

## MINUTES



### Addison Central School District

### ACSD Board

### Board Meeting

Monday, December 11, 2023, 6:30 pm - 9:00 pm

208 Charles Avenue, Middlebury VT & Virtual Connection

### *ACSD District Vision and Mission*

#### **OUR VISION**

*Our vision is for all ACSD students to reach their full learning potential, have a sense of belonging in our schools, and enrich our community and the communities where they live in the future.*

#### **OUR MISSION**

*Our mission is to provide high-quality, equitable, and varied learning environments that inspire a passion for learning and growth among our students.*

### **In-Person Attendance**

Barbara Wilson; Brian Bauer; Courtney Krahn; Eddie Fallis; Ellen Whelan-Wuest; James Malcolm; Jamie McCallum; Jason Chance; Joanna Doria; Lindsey Hescocock; Mary Heather Noble; Matthew Corrente; Nicole Carter; Sophia Lawton; Steve Orzech; Suzanne Buck; Tricia Allen

### **Remote Attendance**

Ellie Romp

### **Not In Attendance**

Heather Crowley; Tim Williams

A. Call to Order Upon Reaching A Quorum Meeting called to order at 6:30 p.m.

1. Introductions - Board Members, Administrators and Staff

ACSD Staff present: Nicole Carter, Assistant Superintendent and Director of Equity and

Student Services; Courtney Krahn, Director of Teaching and Learning; Matt Corrente,

Director of Finance and Operations; Emily Blistein, Director of Communications and

Engagement; Jen Kravitz, Principal of Mary Hogan School; Bruce Macintyre, Director of Facilities (remote)

Eddie Fallis and Sophia Lawton, student representatives to the Board, were also present.

## 2. Public Comment on Agenda Items

Kaisa Ramsen, a Mary Hogan School student, spoke in support of Elias's request to fly the Black Lives Matter flag at Mary Hogan School. She thinks it is an important thing to do to support students of color.

Maëlle Ramsen, a Mary Hogan School student, also made a statement of support for Elias's request to fly the BLM flag at school. It is an important show of support to black students and teachers that they are welcome at our school.

## B. Recommendation to Approve Minutes of 10/23 and 11/27

Ellen Whelan-Wuest made a motion to approve the minutes from the October 23, 2023 Board meeting (note: they had not been approved because the Board meeting immediately following it was a special meeting for the superintendent interview process). Jason Chance seconded the motion. There was no discussion. Barb Wilson called the vote and the motion unanimously passed.

Jason Chance made a motion to approve the minutes from the November 27, 2023 meeting. James Malcolm seconded. James Malcolm noted a spelling error in the minutes. Barb Wilson called the vote to approve the minutes with corrections and it was unanimously passed.

## C. Approve ACSD Bills

James Malcolm reported a summary of the ACSD bills, which were read by himself and Jason Chance on December 11, 2023.

General Fund: \$1,317,609.35 (Note: ~\$143K of this is for transportation; \$490K for health & dental)

Payroll: \$1,743.51

Payroll: \$902,701.15

McGilton Fund: \$3,793.31

Motion to approve payment of the ACSD Bills as presented.

Move: James Malcolm Second: Jamie McCallum Status: Passed

## D. Report of the Student Representatives

Eddie Fallis reported that the MUHS Student Council is working with Third Act Vermont to register eligible students to vote. Student Council has also noticed a

lack of student participation at events recently, and is working with admin and other student groups to provide incentives for students to come out for events.

Sophia Lawton reported that the PAHCC half-day programs are scheduled to bring 10th graders to visit the Career Center to let them know about options before they plan their schedules for the next academic year. MUHS 10th graders will be visiting PAHCC on December 19th; Mt. Abe 10th graders will be visiting PAHCC on December 13th.

#### E. Mary Hogan Black Lives Matter Flag Request

##### 1. Action: Mary Hogan Black Lives Matter Flag Request

Barb Wilson invited Elias Urang to read his statement to support his request to fly the BLM flag at Mary Hogan School. In his statement, Elias thanked the Board for hearing him and explained his reasoning behind his request. He sometimes feels upset that he is one of the only students of color in his school. When he sees the BLM flag, he feels less alone and feels happy and supported. He wants other black students and teachers to feel this too. He also thinks it is a good reminder to all to treat everyone fairly. Black students are sometimes treated differently and thinks that all students should be treated with respect at school. It should be a safe place where everyone feels welcome and seen. He also shared a petition signed by over 100 Mary Hogan students.

After Elias read his statement, Jen Kravitz read a prepared statement in support of Elias's request. She said that he has been working on the proposal since the 3rd grade, and has been very thoughtful and respectful of the other students, staff and teachers in his efforts to gather support. He learned about the process, and has demonstrated the inquiry, reflection, and action components of the IB Primary Years Program. He is living into ACSD's core beliefs of belonging, connection and respect, and she urges the Board to approve his request.

Joanna Doria made a motion to approve Elias Urang's request. Lindsey Hescocock seconded. Barb Wilson open it up for Board discussion.

Brian Bauer thanked Elias for his toughness in reading his statement before the Board. He then read from prepared remarks directed toward the adults in the room. He stating that our role as a school board is to promote respect toward out goals of equity and inclusion. He believes that flying a flag that focuses on a particular group is divisive and contrary to our goals of equity and inclusion. You may disagree, that's fine. He would like the focus to stay on inclusion, and thanked Elias again.

Jason Chance commended Elias's leadership on the issue, and offered his agreement that the BLM flag should be flown at Mary Hogan School.

Jamie McCallum thanked Elias for his request, and also thank Jen Kravitz for supporting her student. He thinks BLM is a symbol of broad inclusion and justice. He noted that 6 or 7 months ago someone from MUHS had made a request during public comment period, and the Board didn't take action then. He thinks that it should have. He commends the students for raising the issue again and supports the request.

James Malcolm acknowledged the difficulty of the issue -- the last time the Board contemplated this request it did not yet have a policy in place. There was much concern then about what the Board could be required to do if someone requested to fly a different symbol that was not consistent with the Board's values. Once the policy was established, we could come together as a board. Other requests could still come in. He referenced the challenging issues currently facing higher education institutions right now with the Israeli-Palestinian conflict.

Tricia Allen thanked Elias for his request. She was very impressed with his leadership.

ACSD has a flag policy and this request appears to be consistent with the policy and the ACSD's educational values. She supports flying the BLM flag and thanked all the students again.

Eddie Fallis noted that the Board has heard a lot recently about acts of racism in the schools. TO not support this request would go against all of the Board's recent work on addressing that and other equity issues over this past year. Not supporting it would also be inconsistent with the Strategic Plan. Approving this request will allow the Board to walk the walk. He encouraged members to follow through with the request.

Suzanne Buck expressed appreciation for all the comments that have been shared. She agreed with James Malcolm's points, and also noted that one of the issues was that many people the community also believe that the government flagpole should only be used to fly the U.S. and Vermont state flags. She still has some questions, and provided an anecdote about talking with a parent who had requested the same thing at her place of work. She wonders: does the BLM flag represent all students? She posed the question to Elias, who provided an answer about what the flag means to students of color, and how other students might feel it is a safe space and compelled to make a similar request to honor their identity.

Lindsey Hescocock thanked and commended Elias for his courage, and expressed her pride in his actions. She did not know he was such a leader. She respects the way he went about this. "You brought people together."

Ellen Whelan-Wuest noted that Black Lives Matter is a true statement. It is very easy for white people to hear "most" or "more" at the end of the sentence, but that is not, in fact what is being said. Black Live Matter needs to be said out loud because we have not culturally politically or historically upheld that truth. She expressed her support for the request and challenged members with doubts to ask themselves why we might hear and exclusion of our own value when a group asserts its humanity.

Tricia Allen noted the support of Mary Hogan Students to address Suzanne Buck's question about whether the BLM flag represents all students -- this is evidenced by the petition Elias provided with his request. It includes over 100 4th- and 5th-graders.

Steve Orzech agreed with Ellen Whelan-Wuest's statement about BLM simply being a true statement, and that the Board should support the request. He thanked Elias for

Mary Heather Noble thanked Elias for his courage in reading his statement in front of the Board to support his proposal. She noted the number of Board members who share the same thoughts, and underscored Ellen's point about BLM being a true statement. She recalled the challenges from the last time the Board contemplated a such a request and noted that it was also a student who taught the adults in the room about the importance of this action.

Steve Orzech made a motion to amend Joanna Doria's original motion to state that the motion is to approve the request to approve flying the BLM flag at Mary Hogan School for the remainder of the school year, as specified in Elias's request. Jason Chance seconded. Barb Wilson called the vote. 12 Ayes and 1 Nay. The motion to modify the original motion passed.

The Board then voted on Joanna Doria's amended motion. 12 Ayes and 1 Nay. The motion passed with a supermajority Board approval.

Nicole Carter took the opportunity to commend both Elias and his parents for supporting him in the process.

Motion to approve Elias Urang's request to fly the Black Lives Matter flag at Mary Hogan School for the remainder of the 2023-24 school year.

Move: Joanna Doria Second: Lindsey Hescocock Status: Passed

## F. Report of the Superintendent

### 1. Action: Approve Faculty/Staff Appointments/Resignations

Nicole Carter provided some general figures for additional staffing: ACSD is currently seeking to fill 7 paraprofessional positions and 1 BIPOC Facilitator to staff a BIPOC affinity space at MUMS (existing positions). They are also adding a special educator (new position).

Steve Orzech asked Nicole to provide a summary of the administrative coverage in light of two ACSD principals taking temporary administrative leave. Bjarki Sears and Mike Dudek are providing principal coverage at Cornwall School while Heather Raabe is on leave. Tracy Harrington and Susan English (retired ACSD administrator) are providing coverage for Matthew Brankman while he is out for the next few weeks.

Motion to appoint Maurice Bissonette as a Behavior Interventionist ,1.0 FTE, Non-Union and Cheri Lackard as a Paraprofessional ,1.0 FTE, Step 1.

Move: Joanna Doria Second: Jamie McCallum Status: Passed

- a. Appoint Maurice Bissonette as a Behavior Interventionist ,1.0 FTE, Non-Union
- b. Appoint Cheri Lackard as a Paraprofessional ,1.0 FTE, Step 1

### 2. Action: Mary Hogan ESSER Project Contractor Prequalification

Bruce McClellan provided an update to the Board: after the Board approved the contractor qualifications for the ESSER-funded HVAC improvements at Mary Hogan School, the Facilities Department submitted requests for bids to 13 companies and received 2 responses that meet the qualifications. They are recommending Board approval of these 2 companies as prequalified contractors to continue the bidding process for the work.

James Malcolm asked when the work needed to be done. Bruce McClellan confirmed that the funding needs to be spent prior to the beginning of the 2024-25 academic year.

Motion to prequalify Farrington Construction and BreadLoaf Construction to be approved as qualified bidders to submit a fee proposal for the upcoming Mary Hogan Elementary School ESSER capital improvement HVAC upgrade project.

Move: James Malcolm Second: Suzanne Buck Status: Passed

### 3. Action: Motion to set the MUHS school choice capacity for FY25 at 15 students total, as recommended in the meeting materials.

Board discussion:

Jamie McCallum wondered if there was any strategy regarding the number of students accepted for each grade under school choice. Nicole Carter, James Malcolm and others responded that the disparity between grades was a result of the varied grades in the applicants each year, as well as District practice of accepting requests of siblings who attend MUHS under school choice.

Sophia Lawton wondered why the District didn't allow for school choice in middle school, while formative friendships are being made. Nicole Carter explained that the State school choice program is only for high school but that they are contemplating allowing it in middle schools for this very reason.

Suzanne Buck reminded the Board that there is no funding that follows these students -- they are not the same as tuitioned students. This is why the District has decided to cap it at 15 students. ACSD does not send as many students to other districts, so there is not financial reciprocity. Nicole Carter clarified this point, noting that school choice students with special education needs do, in fact provide funding for special education services from their sending district.

There was some general discussion about whether school choice students are counted toward the District's official weighted average enrollment (no -- they are counted with their sending district).

Motion to set the MUHS school choice capacity for FY25 at 15 students total, as recommended in the meeting materials.

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

#### 4. Presentation: Student Services Budget 2.0 and Property Yield and Tax Rate Projections

Matt Corrente led the Board through the Student Services Budget 2.0 presentation from the meeting materials. He reminded the Board that the budget is constructed through the "3P Development Cycle":

PLAN-- Information taken from prior year to map out anticipated needs;  
PATCH-- Observations from actions taken in the current fiscal year to address unanticipated needs (e.g., facility emergencies, staffing shortages, spikes in student needs, etc.); PONDER-- Learn from what has happened and use figures and observations from current and prior years to anticipate what might happen next year and determine how to fund the anticipated need.

Matt went through a number of slides to illustrate how the student services budget is constructed, using a pyramid to illustrate the overall student services needs for ACSD. It is constructed based upon the student services required by the state for general education (the "floor" in the illustration), the demonstrated

need for tier 2 services based on student performance/screening data (the "walls" in the illustration), and the documented special education services needed for ACSD students on IEPS (the "Ceiling" in the illustration). Altogether this creates a \$6,817,077 total Student Services Department budget, which includes \$1,191,446 of Student Services staffing and expenses in general education (Tier 1 and 2), and \$5,625,631 of Student Services staffing and expenses in Special Education (Tier 3).

Of note:

- Most of the expenses that are being migrated to the new Student Services Budget are already being administered at the District level, meaning they do NOT already reside in individual school cost centers.
- There is a 15% increase in the FY25 Student Services budget just to absorb the ESSER funded positions into the locally funded budget.
- When you look at the total increase in the Student Services budget, it looks like a 39% increase -- but keep in mind this is just because these expenses are being migrated from one cost center to this one (and also includes the 15% increase from the retained ESSER positions).
- Some Student Services staff positions are funded with Title I money, which is school location-dependent. In order to improve flexibility in deploying these resources, Central Office may need to reassign those positions to a different funding source and use the Title 1 funding for a different eligible expense.
- It is also important to recognize that some Student Services positions perform a variety of tasks in Tier 1, 2 and 3. So some of their positions are charged to different funding sources.

Matt ended with proposed student services staffing at Mary Hogan, the combined rural elementary schools, MUMS, and MUHS.

Board questions:

Joanna Doria asked if the spending in FY24 so far is consistent with what was expected. Matt and Nicole said that it appears to be, with the exception of vacancies that haven't been able to be filled.

Joanna also asked if the vacancies mentioned earlier are already budgeted for. Nicole Carter confirmed this, with the exception of a new Special Educator position that will be dedicated to the alternative middle school program shared with other Addison County Districts.

Mary Heather Noble asked if there was enough other Title I-eligible expenses to free-up the existing Title 1-funded student services positions for work at other ACSD schools. Matt and Nicole confirmed that this is possible. She also asked about the basis for the 1/300 counselor/student ratio and 1/500 school



nurse/student ratio presented for the student services needs in general education. Nicole responded that this is based on "Education Quality Standards" or EQS, which is the minimum state-required student service staffing for general education. Mary Heather then expressed concern about the distribution of 1.3 counselor FTE and 0.7 school nurse FTE over the District's 6 rural schools. How does this meet the need?

James Malcolm agreed with the concern -- these are radical changes coming up. This is just a fragment of all the pressures that we're under. There are the changes in special education funding, student weighting, negotiations, healthcare expenses, etc. Both expressed concern about the public's understanding of the circumstances. Barb Wilson acknowledged this concern and suggesting some focused effort on communication and community engagement around the FY24 budget before Town Meeting Day. She mentioned Jason Chance's suggestion about having a recorded presentation with MCTV to help provide information, followed up with Community Q&A sessions.

Joanna Doria asked additional questions to clarify how the "walls" and "ceiling" are calculated -- is it based on actual student need, or is it just the FY24 budget minus the EQS? Matt confirmed this, so it is an estimate of need. But in FY25, staff can use Educlimber and other screening tools to get a more accurate look of Tier 2 service needs and use those figures to build FY26. This is a transition to a new system that should allow the District to look at and work on the equity/achievement gap, etc. Joanna asked if there was room in the FY25 budget to look at current student achievement data to determine whether the calculated need really reflects true student needs for Tier 2 services. Ellen Whelan-Wuest clarified: what is the delta between what is the calculated and what we wish we had?

Nicole Carter clarified that this is just the reorganization part of the budget, and that in a few weeks, the team will meet again to determine what the need is based on figures from Dr. Williams, Courtney Krahn, and building principals -- that information may move the student services budget figures up or down, depending on that conversations.

Matt Corrente also reminded the Board that the District is up against a hard 10% budget increase limit, or risks being penalized by the state. There was some discussion about the severity of impact to tax rates if the ACSD exceeds this increase. Steve Orzech spoke up to underscore the urgency of the situation. There is no fat to trim in this budget -- we may not even be able to keep the ESSER funded positions without breaching that limit.

Ellen Whelan-Wuest emphasized the need to communicate all of this to the community. We need to know what the need is in the District, and be able to convey to the community that the financial cliff is what is forcing District to adopt a punishing budget -- that this is actually fiscally responsible. Moving forward it will be important for the Board to fully understand the District's needs based on the Strategic Plan goals, and whether the financial reality can get us there. What happens if the cliff is extended? What is the distance that we can't go before we need to seek additional resources?

Mary Heather agreed with the importance of knowing the predicament, but cautioned that this will continue to be a concern moving forward. The financial cliff is not a new problem and the Board cannot keep asking taxpayers for more resources without demonstrating its willingness and ability to be efficient with what it has. This will require taking a hard look at whether the District's configuration will meet student needs over the long run.

Joanna Doria said that is it important to have the reallocation conversation in this FY25 budget cycle, and take a hard look at Central Office and Technology Department budgets -how do these Department budgets compare with other like-sized districts in the state? She asked Matt if he agreed that there is no fat to trim.

Matt responded that with the contingencies built in, he thinks it is possible for the Board to put forward a budget that keeps spending within the 10% increase -- but because 85% of the budget is spent on personnel, the way to make significant impacts to the budget is through trimming personnel expenses.

Suzanne Buck mentioned the difficulty they had on the former Bridport School Board with these challenges. It is so hard to walk the line of meeting student need, staying within the spending threshold, and approving a budget that constituents can afford to pay. She reminded the Board of financial difficulties of many taxpayers, and that the income relief is a double-edge sword for some folks.

Ellen Whelan-Wuest suggested a joint meeting between some members of the Finance Committee and Communications & Engagement Committee to prepare information and messaging for the community. There was agreement on this and continued discussion about the challenging circumstances facing the Boards of School Districts across the state. Matt made a final recommendation for Board members to be ambassadors of the budget, and keep the focus on the students and the Board's vision for its students.

## G. Report of the Chair

### 1. Community Introduction Plan for Dr. Baker

Barb Wilson provided a brief summary of the Introduction Plan that she, Dr. Wendy Baker, and Emily Blistein have been working on to introduce Dr. Baker to the ACSD Community. They have decided to do three school visit days (visiting 3 schools for each day), and will schedule one-on-one meetings with important community partners (e.g., Kuram Hussein, who is working with ACSD on equity work, CSAC, etc.). They are also thinking about organizing a few larger community meet and greet events for early 2024.

The first visit will be this coming Friday, December 15th -- this is what worked for Dr. Baker's schedule. She will visit Shoreham, Cornwall, MUMS, and will finish the day at the Bridport School Spaghetti Dinner. Barb said she would email the schedule to Board members and invited members to reach out if they wanted to participate.

### 2. Board Training/Professional Development Discussion

Barb Wilson announced that she had reached out to Elaine Pinkney at VSAC to inquire about additional Board training for 2024. The cost of 2 days of training last year was \$2,763, including prep time. Barb mentioned her idea of having a mediated team-building or trustbuilding session to address some of the tensions that have recently arisen. She also welcomed other thoughts and ideas.

Mary Heather Noble expressed support for the idea, and mentioned that scheduling a training in the spring is consistent with the Board's work plan as well. To save time, Barb requested that Board members email her with thoughts and ideas, and we will revisit.

Barb also mentioned an emerging issue with the lease agreement for the skate park -ACSD has an agreement with the Skate Park organization, but the agreement should instead be with the Middlebury Parks & Rec Department, since they are the leasee. Matt Corrente said that the Town's attorney is working with ACSD's attorney to make corrections - the Board will need to take action on this in the future.

Steve Orzech asked if this also applied to the arrangement for the Bike Pump Track. Matt said it does, and that this is also being investigated. Part of the issue is that the lease between the Town and ACSD for the Middlebury Rec Park fields is outdated and needs renewal. This is being addressed now.

## H. Report of the Board

## 1. Strategic Plan Discussion:

### a. Action: Approve Strategic Plan

Barb Wilson thanked Emily Blistein for her work to revise the Draft Strategic Plan to incorporate edits from the last Board meeting, and to move the Action Team's suggested Action Steps to an appendix.

She also noted the language that still needed to be resolved under Strategy 3 of Goal 2 -Access on page 9 of the document.

Mary Heather Noble made a motion to approve and adopt the Strategic Plan presented in the meeting materials. Ellen Whelan-Wuest seconded.

The Board focused its discussion on the language of Goal 2, Strategy 3 on page 9. Jason Chance expressed his satisfaction with either choice. Steve Orzech expressed his preference for using the word "hire" in the strategy to show the Board's expectation that the District will hire a diverse staff. Suzanne Buck expressed a preference for "recruit." Joanna Doria suggested that "hire" implies recruitment, and believes "hire" is a more meaningful choice. Jamie McCallum wondered why both words aren't used. Ellie Romp agreed -- that makes the most sense.

Jamie McCallum made a motion to amend Mary Heather's original motion to approve the

Strategic Plan to revise the language of Goal 2, Strategy 3 as follows:

"Recruit, hire,

onboard, and mentor staff with diverse identities to achieve strong retention." Steve Orzech seconded.

Tricia Allen and James Malcolm expressed their support for the change.

Lindsey Hescocock noted that this language could empower the hiring process.

Just as Barb Wilson began to call the vote, Brian Bauer made a motion that no action be taken by the Board on the Strategic Plan until it has been reviewed by the new Superintendent and her thoughts and suggestions have been acted upon by this Board. He justified his motion with a statement about strategic planning being an integral part of a Superintendent's responsibilities. This involves collaboration with the Board, the staff, and community to develop a comprehensive plan to reach goals within a designated time period. He suggested prioritizing team cohesion over speed.

There was some discussion about the procedural process -- whether the vote should have been called on the original motion first. It was determined to be a motion to revise the original motion. Jamie McCallum seconded Brian Bauer's motion to enable Board discussion.

Barb Wilson clarified that Dr. Baker will be consulted during the initial implementation of the Strategic Plan. In January, Barb will work out a schedule with her based on what the budget will allow.

Suzanne Buck noted that any Superintendent entering a new district is expected to take on projects that are already in process, including strategic planning, negotiations, etc. She would not want to wait to approve the plan until Dr. Baker starts -- ACSD constituents are expecting the Board to do its work. She also reminded the Board that any per diem arrangements with Dr. Baker to include her in the implementation team's work will need to come before the Board for approval.

Joanna Doria noted that she had the exact same concerns as Brian did when the draft Strategic Plan was first released by the Action Team, but since the revisions completed by the Ad Hoc Strategic Plan Committee, she does not feel as concerned. She thinks Dr. Baker has likely read the Strategic Plan and is expecting to participate in the initial implementation, even if before her official start date.

Tricia Allen agreed, and noted that delaying approval of the Plan does not necessarily benefit the District. Dr. Baker would have to put in a lot of time to get up to speed to provide the kind of feedback that Brian is requesting -- this kind of delay is not okay.

Ellen Whelan-Wuest said that the Board is in a great position to adopt the Strategic Plan to set the vision and goals, but that Dr. Baker has to be integral in designing how the plan will be implemented. She will strongly advocate for this when the Board has this conversation. It makes sense for a Superintendent to inherit the vision of Board, but designing how that works gets done should be their primary first job.

Mary Heather Noble expressed the importance of moving forward. This process has taken 2 years, and approving the Strategic Plan is the responsibility of the Board. She also pointed out that ACSD's talented staff have contributed much to this planning process, and that requiring initial implementation efforts to wait until the new leader is fully in place does not respect their contributions to the work. She advocated for approving the plan so the implementation team can get started, in consultation with Dr. Baker.

Barb Willson called the vote on Brian Bauer's motion to delay the vote. 1 Aye and 12 Nays. The motion did not pass.

Barb Wilson then called the vote on Mary Heather's motion, as amended by Jamie McCallum's motion with revised language for Strategy 3 of Goal 2 -- Access. 12 Ayes and 1 Nay. The revised Strategic Plan is adopted and approved by the Board.

[Revised] Motion to adopt and approve the Strategic Plan provided in the meeting materials, with language for Strategy 3 under Goal 2 -- Access on page 9 of the document revised to: "Recruit, hire, onboard, and mentor staff with diverse identities to achieve strong retention."

Move: Mary Heather Noble Second: Ellen Whelan-Wuest Status: Passed

## 2. Committee Updates

### a. Communications & Engagement

Mary Heather Noble reported that the Committee had not met since the last meeting, but would be meeting on Thursday December 14th to discuss community engagement around the strategic plan and budget.

### b. Facilities

Jason Chance reported that the Facilities Committee will be meeting in

### c. Finance

James Malcolm noted that the Finance Committee's work has been covered already with budget discussions.

### d. Negotiations

Steve Orzech reported that the Negotiations Committee has received proposals from both the teacher and support staff associations.

### e. Policy

Suzanne Buck brought forward Policy A22 and A23 in the meeting materials. Both are recommended policies by VSBA, and are presented for the Board's first read. In the interest of time, she requested Board members send her concerns/comments on the draft policies via email. If revisions are not required, they will be put on the agenda for action in January.

i. A22: Notice of Non-Discrimination

ii. A23: Community Engagement and Vision

### f. Patricia A. Hannaford Career Center

Steve Orzech and Tricia Allen reported that the PAHCC Board is still working on its budget and does not yet have tuition figures for ACS.D.

g. Addison Central SEPAC

Joanna Doria reported that the SEPAC Advisory council met on Thursday December 7th. It was well attended. They hope to host 2 additional events -- one in March, another in May.

h. Parks and Recreation

Lindsey Hescocock said that there is nothing to report for Middlebury Parks and Rec.

i. Middlebury Community Television

Barb Wilson noted that there is no news from the MCTV Board.

I. Public Comment - Any Topic

Mary Slosar of Weybridge made two comments:

1. Re: the BLM flag request -- She was troubled to walk in and hear that some do not understand what BLM is all about. She wonders how ACSD can help educate the community about why the flag is being flown.

2. Re: the Student Services Budget -- She noted the reference to Special Education needs as the "ceiling" in Matt Corrente's budget presentation, but wants the Board to understand that the needs defined in student IEPs are often not a true reflection of what that student needs, but rather what the District is willing/can afford to provide. She wants the Board to critically examine the student need articulated in this part of the budget.

J. Adjournment

Meeting adjourned at 9:07 p.m.

Respectfully submitted,

Mary Heather Noble,  
Board Clerk

Motion to adjourn.

Move: Suzanne Buck Second: Jamie McCallum Status: Passed

\*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.