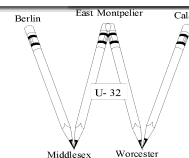


Washington Central Unified Union School District

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

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Debra Taylor, Ph.D.
Interim Superintendent



Washington Central Unified Union School District Board Meeting Minutes

4.1.20 6:00 PM

approved 4-15-20

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, Jaiel Pulskamp, Jill Olson, Jonas Eno-Van Fleet, Student Rep. Mia Smith

Other: Corinne Stridsberg, ORCA videographer, Dave Delcore (Times Argus), Pat Fair, Ellen Dorsey, Jody Parker, David Lawrence, Carl Etnier, Michael Sherwin, Alden Bird, several members of the public were present via Zoom by phone

1.0 Call to Order: Scott Thompson called the meeting to order at 6:04 p.m.

At 6:12 p.m. the meeting recessed in order to have committee meetings. The board agreed to end committee meetings at 7:15 p.m.

2.0 Committee Meetings —Breakouts - see individual committee minutes for notes

2.1 Policy

Topics include: Review of Suggested Non-Retribution/Retaliation Policy and the First Ten Policies of Section C: Students

2.2 Quality Education Committee

Topics include: Election of Chair, Update on CIP Process, Overview of Student Achievement Data

The meeting reconvened at 7:18 p.m.

3.0 Welcome

3.1 Reception of Guests

3.2 Agenda Revisions: Jonas Eno-VanFleet would like to add an action item for the board to act on the negotiated teacher contract. This will be added to the agenda after Executive Session tonight.

3.3 Public Comments: no public comments at this time.

4.0 Response to Coronavirus (Discussion)

4.1 Actions Required in Response to the Governor's Directive: Debra Taylor had recently shared a document that continues to be a living document, about the developments around response to coronavirus.

Jody Emerson shared an update around food delivery during this time. She noted that the food program is for universal access. She stated that the demand for the food delivery is increasing. She stated that she believes there will be a need for backup volunteers for this program. She spoke about the issue of background checks for involved participants. Marylynne Strachan indicated that if staff rotate, a two week rotation might make most sense in light of the nature of the virus. Jonas Eno-Van Fleet asked about some of the logistics around the bus routes - e.g. are people congregating in one place? Will buses consider routes that they don't normally travel, to accommodate people? Jody Emerson indicated that people reach out and if they don't have access to one of the stops, they are adding stops to the routes. Jill Olson spoke about the challenges of mud season. Lindy Johnson stated that she has heard that the bus drivers and delivery staff are communicating to the people about safety measures such as distancing.

Kelly Bushey shared an update around special education services in light of school closure. We are preparing to move from "maintenance of learning" to "continuation of learning." She noted that there continue to be updates coming from the Agency of Education and she is keeping the staff apprised. She shared some of the resources that have been shared; she had given a presentation to her special ed staff yesterday; she included a link to the presentation in the document that had been shared. She noted that many of the families are reaching out for support. Marylynne Strachan asked whether students who have the support of 1:1 in school are having access to some level of support from home. Some discussion followed around the ability to provide supports and services under these circumstances, and the issue of compensatory services for special education.

Jen Miller-Arsenault shared how teachers are reaching out to students and continuing learning. She stated that the school administrators and the technology crew have had to creatively solve unprecedented issues. She spoke about hybrid models - online and not - and synchronous and asynchronous learning. She stated about the need to "go slow to go fast" to meet the challenge of continuity of learning.

Superintendent Taylor indicated that there is still work underway around teaching staff and support staff and contract issues. She asked for the board's permission to flexibly plan teacher time next week - she would like to devote a fair amount of time to prepare for the next phase. She stated that a final proposed agreement has not been devised upon yet; but she asked for the support of the board to be flexible.

Chris McVeigh asked the difference between the "maintenance" and "continuity of learning" phases. Jen Miller-Arsenault explained that the maintenance phase was more focused on keeping contact with families and maintaining what has been learned. The next phase will involve new learning. She indicated that it will not be possible to address all that had been planned in this end of school year, now that we are working remotely. She indicated that this will have reverberations for a long time, even after the school closure ends.

Jaiel Pulskamp commended the teachers and administrators. She stated, though, that that amount of emails that her child has received have been overwhelming. She asked to whom should she

provide feedback? She also noted that some schools are extending their spring breaks; she asked whether we are giving any consideration to that. She stated that families are taxed and stressed.

Jen Miller-Arsenault noted that teachers and administrators are still working out ways to communicate more effectively. She spoke briefly about the topic of assessment under these circumstances.

Lindy Johnson stated that the board does not micromanage how the administration works with staff. She would not want to get in the way of that as a board. Debra Taylor indicated that we don't have time blocked out in the calendar next year for teacher inservice time, but that is what she wishes to do next week.

Diane Nichols-Fleming asked how we are addressing the needs of all of the staff. Debra Taylor indicated that the focus currently - hopefully for next week - is on teaching staff having opportunities to reach agreement around content during the continuity of learning phase.

Jill Olson expressed her support for the superintendent's proposal. She stated that these are very stressful and unprecedented times and that everyone needs more space and time and adjusted expectations. Chris McVeigh asked, does this mean there will be no teaching time next week? Superintendent Taylor indicated that next week is still considered "maintenance" phase and she would like for them to have the opportunity to prepare for the following week "continuity of learning."

Some discussion followed around teachers maintaining some contact with students during the next week. The idea that paras might be available to make contact with students during next week in lieu of teachers was posed. Superintendent Taylor indicated that this is an issue that the union will need to approve.

Lindy Johnson indicated that these are unprecedented times and there have been times in the past when snow days have been moved or forgiven, depending on the unique circumstances. She thinks we need to approach this creatively.

Scott Thompson asked, regarding the other issues on the COVID-19 shared document, are there items that the board would like to explore, as the time is getting late?... several sections of the document had not yet been reviewed during the meeting tonight.

Superintendent Taylor spoke about how the childcare issue has changed over time, regarding requirements. She noted that the program may be suspended after Friday this week, as the number of students has declined. This can be reconsidered as demand may change over time.

Marylynn Strachan asked, regarding child care, what is the contingency plan for the families that still need child care? Superintendent Taylor stated that the child care offering will not close if there are essential staff who need it and don't have alternative options.

Scott Thompson stated that board members can email Keith MacMartin with technology related questions or concerns, Lori Bibeau with finance related questions or concerns, and Amy Molina for facilities related questions or concerns.

Flor Diaz Smith shared a memo with the board that she would like to distribute on behalf of the board.

Steven Dellinger-Pate expressed concerns around the statement in the memo about commitment to payment of salaries. Superintendent Taylor suggested that this might be a topic for discussion later tonight during Executive Session.

Jill Olson stated that she feels that the memo is too long - that, at this time, the letter adds stress. She suggests eliminating some of the content of the memo.

Mia Smith asked about how transferrable skills are being assessed, and how this school closure will affect graduating seniors. Superintendent Taylor indicated that the Agency of Education has promised some information to schools about end of year and graduation related issues under these unique circumstances.

Steven Dellinger-Pate stated that the leadership team is working with other schools and with the Agency of Education and hope to get information to students within the next two weeks.

The board will discuss the issue of use of sick leave during this school closure, in Executive Session later tonight.

Cat Fair stated that all staff are under enormous amounts of stress; fears are rising; having basic needs met is incredibly important to all, students, families and staff as well.

Finance: Kari Bradley reminded the board that next year's budget may be in flux and the board needs to pay attention to what is happening in the legislature, and that the finance committee needs to give some thought to whether adjustments will be needed next year.

Lori Bibeau noted that she has questions about whether revenue will be affected by changes in staff's roles during this period. Diane Nichols-Fleming indicated that there will be some changes in costs as we respond to the COVID-19 pandemic.

Jonas Eno-Van Fleet stated that he hopes that we will continue to make decisions with an eye to supporting our community.

5.0 Board Operations (Discussion/Action)

5.1 Approve 2020-2021 School Year Calendar: **Flor Diaz Smith moved to approve the 2020-21 School Year Calendar as presented. Seconded by Lindy Johnson.** Discussion: Superintendent Taylor stated that she and the administration have not had an opportunity yet to discuss the logistics of teacher professional development time (for example, early release days for students.) She also reminded the board that our calendar needs to be synchronized with the regional tech center. **This motion carried unanimously.**

5.2 Committee Reports

a. Negotiations: Jonas Eno-Van Fleet reported that negotiations with the teacher's association have been concluded, and we are looking forward to negotiating with the support staff.

He shared the following statement on behalf of the union and the district: The union and the district, expressing mutual respect and solidarity in this time of crisis, appreciate each others' willingness to work together to find common solutions that benefit the students, families and teachers of our district.

He shared that they had reached tentative agreement for a one year contract, tentative agreement on 3.7% of new money, and other changes to the contract including extension of parental leave and optional paid day for religious practice.

Superintendent Taylor indicated that the teachers have not ratified the contract yet.

Scott Thompson expressed his deep appreciation for the work of the negotiations committee, board members, administration, union representatives.

b. Policy: Second Reading of B3 Alcohol & Drug Free Workplace and B20 Personnel Recruitment, Selection, Appointment & Background Checks Policies: Jill Olson moved to approve policies B3 and B20. Seconded by Marylynn Strachan. Chris McVeigh invited any comments from board members. Stephen Looke stated that adding “unless prescribed” in the body of the policy creates confusion. Discussion followed, reviewing the discussions of the committee around this issue. suggestion to use:

- “if a prescribed medication is impairing an individual’s ability to perform their duties, this policy applies...”
- the term “immediate removal” was a point of contention in the discussion.

Jill Olson withdrew the motion.

The committee will take another look at B3.

Jill Olson moved to approve B20 as presented. Seconded by Stephen Looke. Discussion: Kari Bradley suggested that indicating “annually” might be too prescriptive. The board agreed to substitute “every two years the administration will report on its participation...” for “on an annual basis” in the policy. Jill Olson suggested striking the sentence in the policy that names “minority,” as this word choice is dated and the sentiment in the sentence is covered in other parts of the policy. **The board unanimously approved this policy, with the changes that are suggested.**

c. Quality Education: Kari Bradley shared that the committee had reviewed a report from the Leadership Team and had reviewed some recent data about student outcomes. The committee began to discuss what the charge for the committee might be.

6.0 Consent Agenda (Action)

6.1 **Approve Minutes of 3.18.20: Jonas Eno-Van Fleet moved to approve the minutes of March 18, 2020. Seconded by Chris McVeigh.** Discussion: Kelly Bushey and Jen Miller-Arsenault were present at the meeting on March 18, 2020. **This motion carried, with noted edits.**

6.2 **Approve Board Orders: Jonas Eno-Van Fleet moved to approve the following board orders in the amounts of \$464,221.47, and \$20,666.87, for the period: March 18- April 1, 2020. Seconded by Flor Diaz Smith. The following board members voted their approval: Jonas Eno-Van Fleet, Jaiel Pulskamp, Diane Nichols-Fleming, Dorothy Naylor, Kari Bradley, Stephen Looke, Marylynn Strachan, Lindy Johnson, Flor Diaz Smith, Chris McVeigh, Scott Thompson. This motion carried.**

7.0 Personnel (Action)

7.1 **Approve Hires, Resignations, Retirements: Chris McVeigh moved to approve the hire of Hunter Hedenberg. Seconded by Lindy Johnson, this motion carried unanimously.**

Flor Diaz Smith moved to approve the hire of Bradley Parker. Seconded by Jonas Eno-Van Fleet, this motion carried unanimously.

Marylynne Strachan moved to approve Bill Deiss's resignation with regret and with thanks for his work. Seconded by Flor Diaz Smith. This motion carried, with one vote not in favor.

8.0 Future Agenda Items:

- superintendent transition planning
- COVID 19 update (Diane Nichols-Fleming asked to allow for a longer time period in the agenda for this topic)

9.0 Executive Session: At 9:29 p.m. , Jaiel Pulskamp moved to go into Executive Session for the purpose of discussing negotiations and personnel. Seconded by Flor Diaz Smith, this motion carried unanimously. Flor Diaz Smith invited administrators into Executive Session for the purpose of participating in the discussion around the memo as addressed earlier in the meeting.

Some discussion followed around the need for Executive Session to discuss this issue, and to whom to extend invitations.

The board approved this motion and entered Executive Session at 9:35 p.m.

9.1 Negotiations: During Executive Session the Board discussed negotiation strategy.

9.2 Personnel: During Executive Session the Board discussed personnel matters.

Chris McVeigh moved to come out of executive session. Marylynne Strachan seconded. The motion passed unanimously.

Jonas Eno-Van Fleet moved to approve the tentative agreement with the teacher's union, pending union ratification. Lindy Johnson seconded. The motion passed unanimously.

10.0 Adjournment: The meeting was adjourned by consensus at 11:10 pm.

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