

**Lamoille North Supervisory Union and  
Lamoille North Modified Unified Union District Board Meeting  
Green Mountain Technology and Career Center  
Minutes of Meeting  
March 26, 2018**

**Members Present:** Belvidere: Angie Evans; Cambridge: Laura Miller; J. Sander; B. Sander; Mark Stebbins; Eden: Jeff Hunsberger; David Whitcomb; Hyde Park: Andrew Beaupre, Chasity Fagnant, Patti Hayford, Lisa Barry; Johnson: Mark Nielsen, Angela Lamell, Katie Orost; Waterville: Amanda Tilton-Martin  
**Members Absent:** Cambridge: Sue Hamblyn-Prescott; Johnson: Bobbie Moulton, Heather Rodriguez  
**Others Present:** Catherine Gallagher, Deb Clark, Charleen McFarlane, Michele Aumand, Dylan Laflam, Diane Reilly, Melinda Mascolino, Brian Schaffer, Wendy Savery, Jan Epstein, Janet Murray, Mary Anderson, Jen Stevens, Dana Jewett, Jessica Bickford, Lucas Marcoux, Jordan Fagnant, Dana Jourdan, Lou Weller  
**Minute Taker:** Sue Trainor

**Call to Order, Approval of Agenda and Public Comment:** Chair Whitcomb called the meeting to order at 6:00 p.m. Orost made a motion, seconded by Nielsen, to approve the agenda. The motion passed unanimously. There was no public comment.

**LNSU/LNMUUSD Routine Business: Consent Agenda Items:**

**Minutes of the March 12, 2018, Meeting, and Bond Committee Meeting:** J. Sander made a motion, seconded by Hunsberger, to approve the minutes. The motion passed unanimously.

**Board Orders:** B. Sander made a motion, seconded by Nielsen, to approve the Board Orders. The motion passed unanimously.

**Healthy Lamoille Valley Discussion About CADCA (Community Anti-Drug Coalitions of America)**

**Trip to Washington, DC:** Jessica Bickford of Healthy Lamoille Valley addressed the Board. Bickford explained that her organization was focused on reducing youth substance use and abuse in the region. In November, her organization had received notification of a grant opportunity of \$15,000 through the Department of Health to primarily address opiates. A community group was formed to determine what could make an impact. The group consisted of individuals working in the areas of prevention, treatment, recovery, law enforcement, as well as some state legislators. The idea that rose to the top was working with youth and developing a youth leadership team. Sheriff Marcoux agreed and matched the \$15,000. Sixteen middle and high school students from Lamoille, PA and Stowe were then able to attend the National Leadership Summit in February.

Five hundred students from around the country attended the Summit and approximately 2,500 were in attendance at the conference. Tuesday and Thursday were spent in workshops, which included topics such as suicide prevention, public speaking, Alcohol 101, etc. Wednesday was Capitol Hill Day, during which students were able to meet with Rep. Welch and Senator Leahy. Senator Sanders' staff members also met with the students. 48 Vermonters were in attendance at the conference, which was a record for Vermont. The students were able to share their community's successes and concerns. Lamoille Valley students shared their concerns about vaping, marijuana use and alcohol use, as well as their successes, such as the peer-to-peer program at LUHS.

Following this event, the Department of Health came forward with additional funding, so each group would now be getting approximately \$300 to do smaller projects at their schools. Bickford explained that while these funds were to address opiate use, youth in the area generally weren't using opiates. Opiate use typically began in the 18-25 year range. Students were, however, experimenting with alcohol, marijuana and tobacco use. Individuals who became addicted to opiates often started with one of those three substances. The goal was to reach youth before they started experimenting, and the best people to talk with students were other students. There would be a Community Forum at the end of May or early June with the theme being building supports among youth and how to build relationships within the community with those students in danger.

Bickford then informed the Board that Healthy Lamoille Valley had provided funding for the Getting to Why Program. Getting to Why was a youth empowerment group that reviewed the Youth Risk Behavior Survey results. Jordan Fagnant was part of a group of six students who attended a statewide training on reviewing the survey results. Twenty-four other students joined them at the school recently to review the data. The results of that work would be presented on May 10<sup>th</sup> at 5:30 p.m. at GMTCC. That same night, at 6:30 p.m., Debbie Haskins, a 30-year veteran of substance use prevention would be sharing her perspective and resources that community members could use to support youth. On May 24<sup>th</sup>, Johnson Elementary School would be conducting a Health Fair for their students and parents. Some students who went to CADCA would staff tables.

Gallagher asked Jordan Fagnant what her experience had been like. Fagnant stated the workshops were informative. She thought it would have been helpful if the workshops conducted on the first day had continued the topic on to the second day. A second day could have provided more detail. Bickford noted that if students were interested there would be more intensive leadership training during the third week of July. Lucas Marcoux stated that the Youth Leadership Council was the main goal of Sheriff Marcoux. One of the topics of importance to the Sheriff was school safety. However, to fulfill the grant funding requirements, they had to address opiate abuse. He knew that Sheriff Marcoux wanted to hear ideas from students on how to make schools safer and better and he would want to include that topic in future discussions.

**Belvidere Central School/Waterville Elementary School Administrator Presentation:** Epstein introduced Hillary Marcelino, the 1<sup>st</sup> and 2<sup>nd</sup> Grade teacher, and Erin Paquette, the 5<sup>th</sup> and 6<sup>th</sup> Grade teacher. Three years ago, in an effort to better understand how to teach the Next Generation Science Standards (NGSS), both teachers participated in a summer institute course offered by the Vermont Science Initiative. This work opened the door for the Next Generation Science Exemplar (NGSX) training module. This module shifted their views on how to teach this information to the students. The shift to NGSX provided three areas of dimensional teaching: the inclusion of cross cutting concepts, such as cause and effect, patterns, structure, and function, core concepts, and science practices. The teachers focused their instruction on the science practices of modeling, arguing from evidence, and explaining their thinking. Both teachers then provided several examples of the classroom projects and the methods used by students to determine the answers.

Both teachers run a NGSX Consortium study group with teachers from Eden, Waterville, and Cambridge. One of the key parts of the training was the shift in culture that allowed individuals to share their thinking, to revise their models as necessary, to provide feedback, and to provide that feedback in a respectful way. The training program demonstrated to the teachers what that should look like. During the training, the teachers became students and had to provide arguments for their models based on the evidence they had gathered. This revised method of teaching science was going to look different than a normal science class. The NGSX allowed teachers to participate in professional development in a very meaningful way. The teachers experienced everything the school was asking students to do, in addition to learning how to teach using this model. It was a very difficult and powerful experience for the teachers. This teaching method also required that the students do the heavy lifting in solving a problem. Marcelino and Paquette informed the Board they would be holding another study group this summer and asked for the Board's help in finding more participants to attend from each of the schools. They both have applied to go through Part 2 of the training, which would instruct them on how to help teachers develop phenomenon and build their storylines for their classes.

**LNSU/LNMUUSD Trespassing and Dog Therapy Policies – First Reading:** Gallagher informed the Board that the Policy Committee had done the first reading of these policies. The policies were largely taken from LUSD#18 and small changes were made to them. The hope was to have these policies adopted at the next Board meeting. J. Sander had concerns with the registration and training portion of the dog therapy policy. She noted that there were companies that would certify a dog as a therapy dog without a proper review of the animal. She would like to see the registration requirement be changed to eliminate the programs noted and require that Therapy Dogs of Vermont provide the certification. If there were

other local programs that actually tested the dog and handler in real life situations, Sander would be satisfied. Gallagher stated she would draft a change and isolate other Vermont training programs.

**Personnel Items:**

**Approve Additional Horizontal Move – GMTCC:** McFarlane explained that the Master Agreement currently read that only one horizontal move could be made per year. The Technical Center Apprenticeship Program, however, was so accelerated that individuals were capable of moving more than once. The BNC did not feel they could address this issue because it involved Master Agreement language and the BNC didn't feel they had the authority to approve something outside of that. Lou Weller, the Union representative at the Tech Center, and Dana Jourdan, the Electrical Technology instructor, were present to discuss the request for a horizontal move. Jourdan explained that he had started the Apprenticeship Program in 2012. He was led to believe he would not be able to move horizontally until he had acquired a level one teaching license from Vermont AOE. In 2015 he requested clarification from Dr. Beatty and that correspondence was presented to the Board at tonight's meeting. In discussions with McFarlane, Jourdan found that was not the case. At the end of FY16 he finally requested a horizontal move to CTE 45. That happened to be the year that the wording was changed and only one step a year was allowed. He was currently at CTE 30 and was now asking the Board to be allowed to move two horizontal moves for FY19, which would place him at CTE 60. CTE 60 is what he believed he should have been as of this year. Jourdan was not asking for any retroactive pay for the past years that he thought he should have been at those levels. McFarlane noted that the value of a horizontal move was \$1,478. Stebbins made a motion to approve the additional horizontal move, seconded by Beaupre.

In response to a question from Miller about CTE's and degrees, Jourdan explained that he was a Master Electrician, which had required 6 years of training and study. Laflam offered his support for the horizontal move, stating that Jourdan was one of the biggest assets to the Maintenance Department. Jourdan served as a sounding board for electrical work at all the schools. B. Sanders asked for Gallagher's recommendation. Gallagher stated she had just seen the Beatty email and felt that Beatty had not addressed the issue at all. Gallagher stated this was a unique situation that had not been handled well and felt the Board should honor the request. Nielsen asked if this was setting a precedent. Gallagher stated this was why she had stated it was a unique situation, as it had been in the pipeline and had not been addressed. B. Sander asked if a side letter from the Association stating this was not precedent setting would be appropriate. The motion was then amended to approve the additional horizontal move as an exception, followed by a side letter to be developed and signed by the Association and Board Chair. The motion passed unanimously.

**Approve Long-term Teacher Substitute Hire – HPES:** McFarlane requested the Board's approval to hire Raymond Mascolino as the long-term substitute teacher at the base salary. This move to place Mascolino at the base salary came at the candidate's request. B. Sander made a motion, seconded by Tilton-Martin, to approve the hire. The motion passed unanimously.

**Approve Paraeducator Pay Rate – JES:** McFarlane requested the Board's approval to hire Jennifer Corrigan Drury as a paraeducator. Drury had ten years of direct paraeducator experience. The recommendation was to place her at Step 10, at \$13.82 an hour. Manning had informed McFarlane that Drury's references were glowing and he was thrilled to be able to hire a skilled paraeducator. Tilton-Martin made a motion, seconded by Hunsberger, to approve the hire at Step 10. There was a question from B. Sander about the pay rates of existing paraeducators and whether this information could be reviewed to ensure consistency of pay rates. McFarlane stated it would be almost impossible to do this. The motion then passed unanimously.

**Approve Maintenance Coordinator Pay Rate – WES:** McFarlane requested the Board's approval to hire Brian Towle at a Grade 7, Step 7, at \$18.26 an hour. This was comparable to the recent Johnson hire and was based on Towle's certifications and experience. Fagnant made a motion, seconded by Evans, to approve the hire. The motion passed unanimously.

**Central Office Administrator Contract Renewals:** Orst made a motion, seconded by Nielsen, to go into Executive Session with only Gallagher and Board Members remaining. The motion passed unanimously and the Board went into Executive Session at 7:07 p.m.

The Board came out of Executive Session at 7:15 p.m. M. Stebbins made a motion to offer two-year contracts to Michele Aumand, Janet Murray, Deb Clark, Jade Hazard, and Charleen McFarlane. B. Sander seconded the motion. The motion passed unanimously.

**Committee Membership:** Whitcomb asked if Board members wished to change their committee assignments. Nielsen stated he would like to move from the Policy Committee to the Bond Committee. Fagnant stated she was on the Bond Committee but her name was not on that Committee listing. She wanted to stay on the Safety and Drug Free School Environment Committee but did not want to be on the Personnel Committee. Orst noted that Heather Hobart should be removed from the Safety and Drug Free School Environment Committee list, as she was no longer a Board member. Miller stated that Hobart still wanted to be involved in that Committee. It was agreed that discussion of the annual meeting should be part of the Communications Committee. McFarlane noted that the Board Negotiating Committee was not on the list of committees. Whitcomb stated that would be brought up at a future meeting. Whitcomb then stated that he had been placed on the Regional Advisory Committee and, contrary to what John Mandeville thought, Whitcomb had not put himself on that committee. Whitcomb had been on this committee for years and would like to continue. There were no objections to that. Whitcomb was also on the GMATV Committee as well and would like to continue with that. J. Sander noted that more people were needed on the Safety and Drug Free School Environment Committee. Orst suggested adding Bobbie Moulton to the Committee.

**Central Office Report:** Gallagher reported that the Vermont Superintendents Association and Special Education Directors Association Spring Conference would be held on May 23<sup>rd</sup> at Lake Morey. There would be new Board Chair training, which included information on roles and responsibilities. Gallagher encouraged all Board members to attend. The conference was about destigmatizing mental illness and the recommendation was that principals attend, as the topic aligned with the District's work in trauma informed systems and restorative justice practices. Gallagher then discussed H-511, the bill that eliminated penalties for possession of limited amounts of marijuana by adults 21 and over. This bill did not suggest that high school students could smoke or have marijuana in their possession. That was still illegal. Once the document was finalized into law, Gallagher would provide more detailed information.

Clark reported that projections would be available this week. The projections were good, with no large budget surplus or large deficit. Clark noted the District had a tuition problem with Wolcott. Last year Wolcott changed their procedure for verification of residency, as they didn't want to pay tuition for parents who couldn't prove residency. That information did not come to the District, however, until December. Since then, the District had been working with Wolcott on tuition vouchers. There were now four families she was trying to receive tuition for and after speaking with the AOE Clark thought there was some recourse to receive those funds. However, there was the potential the District would not receive \$35,000 in revenue budgeted and \$58,000 of actual tuition. Wolcott would be meeting next week to discuss this. Clark then reminded the Committee that last year the SU had a large surplus because of Special Education. This year it was the reverse and there was more of a deficit at the SU level with surplus happening at the district level. Clark stated they might bill back funds at the end of the school year. Finally, Clark stated that normally the District would send out an RFP for audit services. However, because the District had recently merged, a new auditor would have difficulty reviewing prior audits and comparing them to the merged district information. Clark wanted to extend the contract for two years. The Board had no issue with this.

McFarlane informed the Board that when the new VEHI health plans were being implemented the District had decided to use Future Planning, the administrator of the District's flexible spending accounts, to administer the health reimbursement account. On March 7<sup>th</sup>, the State was informed that Future Planning would be terminating their work with Vermont schools. VEHI and Blue Cross had vetted

DataPath to replace Future Planning. DataPath was the platform that Future Planning had used. This would allow employees to keep their health reimbursement cards and there would be no need for open enrollment. A snapshot would be taken of Future Planning's data on April 1<sup>st</sup> and Data Path would go live on May 1<sup>st</sup>. Beaupre asked if VEHI had originally recommended Future Planning. McFarlane stated the districts had been allowed to make their own determination. About half of the districts were using Future Planning and had a history with them. The other half used Health Equity. The recommendation now was not to go with Health Equity because new cards would need to be issued and they'd have to work through the mess that Future Planning had created. McFarlane noted that while Future Planning had an excellent reputation throughout the state, the issue for them had been volume.

**Audit Review & Acceptance:** Clark reported to the Board that all of the schools had clean opinions; the auditors had no difficulties dealing with management in performing and completing the audit at any of the schools; and any reportable misstatements were corrected during the course of the audit. Clark noted there were a few adjusting journal entries that were reported by the accounting staff to the auditors during the audit. The auditors did not identify any weaknesses in internal controls other than uninsured cash. The District had received this comment before. From time to time there could be a large amount of money in the account and if a bank failed it would only be insured up to a certain amount. Clark was working with Community Bank on various types of collateralization including sweep accounts and specialized insurance for those cash balances over and above the FDIC coverage.

The net operating results for the combined schools was a deficit of \$335,723. The General Fund balance was \$14,518,437. The balance for capital projects was \$10,725,787. The future capital expenditures balance was \$946,421. The future expenditures balance was \$520,463. The Qualified Zone Academy Bond (QZAB) construction project account balance was \$1,182,117. This was a zero interest bond for the Tech Center. There was also an offsetting \$718,584 capital projects fund account restricted for QZAB investment. Funds were moved from the QZAB account to the capital project fund account when necessary. There was \$18,460,500 of long-term debt in bond principal over the next twenty years. Clark noted that the Board accepting the audit didn't mean the members were approving or agreeing with it. It merely meant they had seen the information. A lengthy discussion took place between B. Sander and Clark about how to address the uninsured funds, with Sander asking why the funds couldn't be placed in separate accounts. Clark stated it would be very difficult to manage and would expose the funds to fraud. She reiterated they were looking at a variety of options. Miller made a motion to accept the audit, seconded by J. Sander. The motion passed unanimously.

Miller then asked if the recount was now certified. Clark stated it was.

**Facilities: Approve Use of Capital Reserve Funds for New Motor for Boiler – JES:** Laflam asked that this item be removed from the agenda, as a replacement motor has been purchased at a lower cost.

**Approve Use of Capital Reserve Funds for Repair Work for Water Problem in Room 216/217 – JES:** Laflam informed the Board there was a serious foundation issue at the school. There was a significant leak in the corner of two classrooms. Contractors had provided preliminary estimates of between \$8,000 and \$15,000. Johnson's Elementary School capital reserve funds would need to be used for that project.

**Approve LUHS Truck Bid:** Laflam reported that five companies bid on the replacement for the Colorado. St J Auto provided the low bid of \$33,000 for a 2018 GMC Canyon. B. Sander made a motion, seconded by Beaupre, to approve the purchase of the GMC Canyon from St J Auto at the cost of \$33,000. In response to B. Sander's reminder to purchase through the State purchasing program, Laflam reported that this was municipal fleet pricing. The motion passed unanimously.

**Elementary Principal Updates:**

**Belvidere/Waterville:** Epstein reported the Jon Gailmor concert had been held and it had gone very well. A CD that Gailmor had recorded for each class would be available for the families. Parent conferences were held last week and they had a good turnout. Lt. Lucas from the Vermont State Police

visited the school to perform a safety assessment. Lucas reported his interest in building partnerships and relationships with the school. One recommendation that Lt. Lucas offered was bulletproof laminate for the school windows and Epstein was interested in pursuing that option.

**Cambridge:** Anderson reported that a representative from the Vermont Science Initiative came to CES during in-service and worked with teachers on designing units using the same approach as described by the Belvidere/Waterville teachers earlier in the meeting. Grade classroom placement was beginning for next year. Information on students would be gathered from teammates, and parents would complete input forms for use when placements were being decided. Wendy Savery would be visiting on Wednesday night for the annual Information Night for students and parents. Anderson said she had met with Lt. Lucas and he was happy to hear of their practice of giving any staff member the authority to call a lockdown if they saw a threat. There was going to be a lockdown drill on Friday in which a staff member would call a lockdown.

**Eden:** Mascolino reported they had held parent teacher conferences last week. The turnout for Grades 5 and 6 was lower than she'd like. Audrey Miller, a nationally certified Habits of Mind trainer, went with Mascolino to a training on Habits of Mind and proficiency based learning. The school was going to receive \$3,500 to purchase books for students to take home as part of a CLiF Grant. This grant was given to only ten schools in Vermont and she was pleased to be one of the schools.

**Hyde Park:** Reilly expressed appreciation to all who had been involved in the District-wide band and chorus concert, stating that it was phenomenal. There had been another tour of the renovated school and it was now down to the details. It was very exciting to see the progress. They were developing a plan to pack and move items out of the Plaza. Reilly then told the Board that Vermont and two other states were the only states in the country that did not have a design for the Easter Egg Roll at the White House. Five students from three different grades created a design of the four seasons of Vermont. Reilly received a call from the White House that they had won the Golden Egg.

#### **Middle School, High School and GMTCC Principal/Director Updates:**

**Middle School:** Savery informed the Board that a 6th Grade Parent Night was being held at the Middle School on April 5<sup>th</sup>. This would include a tour of the Middle School and faculty presentations. The Middle School would be presenting a musical on April 11<sup>th</sup> and 12<sup>th</sup>. This year Social Studies and English Language Arts would be collaborating to present a Culture Fest on the morning of April 27<sup>th</sup>.

**High School:** Jewett reported to the Board that last week they had had a good day of professional development. Kim Hoffman and Amber March had trained staff on interdisciplinary learning and how to do that in a high school setting where schedules were more complex. Middle school teachers demonstrated the interdisciplinary things that they do. Jewett noted that they were seeing a lot of initiatives coming together. The PLC (Professional Learning Community) had started many years ago and now they were seeing the links between that and proficiency based learning, multi-tiered systems of support, and personalized learning. He noted there were still thousands of unanswered questions and the school was learning to determine what would work best for the students at this school.

**Other Business:** Miller asked if anyone had received a disturbing email from the Vermont School Board Association regarding Bill H-911. Miller was concerned about the statements that the funding formula change would be applied to the FY19 budget. The bill would eliminate any Act 46 incentive available to newly merged districts. It would also permanently shift the cost of teachers' retirement to local budgets beginning in FY 2020. Clark and Gallagher stated they believed this was just part of the continuing process of adjusting the funding formula and it was not finalized.

**Adjourn:** B. Sander made a motion to adjourn at 8:04 p.m. Nielsen seconded the motion and the motion passed unanimously.