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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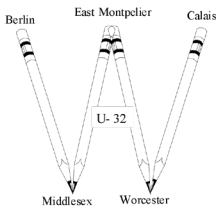

WCUUSD
Policy Committee Meeting
April 2, 2025
4:45-6:00 PM
East Montpelier Elementary School
665 Vincent Flats Rd.
East Montpelier, VT
(In Person/Virtual)

Present: Superintendent Dellinger-Pate, Chris McVeigh, Amelia Contrada, Natasha Eckart, Gillian Fuqua

1. **Call to Order: Superintendent Dellinger-Pate called the meeting to order at 5:05 p.m. Natasha Eckart nominated Chris McVeigh as chair of the Policy Committee. Seconded by Amelia Contrada, this motion carried; no other nominations were heard.**

2. **Approve Minutes of 2.12.25: Amelia Contrada moved to approve the minutes of February 12, 2025. Seconded by Natasha Eckart, this motion carried unanimously.**

3. **Policy Workplan**
   3.1. Procedures Update: Superintendent Dellinger-Pate shared this work plan document, and the committee reviewed it briefly.

4. **Policies for Review**
   4.1. Procurement Conflict of Interest: Superintendent Dellinger-Pate answered the questions that had arisen at the previous discussion - how to define "apparent conflict" - he had made edits to the draft policy to reflect this.
   Chris McVeigh reviewed language for the policy around "conflict of interest. "Superintendent Dellinger-Pate suggested that if this were the policy that the board would like to adopt then he would produce a set of procedures. Natasha Eckart noted that the language is very wordy within the definition of conflict of interest/ apparent conflict - she would like to pare down the language to be more concise while still covering all-important points. Chris McVeigh suggested language around employees accepting items of monetary value/ favors, etc. Some discussion followed;

Superintendent Dellinger-Pate will make edits to the draft and bring it to the board for the next board meeting, for first reading.

4.2. B30 Staffing and Job Descriptions: Superintendent Dellinger-Pate spoke about the concept of "substantial change" - he noted that in his mind a new position is a substantial change, and/ or reclassification of a position: licensed/ unlicensed. "New position or reclassification: change in classification of bargaining units." Natasha Eckart asked if it is possible to include that if a position is being established, all effort will be made for them to fall under one of the bargaining units - so that we are not creating jobs that do not fall under the negotiated agreement.

Parameters:

- Any new job description
- If there is a change in the bargaining unit

This will come to board at the next meeting for first reading.

The following two policies were not discussed tonight:

4.3. C30 Student Medication (Removed by VSBA 10/7/24) replaced by VSBA with C71 Emergency Medication

4.4. Electric Vehicle (EV) Policy

4.5. A32 Board Goal Setting & Evaluation: Superintendent Dellinger-Pate stated that this goes hand in hand with A34: Board Relations with School Personnel and A24: Board Superintendent Relationship. The committee noted that goal setting takes place at the board retreat, and this has worked well. Gillian Fuqua asked, "Why is this spelled out in policy and not thought of as best practice"? Language agreed upon "The board will participate annually in goal setting and self-evaluation, which could include activities developed by the Superintendent." This will come to the board for first reading.

4.6. A34 Board Relations with School Personnel: This policy is not required or recommended, but the WCUUSD Board has worked to develop it. "Reporting relationships" - clarification: Steven Dellinger-Pate explained that this refers to, for example, staff first reporting to building administrators, etc. The committee agreed to keep this as it is and bring it to the board for first reading.

4.7. A24 Board Superintendent Relationship: Superintendent Dellinger-Pate noted that this is a recommended policy and that our draft/ current version is very aligned (not exact verbiage) with the VSBA model policy. Chris McVeigh asked the superintendent whether, in his experience, he believes this policy to be appropriate as it is. Gillian Fuqua wondered whether some of the language around board and staff relations is necessary, since the board directly supervises the superintendent, not staff. Natasha Eckart suggested that the fourth paragraph is not needed in this policy, as there is already policy about the board interacting with the community. There is some overlap in language between policies. Superintendent Dellinger-Pate will make comparisons, and he expects that the policy around "board interaction with the community" is coming up for review soon. The committee agreed:
First sentence in this policy – omit\
First sentence in the fourth paragraph - omit (and perhaps omit the entire fourth paragraph)
This will come to the board for first reading.

4.8. C20 Student Conduct and Discipline (VSBA updated in 2022 to C15): Committee members like our current policy more than this VSBA model C15. Definitions across policies should be consistent (e.g. definitions in our weapons policy). Some discussion around vehicles through the lens of this policy. Is the definition of "school" clear in the policy? Students under the age of 8: this is noted in VSBA C15; Gillian Fuqua stated that this is a meaningful designation. Superintendent Dellinger-Pate would like to review the various discipline related policies to be sure language is consistent. He asked committee members if there are any aspects of this model policy C15 that they would like to incorporate into our C20 Student Conduct and Discipline policy. Chris McVeigh suggested should we look at other policies that are already in existence and look for consistency across policies. He suggested that we reference procedures in the policy. In the model policy: paragraph about "Plan will include clear guidelines around student behavior…." Steven Dellinger-Pate likes this language and would like to include this.
Gillian Fuqua - as an administrator, appreciates clear definition of "misconduct." Also language "superintendent… analysis of discipline data to ensure…."
For next policy meeting, Superintendent Dellinger-Pate will bring our current: HHB and Weapons procedures as they currently exist, for consideration/ comparison and to facilitate further discussion. The committee will continue to consider this policy.

5. Future Agenda Items

5.1. Next Meeting: May 7, 2025

5.2. Materials for board in advance of student hearings.

6. Adjourn: The committee adjourned at 5:59 p.m.

Respectfully submitted,

Lisa Grace, Committee Recording Secretary