

Colchester School Board

Meeting Agenda and Packet

January 19, 2021

**Colchester School District  
Board of Education Meeting  
January 19, 2021 - 7:00 P.M.  
Remote Meeting  
Citizens Participation Instructions Listed Below**

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**AGENDA**

- |  |                      |
|--|----------------------|
| <b>I. Call to Order</b>  |                      |
| <b>II. Citizen Participation*</b>  |                      |
| <b>III. COVID-19 Update</b>  | <b>Informational</b> |
| <b>IV. Third and Final Reading of Flagpole Requests Policy: E11</b>                | <b>Action</b>        |
| <b>V. Approval of FY'22 Budget and Warning</b>                                     | <b>Action</b>        |
| <b>VI. Approval of Personnel Consent Agenda</b>                                    | <b>Action</b>        |
| <b>VII. Approval of Meeting Minutes: January 5, 2021</b>                           | <b>Action</b>        |
| <b>VIII. Board/Administration Communication, Correspondence, Committee Reports</b> | <b>Information</b>   |
| <b>IX. Future Agenda Items</b>   | <b>Information</b>   |
| <b>X. Executive Session to Discuss Contract Negotiations</b>                       | <b>Action</b>        |
| <b>XI. Adjournment</b>   |                      |

**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](mailto:meghan.baule@colchestersd.org) or by calling (802) 264-5988 while the meeting is in session.

**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).

**COLCHESTER SCHOOL DISTRICT  
FISCAL 2022 BUDGET**

ACCOUNT #	ACCOUNT TITLE	FY'21 BUDGET	FY'22 BUDGET	PERCENT CHANGE	DOLLAR CHANGE
5111	TEACHERS	\$16,308,580	\$16,878,824	3.50%	\$570,244
5121	PARAEDUCATOR	\$3,004,095	\$3,043,148	1.30%	\$39,053
5131	SUBSTITUTES	\$405,000	\$420,000	3.70%	\$15,000
5141	ADMINISTRATION	\$1,780,713	\$1,833,009	2.94%	\$52,296
5151	MID-MANAGEMENT/SUPERVISOR	\$416,071	\$428,553	3.00%	\$12,482
5161	SUPPORT STAFF - CLERICAL	\$1,051,108	\$1,082,641	3.00%	\$31,533
5171	TECH & PROF STAFF	\$453,965	\$467,584	3.00%	\$13,619
5172	TCH & PRF STF-OT/PT/BS/CC	\$112,386	\$115,758	3.00%	\$3,372
5181	NON-CLERICAL GENERALISTS	\$1,033,606	\$1,043,968	1.00%	\$10,362
5191	STIPENDS- BOARD ED	\$7,500	\$8,500	13.33%	\$1,000
5192	STIPENDS- OTHER	\$817,500	\$842,025	3.00%	\$24,525
	<b>TOTAL SALARIES</b>	<b>\$25,390,524</b>	<b>\$26,164,011</b>	<b>3.05%</b>	<b>\$773,487</b>
5211	HEALTH INSURANCE	\$3,354,655	\$3,988,443	18.89%	\$633,788
5212	HEALTH CARE CONTRIBUTION	\$5,000	\$7,000	40.00%	\$2,000
5219	HRA	\$849,789	\$837,573	-1.44%	(\$12,216)
5220	FICA	\$1,950,741	\$1,980,002	1.50%	\$29,261
5232	VSTRS- OPEB	\$65,000	\$80,000	23.08%	\$15,000
5234	VMERS	\$288,215	\$296,861	3.00%	\$8,646
5251	TUITION REIMB- TEACHER	\$175,000	\$175,000	0.00%	\$0
5252	TUITION REIMB- SPT STF	\$37,000	\$37,000	0.00%	\$0
5253	TUITION REIMBURSEMENT - ADMIN	\$18,000	\$18,000	0.00%	\$0
5261	UNEMPLOYMENT COMPENSATION	\$15,000	\$15,000	0.00%	\$0
5271	WORKERS COMPENSATION	\$255,788	\$260,122	1.69%	\$4,334
5281	DENTAL	\$281,805	\$288,412	2.34%	\$6,607
5292	LIFE	\$31,851	\$33,183	4.18%	\$1,332
5294	LTD	\$70,334	\$70,761	0.61%	\$427
5295	CASH IN LIEU	\$340,000	\$370,000	8.82%	\$30,000
5296	LIEU OF SICK	\$3,000	\$3,000	0.00%	\$0
	<b>TOTAL BENEFITS</b>	<b>\$7,741,178</b>	<b>\$8,460,358</b>	<b>9.29%</b>	<b>\$719,180</b>
5311	OFFICIAL/ADMIN SERVICES	\$500	\$500	0.00%	\$0
5321	PROFESSIONAL EDU SERVICES	\$657,521	\$672,315	2.25%	\$14,794
5331	EMP TRAINING/DEVELOP	\$15,000	\$20,000	33.33%	\$5,000
5341	OTHER PROFESSNL SERVICES	\$676,250	\$691,466	2.25%	\$15,216
5342	AUDITING SERVICES	\$27,500	\$28,119	2.25%	\$619
5411	UTILITY SERVICES	\$56,000	\$70,000	25.00%	\$14,000
5425	TRASH & RECYCLING	\$50,000	\$51,125	2.25%	\$1,125
5431	NONTECHNLGY REPAIR/MAINT	\$848,640	\$891,072	5.00%	\$42,432
5441	RENTALS-LAND/BUILDINGS	\$59,000	\$60,000	1.69%	\$1,000
5442	RENTALS-EQUIPMNT/VEHICLES	\$104,500	\$104,500	0.00%	\$0
5490	OTHER PURCH PROPERTY SERV	\$40,000	\$41,500	3.75%	\$1,500
5513	STUDENT TRAN CONTRACT	\$1,400,100	\$1,540,110	10.00%	\$140,010
5519	STUDENT TRAN OTHER EXTRA	\$386,280	\$424,908	10.00%	\$38,628
5521	INSURANCE (NOT EMP BEN)	\$48,000	\$51,840	8.00%	\$3,840
5522	INSURANCE- LIABILITY	\$68,000	\$73,440	8.00%	\$5,440
5531	COMMUNICATIONS	\$62,250	\$67,000	7.63%	\$4,750
5533	POSTAGE	\$30,400	\$31,084	2.25%	\$684
5534	TELEPHONE AND VOICE	\$24,050	\$25,012	4.00%	\$962
5541	ADVERTISING	\$12,500	\$12,500	0.00%	\$0
5551	PRINTING AND BINDING	\$16,600	\$16,600	0.00%	\$0
5561	TUITN TO PUB VT LEAS	\$60,000	\$60,000	0.00%	\$0
5562	TUITN TO PRIV VT LEAS	\$1,905,999	\$2,155,999	13.12%	\$250,000

**COLCHESTER SCHOOL DISTRICT  
FISCAL 2022 BUDGET**

<b>ACCOUNT #</b>	<b>ACCOUNT TITLE</b>	<b>FY'21 BUDGET</b>	<b>FY'22 BUDGET</b>	<b>PERCENT CHANGE</b>	<b>DOLLAR CHANGE</b>
5566	TUITN TO VC-ON BEHALF	\$381,701	\$384,578	0.75%	\$2,877
5567	TUITN TO VC	\$383,949	\$415,684	8.27%	\$31,735
5581	TRAVEL	\$40,300	\$41,207	2.25%	\$907
5611	GENERAL SUPPLIES	\$805,894	\$824,027	2.25%	\$18,133
5621	NATURAL GAS	\$180,000	\$180,000	0.00%	\$0
5622	ELECTRICITY	\$425,000	\$437,750	3.00%	\$12,750
5626	GASOLINE	\$24,000	\$24,000	0.00%	\$0
5641	BOOKS AND PERIODICALS	\$105,355	\$107,725	2.25%	\$2,370
5652	SUPPLIES - TECH SOFTWARE	\$137,400	\$144,270	5.00%	\$6,870
5731	MACHINERY	\$15,000	\$15,000	0.00%	\$0
5732	VEHICLES	\$60,000	\$40,000	-33.33%	(\$20,000)
5733	FURNITURE AND FIXTURES	\$91,400	\$93,457	2.25%	\$2,057
5734	TECH-RELATED HARDWARE	\$389,999	\$409,499	5.00%	\$19,500
5811	DUES AND FEES - STAFF	\$54,160	\$55,379	2.25%	\$1,219
5831	REDEMPTION OF PRINCIPAL	\$294,118	\$294,118	0.00%	\$0
5832	INTEREST ON LT DEBT	\$225,000	\$215,000	-4.44%	(\$10,000)
5899	MISC EXPENDITURES - OTHER	\$15,760	\$15,760	0.00%	\$0
	GRANTS, MEDICAID, ETC.	\$1,317,000	\$1,269,000	-3.64%	(\$48,000)
	<b>OTHER TOTAL EXPENSES</b>	<b>\$11,495,126</b>	<b>\$12,055,543</b>	<b>4.88%</b>	<b>\$560,417</b>
	<b>TOTALS</b>	<b>\$44,626,828</b>	<b>\$46,679,911</b>	<b>4.60%</b>	<b>\$2,053,083</b>

**COLCHESTER SCHOOL DISTRICT  
FISCAL 2022 BUDGETED REVENUE**

DESCRIPTION	FY2019 BUDGET	FY2020 BUDGET	FY2021 BUDGET	FY2022 BUDGET	PERCENT CHANGE	DOLLAR CHANGE
LOCAL						
FUND BALANCE	\$600,000	\$550,000	\$700,000	\$1,500,000	114.29%	\$800,000
REGULAR TUITION	\$562,400	\$675,000	\$700,000	\$1,014,000	44.86%	\$314,000
INTEREST EARNINGS	\$100,000	\$125,000	\$125,000	\$15,000	-88.00%	(\$110,000)
FACILITY RENTAL	\$17,500	\$17,500	\$25,000	\$25,000	0.00%	\$0
IMPACT FEES	\$125,000	\$150,000	\$150,000	\$150,000	0.00%	\$0
MISCELLANEOUS	\$10,000	\$10,000	\$15,000	\$25,000	66.67%	\$10,000
<b>TOTAL LOCAL</b>	<b>\$1,414,900</b>	<b>\$1,527,500</b>	<b>\$1,715,000</b>	<b>\$2,729,000</b>	<b>59.13%</b>	<b>\$1,014,000</b>
STATE						
GENERAL STATE AID	\$32,773,561	\$34,350,273	\$35,690,389	\$35,854,970	0.46%	\$164,581
TRANSPORTATION AID	\$340,000	\$380,000	\$400,000	\$425,000	6.25%	\$25,000
VOC ED TRANSPORTATION REIMBURSEMENT	\$27,500	\$29,000	\$30,000	\$31,000	3.33%	\$1,000
DRIVERS ED REIMBURSEMENT	\$20,000	\$20,000	\$15,000	\$15,000	0.00%	\$0
<b>TOTAL STATE NON SPECIAL EDUCATION</b>	<b>\$33,161,061</b>	<b>\$34,779,273</b>	<b>\$36,135,389</b>	<b>\$36,325,970</b>	<b>0.53%</b>	<b>\$190,581</b>
SPECIAL EDUCATION						
SPECIAL EDUCATION BLOCK GRANT	\$801,249	\$829,542	\$850,000	\$858,923	1.05%	\$8,923
EXPENDITURE REIMBURSEMENT	\$3,295,166	\$3,481,520	\$3,743,869	\$4,500,222	20.20%	\$756,353
EEE PROGRAM	\$185,256	\$186,229	\$190,000	\$205,826	8.33%	\$15,826
<b>TOTAL SPECIAL EDUCATION</b>	<b>\$4,281,671</b>	<b>\$4,497,291</b>	<b>\$4,783,869</b>	<b>\$5,564,971</b>	<b>16.33%</b>	<b>\$781,102</b>
FEDERAL						
SPED IDEA-B	\$584,609	\$650,087	\$666,800	\$781,803	17.25%	\$115,003
SPED/EEE IDEA-B PRE-SCHOOL	\$6,686	\$8,617	\$8,770	\$9,167	4.53%	\$397
<b>TOTAL FEDERAL</b>	<b>\$591,295</b>	<b>\$658,704</b>	<b>\$675,570</b>	<b>\$790,970</b>	<b>17.08%</b>	<b>\$115,400</b>
OTHER REVENUE						
GRANTS, MEDICAID, EPSDT, STATE PLACED	\$1,121,000	\$1,126,400	\$1,317,000	\$1,269,000	-3.64%	(\$48,000)
<b>TOTAL OTHER REVENUE</b>	<b>\$1,121,000</b>	<b>\$1,126,400</b>	<b>\$1,317,000</b>	<b>\$1,269,000</b>	<b>-3.64%</b>	<b>(\$48,000)</b>
<b>TOTAL REVENUE</b>	<b>\$40,569,927</b>	<b>\$42,589,168</b>	<b>\$44,626,828</b>	<b>\$46,679,911</b>	<b>4.60%</b>	<b>\$2,053,083</b>





## Homestead and Non-Residential Education Tax Rates FISCAL 2022

LEA: **Colchester**  
S.U.: **Colchester S.D.**

LEA ID: **050**  
County: **Chittenden**

Base Amount:	\$10,571
Homestead Yield:	\$10,763
Base Homestead tax rate:	1.00000
Base Non-Residential tax rate:	1.73000
Common level of appraisal	86.24%
Total budgeted expenditures	\$46,679,911
Budgeted revenues	\$10,824,941
Local education spending	\$35,854,970
Net Equalized pupils	2,296.34
Local Ed spending per Eq.Pupil	\$15,613.96

1/14/21

6.467%

<u>Actual homestead education tax rate</u>	FY2022 1.6822	FY2021 1.5800
	<b>Change</b>	<b>Cents</b>
	10.217467	

10.161%

<u>Actual non-residential education tax rate</u>	FY2022 2.0060	FY2021 1.8210
	<b>Change</b>	<b>Cents</b>
	18.5030	

**Steps to actual non-residential tax rate**

Equalized non-residential tax rate		1.7300
Common level of appraisal (CLA)		86.24%
<b>Actual non-residential tax rate</b>	(line 14 / line 16)	<b>2.0060</b>

**PERSONNEL CONSENT AGENDA**  
**Board Meeting Date: January 19, 2021**

**Licensed Employees (Teacher/Administrator)**

<b>Contract Type</b>	<b>First Name</b>	<b>Last Name</b>	<b>Category</b>	<b>Position</b>	<b>FTE/Hours</b>	<b>Building</b>	<b>Agenda Information</b>	<b>Person Replacing</b>	<b>Budgeted</b>	<b>Admin Support</b>
Teacher	Nicholas	Corrigan	New Hire	Math Teacher - One Year Only	.51 FTE	CMS	Notice of Hire	John Helme	Yes	Yes
Teacher	Deborah	Gay	End of Employment	Special Education Teacher	1.0 FTE	CMS	Request to end Employment effective June 30, 2021			Yes
Teacher	Caitlin	Bellavance	Leave of Absence	Elementary Teacher	1.0 FTE	MBS	Request Leave of Absence from approximately 06/01/21- End of School year			Yes

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

<b>Contract Type</b>	<b>First Name</b>	<b>Last Name</b>	<b>Category</b>	<b>Position</b>	<b>FTE/Hours</b>	<b>Building</b>	<b>Agenda Information</b>	<b>Person Replacing</b>	<b>Budgeted</b>	<b>Admin Support</b>
Support Staff	Karin	Brenin	Leave of Absence	Paraeducator-Special Education	32.5	CHS	Request continued Leave of Absence for the 2nd semester of 20/21 School Year			Yes
Support Staff	Emily	Schulze	New Hire	Paraeducator-Sped	32.5	CHS	Notice of Hire	open position	Yes	Yes

# COLCHESTER SCHOOL DISTRICT

Board of Education Meeting  
Remote Meeting

Tuesday, January 5, 2021  
7:00 p.m.

## MINUTES (General Session)

The Colchester Board of Education held a regular board meeting on Tuesday, January 5, 2021. 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 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, 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. Approval of Colchester School District Announced Tuition Rates

Action

Each year, districts are required by law to announce their anticipated tuition for students attending Colchester Schools from other districts that do not have a high school or middle school. The majority of tuition students attending CSD are from the Grand Isle Supervisory Union and the town of Georgia.

*Director Cox moved to approve the announced tuition rate for FY 2022 at \$14,400 for elementary grades (k-6) and \$16,900 for secondary grades (7-12), seconded by Director Taylor. The motion passed unanimously.*

### IV. Second and Final Reading of the Flagpole Requests Policy: E11

Action

This new policy comes at the recommendation of the district's attorney. It outlines the criteria and decision-making process for requests to raise a flag on school grounds. The board reviewed the draft policy at the last meeting, this is the second reading. Student Board Member Julia Correll asked for clarification on how the board could extend the length of time that a flag can be up. Superintendent Amy Minor pointed to the policy where it states flags may be flown for a maximum of three months, however, the board may determine to renew a previously-approved flag to fly upon a written request from the original applicant. This time limit is to provide opportunity for other flags to be raised. Directory Taylor voiced concern about the amount of time that would need to be dedicated to reviewing and approving requests.

Director Cox asked for the rationale as to why the policy states only request from CSD students or student groups would be considered. She made statements that supported adding employees to be allowed to make requests as well. Superintendent Minor stated that was an intentional decision made by the district's attorney and she would ask for their intent.

*Director Cox moved to postpone the approval of the final reading until a future meeting. The motion passed unanimously.*

**V. Approval of Contract Agreement with Association of Colchester Administrators Action**

The board reviewed the contract agreement with the Association of Colchester Administrators (ACA). Terms are a three-year deal with an average 3% salary increase. All other terms of the contract will remain the same except for administrators moving to the statewide healthcare plan.

*Director Taylor moved to approve the collective bargaining agreement with the Association of Colchester Administrators as outlined. The motion passed unanimously.*

**VI. FY'22 Budget Discussion Informational**

Superintendent Amy Minor reviewed the priority list that was presented at the December 15 meeting. She noted that the singular goal of all of the requests made by administrators is to increase achievement and engagement for all students. She noted that these priorities are part of the big picture and are not necessarily all things that administrators are requesting for this budget cycle. By showing the list in three priority groups he hoped to help illustrate what the district needs to grow and how administrators are forecasting needs for Colchester students.

- **Priority A** includes maintaining current staffing levels; adding 1 FTE for a district diversity, inclusion and equity coordinator using Medicaid 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.

Superintendent Minor then went over the recently released FY'22 tax components from the state. Using those tax components, Superintendent Minor and Business and Operations Manager George Trieb proposed two scenarios for the board to consider. The first Scenario would maintain all staffing levels and add a diversity, inclusion and equity coordinator using Medicaid funds which would have no impact on the tax rate. This first scenario would result in a 4.38% budget increase and an estimated tax increase of 6.76%. The second scenario would take the first scenario and also add a special educator at CHS. Scenario two might result in a 4.60% budget increase and an estimated tax increase of 7.06%.

At the last meeting, Director Cox asked for more information about the request for an additional FTE at CHS for a special educator. Director of Student Support Services Carrie Lutz presented the rationale for that request, highlighting the growing shift from special educators acting solely as case

managers to being instructors, in an effort to close the achievement gap. “Special Educator Density” is a tool that calculates the ratio of the total school population per special educator. The goal is to be at 80 and CHS is currently at 97. In addition to the high density, there are nuances to a high school special educator that have also driven the request for an additional FTE. These differences including co-teaching in math, humanities and science; supporting students at tech centers; and transition planning linked to post-secondary education, adult services, and employment.

Board Chair Rogers voiced concern of funding positions through grant and Medicaid dollars, specifically pointing to a scenario where those funding sources could to come up short. Ms. 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. Ms. Lutz stated the district has hired positions before with grant dollars only to later transition them to the voter budget and the process has worked well in the past.

Director Cox advocated support for the diversity coordinator role. Director Longo echoed her sentiments and shared that he has personally had a positive experience with someone in a similar role and sees the value. He stated that creating the position shows the district’s commitment to its students, faculty, and the public.

Superintendent Minor asked for a direction from the board as to what percentage increase they would be comfortable with putting forth to the residents of Colchester. The board engaged in a discussion and ultimately decided to make a final decision at the next board meeting on January 19.

**VII. COVID-19 Update**

**Informational**

Superintendent Minor gave the board some updates in regards to staffing, voluntary employee testing, future vaccination opportunities for employees and students, the successful free food bundles distribution before the holiday break, and an overview of the guidance for winter sports which will start later in the week.

**VIII. Approval of Personnel Consent Agenda**

**Action**

The following Personnel Consent Agenda was reviewed by the board.

**PERSONNEL CONSENT AGENDA**  
**Board Meeting Date: January 5, 2021**  
**REVISED**

**Licensed Employees (Teacher/Administrator)**

<b>Contract Type</b>	<b>First Name</b>	<b>Last Name</b>	<b>Category</b>	<b>Position</b>	<b>FTE/Hours</b>	<b>Building</b>	<b>Agenda Information</b>	<b>Person Replacing</b>	<b>Budgeted</b>	<b>Admin Support</b>
Teacher	John	Helme	Leave of Absence	Math Teacher	1.0 FTE	CMS	Request Leave of Absence for Military Orders from 12/29/2020 to June 11, 2021(anticipated last day of school)			Yes

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

<b>Contract Type</b>	<b>First Name</b>	<b>Last Name</b>	<b>Category</b>	<b>Position</b>	<b>FTE/Hours</b>	<b>Building</b>	<b>Agenda Information</b>	<b>Person Replacing</b>	<b>Budgeted</b>	<b>Admin Support</b>
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

DRAFT

*Director Cox moved to approve the Personnel Consent Agenda for January 5, 2021, seconded by Director Taylor. The motion passed unanimously.*

**IX. Approval of Meeting Minutes: December 15, 2020 Action**

Director Taylor requested three edits.

*Director Cox moved to approve the amended minutes from the meeting held on December 15, 2020. The motion passed unanimously.*

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

- Director Taylor recommended a German movie called System Crasher, which highlights the difficulties schools can have when supporting children who have experienced trauma and their subsequent behavioral challenges.
- Board Chair Rogers announced he will not be seeking reelection to the board. Superintendent Minor and the rest of the board thanked him for his many years of dedicated service.

**XI. Future Agenda Items Informational**

- COVID-19 Updates
- FY'22 Budget Warning and Community Communication
- Policy Work

**XII. Executive Session to Discuss Negotiations Action**

*Director Kienny moved to enter executive session at 8:34 p.m. to discuss contract negotiations. The motion passed unanimously.*

*Director Taylor moved to exit executive session at 9:05 p.m., seconded by Director Longo. The motion passed unanimously.*

**XIII. Adjournment**

*Director Longo moved to adjourn at 9:06 p.m., seconded by Director Taylor. The motion passed unanimously.*

Recorder:

Board Clerk:

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Meghan Baule  
Recording Secretary

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Lindsey Cox  
Board Clerk