MINUTES

Addison Central School District
Executive Committee
Committee Meeting
Monday, November 18, 2024, 4:00 pm - 5:30 pm
49 Charles Avenue
Middlebury VT
05753

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 Attendance

Barbara Wilson; Mary Heather Noble; Suzanne Buck; Wendy Baker

A. Call to Order Upon Reaching A Quorum

Meeting called to order at 4:02 p.m.

1. Introductions – Board members, Administrators and Staff

B. Public Comments on Agenda Items

No public comment.

C. Recommendation to Approve Minutes from 11/4/2024 and 11/9/2024

Motion to approve minutes from 11/4/2024 and 11/9/2024 meetings.

Move: Suzanne Buck Second: Barbara Wilson Status: Passed

D. Committee Discussion

1. Board Voicemail

Mary Heather Noble reported that she checked the Board Voicemail on 11/18/2024, and that there have been no new Board voicemails since her last report.

2. November 25th Agenda Creation

Committee members Barb Wilson, Suzanne Buck, Mary Heather Noble, and Wendy Baker reviewed the draft agenda for the November 25, 2024 Board meeting. Highlights:

- Barb added language to the public comment section to make clear that public comment period is not a discussion.

- Minutes for the 11/9 and 11/11 board meetings will be on the agenda for approval.

- In the Superintendent's report, Dr. Baker will give an update about how Finance Director Matt Corrente is re-organizing the budget from the historically used cost-center focus to the EDGENOMICS and equity-based budgeting approach of organizing expenses into enrollment-based operational expenses, need-based student service expenses, opportunity-based program expenses, and performance-based investments toward strategic plan goals. This information is scheduled to be shared at the first meeting in December since Matt and his wife are expecting their new baby on 11/25.

- The agenda will include a discussion around the findings from the State's "An Evidence Based Approach to Identifying An Adequate Education Spending Level in VT" (Picus) Report. Dr. Baker will plan to report what school-improvement strategies from the Picus report are being considered and employed in ACSD.

- The agenda will also include discussion around adoption the State's Education Quality Standards by July 2025. The VSBA webinar slides will be included for reference.

- The Report of the Board will have regular committee updates. The Policy Committee will present revised Policy E20 for Board approval, and will also provide an update on their work in support of stabilizing student populations in classrooms through changes to Policies D6 and C30.

The Executive Committee discussed the progress of the Policy Committee, and the distinction between the immediate charge (revising Policy D6 to equip the Superintendent with remedies if the recommended class sizes are not possible and may negatively impact curriculum deliver), and the longer-term solution to bring stability to grade cohorts in rural schools via revisions to Policy C30.

The Policy Committee would like to focus on the immediate work, and is recommending creation of a separate working group explore options and operationalfeasibility of the larger issue. All agreed that the District Office leadership is critical for moving this work forward with an operational/educational perspective. Mary Heather Noble and Suzanne Buck emphasized the importance of this work -- student success and long term sustainability needs to drive the effort, and the Board should not allow non-educational community priorities to eclipse the Strategic Plan priorities. The Committee agreed that the recommended course of action would be for the Board to direct Dr. Baker to assemble a group with representatives from several groups (e.g., Board, Admin, Teachers, Parents, Community, etc.) to focus on the long-term solution -- whether it is changing school boundaries, employing school choice, creating reconfigured campuses, closing buildings, or a combination of these possibilities.

Barb Wilson added a Board Action to the agenda in case the Board is ready to make such a directive, but everyone acknowledged that the Board may need more time to feel comfortable with taking a specific action on this issue.

3. Future Board Presentation Topic List Review

   Barb Wilson shared the current list of Board presentations in queue for this year and reminded Committee members to add topics as needed.

4. Creation of 2nd Superintendent Formative Review Survey

   Committee members checked in about when to connect to develop survey questions for the next Formative Superintendent Evaluation conversation. Mary Heather Noble offered to work with Dr. Baker to develop some short reponse questions. They will aim to have something for

the Committee's review by December 5th.

5. Letter to the Association

   Barb Wilson asked about the status of the draft letter. She and Suzanne had minor comments. Mary Heather will make finat edits and notify Barb when it is ready to send. All agreed to copy the full board.

6. Exit Interview for Izzy Gogarty Discussion

   Barb Wilson asked the Committee for thoughts about this since Ellie Romp had asked about Izzy's request for an exit interview with the Board. Mary Heather stated that she does not think it falls within the Board's purview to conduct employee exit interviews -- this feels like getting too involved with operational matters. She encouraged having Gail Leach offer an exit interview, the results of which may be shared with the Board. Suzanne Buck agreed that this request falls beyond the scope of the Board's work. Dr. Baker stated that she is totally comfortable with having Izzy or anyone else speak with the Board, but that if the Board does this exit interview, then it would need to grant exit interviews for all resigning staff.

   The Committee agreed to direct the matter to HR.

7. Board Meeting Evaluations

   Postponed for a later discussion.

8. Other

   Barb Wilson shared that the District had received a written letter from Leonard Barrett offering to purchase a flag pole to add to the existing one at the MUHS entrance, with the request that it only be used to hang the American Flag and no others. The letter was addressed to Dr. Baker.

   Dr. Baker took the letter to the Facilities Committee, but the Committee declined to take the matter up, likely due to the prior controversy involving the Flag Policy and the Black Lives Matter flag.

   Barb, Mary Heather and Suzanne discussed Leonard Barrett's letter, noting that offering a gift to the District does not automatically trigger a review of the Flag Policy. Does the District wish to accept the offer? Suzanne and Dr. Baker both shared that the District's legal counsel has advised that the current Flag Policy leaves the District vulnerable to student or community requests to fly flags that may not be consistent with Board and District values. The Committee directed Dr. Baker to take the matter back to Bruce Macintyre and the Facilities Committee to discuss whether an additional flag pole is wanted.

   Suzanne also brought up the tension that occurred during Monday's 11/11 Board meeting. She acknowledged Brian Bauer's mistake in referring to disabled students, but made the point that many people from the older generation are not aware of how language around disability has evolved. She specifically wanted to point out a concern that Brian was not given ample opportunity to participate in the Board meeting discussion after that moment and felt it was unfair. Barb Wilson acknowledged Suzanne's concern. There was continued discussion about the moment and agreement that Board norms should be reinforced.

E. Public Comment – Any Topic

   No public comment.

F. Adjourn

Meeting adjourned at 6:25 p.m.

Motion to adjourn.

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

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