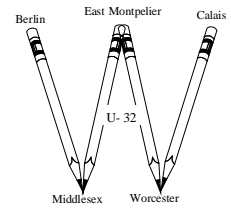


Washington Central Unified Union School District

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
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Debra Taylor, Ph.D.
Interim Superintendent



WCUUSD Policy Committee Meeting Agenda

12.10.19

5 - 7 pm

1130 Gallison Hill Road, Montpelier

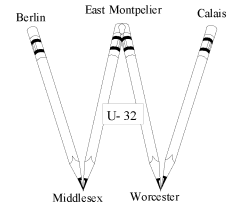
1. Call to Order
2. Approve Minutes of 11.26.19 – pg.
3. Updates
 - 3.1 Hate Symbols Resolution – pg.
4. Review Existing Policies
 - 4.1 Section A – Board
 - 4.1.1 Additional – pg.
 - 4.2 Section B – Personnel
 - 4.2.1 Current – pg.
 - 4.2.2 Additional
5. Adjourn

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WCUUSD Policy Committee Unapproved Minutes

11.26.19
5 – 7 pm

1130 Gallison Hill Road, Montpelier

In attendance: Chris McVeigh, Jaiel Pulskamp, Marylynn Strachan, board members; Aaron Boynton, Berlin Principal; Jody Emerson, U-32 Assistant Principal; Debra Taylor, Interim Superintendent; David Delcore, Times Argus; Meg Allison, U-32 Librarian

1. Call to Order

5:04pm by Chris McVeigh

Motion to move Item 3.2 up to the beginning of the meeting made by Ms. Strachan, seconded by Ms. Pulskamp; passed unanimously.

3.2 Hate Symbols

The committee has not adopted a policy but are drafting a resolution addressing hate symbols. The draft was reviewed at this meeting. Ms. Allison appreciated the strong statement from the board on this subject. She shared with the committee some endorsements that student Bruce Pendaya received that might help with the language for this resolution. The committee suggested changing hurtful to harmful in the last sentence of the first paragraph, and changing the first sentence of the second paragraph as follows: "...student's rights to a safe educational environment, the WCUUSD Board directs administrative officials to vigorously.."

The board will review the language and bring back to the next policy meeting.

2. Approve Minutes of 10.22.19

Motion was made by Ms. Strachan to approve the Minutes of 10/22/19 as written, seconded by Ms. Pulskamp; motion passed unanimously

3. Updates

3.1 Comprehensive Sexual Health Program Policy

Dr. Taylor reported that the proposed policy is a combination of curriculum and procedures. She passed out a revised version.

Feedback from the Health Teacher was to make the following changes:

'STD' to 'STI' throughout the document; replace "intercourse" with "sexual experience" in the fourth sentence; under the Implementation section change the first sentence to read "shall make condoms available..." and add "and other personnel".

Other changes as follows:

Under Implementation section, change the first sentence to begin alphabetical list with A. and add "B. The district shall provide information about proper condom use that is inclusive of all students. This information shall be created or approved by the district's School Health Advisory Committee or other appropriate school-community planning group. C. Barrier methods will be made available provided funding from community partners exists."

Chris suggested sending this out to all parents on an annual basis, such as added to the Student Handbook or a link to a newsletter.

3.2 Hate Symbols

See above

3.3 Library Media Procedure

The committee reviewed the Library Media Procedure. No changes were made.

3.4 Elementary School Choice

The Chair brought up some issues with choice regarding transportation. Discussion was that any student should be able to go to any school in the district, but it might be difficult as a practical matter. Would there be a certain number of slots available at each school? Mr. Boynton stated that there are a lot of irons in the fire with the merger work and the board is working on a lot, including logistical and precedent-setting pieces that may favor one school over another. If all schools are working towards equity, hopefully this would not become an issue. He would need more information before coming down on one side. Ms. Emerson noted that some schools are close to each other and therefore would be easier, but there are possible logistical issues regarding other schools. School proximity decisions are different than school choice. It was reiterated that a school choice policy wouldn't go into effect until the year after next, if it is adopted. Dr. Taylor noted that the policy can limit the number of students that can move between schools. She doesn't know of any school that has completely solved the transportation issue. Ms. Pulskamp wondered about getting community input but Ms. Strachan would like to have more details before bringing it to the public. She would like to get some information from other districts who have provided transportation. Mr. Boynton suggested having the committee provide three different options in order to solicit feedback. The Chair suggested targeting April to revisit this issue and come up with some options.

4. Requested Review

4.1 Flag Policy

The committee reviewed the U-32 policy that was in effect last year but has not been adopted by the new WCUUSD board. The requests for a flag flying must be submitted and reviewed annually. The committee reviewed the draft procedures provided by Ms. Emerson. Ms. Taylor suggested adding the board criteria from the policy to the procedures. The committee would like to make this a district policy and change the language to include all schools in the district. The committee is comfortable with requiring an annual review of flags. Ms. Emerson suggested sending out a reminder to teacher advisors each Spring. She will also research flag etiquette before the next meeting.

5. Review Existing Policies

5.1 Section A – Board

5.1.1 Current

Review of A2 Policies and Procedures - committee agreed with the language as written and will sent to board for first reading.

5.1.2 Additional

Discussion was held regarding A20 Board Meetings, Agenda Preparation and Distribution. Following changes were approved: Replace first sentence under Regular Meeting Schedule with “Board will determine regularly scheduled meetings.” The third sentence under Agenda Preparation will continue as “...discretion of the board chair and superintendent, unless a majority of board members attending the meeting note to add an agenda item to the next regularly scheduled board meeting.” Under Agenda Distribution, change the amount of days the agenda & supporting materials will be distributed to the board from three to five days. Also, add “on the district website” in the second sentence, after “....the agenda is posted...”

The Chair would like to make some draft changes to the rest of the recommended policies before the next meeting.

5.2 Section B – Personnel

5.2.1 Current – tabled to a future meeting

5.2.2 Additional - tabled to a future meeting

6. Adjourn

The board adjourned by consensus at 7:05pm.

Minutes taken by Kristi Flynn

WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT

Board of Directors'

RESOLUTION

RESOLUTION: HATE SYMBOLS

WARNED: 12.2.19

ADOPTED: _____

Washington Central Unified Union School District strives to create a learning environment conducive to student achievement, creativity and exploration. An environment in which students use their opportunities to experience their power to create and change themselves and their environment. Hate symbols indefensibly dishonor those goals. Yet, free speech values protect, but do not extol, the right to be wrong. Censorship may punish or suppress harmful speech but it does not change minds.

To unwaveringly protect all student's rights to a safe educational environment, the WCUUSD School Board directs administrative officials to vigorously and promptly enforce our Prevention of Harassment, Hazing, and Bullying Policy to thwart and respond to the undeniably harmful effects with which hate symbols sully our educational community.

Section A – Board

Additional Recommended/Optional Policies

Recommended

**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT**

Board of Directors' Policy

POLICY:	<u>B22</u>
WARNED:	<u>6/7/19</u>
ADOPTED:	<u>6/26/19</u>
EFFECTIVE:	<u>7/1/19</u>

PUBLIC COMPLAINTS ABOUT PERSONNEL

Policy

It is the policy of the Washington Central Unified Union School District to see that complaints about school personnel are considered in a timely manner that is fair to all parties. The district places trust in its employees and desires to support their actions in such a manner that employees are freed from unnecessary, spiteful, or unjustified criticism or complaints.

Resolving Complaints

The complainant shall be encouraged first to bring a complaint to the individual concerned. If the problem cannot be resolved with the individual concerned, it should be brought to the attention of the immediate supervisor or administrator. The complaint should be in writing stating the issues and supporting facts. The individual employee involved shall be given every opportunity for explanation, comment, and presentation of the facts as he/she sees them.

If the issue is not resolved by involvement of the immediate supervisor, the complainant may refer the issue to the principal for his or her review and decision. In the event the principal's review does not lead to a satisfactory resolution, the complainant may submit the issue to the superintendent for review and decision.

In cases of alleged discrimination, the complainant should follow the procedures accompanying anti-discrimination policy.

Appeal to the Board

If the above steps do not resolve the concern of the complainant, he/she may request a session of the board for the purpose of reviewing the superintendent's decision. If the school board decides to hear the request of the complainant, it shall invite all parties involved including the appropriate school and supervisory union administrators to attend a meeting for purposes of presenting facts, making further explanations, and clarifying the issue. The board shall conduct such meetings in a fair and just manner and shall render a decision.

It is the intent of the board that the rights of employees under collective bargaining agreements and Vermont law be protected through the administration of this policy.

*Legal Reference(s): 16 V.S.A. §1752 (Suspension, dismissal)
1 V.S.A. §§310 et seq. (Open meetings)*