

MINUTES



**Addison Central School District
ACSD Board
Special Board Meeting
Monday, September 16, 2024, 6:30 pm - 8:00 pm
Middlebury Union High School Library 73 Charles Ave, Middlebury**

ACSD District Vision and Mission

OUR VISION

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

OUR MISSION

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

In-Person Attendance

Barbara Wilson; Brian Bauer; Courtney Krahn; James Malcolm; Jamie McCallum; Jason Chance; Joanna Doria; Laura Harthan; Mary Heather Noble; Nicole Carter; Steve Orzech; Suzanne Buck; Wendy Baker

Remote Attendance

Ellen Whelan-Wuest; Ellie Romp; Matthew Corrente

Not In Attendance

Darcie Arensmeyer; Navah Glikman; Sophia Lawton; Tricia Allen

A. Call to Order Upon Reaching A Quorum

Meeting called to order at 6:30 p.m.

1. Introductions - Board Members, Administrators, and Staff

5 min

2. Motion to Adopt Agenda

Motion to adopt agenda.

Move: Suzanne Buck Second: Jason Chance Status: Passed

B. Public Comment Period on Agenda Items

10 min

John Finney of Ripton: He is a lifelong Ripton resident, wants to reiterate the statement of support from Ripton residents that was shared with the Ripton School admin and ACSD board. He is gravely concerned that some staff may not have felt that enduring support. He believes it is a culmination of less-than-ideal communication. The amount of listening offered over the last few weeks makes him optimistic. He appreciates Dr. Baker's efforts. Heightened emotions cause battle lines to be drawn; everyone needs to focus on the shared interests of all parties.

Britta Pirrung of Ripton: She is a parent of RES students and a social work in the community. RES is an amazing place, and she wants to express support for RES and what it provides to kids, including what it does for the most vulnerable of students.

Steve Cash of Ripton: He is a parent of a 2nd grader at Ripton, who has been doing pretty well in spite of everything. Today has been a whirlwind -- learning that 2 staff of RES will depart. He has mixed emotions: frustration with the community and concern that teachers may not have been treated respectfully. Also concern about the board meeting last week and learning about the possibility of moving students from RES. He summarized the meeting from Thurs 9/12 and the letter of support that came from the community meeting. He had sent emails to the Superintendent that supposed didn't land. He is curious to understand what is going on. He hopes the board can sort out what is going on. He wonders if this is a quiet attempt to get grades out of RES.

John Wetzel of Ripton: He wishes to re-iterate John Finney's statement. What the Board is considering is an extreme action with about a week's worth of parent awareness. We care about our school and community. It is a piece of Ripton and who we are, just like the Ripton General Store. Taking classes away from Ripton is an attempt to close the school faster. A lot has happened that he wasn't aware of. It feels like things went from 0 to 100 too fast. There should be a protocol used to address issues before things get to this place. This could have been prevented and we will do whatever it takes to keep the school open -- volunteer, whatever is needed. Don't make a rash decision.

Samantha Eisenberger of Ripton: Let's remember the kids and the impact this will have on them. How are we supporting kids in this community? How they are being treated in this process matters.

Bill Hunnsinger of Ripton: He is not a current RES parent, but his daughter will start Kindergarten next year. Consider the long term impact of this decision and the message it sends to families who have kids entering school soon.

Tammie Johnson, ACSD school counselor: She serves in RES and other ACSD elementary schools. This school is served by dedicated professionals, and knows that RES has saved some kids. She is feeling heartbroken and very concerned about why 2 people have chosen to resign.

Susan Ogilvie, RES teacher: She teaches the 4/5 classroom at RES. Parents are the superpower at this school. She is shocked and devastated by today's events. To be able to move forward, we need more communication. RES is a wonderful school that everyone values and treasures. We have solved insurmountable problems. The decision before the Board tonight is too fast.

Meredith Dunsmore-Pratt of Ripton: She is a lifelong Ripton resident. She wants to echo the sentiments of others. RES has served her student, who has some tough learning challenges, well. RES has changed their lives. She understands that they are on borrowed time. She shares the feelings of sadness and devastation. She believes the K-2 classroom was doing well and that we can get through this problem together.

Jeannie Cash of Ripton: She is a parent of a 2nd grader and wants to speak in support of his teacher. He is a more confident kiddo coming from this teacher's care. There is support for her in our school. The kids are receiving a very high level of education. A lot of thought and care was put into the curriculum. This teacher was the prime person to do this work and has done really well. This issue feels very fast and echoes others who have expressed this.

Sarah Paquette of Ripton: She wants to piggyback on what others have expressed. We all love and value RES whole-heartedly. This has been so emotional. She wanted her kids to go to PreK at RES. The communication has fallen short. It the lack of respect shown to Ripton parents. The

problem here does not stem from the K-2 classroom but is broader. There was a petition back in June. She feels parent concerns were dismissed and that nobody was getting the same information.

Erin Robinson of Ripton: She is an employee at RES and a RES parent of a 3rd grader and 5th grader. She wants to echo the sentiments that have been expressed. She is very saddened by this whole situation. Lots of conversations have happened, but none that involved everyone at once. She feels this problem accelerated too quickly. No mediation was offered. We need stronger processes in place before such a heavy decision comes before the board's desk. Why wasn't this provided? Can we push the pause button?

Tara Galner of Ripton: She is a parent of a RES student and MUMS student. Keep in mind that parents feeling shamed or punished for advocating for their children is not OK. Advocacy is good. This decision can't be made in response to or retaliation for expressed parent concern.

C. Recommendation to Approve Minutes of August 26th and September 9th 5 min

Motion to approve the minutes of 8/26/2024 and 9/3/2024.

Move: Jamie McCallum Second: Laura Harthan Status: Passed

D. Approve ACSD Bills 5 min

James Malcolm reminded the Board that a summary of ACSD bills was read on 9/3/2024, and that he and Jason read the following bills on 9/16/2024:

Payroll: \$1,292,578.14

General Fund: \$1,031,383.95 (a substantial amount of this is to Bread Loaf Corp for the Mary Hogan HVAC project and the 1st quarter PreK payments).

Mary Heather Noble asked James Malcolm to explain the PreK Payments for the public record. He explained that this is state-funding given to school districts in support of PreK programming through partner providers.

Motion to approve the ACSD bills as read on 9/3/2024 and 9/16/2024.

Move: James Malcolm Second: Jason Chance Status: Passed

E. Report of Superintendent

1. Action: Personnel Appointments and Resignations 5 min

Dr. Baker presented the personnel appointments for Board approval. Steve Orzech noted spelling corrections: Rodrigo Placencia and Max Rattie-Bicknell.

Note: Laura Harthan abstained from voting.

Motion to approve the following ACSD appointments:

- a. Appoint Riley Fifield, Parprofessional, 1.0 FTE, Step 3, Effective 9-9-2024
- b. Appoint Rose Caron, Paraprofessional, 1.0 FTE, Step 2 Effective 6/6/2024
- c. Appoint Rodrigo Placencia, World Language Teacher, 1.0 FTE, Step 1, Effective TBD
- d. Appoint Max Rattie-Bicknell, Varsity Boys' Soccer Coach, Step 4, Effective 8/24/2024
- e. Appoint Eric Reid-St. John, Fall Drama Director, Step 6, Effective 8/24/2024
- f. Appoint Laura Steward, Paraprofessional, 1.0 FTE, Step 1, Effective TBD

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

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- f. Appoint Laura Steward, Paraprofessional, 1.0 FTE, Step 1, Effective TBD

2. Action: Ripton K-2 Grade Configuration

30 min

Dr. Baker provided a summary and update on the situation concerning the K-2 classroom at Ripton:

- How we got here: Predominately 2nd grade parents have significant concerns with the K-2 configuration at RES and are worried about equity of curriculum delivery and academic advancement for their kids. This is the only 3-grade classroom in ACS D. The decision for this configuration pre-dated her but there were several meetings and parent discussions leading up to the decision last spring. The configuration decision held through the summer and the teacher was provided with curriculum planning resources/training and a dedicated paraprofessional to prepare for the academic year. After school began, parent concerns amplified to a point where Dr. Baker now feels that the situation has become untenable. She reported it to the Executive Committee on 9/3/2024.

- Dr. Baker talked with RES staff on 9/5/2024 about the best way to come together on this issue.

- Dr. Baker attended the first monthly forum at RES on 9/5/2024. She was accompanied by Emily Blistein and Tricia Allen. Much of this meeting was devoted to listening to parent concerns about this issue and discussing options for solutions. Dr. Baker believes the concerns are maintained despite the preparation and professional capabilities of the staffing in the classroom.

- After the 9/9/2024 board meeting, Dr. Baker talked to K-1 parents per the Board's request. The conversation was grounded in "should the Board choose to move students, what would be important for us to know about your child's and family's needs?" She learned that all families would prefer to keep their children at RES. If they have to move, there is no collective one-size-fits-all solution, as some of the children are served by education plans.

- Sunday 9/15/2024, Dr. Baker received 3 emails from Steve Cash -- 2 at 6:08 am and 1 at 6:14 am. He had gathered Ripton parents together for a meeting on Thursday 9/12/2024. From that meeting came a Letter of Support, which Steve attached to the email. Dr. Baker had offered to meet with families over the weekend for further discussion, so on Sunday evening she met with three 2nd grade families.

- Monday 9/16/2024, both the classroom teacher and RES principal have requested transfers within ACS D, which has been directed to HR for consideration. The concern about the K-2 curriculum remains, but has been set aside to convey their strong desire to have children remain at RES. There is much love for the school, and concern for the unintended consequences.

- Where we are now: 6 grades of students, and soon there will be 2 teachers and no

principal. She is seeking the Board's guidance on how best to proceed.

Barb Wilson reminded the Board that it is the Board's responsibility to provide adequate stable learning environments for children, and that this is a problem we need to solve. She opened the floor for Board questions.

Joanna Doria asked for clarification on the number of parents who would agree to a move. Dr. Baker repeated the foundational question that grounded the conversation and explained that all families wish to remain at Ripton, and if any K-1 families need to move, it will need to be individually determined because some kids are on plans and some kids are out-of-district (Hancock or Rochester).

Mary Heather Noble asked about the challenges around having K-1 students in their own classroom. There is a requirement for students on plans to be placed in the least restrictive environment -- is this complicating potential solutions? Dr. Baker repeated that educators have advised NOT to have K-1 students in their own classroom, and that recommendation is maintained.

Steve Orzech asked about the original possibility discussed at the 9/9/2024 board meeting, in which all students could be directed to Salisbury School. Dr. Baker explained that all possibilities were discussed and that the student's needs vary tremendously so it is not advised to send all kids to one place. She encourages the board to consider the student's individual needs in crafting its response.

Suzanne Buck expressed sadness about the circumstances. How can we operate a school without a principal? Dr. Baker explained that the school must have a principal to operate legally, but that the classroom teacher is the most pressing issue. ACSD can find internal coverage for the administrator position and advertise, but she needs guidance from the board about how to handle the classroom situation.

Jamie McCallum expressed a desire to know more about the personnel circumstances and was unsure about what is allowed to be discussed in open session. He remembers a few years ago that a teacher left Shoreham -- what was done then? He is resisting the urge to create an emergency from this.

Barb Wilson explained the details about what happened at Shoreham a few years ago. A 2nd grade teacher left. The principal taught for a while and the vacancy was then filled for the remainder of the year with the District's PYP coordinator. It was not an ideal situation and that class still needs remedial support.

Ellie Romp and James Malcolm both expressed shock and concern about the recent requests for transfer. It's hard to make a decision without additional information. Dr. Baker said she can share that the nature and frequency of the conversations about the K-2 configuration have prevented these employees from doing their jobs and have become more than what they can tolerate. We are now faced with making a decision on how to structure this learning environment.

Mary Heather Noble attempted to summarize the options:

- 1) Do nothing (this is unacceptable as it does not resolve the issue and there are now vacancies to fill)
- 2) Try to fill the vacancies (reasonable expectation for the principal position but it will be extremely hard to fill a K/1/2 teacher and find someone with as much skill, experience and preparation as Melissa Giroux)

3) Move affected students to stable learning environments ASAP to fulfill the board's responsibility to provide quality learning environments.

Ellie Romp expressed concern about making a decision. She feels under informed and wants to consider the options. Feels we should hear from teachers, parents, admin. We would be doing a disservice without evaluating their input.

Ellen Whelan-Wuest pointed out that last week it seemed that part of the issue was that 2nd grade parents felt omitted from the decision, that the communication wasn't satisfactory. If student success requires parent support, it seems bad to make a choice that parents won't support. We are choosing between situations where we will lose key partners.

Dr. Baker reminded the Board that there was a process in the spring with lots of opportunities for parent engagement around this class configuration question at RES. But no solution satisfied everyone. And the point about parent support is most important when the classroom is a 3-grade classroom because this is the most challenging job to ask of a teacher. She was provided with training, para support, and if that parent support disappears, the ability of the teacher to deliver what is expected is at risk.

Joanna Doria stated that the threat of moving grades from RES is what inflamed the situation. She echoed Ellie and Ellen's points about making a rash decision without ample time to review and consider additional information. She read a prepared statement about this and negative consequences of destabilizing a learning environment. We didn't solve other ACSD vacancies by moving kids to another school.

Steve Orzech asked whether there are siblings who would potentially be connected to K-1 students. Dr. Baker replied that there are, but that the families would choose to keep them at RES.

Jason Chance asked if it was realistic to expect to find a qualified teacher to step into a K/1/2 classroom. There was much Board discussion around this question. Dr. Baker reminded the Board about the original issue that brought the matter before the Board: there was parent dissatisfaction with the K-2 configuration and that hasn't been solved. It has been set aside due to the desire to keep kids at RES. She still needs help with this question. Filling a K/1/2 classroom with a qualified teacher is much harder than finding a teacher for a single grade classroom. She does not have an internal candidate to provide for that assignment.

Barb Wilson asked whether it might be easier to find a teacher for a 1/2 split classroom, if the Board chose to just move K students. Dr. Baker said it would be easier than finding someone qualified to deliver a K/1/2 curriculum, but the timing is very tough. ACSD still has vacancies now.

Ellen Whelan-Wuest stated that the discussion is healthy and it doesn't mean we aren't prioritizing students. She shudders to think if the board had made a decision last week. It would have been irresponsible. This is a monumental decision for the people of RES.

Joanna Doria suggested asking the current PYP coordinator to step into the classroom. Dr. Baker explained that the PYP coordinator's work touches 700 elementary school kids and does not feel comfortable asking for that kind of additional commitment from that position.

Suzanne Buck noted that the hiring process can take months and that so much learning can be lost in that time. This is when the Board needs to give the Superintendent the power to

extend school boundaries in this instance or move students. Dr. Baker again clarified the question before the Board: if the Board chooses to keep the K/1/2 configuration at RES, then no action is needed. She would just have to try to fill the vacant positions and provide substitute coverage in the meantime. If the Board is concerned about that being an adequate solution, then it needs to take an action to provide her with the tools to remediate the situation.

Jamie McCallum asked about who will be in the RES building tomorrow. Dr. Baker explained that both Melissa Giroux and Meg Cheresnick want to talk about the nature of their transition. Jamie stated that he doesn't feel he has the information needed to make a decision. Can't see us moving kids. Feels whiplash from the last meeting.

Steve Orzech underscored the challenge of recruiting a teacher to replace the K-2 instructor. The situation was bad enough that it compelled 2 professionals to leave. We should not delay and defer. This is an emergency to solve. The solution parents want prioritizes people wanting to stay in Ripton, we get that. But this is a bad situation that needs to be changed for the benefit of the kids.

Brian Bauer expressed his uncertainty about making a decision. He can see the argument for moving kids for a better academic environment but worries about the social emotional impact and whether that would negate the academic benefit.

Mary Heather Noble reminded the Board of its responsibility to provide an adequate learning environment and worries greatly about failing to do so in this circumstance. This is an emergency that requires the Board's action or we risk liability.

A Motion was made by Mary Heather to authorize Dr. Baker to transfer K and 1st grade students at Ripton Elementary School to another ACSD classroom that meets their learning requirements for the 2024/25 academic year. Steve Orzech seconded.

James Malcolm expressed worry that this will be seen as a maneuver to close Ripton. He would take that as an affront since that is not what is being discussed here. Ellie Romp asked whether the motion on the table provided flexibility for Dr. Baker to move either K or 1st grade students. She is not in favor of moving students.

Joanna responded to James Malcolm's point -- it is a maneuver to close Ripton. Why can't we ask families to transfer to RES? We have a policy that addresses intra-district transfer, we should allow this.

Barb Wilson reminded the Board that the issue on the table is the immediate concern with the K-2 configuration at Ripton, and that the Policy Committee has been tasked with proposing revisions to Policy C30 and D6 to provide tools to address this issue in the future.

Laura Harthan summarized her understanding. There are 3 grade levels at Ripton without a teacher. It will be very difficult to staff with someone who is qualified and adequately prepared to instruct across those grade levels. Our job: How do we best serve students and provide the best learning environment? How do we do this with the least amount of disruption to students and families? We should consider the likelihood of staffing a 1-grade classroom, a 2-grade split classroom, and a 3-grade split classroom.

Jamie McCallum acknowledged Laura's point but wondered if we should still try. Barb Wilson asked how long is a reasonable amount of time to take in this effort before kids are negatively impacted. Mary Heather Noble also brought up the educator perspective -- what is

being asked of a newly recruited educator, to enter an environment that was so challenging it resulted in a request to transfer.

Ellen Whelan-Wuest insisted that waiting is the responsible thing to do, to allow board members to contemplate solutions and learn additional information. She also has questions about the personnel matter. This will also give the board time to engage with families.

Dr. Baker reminded the Board about the issue that brought the matter before the board in the first place. The concern about a K-2 configuration is not resolved. The reason she brought it before the board on the 10th day of school was because if the solution requires moving any students, it is best to do it earlier than later.

There was considerable discussion around the likelihood and time involved with recruiting an appropriate teacher, or whether any internal options exist. Suzanne Buck noted the impact that teacher stress has on kids in a circumstance like this. Dr. Baker summarized some possibilities again:

- 1) Hire a new teacher to teach the K-2 class at RES
- 2) Hire two teachers to co-teach the K-2 class at RES, which would add an unfunded position
- 3) Move K, hire a teacher to teach a 1-2 split classroom at RES
- 4) Move K-1, blend 2-3 at RES, which would not require any new hires

Jamie McCallum again emphasized a reluctance to vote on anything. He feels like we keep learning new stuff, it feels irresponsible and he has questions about the personnel details that he would like to ask about in executive session. He made a motion to postpone a vote until the next board meeting on September 23, 2024. Brian Bauer seconded.

Mary Heather asked what additional personnel details are really needed to change the story we have learned and the responsibility currently before the Board. Ellen Whelan-Wuest advocated for postponing and underscored the magnitude of the decision. Waiting an additional week is thoughtful and considerate. Suzanne Buck reminded the Board that employees have rights and that we may not learn anything more in executive session.

Barb Wilson called the vote on Jamie's Motion to Postpone. Mary Heather requested the Joanna Doria recuse herself from voting, given her involvement as a parent of a child in the RES K-2 classroom. Joanna said that she was planning to abstain.

Voting Results:

Brian Bauer - Aye
Suzanne Buck - Nay
Jason Chance - Aye
Joanna Doria -- Abstained
Laura Harthan - Nay
Jamie McCallum - Aye
James Malcolm - Nay
Mary Heather Noble - Nay
Steve Orzech - Nay
Ellie Romp - Aye
Ellen Whelan-Wuest - Aye

Barb Wilson voted Nay to break the tie. Ayes - 5 ; Nay - 6
The motion to Postpone the vote on Mary Heather Noble's original Motion did not pass.

Ellen Whelan-Wuest questioned the reason for the request. Mary Heather explained that her request was based in Joanna's involvement as a parent in this specific K-2 configuration issue, and that it seemed consistent with the Board's request for Laura Harthan to recuse herself from voting on matters involving personnel [since her husband is employed by ACSD]. Ellen expressed her disagreement.

Dr. Baker asked if the Board was clear on the original motion. It was re-read and Mary Heather Noble noted the need to amend. There was some discussion about making sure the language aligns with the intent, and allows some flexibility for family choice in the receiving school.

Mary Heather made a motion to amend her original motion to "Direct Dr. Baker to transfer K and 1st grade students from RES, in consultation with their families, to another adequate learning environment for the remainder of the 2024-25 academic year." Suzanne Buck seconded.

There was additional discussion about the possibilities, such as only moving K to allow for a 1-2 split classroom to remain at RES, as well as the pros and cons of waiting to take an action. Brian Bauer asked the Chair when a person is required to recuse themselves from voting. Barb Wilson attempted to explain concern about a conflict of interest, and where in the policy this is based.

Mary Heather read from Policy A5 - Code of Conduct, "Board members shall be impartial and keep the needs of the entire district paramount. Board members shall not be conflicted by loyalties to staff, other organizations, or any personal interest as a parent, guardian or friend of a student."

Ellen Whelan-Wuest and Ellie Romp both protested this request, expressing concern that it suggests they may not be able to vote on a matter concerning their child's school, which would have significant impacts on any board discussions about consolidation in the future. Mary Heather clarified that this is not what she is suggesting; rather her request is based on Joanna's involvement as a parent in this specific issue of the K-2 configuration at RES, and her signature on the Letter of Support that came out of Ripton's meeting about the issue. Joanna Doria stated that her signature on the Letter of Support does not mean she can't vote impartially on the board; it simply states her support for the school. She does not want to set a precedent for other parent board members. There was some additional conversation about the nature of conflict of interest. Jamie McCallum stated that the Board had already sought legal counsel on the matter of conflict of interest and was advised that it pertained to financial interest. Mary Heather noted that there is no requirement for recusal -- it was a request and it is a board member's choice to abstain or not.

Barb Wilson called the vote on the Amendment to Mary Heather's original Motion:

Brian Bauer -Nay
Suzanne Buck -Aye
Jason Chance - Aye
Joanna Doria --Nay
Laura Harthan -Aye
Jamie McCallum -Nay
James Malcolm -Aye
Mary Heather Noble -Aye
Steve Orzech -Aye

Ellie Romp -Nay
Ellen Whelan-Wuest -Nay

Ayes - 6; Nays - 5. The motion to amend the original motion has passed.

Ellen Whelan-Wuest made a motion to Postpone the vote on the Amended Motion until the September 23, 2024 Board meeting. Brian Bauer seconded.

Barb Wilson called the vote:

Brian Bauer -Aye
Suzanne Buck -Nay
Jason Chance - Aye
Joanna Doria -Aye
Laura Harthan -Nay
Jamie McCallum -Aye
James Malcolm -Nay
Mary Heather Noble -Nay
Steve Orzech -Nay
Ellie Romp -Aye
Ellen Whelan-Wuest -Aye

Ayes - 6; Nay - 5. The motion to Postpone a vote on the Amended Motion until the September 23, 2024 Board meeting has passed.

Jamie McCallum requested an Executive Session for the September 23, 2024 Board meeting to discuss personnel matters.

Ellen Whelan-Wuest requested a summary of the options in written form, along with the feasibility and the financial and/or operational implications for each option. She also requested an Executive Session for the next meeting.

Laura Harthan cautioned against expecting an internal long-term sub to solve the vacancy issue, since that would take someone from their current responsibilities and have broader impacts elsewhere.

F. Report of the Chair

5 min

Nothing to report.

G. Report of the Board

1. Action: C9 - Local Wellness Policy

Jamie McCallum presented the final C9-Local Wellness Policy to the Board for a vote.

Voting results:

Brian Bauer - nay
Suzanne Buck -aye
Jason Chance - aye
Joanna Doria - aye
Laura Harthan - aye
James Malcolm - aye
Jamie McCallum - aye
Mary Heather Noble - aye
Steve Orzech - aye
Ellie Romp - aye
Ellen Whelan-Wuest - aye.

Policy C9 is adopted.

Motion to adopt C9 - Local Wellness Policy as presented.

Move: Jason Chance Second: Laura Harthan Status: Passed

H. Public Comment on any Topic

Steve Cash of Ripton thanked the Board for the thoughtful discussion. It has illuminated some things for him. He suggested taking another look at the 2 resignation letters from the RES staff. They are different letters.

John Wetzel of Ripton noted that the Board's current motion on the table is to direct Dr. Baker to do something against the wishes of the parents. They want their kids to stay in Ripton.

I. Adjournment

Meeting adjourned at 9:45 p.m.

Motion to adjourn.

Move: Suzanne Buck Second: Laura Harthan Status: Passed

Total Meeting Time: 1h 5m

*Public Comment Guidelines:

Public comments are encouraged and welcome at each regular board meeting during the period designated for public comment. Comments are limited to three minutes per person. Citizens will be called to make their statement by the board chair. Public comments regarding personnel, students or legal matters will not be heard by the Board.