

AGENDA



Addison Central School District

ACSD Board

Board Meeting

Monday, April 10, 2023, 6:30 pm - 8:30 pm

286 Kelly Cross Road, Salisbury VT & Virtual Connection

ACSD District Vision and Mission

OUR VISION

All students will reach their full academic potential and be prepared for success as engaged citizens.

OUR MISSION

To provide an innovative, rigorous, and supportive educational community that inspires a passion for learning and cultivates empathy and responsibility.

Please click the link below to join the webinar: Link to join Webinar

<https://us06web.zoom.us/j/87355215940>

- A. Call to Order Upon Reaching A Quorum
 - 1. Introductions - Board Members, Administrators and Staff
 - 2. Public Comment
- B. Salisbury School Presentation
- C. Recommendation to Approve Minutes of March 27, 2023, March 31, 2023
- D. Approve ACSD Bills
- E. Report of the Superintendent
- F. Report of the Board
 - 1. Action: Professional Appointments
 - 2. Discussion: Superintendent Search
 - 3. Discussion: Robert's Rules and Board Operations
 - 4. Discussion: Committee Updates
- G. Executive Session: Personnel/Negotiations
- H. Other
- I. Adjournment

***Public Comment Guidelines:**

Public comments are encouraged and welcome at each regular board meeting during the period designated for public comment. Comments are limited to three minutes per person. Citizens will be called to make their statement by the board chair. Public comments regarding personnel, students or legal matters will not be heard by the Board.

MINUTES



Addison Central School District

ACSD Board

Board Meeting

Monday, March 27, 2023, 6:30 pm - 8:30 pm

208 Charles Avenue, Middlebury VT & Virtual Connection

ACSD District Vision and Mission

OUR VISION

All students will reach their full academic potential and be prepared for success as engaged citizens.

OUR MISSION

To provide an innovative, rigorous, and supportive educational community that inspires a passion for learning and cultivates empathy and responsibility.

In Attendance

Barbara Wilson; Brian Bauer; Ellen Whelan-Wuest; Ellie Romp; James Malcolm; Jamie McCallum; Jason Chance; Joanna Doria; Lindsey Hescocock; Mary Heather Noble; Steve Orzech; Suzanne Buck; Tricia Allen

Please click the link below to join the webinar:

A. Call to Order Upon Reaching A Quorum

Meeting called to order at 6:30 p.m. Barb Wilson read the ACSD Vision aloud and asked everyone to share their earliest school memory during introductions.

After public comment, Barb Wilson also pointed out the Summary of Roberts Rules of Order document included in the meeting materials. She proposed adopting the Small Board version (for Boards of 12 or so members) instead of the Full Board version, as the official parliamentary procedures for full boards are more formal.

James Malcolm stated that he does not feel that Board meetings are disordered. It's important for all members to understand how the different Roberts Rules formats work, but does not want to see the group become fractured by an overly rigid procedure.

Barb explained that per state statute, the Board needs to declare how it will operate, and is supposed to follow Roberts Rules.

Joanna Doria said that her understanding was that the Board has been operating as a small Board, so it would be good to clarify that officially.

Barb asked for a motion. Joanna made the motion to adopt Roberts Rules for small Boards.

Brian Bauer seconded. The voting began but Suzanne Buck and Mary Heather Noble called for Point of Order, noting that opportunity for discussion had not been provided. Barb opened the table for discussion.

Jamie McCallum asked what would change if we adopted the Roberts Rules for small boards procedure. Barb explained that it is less structured, motions would not required seconding, etc. Jason Chance asked about the difference between the procedures with respect to the Board Chair voting -- in Roberts Rules for regular boards, the Board Chair does not vote unless it would change the outcome of the vote. In small Boards, the Board Chair may vote at any time.

Lindsey Hescock, Steve Orzech, and Mary Heather Noble all expressed wanting more time to consider the change before voting. Brian noted that one of the differences is that Suzanne Buck noted that the Board has been using a sort of hybrid between the two -- the formality of seconding motions, but not following requirements of standing to address the Board. If the Board is to formally decide between one or the other, they should have time to make an educated decision.

Steve Orzech made a motion to table the issue. Mary Heather seconded. All voted in favor of tabling the issue.

Barb asked for a motion to relax the requirement to stand for addressing the Board. Steve Orzech seconded. All voted in favor.

1. Introductions - Board Members, Administrators and Staff Others

present:

Peter Burrows, Superintendent; Matt Corrente, Director of Finance and Operations; Nicole Carter, Director of Equity and Student Services; Caitlin Steele, Assistant Superintendent of Teaching and Learning and new MUHS Principal; Jen Kravitz, Mary Hogan School Principal; Heather Crowley, Executive Assistant to the Superintendent; Will Hatch, Director of Technology; Megan Cheresnick, new Principal for Ripton Elementary School. Bruce MacIntire, Director of Facilities (remote).

2. Public Comment

Karen Morris, XC and Track coach at MUMS gave a statement requesting that the Board and Administration consider adding an Athletic Director position to the middle school. She and her husband have been coaching at MUMS for 14 years, and have recently experienced some challenges with the administrative turnover at MUMS. The Vice Principal has traditionally been the person who provides administrative support for the after-school sports (scheduling, busing, etc.), and with every recent change in that position comes challenges to bring the new person up to speed on team needs, parent communication, etc. She acknowledged that there are many other higher priority challenges at the school, but believes that the after-school sport programming would thrive if there was a position devoted to supporting it. She suggested Shelley Harrison, currently an administrative assistant at MUMS -- she had previously done much of the work before being moved from the MUMS front office.

Hugh McLaughlin of Middlebury spoke up in support of Karen Morris's comment, and noted that others have also suggested Shelley Harrison as the best person to organize and support MUMS after school sports programming.

B. Recommendation to Approve Minutes of March 13, 2023

Tricia Allen noted typo-s in Section J, Other: The months should be "May."

Ellen Whelan-Wuest noted the corrected last name for "Avery Causton" in the Public Comments is "Thompson."

Jason Chance asked about the vote totals for the Vice Chair vote, and if those can be added. Barb Wilson explained that Jason had asked her about the vote totals, since the Charter requires Vice Chair to be determined by the majority of the Board vote, and there were 3 candidates.

Barb reached out the Linda Barrett, who had counted the votes for Vice Chair on March 13th -Linda confirmed that the vote tallies were as follows: Lindsey Hescok - 7, Suzanne Buck - 6, and Mary Heather Noble - 0. Jason asked if the minutes could be corrected to reflect that information.

Mary Heather Noble stated that she could not correct the minutes of March 13th to include that information because it was not presented during that meeting, but that the minutes for today's meeting (March 27th) would reflect this information.

Motion to approve the minutes of March 13, 2023, as corrected. Move: Joanna Doria Second: Ellie Romp
Status: Passed

C. Approve ACSD Bills

James Malcolm reported that he and Jason Chance had reviewed the bills, and presented the following:

Payroll: \$929,597.08

Payroll: \$759.40

Payroll: \$506.34

McGilton Fund: \$648.00 (for Rikert Nordic Skiing)

General Fund: \$1,030,356.70 (which includes ~ \$450K in Health & Dental, as we'll as Transportation costs and reimbursements for universal Pre-K).

James Malcolm also noted the tight turnaround between when warrants are presented and when the Treasurer cuts the checks, so the Finance Committee has limited time to review the bills. He commended the administrative team on their preparation & assistance in the review process. Suzanne Buck offered to help read bills if needed.

Motion to approve and pay the ACSD bills as presented.

Move: James Malcolm Second: Suzanne Buck Status: Passed

D. Report of the Superintendent 15 min

Peter Burrows provided some quick updates about education legislation that is moving forward in the State Senate/House of Reps crossover. The VT Superintendent's Association and VT Principal's Association are always watching this, to keep an eye on legislation that will impact school budget and operations. These are the ones that are still active:

- Continuation of Universal School Meals. This will likely pass and is currently being drawn from the Education Fund. This would significantly impact ACSD budget.
- Funding of Private Schools with Public Money. All public education-affiliated organizations are advocating for the removal of public funding toward private schools. Ruth Hardy is very involved in this effort.
- Pre-K. There was contemplation of providing Pre-K for all 4 year old's, but it has turned into

another study of the issue. The current program only provides funding to cover 10 hours per week, and is universally distributed, which means some families are getting what they need (and other families with means are getting a benefit they don't need).

- School Construction Aid. The state has paused the PCB study because they do not have a plan for funding remediation if/when contaminants are found. They have already earmarked a significant portion of funds for Burlington School District and there's not enough left for the rest of the state. There is a Legislative Task Force to look into the funding.

E. Report of the Board

1. Professional Appointments

Peter Burrows reported the professional appointments for the 2023-24 academic year, referencing the list in the meeting materials.

Ellie Romp, Jason Chance, Barb Wilson, Mary Heather Noble, and Lindsey Hescock all asked clarifying questions about certain appointments. Steve Orzech asked when teacher contracts are due back. Peter reported that they will go out around April 15th, and are due back around May 15th, though some will wait until June 1st to sign and return.

Motion to accept the list of 2023-24 Professional Appointments as presented. Move: Suzanne Buck Second: James Malcolm Status: Passed

2. Action: Approve Recommended Principal Candidates

Peter Burrows presented the recommended candidates to appoint to the Ripton Elementary School and MUHS principal positions.

Ripton Elementary School Principal: The hiring committee recommends Megan Cheresnick, who is currently serving as an interventionist at Bridport School. Nicole Carter reported that she had all the right experience and qualities: experience as a classroom teacher, literacy interventionist, and administrator. Megan made a brief statement. Joanna Doria commented on a thoughtful thorough process. Lindsey Hescock asked if this was a FTE position -- it is 0.6 FTE principal and 0.4 FTE interventionist.

Joanna Doria made a motion to approve appointment of Megan Cheresnick for the Ripton Principal position. Jamie McCallum seconded. All voted in favor.

MUHS Principal: The hiring committee recommends Caitlin Steele, who has been serving as the interim principal from her post as the Assistant Superintendent of Teaching and Learning. Peter Burrows spoke about Caitlin's experience, passion, commitment and intelligence -she will do great things at MUHS. Caitlin made a brief statement, noting her commitment to her current work as Assistant Superintendent as well as her excitement for the Principal position. She is excited about working directly with teachers and students again.

Jason Chance made a motion to approve appointment of Caitlin Steele to the MUHS Principal position. Suzanne Buck seconded. All voted in favor. Several Board members spoke in favor of the process and the result.

Mary Heather Noble asked about the timeline/process for filling Caitlin's position. Peter Burrows answered that the position has been posted

immediately and that he will form a small group to help him. Lindsey Hescock asked who decides on that position -- will it be an Assistant Superintendent or a Director. It will be a Director of Teaching and Learning, and Peter makes the recommendation.

3. Discussion: Committee Assignments 5 min

Barb Wilson reminded Board members to reach out to her with any questions or concerns about committee assignments. She has also asked Heather Crowley to post draft minutes for Board and Committee meeting minutes on the website within 5 days of the meetings.

Steve Orzech told the Board that the Negotiations Committee has met already and is looking to open the teacher contract to provide higher salaries to stay competitive with the market for this season -- ACSD is behind both MAUSD and ANWSD for teacher pay. More to come later.

4. Discussion: Board Training 10 min

Barb Wilson reported that she has been working with Peter Burrows to schedule a Board Training in April or early May. They have contacted VSBA, but the person who did the training is no longer with them. They have another person who is available (Elaine, who the Board considered using to assist with the Superintendent Search process). Barb said that they will work to propose some dates, and that we will have another retreat/training in August with the new Superintendent.

Peter Burrows distributed copies of "The Governance Core: School Boards, Superintendents, and Schools Working Together." Barb said that the training would cover content from the Introduction, Chapter 1, "Moral Imperative and the Governance Core" and Chapter 6, "Governance Culture." Mary Heather Noble also suggested adding Board Norms. Suzanne Buck suggested scheduling the training for a Saturday, so that Board members can be fully focused. Mary Heather agreed. Ellen Whelan-Wuest asked about the expected duration, and Ellie Romp requested that dates be established asap. Jamie McCallum and Lindsey Hescock requested to avoid scheduling on a weekend.

5. Action: Bank Account Resolution and Invoice Payment Authorization 5 min

Matt Corrente presented the memo requesting authorization for bank and invoice payment authorization -- this is an annual requirement to authorize the Finance department to do its work on the Board's behalf.

Motion to approve the Bank Account Resolution and Invoice Payment Authorization as corrected to reflect current school names.

Move: James Malcolm Second: Mary Heather Noble Status: Passed

6. Action: McGilton Fund Disbursement 5 min

Jen Kravitz provided a brief summary of the McGilton Fund for new Board members, and presented the current request for distribution of \$7,500 for enrichment activities for Mary Hogan School students.

James Malcolm asked about the equity issue of continuing to allocate endowment funds to select elementary schools in our unified state. There was some discussion on how the district might reconcile inequities in funding for enrichment activities. Jen Kravitz suggested that the Board/Admin identify the enrichment that it would like all students to experience, and determine how to fund equitably with operational budget, parent group funding, and/endowment funding as needed.

Motion to approve the McGilton Fund Disbursement request as presented.

Move: Steve Orzech Second: Lindsey Hescock Status: Passed

7. Discussion: Superintendent Search Update 30 min

Mary Heather Noble provided an update on the Superintendent Search process, and outlined to-do items for the Board:

The application window closes March 28th at midnight. We only have 5 applications so far, but many people apply last-minute. McPherson & Jacobson will send initial candidate videos by April 6, so we can elect those we want to interview on April 11th.

1. The Board needs to decide whether to view initial candidate videos as a group or individually.
2. The Board needs to determine how to identify key stakeholders to participate in the finalist in interview process.
3. The Board needs to finalize its list of interview questions -- to be done during executive session.

Highlights from the discussion:

Several Board members spoke in favor of watching candidate videos as a group, and watching them individually. Given the number of applicants, the Board may have time to review candidate videos at the special Board meeting on April 11th. Mary Heather will circle back on this after checking in with the consultant on March 29th.

The Board will use the same general stakeholder categories as were used for the initial stakeholder forums to identify preferred qualifications: Parents, Students, Teachers & Staff, Administrators, and Community. The plan is to make sure that participants from each group are able to commit to both finalist

interviews and will ask the same questions of finalists. The goal is to allow the stakeholder groups to identify their own participants and ask their own questions -- they will be given 45-mins to an hour.

Mary Heather, Barb, and/or Emily Blistein will reach out to the school principals to solicit a few parents from each school community, being sure to request that special education parents are included. They will also reach out to the teacher and staff union reps to request a few teachers and staff to meet and ask questions of the finalists. And they will ask the high school principal to find a diverse group of students who can also commit to meeting all the finalists. Administrators will likely self-select to participate in the process, and perhaps have lunch with finalists. The Board would also like to have a community zoom in the evening, where candidates can provide a very brief introduction and take questions from participants.

a. Executive Session: Superintendent Hiring 1 VSA 313 (a) (3)

30 min

Entered Executive Session at 9:05 p.m.

Left Executive Session and re-entered Open Session at 9:43 p.m.

Mary Heather Noble will consolidate the Board's selected and edited interview questions and send them to the group prior to submitting to Dr. Gratto.

Motion to enter Executive Session for personnel interviewing/hiring planning. Move: Steve Orzech Second: Joanna Doria Status: Passed

F. Other

None.

G. Adjournment

Meeting adjourned at 9:47 p.m.

Respectfully submitted,

Mary Heather Noble, Recorder

Motion to adjourn.

Move: Jamie McCallum Second: Mary Heather Noble Status: Passed

Total Meeting Time: 1h 40m

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DRAFT

MINUTES



**Addison Central School District
ACSD Board
SPECIAL Board Meeting
Friday, March 31, 2023, 6:30 pm - 7:30
pm Virtual Connection Only**

Remote Attendance

Barbara Wilson; Ellie Romp; James Malcolm; Jason Chance; Joanna Doria; Lindsey Hescok; Mary Heather Noble; Steve Orzech; Suzanne Buck; Tricia Allen

Not In Attendance

Brian Bauer; Ellen Whelan-Wuest; Jamie McCallum

A. Call to Order Upon Reaching A Quorum Meeting called to order at 6:34 p.m.

1. Executive Session: Superintendent Search - Personnel 1 VSA 313 (a)

(3) Entered Executive Session at 6:40 p.m.

Exited Executive Session and re-entered Open Session at 7:30 p.m.

Motion to move into Executive Session per Vermont Statute to discuss a personnel matter: details of Superintendent Search.

Move: Suzanne Buck Second: Mary Heather Noble Status: Passed

B. Other

None.

C. Adjourn

Meeting adjourned at 7:31 p.m.

Motion to adjourn.

Move: Suzanne Buck Second: Barbara Wilson Status: Passed

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DRAFT



ACSD Superintendent's Board Report

Date: April 10, 2023

Strategic Plan Goals

Educational Success, Equity & Student Services - Nicole Carter & Caitlin Steele

Even with Caitlin at MUHS, we are moving forward with a lot of good work to support ACSD's systems for access, success, and belonging, pk-12. The PYP teaching and learning coordinators- Joy and Brandi- are supporting PYP IB training taking place this week, while the MYP and DP coordinators- Cindy, Pam, and Eileen- are supporting MUHS and MUMS as they refine their universal screening processes and proficiency reporting. The entire team is getting ready to prepare for Tier 1 professional development during the 23-24 school year by meeting with Laura Nugent and Tracey Harrington, ACSD Special Education Directors, to align Tier 1 professional development with staff practices at Tiers 2 and 3. In addition, Laura and Tracey are strengthening ACSD's evaluation process, preparing for changes on July 1, 2023, as well as supporting Special Educators with specialized professional development aligned with recent and coming changes to Vermont's Special Education regulations. In other words, we are all busy doing really good hard work to improve our Multi Tiered System of Services, build sustainable compliance practices, and ensure that teachers who are practicing in any Tier, have the professional development they need to ensure access, success, and belonging for all ACSD students.

Finance and Operations - Matthew Corrente

- Facilities - we have resumed discussion at committee level regarding the Facilities Bond Initiative and will be preparing an update to the full Board as necessary to seek approval for the Approach Phase.
- Negotiations - following a comparative analysis of our Support Personnel salaries, we have worked with the Union and Negotiations committee to propose two side letter actions for FY24 to increase wages and aid in recruitment and retention. In the first, all personnel would receive a \$1/hour raise. In the second, the first two steps of our 27 step pay scale would be eliminated, thereby moving all Step 1 and 2 employees to step 3.
- Finance - As the third quarter wraps up, we are preparing the next Budget status report and will bring those projections forward to the Board in May. Meanwhile, we are refining our fiscal year end systems, writing next year's grants, and prepping for the coming budget season.

Communications and Engagement - Emily Blistein

- Supporting the superintendent and principal searches
 - We have a lot of hiring happening at ACSD! In March, I offered assistance to the MUHS principal search committee and the Board in their Superintendent search to support community engagement in those processes.
- Action Team and the Next Strategic Plan
 - The Action Team began meeting in late January and updates are posted [here](#).
 - The Action Team's primary focus is drafting the action steps and strategies that will go into the next strategic plan. This month they have been inviting folks from within ACSD and our community partners to share their perceptions and suggestions for action steps and strategies to ensure an equitable learning environment for all ACSD students.
- Family and Community engagement
 - I have spent time with our Teaching and Learning team in an effort to discuss how we can best educate the parent community about IB. At this point, I am working on a newsletter that lays out a basic overview of IB. In my time here, one of the biggest challenges I see is that the parent community still feels that they don't understand IB and many valid questions, concerns, and misunderstandings have emerged over the past few years that we haven't addressed directly. My goal is to work with our Teaching and Learning team to create a parent-focused overview of the IB program in our schools that answers basic questions, offers more learning for those who are interested, includes two videos that our Teaching and Learning team have created, and includes an FAQ section based on the leading questions, concerns, and misunderstandings that responds to [this question](#) in our March newsletter and pulls from questions our Teaching and Learning team hears.
 - Family Newsletters: You can view the March district family newsletter [here](#).
- Social media
 - A few highlights (hyperlinks will take you to the posts) Our secondary teachers had a wonderful day of Diversity, Inclusion, and Equity professional development - [one workshop was led by our MUHS students!](#) Our Ripton students [created a clay "puzzle" piece](#) of a map of Vermont that is on display at the VT Statehouse! Our MUMS students had an [awesome skateboarding clinic](#) during flex blocks! Our MUHS [students met Rep Becca Balint](#) at a Career and College pathways event.
 - Follow our [Instagram](#) | [Facebook](#) | [Twitter](#) accounts. If you don't use social media, you can still see our posts (like a news feed) on [Instagram](#). If you do use social media, your "likes", shares, and comments increases our reach!

ACSD Schools

Bridport Central School - Matthew Brankman

BCS has cockroaches, we have ukuleles and soon we will have chickens!

Not to worry, the [Madagascar Hissing Cockroaches](#) are part of an exploration in kindergarten. Ms. Way's class is learning about their habitat, diet, and lifespans in their "science tank." Students are learning about inquiry and the scientific method. If you stop by and see them, please don't call them gross! As one student said, "all living things are beautiful...sort of."

In Ms. Cunningham's music class, our 4th and 5th graders are building ukuleles! This project, which incorporates art as well, allows students to learn about instruments from the ground up. By actually creating the instrument our young musicians can see how the notes are formed and develop some intuitive physics skills! Decorating their instruments has taken on a life of its own! Needless to say, the designs are unlike any we've seen before!

Finally, our IB Exhibition work is in full swing in Ms. Poulin's fourth and fifth grade class. Our group has decided to incorporate their IB work with Bridport's long term goal of our school reflecting our community. In this project students will learn about different breeds of chickens, how to care for them, coop requirements, and work with our administration (and possibly board) to get the go ahead for our little farm! Stay tuned!



Cornwall School - Heather Raabe

In March, thanks to two grants, we were able to bring author and illustrator Michael Rex to Cornwall School as well as to Shoreham Elementary School and Bridport Central School. Librarian, Abby Adams, received grant funding through ACEEF, and we also received some grant funding from the Gilligan Fund.

Mike is a friend of mine from growing up - we've known each other since Kindergarten, and he even shared our kindergarten class picture! Mike presented at all three schools over two days. He shared the process he follows in creating a book, from idea - or two ideas - to writing to drawing, and he demonstrated how he draws using a student as a model. While at Cornwall, he also gave feedback after listening to some student story ideas, and he did a short drawing lesson. Since then, there have been lots of kids talking about ideas and how to draw and write stories to share their ideas!



Also during March, the Cornwall Action Committee (CAC), which was a student initiative started last year as a follow up to an IB unit, grew! The CAC now consists of some students from each class. They met with a representative from HOPE and, as a result of that meeting, the CAC is in the process of planning a food drive. Students are creating posters and have developed this [site](#), which will be posted in our newsletter, to share information about the drive. Be sure to click the arrow to listen to the music while you read about the food drive.

As we think ahead toward the end of the year, we are planning concerts, all school outdoor activities, events with visiting experts as well as planning for the 5th grade exhibition, transitioning to MUMS and holding information sessions for incoming kindergarten students.

Mary Hogan School - Jennifer Kravitz

March started with our 5th graders skiing at the Snowbowl for the first time and it ended with beautiful playground weather. The swing in the weather in March kept us on our toes but also led to some serious fun. Students were out building forts and slides on the snow banks at recess. The 3rd graders were able to find some tracks in the woods at Mary Hogan and then in Battell Woods as part of their tracks and scat learning. 2nd graders studied water - in all of its various forms during the month by just going outside! Buddies went sledding together. Kindergarten met the mobile weather lab from WPTZ as part of their inquiry into the weather. MESA hosted a family skate event at the rink that was packed! It was a good month for snow, weather, and fun.



During March, we began a community weaving project. This project started with an idea in Miss Kim's preschool class and has grown to include the whole school. The idea of the project is that communities are woven together by all of the individual personalities that are part of them. And



individually, we look like one but together we make a beautiful new piece of art. Students are each adding a piece of fabric to the art and it will be displayed in April in the B wing hallway.



March ended with a fabulous community celebration of math and learning at our Math Night on 3/30. This event was fully designed by the student council and included cookie decorating (with math on the cookies, of course), a scavenger hunt, Jeopardy math games, an adult math test, and more. We also had a spaghetti dinner that brought about 250 people together for a meal and conversation. The night was full of joy and curiosity with significant student leadership of the event. As we plan future events, having student voice in the design will be a priority for Mary Hogan.

March is also a transition month within the school - a time when we begin to think forward to next year while also living in this year. We have started our process for determining the class sections for each grade. These will be shared on Friday with families. We don't anticipate changes in returning teachers' assignments. And, we have begun the hiring process. Natalie Krizo will be transitioning roles this coming year from classroom teacher to interventionist. There are two classroom teachers we are hiring for as well as the Wellness and Learning Center Coordinator and some open paraprofessional positions.

We are also thinking forward to the transitions for students. We have started to plan for the rising 5th graders' culminating events at Mary Hogan and their transition to MUMS. Classroom teachers have met with counselors at MUMS about all of their students, as well. As the 5th graders begin to leave, we are also planning for the incoming kindergarten class, which seems to be one of the bigger incoming classes in a few years. The kindergarten and preschool teachers met last month to think about how to make the transition as smooth as possible for students, families, and teachers. That process will unfold over the next few months.

Ripton Elementary School - Tracey Harrington

March was a celebration of the arts at Ripton Elementary School. The students had a wonderful time putting on a short version of Alice in Wonderland which was rehearsed and performed in two full casts. From being cast for different parts, to learning their lines, to creating costumes and building the sets, the students worked hard all month long and pulled off two amazing shows. It was great to see students being brave, trying something new, working together towards a common goal and experiencing the thrill such an accomplishment can bring. We are grateful to the parents and staff who helped make this possible, especially Tara Gallner, our director extraordinaire. The other celebration of art was coordinated through our art teacher, Eileen Gombosi as part of Youth Art Month at the Vermont Statehouse. Several student artists had their artwork on display at the Statehouse in Montpelier all month long. The Pit-Fired pottery creations of Eli, Esme, BB, Hazel, Sophia, Chase, Tenlyn, Cecily, and Axl were selected to be exhibited along with the charcoal drawings of Phoebe, Cecily, Nathaniel, Gabe and Eleanor. These student artists and others from around the state were honored during a reception at the Capitol Building on March 31st. Plus, Ripton Elementary is honored to be part of a special collaboration of schools from across the state to help create a "clay mural" representing their respective counties. The pieces were fitted together like a puzzle of counties making up Vermont and are hanging in the Statehouse for all to see. Students from Ripton school made the piece for Addison County that features our beautiful Green Mountains, bears, a trout and even Champ!



In April we are excited to welcome Artist in Residence Fua Nascimento to Ripton Elementary for five days of Capoeira. This Brazilian "martial art disguised as a dance" was created by African slaves in Brazil as a resistance movement in the 16th century and is a complex blend of dance and acrobatic martial arts. Fua came to RES in 2018 and it was an unforgettable experience of culture,

community and movement. We are grateful to ACEEF and FORS for the opportunity to have him working with our students and staff once again. The spring promises to be a busy but exciting time like always. We're really looking forward to it!

Salisbury Community School - Bjarki Sears

March came in a like a lamb, and went out like a polar bear, but it was a good month at Salisbury Community School. It was marked by some fun and substantial projects in classrooms: 5th graders really got rolling on "Exhibition", our art students, led by teacher Eileen Gombosi, made beautiful designs using the Japanese art of Shibori, our 2nd and 3rd graders engaged in inquiry as they became experts on individual ecosystems and created research books and really beautiful dioramas to showcase their learning. 4th graders made remarkable three dimensional representation of what they have learned so far this year to help them lead their own parent conferences- there was a lot of creativity in the air!

A few weather events this month highlighted both our past and our future. After a particularly bad storm, our electricity was knocked out, and it highlighted the fragility of our systems: although we are FEMA shelter, and a potentially powerful resource for our community in times of emergency, one



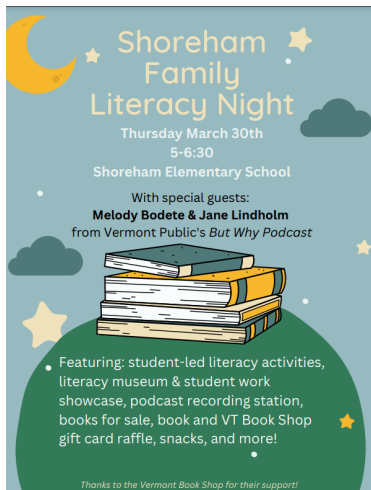
downed power line makes us useless. This realization has prompted conversations with ACSD facilities about how we can make our systems strong and foolproof-stay tuned! Also, another wind storm flipped one of our COVID-era tents. Although we use some tents often, this tent was not commonly used, so we took it down. It's interesting to see some of the vestiges of COVID disappear.

One success we would like to highlight is the American Heart Association "Kids Heart Challenge", led by Physical Education teacher Sierra Thornton, a set of activities that raises funds for the American Heart Association and teaches the importance of hands-only CPR and the warning signs of stroke. This year we raised \$1,759.88! We celebrated with an assembly, where students who had fundraised were put in a drawing to hit their teacher or principal in the face with a whip-cream pie. Delicious!

Salisbury Community School looks forward to hosting the board on April 10th.



Shoreham Elementary School - Andy Johnson



This past month brought many unique experiences to our students here at Shoreham Elementary School. On Thursday, March 30, Melody Bodette and Jane Lindholm highlighted our Family Literacy Night. Abby Adams and Martha Santa Maria organized the event, which included podcasting from students, guest speakers, a literacy museum of student learning, and student-led literacy activities. The Vermont Book Shop was on hand to sell and raffle off books from our two guests centered on the "But Why?" podcast. Thank you to all who made this event possible!



A second highlight of March were visits from the Vermont Symphony Orchestra and author and artist Michael Rex. These rich experiences allow students to connect as global citizens and see possibilities for their future as people who interact with art and artists themselves.



Last week our teachers wrapped up conferences with families. Forging strong connections with families is vital to understanding what students need and how we can best support them as a school. A giant thank you to all families and staff who ventured into meaningful conversations around student learning.

Looking forward to April, our 4th and 5th graders are planning a trip to Woodnotch farm. There are more unique experiences to come for our students.

Weybridge Elementary School - Christina Johnston

I am very happy and excited to share that Kat Yopez will join us next year as our new 4/5 teacher. She has recently settled in Vermont and this year has been teaching part-time at Robinson Elementary in Starksboro as well as working as a paraprofessional at Cornwall. She has taught several years in Colorado and prior to that in Belgium. The hiring committee did wonderful, thoughtful work in this search process which served as yet another opportunity to learn together. The candidates as well brought such a range of experience and knowledge to us and were so straightforward and inquisitive.

As we seem to gallop toward the end of the year, there are many things on the horizon. The 4th/5th graders will be presenting their Exhibition projects next week, 4/12 and 4/13 at 6:00pm. The morning of 4/17 the 4th and 5th graders will set up a gallery to

share their projects with the younger grades. 4/19 visiting artist, IbIyinka Olufemi, a Nigerian/American artist, architect, writer, film director and musical theater composer, will join us for an all school assembly and art classes with each classroom. Post vacation grades 3-5 will be diving into the VTCAP assessments followed by our spring schoolwide engineering project. The 4th/5th students have begun practicing their parts for this year's production of Shakespeare's *Much Ado About Nothing*.

Middlebury Union Middle School - Michael Dudek / Michaela Wisell

As we get closer to the end of the 3rd quarter and enter our final academic period, students and staff take this opportunity to pause, reflect on our successes, focus our efforts on finishing the year strong, and experience new and exciting opportunities. Over the past few weeks, students have been or will experience leadership and student-centered learning opportunities outside of MUMS. The impact that these opportunities have on students will help strengthen our school community and culture significantly. We are thrilled to have our students participate in the "Beyond Bullying: Creating Communities of Equity and Respect" conference hosted by the Vermont Association for Middle Level Education at Champlain College. Equally important, we had over 20 students join other youth at the Statehouse to march, listen, and speak out on issues that members of local gender and sexuality alliance club members hold dear. Lastly, our students will celebrate Vermont History Day by researching and presenting on local and international issues centered on this year's theme of "frontiers." MUMS students will present to judges at this statewide event in Burlington on April 8th.

Our students consistently amaze us with their unique talents, interests, and passions. Volleyball March Madness continues to grow with students eager to showcase their talents on the court. As the warm weather continues to fill our days, we look forward to spring Athletics and outdoor activities. Additionally we are excited to see our fields full of athletes playing softball, baseball, lacrosse, track and field, and ultimate frisbee!

Our student ambassadors continue to plan social activities and bring voice to student needs and wants. This past week they represented the MUMS student body in interviewing our Assistant Principal candidates where they asked thoughtful questions of candidates and made clear what they hope for in a new leader at MUMS.

Additionally, culminating student projects are showcased across our schools in the form of physical models, written narratives, and visual representations. Our staff remain flexible in allowing students to show what they know in a variety of ways and our students continue to rise to the occasion.

Our staff and Friends of MUMS group are busily planning for end of year field trips and social events. During each meeting, it is clear that we have passionate and committed adults who are

eager to fill students' days with joy and love. Each event and experience that has been planned brings an amazing energy back into our building with students eager for more. We will continue to shape positive and significant memories for our students.



Middlebury Union High School - Caitlin Steele

International Baccalaureate:

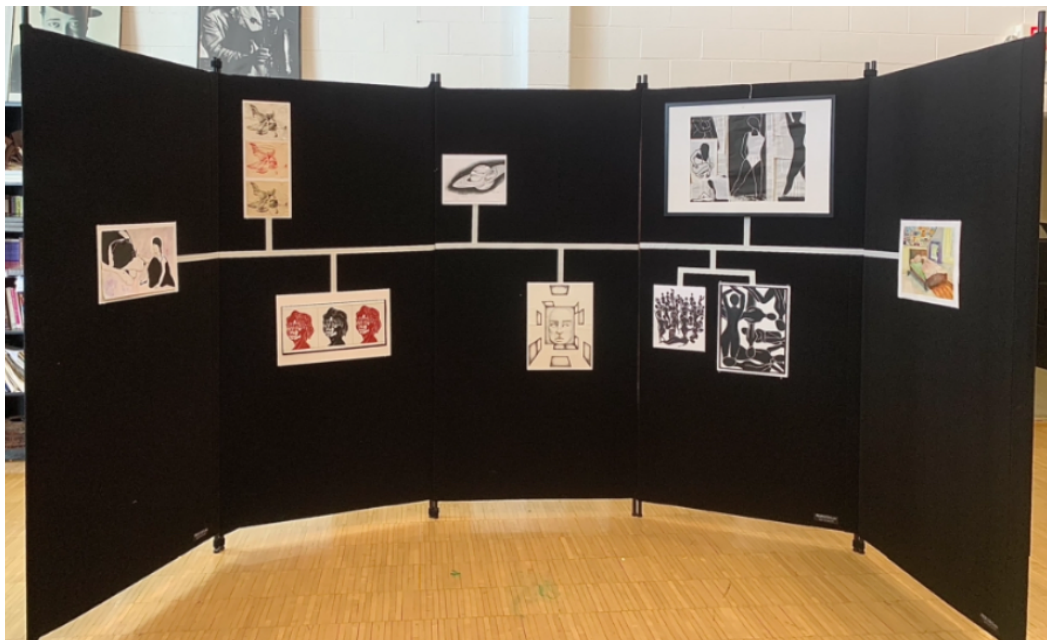
Middle Years Program (MYP) News:

Last month, we shared that Grade 10 students submitted their Personal Project reports, the capstone of the MYP. On March 8, our faculty scored over 120 reports in small groups, carefully reading and discussing each student's work, deciding on "best fit" scores, and writing a personalized comment for each student. These comments will appear on each student's Quarter 3 report card on a special section for the MYP Personal Project. Thank you to the MUHS faculty for their thoughtful engagement in this process.

Members of the community will have an opportunity to attend our personal project exhibition on **May 4 from 11:00-11:45 in the MUHS gym**, when students will display and talk about their work. It is a drop-in event, so please come and see what the students have accomplished at any point from 11:00-11:45!

Diploma Program (DP) News:

Students in Year 2 DP courses are finishing up their last internal assessments (IAs). All student work is due to the IB by mid-April. Year 2 Art students completed their required art exhibition on March 17th and 18th. As we viewed their work, we were both impressed and inspired. We hope members of the community had a chance to see their show. Here is Maddie's exhibition:



(Maddie C. March 2023)

Two weeks ago, the Year 2 DP students (seniors) met with the DP coordinator to discuss upcoming exam preparation and procedures. Last week, the Year 1 full diploma candidates (juniors) met to discuss their progress on the extended essay and CAS experiences (creative, action and service). We also discussed the upcoming Colloquium that will be taking place in May. The community will be invited to this evening event (stay tuned for the date) which allows the Year 1 candidates to present their current findings and research on their extended essays. The Colloquium is a wonderful opportunity for both students and community members to share information.

News from the Wellness Center:

The school store is officially open for business. On Thursday, March 16th, we had a successful grand opening that was well attended and with positive results and feedback! We will be open during Friday lunch advisory for the rest of the year and accepting donations!

Juniors have applied to be peer leaders. Applications are being reviewed. We are looking forward to this next group of fabulous mentors.

MUHS Prevention Program is working with United Way on a vaping campaign and grant as well as safe prom and safe graduation initiatives.

School Counseling Department:

Our seniors continue to hear news from the colleges and universities to which they have applied and a sampling of offers of admission include the following: Brigham Young, Bryant, Champlain, Clark, Colby Sawyer, College of Charleston, Colorado College, Hamilton, Haverford, Hobart William Smith, Lafayette, Macalester, Middlebury, Mount Holyoke, Nichols, Northwestern, Oregon State, Princeton, Providence, St. Olaf, St. Lawrence, UNH, UVM, Vermont State, Wellesley, Wesleyan. We will be able to provide a full report of higher education destinations for students in the Class of 2023 in mid-May.

A group of current 9th graders at MUHS hosted prospective 9th graders from the North Branch School for a shadow day and the opportunity to experience a "day in the life" at MUHS.

We took a group of 25 sophomores and juniors to St. Michael's College to participate in VSAC's College and Career Pathways program in mid-March. Our students attended workshops on post-secondary options focused on career and college searches, essay writing, financial aid and more. The keynote speaker was Representative Becca Balint and three of our Tigers were interviewed by ABC22Fox44 and appeared on the local news!

We hosted the SAT in early March and are at work on the development of the master schedule for the 2023-24 academic year. We're assisting students with learning about summer opportunities such as Boys and Girls State, the Governors Institute of Vermont, summertime Dual Enrollment coursework, and more.

We continue to hold individual meetings to support 10th, 11th, and 12th graders in the process of creating academic and post-secondary pathways. We've held three workshops to date with representatives from the Vermont Department of Labor focusing on resume writing, job interviewing skills, and apprenticeships.

All counselors participated in the Diversity, Equity, and Inclusion training day on March 24.

Senior Play

The Senior Play, *Madagascar Jr.*, was March 16th-18th. The show was fantastic! Over 50 members of the class of 2023 were involved with the production.



Mental Health Week

Hope Happens Here is sponsoring Mental Health Week at MUHS April 3-7. The theme for the week is *Normalizing Conversations Around Mental Health*. Students and staff will have an opportunity to engage with a variety of mental health “tools” during Flex/Advisory each day, learn about local and school based mental health resources, and have a little fun along the way.

Spring Sports

Spring sports, including our Unified Basketball team, have begun preseason training. We are hopeful that the weather will cooperate so that we can get outside on our playing surfaces soon.

Addison Central School District					
Faculty Positions					
2023-2024 School Year					
School	Last	First	Position	Assignment	FTE
Departing					
Salisbury	Wisnowski	Franki	Classroom Teacher		1.00
New hires					
Ripton	Cheresnick	Megan	Principal		0.60
Cornwall, Ripton, Salisbury	Jones	Haysal	School Nurse		1.00
Salisbury	Sabol	Emmaleigh	Classroom Teacher	5	1.00
MUHS	Steele	Caitlin	Principal		1.00
Cornwall	Trudo	Sarah	Classroom Teacher	1	1.00

Draft Finalist Interview Schedule

April 18, 19, and/or 20th

8:00 - 8:30 am Coffee & snacks (A-208 at PAHCC)

8:30 - 9:15 am Meet with Parent Stakeholder group (A-208 at PAHCC)

9:30 - 10:15 am Meet with Admin Stakeholder group (A-208 at PAHCC)

10:30 am - 2:45 pm Tour of District & Schools (4 hours, with short lunch at Salisbury School)

3:00 - 3:45 pm Meet with Student Stakeholder group (MUHS library)

4:00 - 4:45 pm Meet with Teacher & Staff Stakeholder group (MUHS library)

5:00 - 6:30 pm Dinner out with 1-3 Board members (Location?) -OR-
Catered dinner with full Board (in MUHS Atrium or 208 Charles Ave.)

7:00 - 8:00 pm Interview with full Board (in MUHS Library or 208 Charles Ave.)

8:00 - 9:00 pm Board Debrief

POSSIBLE DISTRICT TOUR SCHEDULE (10:30 am - 2:45 pm)			
Location	Arrive	Depart	Notes
MUHS/PAHCC	8:00	10:30	Quick tour & Meet w/ Parent and Admin Stakeholder Groups
Travel Time	5 minutes		
MUMS	10:35	11:00	
Travel Time	15 minutes		
Ripton Elementary School	11:15	11:30	
Travel Time	15 minutes		
Salisbury Community School	11:45	12:15	District-catered lunch delivered
Travel Time	15 minutes		
Cornwall School	12:30	12:45	
Travel Time	15 minutes		
Shoreham Elementary School	1:00	1:15	
Travel Time	10 minutes		
Bridport Central School	1:30	1:45	
Travel Time	15 minutes		
Weybridge Elementary School	2:00	2:15	
Travel Time	8 minutes		
Mary Hogan	2:30	2:45	
MUHS	3:00	5:00	Meet w/ Students and Teacher & Staff Stakeholder Groups

April 20th or 21st

6:30 pm “Meet the Candidates” Community Zoom

Robert's Rules of Order Differences for Small Boards (Version 1 – 4/3/2023)

The text below provides a summary of the Robert's Rules of Order applicable to school board meetings. ***If there is a different procedure for those boards who have adopted Robert's Rules for Small Boards, it is highlighted in italic below the corresponding rule.*** It should be noted that a comprehensive list of the rules is not provided in this document, only those most frequently used. Refer to the VSBA Robert's Rules of Order training webinar and support materials for a more in-depth tutorial. Links are provided below:

- [Robert's Rules of Order Webinar](#) (April 2022)
- [Webinar presentation handout](#)
- [Q & A](#)
- [Motion Chart](#)

Instructions for Board Meetings

- Please come prepared to the meeting. It is important to review all meeting materials prior to the meeting to enable the meeting to run efficiently and smoothly.
- Agenda items will be either discussion items or action items to be voted upon by the board. New items, which are not on the agenda, can be discussed under Other Business, however action (i.e., a vote) will not be taken on those items until a future meeting where it can be publicly warned in advance of the meeting.
- Robert's Rules of Order are the basic rules of order for this meeting except where Vermont Law takes precedence¹. The board cannot change Vermont State Law; however, the board can change Robert's Rules with a 2/3 vote. *For boards less than 12 or so members, the board can decide to use Robert's Rules of Order for small boards with a 2/3 vote. RONR² p. 464 49:21.*
- An action must be moved and seconded by the board, then restated by the board chair before it is under consideration and debate on the Action may begin. RONR p. 28 4.2. After the board chair restates the motion, the person who made the motion has the right to speak first in the debate. RONR p. 38 4.27, 360 42.9.
 - Small Board Version Difference: *An action only needs to be moved and does not require a second. (2)*
 - Small Board Version Difference: *If the chair is a member, they may, without leaving the chair, speak in informal discussions and debate, and vote on all questions. Informal discussion may be initiated by the chair which, in effect, enables the chair to submit their own proposals without formally making a*

¹ 16 V.S.A. § 554(b)

² RONR – "Robert's Rules of Order, Newly Revised", 12th Edition (2020)

Robert's Rules of Order Differences for Small Boards (Version 1 – 4/3/2023)

motion as described in 4:4-8 (although the chair has the right to make a motion if they wish). (7)

- Actions may have only one amendment at a time associated with them, and amendments to an action, likewise, may have only one amendment at a time associated with them. RONR p. 124 12.11. The amendment must be germane to the motion currently on the floor.
- After a board member has spoken once on a particular action, they will not be recognized a second time during discussion on that action or amendment until all other Board Members who wish to speak on the issue for the first time are given an opportunity to do so. Robert's Rules only allows a given speaker to speak twice on a given motion and limits the duration of speeches to 10 minutes. RONR p. 38 4.28, RONR p. 39 4.29, p. 367 43.8, p. 368 43.12.
 - Small Board Version Difference: *There is no limit to the number of times a member can speak to a debatable question. Appeals, however, are debatable under the regular rules – that is, each member (except the chair) can speak only once in debate on them, while the chair may speak twice. (3)*
- Votes on actions will be conducted as voice votes. However, a paper vote can be requested by one Board Member before a vote is taken or immediately after a voice vote occurs.
 - Small Board Version Difference: *When a proposal is perfectly clear to all present, a vote can be taken without a motion's having been introduced. Unless agreed to by unanimous consent, however, all proposed actions must be approved by vote under the same rules as in larger meetings, except that a vote can be taken initially by a show of hands, which is often a better method in small meetings. (5)*
- The board chair cannot vote on a voice/hand vote, unless their vote changes the outcome of the vote (i.e., to break a tie vote or cause a tie vote). The chair can vote if a paper vote has been requested. RONR p. 384 44:12.
 - Small Board Version Difference: *The chair, speak in informal discussions and debate, and vote on all questions. (7)*
- Other Small Board Version Differences:
 - *Members may raise a hand instead of standing when seeking to obtain the floor and may remain seated while making motions or speaking. (1)*
 - *Informal discussion of a subject is permitted while no motion is pending. (4)*
 - *The chair need not rise while putting questions to a vote. (6)*

Robert's Rules of Order Differences for Small Boards (Version 1 – 4/3/2023)

- Other business not already on the agenda can be discussed by the board as part of Other business on the agenda, however motions cannot be introduced and voted upon. This allows the public the opportunity to weigh in prior to a vote taking place.
- All motions, remarks and discussion must be addressed by the board chair (RONR p. 372 43.22). The board chair will do their best to recognize you in the order that you have raised your hands. You must be recognized to speak, even to “Move the Previous Question” (Stop discussion and ask for a vote on the Motion (Question)). RONR p. 189 16.5.3.
- Comments must be confined to the merits of the question (motion). A board member will not be allowed to engage in personal attacks on a member of the board or their motives. RONR p. 371 43.20, 43.21. If a member of the board, engages in such behavior, the chair or any member of the board can call a member to order. The chair would say: “The member is out of order.” Another board member would say: “Madam Chair, I call the member to order.” At which point, if the chair agrees, calls the member out of order.
- The role of the board chair is to help accomplish the business of the Board. Board members should raise their hand and ask questions if they don't understand what is happening or if they want to do something but don't know how to proceed.
- Board members should tell the chair if they feel the chair is ruling improperly. Board members have the right to challenge the board chair's rulings. RONR p. 242 24.1, 385 44.13.