

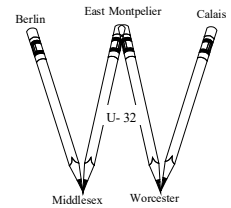
# Washington Central Unified Union School District

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*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

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1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
Fax (802) 229-2761



**Washington Central Unified Union School District  
School Board Meeting  
U-32  
( In Person & Virtual Option)  
930 Gallison Hill Rd. Montpelier, VT  
3.15.23 6:15-9:15 PM**

**Virtual Meeting Information**

**<https://tinyurl.com/33sis7st>**

**Meeting ID: 880 3821 4979**

**Password: 255777**

**Dial by Your Location: 1-929-205-6099**

1. Call to Order
2. Board Reorganization- (Action) - pg. 4 20 minutes
  - 2.1. Election of Officers
  - 2.2. Committee Appointments
  - 2.3. Appoint Career Center Representative
3. Welcome 10 minutes
  - 3.1. Adjustments to the Agenda
  - 3.2. Reception of Guests
  - 3.3. Public Comments-Time limit strictly enforced, see note 15 minutes
4. Reports to the Board 15 minutes
  - 4.1. Student Report
  - 4.2. Superintendent/Central Office Leadership Team (COLT) Report - pg. 9
  - 4.3. Central Vermont Career Center Report
  - 4.4. VSBA Update

- |   |            |
|---|------------|
| 5. Board Operations (Discussion/Action)                                       | 30 minutes |
| 5.1. Board Orientation  |            |
| 5.1.1. Board Development  |            |
| 5.1.2. Stipend  |            |
| 5.2. Schedule Board Retreat   |            |
| 5.3. In-person/Remote meetings  |            |
| 5.4. Reflect on Budget Process-Phil Gore                                      |            |
| 5.5. Visioning/Strategic Planning   |            |
| 5.6. Act 152 Non-Discriminatory School Branding                               |            |
| 6. Consent Agenda (Discussion/Action)   | 5 minutes  |
| 6.1. Approve Minutes of 2.1.23, 2.15.23, 2.24.23 – pg. 12                     |            |
| 6.2. Approve Board Orders   |            |
| 7. Personnel  | 10 minutes |
| 7.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE |            |
| 7.2. Update on Vacancies  |            |
| 8. Executive Session: Superintendent Evaluation                               |            |
| 9. Executive Session: Negotiations  |            |
| 10. Future Agenda Items   | 5 minutes  |
| 11. Board Reflection  | 5 minutes  |
| 12. Public Comments   | 15 minutes |
| 13. Adjourn   |            |

NOTE: To ensure the board has time to conduct its business, the board will adhere to a strict 1.5 minute public comment time limit per person. Microphones will be muted when time is up. If there is not enough time on the agenda for all members of the public wishing to comment at the beginning of the meeting, there is additional public comment at the end of the meeting.

### WCUUSD Board Norms - Adopted November 18, 2020

- **Public input** – Notify the community about public forums and opportunities for public comment at board meetings.
- **Community involvement during regular meetings of the board** – Every meeting will include at least one opportunity for public comment. Public comment is an opportunity for board members to listen and ask clarifying questions. If a board member feels a concern raised in public comment warrants further board discussion, they may request that the issue be added to a future agenda.
- **Community dialogue** – The board may periodically schedule community forums that allow for dialogue, questions and answers from the board or the district leadership team.
- **Stay on time** – Start and end on time. The chair may appoint a time-keeper.
- **All voices will be heard** – Every board member gets a chance to speak. Some topics warrant having each board member speak in turn to ensure full representation.
- **Reflection** – To allow time for reflection, the chair and agenda steering committee will plan time for complex or contentious issues to be discussed at more than one meeting before the board votes, except where a decision is urgent.
- **Announcements in reports** – Announcements from the administration will appear in the reports and not as discussion items.
- **Role of the board** – At the end of each board meeting reflect on whether the board remained focused on its policy-making and oversight role during the meeting, rather than operational details that are the responsibility of leadership team.
- **Respect each other** – Listen, allow others to be heard, share concerns, assume positive intentions, be present, and celebrate successes.

### AGENDA KEY

Agenda Section	Examples	Role/ Responsibility	Description
Call to Order	n/a	Board Chair or designee	Formal opening to meeting. Superintendent calls to order during annual reorganization
Public Comment			Opportunity for public comment on items not on the agenda. Board will adhere to a strict 1.5 minute public comment time limit per person. Microphones will be muted when time is up. If there is not enough time on the agenda for all members of the public wishing to comment at the beginning of the meeting, there is additional public comment at the end of the meeting.
Executive Session	Personnel Student Matter Negotiations		Only for discussion of items covered in VSA §313. Formal actions not taken in Executive Session
Reports to the Board	Superintendent/ COLT Student Report	Administration	Both regular/recurring reports and one-time reports happen here. One-time reports are determined by the Board workplan or requested by the will of the Board. Generally, reports invite clarifying questions but not formal discussion/action
Committee Reports	Finance Policy Education Quality	Board	Chair of the committee reports on substance of most recent committee meeting. Generally, reports invite clarifying questions; any discussion or action items would be listed in the respective section of the agenda
Discussion Items		Board with input from administration	Items on the agenda specifically for discussion of the Board. Chair can seek input from audience during discussions. Generally not intended for action (although nothing prevents the Board from taking an action)
Action Items	Personnel approvals	Board	Items formally on the agenda for Board action. Discussion can occur after a motion is on the table
Consent Agenda	Board Orders Minutes	Board	Designed for items that need proforma approval and/or are sufficiently routine. Board acts on all items in the Consent agenda and does not discuss any item unless it is pulled out during Agenda Adjustments

# Washington Central Unified Union School District

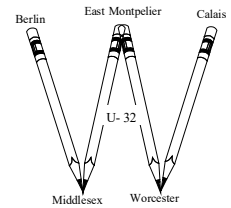
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Meagan Roy Ed.D.  
Superintendent



**TO: School Board**  
**FROM: Flor Diaz Smith**  
**DATE: March 8, 2023**  
**RE: Board Reorganization /Operational and General Information**

Dear Board Members,

Looking forward to seeing you all on Wednesday March 15th. Here is some information that will help us as we reorganize.

Most importantly please don't forget that newly elected and re-elected school board members need to visit their local town clerk to take the oath of office. If you have questions about taking the oath you can call our District Clerk Rosie Laquerre (802)223-3313 days (802) 505-1774

## **Committees**

Committees help the Board do its work by allowing a smaller subset of the Board to have the deepest understanding of specific tasks/responsibilities. Committees are determined and charged by the full Board and committee membership is appointed by the Chair. Here are our existing committees:

**Steering Committee:** (5 Members/ Chair, Vice Chair, Clerk +2 of towns not represented by the 3 officers)

**Policy Committee:** (3 Members)

**Negotiations Committee:** (3 Members)

**Education Quality Committee:** (3 Members)

**Finance Committee:** (3 Members)

**Appoint Board representative to the Central Vermont Career Center**

## **Board Operations:**

**Appoint truant officer for each school:**

- **Truant Definition:** Absent from school without permission
- **Truancy Officers:** **Berlin:** Aaron Boynton, **Calais:** Cat Fair **Worcester:** Gillian Fuqua; **Middlesex:** Karoline May; **East Montpelier:** Alicia Lyford

## **Establish regular board meeting schedule**

- Current Regular board meeting schedule: 1<sup>st</sup> and 3<sup>rd</sup> Wednesday of each month (1<sup>st</sup> being a Community Forum)
- Proposal use 1<sup>st</sup> Wednesday for Community Engagement and Board Development or Strategic Planning

### **Agree to use Robert Rules**

#### **Adopt board norms**

- See Norms adopted in 2022
- Update them at our first Retreat 2023

### **Identify communications practices**

- Agree to have chair be spokesperson for the Board and Superintendent spokesperson for the District
- Best practice is to copy Superintendent and chair on email communications

### **Schedule annual board work session (retreat)**

- August?

### **Designate locations for posting meeting agenda**

- Locations for posting agendas: Each School, WCUUSD website, Town
- Posting of Minutes: WCUUSD Website

### **Designate newspaper of record:** Times Argus

### **Appoint board voting delegate for statewide health insurance:**

Each SU/SD has the ability to cast one vote to ratify the agreement reached by the statewide healthcare bargaining commission. Please be sure to appoint one voting delegate for statewide health insurance. The ratification process requires the District to notify the VSBA of the name, telephone number and e-mail address of its voting delegate by April 1.

### **Adopt Code of Ethics for School Board Members:** See attached document

### **Open Meeting Law:** Here is a link to a webinar about [Open Meeting Law](#)

### **Individual Board development:** Discuss board development opportunities and schedule Board Retreat


- **Board Development:** Please visit the VSBA website and use the New Board [Member Toolkit](#) or the [Essential Work](#). Register for the May 8<sup>th</sup> and May 15<sup>th</sup> [first year journey](#) it is a good way to get started or to refresh your knowledge. The essential work of Vermont School Boards updated manual will be provided to new and returning School Board Members. WCUUSD Board Member manual Link will be available soon.

### **WCUUSD Board Orientation & Handbook:** We will be scheduling a Board Orientation Session for new board members (attendance is also welcome by veteran members). At that training we will be sharing a revised Board Orientation Handbook with a number of resources

### **Discuss local and statewide education advocacy responsibilities:** Staying informed by reading your VSBA email or visiting the website for the latest [legislative updates](#).

# Washington Central Unified Union School Board Reorganization Meeting Checklist

## PRE-MEETING ACITIVITY

- ☐ All board members elected at the current Town Meeting Day sworn in
- ☐ Review the New School Board Member Tool Kit on VSBA website  prior to meeting:  
<https://www.vtvsba.org/newboardmember>

## MEETING

- ☐ Superintendent calls the meeting to order
- ☐ Elections
  - Officers – explain responsibilities of each position
    - Board Chairperson (ONLY one)  
(Chair continues with remainder of checklist)
    - Vice Chairperson (optional, but best practice)
    - Clerk
  - Committees
    - Explain the standing committee charges
    - Discuss and/or make changes to the charges
    - Vote on a chairperson for each committee: Policy, Negotiations, Finance/Capital, and Education Quality Committees
- ☐ Operational decisions
  - Appoint truant officer for each school
  - Establish regular board meeting schedule
  - Adopt board norms
  - Schedule annual board work session (retreat)
  - Designate locations for posting meeting agendas
  - Review requirements for the use of Robert's Rules of Order
  - Adopt Code of Ethics for School Board Members
  - Identify communication practices
  - Board development - discuss board development opportunities and attendance at meetings
  - Discuss local and statewide education advocacy responsibilities
  - Designate newspaper of record
  - Appoint board voting delegate for statewide health insurance ratification for next negotiations cycle beginning in 2022
  - Appoint Board representative to the Central Vermont Career Center

\*Reminder: An elected board member may NOT be paid for any services within the district unless they have authorization from the Vermont Secretary of Education.

# Washington Central Unified Union School District

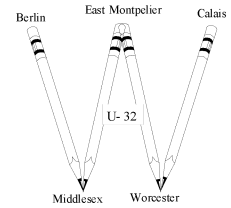
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Meagan Roy, Ed.D.  
Superintendent



As a member of my local school board, I will remember that my primary concerns must be the educational welfare of the students in my district and excellent return on investment for taxpayers. I agree to conduct myself in accordance with the following commitments. I will:

## **Act within the scope of my official role:**

- Act only as a member of the board and not assume any individual authority when the board is not in session, unless otherwise directed by the board
- Give no directives, as an individual board member, to any school administrator or employee, publicly or privately
- Avoid making commitments that may compromise the decision-making ability of the board or administrators

## **Act within the scope of my fiduciary role:**

- Ensure prudent use of the district's assets, including facilities, people, and good will.
- Ensure that the district follows applicable laws, policies and resolutions or actions adopted by the board.
- Refrain from engaging in activities that harm the district's ability to pursue its mission.
- Provide oversight to ensure activities of the district advance its effectiveness and sustainability.

## **Uphold the highest ethical standards:**

- Not receive anything of value, by contract or otherwise, from the school district unless it is received:
  - as a result of a contract accepted after a public bid
  - in public recognition of service or achievement
  - as a board stipend reimbursement or expense allowed by law for official duties performed as a member of such board;
- Not solicit or receive directly or indirectly any gift or compensation in return for making a recommendation or casting a vote;

# Washington Central Unified Union School District

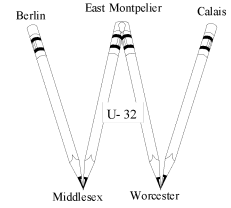
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- Agree to recuse and remove myself from board deliberation and votes when necessary to avoid the appearance of conflict of interest;
- Not agree to the hiring of a superintendent, principal, or teacher already under contract with another school district unless assurance is first secured from the proper authority that the person can be released from their contract

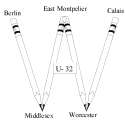
**Respect my peers and constituents, and uphold confidentiality:**

- Voice opinions respectfully and treat with respect other board members, administrators, school staff, and members of the public;
- Maintain confidentiality of information and discussion conducted in executive session and uphold applicable laws with respect to the confidentiality of student and employee information;
- Attend all regularly scheduled board meetings insofar as possible.

*I agree to abide by the expectations outlined in this Code of Ethics and will do everything in my power to work as a productive member of the leadership team.*

Signature\_\_\_\_\_Date\_\_\_\_\_





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### School Mascot Update

As shared briefly just before February break, we are engaged in a review of the U-32 mascot, per our new required [Policy F2](#). Beginning last Fall (while the Board was still developing its policy), we had early conversations about how we might approach a review of the Raider name and image. As you might imagine, the issue of non-discriminatory mascots and branding is an important one, and a sensitive one. We were clear that our review process would be student led, and would examine both historical origins and associated images *along with* current perceptions and representations. Our goal is to approach the review from a place of inquiry: How does our mascot represent U-32 students and our larger community?

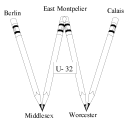
After a presentation and discussion with the U-32 Student Council, a small group of middle and high school students volunteered to lead this project, along with Steven Dellinger-Pate, myself and Shelley Vermilya (our Equity Scholar in Residence). The group will begin with a historical look-back at the origin of our mascot, the imaging associated with it across the years and other relevant information we gather. We will bring that information back to the full Student Council to discuss how to get student input on *current perceptions* about the name and imaging. Our hope is to have the students help present their findings to the Board. The next meeting with this group will be later in March.

We understand that the issue of mascots can be deeply personal to current and past students, families and community members. Our goal is that, through this process, we can model grace, thoughtfulness, inquiry and openness - and *calling in* when we have questions rather than *calling out*. Regardless of the ultimate outcome, our shared commitment to ensuring that all of our students, families and community members are welcomed and affirmed in our schools will be centered.

### Strategic Planning

I'm excited to be able to share a more substantive update with you regarding the strategic planning process. As you are well aware, the community engagement we are about to embark on is critical for our movement forward as a district, and critical for informing some of our upcoming decisions - whether it is budget, structure or district outcomes, knowing what our communities want for our students is our foundation.

I also understand that our process is somewhat condensed, in order to give us the best chance of having this information to ground some decisions as early as next year. That makes it somewhat difficult to keep everyone informed about the process and provide assurance that we are developing something that is adequately broad in scope and input. That is particularly true when the first Phase of this project is actually *to design the process* -



meaning I don't have detailed specifics because they are to be designed! I'm hoping this update will give you the information you need and I'll welcome questions during our meeting.

I have had several initial meetings with Jeannie Phillips, our Great Schools Partnership Coach (the Board will have an opportunity to meet with her later this spring). Below is a draft of a possible timeline for the work, with some placeholder events associated with our community forums. As noted above, this timeline is a draft because the first Phase of the strategic planning is focused on *developing* the community engagement plan. That said, this should provide the Board some concrete information about where we are in the process. I'll continue to update the Board in the COLT report each month.

Our first step is to convene a 12-14 member Strategic Planning Steering Committee that is representative of our broader communities. The primary goal of the steering committee will be to **design** and carry out the planning and visioning process. Specifically, they will be responsible for:

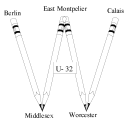
- Designing how best to engage the voices of our communities, including identifying all relevant stakeholders
- Facilitating community conversations, focus groups, and workgroups
- Synthesizing feedback to create a Vision Statement and Core Beliefs, including drafting strategic goals and action steps
- Communicating their progress with the board and community

Members of the steering committee will attend 1-2 meetings per month this Spring, with additional meetings in the Summer and Fall.

As you are aware, it is critical to this work that the committee designing the process needs to be representative of our communities and ensure that traditionally underrepresented voices are included. Thus, we are working with our coach to recruit and nominate a broad spectrum of representatives, including (but not limited to) Board members, teachers/support staff, administrators, community members, students, etc. The Board will discuss and appoint its representatives at the Board meeting on the 15th. There will be many opportunities along the way for engagement in this process, in many different ways (from forums to focus groups to surveys). **Participation on the Steering Committee is not the only opportunity for engagement!**

We will be able to share a more specific timeline as the Steering Committee completes its design work. In the meantime, here are some of our current thoughts for key events this spring:

- The Strategic Plan Steering Committee will ideally convene for its first meeting in the last two weeks of March



- The April 5th Community Forum (at U-32) will be a kickoff presentation and dialogue about the design process and will feature our Great Schools consultant as well as members of the Steering Committee. This will be informational and should serve to answer questions and frame the rest of the process
- Tentative Community Forum at our May 3rd Forum (at Rumney Memorial). This would be a fully planned community event, ideally with childcare and food provided, and would be one of the formats/sessions to gather input into our visioning and core belief development
- As the process unfolds, the Steering Committee will develop many additional ways of engaging with our community, including focus groups at each school/town, surveys, events in local community spots, and others.

Jeannie Phillips, our Great Schools Coach, is joining the leadership team next week to talk more about the process and answer questions from administrators' perspective; we will also look more closely at scheduling sessions in each school over the course of the process. I look forward to sharing more about the process and timeline as we move forward.

#### Statewide Assessment Information

In January we let you know that the Vermont Agency of Education has revised its statewide assessment program for students. The new assessment program is called the Vermont Comprehensive Assessment Program (VTCAP) and includes assessments in literacy, mathematics, and science. As in years past, students in Grades 3-9 will be tested in literacy and math and students in Grades 5, 8, and 11 will be tested in science. These tests are administered via computer.

The Agency of Education is currently rolling out training materials. In the weeks ahead, we will train our staff and will share more information with students and families regarding the assessments. We have decided that we will administer the tests after April vacation so that we have plenty of time to prepare for and communicate about the new assessment. Stay tuned for more information later this spring.

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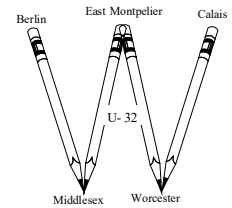
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Meagan Roy Ed.D.  
Superintendent



**Washington Central Unified Union School District  
Community Forum  
(IN-PERSON w/ Virtual Option)  
Doty Memorial School  
24 Calais Rd.  
Worcester, VT  
2.1.23 6:15-8:15 PM**

**Board Members Present:** Kari Bradley, Natasha Eckart Banning, Flor Diaz Smith, Mckalyn Leclerc, Daniel Keeney, Lindy Johnson, Ursula Stanley, Chris McVeigh, Maggie Weiss, Maya Elliot (student representative), Willow Mashkuri (student representative), Jonas Eno-Van Fleet, Joshua Sevits, Eric Andersen

**Administrators Present:** Meagan Roy, Aaron Boynton, Gillian Fuqua, Kerra Holden, Jen Miller-Arsenault, Steven Dellinger-Pate, Susanne Gann

**Legislators Present:** Anne Donahue, Ela Chapin, Ann Cummings, Ann Watson, Andrew Perchlick

**Others Present:** Bekah Mandell, Kim Bolduc

**1. Community Forum: Flor Diaz Smith called the meeting to order at 6:25. She thanked the legislators for joining the board; introductions were made.**

**1.1. Evening with our Legislative Representatives:** Legislators introduced themselves. Some of the topics that were discussed as legislators previewed issues that are currently on the agenda as the legislation is in session: universal meals (long term funding source), school staffing vacancies, affordable housing; school construction. Ann Cummings stated that much of her work is around: how to raise the money? She spoke about the childcare bill, housing - local planning, funding, building, workforce housing; also workforce - for example, if we provide childcare funding support for families, we still don't have the staff to fill the childcare facilities; trying to recruit young people to come to VT; CLA need and lack of enough appraisers; a lot of very complicated issues, a lot of heavy lifting to do re: money. Ela Chapin spoke about her work on the Judiciary Committee: looking at issues that affect families and children; reproductive health care as well as gender affirming health

care; issues around nondiscrimination in schools. Anne Donahue spoke about her work in Health and Human Services: field trip today at WCMH; workforce issues are prevalent in the mental health field as well. Ann Watson spoke about her work in Senate Natural Resources, as well as Government Operations: priorities around climate; bill allowing extension of COVID-19 provisions for meeting remotely; possible permanent changes to open meeting law; she spoke about unclaimed property at the state level - Berlin, Rumney and EMES are all in the database of unclaimed property; she encouraged administrators to follow up. Flor Diaz Smith invited questions or comments from the board. Maggie Weiss stated that the process for achieving licensure in VT - this is a challenge; this could affect the workforce. Are there considerations to address this? Anne Donahue noted that last year there had been some conversation around identifying barriers to licensure, especially in the mental health professions. Superintendent Roy stated that there had been some discussion in the past about moving teacher licensure from the Agency of Education to the Office of Professional Regulation. (OPR) Andrew Perchlick stated that there has been some discussion around allowing staff already in the field (e.g. Para educators) to gain licensure based on experience and with a less cumbersome process. Daniel Keeney asked about tax rate for second home owners. Ann Cummings explained that there are two categories: homestead and non-homestead; she is assuming there is a bill to divide the "non-homestead" category with more specificity. She spoke about the concept of income based education funding, and she spoke briefly about second home owners. She indicated that bills are moving more slowly this year. Mckalyn Leclerc stated that she is very much in favor of universal meals. She explained the challenges of federal COVID-19 funding coming to an end and resulting in a challenge to fund positions such as school nurses, etc. Anne Donahue expressed her frustration there is currently 0% increase in the proposed budget for designated agencies. Superintendent Roy stated that, in schools, we are not allowed to have waitlists; we are not allowed to *not* serve students - looking at how much funding schools are supporting because there are not designated agencies available to the extent that is needed; as schools we are required to meet the needs regardless. This is part of the ongoing conversation about schools taking on more and more in the social services realm. Joshua Sevits asked regarding childcare credit - will this be payment to parents, payment to centers? Ann Cummings answered that we don't know yet. She stated that the mental health services have been underfunded for years - COVID-19 brought this to the forefront. She spoke about childcare - what do we do with four year olds when they attend school on a part time basis? Re: universal meals - Ann Cummings asked, could we find a way to feed the kids that really need to be fed (versus everyone) without a stigma? e.g. using a "swipe card" that would be fairly anonymous. Andrew Perchlick indicated that the conversation about universal Pre-K continues. Kari Bradley stated that the most significant issue is the decline in student enrollment. Our population will decline by about 20% over the next three years if our trend continues. Housing and childcare are pieces of the puzzle; we represent thousands of people who care very much about these schools and we are on the precipice of huge change. Andrew Perchlick stated that he feels that being on the school board is tougher than being on the legislature. He believes that childcare in general as well as maternal/ paternal care leave are critical. Flor Diaz Smith expressed interest in building

capacity in career and technical centers. She reiterated that declining enrollment is a big worry; funding the school budget for 2024-25 is going to be a huge challenge. Re: childcare subsidies: She asked the legislators to keep in mind *all* of the families. Flor Diaz Smith invited the student representatives. Maya Elliot stated that she feels the universal meals are important, for all students, not only the ones who “can’t afford it” - now that lunch is universally free, she sees a lot more of her peers opting for meals. Willow Mashkuri spoke about mental health issues amongst high school students -they had sent a survey and received 92 responses; they are planning to present at the next school board meeting. Maya Elliot stated that she will share information from the survey with the legislators. Willow Mashkuri read aloud some of the responses from students. Ann Cummings stated that there are some college interns as well as the student pages, but aside from that there is not a lot of back and forth communication with the youth. Andrew Perchlick shared that the pages are being invited to provide testimony about their experiences at school. Maya Elliot asked the representatives to continue to have back and forth discourse with youth. Ann Watson shared that she is a teacher in Montpelier-Roxbury. Some discussion followed around the Youth Council at the state level. Chris McVeigh asked what is the best way for people to express their views with the legislators that is fruitful? Ann Cummings replied that finding time to meet in person during the work day is hard-email is a great way to reach out and begin a discussion. Andrew Perchlick suggested coming to the statehouse for 1:1 discussion; also that we did some town halls via zoom and in person last year. Ela Chapin shared that when the legislation is out of session is a more likely time to get a personal response - she suggested making phone calls and leaving messages with pages. Anne Donahue recommended that people indicate what town they are from, when they email. Ela Chapin explained that often we are a conduit to other committees. Superintendent Roy thanked the legislators for attending. She stated that February is board member appreciation and she expressed her gratitude to board members.

2. **Call to Order: (earlier)** Flor Diaz Smith would like to add “Budget Communication” to the agenda tonight.
3. **Approve the use of Fund Balance for Strategic Planning Consultation: Ursula Stanley moved to authorize the use of fund balance for the purpose of executing a contract for strategic planning consultation, not to exceed \$62,000. Seconded by Mckalyn Leclerc.** Discussion: Chris McVeigh asked whether this process will take place in time for the board to begin the process of discussion and planning to inform budget planning for 2024-25 and some of the topics such as consolidation of services etc. Kari Bradley stated that an outcome of this process will be a vision/ strategic plan - if a restructuring plan is called for, then that would be the next planning process. Superintendent Roy shared that Great Schools Partnership understands the magnitude of the amount of engagement that we want. Lindy Johnson stated that she has worked with Great Schools Partnership in the past and had a great experience. **This motion carried unanimously.**

#### **4. Reports**

- 4.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE:** **Lindy Johnson moved to approve the following: Jen Donovan –LTS Rumney Music, Emily Lanxner – LTS (pending provisional) for EMES Music, Max Segalla - LTS for U-32 English (1/9/23-3/10/23) Seconded by Daniel Keeney.** Eric Andersen asked whether the EMES Music long term sub situation has an impact on the volunteer for the band program. Superintendent Roy is not sure about that and will follow up with Alicia Lyford.
- 4.2. Budget Communication:** Flor Diaz Smith stated that the Steering Committee meets next week and will begin the video recording for budget communication/ explanation. Superintendent Roy shared that the legislation did pass law to change the verbiage in the ballot/ warning but WCUUSD's had already gone to the printer. Mckalyn Leclerc stated that it is very important that our communication about the budget be very clear about the percentage increase that is included in the language on the ballot.

- 5. Executive Session: Negotiations:** **At 7:49, Lindy Johnson moved to go into Executive Session for the purpose of Negotiations, Superintendent Evaluation, and Student Enrollment Request, and to include Superintendent Roy and Susanne Gann for the Negotiations conversation, and Superintendent Roy for Superintendent Evaluation and Student Enrollment Request. Seconded by Josh Sevits, this motion carried unanimously and the board went into Executive Session.**

#### **6. Executive Session: Superintendent Evaluation**

#### **7. Executive Session: Student Enrollment Request**

**At 9:40, Jonas Eno-Van Fleet moved to leave Executive Session. Seconded by Chris McVeigh, this motion carried unanimously.**

During Executive Session, the Board discussed Negotiation Strategy, Superintendent Evaluation, and a Student Enrollment Request. **Jonas Eno-Van Fleet moved to approve the administration's recommendation regarding the Student Enrollment Request. Seconded by Chris McVeigh, this motion carried 8-2, with one abstention.**

- 8. Adjourn:** **At 9:41 Jonas Eno-Van Fleet moved to adjourn. Seconded by Mckalyn Leclerc, this motion carried unanimously.**

Respectfully submitted,  
Lisa Grace, Board Recording Secretary  
and Jonas Eno-Van Fleet, Board Clerk

# Washington Central Unified Union School District

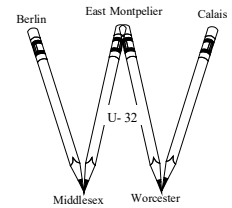
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*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

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1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
Fax (802) 229-2761

Meagan Roy Ed.D.  
Superintendent



## Washington Central Unified Union School District School Board Meeting (VIRTUAL ONLY) 2.15.23 5:15-9:15 PM

**Board Members Present:** Diane Nichols-Fleming, Lindy Johnson, Daniel Keeney, Mckalyn Leclerc, Kari Bradley, Flor Diaz Smith, Maggie Weiss, Ursula Stanley, Jonas Eno-Van Fleet, Natasha Eckart Banning, Eric Andersen, Student Representatives Maya Elliot and Willow Mashkuri

**Administrators Present:** Superintendent Meagan Roy, Technology Director Mark Kline, Director of Special Services Kerra Holden, Director of Curriculum Assessment & Instruction Jen Miller-Arsenault, Principal Steven Dellinger-Pate, Facilities Director Chris O'Brien, Principal Cat Fair, Principal Alicia Lyford, Business Administrator Susanne Gann, District Operations Manager Michelle Ksepka

**Others:** Scott Hess, Adam Rosen, Allison Fayle, David Hannigan, Phil Gore, John's iPad, Lisa Grace, ORCA Media, David Lawrence, Michael Duane, David Delcore, Xavier Montalvo, Priscilla Gilbert, Dinah Yessne, Jeff Dean, Ellen Knoedler, Barry Bernstein, Will Baker

1. **Call to Order:** Flor Diaz-Smith called the meeting to order at 5:18 pm.
2. **Executive Session: Superintendent Evaluation:** At 5:18 Jonas Eno-Van Fleet moved to go into Executive Session for the purpose of Superintendent Evaluation. Seconded by Natasha Eckart Banning, this motion carried unanimously. At 6:10, Lindy Johnson moved to leave Executive Session. Seconded by Jonas Eno-Van Fleet, this motion carried unanimously. During Executive Session the Board discussed the evaluation of the Superintendent.
3. **Welcome:** At 6:15, Flor Diaz Smith welcomed those present to the meeting. Flor Diaz Smith expressed condolences to Robin Gannon, teacher at WCUUSD, for the loss in her family, with thanks for all that she has contributed to WCUUSD over the past decade.
  - 3.1. **Adjustments to the Agenda:** None
  - 3.2. **Reception of Guests:** Flor Diaz Smith welcomed those present and explained that we will have a budget presentation and then invite public comments. She invited anyone who has any questions about the proposed budget to reach out to local board members if they are not present tonight or do not feel comfortable making comments or asking questions tonight.



4. **Budget Presentation:** Superintendent Roy, Susanne Gann and board members presented a slide deck presentation explaining the proposed budget for FY24.

**4.1. Public Comments:** Flor Diaz Smith invited questions or comments. Adam Rosen commented about the enrollment numbers; he noted he has seen these trends in the past and he wonders whether other factors are considered such as housing trends. He worries that looking at the downward trend of a graph is not sufficient. He asked whether there will be opportunities to make public comment about topics not related to the budget. Meagan Roy shared how the enrollment trend numbers are created. She noted that the decline has matched the prediction for a very long time; she noted that we do both an internal analysis as well as an external analysis. Bernie Bernstein expressed concern about purchasing and installing a new pellet system in a building, with the enrollment numbers and the downward trend. Michael Duane asked what is the process if one of our districts does not vote in favor of the career center budget? Also what if the career center budget does not pass on its ballot? Flor Diaz Smith stated that this is new territory - the voting system for the career center - she noted that the ballots will be commingled. She stated that she does not have a clear answer; however, the hope is that the budget will pass. Mckalyn Leclerc clarified - do we ask for an absentee ballot for the career center if we are voting by absentee ballot? The answer is "yes." Adam Rosen stated, regarding Clerk of the Works - he shared that there had been a significant error in some sort of project that the candidate for Clerk of the Works was involved. Adam Rosen commented, regarding Strategic Planning - there have been so many studies of strategic plans and community values over the last decades; he feels it is squandering the resources for the strategic planning to not directly address the declining enrollment and the inevitable prospect of consolidation. Flor Diaz Smith spoke about her experience working with the Clerk of the Works and the excellent work he has done over the past several years. Michael Duane asked, if the WCUUSD budget does not pass, what happens to the career center budget? Meagan Roy stated that whatever budget we present will still need to factor in a tuition cost for the career center. To some extent, one budget failing does not affect the other; we would still assume a tech center cost in the next iteration of the budget.

## 5. Board Operations:

**5.1. Board Communication & Outreach Plan:** Flor Diaz Smith shared that a letter has been drafted on behalf of the board, for budget outreach. The school newsletters and the district newsletter also included a write up re: budget communication. Kari Bradley reminded the board that the presentation from this meeting is recorded so that is another way to share information about the budget. He invited board members to speak to their community constituents.

**5.2. Preparation for Annual Meeting March 6, 2023:** Flor Diaz Smith shared that on March 6, the annual meeting presentation will be the same slide deck from tonight. She invited board members to attend if they are not traveling at that time. She does not believe it will be longer than a half hour; there will be an option to attend remotely.

### **5.3. Debrief with Phil Gore (Please read or review Chapter 8: Superintendent Evaluation):**

Phil Gore reviewed the chapter from the book *Improving School Board Effectiveness*, about Superintendent Evaluation. He invited questions or comments from board members. Kari Bradley stated that his response is “what is next for us?” He believes that developing goals from this process would be a good next step. He would like the formative evaluation to carry on throughout the year as we continue to look at data, for example, through Ed Quality Committee. Diane Nichols-Fleming spoke about the concept of it being “an iterative process” - sharing information back and forth and figuring out together how to adjust the process. Phil Gore spoke about the concept of inter-rater validity. Jonas Eno-Van Fleet stated that he feels we have done a great job so far, with Kari Bradley leading the process. Flor Diaz Smith spoke about the idea of calibrating the system and creating more clarity - merging the work from the Ed Quality Committee and supporting the system so that we can have a better partnership. Phil Gore suggested at the conclusion of an evaluation cycle, to ask as a board: how have we supported your success? or how have we interfered with your success? The question is, what does growth look like? Look for evidence of impact, not evidence of activity. Think about what data to look for, what data to ask for, related to impact versus activity. He spoke about the importance of the Superintendent providing a portfolio of evidence to show impact and address the goals that the board has set forth.

## **6. Reports to the Board**

- 6.1. Student Report:** The student representatives, Maya Elliot and Willow Mashkuri, spoke about the recent “shooter hoax,” which showed this importance of the communications and safety measures that are currently in place. They spoke about the effect this had on students’ sense of safety. The student representatives spoke about athletic playoffs which are underway, as well as a student survey for 11th and 12th graders. They spoke about some student activities related to support for topics as varied as sexual consent, and eating disorders. They shared some results from the survey they had recently conducted with students. They stated that many of the responses had to do with the challenge of mental health and the difficulties students are facing right now related to anxiety and mental health. Jonas Eno-Van Fleet asked if the board can see the data from the survey. They will share.
- 6.2. Superintendent/Central Office Leadership Team (COLT) Report:** Superintendent Roy shared some highlights from the written report. She welcomed Holly to the Central Office staff. Principal Dellinger-Pate shared that a new club has been developed at U-32: MOST: Men of Strength. He spoke briefly about this new endeavor.
- 6.3. Principal Report**
- 6.4. Central Vermont Career Center Report:** Flor Diaz Smith shared that communities will be receiving post cards in the mail regarding the career center budget, indicating that a written explanation and report is available upon request.

## **7. Finance Committee**

**7.1. Discussion/Action:** Flor Diaz Smith thanked Bill Ford and Chris O'Brien who have supported this work.

**7.1.1. Award Bid for Calais Pellet Boiler:** Ursula Stanley moved to approve awarding the Calais Pellet Boiler Project contract to Froling Energy in an amount not to exceed \$251,900 (this includes the 10% contingency). Seconded by Eric Andersen. Discussion: Mckalyn Leclerc asked for some information, for example, related to the comment earlier: a big project for a building with student enrollment declining; she asked, hypothetically if there is a school closure, what ownership does the board have over the facilities. Flor Diaz Smith explained that it remains important to keep the facilities fully functioning and safe. Susanne Gann noted that she believes it is important that we replace this boiler. Daniel Keeney stated that, even several years down the line, should this hypothesis come to fruition, the facility is more marketable if it has a healthy heating system. **A vote was called and this motion carried unanimously.**

**7.1.2. Award Bid for U-32 Parking Lot Project:** Ursula Stanley moved to approve awarding the U-32 Parking Lot and Sidewalk Replacement Project contract to J.A. McDonald, Inc. in an amount not to exceed \$1,476,217 (this includes the 10% contingency). Seconded by Eric Andersen. Susanne Gann noted that this project is slated for the summer but realistically it may carry over into the fall. **This motion carried unanimously.**

**7.1.3. Project Manager/Clerk of the Works Contract:** Ursula Stanley moved to authorize the superintendent to sign the contract with WF Project Inspections for his services as Owner Project Manager and Clerk of the Works through 2/9/24, not to exceed \$89,732. Seconded by Jonas Eno-Van Fleet, this motion carried unanimously. Flor Diaz Smith thanked Bill Ford for taking this on again.

## **8. Consent Agenda**

**8.1. Approve Minutes of 1.11.23, 1.18.23, 1.31.23, 2.1.23:** Jonas Eno-Van Fleet moved to approve the minutes of 1.11.23, 1.18.23, 1.31.23, 2.1.23, as presented. Seconded by Eric Andersen, this motion carried unanimously.

**8.2. Approve Board Orders:** Lindy Johnson moved to approve the board orders as presented for a total amount of \$796,667.63. Seconded by Daniel Keeney, this motion carried unanimously.

## **9. Personnel**

**9.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE:** Lindy Johnson moved to accept the request by Noelle Drown to extend the leave of absence and return to work on May 22, 2023. Seconded by Ursula Stanley, this motion carried unanimously.

**9.2. Update on Vacancies:** Meagan Roy shared that there have been some support staff resignations; we continue to have vacancies, especially at U-32. There are no significant updates at this time. Maggie Weiss shared that Berlin School is fully staffed at this time! This is a celebration.

**10. Future Agenda Items**

**10.1.** March 15, 2023 (potential meeting on March 10 if needed)

**10.2.** Annual Meeting March 6<sup>th</sup>

**11. Board Reflection:** Flor Diaz Smith shared the board work plan. The board reorganization will take place on March 15th, following Town Meeting Day, as usual. The next community forum is April 5th. Eric Andersen asked for calendar invite for annual meeting. Daniel Keeney stated that he hopes on the April 5th forum there will be some discussion about what community engagement will look like. Superintendent Roy stated that the first step of Strategic Planning will be planning for the process; we will engage the community about the process itself. Superintendent Roy will share more information with the board as it develops.

**12. Public Comments:** Flor Diaz Smith invited public comments. Adam Rosen shared that he appreciates the new efficiency of creating one budget under the new consolidated WCUUSD.

**13. Executive Session: Student Residency Request**

**14. Executive Session: Negotiations**

**15. Executive Session: Superintendent Evaluation**

At 7:42, Jonas moved to enter Executive Session for the purposes of a Student Residency Request, Negotiations, and Superintendent Evaluation, to include Superintendent Meagan Roy and Susanne Gann. Seconded by Ursula Stanley, this motion carried unanimously. At 8:55 Jonas Eno-Van Fleet moved to leave Executive Session. Seconded by Lindy Johnson, this motion carried unanimously. During Executive Session the Board discussed a Student Residency Request, Negotiation strategy, and evaluation of the Superintendent. Jonas Eno-Van Fleet moved to accept the Administration's recommendation regarding the Student Residency Request. Seconded by Mckalyn Leclerc, this motion carried unanimously.

**16. Adjourn:** At 8:56 Jonas Eno-Van Fleet moved to Adjourn. Seconded by Kari Bradley, this motion carried unanimously.

Respectfully submitted,  
Lisa Grace, Board Recording Secretary  
Jonas Eno-Van Fleet, Board Clerk

# Washington Central Unified Union School District

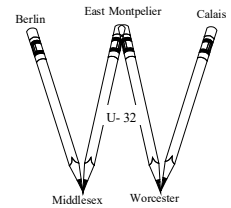
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Meagan Roy Ed.D.  
Superintendent



**Washington Central Unified Union School District  
Special School Board Meeting  
\*\*Virtual Meeting Only\*\*  
Central Office  
1130 Gallison Hill Rd., Montpelier, VT  
Board Room  
2.24.2023 8:30 AM**

**Board Members:** Flor Diaz Smith, Jonas Eno-Van Fleet, Ursula Stanley, Eric Andersen, Jonathan Goddard, Chris McVeigh, Kari Bradley, Natasha Eckart Banning

**Others:** Meagan Roy, Steven Dellinger-Pate, Amy Molina [Family members of the student were informed of their right to attend and participate, but declined.]

1. **Call to Order:** Flor Diaz Smith called the meeting to order at 8:32 a.m.
2. **Executive Session - Student Matter:** At 8:32 p.m., Jonas Eno-Van Fleet moved that the Board enter into Executive Session for the purpose of considering matters related to the discipline of students as authorized by 21 V.S.A. Section 313(a)(7) to include Meagan Roy, Steven Dellinger-Pate, and Amy Molina. Seconded by Ursula Stanley, this motion carried unanimously.

At 8:47 a.m., Jonas Eno-Van Fleet moved to leave Executive Session. Seconded by Chris McVeigh, this motion carried unanimously.

During Executive Session the Board discussed a Student Matter. Jonas Eno-Van Fleet moved to accept the Administration's recommendation regarding the related discipline in the confidential Student Matter. Seconded by Kari Bradley, this motion carried unanimously.

3. **Adjourn:** The meeting was adjourned by consensus.

Respectfully submitted,  
Jonas Eno-Van Fleet, WCUUSD Board Clerk