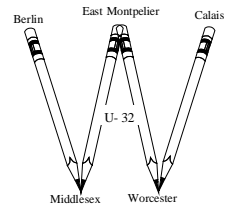


Washington Central Unified Union School District

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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Bryan Olkowski
Superintendent



Washington Central Unified Union School District Board Meeting Minutes Approved 5.19.21 5:00 PM -9:00 PM

Board Members: Flor Diaz Smith, Lindy Johnson, Scott Thompson, Diane Nichols-Fleming, Kari Bradley, Jonas Eno-Van Fleet, Dorothy Naylor, Christopher McVeigh, Jill Olson, Jonathan Goddard

Administrators: Superintendent Bryan Olkowski, Human Resources Coordinator Carla Messier, Principal Steven Dellinger-Pate, Interim Director of Technology James Garrity, Principal Aaron Boynton, Principal Alicia Lyford, Principal Cat Fair, Principal Gillian Fuqua, Principal Casey Provost, Director of Curriculum, Instruction, and Assessment Jennifer Miller-Arsenault, Associate Principal Jody Emerson, Special Education Coordinator Julia Pritchard, Director of Special Services Kelly Bushey, Director of Student Services Lisa LaPlante, Business Administrator Lori Bibeau

Others/Public: Amy Young, ORCA Media, Allison Levin, Ben Weiss, Christina George, David Powelson, Elizabeth Wirth, Ellen Dorsey, Madeleine Dougherty, Townes DeGroot, Tyler Smith, David Delcore, Lisa Hanna, Sonya Rhodes, Chris Winters, Dinah Yessne, Adrian Wade-Keeney, Allison Fayle, Anne Decker, Caitlin Morgan, Caroline Grace, Carrie Fitz, Cathy Guiffre, Christiana Martin, Christine Babcock, Claire Gallagher, Daniel Diddlemeyer, Danielle Laquerre, David Powelson, Deanna Murray, Drew Junkins, Ellen Dorsey, Emily Heckler, Erica, Erin Mooney, Honi Bean Barrett, Jane Boucher, Janine Griggs, Jennifer Fitch, Jessica Heinz, Jill Abair, Jill Drury, Julie O'Keefe, Kara Rosenberg, Karen Lieberman, Kate Liptak, Kate McCann, Kayla Pierce, Kristin Brian, Alan Hefferon, Arlyn Bruccoli, Beatrice David, Brian Fischer, Brian O'Connor, Samantha Mishkin, Steven Ushakov, Sue Pryce, Ted Nathanson, Mary Bove, Mary Ellen Hill, Michael Sherwin, Michelle Ksepka, Mark Brown, Mark Kline, Nicole Schaeffer, RA, Roger Grow, Lara Slezar, Laura Giammusso, Lynn Spencer, Mary Beth Langevin, Kristine Chartrand, Jenn Ingersoll

1. Call to Order: Flor Diaz Smith called the meeting to order at 5:04 p.m.

2. Executive Session- Superintendent Evaluation/Negotiations:

At 5:05 p.m., Jonas Eno-Van Fleet moved to go into Executive Session for the purpose of discussing Negotiations and Superintendent Evaluation. The board invited Carla Messier, Lori Bibeau and Superintendent Olkowski into the Negotiations portion of Executive Session. Seconded by Stephen Looke. Superintendent Olkowski indicated that if the board intended to discuss his employment then he is entitled to be included in the session, and to have legal representation.

Flor Diaz Smith explained that discussion surrounding the evaluation instrument and process falls squarely under 1 VSA Section 313 (a)(3), which makes an exception to the open meeting requirement for the purpose of discussing "...the appointment or employment or evaluation of a public officer...". This motion carried and the board went into Executive Session at 5:06 p.m.

At 6:09 p.m. the board returned from Executive Session.

3. **Welcome:** Flor Diaz Smith welcomed those present. There were approximately 90 people in attendance.

3.1. Reception of Guests

3.2. Public Comments: Flor Diaz Smith noted that we are allowing 15 minutes of public comments to begin the meeting; this is a change in the agenda format from most recent meetings. Chris Winters stated that he had shared an email earlier. He stated, we are now learning how the newly consolidated district is working; he noted that growing pains are to be expected. He stated that, during the discussion around Act 46, a large concern was the lack of local decision making, feedback and communication. He asked the board to reconsider cutting hours from the Berlin arts program; it would be a mistake and would send the wrong message to the community about how the board intends to do business going forward. He hopes to have a district wide conversation about equity and about the arts and enrichment programs. He noted that what might feel like a small scheduling decision right now will have a much larger impact. The board needs full transparency and buy-in from the community. Lisa Hanna read a statement to the board. She spoke about the need to enlist more stakeholder voice. She stated her hope that the board would take into consideration the recent communication from the teachers and staff, and honor the voices of the stakeholders. She asked the board to view this as a critical moment. Allison Levin asked that the board reject the recommendations and she stated one reason: the board is making a big decision but is not providing any other choices or "Plan B." She urged the board to reject the recommendation of the memo, and to restore the positions so that we can have a full discussion about how to achieve equity in all of the schools in the district. Kate McCann, Co-president of educator's union stated that she vigorously opposed the recommendation to cut positions in the arts. She characterized Superintendent Olkowski as showing poor communication skills and lack of transparency. She stated that he has worked to undermine the collaborative process at WCUUSD. As a result we have lost several top notch administrators, teachers, and staff. Drew Junkins, Co-department head in the Math Department at U-32 spoke about the lack of communication and about the lack of safety and trust that staff feel at this time. Claire Gallagher spoke about the addition of more hours of literacy and math in the daily schedule - what do we need more of? We need more collaboration with allied arts and more opportunities for collaboration. What she has loved about the district has been the value of well-rounded education.

Kara Rosenberg thanked the board for moving public session to the beginning of the agenda. She spoke to the framing of the issue that teachers are against consolidation. She stated this is not the case. Teachers ask for leadership that uses transparency. She spoke about the transparent process of interest based bargaining that takes place each year during negotiations. She stated that trust is paramount, and the only way to develop trust is to be transparent, again and again. To show that we are acting with common decency and concern. At 6:26, public comments ended.

3.3. Agenda Revisions: none were presented

4. Reports

4.1. Student Reports: Townes DeGroot shared that SBAC testing has been taking place for the past few weeks. Advanced Placement tests are also taking place right now. He shared about some of the end of year plans such as graduation and prom. He also shared some recent events in middle school. He noted that the U-32 Chronicle has been documenting this year; he invited those present to read the student journalism.

4.2. Superintendent

4.2.1. COVID-19 Update: Elizabeth Wirth provided an update. She shared that at the moment we are preparing for a vaccine clinic at U-32 next week. About 80 students have signed up to date. She stated that she is very encouraged by the participation in vaccination efforts and is hopeful that next year the high school will be in a much different place as far as COVID-19 safety. There have been no cases since April vacation; she celebrated this!

Chris McVeigh stated that we will miss Elizabeth Wirth next year. He asked whether parental consent is required for students under age 18. Yes - students either bring a signed consent form in person or parents may attend with their children. Superintendent Olkowski thanked Elizabeth Wirth for her hard work this year around COVID-19. He thanked administration and teachers for their hard work as well

4.2.1.1. Vaccination Clinics

4.2.2. Art/Music Leadership Team Follow Up: Superintendent Olkowski stated that, when considering reductions in staff, he has been reflecting: When is it appropriate to notify the school board? When is it appropriate to notify staff? When is it appropriate to notify the union? When is it appropriate to notify families and parents? He stated that he had followed the bargaining agreement. He spoke about the greater context of the budget season, about the effect of COVID-19, about his desire to not have staff lose jobs, especially during the pandemic, as well as the concern about the budget not passing (in light of discussions around tax rate and per pupil spending). COVID-19 shuttered our schools and we have been working in a state of emergency. WCUUSD is one of five districts in Vermont that provided in-person learning to students K-8 throughout the pandemic. He noted that parents and the community are invited to school board meetings, and the budget has been provided and discussed during these meetings and during forums. He reiterated his concern that if the budget did not pass, we would be required to cut positions. He stated that he has reflected over the past few weeks. He spoke about his decision to follow the timeline in the collective bargaining agreement. In hindsight, he shared that he realizes he did not provide enough time for effective and thoughtful communication. He shared that the teacher's association, school board members, and some administrators have told him that things have been done differently in the past. He shared his hope that all stakeholders will work with him and the leadership team. He stated that the leadership team has been working on this recommendation for several years.

Aaron Boynton, Principal at Berlin, shared on behalf of the elementary principals that we hear you on transparency and we hear you on fostering well rounded students. He stated that we do not want to make cuts or reduce the experiences for the students. He shared that the teachers have been working together to navigate the newly consolidated district. He stated that student time will not change for art at Berlin. For instrumental music, the schedule for next year will retain the same offerings for students - groupings may be different. He apologized for miscommunication and misunderstanding; he reiterated that we all want what is best for the kids and what is best for the teachers who support our kids. Cat Fair, Calais Principal, stated that we are not cutting the arts at Calais School. Casey Provost, Rumney Principal, indicated that while Rumney is looking at a half day reduction, students will not have decreased opportunities in music. The schedule will be tighter but the programs will continue. Gillian Fuqua, Doty Principal, shared that there are no changes to Doty's music or art programming. She would like to use this as an opportunity to partner with the music program and look at how to provide parity to students across the district, and develop a vibrant and strong K-8 music experience. Alicia Lyford, East Montpelier Principal, indicated that there are no reductions in art or music next year. She stated her hopes through this experience are that we can work in collaboration with the music teachers. If changes to the music programming need to be made then the experts who teach these arts need to be involved in the conversation. Chris McVeigh shared his concerns around the explanations that positions will be cut but offerings to students will not be cut. He stated that it sounds like there was not collaboration with music and art staff before the cuts were presented, and he feels that the board was not made aware of the cuts. He is hopeful that the positions will be restored and that we can go forward planning together a music and arts program across the district. Diane Nichols-Fleming stated that she was not aware of cuts to positions in the arts programs in the proposed budget. She is asking where the cuts are reflected in the budget. This is one of the

transparency concerns that she has. She asked, what does the learning forward and re-entry after COVID-19 look like, and did we consider this enough when we were planning and approving the budget? Can the ESSER funds help with this dilemma? Lindy Johnson stated that the board was told that there would not be program cuts. She shared that when we have addressed program cuts in the past, the teachers that have been affected were given much more advance notice so they could pursue opportunities. She stated that there needs to be a more thought out time frame with more input from teachers, staff, and community. She wonders whether we are going to burn out our staff by asking more of them; she is concerned about how we are treating our employees when they are only notified by April first about changes that will affect them.

Stephen Looke shared that this was not a surprise to him; he had heard this and the board had discussed this in December. The number of FTEs had been discussed by the board, and the board had voted to support this in December.

Scott Thompson shared his experience over a year ago when the board had voted to earmark money to expand the strings programs. This turned out to be, while a well-intentioned decision, a wrong decision, as we are now a consolidated district and these decisions can't be made without collaboration and much discussion across the district and within the complicated system. He expressed his support for the leadership team to keep the budget as it is, but looking forward, what can we learn this time and how can we get to a better place in the future? It will take time, hard work, and sustained focus.

Jonas Eno-Van Fleet stated the board did not talk about RIFs in the budget in December. He disagreed with Stephen Looke's characterization. He recalled that board members had asked, if there are repercussions of the budget as presented, then they would like to know. He feels that the board was deceived in order to pass the budget because it was known that this would be a controversial subject. He stated that while he appreciates the memo from the elementary principals and appreciates their convincing testimonials tonight, he feels that the board was misled.

Dorothy Naylor indicated that, in December and going forward, she understood what was going on with the proposed budget. She stated that she appreciates how closely the elementary principals have come together; they "saw the handwriting on the wall" regarding scheduling and student enrollment. She spoke about the challenge with scheduling and improving student outcomes in literacy and math. She reiterated Alicia Lyford's sentiment about this having been difficult, but learning from the experience and doing better going forward. She does not think that the board should make a change to what the leadership team has recommended.

Lori Bibeau shared that there was a budget line that showed staffing changes which showed a reduction. She stated that it was not intentional that RIF was not noted; at the time, we believed that the reductions would be made by not renewing temporary contracts. She shared that principals have been working on this since 2018. She shared the timeline - it wasn't until mid-March that it became known that RIFs would be needed. She stated that these conversations around music and arts were happening before the current superintendent was on board.

Gillian Fuqua explained that the reductions are in "non-student-contact" times. Chris McVeigh asked for clarification around what "non-student-contact" time means. Gillian Fuqua shared that there is not always parity across staff around "non-student-contact" time aside from planning time and duty free lunch that is allowed in the contracts. Cat Fair further explained this issue, and the fact that there has been a lack of parity across staff regarding "non-student-contact" time; this is where cuts have been made, to move toward parity. Alicia Lyford explained, for example, considering time studies. She explained that there is still disparity across the schools and within the schools around this issue.

Chris McVeigh moved to restore the cuts that were made to the arts and music programs across the district. Seconded by Jonas Eno-Van

Fleet. Discussion: Chris McVeigh stated that we have prided ourselves in collaboration amongst all interest groups. He does not see that type of collaboration having happened in this circumstance. It does not build trust. He would like to restore

the positions and then address this going forward with more transparency and more collaboration. Flor Diaz Smith called for a roll call vote. She explained that if board members vote in favor of this motion then they are voting to not accept the recommendation of the leadership team.

Scott: no

Diane: yes

Chris: yes

Stephen: no

Lindy: yes

Dorothy: no

Jonathan: yes

Jill: no

Kari: no

Jonas: yes

Flor: no

The NOs have it. **The motion failed.**

4.2.3. Equity Scholar in Residence (ESR) Memorandum of Understanding: Superintendent Olkowski had shared the MOU for the board's consideration. This is a district-wide MOU. He is asking for the board's authorization that he sign this document. **Scott Thompson moved to approve the superintendent to sign the MOU as presented. Seconded by Chris McVeigh.** Discussion: Chris McVeigh asked about some of the details of the MOU, for example, around the ESR being a third party contract. He asked some other clarifying questions. Some discussion followed about the need for this position to be a third party so that they can address equity issues without fear of appraisal. Superintendent Olkowski stated that he will work with Washington Central Friends of Education about an insurance issue that Chris McVeigh brought up. **A vote was called and this motion carried unanimously.**

4.2.4. Equitable Education Systems Grant Application: Superintendent Olkowski had shared information about this grant application. Kelly Bushey shared more details briefly. Superintendent Olkowski thanked Kelly Bushey for her leadership on this effort.

4.2.5. U-32 Gender Neutral Bathrooms Update: Principal Dellinger-Pate had shared a memo about student accessibility to all facilities. At this time the adjustments are in signage and some structures that don't require additional funding. He anticipates coming to the board in the future to ask for financial support. Superintendent Olkowski thanked Steven Dellinger-Pate for his work on this.

4.2.6. Strategic Planning: Superintendent Olkowski shared that we are awaiting results from the curriculum audit which will help to inform strategic planning. He expects to dedicate time in the future with the leadership team to begin the work of strategic planning, which will include multiple stakeholders. He had shared a memo with the board, dated May 14, 2021: *The Strategic Planning Process*. Chris McVeigh asked whether there will be information, provided in writing, about how the process will be transparent and collaborative.

4.3. Education Quality

4.3.1. Discussion of WCUUSD Physical Education/Health Student Learning Outcomes:

Kari Bradley suggested that the board table this discussion until we have the time to give it the proper attention, given the late hour. He was considering scheduling a special meeting to consider this. Diane Nichols-Fleming suggested that at the next Ed Quality meeting, we spend the first 15 minutes with long range planning. She invited board members to attend any of the Education Quality meetings.

4.4. Finance Committee

4.4.1. Central Office Ventilation Bid: Flor Diaz Smith shared that the Finance Committee has approved this bid to Thomas Mechanical, and Temperature Controls of Vermont in the amount of \$ 97,836 plus a contingency amount for a total of \$107,620.

4.4.2. Authorize the Superintendent to sign contracts for WCUUSD: **Scott Thompson moved to authorize the Superintendent to sign all documents and contracts on**

behalf of Washington Central Unified Union School District. Seconded by Chris McVeigh, this motion carried unanimously.

4.4.3. Blanket Authorization for Check orders: Lori Bibeau shared that board members will be asked to provide authorization; this is annual practice.

4.4.4. Annual Bids

4.4.4.1. Revenue Anticipation Note & Investment Bid: Scott Thompson moved to approve the Revenue Anticipation Note and Investment Bid for Community Bank, NA. Seconded by Chris McVeigh. This motion carried unanimously. Scott Thompson moved to authorize the board chair to sign the loan documents on behalf of the board, by electronic means. Seconded by Diane Nichols-Fleming, this motion carried unanimously.

4.4.4.2. Audit Services Bid: Kari Bradley moved to authorize awarding the Audit Services bid to RHR Smith for a 3 year period (FY 22 to FY24) with the option to extend 2 additional years (FY25 to FY26). Seconded by Chris McVeigh, this motion carried unanimously

4.4.4.3. Property, Liability, and Workers Compensation Insurance Bid: Chris McVeigh moved to appoint Denis Ricker Brown as the WCUUSD insurance agent for a one year period: July 1, 2021-June 30, 2022 To award both property, liability and related insurance bid to Liberty Mutual Insurance Company and workers compensation insurance bid to AIM Mutual Insurance Company and other Insurance Carriers as provided in the proposal for a one year period: July 1, 2021-June 30, 2022, for a total of \$194,726, and to authorize the superintendent to sign. Seconded by Dorothy Naylor, this motion carried unanimously.

4.4.4.4. Authorize Superintendent to approve bids for Fuel Oil, Propane, Wood Chips, Wood Pellets, and Paper: Lindy Johnson moved to authorize the Superintendent to award bids for Fuel Oil, Propane, Woodchips, Wood Pellets and Paper on behalf of Washington Central Unified Union School District. Seconded by Dorothy Naylor. This motion carried unanimously.

4.4.5. Infinite Campus Online payment system update: Lindy Johnson moved to authorize the district payment for transaction fees for parent and staff payments using the Infinite Campus payment processor. Seconded by Scott Thompson, this motion carried unanimously.

4.4.6. Rumney Para Educator Position: Chris McVeigh moved to authorize the hiring of the Para Educator position at Rumney School for the 2021-22 School Year. (budgetary impact: approximately \$55,700) Seconded by Scott Thompson. Discussion: Lindy Johnson asked whether any of the COVID-19 funds can be used for this position. Lori Bibeau indicated that she is still looking into that and will update the board in June. This motion carried; Kari Bradley abstained from the vote.

4.4.7. Calais Para Educator Position: Dorothy Naylor moved to authorize the hiring of the Para Educator position at Calais Elementary School for the 2021-22 School Year. (budgetary impact: approximately \$24,508) Seconded by Scott Thompson, this motion carried unanimously.

4.4.8. East Montpelier Pre-K Para Educator Position: Scott Thompson moved to increase the Para educator position as presented in memorandum by Alicia Lyford. (budgetary impact: approximately \$11,971) Seconded by Diane Nichols-Fleming, this motion carried unanimously.

4.5. Policy Committee :Chris McVeigh presented the following policies

4.5.1. First Reading for policy to be adopted on 6.16.21: F44 Password Management, B8 Electronic Communication between Employees and Students. Chris McVeigh invited questions or comments from board members about these policy drafts. He thanked James Garrity for his work and input concerning these policies. Jim Garrity commended the Policy Committee members for their active engagement in considering these policies. Diane Nichols-Fleming asked about some of the specifications around

password resets or updates. Lindy Johnson expressed her concern that we are creating a great number of policies which do not reflect past practice. Chris McVeigh replied that the intent is to protect the system and the integrity of the system. Lindy Johnson shared that her experience on the Policy Committee was that the committee used VSBA recommended policies to craft WCUUSD policies. Chris McVeigh asked whether board members would like to have more time to consider the policies, for example, offer a third reading, as they are lengthy. Some discussion followed around the need for these new policies to keep up with technology. These policies will be moved to a second reading.

4.5.2. Second Reading for Policy to be Adopted: F40 Change Management, F43 Backups, D3 District Take Home Device & Personal Device, F47 Electronic Mail, F48 Incident Response Policy and Plan: These policies will be moved to a third reading. Chris McVeigh invited feedback to any of these policies, after board members have had time to review.

4.6. Negotiations Update: Jonas Eno-Van Fleet reported that we have continued to negotiate with teachers and ESP for what is hoped to be a two year contract; he hopes that we are all operating with good faith and hopes and anticipates that we will come to a conclusion soon.

5. Board Operations

5.1. Superintendent Evaluation Update: Flor Diaz Smith shared that June 23 from 5-6 p.m. will be the next meeting to include Superintendent Olkowski. Diane Nichols-Fleming reported that we agreed to continue the evaluation process as it is currently delineated but will plan forward with a process that works for all parties.

5.2. Calais Board Appointment Update: Flor Diaz Smith shared that we do not have any updates; no interested candidates. Flor Diaz Smith shared that Christina Pollard has resigned her position on the board, as she is hired as an employee of WCUUSD.

5.3. Governance: Karoline May will be at the next board meeting and there may be an update around the work related to governance. Scott Thompson shared that the Bill to reform equalized pupil weighting system has passed both house and senate; a task force will recommend an action plan and implementing legislation. He thanked the WCUUSD board, including Dorothy Naylor, and other boards in Vermont, who have worked to make this change. Dorothy Naylor and Flor Diaz Smith shared some details around this development.

6. Consent Agenda:

6.1. Approve Minutes of 4.28.21 and 5.10.21: Scott Thompson moved to approve the minutes of April 28, 2021, and May 10, 2021. Seconded by Diane Nichols-Fleming, this motion carried unanimously.

6.2. Instructional Coach Job Description: Diane Nichols Fleming moved to approve the job description for Instructional Coach. Seconded by Scott Thompson. This motion carried unanimously

6.3. Approve Board Orders: Lindy Johnson moved to approve the board orders for a total of \$579,587.03. Seconded by Diane Nichols-Fleming, this motion carried unanimously.

7. Personnel

7.1. Approve New Teachers, Resignations, Retirements, Leave of Absence and Changes in FTE: Superintendent Olkowski thanked Carla Messier, Melissa Tuller and Michelle Ksepka for their work. Lindy Johnson moved to approve new teacher nominations:

Annie Ledue – U-32 Math/Science Teacher

Shannon MacKinnon – East Montpelier Elementary FT Special Educator

Christina Pollard – Doty Memorial Pre-K Teacher

Blakely Gilmore – Calais Elementary 1st and 2nd Grade Classroom Teacher

Andrea Dobson – Calais Elementary Nurse

Samantha Jackson – Calais Elementary 3rd and 4th Grade Classroom Teacher.

Rebecca Hill-U-32 Nurse

Seconded by Dorothy Naylor, this motion carried unanimously.

Lindy Johnson moved to accept the following resignations:

Marcy Larrabee – Calais Literacy Interventionist

Meghan Falby – U-32 Health Education Teacher

Hayley Fitzgerald - U-32 Special Education Teacher

Ashley Gilstad – WCUUSD Special Educator

Ted Nathanson – WCUUSD Special Educator

Erica Rose – Doty Art Teacher

Lisa Levangie – Calais Kindergarten Teacher.

Seconded by Dorothy Naylor, this motion carried unanimously.

Lindy Johnson moved to approve the New Hires: –

Katrina Rob – Berlin 1st and 2nd Grade Classroom Teacher (Transfer from Calais Elementary)

Mark Kline – Director of Technology

Erica Rose – Calais Elementary Art Teacher .3 FTE/ Berlin Art Teacher .5 FTE

Seconded by Dorothy Naylor.

Discussion: Some clarifying discussion followed around the process of transferring within a certain period, versus resigning and moving to another school as a new hire. Superintendent Olkowski shared that the transfer window ends on April 15th. **This motion carried unanimously.** Superintendent Olkowski thanked Jim Garrity for his work and leadership on technology, and welcomed Mark Kline as Director of Technology. He shared that there will be some crossover time for the two to work together to ease the transition. Jonas Eno-Van Fleet noted that the board will need to plan a special meeting, hopefully, to approve the Collective Bargaining Agreements.

8. Future Agenda Items:

8.1. WCUUSD Name

8.2. Assessment Needs for Building Bright Futures

8.3. Diversifying Educator Work Force

8.4. Net Metering Proposal

8.5. Strategic Planning

8.6. Annual Snapshot

9. Board Reflection: Jonas Eno-Van Fleet shared that over the past few weeks there has been a great deal of communication about concerns in the district. He expressed that he is saddened and disappointed that there does not seem to be a will on the board to dig into the questions and concerns that have been raised. He feels that it is the board's responsibility to hear the voices and honor the concerns.

Dorothy Naylor shared that this is her last board meeting. She stated that she has enjoyed her time on the board, and she hopes that Calais will have some board representation come forward. She feels that we need to find a way to get community involvement and representation on the board.

Lindy Johnson stated that she is glad public comment took place at the beginning of the meeting. She thanked the many people who provided input about the issue of arts and music that has been discussed. She stated that, being on the board, it is our job to hear from the public - the good and the bad. She expressed that she appreciates being contacted by the public.

Scott Thompson thanked Dorothy Naylor for her work on the board on behalf of the town of Calais and on behalf of the district. He expressed his hope that some of the people who have communicated their concerns will consider joining the board. He noted that this has been a really hard year; everybody is tapped out. He stated that, as much as we can manage, we need to make it work; there is potential to do tremendous things. Flor Diaz Smith thanked everyone in the community for input. She reflected that we have heard the voices that music and the arts are valued, and that we will continue to address this in our strategic planning.

10. Adjourn: Diane Nichols-Fleming moved to adjourn at 8:52. Seconded by Dorothy Naylor, this motion carried unanimously.

Respectfully submitted,

Lisa Stoudt, Board Recording Secretary