

THE WOODSTOCK ACADEMY BOARD OF TRUSTEES

NOTICE OF SPECIAL MEETING

Meeting date: Monday, April 23, 2018

Time: Board meetings begin promptly at 7:00 p.m.

Location: Student Commons, North Campus

AGENDA

1. Call to Order (7:00-7:05)
2. Head of School Recognition (7:05-7:10)
3. Community Participation (3/5 minutes/participant, subsequent agenda times to be adjusted) (7:10-7:15)
4. Student Council Report
5. Board Reports
 - a. Secretary's Report (Attachment 1)
 - i. Minutes of March 20, 2018
 - ii. Minutes of Public Forum April 2, 2018
 - iii. Minutes of Special Meeting April 12, 2018
 - b. President's Report (7:15-7:20)
 - i. Correspondence (Attachment 2)
 1. Letter of thanks from Patricia Buell, Brooklyn Superintendent
 2. Letter of congratulations from Amber Fairfield Bierkan, WA Alum '68
 3. Email from R. Canavan – resignation as Alumni Trustee
 - c. Committee Reports - questions/discussion on reports provided in packet (7:20-7:25) (Attachment 3)
 - i. Academic
 - ii. Building and Grounds
 - iii. By-Laws
 - iv. Executive
 - v. Finance
 - vi. Negotiating
 - d. Alumni Board Update
6. Woodstock Academy Administration Reports
 - a. Assistant Head of School for Enrollment (7:25-7:30)
 - i. Tutoring Report (Theory of Action) (Attachment 4)
 - b. Associate Head for Finance and Operations (7:30-7:35)
 - i. 2017-2018 Budget Update
 - c. Associate Head of School for Advancement (7:35-7:40)
 - i. Naming Recommendation (Attachment 5)
 - ii. Giving Update
 - d. Associate Head of School Report (7:40-7:45)
 - i. Teaching and Learning
 - ii. Academic Spotlight: Family and Consumer Science Report
 - iii. Board questions/discussion

Continued –

Board of Trustees –
Special Meeting Agenda
April 23, 2018
Page 2

- e. Head of School Report (7:45-8:00)
 - i. 18-19 Operating Fiscal Plan (Final Review)
 - ii. Policies (Attachment 6)
 - 1. 4118.113 Personnel/Students – Harassment
 - 2. 8134 Governance of The Board - Scholarship and Awards Committee
- 7. Other Items
- 8. Citizen's Participation (3/5 minutes/participant)
- 9. Executive Session
 - a. Legal
 - b. Administrator Contracts (Attachment 7)
- 10. Possible action based on Executive Session
- 11. Adjournment

**THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
AGENDA ITEM INFORMATIONAL SHEET**
Woodstock, Connecticut

ATTACHMENT 1

Board Meeting Date: April 23, 2018

Agenda Topic: Secretary's Report

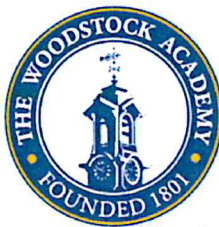
Summary of Issues: Minutes of the Meeting of March 20, 2018.
Minutes of April 2, 2018 Public Forum
Minutes of Special Meeting of April 12, 2018

Background: N/A

Recommended Motion: I move to accept the Minutes of the Meeting of March 20, 2018, April 2, 2018, and April 12, 2018.

Vision of The Woodstock Academy

The Woodstock Academy is a student-centered school which emphasizes individual growth and development through student engagement in diverse instructional opportunities effectively managed by an empowered faculty, supported by a participating community, and characterized by the highest global values of a rapidly changing world.



PRESENT: S. Asikainen, M. Beckwith, C. Bentley, R. Blackmer, R. Canavan, K. Cerrone (P), K. Coddling (B), C. Davis, H. Frankhouser, E. Higgins, C. Hustus (E), K. Johnston, P. Kelly, J. Larrow, G. Marmat (E), W. McGinn, D. Morse, J. Musumeci, P. Paquette (7:21 PM), J. Rauh, C. Swenson (7:06 PM), J. Trivella (B), S. Young.

ADMINISTRATION: M. Harten, C. Sandford, H. Singleton, J. Sturdevant.

ABSENT EXCUSED: J. Bellerose, G. Carabeau, B. Child, D. Teed.

ABSENT: D. Field.

GUESTS: B. Anderson, O. Anderson, H. Artters, M. Artters, M. Becher, S. Becher, J. Bennett, J. Bennett, S. Black, P. Black, H. Blodgett, J. Boisvert, B. Borski, D. Borski, L. Bruinage, A. Cavagnet, W. Cavagnet, E. Chalupka, G. Converse, A. Crescimanno, J. Crescimanno, L. Dennett, M. Dennett, D. Douglas, E. Douglas, M. Eaton, S. Fontaine, E. Gaudreau, B. Gelhaus, M. Gronski, H. Grube, K. Grube, G. Holden, R. Holden, C. Johnson, M. Kerr, A. Kollbeck, J. Kollbeck, B. Lambert, K. Lambert, K. Lecuyer, M. Lecuyer, J. Mayotte, J. McCusker, C. McDermott, J. McDermott, O. Newall, D. Nowak, C. Preston, H. Quercia, A. Roy, S. Selmecki, C. Siegmund, M. Shepherd, K. Siegmund, O. Siegmund, A. Sorrentino, A. Stanikmas, O. Stanikmas, A. Starr, M. Starr, H. Stewart, E. Stuyinski, K. Taft, T. Taft, J. Theriaque, M. Thienel, C. Tingley, J. Tingley, B. Tuttle, G. Tyimok, J. Ustet, V. Vaida, E. Werstler, E. Wilcox, J. Zanor.

1. Call to order

The meeting was called to order at 7:03 p.m. by Vice-President E. Higgins.

2. Head of School Recognition

Simon Becher '18 – Brooklyn

Ethan Werstler '18 – Woodstock

This group of young men are nominated together as they are all head delegates for the Model UN. Because of the exceptional leadership of these three individuals, The Academy has won more at these competitive conferences than ever before. This year WA received two Best Delegation Awards, one at the Washington University Model UN conference, and one at the New York University Conference. Because these three individuals are holding after-school practices and meetings, require additional work, the 41 individuals that traveled to NYU were able to win 24 individual awards – 4 Best Delegate awards, 6 Outstanding Delegate awards, 1 Best Position Paper award, 9 Honorable Mention awards, and 4 Verbal Commendations. Additionally, these three young men are dedicated scholars, servant leaders, and actively build a sense of community through their volunteering and involvement at The Academy.

Simon Becher – Class of 2018 - Brooklyn

Simon is active in National Honor Society and Model UN. But his greatest passion is soccer. Simon has been a 5-year participant of the Oakwood Soccer Club, which is part of the U.S. Soccer Development Academy. During his career, Simon was named to the Top 11 Players of the 2017 Season and was an All-Regional Team All Star. This month, because of his exceptional talent, Simon was selected to join the Under-20 Men's National Team for a week of training under the oversight of the U.S. Soccer Federation. In the fall, Simon will be attending The College of Holy Cross on a full 4-year athletic scholarship. He will be studying economics and finance.

Ethan Werstler – Class of 2018 – Woodstock

Ethan is involved in Model UN, National Honor Society, Soccer, and Spanish National Honor Society. He has a passion for other cultures, and this last summer, he went on a personal exchange to improve his Spanish speaking

skills and learn more about the culture. Additionally, Ethan is The Academy's go-to tour guide and face of the Academy. In the transition to a 2-campus model, Ethan helped to gather a group of juniors, facilitate a training, and then provide guided tours of the facilities on the first open house of south campus. Ethan plans to study Business and International Relations in college.

President Swenson arrived at 7:06 p.m. and assumed chair of the meeting.

3. Community Participation

President Swenson welcomed the members of our community attending this meeting. She explained that, although the Board would appreciate hearing the input from the community, this would not be a question/answer session as the change in the athletic league is not on the agenda. The public forum scheduled for April 2 is designed to both provide information and allow questions. Mrs. Singleton has prepared a handout for this evening, which is available for community members and is attached to these Minutes.

Community members are asked to limit their remarks to 3-5 minutes per person. Speakers will be taken in order, based on the sign-in sheet.

Jean-Louis Boisvert

She is an alum. Although The Academy is saying that the change in league will broaden our programs; NEPSAC is non-competitive; the CIAC is, they offer teams in lacrosse, cross-country. These activities do not have JV-level teams. One advantage of NEPSAC is they offer equestrian and squash. Pros/cons of this argument – if you want to pursue college credit while in high school, you are ineligible as NEPSAC doesn't support ECE credit. NEPSAC does allow for a special appeal to this rule. Problems between The Academy and the CIAC is the post-graduate team. CIAC states that only grade 13 is approved for this team. The CIAC 365-day transfer rule has not been enforced. She quoted Greg Simons from the CIAC that it is not CIAC's intention to target international students. However, he explained that it is hard to determine at what level these transfer students played or if they received pay for their play. Gymnastics wants to stay closer to the CIAC. She suggests that The Academy coordinate with other schools, such as Norwich Free Academy.

Jeff Child

Is an alum, and an assistant boys soccer coach for The Academy, and has three children in the school system. He recognizes and respects the members of the Board. He is interested in a solution. He sees three points of contention; statements don't seem to match; 9-12 graders participating on prep-basketball. It was ok'd by the CIAC, but they changed their mind, same with football. The job of the CIAC is to ensure equitable playing field in sports. 150/300 students coming into school every year. When students come in not as freshman you don't have an equal playing field. He said that for international students, not being allowed to play for 365 days is not too much to ask. How do you rectify this problem – don't have 9-12 graders playing on the prep team. Make kids sit for one year. Juniors on the JV team get shifted down, they don't like playing. There will be four levels but only the top level is competitive. There will also be longer travel time to events.

Rene Holden

She has two students at The Academy. She said this looks like a done deal as April 3 is a presentation to NEPSAC. Students; experience in high school is defined by their athletic experience. She couldn't agree more. She doesn't want the local experience to be stolen for the students. If you don't believe that, talk to the gymnastics or football players. There are seven students in football from around the world. Change shouldn't be at the expense of local students. Our community remains and which they have supported; help us to remain in the CIAC.

Sue Black

She is from Pomfret. One of her sons had a unique experience. He started at Pomfret Prep, but then transferred to The Academy for his final three years of high school. He played three sports here, ECC player of the year, very decorated. He went on to play PG at which led to a scholarship at Babson College. She understands the appeal of athletes to play prep basketball. Her son, Ryan, had the best of both worlds. He accomplished his dream of playing sports. But he won't forget winning the state championship. Friends and family came to shake his hand, pat him on the back. This will rob students of that experience as it is a whole different experience playing for the community.

Chris Johnson

I don't want to shake hands with a student from North Carolina, I don't give a damn about a kid from North Carolina. Hockey – if we start a PG team, John Sheehan will cut our ice time. Our lacrosse team is an embarrassment and we are going to lose 110-0. He hopes this doesn't tear apart the community. He wants to see a Gaudreau or a Converse play and shake their hand, cheer for local kids, will bring us together. Change in team levels means his child would have to play with the fat kid. We should be going against East Lyme.

Amy Sorrentino

Thanked the Board for listening. Her children are involved in gymnastics and she recently moved to Brooklyn so they can attend The Academy. She loves The Academy. The move to NEPSAC will change this for the community. The move is to positively impact football but is against gymnastics and cheerleading. She has read the press releases and has reached out to NEPSAC and CIAC to better advocate for the students. Although gymnastics is not being eliminated, it will look different. Now, under the CIAC, gymnastics competes in division, then moves to the state level, and into regional level known as New England, then to nationals. Last year, two WA gymnasts competed on the national level. She has only found two schools in the NEPSAC that even have a club team. She has been in contact with Greg Simons to educate herself. He said the discrepancy was with PG-football, not about the transfer rule. He told her that the CIAC did in an email approve PG-football, but not prep. He said that once the CIAC discovered that grades 10, 11 and 12 were playing, it created a violation. She wants the WA all are fighting for.

Veronica Vaida

She is a gymnastics, field hockey, and golf mom. She pleads with the Board to listen to all the parents. She has spent hours on research. When you look at these rules, you see where we fit. We don't fit on the NEPSAC schedule. They have a 3-week spring break. She also noted that there is an appellate process for CIAC. She will relinquish her remaining speaking time so that a letter from Paige Stuyinski can be read.

Eileen Stuyinski

She read a letter from Paige Stuyinski, an alum who participated in the gymnastics program all her four years at The Academy.

Orion Newall Vuillemot

Orion is a current student at The Academy. He said The Academy should look to our future, our motto. He said this change would have an effect on the community. Canterbury can choose to go to Norwich Free Academy. He said The Academy should look to see where will The Academy be in five years, what effect will these changes create? He hopes the decision doesn't affect the positives. He encouraged the Board to look as an institution at this decision.

Glenn Converse

Many members of his family have played sports at The Academy, and he noted that five members of the Board played sports for WA. He asked why we are leaving the CIAC. It is a bad thing to go to NEPSAC. In 2013, the boys basketball team won the State championship and it was the birth of the Centaur Nation. The entire community came out to support the team, including Board members, and the student body. If you join NEPSAC, all that pride dies. The third round of the playoffs for NEPSAC were held in Bridgton, Maine, a three-hour ride; who can take the day off; maybe a dozen people. Our teams won't make it to the finals. At Centaur Nation people were walking out congratulating the students, he still gets random calls from parents. If The Academy goes to NEPSAC we will be more of a prep school. Ivy League schools take fewer students from prep schools than public schools. It will be the death of Centaur Nation and will have an impact on academics.

Joseph McCusker

He is from Pomfret and has three children, two are alums, one is a sophomore. He thought tonight would be more of a question/answer session. He thinks in the middle lies the truth. What caused the CIAC to not want us anymore? Thought it started with prep football team, didn't have a lot of students come out to play which caused students to get hurt. Can't have that, maybe it's time to say the numbers and feeder program aren't here and to say no to football, sit out a year. Although there is an allure to prep-basketball, get rid of it, concentrate on all of the other students, the WA family.

Chris McDermott

He has two students at WA. He said Paige's letter says it all. He thanked the Board for listening. He has three points. The Academy has a place in Woodstock community. The state basketball championship was a true learning experience. As Ms. Black said, to compete at a high level, you have to recruit at a high level and our kids will be relegated to lesser team; all students know that. He also wonders about a few things, the honor societies and taking UConn classes, athletes won't be able to do that if they play in a league that won't allow us to be enrolled in college classes. NEPSAC teams play on Wednesdays and Saturdays and they have half-days on those days which doesn't fit with our calendar. He is disheartened with the perceived lack of transparency in this whole situation. Hockey players will play for a year and go away, they are not as invested as our students are; one and done. They are in it or promoting themselves. Sports should not be all, academic is the most important, but athletics is the core of the community. How will this affect students from sending towns, get a few more tuition paying, doesn't know what role PG has, can't believe it pays, can't make money, doesn't know what attraction is of having PG students is.

President Swenson thanked all for coming and encouraged all to attend the April 2nd forum, as it will have more information to communicate.

4. Student Council Report

Nathan Fontaine provided the report. Movie Night went well and planning is underway for the upcoming blood drive on April 25, which is a school event only. Student Council is looking forward to its spring events.

5. Board Reports

a. Secretary's Report

i. Minutes of January 16, 2018

MOTION: (Beckwith/Bentley) To approve the Minutes of January 16, 2018 meeting.

Abstain: Blackmer, Davis

All others in favor

b. President's Report

i. Correspondence

1. Letter from Putnam Rotary – Ray Brousseau Basketball Tournament
2. Letter to L. Skene

Head of School Sandford reviewed the various correspondence. Mr. S. Young recused himself from this portion of the meeting.

Mr. Sandford explained that he is asking for a vote of approval to grant a year of unpaid leave for Mrs. Skene.

MOTION: (Davis/Morse) To grant a year of unpaid leave to L. Skene for the 2018-2019 school year.

Abstain: Young

All others in favor

Mr. Musumeci announced that it was his personal privilege to introduce former Honorary Trustee Jeri Musumeci to the members of the Board.

c. Committee Reports - questions/discussion on reports provided in packet

- i. Academic
- ii. Building and Grounds
- iii. By-Laws
- iv. Executive
- v. Finance

d. Alumni Board Update

Alumni Association President Jeff Larrow provided a brief update. The members of the Association are working on publishing Dr. Smith's *A History of The Woodstock Academy*. Plans are to have a pre-order sale

to the Board of Trustees and employees. Mr. Larrow said the members are looking to host more events and are presently orchestrating a wine tasting dinner, and the salad booth at the Fair.

6. Woodstock Academy Administration Reports

a. Associate Head of School Report

i. Teaching and Learning

Associate Head of School Singleton briefly reviewed the Monthly Update which is included as part of these minutes.

ii. Academic Spotlight: Math

Dr. Harten reviewed the Academic Spotlight of the Mathematics Department, a copy of which is included with these minutes.

iii. Board questions/discussion

b. Head of School Report

i. 2018-2019 School Calendar (Second Reading)

Head of School Sandford reminded the Board of the discussion at its January Board meeting of the change in the school calendar. After surveying our day families, the winter break will now encompass two weeks, December 22–January 4.

MOTION: (Davis/Codding) To adopt the 2018-2019 School Calendar, as presented.

Unanimous

ii. 2018-2019 Board Calendar (Second Reading)

MOTION: (Morse/Young) To adopt the 2018-2019 Board Calendar, as presented.

Unanimous

iii. Health Services Report (B. Saucier)

Bobbie-Jo Saucier, Director of Health Services provided a PowerPoint presentation attached to the Minutes and detailed services provided to the students and staff. The Health Office provides 24-hour coverage. The office has had over 7,000 visits from August through February. As Mrs. Saucier is able to provide in-house American Red Cross certification, it has saved The Academy approximately \$3,100, not including the convenience of saving travel time for coaches.

Mrs. Saucier is planning to develop a wellness program and involve day students. Potential programs could include a wellness brunch, relaxation through knitting, financial wellness for teens, and peer relationships.

iv. 2017-2018 Operating and Board Budget Status

Board members agreed to President Swenson's suggestion that, due to how late it was, the budget vote would be postponed until the April Board meeting.

v. Policies (First Reading)

1. 4118.113 Personnel/Students – Harassment

Head of School explained that there was a change in state harassment law. Veterans were added as a protected class under this policy. The adjustments to this policy are related to this addition.

2. 4218 Personnel – Consecutive Absence Policy

Head of School asked to suspend the second reading procedure on this policy so the clock could start tomorrow on this. We did not have a policy on this. If an employee is absent for six months and hasn't resigned, we can move to terminate. A discussion ensued.

MOTION (Cerrone/Kelly) To approve with modification that any employee who is, or has been, unable to report to work for any reason for a period of six (6) consecutive months, will be terminated unless predetermined by the Head of School.

Nay: Cerrone, Frankhouser, Musumeci, Paquette, Trivella

Abstained: Young

All other in favor

3. 8134 Governance of The Board – Scholarship and Awards Committee
Head of School requested that this policy be tabled as it has not been updated.

7. Other Items – None.

8. Citizen's Participation

Jeri Musumeci, past Board member, former President of the Board of Trustees, and now Honorary Trustee, thanked the members of the Board for the donation to The Woodstock Academy Foundation in memory of her husband, Thomas Musumeci.

9. Executive Session

MOTION: (Morse/Paquette/) To enter into Executive Session at 9:30 PM to discuss:

- a. Reduction in Force
- b. AFSCME Contract
- c. Head of School Vacation Schedule

Unanimous

S. Young did not participate in Executive Session.

10. Possible action based on Executive Session

MOTION: (Johnston/Bentley) To reduce the following teachers in response to budget and enrollment numbers:

- A. Pukalo
- J. Moore
- M. Kebernick

Unanimous

MOTION: (Morse/Paquette) To ratify the AFSCME contract, as discussed in executive session.

Unanimous

11. Adjournment

MOTION: (Morse/Paquette) To adjourn at 9:46 PM.

Unanimous

Respectfully Submitted,

Susan Ahern Straub

Susan Ahern Straub
Board Clerk

THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
PUBLIC FORUM
Minutes of the Meeting
April 2, 2018



These minutes are for
informational purposes

PRESENT: S. Asikainen, M. Beckwith, J. Bellerose, C. Bentley, R. Blackmer, R. Canavan, K. Cerrone (P), K. Coddling (B), H. Frankhouser, E. Higgins, K. Johnston, G. Marmat (E), W. McGinn, D. Morse, J. Musumeci, P. Paquette, J. Rauh, C. Swenson, J. Trivella (B), S. Young.

ADMINISTRATION: J. Campbell, A. Favreau, M. Harten, J. Morse, J. Rigney, C. Sandford, H. Singleton, J. Sturdevant.

ABSENT EXCUSED: G. Carabeau, B. Child, C. Davis, C. Hustus (E), P. Kelly, J. Larrow, D. Teed.

ABSENT: D. Field.

GUESTS: Christine Ayotte, Sue Black, Sean Brennan, Paul Burgess, Jeff Child, Glenn Converse, Janet Crescimanno, Glen Holden, Renee Holden, Joseph McCusker, Veronica Vaida.

1. Call to order

The meeting was called to order at 6:01 p.m. by President C. Swenson.

2. Athletics

President Swenson explained that this meeting is a public format to solicit input and provide information regarding athletic options. Head of School Sandford will provide a presentation on the background of the athletics issue and the two available options. At the conclusion of the presentation, the meeting will be opened up for questions and answers.

There are ground rules: each participant is requested to limit their remarks to 3-5 minutes. Attorney Ed Higgins, Vice-President of the Board of Trustees, will be the moderator of the meeting and he will call speakers in the order of sign-up.

Head of School reviewed each slide of the PowerPoint presentation, a copy of which is included as part of these Minutes.

Mr. Higgins introduced the members of the panel: Mrs. Swenson, President of the Board of Trustees; Mr. Sandford, Head of School; Mrs. Singleton, Associate Head of School; Mr. Rigney, Assistant Head of School - South Campus; and Mrs. Favreau, Assistant Head of School for Enrollment.

Sean Brennan

His child lives in Pomfret. His son has been playing hockey since he was five and his goal was to play at The Academy. The way things are going, he is going to get screwed. He is going to be competing against recruits from Canada, Europe. His ex-wife lives in Pomfret and her tax dollars pay for his children to go here. What is the point of all this? Just revenue to pay off South Campus. He wants truthful answers. He called Mr. Sandford a liar. He asked again if going private was about money generating revenue. He said we should never have bought South Campus.

President Swenson replied that the point isn't leaving the CIAC. Mr. Brennan interrupted and called out "liar". Mrs. Swenson again attempted to answer that the Board has worked hard to do what is best for The Academy, but Mr. Brennan interrupted again by hollering "Hitler," "liar," and "liar." He then threw the microphone at Mr. Sandford.

Glenn Converse

Mr. Converse acknowledged he was out of turn and apologized. He is concerned about NEPSAC. He noted that many generations of his family have attend and played sports for The Academy. His fear is that his nephew's children will never experience being members of a championship team or playing for their town. NEPSAC is a very competitive league and he is speaking for all those local students who have played against other local towns. He doesn't want to lose that positive feeling of playing competitive sports. We will have to recruit, local students may make team, play a little, but he is concerned. He suggested to the Board, with respect, that they consider staying in the CIAC.

Veronica Vaida

She has two students and lives in Pomfret. She asked how long the Mission statement has included the increase in diversity and population, and how long the goals have been in place, including the Strategic Plan.

Mrs. Swenson replied that the Strategic Plan is over ten-years old. It was created when Sandy Fredrickson was President of the Board and the Board has worked towards those objectives.

Mrs. Vaida said she could not find any amendment or change to the Strategic Plan.

Mrs. Swenson said that the purchase of South Campus was part of the strategic plan. As people are aware, The Academy had been purchasing individual pieces of property on the Hill, but there was concern that that wouldn't aggregate, so the purchase of South was in line with the strategic plan. Updating the Strategic Plan was also discussed at the Board Retreat; however, the Board decided to delay it to let the dust settle around the purchase of the new campus as they didn't want to add more to the administrator's workload.

Mrs. Vaida mentioned frustration that the athletic issue wasn't really mentioned at the January meeting or at the Retreat. She also mentioned that the Board never formed a committee, or felt it was a struggle without the Athletic Director, or that there was research going forward but a committee was formed for this meeting tonight; why was energy not put toward the athletic decision?

Mrs. Swenson noted that the earlier slides discussed the previous athletic league changes and that there wasn't a specific subcommittee formed for this meeting but, rather, to compile information to present it so it makes the most sense, who the speakers would be, and to get information from administrators. Board members have different careers; they are not school administrators. The Board does ask administration to benchmark what other schools do. However, as The Academy is an independent academy, it is difficult to compare apples to apples with public schools.

Mrs. Vaida said people at the meeting are concerned with that the athletic and learning component won't function in the private school calendar as NEPSAC has half-days on Wednesdays and Saturdays.

Mrs. Singleton replied that lots of sports must leave school early for games. The teachers are professional and there are protocols for these excused absences. The golf team always leave early as their matches begin at 3:00 PM. The math league leaves early for their competitions, the music department participates in endorsed travel groups and leave early. Other students travel; this year a group is going to Greece and

there is also a school sponsored exchange to Spain. There are protocols in place to accommodate make up work for these academic and athletic activities. Mrs. Singleton said that we already have competitions on Saturday.

Mr. Rigney responded that while at Hyde School, he coached in the NEPSAC league, and that the older model league schedule of half-days on Wednesdays and Saturdays league is shifting. He also mentioned that track always has meets on Saturday.

Mrs. Vaida said that the only place the gymnasts can compete in a team is through the CIAC; for an individual to compete it would be approximately \$5,500/athlete. Also, there are 2-10 levels and she feels it is insulting to compare gymnastics to adding a ski team or an equestrian team. It will cost a lot of money to budget for these added teams.

Joseph McCusker

He is from Pomfret and has one child here. He feels that this will be the last year that local students will compete in hockey for The Academy.

Mrs. Singleton said that NEPSAC is a big group The Academy can compete in that or choose to complete in a smaller league, like the Southern New England Association (SENE).

Mr. McCusker asked if the plan was to build an ice rink on South Campus?

Mr. Sandford said no proposal has been brought to the Board of Trustees as yet; there is a process, and the due diligence must be completed, and then the WA Foundation would have to be asked to raise the funds for it.

Mr. McCusker wanted to know what happens to the sports schedules when the NEPSAC schools go on vacation for three months after Christmas. Will The Academy be off then?

Mrs. Singleton said that NEPSAC does have extra days off at Thanksgiving and they leave earlier for winter break and restart at the end of January. Any families who participate in winter sports know that there have always been games/practices during winter break; this would be a positive for the students and their families. NEPSAC does go on break in March and we have April break and that won't change, but spring sports go on during April break now.

Mr. McCusker feels that the bottom line is that the move will be to NEPSAC. The Academy is losing its identity; it is not a traditional public school, it will be a prep school and he doesn't like it, lots don't. The CIAC said things we need to fix, why can't you just fix those two things and continue with the CIAC?

Mr. Sandford said they can be fixed, but the decision will fix one side of the ledger but will not create a diverse population. We can maintain the path and the system for funding, or switch what we are as an institution.

Mrs. Swenson said the reason for these meetings is to try to get a straight answer from the CIAC. Some rules aren't interpreted as written, some are implied rules but are not in writing. How to anticipate this is creating uncertainty. This is why there was a discussion a few years ago. When PG basketball was implemented, it was with the clear blessing of the CIAC and we made commitments to student-athletes. Then the CIAC said they changed their minds. It is very difficult to do that in business and we don't want to make promises we can't keep.

Jeff Child

He doesn't know what he can gain, he is connected to the community, his grandfather, father, and he played here, as did his oldest son. The Academy is changing and no one in this room is happy about that. What determines the cost of tuition for a non-sending town student, \$42,000 for all?

Mr. Sandford said the operating budget is set every year. The sending operating budget is divided by the number of students in the town; this year's tuition is set at roughly \$13,800. The cost of private tuition is based on the total cost of our program. We would turn to Admissions and let them know that we need \$5 million in additional revenue.

Mr. Child said the decision is being made for 66 students. For local students, there is no guarantee if they will play sports. It is said that college exposure would be better, but only if you are on the basketball or hockey team, but not for the local students.

Glen Holden

In 2004 he changed his job, chose to move to Pomfret for Pomfret Community School and Woodstock Academy. He didn't pay for the "The". He moved for a new life and so his children could attend Woodstock Academy. That will change. It is nice to see diversity, and it is fantastic for the students. Maybe 365 days isn't too long to wait. It is tough to lose gymnastics. Where is the horse barn going to go?

Renee Holden

She spoke at the March 20th Board meeting. She found out that the Board will vote on this issue and she thanked the members. She hopes they will be open-minded. She asked all of the student-athletes in the audience to stand, as she wants everyone to see the faces of the students who are playing here. Local people have an investment in the children they see grow up, they are part of their extended family. It is important to stay in the ECC and CIAC. When they go to games in Putnam and Killingly, it is like going home; they are part of the same community. It is really nice to have diversity; Mr. Sandford spoke about a diverse environment, she said we can have both. She wants to seek common ground.

Jeff Child called out asking if athletes who have to sit out can practice with the team?

Mr. Sandford said it depends, based on what the CIAC says. The CIAC verbalized that they can go to practice, but not go to games; it is not in the rule book.

Mrs. Holden noted that if we didn't have a PG-football team, the team might not be the best, but football still packs a house against Killingly/Putnam. She has been told the quarterback is coming from Denmark. She is asking for loyalty for the people who, for generations, have given their loyalty to you and she promises you will have theirs.

A question was asked concerning how many students have been recruited for next year. Mrs. Singleton said seven have sent in their acceptance, and two of those have sent their deposit.

Another questioner asked how much are we paying? Mr. Sandford responded that to answer that would be a FERPA violation. Based on the CIAC, if the Board changes its mind and goes in a different direction, we will inform those families who have started the application process.

Jamie Boisvert

She said it seemed that the intention is to move away from the town academy model.

Mrs. Swenson responded that it is not the intention, the Board is proud of our independent town academy status.

Several questions concerning the budget were asked. Mr. Sandford referred to the presentation. He noted that when The Academy purchased South Campus we borrowed \$14.2 million from the USDA. As we were not able to access that money before the closing, we had to borrow money against ourselves for the several down payments due. He also explained that the budget for the first year on South is a shot in the dark for things, like how much electricity we would use. That figure is up significantly as we use the Center for The Arts space more than Hyde and have more students using the space.

Ms. Boisvert said it is hard for the sending towns to know where information is as there is not a lot of clear communication. One area that is not clear is how the decision will be made.

Mrs. Swenson said the Board would provide guidance with a decision at the April 12th meeting.

Ms. Boisvert said the communication between the Board and public is an important area that could be improved, as well as communication with the CIAC. It sounds like it is difficult to communicate. She suggested engaging a partial mediator and she suggest partnering with other town academies and work together with them to see how we fit in the current conference. This is important to our community as the decision will impact over 80% of the community.

Mrs. Singleton said both the CIAC and the ECC were asked to come to this meeting.

Sue Black

She has two children who are part of hockey. The transition to prep-hockey will provide opportunity for college, but not one local student will be playing on the prep teams. The college exposure will not be for the local teams. Local students will play on a 3rd team or JV, is that the level our teams will be at?

Mrs. Singleton responded that hockey is its own unique sport, it is very competitive. Some sports would have to go to a very low level and recruit to go to a higher level. We are going to want a coach who has played hockey in college and also has connections to colleges. There is no plan to change staff, rather we would provide training.

Ms. Black asked about allowing a student to repeat a year.

Mrs. Singleton said sending town contracts are very specific. A family would have to talk to their town as there is a process to obtain schooling for a 5th year.

Paul Burgess

He is from Pomfret and has one student here. He asked how the cost of participation in a sport was calculated?

Mr. Sandford replied that it based on the cost of transportation, uniforms, and officials.

Mr. Burgess asked about the salary for coaches?

Mr. Sandford explained that it depends on the sport. In boys soccer, there are two coaches and two volunteers so the cost is divided by participants. It is different for prep-basketball. Two coaches are living in the dorms and have dorm responsibilities. They do not get paid as dorm parents, however, they have a

day job at The Academy. The key part for prep-basketball is no transportation cost. The coaches drive so we don't have to hire other individuals. Another example is golf; the coach always drives the team.

Mr. Burgess asked if the CIAC is considered a contract? He said the next step should be an arbitrator to negotiate this. He asked if we have considered disputing the reversal? He asked that we consider advocating for all the students. He asked the Board to fight for this as lots of people moved here to have their children attend The Academy.

Christine Ayotte

She lives in Pomfret and said, for full disclosure, that she is a working journalist for NBC CT. Her son is a multi-sport athlete. He has dreamed his whole life of playing at The Academy.

She then asked someone to get Mr. Sandford a cup of coffee, as it is embarrassing how he is sitting there with his head in his hand.

She said the problem with the comments regarding the Thanksgiving football game is that parents weren't told of concerns about safety issues and she asked why we played the game.

Mr. Sandford explained that there was an agreement to play, a signed contract.

Mrs. Ayotte asked why parents weren't called.

Mr. Sandford said it was the last game of the season, many teams look different from the start of the year, and he did not know that those seven students would start.

Mrs. Ayotte asked if it was true that if the PG program could continue if a sophomore was not on the team? Is that a direct violation of CIAC rules, that PG basketball could continue to function if sophomores not on that team?

Mrs. Singleton said no sophomores or juniors and gr. 13 completely out of CIAC. The CIAC would like all grade 9-12 students to play in the CIAC.

Chris McDermott

He is from Woodstock. There is lots of conflict around the athletic program, how competitive it will be if we are in the CIAC but getting students to come here vs. how the school would change for the students if we join NEPSAC, have to weigh those two things. He asked Mrs. Favreau the number of students who come to campus ask about athletics?

Mrs. Favreau said 70-80% of the time is recruiting local students. It is challenging with the CIAC as we are not allowed to talk or recruit. If in a meeting with a non-sending town person they ask about athletics and want to talk to the baseball coach, we can't let them as that would be a violation. Sometimes that ends the conversation. If they are clearly looking to really play vs. the academic piece, we have to weigh all the issues. In NEPSAC, the restraints will be less.

Mr. McDermott said that to be attractive we first have to compete at a higher level, to compete at a high level fundamentally changes the experience. Having tuition is a benefit as it keeps our payment down, however, it is changing the experience for our children. The students will look back in large measure on how they bonded on the team, the faces around them for six months, how they rode the bus together. Another concern is all the rumors, PG/Prep team and how aggressively you will recruit, players' family

members getting jobs, or being dorm parents – does that violate some sort of rule, employing parents, is it true?

Mrs. Singleton said there was an opening for a dorm parent and a parent was hired. Academy teachers are also dorm parents. Dorm parents live on campus in the summer, but they aren't paid, nor does the cafeteria operate.

Mr. McDermott said Woodstock struggles with Proposition 46. What is the purpose of WA athletics, is it enrich or attract athletes by enriching tuition. He asked the Board to consider this when doing the arithmetic.

Other questions were raised concerning the Unified team. Mrs. Singleton said that CIAC has given permission to play scrimmages with no penalties or sanctions, but we can't go to CIAC tournaments. The Academy is in the process of applying to be a Special Olympics school.

Christopher Rothlein

He lives in Pomfret, and he suggests that any information that becomes available be shared. He also asked if an athlete plays jv or varsity in NEPSAC, can they still receive ECE credit?

Mrs. Singleton said she spoke with Bob Howe, the Executive Director of NEPSAC, and he said taking ECE courses for credit would not disqualify a student who is enrolled full-time. The rule is to prevent a student who has graduated high school, goes to college, and then tries to come back to high school to play sports and get credit.

Tara McCollum

She is an alum and she asked who wrote and developed the slide presentation as it was opinion based, and common sense would be to have both CIAC and NEPSAC at this meeting.

Mr. Sanford said both had been asked. Mrs. Singleton said the CIAC said it wasn't their issue.

Ms. McCollum asked if a student survey had been developed?

Mr. Sandford said not as yet.

Ms. McCollum said changes should never be made based on verbal statements of CIAC; solid proof is needed. This could have an even more negative effect on students who are recruited; they have uprooted their lives, as well as the entire student athlete population wondering what is happening, if not done properly. She also asked about Unified sports with NEPSAC. She doesn't see how this will be a positive for the individual students, especially given the increased travel time.

Mrs. Singleton explained that, although NEPSAC doesn't have Unified sports, they strongly support students of all abilities. The Academy will develop a program with opportunities as similar as she can with neighboring schools. It is an increased, added bonus to be aligned with Special Olympics.

Frank Aleman

He has six grandchildren.

He wanted to know how we could say we don't receive state funding if we ever received any funding for building or anything.

Mrs. Swenson said The Academy received a loan for a building, but we paid that off and have been debt free for at least four years.

Mr. Aleman said to change the slide in the presentation as we are state funded. He asked why we are recruiting, can we not emphasize academics?

Mr. Sandford said we do not recruit for sports. We have a wholistic approach.

Mr. Aleman asked how many Board members are here tonight.

Mrs. Swenson asked members to raise their hands.

Mr. Aleman is worried about local scholarships as most of them are funded locally. Will these new national and international boarding students get these scholarships? Are the scholarships academic?

Mrs. Favreau responded that many of the scholarships have specific criteria attached to them, either they are for students from a certain town, or for those students going into special programs.

Mrs. Singleton explained that there is a committee that deals with scholarship benefactors. Many scholarships are decided by benefactors.

Several students provided remarks on gymnastics and how they have dreamed of coming to The Academy.

A member of the Booster Club asked where the funding for additional team will come from as the booster club won't be getting additional money from the parents. She said Mr. Sandford is clearly frustrated, has his head in his hand, said he doesn't care.

Mike Shepard

He has three boys and is a coach for Griffin hockey. People were really excited when The Academy added hockey, but to be competitive in NEPSAC, we will have to recruit.

Mrs. Singleton agreed.

He wants to know where we would get additional rink time as we would have to compete with Pomfret Prep and Rectory and what time would practice be – 9:00 PM?

Mrs. Singleton said we need to prepare athletes better in hockey, a wholistic approach to hockey.

Eileen Stuyniski

She wrote a letter from the parent's perspective. Both of her daughters had a wonderful time at The Academy, she has no complaints but feels she has to speak when the school is going in the wrong direction. She asked why the global community carried such weight? She loves the students but doesn't believe the Charter, the purpose is global students.

3. Adjournment

MOTION: (Coddington/Blackmer) To adjourn at 9:26 PM

Unanimous

Respectfully submitted,

Susan Ahern Straub

Susan Ahern Straub
Board Clerk

THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
SPECIAL MEETING
Minutes of the Meeting
April 12, 2018



These minutes are for
informational purposes

PRESENT: S. Asikainen, J. Bellerose, C. Bentley, R. Blackmer, R. Canavan, G. Carabeau, K. Cerrone (P), K. Coddling (B), H. Frankhouser, E. Higgins, C. Hustus (E), K. Johnston, P. Kelly, G. Marmat (E), D. Morse, J. Musumeci, P. Paquette, J. Rauh, C. Swenson, D. Teed J. Trivella (B), S. Young.

ADMINISTRATION: J. Campbell, A. Favreau, M. Harten, C. Sandford, J. Sturdevant.

ABSENT EXCUSED: M. Beckwith, B. Child, C. Davis, J. Larrow, W. McGinn.

ABSENT: D. Field.

1. Call to order

The meeting was called to order at 7:02 p.m. by President C. Swenson.

2. Athletics

President Swenson explained that, as this is a Special Meeting of the Board, there is no agenda item providing for citizen participation. She also reminded everyone to be respectful.

In her opening remarks, Mrs. Swenson reminded the Board of the journey they began in 2006 with the implementation of the Strategic Plan. The key elements were to stabilize enrollment and finances to preserve program. This plan has been our guidance and we have been fortunate to institute a residential program that allowed us to meet those most critical elements. 40% of the current budget comes from non-sending town revenue. If we hadn't had the foresight to do what we have done, we wouldn't be talking about the league; we would be talking about what athletics to cut.

The Board received a statement earlier today beginning with two things. There was an update from the Connecticut Interscholastic Athletic Association (CIAC) perspective. In the short term, there is relief in terms of our concerns. From the New England Preparatory School Athletic Council (NEPSAC) perspective, and the recent presentation to transition from the associate level to full membership, there are questions that need to be answered. With that context, there is not clear consensus to leave the CIAC, but the Board must realize that means there is risk on that path forward.

From the CIAC perspective, they must maintain their interpretation of the 365-day rule as laid out and honor their commitment to initiate a task force. If something changes on their interpretation, we may have other things to think about.

Prep basketball will become all grade 13 and this may impact the program., unless we can work out something with the CIAC. The program objective was in Head of School's evaluation. The Academy football program may fall by the wayside as there is not enough interest/participation. If we remain in the CIAC options may have to be forgone, including our ability to attract students to the program as we may be hampered by restrictions for prep programs. We will have to tell students that they won't be able to accommodate their sport and they may change their minds. These restrictions may impact the countries where we are trying to recruit so students may not come. At the end of the CIAC evaluation, the task force recommendations may force us to reconsider our options.

It is important to note that NEPSAC is in alignment with the direction aligned by the Board and is consistent with the Strategic Plan concerning enrollment and finances. This revenue stream only benefits sending towns; sending towns are not supplementing the residential program. The recommendation about NEPSAC from the administration is in alignment with the Board of Trustee's Strategic Plan and the actions we have taken over the last four years.

Kate Cerrone was recognized. She said she received 34 letters from concerned citizens and she read every one. The most concerning phrases she read were: "up at night," "deeply concerned," and "heart broken." She said that in her 13 years of municipal experience, that kind of outpouring from the public only happens when there is a lack of communication and a perceived lack of transparency. The Board should not make decisions ahead of their stakeholders. They should make decisions with their stakeholders.

3. Adjournment

Motion: (Kelly/Trivella) To adjourn at 7:13 PM

Unanimous

Respectfully submitted,

Susan Ahern Straub

Susan Ahern Straub
Board Clerk

**THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
AGENDA ITEM INFORMATIONAL SHEET**
Woodstock, Connecticut

ATTACHMENT 2

Board Meeting Date: April 23, 2018

Agenda Topic: Correspondence

Summary of Issues: NOTIFICATION

Background: There are several pieces of correspondence related to Board notification.

Recommended Motion: INFORMATIONAL – N/A

Vision of The Woodstock Academy

The Woodstock Academy is a student-centered school which emphasizes individual growth and development through student engagement in diverse instructional opportunities effectively managed by an empowered faculty, supported by a participating community, and characterized by the highest global values of a rapidly changing world.

The Brooklyn Schools

119 Gorman Road
Brooklyn, CT 06234
Phone: (860) 774-9732
Fax: (860) 774-6938

Patricia L. Buell
Superintendent
buell@brooklynschools.org

Christopher Sandford
Head of School
Woodstock Academy
57 Academy Road
Woodstock, CT 06281

April 2, 2018

Dear Chris,

Thank you very much for presenting to the Brooklyn Board of Education on March 28, 2018. Your presentation was very informative and appreciated by the Board and our community. Your Dean of Academics, Michael Harten did an excellent job also.

Woodstock Academy has much to be proud of and we appreciate that you have disaggregated the data for the Brooklyn Students! It is wonderful to see the success of your students and the colleges that they are attending. We appreciate your efforts to create unique and engaging learning experiences for the students of Brooklyn while maintaining reasonable tuition rates for our community.

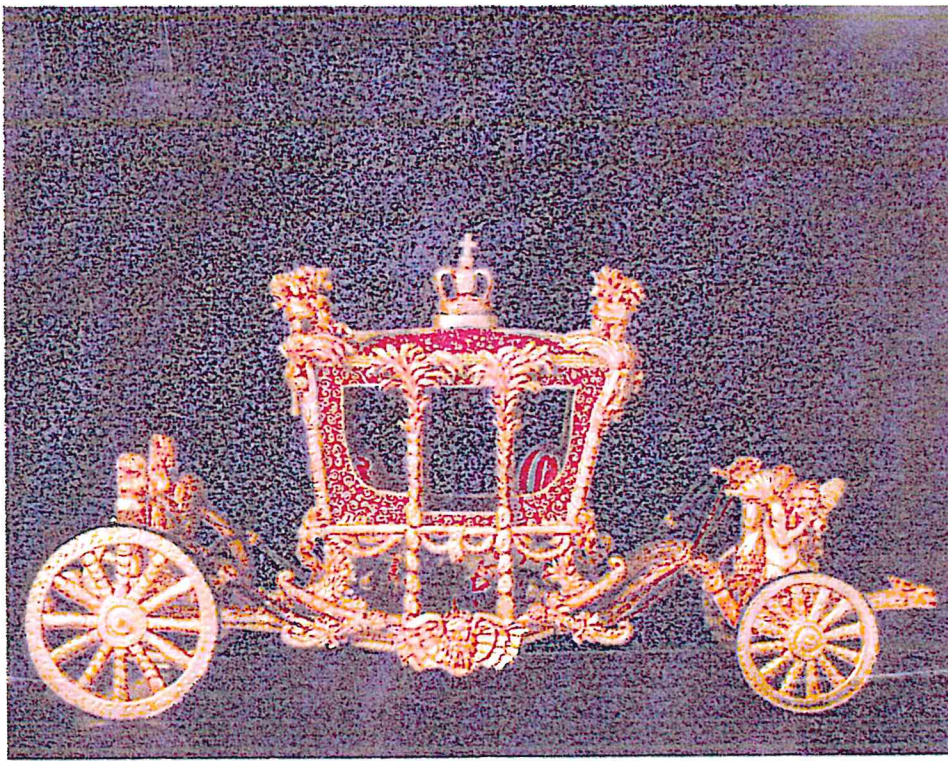
Thank you for your collaboration with the Brooklyn Public Schools and for offering high quality education to our students! I wish you and your school community a successful end of the FY18 school year!

Sincerely,



Patricia L. Buell

cc: Keith Atchinson, Board of Education Secretary
Joan Trivella, Brooklyn Board of Education Liaison to WA
Kelly Coddling, Brooklyn Board of Education Liaison to WA



April 7, 2018

Dear Christopher Standford

I want to congratulate you and the Academy on the opening of your new art gallery on Friday evening. It was such a lovely event and Mrs. Hanczar and her students did a wonderful job. I am very proud of you as well to take such a progressive approach to the art program.

Art is so important to people's souls and giving artists the opportunity to share with others is an important component to life.

Thank you and the Trustees and the Foundation for being visionaries to add this space to your campus.

Sincerely,
Amber Fairfield Bierkan

Royal Golden State Coach
Carved by: Amber Fairfield Bierkan
For 2010 Holiday Display at Hartwood Acres
An Allegheny County Park, in Pittsburgh, PA

Subject: FW: CONFIDENTIAL: tonight's meeting: Email from C. Swenson and C. Sandford

Date: Monday, April 16, 2018 at 1:03:35 PM Eastern Daylight Time

From: Susan Straub

From: Richard Canavan <rcanavan@gmail.com>

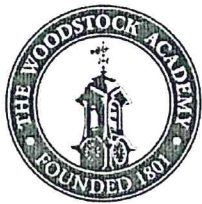
Date: Thursday, April 12, 2018 at 9:43 PM

To: Sue Straub <sstraub@woodstockacademy.org>

Subject: Re: CONFIDENTIAL: tonight's meeting: Email from C. Swenson and C. Sandford

Please inform Christine and Chris that I am resigning my position on the Board of Trustees effective immediately.

Rick Canavan



Christopher Sandford

Head of School

The Woodstock Academy

57 Academy Road

Woodstock, CT 06281

(860) 928-6575 ext. 1111



**THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
AGENDA ITEM INFORMATIONAL SHEET**
Woodstock, Connecticut

ATTACHMENT 3

Board Meeting Date: April 23, 2018

Agenda Topic: Committee Reports

Summary of Issues: Meeting minutes from the various sub-committees.

Background: N/A

Recommended Motion: INFORMATIONAL – N/A.

Vision of The Woodstock Academy

The Woodstock Academy is a student-centered school which emphasizes individual growth and development through student engagement in diverse instructional opportunities effectively managed by an empowered faculty, supported by a participating community, and characterized by the highest global values of a rapidly changing world.

MINUTES OF THE MEETING
The Woodstock Academy Board of Trustees
Academic Committee
April 9, 2018



These minutes are
informational only.

PRESENT: P. Green, M. Harten, V. May, J. Musko, J. Musumeci, P. Paquette, H. Singleton, S. Young.

ABSENT EXCUSED: B. Child.

1. Call to Order

The meeting was called to order at 5:30 p.m.

2. Citizen's Participation – None.

3. Secretary's Report – Minutes of the Meeting of March 12, 2018.

MOTION: (Musko/Green) To approve the Minutes of March 12, 2018.

Abstain: May, Young

All others in favor

4. Review Academic Committee Goals:

a. Monitor the development of a plan to address the achievement gap between all students and high needs students.

Plan should be finalized within the next few weeks and will be presented to the Academic Committee at the May meeting.

Designed to be a multi-year plan. Will include recommendations that carry over into other areas such as curriculum.

Metric for tracking the Gap = PSAT/SAT data and perhaps Aimsweb assessment.

b. Encourage Board members to attend at least one class.

Two members of the Board of Trustees attended classes. Suggestion to combine retreat next year with a school day to provide opportunity for more BOT members to attend classes.

c. Encourage innovative course designs, redesigns, and instruction.

Approval of five classes for the 2018-2019 year

Curricular revision of science courses to address NGSS

Preparation for learning supported by making across content areas; shift away from traditional wood technology

WALT's instructional goals for next year: Hands-on learning and effective homework strategies.

Continued –

The mission of The Woodstock Academy is to prepare ALL students for a lifetime of learning by providing academic rigor, a safe environment, and a diversity of educational experiences which will foster a sense of respect for self and others, and will encourage active investment in family, school, community, and the world.

Academic Committee

April 9, 2018

Page 2

d. Support a review of world language data to determine if a second required credit is appropriate.

81% are take 2 or more credits in a world language.

8% take 1 credit

12% take 0 credits (exempt by IEP or 2nd language proficiency)

WALT will be making a recommendation by next month.

5. Academic Committee Membership

The group discussed the idea of having a student representative or two (junior and senior; junior would stay on for 2 years). Students would not be invited into executive sessions. Could be a conduit to Student Council. P. Paquette will let Christine Swenson and Chris Sandford know about our intentions before we proceed.

6. College Acceptances

Members agreed that the list was fantastic. Kudos were extended to the guidance department and their efforts to expand relationships with colleges.

7. Other – None.

8. Citizen's Participation – None.

9. Adjournment

MOTION: (Young/Harten) To adjourn at 6:39 p.m.

Respectfully submitted,

Holly Singleton
Associate Head of School

MINUTES OF THE MEETING
THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
Building and Grounds Committee
April 9, 2018



These minutes are
informational only.

PRESENT: M. Beckwith, R. Blackmer, J. Bellerose, R. Canavan, K. Johnston, D. Morse, J. Musumeci,
J. Campbell, G. Giambattista

Guest: V. Vaida

1. Call to order

The meeting was called to order by Mr. Blackmer at 6:31 p.m.

2. Citizen's Participation - None

3. Secretary's Report – Minutes of March 12, 2018

MOTION: (Morse/Bellerose) To approve the minutes of March 12, 2018 as amended.

Abstain: Morse;

All Others in Favor

4. North Campus Wall Project

Mr. Giambattista reviewed the schedule of meetings held with various Town of Woodstock commissions to gain approvals for the project. He also answered questions regarding potential materials and vendors. He is in the process of getting quotes for the completion of the project.

5. Underground Storage Tank Update

Mr. Campbell reviewed discussions held with the DEEP regarding the status of the UST's on both campuses. He is in the process of getting quotes for the tank replacements.

6. Handicapped Bathroom Installation

Mr. Campbell reviewed that this project was on hold until summer.

7. Other

Mr. Bellerose asked that the administration look over the steps leading out the back of the Center for the Arts citing that during recent events the steps were awkward for some people to use.

8. Citizen's Participation - None.

9. Executive Session – None.

Continued

The mission of The Woodstock Academy is to prepare all students for a lifetime of learning by providing academic rigor, a safe environment, and a diversity of educational experiences which will foster a sense of respect for self and others, and will encourage active investment in family, school, community, and the world.

Building and Grounds
April 9, 2018
Page 2

10. Adjournment

MOTION: (Morse/Johnston) To adjourn the meeting at 7:05 p.m.
Unanimous

Respectfully submitted,

Joseph Campbell

MINUTES OF THE MEETING
The Woodstock Academy
Board of Trustees
Executive Committee
April 4, 2018



These minutes are
informational only.

PRESENT: H. Frankhouser E. Higgins, G. Marmat (E), P. Paquette, C. Sandford, C. Swenson (by telephone),
D. Teed, J. Trivella (B).

ABSENT EXCUSED: K. Cerrone, P. Kelly.

GUESTS: W. McGinn, J. Musumeci, V. Toth, V. Vaida.

1. Call to Order

The meeting was called to order at 7:00 p.m. by Vice-President, E. Higgins.

2. Citizen's Participation – None.

3. Secretary's Report – March 19, 2018

Motion: (Trivella/Teed) To approve the Minutes of March 19, 2018.

Abstain: Frankhouser

All others in favor

4. Correspondence – None.

5. Proposal from Woodstock Public Schools

The Woodstock Public Schools sent a request concerning the budget. Mr. Toth would like to be able to defer a \$100,000 portion of the June 15, 2019 tuition payment by two weeks, to July 1, 2019. This would provide flexibility in their budget. Any surplus at the end of the year would be paid. According to Prop 46, the PMS would be short \$269,000 and this would reduce this. There would be no impact on The Academy.

MOTION: Trivella/Teed) To approve the delay of \$100,000 from Woodstock Public Schools from June to July.

Unanimous

6. 18-19 Operating Budget

This has been endorsed by the Finance Committee and will be presented for a first reading at the April Board meeting with a vote for approval in May. Brooklyn, Pomfret, Eastford, and Woodstock have all seen the budget.

7. Other Items

Head of School's review. C. Swenson noted that the format could be changed. P. Paquette likes the opportunity for the trustees to express their concerns and opinions. C. Sandford would like to receive the feedback in a small session. C. Swenson would like the Board meeting in April. Each trustee would receive a copy of the comments. C. Sandford would like to be able to engage in discussions about the comments with the Board leadership.

Continued

8. Executive Session

Motion: (Marmat/Frankhouser) To enter into Executive Session at 7:10 p.m. to discuss:

- a. Administrator Contracts

C. Sandford and W. McGinn were invited to stay.

The meeting returned to regular session at 7:45 p.m.

13. Possible Action - None.

14. Adjournment

Motion: (Teed/Marmat) To adjourn the meeting at 8:00 p.m.

Respectfully submitted,

Philippa Paquette

**MINUTES OF THE MEETING
THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
Finance Committee
April 9, 2018**



These minutes are
informational only.

PRESENT: M. Beckwith, C. Bentley, R. Blackmer, J. Campbell, K. Coddling (B), C. Hustus (E), P. Kelly, D. Teed,

EXCUSED: C. Sandford.

Guest: V. Vaida.

1. Call to order

The meeting was called to order by Chairman Kelly at 7:07 p.m.

2. Citizen's Participation - None

3. Secretary's Report – Minutes of March 12, 2018

MOTION: (Teed/Beckwith) To approve the minutes of March 12, 2018 as presented.

Abstain: Coddling; All Others in Favor

4. 2017-18 Budget Status

Mr. Campbell reviewed the status of the Operating and Boarding budgets through March 31, 2018. He reviewed changes in both the anticipated revenue and expenditures.

5. 2018-2019 Boarding Budget

Mr. Campbell stated that there was had been no review of this budget for this meeting.

6. Draft – Investment Policy Discussion

Mr. Campbell reviewed a draft Investment Policy that had been reviewed by the Foundation. Ms. Beckwith offered that the Foundation was making modifications to this draft that should be completed soon. The committee asked to see that document once it is completed.

7. Other – None

8. Citizen's Participation

Ms. Vaida asked for an explanation of how the committee could understand the financial status of The Academy in a 10 to 15-minute presentation. Mr. Campbell responded that the committee had been reviewing the budget for the current fiscal year for nearly one and one-half years, as well as the corresponding actual performance.

9. Adjournment

MOTION: (Teed/Coddling) To adjourn the meeting at 7:25 p.m.

Unanimous

Respectfully submitted,

Joseph Campbell

The mission of The Woodstock Academy is to prepare all students for a lifetime of learning by providing academic rigor, a safe environment, and a diversity of educational experiences which will foster a sense of respect for self and others, and will encourage active investment in family, school, community, and the world.

**THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
AGENDA ITEM INFORMATIONAL SHEET**
Woodstock, Connecticut

ATTACHMENT 4

Board Meeting Date: April 23, 2018

Agenda Topic: Tutoring Report (Theory of Action)

Summary of Issues: Residential Student Tutoring Program 2017-2018. The establishment of this program was on the 2017/2018 Theory of Action.

Background: After the purchase of the Hyde property and the expansion of our programming, we established several goals and outlined perceived needs among the boarding students.

Recommended Motion: INFORMATIONAL – N/A

Vision of The Woodstock Academy

The Woodstock Academy is a student-centered school which emphasizes individual growth and development through student engagement in diverse instructional opportunities effectively managed by an empowered faculty, supported by a participating community, and characterized by the highest global values of a rapidly changing world.



Residential Student Tutoring Program

2017-2018 Report

Background:

Upon purchasing the Hyde property and expanding our programming, we established several goals and outlined perceived needs among the growing population of boarding students. Establishing a tutoring program was also on the 2017/2018 Theory of Action. As data was gathered from the past few years regarding international students and their academic success, it was clear that there was a need for an academic support program. The international team decided that this was going to be delivered by a tutoring program similar to many of our independent school counterparts. There were two main goals as we developed this system. (1) That students receive support in a group or 1:1 setting during their first year in transition to school in the US. (2) That students were able to take more challenging academic courses because they had additional support. The other consideration was that this program should be cost effective and profitable for The Academy.

Original Proposal:

Based on test scores, transcripts, and interviews, students would be placed in required tutoring. There were multiple options of tutoring designed, based on the perceived need for each student. Some students would receive up to 7 hours a week of tutoring, while others would only receive 2 hours a week. In addition, some sessions would be 1:1 and others would be in small groups of 4 or less. When students received their initial offer of acceptance, they were informed if tutoring was going to be required, the price, and the time commitment. If a student was not required to have tutoring, the options were still given to parents if they wanted to "add" tutoring to their child's schedule.

Our Director of Residential Programming, Kerri Nagle, began asking for resumes and qualifications of tutors in the Spring of 2017. There were several individuals who we had called upon in the past to help students, in addition to some recommendations that came from the Hyde Woodstock staff. It was important to have tutors who had skill and experience with certain curricular areas, such as math and science, in addition to having tutors who had wide-ranging work availability.

Incoming Fall 2017 Students & Costs:

Forty-five students were assigned tutoring for their first semester. Ten students were assigned tutoring every day during the school day and 2x after school. Five students had 1:1 tutoring 3x a week. Ten students had 1:1 tutoring 2x per week. Seventeen students had small group tutoring 3x per week. 3 students had small group tutoring 2x per week.

In total, the students were charged \$130,275 for the fall semester. Tutors and materials cost the program \$30,619.19. The program profited \$99,655.81 in the first semester. We have billed a total of \$71,350 for semester two and the estimated profit will be between \$50,000 and \$56,000.

Outcomes from Fall 2017:

Students in the tutoring program did well in their classes at the conclusion of the Fall semester, although it was difficult to compare Fall 2016 to Fall 2017 because it was a different group of students. Grades of Ds and Fs were down in total numbers. It was determined that several of the students would not need the academic tutoring moving

forward. There were a few students who were required to continue with the tutoring and others who opted to stay in the program. Another positive result was the amount of increased contact between international parents and the school. The weekly updates from tutors generated many positive conversations between parents, students, teachers, and counselors. Ultimately, communication between families and the school increased.

Changes and Alterations for Fall of 2018:

All incoming grade 9 and 10 students will receive 1-1 tutoring at least 2x per week unless they have a high enough TOEFL score. This will provide for more consistency and understanding in program and billing. There will also be an expectation that tutoring will continue into the second semester unless grades from first semester are B's or better. The shift of focus from group tutoring to 1:1 tutoring is based on data that we collected this year. Students who had 1:1 achieved, on average, 6.4 points higher on their overall academic record. Tutors and students also reported a higher level of comfort from 1:1 experiences versus being in a small group. The admissions staff will attempt to place students in a tutoring program during the enrollment process. There may be times when teachers, counselors, or residential life staff feel that a student should be placed into tutoring after they have been at school for a few weeks. In this case, the admissions staff will work with students and families to communicate the additional cost and commitment.

Program Expansion:

The admissions team will work closely with the Residential Life Team and the Guidance department to determine which local and boarding students might need some additional help. If there is a candidate who may need tutoring, he or she can be included in the small group or 1:1 tutoring as needed. The long-term plan will be that all students may choose to have a tutor for short or long-term help. The Woodstock Academy also has several layers of support for students including student tutors, after school help with teachers, and programs designed to help both day and boarding students.

All programs will continue to be monitored. The continued collection of both qualitative and quantitative data will be important as we expand the program and make alterations to best suit the needs of all students.

**THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
AGENDA ITEM INFORMATIONAL SHEET**
Woodstock, Connecticut

ATTACHMENT 5

Board Meeting Date: April 23, 2018

Agenda Topic: Naming Recommendation

Summary of Issues: Sound Booth in the Bates Auditorium

Background: In recognition of Silas Bunnell's devotion and dedication to The Woodstock Academy, the administration recommends naming the sound booth in the Bates Auditorium in his memory.

Recommended Motion: I move to accept naming the sound booth in the Bates Auditorium in memory of Silas Bunnell.

Vision of The Woodstock Academy

The Woodstock Academy is a student-centered school which emphasizes individual growth and development through student engagement in diverse instructional opportunities effectively managed by an empowered faculty, supported by a participating community, and characterized by the highest global values of a rapidly changing world.

**THE WOODSTOCK ACADEMY
BOARD OF TRUSTEES
AGENDA ITEM INFORMATIONAL SHEET**
Woodstock, Connecticut

ATTACHMENT 6

Board Meeting Date: April 23, 2018

Agenda Topic: Policies

Summary of Issues: This is the first reading of these policies. They have been endorsed by the Policy Committee and the Executive Committee.

1. 4118.113 Personnel/Students – Harassment
2. 8134 Governance of The Board – Scholarship and Awards Committee

Background: The Policy Committee is undertaking an extensive look at our current policy manual and recommending updates when needed.

Recommended Motion:

Vision of The Woodstock Academy

The Woodstock Academy is a student-centered school which emphasizes individual growth and development through student engagement in diverse instructional opportunities effectively managed by an empowered faculty, supported by a participating community, and characterized by the highest global values of a rapidly changing world.

Personnel/Students

Harassment

The Woodstock Academy Board of Trustees strives to provide a safe, positive working and learning climate for its students and employees. Therefore, harassment, in any form, will not be tolerated at The Academy. This policy applies to all students, staff members, board members, parents, vendors, contracted individuals, volunteers, other employees and other visitors who are on Academy grounds or Academy owned property; on buses operated by The Academy; while attending or engaged in Academy activities; and while away from Academy grounds if the misconduct directly affects the good order, efficient management, and welfare of the Academy.

Employees, students, and others are expected to adhere to a standard of conduct that is respectful and courteous to all. The principle of freedom of expression that might otherwise protect the most offensive public speech does not protect or encompass a right to threaten the dignity and privacy of an individual. Such personally directed behavior will not be tolerated. It is contrary to academic values, debilitates its victims, compromises the offenders, and undermines The Academy's fundamental commitment to individual freedom and respect for all its members. Furthermore, acts of intolerance may destroy the very atmosphere in which freedom of expression is otherwise tolerated and cherished.

For purposes of this policy, harassment consists of verbal, written, graphic, or physical conduct relating to an individual's race, veteran status, color, religion, sex, national origin/ethnicity, physical attributes or disability, parental or marital status, sexual orientation, gender identity/expression, or age when such conduct/harassment:

1. is sufficiently severe, persistent or pervasive that it affects an individual's ability to participate in or benefit from an educational program or activity or creates an intimidating, threatening or abusive educational environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's academic or work performance;
3. otherwise adversely affects an individual's learning or work opportunities;
4. is made either explicitly or implicitly a term or condition of an individual's education, employment, or participation in district programs or activities; or
5. exposure to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual.

Harassment as set forth above may include, but is not limited to:

- verbal, physical, or written intimidation or abuse;
- repeated remarks of a demeaning or condescending nature;
- repeated demeaning jokes, stories, or activities directed at the individual.

For purposes of this policy, sexual harassment shall consist of unwelcome sexual advances; requests for sexual favors; and other inappropriate verbal, written, graphic or physical conduct of a sexual nature when:

1. acceptance of such conduct is made, either explicitly or implicitly, a term or condition of an individual's continued education employment; or participation in district programs or activities;
2. submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; and
3. such conduct is sufficiently severe, persistent or pervasive that it has the purpose or effect of substantially interfering with the employee's job performance or creating an intimidating, hostile or offensive working environment.

Examples of conduct that may constitute sexual harassment include, but are not limited to sexual flirtations, advances, touching or propositions; verbal abuse of a sexual nature; graphic or suggestive comments about an individual's dress or body; sexually degrading words to describe an individual; jokes; pin-ups; calendars; objects; graffiti; vulgar statements; abusive language; innuendos; references to sexual activities; overt sexual conduct; or any conduct that has the effect of unreasonably interfering with an employees' ability to work or creates an intimidating, hostile or offensive working environment.

Each staff member shall be responsible to maintain an educational environment free from all forms of unlawful harassment. Each student shall be responsible to respect the rights of all students and to ensure an environment free from all forms of unlawful harassment.

Should harassment be alleged, it is the policy of this Board that it shall be thoroughly investigated, that there should be no retaliation against the victim of the alleged harassment, and that the problem/concern shall be appropriately addressed.

In order to maintain a work environment that discourages and prohibits unlawful harassment, the Board designates the Head of School or his/her designee as the District's Compliance Officer.

The Academy shall annually inform students, staff, parents, independent contractors and volunteers that unlawful harassment will not be tolerated with the school system.

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.

29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.

Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.

34 CFR Section 106.8(b), OCR Guidelines for Title IX.

Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29CFR Sec. 1606.8
(a) 62 Fed. Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512(1/19/01)

Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited. (as amended by PA 17-127)

10-15c Discrimination in public schools prohibited. School attendance by five-year olds.
(Amended by P.A. 97-247 to include "sexual orientation")

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

Policy Adopted: March 10, 2015

Policy Updated: _____

The Woodstock Academy
Woodstock, Academy

Governance of The Board

Scholarship and Awards Committee

The Head of School shall appoint a committee to be known as the Scholarship and Awards Committee of The Woodstock Academy.

~~This committee shall be appointed for a maximum four year period.~~ The composition of this committee shall consist of the Director of Guidance, ~~five~~ **a** staff member **from every department and each member of the guidance department.** **The Committee shall be overseen by** ~~The Executive Director~~ **Associate Head** of Institutional Advancement **or his/her designee** and the Associate Head of School or his/her designee, **whom will also be members of the Committee.**

The committee, at its discretion, may solicit information from other individuals it deems appropriate prior to determining awards and/or scholarships. The committee shall select recipients and distribute these awards/scholarships in strict adherence to the established criteria of such awards/scholarships and within the fiscal limitations as established by Board policy.

No teacher, staff member, or administrator who has a child or relative that may be considered for any award/scholarship shall serve on this committee.

Policy Adopted: August 25, 1998

Policy Update: _____

The Woodstock Academy
Woodstock, Connecticut