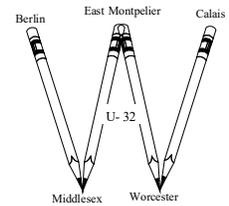


Washington Central Unified Union School District

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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Meagan Roy, Ed.D.
Superintendent



WCUUSD Policy Committee Minutes 11.8.23 4:45-6:45 PM Central Office, 1130 Gallison Hill Rd. Montpelier Via Video Conference

Present: Superintendent Meagan Roy, Gillian Fuqua, Maggie Weiss, Chris McVeigh, Amelia Contrada, Amy Molina, Jonathan Goddard

1. **Call to Order:** Chris McVeigh called the meeting to order at 4:49 p.m.
2. **Approve Minutes of 10.11.23:** Amelia Contrada moved to approve the minutes of October 11, 2023. Seconded by Maggie Weiss, this motion carried unanimously.
3. **Policies for Review**
 - 3.1. **B20: Personnel Recruitment, Selection, Appointment and Background Checks:**

Superintendent Roy confirmed with VSBA that the changes to their model policy are directly related to Supreme Court ruling (has to be very clear that we can/ should recruit to secure diverse candidates but when we make a hiring decision it cannot be based on any protected class.) She shared that our policy used to ask candidates to disclose criminal record during the application process; that is not legal, it is removed from the policy; it can be included as part of the hiring process. Chris McVeigh clarified that the criminal background check occurs after the hiring process; Superintendent Roy explained that this is part of the paperwork that new hires complete. Superintendent Roy clarified that typically the date of hire is the day that new employees fill out the paperwork; however they do not collect their first paycheck until after the criminal record check has come back. Chris McVeigh clarified - the offer for hire is contingent upon the background check. Some discussion followed around the hypothetical scenario if a new candidate for hire were to make an untruthful report about a criminal record; the offer for hire can be rescinded. This policy will go to the board for first reading.
 - 3.2. **D34: Library Media Center Selection & Reconsideration:** The Bill of Rights is spelled out in this new policy draft, as per previous discussion. The committee had wanted to be clear to honor/ delegate to the expertise of staff. The policy includes explicit procedures. Maggie Weiss asked when a procedure is being included into a policy, is the procedure then updated to reflect that it was incorporated into policy on date. Superintendent Roy stated that the policy would replace the procedure in this case (when the procedure is included in the body of the policy). Amy Molina asked, in the definition do we have certified library

media staff? Do we want to use the term “certified”? Superintendent Roy stated that she interprets “certified” as referring to licensed. Amelia suggested reversing the language to read: library media staff and licensed...”; Chris recommended replacing “certified” with “licensed” - Amy Molina pointed out some typos in the policy draft: “by” versus “be” and adding periods to the ends of some of the bullets. Chris McVeigh asked for clarification about storage of materials that have been removed from the shelves and a notification process. Gillian stated that for outdated materials, she suspects that each school has different practice. She suggested that for any material that is removed as result of complaint, there might be some procedure about how long the material is kept. Superintendent Roy questioned the impact of storage, and whether the language in the policy is close to what they currently do, to not add more complication to their current practice. The committee agreed to reach out to librarians in the schools to ask what is their current practice for storage of materials that have been removed. Amy Molina pointed out some punctuation inconsistencies/ typos in this policy (on page 11) (e.g. 7a, 7b, 7c). Chris McVeigh suggested that some time frames should be declared, e.g., 30 school days from receipt of request within 7c, and that the superintendent’s review (in 7d) be completed in 15 school days. Gillian Fuqua suggested having a consistent process for the review and a consistent format for the report to the board. Some discussion followed - do librarians currently have a form to receive complaints? Would they provide input into updating or drafting a form for this policy/ procedure? Amy Molina: the first half of the policy refers to school librarians but then the term changes to library media specialist. Superintendent Roy suggested that we should use consistent language, based on Vermont’s license language. Some discussion followed around adding a timeframe to the complaint resolution process. Superintendent Roy stated that it is helpful to have flexibility as far as timelines, and that she is in agreement with a reasonable timeframe. Some suggestion of adding language, if the committee does not have time to complete the process, then a delay of an additional 15 school days can be obtained. This policy will go to the board for first reading, with an explanation that the school librarians are going to be asked for input which might affect the draft for the second reading.

3.3. C3 and C6: Recommend for Second reading and Adoption

3.4. Policies for Sequential Review:

- 3.4.1. A2 Policies and Procedures:** Chris McVeigh asked Superintendent Roy what is the initial process from her end in updating/ drafting procedures for the committee and the board’s consideration; she reviewed her process. (typo: “constant” should be “content”) This policy is ready to go to the board for first reading.
- 3.4.2. A20 Board Meetings, Agenda Preparation & Distribution:** This policy is ready to go to the board for first reading.
- 3.4.3. A22 Notice of Non-Discrimination:** Superintendent Roy reviewed that the changes in this policy are related to changes in the VSBA model policy. This policy is ready to go to the board for first reading.

4. Policies for Initial Discussion

- 4.1. F26 Security Cameras:** Superintendent Roy had provided the VSBA model policy; WCUUSD does not currently have a Security Camera policy. Chris McVeigh asked whether the committee would like to discuss where security cameras are NOT allowed, for example, bathrooms, classrooms. Amy Molina asked the question about how classroom is defined - is it any area where teaching takes place (e.g. a gymnasium that serves as many spaces including teaching space) - would cameras be appropriate in a gymnasium? Superintendent

Roy stated that the Safety Team will consider the cost of having such cameras in other areas, as well as the safety benefit versus privacy concern. Gillian Fuqua wondered about building use issues - would we need to notify people who are using the building, for example, the gymnasium after school hours, if a security camera is in the gymnasium? Amelia suggested that we take a poll of stakeholders to ask how they feel about the use of security cameras? Superintendent Roy stated that the idea of having security cameras in classrooms is not on the table. Amy Molina explained what the current process is for security cameras on buses, should the footage be reviewed. The cameras are not currently “live monitored.” We don’t currently have the staffing capacity or the need to live monitor. Some discussion followed around whether a particular security camera/ monitoring system is in mind. Superintendent Roy stated that she thinks the desire will be to use the same system that is currently in use at U-32. Amelia wondered whether there might be a tiered process of installation of cameras, depending on the safety assessment and the recommendations. Chris McVeigh suggested sharing this policy with the board for an initial review/ discussion. Maggie Weiss suggested that an executive summary of the safety review be shared with board members for context for the discussion.

4.2. School Choice: The committee discussed broadly and initially the idea of school choice. Chris McVeigh reviewed some possible parameters for school choice for the elementary schools. He asked the committee members whether there is a desire to pursue this. Maggie Weiss stated that the first thing that comes to her mind is the inconsistency with after school programs at the schools at this time, and how that creates disparities. She stated that she does not think we have a “level playing field” from school to school. Gillian Fuqua shared that some addresses are physically closer to a school - for instance some of the roads in Calais are closer to Doty School than they are to a Calais bus stop. She feels that a policy would help create consistency for each family and eliminate some of the vagueness. The committee agreed that it is worthwhile to pursue a School Choice policy. Chris McVeigh reviewed some possible parameters:

- siblings get first choice
- maintain education viability of receiving school and sending school - giving discretion to administration (Superintendent Roy indicated that she supports this parameter.)
- transportation? Chris McVeigh - this option of school choice would not be accessible to everyone if transportation were not offered.

Maggie Weiss does not support transportation in the context of this policy. It is self selecting already; she does not see how transportation would significantly increase access. Amy Molina asked what is the process for us to use an equity lens around this? Regarding transportation, she believes offering transportation for school choice would complicate our already complicated transportation system. Superintendent Roy reminded the committee that there is an Equity Lens Tool; she suggested including the tool in the board packet for the board to discuss the topic of this policy. Chris McVeigh suggested including the Equity Policy as well, for context. Chris McVeigh asked whether we should consider School Choice as an option during the school year versus during the school year/ mid-year. Maggie Weiss asked regarding deadlines for applications - is there a lottery-type selection? Superintendent Roy stated that in her experience any requests are always considered. She stated that she is anxious to discuss this, through the lens of equity and through the lens of rural schools. She would be interested to hear if there have been

rigorous discussions around this and if there are resources already available about the topic (from other school districts). This policy discussion will be brought to the board.

5. Future Agenda Items

5.1. Next Meeting: December 13, 2023

6. Adjourn: The committee adjourned at 6:47 p.m.

Respectfully submitted,

Lisa Grace, Committee Recording Secretary