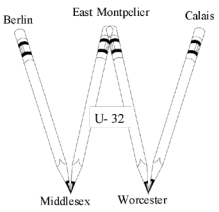
Washington Central Unified Union School District

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 Board Meeting
9.3.25
7:15-9:15 PM
(In-Person & Virtual)
U-32 Middle & High School
930 Gallison Hill Rd
Montpelier, VT

Virtual Meeting Information

https://tinyurl.com/jpdr2eh3
Meeting ID: 814 4689 7166
Password: 672065
Dial by Your Location: 1-929-205-6099

1. Configuration Committee — 6:15-7:00 PM
2. Call To Order
3. Welcome — 5 minutes
   - 3.1. Adjustments to The Agenda
   - 3.2. Reception of Guests
   - 3.3. Public Comments-Time limit strictly enforced, see note — 15 minutes
4. Board Operations (Discussion/Action) — 45 minutes
   - 4.1. Review and Accept Board Norms – pg. 4
   - 4.2. Updated Work Plan Review – pg. 6
   - 4.3. Career Center Resolution
   - 4.4. Legislative Update and Planning

5. Personnel (Discussion/Action) 5 minutes
   5.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE – pg. 13

6. Consent Agenda (Discussion/Action) 5 minutes
   6.1. Approve Minutes of 8.20.25 – pg. 18

7. Future Agenda Items 5 minutes

8. Board Reflections 10 minutes

9. Public Comments: Time limit strictly enforced, see note 15 minutes

10. 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

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Steven Dellinger-Pate
Superintendent

MEMORANDUM

TO: Washington Central Unified Union School District Board
FROM: Flor Diaz Smith, Board Chair
DATE: August 27, 2025

Our Board norms are grounded in our shared values, beliefs, and culture. They are not rules meant to limit us, but aspirations that guide how we work together as leaders, modeling for our students, staff, and community the respectful and collaborative behaviors we hope to see in them. By committing to these norms, we create the conditions for trust, civility, and thoughtful decision-making, ensuring that our work reflects the best of who we are and what we want to accomplish together.

This document reflects the collective wisdom of our recent retreat and our last meeting. It captures not only the practices that help us function effectively as a Board, but also the spirit of cooperation and mutual respect that we strive to uphold. The changes in red are the small edits from the retreat and the last norm, then one that all of you liked at the end of the meeting, as I was trying to bring all your feedback together. At the end of the document are the three norms submitted by some of our board members for your consideration. I want to remind us, as we consider any additions that our norms are meant to inspire a positive culture, where all voices are valued, preparation and engagement are expected, and our roles are understood and honored. They are aspirational, and we are humans. We will pledge to hold each other accountable and honor each other's individuality. These norms will serve us as a reminder that the way we do our work matters just as much as the outcomes we achieve.

WCUUSD Board Norms - Draft

• Public input –Notify the community about public forums and opportunities for public comment at board meetings and the ability to always submit written input.
• 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 steering committee discuss and decide if the issue should 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 timekeeper.
• 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 the leadership team.*

• *Respect each other – Listen, allow others to be heard, share concerns, assume positive intentions, be present, and celebrate successes.*

- *Assume Positive Intent and Focus on Shared Solutions-When addressing challenges or missteps, we avoid placing blame. Instead, we approach the situation with curiosity and a shared goal of improvement. We frame feedback in terms of what we can learn or adjust together, and we assume everyone is doing their best with the information and resources they have.*

Other suggestions for discussion that have not yet been agreed upon by board members

1. Board members will address the topics up for debate and not the person. Personal attacks are out of order.
2. Accountability – Board members will hold themselves and each other accountable for being prepared, for understanding information necessary for decision-making, and for appropriately maintaining the role of the Board and themselves as board members.
3. Commitment to truth – Board members are expected to accurately present facts and research, not cherry-pick facts or ignore counterarguments, and to make arguments in good faith. The board will recognize and not be swayed by public comment that violates this norm.
4. Prepare for meetings and receive materials in advance-Board members come prepared, having reviewed the agenda and materials in advance to ensure productive discussion and informed decision-making.

Focus Areas	#1: Educational, Academic and Social Emotional Outcomes (Goals #1 and #2 Strategic Plan) #2: Communication and Engagement with the Community (Goal #3 Strategic Plan) #3: Long Term Planning				
	Presentation/Board Learning	**Reports**	**Discussion**	**Action**	**Committees**
August 6 *9:00-3:00* *Retreat* *(Board & Superintendent)* Four Corners Schoolhouse	Education Quality Standards Strategic Plan and Board Goals DQS			Board goals Board Workplan	*August 19 Tues.* Finance *August 20 Wed.* Configuration Budget timeline; year-round budgeting concept
August 20 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Learning/ School Board Member Orientation and Board Handbook Open Meeting Law	Superintendent/COLT Report		Affirm Board Workplan Affirm Superintendent Evaluation Process & Timeline	*September 3 Wed.* Policy Committee *September 3 Wed.* Configuration Comm.
September 3 *6:15 Community Meeting* ***In Person Location:*** *U-32*	With Configuration Committee Governance Considerations for a Merger - WCUUSD and MRPS (Tracy Wrend)				*September 9 Tues.* Finance Committee *September 10 Wed.* Steering Committee *September 11 Thursday* Ed Quality Committee

September 17 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Learning: Robert's Rules	Superintendent/COLT Report (Superintendent goals) Community Schools Report PreK Task Force	Budget development timeline & priorities	Approve budget development timeline & priorities Affirm Policy Workplan cycle Appoint Board member Proxy for VSBA Annual Meeting	*October 1 Wed.* Policy Committee *October 15 Wed.* Configuration Comm.
October 8 *6:15 Community Meeting* ***In Person Location:*** *EMES*	Local Presentation: Community Meeting Topic: Act 73			Negotiations Communication & Engagement Planning Policy	*October 8 Wed.* Steering Committee *October 9 Thurs.* Ed Quality Committee *October 14 Tues.* Finance Committee *October 15 Wed.* Configuration Comm.
October 15 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Budget Training	Superintendent/COLT Report (Strategic Plan Update) Principal Report Student Report Career Center Report Community School Report	Review VSBA Resolutions	Approve FY25 Budget assumptions for fund transfers Policy	*November 5 Wed.* Policy Committee
November 5 *6:15 Community Meeting* ***In Person Location: Rumney***	Local Presentation: Community Meeting Topic:			Communication & Engagement Planning Policy	*November 11 Tues.* Finance Committee *November 12 Wed.* Steering Committee *November 13 Thursday* *Ed Quality*

November 19 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Learning Budget draft #1	Superintendent/COLT Report Principal Report Student Report Career Center Report Community School Report Ed. Quality:Spring Data Report	Board feedback on FY25 budget draft #1 (Board parameters)	Policy Send Letters to Select Boards Mailing Ballots.	*December 3 Wed.* Policy Committee
December 3 *6:15 Community Meeting* ***In Person Location:*** *Berlin*	Local Presentation: Community Meeting Topic:				*December 9 Tues.* Finance Committee *December 10 Wed.* Steering Committee *December 11 Thurs.* Ed Quality
December 17 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Budget Presentation	Superintendent/Central Office Report (Equity Indicators Draft) Principal Report Student Report Career Center Report Community School Report Ed Quality - Post-Secondary Report	Board feedback on FY25 budget draft	Policy Status of Mail in Ballots Approve participation in Winooski Valley School Choice Lottery	*January7 Wed.* Policy Committee
January 7 *6:15 Community Meeting* ***In Person Location:***	Local Presentation: Community Meeting Topic: Budget Input		Review of school board vacancies Budget warning language (including Clerk pay) Annual report format Superintendent	Approve school choice numbers Communication & Engagement Planning	*January 8 Thurs.* Ed Quality *January 13 Tues.* Finance Committee *January 14 Wed.* Steering Committee

Calais			Evaluation		
January 21 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Forum Topic Final Budget Presentation	Superintendent/COLT Report (Strategic Plan Update) Principal Report Student Report Career Center Report Community School Report	Budget communication	Final Draft Budget Budget warning language (including Clerk pay) Policy	*February 4 Wed.* Policy Committee
February 4 *6:15 Community Meeting* ***In Person Location:*** *Doty*	Local Presentation: Community Meeting Topic:		Executive Session: Superintendent Evaluation (Superintendent Reflection)		*February 10 Tues.* Finance Committee *February 11 Wed.* Steering Committee: Superintendent Evaluation *February 12 Thurs.* Ed Quality
February 18 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Learning: Board Self Evaluation	Superintendent/COLT Report Principal Report Student Report Career Center Report Community School Report	Executive Session: Superintendent Evaluation	Policy Accept FY25 Audit report	*March 4 Wed* Policy Committee? (Board will need to reorganize, need to reschedule
March 2 ***Annual Meeting***	Board Budget Presentation				

March 11 **U-32**	Board Reorganization				
March 18 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Presentation of Strategic Plan Updates Board Learning	Superintendent/COLT Report (Strategic Plan Update) Principal Report Student Report Career Center Report Community School Report	Reflect on budget process		Finance (scheduled for March 10 Tues, Board to reorganize 3/11) Steering March 11 Wed. Ed Quality March 12 Thurs. *April 1 Wed.* Policy Committee
April 1 **5:00-6:00 New Board Members** *6:15 Community Meeting* ***In Person Location:*** ***U-32***	Local Presentation: Community Meeting Topic:		Superintendent Evaluation (Executive Session)		*April 8 Wed.* Steering Committee *April 9 Thurs.* Ed Quality Committee *April 14 Tues.* Finance
April 15 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm*	Board Learning	Superintendent/Central Office Report (Quarterly Financial Report,) Principal Report Student Report Career Center Report Community School		Policy 25-26 Calendar Approval Last Day of School, 24-25	*May 6 Wed.* Policy Committee

128/131		Report Ed Quality: SLO Report?			
May 6 *6:15 Community Meeting* ***In Person Location:*** **EMES**	Local Presentation: Community Meeting Topic:			Communication & Engagement Planning	*May 12 Tues.* Finance Committee *May 13 Wed.* Steering *May 14 Thurs.* Ed Quality
May 20 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Learning	Superintendent/COLT Report Principal Report Student Report Career Center Report Community School Report		Policy	*June 3 Wed.* Policy
June 3 *6:15 Community Meeting* ***In Person Location:*** ***Rumney***					*June 9 Tues.* Finance *June 10 Wed.* Steering Committee *June 11 Thurs.* Ed Quality Committee
June ?? *5:00-8:30 pm Board & Administrative*					

Retreat ***Location: TBD***					
June 17 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Presentation	Superintendent/Central Office Report (Annual Drug & Alcohol Education Report (C2); Annual report on professional development plan (B21)) Principal Report Student Report Career Center Report Community School Report Ed Quality: Fall and Winter Report		Policy	

WCUUSD School Board

Superintendent Personnel Summary and Recommendations

1. **New Hire Nominations (for 25-26 school year)**
   Phelps Griffin (U-32 Middle School Science)

2. **Retirement**

3. **Re-Hires**

4. **Resignations**
   Jason Woodard - U-32 Classroom Teacher (Middle School Science)

5. **Change in FTE:**

6. **Long-Term Substitutes (25-26 School Year)**
   James Lignos (LTS for MS Science and MS Math)

7. **Change in Position**

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TEACHER NOMINATION

CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD: **James Lignos** **Placement: M00-M14, Step A ($57,415)**	
POSITION: Middle School LTS Science & Middle School LTS Math	**FTE:** 1.00
REASON FOR VACANCY: __ Retirement/Resignation __ New Position **X** Leave of Absence	
SCHOOL BUILDING: U-32 Middle/High School	
SEARCH COMMITTEE COMPOSITION: *(numbers and groups represented)* **_x__** Administrators ___ Teachers ___ Support Staff ___ Parents/Community Members ___ Other: Students	
EDUCATIONAL PREPARATION: *(College, degree, date obtained)*	James holds a Master of Science in Pharmacology from the University of Vermont and a Bachelor of Science in Biological Sciences from SUNY Cortland.
PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION: *(objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)*	After reviewing James Lignos' qualifications, teaching experience, and reference feedback, I recommend him for the long-term Science and Math teaching position. He has served as a Teaching Assistant in Cellular Biology and as a Supplemental Instructor for Organic Chemistry, where he demonstrated the ability to explain complex concepts clearly, design engaging learning experiences, and adapt instruction to meet diverse student needs. His extensive research background, including multiple publications and conference presentations, highlights his strong analytical skills and ability to communicate scientific ideas effectively. Reference checks affirm his readiness and suitability for the role. His

	references state that he would be an excellent middle school teacher based on significant youth and adult teaching experiences through UVM. Based on his academic preparation, teaching experience, and strong professional references, I recommend James Lignos for hire.

(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: __Amy Molina_____ _____08/26/2025_____
Principal/Administrator *Date*

RECOMMENDED BY: Steven Dellinger – Pate *Date:* 8/27/2025

BOARD APPROVAL DATE: _____

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TEACHER NOMINATION

CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD: **Phelps Griffin** **Placement: M00-M14, Step A ($57,415)**	
POSITION: Classroom Teacher (Middle School Science)	**FTE:** 1.00
REASON FOR VACANCY: **X** Retirement/Resignation __ New Position __ Leave of Absence	
SCHOOL BUILDING: U-32 Middle/High School	
SEARCH COMMITTEE COMPOSITION: *(numbers and groups represented)* **_x__** Administrators ___ Teachers ___ Support Staff ___ Parents/Community Members ___ Other: Students	
EDUCATIONAL PREPARATION: *(College, degree, date obtained)*	**May 2026 (expected). MA, Secondary Teaching (Biological Sciences), Western Governors University.** **December 2024. MSc, Entomology, College of Agriculture, Auburn University. Dr. Arthur Appel and Dr. Xing Ping Hu (major professors). GPA: 4.0.** **May 2022. BSc, Conservation and Biodiversity, Auburn University. GPA: 3.2.**
PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION: *(objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)*	Phelps Griffin brings a strong foundation in biological sciences and applied research experience, making her a compelling candidate for the Middle School Science position at U-32. She holds a B.Sc. in Conservation Biology and an M.Sc. in Entomology, where she conducted independent research and presented findings at national conferences. She is currently working toward her Master of Arts in Teaching with initial licensure and has actively built classroom

	experience as a substitute teacher and paraprofessional in diverse learning environments. Her experience in translating complex scientific content into accessible and engaging lessons is well aligned with the goals of U-32's science curriculum. Reference checks affirm her readiness and suitability for the role. Her references state that she would be an excellent middle school teacher based on significant outreach and community-based programming that she participated in at Auburn University. Based on her academic preparation, teaching experience, and strong professional references, I recommend Phelps Griffin for hire.

(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_____Amy Molina_____ _____08/22/2025_____
Principal/Administrator *Date*

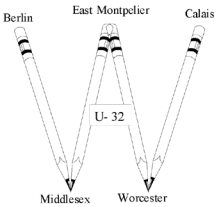
RECOMMENDED BY: Steven Dellinger-Pate 8/27/2025

BOARD APPROVAL DATE: _____

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Washington Central Unified Union School Board Meeting
8.20.25
6:15-9:15 PM
(In-Person & Virtual)
U-32 Middle & High School
930 Gallison Hill Rd
Montpelier, VT

Present: Daniel Keeney, Ursula Stanley, Patrick Whelley, Natasha Eckart, Kealy Sloan, Flor Diaz Smith, Mckalyn Leclerc, Amelia Contrada, Julia Hewitt, Zach Sullivan, Chris McVeigh, Diane Nichols-Fleming, Superintendent Steven Dellinger-Pate, Jen Miller-Arsenault, Becca Tatistcheff, Julia Pritchard

Others: Allen Gilbert, Lila Richardson, David Delcore, Lisa Hanna, ORCA Media, D Hann

1. **Call to Order: Flor Diaz Smith called the meeting to order at 6:15 p.m.**

2. **Welcome:** Flor Diaz Smith welcomed those present and spoke about the spirit of beginning a new school year.
   - **2.1. Adjustments to The Agenda**: Flor Diaz Smith stated that she would like to change the agenda to add an opportunity to welcome Tracy Wrend to speak to the board, as well as tabling an item under Finance, item 6.1
   - **2.2. Reception of Guests**
   - **2.3. Public Comments-Time limit strictly enforced, see note:** Flor Diaz Smith invited public comment at this time. Tracy Wrend provided an overview of the report: *An Informal Study Report on Governance Considerations for a Merger between Montpelier Roxbury Public Schools and Washington Central Unified Union School District, June 2025.* This report will be available on both Montpelier School District's and WCUUSD website, once both boards have had this preview opportunity. She noted that she had met with Montpelier earlier today and she intends to meet with both boards following their review of the report. Chris McVeigh asked whether there would be a possibility of both boards meeting together to discuss next steps. She indicated that this is a possibility that

is up to both boards. Daniel Keeney asked how the administration sees next steps and how to engage Tracy Wrend in future work. Superintendent Dellinger-Pate stated that to date her role has been to develop and present this report. Her proposed role going forward will be up for discussion. Superintendent Dellinger-Pate and Flor Diaz Smith thanked Tracy Wrend for her presence tonight and for her work thus far.

3. **Presentations:**
   - **3.1. Board Learning: School Board Member Orientation and Handbook:** Flor Diaz Smith and Superintendent Dellinger-Pate presented the slide deck: *WCUUSD Board Orientation: The Role of the Board.*

4. **Reports**
   - **4.1. Superintendent/Central Office Leadership Team (COLT) Report:** Julia Pritchard provided an overview of special educators' work at WCUUSD for the coming school year, during pre-service days. Jen Miller Arsenault provided an overview of curriculum camp during this summer. She invited questions. Dan Keeney asked whether the PD this year considers increasing the number of faculty who might need middle school licensure. She stated that she is aware that there are teachers who are interested in this, but it was not the focus of curriculum camp.
     - **4.1.1. Early Education Task Force Update:** Superintendent Dellinger-Pate had shared a written update. He stated that the task force has met since this written report; families were surveyed with 60+ responses. He stated that a written report would be shared at a future board meeting. He previewed through some of the survey responses. He stated that the survey indicated that families need full day early education options, every day during the school year.
   - **4.2. Configuration Committee Update:** Flor Diaz Smith stated that there would be a combined Configuration Committee and Board meeting on September 3. The agenda will provide more information about this joint effort.
   - **4.3. Community Schools Report:** A written report had been provided.
   - **4.4. Central Vermont Career Center Report:** Patrick Whelley shared that the Career Center has been busy working on the new building in Graniteville. A bond vote is expected this fall. ($140- $150 million dollar bond). Mckalyn Leclerc asked Superintendent Dellinger-Pate to explain the impact that offering full day programming at the career center will have on U-32 students. Some discussion followed around the career center being one of the multiple pathways that are offered to students and around student participation / enrollment from U-32. Daniel Keeney wondered if a resolution from this board would be helpful to Patrick Whelley as a member of the CVCC board. He indicated that it would be helpful. Dan Keeney moved that this board resolve to support a full day program at the CVCC. Seconded by Zach Sullivan. Ursula Stanley

stated that this would be appropriate to have on the September 3 agenda, as an action item. Dan Keeney withdrew his motion; Zach Sullivan agreed to this.

4.5. VSBA Report: Flor Diaz Smith provided a brief update. She asked volunteers to attend the fall conference. Ursula Stanley and Zach Sullivan indicated that they would like to attend. Steven Dellinger-Pate shared that information is shared in the COLT report, about Act 73 updates. Flor Diaz Smith shared that the task force met yesterday; she shared some updates around state and federal activity related to public education. Chris McVeigh stated that he would like to allow time to discuss as a board the two options of school district or supervisory union; he suggested having this on the next board agenda. Diane Nichols-Fleming stated that as a board we have not had an opportunity to discuss this. Flor Diaz Smith stated that this has been intended to be included on the September 3 agenda. Daniel Keeney suggested that it would be helpful to have some expert attend the board meeting to facilitate discussion and understanding of Act 73.

5. Board Operations

5.1. VSBIT Proxy: Patrick Whelley moved to authorize Superintendent Dellinger-Pate to act as board proxy for the VSBIT member meetings for the coming year. Seconded by Chris McVeigh, this motion carried unanimously.

5.2. Review and Adopt Board Norms: Flor Diaz Smith reviewed the board norms as had been discussed at the board retreat. Zach Sullivan had offered verbiage for "accountability" and for "commitment to truth" - he read these aloud. Chris McVeigh stated that he does not agree with this language. Some discussion followed around fact checking when public comments are made at board meetings. Some discussion around choice of language, for example, Natasha Eckart stated that the term "cherry pick" has a negative racial connotation. Diane Nichols-Fleming stated that board members should have credit and faith in their own critical thinking and true intentions. Discussion followed; several board members agreed with this statement and expressed discomfort with the negative tone of some of the suggested verbiage and the underlying tone that board members are not being truthful in their representation or are not using critical thinking skills. Amelia Contrada stated that having some language around "fact checking" could be helpful to all. Flor Diaz Smith suggested some language to incorporate much of the discussion around this topic. She will provide an updated draft for the next board meeting. Daniel Keeney asked whether board members could provide suggested language to consider at the next board meeting, so that all of the suggestions can be considered in written form. Patrick Whelley had provided suggested language at the board retreat and he reviewed this; it will be included in the next board packet for board consideration. Zach Sullivan stated that it is important to have substantive discussion (not personal attack); however, he does not feel directly addressing "tone" is appropriate. The board will continue to discuss and consider this at the next meeting, with updated language.

5.3. Review & Affirm 25-26 Board Goals and Work plan: Superintendent Dellinger-Pate had shared draft 2025-26 Board Goals and Work plan. He reiterated that this is a working document. Ursula Stanley suggested creating measurable goals that are aligned with the Strategic Plan. **Ursula Stanley moved to approve the focus areas and the workplan, as presented, understanding that this is a working document. Seconded by Zach Sullivan.** Some discussion followed around the calendar in the workplan. Daniel Keeney stated that the Configuration Committee is not included explicitly in this calendar. Flor Diaz Smith stated that the September 3 meeting will be combined with the Configuration Committee but we have not yet had an opportunity to plan with them. Daniel Keeney asked whether the school locations would be indicated on the calendar. Ursula Stanley made some corrections to the calendar from the Ed Quality Committee work. Daniel Keeney asked whether this document is shared on the website; yes, it is, and is updated on the website as the document is updated. Diane Nichols-Fleming stated that there are many unknowns in this document at this point and she is not comfortable voting at this time; she will abstain from the vote. **This motion carried, with one abstention.**

5.4. Review & Affirm 25-26 Superintendent Evaluation Process & Timeline: Superintendent Dellinger-Pate presented an updated timeline showing the superintendent evaluation process. Flor Diaz Smith spoke about developing an updated climate survey. Daniel Keeney stated that there is value in using an identical survey from year to year, to have longitudinal data. He spoke about the idea of alternating year to year, having an identical survey every other year, and in the off years to have some sort of reflection on the previous. Diane Nichols-Fleming suggested using the same climate survey in order to have longitudinal data. Ursula Stanley expressed support for Daniel Keeney's idea of having the every-other-year opportunity for reflection. **Chris McVeigh moved to approve the Superintendent Evaluation Process as discussed. Seconded by Mckalyn Leclerc, this motion carried unanimously.**

6. Finance Committee: Tabled

6.1. Approve Multi-Year Capital Improvement Project Scope & Budget

7. Personnel

7.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE: Daniel Keeney moved to approve the following new teacher hires: Surayah Pierce-Speight - U-32 World Languages Teacher .20 FTE; Elizabeth Lawson - U-32 Special Education Teacher; William Poderzay - U-32 Special Education Teacher; Ruthanne Peterson - Speech and Language Pathologist. Seconded by Chris McVeigh. Discussion: Chris McVeigh asked that the candidate's name be listed at the top of the nomination form and that salary be included in the document. Board members agreed to this formatting change to the document. **This motion carried unanimously.**

Daniel Keeney moved to hire long-term substitute for 2025-26 school year: Phelps Griffin, U-32 Middle School Math and Science. Seconded by Ursula Stanley, this motion carried unanimously.

8. **Consent Agenda**
   - **8.1. Approve Minutes of 6.25.25, 8.6.25: Julia Hewitt moved to approve the minutes of June 25, 2025, with the following edit: (p 46): "cautioned against assuming that those with the loudest voices in the room don't have ideas that we should take seriously." Seconded by Zach Sullivan. This motion carried, with noted edit. Ursula Stanley moved to approve the minutes of August 6, 2025. Seconded by Diane Nichols-Fleming. This motion carried unanimously.**
   - **8.2. Board Orders: Daniel Keeney moved to approve the board orders 6-22-25 through 8-20-25 in the total amount of $4,770,241.46. Seconded by Mckalyn Leclerc, this motion carried unanimously.**

9. **Future Agenda Items:** (September 3)
   - **9.1.** Action item re: CVCC resolution
   - **9.2.** Act 73 update/ information/ discussion: Daniel Keeney suggested considering implications for our district - what we do well and what we want.
   - **9.3.** Presentation by Tracy Wrend
   - **9.4.** Review and adopt board norms
   - **9.5.** Multi-Year Capital Improvement Project Scope & Budget

10. **Board Reflections:** Daniel Keeney celebrated the Community Events calendar - he would love to see this as a living document, all year long. Amelia Contrada thanked Jen Miller Arsenault and Julia Hewitt for their presentations and for the work that they do.

11. **Public Comments: Time limit strictly enforced, see note:** None

12. **Adjourn: Amelia Contrada moved to adjourn at 8:46. Seconded by Ursula Stanley, this motion carried unanimously.**

Respectfully submitted,
Lisa Grace, Board Recording Secretary