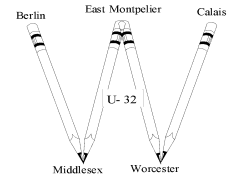


# Washington Central Unified Union School District

*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 Approved Minutes

2.19.20 6:30 – 9:30 PM

Calais Elementary School, 321 Lightening Ridge Road, Plainfield VT

*approved 3-4-20*

**Board Members Present:** Scott Thompson, Jaiel Pulskamp, Marylynne Strachan, Flor Diaz Smith, George Gross, Jonas Eno-Van Fleet, Chris McVeigh, Lindy Johnson, Dorothy Naylor; Student Representative Townes DeGroot

**Administrators Present:** Superintendent Debra Taylor, Director of Special Services Kelly Bushey, EMES Principal Alicia Lyford, Berlin Principal Aaron Boynton, Business Administrator Lori Bibeau, Rumney Principal Casey Provost, Director of Curriculum, Instruction, and Assessment Jen Miller-Arsenault, U-32 Principal Steven Dellinger-Pate, Director of Technology Keith MacMartin, Calais Principal Cat Fair, U-32 Assistant Principal Jody Emerson, Doty Principal Gillian Fuqua

**Others Present:** ORCA videographer, David Delcore (Times Argus), Dave Lawrence, Mack Gardner-Morse, Cindy Gardner-Morse, Michael Duane, Kari Bradley, Michael Close, Bill Deiss

**1.0 Call to Order:** Scott Thompson called the meeting to order at 6:33 p.m.

1.1 Reception of Guests: Scott Thompson thanked those who were present at the budget forum.

1.2 Agenda Revisions: Scott Thompson noted that the board will move Item 10.1 to first. The board agreed to this by consensus.

**Motion was made by Dorothy Naylor, seconded by Lindy Johnson to go into Executive Session to discuss a student issue; motion passed unanimously.**

The board entered Executive Session at 6:35pm; the board exited at 7:05pm.

**Motion was made by Dorothy Naylor, seconded by Marylynne Strachan, to grant the appeal for a tuition waiver through the end of the current school year; motion passed unanimously.**

1.3 Public Comments:

Cindy Gardner-Morse presented an offer to the board for teacher development; Cindy will pay the cost of flying the instructor to Vermont as well as her room and transportation; the board would need to pay the cost of each teacher's training, which is \$750 for a 40-hour course. In addition, Mack and Cindy wrote a letter to the board suggesting that there be community involvement when discussing the curriculum.

**2.0 Policy (Discussion/Action)**

2.1 Policy Committee Report: Chris McVeigh noted a number of policies were worked on at the last meeting. Scott Thompson suggested trying to remove pronouns in all policies whenever possible; state the noun whenever possible so it is clear who the action applies to.

2.2 First Reading of B1 Substitute Teachers, B2 Volunteers & Work Study Students, B3 Alcohol & Drug Free Workplace, B6 HIPPA Compliance, B7 Tobacco & Vaping Prohibition, B20 Personnel Recruitment, Selection, Appointment & Background Checks, B21 Professional Development, B22 Public Complaints About Personnel, B30 Staffing & Job Descriptions, B31 Educator Supervision & Evaluation: Probationary Teachers, B32 Personnel Files, B33 Resignations, B35 FMLA Policies

The board reviewed the following policies:

B1 Substitute Teachers - no comments

B2 Volunteers & Work Study Students - no comments

B3 Alcohol & Drug Free Workplace - spelling error corrected

B6 HIPPA Compliance - no comments

B7 Tobacco & Vaping Prohibition - policy was modified to include vaping; no comments from the board

B20 Personnel Recruitment, Selection, Appointment & Background Checks - expanded to include subcontractors; no comments

B21 Professional Development - no comments

B22 Public Complaints about Personnel - 2nd paragraph - change to Principal's review

B30 Staffing & Job Descriptions - no comments

B31 Educator Supervision & Evaluation: Probationary Teachers - no comments

B32 Personnel Files - no comments

B33 Resignations - no comments

B35 FMLA Policies - 60 days refers to working days that school is in session; define the week as five working days

Flor Diaz-Smith asked if these changes will be going back to our lawyer for review; Debra Taylor noted that the changes were not significant to warrant legal review.

2.3 Second Reading of A34 Board Relations with School Personnel: There were no comments from the board.

**Motion was made by Jaiel Pulskamp, seconded by Jonas Eno-Van Fleet to adopt policy A34 Board Relations with School Personnel; this motion passed unanimously.**

### **3.0 Consent Agenda (Action)**

3.1 Approve Minutes of 2.5.20 & 2.6.20: **Flor Diaz Smith moved to approve the minutes from February 5, 2020 and February 6, 2020. Seconded by George Gross. Discussion: no changes. This motion carried unanimously.**

3.2 Approve Board Orders: **Chris McVeigh moved to approve the board orders from FY19 in the amount of \$300,159.05 (General Fund) and 1,645.00 (Capital Fund). Seconded by Flor Diaz Smith, this motion carried unanimously.**

**4.0 Book Reflection (Discussion) – *Equity from the Board Room to the Classroom* Chapters 8-10**  
The board reflected on chapters 8-10 and broke into small groups for discussion. There was a common theme of trust and relationships. Leadership starts from the top; the board is the compass of the ship. The board must cultivate the culture that happens in the schools. Important to create equity at all schools and not just throw money at issues.

### **5.0 Reports (Discussion):**

5.1 Student: Townes DeGroot reported that next week is February break that everyone is excited for. All students are currently choosing their classes for next year. This week he attended the in-school concert where all pieces were written by Vermont composers.

5.2 Superintendent: Debra Taylor reported that there is a lot going on now. The annual report is the second one that includes the whole district. The report includes important financial information. Some of this financial data might be different than what might have been reported in individual town reports. Don't forget to vote by March 3rd. She noted in her report what will be happening regarding reorganization after Town Meeting. The first meeting of the new board will be March 4th; there will be new members, who will be appointed by the board if not elected at Town Meeting. A spring retreat will be scheduled at the reorganization meeting. Debra Taylor noted that Ben Heintz, a U-32 teacher, has been awarded a Rowland Fellowship for the 2020-21 school year and she is excited to see where his research benefits our school community. Discussion ensued regarding the leadership team looking at hiring a consultant to conduct a district-wide curriculum audit.

5.3 Leadership Team: The board discussed the proposed Professional Development time for teachers of ½ day once a month. Alicia Lyford stated that details on the impact to families need to be worked on. The Wednesday early release doesn't allow teacher collaboration across the district. There is a consensus among board members that this is a good idea. Lindy Johnson noted that families and daycares will adapt once a schedule has been released in advance. The pilot bus run might be run once a week in order to test it out. The one bus run works once the details are worked out. Marylynne Strachan noted that now that we fund Community Connections this could be a way to help families adapt.

There was discussion regarding the district-wide music program. Chris McVeigh made a motion at a previous meeting to spend \$60,000 towards starting a strings program at the elementary level. Thoughts from the board: there is not an aligned vision of music across the board; how long would it take to accomplish this. Gillian Fuqua noted that there are many discrepancies at each school in regards to band, lessons, etc. It was decided that there is interest but it needs to be looked at closely. Implementing this for next year feels too fast. There have been some discussions with the U-32 music teachers. Alicia Lyford sees the district music teachers working together at the curriculum meetings in June. There was a discussion regarding licensing teachers as health educators, possibly PE teachers or nurses. Chris McVeigh requested an update in May. Flor Diaz-Smith stated that she would like to see the board prioritize how the resources are spent. Dorothy Naylor noted that there are quite a few issues that need to be prioritized but she feels that the strings program should be tried because it is a fairly small issue. Jonas Eno-Van Fleet feels we should listen to the recommendation of the leadership team. Debra Taylor suggested asking the teachers to look at a summer strings program, but also consider band instruments in general. There was discussion regarding scheduling difficulties for each school. The leadership team will come back to the board with a proposal for music, world language and arts at the end of summer. They will bring back an analysis of minutes spent in each building on the different subjects.

5.4 Negotiations: Jonas Eno-Van Fleet reported that: they clarified what constitutes leaves and absences. The board needs to accept the Memorandum of Agreement.

**Motion was made by Lindy Johnson, seconded by Jaiel Pulskamp, to accept the Memorandum of Agreement as amended; motion passed unanimously with the date edit.** Chair Scott Thompson was authorized to sign the memorandum.

## 6.0 Board Operations (Discussion)

### 6.1 Annual Meeting - March 2

Annual meeting will be held at U-32 with a dinner provided by the U-32 Food Service staff. Following the dinner will be a financial presentation and any Australian ballot issues.

### 6.2 Town Meeting - March 3

Each board member should talk to their Selectboard to get some time to talk at their town's Town Meeting regarding the board operations.

### 6.3 Reorganization Meeting - March 4

See the Superintendent's Report.

### 6.4 Schedule Board Retreat - March

Board agreed to wait to schedule a date until all new members have been elected or appointed.

## **7.0 Finance (Action)**

### **7.1 Technology Bid - WAN and Fiber Expansion**

Keith MacMartin reported that there are discrepancies in bandwidth at each school and there is a proposal to increase the bandwidth across the district. Four bids have been received and FirstLight has been recommended for a 3-year contract at \$44,000 per year. Debra Taylor thanked Keith MacMartin and Lori Bibeau for all their hard work.

**Motion was made by Chris McVeigh, seconded by Dorothy Naylor, to accept the FirstLight bid in the amount of \$44,810.40 per year for three years; motion passed unanimously.**

## **8.0 Personnel (Action)**

### **8.1 Approve Hires, Resignations, Retirements**

Stephen Dellinger-Pate stated that the loss of Abigail Brophy, English teacher, is a big loss for U-32.

**Motion was made by Flor Diaz-Smith, seconded by Lindy Johnson, to accept the resignation of Abigail Brophy with regret; this motion passed unanimously.**

**Motion was made by Chris McViegh, seconded by Dorothy Naylor, to approve an increase of 0.1 FTE for Heather Clark-Warner; motion passed unanimously.**

## **9.0 Future Agenda Items**

### **9.1 Solar Power Discussion - Jaiel Pulskamp**

### **9.2 Youth Risk Behavior Study - Townes DeGroot, Chris McVeigh**

### **9.3 Early Childhood Programming - Flor Diaz-Smith**

### **9.4 Student Performance Update - Marylynne Strachan**

**11.0 Executive Session for Personnel:** George Gross and Dorothy Naylor left the meeting during executive session.

At 11:55 pm Lindy Johnson moved to come out of executive session. Chris McVeigh seconded. The motion passed unanimously.

Lindy Johnson moved to table action on the contractual matter, until March 2. Chris McVeigh seconded. The motion passed unanimously.

**Chris McVeigh moved to approve the recommended administrator contracts, as discussed. Flor Diaz Smith seconded. The motion passed unanimously.**

**Flor Diaz Smith moved to approve the superintendent's contract with changes as discussed, and subject to change following review by counsel. Jaiel Pulskamp seconded. The motion was approved unanimously.**

**11.0 Adjournment:** The meeting adjourned by consensus at 12:00 am on Thursday, February 20.

Respectfully submitted,  
Kristi Flynn, Board Recording Secretary  
and  
Jonas Eno-Van Fleet, Board Clerk