

Colchester School Board Meeting Agenda & Packet

September 2, 2025



**Colchester School District
Board of Education Meeting**
September 2, 2025 - 7:00 p.m.
Colchester High School Library

Meeting Agenda

- | | |
|---|----------------------|
| I. Call to Order | |
| II. Citizens Participation* | |
| III. Hear Special Recognitions | Informational |
| IV. Hear Elementary Principals Report | Informational |
| V. Hear Presentation on Behavior Threat Assessments | Informational |
| VI. Second and Final Reading of Behavior Threat Assessment Policy: F7 | Action |
| VII. Hear Year-End Financial Report | Informational |
| VIII. Approval of Consent Agenda | Action |
| IX. Approval of Meeting Minutes | Action |
| ○ August 19, 2025 | |
| X. Board/Administration Communication, Correspondence, Committee Reports | Informational |
| XI. Future Agenda Items | Informational |
| XII. Adjournment | |

***Meeting Participation and Viewing Options**

Meetings are open to the public unless warned otherwise. Colchester citizens have an opportunity to speak or comment on any items listed on the agenda. For topics not listed on the agenda, public comment can be made during the Citizen's Participation agenda item. Please review the Public Comment Rules listed at www.csdyt.org/schoolboard prior to the meeting. If not attending in person, citizens may also participate in the meeting by emailing a prerecorded message to schoolboard@colchesters.org with "Citizens Participation" listed in the subject line. It must be received by noon on the day of the meeting, include your full name and phone number, and follow the Public Comment Rules. LCATV will provide live stream coverage via: www.lcatv.org/live-stream-3.

COLCHESTER SCHOOL DISTRICT**POLICY: BEHAVIORAL THREAT ASSESSMENT****DATE ADOPTED: DRAFT****POLICY STATEMENT**

The Colchester School District is committed to providing a safe and secure learning environment for students and staff. This policy establishes a school behavioral threat assessment (BTA) and management program to conduct a fact-based, systematic process designed to gather information about, assess and manage behavior or communication that raises a concern that a person or situation may pose a threat of severe and significant targeted violence against the school community.

Nothing in this policy precludes CSD personnel from acting immediately to address an imminent threat, including immediately removing a student from school, subject to subsequent due process procedures when the student poses an immediate threat to themselves, others, property, or the educational environment.

The threat assessment process is distinct from and does not supplant the district's student conduct and discipline policies. A behavioral threat assessment will not impose suspension or expulsion, including emergency suspension, solely for investigating student conduct or conducting a threat assessment. Any action that could result in removal of a student from the student's school environment pending or after a threat assessment will only be carried out in accordance with 16 V.S.A. § 1162, State Board of Education Rule 4300, and federal and state law applicable to students with disabilities. Behavioral threat assessment teams will operate in a manner that avoids bias, discrimination, and disproportionate impact on students in historically marginalized communities.

Threat assessment is not intended to refer students to the criminal justice system, but to facilitate the provision of resources and support to a student and to mitigate potential acts of violence. Law enforcement referral is not appropriate in the case of student behavior that is a violation of the school conduct code but that is not also a crime. This policy also exists to ensure compliance with 16 VSA § 1485, Vermont State Board of Education Rule 4311.3.

The Superintendent will establish procedures that:

1. Govern the functions of the Behavioral Threat Assessment Team. At minimum, the procedures will be consistent with the methodologies provided in the model BTA procedures and Best Practices provided by the Agency of Education;

Date Warned: August 15, 2025
First Reading: August 19, 2025
Second Reading: September 2, 2025

2. Ensure an individual's behavior rather than an individual's demographic or personal characteristics will serve as the basis for a behavioral threat assessment;
3. Establish a mechanism which allows for students, staff and others to report threatening and troubling behavior to the behavioral threat assessment team;
4. Provide for:
 - a. involvement of law enforcement, that aligns with the model procedures issued by the Agency of Education,
 - b. referral to law enforcement in the case of imminent danger to individuals or the school community when the conduct constitutes a crime.
5. All members of the threat assessment team are considered "school officials" under the Family Educational Rights and Privacy Act (FERPA) and have a legitimate, job-related need to access student records. They may review and use these records only as necessary to perform their role on the team, in accordance with FERPA privacy rules. Team members may include teachers, school counselors, administrators, other school staff, contractors, consultants, or other individuals.
6. Provide for the collection and submission of data related to the behavioral threat assessment program to the Agency of Education as required by 16 VSA § 1485 (e).
7. Ensure behavioral threat assessment team members receive training at least annually in best practices of conducting behavioral threat assessments, as well as bias training.



Colchester School District

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MEMO

To: School Board Directors
CC: Amy Minor
From: George A. Trieb, Jr.
Date: August 25, 2025
Subject: Year-End Financial Report – June 2025

The table below shows the total budget and actual revenue and expense figures for the year ending June 2025. The district ended the year with a slight surplus of \$133K.

	Budget	Actual	% of Budget	Variance
Revenue	\$56,008,957	\$57,629,717	102.75%	1,540,760
Expenses	\$56,088,957	\$57,496,333	102.51%	(\$1,407,376)
<i>Surplus/(Deficit)</i>				\$133,384

Attached to this memo are further details about both the revenue and expenses through June. Below are some items worth noting.

Revenue

- 📌 Interest earnings were over budget by \$95.8K or 54.7%. This is due to a change in the bank's investment policy.
- 📌 The Census Block Grant was \$120K under budget due to a calculation error by the AOE. This shortage was known at the start of the fiscal year.
- 📌 Extraordinary reimbursement was over budget by \$1.7M due to reimbursement from FY'24 being delayed and due to unanticipated costs.
- 📌 The IDEA Grant was under budget by \$212K due to planned decreased spending throughout the year. Unspent funds will be carried forward to the next fiscal year.

Expenditures

- 📌 Combined compensation and benefits finished the year in line with the budget.
- 📌 Professional education services (5321) was over budget by \$564.1K due to unanticipated SPED needs.

Amy Minor
Superintendent
of Schools

George Trieb
CFOO

Carrie Lutz
Director of Student
Support Services

Gwendolyn Carmolli
Director of Curriculum
& Instruction

- ✚ Employee Training/Development (5331) was over budget by \$68.7K. This expense is directly related to SS development program as it relates to SPED.
- ✚ Construction Services (5451) is a non-budgeted line that had expenses during the year totaling \$271.5K. This was the district's portion of the construction costs related to the renovations of the upstairs bathrooms at CHS and unplanned repair to the elevator at CHS.
- ✚ Supplies – Technology Software (5652) is over budget currently by \$123.3K. This is primarily due to the loss of the ESSER funds.
- ✚ Tech related hardware (5734) finished under budget by \$208.2K due to the utilization of ESSER funds.
- ✚ Long-term debt interest (5832) was over budget by \$221.4K due to the initial bond funding being secured during the year.

The table below shows expenses paid in the fourth quarter either through board orders or payroll warrants.

Transaction Type	Date	Amount
Board Orders	4/2/25	\$840,274
Payroll Warrant	4/11/25	\$1,373,815
Board Orders	4/16/25	\$1,283,977
Payroll Warrant	4/25/25	\$1,401,784
Board Orders	4/30/25	\$643,910
Total Expenditures		\$5,543,760

Transaction Type	Date	Amount
Payroll Warrant	5/9/25	\$1,245,718
Board Orders	5/14/25	\$1,265,085
Payroll Warrant	5/16/25	\$138,559
Payroll Warrant	5/23/25	\$1,398,128
Board Orders	5/28/25	\$1,508,469
Total Expenditures		\$5,555,959

Transaction Type	Date	Amount
Payroll Warrant	6/6/25	\$1,410,316
Board Orders	6/11/25	\$577,960
Payroll Warrant	6/13/25	\$109,152
Payroll Warrant	6/18/25	\$3,942,177
Payroll Warrant	6/20/25	\$577,690
Board Orders	6/25/25	\$1,738,549
Payroll Warrant	6/27/25	\$221,431
Total Expenditures		\$8,557,275

Colchester School District

Year-End Budget Report - Voted Budget Revenue

As of June 30, 2025

	FY2025	FY2025	Percent	Variance
Description	Budget	Actual		Favorable/(Unfavorable)
LOCAL				
Fund Balance	\$0	\$0	N/A	\$0
Tuition	\$2,056,400	\$2,152,442	104.67%	\$96,042
Interest Earnings	\$175,000	\$270,753	154.72%	\$95,753
Facility Rentals	\$25,000	\$32,917	131.67%	\$7,917
Impact Fees	\$125,000	\$110,000	88.00%	(\$15,000)
Miscellaneous	\$25,000	\$38,755	155.02%	\$13,755
TOTAL LOCAL	\$2,406,400	\$2,604,867	108.25%	\$198,467
STATE				
General State Aid	\$46,177,952	\$46,177,952	100.00%	\$0
Transportation Aid	\$615,000	\$575,754	93.62%	(\$39,246)
Voc. Ed. Transportation Reimb.	\$46,000	\$33,289	72.37%	(\$12,711)
Driver Education Reimbursement	\$20,000	\$20,827	104.14%	\$827
TOTAL STATE NON SPECIAL EDUCATION	\$46,858,952	\$46,807,822	99.89%	(\$51,130)
SPECIAL EDUCATION				
Census Block Grant	\$5,179,131	\$5,059,131	97.68%	(\$120,000)
Extraordinary Reimbursement	\$459,638	\$2,179,146	474.10%	\$1,719,508
EEE Program	\$244,689	\$244,689	100.00%	\$0
TOTAL SPECIAL EDUCATION	\$5,883,458	\$7,482,966	127.19%	\$1,599,508
FEDERAL				
SpEd/Title IVB IDEA	\$930,090	\$717,786	77.17%	(\$212,304)
SpEd/EEE IDEA Pre-School	\$10,057	\$16,276	161.84%	\$6,219
TOTAL FEDERAL	\$940,147	\$734,062	78.08%	(\$206,085)
TOTAL REVENUE	\$56,088,957	\$57,629,717	102.75%	\$1,540,760

COLCHESTER SCHOOL DISTRICT					
Year-to-Date Budget Report - Voted Budget Expenditures (by Account)					
As of June 30, 2025					
ACCOUNT	ACCOUNT TITLE	FY2025	FY2025	% OF BUDGET	VARIANCE
#		BUDGET	ACTUAL	UTILIZED	
5111	TEACHERS	\$20,271,688	\$20,142,211	99.4%	\$129,477
5121	PARAEDUCATOR	\$3,910,890	\$3,985,733	101.9%	(\$74,843)
5131	SUBSTITUTES	\$490,000	\$563,571	115.0%	(\$73,571)
5141	ADMINISTRATION	\$2,201,040	\$2,151,454	97.7%	\$49,586
5151	MID-MANAGEMENT/SUPERVISOR	\$579,883	\$573,653	98.9%	\$6,230
5161	SUPPORT STAFF - CLERICAL	\$1,224,056	\$1,235,793	101.0%	(\$11,737)
5171	TECH & PROF STAFF	\$1,067,741	\$1,048,231	98.2%	\$19,510
5172	TCH & PRF STF-OT/PT/BS/CC	\$840,115	\$929,417	110.6%	(\$89,302)
5181	NON-CLERICAL GENERALISTS	\$1,109,928	\$1,110,186	100.0%	(\$258)
5191	STIPENDS- BOARD ED	\$8,500	\$8,500	100.0%	\$0
5192	STIPENDS- OTHER	\$834,365	\$770,237	92.3%	\$64,128
5211	HEALTH INSURANCE	\$5,779,482	\$5,959,212	103.1%	(\$179,730)
5212	HEALTH CARE CONTRIBUTION	\$16,000	\$17,069	106.7%	(\$1,069)
5218	HAS	\$72,244	\$30,600	42.4%	\$41,644
5219	HRA	\$911,991	\$808,850	88.7%	\$103,141
5220	FICA	\$2,488,901	\$2,373,910	95.4%	\$114,991
5221	CHILD CARE CONTRIBUTIONS	\$86,264	\$123,773	143.5%	(\$37,509)
5232	VSTRS- OPEB	\$130,000	\$133,537	102.7%	(\$3,537)
5233	VSTRS- PENSION PAYMENTS	\$21,415	\$21,415	100.0%	\$0
5234	VMERS	\$442,643	\$516,321	116.6%	(\$73,678)
5251	TUITION REIMB- TEACHER	\$175,000	\$139,506	79.7%	\$35,494
5252	TUITION REIMB- SPT STF	\$37,000	\$77,464	209.4%	(\$40,464)
5253	TUITION REIMBURSEMENT - ADMIN	\$18,000	\$21,432	119.1%	(\$3,432)
5261	UNEMPLOYMENT COMPENSATION	\$40,000	\$16,834	42.1%	\$23,166
5271	WORKERS COMPENSATION	\$247,197	\$266,152	107.7%	(\$18,955)
5281	DENTAL	\$312,029	\$329,568	105.6%	(\$17,539)
5292	LIFE	\$36,031	\$46,189	128.2%	(\$10,158)
5294	LTD	\$81,798	\$71,452	87.4%	\$10,346
5295	CASH IN LIEU	\$205,000	\$210,136	102.5%	(\$5,136)
5311	OFFICIAL/ADMIN SERVICES	\$500	\$1,000	200.0%	(\$500)
5321	PROFESSIONAL EDU SERVICES	\$846,788	\$1,410,929	166.6%	(\$564,141)
5331	EMP TRAINING/DEVELOP	\$20,600	\$89,301	433.5%	(\$68,701)
5341	OTHER PROFESSNL SERVICES	\$537,416	\$420,299	78.2%	\$117,117
5342	AUDITING SERVICES	\$46,000	\$43,589	94.8%	\$2,411
5352	OTH TECHNICAL SERVICES	\$0	\$23,374	#DIV/0!	(\$23,374)
5411	UTILITY SERVICES	\$88,000	\$82,761	94.0%	\$5,239
5425	TRASH & RECYCLING	\$64,000	\$71,621	111.9%	(\$7,621)
5431	NONTECHNLGY REPAIR/MAINT	\$1,049,251	\$907,081	86.5%	\$142,170

COLCHESTER SCHOOL DISTRICT					
Year-to-Date Budget Report - Voted Budget Expenditures (by Account)					
As of June 30, 2025					
ACCOUNT	ACCOUNT TITLE	FY2025	FY2025	% OF BUDGET	VARIANCE
#		BUDGET	ACTUAL	UTILIZED	
5432	TECHNOLOGY REPAIR/MAINT	\$15,965	\$57,712	361.5%	(\$41,747)
5441	RENTALS-LAND/BUILDINGS	\$128,750	\$142,434	110.6%	(\$13,684)
5442	RENTALS-EQUIPMNT/VEHICLES	\$100,000	\$89,796	89.8%	\$10,204
5443	PUBLIC INFO SERVICES	\$0	\$5,150	#DIV/0!	(\$5,150)
5451	CONSTRUCTION SERVICES	\$0	\$271,522	#DIV/0!	(\$271,522)
5490	OTHER PURCH PROPERTY SERV	\$40,000	\$27,826	69.6%	\$12,174
5513	STUDENT TRAN CONTRACT	\$1,654,101	\$1,555,732	94.1%	\$98,369
5519	STUDENT TRAN OTHER EXTRA	\$577,499	\$523,531	90.7%	\$53,968
5521	INSURANCE (NOT EMP BEN)	\$73,500	\$75,692	103.0%	(\$2,192)
5522	INSURANCE- LIABILITY	\$115,500	\$98,900	85.6%	\$16,600
5531	COMMUNICATIONS	\$38,000	\$26,000	68.4%	\$12,000
5533	POSTAGE	\$28,000	\$22,798	81.4%	\$5,202
5534	TELEPHONE AND VOICE	\$29,601	\$34,705	117.2%	(\$5,104)
5541	ADVERTISING	\$16,000	\$5,088	31.8%	\$10,912
5551	PRINTING AND BINDING	\$14,630	\$14,332	98.0%	\$298
5561	TUITN TO PUB VT LEAS	\$60,000	\$171,767	286.3%	(\$111,767)
5562	TUITN TO PRIV VT LEAS	\$2,426,194	\$2,639,040	108.8%	(\$212,846)
5566	TUITN TO VC-ON BEHALF	\$520,054	\$520,062	100.0%	(\$8)
5567	TUITN TO VC	\$490,245	\$501,003	102.2%	(\$10,758)
5581	TRAVEL	\$45,462	\$33,649	74.0%	\$11,813
5594	SPED EXCESS TO PUB VT LEA	\$0	\$84,249	#DIV/0!	(\$84,249)
5611	GENERAL SUPPLIES	\$936,292	\$1,048,329	112.0%	(\$112,037)
5621	NATURAL GAS	\$205,405	\$166,476	81.0%	\$38,929
5622	ELECTRICITY	\$482,952	\$461,524	95.6%	\$21,428
5626	GASOLINE	\$25,750	\$28,170	109.4%	(\$2,420)
5641	BOOKS AND PERIODICALS	\$100,400	\$81,152	80.8%	\$19,248
5651	SUPPLIES - TECH RELATED	\$36,050	\$22,747	63.1%	\$13,303
5652	SUPPLIES - TECH SOFTWARE	\$291,044	\$414,350	142.4%	(\$123,306)
5731	MACHINERY	\$15,450	\$0	0.0%	\$15,450
5732	VEHICLES	\$100,000	\$84,187	84.2%	\$15,813
5733	FURNITURE AND FIXTURES	\$99,125	\$114,451	115.5%	(\$15,326)
5734	TECH-RELATED HARDWARE	\$466,511	\$258,314	55.4%	\$208,197
5811	DUES AND FEES	\$57,186	\$84,551	147.9%	(\$27,365)
5831	REDEMPTION OF PRINCIPAL	\$294,118	\$294,118	100.0%	\$0
5832	INTEREST ON LT DEBT	\$205,000	\$426,431	208.0%	(\$221,431)
5899	MISC EXPENDITURES - OTHER	\$18,417	\$3,236	17.6%	\$15,181
5912	FD TRSF- CONTRIB RSRV	\$90,000	\$90,000	100.0%	\$0
	TOTALS	\$56,088,957	\$57,496,333	102.5%	(\$1,407,376)

CONSENT AGENDA										
Board Meeting Date: 9/2/2025										
<i>Licensed Employees (Teacher/Administrator)</i>										
Contract Type	First Name	Last Name	Category	Position	Hours/Wk	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Kim	Wilson	Resignation	Health Teacher	1.0	CMS	Request to end employment			
<i>Non-Licensed Employees (Support Staff), Board Approval Required</i>										
Contract Type	First Name	Last Name	Category	Position	Hours/Wk	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
<i>Non-Licensed Employees (Support Staff), Informational</i>										
Contract Type	First Name	Last Name	Category	Position	Hours/Wk	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Support Staff	Krista	Knaus	Resignation	Admin. Asst. I – Special Ed	40.0	CHS	Notice of Resignation			
Support Staff	Krista	Knaus	New Hire	Admin. Asst. II – Principal	40	CHS	Notice of Hire	Melissa Payne-Vilmont	Yes	Yes
Support Staff	Paul	Sears	Resignation	Maintenance Worker	40	DW	Notice of Resignation			
Support Staff	Brendan	Lemieux	Resignation	Paraeducator	32.5	CMS	Notice of Resignation			
Co-Curricular	Carrie	Macedonia	New Hire	Field Hockey Coach	COACH	CMS	Notice of Hire			

Colchester School District

Board of Education Meeting
Colchester High School Library

Tuesday, August 19, 2025
7:00 p.m.

Meeting Minutes

The Colchester Board of Education held a regular board meeting on Tuesday, August 19, 2025, in the Colchester High School Library Media Center. Board members in attendance were Lindsey Cox, Nic Longo, Ben Yousey-Hindes, Laurie Kigonya, and Jennifer Fath. Administrators in attendance were Superintendent Amy Minor, Chief Financial and Operations Officer George Trieb, Director of Curriculum and Instruction Gwen Carmolli, and Director of Student Support Services Carrie Lutz. There was one audience member present.

I. Call to Order

Board Chair Lindsey Cox called the meeting to order at 7:00 p.m. and led in the Pledge of Allegiance.

II. Citizens Participation*

None.

III. Updates on Summer Projects

Informational

In addition to the typical work by custodial and maintenance crews over the summer to get our facilities ready for the new school year, Superintendent Amy Minor and Chief Financial and Operations Officer George Trieb gave a summary of some of the larger capital improvements projects that took place over the summer including the MBS roof, storm water at CMS and CHS, and the start of an outdoor classroom at CHS. All projects were funded through pre-approved budgeting or grant money.

IV. Special Request from the CHS Class of 1976

Informational

Chief Financial and Operations Officer George Trieb summarized a request that came from the first graduating class of CHS. A group of alumni is planning a reunion in August 2026 and is requesting the removal of the granite stone located in the brick wall of the front of the school, as it is believed that multiple time capsules have been placed behind the stone. The board had a brief initial discussion about what that process may entail.

V. First Reading of Behavior Threat Assessment Policy: F7

Action

This is the first reading of a new policy that would be added to the District's policy manual. The Vermont legislature passed Act 29, which now requires schools to have a Behavior Threat Assessment Policy. This draft policy is identical to the draft version provided by the VT AOE.

Superintendent Amy Minor and Director of Student Support Services Carrie Lutz shared that the proposed policy formalizes a process that CSD has been piloting successfully to identify, assess, and respond to potential threats of severe targeted violence toward our schools. The goal of these Behavior Threat Assessment (BTA) teams is to assess and appropriately respond to potential reported threats to school communities while ensuring that students are treated fairly, with due process, and without unnecessary involvement of law enforcement or exclusion from school. The new policy aligns the District's local procedures with the State's model policy. The law emphasizes that BTAs are not a disciplinary tool, but a preventive measure designed to support students, reduce bias, and minimize

referrals to the criminal justice system. Teams must include annual training on best practices, civil rights protections, and bias awareness, and they must document and report data on their work.

The board asked some clarifying questions regarding disciplinary action, employee training, and definitions included in the policy. Superintendent Minor shared that a presentation will be given at the next school board meeting to provide an overview of how a BTA works in practice and how it has helped address concerns proactively.

Director Yousey-Hindes moved to approve the first reading of the Behavior Threat Assessment Policy: F7. The motion passed unanimously.

VI. Town of Colchester Easement Request **Action**

As part of the permitting process, the Town of Colchester has requested an easement to construct a 10-foot multi-use path along the frontage of Porters Point School. There is currently no set timeline for construction. The request from the Town was prompted by the District's submission of approval for permits to begin construction on the school. The drafted Warranty Deed of Easement was reviewed and approved by the District's legal counsel and includes protective language stating that if the Town ultimately decides to construct the multi-use path on the opposite side of the street from Porters Point School, the easement will automatically become null and void, and full ownership of the property will revert to the Colchester School District. Superintendent Amy Minor offered that this project would provide long-term benefits to the District by improving accessibility and connectivity for students, families, and the broader community.

Director Longo made a motion that the Colchester School Board authorize the Business Manager to execute all necessary documents to grant the easement requested by the Town of Colchester for the purpose of constructing a multi-use path in front of Porters Point School. The motion passed unanimously.

VII. Facilities Renovation/Construction Project Update **Informational**

Superintendent Amy Minor provided an overview of the PPS Construction Project. Permits have been submitted, and interviews for the Clerk of the Works position will be held next week. The final plans have been completed by Black River Design, and the project is officially out to bid for a general contractor. Bids will be reviewed by the school board at a special meeting on Thursday, September 18. It is estimated that they will break ground on the new addition at the end of October or the beginning of November. She presented aerial schematics of the PPS lot to illustrate the property's appearance during both phases of construction. She also showed a video and photos of the new accessible playground that was installed over the summer.

VIII. Approval of Consent Agenda **Action**

Director Kigonya moved to approve the consent agenda as provided. The motion passed unanimously.

IX. Approval of Meeting Minutes **Action**

Director Yousey-Hindes moved to approve the minutes from the meeting held on June 17, 2025.

CONSENT AGENDA

Board Meeting Date: 8/19/2025 REVISED

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	Hours/Wk	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Hilary	Carter	Resignation	Humanities Teacher (CHAMP)	.4 FTE	CHS	Request to end employment			
Teacher	Zach	Ziemer	New Hire	Teacher - CHAMP	.4 FTE	CHS	Request to Hire			

Non-Licensed Employees (Support Staff), Board Approval Required

Contract Type	First Name	Last Name	Category	Position	Hours/Wk	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Support Staff	Priscilla	Hammond	Leave of Absence (intermittent)	Paraeducator	32.5	PPS	Request for intermittent unpaid leave during the 24/25 school year			

Non-Licensed Employees (Support Staff), Informational

Contract Type	First Name	Last Name	Category	Position	Hours/Wk	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Support Staff	Nancy	Lindberg	New Hire	ML Paraeducator	32.5	MBS	Notice of Hire	Phenpitcha Srisopa	Yes	Yes
Support Staff	Elizabeth	Brosseau	Resignation	Administrative Assistant I	40	CHS	Notice of Resignation			
Support Staff	Malcolm	Huesman	Resignation	Behavior Interventionist	35	CHS	Notice of Resignation			
Handbook	Stephanie	Carter	New Hire	Food Service Worker	17.5	CHS	Notice of Hire	Mary Ann Nolan	Yes	Yes
Support Staff	Danielle	Michael	Transfer	Behavior Interventionist	35	UMS	Notice of Transfer	Jessy Lamphere	Yes	Yes
Support Staff	Erin	Schmucker	New Hire	Paraeducator	32.5	PPS	Notice of Hire	Gabrielle Lajeunesse	Yes	Yes
Support Staff	James	Giroux	New Hire	Paraeducator	32.5	PPS	Notice of Hire	Doreen Snelling	Yes	Yes
Handbook	Richard	Johnson	Resignation	Custodial Manager	1.0	DW	Notice of Resignation			
Handbook	Kyle	Latterell	Transfer	Custodial Manager	1.0	DW	Notice of Transfer	Richard Johnson	Yes	Yes
Support Staff	Cristina	Swink	New Hire	Behavior Interventionist	35	CHS	Notice of Hire	Sidney Martinez	Yes	Yes
Support Staff	Jessica	McGuire	New Hire	Paraeducator	32.5	MBS	Notice of Hire	Mindy Demeo	Yes	Yes
Support Staff	Mark	McDuff	New Hire	Maintenance Worker	40	DW	Notice of Hire	Lucas Calcagni	Yes	Yes
Support Staff	Logan	Spicer	New Hire	Paraeducator	32.5	CHS	Notice of Hire		Yes	Yes
Support Staff	Judith	Bourgault	New Hire	Lunch/Recess Duty Supervisor	15	MBS	Notice of Hire		Yes	Yes
Support Staff	Mindy	Demeo	Transfer	Paraeducator	32.5	CHS	Notice of Transfer		Yes	Yes
Co-Curricular	Foster	Viau	New Hire	JV Boys Soccer	COACH	CHS	Notice of Hire	Lucas Mullally	Yes	Yes
Co-Curricular	Zach	Ziemer	New Hire	Girls Cross Country	COACH	CHS	Notice of Hire	Gabby Brooks	Yes	Yes

Support Staff	Kendra	Arnold	New Hire	Administrative Assistant I	40	CHS	Notice of Hire	Elizabeth Brosseau	Yes	Yes
Support Staff	Lauren	Polhemus	New Hire	No Hungry Weekends Program Coordinator	15	DW	Notice of Hire		Yes	Yes
Support Staff	Katrina	Sanford	New Hire	Paraeducator	32.5	MBS	Notice of Hire	Rachel Spring	Yes	Yes
Support Staff	Lori	Roberts	New Hire	Lunch/Recess Duty Supervisor	15	MBS	Notice of Hire		Yes	Yes
Support Staff	Ran	Mangar	Resignation	Custodian	40	PPS	Notice of Resignation			
Support Staff	Alexandra	Duffy	New Hire	Paraeducator	32.5	CMS	Notice of Hire	Gabriel Adancourt	Yes	Yes
Support Staff	Liubov	Panfilenko	Resignation	Food Service Worker	32.5	MBS	Notice of Resignation			
Support Staff	Harka	Dahal	New Hire	Custodian	40	CMS	Notice of Hire	Lisa St. Germaine	Yes	Yes
Support Staff	Chiza	Modelina	New Hire	Custodian	40	PPS	Notice of Hire	Ran Mangar	Yes	Yes
Support Staff	Cara	Scialdone	Resignation	Paraeducator - Speech	32.5	UMS	Notice of Resignation			
Support Staff	Collins	Phillips	Resignation	Paraeducator	32.5	CHS	Notice of Resignation			
Support Staff	Collins	Phillips	New Hire	Van Driver	40	DW	Notice of Hire	Anthony Bassi	Yes	Yes
Support Staff	Allison	Moreno	New Hire	Paraeducator	32.5	CMS	Notice of Hire		Yes	Yes
Support Staff	Zach	Ziemer	New Hire	Paraeducator	0.6 (19.5 hours)	CHS	Notice of Hire		Yes	Yes
Support Staff	Heather	Pung	New Hire	Paraeducator	32.5	PPS	Notice of Hire	Teresa Clark	Yes	
Support Staff	Cheryl	Bouchard	Resignation	Paraeducator	32.5	CMS	Notice of Resignation			
Support Staff	Paul	Sears	New Hire	Maintenance Worker	40	DW	Notice of Hire	Kyle Laterell	Yes	Yes
Support Staff	Melissa	Sears	Resignation	Administrative Assistant II	40	CHS	Notice of Resignation			
Support Staff	Pamela	Lash	Resignation	Behavior Interventionist	35	CMS	Notice of Resignation			
Support Staff	Bob	Wheel	Resignation	Van Driver	40	DW	Notice of Resignation			
Support Staff	Taylor	Dickie	New Hire	Paraeducator - Speech	32.5	UMS	Notice of Hire	Cara Scialdone	Yes	Yes
Support Staff	Sandra	Martin	Resignation	Food Service Worker	32.5	CHS	Notice of Resignation			
Support Staff	Gillian	Dukette	New Hire	Food Service Worker		CHS	Notice of Hire	Liubov Panfilenko	Yes	Yes
Support Staff	Nathan	Colgrove	New Hire	ML Paraeducator	32.5	CHS	Notice of Hire	Alex Daigneault		
Support Staff	Tina	Powell	New Hire	Paraeducator	19.5	MBS	Notice of Hire	Xan West	Yes	Yes

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

- All employees will come together tomorrow (Wednesday, August 20, 2025) to open the school year. Students return on August 27. Board Chair Lindsey Cox thanked all the year-round staff for their summer work to prepare for the upcoming school year.

XI. Future Agenda Items **Informational**

- Introduction of the student school board member for the 2025-26 school year
- Behavior Threat Assessment Presentation
- Year end financial report
- Principal and School Reports
- Policy Work
- Facility Renovation Updates

XII. Adjournment

Director Kigonya moved to adjourn at 8:02 p.m. The motion passed unanimously.

DRAFT