

**Lamoille North Supervisory District and
Lamoille North Modified Unified Union District Board
Minutes of Meeting
September 25, 2017**

Members Present: Belvidere: Angie Evans; Eden: Jeffrey Hunsberger; Hyde Park: Andrew Beaupre, Lisa Barry; Johnson: Angela Lamell, Heather Rodriguez, Katie Orost, Bobbie Moulton; Mark Nielsen; Cambridge: Heather Hobart, Laura Miller, Mark Stebbins, Sue Prescott, B. Sander, J. Sander; Waterville: Amanda Tilton-Martin

Members Absent: David Whitcomb, Chasity Fagnant, Patti Hayford

Others Present: Catherine Gallagher, Deborah Clark, Michele Aumand, Brian Pena, Charleen McFarlane, Jennifer Stevens, Diane Reilly, Jan Epstein, Melinda Mascolino, Wendy Savery, Mary Anderson, Janet Murray, David Manning, Lucy Boyden, Jade Hazard, Chris D'Amato, Andrew Martin from News and Citizen

Minute Taker: Sue Trainor

Call to Order, Approval of Agenda and Public Comments: Acting Chair Orost called the meeting to order at 6:01 p.m. There were no public comments.

LNSU Routine Business: Consent Agenda Items

Minutes of the September 11, 2017 Meeting: Moulton made a motion, seconded by Nielsen, to approve the minutes. The motion passed unanimously.

Board Orders: Prescott made a motion to accept the Board Orders as printed on 9/8/17, seconded by Moulton. The motion passed unanimously.

LNMUUSD Routine Business: Consent Agenda Items

Minutes of the September 11, 2017 Meeting and Committee Meetings: Moulton made a motion, seconded by Lamell, to approve the minutes. The motion passed unanimously.

Board Orders: Prescott made a motion to accept the Board Orders as printed, seconded by Hunsberger. The motion passed unanimously.

Board Goals and Objectives: Gallagher reiterated the four goals the Board had voted on:

1. Develop and implement a long-range financial plan to ensure fiscal strength and extended facility life.
2. Improve communication through increased transparency.
3. Optimize student achievement through improved program offerings, aligned curriculum, and systems to monitor academic rigor in the classroom.
4. Assure a safe and drug-free environment.

Gallagher explained that the next step was to identify objectives that were in line with these goals. In order to do that, Gallagher thought it was important to know what was currently in place relative to each of those goals. Beaupre thought it was important to know what other districts were doing and where the Lamoille North District ranked in relation to the rest of state. Hazard agreed and noted it was important to look at districts with the same demographics. Gallagher noted that she, Savery, Hazard, and Stevens were planning to meet with the Principal of Lake Region. Lake Region had a high population of students eligible for free and reduced meals, and a high number of identified students with needs.

Gallagher stated that while this was Board work, she would be happy to meet with the administrative team to review what was in place and to offer some suggestions. The Board could then act on those suggestions at the next meeting. B. Sander asked if they were reinventing the wheel and wondered

when they could have some consistency. Gallagher stated the Board hadn't had these kinds of goals and objectives before. Gallagher thought the educational team could help to educate the Board in what best practices were and the Board could then ask questions and make suggestions on what would be reasonable objectives. Prescott asked if Gallagher were looking to appoint a subcommittee for each individual goal, noting this would allow the subcommittees to do a deeper dive on current practices and develop objectives. Gallagher stated she believed the first step would be to offer objectives that the administrative team developed in alignment with those goals. The Board agreed with Gallagher's approach.

Rotation of Location for Board Meetings: Gallagher explained that Clark had introduced the idea last year of the rotation of Board meetings so that Board members in one town could see the community and buildings of other towns in the SU. Gallagher asked if it was the Board's will to rotate the location of the Board meetings. All Board members agreed with this plan. B. Sander commented that this was not a new idea and it had been done in the past. While Board members had agreed at the time it was a good idea, it was finally decided that the present location was more centrally located. B. Sander wondered if it might be enough for Board members to visit other schools and he added that winter could be difficult for Board members to drive to other locations. Gallagher stated that while it may not be a new practice, they had never been queried as much by community members about this Board, along with requests that the Board come to their communities. Gallagher offered the following proposal:

October: First meeting of the month at Eden. Second meeting of the month at GMTCC.
November: First meeting of the month at Waterville. Second meeting of the month at GMTCC.
December: Only meeting of the month to be held at Johnson.
January: First meeting of the month at Cambridge. Second meeting of the month at GMTCC.
February: Only meeting of the month to be held at Eden.
March: First meeting of the month at Johnson. Second meeting of the month at GMTCC.
April: First meeting of the month at Cambridge. Second meeting of the month at GMTCC.
May: Only meeting of the month to be held in Waterville with a tour to Belvidere.
June: First meeting of the month at GMTCC. Second meeting of the month at Hyde Park.

Beaupre made a motion to accept the schedule, seconded by Nielsen second. The motion passed unanimously.

Communications Plan: Gallagher informed the Board she had received suggestions from Nielsen on ways to increase communication to communities. One idea was to rotate the location of the meetings. Another suggestion involved disseminating information. Gallagher reported the District had a website and each individual school had a newsletter, but Nielsen had wondered if there was a way for more information, such as the weekly happenings, to be available to community members. Nielsen stated there was a great deal of good information available but parents weren't informed. He suggested expanding the email distribution list. Boyden stated the students would like to hear of any changes being decided that impacted the students.

Tilton-Martin stated she and Evans had held their first joint Community Advisory Committee meeting. Three people attended between the two towns. It was a roundtable discussion and those in attendance had a number of questions. These meetings were now scheduled for the third Monday of every month. Families and community members were informed in flyers sent home from school, postings at the post office and Front Porch Forum. Beaupre thought updating the webpage with information would be helpful but he wasn't aware of how many people accessed the website. Hazard stated she could review the analytics. Beaupre noted that word was now out that he was on the Board and citizens were contacting him to discuss their ideas and concerns. Lamell stated it was important that the information on the school websites be up-to-date and that was currently not the case. Beaupre asked if there was an employee dedicated to updating the webpages. Pena explained that the

schools individually maintained their webpage. There was not a dedicated media specialist. Beaupre wondered if students could assist with updating information on the web.

Orost stated that Johnson had an email distribution list of parents and community members who wanted to receive minutes and agendas. Orost suggested placing a notice in school newsletters stating they could be placed on a distribution list. Savery stated she believed the middle school had one of the worst websites in the District. She thought there weren't enough people to oversee content and be a webmaster. There was a lot to be proud of at the Middle School but she was unable to share information because she was so limited by her website. The website was built on an old platform and needed to be completely redone, but her understanding was it was a very expensive endeavor. This item was then tabled, as Sheriff Marcoux had arrived for his presentation.

Opiate Crisis Presentation – Sheriff Roger Marcoux, Jr.: Marcoux provided the Board with information on his past experience and noted that he was a graduate of Lamoille Union. In 1984, he participated in the Drug Enforcement Administration Task Force in Burlington and continued in this role for twelve years. From 1996 to 2001 Marcoux worked for the U.S. Embassy in Haiti on the drug problem. In February of 2001 he became the Sheriff of Lamoille County.

In 1995, the State of Vermont had prosecuted less than ten heroin cases. In 2001, when he returned, there was a serious crisis in Vermont. Four out of every five people addicted to opioids started with legitimate prescription drugs. If the person takes their prescription for more than five days their chances of becoming addicted increased significantly. The combination of the drug companies marketing the drug to physicians and very little educational information being provided to consumers had created the situation. Marcoux stated that Percocet and Oxycontin were being sold for \$80-\$125 per pill on the street and, due to the cost, individuals turned to heroin because it was only \$4 a bag.

Marcoux stated that in Vermont in 2015, there were 601,000 prescriptions written for opioids. Vermont's population was 640,000. The United States encompassed 10% of the world's population and used 85-90% of all the opioids. Vermont was losing one person every three days in Vermont to opioid overdoses. At this point the number of overdose deaths was around 50, more than car accident deaths. The crucial population was individuals between the ages of 18-25.

Marcoux explained that he was a member of the recently created Opioid Coordination Council. The Council had determined there were four facets to the problem/solution that they would be addressing:

1. Treatment of the 18,000 to 20,000 Vermonters currently addicted.
2. Recovery. He stated one of the best recovery centers in the State was located in Morrisville.
3. Prevention.
4. Law enforcement.

Marcoux stated that while it was recently announced that people were no longer waiting for treatment, authorities believed that only 20% of those who needed treatment were seeking it. It was important to know that addiction was a disease. It was now referred to as Substance Use Disorder. This classification hopefully reduced the stigma of addiction and also allowed for treatment through health insurance plans. Marcoux stated that many individuals in law enforcement now believed it was time to come up with a different plan other than continuously arresting people. It was taxing the system and wasn't necessarily the right thing to do. It was important to both protect the public and try to rehab the addicted individual.

The most important piece was prevention and reducing the demand for opioids. The idea being considered now was to work with the Secretary of Education to develop a prevention education program. Marcoux's opinion was that a curriculum with a prevention message should be taught to students in grades K-12. The reluctance to try drugs would be what would drive demand down.

Marcoux stated he would be meeting with the principals of Lamoille Union High School, Peoples Academy, and Stowe High School next week to discuss having the student councils from each school meet with Marcoux. He hoped to have regular meetings with students to talk about safety issues such as drug use and cyber bullying. He believed that students would know how to communicate with their peers and help drive the messaging.

Marcoux then discussed the use of Narcan and informed the Board that the School Resource Officer always carried Narcan. He explained that fentanyl was now being mixed with heroin. Fentanyl was ten times more powerful than morphine and very addictive. Most of the one hundred overdoses deaths a year were because of the presence of fentanyl. A new drug that was not yet in Vermont, carfentanil, was a large animal tranquilizer and one hundred times more powerful than morphine. Marcoux briefly discussed his concern that marijuana might be legalized.

B. Sander stated that the number of pills initially being prescribed was an issue and patients were being given more than enough pills to become addicted. Marcoux explained that the State and the medical community recognized that and rules were changed in July of this year. Physicians now needed to educate first time users and there would be a limit on how many pills were provided. Marcoux believed they were turning the corner with the medical community. Marcoux added that 75% to 80% of opioid prescriptions were not used, meaning they were either diverted for illicit use or damaging the economy by being flushed down the toilet.

Gallagher asked what could be done for students who went home to families who had issues with drugs. Marcoux replied there were many services available in Vermont and those organizations would need to get involved with the families. He believed it was important to start with prevention messaging to the youngest generation so they could make an informed decision when dealing with addicted family members. He reminded the Board that 80% of those who were addicted were not seeking treatment. Miller noted that she had been encouraged to stop smoking by her third grader following a school presentation. She stated one exposure to the damages resulting from drug addiction could make a difference to a student. Marcoux replied there were a number of people in recovery who were happy to make a presentation. Marcoux stated that it was decided as a society that smoking wasn't healthy, messaging had been done nationally and locally on the dangers of smoking, and that was considered to be a successful campaign.

McFarlane asked if there was any data on whether children of families with addiction problems became addicted themselves. Marcoux stated he did not have that information but was sure it was available. Hobart stated she didn't think it was necessary to be an expert in all facets of the solution, but it was important to see the schools and the Board as a resource to families. She suggested it could be worthwhile to take time over the next year to explore each of the four areas. Evans asked if those who provided Narcan were arrested or sent to rehab. Marcoux said they were not, but it did provide an opportunity to get professionals involved to help with treatment. In response to a question, Tilton-Martin explained that Narcan was available to anyone who went to the pharmacy and asked for a Narcan prescription and, beginning July 1st, anyone who was prescribed an opioid prescription also received a Narcan prescription.

Marcoux reported another health issue was hypodermic needles. Four to five million needles had been handed out over the past four or five years. He stated if anyone found a needle they should contact the Sheriff's Department and they would pick it up. The Sheriff's Department was now under contract with the Department of Health to go to every county once a month to pick up unused prescription drugs. Marcoux was hoping to have kiosks available for needles as well. Miller wanted clarification on whether people were arrested after using Narcan. Marcoux reported if drugs were found they would be cited into court, but no one would go to jail for it. They generally only went after traffickers because there wasn't enough room in the jails.

B. Sander agreed with the approach being taken regarding arrests, noting that the draconian crackdown on drug use hadn't worked. He also expressed his appreciation for the outstanding work that Sheriff Marcoux had been doing. J. Sander asked if the schools should have Narcan available at the nurse's office and what teachers could present to students that would inform and not frighten them. Marcoux stated he knew it was controversial, but if there were something available like Narcan that could save a life, he believed it should be available. Marcoux then reiterated his opinion that schools needed to have sustained prevention education starting at the earliest level.

Support Staff Contract Ratification: Nielsen made a motion to go into Executive Session regarding Support Staff Contract ratification and invited Cambridge Board members, McFarlane, Clark, Gallagher to attend. Prescott reminded those who had a significant other or household member who were support staff should recuse himself or herself. Moulton seconded the motion. The motion passed unanimously and the Board went into Executive Session.

The Board came out of Executive Session and Prescott made a motion to ratify the Support Staff Contract for the LNSU and LNMUUSD beginning July 1, 2017 and running through June 30, 2019. Hunsberger seconded the motion. Prescott explained that wages would increase 3.4% for both years, the Board will pay 83% of the health insurance premiums for two years, and the Board-sponsored HRA would be 86%. The motion passed unanimously.

Hourly Non-Represented Support Staff Increases: Tilton-Martin made a motion, seconded by Nielsen, to go into Executive Session to discuss hourly non-represented support staff increases. Gallagher, Clark and McFarlane were invited to attend. Cambridge Board members were also invited for informational purposes. Prescott reminded those who had a significant other or household member who were support staff to recuse themselves. The motion passed unanimously and the Board went into Executive Session.

The Board came out of Executive Session and Prescott made a motion for a 3.4% salary increase for July 1, 2017 to June 30, 2019 for hourly non-represented support staff at the LNSU and LNMUUSD. Nielsen seconded the motion and the motion passed unanimously.

Policy Committee Report: Orost reported there were four recommended policies they would be reviewing. Two of these policies involved financial reports and management/accountability, one involved community engagement and the other policy related to public participation at Board meetings. The Committee would refine those policies and present them to the Board at a future meeting.

Finance Committee Report: Prescott reported that with the upcoming budget season, the Committee believed it would be helpful if there were a budget subcommittee. Meetings would begin the first or second week of November and would entail four to six meetings. They hoped to have seven to ten members and asked if any Board members wanted to participate. Prescott, Miller, Evans, Tilton-Martin, Orost and Beaupre expressed interest. Pena discussed the second version of the Five Year Plan. He was in the process of getting individual input from principals and once that was finished he would provide an updated plan to the Board.

Teacher Contract Negotiations Update: Moulton made a motion to go into Executive Session to discuss teacher contract negotiations, seconded by Hunsberger. Gallagher, Clark, and McFarlane were invited to remain. The motion passed unanimously.

The Board came out of Executive Session and Prescott reported to the Board they were currently back in Fact Finding. The administration was awaiting the report, which was now due on September 30th. The BNC would review the report the week after, and then a week after that they hoped to meet with the Teachers Association.

Central Office Report: Gallagher provided the Board with two articles entitled The Rewired Brain and the Developing Teenage Brain. They were both tied to one of the Board goals: a safe and drug free environment. She quoted a neurologist who stated that the adolescent brain was likened to a Ferrari without brakes. Gallagher stated that adolescents learn quickly but for the most part have poor executive functioning skills and couldn't reason as well. The neurologist also discussed on-line dangers and cyber bullying. The other article noted that people spent so much time on devices that our brains were rewired to find solutions and not think about the process or the higher order thinking that went into making decisions.

Clark then explained how to read the new financial statement of the LNMUUSD. She noted the Tech Center would be reported separately. Clark noted that at this time of the school year the budgets were heavily loaded with expenses because of encumbrances. Revenues would come in slowly as actual activity happened. Clark encouraged people to contact her with questions or recommendations.

Elementary Principal Reports: This item was deferred to the next meeting.

Middle School, High School and GMTCC Principal/Director Reports: This item was deferred to the next meeting. However, Savery updated the Board on a full time math specialist position that had recently been approved by the Board. The candidate declined the position as he was offered more money to teach elsewhere. Savery had recently interviewed two candidates, and she asked the Board to consider how the hiring process could be sped up. Waiting until the next Board meeting for approval would delay the hiring significantly. Miller made a motion to move forward with the Superintendent and Personnel Committee's recommendation to hire. The Board could finalize the hire at the next meeting. Moulton seconded the motion and the motion passed unanimously. Savery then credited her math team with developing a plan to deal with one less math teacher, and a formal written summary of the plan had been written for parents who requested it.

LUMS Athletic Director Compensation: Savery informed the Board that the current Athletic Director, Stacy Stokes, was a .5 FTE. Savery had been impressed with Stacy's commitment to the SU, and to the Middle School in particular, noting that Stokes worked 10-12 hours a day. She attended all practices, all games when possible, hired coaches, assisted the High School Athletic Director, and had for years. Each year, Savery had been attempting to find a way to honor the work that Stokes did. Savery did not want to change her job description, but wanted to pay her fairly for the work she was doing. This year, with the number of new hires, Savery had saved over \$100,000. She wanted to increase Stokes' position to a .75 FTE this year, an increase of approximately \$10,000, and 1.0 FTE next year. B. Sander made a motion to approve the increase, seconded by Beaupre.

Savery stated she worked part-time in the High School office, but it was her preference to spend more time in the Athletic Department. Savery also made it clear that Stokes had not come to her with this request. McFarlane stated that Stokes was under contract as a .5 FTE office position. Savery stated Stokes worked as the AD from mid-afternoon to the evening. Miller asked if this would be a 1.25 position and paid overtime. McFarlane stated she would not receive overtime, as the AD position was exempt.

Prescott asked the Board not to move forward with this request as the Board was still in contract negotiations. Prescott noted this would be part of the budget process going forward and the impact of Act 85 was still uncertain. Savery replied that this position was mid-level management and was not part of contract negotiations. She stated that this request was about making something right that had occurred for many years. She had put this request off for a number of years because of budget freezes, but with the savings incurred from new hires, now was the perfect time.

McFarlane confirmed that the request was not for a raise, but rather to increase her FTE. Additionally, there was no request for retroactive pay. In response to a question from B. Sander, Savery stated it would be Stokes' intention to resign from her office position and commit herself to the AD position. Hobart asked if there had been any communication with Schaffer about this plan. Savery stated there had not been. Beaupre didn't think a decision should be made based on whether she resigned her office position. He noted that Savery was attempting to compensate Stokes for work she was currently doing. There were a number of people in the district who had to hold multiple positions and he believed it was only fair to compensate Stokes for the work she was doing. Barry stated her concern that there might be a number of people working extra hours and not getting compensated for their time. Barry wondered if approving this would cause a problem with other employees. Beaupre then asked McFarlane how many mid-level management positions there were that were less than 1.0. McFarlane replied that Stokes was the only one.

In response to a question from Miller about the number of students vs. hours worked, Savery noted that some years saw more student athletes participating in the middle school than the high school. Prescott stated this was a budget question that should be presented to the Board under the individual school and that was the time of year when this should be addressed. Prescott stated this was not a new position and there had not been an increase in the number of overall students. Savery stated there actually had been an increase of over 30 students this year compared to last year. She explained she did not present this request to the Board last year because each school was asked to save money. Savery noted this would be part of the ongoing budget discussion and she was merely taking advantage of the fact that there were substantial savings this year to present the request now.

Orost stated that Johnson had had staff members ask for increases after the budget had been approved. The Board had not approved those requests because they fell outside of the budget season and the Board didn't want to set a precedent. Savery replied there had been precedent set already at the middle and high school. Gallagher stated the other distinction was that this employee had not requested this, she was one of a kind as far as her position, and there was no new money being transferred. B. Sander suggested this item be tabled until the next meeting and requested that more information be provided on how this would impact the High School. Following the review, the decision could be retroactive to this meeting date.

Orost stated she would like to have written notification that it was Stokes' intent to resign from the office position. Beaupre disagreed with Orost, saying these were two separate jobs and two separate employers. She was currently working full time and it was only fair to pay her accordingly. Miller asked if there could be research done to show that other middle schools had an Athletic Director at 1.0. Savery stated she would have that information during the next budget season. Stebbins stated this decision would impact the High School office. He wanted to hear from both Stokes and Schaffer. Savery again stated these were two different positions and Savery was looking to move forward only on the Athletic Director position.

B. Sander then made a motion to table his original motion until the next meeting. Stebbins seconded the motion. Beaupre, Tilton-Martin, and Evans voted against tabling the motion. The motion passed.

Formation of Bond Committees: Rodriguez, B. Sander, and Barry volunteered.

Adjourn: Moulton made a motion, seconded by B. Sander, to adjourn the meeting at 8:34 p.m. The motion passed unanimously.