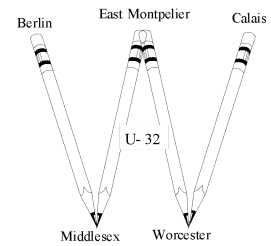


# Washington Central Supervisory Union

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William Kimball  
Superintendent



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*WCSU 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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## WCSU Supervisory Union Board Meeting

### Unapproved Minutes

6.17.19 5:30 -7PM

U-32 Cafeteria

*unapproved*

**Board Members Present:** Richard Kehne (Calais), Stephen Looke (East Montpelier), Matthew DeGroot (Worcester), Lindy Johnson (East Montpelier), Jonathan Goddard (Berlin), Flor Diaz Smith (East Montpelier), Scott Thompson (U-32), Chani Waterhouse (Worcester), Allen Gilbert (Worcester), Marylynne Strachan (Middlesex), Kari Bradley (U-32), Darci Coleman-Graves (East Montpelier), Chris McVeigh (Middlesex), Brian Tagliaferro (Middlesex), Charles Merrimen (U-32), Dorothy Naylor (Calais), Will Baker (Worcester), Rubin Bennett (East Montpelier), Chris Cadorette (Calais), Kate Reed (Worcester), Vera Frazier (Berlin), Carl Witke (Worcester), Nicolle Ferrier (Berlin), Susanna Culver (Calais)

**Administrators Present:** Berlin Principal Aaron Boynton, WCSU Director of Student Services Kelly Bushey, WCSU Director of Curriculum, Instruction, and Assessment Jen Miller-Arsenault, Doty Principal Matt Young, U-32 Principal Steven Dellinger-Pate, U-32 Assistant Principal Bill Deiss, U-32 Assistant Principal Jody Emerson, WCSU Business Administrator Lori Bibeau

**Others Present:** Times Argus David Delcore, ORCA videographer, Paul Cate (East Montpelier), John Brabant (Calais), Kyle Landis-Marinello (Middlesex), David Lawrence (Middlesex), Denise Wheeler (Calais), Scott Bassage (Calais), Corinne Stridsberg (Berlin)

**1.0 Call to Order:** Matthew DeGroot called the meeting to order at 5:32 p.m.

1.1 Reception of Guests

1.2 Agenda Revisions & Board Comments: Kyle Landis-Marinello asked for some clarification about agendas for local board meetings this evening. The board agreed to add to the discussion item, an action item for the local school board tonight around default articles of agreement.

The Executive Committee wanted to spend time recognizing and appreciating the contributions of Bill Kimball as the Superintendent of Washington Central.

Matthew DeGroot:

I think everyone's aware that Bill has served now for seven years as the chief executive and the principal leader of the Washington Central Supervisory Union and its constituent schools. He's also been, it's not too precious to say, my teacher over the last year and a half. And some of the

things that I've learned from Bill talking with him, observing him, and serving with him are first of all, how to be almost unflappable, pretty close to unflappable through incredibly difficult circumstances. Also, I think one of the things that's really impressed me about Bill, and I've learned from him, is how to step away once in a while and draw hope and energy from the students in the school system. If any of you has ever had the opportunity to run into Bill on the all too rare occasions that he has an opportunity to stop into a classroom, or interact with kids, students, and talk with them about what they're doing, or even work with them as an educator, you know what I'm talking about. That really, I think keeps Bill going, not just day to day, but year to year.

I also learned from Bill how to strike a bold vision, I think. And also probably more important, how to persevere in the face of adversity and service [inaudible]. Also, I guess how to be a servant leader; I think that's how Bill describes himself. I think that's how he conducts himself as well. So those are a few of the things from my perspective that I really appreciated about working with Bill.

Scott Thompson:

I don't know, some of you, Suzanna especially, will remember that one of the first times that we met Bill was at a memorial service for our close friend and fellow board member in Calais, John Connell who died suddenly and tragically just right after you were hired. That was a devastating event for all of us, and I just was reminded of it on Friday. John's daughter Georgia who had been severely disabled in the same car accident that had killed her mother and John's wife at the time, Georgia graduated, received her diploma here at U-32, and I had the great privilege of being able to present it to her. Thanks very much for that.

What this should mean is that the superintendent is not just the man behind the curtain pulling the levers, and turning the cranks, and making all of this stuff shine and look great. He's also very much woven into the life and the fabric of our community, the losses and tragedies that we experience, and thankfully also, the joys and the triumphs. And through all of this, through this entire arc I think Georgia is such a great example of the contribution that you've brought. I mean a child who had just lost her only surviving parent, severely damaged in her own right, but who has been sustained and brought into the life of our community in a great way, embraced, loved, and cherished by all. This is an achievement that I think many people are responsible for, but it shows what a superintendent actually means to us.

I would just like to express my own gratitude for the part that you've played, not only in Georgia's development and in her finding new life without her father, in this community of ours, but also for so many other children who have their own stories and who have been able to find their lives among us too. So thank you Bill.

Kari Bradley:

I started the year after Bill so I feel like I've had a pretty good vantage point, six years of board meetings, and committees, and evaluations, and graduations, and just a good vantage to watch Bill do his work. And I really appreciate how well you've capitalized on some of the strengths that we have, including our willingness to invest in people and facilities, but also your ability to navigate the many challenges, not the least of which has been serving seven different volunteer boards through this historic time in Vermont Public Education.

And for me, what kind of shines through all of that really clearly is Bill, your unwavering focus on students, and that's both their well-being and of course the learning. And that range from supporting the boards in our work on student learning outcomes but also strategic planning, prioritizing professional development; and then back to the board, sometimes gently reminding us of what the purpose of what we're doing here is, and sometimes more forcefully, but always focusing on what is impacting kids and how they learn. So I just want to say thank you so much. We really wish you the best personally and professionally and we hope that you remember your time at Washington Central fondly.

Rubin Bennett:

Bill in my eye is the shining example of what a superintendent should be. He is reflective. He is courageous. He is not afraid to take a stand when in his professional estimation and belief that a different vote on courageous or politically inconvenient stand needs to be taken. I think all of those things are the incredible razor's edge that a superintendent's position rides, how to navigate all those things, how to navigate all the different bodies, how to navigate all the different stakeholders, how to do all of those things in a kind, respectful, and engaging way. How to bring all of these boards together to break down silence of communication, how... [inaudible] Early on in his tenure Bill sort of corralled all of the board chairs in the SU to get together on a monthly basis and talk about all of the things that we wanted to do as boards so that there was this centralization of information sharing that could happen between the boards, that had never happened before. And at the end of the day it all comes down to kids. I don't know how many times I've heard Bill say those words. "You know for me, it always comes down to the kids and what's going to be educationally correct, advantageous, best for them."

And you're a life-long learner. You're endlessly curious. You are engaged in the world around you. You're modeling the very behavior that as an education community we all aspire to for our kids. So thank you for all of those things, and all of your time, and all of your effort. And we wish you all the best, and you will definitely be missed.

Chani Waterhouse:

I encourage others, I'm sure there are others, who have appreciations to offer Bill and I really encourage you to find him and share those words with him.

I've had the privilege to work closely with Bill over the last seven years and especially through several contract negotiation processes which have been really amazing opportunities to get to know Bill, as well as everyone involved in the process. And especially Bill some of, I think, your greatest skills and strength of character which have really shown through. And I really would echo what others have said. The words that come to mind for me when I think of your vision; integrity, intellect, work ethic, empathy, and I don't think I made this word up but it seems perfect for you 'possibilianism', and it even has the word "Bill" in the middle of it. I think it was made for you. So I just want to say a few things about some of these that haven't been talked about much.

Intellect, not to be understated, my experience with working with you is that you have an encyclopedic knowledge, and what I like to call a Google-esq capacity to catalog and recall important and relevant information at the right time, including super complex technical stuff. You're basically a mathematician, you and Lori together are just a force to behold, and it's been such an incredible asset. And being an educator is your calling in life, you have brought so much patience and skill in sharing this information with others, and people like me who don't recall

anything ever, and sharing it over, and over, and over again really kindly, and patiently, and skillfully so that we can actually learn it, and understand it, and make good decisions based on a strong understanding of the issue at hand.

I want to talk about your integrity, and your empathy, and your capacity to see situations from all sides and anticipate and honor the concerns that others are going to be bringing to the table. You are able to help people see each other's perspectives and I think it's important to say in this space that you and I have not always agreed, and sometimes we disagreed pretty deeply about things that were pretty important to us, but you've always been respectful. You've always been kind and you've always been interested in maintaining conversation. And that has allowed for learning on all sides.

And so finally I want to talk about this possibilianism. So this is, the superintendent's job is pretty punishing, it's pretty punishing, there are a lot of late nights and early mornings. And work, and work, and work, and work, and work, and work, and more work on behalf of all of us in this room, but really on behalf of all of our kids. And what I have seen from you again and again, and it's amazing, is you're like the buoy that is pushed down under water and always keeps floating back up when I least expect it. And so what I see is just orienting again, and again, and again toward what's possible, and just having the will and the determination not to be crushed by what might not be possible at any given moment, but staying focused on what might be possible right now. And that ability that you have to reset and re-calibrate every morning toward relationship that's authentic and kind, and ethical, and collaboration that's constructive, and positivity, and possibilianism has been amazing. And for me, that's one of the most important parts of your legacy and something that I hope we will all carry on after you go.

This is a poem by Victoria Safford that for me expresses what has been perhaps one of the precious things you've brought to this community:

Our mission is to plant ourselves at the gates of hope—not the prudent gates of Optimism, which are somewhat narrower; nor the stalwart, boring gates of Common Sense; nor the strident gates of Self-Righteousness, which creak on shrill and angry hinges (people cannot hear us there; they cannot pass through); nor the cheerful, flimsy garden gate of “Everything Is Gonna Be All Right.” But a different, sometimes lonely place, of truth-telling about your own soul first of all and its condition, the place of resistance and defiance, from which you see the world both as it is and as it could be, as it will be; the place from which you glimpse not only struggle but joy in the struggle. And we stand there, beckoning and calling, telling people what we're seeing, asking them what they see.

### 1.3 Public Comments and Correspondence

## 2.0 Consent Agenda

2.1 Approve Minutes of 3.27.19 & 5.29.19: **Flor Diaz Smith/ Darci Coleman-Graves. Matthew DeGroot had suggested some edits to the May 29th minutes; he had provided a tracked-changes-draft for board members to consider. This motion carried, with noted edits.**

## 3.0 Discussion Agenda

3.1 Resolution for the transfer of property as per the default articles of agreement (on the agenda for local school boards later this evening at carousel meetings):

Superintendent Kimball shared the impetus for this addition to the agendas this evening. He had consulted with Scott Cameron for legal counsel. Kyle Landis-Marinello addressed this issue. He stated that this action is taking many by surprise, including the legal counsel that represents the school boards that are currently in litigation around Act 46. He shared that David Kelley recommends against taking this action; he would like to have the board discuss removing this action item from the local board agendas tonight.

Rick Kehne shared that when he received the board packet, he was surprised by this item. He thinks it is a mistake to sign off on this, as it shows support, while we are in the midst of a court case opposing this very thing. Chris McVeigh also indicated that he does not support this resolution.

Allen Gilbert asked who owns the WCSU building. Superintendent Kimball stated that the building is owned by U-32. Allen Gilbert stated that he agrees, there is no reason to sign this resolution.

Flor Diaz Smith asked if there are implications regarding insurance, financing, bonding, if these resolutions are not signed tonight. Kyle Landis-Marinello stated that he does not understand why another lawyer (Scott Cameron) was brought into this issue when the local boards that are participating in this litigation already have legal representation. He feels that this resolution is asking local board members to take action that is contrary to their local provisions. Local boards will address this later tonight at their local meetings.

3.2 Celebration of WCSU: Superintendent Kimball asked those present to take part in an activity: those present shared celebrations around what WCSU has experienced to date, and hopes/dreams for the future of WCUUSD. Those observations can be found at the end of these minutes.

3.3 Superintendent Transition Plan: Superintendent Kimball updated the board, that Debra Taylor has met with him and the central office team in person and via phone calls, emails, board packets. Her first day is July 15th. Superintendent Kimball's last day is June 30th; he stated that he is currently working with Scott Thompson on a plan for the time between June 30th and July 15th.

3.2.1 Recognition of Personnel: Superintendent Kimball thanked Jen Miller-Arsenault, Kelly Bushey, Krista Metivier, and Lori Bibeau for their support in going above and beyond through the district merger and superintendent transition process; those present shared a standing ovation.

Scott Thompson asked, is there a plan for maintaining official correspondence and directives. Superintendent Kimball stated that the central office staff follows statutory requirements.

3.4 WCUUSD Update: Scott Thompson shared that a vote is warned for June 25th for WCUUSD budget and Amendments to Articles of Agreement. He stated that the chief work at the moment is informing the public and urging voters to participate. Tomorrow (June 18th), a budget forum is planned (6:30 - 7:30 p.m.). He expects another budget forum on the evening before the vote (June 24th at 6:30). He invited questions or comments from those present.

Denise Wheeler (Calais) indicated that she believes the community members in Calais do not have an understanding of how important this is. She asked, if this doesn't pass, what happens? Scott Thompson - a meeting is scheduled on Wednesday, June 26th at 6:30 (this will be the standard start time for WCUUSD meetings.) He stated that the likeliness, if this does not pass, is that this budget will be warned and voted again. Denise Wheeler spoke about the issue of tax collection. Scott Thompson will send the information that he had received from the Agency of Education about this issue, to town clerks and selectboard members.

Brian Tagliaferro asked, is anyone aware of an organized effort to defeat the budget? Scott Thompson indicated that he is not aware of an organized effort; however, he does know that some people do not like it. Richard Kehne stated that he is voting against this budget, and he knows several people who are voting against it. He stated that he can not support this budget because of the inequity between towns.

Flor Diaz Smith stated that we do not have the authority to operate on (borrow) a budget of up to 80% of a previous budget - as there is no previous budget. She asked people to be aware of this as they advocate for voting against the budget. Darci Coleman-Graves asked, if the budget does not pass, and if we do not have the authority to borrow money, then will school start as planned in August? Scott Thompson stated that this is unknown but that he believes we will figure out a way to operate in August as planned.

3.5 General & Capital Fund Balance: Superintendent Kimball shared that the change in special education funding has an impact on fund balance. Lori Bibeau had provided information for local school boards to consider for action at meetings later this evening. Board members asked some clarifying questions about this issue. Kyle Landis-Marinello asked what might happen if the merger goes forward as of July 1st but then the courts reverse the decision, will it be possible to break the merged budget down into towns? She stated that it would be possible with the software conversion that has been implemented. Allen Gilbert asked a specific question about the Worcester board in light of this issue. Lori Bibeau explained.

3.6 Blanket Authorization for Check Orders for Local Boards: Lori Bibeau explained that this blanket authorization allows treasurers to sign checks, for example, if a check that had been issued from a past board order is lost and needs to be reissued. This action is for local board meetings tonight. Chani Waterhouse reminded boards that this might have been omitted from the agendas and will need to be added as amendments to agendas, for action.

- 4.0 Reports to the Board
  - 4.1 Administration
  - 4.2 Financials

5.0 Board Comments: Scott Thompson thanked Matthew DeGroot for his work as chairperson of the WCSU board.

Matthew DeGroot stated that this may in fact be the last meeting of WCSU Supervisory Union Board; he thanked all of the board members for their work on the behalf of students' best interests. He thanked board members, those that have served on boards before this, and those that will serve on boards after.

Chris McVeigh asked whether David Kelly could share an update. David Kelly stated that the work continues and he invited board members to ask questions if they had any.

6.0 Board Communication

7.0 Adjournment: **The board adjourned by consensus at 7:25 p.m.**

Respectfully submitted,  
Lisa Stoudt, Board Recording Secretary

## Celebration of accomplishments for Washington Central Supervisory Union:

Rising community engagement in defining and directing our fundamental expectations of education

All the wonderful talents of our children

It's been amazing to see our teachers work together as a team to support kids. They are willing to learn and grow and become better together.

Emphasis upon meeting students where they are!

WCSU Mission statement and S.L.Os

We always find a way to come together and make the best of any situation.

Celebrate change, change is good for everyone.

Time and resources committed to professional development and teacher collaboration.

Taking a decrepit building and making a space that people want to be in every day

Formation of WCUUSD

A clear, comprehensive and (hopefully) effective strategic plan= Implementation Plan

Bringing East Montpelier's community together to renovate our elementary school

Great things happening at the school level. Progress is happening

Successful Budget approvals by voters 😊

That powerfully, independent communities have found ways to work together for our children's education

Creation of WCSU SLO's

Strong curriculum, goals, SLO's, teacher PD and support

Continuation and growth of Branching Out and Pilot

PK-12 inservice opportunities for vertical alignment (including curriculum camp)

The recruitment, bonding and emergence of a truly crackerjack leadership team

"Black Lives Matter" flag at U-32

Agreement on Student Learning Outcomes

Centralized ESY

Prioritizing identified differences in curricula (to ensure students bring similar skills/abilities to U-32)

Creation of strong, play-based pre-kindergarten programs in all of our elementary schools

Shared vision statement: inspire in all students the passion, creativity, and power to contribute to local and global communities

Creation/adoption of an on campus alternative learning environment- keeping our kids here- rather than sending to independent schools

A community of multiple towns and individuals that came together to debate and defend traditional democratic process

Public student learning outcomes- they aren't a secret!

Opening of elementary IC portal for greater transparency for families

Agreement on SLO's

Partnership with Washington County Mental Health school based services

Developing a strong, multi-tier support interventions and PD that is reflected in our schedules

Dedication of teachers and staff

Student gains to proficiency

Celebration of unique programs that make WCSU, and Vermont, a special and well-rounded place for learning.

The new math curriculum arrived today

I am proud of our towns and all the board members and other citizens who have worked through difficult times with respect, humor, and good neighbor-liness.

Events that bring our communities together

Value of mentoring in building skills and independent thinking

Successful renovation of our Rumney Memorial School

Clear establishment of student learning outcomes across the district

That we value and celebrate all students, not just those in each of our schools

Teachers, staff, and admin that focus and care about students

Exchange Students! (Both foreign at U-32 and U-32 abroad)

Protection of LGBTQ rights

In spite of all adversity, we endure, we serve and we celebrate

Agreeing on our purpose as an SU: Student Learning Outcomes

Initial opening setting the tradition of the major student involvement

Selflessness and dedication of volunteers and all Board members

Our transition from positional bargaining to IBB Interest Based Bargaining. This allowed all voices at the table to be heard and allowed for a rich exchange of information

R.P training for all teachers

The ability to reach out and be inclusive. Both within and outside our walls

Shift to proficiency based assessment

Working together respectfully to solve our differences

Collaborative contract process

Upgrading elementary literacy assessment for greater dialogue between grades and relevance for kids



Trauma informed practices

When my daughter hurt her friend, principal used restorative process to help her step into accountability and make it better

Successful audits

A developed focus on student learning outcomes at the elementary level

Consistently being student oriented

Design and construction of the Shapiro Building by the district, students and community volunteers

Community commitment to the education of all students

Focus on having all kids meet SLO's

Leadership that allows for collaboration and hearing all voices

SU bus contract that saved money and coordinated school start times

Transferable skills scales

Creation of Student Learning Outcomes of all 6 schools

Adoption of Student Learning Outcomes for all students

The initiation of an engaged electorate

The progress our teams have made in understanding and moving toward best trauma informed classroom practices

Audits without findings

Supporting the leadership team

Success in negotiations when multi-year contracts weren't possible

Collaborating with teachers, community members, and all 7 boards to have one mission statement

Adoption of Student Learning outcomes for all students pre-graduation

Hired great educational leaders

Focusing on Trauma

The creation of opportunities to collaborate and think bigger and deeper collectively across our 6 schools

Willingness to self-reflect

I.B.B- Interest based bargaining

Commitment to lifelong learning and the ongoing professional development of our staffs

Student leadership around diversity and inclusion

Focus on trauma informed practices

Common goal of what is best for kids

New playground at Rumney that involved student design

Shift to interest based bargaining

Dedication of all staff and board members

Met a lot of other community members who also care deeply for their community

Hiring of an SU-wide curriculum coordinator

The opportunity to realize that the differences between our schools is dwarfed by the sum of what we share together

Renovation of 3 school buildings!!

Single SU-wide labor contracts with professional staff

That we have broken down silos and have begun to have a shared vision of education

Raising the "Black Lives Matter" flag

Resolution re: Bullying

Every time we listened to each other- to hear and understand- with open hearts

Inviting the robotics club to present to the boards was always full of surprises!

## Hopes for WCUUSD:

Authentic connection and relationship throughout board, admin, faculty, students and community

Stop focusing on the fight and focus on students. Move forward for what's best for kids

Continue to focus on students first!

No merger

Board focus majority of time on student learning outcomes

Continued focus on student needs

Even more transparent transparency!

Transforming into a group who innovates and changes for the betterment of students

Creating or revisiting a shared vision, concentrate energy on progress for kids

That we can tear down the artificial walls that divide our communities and move forward focusing on the strengths we all bring and the opportunities we can create for all kids

Celebrate the good work that is happening. Let's get a reputation for the positive, and not the negative.

I hope our 5 towns will listen and be open to each other's ideas and see each other's needs and strengths.

A dream of a day when all parents and community members participate and help guide our educational process and experience.

No matter our differences we all unite as a collective team

My hope is that we come together to find a path forward as a Unified district

More choices for students

Find ways to celebrate and support rural communities and help them grow

I want to see the board champion unification and show that we are strong together

Come together as one group

Continuing to focus on students and recognizing there are no boundaries

Keep rural school in town(s) under local authority to maintain vibrant communities

Understanding we are all members of the Washington Central Community

That respect for and recognition of our differences fortifies our common goal of an engaging and challenging education at each of our schools.

Encouragement of deep and fluid application of the living arts to social and political and psychosocial issues

Dream about all students contributing to their community during and after their time in school.

Successful budget approval by voters

Development and implementation of a diversity curricula across all schools that recognizes and reflects that multiple contributions of people of color in the US

Teachers with freedom to pursue excellence in instruction

Hope that we will continue to keep students at the center of all our decisions

Share positives between schools

That we educate the next generation well enough to fix our mistakes

Teachers and staff that feel supported and protected

Equity of opportunity for all students across all five elementary schools

Being open and trusting that our governance will work

That we will know that our schools are performing at high level- and we will know how we know

Strong communication and civil tone

That academics at U-32 may be imbued with the same exuberance and drive for excellence as sports, theater, and jazz band and arts programs

Continuing IBB (Interest Based Bargaining)

Audacious, bold, big vision for the world we want for our grandchildren

To work together for the communities, students, staff

Focus on educational outcomes

Have the opportunity to bring Spanish back to all elementary schools

Continued involvement by a wide range of community members in school affairs

That we can all move forward and leave individual politics aside to focus on the kids

Keep kids first!!!

I'd like a marching band please

That we can put the politics of ACT 46 behind us- move forward with a focus on the learning and well-being of all students in the learning community

To give a voice and adequate support to struggling students (frequently those in the free and reduced lunch group)

That we continue to offer a broad range of programming despite reduction in student population

That WCUUSD continue to develop a new, shared sense of community and educational leadership!

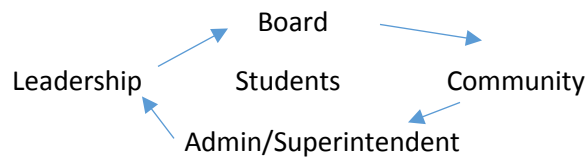
That our transition to PBGR's will soon be complete and all of our educators will be mentors and guides for our learners

That all voices are heard and valued

Building the school community (partnership for education)

Independent town board control

Creating a collaborative culture in our new beginning as a unified district



Develop processes that utilize resources in the best, most student beneficial way possible

Unity with local differences

Hope: every student has access to every possible positive outcome no matter what

Students continue to be the focus- that's why we're here

Breakfast and lunch made available for all students at no cost to them or their families!

Economic and Social justice

That we can focus on students and creating healthy school learning environments across all of our communities

That we will be able to find ways to better compensate our staff

Remember we are here for the kids

A demonstrated commitment to equity and excellence for all students

A school board that remains student- centered no matter what

Increased focus on students and their needs

Expand opportunities for alternative programming within WCUUSD

We have significant and sustained improvement in student learning

The celebration of children and their accomplishments and aspirations continue to remain the focus of our learning community

We think of the children first. That is what it is all about

Strengthening communication

I hope we see more collaboration between our elementary schools, but that they each keep their own culture too