

Colchester School Board

Meeting Agenda and Packet

September 1, 2020

**Colchester School District
Board of Education Meeting
September 1, 2020 - 7:00 P.M.
Colchester High School Library**

AGENDA

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|---|----------------------|
| I. Call to Order | |
| II. Citizen Participation* | |
| III. CSD Nursing Update | Informational |
| IV. Principals Update | Informational |
| V. Athletics Update | Informational |
| VI. CSD Meals Program Update | Informational |
| VII. Financial Update | Informational |
| VIII. Approval of Personnel Consent Agenda | Action |
| IX. Approval of Meeting Minutes: August 18, 2020 | Action |
| X. Approval of Special Meeting Minutes: August 24, 2020 | Action |
| XI. Approval of Special Meeting Minutes: August 26, 2020 | Action |
| XII. Board/Administration Communication, Correspondence, Committee Reports | Information |
| XIII. Future Agenda Items | Information |
| XIV. Adjournment | |

COVID-19 Meeting Participation

On March 30, 2020 Governor Scott signed H.681 into law, making temporary changes to Vermont's Open Meeting Law. These changes will remain in effect during the declared state of emergency due to COVID-19.

As part of those changes, meetings of the Colchester School Board will be held in person in the CHS Library but the building will remain closed to the public.

LCATV will provide coverage through live stream which can be accessed here: <https://lcatv.org/live-stream-3>. Citizens may participate in the meeting by emailing questions or statements to meghan.baule@colchestersd.org or by calling (802) 264-5991 while the meeting is in session.

PERSONNEL CONSENT AGENDA
Board Meeting Date: September 1, 2020

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Jillian	Mori	New Hire	Math Teacher, Long-Term Substitute	1.0 FTE	CHS	Request to Hire	Ben Marlow	Yes	Yes
Teacher	Benjamin	Beaudoin	FTE Increase - Cover LOA	Humanities Teacher - Long Term Substitute	0.2 FTE	CHS	FTE Increase to cover Leave of Absence	Amanda Hughes	Yes	Yes
Teacher	Sean	MacArdle	FTE Increase - Cover LOA	Humanities Teacher - Long Term Substitute	0.2 FTE	CHS	FTE Increase to cover Leave of Absence	Amanda Hughes	Yes	Yes
Teacher	Heather	Fischer	New Hire	Elementary Teacher Grade 4, Long-Term Substitute	1.0 FTE	MBS	Request to Hire	Rebecca Ford	Yes	Yes
Teacher	David	Mitchell	New Hire	Science Teacher, One-Year Only	.96 FTE	CHS	Request to Hire	Covering for Virtual Teacher Assignment	Yes	Yes
Teacher	Alan	Zuefeldt	New Hire	Math Teacher, Long-Term Substitute	1.0 FTE	CHS	Request to Hire	Jaime Mulcahy	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
Support Staff	Jennifer	Berard	Transfer	Autism Interventionist	35	CHS	Notice of Transfer	Amy Latulippe	Yes	Yes
Support Staff	Caroline	Chagnon	New Hire	Paraeducator - Special Education	32.5	UMS	Notice of Hire	Kristin Funsten	Yes	Yes
Support Staff	Chelsea	Morel	New Hire	Paraeducator	32.5	UMS	Notice of Hire	Rebecca Fink	Yes	Yes
Support Staff	Caroline	Clark	New Hire	Paraeducator - Special Education	32.5	CMS	Notice of Hire	open position	Yes	Yes
Support Staff	Karin	Brenin	Leave of Absence	Paraeducator-Special Education	32.5	CHS	Request Leave of Absence for the 1st semester of 20/21 School Year			
Support Staff	Dana	Brooks	Transfer	Behavior Interventionist	32.5	CHS	Notice of Transfer	Nathaniel Thompson	Yes	Yes
Support Staff	Tamara	Tobin	Transfer	Paraeducator - SPED	32.5	CMS	Notice of Transfer	open position	Yes	Yes
Support Staff	Eli	Pine	New Hire	Paraeducator - 504	32.5	CHS	Notice of Hire	Michael Rosenthal	Yes	Yes
Support Staff	Katie	Gallichon	Transfer	Intensive Needs Interventionist	35	CMS	Notice of Transfer	Rebecca Cote	Yes	Yes
Support Staff	Rebecca	Cote	End of Employment	Intensive Needs Interventionist	37.5	CMS	Notice of End of Employment			Yes
Co-Curricular	Tim	Bruner	New Hire	JV Football Asst. Coach		CHS	Notice of Hire	William McClintock	Yes	Yes
Co-Curricular	Nick	Corrigan	New Hire	JV Football Asst. Coach		CHS	Notice of Hire	William McClintock	Yes	Yes

COLCHESTER SCHOOL DISTRICT

Board of Education Meeting
Remote Meeting

Tuesday, August 18, 2020
7:00 p.m.

MINUTES (General Session)

The Colchester Board of Education held a regular board meeting on Tuesday, August 4, 2020. Governor Scott signed H.681 into law, making temporary changes to Vermont's Open Meeting Law. Part of those changes allow school districts to hold school board meetings remotely with no designated meeting location. LCATV provided coverage through a live stream and citizens were provided online and telephone options to participate in the meeting. Those in attendance were Board Chair Mike Rogers; Directors: Craig Kieny, Lindsey Cox, Curt Taylor and Nic Longo; Superintendent Amy Minor; Business and Operations Manager George Trieb; Director of Curriculum Gwendolyn Carmolli; Director of Student Support Services Carrie Lutz; and Principals: Heather Baron, Michele Cote, Jordan Burke, Carolyn Millham, and Chris Antonicci.

I. Call to Order

Board Chair Mike Rogers called the meeting to order at 7:00 p.m. He then took a moment to acknowledge the tireless efforts of the administrators, who were all in attendance at the meeting. On behalf of the school board, he applauded the administrators for all their hard work to prepare for this school year.

II. Citizen Participation

A letter sent to the board from community members Steve and Hana Robinson in opposition to flying the Black Lives Matter (BLM) flag was read aloud. Board Directors Craig Kieny and Lindsey Cox read a statement composed by the board explaining the board's decision and support for flying the BLM flag. The board's letter will be posted on the school board page of the website.

III. Reopening Colchester Schools Update

Informational

Superintendent Amy Minor, along with administrators representing Central Office and each school, provided information including recent updates to the State's reopening guidance, enrollment numbers, class size, teacher schedules, student assessments and safety drill procedures.

Notable changes in the updated guidance from the state include a strong recommendation for the return of grades PreK – 5 to full-time, in-person learning; a change in the distance recommendation for grades PreK – 5 from 6 feet to 3 feet; and the allowance of temperature screenings and health check questions to occur at the entrance of the school if not feasible to be conducted on the bus before boarding. Director Cox questioned the State's language of "feasibility". She inquired if the district knew if this shift was solely for operational and staffing purposes or if it was also made because of updated health and safety information. Superintendent Amy Minor shared that the district's nurses are continuing to refine the district's health screening procedures and that the district nursing supervisor will be in attendance at the next school board meeting to answer health-related questions. She noted that the State's guidance was revised in conjunction with the Department of Health, so the assumption would be that they have indeed signed off on that change. She added that all districts in the state are having an extremely difficult time finding and hiring

health screeners to ride buses. In Colchester, the district has approximately 40 daily bus routes operated by 20 buses and would subsequently need to fill 20 health screening positions. She added that the district will be pushing out specific communication to families encouraging them to add checking for symptoms and taking temperatures to their morning routine before they leave the house. It will be communicated to families that the district will assume that every child who boards a bus or enters a school is feeling well and not displaying any symptoms of illness. The district will also assume that if a child is sent to school, the child has not knowingly been exposed to another person who has tested positive for COVID-19.

Director Kieny asked if the district was reconsidering its reopening plan after reading the updated guidance recommending PreK – Grade 5 learn in-person, full-time. Superintendent Minor said the district, and the other districts in our region, are continuing with their plans to reopening in a hybrid model. She emphasized that with so many changes this year, local leaders feel strongly that we need to first welcome our students and staff back to ease in and acclimate to all of the new routines and procedures. The hybrid model will allow the district to assess the overall implementation of the reopening plan before considering bringing students back full time. Director Cox asked that school leaders continue to keep health and safety at the forefront of their decision making.

Director Kieny asked how the teachers are feeling and if they are anxious or if they have concerns. Superintendent Minor shared that in general, teachers and staff are excited to be back with kids. She stated that public school teachers do not get into education to be virtual teachers and that school buildings are ultimately where they want to be, however, as a group they are nervous. They want to see strong safety measures in place to protect themselves and the students. Uncertainty is what generates the most anxiety amongst employees so district administrators and nurses are having regular conversations regarding the multiple layers of protection in each building to mitigate transmission of the virus.

Also included in the presentation was the enrollment of tuition students into the district. As a whole, tuition numbers from school choice towns are up from last year. That, in conjunction with several significant developments being built in town has district leaders keeping a close eye on total enrollment, knowing many of our buildings are already at capacity. Superintendent Minor also pointed out that they will be watching kindergarten enrollment for the 2021-2022 school year since it appears many families chose to delay entry this year because of COVID-19.

IV. Updated 2020-2021 School Calendar **Informational**

Superintendent Minor outlined a couple of changes to the calendar which will be shared with families later in the week. The changes addressed several spots in the calendar where a day off resulted in the week being unbalanced in the amount of in-person days for one of the learning groups.

V. Approval of the Contract Agreement with Colchester Education Association **Action**

A contract agreement between the Colchester Education Association (CEA) and the School Board has been reached. The agreement is a one-year deal with a compensation increase of 2.90%. There are some minor language changes and the addition of the statewide insurance coverage which starts on January 1, 2021. It includes an hourly rate change for teachers from \$35 to \$40, and a percentage rate change for drivers' education instructors from 0.095% to 0.115% from the base amount.

Director Taylor moved to approve the collective bargaining agreement with the Colchester Education Association for the years 2020-2021 as outlined, seconded by Director Longo. The motion passed unanimously, 5-0.

VI. Approval of Purchase of Chromebooks Action

This purchase is part of the district's annual replacement plan for CMS. The district is looking to place this order much earlier than normal due to the significant delay in receiving devices from vendors. Normally, it would be approved over the winter. Vendors have informed the district to plan on delivery taking at least six months.

Director Kieny moved to authorize the business and operations manager to purchase the IT equipment as requested, seconded by Director Longo. The motion passed unanimously, 5-0.

VII. Approval of Personnel Consent Agenda Action

The following Personnel Consent Agenda was reviewed by the board.

DRAFT

PERSONNEL CONSENT AGENDA
Board Meeting Date: August 18, 2020
REVISED

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Andrew	Fulton	FTE Decrease - Leave of Absence	Psychologist	.4 FTE	CMS	Request FTE reduction Leave of Absence for the 2020/2021 SY			
Teacher	Amanda	Hughes	Leave of Absence	English Teacher	1.0 FTE	CHS	Request Leave of Absence for 1st semester - Extended Maternity Leave			

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	Rebecca	Fink	End of Employment	Paraeducator	32.5	UMS	Notice of End of Employment			Yes
Support Staff	Isabel	Sanchez	New Hire	Paraeducator - EL	32.5	CMS	Notice of Hire	Alison O'Brien	Yes	Yes
Support Staff	Allison	McCuin	End of Employment	Food Service Worker	31.25	CHS	Notice of End of Employment			Yes
Support Staff	Jody	Wright	New Hire	Paraeducator - Special Education	32.5	CHS	Notice of Hire	open position	Yes	Yes
Support Staff	Michael	Gove	Leave of Absence	Paraeducator-Special Education	32.5	CHS	Request Leave of Absence for the 20/21 School Year			

Director Taylor moved to approve the Personnel Consent Agenda for August 18, 2020, seconded by Director Cox. The motion passed unanimously, 5-0.

VIII. Approval of General Meeting Minutes: August 4, 2020 Action

Director Kieny moved to approve the minutes from the meeting held on August 4, 2020, seconded by Director Taylor. The motion passed unanimously, 5-0.

IX. Approval of Special Meeting Minutes: August 11, 2020 Action

Director Taylor moved to approve the minutes from the meeting held on August 11, 2020, seconded by Director Cox. The motion passed unanimously, 5-0.

X. Board/Administration Communication, Correspondence, Committee Reports Informational

- Superintendent Minor asked if the board would like to reevaluate holding school board meetings remotely. The board quickly and unanimously agreed that they would like to meet in person again, however, the building will need to remain closed to the public to abide by the State's guidance. To ensure the public can continue to participate in meetings, LCATV will continue to film and stream the meetings so the public can view them live. The public will continue to have the option to call or email in comments for the meetings.
- Director Kieny requested that the board's letter in response to the BLM email read in the public comment section be posted to the school board's website. It will be uploaded to the school board meeting page under the August 18th meeting date.

XI. Future Agenda Items Informational

- Reopening Schools Update
- Financial Update
- Additional Lead Testing Updates

XII. Adjournment

Board Chair Rogers asked for a motion to move to executive session to discuss a personnel issue. Director Kieny moved to enter executive session at 8:41 p.m., seconded by Director Taylor. The motion passed unanimously, 5-0.

Director Taylor moved to exit executive session and adjourn at 9:02 p.m., seconded by Director Kieny. The motion passed unanimously, 5-0.

Director Taylor moved to adjourn at 9:02 p.m., seconded by Director Cox. The motion passed unanimously, 5-0.

Recorder:

Board Clerk:

Meghan Baule
Recording Secretary

Lindsey Cox
Board Clerk

COLCHESTER SCHOOL DISTRICT

Board of Education Meeting, Special Meeting
Remote Meeting

Monday, August 24, 2020
7:00 a.m.

MINUTES

The Colchester Board of Education held a Special Board Meeting on Monday, August 24, 2020. Governor Scott signed H.681 into law in March of 2020, making temporary changes to Vermont's Open Meeting Law. Part of those changes allow school districts to hold school board meetings remotely with no designated meeting location. Those in attendance of the remote meeting were: Board Chair Mike Rogers; Directors: Craig Kieny, Lindsey Cox, Curt Taylor, and Nic Longo; Superintendent Amy Minor and Business and Operations Manager George Trieb.

I. Call Meeting to Order

Board Chair Mike Rogers called the meeting to order at 7:00 a.m.

II. Operational Needs Discussion: Employee Childcare

Action

The board discussed the Coronavirus Relief Funds (CRF) allocated to Vermont by the Coronavirus Aid, Relief, and Economic Security Act (CARES). The CRF funds are intended to be used by school districts to reimburse eligible costs incurred or that will be incurred in FY'20 and FY'21 due to COVID-19. The board reviewed the list of eligible items and discussed which items the district would be seeking reimbursement for.

With all regional school districts opening in a hybrid model, providing childcare for CSD employees that are required to work in-person four days a week quickly became a critical component in adequately staffing the schools. The Family First Coronavirus Act (FFCRA) provides leave time for school district employees who are unable to find childcare. Without reliable childcare offered to employees, it is possible employees would need to take leave which would require the district to fill that position. The district's work force is essential in the reopening of school and finding childcare for employees is crucial to providing a strong educational experience for students this fall.

Colchester Parks and Recreation (CPR) will be offering a remote learning day program for students in grades K-5 during student assigned remote learning days. The program will offer two- or three-day options that will follow the school calendar. CPR agreed to open the program up to CSD employees first to ensure that any teachers or support staff who needed childcare, could get it. They will open it up to families on Wednesday, August 26.

With several neighboring districts covering the cost of childcare for their employees, the board engaged in a discussion about doing the same for CSD employees.

Director Taylor moved to enable CSD to contribute funds to any municipality run child care program reimbursable under coronavirus relief funding for the period during which CSD is providing a hybrid model of education, seconded by Director Longo. The motion passed unanimously, 5-0.

III. Adjournment

Director Cox moved to adjourn at 7:57 a.m., seconded by Director Kieny. The motion passed unanimously, 5-0.

Recorder:

Board Clerk:

Amy Minor
Recording Secretary

Lindsey Cox
Board Clerk

DRAFT

COLCHESTER SCHOOL DISTRICT

Board of Education Meeting, Special Meeting
Remote Meeting

Wednesday, August 26, 2020
4:00 p.m.

MINUTES

The Colchester Board of Education held a Special Board Meeting on Wednesday, August 26, 2020. Governor Scott signed H.681 into law in March of 2020, making temporary changes to Vermont's Open Meeting Law. Part of those changes allow school districts to hold school board meetings remotely with no designated meeting location. Those in attendance of the remote meeting were: Board Chair Mike Rogers; Directors: Craig Kieny, Lindsey Cox, Curt Taylor and Nic Longo; Superintendent Amy Minor and Business and Operations Manager George Trieb.

I. Call Meeting to Order

Board Chair Mike Rogers called the meeting to order at 4:05 p.m.

II. Executive Session: Teacher Negotiations

Director Taylor moved to enter executive session at 4:05 p.m. for the purpose of discussion contract negotiations, seconded by Director Kieny. The motion passed unanimously, 5-0.

III. Adjournment

Director Taylor moved to exit executive session and adjourn at 4:24 p.m., seconded by Director Longo. The motion passed unanimously, 5-0.

Recorder:

Board Clerk:

Amy Minor
Recording Secretary

Lindsey Cox
Board Clerk