

**Lamoille North Supervisory Union and
Lamoille North Modified Unified Union District Board Meeting
Lamoille Union High School
Minutes of Meeting
June 11, 2018**

Members Present: Belvidere: Angie Evans; Cambridge: Laura Miller, J. Sander, B. Sander, Mark Stebbins; Hyde Park: Andrew Beaupre, Lisa Barry, Patti Hayford; Johnson: Mark Nielsen, Angela Lamell, Katie Orost, Eve Gagne; Waterville: Amanda Tilton-Martin

Members Absent: Cambridge: Sue Hamlyn-Prescott; Eden: Jeff Hunsberger, David Whitcomb; Hyde Park: Chasity Fagnant; Johnson: Bobbie Moulton

Others Present: Catherine Gallagher, Deb Clark, Michele Aumand, Brian Pena, Diane Reilly, David Manning, Brian Schaffer, Jan Epstein, Mary Anderson, Wendy Savery, Dana Jewett, Chris Damato, Denise Maurice, Melinda Mascolino, Ellen Koier

Minute Taker: Sue Trainor

Call to Order, Approval of Agenda and Public Comment: Acting Chair Nielsen called the meeting to order at 6:01 p.m. Gallagher asked for a motion to change the agenda as follows: to remove the Hyde Park Building Construction Update until the next meeting and to add, under Personnel Items, a Waterville teacher hire for Grade 2/3. B. Sander made a motion to approve the changes to the agenda, seconded by J. Sander. The motion passed unanimously.

As part of the public comment, Heather Rodriguez stated she had questions about a teaching candidate being voted on at this meeting. Rodriguez stated it was rumored that the teacher was not licensed and did not have a degree in education. She asked if the candidate was applying for a provisional license. Rodriguez wondered if the candidate did not have a degree, how close was the person to completion and was the candidate qualified to work with elementary school children. Rodriguez stated she believed that the students deserved more and asked that Board not approve the hire and open the position up for applications. Sabrina Rossi stated she had the same questions as Rodriguez and asked how long the position had been advertised.

Manning stated the position had been posted for just under a month and was posted both internally and externally. The sixth grade position that the current fifth grade teacher would now occupy was not posted as they used the same applicant pool. There were a total of eight applicants for the position. Only four licensed applicants applied. Interviews were offered to three of the four applicants, as the fourth applicant had a negative reference. Two applicants turned down an interview. The third applicant came to the interview and was offered a second interview at which point the applicant declined the position as she had been hired to work at Waterville. At that point there was no licensed applicant left in the applicant pool. Mr. Wendling, the proposed hire, had a Bachelor's Degree in atmospheric science with a minor in math/physics. He had 33 credits toward his Master's Degree in education, which was close to all the credits needed. He had taught for eight years at the Laraway School. Manning stated Wendling had incredible skills with students. Manning explained that the Superintendent's Office would apply for a provisional license for him. AOE would then determine how close he was to being licensed. Wendling would have two years to get licensed. Rodriguez stated she was comfortable with the information provided.

LNSU/LNEMUUSD Routine Business: Consent Agenda Items

Minutes of the May 14, 2018, Meeting, and the May 29, 2018, Personnel Committee Meeting: B. Sander made a motion, seconded by Beaupre, to approve the minutes. The motion passed unanimously.

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

CES Presentation: Mary Anderson introduced Ellen Koier, the Enrichment teacher at Cambridge. Anderson credited Koier's leadership and skill for the science test scores that Cambridge students received. Anderson noted there were new elements to the New Generation Science Standards (NGSS) and engineering was now a large focus across all grade levels. Koier stated she had always known that hands-on activities enhanced student learning and now she was using creative approaches within her instruction on engineering. Koier explained that she found that engineering built and reinforced science and math skills, provided classroom equity and engagement. She noted that students had different talents; some students could spell and read well, while others could build. As a result, students gained respect for each other during these classes. Koier outlined a unit she was teaching entitled Catching the Wind. The unit involved reading a book and then designing a windmill. Koier noted that the NGSS Engineering Practices, taught in every science content, required that students ask questions, define problems, and plan and carry out investigations. Students practiced engineering design process with simple tasks. The process was meant to be collaborative. Students would create something, collect data on it, and then improve it. Mechanical engineering was also taught as part of this unit. Koier then asked the Board to form teams to design a windmill from materials she provided. This exercise would demonstrate to the Board how students were now learning science in the classroom. When the Board reconvened, Board members shared their thoughts on the process. Stebbins noted that having the ability to get students to work together and come to a consensus was very positive. Miller appreciated having the first hand experience. Damato noted there was more research showing that career exploration should be happening at an earlier age. Koier agreed and stated a different type of engineering was taught each year and noted that children were natural engineers.

Personnel Items:

Approve WES Grade 2/3 Teacher Hire: Epstein informed the Board that they had interviewed eight candidates for the position. Four were chosen to teach a lesson and ultimately three taught a class. The Committee unanimously selected Charlotte Thomas. Thomas was currently a Grade 1/2 long-term substitute at Walden School. Thomas had great references and a license. Tilton-Martin made a motion to offer the Grade 2/3 teaching position at Waterville to Charlotte Thomas. Evans seconded the motion. The motion passed unanimously.

Approve JES 5th Grade Teacher Hire: Manning informed the Board that he was recommending Walter Wendling for the position. Manning explained they had two rounds of interviews. The first was a formal question and answer session. Following that, two applicants were invited to come in for a teaching demonstration. Wendling was the only applicant to accept the invitation. Manning reported there were a number of things he appreciated when watching Wendling teach a lesson. Manning explained that Wendling served as a coach while the students were creating the answers. It was important that students learn and understand the processes and methods to get to an answer and Wendling exhibited that skill. Manning noted that Wendling had taught middle school age students for eight years at Laraway and was a paraeducator at Johnson for the last year. Manning was confident that he would be a very strong educator. Gallagher added that she had met Wendling and asked him why he hadn't completed his thesis. Wendling explained it wasn't necessary for his position at Laraway. In a response to Gallagher, Wendling stated that connecting and teaching to someone's strength, validating and guiding where needed was important to him. The response that Wendling provided to Gallagher that she appreciated was that he wanted to know that he was the right fit for the kids. Orost made a motion to hire Walter Wendling as the JES 5th Grade Teacher, seconded by Lamell. The motion passed unanimously.

Approve WES/JES Pre-K Teacher Hire: Manning explained that Johnson's collaboration with Head Start had been terminated as Head Start's regulations had changed and they now needed a part-time Pre-K teacher. Waterville was also looking for a part-time Pre-K teacher, so the two schools looked to hire and share one full-time teacher. The Committee interviewed several candidates and offered Denise Sargent, a paraeducator at Johnson Elementary School, the position. Sargent had been the lead teacher at a private preschool for twenty years and was very familiar with licensing which would be helpful for her work in Waterville where hers would be the name on the license. Sixty percent of her time would be spent in Waterville and forty percent at Johnson. Manning stated Sargent was a very strong candidate. Gallagher

stated she was licensed in early education, which covered Pre-K through Grade 3. Tilton-Martin made a motion to approve the hire of Denise Sargent for the combined Waterville and Johnson Elementary School Pre-K teacher. Gagne seconded the motion. The motion passed unanimously.

Approve JES Maintenance Coordinator Hire Pay Rate: Manning stated that Dylan Laflam had interviewed and was recommending the hire of Joe Slaimen for the position. Slaimen had previously been the Maintenance Director for a year at Johnson and had been very successful in the position. He had a pleasant personality and had always been very responsive to requests. Clark stated the pay rate would be Grade 7, Step 8, at \$19.18 an hour. This amount was less than he had made when he left the position. Lamell asked why he had left Johnson. Manning stated Joe had moved to Massachusetts and he was now returning to Vermont. Lamell asked if the candidate had experience with plowing. Manning stated he did. Orost made a motion to approve the pay rate of \$19.18 an hour for Joe Slaimen. Tilton-Martin seconded the motion. The motion passed unanimously.

Ratify All Personnel Committee Hires (refer to minutes from 5/29/18 Meeting): Orost informed the Board that the Personnel Committee met on May 29th and she asked for ratification from the full Board on the hires approved at that meeting. B. Sander made a motion, seconded by Miller, to ratify the hires approved by the Personnel Committee on that date. Miller asked about the nurse that was retiring and taking over the library media position and asked if that position required a license. Miller was informed that Wright had a license. The motion passed unanimously.

E911 Project Bid: Pena explained that there had been significant modifications required to implement the system. Maintenance and programming costs that had not been included in the original bid raised the project's total cost. Therefore, the project went out to bid again. The same vendors were contacted and Carousel Industries was the only company to reply. The original bid was \$14,393. The increased cost totaled \$4,914, resulting in a final bid of \$19,307.84. The administration recommended a "not to exceed cost of \$20,000" statement in the contract. Tilton-Martin made a motion, seconded by Barry, to approve the contract. The motion passed unanimously.

JES Facility Management Control System Upgrades Bid: Clark reported this was one of the bond projects at Johnson. Temperature Controls of Vermont and Control Technologies both bid on this project. Laflam was recommending the Board approve Temperature Controls of Vermont bid of \$69,200. Their bid was \$30,000 less than the other bidder. Laflam had reported he was happy with Temperature Controls of Vermont. Lamell asked why there was such a difference in price. Clark stated that Laflam thought Temperature Controls of Vermont were trying to be more competitive. Lisa Barry made a motion, seconded by Tilton-Moulton, to approve the recommendation. The motion passed unanimously.

JES Biomass Controls Bid: Clark informed the Board that the biomass boiler control system was another Johnson bond project. Messersmith Manufacturing, the only bidder, provided a bid of \$26,600. Clark stated the Clerk of the Works had vetted this. Barry made a motion, seconded by Evans, to approve Messersmith's bid of \$26,600. The motion passed unanimously. Beaupre abstained from the vote.

Lamoille Union School Campus: Building Access Controls Bid: The bid opening for this project occurred today. Laflam was happy with most of the bids, but had concerns that Summit Fire and Security did not seem to have a full grasp of the scope of the project during the walk through. Therefore, Laflam recommended the bid from Kelley Brothers of \$69,944. Tilton-Martin made a motion, seconded by Stebbins, to approve the bid from Kelley Brothers. B. Sander stated he used Summit Fire and Security at one of his businesses. B. Sander was happy with their work and reported they were often recommended by the Fire Marshal's Office. B. Sander asked how the Board could justify paying \$17,000 more without some documentation on the reason. Clark stated there wasn't a rush in making the decision, as there was another meeting on June 25th. Not making a decision now would not hold up the administration's process of writing and applying for the security grant. Orost agreed with B. Sander. Tilton-Martin then amended her motion to postpone the decision-making to a subsequent meeting in order to allow a review of the low bid. Following questions as to the appropriate way to vote on this matter, the Board voted

unanimously against the original motion. Tilton-Martin then made a new motion to postpone decision-making to a subsequent meeting when Laflam could go into further detail. Stebbins seconded the motion. Orost then added a request that Laflam contact Summit Fire and Security to discuss the project in order to bring detailed reasons for his decision to the Board. The motion passed unanimously and this item was tabled.

Renewal of Five-Year Contract with the Abbey Group for JES FY19: Clark informed the Board that Johnson was in a five-year contract with the Abbey Group with annual renewals. This was the third of the annual renewals and Johnson was now entering into the fourth year of the contract. 2020 would be the last year of this contract at which point the contract would go out to bid. This contract affected the Johnson and Cambridge schools.

Review and Award FY19 Tax Anticipation Note Bids: Clark informed the Board that the following was the response from the bid requests:

- People's United Bank did not submit a bid.
- Community N.A., the District's current bank, offered a lending rate of 2.50% with an earning rate of 3.61%, which was a generous spread of 1.11%, or a line of credit of 1.75%. The District would be limited to six withdrawals monthly, no fees, and no prepayment penalty. However, if the loan were paid off, the investment account rate would revert to the operating account sweep interest rate. Clark reported loans were paid off on the last day, so this wouldn't be an issue.
- Union Bank bid a low lending rate of 1.95% and an earning rate of 2.47%, with a spread of 0.52%. That meant there would not be much earning potential, but they would pay that interest on everything in the investment account even if the funds were in excess of the loan amount.
- Community National Bank offered a 2.80% lending rate, a 3.66% earning rate with a .86% spread. There would be no fees and unlimited access.

Clark stated that what made Community N.A. appealing, besides the earnings potential, was that they were the District's bank. What made going with N.A. a bit risky was that there would be a lot of eggs in that basket. B. Sander asked how much money was in the bank at one time. Clark stated it varied but it could be several million dollars depending on whether state tax funds had just been received or where they were in the payroll cycle. B. Sander made a motion, seconded by Stebbins, to approve Clark's recommendation of awarding the bid to Community N.A. The motion passed unanimously.

Central Office Report: Gallagher welcomed Eve Gagne to the Board as a Johnson representative. Gallagher noted Gagne had a number of years of experience with Pre-K through high school. Gallagher then reported on the graduation dates for each of the District schools and invited Board members to attend. Gallagher attended the Pre-Tech Banquet where a numbers of students made presentations. This was the third year she had attended the event and she stated she had never seen such a group of articulate students who were so thrilled about the work they were doing. She then talked about the final Division 2 baseball game, noting how much support the team received at the game and the extraordinary sportsmanship exhibited by the team.

Gallagher then discussed the new Act 46 recommendations for unmerged districts. The recommendations were not statutory at this point but the State Board of Education could ultimately mandate the recommendations. The suggestion for this SU was that Cambridge join the MUUSD, in which case it would become a unified school district and the SU would cease to exist. The State Board would be making their decision in November. Gallagher noted she had received questions as to why Stowe was allowed to remain on its own. Gallagher explained that the town of Stowe operated a Pre-K through Grade 12. They had a 3.4% increasing ADM, which was different than most of the counties in the state. Additionally, there was a question as to the uniqueness of issues that Stowe faces versus Elmore and Morrisville. Gallagher also explained the reasons that Fletcher and Fairfax couldn't merge.

Gallagher then informed the Board about the passion project presentations. Gallagher commended Melissa Piscatelli and her team for helping students to identify what their passions were. Gallagher gave examples of a student outlining how to train therapy dogs and a student discussing the importance of NASCAR to our culture. Finally, Gallagher stated she had had the opportunity to substitute teach a Hyde Park 6th grade class where they were studying fractions. She outlined the difference in how she was taught this subject as opposed to how students were now learning the material. Students worked in pairs and asked their partners to explain their thinking. Group discussion revolved around the impact of fractions and importance of proper measurement in life. Gallagher said it was a wonderful experience.

Elementary Principals Update:

Belvidere/Waterville: Epstein stated Waterville and Eden would interview this week for a new IT person. There were still a number of academic units being taught, with one class releasing trout and another unit launching a rocket. Epstein reminded the Board of the carnival/picnic taking place on Friday with a dunking tank. Epstein then reported that they had received funds to add a salad bar at the school. Both students and adults were enjoying it and she thought it was a great addition to the cafeteria.

Cambridge: Anderson stated they had hired two preschool teachers. Anderson was excited that a former student was coming back to teach at the school as a .8 preschool teacher. Additionally, a new Preschool Director/teacher had been hired. Anderson stated it had been a very successful and quiet year for the school. Finally, she informed the Board that a ceremony had been held today in memory of a student who passed away last year. A pink granite table was dedicated to the school on behalf of the student.

Eden Central School: Mascolino reported the week was full with outdoor team building activities. An invitation was being sent to Board members to Peter Pan. Mascolino noted that Jeff Hunsberger had been part of writing and receiving a grant for \$150,000 for children from birth to three years of age. The grant was to enable outreach to families who didn't have easy access to the school. She stated it had been a bit difficult getting the money. However, they had just received the first \$30,000. The goal was to have speakers and activities at the school on a monthly basis, so they've purchased a bouncy house, an outdoor movie screen, projector, popcorn machine, and lots of playground equipment.

Hyde Park: Reilly reported there were field trips taking place, with Caspian Lake being one of the sites students were visiting. Reilly stated that the 5th graders decided to make dog biscuits as a fundraiser. Over one weekend, they sold 1,700 orders for dog biscuits. Using kitchens in the Plaza, they made the biscuits and raised over \$700 for the Lamoille Area Cancer Network. Reilly then stated they were starting to pack up the Plaza and move to the new school. Tech Center students would be helping with the move. On Friday there would be bus tours of the new school for students of every grade. The last week of June the school would be off limits, as paving would be done. After July 1 the building could be accessed. J. Sander mentioned she had visited the Plaza and was very impressed with what the staff had done with the classrooms. She encouraged Board members to visit the schools they were representing. Reilly stated the teachers had been amazing over the year. It had been a very peaceful and supportive year for everybody.

Johnson: Manning stated the school had been working on their Continuous Improvement Plan. They had been reviewing historical data and one of the items they reviewed was the number of students sent to the office. There was a downward trend, which wasn't surprising because they had been putting a lot of effort into this. As an example, four years ago there were 1,200 office referrals over the course of the year, with 40% of the students earning one or more referrals. This year they were down to 730 referrals, with 23% having earned one or more referrals. This was despite the fact there were 40 more students than four years ago. It was encouraging to see that their efforts in having students understand the school's expectations and rewarding positive effort was resulting in fewer individual students going to the office. Manning stated the last two years had seen high turnover in staff, but this year the school would have mostly the same staff members as last year.

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

Middle School: Savery was happy to report there would be no staff turnover next year. She applauded all the teams for the turnout at the student-led conference night as well as Team Extreme's IDU presentations. The Student Council would be putting on a talent show on June 14th, followed by a barbeque and Field Days. An award ceremony would be held on June 15th and two new awards would be added. One would be a Civic Responsibility Award and the other a Star Award for those students who had taken on challenges, taken risks or overcome challenges and risen to the occasion. Friday evening there would be a farewell dance and Monday would be the last day of school. Savery then congratulated Darcey Fletcher and Carol-Lynn Willean for another wonderful New York City trip. There were 103 students, 7 faculty members and 44 chaperones on the trip. Finally, staff would be participating in professional development on literacy, math and proficiency-based learning.

High School: Schaffer congratulated Isabelle Sullivan and MegAnne Gilmore in their track and field events. He then mentioned the tremendous character of the baseball team and the strength and depth of the girls' lacrosse team. Schaffer then explained that in March middle school teachers had set up tables and shared with visitors from the high school the practices and projects they were working on. In June, the high school reciprocated by offering presentations to middle school staff. Schaffer was encouraged by the activity and appreciated that they were starting to act like a district. Schaffer then stated Senior Awards Night would be Thursday and graduation would be Saturday. He said it had been a tremendous year.

GMTCC: Damato stated he would be recommending that the time allotted for the Pre-Tech presentations be extended next year. He was only able to see four of the presentations. Damato mentioned that Joanne Zorzi was leaving after 35 years at GMTCC. Community service work was being done now by Tech students, including moving Hyde Park materials from the Plaza and removing a felled tree from a local cemetery. Five State champions were preparing to leave to attend the Skills USA event in Kentucky. Stowe Rotary recently came to GMTCC and gave students \$16,000 in scholarships and awards, with the awards being tools the student would use in their trade. This week the first year electrical students took the first year apprentice exam. All four students passed and would be returning next year. HVAC students tested for the EPA 608. A group of students went to Bennington to take the EMR Skills test. Three students passed all nine skills and two students would have to retake some of the tests. The Computer Networking Technology class went to St. Johnsbury to take an exam in order to become help desk certified. The Alchemist Foundation provided four students \$6,000 scholarships that were renewable for four years. J. Sander informed the Board that the Vermont Auto Enthusiasts awarded the Golden Wrench Award to Ethan Trombley. Vermont Auto Enthusiasts provide an award to a student at each of the seventeen Tech Centers in the state. The award consists of \$500 worth of wrenches.

Other Business: Miller noted her concern about the paper usage when providing paper copies of the Board Orders as part of the Board packet. She stated Board Orders were already provided in electronic format and she was concerned about using so much paper. After discussion, the Board agreed they did not need copies of the Board Orders but would continue to receive copies of all other material.

Adjourn: B. Sander made a motion, seconded by J. Sander, to adjourn the meeting at 8:05 p.m. The motion passed unanimously.