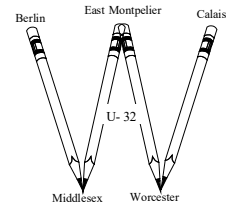


# Washington Central Unified Union School District

*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 School Reopening Community Forum and Board Meeting Agenda

**8.19.20 5:00 PM – 9:30 PM**

### **Virtual Meeting Information:**

<https://tinyurl.com/y5os3o5n>

**Meeting ID:** 934 3739 5494

**Password:** 415432

**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. Community Forum – School Reopening   | 90 minutes |
| 2. Call to Order  | 4 minutes  |
| 3. Welcome  | 20 minutes |
| 3.1. Reception of Guests  |            |
| 3.2. Agenda Revisions   |            |
| 3.3. Student Reports  |            |
| 4. Board Operations (Discussion/Action)   | 30 minutes |
| 4.1. Board Retreat  |            |
| 4.2. Board Calendar Draft – pg. 2   |            |
| 5. Reports (Discussion/Action)  | 30 minutes |
| 5.1. Superintendent   |            |
| 5.1.1. School Reopening Update – pg. 3  |            |
| 5.1.2. School Calendar – pg. 4  |            |
| 6. Consent Agenda (Action)  | 10 minutes |
| 6.1. Approve Minutes 7.30.2020 and 8.5.2020 – pg. 8   |            |
| 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.24 |            |
| 8. Public Comments  | 20 minutes |
| 9. Executive Session for a Student Matters  | 15 minutes |
| 10. Future Agenda Items   |            |
| 11. Adjourn   |            |

# WCUUSD BOARD MEETING CALENDAR - DRAFT

## 2020-2021

Berlin, Calais, East Montpelier, Rumney (Middlesex), Doty (Worcester) and U-32

AUGUST					SEPTEMBER					OCTOBER					NOVEMBER				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
3	4	5	6	7		1	2	3	4				1	2	2	3	4	5	6
10	11	12	13	14	*	8	9	10	11	5	6	7	8	9	9	10	11	12	13
17	18	19	20	21	14	15	16	17	18	12	13	14	15	16	16	17	18	19	20
24	25	26	27	28	21	22	23	24	25	19	20	21	22	23	23	24	*	*	*
31					28	29	30			26	27	28	29	30	30				
										10/13 Policy Committee 10/15 Finance Committee 10/21 Education Quality					11/10 Policy Committee 11/12 Finance Committee 11/18 Education Quality				
DECEMBER					JANUARY					FEBRUARY					MARCH				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4					*						*	*	3	4	5
7	8	9	10	11	4	5	6	7	8	1	2	3	4	5	8	9	10	11	12
14	15	16	17	18	11	12	13	14	15	8	9	10	11	12	15	16	17	18	19
21	22	*	*	*	18	19	20	21	22	15	16	17	18	19	22	23	24	25	26
*	*	*	*		25	26	27	28	29	*	*	*	*	*	29	30	31		
12/8 Policy Committee 12/10 Finance Committee 12/16 Education Quality					1/12 Policy Committee 1/14 Finance Committee 1/20 Education Quality					2/9 Policy Committee 2/11 Finance Committee 2/17 Education Quality					3/9 Policy Committee 3/11 Finance Committee 3/17 Education Quality				
APRIL					MAY					JUNE					* = Holidays/Vacations				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F					
			1	2	3	4	5	6	7		1	2	3	4					
5	6	7	8	9	10	11	12	13	14	7	8	9	10	11					
12	13	14	15	16	17	18	19	20	21	14	15	16	17	18					
*	*	21	*	*	24	25	26	27	28	21	22	23	24	25					
26	27	28	29	30	*					28	29	30							
4/13 Policy Committee 4/15 Finance Committee 4/21 Education Quality					5/11 Policy Committee 5/13 Finance Committee 5/19 Education Quality					6/8 Policy Committee 6/10 Finance Committee 6/16 Education Quality									

WCUUSD Board meetings are held the first and third Wednesday of the month at 6:30pm.  
Meeting Locations/Dates:

U-32 Middle/High	Every 1 <sup>st</sup> Wednesday of the month
Berlin Elementary	December 16, 2020/May 19, 2021
Calais Elementary	January 20, 2021/June 16, 2021
Doty Memorial	September 16, 2020/February 17, 2021
East Montpelier Elementary	October 21, 2020/March 17, 2021
Rumney Memorial	November 18, 2019/April 21, 2020

# Washington Central Unified Union School District

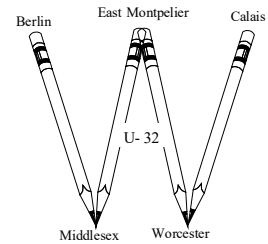
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Bryan Olkowski  
Superintendent



## MEMORANDUM

TO: WCUUSD School Board  
FROM: Bryan Olkowski, Superintendent  
DATE: August 14, 2020  
RE: School Reopening Update Staff Leave

On Wednesday, August 12, 2020, all faculty and staff had to submit their requests and forms for of the options outlined in the Staff Leave Procedures approved by the on July 30, 2020.

- Four teachers applied for Emergency Family Medical leave (EFMLA.)
- Six faculty and staff applied for unpaid leave.
- Five teachers applied to have their students enrolled in our schools for a total of 8 students.
- All teachers that applied for remote learning were interviewed. Six teachers have been assigned to remote teaching for grades PK to 6 for FY 2020-2021. The elementary principals interviewed the candidates and made decisions that would best serve our students and be least interruptive to their schools. Our remote learning teachers are:
  - Callie Weller, Calais, Prekindergarten
  - Beth Parker, East Montpelier, Kindergarten
  - Ben Weiss, Rumney, Grades 1/2
  - Kate Rob, Calais, Grade 3/4
  - Lisa Hanna, Doty, Grade 5/6
  - Amanda Morse, Rumney, Special Education

# Washington Central Unified Union School District

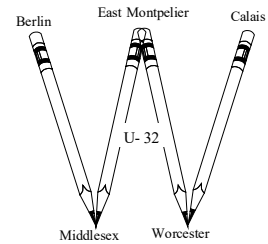
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Bryan Olkowski  
Superintendent



## MEMORANDUM

TO: WCUUSD School Board  
FROM: Bryan Olkowski, Superintendent  
Jen Miller-Arsenault, Director of Curriculum, Instruction and Assessment  
DATE: August 14, 2020  
RE: 2020-2021 School Calendar and Inservice Plans

As you know, the Governor has established a statewide student start date of Tuesday, September 8. We propose adjusting our school calendar in order to respond to this requirement and prepare for a successful reopening of our schools. Please see the proposed revised school calendar included in your board packet.

Overall, we propose that the revised calendar include 175 student days rather than 180 student days. We propose that teacher days remain 190 and support staff days remain 183. Teachers will have 15 inservice days throughout the course of the year and support staff will have 8 inservice days throughout the course of the year, an increase of 5 inservice days.

Teacher inservice days will take place from August 24-September 3, with September 4 being a teacher flexible preparation day. Paraeducators will attend inservice from August 24-28 and September 1 and 2. Food service providers, office staff, and buildings and grounds/custodial staff will attend the components of the inservice days that are relevant to their respective roles, including social emotional learning and health and safety protocols and practice.

Below is the agenda of the inservice days.

<b>Monday August 24</b>	<b>Tuesday August 25</b>	<b>Wednesday August 26</b>	<b>Thursday August 27</b>	<b>Friday August 28</b>
<b>8:00-9:45</b>  Building Opening Faculty Meeting  District Remarks  Invest EAP Presentation	<b>8:00-9:45</b>  Social Emotional Learning Focus	<b>8:00-9:45</b>  Social Emotional Learning Focus	<b>8:00-9:45</b>  Social Emotional Learning Focus	<b>8:00-9:45</b>  Social Emotional Learning Focus
<b>10:00-11:00</b>  Health and Safety Protocols District Presentation	<b>10:00-11:00</b>  District Welcome and Opening including Association Welcome	<b>10:00-11:00</b>  Health and Safety Protocols and Principal Updates	<b>10:00-11:00</b>  Health and Safety Protocols and Mandatory Annual Trainings	<b>10:00 - 12:00</b>  Multi-Tiered Systems of Support and Health and Safety Protocols (continued, if necessary)
<b>11:00 - 12:00</b>  Health and Safety Protocols and Principal Updates	<b>11:00 - 12:00</b>  Universal Design for Learning, Trauma Informed Practices, Racial Equity Focus	<b>11:00 - 12:00</b>  Universal Design for Learning, Trauma Informed Practices, Racial Equity Focus	<b>11:00 - 12:00</b>  Universal Design for Learning, Trauma Informed Practices, Racial Equity Focus	
<b>12:00 - 12:45</b>  Lunch	<b>12:00 - 12:45</b>  Lunch	<b>12:00 - 12:45</b>  Lunch	<b>12:00 - 12:45</b>  Lunch	<b>12:00 - 12:45</b>  Lunch
<b>12:45 - 2:45</b>  Canvas Learning Management System Focus	<b>12:45 - 2:45</b>  Canvas Learning Management System Focus	<b>12:45 - 2:45</b>  Canvas Learning Management System Focus	<b>12:45 - 2:45</b>  Canvas Learning Management System Focus	<b>12:45 - 2:45</b>  Canvas Learning Management System Focus
<b>2:45 - 3:00</b>  Building Based Closing Activity	<b>2:45 - 3:00</b>  Building Based Closing Activity	<b>2:45 - 3:00</b>  Building Based Closing Activity	<b>2:45 - 3:00</b>  Building Based Closing Activity	<b>2:45 - 3:00</b>  Building Based Closing Activity
<b>3:00-3:30</b>  Teacher Work Time (continued), Reflection, Feedback	<b>3:00-3:30</b>  Teacher Work Time (continued), Reflection, Feedback	<b>3:00-3:30</b>  Teacher Work Time (continued), Reflection, Feedback	<b>3:00-3:30</b>  Teacher Work Time (continued), Reflection, Feedback	<b>3:00-3:30</b>  Teacher Work Time (continued), Reflection, Feedback

Monday August 31	Tuesday September 1	Wednesday September 2	Thursday September 3	Friday September 4
8:00-8:30  Building Opening	8:00-8:30  Building Opening	8:00-8:30  Building Opening	8:00-8:30  Building Opening	Flex
8:30-10:30  Local Common Assessment Plan and Formative Assessment Focus	8:30-10:30  Teacher Collaboration (School Teams)	8:30-10:30  Teacher Collaboration (District Grade, Subject, Course or Department Alike with Canvas)	8:30-10:30  Teacher Collaboration (District Grade, Subject, Course or Department Alike with Canvas)	
10:45-12:00  Individual Work Time and Family Outreach  Case Manager Meeting (SpEd)	10:45-12:00  Individual Work Time and Family Outreach	10:45-12:00  Individual Work Time and Family Outreach	10:45-12:00  Individual Work Time and Family Outreach	
12:00 - 12:45  Lunch	12:00 - 12:45  Lunch	12:00 - 12:45  Lunch	12:00 - 12:45  Lunch	
12:45 - 3:15  Building Based Activities  Discussions re: students, where left off and where to begin	12:45 - 3:15  Individual Work Time  COVID -19 Coordinator Visits  Family Outreach	12:45 - 3:15  Individual Work Time  COVID -19 Coordinator Visits  Family Outreach	12:45 - 3:15  Individual Work Time  COVID -19 Coordinator Visits  Family Outreach	
3:15-3:30  Building Based Closing Activity, Reflection, Feedback	3:15-3:30  Building Based Closing Activity, Reflection, Feedback	3:15-3:30  Building Based Closing Activity, Reflection, Feedback	3:15-3:30  Building Based Closing Activity, Reflection, Feedback	
Paraeducators August 31-September 4, 2020 8:00-3:00				
	Focus on Supporting Students	Focus on Supporting Students	Handle with Care Training Day 1  (By sign up and paid beyond contract )	Handle with Care Training Day 2/refresher  (By sign up and paid beyond contract )

# WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT

## 2020-2021 SCHOOL CALENDAR - REVISED

Berlin, Calais, East Montpelier, Rumney (Middlesex), Doty (Worcester) and U-32

AUGUST					SEPTEMBER					OCTOBER					NOVEMBER				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
3	4	5	6	7		(1)	(2)	(3)	(4)				1	2	2	3	4	5	6
10	11	12	13	14	*	8	9	10	11	5	6	7	8	9	9	10	(11)	12	13
17	18	19	20	21	14	15	16	17	18	(12)	13	14	15	16	16	17	18	19	20
(24)	(25)	(26)	(27)	(28)	21	22	23	24	25	19	20	21	22	23	23	24	*	*	*
(31)					28	29	30			26	27	28	29	30	30				
					(17 School Days)					( 21 School Days)					(17 School Days)				
					9/7 Labor Day 9/8 First Day All Elementary Students 9/8 First Day U-32 Grades 7,8,9 & 10 in person/Grade 11&12 remote										11/11 Parent/Teacher Conferences 11/25, 26, 27 Thanksgiving Recess				
DECEMBER					JANUARY					FEBRUARY					MARCH				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4					*						*	*	3	4	5
7	8	9	10	11	4	5	6	7	8	1	2	3	4	5	8	9	10	11	12
14	15	16	17	18	11	12	13	14	15	8	9	10	11	12	15	16	17	18	19
21	22	*	*	*	(18)	19	20	21	22	15	16	17	18	19	22	23	24	25	26
*	*	*	*		25	26	27	28	29	*	*	*	*	*	29	30	31		
(16 School Days)					(19 School Days)					(15 School Days)					(21 School Days)				
12/23-1/1 Vacation										2/22-3/2 Vacation					3/2 Town Meeting				
APRIL					MAY					JUNE					Notes ( ) = Inservice Days: No School Students / required for teachers  * = Holidays/Vacations  = U-32 Dismissal at 2:05 & Elementary Dismissal at 3:00  Total Student Days = 175 Total Teacher Days = 190  Final – Adopted by				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F					
			1	(2)	3	4	5	6	7		1	2	3	4					
5	6	7	8	9	10	11	12	13	14	7	8	9	10	11					
12	13	14	15	16	17	18	19	20	21	14	15	16	17	(18)					
*	*	*	*	*	24	25	26	27	28	21	22	23	24	25					
26	27	28	29	30	*					28	29	30							
(16 School Days)					(20 School Days)					(13 School Days)									
4/2 Parent/Teacher Conferences Grades 4/19-23 Vacation					5/31 Memorial Day					6/17 Last day ½ day students (pending contingency days) 6/18 U-32 Class of 2021 Graduation 6/18-24 Contingency Days									
Semester Schedule					Teacher Inservice Days														
1 <sup>st</sup> Marking Period Ends 10/28/20					8/24-9/3 Teacher Inservice														
2 <sup>nd</sup> Marking Period Ends 1/15/21					9/4 Teacher Flexible Prep Day														
Semester 1 Exams 1/13-15					10/12 Teacher Inservice														
3 <sup>rd</sup> Marking Period Ends 3/31/21					11/11 Teacher Inservice/Parent Conferences														
4 <sup>th</sup> Marking Period Ends 6/17/21					1/18 Teacher Inservice/ ½ Professional Work Day														
Semester 2 Exams Last 3 Days of School					4/2 Teacher Inservice/Elementary Parent Conferences														
					6/18 Inservice (pending contingency days)														

# Washington Central Unified Union School District

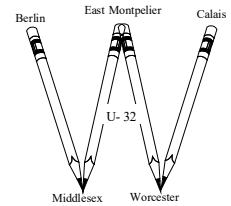
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Bryan Olkowski  
Superintendent



## Washington Central Unified Union School District Special Board Meeting Unapproved Minutes 7.30.2020

### Present by Teleconference\*:

**Board Members:** Flor Diaz Smith, Lindy Johnson, Scott Thompson, Diane Nichols-Fleming, Dorothy Naylor, Stephen Looke, Chris McVeigh, Kari Bradley, Jonas Eno-Van Fleet, Townes DeGroot

**Administrators:** Superintendent Bryan Olkowski, Technology Director Keith MacMartin, U-32 Associate Principal Jody Emerson, Principal Alicia Lyford, Principal Casey Provost, Principal Aaron Boynton, Principal Cat Fair, Director of Curriculum Jen Miller-Arsenault, Director of Student Services Kelly Bushey, HR Coordinator Carla Messier

**Others/Public:** David Delcore (Times Argus), David Lawrence, Glenn Gannon, Caitlin Morgan, Lisa Stoudt, Ursula Stanley, Kathy Christie, Robin Gannon, Nicolle Schaeffer, Mary Monteith, Michelle Ksepka, Jill Drury, Tammy Joslyn, Betsy Parah, D Hann, Doc Gordon, Sherry Lewton, McCreeden, Corinne Stridsberg, Ellen Dorsey, Jenn Ingersoll, Sonya Rhodes

1.0 Call to Order: Scott Thompson called the meeting to order at 6:10 p.m

2.0 Welcome

- 2.1. Reception of Guests: Scott Thompson welcomed those present. He suggested that, in light of Stephen Looke needing to leave before 6:30, the board discuss the leave procedures from the work of the subcommittee first on the agenda.
- 2.2. Public Comments: This is noted below

- 3.0 Review Staff Leave Procedures: Stephen Looke reported that the subcommittee had met on Friday and had created a bulleted list of items for the board to discuss (details not hashed out; merely concept). Superintendent Olkowski had prepared a memo, dated July 27, 2020, and had provided a draft document *Return to Work and Leave Information 2020-2021*. The four items:
1. create space in the district for teachers to be able to bring children to work with them- a supervised space, so they can access their remote learning from their own district, if their schedules are not in synch
  2. allow staff from our district, where there is space, to enroll their children in our district



3. allow certain number of staff to select discretionary leave (as well as what is provided through statutory law to all who are eligible)
4. consider hiring independent auditor to evaluate leave requests

Superintendent Olkowski reviewed the memo he had shared for consideration at this meeting, outlining the above.

Stephen Looke indicated that the subcommittee endorsed all four of the options and felt that they are valuable for the board as a whole to discuss and consider.

Superintendent Olkowski indicated that the options allow for flexibility for WCCUSD to open for in-person learning, five days a week. He spoke about the different types of leave; specifically, “intermittent leave,” for example, if teachers are faced with child care issues due to schedules that are not synchronous with their children’s. He stated the challenge of not knowing how many staff members would request such leave. He stated that options #1 and #2 offer options so that teachers are not in need of requesting intermittent leave. He spoke about the issue of child count/ tuition if students attend WCUUSD due to option #2 - he had discussed this with the AOE and, without legislative action, the money would not follow the child. He also stated, for example, there would be possibility that a staff would want their child to attend the school in which they work, but the space/ availability might be in a different school in the district.

Chris McVeigh indicated that the challenge right now is not knowing the number of children we might be accommodating, or the number of staff who might request leave.

Dorothy Naylor asked whether neighboring school districts have indicated what their schedules are going to be yet. Superintendent Olkowski stated that they are still making these decisions based on local feedback and changing circumstances. He stated that the Secretary of Education had told superintendents today that the health and safety guidance will be updated in coming days and the result may be more restrictive, or less restrictive; it is still unknown.

Scott Thompson asked whether the group had particular preferences or recommendations based on the options that were discussed. Chris McVeigh stated that the subcommittee had wanted to bring this discussion to the full board.

Lindy Johnson stated that flexibility is key right now, as we are getting ready to receive new guidance around social distancing requirements; this will change how many students we can accommodate, and may change school districts’ schedules.

Superintendent Olkowski stated that he would like to form a path forward, and adjust as needed, as new information and guidance becomes available.

Flor Diaz Smith stated that, since the state has not provided updated guidance yet, we are going to need to be flexible, and trust our teachers and staff, and families.

Jonas Eno-Van Fleet thanked the subcommittee and administration for outside-of-the-box thinking; he clarified that five-day in person for students K-8 was not an order from the state, but was a recommendation. Superintendent Olkowski indicated that our school district is able to provide five day in person for students K-8; not all are able. Jonas Eno-Van Fleet expressed concern and wonder around the implications of bringing more students into the buildings; and he also wondered what is the science behind the idea of 3-feet versus 6-feet distancing. He brought up issues such as equity (if some, but not all are offered options), safety, staff considerations.

Kari Bradley stated that we have an obligation to provide teaching; he would like to continue to consider flexible options. There is much we still don’t know, and won’t know until staff and parents make decisions, and students attend.

Dorothy Naylor expressed challenges around staffing, around substitutes. She thinks it is important to allow teachers to stay with their students.

Chris McVeigh indicated that we continue to deal with moving pieces and that we may need to move forward, for example, and offer discretionary leave, and see where it goes. Flor Diaz Smith stated that she supports the option of teachers/ staff enrolling their children in their own school buildings. She stated that under these circumstances she does not believe that tuition money following the student can be a priority and that neighboring schools are in similar situations; there is a “we’re all in this together” approach.

#### Public comments:

Robin Gannon: Will we cap the number of students that can be enrolled in each classroom?

David Lawrence: It is very challenging to find out when meetings are scheduled. The website does not provide an easy way to know. He indicated that, even though he will be keeping his children at home, he is interested in this process. He hopes that the policy document that the state is going to provide will address what is meant by quarantine, and how widely spread is the need to quarantine. He stated that it appears that the decisions are made with discretion at each local board, and not as an edict from the state.

Corinne Stridsberg: would like to see minutes from the task force meetings to be better able to participate and ask questions. She indicated that if a variety of students are attending or coming into the building, then we need to be aware of the many different possible exposures.

Dorothy Naylor indicated that when considering the option for students from other districts to attend, we were thinking of a designated space for the student, whether it be a classroom in which the student enrolls, or whether it be a designated space for the student to work with supervision remotely.

Ursula Stanley: have we done contact tracing for each school? When students from different schools go home, there is a great deal of cross-contamination.

Chris McVeigh stated, it is his understanding that the state guidance is that there will be in-school learning, but the configuration is left to local districts.

Superintendent Olkowski stated that the guidance from the state indicates that children learn best when they are at school and there is some compelling guidance around the social/emotional value. He stated that the question is, if you can’t provide daily in-person instruction, what is the reason? Other school districts have compelling reasons, for example, facilities issues.

Townes DeGroot stated that he believes students want a sense of normalcy, and a sense of safety. He stated that when we went to online learning in March, there was a loss of relationships and connections. How can we prioritize safe relationships at school?

Scott Thompson asked board members if they are ready to make some decisions or provide some guidance? Or do we need more time and/ or more information?

Kari Bradley asked some of the details of “discretionary leave.”

Bryan Olkowski clarified: typically, unpaid leave of absence for a certain period of time.

Lori Bibeau added: if the board opted to continue to try to cover insurance, the cost is estimated between 10-25K for a full year. Typically when people are on unpaid leave, the district has not paid insurance benefits. The employee is eligible to participate in a Cobra plan. Typically, unpaid leave indicates unpaid benefits as well.

Kari Bradley moved to adopt the four provisions on the bottom of page 4 of the packet:

*In addition to the mandated state and federal statutes for leave the WCUUSD school board will consider the following:*

- 1. Allow WCUUSD teachers to enroll their children in our schools only if their child's school is doing remote learning or a remote learning hybrid.*
- 2. Offer remote learning center(s) for teachers' children so that they can attend their school remotely only if their child's school is doing remote learning or a remote learning hybrid.*
- 3. Provide an independent auditor for leave requests.*
- 4. Provide discretionary leave for staff to submit request by \_\_\_\_\_. The board will set the number of leaves that will be provided as to not upset the school and still meet the needs of our students. This may need to be held be lottery.*

and that the first three we adopt as written, and #4 we amend: provide discretionary unpaid leave for staff, date determined by superintendent... the superintendent will set the number of leaves. Seconded by Flor Diaz Smith.

Discussion: Flor Diaz Smith indicated that she has concerns around not providing insurance benefits in the circumstance of discretionary leave, especially in light of COVID19. She spoke about the possibility of setting criteria to define discretionary leave. Superintendent Olkowski stated that he does not recommend setting very specific criteria to define discretionary leave; this is a case by case consideration. He has been working under the assumption that unpaid leave indicates unpaid benefits. Superintendent Olkowski spoke about the benefit of having an independent auditor consider leave requests. Chris McVeigh reiterated that the idea is to have consistency of decision making.

**Chris McVeigh suggested a friendly amendment to the motion, for #4: “for staff who are taking discretionary leave position will be available to them, upon end of leave.” Kari Bradley and Flor Diaz Smith agreed with this amendment.**

Superintendent Olkowski asked Carla Messier if she had any input or comments about the provisions. She indicated that the CBA has a provision that provides certain parameters around leave. Chris McVeigh reminded her that discretionary leave falls outside of any of the mandatory leaves that are included in the CBA.

**Chris McVeigh suggested that we modify this motion to include that it is in response to the current pandemic circumstances during the 20-21 school year, and subject to extension as necessary. The board agreed on the following verbiage: “During the 2020-2021 school year, and due to the COVID19 pandemic, the district will adopt the following:”**

Lori Bibeau asked for clarification: are options 1-2 open to teachers but number 4 open to all staff? Superintendent Olkowski stated that his original thinking was only for teachers, however he realizes that this is unclear. When he spoke with the union, this subject came up.

Dorothy Naylor asked whether we know how many staff members live in towns outside WCUUSD? Superintendent Olkowski indicated that we have tried to make estimates but we do not know as this is a dynamic situation.

A vote was called on the motion, as amended. The verbiage as amended reads:  
**During the 2020-2021 school year, and due to the COVID19 pandemic, the district will adopt the following:**

**In addition to the mandated state and federal statutes for leave the WCUUSD school board will consider the following:**

**1. Allow WCUUSD teachers to enroll their children in our schools only if their child's school is doing remote learning or a remote learning hybrid.**

**2. Offer remote learning center(s) for teachers' children so that they can attend their school remotely only if their child's school is doing remote learning or a remote learning hybrid.**

**3. Provide an independent auditor for leave requests.**

**4. Provide discretionary unpaid leave for staff to submit request by a date determined by the superintendent. The superintendent will set the number of leaves that will be provided as to not upset the school and still meet the needs of our students. This may need to be held be lottery.**

**For staff who are taking discretionary leave, position will be available to them, upon end of leave.**

**This motion carried, with seven in favor, and one vote of “no.”**

Jonas Eno-Van Fleet stated that he appreciates the desire to go back to school in person, but Vermont is in its current state related to COVID19 because we have done a good job of keeping people away from each other. He fears that this is undermining that effort, as well as putting at risk the children of neighboring districts who may enter our schools and increase their own exposure. He appreciates the creative thinking and the efforts of the administration but he does not support this motion.

**4.0 Personnel (Action)**

- 4.1. Approve New Teachers, Resignations, Retirements, Leave of Absence and Change in FTE: Diane Nichols-Fleming motioned to appointment Sarah Wetzal as Berlin Special Educator. Kari Bradley seconded. Lindy asked that the nomination forms be included in the board packets. The motion carried unanimously.**

**5.0 Executive Session for Student Matter: At 7:47, Kari Bradley moved to go into Executive Session for the purpose of discussing a student matter. Seconded by Chris McVeigh, this motion carried unanimously.**

**At 8:07 Flor Diaz Smith moved to leave Executive Session. Seconded by Chris McVeigh, this motion carried unanimously.**

**Dorothy Naylor moved to support the administration's recommendation regarding the student matter. Seconded by Flor Diaz Smith, the motion passed unanimously.**

Superintendent Olkowski responded to an earlier comment about whether there will be a limit to class size, and he assured those present that he will follow up on this. Superintendent Olkowski said regarding questions about the meetings being warned that the meeting was appropriately warned, even though it was decided to hold the meeting just last week. Superintendent Olkowski apologized for the trouble with the Zoom link at the

beginning of the meeting. Superintendent Olkowski said that the district's COVID-19 website was going to go live soon, and that the principals of the schools send out weekly emails, that these are school specific to the communities, but that we've been so busy trying to do the work in front of us that we haven't been posting the newsletters posted on the school websites, and that will be fixed soon so that the community can see the information. There will be a contact us page on the website.

He noted that he had received ten pages of questions about reopening - from the teacher's union - he will be working on trying to address these questions. Some of the decisions from this meeting will help to answer some of the questions.

He thanked the board for the work and the direction.

Scott Thompson reminded: Wed., August 5th will be a regular board meeting. The agenda will largely be focused on reopening. He invited board members to bring questions to the meeting so that the discussion can be rich and consider all angles.

Lindy Johnson asked how much turnout there was at the recent forum in Adamant. Scott Thompson indicated that about a half dozen people attended. The substance that resulted from the meeting will be included in questions for the board at the next meeting. He noted that Superintendent Olkowski asked for any questions as possible in advance so that he and his staff can try to prepare to answer.

Flor Diaz Smith stated that a community forum will be planned at the next board meeting - the tentative date is August 19th.

David Lawrence offered his help in coming up with better ways to keep the public informed about board meetings. Lindy Johnson suggested that board members post to their own community's Front Porch Forum to let the community know that board meetings are scheduled for Wednesday nights for the time being, and to direct them to WCUUSD for more information. Dorothy Naylor suggested that each town designate a person to be sure that this gets posted in each town.

6.0 Adjournment: The board adjourned by consensus at 8:18 p.m.

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

# Washington Central Unified Union School District

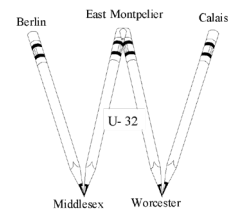
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*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

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Bryan Olkowski  
Superintendent



## Washington Central Unified Union School District Board Meeting Minutes - Unapproved

**8.5.2020 6:00 PM – 8:30 PM**

### **Present by Teleconference\*:**

**Board Members:** Flor Diaz Smith, Lindy Johnson, Scott Thompson, Diane Nichols-Fleming, Dorothy Naylor, Stephen Looke, Chris McVeigh, Jonas Eno-Van Fleet, Townes DeGroot, Jonathan Goddard, Jaiel Pulskamp, Jill Olson

**Administrators:** Superintendent Bryan Olkowski, Technology Director Keith MacMartin, U-32 Associate Principal Jody Emerson, Principal Alicia Lyford, Principal Casey Provost, Principal Aaron Boynton, Principal Cat Fair, Director of Curriculum Jen Miller-Arsenault, Director of Student Services Kelly Bushey, HR Coordinator Carla Messier, Business Administrator Lori Bibeau, Amy Molina, Principal Gillian Fuqua

**Others/Public:** David Lawrence, Glenn Gannon, Caitlin Morgan, Lisa Stoudt, Ursula Stanley, Kathy Christie, Robin Gannon, Mary Monteith, Jill Drury, D Hann, Doc Gordon, Corinne Stridsberg, Alec Benedict, Anya, Barclay Johnson, Ben Larrow, Flora, Melanie Webster, Sarah Pollard, Megan McClane, Meg Allison, Lisa Hanna, Kim Sturgis, Kelly MacMartin, Larraby Fellows, Deborah Van Ness, Melanie Webster, Peter Hirschfeld, Will Baker, Aaron Moore, Alison Soccodato, Richard Maizell, Amy Scribner, Kim Sturgis, Ben Weiss, Beth L, ORCA Video

**1.0 Call to Order:** Scott Thompson called the meeting to order at 6:01 p.m.

### **2.0 Welcome:**

- 2.1. Reception of Guests
- 2.2. Agenda Revisions: Scott Thompson noted that the board had received a revised agenda that includes some personnel actions.
- 2.3. Public Comments: Scott Thompson reminded those present that in two weeks, an hour long public forum is planned. Sometime during tonight's meeting has been designated for planning this forum.
- 2.4. Student Reports: Townes DeGroot shared that the students with which he has had contact have expressed concerns around: safety, equity. Students are concerned about what their school experiences will look like, but at the same time are concerned around safety and health. Some of the students that have been

struggling throughout the pandemic continue to worry that there does not seem to be an end to the struggles. He noted that there is disappointment from students about not being able to participate in activities, and some have expressed frustration with lack of communication about how, and if, extra -curricular activities might occur. He shared that there is some excitement from students about finally being able to participate in person at school.

### **3.0 Board Operations (Discussion/Action)**

- 3.1. Community Forum Planning: Superintendent Olkowski shared that the hope is that we will be able to share more specifics in two weeks about what the school experience will look like. The plan is for an hour long session; he would like to have some sort of presentation, and then provide opportunities to questions and comments. Flor Diaz Smith indicated that it would be nice to have some teachers take part in the presentation - for example, an elementary and a high school teacher. The plan is a twenty-minute presentation and allowing the rest of the forum for questions/ comments. Lindy Johnson stated that she believes people want to be assured that distance learning in the fall will look different than distance learning in March - June. Diane Nichols-Fleming indicated that she would like to have a place to collect questions in advance, as she doesn't want people to be frustrated that their questions/ concerns were not addressed. Scott Thompson suggested that people at the meeting tonight who have questions/ comments, can email the school board. Superintendent Olkowski indicated that he is currently collecting questions, including from the union representation. He suggested that a "FAQ: Frequently Asked Questions" - and answers - might be shared, for example on the website which went live today.
- Chris McVeigh suggested that the website share decisions that have been made, rather than sharing what will happen in the future. For example, share, from a physical standpoint, what is happening versus sharing for example, what seems like a policy statement. Superintendent Olkowski stated that a specific *Remote Learning Plan* is shared on the website; this is a five-page document. A mailing is planned, and he assured the board that as updated information becomes available, it will be shared and uploaded.
- Diane Nichols-Fleming suggested, would a virtual tour be available for families? She shared a concern that the forum is on the 19th but families are being asked to make their decisions about their children's schooling options before then. Superintendent Olkowski also stated that principals are sharing information with families via newsletters; these include specific plans and photos of classrooms and spaces as they are made ready.
- Jonas Eno-Van Fleet reiterated Diane Nichols-Fleming's suggestion that, because parents are not allowed into the school buildings, video or photo images that can be shared will be helpful.
- Lindy Johnson shared that she has witnessed some of the improvements to the buildings, including Berlin and Doty.

- 3.2. Wellness Updates: Cat Fair and Elizabeth Wirth had prepared a presentation; Cat Fair facilitated. Flor Diaz Smith suggested that she might present a summarized version at the public forum. Superintendent Olkowski thanked Cat Fair, Elizabeth Wirth, and the Task Force, for the ongoing work. He noted that keeping *everyone safe* is the number one priority.
- Superintendent Olkowski shared some of the plans in place for the beginning of the school year, to focus on social/ emotional needs, and getting reacquainted with back-to-school routines.
- 3.3. Business Administrator Succession: Superintendent Olkowski shared that he and Lori Bibeau have spoken about the desire to hire a business administrator and to have some overlap between the two.
- Stephen Looke suggested that the board decide when we would like the person to be hired, and how long the “overlap” period should be - then to work backward, using that timeline. He suggested that he would like a minimum of three-month overlap period. Flor Diaz Smith asked for Lori Bibeau to help update the job description. Lindy Johnson indicated that she does not think more than three months is necessary; she spoke about the financial implications during the overlap period. Chris McVeigh stated that he supports a three-month overlap at a minimum. He would like to search broadly, and would suggest another person with financial expertise take part on the hiring committee (in addition to Lori Bibeau.) He does not think we should “under train” or “under sell” what we need in this position. Jonathan Goddard stated that he agrees at least a three-month training period is needed. He stated that Lori Bibeau’s knowledge is invaluable and the training that can occur during the overlap will be critical.
- Dorothy Naylor suggested that we ask Lori Bibeau what time frame she suggests. Ms. Bibeau suggested making a decision by February, keeping in mind the job searches that occur in the spring. Lindy Johnson noted that if the candidate is currently working for a school district then they might not be available for a cross over period during the school year, as they will likely be under contract through June.
- Scott Thompson suggested beginning the process around September - e.g. drafting a job description and creating a hiring committee and timeline.
- Flor Diaz Smith stated that the board should consider whether to hire a consultant. Lindy Johnson suggested putting this on a future agenda. Our focus currently needs to be on starting the school year in light of COVID19.
- 3.4. Board Retreat: Flor Diaz Smith shared that she and Superintendent Olkowski had met with the board retreat facilitator. The potential date is September 12th, breakfast and lunch. She shared that the planning is still underway, and the planning committee will share more information at the next meeting. Board members discussed whether this date is tenable. (It is.) Superintendent Olkowski will let the facilitator know that September 12th is the firm date.
- 3.5. CVCC Regional Advisory Board Representative: Flor Diaz Smith is still planning to represent the board; she asked for a board member who would be willing to serve as alternate.



**Lindy Johnson moved to nominate Stephen Looke as alternate representative to CVCC Regional Advisory Board. Seconded by Chris McVeigh, this motion carried unanimously.**

#### **4.0 Reports (Discussion/Action)**

##### **4.1. Superintendent**

4.1.1. School Opening Status Update: Superintendent Olkowski thanked the board for the opportunity to have questions shared, and hopefully answered. He noted that the biggest guiding principle is *flexibility*. We are trying to do something that we have never done before. Agency of Education, CDC and Department of Health have provided guidance for opening schools. He noted that the social distancing requirement is a challenge for many facilities; we are fortunate at WCUUSD that our school buildings can accommodate this.

4.1.2. Board Q&A: Scott Thompson suggested that if board members have questions that are not addressed tonight, that they email to Superintendent Olkowski.

Jonas Eno-Van Fleet stated that he has a list of at least 30 questions that he has provided in writing to the superintendent. He asked how many plans were considered before deciding on in-person in grades Pre-K through 8 and hybrid in grades 9-12. Superintendent Olkowski stated that the leadership team had decided on prioritizing in-person for grades Pre-K - 8. Jonas Eno-Van Fleet noted that other schools in the state have a wide variety of options, and he asked whether, and how many, other models had been considered. Steven Dellinger-Pate shared about the decision making at U-32 around the hybrid, one week on, one week off model.

Jonathan Goddard asked, what is identified as the highest priority? Superintendent Olkowski - the ability to be flexible and to pivot as needed. Whatever plan is created, is contingent upon staffing. He stated that August 12th has been named the deadline for staff to request leave. Dorothy Naylor asked for specifics about elementary school classrooms' setups. Some discussion followed around the setup of desks in a row, facing forward - this is not ideal and is not typically how we arrange elementary classrooms; however, it will be necessary for social distancing. Jill Olson asked whether the options for families for grades preK-8 is binary - in other words, do they have to choose between full time in person or full time remotely? Superintendent Olkowski - yes, at this time the option is binary.

Chris McVeigh - if a student or staff tests positive, what happens in terms of quarantining for the rest of the school population? What is the threshold at which the decision to go completely remote would be made? Superintendent Olkowski - if a staff member or student tests positive, superintendent will have to decide, in conjunction with Department of

Health, whether to close a school or a district, according to the data. Elizabeth Wirth shared that there is no cut and dried guideline from the Department of Health, each case will be decided according to its unique circumstances. Some discussion of contact tracing followed.

Superintendent Olkowski stated that that state has not provided information around criteria for going completely remote.

Jonas Eno-Van Fleet asked whether testing will happen before school opens; will there be surveillance testing in an ongoing way; who pays for testing? When a test comes back positive, what next? Will we have access to the pop up testing facility? Superintendent Olkowski indicated that testing will not be available before the beginning of the school year, due to the contagious nature of the disease (in other words a person can test negative one day but be positive the next). Elizabeth Wirth stated that the number of cases in Vermont does not indicate a need for testing at this time.

Diane Nichols-Fleming asked whether there will be planned mask breaks for children; will there be scheduled outdoor times that will allow for mask-free time? Superintendent Olkowski shared that the availability of outdoor learning opportunities will vary from facility to facility. There has been some discussion around building tolerance and stamina for mask wearing. Elizabeth Wirth stated that the most important times for children to wear masks will be in hallways, etc., times when physical distancing is not possible. She spoke about the recognition that children will need modeling, reminders, and breaks. She stated that the summer program did not have problems with children being able to tolerate masks.

Lindy Johnson stated that she is happy with how Vermont is handling COVID19, but she is wondering if there is anything in place for staff to have to indicate whether they have traveled or whether they may be more at risk for having been exposed. Superintendent Olkowski has shared with teacher's information around 14-day quarantine and around expectations.

Flor Diaz Smith asked how can the board support the administration so that the staff and teachers can support the students. She spoke about home schooling and about special education. She suggested that board members contact the legislature when they return in August around the issue of ADM and homeschooling in light of COVID19.

Jonas Eno-Van Fleet asked, for families who opt for remote learning, what is the logic in prohibiting them from participating in, for example, outdoor recess? He spoke about the opportunity for children to interact socially and the benefit to their emotional well-being. He urged the administration to reconsider that. Superintendent Olkowski spoke about the creation of "pods" of students, and the need to minimize the exposure of students outside of their pods.

Jaiel Pulskamp asked whether the configuration of the pods will be flexible, for example, if there is a student dynamic that doesn't work. Steven Dellinger-Pate shared what pods will look like in the middle and high school - a group of 15 within a larger group of, e.g. 60. We don't expect students to be with the same group of peers in a pod, for an entire school year.

The board took a break at 8:30 and upon returning, discussed whether to continue the Q+A now or whether to move this to the end of the agenda.

#### 4.2. Finance Committee

- 4.2.1. Central Office Renovations (Discussion/Action): Superintendent Olkowski had shared a memo around Central Office Renovations. He explained that the project has come back over budget, based on the earlier plans and previous board action. He noted that the Finance Committee had recommended requesting these additional funds in order to prepare central office for fully functioning. In the meantime, central office staff is working in person in a staggered fashion to allow for social distancing. **Lindy Johnson moved to authorize the superintendent to spend a total of \$43.3K for the purpose of Central Office renovations. Seconded by Jonas Eno-Van Fleet.** Discussion: Chris McVeigh stated that some of the expenses seem high, and that his understanding was that we were planning on temporary walls. Superintendent Olkowski indicated that permanent walls versus partitions are reimbursable through the CARES Act. He spoke about other safety aspects of walls versus partitions. Diane Nichols-Fleming stated her concern around increasing the cost of this project. Lindy Johnson also indicated that she is concerned that we are not being as fiscally responsible as we could be. Flor Diaz Smith stated that the Finance Committee had reviewed this request; the money is in the capital fund but there are hopes that the CARES Act will provide some reimbursement. She noted that building projects are expensive right now due to supply and demand. Jill Olson reiterated Diane Nichols-Fleming's concern. Diane Nichols-Fleming asked whether this is a final dollar amount, or whether there is likelihood of yet another increase. Some discussion followed. Stephen Looke called the question. This carried.

**A vote on the original motion resulted in: 8 in favor; 3 not in favor. The motion carried.**

Q+A continued.

Jonas Eno-Van Fleet asked who will be providing communication about illnesses and absences, and will school communities be notified of status of COVID19 tests when they occur. Elizabeth Wirth stated that information will be shared around COVID19 illnesses; however, she does not think that we will share information to the detail of children with

COVID19-like symptoms. Superintendent Olkowski shared that sharing some details may be in violation of HIPPA regulations. Jonas Eno-Van Fleet stated that in these circumstances, from the perspective of a parent, more information is better than too little information, in order to make personal decisions about the welfare of your family.

Chris McVeigh revisited the idea of remote learning students joining recess. He stated that we have policy in place allowing home school students to join some activities; he thinks this would apply. He also asked why 7th and 8th students are not included in the high school students' scheduling plans. Steven Dellinger-Pate addressed the question of 7th/ 8th graders. He stated that having that group of students on a different schedule allows for distancing.

Jonas Eno-Van Fleet asked if a student who has attended in person is sick, will they be allowed to participate in remote learning? Superintendent Olkowski stated that if a student is sick (e.g., strep throat), then they will not access remote learning; they will be sick for the day. If a group of students needs to quarantine, then remote learning will be offered to them. Lindy Johnson asked, if a group of children are doing remote learning, then they create their own cohort, right?

Scott Thompson spoke about a movement called "Refuse to Return" - with a criterion of not returning unless the community has no cases of COVID19 for two weeks; he stated that in Washington County, there have been two to three cases in two weeks. He asked whether there has been any thought to campaigning for shared responsibility around eliminating exposure to COVID19. Jill Olson stated that the Department of Health is taking on that campaign; she does not think this is the work of the school board.

Jonas Eno-Van Fleet stated that there has been a case per day in Washington County over the past week. We have had the benefit of seeing how other schools are doing, who have opened already. He stated that one of the positive aspects of Vermont is that we have not had any mass gatherings since March. We are preparing to have such mass gatherings, starting on September 8th. There is significant risk, and opening schools is going to increase the risk. He would be interested to see what the models and future casting are at the state level.

Jaiel Pulskamp asked, if a student has symptoms and receives a COVID19 test, what happens during the interim while waiting for the test results. Superintendent Olkowski stated that at this time the discussions have been that if a child is sick then they will take a sick day and not participate in remote learning. Elizabeth Wirth spoke briefly about this scenario - if a student were to stay home for an extended period but not extremely sick, then the child will likely participate with their (in-person) classmates, remotely, as much as possible. They will not join the remote cohort. Steven Dellinger-Pate shared about a Learning Management System that is being implemented, where students can access lessons. This is part of

the effort to work more effectively than we were able to in March when school buildings were closed without sufficient notice.

Chris McVeigh asked, is there the ability to require a COVID19 test before returning to school. Is there a protocol to require assurance from a health care provider before a person can return?

Jonas Eno-Van Fleet asked, how will we deal with mask and distancing non-compliance? Will we require COVID19 vaccinations if and when one becomes available? Superintendent Olkowski indicated that the Department of Health will likely address the vaccination issue. He stated, in the case of non-compliance to rules, as usual we will work with the child and if necessary, the family.

Jonas Eno-Van Fleet asked will grading to comparable for in-person and remote cohorts? Jen Miller-Arsenault indicated that they will. The proficiencies and the standards will be the same, regardless. He asked, how are children going to maintain cohesion and relationships if some are in person and others are remote, assuming that eventually we will all be back in person, after the pandemic ends. Jen Miller-Arsenault shared some of the community building efforts that will be made, for in person as well as remote students, in efforts to build and preserve relationships.

Jonas Eno-Van Fleet reviewed some of the questions that he has, that time would not allow tonight.

## **5.0 Consent Agenda (Action)**

- 5.1. Approve Minutes of 7.15.20 and 7.22.20: **Diane Nichols-Fleming moved to approve the minutes of July 15th and July 22nd. Seconded by Flor Diaz Smith. Discussion: Jill Olson's name is misspelled in July 22 minutes. This motion carried unanimously, with noted correction.**
- 5.2. Approve Board Orders: **Jonas Eno-Van Fleet moved to approve the board orders in the amounts of: \$180,213.21; \$223,813.09; \$8,812.18. Seconded by Flor Diaz Smith. Discussion: Lindy Johnson noted that some of the expenses related to COVID19 have seemed like we are opting for the "Cadillac" version. She had sent an email expressing this. This motion carried unanimously.**

## **6.0 Personnel (Action)**

- 6.1. Approve New Teachers, Resignations, Retirements, Leave of Absence and Change in FTE:  
**Jonas Eno-Van Fleet moved to approve the following hires:**  
**Heather Clark Warner**  
**Kevin Richards**  
**Jessica Abisla.**  
**Seconded by Dorothy Naylor, this motion carried unanimously.**  
**Flor Diaz Smith moved to approve the change to 1.0 FTE for David Mathies.**  
**Seconded by Dorothy Naylor, this motion carried unanimously.**

- 6.2. Approve Addition of One Behavior Interventionist Positions: **Jaiel Pulskamp moved to approve the addition of the position of Behavior Interventionist. Seconded by Dorothy Naylor. Discussion:** Superintendent Olkowski had prepared a memo explaining the impetus for this. **This motion carried unanimously.**

Cat Fair stated that Ms. Hudson has submitted a resignation (retirement) after 46 years. The board, while not needing to approve this, acknowledged her long history at Calais and thanked her.

## **7.0 Public Comments:**

Chris Stanley asked: can parents delay their decision, given that the forum is planned for August 19th. Superintendent Olkowski stated that he is asking parents to answer by the deadline, with as much information as we can at the moment, but keeping in mind the need to be flexible.

Lisa Hanna expressed concerns around the lack of collective teacher voice. She had prepared a letter to the board; she also shared that there is a letter in the Worcester Front Porch Forum on behalf of many Doty teachers. She asked about training for teachers to implement teaching under these new circumstances. What does this look like operationally to teachers? Will the training be adequate? Jen Miller-Arsenault addressed some of the training that is planned for teachers.

Corinne Stridsberg asked what are the plans for vocational students, going from one building to another? What are the plans for substitute teachers, going from one school to another? She asked about the issue of outdoor shelters. She suggested that the FAQs be posted as soon as possible, even if answers are not available. That way people will know that their questions are out there. She suggested dating the answers, as information will continue to be dynamic.

Lisa Hanna asked what is the timeline for hiring teachers to fill classroom positions? Are there plans to move teachers around within the district to fill positions? Superintendent Olkowski stated that we are still trying to get a grasp of the needs, based on family preferences (in person versus remote), and based on teacher leave requests. It is much like a puzzle and we may need to shift some positions around.

Lisa Hanna reiterated the concern expressed earlier around absences and testing for students and staff with COVID19-like symptoms. There will need to be clear protocols and clear communication around these issues.

## **8.0 Future Agenda Items:**

- Business Administrator Succession
- Board Retreat
- Board membership

## **9.0 Adjourn:** The board adjourned by consensus at 10:13 p.m. Respectfully submitted,

Lisa Stoudt, Board Recording Secretary

**WCCUSD School Board**  
**Superintendent Personnel Summary and Recommendations**

**August 19, 2020**  
(as of 8/14/2020)

1. **New Teacher Nominations** (for 20-21 school year).

Recommend Approval

2. **Retirement** (effective June 30, 2021)

Recommend Approval

3. **Resignations** (effective June 30, 2021)

Recommend Approval

4. **Leave of Absence Request** (One year for 20-21 school year)

Amber Perry, EMES Paraeducator  
Jackie Taylor, EMES Paraeducator  
Robert Reade, EMES Preschool Teacher  
Dena Cox, U-32 Food Service  
Nicolle Shaeffer, U-32 Teacher  
Peter Comtess, Rumney, Custodian  
Recommend Approval

5. **Change in FTE**

Recommend Approval