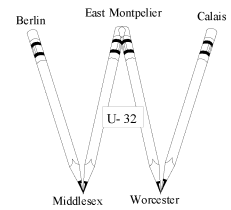


Washington Central Unified Union School District

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



WCUUSD Policy Committee Approved Minutes 1.6.20, 5 – 7 pm

1130 Gallison Hill Road, Montpelier

approved 2-11-20

In Attendance: Chris McVeigh, Jaiel Pulskamp, Marylynn Strachan (by phone), board members; Aaron Boynton, Berlin Principal, Jody Emerson, U-32 Assistant Principal, Debra Taylor, Interim Superintendent

1. Call to Order: Chris McVeigh called the meeting to order at 5:11 p.m.
2. Approve Minutes of 12.10.19: Jaiel Pulskamp moved to approve the minutes. Seconded by Marylynn Strachan, this motion carried unanimously.
3. Review Existing Policies
 - 3.1 Section A – Board

Hate Symbols Resolution: Jody Emerson indicated that she had shared the draft with the students who are in Social Justice and they appreciated the board's work. Committee members agreed to move the new paragraph up above the second paragraph.

With that edit, the committee would like to bring this policy to the board on January 15th.

Policy A34: Board Relations with School Personnel - Aaron Boynton had provided (by email) input for committee members to consider. The committee discussed where in the model policy to include this paragraph. Chris McVeigh suggested some additions to the proposed policy.

Committee members discussed specific scenarios that may arise, through the lens of this proposed policy. For example, board members discussed the difference between speaking as a parent and speaking on behalf of the board. Marylynn Strachan indicated that this is an important distinction to make, and she suggested that this topic be included in new board member training.

Debra Taylor suggested that the committee consider this policy at the next meeting, with the new language included. She would like to look more into language around "parent hat" versus "board hat."

Committee members agreed to bring this edited policy to the next board meeting. (please see below)

3.2 Section B – Personnel

3.2.1 Current: B1: Substitute Teachers - Jody Emerson noted that, under “qualifications,” U-32 currently only interviews candidates for substitutes if they have a bachelor’s degree. Superintendent Taylor noted that other substitutes in the district may not have a bachelor’s degree. Some discussion followed around indicating a minimum age.

Debra Taylor would like to research other schools in the district, to see how many use substitutes that do not have bachelor’s degrees. The suggestion was made: to include “four years experience beyond high school...” She will also look into legal implications around indicating an age requirement; she believes though, that indicating years of experience needed is standard; indicating, for example, a minimum age of 21, is not standard.

Discussion followed, re: long term substitute versus day-to-day substitute, as well as who is responsible as a supervisory role for a 30-day substitute.

B2: Volunteers and Work Study Students Policy - Marylynn Strachan brought up the issue of parent volunteers riding the field trip school bus - how does this fit into this policy?

Discussion also followed around incidents when a parent may volunteer when the circumstances are that the parent (or other volunteer) will never be unattended with students. Marylynn Strachan and Jody Emerson discussed the difference between how U-32 addresses this, versus how the elementary schools address this.

Committee members discussed the issue of background checks at length.

Marylynn Strachan asked - next time, when we consider this policy, can we have volunteer forms available to consider?

The committee plans to address this policy at the next meeting.

B3: Alcohol and Drug-Free Workplace - Some discussion followed around “drug” for example, meaning “narcotic” in the instance of pain medication. The committee discussed the term “illegal” as well as discussing marijuana. (Change language in policy to: (1) in intro paragraph, strike “illegal” both times, (2) under “Definitions: Drug,” add, at the end of the sentence “, unless prescribed.” (3) under “Definitions: Employee,” change “of independent contractors” to “and/or independent contractors” (4) under “Definitions: Work Study Student,” change “means a student” to “means a post-secondary student” (5) under “Employee Responsibilities,” second line, change “criminal drug statute” to “criminal alcohol or drug statute” .)

This policy is ready to go to the board, with noted changes.

B4: Mandatory Drug & Alcohol Testing: Transportation Employees - This policy is ready to go to the board, as written.

B5: Prevention of Employee Harassment - note - edit any references to supervisory union (old language.) D. Procedure: 1. Duty to Investigate: change "is committed to" to "shall."

This policy is ready to go to the board, with noted edits.

4. Adjourn: The committee adjourned at 7:03 p.m.

Respectfully submitted,
Lisa Stoudt, Committee Recording Secretary

A34: Board Relations with School Personnel Policy Edits

It is the policy of __ School District to encourage school board interactions with school personnel while respecting appropriate reporting relationships.

At School Board Meetings

The board will request the Superintendent to invite school personnel to school board meetings regularly to discuss student achievement relative to their programs.

Relations with the Principal

The Superintendent and the Board Chair will develop guidelines for board relations with principals and other administrators. Guidelines for board relations with principals should take into account:

1. The responsibility of the Superintendent to direct the administration and coordination of educational programs in the district, and the responsibility of the board for overall operation of the district;
2. The need of board members for information most readily available from school principals; and
3. The need to respect the distinction between the administrative role of the principal and the policy making role of the board.

Relations with Other School Staff

1. While board members can work directly with the Superintendent and central office staff, board members may not give substantive direction to a staff member or suggest a course of action that staff perceives as substantive direction.
2. Staff participation in the development of educational and personnel policies will be encouraged and facilitated by the board.
3. Board members will adhere to procedures required by board policy and Vermont law related to collective bargaining and teacher evaluation.
4. When presented with citizen concerns, Board members shall refer them to appropriate levels of authority, in accordance with the district's policy on complaints.

When a staff member has concerns that an interaction with a board member violates this policy, the staff member shall communicate their concerns in writing to the Superintendent who will, in writing, bring it to the attention of the Board Chair, who will discuss the matter with the board member. If the concern involves the Board Chair, then the Superintendent will communicate with the Vice Chair who will then address the Chair. All communications in this process shall be confidential unless disclosure is required by law.