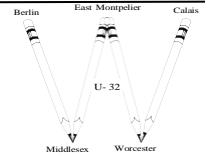


Washington Central Unified Union School District

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

Debra Taylor, Ph.D.
Interim Superintendent



Washington Central Unified Union School District Board Meeting Agenda

5.6.20 6:00 PM – 9:00 PM

Virtual Meeting Information:

<https://bit.ly/3bW0SQ4>

Meeting ID: 846 2218 7771

Password: Vd2g2krpg4

Dial by Your Location 1-312-626-6799

Meeting ID: 846 2218 7771 Password: 846631

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.

TIME

(in minutes)

5	1.0	Call to Order
60	2.0	Committee Meetings – Breakouts
	2.1	Policy Topics Include: Continued Discussion of Section C: Students Policies
	2.2	Quality Education Topics Include: Committee Charge, State Literacy & Math Data, Remote Learning Update
	2.3	Finance Topics Include: Rumney Roof Bid, Budget Projections, Net Metering Contracts
	2.4	Negotiations Topic: ESP Negotiations Update
10	3.0	Welcome
	3.1	Reception of Guests
	3.2	Agenda Revisions
	3.3	Public Comments
15	4.0	Board Operations (Discussion/Action)
	4.1	Board Steering Team
	4.2	Superintendent Transition Update –July 1, 2020
55	5.0	Reports (Discussion/Action)
	5.1	Superintendent – pg. 3
	5.1.1	Student Last Day of School (Action)
	5.1.2	COVID 19 Update
	5.1.3	Future Planning Literacy and Special Education Review

	5.2	Policy (Action) – pg. 7
	5.2.1	First Reading of B40 Non-Retribution/Retaliation, C1 Student Education Records, C4 Limited English Proficiency Students Policies – pg. 10
	5.3	Quality Education – pg. 14
	5.4	Finance – pg. 17
	5.4.1	Approve Rumney Roof Project Bid (Action)
	5.4.2	Approve Energy Project Consultant (Action)
	5.4.3	Overview of Budget Projection (Discussion)
10	6.0	Consent Agenda (Action)
	6.1	Approve Minutes of 4.15.20 - pg. 19
	6.2	Approve Board Orders
10	7.0	Personnel (Action)
	7.1	Approve Hires, Resignations, Retirements
5	8.0	Future Agenda Items
10	9.0	Adjournment

COVID -19 Pandemic

State Stay Home/Stay Safe Order Extended

Governor Scott announced today that he is extending the Stay Home/Stay Safe Order to May 15. This extends all previous related executive orders as well.

High School Graduation and Elementary Completion Ceremonies

Final decisions about the end of the school year calendar will be announced on May 8 by Secretary French. Meanwhile, a team of administrators, faculty and staff have begun preliminary planning. We will follow the state guidelines as these events are planned in order to ensure that public health continues to be considered with the highest priority. More information to come!

Our School District Responds Admirably to COVID 19 and School Closure

As of May 6, we will complete our 30th day of school closure. Our school staff have all been working extremely hard to respond to the needs of our students and have also been very supportive of one another. This week is teacher appreciation week and we are commemorating this with individual personal cards and messages. We have also received many notes of thanks and support from families. Collectively, our school staff continue to support one another and we are so appreciative of their ongoing work.

Food Preparation and Delivery

Many Paraeducators and Food Service staff are assisting with food preparation and the delivery of meals to families. Due to the huge success of this service, we need more staff. Jody Emerson, U-32 Assistant Principal, is the lead on this new initiative. Jody will continue to work with building principals to ensure staff assignments are filled with existing employees. We will continue to provide meals to our families during spring break as well. As of April 28 we had served 32,818 meals (including breakfasts and lunches) to our students. Friday, May 1st was School Lunch Hero Day. While school food service staff deserve our thanks and appreciation every day of every year, this year is especially important. Our food service heroes are continuing to work in empty schools to keep Vermont's kids fed during this uncertain time. They report that they really miss seeing their students, and the drawings and notes of appreciation they receive really brighten their day. Berlin and Calais staff have organized car parades to follow our school buses upon meal delivery as a way to thank our food service and connect with and greet students and families. Thanks to our school staff who have been devoted to this work (even during spring break).

Continuity of Learning Plan

Our Continuity of Learning Plan was reviewed by the AOE and our district received high marks! The reviewers wanted to commend WCUUSD's communication strategies, including dedicated web sites, weekly communications from principals, a weekly MS/HS newsletter, and the MS/HS principal hosting weekly office hours for students and parents. Each elementary school has set up a remote site on their school website for students and families while U32 teachers connect directly to their students through google classroom. Here are some links for your perusal: [Berlin](#) , [Calais](#) , [Doty](#), [East Montpelier](#), [Rumney](#), [U-32](#).

Student Attendance

As directed by the Vermont Agency of Education, school districts are required to track and report daily student attendance. During this *Continuity of Learning* phase, this requirement remains in place. The following is an excerpt from a memorandum by Vermont's Secretary French of the Education of Education on April 6, 2020 (the full memo can be found [HERE](#)).

"Students who make some form of contact with their classroom teacher or other instructional staff in a day should be counted as present for that day. As stated in existing attendance guidance, 'a day of attendance is defined as a day when the school is officially open and the majority of students are recorded as in attendance.'"

As school is in session, we are required to take daily attendance. U-32 has been taking attendance on a daily basis by the Teacher Advisory group. On Mondays and Fridays, we ask that students make some type of in person connection with their TA, either by phone or Zoom. Tuesday through Thursday, students are asked to make contact with TAs in a variety of ways, email, text, phone, Zoom, and even Google Forms. The teacher TAs have until 9pm to submit attendance each day. For classes, teachers mark a student present if they have any contact with them for class activities for the week, so a student can attend an office hour, view a Zoom session, submit work, etc, and be marked present. Teachers submit a weekly class attendance through IC on Fridays by 9 PM.

At the Elementary Level, we are considering the following types of communication or engagement from students and/or families as evidence for a student to be considered "present" for a given school day:

- When a student participates in their classroom Morning Meeting (on the days that it is offered) through video conference or by calling into the meeting, a student will be considered "present" for that school day.
- When a student or parent/guardian participates in an Office Hour either electronically or by phone, a student will be considered "present" for that school day. This includes Office Hour with classroom teachers, allied arts teachers, or with the principal.

- When a student or parent/guardian has a video meeting (Zoom or Google Meets/Hangouts) or check-in with a teacher or any staff member on a given day, a student will be considered “present” for that school day.
- When a student or parent/guardian has a phone call or email exchange with a teacher or any staff member on a given day, a student will be considered “present” for that school day.
- When a student submits learning through or interacts with content in an online learning platform (depending on grade level, this may include Seesaw, Google Classroom, eSpark, iReady, and others), a student will be considered “present” for that school day.

Our elementary faculty and staff have been introduced to confidential systems to log our check-ins with students and families so that we can accurately capture all of these forms of engagement. It is expected that students engage in their learning on a daily basis in at least one form listed above. Daily at 3:30pm, homeroom teachers will enter student attendance into Infinite Campus based on what they have seen and/or heard from students or families. On Monday mornings, the office staff will reconcile tracking systems that other staff maintain regarding their check-ins with students or families.

Facilities Update

Guidance on Protecting the Safety and Health of Workers during COVID-19

The Departments of Labor and Health recently released [joint guidance](#) on Protecting the Safety and Health of Workers during the COVID-19 outbreak. This guidance requires all employees to complete, and all employers to document, training on mandatory health and safety requirements, or another training program that meets or exceeds this VOSHA-provided training by May 4, 2020.

This guidance applies to school districts when they have employees working on site in school district operated facilities. It does not apply to those district employees working off site including teachers and other staff engaged in supporting Continuity of Learning operations.

[Department of Labor Training](#)

Child Care for Children of Essential Staff

Thanks to Kim Bolduc who has taken the lead on the implementation of our Child Care Services for children of essential workers where our staff are serving students in grades Pk-6. Berlin Elementary School is hosting this program which operates on weekdays. We will continue to operate the program into the foreseeable future and as more families return to work we anticipate additional enrollment.

Staffing Schedules and Leave

Thank you for your guidance as we respond to the new state and federal requirements and opportunities in response to COVID 19. Since our last meeting, procedures have been developed in

consultation with the board's attorney, to enact new requirements. Our staff have reached out with compassion to employees who needed support due to their personal circumstances. We have received many expressions of appreciation for the kindness and patience displayed by our school staff during personal conversations over the past two weeks.

Financial Update

Recently, more information has been shared by the State in relation to the Ed Fund which has bearing on the conclusion of this Fiscal Year (19-20) and will affect next Fiscal Year (20-21).

Based on recent discussions in the legislature it is important to note that while WCUUSD has an approved budget, there is still a chance that the Legislature will execute an overall "budget rescission" that will apply to all Vermont school districts. If, when, and what it will be is unknown at this time, but the possibility is in the minds of some Legislators. At a recent House Education hearing, one of the members raised the specter of such an action, asking if it is true that the districts would be unable to make any meaningful budget adjustments by way of further staffing cuts. However, collective bargaining agreements do not provide for such an action on the part of school boards.

Meaningful budget cuts, if forced by Legislative action, will be difficult for all schools. If the Legislature were to force all schools to limit their FY21 spending to the FY20 approved level, many of the things that we do in school to enhance, enrich, and supplement basic education will be on the table in the face of such a rescission. I have no inside information to tell me that this will happen. But it certainly can, and there is precedent for the Legislature to take an action such as this. There was a budget rescission in FY09-FY10 in the face of another recession, though that rescission was partially offset by federal dollars. And in FY 18, the Legislature "took back" money from the districts as a supposed share of the expected savings from the new employee healthcare plans that were implemented that year. The healthcare rescission was passed after school districts had already passed FY18 budgets that reflected the savings from the new plans, resulting in districts "giving back" healthcare savings twice in that year.

Finally, the Ed Fund deficit for this year (FY 19-20) is currently projected at \$90 million and some have projected deficits next year (FY20-21) of more than \$400 million. If that projection turns out to be accurate, and there is not meaningful relief in the form of additional revenue from other state sources or the federal government, then we face the potential of significant cuts to the FY22 budget for the 2021-22 school year. The AOE reports that the solution to the Ed Fund deficit will be several years in the making.

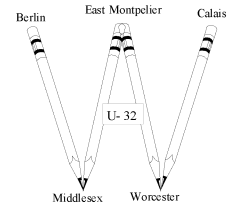
In the meantime, the administration has presented a report to the school board which focuses primarily on our current budget to actual expenses with some discussion of COVID 19 expenses and anticipated revenue through the end of the school year. Our Business Administrator and leadership team are to be commended for their excellent work in preparing this report. We have also begun to discuss plans for budget adjustments as we head into the FY 20-21 school year.

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

Debra Taylor, Ph.D.
Interim Superintendent



WCUUSD Policy Committee Unapproved Meeting Minutes 4.1.20 6:00 - 7:00 pm

Via Video Conference

Present: Chris McVeigh, Marylynne Strachan, Jody Emerson, Aaron Boynton, Cat Fair, Steven Dellinger-Pate, Jaiel Pulskamp, Dorothy Naylor, Jonas Eno-Van Fleet, Lindy Johnson, Leighton Delmasse, Stephen Looke

1. Call to Order: Chris McVeigh called the meeting to order at 6:18 p.m. He set a timer for the meeting to end at 7:15
2. Approve Minutes of 3.10.20: **Marylynne Strachan moved to approve the minutes from March 10, 2020. Seconded by Jaiel Pulskamp, this motion carried unanimously.**

3. Requested Review

3.1 Non-Retribution/Retaliation Policy: This policy had been discussed at the previous meeting. Marylynne Strachan suggested that we hold on this policy until the superintendent comes on board in the fall, to have his input. There is a plan for a climate survey in the fall; it might make more sense to wait for the input from these others. She indicated that she does not feel that it is pressing to move this policy forward and it is worth waiting.

Jaiel Pulskamp indicated that she could go either way.

Marylynne Strachan invited input from other committee members or attendees.

Jonas Eno-VanFleet encouraged the committee to send this policy to the board and address it now. Dorothy Naylor indicated that we should go ahead with it and not leave things to the back burner that we can address now.

There was consensus in the group that this is a timely policy and that it should be brought to the full board for consideration.

4. Review Existing Policies

4.1 Section C – Students

4.1.1 Current (First Ten)

C1: Student Education Records: Jody Emerson indicated that this is a policy that has been working as it is. She did note that at this time, with more online activity, she thinks this policy might need to be considered through a different lens. For example, video recording and video conferencing - does this violate student privacy issues?

Cat Fair spoke about, for example, special educators or interventionists working in small groups online (e.g. via zoom) in students' homes, this can be a tricky situation around privacy, as there are others in the home.

The committee will bring this policy to the board for review.

C2: Student Alcohol & Drugs: Chris McVeigh asked administrators whether they feel that the policy as it is written works. He asked whether they feel there should be differentiation between the elementary schools and the middle/ high school in regards to this policy.

Administrators spoke about their experiences in the elementary and the middle/ high school as related to this policy. Cat Fair spoke about the Vermont mandates about health education.

The committee discussed adding verbiage to the policy. Jody Emerson spoke about experiences at U-32 related to this policy, especially around referral to outside agencies (for example, law enforcement).

Chris McVeigh spoke about how Vermont's laws around marijuana apply to this policy, for example, for 18 year old students. He suggested that the policy include language around this issue.

The committee will consider adding language to address the educational component. Chris McVeigh will draft some language around the marijuana issue that he had suggested.

The committee will further consider this policy in its next iteration.

C3: Transportation: Marylynne Strachan brought up the issue that Rumney had grappled with, around preschoolers being required to buckle themselves in. She asked administrators to look at the procedures related to this policy and to consider whether this issue is addressed. She does not think it is developmentally appropriate to expect three year olds to buckle themselves independently into a school bus seat.

Marylynne Strachan brought up the issue of transportation through the lens of special education services. Steven Dellinger-Pate indicated that this is addressed through the student's IEP, not through this policy. Kelly Bushey will be able to provide clarity on this issue.

Dorothy Naylor asked about transportation for students who attend other schools or campuses - does this policy address that? For example, if a student wished to take transportation to one of the Montpelier schools, if the schedule works for them. The committee discussed this, through the lens of reducing the carbon footprint. **The committee will revisit this policy at the next meeting, with language around the issue as discussed, about inviting other passengers to buses.**

C4: Limited English Proficiency Students: The committee has no issues with this policy as it is currently written.

C5: Weapons/ Firearms:

Jody Emerson indicated that board hearings are more difficult to arrange now with the new board configuration and that the board membership is larger and a hearing is very intimidating to students and families. Cat Fair indicated that the weapons policy immediately going to a suspension/ expulsion hearing is very difficult; she thinks there should be an educational opportunity and some steps in the meantime before a hearing: some opportunity for discretion to the building administrator.

Jonas Eno-VanFleet spoke about his concerns about weapons of any sort and the importance of knowing and abiding by very strict rules when it comes to weapons. Steven Dellinger-Pate stated that there is language in the policy that allows for some discretion on the part of bringing it to the superintendent. Change "shall be brought" to "may be brought" which allows for some discretion.

Chris McVeigh asked whether the experience of the administrators is that there is a difference between "weapons" and "firearms" in terms of consequences. Some discussion followed. **This policy will be further considered by the committee.**

5. Adjourn: The committee adjourned at 7:15 p.m. by consensus.

Respectfully submitted,

Lisa Stoudt, Committee Recording Secretary

**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT**

Board of Directors' Policy

POLICY: B40

WARNED: _____

ADOPTED: _____

EFFECTIVE: _____

NON-RETRIBUTION/RETALIATION

It is the Washington Central Unified Union School District's goal to encourage all employees of Washington Central Unified Union School District to be secure in discussing matters related to the School District, its staff, its students, its administration, and the Board. To encourage employees to frankly discuss matters related to the School District's provision of services to students, parents, staff members, or the community, it is the policy of the Washington Central Unified Union School District that no employee shall be retaliated against for voicing their opinion about a District related matter or raising any issue related to the School District services or business, provided the employee has acted in good faith in voicing their opinion(s). Good faith means the employee has a reasonably identifiable basis for expressing their opinion about a District related business or educational matter. This policy does not protect any employee from individual responsibility for potentially libelous or slanderous expression.

This non-retribution policy does not prohibit any potential employment action involving an employee according to established policy or contract provision, provided the employment action is not initiated, even in part, because of the employee's actions or opinions protected by this non-retaliation/non-retribution policy.

When an employee's concerns involve a personnel matter or a student matter, the employee shall follow the established lines of communication set forth in B31 Educator Supervision & Evaluation: Probationary Teachers policy.

Required

WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT

Board of Directors' Policy

POLICY: C1

WARNED: 5.1.20

ADOPTED: _____

EFFECTIVE: _____

STUDENT EDUCATION RECORDS

Policy

The Washington Central Unified Union School District recognizes the importance of keeping accurate and appropriate education records² for students as part of a sound educational program and is committed to act as trustee of this information, maintaining these records for educational purposes to serve the best interests of its students.

The principles of accuracy and confidentiality underlie all policies and procedures for the collection, maintenance, disclosure and destruction of education records. It is the policy of the district to protect the confidentiality of education records and release information only as permitted by law. Annually or when the student enrolls, the district will inform³ parents, guardians, and students eighteen years and older of their right to inspect, review, and seek amendment of the student's education records. The district will inform parents, guardians, and students eighteen years and older of items considered directory information through notices distributed at the beginning of each school year or when a student enrolls.⁴

The building principal will be the custodian of all education records in a given school. The superintendent has overall responsibility for education records throughout the district and for assuring that adequate systems are in place to maintain such records and to provide parents with access to them in accordance with state and federal law. The superintendent is responsible for developing procedures to assure the consistent implementation of this policy. The procedures shall comply with all federal and state laws and regulations governing access to and the collection, maintenance, disclosure and destruction of education records.

Definitions

All terms used in this policy, and the procedures developed for the implementation of this policy, shall be defined, where applicable, as those terms are defined in the Family Educational Rights and Privacy Act and in the federal regulations promulgated pursuant to that Act.⁵

¹ The federal Family Educational Rights and Privacy Act (FERPA) does not explicitly require a school board policy on the protection of student records. Its requirements are stated in the negative... "no funds shall be made available to any educational agency...which has a policy of denying...the right of parents...to review and inspect educational records. 20 U.S.C. 1232g; 34 C.F.R. Part 99. Nor does the State Board Manual of Rules and Practices explicitly require a school board policy on student records. "Each school shall develop and implement a system of maintaining student records...which is in compliance with FERPA." SBE Rule 2120.8.3.3.

² A "record" means any information recorded in any way, including but not limited to, handwriting, print, computer media, video or audio tape, film, microfilm and microfiche. The term "education records" means those records that are (1) directly related to a student, and (2) maintained by the school district, a school within the district, or a party acting for the

school district or a school within the school district. It does not include a teacher's notes that are in the teacher's sole possession and shared only with a substitute teacher. 20 U.S.C. 1232g;

34 C.F.R. 99.3

³ *School districts are required to find an effective way to notify parents whose primary language is not English. 34 C.F.R. §99.9.*

⁴ *The Family Educational Rights and Privacy Act allows schools to designate certain information as "directory information" and release it after providing public notice of the categories of information it seeks to release.*

"Directory information" includes, but is not limited to, a student's name, address, telephone listing, date and place of birth, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, degrees and awards received, and the most recent previous educational agency or institution attended by the student. Additional information may be released with specific parental consent. 12 U.S.C. §1232g; 34 C.F.R. §99.3.

⁵ *12 U.S.C. §1232g; 34 C.F.R. §99.3.*

*Legal Reference(s): 20 U.S.C. §§1232g (Federal Family Educational Rights and Privacy Act of 1974)
20 U.S.C. § 7908
16 V.S.A. 563(27) (NCLBA Armed Forces Recruiter/Higher Education Access)
34 C.F.R. Part 99
1 V.S.A. §317 (Definitions)
15 V.S.A. §670 (Non-custodial parents)
33 V.S.A. §5536a (Juvenile court records)
VT State Board of Education Manual of Rules and Practices §2120.8.3.3*

Required**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT****Board of Directors' Policy****POLICY:** C4**WARNED:** 5.1.20**ADOPTED:** _____**EFFECTIVE:** _____**LIMITED ENGLISH PROFICIENCY STUDENTS**

Policy

It is the policy of the Washington Central Unified Union School District to ensure that students whose primary or dominant language is not English, and who therefore have limited-English proficiency (LEP), have equitable access to school programs as required by law.

Implementation

The superintendent or their designee shall be responsible for developing and implementing procedures to comply with federal and state laws, which define standards for serving LEP students.

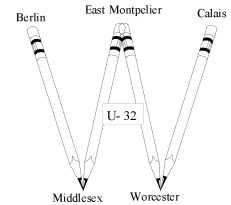
*Legal Reference(s): 42 U.S.C. §§2000 d et seq. (Title VI of the Civil Rights Act of 1964); 20 U.S.C. 6801 et seq. (English Language Acquisition, Enhancement, and Academic Achievement Act)
20 U.S.C. § 7801(25) (Definition of Limited English Proficiency)
34 C.F.R. Part 100
9 V.S.A. §4502 (Discrimination, public accommodations)
Vermont State Board of Education Manual of Rules and Procedures §1250*

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

Debra Taylor, Ph.D.
Interim Superintendent



WCUUSD Quality Committee Minutes - Unapproved 4.1.20 6:15 - 7:15 pm

Via Video Conference

1. Called to Order at 6:15 p.m. In attendance: Marylynne Strachan, Diane Nichols-Fleming, Jill Olson, Kari Bradley, Flor Diaz Smith, Mia Smith, Jaiel Pulskamp, Kelly Bushey and Jen Miller-Arsenault. Steven Looke, Scott Thompson, Alicia Lyford, Jody Parker, Corrine Stridsberg, David Lawrence, and Debra Taylor.
2. Election of Chair - Flor Diaz Smith nominated Kari Bradley. There were no other nominations. All members voted unanimously and elected Kari Bradley as chair.
1. Discussion
- 3.1 Update on CIP Process - Debra Taylor asked Jen Miller-Arsenault to give an overview. Kari asked to discuss a draft charge after. Jen Miller-Arsenault explained how the Continuous Improvement Process (CIP) brought teams together to create a Theory of Action and Implementation Plan and goals for 2016-2021. This plan informed and focused the work of the supervisory and districts and included clear learning targets, high quality instruction/intervention and comprehensive and balanced assessment. The 5-year implementation plan spanned the transition from NCLB to ESSA. The state worked on compliance and identified schools in need of support. Doty was identified for student achievement scores and a comprehensive needs assessment. In building an implementation plan for Doty, the group embraced the opportunity to engage in the CIP process for all schools and asked the AOE to facilitate the work. A team was formed with members from the school board, community, teachers, and administrators. This group made a district-wide plan with school specific goals. They first met before February break and 50 people looked at data across schools with a broad area of focus. The team asked what were the drivers, or root causes of the disparities. They looked at achievement gaps and equity. Due to school closure, the March 26th meeting did not take place. Jen Miller-Arsenault will reschedule with the

AOE. The comprehensive needs assessment has taken a back burner due to the current situation with school closure. The group will make a new timeline. New guidelines from AOE said the current CIP can hold for now. Flor Diaz Smith said it was great to see so much parent involvement. Kari Bradley asked for a timeline. Jen Miller-Arsenault said the CIP will serve as compliance for us and she and Kelly Bushey will work on the document. Jen Miller-Arsenault concluded that the CIP is sufficient now, but it is time to reexamine for the whole school community.

- 3.2 Overview of Student Achievement Data - Jen Miller-Arsenault thanked Michelle Ksepka, data manager for the district, for her work. Jen Miller-Arsenault first shared data on the poverty rate by school. Next, she shared literacy data by school using data from SBAC, Star 360, BAS, and report card data. She stressed the need for multiple sources of data. Diane Nichols-Fleming asked for state information. Jen Miller-Arsenault will provide at the next meeting. Jen Miller-Arsenault shared math data including SBAC, Star 360, Pre-ACT, and report card data. Jill Olsen asked how data differed by grade. The slide showed achievement gaps in the district with performance data on students receiving free and reduced lunch and students with IEPs and specialized instruction. Scott Thompson asked the proportion of F&R lunch to IEP. Jen Miller-Arsenault will bring this answer to the next meeting. Kari Bradley asked if it was statistically significant. Jen Miller-Arsenault said it was. The data on elementary math proficiency using SBAC, Star 360, and report card data, showed a variation in scores. Math data from U-32 had similar measures but added pre-ACT and PSAT for the first time. Jen Miller-Arsenault said conversations were happening in math about outcomes and gaps for students coming in from elementary school, and what changes were needed to make it so the report card data and SBAC scores are in alignment. Principals were working on the discrepancies between science and global studies at different schools. Mia Smith asked if it was expectations for courses by grade. Jen Miller-Arsenault confirmed. Four year graduation rate data was shared with official numbers from the state, including number of graduates, how many students attended college, type of college, SAT scores, ACT scores for 2 and 4 year and VT average. Jen Miller-Arsenault shared school climate information through behavior data across schools. Finally, the CIP team wanted information on special ed data, and child count trends as of January including category of eligibility, disability and number. Kelly Bushey said the district has seen significant growth of several disability categories.

Charge of the group: Kari Bradley shared the approach of the former committee. Initially formed to create student learning outcomes. Took three years to create. Proficiencies came into play. Linking connection with SLO and proficiencies. Last few years, focus was on helping the board to understand current performance trends and see how to support significant improvement. The group asked staff to develop goals in math and literacy. The committee agreed and monitored these goals.

Debra Taylor stated that Kari Bradley asked for a timeline for the report. She expects it by the end of school. Debra said the committee will meet monthly on the 1st Wednesday in May, June and the coming year. Jill Olsen asked about the shutdown and distance learning. Kari Bradley asked to look at more data, the change over time and information about remote learning.

Jen Miller-Arsenault said she was deeply aware that inequities were heightened and more pronounced from the shut down including family support, access to the internet, devices, and help.

4. Future Agenda Items - State Literacy data. Free and reduced lunch and IEP numbers. Grade level data. Graduation rate question.
5. Adjourned by consensus at 7:13 p.m.

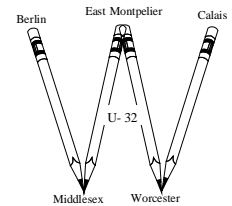
Respectfully submitted,
Michele Tofel Murray
Quality Committee Recording Secretary

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

Debra Taylor, Ph.D.
Interim Superintendent



WCUUSD Finance Committee Unapproved Meeting Minutes

1.9.20

8:15 – 9:15 am

1130 Gallison Hill Road, Montpelier

Members in Attendance: Vera Frazier, Flor Diaz-Smith, Scott Thompson

Administrators in Attendance: Debra Taylor, Lori Bibeau

1. **Call to Order** – 8:20 a.m.
2. **Approve Minutes of 12.12.2019** – Mr. Thompson made a motion to approve the minutes of 12.12.2019. Ms. Diaz-Smith seconded. The motion was unanimously approved.
3. **WCUUSD Budget** – Ms. Taylor started with a discussion of the previous evening's budget meeting. Mr. Thompson shared that he felt that the debt issue was still a factor in the budget – the lower debt towns were subsidizing the rest of the district. Ms. Bibeau reminded the committee that the legislature could put something in a bill to try to remedy this. Mr. Thompson felt that the board could remedy this without legislative action. He suggested an "IOU" to the lower debt schools – add it to the capitol fund accounts to equalize for the debt disparity. Ms. Bibeau will work on this and come up with something to share at the next finance committee meeting. A discussion ensued. There is a bill in the legislature to potentially address this issue – H.609. Ms. Taylor will review the bill.

Ms. Frazier doesn't want to lose sight of adding foreign language and music (chorus, band and orchestra) for all of the schools in next year's budget.

4. **Capital Projects/Funding** – Ms. Taylor reviewed some of the urgent priorities from the presentation by Black River Design last year. Ms. Bibeau discussed timely bidding and how finances would be allocated for projects. Ms. Frazier shared that she is hesitant to bid the playground equipment for Berlin. She does not feel like they have a clear vision as to what they want just yet.

Mr. Thompson made a motion to recommend the capital projects list for this summer to the Board, but to remove Berlin's playground equipment from the list for the time being. Ms. Diaz-Smith seconded. The motion passed unanimously.

5. **2019 Audit Reports** – Ms. Taylor shared that the district board, rather than the previous school boards, is now authorized to review and approve 2019 audits because the audit firm wasn't able to meet the deadline that would have allowed previous boards to review and approve. Chris Leopold will write a letter to verify this procedure. Ms. Taylor would like to invite previous board members to the next meeting where this will be discussed. The board will have a celebration in March to recognize previous board members. Warrants and audits will be reviewed and approved together during next week's meeting.
6. **Additional Items** – Ms. Bibeau shared that the Agency of Education is giving direction about what goes in a capital fund. The agency shared that repairs and maintenance should be in the operating budget, not the capital budget.

Ms. Bibeau shared that she received guidance that financial reports need to be updated quarterly. A discussion ensued. This will be shared with the full board at their next meeting. Ms. Bibeau noted that the information on the capital budget is up to date as of yesterday, which is different than the numbers that were presented at the recent board meeting.

Ms. Bibeau shared information on projections of funds for the food service program. A discussion ensued. Mr. Thompson would like more information on the numbers for Calais.

A discussion ensued regarding publicity for the budget.

7. **Future Agenda Items** – None
8. **Adjourn** – 10:11 a.m.

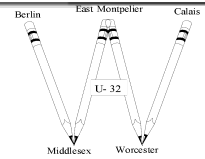
Respectfully submitted by,
Hollie Friot, Board Recorder

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

Debra Taylor, Ph.D.
Interim Superintendent



Washington Central Unified Union School District Board Meeting Minutes (unapproved)

4.15.20 6:00 PM

Present by Teleconference:

Administrators: Superintendent Debra Taylor, Business Administrator Lori Bibeau, Technology Director Keith MacMartin, Berlin Principal Aaron Boynton, Calais Principal Cat Fair, Director of Curriculum Jen Miller-Arsenault, Director of Student Services Kelly Bushey, Doty Principal Gillian Fuqua, EMES Principal Alicia Lyford, U-32 Principal Steven Dellinger-Pate, U-32 Associate Principals Jody Emerson and Bill Deiss, Rumney Principal Casey Provost, U-32 Student Affairs Director Amy Molina

Board Members: Flor Diaz Smith, Lindy Johnson, Scott Thompson, Diane Nichols-Fleming, Dorothy Naylor, Stephen Looke, Chris McVeigh, Marylynne Strachan, Kari Bradley, Jill Olson, Jonas Eno-Van Fleet, George Gross, Student Rep. Mia Smith

Other: Corinne Stridsberg, ORCA videographer, Dave Delcore (Times Argus), Hilary Paquet, Elizabeth Wirth, Lisa Wilson, Scott Cameron, Jody Parker, Michael Sherwin, several members of the public were present via Zoom by phone

1.0 Call to Order: Scott Thompson called the meeting to order at 6:03 p.m.

2.0 Welcome

- 2.1 Reception of Guests: Scott Thompson welcomed those present.
- 2.2 Agenda Revisions: Scott Thompson noted that an Executive Session will be needed as part of the COVID-19 update, to discuss personnel issues.
- 2.3 Public Comments: Scott Thompson invited public comments. None were heard at this time.

3.0 Superintendent Report

COVID-19 School Closure Update

3.1 Succession Plan - Superintendent: Debra Taylor noted that the Governor's stay at home order has been extended to May 15th. Superintendent Taylor had provided a written report for

the board's review. She noted that teacher contracts have been distributed. Support staff negotiations will begin after April break; support staff have been offered "Letters of Intent."

Superintendent Taylor explained that both Kelly Bushey and Jen Miller-Arsenault have Superintendent certification so they would be available to cover if she were to be absent unexpectedly. She had shared information with the board about a succession plan.

She shared some information about education funding in light of the impact of COVID-19. She expressed concerns about the 2020-21 calendar year.

Kari Bradley asked whether a list of options has been developed to help plan for next year, financially. Superintendent Taylor indicated that she will have a more thorough response to that at the next board meeting.

3.2 Continuity of Learning - Leadership Team: Superintendent Taylor shared that the Continuity of Learning plan and the Distance Learning Plans (for special education) have been developed. April break will take place next week; however, the meal delivery plan will continue through the break. She reported that a small number of children are continuing to participate in the child care program, and she anticipates that more may participate after the community begins to transition back to work; this program will continue at this time. She stated that Scott Cameron, the board's attorney, has been providing support around leave procedures. She noted that no employees have received a reduction in pay due to COVID-19 leave.

Superintendent Taylor shared that the Continuity of Learning plan began on April 13. Administrators shared briefly with the board. Aaron Boynton: Berlin - two focuses currently: understanding the Continuity of Learning plan, and clear communication to families. Cat Fair: Calais - chromebooks have been deployed and this week is the third week that Calais staff have been reaching students remotely. Focus currently is around supporting families and caregivers. She spoke about the phenomenon of entering people's homes via technology, and that this can be overwhelming to some families. She would like to find a way to publicly acknowledge the heroic efforts of staff. She encourages them to take April break and "unplug" and rejuvenate. Gillian Fuqua: Doty - spoke about the challenges of technology in Worcester. She shared that she has been in touch with families and has been trying to maintain positive working relationships with families, as will be crucial in the fall. She noted that her staff has expressed concerns around equity: how can we do everything in our power knowing that the achievement gap is probably going to widen during this period? How to keep children engaged? Alicia Lyford: East Montpelier - echoed what others reported; special educators have been working incredibly hard. Trying to keep things consistent and keeping focus on what has been working. She noted that Michael Sherwin has become more of a home-school coordinator during this period. Casey Provost: Rumney - focus on maintaining relationships with students; balancing trying to not overwhelm and overburden families. He shared that there are technology challenges in Middlesex. He noted that faculty and staff are going above and beyond in order to support families. Steven Dellinger-Pate: U-32- He shared that the planning time last week was utilized earnestly. He stated that the first line of contact for families continues to be TA. He shared ways that TAs are maintaining connections. He stated that we are learning that we have not taught enough transferable skills - for example, time management. He believes this will be something that we think about more critically after this pandemic. Mia Smith shared her perspective as a student. She noted that she is fortunate to not have technology access issues. She stated that the school providing a schedule to all students was helpful, as students trying to manage their schedules individually was challenging.

Marylynn Strachan asked administrators whether they have found that some students or families have fallen off the radar, and what is done if that happens. Cat Fair shared that this is a very difficult time for families but particularly for those that have already been vulnerable. She stated that it is hard to know what indicators to look for with children at risk, during this online contact period.

Gillian Fuqua reiterated that concern. For some families this is the straw that breaks the camel's back. Superintendent Taylor indicated that we will continue to problem solve around these issues. Alicia Lyford shared that EMES staff spends much of their Wednesday meeting each week talking about individual student concerns and problem solving around who can, and how to, reach out and support families.

Kelly Bushey shared that case managers have been reaching out to families to create Distance Learning Plans. She is reviewing these plans and providing some feedback and problem solving around creative ways to reach out to families. She expressed her concern around her special educators who are doing some pretty heavy lifting right now, continuing to receive updated guidance from the Agency of Education. Currently working on para schedules which is very stressful; she indicated that we need some guidance around how to support staff. She stated that staff have gone above and beyond to make efforts to connect with families and children.

Jen Miller-Arsenault spoke about the Continuity of Learning plan - she has received feedback from the Agency of Education. She noted that some of the questions are around attendance logistics and around data. Will need to figure out a robust, immediate screening and assessment plan for when we come back together at school.

Superintendent Taylor noted that we are still up in the air about the end of the school year, and summer services are still being discussed; all of this is still unknown as the situation continues to play out.

Dorothy Naylor expressed pride in our staff; that we are doing everything humanly possible to reach families; she noted that the entire nation is experiencing something similar and she believes, relative to the rest of the nation, we are going to be in great shape when we return to school.

Keith MacMartin reported on the technology challenges that have been faced. He noted that at this time there are approximately 25-30 students who do not have internet access. A separate issue, though, is bandwidth.

Lori Bibeau thanked technology for setting up the fiscal office for working from home. She thanked the administrative assistants at each school for being flexible; she stated that the workload has escalated over the past few weeks.

3.3 COVID-19 Leave of Absence - Business Administrator: Lori Bibeau shared that the information about this topic continues to change as guidance comes from the state and federal entities. She had shared a document that reflects what is currently known. She asked that if the board or administrators get questions or concerns from staff around these issues that they refer them to either she or Virginia Breer. She explained some changes to the leave tracking system in light of COVID-19 absences. Some discussion followed around this topic of continuing to work and receive pay during this time period, and the topic of leave. She explained that there is COVID leave time for a variety of circumstances. Lori Bibeau explained that Virginia Breer will be reaching out to staff that have used leave time during this period, to answer questions and to clarify leave, under these circumstances.

At 7:41 p.m., Flor Diaz Smith moved to go into Executive Session for the purpose of legal counsel. Seconded by Marylynn Strachan, this motion carried unanimously.

The board came out of Executive Session at 9:01 p.m.

Flor Diaz Smith moved that all regular contracted employees will continue to be paid their regular salary or wages, subject to statutory leave benefits, but without charge to personal accrued leave balances, whether the administration is able to assign them full time work or not, provided that any employee who is available to work follows any and all legal and reasonable administrative directives to perform regular, temporary or emergency work assignments. Seconded by Lindy Johnson. Jill Olson wanted to be clear that the intent of the motion is that if you are willing to work, you will be paid, regardless of whether they are assigned full time work. This motion carried unanimously.

Lindy Johnson moved that during school closure all employee compensation will continue to be funded in the same manner as it is funded when there is not a school closure. Employees paid with federal funds and multiple funding sources will continue to be paid from the same sources they are paid from when there is not a school closure.

This motion will authorize the Superintendent to execute procedure effective March 16, 2020 through the mandated school closure. This procedure may be amended upon the advice of counsel as conditions of law and regulation change. Seconded by Flor Diaz Smith. Discussion: Chris McVeigh moved to amend the motion to edit: "school closure or dismissal." This motion to amend was seconded by Flor Diaz Smith. Lindy Johnson withdrew her original motion.

The amended motion: Lindy Johnson moved that during school closure or dismissal, all employee compensation will continue to be funded in the same manner as it is funded when there is not a school closure. Employees paid with federal funds and multiple funding sources will continue to be paid from the same sources they are paid from when there is not a school closure.

This motion will authorize the Superintendent to execute procedure effective March 16, 2020 through the mandated school closure or dismissal. This procedure may be amended upon the advice of counsel as conditions of law and regulation change. Seconded by Flor Diaz Smith, this motion carried unanimously.

Scott Thompson thanked Scott Cameron for his work on this effort, and he thanked the administration and the board for their work as well.

4.0 Board Operations

4.1 Board Steering Team: Scott Thompson reviewed that the chair and vice chair meet with the superintendent to draw up the agenda for board meetings. Chris McVeigh suggested that this discussion might be put off until a later date. He proposes expanding this team to five members to represent each town, and to think of this team as a sort of "Executive Session" as with the previous board governance configuration. The board agreed to discuss this at a later date.

4.2 Superintendent Transition Update: Superintendent Taylor shared that she has been in contact with Bryan Olkowsky, the future Superintendent. Kelly Bushey has been identified as the liaison for the administrative team. She also shared that she and Bryan Olkowsky will have time to collaborate before her tenure as Interim Superintendent ends. June 25, 26, and July 29, 30 are planned

for administrative retreat dates, and Mr. Olkowsky intends to join these dates. Board members are in support of this plan.

Scott Thompson conveyed that Mr. Olkowsky had asked the board whether they had any direction or input as to his opportunities to “cross over” with others as part of his entry plan. Stephen Looke suggested that board members give some thought to this and provide input at the next meeting. Lindy Johnson asked to be kept in the loop with plans for Bryan Olkowsky’s plans to visit, and to be kept in the loop regarding questions he has about the transition. Scott Thompson indicated that Mr. Olkowsky’s family intends to move in May, assuming this works in light of COVID-19.

5.0 Consent Agenda

5.1 Approve Minutes of April 1, 2020: Chris McVeigh moved to approve the minutes of April 1, 2020. Seconded by Stephen Looke. This motion carried unanimously.

5.2 Approve Board Orders: Lindy Johnson moved to approve the board orders in the amounts of: \$80,822.34, \$13,113.67. Seconded by Diane Nichols-Fleming. This motion was approved by the following: Flor Diaz Smith, Lindy Johnson, Scott Thompson, Diane Nichols-Fleming, Dorothy Naylor, Stephen Looke, Chris McVeigh, Marylynne Strachan, Kari Bradley, Jill Olson, Jonas Eno-Van Fleet, George Gross. This motion carried.

6.0 Personnel:

Chris McVeigh moved to accept the recommendation to hire the following:

- Sarah Glynn
- Sean McIntire
- Melissa Wheeler
- David Matthias
- Alan Hefernen.

Seconded by Stephen Looke, this motion carried unanimously.

Flor Diaz Smith moved to accept the retirements, with appreciation, effective June 30, of the following:

- Paula Emery
- Kit Walker
- Margarite Desch.

Seconded by Lindy Johnson. Discussion: Diane Nichols-Fleming would like to extend appreciation. This motion carried unanimously.

Stephen Looke moved to accept the following resignations:

- Sarah Richardson
- Elizabeth Wirth (reducing to 0.5)
- Sam Mishken (reducing to 0.6).

Seconded by Chris McVeigh. This motion carried unanimously.

Flor Diaz Smith moved to approve the request for one year leave of absence:

- Jill Abair.

Seconded by Lindy Johnson. Discussion: Superintendent Taylor explained the administration's recommendation to not approve this request under the circumstances. Motion failed with all opposed except one board member.

Lindy Johnson moved to accept the following resignation, with appreciation:

- **Sheila Patterson.**

Seconded by Flor Diaz Smith, this motion carried unanimously.

7.0 Future Agenda Items

- steering team
- superintendent transition
- budget update

8.0 Executive Session (if needed)

Debra Taylor thanked the board for their careful and thoughtful deliberation earlier this evening during Executive Session.

9.0 Adjournment: The meeting adjourned by consensus at 9:52 p.m.

Board members would like to include the transcript from the "chat" from this online forum into the minutes. The transcript is attached.

Respectfully submitted,
Lisa Stoudt, Board Recording Secretary

May 6 - next board mtg; first hour will be committee work:
Policy Committee
Quality Committee

18:08:35 From Flor DiazSmith to Keith MacMartin(Privately) : Jonas is still having a hard time. Can you text him or email him

18:08:38 From Flor DiazSmith to Keith MacMartin(Privately) : Thank you

18:09:18 From Keith MacMartin to Flor DiazSmith(Privately) : I just emailed him

18:10:43 From Flor DiazSmith to Keith MacMartin(Privately) : thanks

18:15:44 From Scott Thompson : Keith, just got an e-mail from Jonas – he's still unable to join, he reports.

18:16:17 From Elizabeth Wirth : Keith - Michael Sherwin also cannot get in

18:17:36 From Keith MacMartin to Scott Thompson(Privately) : I'm working on it, not sure why it's not working for him

18:17:46 From Scott Thompson to Keith MacMartin(Privately) : OK, thanks very much!

18:21:21 From Kelly Bushey : Michael is in

18:21:26 From Kelly Bushey : still no jonas

18:21:46 From Flor DiazSmith : Jonas is in

18:21:59 From Kelly Bushey : see him now! Yay!

18:25:20 From Scott Thompson : Welcome, Jonas!

18:25:47 From Jonas : on phone

18:40:24 From Jill Olson to Keith MacMartin(Privately) : Hi Keith, I need to control my mute from my phone because my wifi is terrible and cuts in and out. if it's controlled in zoom and wifi cuts out I can't unmute.

18:41:42 From Keith MacMartin to Jill Olson(Privately) : *6 will mute/unmute you if you're using phone audio

18:45:50 From Jill Olson to Keith MacMartin(Privately) : thanks that's helpful!

18:49:17 From Scott Thompson : Mia, after Steven D-P speaks his piece, may I ask you how things are going from your perspective?

18:54:02 From Flor DiazSmith : Thank you to all of our Principals and their staff! Cant thank you enough.

18:54:36 From Diane Nichols-Fleming : Agree, Flor. Thanks to all who are making this happen.

18:55:09 From karib : Agreed. Very impressive quantity and quality of work. Thank you very much.

18:56:53 From Lindy Johnson : The information for families that was sent out or posted, leading into this week, was very organized. I like the Zoom etiquette/rules in U32's information!

19:00:46 From Keith MacMartin to Scott Thompson(Privately) : Steven has his hand up

19:03:08 From Scott Thompson to Keith MacMartin(Privately) : Thanks, Keith. Appreciate the tip.

19:05:39 From Marylynne Strachan : I just want to thank all of the teachers, principals and special educators. From a parent perspective the support, and also listening to parents needs has been amazing. Kelly the parent support available from the special ed case managers has been incredibly helpful, at least to me, as a parent, and I appreciate that they have been open that implementing that level of services. Kudos to all you guys- I honestly am amazed how much you can do on a daily basis.

19:10:50 From Kelly Bushey : Input from Keith?

19:13:04 From Marylynne Strachan : yes I would love to hear from keith

19:14:49 From Kelly Bushey : do messages from the chat box get included in the board minutes? Would be great for staff to see the thank you messages that have been put in here

19:15:37 From Debra Taylor : yes

19:20:01 From Flor DiazSmith : I just shared it from here with all

19:21:09 From Gillian Fuqua : My brother in Canada is on the phone. I have to run.

19:29:29 From Jodi Parker : I am guessing that we will be now putting "sick" time into the new COVID tabs in AESOP. Will this time be deducted from our banks of time? With the time we have already put in under "sick" will that get transferred into the COVID tab and that time gets put back in?

19:30:07 From Flor DiazSmith : Jodi has one

19:33:43 From Jodi Parker : They aren't worried about being paid they are worried that they when this is cleared and we start back up their next paycheck will be taken from them for "sick" time that was out of their control.

19:35:05 From Jodi Parker : yes Lindy

19:36:17 From Kelly Bushey : right...paras are worried they will lose their personal sick time-- when they were available to work- but unassigned

19:36:23 From Flor DiazSmith : Scott Cameron is trying to speak

19:37:08 From Keith MacMartin to Scott Thompson(Privately) : Lisa W has her hand up

19:37:10 From Marylynne Strachan : Scott Lisa W had a question

19:37:35 From Lindy Johnson : Internet froze for a moment. I wasn't ignoring if someone asked me something.

19:37:43 From Flor DiazSmith to Keith MacMartin(Privately) : Can you tell Scott Cameron he is in mute

19:43:16 From Lisa Stoudt : is it recording during your executive session?

20:44:11 From Cat Fair : I'm off. Have a good night everyone!

21:08:11 From Flor DiazSmith : All regular contracted employees will continue to be paid their regular salary or wages, subject to statutory leave benefits, but without charge to personal accrued leave balances, whether the administration is able to assign them full time work or not, provided that any employee who is available to work follows any and all legal and reasonable administrative directives to perform regular, temporary or emergency work assignments.

21:12:07 From Flor DiazSmith : During school closure all employee compensation will continue to be funded in the same manner as it is funded when there is not a school closure. Employees paid with federal funds and multiple funding sources will continue to be paid from the same sources they are paid from when there is not a school closure.

Authorize the Superintendent to execute procedure effective March 16, 2020 through the mandated school closure. This procedure may be amended upon the advice of counsel as conditions of law and regulation change.

21:13:37 From Lindy : During school closure all employee compensation will continue to be funded in the same manner as it is funded when there is not a school closure. Employees paid with federal funds and multiple funding sources will continue to be paid from the same sources they are paid from when there is not a school closure.

Authorize the Superintendent to execute procedure effective March 16, 2020 through the mandated school closure. This procedure may be amended upon the advice of counsel as conditions of law and regulation change.

21:17:52 From Lisa Stoudt : I did reflect it in the minutes

21:18:15 From Lisa Stoudt : The amended motion: Lindy Johnson moved that during school closure or dismissal, all employee compensation will continue to be funded in the same manner as it is funded when there is not a school closure. Employees paid with federal funds and multiple funding sources will continue to be paid from the same sources they are paid from when there is not a school closure.

This motion will authorize the Superintendent to execute procedure effective March 16, 2020 through the mandated school closure or dismissal. This procedure may be amended upon the advice of counsel as conditions of law and regulation change.

21:18:17 From Lindy : During school closure or dismissal all employee compensation will continue to be funded in the same manner as it is funded when there is not a school closure or dismissal. Employees paid with federal funds and multiple funding sources will continue to be paid from the same sources they are paid from when there is not a school closure or dismissal. Authorize the Superintendent to execute procedure effective March 16, 2020 through the mandated school closure or dismissal. This procedure may be amended upon the advice of counsel as conditions of law and regulation change.

21:31:32 From Marylynne Strachan : He's going to have to quarantine for 2 weeks as well

21:46:52 From Alicia Lyford : Debra - One got missed for tonight

21:53:39 From Jodi Parker : thank you everyone stay safe