

Colchester School Board

Meeting Agenda and Packet

January 5, 2021

**Colchester School District
Board of Education Meeting
January 5, 2021 - 7:00 P.M.
Remote Meeting
Citizens Participation Instructions Listed Below**

AGENDA

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| I. Call to Order | |
| II. Citizen Participation* | |
| III. Approval of Colchester School District Announced Tuition Rates | Action |
| IV. Second and Final Reading of Flagpole Requests Policy: E11 | Action |
| V. Approval of Contract Agreement with Association of Colchester Administrators | Action |
| VI. FY'22 Budget Discussion | Informational |
| VII. COVID-19 Update | Informational |
| VIII. Approval of Personnel Consent Agenda | Action |
| IX. Approval of Meeting Minutes: December 15, 2020 | Action |
| X. Board/Administration Communication, Correspondence, Committee Reports | Information |
| XI. Future Agenda Items | Information |
| XII. 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. On November 13, 2020, the Governor amended the executive order as a result of an acceleration in COVID-19 transmission throughout the State. The addendum strongly discourages in-person meetings.

Meetings of the Colchester School Board will be held remotely with no designated meeting location. 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) 264-5988 while the meeting is in session.



Colchester School District

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Phone: (802) 264-5999 • www.csdvt.org • Fax: (802) 863-4774

MEMO

To: School Board Directors
CC: Amy Minor
From: George A. Trieb, Jr.
Subject: Announced Tuition – FY 2022
Date: January 5, 2021

The announced tuition rate is based on the district’s overall proposed FY 2022 budget less any transportation and special education costs. The announced tuition rate is an estimate of the allowable tuition reported by districts receiving tuition students. By law we are required to set the tuition rate before January 15th each year. Two years from now when the allowable tuition rate is released by the Agency of Education, we will learn the value of our estimates.

The table below shows the past announced and allowable tuition rates for the last few years. It also shows the recommended announced tuition rate for FY 2022.

	FY2022	FY2021	FY2020	FY2019	FY2019
	Announced	Announced	Announced	Allowable	Announced
Elementary	\$14,400	\$14,100	\$13,750	\$12,579	\$13,330
Grades 7 - 12	\$16,900	\$16,400	\$15,800	\$15,212	\$15,200

Note: Special education tuition will be the announced tuition plus any additional costs incurred by the district.

An appropriate motion would be: **I move to approve the announced tuition rates for FY’2022 at \$14,400 for elementary grades (K – 6) and \$16,900 for secondary grades (7 – 12).**

Amy Minor
Superintendent
of Schools

George A. Trieb, Jr.
Business & Operations
Manager

Carrie Lutz
Director of Student
Support Services

Gwendolyn Carmolli
Director of Curriculum
& Instruction

COLCHESTER SCHOOL DISTRICT**POLICY: FLAGPOLE REQUESTS****DATE ADOPTED: DRAFT****POLICY STATEMENT**

Under state statute the Colchester School District is a municipality and a government body. Therefore, it is the policy of the CSD that District flag poles are a forum of government speech, thereby maintaining the distinction between government speech and private speech by students and community members. The CSD Board, as a government entity, determines its speech through the actions of the Board. The speech of the Board is not controlled or limited by any individuals other than the elected members of the Board.

The Board is not obligated to approve any flag requests. Requests that meet the criteria outlined below are not guaranteed approval by the Board because flag requests are suggestions for Board consideration. This policy determines how those suggestions are to be proposed. The criteria outlined in this policy establish minimum standards in order for a flag request to be considered, but the Board has the right to apply other standards beyond the minimum at its discretion.

I. MANAGEMENT AND CONTROL

The District's flagpoles are under the control and management of the District and it is impermissible to fly any flag other than the United States and Vermont flags without the prior approval of the School Board. Such approval shall be based on the steps and approval process outlined below.

Excluding the United States and Vermont flags, only two flags at a time may be approved by the Board to be raised. Preference shall be given based on when a request is received by the CSD administration.

The School Board will only consider flag requests from CSD students or student groups.

The Board may determine to raise any flags which clearly support a stated district goal, current academic endeavors or programs, curriculum and courses of study, or established Vermont Agency of Education Transferable Skills. Any approved flag requests must also comply with existing District policies.

Only the main flagpole at a CSD building will be utilized for the purpose of this policy. Proposed flags may be flown for a maximum three (3) month duration determined by the School Board. The CSD Board may remove a previously-approved flag at any time.

Date Warned: December 15, 2020
First Reading: December 15, 2020
Second Reading: January 5, 2021

II. REQUIRED STEPS FOR FLAG PROPOSALS

A. Requests to fly a flag will be submitted to the superintendent of schools in writing. The superintendent or their designee will review the request to ensure that it includes and conforms with the following criteria and is eligible to be considered by the Board.

1. Required Proposal Components

- a) A visual replication of the exact flag, with dimensions and method of attachment to the flagpole. Any proposed flag may not be larger than the American flag.
- b) A rationale that explains how the proposed flag supports a stated district goal, current academic endeavors or programs, curriculum and courses of study, or Vermont Transferable Skills.
- c) A proposed time frame for raising and flying the flag.
- d) Estimated cost of the flag.
- e) Evidence of support from a faculty advisor/sponsor.
- f) Demonstrated student support for the proposed flag.

2. Exclusionary Criteria

- a) The flag may not be libelous, defamatory, obscene, lewd, vulgar, or profane.
- b) The flag may not violate federal, state or local laws.
- c) The flag may not violate any district policy.
- d) The flag may not depict any symbols, language, slogans, etc. that are registered as hate speech by a nationally recognized organization such as the Anti-Defamation League or Southern Poverty Law Center.
- e) The flag may not interfere with or advocate interference with the rights of any individual or the orderly operation of the schools and their programs.
- f) The flag may not be subject to copyright, licensing or trademarks (meaning that the District should not commit itself to paying royalties or becoming involved in any type of legal dispute for flying flags that the District did not receive licensing approval or pay royalties to fly).
- g) The flag may not be commercial in nature.

- B.** If eligible to be considered by the Board, the superintendent will arrange for the proposal to be added to an agenda to be presented to the Board at an upcoming legally warned Board Meeting. If the request is ineligible to be considered by the Board, the superintendent or designee will notify the requestor(s) in writing of the reason for ineligibility.
- C.** If the superintendent determines a request to be ineligible and the requestor(s) disagree with the superintendent or designee's eligibility decision, the requestor(s) may appeal to the Board in writing for the request to be heard. The superintendent or designee's written response and rationale for determining the request ineligible will be submitted as a part of the materials for consideration by the Board as it hears the request on appeal. Appeals must be submitted to the Board within fourteen (14) calendar days of the date of the eligibility denial issued by the superintendent.
- D.** After hearing a request, the Board will vote on the flag request within the next two (2) regularly scheduled and legally warned Board meetings. The Board will provide a written statement articulating why the flag request was approved or denied, to be delivered to the requestor(s) through the superintendent.
- E.** The Board may also determine to renew a previously-approved flag to fly upon a written request from the original applicant(s) directly to the Board. Any such request shall follow the procedural requirements in step B (above).

PERSONNEL CONSENT AGENDA
Board Meeting Date: January 5, 2021

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
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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	Anneka	Welsh	End of Employment	Paraeducator - Sped	32.5	CHS	Notice of End of Employment			Yes
Support Staff	Rachel	Hamilton	End of Employment	Special Education Secretary	40	CHS	Notice of End of Employment			Yes
Support Staff	Martin	Burnod	New Hire	Paraeducator-Sped	32.5	CHS	Notice of Hire	Anneka Welsh	Yes	Yes

COLCHESTER SCHOOL DISTRICT

Board of Education Meeting
Remote Meeting

Tuesday, December 15, 2020
7:00 p.m.

MINUTES (General Session)

The Colchester Board of Education held a regular board meeting on Tuesday, December 15, 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; Student School Board Member Julia Correll; 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.

II. Citizen Participation

None.

III. COVID-19 Update

Informational

Superintendent Amy Minor introduced Jay Nichols, the Executive Director of the Vermont Principal's Association (VPA), who provided the board with an overview of the work that the school sports committee is doing, including the decision-making process and how they make recommendations.

Director Cox asked how contact tracing occurs with interscholastic meetings. Mr. Nichols states that it follows the same format as any other instance. The positive individual would be interviewed by a public health official and the department of health would work with the schools to ascertain any close contacts. He noted that winter sports will implement multiple mitigation efforts including masks, physical distancing for players on the bench, shift rotations for athletes in alpine sports, and no spectators at indoor games. Director Cox asked if any of the wording in the VPA's guidance will be strengthened to discourage and possibly outline consequences for athletes who do not follow the guidance. Mr. Nichols stated that the committee makes recommendations on the guidance but final decisions on language are made above his committee's level. Director Cox asked if there was anyone on his committee who looks at the guidance from an equity perspective. Mr. Nichols stated that there is no one person assigned to the committee with that specific charge, however, the members come from varying backgrounds and they do look at their recommendations with an equity lens to ensure things like equal participation.

Superintendent Amy Minor then gave a brief update on other COVID-19 impacts throughout the district. The Food Service Program will be preparing and distributing meal bundles that will provide a week's worth of breakfast and lunch. At the time of the meeting, over 300 families totaling more

than 600 students had signed up. Superintendent Minor then spoke about the upcoming winter break. She stated the district's current plan is to return to school for in-person learning on Monday, January 4th. She expressed hope that the break will go smoothly and that no changes would result in the district needing to pivot to a remote learning environment. She stated the administrative team will be watching the Governor's press conferences, monitoring the health data and staying in communication with their employees to ensure the district can staff the buildings. Based on the information at the time of the meeting, it is believed that the district will open as scheduled on Monday, January 4th.

IV. Approval of Contract Agreement with Colchester Education Association Action

The board reviewed the contract agreement with the Colchester Education Association (CEA). Terms are a one-year deal with an average 3% salary increase. All other terms of the contract will remain the same except for teachers moving over to the statewide healthcare plan. The CEA ratified the agreement before the meeting.

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

V. Approval of Agreement for Replacement Copiers Action

Business and Operations Manager George Trieb requested approval from the school board for the replacement of 22 Canon copiers districtwide. The district currently leases the copiers and Canon proposed replacing all equipment with new and like models. The proposal is structured identical to the existing lease but with better pricing.

Director Longo moved to authorize the Business and Operations Manager to enter a lease as noted above for the replacement of district copiers. The motion passed unanimously, 5-0.

VI. First Reading of the Flagpole Requests Policy: E11 Action

The board made a decision this summer, as did many other districts, to raise a flag on school grounds. This new policy comes at the recommendation of the district's attorney. It outlines the way that someone can request a flag to be raised and clearly illustrates the criteria and decision-making process. The board asked some clarifying questions. Student Board Member Julia Correll asked why the policy places a maximum duration that a proposed flag could fly. She specifically pointed to the Black Lives Matter flag and stated that many students would not support taking the flag down since it serves as a symbol of inclusiveness for students. Taking it down after only a short amount of time could be viewed as performative action. Superintendent Amy Minor appreciated Ms. Correll's student perspective and noted that putting a limit on the duration would allow the opportunity for other flags to be raised. She also pointed to a section in the policy where the board can renew a request.

Director Taylor moved to approve the first reading of the Flagpole Requests Policy: E11. The motion passed unanimously, 5-0.

VII. FY'22 Budget Discussion

Informational

Superintendent Minor gave an overview of the building requests for the FY'22 budget and the education tax components that are known at this point. She noted that the singular goal of all of the requests made by administrators is to increase achievement and engagement for all students. She then went over the top priorities by putting them into categories of A, B and C.

- **Priority A** includes maintaining current staffing levels; adding 1 FTE for a district diversity, inclusion and equity coordinator using medicate funds; adding 1 FTE for a special educator at CHS using IDEA-B funds; and adding .2 FTE for a CHS Arabic Teacher. All of the Priority A totals \$197,000.
- **Priority B** includes adding 1 FTE for a reading teacher at MBS; adding 1 FTE for an instructional coach/intervention leader at CMS; adding 2 FTE for core teachers at CMS in grades 7/8. All of the Priority B totals \$360,000.
- **Priority C** includes adding a math intervention program in grades K-8; adding .2 FTE for a CMS French teacher.

Director Cox verified that the .2 FTE positions would most likely be an addition to teachers already employed with the district. She also asked to know more about the diversity, inclusion and equity coordinator position. Superintendent Minor stated that ideally, the position would have the licensure, skillset and teaching expertise to model practices. She expects the position would evolve and provide a focused opportunity for the district to grow.

Board Chair Rogers asked how using Medicaid funds would work and if there would be a potential to lose those funds. Director of Student Support Services Carrie Lutz stated that between the funds that have been allocated to the district and the amount that can be carried over, they are in good shape and there has not been any recent discussion of those funds going away. Director Taylor expressed concern with potentially hiring two positions using Medicaid and IDEA-B funds, knowing it is a possibility those funds would not come through. Ms. Lutz reaffirmed her confidence in the process and stated the district has done this numerous times in the past and it has worked well.

Board Chair Rogers asked if there is a concern that adding these positions would alter the teacher/student ratio. Superintendent Minor stated that was not a current concern. The state is still evaluating its formula to calculate ratios. Additionally, she stated that the district is still recovering from many years of failed budgets which resulted in staffing cuts. The district is doing the best with what they have, however, some gaps need to be worked on. The moves that have been made in the last few years have been necessary and have shown student growth and improvement.

VIII. Approval of Personnel Consent Agenda

Action

The following Personnel Consent Agenda was reviewed by the board.

PERSONNEL CONSENT AGENDA
Board Meeting Date: December 15, 2020

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Erin	Brady	Leave of Absence	Social Studies Teacher	0.2 FTE	CHS	Request Leave of Absence from .2 FTE January 27, 2021 to June 11, 2021(anticipated last day of school)			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	Nancy	Pratt	New Hire	Paraeducator-Sped	32.5	MBS	Notice of Hire	open position	Yes	Yes
Support Staff	Melissa	Nutting	New Hire	Title One Tutor - One Year Only	20	UMS	Notice of Hire	open position	Yes	Yes
Support Staff	Phoebe	Paron	New Hire	Paraeducator-Sped	32.5	CMS	Notice of Hire	open position	Yes	Yes

DRAFT

Director Cox moved to approve the Personnel Consent Agenda for December 15, 2020. The motion passed unanimously, 5-0.

IX. Approval of Special Meeting Minutes: December 1, 2020 (4:00 PM) Action

Director Taylor moved to approve the minutes from the meeting held on December 1, 2020. The motion passed unanimously, 5-0.

X. Approval of General Meeting Minutes: December 1, 2020 (7:00 PM) Action

Director Taylor moved to approve the minutes from the meeting held on December 1, 2020. The motion passed unanimously, 5-0.

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

- Superintendent Minor informed the board they have the option of adding a meeting on January 29. This would be the latest they can warn the FY'22 budget.

XII. Future Agenda Items Informational

- COVID-19 Updates
- FY'22 Budget Discussion
- Policy Work

XIII. Executive Session to Discuss Negotiations Action

Director Cox moved to enter executive session at 8:26 p.m. to discuss negotiations. The motion passed unanimously, 5-0.

Director Taylor moved to exit executive session at 9:06 p.m. The motion passed unanimously, 5-0.

XIV. Adjournment

Director Taylor moved to adjourn at 9:06 p.m. The motion passed unanimously, 5-0.

Recorder:

Board Clerk:

Meghan Baule
Recording Secretary

Lindsey Cox
Board Clerk