

LAMOILLE NORTH SUPERVISORY UNION BOARD MEETING  
MONDAY, MARCH 28, 2016  
GMTCC COMMUNITY EDUCATION CENTER

Board members present: Belvidere – none; Cambridge – Mark Stebbins, Jan Sander, Bernard Barnes; Eden – Jeff Hunsworthy, David Whitcomb; Hyde Park – Lisa Barry, Raven Walters; Johnson – Katie Orost, Beth Foy, Bobbie Moulton; LUSD #18 – Beth Bailey, Mark Nielsen, Eve Gagne; Waterville – Amanda Tilton-Martin. Others: Marilyn Frederick, Charleen McFarlane, Michelle Aumand, Joe Ciccolo, Brian Schaffer, Mary Anderson, Kate Torrey, Janet Murray, Deb Clark, David Manning, Catherine Gallagher, Wendy Savery, Dana Jewett, Diane Reilly, Donna Cullivan, Joyce Cormier, Andrew Martin

**Note: All votes taken are unanimous unless otherwise noted.**

**1. *Call to Order, Approval of Agenda and Public Comment***

D. Whitcomb called the meeting to order at 6:00.

**MOTION: B. Bailey moved to approve the agenda and the motion was seconded and passed.**

Donna Cullivan introduced herself and Joyce Cormier. Both are HPES staff members. D. Cullivan read a statement. On February 1, she and several colleagues attended the HPES board meeting to share their disappointment and frustration in the process that led to the termination of the superintendent. They reviewed past board minutes and read that the board voted in November to give the superintendent a raise. They read that Harry Frank was hired as a consultant to lead the superintendent evaluation process. It appears that the evaluation process was done with integrity and professionalism. The committee unanimously recommended rehiring the superintendent with no corrective action. There seems to be a disconnect between the actions taken prior to January and the decision to fire the superintendent. There was no opportunity for her to be given a corrective action plan for improvement and no opportunity for her to resign. As far as D. Cullivan and her colleagues know, there is no evidence she did anything egregious. It feels to them as if the board sabotaged the superintendent. Was this in the best interest of our children? She and many of her colleagues agree that we need stability in the SU. This environment didn't feel supportive. It feels rather hostile for anyone who may be considering applying for the superintendent position. The board's actions felt unprofessional.

**2. *Reorganization of the Board***

D. Whitcomb asked J. Ciccolo to take over running the meeting. J. Ciccolo asked for nominations for board chair. A. Tilton-Martin nominated M. Stebbins. R. Bailey nominated D. Whitcomb. J. Ciccolo said voting would be by paper ballot.

R. Walters asked if statements from nominees would be appropriate. J. Ciccolo said if the board wishes the candidates could make remarks.

D. Whitcomb said he has tried to get an answer about whether it is proper for a candidate for a board office to make a speech about why they should serve, but he has not yet got-

ten one. Campaigning is not permitted at town meeting. He has previously served as chair of this board. He has done his homework and studied. He was on the phone today with Nicole Mace of VSBA and with Jeff Francis. He has been on school boards for 38 years. He is very familiar with the issues that will be coming up for the SU. He would like to continue on the board for that reason.

M. Stebbins said he has been on this board and the CES board for 3 years. He has children in 8<sup>th</sup> and 4<sup>th</sup> grade. He is interested in being chair because we are heading into a time of significant change. We have a new business manager coming on board. We will be starting the process of looking for a new superintendent. We don't know what we will have after the April 12 merger vote. He thinks for the SU to be successful in this period of change, it has to start with this board. We have to be able to work together, communicate well together, and learn from each other. Each town has a diff perspective. We can learn from each other and from our mistakes. (*E. Gagne arrived at 6:10.*) He thinks we need a degree of mutual respect and it starts with the chair. His goal as chair is to try to foster mutual respect and cohesion. Hopefully that will filter down to administrators, staff and students. He doesn't see the chair as more important than anyone else.

J. Ciccolo asked J. Murray and M. Aumand to collect and count ballots. There were 8 votes for D. Whitcomb and 7 for M. Stebbins. **D. Whitcomb was elected chair.**

D. Whitcomb called for nominations for vice chair. K. Orost nominated M. Stebbins. Hearing no further nominations, **MOTION: R. Bailey moved that nominations cease and that the clerk be directed to cast one unanimous ballot for M. Stebbins as vice chair and the motion was seconded and passed.**

The treasurer is currently Georgeana Little. She is being paid \$5500. B. Bailey nominated Georgeana Little for treasurer. Hearing no further nominations, **MOTION: B. Bailey moved that nominations cease and that the clerk be directed to cast one unanimous ballot for Georgeana Little as treasurer, J. Sander seconded and the motion was passed.**

The assistant treasurer is currently Kim Moulton. That is not a paid position. B. Bailey nominated Kim Moulton for assistant treasurer. Hearing no further nominations, **MOTION: B. Bailey moved that nominations cease and that the clerk be directed to cast one unanimous ballot for Kim Moulton as assistant treasurer and the motion was seconded and passed.**

The clerk has been Amanda Tilton-Martin. She said she would not like to continue. K. Orost nominated B. Bailey, who declined. When no else expressed interest, A. Tilton-Martin said she would be willing to serve as clerk again. J. Sander nominated A. Tilton-Martin. Hearing no further nominations, **MOTION: B. Bailey moved that nominations cease and that the clerk be directed to cast one unanimous ballot for Amanda Tilton-Martin as clerk and the motion was seconded and passed.**

**MOTION: A. Tilton-Martin moved to approve the proposed meeting schedule (September 26, 2016; November 21, 2016; March 27, 2017; and May 22, 2017) for 2016-2017 and the motion was seconded and passed.**

3. *Approval of Consent Agenda Items (Meeting Minutes from January 25, 2016, Clerk's Report on Directors' Orders)*

**MOTION: B. Bailey moved to approve the minutes of January 25, 2016 as written, B. Moulton seconded and the motion was passed, with R. Bailey abstaining.**

The clerks' report on directors' orders was included in the packet. A. Tilton-Martin said the total for directors' orders is \$2,279,695.70. **MOTION: B. Bailey moved to approve the clerk's report on directors' orders and the motion was seconded and passed.**

4. *FERPA Confidentiality Sign-Off*

M. Aumand said the FERPA confidentiality training sheet was in the board packet. She passed around a sheet for board members to sign indicating they had read and understood the information. Anyone who needs more information can come to the new board member training or contact C. Gallagher.

5. *Finance*

M. Frederick said the state requires LNSU to have subgrant agreements with our member districts. Central office has a subgrant agreement with the state. Money flows into central office and the subgrant agreements with the individual districts allow money to go to the districts.

**MOTION: M. Stebbins moved to authorize LNSU to accept any and all federal funds and to execute subgrant agreements with member districts and the motion was seconded and passed.**

**MOTION: J. Hunsberger moved to authorize the superintendent, business manager and other central office administrators as authorized by the board to sign agreements or contracts in the receipt and distribution of funds and the motion was seconded and passed.**

M. Frederick said this month central office is doing projection reports. They will be ready for boards at their next meetings. Collectively we are running a positive fund balance within 1% of budgets. Three districts are slightly projected to the negative, a fraction of a percent. She is confident the deficits can be narrowed further by the end of the year.

M. Frederick introduced new business manager Deb Clark. She will be starting with us at least part-time in May. D. Clark said it is great to be here. She is eager to get started. Everyone introduced themselves to D. Clark.

6. *Central Office*

C. McFarlane passed out a memo from the superintendent with recommendations regarding contracts and compensation.

**MOTION: J. Sander moved to follow the superintendent's recommendation to issue continuing contracts to Catherine Gallagher and Jade Hazard, effective July 1, 2016**

**until June 30, 2018, with 2% increases, to be reviewed when teacher negotiations are settled, J. Hunsberger seconded and the motion was passed.**

**MOTION: J. Sander moved and A. Tilton-Martin seconded to follow the superintendent's recommendation to provide a 2% increase in compensation for all central office administrators and staff not covered by master agreements, to be reviewed once all negotiations are settled.** K. Orost said that although the superintendent's memo said this has been consistent practice across the SU, it is not. Johnson does not do this. C. McFarlane said she thinks E. Beatty is referring to a recent LUSD board decision. The recommendation is consistent with that decision. **The motion was passed.**

M. Frederick reviewed the highlights of the report the superintendent had sent out. There is a new board member orientation this Thursday. Any board member is welcome to attend. There will be a mediation session for teacher negotiations this Wednesday. Budgets all passed except Eden's. The Eden board is optimistic it will ultimately pass. The support staff pay study committee created as a result of the support staff agreement has met its obligations as outlined in the agreement. Their recommendation has been approved and central office will work to allocate the negotiated agreements. The Act 46 merger vote will be April 12. Information meetings will take place in each town. Melinda Mascolino will be the new Eden principal. The tech center will have a visit from NEASC the first week in April. E. Beatty announced today that she will be resigning effective April 10.

7. ***Possible Action Regarding Superintendent Search and/or Interim Superintendent Plan***

**MOTION: B. Bailey moved to go into executive session to discuss the future of our superintendency, with M. Frederick and C. Gallagher invited to remain, seconded by K. Orost.** R. Walters asked, couldn't discussion of the process happen in open session? She doesn't see justification for executive session. B. Bailey said she thinks it needs to be done in executive session. Any recommendation to go forward will be in public. A. Tilton-Martin asked if J. Ciccolo could be included in the executive session as well. B. Bailey said she would rather not include him at this point. D. Whitcomb said any action will be in open session. J. Sander said she doesn't think discussion of the process qualifies for executive session. Probably there would be grounds for executive session for any discussion of the position itself. D. Whitcomb said if names are going to be brought up, the law allows an executive session to protect those people. J. Sander asked if the board will be getting into the territory of naming names and not just talking about advertising the position. D. Whitcomb said we don't know until we get there. Any contract would have to be done in open session. We are looking for general discussion. **The motion was passed with R. Walters opposed and J. Sander abstaining and the board entered executive session at 6:42.** The board came out of executive session at 7:25.

Members of individual boards caucused with their principals until 7:47. B. Bailey asked if it would be appropriate for the board to go back into executive session to discuss what people found from caucusing with administrators. D. Whitcomb said it would be appropriate if statements were made that shouldn't be made publicly.

M. Stebbins asked if J. Ciccolo could give some perspective about an interim superintendent, since he has had that experience.

J. Ciccolo said we are in the same situation as when he came in as interim superintendent. What board members don't see or hear or feel is what happens among staff when an event like this takes place. It is time for something to change so that staff feel respected and supported. At this time questions swirl at all the schools about what is in store for their school, their administrator, and themselves. It is time to do some healing. The last year J. Ciccolo was superintendent he worked closely with C. Gallagher. He saw her naturally becoming a leader. He was pleased to hear of the work she accomplished last year and her acquisition of a superintendent's license. It has been in the back of his head that she could be superintendent here. We need to move forward with leadership of this SU. When he came on he thinks he brought back some positive feelings in the community and on our campuses. Recently at a gathering of elementary principals he said he personally thinks C. Gallagher should take over as superintendent. He asked other principals if they could support that and they said yes. We have an opportunity with a person who is here, has been trained, and has been partnering in the job. He thinks we can be more centered around students with her as superintendent. If we make decisions about what is best for students then we will be on the right track. He would be willing to help out in the superintendent position until June 30 if the board is interested.

R. Walters asked for clarification on J. Ciccolo's last statement. He said he is willing to help until June 30 in any capacity including serving as interim superintendent or part-time superintendent. He is not willing to continue as superintendent permanently.

**MOTION: B. Bailey moved to enter executive session with only board members remaining, A. Tilton-Martin seconded, the motion was passed and the board entered executive session at 7:55.** The board came out of executive session at 8:09.

**MOTION: A. Tilton-Martin moved to appoint J. Ciccolo interim superintendent from April 11, 2016 until June 30, 2016 and to appoint C. Gallagher as interim superintendent from July 1, 2016 until June 30, 2017, seconded by B. Barnes.**

J. Hunsberger suggested either a committee meeting or a special meeting to discuss the compensation that needs to be attached to these positions.

**MOTION: B. Bailey moved to amend the motion to state that M. Frederick and C. Gallagher will work in coordination with J. Ciccolo, seconded by B. Moulton.** M. Stebbins said he thinks the intent of the amendment was for M. Frederick and C. Gallagher to continue to assist as they have been.

J. Hunsberger suggested asking C. Gallagher and J. Ciccolo if they agree to be appointed. D. Whitcomb asked them and they both agreed.

M. Frederick said if J. Ciccolo is going to continue as principal at Eden she would expect someone to be appointed as something like associate superintendent so a second person would have authority to sign things.

M. Stebbins proposed amending the amendment. D. Whitcomb said that with B. Bailey's agreement the board as a body could decide to modify the original motion. B. Bailey agreed. **The board agreed that the motion should be reworded as follows: MOTION: to appoint J. Ciccolo and C. Gallagher as interim co-superintendents from April 11, 2016 until June 30, 2016 and to appoint C. Gallagher as interim superintendent from July 1, 2016 until June 30, 2017. The motion was passed.**

D. Whitcomb said the letter from the superintendent announcing her resignation came too late to get on the agenda. There is a cost to her resignation. The board needs to look at it. Does the board want to appoint a committee to look at it?

B. Bailey asked if the committee would be just to address the letter of resignation or also compensation for J. Ciccolo and C. Gallagher. D. Whitcomb said all those things.

J. Hunsberger said he thinks the committee should have good representation, maybe one person from each board. K. Orost suggested using the already-formed executive committee. M. Stebbins asked if the board could just discuss the matters tonight in executive session instead. K. Orost said we need legal counsel. M. Stebbins agreed. J. Hunsberger suggested that the executive committee set a date tonight after the meeting. D. Whitcomb asked if anyone has a problem with the executive committee addressing the resignation and compensation issues. No one had a problem with it. D. Whitcomb said the executive committee is appointed to address E. Beatty's letter of resignation and compensation for J. Ciccolo and C. Gallagher. This board will have to have another meeting after the executive committee talks to legal counsel.

B. Bailey asked if the board needs to discuss a response to the resignation letter or if the chair takes care of it. D. Whitcomb said the letter will come to him by certified mail but he hasn't received it yet. The law does not say the board has to accept or reject it. It is a document that has to be filed. Our response to the letter can be the report from the committee and subsequent action by the board. He can respond to the letter by telling E. Beatty that the executive committee will meet to discuss it.

**B. Bailey moved to hold a special meeting to address the response to E. Beatty's letter of resignation.** D. Whitcomb said it is common for the chair to respond. **M. Stebbins seconded.** D. Whitcomb said the committee will report back to this board before a response is sent out, because the committee is advisory only. **The motion was passed.**

J. Sander said the board should probably appoint M. Frederick to represent the superintendent if she is absent from the March 30 mediation session. M. Frederick said that makes sense. She doesn't know if E. Beatty is going to be there or not. If not, she would be willing to do it. **By consensus, the board appointed M. Frederick to represent the**

**superintendent at the March 30 teacher contract negotiations mediation session if the superintendent is not present.**

8. *Adjourn*

**MOTION: B. Bailey moved to adjourn, B. Moulton seconded, the motion was passed and the meeting was adjourned at 8:28.**

Respectfully submitted by,  
Donna E. Griffiths

UNAPPROVED

Actions taken at the LNSU Board 3-28-16:

1. *Call to Order, Approval of Agenda and Public Comment*

**MOTION: B. Bailey moved to approve the agenda and the motion was seconded and passed.**

2. *Reorganization of the Board*

**D. Whitcomb was elected chair.**

**MOTION: R. Bailey moved that nominations cease and that the clerk be directed to cast one unanimous ballot for M. Stebbins as vice chair and the motion was seconded and passed.**

**MOTION: B. Bailey moved that nominations cease and that the clerk be directed to cast one unanimous ballot for Georgeana Little as treasurer, J. Sander seconded and the motion was passed.**

**MOTION: B. Bailey moved that nominations cease and that the clerk be directed to cast one unanimous ballot for Kim Moulton as assistant treasurer and the motion was seconded and passed.**

**MOTION: B. Bailey moved that nominations cease and that the clerk be directed to cast one unanimous ballot for Amanda Tilton-Martin as clerk and the motion was seconded and passed.**

**MOTION: A. Tilton-Martin moved to approve the proposed meeting schedule (September 26, 2016; November 21, 2016; March 27, 2017; and May 22, 2017) for 2016-2017 and the motion was seconded and passed.**

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**MOTION: A. Tilton-Martin moved to appoint J. Ciccolo interim superintendent from April 11, 2016 until June 30, 2016 and to appoint C. Gallagher as interim superintendent from July 1, 2016 until June 30, 2017, seconded by B. Barnes. The board agreed that the motion should be reworded as follows: MOTION: to appoint J. Ciccolo and C. Gallagher as interim co-superintendents from April 11, 2016 until June 30, 2016 and to appoint C. Gallagher as interim superintendent from July 1, 2016 until June 30, 2017. The motion was passed.**

**B. Bailey moved to hold a special meeting to address the response to E. Beatty's letter of resignation. M. Stebbins seconded. The motion was passed.**

**By consensus, the board appointed M. Frederick to represent the superintendent at the March 30 teacher contract negotiations mediation session if the superintendent is not present.**

8. *Adjourn*

**MOTION: B. Bailey moved to adjourn, B. Moulton seconded, the motion was passed and the meeting was adjourned at 8:28.**