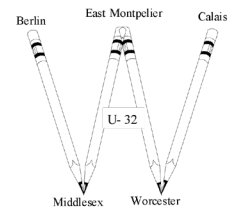


Washington Central Unified Union School District

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
Fax (802) 229-2761

Meagan Roy Ed.D.
Superintendent



Washington Central Unified Union School District School Board Meeting U-32 Rm 128/131 930 Gallison Hill Rd. Montpelier, VT 9.20.23 6:15-8:15 PM

Board Members: Flor Diaz Smith, Chris McVeigh, Kari Bradley, Maggie Weiss, Mckalyn Leclerc, Ursula Stanley, Joshua Sevits, Daniel Keeney, Zach Sullivan, Amelia Contrada, Natasha Baning, Jonas Eno-Van Fleet

Others: Superintendent Meagan Roy, Steven Dellinger-Pate, Mark Kline, Jen Miller-Arsenault, Kerra Holden, ORCA Media, David Delcore, Susanne Gann, Cat Fair

1. **Call to Order:** Flor Diaz Smith called the meeting to order at 6:15 p.m.
2. **Welcome**
 - 2.1. **Adjustments to the Agenda:** no adjustments
 - 2.2. **Reception of Guests:** Flor Diaz Smith thanked those for attending; she noted that the beginning of the school year is underway, with Open Houses taking place; tonight Rumney School is holding its Open House.
 - 2.3. **Public Comments:** none
3. **Reports to the Board**
 - 3.1. **Superintendent/Central Office Leadership Team (COLT) Report:** Superintendent Roy provided a written report. She invited Mark Kline to speak briefly to the board about the WCUUSD website update. He stated that this fall we will be changing to a different platform for our website; he believes it will have a cleaner look and easier accessibility. Kerra Holden spoke about the analysis that is underway to look more closely

at Student Services at WCUUSD. A report is expected in December or January, and she expects this to be able to link to our strategic planning. Superintendent Roy had provided a written outline of her goals. She shared that, going forward, she will share vacancy updates in the COLT Report rather than as a separate agenda item.

3.2. Central Vermont Career Center Report: A written report had been provided. Flor Diaz Smith invited any questions or comments from board members.

3.3. Committee Reports

4. Finance Committee

4.1. Award Bid for U-32 Truck: Ursula Stanley moved to authorize the Superintendent to purchase a 2024 GMC Sierra 2500 HD Regular Cab Pickup for an amount not to exceed \$45,917, after allowance for the trade-in of the 2012 truck and snow plow.

Seconded by Daniel Keeney. Discussion: Ursula Stanley asked for clarification about trade-in value of the plow. Susanne Gann clarified. **This motion carried unanimously.**

4.2. Review and Approve Budget Timeline: Ursula Stanley moved to approve the budget timeline as presented tonight. **Seconded by Zach Sullivan.** Discussion: Daniel Keeney asked for some information about how the foodservice budget is developed. He asked whether we have district-wide procurement for foodservice items. Susanne Gann stated that each school does its own ordering; there is not district-wide procurement at this time. **This motion carried unanimously.**

4.3. Budget Parameters: Ursula Stanley moved to approve the budget parameters as presented tonight. **Seconded by Daniel Keeney.** Discussion: Flor Diaz Smith read aloud the 8 budget parameters. Some discussion followed about the term “economically disadvantaged students” - is there a metric to determine this? Superintendent Roy indicated that the metric we currently use is Free and Reduced Lunch. Susanne Gann explained that we do not currently have a penalty in place for excess threshold spending but that we will continue to use an average of previous years as a threshold under which to stay. Diane Nichols-Fleming reminded the board that if we set a parameter going into the process, we will stay with them as we create drafts of the budget. Last year we lost sight of the parameters we had discussed and set. Mckalyn Leclerc stated that it is difficult to agree on a certain parameter at this point when we don’t yet have enough information to thoughtfully determine a number. Flor Diaz Smith stated that parameters are guidelines and that the first draft of the budget will be meant as a training document for the board, to set the context for budget development. Kari Bradley spoke about the inflation rate parameter; he suggests that the Finance Committee reconsider this as this might not be a reasonable number. (CPI for all items in New England will be the inflation rate that is used.) Some discussion followed around the need to consider positions that are funded by grants, given that grant money will be going away. Chris McVeigh asked the board to consider whether human needs become greater than facility’s needs, and should the capital plan be included in the parameters discussion? Flor Diaz Smith suggested that the board can consider the capital plan in

ongoing way; however, she does not suggest adding verbiage into the parameters specific to the capital plan. **This motion carried unanimously.**

5. Policy Committee

5.1. Policy Work plan: Superintendent Roy shared the details in the memo to the board from the Policy Committee. The committee had considered the Great Schools Partnership recommendation and had created a list of the policy priorities:

- Education Philosophy
- Instruction (including curriculum)
- Teaching and Learning About Controversial Issues
- Library Media Center Selection and Reconsideration (*policy committee will consider the merits of combining this policy with the Teaching & Learning about Controversial Issues)
- Personnel Recruitment, Selection, Appointment and Background Checks
- Community Engagement

Daniel Keeney moved to approve the policy work plan as presented. Seconded by Amelia Contrada, this motion carried unanimously.

6. Board Operations

6.1. Input on Draft Vision & Core Beliefs: Superintendent Roy previewed the Focus Group *protocol for board members to consider the draft document: WCUUSD Core Beliefs*. This protocol had been created by the Steering Committee.

Clarifying questions: Jonas - this text came from the previous engagement? Superintendent Roy - yes, this came from phase 1 engagement and was drafted from all of the themes.

Jonas - what are some things that were brought up that are not reflected here?

Superintendent Roy - the comprehensive essence is captured here.

Mckalyn Leclerc - feels that "environment" is missing

Flor: What do you find most exciting or important from reading the document?

Natasha Baning - excited about the fact that what she has relayed to state board re: EQS is reflected across all of these pieces. The work that we are doing is lining up with the work re: EQS.

Mckalyn: glad to see the focus on wellbeing.

Diane Nichols-Fleming - glad to see that this document reflects the discussions that we have had.

Daniel Keeney - centering our humanity and human connection, appreciates how the document flows.

Jonas - likes the reference to "rigorous and challenging."

Ursula Stanley - all of these topics are things that we are already working and focusing on.

Amelia Contrada - as a new person on the board, impressed with reading these and happy to see the values that are delineated.

Superintendent Roy: is there something that is missing?

Mckalyn: environment

Jonas: financial responsibility

Josh Sevits: nutritional wellbeing

Zach: building our strengths but also challenging students to work on weaknesses

Natasha Baning: engaging versus “talk to”

Chris McVeigh: include the words “engage with the community”

Board members reflected on the following prompts: a. I see this happening now...We do a good job with... b. If we do this well, we will see... A school that is really doing this well looks like... Jen Miller-Arsenault was taking notes on this discussion.

6.2. Appoint Finance Committee Members (2) Flor Diaz Smith suggested appointing Zach Sullivan to Erik’s (previously held) position on the Finance Committee. The board discussed Configuration Committee: Susanne Gann, Meagan Roy, Elementary Principal to be named, Stephen Dellinger-Pate, Diane Nichols-Fleming, Mckalyn Leclerc **Daniel Keeney moved the above appointments. Seconded by Chris McVeigh, this motion carried unanimously.**

6.3. VSBA Resolutions: Flor Diaz Smith provided a review of the current resolutions. Much discussion followed around the Vermont retirement system as mentioned in the proposal #1 (which VSBA Board recommends to not pass). The WCUUSD Board agreed that they would like to vote in favor of this resolution passing. The board discussed the list of current resolutions, with Flor Diaz Smith facilitating discussion.

6.4. VSBA Annual Meeting Voting Delegate: **Chris McVeigh** nominated **Ursula Stanley** as voting delegate. **Seconded by Jonas Eno-Van Fleet, this motion carried unanimously.**

7. Consent Agenda

7.1. Approve Minutes of 8.23.23: **Jonas Eno- Van Fleet** moved to approve the minutes of **August 23, 2023** as presented. **Seconded by Ursula Stanley, this motion carried unanimously.**

7.2. Approve Board Orders: **Ursula Stanley** moved to approve the board orders for **8-17-23 to 9-20-23, in the amount of \$1,867,568.53.** **seconded by Jonas Eno-Van Fleet, this motion carried unanimously.**

8. Personnel

8.1. Personnel Requests: **Jonas Eno-Van Fleet** moved to approve a budget amendment to add a budget-neutral FTE addition of up to 0.5 U-32 504 Coordinator. **Seconded by Ursula Stanley, this motion carried unanimously.** **Jonas Eno-Van Fleet** moved to approve a budget amendment to add a budget-neutral FTE addition of up to 0.5 special educator. **Seconded by Mckalyn Leclerc, this motion carried unanimously.** **Jonas Eno-Van Fleet** moved to approve a budget amendment to add a 1.0 Director of Human Resources position. **Seconded by Daniel Keeney.** Discussion: Diane Nichols-Fleming asked for a ball park amount including benefits: \$150K. Chris McVeigh asked what are some of the higher level responsibilities of this position. Superintendent Roy

explained. This position reports to the Business Administrator. Kari Bradley expressed concern that this is a significant ask, mid-year. He asked for an explanation as to how this did not come to light during budget development last year. Superintendent Roy explained that at that time we were still working with an HR consultant, we were still right-sizing our staffing, and too early in the process to know. Chris McVeigh stated that he has a hard time with this request, knowing that we are going into budget development, looking at scaling back on teaching positions. Diane Nichols-Fleming stated that it would be helpful to see cost comparisons, given that we are now operating with over-time (without this position.) It will be helpful when considering the budget. What is the central office portion of the overall budget? Superintendent Roy indicated that we would not be coming to the board with this request if we were not in a desperate situation. Josh Sevits indicated that he supports this; he knows that the reconfiguration of staff causes burnout. Superintendent Roy shared that given our population size, our central office staff size is relatively small compared to other districts. Daniel Keeney stated that he is in support of the position but he is surprised with the sense of urgency; he would like to be kept abreast as these issues arise. Ursula Stanley stated that we have talked about this in the past, as Superintendent Roy has reported about the work of central office staff. Kari Bradley stated that while he appreciates the deliberation and discussion and while he is likely to support this position, he feels that this is a significant change to the organizational chart/ system, and he wonders if there are more coming in the future as far as strategic planning. Superintendent Roy stated that she had planned to bring this position as part of the budget for 2024-25; however, at this time she feels it can't wait. Mckalyn Leclerc stated that she agrees with Chris McVeigh's position and would like to have this discussion as part of the budget development conversation. Flor Diaz Smith called for a vote. **This motion carried, with three votes of "nay."**

8.2. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE: Jonas Eno-Van Fleet moved to approve: Kate McCann – U-32 Math Teacher requesting .25 leave of absence. Seconded by Daniel Keeney, this motion carried unanimously. Jonas Eno-Van Fleet moved to approve the following long term substitutes: Robin Gannon, Marie Eddy, Mary Lou Richardson. Seconded by Natasha Baning, this motion carried unanimously.

9. Future Agenda Items

9.1. 2023-2024 Board Work Plan :(October meeting at Rumney School)

10. Board Reflection

11. Executive Session: Negotiations: At 9:03, Jonas moved to go into Executive Session for the purpose of discussing negotiations strategies, and to invite Meagan Roy and Susanne Gann. Seconded by Daniel Keeney, this motion carried unanimously.

At 9:12, Jonas Eno-Van Fleet moved to leave Executive Session. Seconded by Ursula Stanley, this motion carried unanimously. During Executive Session the Board discussed negotiations strategy.

12. Adjourn: At 9:15, Jonas Eno-Van Fleet moved to adjourn. Seconded by Ursula Stanley, this motion carried unanimously.

Respectfully submitted,
Lisa Grace, Board Recording Secretary
and Jonas Eno-Van Fleet, Board Clerk