

# Washington Central Unified Union School District

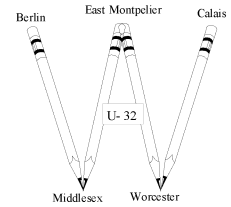
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*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

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Debra Taylor, Ph.D.  
Interim Superintendent



## WCUUSD Policy Committee Approved Meeting Minutes 3.10.20 4:30 – 6:30 pm

1130 Gallison Hill Road, Montpelier

*approved 4-1-2020*

**Present:** Chris McVeigh (by phone), Dorothy Naylor, Jaiel Pulskamp, Marylynn Strachan, Jody Emerson, Debra Taylor, Aaron Boynton

1. Call to Order: Marylynn Strachan called the meeting to order at 4:44 p.m.
2. Approve Minutes of 2.11.20: **Jaiel Pulskamp moved to approve the minutes of February 22, 2020. Seconded by Marylynn Strachan, this motion carried unanimously.**
3. Requested Review
  - 3.1 Non-Retribution/Retaliation Policy: Chris McVeigh explained the impetus for this policy. Discussion followed around preserving confidentiality. Marylynn Strachan suggested doing a climate survey to see if this is an issue; Superintendent Taylor stated that a climate survey is planned for the fall.

At 5:46 p.m., Dorothy Naylor moved to go into Executive Session for the purpose of discussing personnel issues. Seconded by Jaiel Pulskamp, this motion carried unanimously.

At 5:52 p.m., Dorothy Naylor moved to come out of Executive Session. Seconded by Jaiel Pulskamp, this motion carried unanimously.

Chris McVeigh would like to work on this policy, around “broad based” encouragement to speak about concerns (versus personnel-based), with more specific “guardrails.” **The committee will address this at a future Policy Committee meeting.**

#### 4. Further Review Requested

4.1 B3 Alcohol & Drug Free Workplace: Superintendent Taylor shared with the committee that the WCUUSD Board wanted further clarification and explanation about using the term

“impairing.” Some discussion followed. Superintendent Taylor shared that the expertise of the medical field or law enforcement is sought when schools are trying to determine whether someone is “impaired.” The committee decided to eliminate the term “impairing” as well as to continue to eliminate the term “illegal” as already indicated in this iteration of the policy. The committee decided to change “and/or” back to “of” under the **employees** section.

#### 4.2 B20 Personnel Recruitment, Selection, Appointment & Background

Checks: Some discussion followed around ways to advertise positions and/ or recruit a more diverse workforce. Insert: “The board actively seeks diverse candidates” under **Recruitment #2**. Some discussion followed around “blind recruitment process.” The committee agreed to add the following verbiage to the draft policy:

“We will make every effort to advertise widely to reach a diverse group of applicants.”

“On an annual basis the administration will participate in a training to avoid implicit bias in the recruitment and selection process with a goal of increasing the diversity of our employees.”

The committee discussed a policy that had been drafted by Scott Thompson, around COVID-19 Virus. The committee discussed the difficulty with creating a policy with specifics when the suggested procedures to respond to this situation are evolving. Superintendent Taylor indicated that the CDC and the Vermont Department of Health are providing guidelines. Marylynne Strachan asked, are the school nurses in a position, if they are faced with a student whose symptoms may be consistent with COVID-19 virus, to provide a space for the student and to provide protection (e.g. protective gear) for themselves? Jody Emerson shared that the Administrative Team had met today and worked for much of the day on plans to stay on top of this ongoing development. Superintendent Taylor shared some of the work that the Administrative Team had done today.

Marylynne Strachan wanted to be sure that each principal has had a conversation with their school nurses to be sure that they have the resources that are needed.

Some discussion followed around student absences.

## 5. Review Existing Policies

### 5.1 Section C – Students

5.1.1 Current: Jaiel Pulskamp suggested that since these policies had been approved in the past year, but are sunseting, we take these to the WCUUSD board for a first reading and then edit as appropriate. The committee agreed to have a first reading/ review of these policies at the next WCUUSD board meeting when the committees break out to meet.

The committee discussed whether to meet on Tuesday nights as well as with the WCUUSD board. They agreed to keep both opportunities to meet, so they are able to get through all of the policies.

6. Adjourn: The board adjourned by consensus at 6:23.

Respectfully submitted,  
Lisa Stoudt, Committee Recording Secretary