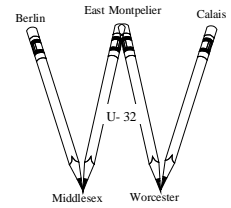


Washington Central Unified Union School District

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

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

Bryan Olkowski
Superintendent



Washington Central Unified Union School District Board Meeting Agenda

3.3.21 6:00 PM – 9:00 PM

Virtual Meeting Information:

<https://tinyurl.com/y6a9umz9>

Meeting ID: 921 1531 6948

Password: 016334

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

Open Meeting Law temporary changes as of 3/30/20:

Boards are not required to designate a **physical** meeting location. Board members and staff are not required to be present at a designated meeting location.

**Our building will not be open for meetings.
All are welcome to attend virtually.**

- | | |
|--|------------|
| 1. Call to Order | 4 minutes |
| 2. Board Reorganization (Action) – pg. 3 | 30 minutes |
| 3. Welcome | 15 minutes |
| 3.1. Reception of Guests | |
| 3.2. Agenda Revisions | |
| 4. Board Operations (Discussion/Action) | 60 minutes |
| 4.1. Board Orientation | |
| 4.2. Appointment of New Board Members | |
| 4.3. Executive Session – Personnel/Superintendent Evaluation | 30 minutes |
| 4.4. Public Comments Discussion | |
| 4.5. H54 Equalized Pupil Weightings | |
| 5. Reports (Discussion/Action) | 60 minutes |
| 5.1. Student Reports | |
| 5.2. Superintendent | |
| 5.2.1.COVID-19 Update: Recovery Phase – pg. 4 | |
| 5.2.2.Report of District Budget and Article Votes | |
| 5.2.3.Proposal Literacy Legislation – pg. 7 | |
| 5.2.4.Strategic Planning Parameters – pg. 9 | |
| 6. Consent Agenda (Action) | 10 minutes |
| 6.1. Approve Minutes of 2.17.21 – pg. 10 | |
| 6.2. Approve Board Orders | |
| 7. Personnel (Action) | 10 minutes |
| 7.1. Approve New Teachers, Resignations, Retirements, Leave of Absence and Changes in FTE – pg. 15 | |
| 8. Public Comments | 20 minutes |

9. Future Agenda Items
 - 9.1. WCUUSD Name
 - 9.2. Assessment Needs for Building Bright Futures
 - 9.3. Diversifying Educator Workforce
 - 9.4. Board Retreat
 - 9.5. Net Metering Proposal
 - 9.6. Strategic Planning
 - 9.7. Equity Scholar in Residence
 - 9.8. Board Governance Goals/Retreat/Reflection on the year/Board self evaluation
 - 9.9. Superintendent Responsibilities/Board Roles and Responsibilities
 - 9.10. Staff Appreciation (mid –year appreciation/acknowledgement to staff and communities)
10. Board Reflection
11. Adjourn

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, celebrate successes.

Washington Central Unified Union School Board Reorganization Meeting Checklist

PRE-MEETING ACITIVITY

- All board members elected at the current Town Meeting Day sworn in
(Usually by the town clerk Wed, March 3 before board meeting)
- 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
 - 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, Education Quality, and Transportation Committees
- Operational decisions
 - Appoint truant officers
 - Establish regular board meeting schedule
 - Schedule annual board work session (retreat)
 - Designate locations for posting meeting agendas
 - Review requirements for the use of Robert’s Rules of Order
 - Board development - discuss board development opportunities and attendance at meetings
 - Designate newspaper of record
 - Appoint Board representative to the Central Vermont Career Central Advisory Board

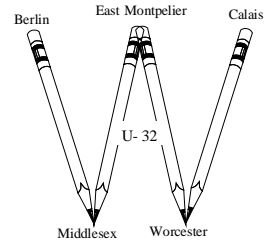
*Reminder: An elected board member may NOT be paid for any services within the district unless they have authorization from the Vermont Secretary of Education.

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Bryan Olkowski
Superintendent



MEMORANDUM

TO: WCUUSD School Board Members
FROM: Bryan Olkowski, Superintendent
DATE: February 25, 2021
RE: Vermont Secretary of Education Op-Ed

As the schools in the State of Vermont move into the Recovery phase of the pandemic, I am writing to share with you an Op-Ed from Daniel French, Vermont Secretary of Education.

Upon reviewing the Op-Ed piece it appears that Washington Central Unified Union School District is doing well in comparison to the majority of districts in the State of Vermont. A large majority of our students are attending school on a daily basis with 95% attending in person and remotely. Despite our successes in reopening schools for in person learning, our students' academic achievement outcomes have been negatively affected due to the results of schools being closed last school year. (March 2020 through June 2020)

The Vermont Agency of Education will soon be developing recommendations for school districts to consider to address the learning loss. Nationally, the amount of student learning lost due to schools being closed to in-person learning during the 2019-2020 and 2020-2021 school years are being called "The Covid Slide". The district will be assessing the "Covid Slide" impact on student achievement and how to address it. Because our district reopened fully at the start of the 2021 school year, the "Covid Slide" may not be as drastic in comparison to other Vermont schools and around the country. Listed below is our current attendance rate, which explains why our "Covid Slide" may not be a steep hill to climb when compared to other districts:

Average Student Daily Attendance: September 8, 2020 to February 19, 2021

School	Attendance	Enrolled
Berlin	94.83%	176
Calais	94.97%	96
Doty	94.16%	56
East Montpelier	95.33%	197
Rumney	95.04%	117
Remote School	95.02%	64
U-32	95.19%	735
District Wide	95.03%	1,441

Opinion: Vermont Can be a Leader in Responding to COVID-19 Education Impacts

Dan French, Secretary of Education

MONTPELIER, Vt. – Each month the Agency of Education conducts a survey of schools to measure the amount of in-person, remote, and hybrid learning offered to our students. We report on the data collected at one of Governor Scott’s regular COVID-19 media briefings.

The level of in-person and hybrid instruction has remained stable since schools reopened last fall. This reflects the hard work of school employees, and the fact that while schools have seen COVID-19 cases among students and staff, we’ve been able to contain them and keep schools operating safely. In fact, the rate of cases in schools has been significantly lower than the number of cases in the general population.

Here is the good news: relatively low virus rates in Vermont communities and effective response to cases have allowed about 30 percent of our students to go to school in-person every day. This is the goal we have for every student.

50 percent of our students have a hybrid schedule, which means they are in-person some days and remote on others. And 20 percent are in fully remote learning.

When we break the data out by grade level, it tells a different story.

At the elementary level, around 50 percent are in-person. This has remained unchanged from October through January.

The trends have remained constant for the other grades as well, but unfortunately the amount of in-person is significantly lower. For example, only about 20 percent of middle school instruction has been in-person each month. High school in-person instruction is about half that.

The lower rates of in-person instruction at the middle and high school levels are probably related to the more stringent distancing requirements at these grades – 6 ft. at middle and high school vs. 3 ft. in grades K-6 – but we need to acknowledge that we need to do better for these students if we are going to be successful in supporting their academic progress and their social and emotional health. This could mean reducing the minimum distancing requirement to 3 ft. for all grades, keeping in place the other mitigation measures that we’ve shown work in Vermont schools.

As Governor Scott noted in his inaugural address, this is an area in need of improvement because we know there are significant impacts - academically, socially, and emotionally – related to remote learning.

Our teachers and administrators are doing incredible work to mitigate this, but the realities of remote learning – and the personal connection and hands-on experiences that just aren’t possible remotely mean that remote learning is just not an equal substitute for in-person learning. In fact, not only are too many kids falling behind academically, but inequality is also

growing, and healthcare data shows that our children's mental health is deteriorating as well.

This is something we need to address, in collaboration with the health experts, school administrators, teachers and staff. And as we consider what's best for our kids, I think many can agree we need to get more of them back into the classroom as soon as possible.

Each week the State conducts voluntary surveillance testing in about 25% our schools, giving every school employee the opportunity to be tested for COVID-19 once per month.

The results from the most recent testing continue to show adults in schools have a much lower positivity rate than the general population. Of the 29,371 tests to date, only 47 cases were identified. This translates into a positivity rate of 0.16%, which is much lower than the state's overall positivity rate.

These test results are a good indicator that schools are operating very safely – and testing helps us catch cases early and contain spread. Our teachers and staff deserve a great deal of credit for these results. Still, we have cases in schools. There have been small outbreaks. And, even as vaccination increases, the reality is that we will be managing COVID-19 cases in schools well into the future, much like we do the seasonal flu each year.

Our experience and data give us confidence that – if educators and public health officials make it a priority – we can safely return more students to full in-person instruction before the end of this school year.

In the weeks ahead, all Vermonters who the science shows are at higher risk of hospitalization and death – those over 65 and with certain underlying conditions – will have access to the vaccine. Already, with many elderly Vermonters vaccinated, we are seeing hospitalizations and fatalities decline significantly – signaling the end to this emergency is approaching.

The fact is, there is no state in the country better positioned to fully reopen its education system than Vermont. And getting kids back in school every day is an essential step in helping them recover from the educational, social, and emotional impacts of this pandemic. This is another area where our response to this emergency can lead the nation.

Dan French is a former classroom teacher, principal, superintendent and is currently Vermont's Secretary of Education.

Connect with the Vermont Agency of Education on [Twitter](#), [Facebook](#) and [the Web](#).

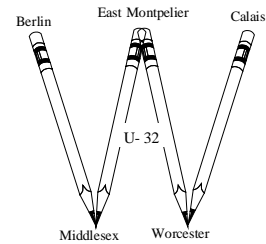
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Bryan Olkowski
Superintendent



MEMORANDUM

TO: WCUUSD School Board Members
FROM: Bryan Olkowski, Superintendent
DATE: February 19, 2021
RE: Update on Proposed Literacy Legislation

Please see the synopsis below regarding the proposed legislation that is in the Senate Education Committee and the House Education Committee.

Senate Education Committee

Committee Bill ([dr req 21-0807 – draft 3.2](#)) would require:

1. A \$ 3 million dollar grant program to train teachers in the “methods of teaching literacy.” It is currently assumed that this money will come from federal funds. Eligibility will be determined by:
 - The literacy assessment scores of students;
 - The number of literacy instructors per enrolled students;
 - The percentage of students eligible for free or reduced-priced meals; (described as a poverty measure in committee).
 - The number of students subject to exclusionary discipline per enrolled students (described as a measure of engagement in committee).
2. A creation of a literacy division at the Agency of Education responsible for improving Pre-K through 12 literacy in the state.
3. The Agency of Education, VSBA, VSA, VCSEA, and VPA will be responsible for developing a statewide vision for literacy, including the core principles for early literacy instructional practices and a clear articulation of expectations for Tier 1, Tier 2, and Tier 3 literacy instruction.
4. The Agency of Education, in collaboration with the VSBA, VSA, VPA, and VCSEA, shall develop a plan for collecting literacy related data that informs:

- Literacy instructional practices.
 - Teacher professional development in the field of literacy.
 - What proficiencies and other skills should be measured through literacy assessments.
 - How to identify schools progress in achieving literacy outcomes.
5. The Agency of Education shall review teacher preparation programs to assess to what extent the programs prepare teachers for science-based literacy instruction.
 6. Reports on progress from the Agency of Education to the General Assembly.

[S.75](#) would require that students in public schools be screened for markers of dyslexia.

This bill was just introduced this week. It is unclear if they will pursue any of the elements of the bill in their current literacy efforts. The bill requires:

1. Students enrolled in public schools will be required to be screened for markers of dyslexia:
 - During the fall semester if Kindergarten and first grade.
 - During the spring semester of kindergarten, first grade, second grade, and third grade if a student does not meet the expected literacy standards for those grades.
2. Students that are identified as having markers of dyslexia:
 - Notify and provide parents with resources
 - Provide student with evidence – based instruction
 - Report student’s progress
3. Report process and screening availability to all parents at the beginning of the year.

House Education Committee

[House Bill H. 101 Draft 3.1](#)

1. A grant program, managed by the AOE, for SUs to address system-wide literacy development in accordance with the principles of Act 173. Again, it is assumed that this money will come from federal funds.
 - Three years, up to \$100,000 per year.
 - Uses can include - introducing a coaching model, hiring a literacy coach, training teachers in a specific element of literacy instruction, instructional leadership, etc.
2. Adopt a benchmark literacy assessment for all students in prekindergarten–grade 3 with scores that can be reported in a format determined by the Secretary after consulting with the stakeholders in the field and outside experts in early literacy. The benchmark literacy assessment shall include an assessment of each of phonemic awareness, phonics, reading fluency, vocabulary, and comprehension.

In summary, core topics of interest from the committee:

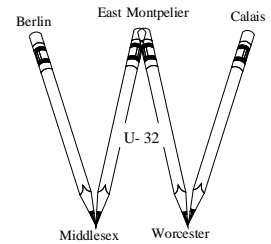
1. Grant program to support teacher development.
2. More literacy capacity at the AOE.
3. A statewide literacy vision, including articulation of MTSS when it comes to literacy.
4. Assessment of teacher preparation.
5. Statewide data collection in the earlier years (before SBAC).

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Bryan Olkowski
Superintendent



MEMORANDUM

TO: WCUUSD School Board Members
FROM: Bryan Olkowski, Superintendent
DATE: February 25, 2021
RE: Strategic Planning

We will begin working to develop a 3 to 5-year Strategic Plan that focuses and aligns our efforts and resources to help the district address its stated goals. As we work to incorporate voices from all constituents, I have gathered resources and activities to help provide input for the development of the Strategic Plan.

1. Superintendent Entry Plan
2. Curriculum Management Audit Report
3. Focus Groups
4. Surveys
5. Community Forums

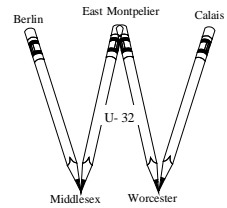
I would appreciate your input in determining other resources and ways to get information that we can use in the development of the WCUUSD Strategic Plan. I look forward to hearing your input at the March 3rd School Board meeting.

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Bryan Olkowski
Superintendent



Washington Central Unified Union School District Board Meeting Minutes Unapproved 2.17.21 5:45 PM – 10:00 PM

Board Members: Flor Diaz Smith, Lindy Johnson, Scott Thompson, Diane Nichols-Fleming, Kari Bradley, Jonas Eno-Van Fleet, Jaiel Pulskamp, Karoline May, Townes DeGroot, Anna Farber, Jill Olson, Dorothy Naylor

Administrators: Superintendent, Bryan Olkowski, Interim Director of Technology, Jim Garrity, Business Administrator, Lori Bibeau, Curriculum Director, Jen Miller-Arsenault, Director of Special Services, Kelly Bushey, Associate Principal, Jody Emerson, Student Affairs Director, Amy Molina, Special Education Coordinator, Julia Pritchard, Principal, Alicia Lyford, Principal, Casey Provost, Principal, Steven Dellinger-Pate, Principal, Cat Fair, Student Services Director, Lisa LaPlante

Others/Public: ORCA Media, Elizabeth Wirth, Carla Messier, David Lawrence, David Powelson, Scott Hess, Linda Gray, Ellen Knoedler, Allen Gilbert, Matthew DeGroot, Erin Mullaney, Maria Melekos, L Hannah, Kelly MacMartin, David Delcore, Susan

- 1. Call to Order:** Scott Thompson called the meeting to order at 5:47 p.m.
- 2. Budget Forum:** WCUUSD board members presented a slideshow to explain the budget development process, and the proposed 2021-22 budget. Flor Diaz Smith facilitated public feedback, guided by questions such as: what clarifying questions do you have? What additional information do you need to support this budget? What ideas might you have to help inform community members about this budget?
 - 2.1. Public Feedback**
 - Are there thoughts about how to address decreasing enrollment trends?
 - Thanks for serving on the school board.
 - Question about fund balance
 - Need for reliable high speed internet
 - Some discussion about using “one time money” to reduce the tax rate for this year’s budget
 - Possible future agenda discussion: topic - “Equity Scholar in Residence” program - since this is grant-funded, how will the program be sustained going forward?
 - Check in - how are the students doing? How are the teachers and our communities doing, in light of the pandemic?
 - One positive aspect: going into February Break, we have much less illness (flu, cold) than in previous years, due to all of the COVID19 safety measures in place.

Flor Diaz Smith shared that WCUUSD will host a Budget Information Meeting on March 1, 2021.

- 3. Executive Session for Legal, Negotiations, and Personnel:** Contracts, labor relations, confidential attorney-client relations. **At 6:01, Flor Diaz Smith moved to go into Executive Session for the above reasons. Seconded by Diane Nichols-Fleming.** Lindy Johnson noted that someone had noted that in the previous meeting, the board had entered Executive Session accompanied by Jim Garrity, without invitation or explanation. It was decided that Jim Garrity would be on “stand by” but not included in the Executive Session, to help with technical issues if they arise. **This motion carried unanimously and the board went into Executive Session, joined by Superintendent Olkowski and Bernie Lambek, Esq. At 7:10, Jonas Eno-Van Fleet moved to exit Executive Session. Seconded by Chris McVeigh, this motion carried unanimously.** During Executive Session, the Board discussed administrator contracts, negotiations, and a confidential attorney-client conversation. Jonas Eno-Van Fleet shared from the Negotiations Committee: We reached an agreement regarding payments for time spent on duties that extends beyond the limit of 90 minutes per week. Both sides agree that the negotiation process has been conducted with mutual respect, and an appreciation for the interests and goodwill of each side.
- 4. Welcome:**
 - 4.1. Reception of Guests:** Scott Thompson welcomed those present.
 - 4.2. Agenda Revisions:** Chris McVeigh would like to add discussion and vote regarding moving public comment to the beginning of the meeting agenda versus the end. If there is not time tonight, he would like to put this on a future agenda. Karoline May noted that the Superintendent Evaluation topic on tonight’s agenda will not take the amount of time initially planned - more like a 5 minute update. She would like to have this on the first available board meeting agenda, the first in March if possible.
- 5. Reports:**
 - 5.1. Student Reports:** Townes DeGroot shared that a virtual book group has begun. The book is The Hate You Give. Anna Farber provided an update on winter sports, which are currently underway.
 - 5.2. Superintendent:**
 - 5.2.1. COVID-19 Update:** Superintendent Olkowski shared that WCUUSD had received a mask donation from Another Way, Inc. out of Montpelier. He shared student attendance data. Elizabeth Wirth shared some updates around COVID-19; she shared appreciation for the overall support during this pandemic.
 - 5.2.2. Entry Plan:** Superintendent Olkowski shared that the site visit had been completed earlier this month for the curriculum management review. He thanked Jen Miller-Arsenault for her leadership. Superintendent Olkowski shared an update on his Superintendent Entry Plan. He noted that he has met individually with each board member. He had provided a document for the board’s consideration and feedback. Kari Bradley noted that this data is another resource for strategic planning.

5.2.3. Search Update for Administrators: Carla Messier shared that both administrator position searches are progressing. The search committees will meet in the next few weeks and are hoping that by March some decisions will be made. Jim Garrity noted that there will be updated information for the board at the next meeting regarding the IT Director. Karoline May asked for clarification about the Business Administrator search. Carla Messier noted that three of the seven applicants for the Business Administrator position are from outside of Vermont. Lindy Johnson asked for Carla Messier to email board members the names of those serving on the search committees for these positions.

5.3. Education Quality:

5.3.1. WCUUSD Mathematical Content and Practices Presentation: Kari Bradley provided an overview presentation which had been shared at the most recent Education Quality Committee meeting. Some discussion followed. Kari Bradley asked board members whether there is anything from this presentation that might guide the board going forward in strategic planning. Scott Thompson reiterated Jen Miller-Arsenault's point about changing the culture, broadly, around everyone being a mathematician. Karoline May stated that she would like to continue to hear updates about the topic of math at WCUUSD. Superintendent Olkowski indicated that he is looking forward to hearing what the curriculum management review indicates around math. He spoke briefly about the investment of coaching for improving instructional capacity. Superintendent Olkowski again thanked Jen Miller-Arsenault for her work on this. Kari Bradley invited the board and the public to join Education Quality Committee meetings which are held at 5 p.m. before the first board meeting of each month.

5.4. Finance Committee:

5.4.1. Cares Relief Grant Update: Lori Bibeau had shared a document updating Information about grant monies. Flor Diaz Smith provided an overview of this information.

5.4.2. FY 19-20 Audit and Fund Balance Update: Superintendent Olkowski and Lori Bibeau had provided a memo, *FY 19-20 Audit and Fund Balance Update*, dated February 11, 2021. Lori Bibeau reviewed this information.

5.4.3. Review and Recommend Capital Projects for FY 21-22: Flor Diaz Smith moved to authorize the Capital Project Budget of \$981,064 subject to a reduction in state and/or federal aid. Seconded by Diane Nichols-Fleming. Flor Diaz Smith explained the need for this action. Lori Bibeau had shared a memo explaining the current status of the Capital Fund budget, dated February 11, 2021. **This motion carried unanimously.**
Flor Diaz Smith moved to authorize a Fund Balance transfer from the General Fund to the Capital Fund in the amount of \$1,500,000. Seconded by Kari Bradley. Chris McVeigh indicated that he would like to set aside enough from this amount, to hire three math coaches, to fund for the upcoming year. He moved to amend the motion to reflect this. Seconded by Dorothy Naylor. Some discussion followed. Lori Bibeau noted that 3.2 FTE coaches are in the budget for the upcoming year, as grant funded positions. She suggested not using local money until a pandemic-related million dollar grant is received as expected. Jen Miller-Arsenault indicated too that she thinks it is wise to see how the grant money fleshes out first. She noted her appreciation for the support for coaching positions. **A vote was called on the Amendment. The motion to amend the motion failed. A vote was called on the original motion. The original motion carried, with one vote *not* in favor.**

5.4.4. Hiring of Facilities Director: Flor Diaz Smith shared that this position had been approved by the board; however, the hiring process will begin sooner than anticipated.

5.4.5. Technology Equipment-Authorization to Proceed: Superintendent Olkowski and Jim Garrity had provided a memo, *Infrastructure Upgrades within the District*, dated February 11, 2021. Board members reviewed this update.

5.5. Policy Committee: Dorothy Naylor moved to approve for second reading and adoption of the following policies:

5.5.1. Second Reading and Adoption of Policies: F22 Data Retention and Storage; F25 Access Control; F41 Reasonable Care in Protecting Proprietary and/or Confidential Information. Seconded by Karoline May. Chris McVeigh reviewed these policies; there have been no changes since the previous board meeting. He invited comments from board members. Lindy Johnson noted a typo in the F22 policy “UBS” should be “USB.” She asked whether these were model policies and why the usual references to legal statutes were not listed. Chris McVeigh explained that Jim Garrity had drafted these policies. **This motion carried unanimously.**

6. Board Operations:

6.1. Letter to House Committee on General, Housing, and Military Affairs: Flor Diaz Smith moved to authorize the superintendent, board chair and board vice chair to sign a letter on behalf of the board, as presented in the board packet, dated February 17, 2021. Seconded by Chris McVeigh. Flor Diaz Smith noted that the bill is currently out of the House and will be moving to a committee. The letter will be sent to our local representatives. Jonas Eno-Van Fleet asked if the intent of H81 and H63 was to improve the chances on the school board side of the bargaining commission winning an arbitration decision, and what would be the financial benefit to the district? Some discussion followed around the bargaining process around health care costs. Lindy Johnson expressed concern about some of the verbiage in the letter, indicating that we are not able to fund programs, where the overall issue of health care is bigger and more complicated. **A vote was called. This motion carried, 8 yes, 3 no.**

6.2. Town Meeting Update: Flor Diaz Smith shared that the Budget Information Meeting is March 1, 2021. March 2 is Town Meeting Day. She asked board members to check in with town offices to be sure that the school budget and annual report information is on the town website; she reminded board members to outreach in the communities to support the budget. Lindy Johnson suggested that if people post in Front Porch Forum about write-in board candidates, we should share them in all of the towns’ forums. She will share what she has seen on FPF, with board members. Scott Thompson and Lindy Johnson will share with board members what they have written for their town’s FPF.

6.3. Superintendent Evaluation goals: Karoline May shared that there is a proposed plan; discussed surveys, input from staff, input from leadership team. Considered individual goals and targets. The draft document will be shared with board members via email and she asked board members to come to the next board meeting with comments or input. She would like to have a final evaluation plan by the next board meeting, when the full board is able to provide input. She asked board members to come to the meeting prepared for this work.

- 6.4. Negotiations Update:** As noted above, Jonas Eno-Van Fleet had shared: We reached an agreement regarding payments for time spent on duties that extends beyond the limit of 90 minutes per week. Both sides agree that the negotiation process has been conducted with mutual respect, and an appreciation for the interests and goodwill of each side.
- 7. Consent Agenda:**
- 7.1. Approve Minutes of 2.3.21:** Jonas Eno-Van Fleet moved to approve the minutes of February 3, 2021. Seconded by Chris McVeigh, this motion carried unanimously.
- 7.2. Approve Board Orders:** Lindy Johnson moved to approve the board orders in the following amounts: \$287,894.57, and \$15,267.95. Seconded by Karoline May, this motion carried unanimously.
- 7.3. Approve job description for Speech Language Pathologist:** Jaiel Pulskamp moved to approve the job description for Speech Language Pathologist, as presented. Seconded by Jonas Eno-Van Fleet. Discussion: Diane Nichols-Fleming asked whether preschool SLP is separate. Kelly Bushey noted that this job description is intended for all grades. Ms. Nichols-Fleming indicated that the supervision portion should include pre-K. **This motion carried, with noted edit.**
- 8. Personnel:**
- 8.1. Approve New Teachers, Resignations, Retirements, Leave of Absence and Changes in FTE:** Karoline May moved to approve to convert the current unfilled Social Worker contract to an employee position for the remainder of the school year. Seconded by Diane Nichols-Fleming. Kelly Bushey explained this proposal. Diane Nichols-Fleming asked how this proposal is consistent (or not) with action that the board had taken earlier in the year around a math position. Steven Dellinger-Pate explained the circumstances around this position. **This motion carried unanimously.**
- 9. Public Comments:** none
- 10. Future Agenda Items:**
- 10.1.** WCUUSD Name
 - 10.2.** Assessment Needs for Building Bright Futures
 - 10.3.** Diversifying Educator Work Force
 - 10.4.** Board Retreat
 - 10.5.** Net Metering Proposal
 - 10.6.** Strategic Planning
 - 10.7.** Discussion about Public Participation at Board Meeting (at beginning of agenda)
 - 10.8.** Superintendent Evaluation (30 minutes)
 - 10.9.** Equity Scholar in Residence
 - 10.10.** Board Governance Goals/ Retreat/ Reflection on the year
 - 10.11.** Superintendent Responsibilities/ Board Roles and Responsibilities
 - 10.12.** Staff Appreciation (mid-year appreciation/ acknowledgement to staff and to communities)
- 11. Board Reflection:** Jaiel Pulskamp said her goodbyes and expressed appreciation for the work of board colleagues, teachers and administrators. Scott Thompson thanked her for her role on the board.
- 12. Adjourn:** The board adjourned by consensus at 9:27.

WCUUSD School Board

Superintendent Personnel Summary and Recommendations

March 3, 2021

(as of 2/24/21)

- 1. New Teacher Nominations** (for 20-21 school year)
Erika Moore, U-32 School Social Worker

- 2. Retirement**

- 3. Resignations**

- 4. Leave of Absence Request** (Remainder of the 20-21 school year)

- 5. Change in FTE**

- 6. Long Term Substitutes** (Remainder of the 20-21 school year)

- 7. New Position**

**Washington Central Unified Union School District
Employee Nomination Form**

Name: Erika Moore

School: U-32 Employer: WCUUSD

Position: School Social Worker

Type: Permanent One-Year Non-Renewable Pro-Rated Non-Renewable Temporary

Contract: Faculty Educational Support Personnel Non-Bargaining Unit

Reason for vacancy: Resignation/Retirement Leave of Absence New Position

[If leave of absence or resignation, name of terminated employee: Unfilled SSW & WCMHS contracts

Educational Preparation:

College/Technical	Degree/Certificate	Date Attained
<u>California State University East Bay, Hayward CA</u>	<u>M.S.W. Social Work</u>	<u>June 2015</u>
<u>University of California, Santa Cruz CA</u>	<u>B.A. Community Studies</u>	<u>June 2012</u>
<u>Diablo Valley College, Pleasant Hill CA</u>	<u>Coursework</u>	

Experience: Nov 2019-present - Marriage & Family Counselor Assoc, Multnomah County Family Court Services, Portland OR; Jul-Nov 2019 - Crisis Counselor w/Project Respond, Cascadia Behavioral Healthcare, Portland OR; Jul 2018-Jul 2019 - Hospice Social Worker w/Whatcom Hospice House, PeaceHealth, Bellingham WA; Sep 2016-Jul 2019 - Residential Counselor (Service Coordinator), Catholic Community Services, Francis Place, Bellingham WA; Dec 2016-Feb 2018 - Clinician II-Crisis Prevention & Intervention Team, Compass Health, Bellingham WA; 2012-2013 - Middle School Academic Intervention Specialist, AmeriCorps.

Years of Related Experience: 5 Years + AmeriCorp

Salary Schedule Placement: M00 -M14 Step 1 Start Date: March 3, 2021

Salary or Wage Rate: \$22,772.54 (prorated from \$59,271.00) Date of Board Appointment: March 3, 2021

FTE: 1.0 Days / Year: 73/190 Hours / Day: n/a

Contract Comments: Non-bargaining contract

Interviewed by: Steven Dellinger-Pate, Lisa LaPlante, Julia Pritchard, Jamie Spector, Ellen Cooke, Nathan Lovitz, Madeleine Dougherty, Meaghan Falby,

This candidate is recommended for employment by: Bryan Olkowski *B. Olkowski*

Cc (check as appropriate):

PERSONNEL PAYROLL SPED UNION BUILDING PRINCIPAL