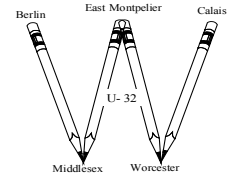


Washington Central Unified Union School District

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

10.2.19 6:30PM

U-32 Room 128/131, 930 Gallison Hill Rd, Montpelier

- 1.0 Call to Order
 - 1.1 Reception of Guests
 - 1.2 Agenda Revisions
- 2.0 Spotlight – U-32 Principal, Steven Dellinger-Pate – Tour and Update
- 3.0 Book Reflection – Equity from the Board Room to the Classroom Chapter 3 (Discussion)
- 4.0 Reports (Discussion)
 - 4.1 Superintendent – pg. 2
 - 4.2 Leadership Team – pg. 5
 - 4.3 Student
- 5.0 Consent Agenda (Action)
 - 5.1 Approve Minutes of 9.18.19 – pg. 12
- 6.0 Finance (Discussion/Action)
 - 6.1 Approve Board Orders (Action)
- 7.0 Committee Reports
 - 7.1 Negotiations – pg. 18
 - 7.2 Policy – pg. 20
- 8.0 Board Organization and Planning
 - 8.1 Superintendent Search Consultant (Action)
 - 8.2 Schedule for Board Goal Monitoring (Action) – pg. 22
 - 8.3 Dates for Community Budget Forums (Action) – pg. 23
- 9.0 Personnel
 - 9.1 Approve Hires (Action)
- 10.0 Public Comments
- 11.0 Future Agenda Items
 - 11.1 CV Fiber - Solar Power
 - 11.2 Possible Renaming of District
 - 11.3 MTSS Update
- 12.0 Reflection and Summary of Meeting – Next Steps for Board Members
- 13.0 Adjournment

**Superintendent Report to the Washington Central UUSD Board
October 2, 2019**

Broadening Communications with Community

Whether directed to parents or community members, regular communication about our schools and programs are necessary and must be strategic and ongoing. In response to the Board Goal of Broadening Communication With Community, we have several efforts underway and planned in this area. Here are a few highlights:

1. As begun last month, and following each future meeting, a board member will be asked to create a summary of our board meetings for the community which will be posted on all five towns' Front Porch Forums.
2. Our school district website continues to provide current and archived information detailing board agendas, minutes and resources (board materials) for all regular board and committee meetings. This information can be found under the "School Board" tab in the center of the main page of the site.
3. The Times Argus plans to periodically set aside a full page to feature students in Washington Central Schools. We have begun to collect information in preparation for this publication and our first theme will be Outdoor Education.
4. Our schools communicate through social media and Infinite Campus messenger to inform parents of current and future events of note and of any emergency information.
5. All legislators have met with the superintendent and will be invited to attend the November 6 Board Meeting. This early communication ensures idea exchange in advance of the December 1st deadline for legislators to propose bills for consideration for the upcoming legislative session.
6. Town clerks and the district clerk met with the superintendent to discuss technical corrections to the Articles of Agreement and district election procedures.
7. The Board approved warning for those technical corrections was signed by all members and posted in town offices, schools, the Times Argus and on the website.

There are three articles included in the warning:

Article 1: Shall the voters of the Washington Central Unified Union School District change the date of the 2020 Annual Meeting and each annual meeting thereafter to the Monday prior to the first Tuesday in March to transact any business not involving voting by Australian Ballot and upon completion of such business, said meeting is to be adjourned and reconvened in the respective polling places on Town Meeting Day to elect school directors and transact any other business involving voting by Australian ballot?

Article 2: Shall the voters of the Washington Central Unified Union School District elect the District's Moderator, Clerk and Treasurer by Australian ballot?

Article 3: Shall the voters of the Washington Central Unified Union School District vote to require that the ballots be comingled for all elections and public questions conducted by Australian ballot?

Polling Places & Hours:

Berlin Municipal Office, 108 Shed Road, Berlin – 8:00 AM - 7:00 PM

Calais Town Office, 3120 Pekin Brook Road, Calais – 7:00 AM - 7:00 PM

East Montpelier Elementary School, 665 Vincent Flats Road, East Montpelier –
7:00 AM – 7:00 PM

Middlesex Town Office, 5 Church Street, Middlesex – 8:00 AM – 7:00 PM

Worcester Town Office, 20 Worcester Village Road, Worcester – 10:00 AM – 7:00 PM

Long Term Planning

Board appointed committees include: finance/capital, negotiations, policy and superintendent search.

The Negotiations Committee met on Monday, September 16th. The Policy Committee met on Monday September 23rd. Copies of those minutes are included in the board information packet. Chairs will report out at the meeting.

Budget development work continues including gathering teacher input, administrative analysis and development of an equity and quality framework to support future board decision making.

Educational and Academic Outcomes






At the start of the school year, teachers provided us with feedback concerning the status of our implementation plan. The three areas of focus for our five year implementation plan include three strategic objectives:

1. Clear Learning Targets: All students will be able to tell anyone what they are learning, why what they are learning is important, and how what they are learning connects to our district's student learning outcomes.
2. Comprehensive and Balanced Assessment Systems: The progression of learning will be measured through multiple methods of assessment, providing evidence overtime that students have demonstrated proficiency in all student learning outcomes.
3. High Quality Instruction and Interventions: All students will achieve at least one year's growth each year. Students with gaps in their learning will achieve more than one year's worth of growth.




We focused on subsets of the plan implementation and this data. The chart below provides a summary of our teachers' collective feedback on progress in key areas:

**WCUUSD Implementation Plan Year Three Report # 1
Consensogram Summary September, 2019**

- Key: *Level 2: Beginning stages of implementation - need more time
*Level 3: Implementing - need more time
*Level 4: Maintenance/train new staff
70% or greater agreement in totals

| | |
|---|--|
|  | 80% Level 3: Clear Learning Target: Ensure that all staff have a shared understanding of all clear learning targets |
|  | 76% Level 2: Scoring and Reporting: Ensure that students and families have a clear understanding of their progress toward achieving their proficiencies in the SLOs |
|  | 97% Level 3 or 4: Mentoring and New Teacher Training: All new teachers will participate in local and regional teacher training and a robust mentoring program |
|  | 83% Level 2: EST Process: We will look at our entire process and systems will be put in place to support identified students |
|  | 71% Level 3: Consistent Learning Environment: Continuing to provide a safe learning environment, both physically and emotionally, using “responsive classroom” practices, positive behavior interventions and supports, and restorative practices |

Variation in scores

| | |
|---|---|
|  | MTSS: There are systems designed to support learning on several levels and include interventions and call back - time set aside to focus on specific SLOs when necessary 44% Level 2 52% Level 3 |
|  | Data Analysis: We will grow our capacity to use data analysis effectively in teaching and learning 46% Level 2 40% Level 3 |
|  | Consistent Communications: All WCUUSD staff will understand a shared language around learning targets and instructional best practices, including terms such as “quality instruction” and “interventions” 48% Level 2 49% Level 3 |

Educational Outcomes Report #2 will be presented to the Board at our October 16th meeting and will review student assessment and outcome data. The data will help us to better understand where students and teachers are on the learning continuum, where they need to be in order to advance to the next level and how they will get there. Taken together these reports will guide our district’s ongoing implementation of the WCUUSD Implementation Plan this year and inform budget decisions for the coming year.

WCUUSD Leadership Team Report to the Board
October 2, 2019

Multi-Tiered System of Support (MTSS)

Berlin- Berlin previously has had no EST process so it was felt a conversation was needed about MTSS and how we structure supports for students school wide. An EST/MTSS leadership team has since been formed and begun to organize our most significant needs around procedures and structure. Our team visited Williamstown who also held a series of conferences around how they changed their school through MTSS. At this point, there is now a referral process and a committee that focuses on the following mission: *To foster a coordinated system of supports, Monitor progress and support staff with the necessary resources to increase academic outcomes and social emotional wellbeing for all students.* Currently and more specifically, there are two reading interventionists in Berlin that meet with students K-6. There is one math interventionist and the current FTE is not meeting needs.

There is a strong behavior system in place, in that we've been implementing PBiS for six years and have been notified that we will be receiving a recognition of merit at an upcoming conference in October. This means we have demonstrated: Implementing Universal PBiS with fidelity (measured as 70% on the Tiered Fidelity Inventory (TFI) or 80%/80% on the School-wide Evaluation Tool (SET), using behavior data within a problem-solving framework to improve student outcomes, and completing the annual Self-Assessment Survey (SAS) to help plan/revise implementation.

Calais - It has become clear at Calais in the last few years that we have amazing teachers in all three tiers of instruction but we lack the cohesiveness and structure to support ALL our students in achieving the student learning outcomes collectively. To address this, we have created a structure to our weekly unit meetings that provides teams a chance to examine student data (in literacy, math, and behavior) to inform future instruction/intervention and to provide professional development in areas that are identified for improvement.

Our unit teams are comprised of: tier 1 teachers (general education classroom teachers who teach all students); tier 2 teachers (teachers who teach some students with brief, targeted instruction in identified areas); and tier 3 teachers (teachers who teach a few students in individualized specialized instruction.) The composition of these teams is a critical component to ensure we are working collectively rather than as separate islands. In this first month of instruction, the area for improvement identified is in data analysis. Individually, teachers know their students and what it takes to move them forward; but we do not have a shared understanding or aligned practices in some key areas. For our first PD session in October we will begin to examine practices around data analysis so that we are

systematically looking at student data to ensure we are accurately identifying and supporting struggling learners.

Doty - There previously was confusion within the current EST process and some essential misunderstandings. As a result, as a staff, we have been working on developing a system where we think regularly and intentionally about all of our students. We have just started working with a document that walks us through the steps of tracking students who may just need a bit of TLC all the way to those students who may require Tier II or III supports. This intentional thinking about students, implementing intervention strategies, and involving families in the process applies to both students who struggle academically and those who struggle with self regulation

In terms of Tier II supports, we are using classroom and assessment data to inform groupings for short-term, targeted intervention for literacy skills. As we become more familiar with the Ready Math tools and program, we are beginning the same sort of Tier II support for math skills. Doty has been identified as a school in need of comprehensive supports by the AOE and we are looking to use some of the support grant money we receive from them to increase our staffing for math intervention as we currently are struggling to meet the needs of all of our learners.

East Montpelier teachers continue to participate in 180 minutes of professional development each week with our literacy and math coaches in order to provide high-quality Tier 1 instruction to all EMES students in these areas. During the month of September, math PD has focused on unpacking the Ready Math program, designing appropriate differentiated Math Menus to students, piloting the iReady Diagnostic math assessment, and facilitating Number Talks. In literacy, the focus has been on rolling out the BAS reading assessment, calibrating our scoring of the BAS, and identifying professional texts for a fall book study in the area of literacy.

In addition, we are gearing up to analyze our fall assessment data in order to make data-based decisions to identify students who are in need of specific interventions in these areas. These interventions happen for 30 minutes a day, four days per week, and are provided to all EMES students by licensed educators. We have 1.0 of interventionists to serve students in literacy and math in addition to classroom teachers, which is not adequate. Our Behavior Coach continues to provide behavioral interventions to students who require Tier 2 and 3 behavioral supports, as well as classroom-wide behavioral coaching to teachers. EMES has been implementing PBiS for 6 years and will also be receiving a recognition of merit at an upcoming conference in October. Our small-group Morning Meetings continue to meet weekly on Friday's. This is a time for students in mixed K-6 groups work together on such skills as collaboration, problem solving, mindfulness, and school-wide behavioral expectations.

Rumney has spent time since August inservice looking at the role of the Educational Support Team (EST) as a component of our Multi-Tiered System of Support (MTSS). Our MTSS places emphasis on quality Tier 1 instruction as the foundation for all learners, including those who may access other tiers of support. While the focus of the first six weeks of school intends to lay a solid foundation for learning, developing predictable routines, and setting the stage for the rest of the year, we certainly have not waited until October to dive into our instruction.

Teachers continue to scaffold instruction across all content areas while becoming increasingly familiar with *Ready Mathematics*. In addition to all students having access to quality primary instruction in their classrooms our schedule offers opportunities for intervention in literacy and math. Intervention takes many forms: classroom teachers serve as interventionists in both literacy and math, we have a 1.0 FTE literacy specialist, a .8 FTE math interventionist, 3.0 FTE special educators, and 1.2 FTE speech-language pathologists. Students access intervention through a variety of pathways but our decisions are based on student data.

Like all of our elementary schools, we are currently working through the Benchmark Assessment to gain more information about our learners, which will both guide instructional planning in classrooms and ensure that intervention groupings and opportunities are targeted appropriately. In a similar fashion as academic supports, our MTSS supports social-emotional development in a tiered approach where all students participate in Morning Meeting in their classrooms and have weekly classroom guidance lessons with our .6 FTE school counselor. Additional social/emotional/behavioral supports are available in small groups or individually and we also have a 1.0 FTE student support specialist.

U-32 does not have a formal EST process in place. Tier 1 instruction is designed to meet as many student needs as possible and when additional time is needed for learning, our Tier 2 programs are accessed by students and teachers. Tier 2 consists of a variety of programs including Callback, Reading and Math Strategies. Students who require support in smaller groups or more intense instruction can access classes such as Reading and Math Skills. Students who need additional support do so in addition to the regular classes.

When there is a concern for a student U-32 will utilize a process called a “staffing” where teachers, TA, school counselor and any other pertinent staff come together with the parent and student to discuss a student’s current performance and then explore options that will support that student in the near and long term.

WCUUSD - This past week the AOE sponsored a work day with the VT Council of Special Education Administrators. Two major areas of focus were Act 173 and MTSS. Both Kelly and

Jen were able to attend, as Act 173 and MTSS have implications for all students. They are making plans to share the info they learned with others in the school system.

The first case manager meeting was held earlier this month. Kelly provided an update about special education from the state level and celebrated our compliance monitoring outcomes from last year. We are excited to report that we are 100% in compliance with the AOE indicators through a recent monitoring visit! Kelly also shared the impact of creating the medicaid clerk position at the central office. We were able to generate \$5,000 in additional medicaid dollars last year. We also examined guidelines for accessing student supports and the Educational Benefit Review process results from earlier this spring.

The WCUUSD Curriculum Council met this past week for the first time this school year. We reviewed feedback from Curriculum Camp, provided feedback regarding the draft plan for the upcoming inservice day on October 11, drafted the local comprehensive assessment plan, and discussed the role of transferable skills in scoring and reporting. Because curriculum, instruction, and assessment work is so deeply interrelated, all of this work impacts our MTSS work in some way.

Student Monitoring Report

As in prior years, the leadership team will develop a monitoring report of the previous year's student data in the areas of literacy, math, science, and transferable skills using report card data, local, and state assessment data. This data, which is collected all throughout the year, is analyzed and presented in a way that shows trends and growth over time, and addresses the needs of our students in the various content areas. In addition, we will discuss progress towards goals in these areas and ask for specific support from the board through the budgeting process. We plan to present this report at the October 16th Board meeting.

Service Plan- Kelly Bushey, Director of Special Services

A great deal of time has been spent over the course of the past few weeks thinking about and planning for the special education budget for FY21. This is required to be submitted to the Agency of Education by October 15th.

To prepare this report, every Individualized Education Plan (IEP) in our system is reviewed. Documents have been created that summarize and analyze the services committed to students and families. From Occupational Therapy, Physical Therapy, Consultation from agency partners, etc. - all of this detailed information about student needs is converted into dollars to inform the budget process.

Each school principal weights the caseloads in their schools; as has been a practice in place in Washington Central for the past several years to ensure equity in workload across special educators in the system. Principals meet individually with the Director of Special Services to review the data.

Please remember that this budget is an “estimate” of services for students based on what is known today. Student population fluctuates over the course of a school year, resulting in costs and needs arising that are not anticipated throughout each year.

Hiring

The IT department welcomes Spencer Broe, Technology Support Specialist. We are in the final steps of hiring for our Network & Support Administrator position.

The Fiscal Office has filled a vacancy that has been open since January 21, 2019. Melissa Tuller will be joining the team on September 30, 2019 to fill the Financial Support position.

Budget

The leadership team met on September 24th to review the budget timeline and process to develop a level service budget. We are collecting information to guide our work as a single district. Our next team meeting is October 8th where we will focus on the budget in more detail.

Facilities Updates

Berlin installed a Gaga pit this summer and it has been a school-wide favorite as we’ve started the school year. Recently we needed to replace a septic pipe that burst. We also needed to replace one of the basketball backboards in the gym. We have formed a playground committee that is investigating new and additional equipment.

Calais has been refreshing our approach to disinfecting and sanitizing to prevent the spread of germs and illness. With a new staff member in our custodial department, we are getting the benefit of a new person asking about our practices and seeking training with more current products and protocols. We are also beginning to examine what is needed to address the roof on our building as the front section (right over the entrance and lobby) is the last piece still needing to be repaired/replaced.

Doty - We have re-keyed all the locks to the exterior of the building and are working with a locksmith to get quotes on interior door knobs that do not need to be locked with a key from

the exterior. We are also beginning the process of submitting a school safety grant to address both the doorknobs and the lack of an all school paging system.

We are also hoping to receive quotes from Black River Design for our siding and windows project so that we may be positioned to send out for bids in January.

East Montpelier is in the process of installing an ADA accessible path from our building to our playground. While our playground is somewhat accessible in the summer months, it provides a greater issue to individuals with mobility needs in inclement weather. I will share pictures of the process and completion of the path with the board soon.

Rumney will have upgrades throughout the month of October that will include updating the preschool playground and installation of a new fence, increased accessibility to the playground areas, and making our building entrances accessible for all. The building accessibility work will be done mostly on weekends to limit the impact on the day. The playground work will be completed during the week so there will be days when our recess times will be held in our tennis courts, basketball areas, and fields. We are excited for these needed updates and will share pictures when available. Lastly, the oil burner has been replaced.

U-32 has been notified by the company installing the final track surface that there will be a delay until the spring. The contractor, Dubois, is looking into options from other vendors.

WCUUSD

District Schools are participating in a review of capital project needs for the summer of 2020. The Superintendent will provide a report at our next meeting.

Upcoming events:

Berlin

- PBiS Crazy Hair Day, Oct 3th
- PBiS Pajama Day, Oct 9th
- Berlin School Harvest Festival, Oct 12th
- PBiS Leadership Forum, Oct 10th, Merit Acknowledgment Award
- Staff breakfast, Oct 21st
- School wide monthly meeting, Oct 22nd

Calais

- PTNO clothing swap
- PBiS all school celebration, Oct. 8
- PTNO Halloween Party, Oct. 18

Doty

- All school hike, October 4

- Choose Your Own Adventure author visit in October, students will be able to contribute ideas to upcoming books
- Author visit, Lydsey Stoddard, October 23

East Montpelier:

- Harvest Festival - Saturday, October 5th.
- PBiS Leadership Forum, Oct 10th, Merit Acknowledgment Award
- Open House - Wednesday, October 23rd.
- Monster Mash - Friday, October 26th.

Rumney

- Lions Club Vision Screening - October 10
- PTO Meeting - October 23
- All-School Meeting - October 24

U-32

- Our [Tandem Calendar](#) is a great place to learn about all the Co-curricular activities at U-32.

WCUUSD

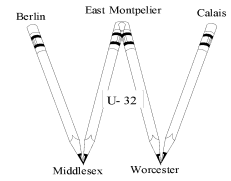
- WCUUSD All District Music Day at U-32, October 17
- WCUUSD Integrated Field Review - October 17

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Debra Taylor, Ph.D.
Interim Superintendent



Washington Central Unified Union School District Board

Unapproved Minutes

9.18.19 6:30PM

Doty Memorial School, 24 Calais Road, Worcester

Board Members Present: Scott Thompson, Jonas Eno-Van Fleet, Dorothy Naylor, Flor Diaz Smith, Lindy Johnson, Jaiel Pulskamp, Marylynne Strachan, Chris McVeigh, George Gross, Mia Smith (student representative), Townes DeGroot (student representative)

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

Others Present: Mark Andrews; David Delcore, Times Argus; ORCA videographer; Rick Kehne, Calais; David Lawrence, Middlesex; Ellen Knoedler, East Montpelier; Michael Duane, East Montpelier; Bruce Johnson, East Montpelier; Chani Waterhouse, Worcester; Elise Thorsen, East Montpelier; Pat Hagouri

1.0 Call to Order: **Scott Thompson called the meeting to order at 6:30 p.m.**

Jonas Eno-Van Fleet moved to go into executive session to discuss the matter of hiring a new superintendent, Dorothy Naylor seconded. Motion passed unanimously at 6:32 pm.

Chris McVeigh moved to come out of executive session, Dorothy Naylor seconded. Motion passed unanimously at 7:04.

No action was taken during executive session.

1.1 Reception of Guests: Scott Thompson welcomed the guests and invited them to tour the school building with the board, when the time comes.

1.2 Agenda Revisions: completed article 5.1, discussion of public comment received via email regarding VSBA.

Lindy Johnson renewed the motion to consider the VSBA dues; the Chair decided that this motion is out of order because it is finished business. The ruling would need to be appealed in order to be considered and warned at another meeting. The appeal can overturn the Chair's decision with a majority vote. Lindy Johnson has requested that this issue be on the next agenda.

Motion was made by Lindy Johnson to appeal the Chair's decision, seconded by Jonas Van Fleet

Discussion:

The Chair would like to not rehash old issues once they have been finished unless there is a material change in the basis of the issue that puts everything in a new light.

Lindy Johnson note that many people have contacted her asking why the board is rejecting the help that the VSBA has given over the year over a sum of \$7000. Her job is to represent the people.

Marylynne Strachan was asked to not re-open the motion by a resident; she agrees with Lindy but isn't sure that having another vote will be move us forward.

Chris McVeigh feels that another vote should be taken if there is momentum for it; he would like to see the emails that Lindy received from community members before it is brought before the board for discussion. This will be setting a precedent for the future.

Jonas Eno Van-Fleet noted that Chris McVeigh has litigation against the VSBA in the courts right now. He also received an email from a resident in support of re-visiting the issue.

Dorothy Naylor feels that the board should not revisit issues that have been finalized. She stated that she is not against Act 46 anymore, she is trying to work for all of the students in the district and going back to closed issues does not help the board move forward.

George Gross wonders what the harm is in leaving the VSBA for a year and re-visiting this next year; he would like to move forward.

Flor Diaz-Smith wonders what the repercussions would be of not being part of the VSBA. She felt that the decision was made at the last meeting simply because of Act 46. At a time when we need more help rather than less, it doesn't make sense to leave the VSBA.

The board discussed the new Policy Committee that was formed at the last meeting and will meet next Monday.

Lindy Johnson is concerned with losing the policy help from VSBA, that is why she voted to stay in VSBA. They have very good training for boards, as well. The board will then not spend legal fees for outside policy review.

Jaeil Pulskamp is concerned with the lack of transparency of the VSBA. She would support joining them next year if they show more transparency. She is comfortable with having a second vote on the issue.

The VSBA could review policies for a fee for non-members.

The Chair was interested in the perception that the vote failed because of Act 46.

Vote on Motion to Appeal the Chair's decision that the motion was out of order:

Yes - Flor, Chris, Lindy, Jonas

Nay - Scott, Marylynne, Dorothy, George, Jaeil

The appeal failed.

1.3 Public Comments:

Rick Kehne feels that the issue with the VSBA goes beyond Act 46; they were doing many unprofessional things behind the scenes that harmed our towns and the district. He wants to hold them accountable.

Bruce Johnson would like the board to revisit the precedent that was just set by the Chair of the board.

Chani Waterhouse thanks the board for the hard work that they've done to work with each other and build relationships. She feels that this issue has already harmed the relationships that they have worked so hard to build.

Ellen Knoedler thanks Dorothy Naylor for putting information on the Front Porch Forum regarding the board; she wishes other board members would also share information so that residents are better informed. Marylynne and Chris have been posting a summary to Front Porch Forum and a Middlesex Facebook page.

Steven Dellinger-Pate noted that there previously was a process in place to share one document and that should be looked at again. The board needs to have a consistent voice.

Rick Kehne stated that each town needs to have its own voice, as well for things that interest that town.

Chani Waterhouse stated that each board member represents all towns and feels that it is disruptive to split the information sharing by town.

Request for easier access to Board information on the district website.

Request for a district string training.

2.0 Administrator Voices

2.1 Spotlight – Doty Principal, Gillian Fuqua – Tour and Update

Gillian Fuqua reviewed Doty as the smallest jewel in the crown. She wanted to go outside to review the work that has been done on the siding and the playground, however it was too dark. All of the exterior doors will be re-keyed next week, being mindful of privacy and security, as it is not known who has keys. Many of the doorknobs will be replaced with levers with locking buttons on the inside. The board and administrator's toured the building.

2.2 Superintendent's Report: Superintendent Taylor had prepared a written report. She reviewed the WCLT Plus section. Based on a question from Townes, she is hoping for broader representation of teachers on the committees.

3.0 Consent Agenda

3.1 **Approve Minutes of 9.4.19: Flor Diaz-Smith moved to approve the minutes of September 4, 2019. Seconded by Marylynne Strachan, this motion carried unanimously.**

4.0 Finance (Discussion/Action)

4.1 Committee Report

Flor Daz-Smith wondered if the board is okay with the format of the report that will be presented going forward. She referred to the minutes from the most recent Finance Committee meeting on 9/12. Lori Bibeau noted that the report will be updated and presented quarterly. The Fund Balance summary is a snapshot of the cash on hand at the date of the report.

At the end of the last fiscal year, the U-32 board deferred the fund transfer to the U-32 Capital Fund, so this board needs to approve the transfer. The amount of cash available will be slightly above the 2% target.

The Chair wondered if the board members are comfortable with looking at these numbers. He suggested a quick tutorial from Lori Bibeau at each meeting to help with understanding. This will be added to a future agenda.

Motion was made by the Chair to transfer \$437,490 from the general fund to the capital fund earmarked for U-32, seconded by Flor Diaz-Smith

Discussion:

Amended Motion: Chris McVeigh made an amendment to the motion to transfer \$300,000 to the capital fund and use the remaining funds to move \$137,400 into a separate fund to address skill level inequities, seconded by George Gross.

Flor Diaz-Smith noted this money has been earmarked for U-32 and the funds should not be diverted at this time. The U-32 capital fund is in need of being replenished. Steven Dellinger-Pate asked for the full amount to finish capital projects for the year.

Vote on Amended Motion: motion was defeated unanimously

Vote on Original Motion: motion passed unanimously

Chris McVeigh requested a monthly report instead of a quarterly report. Lori Bibeau noted that changes don't generally happen on a monthly basis.

Debra Taylor noted that there is a request to increase the English Language Learner specialist from .5FTE to .8FTE. the amount of \$30,000 in the report which includes benefits.

Motion was made to increase the English Language Learner position by .3FTE for a total of \$30,232 by Flor Diaz-Smith, seconded by Marylynne Strachan; motion passed unanimously.

4.2 Approve Board Orders (Action):

Lindy Johnson noted that an invoice from Calais was included in the board orders to pay for special election. Debra Taylor noted that going forward the school district would pay for the costs of special elections. She is willing to speak further with the Calais Town Clerk. The board will spell out what expenses will be approved in the future. Lindy is uncomfortable with paying for this amount for Calais as no other towns had submitted expenses and this has never been done before. Flor will be more comfortable with a specific policy going forward. The Chair suggested pulling this amount from the current board orders and send it back to the Finance Committee for discussion.

Chris McVeigh moved to void the check made out to the Town of Calas in the amount of \$3,739.90, seconded by Marylynne Strachan; motion passed unanimously.

Scott Thompson moved to approve the board orders in the amounts of: \$263,925.75. Seconded by Flor Diaz-Smith. This motion carried unanimously.

The student representatives gave a quick review of what is happening at U-32. Homecoming is this weekend. There was a College Fair for juniors and seniors today. A new group, YATST, has been brought back to help bridge the gap between students and teachers. Townes DeGroot wondered about school action based on the planned climate change strike; it may affect sports as students will be absent from school. Steven Dellinger-Pate noted that the students represent the elementary students, as well, so they need to work out how to gather that information.

5.0 Board Organization and Planning

5.1 Superintendent Search Consultant

See above

5.2 WCUUSD Annual Meeting Date, Election of District Officers & Co-Mingling of Budget Ballots (Action)

Debra Tylor noted that the District Annual Meeting is currently scheduled for Town Meeting Day and it has been decided that this won't work. The three officers will be voted by Australian Ballot at Town Meeting. The ballots will be commingled for the budget and election of officers. A technical change needs to be made to the Articles of Agreement. The board should decide if they would like to have an Annual Meeting. Not having an Annual Meeting would not preclude an informational meeting. The Town Clerks feel that having a vote by the residents would make sense for November since people are used to voting then. Jonas Eno-Van Fleet suggested having an informational meeting prior to February vacation as well as the Monday before Town Meeting.

Motion was made by Chris McVeigh, amended by Jonas Eno-Van Fleet to adopt Version 2 of Article 1, deleting 'last' and inserting [the Monday before the first Tuesday in March], seconded by Lindy Johnson

Bruce Johnson noted that these motions would make an Annual Meeting unnecessary. He suggested taking this process slowly and adopt these changes for this year only.

Vote on Motion: passed unanimously

Article 2 discussion - the board is comfortable with having the Moderator voted on by Australian ballot.

Motion was made by Flor Diaz-Smith to adopt Article 2 as written where the Moderator, Clerk and Treasurer be elected by Australian ballot, second by Lindy Johnson; motion passed 8-1

Article 3 discussion

The board discussed whether this article affects decisions on closing of schools.

Motion was made by Lindy Johnson to adopt Article 3 as written, seconded by Flor Diaz-Smith

The majority of the board needs to agree to close a school in the district; it would not go to the town voters. The election of officers and the school budget will require the ballots to be commingled with adoption of this article amendment. Chris McVeigh is interested to see the voting separately by town to get a sense of how the board is doing. Lindy Johnson feels that we need to look at the budget voting as a district instead of continuing to divide the towns; we should all be one.

Vote on Motion: passed 7-2

5.3 Board Goal Monitoring Schedule (Action)
Tabled

5.4 Book Reflection – Equity from the Board Room to the Classroom Chapter 3 (Discussion)
Tabled

5.5 Board Committees (Discussion)

5.5.1 Superintendent Search Committee & Charge (Action)

Motion was made by Flor Diaz-Smith, seconded by Chris McVeigh to form a committee with the charge as follows: *Draft the hiring and evaluation criteria for the board approval by end October 2019. Identify prospects, screen applications, interview and refer top candidate(s) to the board for final decision by end of February 2019; motion passed unanimously*

The make-up of the committee would be board members, administrators, teachers and residents. Lindy Johnson suggested having four board members appointed to the committee.

Motion was made by Jonas Eno-Van Fleet to appoint Scott Thompson, Flor Diaz-Smith, Chris McVeigh, and Dorothy Naylor to the committee, seconded by George Gross; motion passed unanimously.

5.6 Community Budget Forum Dates (Action)
Tabled

5.7 Appoint Representative/Proxy for VEHI/VSBIT Annual Meeting (Action)
Motion was made by Chris McVeigh, seconded by Flor Diaz-Smith, to appoint Debra Taylor as the proxy/representative to the VEHI/VSBIT Annual Meeting; motion passed unanimously

6.0 Personnel

6.1 Approve Hires (Action): none

6.2 Approve Increase in English Language Learner (ELL) Contract by .3FTE Due to Student Needs
See section 4.1 above

7.0 Future Agenda Items

7.1 CV Fiber - Solar Power

7.2 Possible Renaming of District

8.0 Reflection and Summary of Meeting – Next Steps for Board Members:
Marylynne Strachan has volunteered to write up a summary of tonight's meeting to be distributed to the district towns.

9.0 Adjournment: The meeting adjourned by consensus at 10:01 p.m.

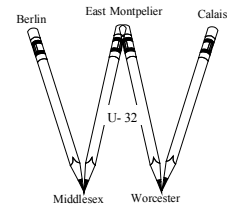
Respectfully submitted,
Kristi Flynn, Board Recording Secretary

Washington Central Unified Union School District

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

Debra Taylor, Ph.D.
Interim Superintendent



WCUUSD Negotiations Committee Meeting Unapproved Minutes 9.16.19 at 6-7 pm

1130 Gallison Hill Road, Montpelier

Present: Susanna Culver, Chani Waterhouse, George Gross, Lindy Johnson, Jonas Eno-Van Fleet, Debra Taylor

1. Call to Order

Debra Taylor called meeting to order at 6:04 pm

2. Election of Chair

Discussion of structure of committee, to have a chair or not. Decision was made to have a chair.

Lindy Johnson nominated Jonas Eno-Van Fleet, George Gross seconded; **Jonas Eno-Van Fleet was elected unanimously.**

Debra Taylor reported that teachers are interested in conducting negotiations using the Interest-Based Bargaining (IBB) process. Mediation and Conciliation Service offers to conduct training in the process.

Discussion of date and time for that training ensues was held. 5 pm on October 29 was tentatively agreed upon.

Discussion of the benefits of IBB ensued. Benefits include collaboration, ability to drill down into a problem instead of a strictly adversarial approach, opportunity for board and staff to interact and work together, less formal, and it's been successful here.

Discussion of the length of contract that should be attempted, Susanna Culver says a one year contract may be appropriate in times of significant uncertainty, but that a longer term contract may be welcome here.

3. Executive Session

3.1 Contract Negotiations

Debra Taylor stated this conversation should now move into strategy and go into executive session.

Lindy Johnson moved to go into executive session, George Gross seconded, motion passed unanimously at 6:23 pm.

Lindy Johnson moved to come out of executive session, George Gross seconded, motion passed unanimously at 7:33 pm.

4. Future Meeting Dates

5. Adjourn

Susanna Culver moved to adjourn, Lindy Johnson seconded, motion passed unanimously. Meeting adjourned at 7:34 pm.

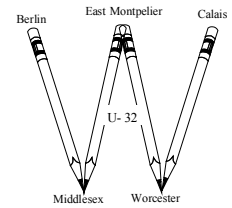
Jonas Eno-Van Fleet, Minute-taker

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Debra Taylor, Ph.D.
Interim Superintendent



WCUUSD Policy Committee Unapproved Meeting Minutes 9.23.19 6 pm

1130 Gallison Hill Road, Montpelier

In attendance: Chris McVeigh, Jaiel Pulskamp, Marylynne Strachan, Aaron Boynton, Berlin Principal; Jody Emerson, U-32 Assistant Principal; Debra Taylor, Interim Superintendent; Krista Metivier, Assistant to the Central Office Administrators; David Delcore, Times Argus

1. Call to Order – meeting was called to order at 6:10 pm by Debra Taylor. Add Library Media Policy to 4.0 Discussion at the request of district librarians.
2. Election of Chair – Jaiel Pulskamp nominated Chris McVeigh as Chair, Marylynne Strachan seconded; motion passed.
3. Review of Past Processes – Krista Metivier shared the background of the policy committee’s work over the past few years in following the SU Board’s decision to move toward consistent policies across all schools. A refresher was given on how the policies for the new WCUUSD entity were developed by ensuring the “Required” policies and those deemed necessary for the start of the school year were in place, with the understanding that a new committee would be formed to vet further policies.
4. New Policy Discussion
 - 4.1 Elementary School Choice – Discussion was held regarding how a new district choice program policy would look; i.e. limited slots, lottery, wide open, transportation, keeping siblings together, geographic component vs. town residency, how to determine slots available, etc. Jody Emerson shared that in the past there had been limited interest in elementary choice.

Debra provided samples of policies generated by other newly merged districts regarding this issue. There were no model policies to offer, but the samples had been vetted by various school attorneys.

The committee would like to garner community input before moving forward and interpretation of the Articles of Agreement suggested there was a grace-period built-in, in order to provide that time. Debra suggested public board meetings and the upcoming budget forums would be good opportunities to receive feedback regarding this issue.

4.2 District Election Expenses – the WCUUSD Board declined to pay an invoice sent by the Calais Town Clerk for extra costs incurred by multiple special votes and asked the policy committee to develop a policy; an invoice was received from the Berlin Town Clerk recently as well. Debra explained that the district pays for ballots, tabulator cards and warning advertisements already. Input from the Secretary of State’s office indicated that districts would not pay for time of town clerk’s staff that are already expected to be working. She further explained that the state is not responsible for paying for elections. Discussion was held regarding where the funds come from for paying for election costs. The committee would like the finance committee to take a look at this before moving forward.

4.3 Library Media Policy – the district librarians requested that this be discussed. Debra explained this was a policy each school previously had but as it was deemed “To Be Considered” during the policy audit, it had been recommended as one for the new committee to work on after the start of the school year. The history of the policy was discussed and copies handed out for review. To ease any concerns in the time between a new policy is crafted and approved, Debra will provide an administrative procedure immediately.

Definition of procedure and where the authority comes from was clarified. Debra shared that procedures as guiding processes are the prevue of administrators. Most procedures are contained within the school handbooks.

The committee would like the librarians to work during their October subject-alike inservice to craft a draft recommendation for the committee to review at their next meeting.

5. Review Existing Policies - Tabled

5.1 Section A – Board

5.1.1 Current

5.1.2 Additional

5.1.2.1 Required

5.1.2.2 Optional

6. Affirm Future Meeting Dates – committee discussed meeting once a month; next meeting will be October 22nd, time to be determined.

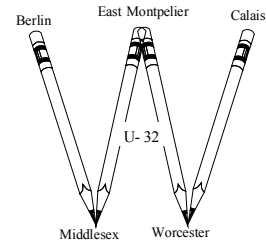
7. Adjourn – meeting adjourned by consensus at 7:35 pm.

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Debra Taylor, Ph.D.
Interim Superintendent



MEMORANDUM

TO: WCUUSD Board of Directors
FROM: Debra Taylor, Ph.D., Interim Superintendent
DATE: September 27, 2019
RE: Board Goal Monitoring Schedule and Next Steps

In the superintendent's report on the first meeting of each month, there will be information on each Board goal, referencing implementation and strategic actions. You will note the pattern beginning this month. It is our hope that this information will encourage board discussion and inquiry.

At our October 16th Board meeting, the Superintendent will present a board monitoring report which will primarily focus on math achievement. The information is currently under review and analysis and we are providing district level metrics similar to those provided to the board in 2016-17. At that time the leadership team set a goal of one year's growth in the area of math for each student. The SLO monitoring report will be sent with the next board packet. Questions we will discuss include:

- What is the data telling us?
- How do we feel about that?
- Is our current performance acceptable? If not, what would be?
- What else do we need to know about our student's math performance?

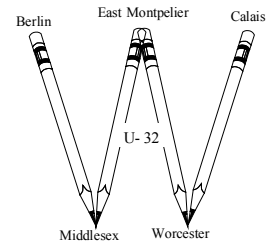
Our goal is to inform the Board's discussion and decision-making for planning and resource allocation as we begin the budget process.

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Debra Taylor, Ph.D.
Interim Superintendent



MEMORANDUM

TO: WCUUSD Board of Directors
FROM: Debra Taylor, Ph.D., Interim Superintendent
DATE: September 27, 2019
RE: Proposed Dates/Times for Budget Informational Meetings 2019-20

The following dates/times are proposed for the board budget informational meetings:

December 4, 2019 and December 11, 2019 at U-32
January 15, 2019 at Calais Elementary
February 19, 2019 at Doty Memorial
All meetings will be held at 5:30 pm

Upon successful vote of the articles under consideration by the electorate on November 5, 2019, the WCUUSD will also hold its annual meeting at 7:00 pm at U-32 on Monday, March 9, 2020.

Board Action Required:

Approve dates, times, locations of budget informational meetings for 2019-20.