

**Lamoille North Supervisory Union and
Lamoille North Modified Unified Union District Board Meeting
Green Mountain Technology Center
Minutes of Meeting
June 25, 2018**

Members Present: Belvidere: Angie Evans; Cambridge: Laura Miller, Bernard Barnes, Jan Sander, Bill Sander, Mark Stebbins; Eden: Jeff Hunsberger; Hyde Park: Andrew Beaupre, Lisa Barry; Johnson: Mark Nielsen, Angela Lamell, Bobbie Moulton

Members Absent: Cambridge: Sue Hamblyn-Prescott; Eden: David Whitcomb; Hyde Park: Chasity Fagnant, Patti Hayford; Johnson: Katie Orost, Eve Gagne, Waterville: Amanda Tilton-Martin

Others Present: Deb Clark, Jennifer Stevens, Charleen McFarlane, Dylan Laflam, David Manning, Wendy Savery, Melinda Mascolino,

Minute Taker: Sue Trainor

Call to Order, Approval of Agenda and Public Comment: Acting Chair Nielsen called the meeting to order at 6:03 p.m. Nielsen asked that the Special Educator Hire for Eden be removed from the agenda. Hunsberger made a motion to approve the amended agenda, seconded by Beaupre. The motion passed unanimously. There were no members of the public present.

LNSU/LN MUUSD Routine Business: Consent Agenda Items:

Minutes of the June 11, 2018, Meeting: Stebbins made a motion, seconded by Barry, to approve the June 11, 2018 Board minutes. The motion passed unanimously.

Board Orders: Miller made a motion to accept the Board Orders dated June 15, 2018, seconded by Stebbins. The motion passed unanimously.

Personnel Items:

Approve LUHS Technology Integrationist Hire: McFarlane recommended that Denise Krohn be hired and placed at M, Step 23, with a salary of \$65,784. Stebbins made a motion to approve the recommendation, seconded by B. Sander. McFarlane stated Krohn had 33 years of experience in teaching technology and was licensed in NY. McFarlane was confident she would receive a Vermont license. Savery noted that Schaffer had checked references with all of them being very positive. Krohn was described as being very enthusiastic and energetic, and successful in obtaining parental involvement. She also had experience with Makerspace, a project-based classroom that LUHS was trying to incorporate. The motion then passed unanimously.

Approve JES Early Childhood Special Educator Hire: McFarlane recommended that Deborah Gale be hired and placed at M, Step 1, with a salary of \$41,392. Stebbins made a motion to approve the recommendation, seconded by Barnes. The motion passed unanimously.

LU Access Controls Bid: At the last meeting the Board tabled the decision to hire Kelley Brothers for this project rather than Total Security, the low bidder. They asked that Laflam outline his reasons for recommending Kelley Brothers. Laflam stated that Total Security was the only company that recommended securing the building with magnetic holders. He explained that if there were no power to the school, magnetic holders would release resulting in there being no security. Additionally, magnetic holders release on a motion sensor. If there were an emergency and/or any disruption to the system, the doors would be locked shut and a stampede situation could occur. Laflam noted that most security companies were moving away from magnetic holders. Total Security was great with security systems and cameras, but Laflam and Thad Tallman were underwhelmed by their knowledge of door access systems. Kelley Brothers provided a bid of \$69,944, which was less than half of the \$140,000 the District had estimated for the project. Additionally, the anticipated security grant would cover

approximately \$50,000 of the cost. Stebbins made a motion, seconded by Moulton, to approve the bid of \$69,944 from Kelley Brothers.

B. Sander asked if the proposals had been specific as to the type of controls being requested. Laflam responded that the proposal stated they were looking for mechanical options, but that during the walkthrough the District was very specific that they were not looking for magnetic holders. Manning agreed with Laflam about the issues with magnetic holders. There were three magnetic doors at Johnson Elementary that he hoped to remove. Laflam then explained the new system would have 15 doors with key readers and three of those would include a buzz-in system. In response to a question from Beaupre, Laflam explained this work was being done in response to a safety audit done in 2016 by VSBIT. The audit reported that the door system was the area that needed the most improvement. Laflam noted he had brought the issue of access control to the Board for four years and, because of the expense involved, the item had been tabled each year.

Beaupre asked about the funding for this project. Laflam explained that this action had been in process before any grant funds had been available. The District's grant application stated the access controls had already been budgeted, but they hoped to be able to receive State reimbursement. Laflam stated that access control was the first step in providing school security, noting that if the school could keep someone out of building for another thirty seconds that would be helpful. Clark stated access control and PA systems were what the security grant was looking at as the first priorities to fund. Laflam reminded the Board that there were fifty master keys that were unaccounted for. With this access control system, master keys would no longer be provided.

Manning informed the Board the money behind the grant was to be used to repel active shooters. Manning noted he had been involved in three incidents as a principal when police had informed him there was an angry community member on their way to the school to pick up a child they did not have permission to retrieve. At one school he worked at, they had to manually lock the doors so the individual couldn't enter the building. At Johnson, the doors were already locked so they had time to prepare for their next steps. The situation of an angry parent or community member was a lot more common than an active shooter. Evans stated she agreed that doors should be locked. She said the day the school had received a threat she had been able to walk right into the building. She was concerned that anyone could walk into the building.

Beaupre stated he agreed that locked doors were a deterrent for angry community members, but it was not for an active shooter. Beaupre outlined his view of the school's design and said he thought there was no way to secure the building. He was concerned with any system they installed and said he would rather spend the money on something else that could act as a deterrent rather than hardening the building and making it be more like a prison. Clark stated this was a first step and was a priority for the State. The Board then discussed additional security issues with the building and was reminded again by Clark that this was a first step in securing the building. Barry stated she had been in the Essex school when there had been a shooting. The shooter was a known entity and this was typical in most cases. He could get access to the building. Essex was now locked down since the shooting. As far as whether the staff felt safe, Barry stated they were all now hyper-aware and any time there was a school shooting it brought back the feelings they experienced at the time of the shooting. Barry agreed it would not stop everybody or every incident but it was the first step and it was better that the buildings weren't wide open.

Laflam agreed that it was step one, with step two being to review the stairwells. Laflam said that there were solutions that were now being reviewed by the Fire Marshal that hadn't been available before, such as bullet resistant film on windows. In response to Beaupre's comments, Manning stated that the physical security was one layer to addressing the situation. He noted that in Fair Haven, a school

shooting was averted when a young person revealed the information to an appropriate authority. In reviewing FBI reports on school shootings, in almost every case there was another student who knew of the plan but didn't tell the appropriate person. Manning believed it was key to build relationships with students and to develop a culture in which students felt comfortable informing a teacher, counselor or principal. Beaupre stated that was exactly his point. He preferred to spend money on hiring extra counselors, having more after-school programs, and accessing students to build a community rather than hardening a building. He stated with all the glass, with the stairwells, and with the way schools were built in the 1960's, the security of the building could only go so far. Clark stated there was work being started with community groups on developing a cultural security.

Hunsberger stated he respected Beaupre's opinion, but also wondered how parents would react if nothing were being done to provide a sense of security at the school. Hunsberger believed a combination of creating a safe building and working on the culture was important. Laflam stated that a locked door could stop an angry parent from accessing the building and allow them time to reconsider their actions. Beaupre then noted that hiring more counselors to support students who were experiencing suicidal thoughts or witnessing violent incidents that occurred outside of school would be another way to support students instead of spending money strictly on school security. Hunsberger stated the counselors that the school had in place were excellent and were overstretched. Hunsberger thought that was a conversation the Board should discuss. The motion then passed unanimously.

HPES Building Construction Update: Laflam stated the staff was moving back in, with LVT donating buses and the bus drivers donating their time to help with the move. All staff members came in for one day to assist. The school would be out of the Plaza by Wednesday. The Fire Marshal would return on July 10th to review the building for the Certificate of Occupancy. The paving was pushed back at the District's request.

Central Office Report: Clark reported that the office was winding down from the current fiscal year and winding up for the next fiscal year. They were getting ready for the audit reports and preparing a new chart of accounts that needed to be put in place this year. They were wrapping up the safety grant. Clark reported that the Finance Committee had met twice and she noted that the Committee needed more members. The Finance Committee would eventually roll into the Budget Committee, which would allow members to get more details on programs and requests.

Elementary Principal Updates:

Eden: Mascolino reported that the custodians were almost done waxing the floors in all the classrooms. Summer school would start next week. Mascolino noted the school was still looking for a 4th grade teacher. The job had been offered to three people and they had all taken jobs elsewhere. The school was also down a special educator. That position had been offered to four people. Mascolino stated there were not a lot of candidates applying for elementary positions, which was much different than in the past when there were many applicants. J. Sander asked if Mascolino knew why there weren't many candidates and wondered if it was salary, location or lack of interest in teaching. Mascolino stated it was probably all of those reasons, but also understood that Eden may be too rural a location for individuals coming out of college.

Johnson: Manning agreed that the number of candidates for positions had dropped very significantly. Years ago he would receive 70 applicants for a position and this year he received 8 applications for the most recent opening. Manning then reported that summer school had started the day after school ended. At this time Johnson only had one custodian available to work on summer projects, but in the near future he hoped the custodial team would be fully staffed. Manning informed the Board that the school's Summer Work Team had met and made several changes that he was excited about. The first change was to eliminate Pre-K through Grade 4 recess detention. Teachers would instead be working

with students by using restorative practices. The second change was something that the teachers wanted, which was to extend the school day. Rather than the academic day shutting down at 2:10 p.m., it would now run until 2:30 p.m. Bussing would be the challenge. Manning thought this was a major positive for the school and he was happy that the idea came from the teachers. Manning noted they might need to hire a paraeducator for one student in Pre-K program. B. Sander asked how the amount of instruction time compared to other schools. Manning stated he thought Johnson had had less instruction time than other elementary schools. In response to Sander who noted this issue had been a major stumbling block in negotiations, Manning stated this change wouldn't affect a teacher's arrival and end time. Mascolino said Eden had taken five minutes off their lunchtime last year and added it back this year. Eden also increased their teaching time by 20 minutes and the teachers appreciated having that extra time.

Middle School Updates: Savery reported that even though the last day of school was last Tuesday, over twenty teachers were still at school working on curriculum in all content areas. Last week teachers came in and met with students to discuss new student interest blocks that were starting next year. Students were leading the way in this effort. The school was also incorporating next year's 8th grade students in working with 7th graders to offer information on entering middle school.

Execute Tax Anticipation Note: Clark had the FY19 Tax Anticipation Note in hand and asked that all Board members sign it.

Adjourn: B. Sander made a motion, seconded by J. Sander, to adjourn the meeting at 6:52 p.m. The motion passed unanimously.