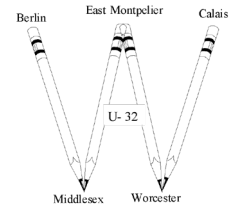


Washington Central Unified Union School District

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



**Washington Central Unified Union
School District
School Board Meeting
Berlin Elementary School
372 Paine Turnpike N.
Berlin, VT 05602
1.3.24 6:15-8:15 PM
In-Person/Virtual**

Virtual Meeting Information

<https://tinyurl.com/4r6esvsd>

Meeting ID: 863 7083 8599

Password: 625478

Dial by Your Location: 1-929-205-6099

- | | |
|---|------------|
| 1. Call to Order | 6:15 PM |
| 2. Welcome | 15 minutes |
| 2.1. Adjustments to the Agenda | |
| 2.2. Reception of Guests | |
| 2.3. Public Comments-Time limit strictly enforced, see note | |
| 3. Presentations: | 15 minutes |
| 3.1. Social Emotional Learning (SEL) – Berlin | |
| 4. Reports to The Board | 15 minutes |
| 4.1. Student Report | |
| 5. Board Operations (Discussion/Action) | 30 minutes |
| 5.1. Review of School Board Vacancies | |
| 5.2. Budget Warning Language – pg. 4 | |
| 5.3. Communication & Engagement Planning - Budget | |
| 5.4. Board Clerk Pay | |

- 6. Policy
 - 6.1. Second reading for Policies to be Adopted on January 3, 2023
 - 6.1.1. B20: Personnel, Recruitment, Selection, and Background Checks - pg. 7
 - 6.1.2. D22: Library Media Center Selection and Reconsideration (formerly D34) – pg. 15
 - 6.1.3. A30: Policies and Procedures (formerly A2) – pg. 22
 - 6.1.4. A20: Board Meetings, Agenda Preparation & Distribution – pg. 28
 - 6.1.5. A22: Notice of Non-Discrimination – pg. 32
 - 6.2. First Reading of Policies
 - 6.2.1. F26 Security Cameras - pg. 36
- 7. Consent Agenda(Discussion/Action) 10 minutes
 - 7.1. Approve Minutes of 12.20.23 – pg. 38
- 8. Personnel 5 minutes
 - 8.1. Approve New Teachers, Resignations, Leaves of Absence, and Changes in FTE – pg. 44
- 9. Future Agenda Items 5 minutes
 - 9.1. 2023-2024 Board Work Plan
- 10. Board Reflection 5 minutes
- 11. Adjourn

NOTE: To ensure the board has time to conduct its business, the board will adhere to a strict 1.5 minute public comment time limit per person. Microphones will be muted when time is up. If there is not enough time on the agenda for all members of the public wishing to comment at the beginning of the meeting, there is additional public comment at the end of the meeting.

WCUUSD Board Norms - Adopted November 18, 2020

- **Public input** – Notify the community about public forums and opportunities for public comment at board meetings.
- **Community involvement during regular meetings of the board** – Every meeting will include at least one opportunity for public comment. Public comment is an opportunity for board members to listen and ask clarifying questions. If a board member feels a concern raised in public comment warrants further board discussion, they may request that the issue be added to a future agenda.
- **Community dialogue** – The board may periodically schedule community forums that allow for dialogue, questions and answers from the board or the district leadership team.
- **Stay on time** – Start and end on time. The chair may appoint a time-keeper.
- **All voices will be heard** – Every board member gets a chance to speak. Some topics warrant having each board member speak in turn to ensure full representation.
- **Reflection** – To allow time for reflection, the chair and agenda steering committee will plan time for complex or contentious issues to be discussed at more than one meeting before the board votes, except where a decision is urgent.
- **Announcements in reports** – Announcements from the administration will appear in the reports and not as discussion items.
- **Role of the board** – At the end of each board meeting reflect on whether the board remained focused on its policy-making and oversight role during the meeting, rather than operational details that are the responsibility of leadership team.
- **Respect each other** – Listen, allow others to be heard, share concerns, assume positive intentions, be present, and celebrate successes.

AGENDA KEY

Agenda Section	Examples	Role/ Responsibility	Description
Call to Order	n/a	Board Chair or designee	Formal opening to meeting. Superintendent calls to order during annual reorganization
Public Comment			Opportunity for public comment on items not on the agenda. Board will adhere to a strict 1.5 minute public comment time limit per person. Microphones will be muted when time is up. If there is not enough time on the agenda for all members of the public wishing to comment at the beginning of the meeting, there is additional public comment at the end of the meeting.
Executive Session	Personnel Student Matter Negotiations		Only for discussion of items covered in VSA §313. Formal actions not taken in Executive Session
Reports to the Board	Superintendent/ COLT Student Report	Administration	Both regular/recurring reports and one-time reports happen here. One-time reports are determined by the Board workplan or requested by the will of the Board. Generally, reports invite clarifying questions but not formal discussion/action
Committee Reports	Finance Policy Education Quality	Board	Chair of the committee reports on substance of most recent committee meeting. Generally, reports invite clarifying questions; any discussion or action items would be listed in the respective section of the agenda
Discussion Items		Board with input from administration	Items on the agenda specifically for discussion of the Board. Chair can seek input from audience during discussions. Generally not intended for action (although nothing prevents the Board from taking an action)
Action Items	Personnel approvals	Board	Items formally on the agenda for Board action. Discussion can occur after a motion is on the table
Consent Agenda	Board Orders Minutes	Board	Designed for items that need proforma approval and/or are sufficiently routine. Board acts on all items in the Consent agenda and does not discuss any item unless it is pulled out during Agenda Adjustments

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT WARNING

The legal voters of the Washington Central Unified Union School District, a municipal corporation consisting of the Towns of Berlin, Calais, East Montpelier, Middlesex, and Worcester, Vermont are hereby notified and warned to meet in their respective towns at the polling places hereinafter named on Tuesday, March 5, 2024, to vote by Australian ballot on Articles 1 through 8 as outlined below.

ARTICLE 1. To elect a Clerk for a term of one (1) year.

ARTICLE 2. To elect a Treasurer for a term of one (1) year.

ARTICLE 3. To elect a Moderator for a term of one (1) year.

ARTICLE 4. To elect the following School Directors:

Berlin	One (1) School Director	Three (3) Year Term
Calais	One (1) School Director	Three (3) Year Term
East Montpelier	One (1) School Director	Three (3) Year Term
	One (1) School Director	Two (2) Years of a Three (3) Year Term
Middlesex	One (1) School Director	Three (3) Year Term
Worcester	One (1) School Director	Three (3) Year Term
	One (1) School Director	One (1) Year of a Three (3) Year Term

ARTICLE 5. To fix the annual compensation of the Union School District officers.

Clerk \$500.00
Treasurer \$6,600.00
Directors \$1,100.00 each
Chair \$2,200.00

ARTICLE 6. Shall the voters of the Washington Central Unified Union School District approve the school board to expend \$_____ which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$_____ per equalized pupil. This projected spending per equalized pupil is _____ % higher than spending for the current year.

ARTICLE 7. Shall the School District authorize the Board of School Directors of Washington Central Unified Union School District to hold any audited fund balance as of June 30, 2024 in a reserve fund to be expended under the control and direction of the Board of School Directors for the purpose of operating the school?

ARTICLE 8. Shall the School District authorize the Board of School Directors to borrow money in anticipation of the receipt of revenues for the 2024-2025 school year?

Polling Places and Times:

Berlin Municipal Office 108 Shed Rd. Berlin 10:00 AM-7:00 PM

Calais Elementary School 321 Lightening Ridge Rd. in Calais 7:00 AM-7:00 PM

East Montpelier Elementary School 665 Vincent Flats Rd. in East Montpelier 7:00 AM-7:00 PM

Rumney Elementary School 433 Shady Rill Rd. in Middlesex 7:00 AM-7:00 PM

Doty Elementary School 24 Calais Rd. in Worcester 10:00 AM-7:00 PM

A public hearing will take place on Monday, March 6, 2023 at 5:30 PM to provide information on the articles to be voted by Australian Ballot at the municipalities' respective Town Meetings on Tuesday, March 7, 2023. The public hearing will be at U-32 Middle & High School 930 Gallison Hill Rd., Montpelier, VT 05602 in Rm 128/131. There will be a virtual option as well.

_____ Meeting Id: _____ Password: _____ Phone: 1-929-205-6099

Upon closing of the polls, the ballots shall be transported and delivered to the East Montpelier Elementary School at 665 Vincent Flats Road in the Town of East Montpelier where they will be commingled and counted by members of the Boards of Civil Authority of district towns under the supervision of the Clerk of the Washington Central Unified Union School District.

The legal voters of Washington Central Unified Union School District are further notified that voter qualification, registration, and absentee voting relative to said annual meeting shall be as provided in Sections 553 and 706 (u) of Title 16, and Chapters 43, 51, and 55 of title 17, Vermont Statutes Annotated

SCHOOL DIRECTORS

Melissa Tuller, WCUUSD Clerk

Flor Diaz-Smith, Chair (East Montpelier)

Ursula Stanley (Middlesex)

Kari Bradley, Vice-Chair (Calais)

Chris McVeigh (Middlesex)

Diane Nichols-Fleming (Berlin)

Joshua Sevits (Middlesex)

Kealy Sloan (Berlin)

Mckalyn Garrity LeClerc (Worcester)

Jonathan Goddard (Berlin)

Jonas Eno-Van Fleet, Clerk (Worcester)

Margrette “Maggie” Weiss (Calais)

Natasha Eckart (Worcester)

Daniel Keeney (Calais)

Amelia Contrada (East Montpelier)

Zach Sullivan (East Montpelier)

**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT**

Board of Directors' Policy

**PERSONAL RECRUITMENT,
SELECTION, APPOINTMENT AND
BACKGROUND CHECKS**

POLICY: B20

WARNED: 11.14.23

ADOPTED: 12.20.23

EFFECTIVE: _____

Policy

It is the policy of the Washington Central Unified Union School District to select for employment only persons of good character who have the skills and other qualifications necessary to fulfill job requirements while complying with the provisions of state law regarding the recruitment, selection, and employment of school district employees and contractors.

Individuals applying for the following employment positions are subject to criminal record checks and abuse registry checks under this policy: all those recommended for full-time, part-time or temporary employment in the school district, including student teachers, and those contractors and employees of contractors and sub-contractors, who may have unsupervised contact with students and are subject by law to criminal record and abuse registry checks prior to or in the course of employment.

The superintendent may request a name and date of birth or fingerprint-supported check of the criminal record of any current employee who has previously undergone a check at any time during the course of the record subject's employment in the capacity for which the original check was required.

The district shall ensure that adults employed in the district's schools receive orientation, information or instruction on the prevention, identification, and reporting of child abuse as required by state law. The district will also provide opportunities for parents, guardians, and other interested persons to receive the same information.

Definitions

1. The term "criminal record" as used in this policy shall have the same meaning as defined in 16 V.S.A. § 252(1).
2. The term "unsupervised" as used in this policy shall have the same meaning as defined in 16 V.S.A. § 252(4).
3. The term "abuse registry" as used in this policy shall include the Vermont Child Protection Registry maintained by the Vermont Department for Children and Families and the Vulnerable Adult Abuse Registry maintained by the Vermont Department of Disabilities, Aging and Independent Living.

4. The terms “employ” or “employment” as used in this policy shall, as the context requires, apply to individuals who are, or are being considered for, full-time, part-time or temporary employment in the school district, including student teachers and those contractors and employees of contractors and sub-contractors, who may have unsupervised contact with students.

Recruitment

1. The board is committed to securing the services of the best personnel available. Only individuals who meet applicable state licensing requirements, or are eligible for waiver, will be employed.
2. The board actively seeks diverse candidates. The board seeks applicants in accordance with its policy pertaining to non-discrimination. The district will attempt to provide an educational experience enhanced by the professional contributions of representatives of different races, physical conditions, sexes, ethnic backgrounds and age groups. We will make every effort to advertise widely to reach a diverse group of applicants. Every two years the administration will report on its participation in a training to avoid implicit bias in the recruitment and selection process with a goal of increasing the diversity of our employees
3. All personnel will be recruited by the district's administrative staff under the immediate direction of the superintendent.
4. Written or electronic applications will be required of candidates for employment. The application will include a statement signed by the candidate listing the dates, locations and dispositions of any convictions, including findings of guilt, pleas of nolo contendere or guilty, for criminal violations. The application will also include a warning to the applicant that falsification of information on the application or during the application process will be grounds for dismissal if the applicant is hired.

Selection

1. It is the policy of the board to select employees on the basis of character, professional qualifications, and critical job requirements. Employees will be selected in a manner that does not unlawfully discriminate. The superintendent shall require all applicants, as a condition of employment consideration, to cooperate fully with background investigations, supplying references and releases so the district can contact previous employers. The applicants the superintendent is prepared to recommend for employment will provide fingerprints, releases and other information necessary to conduct criminal record background investigations. The costs of such checks will be borne by the district. All offers of employment will be conditioned upon satisfactory completion of the background investigation and a finding that the information provided by the application during the pre-employment process was accurate, complete and truthful.

2. The superintendent shall request a criminal record check through the Vermont Criminal Information Center (VCIC) on any candidate they intend to appoint or to recommend for appointment. Requests will be made for fingerprint-supported criminal records from the FBI as well as criminal records from the state of Vermont and any state in which the superintendent knows the applicant has resided or been employed. The superintendent shall maintain such records in accordance with state law.
3. The superintendent shall also request information through any available abuse registry to determine whether there are any substantiated abuse/neglect charges or sex offense convictions against an applicant before appointing or nominating a candidate for employment. The superintendent shall maintain such records in accordance with state law.
4. Employment conditioned on the completion of a background check may be terminated if it is determined that the employee failed to respond truthfully to questions about criminal activity or prior employment. In any event the superintendent shall forward the information received from VCIC to the person about whom the request was made and inform the person of their rights to challenge the accuracy of the record and to determine the disposition of the record under 16 V.S.A. §§255(f), (g).
5. Providing a safe learning environment for students is a primary consideration in district employment decisions. The district will base such decisions on all relevant information, qualifications, and circumstances. Unfavorable background check information is not an automatic bar to employment, nor is a background check with no unfavorable information a guarantee of employment. However, no person convicted of a sexual offense requiring registration on the Vermont comprehensive sex offender registry shall be employed by the school district.

Appointment

1. The appointment of licensed employees will be made by the board subject to the nomination of candidates by the superintendent of schools.
2. Subject to any pre-employment screening processes approved by the board, the superintendent shall appoint all non-licensed employees to be employed by the school district or supervisory union.
3. Contracts of employment or other notification of employment will be conditional pending receipt of criminal records check information and evaluation of that information.
4. Upon completion of a criminal records check, the superintendent shall:
 - notify the person subject to the check about the district's protocol for maintenance of criminal history files, and
 - ask the person subject to the check to indicate if their record should be maintained or destroyed after the retention period specified in the district's user agreement with VCIC.

5. Employees who have been employed for fewer than two years in Vermont public schools are considered probationary teachers and may be offered a probationary contract.
6. All offers of employment may be withdrawn based on the criminal records check report or upon a finding that the information provided by the applicant during the pre-employment process was inaccurate, incomplete, or untruthful.

Legal Reference(s): 16 V.S.A. §§251 et seq. (Criminal record checks)
 16 V.S.A. §242(3) and 563 (12) (Responsibility for hiring)
 Act 1 of 2009 (Adjourned Sess.)
 Act 108 of 2010

Required/Recommended

**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT**

Board of Directors' Policy

**PERSONAL RECRUITMENT,
SELECTION, APPOINTMENT AND
BACKGROUND CHECKS**

POLICY:	<u>B20</u>
WARNED:	<u>2.14.20 11.14.23</u>
ADOPTED:	<u>4.1.20 12.20.23</u>
EFFECTIVE:	<u>4.11.20</u>

Recommended

Policy

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Legal Reference(s): 16 V.S.A. §§251 et seq. (Criminal record checks)
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 Act 1 of 2009 (Adjourned Sess.)
 Act 108 of 2010

Recommended

**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT**

Board of Directors' Policy

**LIBRARY MEDIA CENTER
SELECTION & RECONSIDERATION**

POLICY: D22

WARNED: 12.20.23

ADOPTED: _____

EFFECTIVE: _____

Introduction

The WCUUSD Board recognizes that it is the primary objective of the instructional program and the library media centers to implement, enrich, and support teaching and learning, and the education programs in our schools. By accessing a wide range of materials at all levels of difficulty which offer a diversity of appeal and presentation of different points of view, our students will expand their knowledge and hone their skills.

The WCUUSD supports the free exchange of ideas as a vital element of our democracy and in our public schools. Access to instructional and library media materials that foster critical thinking and respectful civil discourse are important to our students as they prepare to be responsible and involved citizens in our democracy.

To assist with the selection of materials, the Board endorses the Library Bill of Rights, as adopted by the American Library Association. The Library Bill of Rights asserts that the responsibility of the school library is to:

- Provide materials that will enrich and support the curriculum, taking into consideration the varied interests, abilities and maturity levels of the students served
- Provide materials that will stimulate growth in factual knowledge, literary appreciation, aesthetic values, and ethical standards
- Provide a background of information that will enable students to make intelligent judgements in their daily lives
- Provide materials on opposing sides of controversial issues so that young citizens may develop with guidance the practice of critical reading and thinking
- Provide materials which are representative of the many religious, ethnic, and cultural groups and their contributions to our American heritage
- Place principle above personal opinion and reason above prejudice in the selection of materials of the highest quality in order to assure a comprehensive collection appropriate for the users of the library.

Definitions

For the Purpose of this Policy:

1. **Media** include all materials considered part of the library collection.
2. **Library Media Center** is the space, room or complex of rooms and spaces designated as a library, media center, instructional materials center, or similar term managed by Library Media Staff and ~~certified~~ licensed School Librarians.
3. **School Librarian** is an educator who meets the competencies of the School Librarian endorsement as articulated by the Vermont Agency of Education.
4. **Library Media Staff** is made up of but not limited to administrative assistants and paraprofessionals, whose job includes managing library materials.

Responsibility & Implementation

1. While the Board retains its authority to approve the selection of instructional materials, it recognizes the educational expertise of its professional staff and the need for staff to be involved in the recommendation of instructional materials. The Board delegates responsibility for the selection of instructional materials and library-media resources to the professionally trained personnel employed by the District, subject to the criteria and procedures for selection and the Board policy on challenged materials. Responsibility for the selection of all library materials is delegated to the School Librarian through the principal. The selection process involves open opportunity for consultation with administrators, faculty, and students.
 - a. Selection is based upon evaluation:
 - i. By the School Librarian
 - ii. Through the use of resources which includes, but is not limited to: library journals, publications, professional development, and learning communities
2. In selecting materials the School Librarian is guided by: the principles incorporated in the School Library Bill of Rights, the Freedom to Read Statement, and the standards and best practices adopted by the American Association of School Librarians and the American Library Association. The WCUUSD school libraries embrace the ALA Library bill of Rights except where required by law to comply with the Children's Internet Protection Act, USC Title IVII, §§1701 *et seq.*
3. The collection will be developed systematically ensuring equitable and inclusive access to:
 - a. Materials in a variety of formats (print, digital, etc.) which will support the curricular, academic interests, personal interests, and the personalized learning pathways of the diverse viewpoints and identities of the members of our learning and global communities.
4. Selection is an ongoing process overseen by the School Librarian which shall include the removal and/or replacement of materials using a variety of criteria which includes but is not limited to: outdated and/or inaccurate information, lost or worn materials which are still of value to our learning community, low circulation, etc.

5. All gift materials and donations will come under the same selection policy as those purchased by the library. If these gift materials cannot be used by the school, they will either be sold and the profits used for the Library Media Center or given to someone who can use them.
6. Library materials are communal property. Borrowers are expected to make arrangements with the School Librarian and/or the Library Media Staff for damaged or lost materials.
7. Despite the care taken to select materials for student and teacher use and the qualifications of the persons who select the materials, the Board recognizes that occasional objections may be raised by students, parents/guardians, employees or residents of the District. Challenges from individuals not in one of those identified groups will not be considered. In the event a complaint is made, the following procedures will apply:
 - a. All complaints about Library Media Center materials shall be brought to the immediate attention of the School Librarian who will contact the complainant to discuss the complaint.
 - b. If the complainant is not satisfied, they may submit a request for review of library media center materials to the Principal.
 - c. Upon receipt of the request, the Principal will form a committee made up of the School Librarian, a member of the professional staff and a community member. All sides of the question will be discussed thoroughly and a decision rendered. The media review committee will read and view the material in question, weigh its contested element against existing selection criteria, and write a report explaining the action taken. The Principal is responsible for sending a copy of the report and decision to the complainant and the Superintendent. The report will be provided to the complainant within 30 school days of the original request. Additional time may be requested by the principal.
 - d. Should the complainant remain unsatisfied, they may take the complaint to the Superintendent. The Superintendent will review the committee's report to determine if the policy and procedures were followed. The Superintendent will respond to the complainant in writing within 30 school days of receiving the request to review the principal decision.
 - e. Should the complainant still remain unsatisfied, they may take the complaint to the School Board. The board shall hear the complaint in a fair and just manner. The Board shall render a decision within 45 school days of the hearing, which must include a summary of facts and basis for the decision. The Board's decision will be final.
 - f. Access to challenged material shall not be restricted during the complaint process.

Reference Materials: *School Library Bill of Rights*
 Freedom to Read Statement
 Standards and best practices adopted by the American Association of
 School Librarians and the American Library Association
 Children's Internet Protection Act, USC Title IVII, §§1701 et seq.

Recommended

**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT**

Board of Directors' Policy

**LIBRARY MEDIA CENTER
SELECTION & RECONSIDERATION**

POLICY: ~~D34~~ D22

WARNED: ~~11.1.19~~ 12.20.23

ADOPTED: 11.20.19

EFFECTIVE: 11.25.19

Introduction

The WCUUSD Board recognizes that it is the primary objective of the instructional program and the library media centers to implement, enrich, and support teaching and learning, and the education programs in our schools. By accessing a wide range of materials at all levels of difficulty which offer a diversity of appeal and presentation of different points of view, our students will expand their knowledge and hone their skills.

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- Provide materials which are representative of the many religious, ethnic, and cultural groups and their contributions to our American heritage
- Place principle above personal opinion and reason above prejudice in the selection of materials of the highest quality in order to assure a comprehensive collection appropriate for the users of the library.

~~The WCUUSD Library Media Centers will provide a broad range of educational materials to enrich and support the curriculum and to meet the needs of individual students and teachers. In addition to supporting the curriculum, the Library Media Center also provides materials designed to encourage students to seek information beyond daily assignments, read with discrimination and pleasure, personalize their learning on their path to proficiency, and to grow in understanding that books and libraries can serve them well throughout their lives. The certified School Librarian will provide students with a wide range of materials of diverse appeal. Materials should be available in a variety of formats and represent varying levels of difficulty and varying points of view. Should there be any complaint about Library media in our collection, it is our policy to provide a fair and impartial review as outlined in the administrative procedure.~~

Definitions

For the Purpose of this Policy:

1. **Media** include all materials considered part of the library collection.
2. **Library Media Center** is the space, room or complex of rooms and spaces designated as a library, media center, instructional materials center, or similar term managed by **Library Media Staff and certified licensed School Librarians**.
3. **School Librarian** is an educator who meets the competencies of the School Librarian endorsement as articulated by the Vermont Agency of Education.
4. **Library Media Staff** is made up of but not limited to administrative assistants and paraprofessionals, whose job includes managing library materials.

Responsibility & Implementation

1. ~~While the Board retains its authority to approve the selection of instructional materials, it recognizes the educational expertise of its professional staff and the need for staff to be involved in the recommendation of instructional materials. The Board delegates responsibility for the selection of instructional materials and library-media resources to the professionally trained personnel employed by the District, subject to the criteria and procedures for selection and the Board policy on challenged materials. Responsibility for the selection of all library materials is delegated to the School Librarian through the principal. The selection process involves open opportunity for consultation with administrators, faculty, and students.~~
 - a. Selection is based upon evaluation:
 - i. By the School Librarian
 - ii. Through the use of resources which includes, but is not limited to: library journals, publications, professional development, and learning communities
2. In selecting materials the School Librarian is guided by: the principles incorporated in the School Library Bill of Rights, the Freedom to Read Statement, and the standards and best practices adopted by the American Association of School Librarians and the American Library Association. The WCUUSD school libraries embrace the ALA Library bill of Rights

except where required by law to comply with the Children's Internet Protection Act, USC Title IVII, §§1701 *et seq.*

3. The collection will be developed systematically ensuring equitable and inclusive access to:
 - a. Materials in a variety of formats (print, digital, etc.) which will support the curricular, academic interests, personal interests, and the personalized learning pathways of the diverse viewpoints and identities of the members of our learning and global communities.
4. Selection is an ongoing process overseen by the School Librarian which shall include the removal and/or replacement of materials using a variety of criteria which includes but is not limited to: outdated and/or inaccurate information, lost or worn materials which are still of value to our learning community, low circulation, etc.
5. All gift materials and donations will come under the same selection policy as those purchased by the library. If these gift materials cannot be used by the school, they will either be sold and the profits used for the Library Media Center or given to someone who can use them.
6. Library materials are communal property. Borrowers are expected to make arrangements with the School Librarian and/or the Library Media Staff for damaged or lost materials.
7. Despite the care taken to select materials for student and teacher use and the qualifications of the persons who select the materials, the Board recognizes that occasional objections may be raised by students, parents/guardians, employees or residents of the District. Challenges from individuals not in one of those identified groups will not be considered. In the event a complaint is made, the following procedures will apply: ~~Should a citizen of a WCUUSD town have a complaint about any library media materials, the administrative procedure will be followed.~~
 - a. All complaints about Library Media Center materials shall be brought to the immediate attention of the School Librarian who will contact the complainant to discuss the complaint.
 - b. If the complainant is not satisfied, they may submit a request for review of library media center materials to the Principal.
 - c. Upon receipt of the request, the Principal will form a committee made up of the School Librarian, a member of the professional staff and a community member. All sides of the question will be discussed thoroughly and a decision rendered. The media review committee will read and view the material in question, weigh its contested element against existing selection criteria, and write a report explaining the action taken. The Principal is responsible for sending a copy of the report and decision to the complainant and the Superintendent. The report will be provided to the complainant within 30 school days of the original request. Additional time may be requested by the principal.
 - d. Should the complainant remain unsatisfied, they may take the complaint to the Superintendent. The Superintendent will review the committee's report to determine if the policy and procedures were followed. The Superintendent will respond to the complainant in writing **within 30 school days of receiving the request to review the principal decision.**
 - e. Should the complainant still remain unsatisfied, they may take the complaint to the School Board. The board shall hear the complaint in a fair and just manner. The Board shall render a decision within 45 school days of the hearing, which

must include a summary of facts and basis for the decision. The Board's decision will be final.

- f. Access to challenged material shall not be restricted during the complaint process.

Reference Materials: *School Library Bill of Rights*
 Freedom to Read Statement
 Standards and best practices adopted by the American Association of
 School Librarians and the American Library Association
 Children's Internet Protection Act, USC Title IVII, §§1701 et seq.

Recommended

WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT

Board of Directors' Policy

POLICIES AND PROCEDURES

POLICY: A30

WARNED: 12.20.23

ADOPTED: 12.20.23

EFFECTIVE: _____

PURPOSE

It is the purpose of this policy to prescribe the creation and maintenance of a set of documents that embody the important principles, values, practices and standards of the school. Policies serve to inform and guide all people connected with the school. It is the intent of the board to outline direction and goals for successful operation of the school through adoption of policies. It is also the purpose of this policy to ensure that those documents are available to the public.

DEFINITIONS

- Policies guide the school board, administrators and other district employees, students, parents/guardians and community members by stating district goals and establishing parameters for administrative action.
- Procedures are developed by the superintendent or designee to provide for the management of the public schools in the District by describing how tasks will be carried out and board policies will be implemented.

POLICY

- A. The school board should adopt and maintain policies to carry out its purposes or pursuant to any of its authorities under law.
- B. Policy development that affects all schools will be considered through the WCUUSD Policy Committee. Any person residing in or employed by the school district may suggest policies by submitting suggestions in writing to the school board chair or policy committee representative. The board, acting as a whole or through the policy committee will seek appropriate public comment and administrative guidance for policy development and revision.
- C. Administration will provide procedures to a policy, along with the policy, whenever a policy issue has been raised.
- D. At a minimum, public notice on intent to adopt a policy shall be given at least 10 days prior to adoption at a regularly scheduled or special school board meeting.
- E. In general, policies shall be adopted according to the following process:
 1. A policy shall be warned for a first reading at a regular board meeting. The proposed policy, and any background information, will be distributed to board members prior to the meeting. The proposed policy shall also be made available to the public.

2. At the first reading of the policy, the board may reject, revise, or approve the policy as written. If revised or approved, the policy shall move to a second reading at the board's next regular meeting.
3. The second reading of the proposed policy shall be warned on the agenda for the following meeting. Copies of the policy and any background information, shall be distributed to board members prior to the meeting. The proposed policy shall also be made available to the public. At the second reading of the policy, the board may reject, revise, table or approve the policy as written.
4. If the policy is approved at the second reading with little or only minor revisions, the policy shall be considered duly adopted.
5. If the policy is rejected at the second reading, the policy shall be considered "dead."
6. If the policy is revised at the second reading and the revisions are major (i.e. content is substantially changed), the policy shall move to a third reading at the board's next regular meeting. The same procedures for warning the policy shall be followed.
7. If there is a third reading of the policy, the third reading shall be warned on the agenda for the board's following meeting. Copies of the policy, and any background information, shall be distributed to board members prior to the meeting. The proposed policy shall also be made available to the public. At the third reading of the policy, the board may reject, table, or approve the policy as written. If rejected, the policy shall be considered "dead." If approved, the policy shall be considered duly adopted. If tabled, the policy may be taken off the table and reconsidered only after the reconsideration has been warned and board members have been provided a copy of the draft policy. The proposed policy shall also be made available to the public. When taken off the table, the policy shall be considered at the same level of reading as it was when tabled.
- F. Each policy shall have a title and should state its date of adoption and effective date.
- G. Policies shall be numbered in accordance with the system established by the A Vermont School Boards Association.

DISSEMINATION

Immediately following adoption, all policies will be distributed to board members, the principals and WCUUSD Central Office. All policies will be posted on the district website. Where appropriate or required, policies will be included in staff and/or family handbooks. It will be the responsibility of the principal to ensure that staff and students are familiar with applicable policies.

REVIEW

The superintendent will advise the board when revisions to adopted policies are required or otherwise appropriate. In addition, the superintendent will develop a policy review schedule to ensure that all policies are reviewed at least once every three to five years and, if necessary or appropriate, revised or repealed in response to changing legislation or other altered circumstances.

PROCEDURES

Policies will be administered through procedures and directives of the superintendent of schools and members of the management team. The superintendent shall, in a timely fashion, notify the school board when they have developed any new procedure. At its discretion, the board may order a review of any rule or procedure.

Recommended

WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT

Board of Directors' Policy

POLICIES AND PROCEDURES

POLICY:	<u>A2 A30</u>
WARNED:	<u>12.2.19-12.20.23</u>
ADOPTED:	<u>1.15.20</u>
EFFECTIVE:	<u>1.25.20</u>

Recommended

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fashion, notify the school board when they have developed any new procedure. At its discretion, the board may order a review of any rule or procedure.

~~A. The superintendent shall maintain and implement procedures that:~~

- ~~1. Are consistent with policy;~~
- ~~2. Establish guidance and standards of behavior for faculty, staff, and students, provide an explanations of how those standards are enforced, and establish consequences for failing to follow those standards; and~~
- ~~3. Provide detailed procedures and operational rules concerning the administration of the school.~~

Required/Recommended

WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT

Board of Directors' Policy

BOARD MEETINGS, AGENDA
PREPARATION

POLICY:	<u>A20</u>
WARNED:	<u>12.20.23</u>
ADOPTED:	<u> </u>
EFFECTIVE:	<u> </u>

Recommended

Policy

All Board meetings will be held in compliance with Vermont's open meeting laws, 1 V.S.A. §§310 et seq.

Regular Meeting Schedule

Board will determine regularly scheduled meetings. The meeting schedule will be published and made available by the superintendent to any person on request. Special and emergency meetings will be called by the chair on their own initiative or when requested by a majority of the board and shall be warned appropriately. Only items on the agenda may be acted upon at these meetings.

Conduct of Board Meetings

Meetings will be conducted in accordance with Robert's Rules of Order, Newly Revised. One or more members of the board may attend and participate in a regular, special or emergency meeting by electronic or other means so long as the requirements of 1 V.S.A. §312(a)(2) are met.

Executive Sessions

Executive sessions of the board will be convened only for the purposes stated in 1 V.S.A. §313. The minutes of any meeting where an executive session takes place will reflect the specific statutory reason for convening the executive session. Board members will not make public the confidential issues discussed during an executive session.

Agenda Preparation

The superintendent will prepare proposed agendas for all meetings of the board after consultation with the board chair. Items of business may be suggested by any board member, staff member, student, or citizen of the district. The inclusion of items on proposed agendas will be at the discretion of the board chair and superintendent, unless a majority of board members attending the meeting vote to add an agenda item to the next regularly scheduled meeting. An item may only be added or removed from a meeting agenda as the first order of business at the meeting. Other adjustments to an agenda may be made at any time during the meeting.

Agenda Distribution

The proposed agenda, together with supporting materials, will be distributed to board members by the superintendent five days prior to regular meetings and as soon as practicable before special and emergency meetings. At least 48 hours prior to a regular meeting and 24 hours prior to a

special meeting, the superintendent shall ensure that the agenda is posted on the district website, in the municipal clerk's office and two other designated physical locations in the municipality. In addition, proposed meeting agendas will be made available to any interested person upon specific request.

Legal Reference(s): 1 V.S.A. §§310 et seq. (Public meetings)
16 V.S.A. §554 (School board meetings)

Required/Recommended

WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT

Board of Directors' Policy

BOARD MEETINGS, AGENDA
PREPARATION

POLICY:	<u>A20</u>
WARNED:	<u>12.2.1912.20.23</u>
ADOPTED:	<u>1.15.20</u>
EFFECTIVE:	<u>1.25.20</u>

Recommended

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16 V.S.A. §554 (School board meetings)

Recommended

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT

Board of Directors' Policy

NOTICE OF NON-DISCRIMINATION

POLICY: A22

WARNED: 12.20.23

ADOPTED: _____

EFFECTIVE: _____

Policy

The board will not unlawfully discriminate in its programs and activities against any person or group on any basis prohibited by federal or state law, and will provide equal access to designated youth groups.

The district shall make reasonable accommodations to the known physical or emotional disabilities of an applicant or employee unless the district can demonstrate that the accommodation would impose an undue hardship on the operation of its program or activity.

Applicants for employment, students, parents, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the Washington Central Unified Union School District are hereby notified that this district does not discriminate on the basis of race, color, religion (creed), ancestry, national origin, place of birth, sex, sexual orientation, gender identity, disability, age, political affiliation or marital status in admission or access to, or treatment or employment in, its programs and activities.

A person has been designated by the WCUUSD to coordinate the district's efforts to comply with the regulations implementing Title VI, Title IX, and Section 504 of the Rehabilitation Act of 1973, and other non-discrimination laws or regulations. The designated coordinator is identified in the procedure accompanying this policy along with the information on how that person may be contacted.

Any person having inquiries concerning the WCUUSD's compliance with the regulations implementing Title VI, Title IX, Section 504 or other state or federal non-discrimination laws or regulations is directed to contact the non-discrimination coordinator described above.

Administrative Responsibilities

The superintendent or designee shall develop procedures to accompany this policy. This procedure shall designate a coordinator and information on how to contact the coordinator.

<i>Legal Reference(s):</i>	<i>9 V.S.A. §4502 (Public accommodations)</i>
	<i>21 V.S.A. §§495 et seq. (Employment practices)</i>
	<i>21 V.S.A. §1726 (Unfair labor practices)</i>
	<i>20 U.S.C. §§1400 et seq. (IDEA)</i>
	<i>20 U.S.C. §§1681 et seq. (Title IX, Education Amendments of 1972))</i>
	<i>29 U.S.C. §206(d) (Equal Pay Act of 1963)</i>
	<i>29 U.S.C. §§621 et seq. (Age Discrimination in Employment Act)</i>
	<i>29 U.S.C. §794 (Section 504, Rehabilitation Act of 1973)</i>
	<i>42 U.S.C. §§2000d et seq. (Title VI of the Civil Rights Act of 1964)</i>
	<i>42 U.S.C. §§2000e et seq. (Title VII of the Civil Rights Act of 1964)</i>
	<i>42 U.S.C. §§12101 et seq. (Americans with Disabilities Act of 1990)</i>

Recommended

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT

Board of Directors' Policy

NOTICE OF NON-DISCRIMINATION

POLICY: A22

WARNED: ~~12.13.19~~ 12.20.23

ADOPTED: 2.5.20

EFFECTIVE: 2.15.20

Policy

The board will not unlawfully discriminate in its programs and activities against any person or group on any basis prohibited by federal or state law, and will provide equal access to ~~the Boy Scouts and other~~ designated youth groups.

The district shall make reasonable accommodations to the known physical or ~~emotional disabilities of an mental limitations of an otherwise qualified handicapped~~ applicant or employee unless the district can demonstrate that the accommodation would impose an undue hardship on the operation of its program or activity.

~~The superintendent or their designee shall prepare for board review and approval guidance to applicants and employees regarding requests for reasonable accommodations, including provisions for undue hardship.~~

Applicants for ~~admission and~~ employment, students, parents, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the Washington Central Unified Union School District are hereby notified that this district does not discriminate on the basis of race, color, religion (creed), ancestry, national origin, place of birth, sex, sexual orientation, ~~gender identity~~, disability, age, political affiliation or marital status in admission or access to, or treatment or employment in, its programs and activities. ~~and provides equal access to the Boy Scouts and other designated groups.~~

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Administrative Responsibilities

The superintendent or designee shall develop procedures to accompany this policy. This procedure shall designate a coordinator and information on how to contact the coordinator.

~~1Federal regulations implementing Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), the Age Discrimination Act, and the Boy Scouts Act contain requirements for recipients of federal funds to issue notices of non-discrimination. These regulations require that recipients notify students, parents and others that they do not discriminate on the basis of race, color, national origin, sex, disability and age, and, if applicable, that they provide equal access to the Boy Scouts of America and other designated youth groups. 2 See 34 C.F.R. § 104.12(a). 3 See 34 C.F.R. § 104.12(b) & (c) for requirements related to reasonable accommodations and factors to be considered when determining when a requested accommodation would create an undue hardship. The inclusion of this provision in this model policy is based on a finding by the federal Office of Civil Rights that a Vermont school district's policy on non-discrimination was not in compliance with Section 504 of the Rehabilitation Act of 1973 because it did not include these provisions. 4 Discrimination against an employee on the basis of political affiliation is prohibited by the Vermont Municipal Labor Relations Act. 21 V.S.A. § 1726(a)(7)~~

<i>Legal Reference(s):</i>	<i>9 V.S.A. §4502 (Public accommodations)</i>
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	<i>42 U.S.C. §§12101 et seq. (Americans with Disabilities Act of 1990)</i>

Recommended

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT

Board of Directors' Policy SECURITY CAMERAS

POLICY: F26

WARNED: _____

ADOPTED: _____

EFFECTIVE: _____

Purpose

It is the policy of the Washington Central Unified Union School District to allow the use of security cameras to monitor and record activity in public areas of district buildings and property to improve the safety and security of the district.

Scope

This policy applies to all staff, faculty, students, vendors, contractors, visitors and property of the Washington Central Unified Union School District

General Principles

1. The use of security camera equipment on school grounds and on other district property shall be supervised and controlled by the Superintendent or designee.
2. The district shall annually notify its students, staff and parents/guardians that security cameras may be in use on any school property.
3. The district shall post signs at each building with security cameras, notifying occupants that security cameras may be in use.
4. Security cameras shall not make audio recordings without prior approval from the Superintendent.
5. Security cameras may be used for live, day and night viewing of buildings and grounds by staff authorized by the Superintendent.
6. The use of video recordings from security camera equipment shall be subject to the other policies of the district, including policies concerning the confidentiality of student records. Video monitoring for security purposes will be conducted in a manner consistent with this policy, labor master agreements and any applicable federal, state and local law. Violations of this policy may result in disciplinary action.
7. Video monitoring of public areas for security purposes will be conducted in a manner consistent with all existing Washington Central Unified Union School District policies, including the Non-Discrimination Policy, the Harassment, Hazing and Bullying Policy and other relevant policies. This policy prohibits monitoring based on legally protected bases outlined in Washington Central Unified Union School District's Policies on Non-

- Discrimination and Harassment, Hazing and Bullying (e.g., race, gender, sexual orientation, national origin, disability, etc.)
8. Security cameras shall be used only to promote the order, safety, and security of students, staff, and property and to assist school administrators in investigating misconduct by persons on the premises.
 9. Security recordings shall be maintained by the district for at least 30 days, after which time the recordings may be purged. If the District becomes aware that a recording is evidence in any kind of disciplinary proceeding, investigation, or litigation, the recording must be retained until the matter has been resolved.
 10. The District shall keep a log of any persons accessing video images from cameras.

<i>VSBA Version:</i>	<i>October 24, 2019</i>
<i>Date Warned:</i>	
<i>Date Adopted:</i>	
<i>Legal Reference(s):</i>	<i>Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §§ 1232g et seq. Balancing Student Privacy and School Safety: A Guide to the Family Educational Rights and Privacy Act for Elementary and Secondary Schools, US Department of Education (October 2007), available at http://www.ed.gov/policy/gen/guid/fpco/ferpa/safeschools/.</i>
<i>Cross Reference(s):</i>	<i>Fire and Emergency Preparedness Drills Access Control and Visitor Management</i>

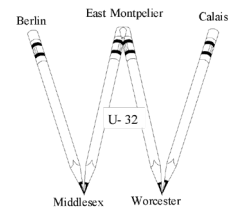
DISCLAIMER: This model policy has been prepared by the Vermont School Boards Association for the sole and exclusive use of VSBA members, as a resource to assist member school boards with their policy development. School Districts should consult with legal counsel and revise model policies to address local facts and circumstances prior to adoption, unless the model policy states otherwise. VSBA continually makes revisions based on school districts' needs and local, state and federal laws, regulations and court decisions, and other relevant education activity.

Washington Central UniUnion 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

930 Gallison Hill Rd. Montpelier, VT
12.20.23 6:15-9:30 PM

Board Members: Flor Diaz Smith, Chris McVeigh, Kari Bradley, Maggie Weiss, Mckalyn Leclerc, Ursula Stanley, Daniel Keeney, Zach Sullivan, Amelia Contrada, Kealy Sloan, Josh Sevits, Jonathan Goddard, Student Representative Willow Mashkuri

Others: Superintendent Meagan Roy, Steven Dellinger-Pate, Jen Miller-Arsenault, Kerra Holden, ORCA Media, Alicia Lyford, Gillian Fuqua, Jessica Wills, Karoline May, Celia Guggemos, Jen Donovan, Lisa Hanna, Mark Brown, Michael Sherwin, Scott Hess, Tom Hamlin, Veronica Eldred, Xavier Montalvo, Ainsley Burroughs, Allison, Betsy Parah, Brian, Brittany Perry, David Delcore, Jared Weiss, Allison Fayle, David Lawrence, Honi Bean Barrett, Shannon Perry

1. **Call to Order:** Flor Diaz Smith called the meeting to order at 6:15 p.m. She expressed gratitude to the students at this time of year for sharing their learning and their experiences with us; she expressed gratitude to the staff and to the board members.
2. **Welcome**
 - 2.1. **Adjustments to the Agenda:** Add 2.4 Student Report, and add 5.6 Appoint Board Clerk. Ursula Stanley moved to approve the proposed amendments. Seconded by Daniel Keeney, this motion carried unanimously.
 - 2.2. **Reception of Guests**
 - 2.3. **Public Comments-Time limit strictly enforced, see note**
 - 2.4. **Student Representative Update:** Willow Mashkuri shared that the weather related cancellations had affected the visit to the school that had been scheduled; she is planning on this to reschedule for January and she will update the board. Willow stated that students have a new year, new semester approaching; she shared some of the happenings right now with students - sports, exams, etc. Zach Sullivan asked how the new cell phone policy is going - she indicated that overall she feels that students are taking it in stride.

3. Presentations:

- 3.1. Central Vermont Career Center Budget Presentation (Jody Emerson):** Jody Emerson, the Superintendent/ Director of the Central Vermont Career Center, provided a slide show overview of the CVCC. She invited questions or comments from board members. Some discussion followed around staffing challenges. Josh Sevits stated that he had gone to the open house and was very impressed! Brittany Perry asked about special education services at the career center: is differentiation built into the programming at the tech center? Jody Emerson stated that there are times when we have to meet certain standards and are not able to differentiate. She noted that U-32 provides a special educator two days a week to provide support at the center.
- 3.2. WCUUSD Budget Presentation:** Superintendent Roy provided an update and the next version of the proposed budget for 2024-25. Some discussion followed around the proposal to combine Pre-K and kindergarten with Rumney and Doty, including the opportunity to provide “wrap-around care” so that there is a full-time option for preschool (with a half-day program but half-day of community connections care). Diane Nichols-Fleming asked, as we consider configuration, do we have an idea of child count in the coming years? She also noted that for some working parents, having before or after Pre-K, care still does not cover the entire workday. Chris McVeigh stated that the idea that the smaller schools take a disproportionate amount of the resources at WCUUSD does not make sense to him; he spoke about the resources that are required at high school. Some discussion followed around math skills proficiencies in the younger grades.
- 3.3. Public Input:** Flor Diaz Smith invited questions or comments. Honi Bean Barrett asked whether it has been considered to combine kindergarten with first grade at the schools versus combining the kindergarten classes at Rumney and Doty. Karoline May stated that the Rumney staff had considered this and were not in support of this. Gillian Fuqua shared the student population at Doty and indicated that both a K/1 and the second grade class at Doty would be smaller than recommended class size. Bekah Mandell clarified that we do not know yet which school would be losing a teacher, since seniority is determined across WCUUSD.

4. Reports to The Board

- 4.1. Student Report:** (this was provided earlier)
- 4.2. Superintendent/Central Office Leadership Team (COLT) Report:** Superintendent Roy invited questions or comments from the written report. She asked the board to consider the draft document *Equity Policy Indicators*. Diane Nichols-Fleming asked whether other affinity groups (aside from Families of Color Affinity Group) are in existence at WCUUSD. Kealy Sloane asked for some clarification around ILI study, which is noted in the draft. Kari Bradley stated that we would need to grow our skills in creating and considering climate studies. Superintendent Roy noted that student interview has been brought up as an important metric. Diane Nichols-Fleming asked how we could use our equity lens to consider the things that are already in place at WCUUSD. Kealy Sloane stated that she appreciates this process. Maggie Weiss stated that there is value in having time to work as a

board member collaboratively with administration and staff; it provides a better understanding of what is being done to work on equity. Superintendent Roy spoke briefly about class size. We have indicated a minimum of 12, and we do have several classes that fall below this minimum; one of the impetuses to consider configuration is to address the challenge of class sizes that fall below 12.

4.3. VSBA Report: Flor Diaz Smith invited board members to read the newsletter updates from VSBA.

4.4. Education Quality Update: Ursula Stanley shared that the committee had tackled Education Quality Standards and scientific inquiry. The committee will create a schedule of reporting to the board.

5. Board Operations

5.1. FY25 Budget Draft: Board members discussed this topic after having participated in the presentation earlier this evening. Diane Nichols-Fleming asked for clarification about the Berlin behavior coach position. Some discussion followed around the various changes in positions at the schools in counseling, support staff, behavior, etc. Chris McVeigh followed up with Gillian Fuqua about the proposed decrease in FTE of nursing positions at Doty. Daniel Keeney asked for more details about a decrease in school nurse positions. Superintendent Roy stated that she envisions a school nurse leadership model that will help distribute FTE across WCUUSD as needed to best serve the students. Kari Bradley suggested wrapping up questions and allowing board members to make a statement about the budget to move along the process. Diane Nichols-Fleming stated that questions are required to come to an informed opinion. Maggie Weiss expressed concerns about reducing counseling and nursing positions. She questions whether they are meeting student needs. Amelia Contrada stated that she appreciates the complexity of ESSER funding and declining enrollment. She appreciates everyone coming together to create a collaborative solution; she is ready to support this budget. Dan Keeney stated that he represents the town that is facing the largest tax increase and the greatest amount of cuts and he feels the need to provide scrutiny. Ursula Stanley stated that she appreciates all of the work that administrators have put into this budget and she is ready to support as it is. Josh Sevits expressed frustration with the situation the small towns face; it is not a situation they can control; that the federal government has decided to spend money in other ways and we have to face the challenge. He stated that he is ready to support this budget. Mckalyn Leclerc expressed frustration that the budget and staffing patterns presented tonight do not seem to reflect the concerns that had been expressed when the previous version was discussed. She has concerns around nursing and counselor positions being cut, especially at Doty. She noted that if Gillian Fuqua feels that the proposed staffing is adequate at Doty, there might be savings across WCUUSD if other schools had similar staffing patterns. Gillian Fuqua spoke about staffing solutions at Doty. Kealy Sloan thanked the administrators for the work and for their time in providing explanations; she is ready to pass the budget as it is presented; she

has faith that the administrators are prepared to support their students. Kari Bradley spoke about the position we are in at this time to benefit from the tax calculations; he feels there might be a cliff going forward; however, at this time he is prepared to support this iteration of the budget. Zach Sullivan expressed concern about characterizing Calais as a school that takes more than its share of resources. He would like to look at how to use the nurse resources across the district to benefit all of the students. He supports the budget as it is presented. Diane Nichols Fleming asked for clarification about some of the position reductions at Rumney. She asked for clarification about some of the proposed staffing patterns at U-32. She stated that it is helpful for board members to hear perspectives from each town and to recognize that we are all here to support all of the students. She stated that she is prepared to support the budget as it is presented. Chris McVeigh stated that he trusts that if Doty and Rumney decide to combine Pre-K and kindergarten, he hopes that the two programs will be split between the two schools. Steven Dellinger-Pate spoke about paraprofessional positions that remain unfilled, and that these positions do remain, as they are part of students' IEPs. Jonathan Goddard stated that we are no longer in a pre-pandemic position and that we should not necessarily go back to those staffing positions, as the needs of our students have changed. He stated that if we are cutting counseling and nursing positions, he does not think it reflects student needs. He stated that at this time he is not prepared to support this budget as a whole. Kealy Sloan asked that we frame the conversation in the reality of the student population at each school - when we are reducing positions we are right-sizing across WCUUSD. Flor Diaz Smith stated that she appreciates the expertise of the administration and that she trusts their recommendations. That being said, she is nervous about education funding overall. She feels that we are considering the bare minimum in reductions when we think about long-term planning; however, she is hopeful about the configuration study and the work we are doing around visioning and strategic planning. She is ready to support this budget. She feels that we have enough support across the board and she does not wish to ask the administration to come back with yet another version of the budget. Amelia Contrada stated that there is grief in this process; there is so much out of our control. We care so much about nurses and counselors and the needs of our students and families, and yet we need to trust the administrators. We need to come to terms with ourselves for making a decision that carries some cognitive dissonance but have faith that the needs can be met.

- 5.2. Board Budget Communication Plan:** Superintendent Roy spoke about the budget communication last year; the steering committee this year is considering sending a post card budget information mailing to include a very brief overview and a QR code.
- 5.3. Mail in Ballots for the WCUUSD Annual Meeting**
- 5.4. Winooski Valley School Choice Agreement: Ursula Stanley moved to allow Superintendent Roy to sign the Winooski Valley School Choice Agreement. Seconded by Dan Keeney, this motion carried unanimously.**
- 5.5. Superintendent Evaluation:** Kari Bradley shared that a survey will go out after the new year; will be compiled and the results will be shared with the board during Executive

Session, and then shared with Superintendent Roy. He stated that the goal is to have 100% participation.

- 5.6. Flor Diaz Smith asked a board member to step in as clerk in the place of Jonas Eno-Van Fleet, until board reorganization in March 2024. Kari Bradley nominated Josh Sevits as clerk. Seconded by Chris McVeigh; this motion carried unanimously.**

6. Finance Committee:

- 6.1. Award Doty Generator Bid: Ursula Stanley moved to approve awarding the Doty Generator Project contract to Local Electric, LLC in an amount not to exceed \$81,400. Seconded by Zach Sullivan, this motion carried unanimously.**
- 6.2. Approve Pre-Qualification Criteria for Security Project: Ursula Stanley moved that the Board establish the recommended prequalification criteria that contractors must meet to be included on a selected list of pre-qualified bidders for the 2024 Security System Project. Seconded by Chris McVeigh. This motion carried unanimously.**
- 6.3. Approve Pre-Qualified Contractors for FY 24 Combined Construction Projects: Ursula Stanley moved that the Board establish the recommended prequalification criteria that contractors must meet to be included on a selected list of pre-qualified bidders for the 2024 Security System Project. Seconded by Kealy Sloan, this motion carried unanimously.**
- 6.4. FY 24 Fund Balance Projections- Capital Fund: Susanne Gann explained this report to the board.**

7. Policy Committee: This is tabled for tonight, in light of the late hour

- 7.1. Second Reading for Policies to be Adopted on December 20, 2023**
- 7.1.1. B20: Personnel, Recruitment Selection and Background Checks**
- 7.1.2. D34: Library Media Center Selection & Reconsideration**
- 7.1.3. A30: Policies and Procedures (formerly A2)**
- 7.1.4. A20: Board Meetings, Agenda Preparation & Distribution**
- 7.1.5. A22 Notice of Non- Non-Discrimination**
- 7.2. First Reading of Policy**
- 7.2.1. F26 Security Cameras**

8. Consent Agenda

- 8.1. Approve Minutes of 11.15.23, 12.4.23, and 12.6.23: Diane Nichols-Fleming moved to approve the minutes of 11-15-23, 12-4-23, and 12-6-23. Seconded by Kealy Sloan, this motion carried unanimously.**
- 8.2. Approve Board Orders: Ursula Stanley moved to approve the board orders 11-16-23 through 12-20-23 in the total amount of \$883,584.73. Seconded by Zach Sullivan, this motion carried unanimously.**

9. Future Agenda Items

- 9.1. 2023-2024 Board Work Plan**

10. Board Reflection: Chris McVeigh expressed thanks to Jonas Eno-Van Fleet for the work that he has done on the board over the years. Board members expressed gratitude.

11. Adjourn: The board adjourned by consensus at 9:32.

Respectfully submitted, Lisa Grace, Board Recording Secretary

WCUUSD School Board
Superintendent Personnel Summary and Recommendations

- 1. New Teacher Nominations (for 23-24 school year)**
- 2. Retirement**
- 3. Re-Hires**
- 4. Resignations**
- 5. Extended Leave of Absence Request:**
- 6. Change in FTE:**
- 7. Long-Term Substitutes (23-24 School Year)**
Anna Gerretson – U-32 English
- 8. Change in Position (23-24)**