a community discussion. The administration was considering meeting with community leaders, such as the Sheriff's Department, Healthy Lamoille Valley, Vermont Electric Coop, church leaders, and the hospital. The idea would be to meet in a neutral location, not a school, and to discuss with the community what to do if there were an event. Gallagher stated that some parents had called her following the Texas incident and said this wasn't a community problem or a family issue. These parents thought this was solely a school issue. That was not the case. Some parents have stated that teachers should be armed. Gallagher stated that would never happen. Of the 3,500 incidents that had occurred since Sandy Hook, most of them did not take place in schools. The plan was for the community to come together in August or September for this discussion.

Gallagher informed the Board that the Board retreat would take place on August 8th. A Board meeting would take place first, followed by the retreat. Outside training in Board rules and responsibilities would be part of the retreat. This year the Board had fared well compared to other boards. However, when anyone was feeling vulnerable or attacked, it was easy to go rogue. The Board needed to be consistent in their approach and receiving some training from the VSBA would be helpful. Peter Rossi had approached the District and would be doing a presentation on electric busses.

Gallagher provided the graduation schedules of all District schools.

Gallagher then noted that safety was first and foremost about the relationships that peers had with each other and that they had within the schools. In retrospect, people always say there were concerns about a person involved in an event. Building connections within the schools was critical, whether it was a silent mentor or making sure that every student had a safe person they could talk with about concerns. Earlier in the year, the administration identified a few students of concern and staff had worked with those students. The schools would continue with that.

Clark encouraged Board members to send her any questions about an electric bus option to her before August.

Principal/Director Updates:

Cambridge: Anderson said they were cheering the end of the school year. They had thought this year would be easier but it had remained unpredictable with COVID was still being around. However, there were events planned, such as field trips, a barbeque, a graduation, and a puppet show, to end the year. Anderson expressed her appreciation for the support from administration and the Board. There was only one more teaching position to fill.

Johnson: Manning informed the Board they had held a spring concert for each of the teams. They had held the culmination of their Starbase work. Students made their own rockets in Starbase and most of the students at the school were able to be outside to watch the rockets being launched. There was still some hiring to do. Manning noted that at least three people leaving employment at Johnson Elementary were doing so in order to take jobs in their hometown. This allowed them to shorten their commute and save money on gas.

GMTCC: Remmers was happy to report they had hired an electrical instructor. He had been worried about whether there would be an electrical program next year.

Belvidere/Waterville: Epstein informed the Board they had been able to hold their first band concert in quite a while. Starbase rocket launches would take place tomorrow. The staff had been working with Mark Scott on restorative practices. They were reading Joe Brummer's book on building a trauma informed restorative school. Joe Brummer had been working with Dr. Bruce Perry. Perry had just written a book entitled 'What Happened to You?' Brummer was going to be trained by Dr. Perry on some other trauma informed practices and he would then be working with their staff. The end of the school year would include a community picnic.

Eden: Goodman stated they had held their celebration of student work and it was great to have families in the building. Student displays were in the hallway, in the classrooms and in the gymnasium. Field trips had taken place to Shelburne Museum and the 4th graders had gone to Winooski to meet up with their pen pals. They had a guest STEM instructor who built roller coasters with 1st and 2nd graders and water rockets with the 3rd graders.

Middle School: Maurice stated the end of this school year had felt so much more normal than last year. They had been able to do Step Up Day for the 6th graders. The 8th graders went to Burlington, which was the first time some of them had been on Church Street. They went to Get Air and the Spirit of Ethan Allen. Girls on the Run took place. They were wrapping up celebrations of learning. Later this week they would hold their golden plunger field events and a talent show.

Hyde Park: Reilly stated they were returning to some normal pre-COVID activities. They were able to hold their Mud Run, which involved grades pre-K through 6th graders running through an obstacle course. \$4,600 was raised in a readathon. There were lots of parents and neighbors, with a performance by the Taiko Drummers. The VFW also came and held a Memorial Day Service. Information on Memorial Day was presented and a flag raising took place. Thanks to ESSER funds there were 125 children currently registered for the summer program. Parents would not have to pay for their child to attend. Some college students would be returning to participate as counselors. Reilly thanked the Board and Central Office for their constant support.

High School: Pirie noted that this year had been interesting. There had been challenges. However, this evening she had been at the athletic ceremony and she reflected on how much there was to be proud of. Reviewing the student achievements over the course of the last two years was a humbling experience. Pirie was very proud to be a part of the school and also to be a parent in the community. Pirie stated that prom had been amazing. They were working now with 8th graders moving up to the high school. Over the last year it had been hard but the growth had been fantastic. Pirie also stated that the track team had done amazing work, with a 3-time track and field hurdle state champion and a lot of second place finishes with personal records.

Hunsberger noted that the chorus performance and band wrap up had been done very well. Additionally, the dance recital had been outstanding. Hunsberger expressed appreciation to GMATV for recording the shows and offering live streams of the events.

Other Business: Mark Nielsen read a letter of resignation from Board member Laura Miller. She had accepted a position at Waterville Elementary School. Therefore, as of June 30th, she would need to step down from the Board. Miller noted it had not been an easy decision and she thanked everyone for allowing her to be a member of the Board.

Adjourn: The meeting adjourned at 7:35 p.m.