

Colchester School Board

Meeting Agenda and Packet

September 19, 2017

**Colchester School District
Board of Education Meeting Agenda
Colchester High School – Media Center
September 19, 2017
7:00 PM**

Agenda

- | | |
|---|--------------------|
| I. Call to Order and Pledge of Allegiance | |
| II. Citizen Participation* | |
| III. Report from Building Principals | Information |
| IV. Second and Final Reading of Weapons Policy: F24 | Action |
| V. Second and Final Reading of Tobacco Prohibition Policy: F3 | Action |
| VI. First Reading of School Emergency Plans Policy: E3 | Action |
| VII. First Reading of School Sponsored Trips Policy: G3 | Action |
| VIII. FY '17 Year End Financial Report | Information |
| IX. Approval of Personnel Consent Agenda | Action |
| X. Approval of Minutes: August 24, 2017 | Action |
| XI. Approval of Minutes: September 5, 2017 | Action |
| XII. Approval of Minutes: September 12, 2017 | Action |
| XIII. Board/Administration Communication, Correspondence, Committee Reports | Information |
| XIV. Possible Future Agenda Items | Information |
| XV. Executive Session to Discuss Negotiations with ACA and Healthcare for Handbook Employees | Action |
| XVI. Adjournment | |

On The Third Tuesday of Each Month*

During the meeting, the school board will review the top questions and themes submitted to them via email to SchoolBoard@colchestersd.org. Note: All submissions must be received before noon on the third Tuesday of every month.

COLCHESTER SCHOOL DISTRICT

POLICY: WEAPONS POLICY

DATE ADOPTED: DRAFT

PURPOSE

It is the intent of the Colchester School District to comply with the federal Gun-Free Schools Act of 1994 and state laws, requiring school districts to take appropriate disciplinary action including possible expulsion or long-term suspension of students who bring to school or possess at school firearms and/or weapons. It is further the intent of the Board to expand the category of prohibited weapons pursuant to state law, and as defined by this policy. Additionally, it is the intent of the Board to maintain a student discipline system consistent with the requirements of the federal Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act, and the Vermont State Board of Education rules.

I. CONDUCT PROHIBITED

It is a violation of this policy for any student at any time to possess or bring a weapon: to school; on school grounds (including parking lots and cars in parking lots); on school buses or other vehicles used to transport students to/from school and school activities; and/or at school functions, whether held on school property or at another school sanctioned site. The School Board shall take appropriate disciplinary action against any student who violates this policy in accordance with the provisions of this policy.

II. DEFINITIONS

- A.** “Firearm” shall mean items and devices defined as “firearms” in 18 U.S.C. §921, including, but not limited to:
- 1.** Any weapon (including a starter pistol, BB, and pellet gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, or other propellant;
 - 2.** The frame or receiver of any weapon described in 1 above; or
 - 3.** Any firearm muffler or firearm silencer.
 - 4.** Any destructive device, including explosives, incendiaries, or poison gas, including but not limited to the following:
 - a.** A bomb;
 - b.** A grenade;

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 Second Reading: September 19, 2017

- c. A rocket having a propellant charge of more than four ounces;
 - d. A missile having an explosive or incendiary charge of more than one-quarter ounce;
 - e. A mine; or
 - f. A device similar to the above-described devices; or
 - g. Any combination of parts designed or intended for use in converting any device into any destructive device described above and from which a destructive device may be readily assembled.
- B.** “Weapon” shall mean any device, instrument, material or substance, animate or inanimate, that is used for, or is readily capable of, causing death or serious bodily injury. This includes items such as knives, “brass knuckles”, switch blade/butterfly/and other types of knives, chains, clubs, and stars, poison or other toxic materials, etc. as well as items usually designed or used for another purpose, but that are capable of inflicting serious bodily harm, if used in an aggressive, belligerent or threatening manner, such as scissors, compasses, or a two by four.
- C.** “Weapon” shall also mean a hoax device, so designed, assembled, fabricated or manufactured as to convey the physical appearance of an explosive or incendiary bomb, or of any of the devices listed in subparagraph II-A 1-4 of this paragraph.

III. PROCEDURES

A. Confiscation of the Firearm and/or Weapon

Administrators or other delegated school officials will exercise judgment and caution, using law enforcement if necessary, to confiscate any article identified as a weapon under this policy. Any such actions should be taken so as to minimize the risk of further endangering self or others.

B. Notification of Law Enforcement

Where a student brings to school or possesses at school a firearm and/or weapon, school officials shall immediately refer the student to a law enforcement agency.

C. Disciplinary Proceedings

1. Any student who brings a weapon to or possesses a weapon at school shall be referred by the Superintendent to the School Board for appropriate disciplinary action including, but not limited to, expulsion or long-term suspension.
2. A hearing conducted by the School Board under this policy shall afford due process as required by law, including but not limited to those outlined by State Board of Education rules, as applicable.

3. The Superintendent, with the approval of the School Board following opportunity for a hearing, shall expel from the school for not less than one calendar year any student who possesses at school or brings to school a weapon as defined in Section II-A above. However, the School Board may modify the expulsion or long-term suspension on a case-by-case basis. Such modifications must be made in writing and may be granted in circumstances such as (but not limited to):
 - a. The student is unaware that they have brought a weapon to school.
 - b. The student did not intend to use the weapon to threaten or endanger others.
 - c. The student does not present an ongoing threat to others and a lengthy long-term suspension would not serve the best interests of the pupil.
 - d. The student is disabled and the misconduct is related to the disability.
4. The Superintendent, with the approval of the School Board following opportunity for a hearing, may impose a long-term suspension from the school for the remainder of the school year or up to 90 school days, whichever is longer, any student who possesses at school or brings to school a weapon defined in Section II-B or C above.

D. Meeting the Intent of Congress

With respect to incidents involving a weapon as defined in subparagraph II-A above, modifications on a case-by-case basis may not be used so that the overall effect is non-compliance by the Board with the one-year long-term suspension for possession of a firearm pursuant to the Gun-Free Schools Act and state law.

IV. REPORTS TO THE SECRETARY OF EDUCATION

Annually, at a time and on a form determined by the Secretary of Education, the Superintendent shall provide the Secretary with a description of the circumstances surrounding expulsions and long-term suspensions imposed under this section, the number of students who violated this policy and the type of weapons involved.

V. ALTERNATIVE EDUCATIONAL PLACEMENT

Nothing in this policy shall prohibit the Board from providing alternative educational placement to a student, at the Board's sole discretion.

VI. NOTICE TO STUDENTS AND PARENTS

The Superintendent or their designee is directed to take reasonable steps to inform students and their parents of this policy and to post notices of this policy on school property.

VII. AIDING OTHER STUDENTS

A student who in any way encourages or helps another student to bring a weapon to school or to possess a weapon at school endangers the safety of others. The District expressly prohibits any such action. No student shall knowingly or willfully cause, encourage, or aid any other student to possess, handle, or transmit any of the weapons or facsimiles of weapons listed above. A student who has been found to have violated this policy by causing, encouraging, aiding, etc. another student to violate this policy shall be dealt with in accordance with the provisions of paragraph III-C above, including being subject to expulsion or a long-term suspension.

VIII. SPECIAL EDUCATION AND SECTION 504 STUDENTS

- A.** If a student with a disability who is eligible for special education or is protected by Section 504 brings a weapon to school, the full procedures required by federal and state law shall apply. These include, but are not limited to the following:
- 1.** The School District may immediately remove the student from school for ten school days or less, use in-school discipline, or place the student in an interim alternative educational placement for up to 45 school days, pursuant to special education and 504 rules and regulations, as applicable.
 - 2.** The School District shall provide the parents a copy of the Special Education and/or Section 504 Rights.
 - 3.** If the student is eligible for special education, the Individualized Educational Program team shall convene to carry out the steps required by VDE Rule 4313, including but not limited to a determination of whether the misconduct is a manifestation of the student's disability, and a review of the student's IEP.
 - 4.** If the student is not eligible for special education but is a qualified student with a disability, as defined by Section 504 of the Rehabilitation Act of 1973, the Section 504 Team shall convene to carry out the procedures required by VDE Rule 4312 (including manifestation determination and re-evaluation).
- B.** If the misconduct is found by the IEP or 504 Team to be unrelated to the disability, the student shall be dealt with under the procedures outlined in paragraph III C above. If a special education student is imposed a long-term suspension, the School District is required to continue to provide a free and appropriate public education to the student upon a long-term suspension as defined in State rule and federal law. If the student is a qualified student with a

disability under Section 504 and is imposed a long-term suspension, the District is not required to provide the student with educational services during the term of a long-term suspension.

- C.** If the misconduct is found to be a manifestation of the disability, the student will receive a long-term suspension. In the case of a special education student, the District may keep the student placed in the interim alternative educational placement up to forty-five days, while the IEP Team determines whether program or placement changes are required, as provided in VDE Rule 4313. The IEP Team may also prescribe corrective action/consequences which it deems appropriate to address the weapons issue under the IEP and behavior plan (if any).

If the student is a qualified student with a disability under Section 504, the Section 504 Team shall complete a Section 504 evaluation and may recommend program/placement changes, as provided in VDE Rule 4312. The Section 504 Team may also prescribe corrective action/consequences which it deems appropriate to address the weapons issue under the education program and behavior plan (if any).

- D.** If the student is a special education student, and if their parent requests a due process hearing during the 45 school day interim alternative educational placement, the interim alternative placement is the “stay put” placement during completion of all due process proceedings and subsequent appeals, if any, as provided by Rule 4313.

COLCHESTER SCHOOL DISTRICT

POLICY: TOBACCO PROHIBITION

DATE ADOPTED: DRAFT

PURPOSE

In accordance with state law, it is the policy of the Colchester School District to prohibit the use of tobacco or tobacco substitutes on school grounds or at school-sponsored functions. This ban extends to any student, employee or visitor to the school, and applies at all times, whether or not school is in session. Students are, furthermore, prohibited from possessing tobacco products, tobacco substitutes or tobacco paraphernalia at all times while under the supervision of school staff or at school-sponsored activities.

I. DEFINITIONS

For purposes of this policy, administrative rules, and procedures developed pursuant to this policy:

- A. School grounds** means any property and facilities owned or leased by the school and used at any time for school-related activities, including but not limited to school buildings, school buses, areas adjacent to school buildings, athletic fields, and parking lots
- B. School sponsored activity** means activities including but not limited to field trips, project graduation events, sporting events, work internships, and dances.
- C. Tobacco product** has the same meaning as set forth in 7 V.S.A. 1001(3), as amended from time to time.
- D. Tobacco paraphernalia** has the same meaning as set forth in 7 V.S.A. 1001(7), as amended from time to time.
- E. Tobacco substitutes** have the same meaning as set forth in 7 V.S.A. 1001(8), as amended from time to time.

II. PROCEDURAL REGULATIONS

The Superintendent or their designee shall develop procedures, rules and regulations that are necessary to implement this policy and, at a minimum, will include provisions ensuring that tobacco products, tobacco substitutes or tobacco paraphernalia are confiscated when found in the possession of students and that referrals to law enforcement agencies are made when appropriate.

Last Adopted: October 2, 2012
 Date Warned: September 1, 2017
 First Reading: September 5, 2017
 Second Reading: September 19, 2017

A. Student Enforcement

1. Students are not permitted to smoke or possess tobacco products, tobacco substitutes or tobacco paraphernalia on their person in school buildings, on school busses, or on school grounds at any time.
2. Students violating the policy will be subject to the discipline rules and procedures as outlined in the CSD Alcohol, Tobacco and Other Drugs Abuse Policy and each school student handbook.

B. Faculty and Staff Enforcement

1. Failure to comply constitutes a violation of School Board policy and may result in possible disciplinary action.
2. The administration and supervisors are responsible for enforcing the policy with school personnel. With non-school personnel, the administration's responsibility is to educate and to provide information about the policy.

C. Communication

1. The administration will communicate this policy to all employees and students.
2. Signs indicating this policy are placed in strategic locations throughout the district.
3. Coaches will communicate this policy to their players. Also, the policy will be announced before each athletic event.

D. Education

1. All schools will emphasize the importance of being “tobacco/smoke-free” and providing early intervention activities.
2. The administration will continue to support a variety of options focused on helping individuals to quit smoking.

COLCHESTER SCHOOL DISTRICT

POLICY: SCHOOL CRISIS PREVENTION & RESPONSE ~~SCHOOL EMERGENCY PLANS~~

DATE ADOPTED: DRAFT

PURPOSE

Student, staff, and visitor safety is a primary consideration in the Colchester School District. Therefore, emergency plans and procedures are needed for all situations which might endanger the lives of students, staff, and visitors. The frequency with which life threatening incidents are occurring across the country and in our own state prompts all of us to take these incidents seriously. Such emergency situations include but are not limited to: criminal acts, disease epidemic, hazardous materials spills, fires, gas leaks, structural damages, weather related emergencies, flooding, natural disasters, physical injury or death, the presence of intruders on school premises, and power outages.

I. POLICY STATEMENT

Colchester School District will develop and annually review individual school emergency plans focused on the following two objectives.

- A. Maximize student, staff, visitor safety; and
- B. Minimize instructional disruptions.

II. ADMINISTRATIVE RESPONSIBILITIES PROCEDURAL GUIDELINES

In order to maintain a safe, orderly, civil and positive learning environment, and to prevent and respond to unexpected crises quickly and appropriately the district will have a school crisis prevention and response plan.

Individual school emergency plans will be based on the Vermont School Crisis Planning Guide 2012. These plans will be reviewed and updated annually to ensure that the following tasks are addressed and reflect current information:

1. Inclusion of any emergency plan revisions in student, staff, and parent handbooks.
2. Dissemination of Emergency Plan information and/or changes through a newspaper of general distribution in the town.
3. Staff training in policy and procedures; staff includes teachers, support staff, coaches, and volunteers.

Last Adopted: July 9, 1997
 Last Reviewed: October 2, 2012
 Date Warned:
 First Reading:
 Second Reading:

4. Open communication and collaboration with town officials, police, and Colchester Rescue Service staff.

5. Annual administrative review/discussion of wing procedures specific to their individual schools.

The superintendent, or their designee, is directed to create a school crisis prevention and response plan and administrative procedures that identify how the students, staff should respond to emergency situations and the role that local emergency service providers will play in crisis preparedness and crisis management. This will include appropriate and effective training; establishment of crisis response teams, both within each building and throughout the district; consultation and cooperation with community agencies, such as police, fire, emergency medical, youth and health authorities; and publication of emergency procedures for such situations as can be imagined.

Generally, the principal, or their designee, will organize and oversee the planning and operation of the crisis response team and will serve as the incident response team leader, according to the crisis response procedures. The plan will be reviewed annually and routinely practiced during regular drills.

Following a major incident, the crisis response team shall debrief and review the effectiveness of the crisis response and present a report and any recommendations for the future to the superintendent.

III. STAFF RESPONSIBILITIES

The staff shall follow all guidelines outlined in the crisis response procedures and staff handbook when practicing routine drills and when responding to actual emergency situations.

IV. STUDENT RESPONSIBILITIES

Students shall follow all guidelines outlined in the crisis response procedures and the student handbook when practicing routine drills and when responding to actual emergency situations.

Students suspected of involvement in causing school crises will be held accountable and shall be dealt with in accordance with the school's discipline policy and state/federal law. An incident may also be referred to law enforcement for possible criminal charges or for the school to pursue civil litigation.

Any lost time learning time resulting from response to a school crisis or emergency shall be made up.

**POLICY: SCHOOL SPONSORED TRIPS: CURRICULUM-BASED
AND ELECTIVE TRIPS**

DATE ADOPTED DRAFT

POLICY STATEMENT

The Board recognizes that school-sponsored trips are important components of a student's development and educational program. In addition to supplementing and enriching classroom learning experiences, such trips encourage new interests among students, increase their understanding of the outside world, and increase awareness of community resources. Any student may be denied access to a field trip who demonstrates behavior, discipline and safety concerns or becomes ineligible for academic reasons. The Board believes that careful planning can significantly enhance the value and safety of school trips.

Curriculum-based trips are those trips that are considered an integral part of the regular school curriculum and are available to all students enrolled in the course. If for any reason a student does not attend, but will be in school that day, alternative curricular-linked activities must be provided.

The Board also recognizes the value of elective trips which are designed to enhance the educational program and learning opportunities for students. The opportunity to participate in elective trips will be open to students who have the requisite knowledge base, skills, and interest. The district shall not be responsible for any costs associated with elective trips.

Principals shall approve all trips. Principals will ensure that adequate staff coverage exists for instruction to continue in the teacher's absence. If either an elective or curriculum-based trip involves an **overnight** ~~length of stay greater than four (4) days~~, the trip must be approved by the Board ~~at least six (6) months in advance of the trip~~. All trips involving air transportation, travel outside of New England and New York, or overnight travel shall require the prior approval of the Superintendent.

PROCEDURAL GUIDELINES

The Superintendent shall develop comprehensive procedures to facilitate the planning and approval process for all curriculum based trips. Such procedures shall include, but are not limited to the following: identification of clear educational objectives which relate directly to the school curriculum; safety plans for students and their proper supervision by school staff and appropriate volunteers; appropriate planning and budgeting for the cost of the trip, including plans to insure that no student is denied access to curriculum-based trips on the basis of cost; cancellation provisions regarding foreign trips; appropriate medical precautions; coordination with the U.S. State Department for trips outside of the United States or Canada; appropriate involvement of students and parents in trip planning. For elective trips, there also needs to be a student selection process for trips with limited enrollment.

Last Adopted: November 18, 2003

Date Warned:

First Reading:

Second Reading:

Linked to the Alcohol, Tobacco and Other Drug Abuse Policy (F9)

PERSONNEL CONSENT AGENDA

Board Date: September 19, 2017

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Tracy	Hughes	Leave of Absence	Elementary Teacher	1.0 FTE	UMS	Request from 12/12/17 - 12/22/17			

Non-Licensed Employees (Support Staff), *Informational*

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Support Staff	Anne	Cooch	New Hire	Paraeducator - Special Education	32.5 hr	CHS	Notice of Hire	New	Yes	Yes
Support Staff	Dawn	Hanf	New Hire	Paraeducator - Preschool	29.5 hr	MBS	Notice of Hire	Andrew Capone/Dale Lyman	Yes	Yes
Support Staff	Alyson	Hevey	New Hire	Central Office Assistant	40.0 hr	CO	Notice of Hire	Donna Cross	Yes	Yes
Support Staff	Meghan	Mead	New Hire	Paraeducator - EEE Bus	4.0 hr	MBS	Notice of Hire	Dale Lyman	Yes	Yes
Support Staff	Amanda	Riley	New Hire	Paraeducator - Special Education	32.5 hr	UMS	Notice of Hire	New	Yes	Yes
Support Staff	Kristin	Watson	New Hire	Paraeducator - Special Education	32.5 hr	UMS	Notice of Hire	New	Yes	Yes

COLCHESTER SCHOOL DISTRICT

Board of Education Special Meeting
Central Office Conference Room

Thursday, August 24, 2017
6:00 p.m. (Executive Session)

MINUTES (Executive Session)

The Colchester Board of Education held an Executive Board Meeting on Thursday, August 24, 2017, in the conference room at Central Office. Those in attendance were: Board Chair Mike Rogers; Directors Lincoln White and Craig Kieny.

I. Call Meeting to Order

Board Chair Mike Rogers called the meeting to order at 6:00 p.m.

Board Chair Mike Rogers moved to enter executive session at 6:00 p.m. to discuss negotiations, seconded by Director Craig Kieny. The motion passed unanimously, 3-0.

II. Discussion Regarding Support Staff Negotiations (Executive Session)

No decisions made.

III. Adjournment

Board Chair Mike Rogers moved to exit executive session and adjourn at 7:14 p.m., seconded by Director Lincoln White. The motion passed unanimously, 3-0.

Recorder:

Board Clerk:

Mike Rogers
Board Chair

Craig Kieny
Board Clerk

COLCHESTER SCHOOL DISTRICT

Board of Education Meeting
Colchester High School Media Center

Tuesday, September 5, 2017
7:00 p.m. (General Session)

MINUTES (General Session)

The Colchester Board of Education held a regular board meeting on Tuesday, September 5, 2017, at the Colchester High School Media Center. Those in attendance were: Board Chair Mike Rogers; Directors: Lincoln White, Craig Kieny, Lindsey Cox, Curt Taylor, and Student Board Member Robert Davis; Superintendent Amy Minor; Business and Operations Manager George Trieb; Director of Special Education Carrie Lutz; Director of Curriculum & Instruction Gwen Carmolli; and Principals: Julie Benay and Carolyn Millham.

There was one community member, two CHS Senior Seminar students, and a reporter from The Colchester Sun in the audience.

I. Call Meeting to Order and Pledge of Allegiance

Board Chair Mike Rogers called the meeting to order at 7:00 p.m. Board Chair Rogers led in the Pledge of Allegiance.

II. Citizen Participation

None.

III. Report from Building Principals

Principal Julie Benay stated the third graders are adjusting into MBS well, they also welcomed preschool students this week. They have ordered several new pieces of playground equipment which should arrive at the beginning of October. Principal Millham shared that many of the events at PPS leading up to the beginning of school were very well attended. They had nearly 100% voluntary Smart Start attendance and they served more meals at their Welcome Back BBQ than ever before. She also showed the board a new PPS book which was just delivered. Their Positive Behavior Intervention Supports (PBIS) committee developed and printed the book to help orient new students to how the school uses PBIS.

IV. First Reading of Weapons Policy: F24

The board reviewed the proposed changes to the current weapons policy. The updates were recommended by the district's attorneys as well as the Vermont School Board Association. The changes included: moving BB and pellet guns into the firearm category; adding the term "expulsion" to places where it also indicated "long-term suspension"; and adding language to state if the board modifies discipline they must do so in writing. Director Kieny questioned where the specific fluid amounts originated from in section II-A-4-c and d. Superintendent Minor stated she would look into it.

Director Cox moved to approve the first reading of the Weapons policy, seconded by Director Taylor. The motion passed unanimously, 5-0.

V. First Reading of Tobacco Prohibition Policy: F3

This policy was formally known as Smoking in School Buildings and/or Grounds Policy. It was last reviewed in October of 2012. The changes outlined now include the recommended definitions shown in the Vermont School Boards Association model policy, most notably including tobacco substitutes. Director Kieny pointed out in II-C-3 that the policy requires coaches to announce the no tobacco policy only prior to outdoor athletic events. He recommended removing the word “outdoor” to ensure the policy is announced prior to all athletic events. Student Member Davis recommended adding language to ensure the word “smoking” included all tobacco products. Several other minor grammatical changes were suggested as well.

Director Cox moved to approve the first reading of the Tobacco Prohibition policy, seconded by Director Taylor. The motion passed unanimously, 5-0.

VI. Second and Final Reading of Capitalization of Assets Policy

This new policy governs the purchase of any capital assets with federal funds. The language in the district’s policy was recommended by the AOE fiscal monitoring team and was developed by the VASBO based on the new federal regulations. Director Taylor recommended to change the style of writing in section I-C-2. Following a discussion with Business and Operations Manager George Trieb, the recommended language from the auditors remained as is.

Director Kieny moved to approve the second and final reading of the Capitalization of Assets policy, seconded by Director White. The motion passed unanimously, 5-0.

VII. Approval of Personnel Consent Agenda

The following Personnel Consent Agenda was presented on September 5, 2017.

PERSONNEL CONSENT AGENDA

Board Date: September 5, 2017

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Luba	Routsong	End of Employment	Guidance Counselor	1.0 FTE	MBS	Employment effective June 30, 2018			Yes
Teacher	Thomas	Jacobs	New Hire	Elementary Teacher, One-Year Only	1.0 FTE	MBS	Request to Hire	Kathleen Bonfigli	Yes	Yes

Non-Licensed Employees (Support Staff), *Informational*

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Co-Curricular	Haley	Koperski	New Hire	Girls "B" Soccer Coach		CMS	Notice of Hire	Megan Gagne	Yes	Yes
Support Staff	Sophia	Adams	New Hire	Paraeducator - Special Education	32.5 hr	UMS	Notice of Hire	Heather Sheppard	Yes	Yes
Support Staff	Cynthia	Barnes	New Hire	Paraeducator - Library	32.5 hr	CHS	Notice of Hire	Christoper King	Yes	Yes
Support Staff	Abigail	Burgess	New Hire	Paraeducator - Special Education	32.5 hr	UMS	Notice of Hire	Catherine Carstens	Yes	Yes
Support Staff	Christopher	Coleman	New Hire	Behavior Interventionist	35.0 hr	PPS	Notice of Hire	New	Yes	Yes
Support Staff	Katie	Gallichon	New Hire	Behavior Interventionist	35.0 hr	MBS	Notice of Hire	New	Yes	Yes
Support Staff	Zachary	Kelly	New Hire	Behavior Interventionist	35.0 hr	MBS	Notice of Hire	Shannon Jankowski	Yes	Yes
Support Staff	Joshua	Kranz	End of Employment	Paraeducator - Special Education	32.5 hr	CMS	Notice of End of Employment			Yes
Support Staff	Amy	Lighthill	New Hire	Main Office Secretary	40.0 hr	CHS	Notice of Hire	Tatsiana Bussiere	Yes	Yes
Support Staff	Tamara	Meyer	New Hire	Food Service Worker	15.0 hr	CHS	Notice of Hire	Amanda Santor	Yes	Yes
Support Staff	Amanda	Santor	End of Employment	Food Service Worker	15.0 hr	CHS	Notice of End of Employment			Yes
Support Staff	Abigail	Turcot	New Hire	Paraeducator - Preschool	32.5 hr	MBS	Notice of Hire	Kelly Baker	Yes	Yes
Support Staff	Glen	Wallace	End of Employment	Paraeducator - Special Education	32.5 hr	CMS	Notice of End of Employment			Yes

Director Kieny moved to approve the Personnel Consent Agenda for September 5, 2017, seconded by Director Taylor. The motion passed unanimously, 5-0.

VIII. Approval of Minutes: August 15, 2017

Directors Kieny and Taylor requested three changes to agenda item V. First to add that the board would like to “further explore” solar; second to remove “based on the longevity of the lease”; third to add that they are concerned about the amount of time it may take administrators to facilitate the project. Under agenda item VI, Director Taylor requested to change the style of “prek” to make it more clear. It was changed to “pre-k”.

Director Taylor moved to approve the amended minutes of August 15, 2017, seconded by Director Cox. The motion passed unanimously, 5-0.

IX. Board/Administration Communications, Correspondence, Committee Reports

- Superintendent Minor gave an update on enrollment.

X. Possible Future Agenda Items

- School Reports
- Quarterly Special Education and Financial Reports
- Continued Policy Work

XI. Executive Session to Discuss Negotiations

Director White moved to enter executive session to discuss negotiations as permitted by 1 V.S.A. § 313, seconded by Director Kieny. The motion passed unanimously, 5-0.

XII. Adjournment

Director White moved to adjourn at 10:09 p.m., seconded by Director Taylor. The motion passed unanimously, 5-0.

Recorder:

Board Clerk:

Meghan Baule
Communications Specialist

Craig Kieny
Board Clerk

COLCHESTER SCHOOL DISTRICT

Board of Education Special Meeting
Central Office Conference Room

Tuesday, September 12, 2017
3:00 p.m.

MINUTES (Executive Session)

The Colchester Board of Education held a special board meeting on Tuesday, September 12, 2017 at Central Office. Those in attendance were: Board Chair Mike Rogers; Directors Craig Kieny, Curt Taylor, and Lincoln White who attended portions of the meeting by phone; Superintendent Amy Minor; Business and Operations Manager George Trieb; School District Attorney Pietro Lynn; Mediator Cynthia Jefferies and members of the Colchester Education Association.

I. Call Meeting to Order

Board Chair Mike Rogers called the meeting to order at 2:51 p.m.

II. Hear and Discuss Negotiations with Colchester Education Association: Mediation

Director Taylor moved to enter executive session at 2:51 p.m. to discuss negotiations as permitted by 1 V.S.A. § 313, seconded by Director Kieny. The motion passed unanimously, 3-0.

No decisions or agreements were made. It became increasingly clear that the parties have very different perspectives on what a reasonable salary increase would be for the Colchester community. The next step will be to move towards fact finding to obtain the independent perspective of what is reasonable from a third party.

III. Adjournment

Director Taylor moved to exit executive session and adjourn at 7:22 p.m., seconded by Director Kieny. The motion passed unanimously, 3-0.

Recorder:

Board Clerk:

Amy Minor
Superintendent of Schools

Craig Kieny
Board Clerk