

# Washington Central Unified Union School District

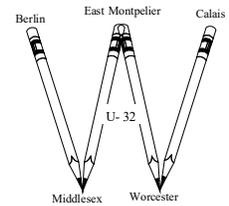
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*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

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Meagan Roy, Ed.D.  
Superintendent



## WCUUSD Policy Committee Minutes 10.11.23 4:45-6:45 PM Central Office, 1130 Gallison Hill Rd. Montpelier Via Video Conference

**Present:** Chris McVeigh, Maggie Weiss, Jonathan Goddard, Natasha Eckart, Superintendent Meagan Roy

- 1. Call to Order:** Chris McVeigh called the meeting to order at 4:47 p.m.
- 2. Approve Minutes of 9.13.23:** Jonathan Goddard moved to approve the minutes of September 13, 2023; seconded by Maggie Weiss, this motion carried. Jonathan Goddard abstained.
- 3. Affirm Policy Work Plan and Calendar for the 23-24 school year:** Superintendent Roy provided an updated version of the work plan that the committee had discussed in the past. Committee members affirmed this plan as it is presented, recognizing that this is a dynamic and flexible plan.
- 4. Policies for Review**
  - 4.1. B20 Personnel Recruitment, Selection, Appointment & Background**

**Checks:** VSBA has provided an updated version of this policy. Superintendent Roy shared that this reflects a new legal ruling that hiring decisions cannot be based on race. The recruitment process can seek a diverse workforce; the hiring itself needs to be free of discrimination. Superintendent Roy shared that our current policy is similar to this VSBA policy; the organization and some of the specific verbiage is different; however, the content of both policies is similar. Chris McVeigh noted that the VSBA policy notes both federal and state law. Some discussion followed around the language in the VSBA policy that refers to protected categories; Chris and Jonathan both stated that this seems redundant and does not need to be stated in the body of the policy. All aspects of diversity in terms of recruitment will be sought; but will not be determinant in the selection process. Superintendent Roy: in "recruitment" - leave the first sentence in our current policy. What we are trying to say is that we cast a wide net during recruitment in order to diversify the pool of candidates.

- Modify selection process in the VSBA model policy to remove the word “solely.”
- Keep the language in our current policy under #2 regarding recruitment.
- Chris McVeigh suggested using the language “does not” versus “shall not.”

Superintendent Roy suggested asking the VSBA whether the changes in language that they suggest are based on a recent supreme court affirmative action decision. If so then we might be wise to opt for their specific language. She will follow up. Chris McVeigh asked, does this language actually raise a red flag rather than ensure compliance? He would be interested to hear their response to that. Chris McVeigh asked, what are the parameters around the language in the model policy “historically excluded groups.” He stated that “broad and vague” language can be problematic. Some discussion followed about asking a question about a criminal record; this practice has changed. Superintendent Roy stated that the two categories: crimes against a child, and “high violence” crimes disqualify a candidate. The committee discussed whether to be more specific in the language of the policy around this topic. Committee members would like more time with this policy before bringing it to the WCUUSD Board. Maggie Weiss spoke about background checking, and fingerprinting that is required of all employees in education who interact with students. Superintendent Roy asked the committee to consider: what is the best way to have a conversation about how to merge the VSBA policy with ours. Superintendent Roy stated that in their model policy, VSBA found every way possible to talk about diversification without indicating what is not allowed by law. Chris McVeigh suggested starting with the VSBA model policy and inserting into their draft, the portions from our own policy that will be incorporated into theirs.

**4.2. C6 Home Study Students:** Superintendent Roy indicated that the VSBA changes reference Title 16, modified home study requirements. Currently, the Agency of Education asks for less information from families; however, the change does not affect how WCUUSD interacts with home-study students. Superintendent Roy suggested folding the VSBA model language into our policy. The committee will consider a red-lined version.

**4.3. C3 Transportation:** Superintendent Roy shared that the VSBA model policy now indicates that the Transportation policy is required to be filed in the Principal’s office. The committee agreed to remove the language “may” from the first paragraph. This policy is ready to go to the board at the next board meeting.

**4.4. F45 Fundraising (this policy is not in the packet tonight).**

## **5. Policy Development Discussion**

**5.1. School Choice (this policy was not discussed tonight)**

**5.2. Instructional & Library Materials Selection:** Superintendent Roy explained that VSBA has two separate policies: one for library materials selection and one for instructional materials selection. (There is also a separate policy related to curriculum.) The packet had also provided “Great Schools Partnership” model policy (which combines the two.) Chris McVeigh asked whether we have any incidents in WCUUSD schools that would need to rely on these policies. She stated that to her knowledge, to date we have not had it come into question. Some discussion followed around policy versus procedure for instructional materials and library materials. Chris McVeigh suggested that in this case it would make sense to include procedural details

into the body of the policy. Superintendent Roy will integrate current procedures into a redlined version of a policy draft, for the next Committee meeting. Natasha Eckart suggested putting the Library Bill of Rights into the policy for Library Materials Selection. Some discussion followed around teachers (including librarians) being the original selectors of materials. With regard to resolving a complaint, Superintendent Roy stated that she believes it is appropriate to begin at the building principal's discretion. Chris McVeigh expressed worry that leaving it at the building level might create a less consistent practice, District wide. Natasha Eckart stated that librarians should have the same level of decision-making freedom in selecting materials for their classroom that classroom teachers have in selecting materials. Principals do not approve the selection that classroom teachers make, and librarians should be given that same level of decision-making. Committee members are in agreement with including the Library Bill of Rights into the policy, as well as incorporating procedural language into the body of the policy as discussed, and including language to make clear that library teachers have the same level of decision-making in selecting materials as classroom teachers do. Some of the language in the Great Schools Partnership policy references this. Committee members agreed to include the language from the Great Schools Partnership policy about entertaining complaints from a certain local group of constituents. Superintendent Roy will create a redlined version for the committee to consider at the next committee meeting. Natasha Eckart asked what is the "Freedom to Read Statement". Should this be included in the policy as well as the Library Bill of Rights? Superintendent Roy stated that this is a very long document. She suggested that committee members consider this statement before the next committee meeting, and if anyone would like to attempt to draft a summary or condensed version to include in the policy, the committee can consider including it. Natasha Eckart suggested that the committee consider language from the EQS when discussing the Instructional Materials policy at the November meeting. Superintendent Roy also noted that she has invited Jen Miller-Arsenault to join the committee when the Curriculum Policy is discussed (and EQS) will come up at that time too.) Superintendent Roy will have Melissa T. send an email to committee members with:

- EQS
- Freedom to Read Statement
- Existing procedures around library materials

## **6. Future Agenda Items**

- 6.1.** Personnel recruitment (next draft)
- 6.2.** School Choice
- 6.3.** Library and Instructional materials (next draft)
- 6.4.** Security cameras
- 6.5. Next meeting: November 8, 2023**

## **7. Adjourn: The committee adjourned at 6:30.**

Respectfully submitted,

Lisa Grace, Committee Recording Secretary