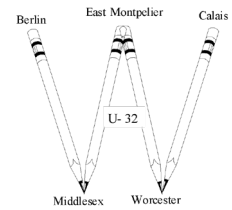


# Washington Central Unified Union School District

*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  
9.4.24 6:15-9:15  
U-32  
Rm 128/131  
930 Gallison Hill Rd  
Montpelier, VT**

**Virtual Meeting Information**

**<https://tinyurl.com/bduhp355>**

**Meeting ID: 849 3594 9997**

**Password: 297072**

**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. Board Operations (Discussion/Action)   |            |
| 3.1. Board Learning – <a href="#">Role of the Board</a>                               |            |
| 3.2. Finance/Configuration – Presentation – pg. 3                                     |            |
| 4. Personnel  | 5 minutes  |
| 4.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE - pg. 5 |            |
| 5. Consent Agenda(Discussion/Action)  | 10 minutes |
| 5.1. Approve Minutes of 8.21.24 – pg. 12  |            |
| 6. Future Agenda Items  |            |
| 7. Public Comments – Time limit strictly enforced, see note                           |            |
| 8. 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

**Criteria** to guide our Leadership team and School Board in creating configuration models.

**Practices and processes:**

- Communicate clearly and with greater detail
  - Share data
  - Elaborate on costs AND benefits
  - Share proposals with credible arguments
  - Define equity
  - Provide more information on options
- Answer specific questions from the community data (FAQ)
- Acknowledge when data is inconclusive
- Communicate process, timeline, and opportunities for community input
- Share the timeline, the Board's commitment to the timeline, and any necessary revisions to the timeline

Criteria	Core Belief	Strategies
Impact on student well-being: research and data related to <ul style="list-style-type: none"> <li>• Class size and healthy classroom configurations</li> <li>• Travel time</li> <li>• Access to aftercare and before care</li> <li>• Access to programming such as sports, music, guidance, etc.</li> </ul>	Well-Being Humanity, Justice, Community, and Belonging	Focus on inclusion and belonging  Rename/rebuild re-configured elementary schools <ul style="list-style-type: none"> <li>○ New names</li> <li>○ New mascots</li> <li>○ Etc.</li> </ul>
Travel time <ul style="list-style-type: none"> <li>• Length of bus rides for various age groups</li> <li>• Travel time for families to school</li> </ul>	Well-Being Humanity, Justice, Community, and Belonging	
Implications of moving 6th grades to U-32: research and data related to <ul style="list-style-type: none"> <li>• Student impacts: social, emotional, academic</li> <li>• System impacts</li> </ul>	Well-Being Humanity, Justice, Community, and Belonging Rigorous Curriculum and Instruction	Intentionally designing and implementing a strong middle grades program will attend to the social, emotional and academic needs of students ( <u>The Successful Middle School</u> )
Financial sustainability, fiscal responsibility, resilience and responsiveness to future demographic changes	Transparent and Responsible Leadership	Enhancing Education
Does this configuration set us up to enter a merger conversation with other districts?	Transparent and Responsible Leadership	

<p>Implications of different proposals on specific communities/towns and the community as a whole</p> <ul style="list-style-type: none"> <li>• Per pupil spending</li> <li>• Community viability</li> <li>• Property values</li> <li>• Community well-being</li> <li>• Pros/Cons for all scenarios/options</li> <li>• Impact of closures on towns (center towns most impacted)</li> <li>• Cost savings and indirectly tax savings</li> </ul>	<p>Community Engagement and Relationships Humanity, Justice, Community, and Belonging Transparent and Responsible Leadership</p>	<p>Board is committed to making student-centered decisions</p>
<p>Specific educational improvements and opportunities for students</p> <ul style="list-style-type: none"> <li>• Equitable opportunities (define)</li> <li>• That are fiscally sustainable</li> </ul>	<p>Rigorous Curriculum and Instruction Humanity, Justice, Community, and Belonging</p>	
<p>Opportunities/costs to elementary sports programs</p> <ul style="list-style-type: none"> <li>• Travel impacts on elementary sports</li> <li>• Changes to elementary sports configurations for each model</li> </ul>		
<p>Allow class sizes that meet Education Quality Standards and are sufficient to provide rich instruction</p> <ul style="list-style-type: none"> <li>• Intentionality</li> <li>• Consistency</li> <li>• Equitable outcomes</li> </ul>	<p>Rigorous Curriculum and Instruction Transparent and Responsible Leadership</p>	
<p>Maintain full-time nursing and counseling</p> <ul style="list-style-type: none"> <li>• What does the research say about student access to nursing and counseling?</li> </ul>	<p>Well-Being Humanity, Justice, Community, and Belonging</p>	
<p>Maintain or expand enrichment opportunities that are consistent across the system (music, art, world language, etc.)</p> <ul style="list-style-type: none"> <li>• Sustainable</li> </ul>	<p>Rigorous Curriculum and Instruction Humanity, Justice, Community, and Belonging</p>	
<p>Be deliberate, intentional, and creative when creating shared positions across schools and very small FTE</p>	<p>Humanity, Justice, Community, and Belonging</p>	

**Notes:**

- Cite sources when providing research and data

## **WCUUSD School Board**

### **Superintendent Personnel Summary and Recommendations**

#### **1. New Hire Nominations (for 24-25 school year)**

Eileen Riley (.2 Calais) for Library Media Specialist/Technology Integrationist

#### **2. Retirement**

#### **3. Re-Hires**

#### **4. Resignations**

#### **5. Extended Leave of Absence Request:**

#### **6. Change in FTE:**

Kristina Snook (.3 Doty) for Library Media Specialist/Technology Integrationist

Marc Chamberlain (.2 Doty) for PE

Rick Agran (1.00 Berlin) for 5/6 classroom teacher

#### **7. Long-Term Substitutes (24-25 School Year)**

Benton Larrow - covering the leave of an interventionist who will return to work in October.

#### **8. Change in Position (24-25)**

Jessie Dall (.8 Berlin/.2 Rumney) for Library Media Specialist/Technology Integrationist

## TEACHER NOMINATION

<b>POSITION:</b> Library Media Specialist/Technology Integrationist		<b>FTE:</b> 1.0 (.8 Berlin, .2 Rumney)
<b>REASON FOR VACANCY:</b> <input type="checkbox"/> Retirement/Resignation <input checked="" type="checkbox"/> New Position <input type="checkbox"/> Leave of Absence		
<b>SCHOOL BUILDING:</b> Berlin Elementary School (.8) Rumney Elementary School (.2)		
<b>SEARCH COMMITTEE COMPOSITION:</b> <input type="checkbox"/> Administrators <input checked="" type="checkbox"/> Teachers (numbers and groups represented) <input type="checkbox"/> Support Staff <input type="checkbox"/> Parents/Community Members <input type="checkbox"/> Other:		
<b>EDUCATIONAL PREPARATION:</b> (College, degree, date obtained)	See application—attached	
<b>PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION:</b> (objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)	Jessie has a love of books and literature. Her experience at the Historical Society will support her engagement and management of students. Jessie's experience at the Kellog-Hubbard library will extensively support her knowledge of library collections and circulation. Jessie is noted to be kind, punctual and a good fit for this role. She has already reached out to local librarians who she can learn from. Her previous supervisor is someone who suggested we ask her if she is interested in this.	
<b>CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD:</b> (resume and cover letter attached) <b>NAME:</b> Jessie Dall		

(If the board has additional questions about the candidate or other applicants, this should be discussed in executive session due to privacy rights and should not include information that would not be asked as a part of an interview process such as marital status, where candidate lives, etc.)

NOMINATED BY Celia M. Guggemos 8/22/24  
 Principal/Administrator Date  
 RECOMMENDED BY [Signature] 8/30/24  
 Superintendent Date  
 BOARD APPROVAL DATE: \_\_\_\_\_

## TEACHER NOMINATION

POSITION: <u>PE</u>		FTE: <u>.2</u>
REASON FOR VACANCY: <input checked="" type="checkbox"/> Retirement/Resignation <input type="checkbox"/> New Position <input type="checkbox"/> Leave of Absence		
SCHOOL BUILDING: <u>Doty</u>		
SEARCH COMMITTEE COMPOSITION: <u>1</u> Administrators <u>    </u> Teachers (numbers and groups represented) <u>    </u> Support Staff <u>    </u> Parents/Community Members <u>    </u> Other:		
EDUCATIONAL PREPARATION: (College, degree, date obtained)	<u>on file</u>	
PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION: (objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)	<u>on file</u>	
CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD: (resume and cover letter attached)	NAME: <u>Marc Chamberlain</u>	
SALARY INFORMATION: Salary Schedule Placement: <u>M30</u> Step: <u>L</u> Salary/Wage Rate: <u>\$15,836 (\$79,100)</u> Number of 2 <sup>nd</sup> Round Interviews: <u>    </u>		

(If the board has additional questions about the candidate or other applicants, this should be discussed in executive session due to privacy rights and should not include information that would not be asked as a part of an interview process such as marital status, where candidate lives, etc.)

NOMINATED BY [Signature] 8/26/24  
Principal/Administrator Date

RECOMMENDED BY [Signature] 8/30/24  
Superintendent Date

BOARD APPROVAL DATE: \_\_\_\_\_

## TEACHER NOMINATION

POSITION: <u>Librarian</u>		FTE: <u>.3</u>
REASON FOR VACANCY: <input checked="" type="checkbox"/> Retirement/Resignation <input type="checkbox"/> New Position <input type="checkbox"/> Leave of Absence		
SCHOOL BUILDING: <u>Doty</u>		
SEARCH COMMITTEE COMPOSITION: (numbers and groups represented) <input checked="" type="checkbox"/> Administrators <input checked="" type="checkbox"/> Teachers <input checked="" type="checkbox"/> Support Staff <input checked="" type="checkbox"/> Parents/Community Members ____ Other:		
EDUCATIONAL PREPARATION: (College, degree, date obtained)		<u>on file</u>
PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION: (objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)		
CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD: (resume and cover letter attached)		NAME: <u>Kristina Snook</u>
SALARY INFORMATION:  Salary Schedule Placement: <u>m30</u> Step: <u>0</u> Salary/Wage Rate: <u>\$25,798.20 (\$85,944)</u> Number of 2 <sup>nd</sup> Round Interviews: _____		

(If the board has additional questions about the candidate or other applicants, this should be discussed in executive session due to privacy rights and should not include information that would not be asked as a part of an interview process such as marital status, where candidate lives, etc.)

NOMINATED BY

[Signature]  
Principal/Administrator

8/28/24  
Date

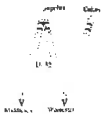
RECOMMENDED BY

[Signature]  
Superintendent

8/30/24  
Date

BOARD APPROVAL DATE: \_\_\_\_\_



**TEACHER NOMINATION**

<b>POSITION:</b> 5% Classroom Teacher		<b>FTE:</b> 1.0
<b>REASON FOR VACANCY:</b> <input checked="" type="checkbox"/> Retirement/Resignation <input type="checkbox"/> New Position <input type="checkbox"/> Leave of Absence		
<b>SCHOOL BUILDING:</b> Berlin Elementary School		
<b>SEARCH COMMITTEE COMPOSITION:</b> <input type="checkbox"/> Administrators <input checked="" type="checkbox"/> Teachers (numbers and groups represented) <input checked="" type="checkbox"/> Support Staff <input checked="" type="checkbox"/> Parents/Community Members <input type="checkbox"/> Other:		
<b>EDUCATIONAL PREPARATION:</b> (College, degree, date obtained)	Rick has an MFA, MA. His resume is on file at CO. He has been a paraprofessional staff at EMES for many years.	
<b>PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION:</b> (objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)	Rick comes to the classroom from a unique path. He will utilize his experience in teaching ELA at a higher level with the experience he has as a para to meet kids where they are at. His reference notes him to be professional, dedicated to students and the school community. He is a strong presence and will be a good addition to our learning community.	
<b>CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD:</b> (resume and cover letter attached)		<b>NAME:</b> Rick Agran
<b>SALARY INFORMATION:</b> Salary Schedule Placement: <u>M301</u> Step: <u>0</u> Salary/Wage Rate: <u>\$85,994</u> Number of 2 <sup>nd</sup> Round Interviews: <u>    </u>		

(If the board has additional questions about the candidate or other applicants, this should be discussed in executive session due to privacy rights and should not include information that would not be asked as a part of an interview process such as marital status, where candidate lives, etc.)

NOMINATED BY Celia M. Guggemos August 26, 2024  
Principal/Administrator

RECOMMENDED BY [Signature] 8/30/24  
Superintendent Date

BOARD APPROVAL DATE: \_\_\_\_\_

## TEACHER NOMINATION

POSITION: Library / Media Teacher		FTE: .2
REASON FOR VACANCY: <input checked="" type="checkbox"/> Retirement/Resignation <input type="checkbox"/> New Position <input type="checkbox"/> Leave of Absence		
SCHOOL BUILDING: Calais Elementary School		
SEARCH COMMITTEE COMPOSITION: <input checked="" type="checkbox"/> Administrators <input type="checkbox"/> Teachers (numbers and groups represented) <input type="checkbox"/> Support Staff <input type="checkbox"/> Parents/Community Members <input type="checkbox"/> Other: Internal /External , 3 Applicants,		
EDUCATIONAL PREPARATION: (College, degree, date obtained)	U. of Vermont - B.S. Ed Trinity College of Vermont U. of Vermont - Library M.A. Ed Science	
PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION: (objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)	Highly recommended by Becca T. @ U32. Wealth of experience in Schools, library. Extremely qualified.	
CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD: (resume and cover letter attached)		
NAME: Eileen Riley mis-mag step 0 \$16,714.20 (83,571)		

(If the board has additional questions about the candidate or other applicants, this should be discussed in executive session due to privacy rights and should not include information that would not be asked as a part of an interview process such as marital status, where candidate lives, etc.)

NOMINATED BY James Weiss 8/23/2024  
Principal/Administrator Date

RECOMMENDED BY Andy Po 8/30/24  
Superintendent Date

BOARD APPROVAL DATE: \_\_\_\_\_

## TEACHER NOMINATION

<b>POSITION:</b> <u>long term sub</u> <u>Bendon Larson</u>		<b>FTE:</b> <u>up to 1.0</u>												
<b>REASON FOR VACANCY:</b> <input type="checkbox"/> Retirement/Resignation <input type="checkbox"/> New Position <input checked="" type="checkbox"/> Leave of Absence														
<b>SCHOOL BUILDING:</b> <u>Doty</u>														
<b>SEARCH COMMITTEE COMPOSITION:</b> (numbers and groups represented) <table style="width: 100%;"> <tr> <td><input checked="" type="checkbox"/> Administrators</td> <td><input checked="" type="checkbox"/> Teachers</td> </tr> <tr> <td><input checked="" type="checkbox"/> Support Staff</td> <td><input type="checkbox"/> Parents/Community Members</td> </tr> <tr> <td colspan="2"><input type="checkbox"/> Other:</td> </tr> </table>			<input checked="" type="checkbox"/> Administrators	<input checked="" type="checkbox"/> Teachers	<input checked="" type="checkbox"/> Support Staff	<input type="checkbox"/> Parents/Community Members	<input type="checkbox"/> Other:							
<input checked="" type="checkbox"/> Administrators	<input checked="" type="checkbox"/> Teachers													
<input checked="" type="checkbox"/> Support Staff	<input type="checkbox"/> Parents/Community Members													
<input type="checkbox"/> Other:														
<b>EDUCATIONAL PREPARATION:</b> (College, degree, date obtained)	<u>on file</u>													
<b>PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION:</b> (objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)	<u>on file</u>													
<b>CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD:</b> (resume and cover letter attached)	<b>NAME:</b> <u>Bendon Larson</u>													
<b>SALARY INFORMATION:</b> <table style="width: 100%;"> <tr> <td>Salary Schedule Placement:</td> <td><u>AH B15+</u></td> <td>Step:</td> <td><u>0</u></td> </tr> <tr> <td>Salary/Wage Rate:</td> <td colspan="3"><u>69,781/377.19 PO/50.29 HR</u></td> </tr> <tr> <td>Number of 2<sup>nd</sup> Round Interviews:</td> <td colspan="3">_____</td> </tr> </table>			Salary Schedule Placement:	<u>AH B15+</u>	Step:	<u>0</u>	Salary/Wage Rate:	<u>69,781/377.19 PO/50.29 HR</u>			Number of 2 <sup>nd</sup> Round Interviews:	_____		
Salary Schedule Placement:	<u>AH B15+</u>	Step:	<u>0</u>											
Salary/Wage Rate:	<u>69,781/377.19 PO/50.29 HR</u>													
Number of 2 <sup>nd</sup> Round Interviews:	_____													

(If the board has additional questions about the candidate or other applicants, this should be discussed in executive session due to privacy rights and should not include information that would not be asked as a part of an interview process such as marital status, where candidate lives, etc.)

NOMINATED BY Theresa Aguirre

Principal/Administrator

8/28/24  
Date

RECOMMENDED BY [Signature]

Superintendent

8/30/24  
Date

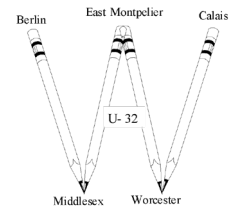
BOARD APPROVAL DATE: \_\_\_\_\_

# Washington Central Unified Union School District

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

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1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
Fax (802) 229-2761



## Washington Central Unified Union School District School Board Meeting 8.21.24 6:15-9:00 PM U-32 Rm 128/131 930 Gallison Hill Rd Montpelier, VT

**Board Members Present:** Flor Diaz Smith, Ursula Stanley, Chris McVeigh, Zach Sullivan, Kealy Sloan, Daniel Keeney, Amelia Contrada, Elizabeth Brown, Patrick Whelley, Diane Nichols-Fleming, Jonathan Goddard, Mckalyn Leclerc, Natasha Eckart

**Others Present:** Superintendent Steven Dellinger-Pate, Susanne Gann, Jen Miller-Arsenault, Julia Pritchard, Leigh Garrity, Heidi Dimick, Alicia Lyford, Nat S, Lila Richardson, Lisa Hanna, Caitlin Howansky, Noah Weinstein, Rachel, Julia Hewitt, Carly Humke, David Book, Jaiel Pulskamp, Timothy Couture, David Delcore, David Hannigan, M Melekos, Yasmine Ziesler, Robert M, Gillian Fuqua, Dell Waterhouse, Karoline May, Jarrod Weiss, David Lawrence, Rick A, Honi Bean Barrett, Arlyn Bruccoli, Chani Waterhouse, John and Emily, Celia, Kathryn Biggam, Julie Carino

1. **Call to Order:** Flor Diaz Smith called the meeting to order at 6:15 p.m. She explained that the board had just recently approved a strategic plan. She reviewed the core beliefs and how they inform the work of the board.
2. **Welcome**
  - 2.1. **Adjustments to the Agenda:** None
  - 2.2. **Reception of Guests:** Flor Diaz Smith welcomed those present.
  - 2.3. **Public Comments-Time limit strictly enforced, see note:** Flor Diaz Smith invited public comments. Nat Shambaugh - Berlin - had attended the June meeting in Berlin; and had some follow-up questions. He asked how the board intends to incorporate feedback from the June meeting into going forward. He inquired about financial modeling, which was promised by August. He stated that his understanding was that there would be a vote in November, yet he is not seeing evidence that this is imminent. He stated that he believes the board should move forward. He asked what happens when the board decides to close a school but the town votes against. Lila Richardson - the board solicited from the community in surveys, and since then we have not received data regarding financial implications of configurations. She stated that a Worcester group is beginning to put together their own data based on what they have been able to find. She noted that a copy of the document that will be addressed tonight has been emailed to the board. Several Worcester residents read from the document.

In regards to classroom and maximum capacity: She spoke about capacity at Rumney if all of the Doty students attended. Lisa Hanna spoke about configuration of classrooms if Rumney and Doty combined. She spoke about the plan to send pre-school children from Worcester to Rumney. She asked why the schools with the smallest percentage of student decline are the ones that are considered for closure. Caitlin Howansky shared a calculation that had been estimated which indicated savings of closing Doty School. She spoke about the scenario of a Montpelier merger. Noah Weinstein spoke about equity and income/ poverty issues, especially in the town of Worcester. He spoke about the possible scenario of the Worcester community voting against the closure of its school, and the possible scenario of Calais voting in favor of the closure of its school. He asked whether this four-school configuration has been considered. Rachel said there are too many unanalyzed variables for the board to make a decision; it is not possible to gather the necessary information before making a decision.

- Analysis of early childhood opportunities and trends
- Modeling K-8 in elementary schools
- Modeling merging with a nearby district
- Considering outreach to nearby schools (tuition)
- Modeling therapeutic school
- Analysis of students who are not anticipated to be successful in larger classrooms
- Analysis of staff/ teacher transfers and the impact of teacher tenure
- Healthcare, economics, etc.

She had provided a list and asked the board to consider the entire list.

### 3. Board Operations

**3.1. School Board Worcester Interview and Appointment:** The board interviewed Julia Hewitt for the Worcester board vacancy. **At 6:41, Patrick Whelley moved to go into the Executive Session. Seconded by Chris McVeigh, this motion carried unanimously. At 6:45, Elizabeth Brown moved to come out Executive Session. Seconded by Kealy Sloan, this motion carried unanimously. Daniel Keeney moved to appoint Julia Hewitt to the board, representing the town of Worcester. Seconded by Mckalyn Leclerc. This motion carried unanimously, and board members applauded!**

### 3.2. Configuration Committee

#### 3.2.1. Priorities / Review data:

**PRIORITIES:** Flor Diaz Smith circulated an updated document: *Revised Criteria 8-19-24 synthesized from the 7-31-24 Finance Committee Meeting*. She invited feedback from board members, or asked their input about what is missing as far as data or criteria: Superintendent Dellinger-Pate stated that at the third meeting, modeled options for budgets (the financial implications as requested) would be provided. As much as possible, a breakdown between towns will be provided. Mckalyn Leclerc had no new feedback; the feedback she had provided on Monday was incorporated into this document. Elizabeth appreciates that more has been captured from previous meetings, and appreciates the action steps and the connection to core belief. Kealy Sloan agreed that it is very comprehensive. Would like a solid definition of “equitable opportunities.” Chris asked what proposed mechanism would be incorporated to ensure sustainability. If a school is closed and there is a savings, how can that be perpetuated over time? How will we demonstrate sustainability over time? Zach - the need for a critical mass of students (e.g. for band). Daniel - change to “cost savings”

and “indirectly, tax savings.” He asked Chris McVeigh, if you have some specific measure to look at financial sustainability, let us bring it to the discussion now. Chris - examine programs, taking a hard look at the programs we offer; programs are tied to staff and that is our cost driver. Kealy Sloan asked is that more of a budget process question versus a configuration question? Chris stated if we are considering a school closure then we need to be able to say, “We think it will mean this.... and we think going forward it will continue to look like this...”. Diane - suggests adding “and are fiscally sustainable,” e.g. to “maintain enrichment opportunities....” Patrick Whelley questioned the language “enrichment opportunities that are consistent across the system...” He asked whether we should leave that open, as there might be some variance, not exactly the same programs across the buildings. He spoke about equity versus equality. Elizabeth - there are core opportunities that all programs should have (e.g. language). Chris asked can we have a list of what we envision as core, equitable opportunities at each school. Superintendent Dellinger-Pate indicated that the next presentation would be around baseline program offerings. **Amelia Contrada moved to approve the criteria, as discussed tonight. Seconded by Daniel Keeney, this motion carried unanimously.** Chris McVeigh asked whether the Worcester community members who had provided the written statement could reference their data for some of the scenarios they presented.

**REVIEW DATA:** Superintendent Dellinger-Pate shared a slide deck: *Configuration Study: Data and Research Presentation August - September 2024*.

- 3.3. **Affirm Board Work plan:** Board members considered this plan. Superintendent Dellinger-Pate indicated that the October 2 board meeting would be moved to October 1 due to Rosh Hashanah.
- 3.4. **Affirm Superintendent Evaluation Process & Timeline:** Board members considered this document.
- 3.5. **Board Learning:** Flor Diaz Smith suggested starting with a small chunk of board learning at the September 4 meeting. We have several new board members and this is the beginning of a new year; the timing is right.
- 3.6. **VSBIT Proxy:** Ursula Stanley moved to authorize our Superintendent to represent WCUUSD at VSBIT meetings. **Seconded by Patrick Whelley, this motion carried unanimously.**

#### 4. Reports to the Board

- 4.1. **Superintendent/Central Office Leadership Team (COLT) Report:** Superintendent Dellinger-Pate had prepared a written report for the board. He stated that the September meeting will focus on programmatic topics related to the budget and the October meeting will focus on finances. He shared that we continue to have a school nurse position vacancy and in the meantime, we will share the staff across the schools. He shared other positions that remain vacant. Mckalyn Leclerc asked, relating to the nurse position vacancy, on the days that a school nurse will not be present, will there be a substitute. Superintendent Dellinger-Pate stated that other staff at the school are trained in those cases to administer medication. We continue to seek candidates for that vacancy. Superintendent Dellinger-Pate reminded those present that the FAQ Document (re: Configuration) continues to be updated. Diane Nichols-Fleming followed up on the discussion from the retreat, related to board correspondence.

- 4.2. Central Vermont Career Center (CVCC) Report:** Flor Diaz Smith stated that a great way to follow the happenings at CVCC is through their Instagram account, as they post regularly.
- 4.3. VSBA Update:** Flor Diaz Smith asked board members to look at the memo and consider it, as it will be relevant to the budget conversations. She shared the upcoming VSBA Annual Conference on October 24 and 25.

## **5. Finance Committee**

- 5.1. Approve District-Wide Exterior Door Re-keying Project:** Daniel Keeney moved that the Board approve the use of the capital improvement fund reserves to pay for a District-Wide Exterior Door Rekeying Project for an amount not to exceed \$35,000. Seconded by Zach Sullivan, this motion carried unanimously.
- 5.2. Approve Contingency Increase for the Safety Systems of Vermont Contract:** Daniel Keeney moved that the Board approve increasing the allowed contingency for the Safety Systems of Vermont contract by \$39,140, for a total contract amount not to exceed \$469,671. Seconded by Kealy Sloane, this motion carried unanimously.
- 5.3. Award Bid for U-32 Replacement Mower:** Zach Sullivan moved that the Board authorize the Superintendent to purchase a 2024 Ventrac Kubota Tractor 4520Y with Wide Area Mower and accessories from Grassland for an amount not to exceed \$41,855.76. Seconded by Kealy Sloan, this motion carried unanimously.
- 5.4. Review and Discuss Draft FY 2025-26 Budget Timeline:** Superintendent Dellinger-Pate and Susanne Gann provided a draft document for board members to consider. Daniel Keeney asked to keep all of last year's budget resources available online, in a separate folder, for access.
- 5.5. Substitute Rate of Pay:** This information was included in the board packet. Board members reviewed the rates, which include: Substitute (full day) \$140.00 (half day) \$70.00.

## **6. Personnel**

- 6.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE:** Daniel Keeney moved to approve the new hires: Will Keller - MS English; U-32 Sarah Ainsworth - RISE Coordinator - U-32; Jarrod Weiss - Principal - Calais Elementary; Jacqueline Hunt - Music Teacher - Rumney/EMES; Katherine McCauley-Flippin - Interventionist - Doty. Seconded by Zach Sullivan. Chris McVeigh asked that salaries be listed on nomination forms as in the past. This motion carried unanimously. Zach Sullivan moved to approve the resignation of Amanda Morse. Seconded by Daniel Keeney. This motion carried unanimously. Kealy Sloan moved to approve the following changes in FTE: Michael Close - .6 FTE to .8 FTE - Music Teacher - U-32; Kristina Snook - .2 FTE to .4 FTE - Art Teacher - Berlin; Callie Weller - Calais Elementary School has a combined Pre-K/K classroom this school year requiring five days/week coverage. This change will result in the need for the teacher covering that classroom to have an increase in FTE from .84 to 1.00. Seconded by Daniel Keeney, this motion carried unanimously. Kealy Sloan moved to approve the changes in positions: Tony Snow - Dean of Students - U-32; JB Hilferty - Assistant Principal - U-32. Seconded by Zach Sullivan. Discussion: Daniel Keeney asked whether we could get clarification between roles of Dean of Student, and the two Assistant Principal positions. Superintendent Dellinger-Pate will provide that in writing. **This motion carried unanimously.**

**7. Consent Agenda**

- 7.1. Approve Minutes of 6.11.24:** Amelia Contrada moved to approve the minutes of June 11, 2024. Seconded by Elizabeth Brown, this motion carried unanimously.
- 7.2. Approve Board Orders:** Patrick Whelley moved to approve the board orders (6-12-24 - 8-21-24) for \$5,547,480.79, (6-12-24- 8-21-24) in the amount of \$403,175.15, and 6-6-24 for \$225.00, for a total \$5,949,880.94. Seconded by Kealy Sloan; this motion carried unanimously.

**8. Future Agenda Items:**

- 8.1.** Student representation to the board
- 8.2.** Chris McVeigh asked to have a meeting/ discussion with Montpelier about a potential merger. Some discussion followed around how complicated it is to merge two high schools, and that this is a very different scenario from tuitioning students from a neighboring town.

**9. Board Reflection**

- 10. Public Comment:** Allen Gilbert had sent a letter on August 1 asking the board to consider affirming the articles of agreement related to the closure of school.

- 11. Adjourn:** Patrick Whelley moved to adjourn; seconded by Amelia Contrada; the board adjourned at 8:41 p.m.

Respectfully submitted,  
Lisa Grace, Board Recording Secretary