

Colchester School Board

Meeting Agenda and Packet

June 22, 2021

**Colchester School District
Board of Education Special Meeting Agenda
Colchester High School Library
Tuesday, June 22, 2021
7:00 PM**

AGENDA

- I. Call to Order & Pledge of Allegiance**
- II. Discussion and Decision Regarding the Black Lives Matter Flag** **Action**
- III. Approval of Personnel Consent Agenda** **Action**
- IV. Approval of Special Meeting Minutes: June 14, 2021** **Action**
- V. Approval of Meeting Minutes: June 15, 2021** **Action**
- VI. Adjournment**

COLCHESTER SCHOOL DISTRICT

POLICY: FLAGPOLE REQUESTS

DATE ADOPTED: January 19, 2021

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 11, 2020
 First Reading: December 15, 2020
 Second Reading: January 5, 2021
 Third Reading: January 19, 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).

CONSENT AGENDA

Board Meeting Date: June 22, 2021

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Jamilah	Vogel	New Hire	Diversity, Equity and Inclusion Coordinator	1.0 FTE	DW	Notice of Hire	New Position		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

Residency Waiver Requests

First Name	Last Name	Building	School District	Admin Support

COLCHESTER SCHOOL DISTRICT

Board of Education Meeting, Special Meeting
Colchester High School, Library

Monday, June 14, 2021
4:30 p.m.

MINUTES (Executive Session)

The Colchester Board of Education held a Special Board Meeting on Monday, June 14, 2021. Those in attendance were Board Chair Craig Kieny; Directors: Lindsey Cox, Nic Longo, Laurie Kigonya, and Ben Yousey-Hindes; Superintendent Amy Minor; Director of Special Education Carrie Lutz; Director of Curriculum Gwen Carmolli; and Business and Operations Manager George Trieb.

I. Call Meeting to Order

Board Chair Craig Kieny called the meeting to order at 4:45 p.m.

II. Board of Education Retreat: Work Session

Informational

- District Goals Presentation
 - The Central Office Leadership Team provided the board with information regarding the district goals for 2021-2025. The goals areas are academics, equity, social-emotional learning, engagement and facilities.
 - Gwen Carmolli, the director of curriculum, instruction and assessment, shared the CSD Recovery Plan.
- Board Work Plan 2021-2022
 - Superintendent Minor presented the draft board work plan. The board provided feedback, input, and engaged in a discussion about the agendas for the upcoming school year.
- Board Goals 2021-2022
 - The board discussed their goals for the upcoming school year. They plan to finalize the goals at an August meeting. The board drafted goals in the areas of community engagement, facilities, policy governance, supporting the CSD Vision and Recovery Plan and supporting the student representative of the school board.

III. Adjournment

Director Cox moved to adjourn at 8:05 p.m. The motion passed unanimously, 5-0.

Recorder:

Board Clerk:

Meghan Baule
Recording Secretary

Nic Longo
Board Clerk

COLCHESTER SCHOOL DISTRICT

Board of Education Meeting
Remote Meeting

Tuesday, June 15, 2021
7:00 p.m.

MINUTES (General Session)

The Colchester Board of Education held a regular board meeting on Tuesday, June 15, 2021. Governor Scott signed H.681 into law which makes 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 Craig Kieny, Directors: Nic Longo, Laurie Kigonya, and Ben Yousey-Hindes; Superintendent Amy Minor; Director of Special Education Carrie Lutz; Director of Curriculum Gwendolyn Carmolli; Business and Operations Manager George Trieb;

I. Call to Order

Board Chair Craig Kieny called the meeting to order at 7:00 p.m.

II. Citizen Participation

Colchester resident, Genna Barnaby, called into the meeting to share several action items that she would like the school board to consider. She asked the board to end the use of COVID-19 mitigation strategies recommended by the Agency of Education and the Centers for Disease Control. She asked the board to uphold individuals' rights to medical and religious exemptions. She asked the board to publicize the curriculum for all grades on the school's website, to ensure that political discussions are balanced, to end Critical Race Theory and Common Core curriculum, and to end Common Core standardized testing. She asked the board to notify the district of any guest speakers in classrooms. She asked the board to end using CSD schools as community vaccination clinic locations and to disclose any monetary amount given to the district for the clinic's use of the building. Lastly, she asked to grant a portion of the American Rescue Plan 2021 funds allocated to the district to the caregivers of students. She thanked the board for their dedication to making the schools within the district an excellent place for children to receive education and for employees to work in.

III. Discussion: Tax Anticipation Note

Information

To start the next fiscal year, the district typically needs to borrow funds from a lending institution until revenue arrives from the state. Approving a tax anticipation note is an action item that the board considers each year. Business and Operations Manager George Trieb explained that the district's unanticipated surplus should cover the expected expenditures that occur over the summer and the district is not expected to need to acquire additional funds before the state revenue arrives. Director Longo asked how much surplus there is and how much the district is saving by not using a tax anticipation note. Mr. Trieb stated the surplus will be approximately \$1.5 million and the district will save between \$15,000 and \$20,000 in interest fees by not using a note.

IV. Second and Final Reading of Policies E2: Grant Funding, E8: Prevention of Conflict of Interest, and G2: Title I Comparability **Action**

At the advice of the Vermont School Board Association, the district is working to consolidate policies that have overlapping topics to make the policy manual more comprehensive and easier to navigate. In the case of these three policies, it was determined that policies G2: Title I Comparability and E8: Prevention of Conflict of Interest would be removed as stand-alone policies. Instead, the content from those policies would be relocated into policy E2: Grant Funding.

Director Longo moved to approve the second and final reading of policy E2: Grant Funding, and to eliminate policies E8: Title I Comparability Policy and G2: Prevention of Conflict of Interest. The motion passed unanimously.

V. Approval of Personnel Consent Agenda **Action**

The following Personnel Consent Agenda was reviewed by the board. The consent agenda also included a residency waiver request for a middle school student.

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CONSENT AGENDA
Board Meeting Date: June 15, 2021
REVISED

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Daniel	Leonard	New Hire	Middle School Music Teacher - One Year Only	1.0 FTE	CMS	Request to Hire	Bridgette Tozzi	Yes	Yes
Teacher	Robert	Hamlin	End of Employment	Special Education Teacher, One-Year Only	1.0 FTE	MBS	Notice of End of Employment			Yes
Teacher	David	Mitchell	End of Employment	Science Teacher, One-Year Only	1.0 FTE	CHS	Notice of End of Employment			Yes
Teacher	Caitlin	Bellavance	Transfer	Elementary Teacher	1.0 FTE	PPS	Notice of Transfer	Dawn Bissonnette	Yes	Yes
Teacher	Ryan	Strobel	End of Employment	Special Education Teacher	1.0 FTE	CHS	Request to end Employment effective June 30, 2021			Yes
Teacher	Emily	McKelvey	End of Employment	Elementary Teacher	1.0 FTE	MBS	Request to end Employment effective June 30, 2021			Yes
Teacher	Heather	Fischer	New Hire	Elementary Teacher	1.0 FTE	MBS	Notice of Hire	Emily McKelvey		Yes
Teacher	Amanda	Barone	New Hire	Elementary Teacher	1.0 FTE	MBS	Notice of Hire	Caitlin Bellavance		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	Patrick	Ducharme	End of Employment	Custodian	40	CHS	Notice of End of Employment			Yes
Support Staff	Isabel	Sanchez	End of Employment	Paraeducator- ELL	32.5	CMS	Notice of End of Employment			Yes
Support Staff	Megan	Cobaugh	End of Employment	Paraeducator- SPED	32.5	CMS	Notice of End of Employment			Yes
Support Staff	Hope	Renadette	Transfer	Bookkeeper	40	CHS	Notice of Transfer	Heidi Echo		Yes
Support Staff	Phyllis	Golodetz	Transfer	Attendance Secretary	40	CHS	Notice of Transfer	Hope Renadette		Yes

Residency Waiver Requests

First Name	Last Name	Building	School District	Admin Support
Erica	Frost	CMS	Grand Isle School District	Yes

Director Yousey-Hindes moved to approve the Consent Agenda and the student tuition waiver request for June 15, 2021. The motion passed unanimously.

VI. Approval of Meeting Minutes: June 1, 2021 Action

Director Kigonya moved to approve the minutes from the meeting held on June 1, 2021. The motion passed unanimously.

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

- The district collected bids for bathroom renovations at two schools in early 2020, just before things were shut down as a result of COVID-19. The bids were recently resubmitted and are now significantly higher than expected. The project is not urgent and the district decided to put it on hold for a year to see if there is a change in pricing.
- The board will hold a special meeting on 6/22 at 7:00 pm to discuss the BLM flag. This meeting will be in-person at the CHS Library.
- The board reviewed a draft version of rules for citizen's participation at meetings. They all agreed with the list and requested to post them on the school board website where the agendas and other information are stored.

VIII. Future Agenda Items Informational

- There will be no school board meetings in July. The first official school board meeting of the 2021-222 school year will be August 3, 2021.

IX. Executive Session to Discuss Superintendent's Evaluation Action

Director Longo moved to enter executive session at 7:41 p.m. to conduct the superintendent's evaluation.

Director Kingonya moved to exit executive session at 8:55 p.m. The motion passed unanimously.

X. Adjournment

Director Yousey-Hindes moved to adjourn at 8:55 p.m. The motion passed unanimously.

Recorder:

Board Clerk:

Meghan Baule
Recording Secretary

Nic Longo
Board Clerk