

LAMOILLE NORTH SUPERVISORY UNION  
BOARD MEETING  
MONDAY, MAY 23, 2016  
GMTCC COMMUNITY EDUCATION CENTER

Board members present: Belvidere – Pamela McKenna; Cambridge – Bernard Barnes, Mark Stebbins, Jan Sander, Laura Miller; Eden – Jeff Hunsberger, Matt Mitchell; Hyde Park – Raven Walters, Richard Bailey, Chasity Fagnant; Johnson – Bobbie Moulton, Heather Rodriguez, Katie Orost; LUSD #18 – David Whitcomb, Eve Gagne, Sue Hamlyn-Prescott, Debbie Baker, Beth Bailey, Mallory Jones, Mark Nielsen, Krista Swahn, Nita Bogart; Waterville – Amanda Tilton-Martin, Marshall Pahl. Others: Catherine Gallagher, Charleen McFarlane, Marilyn Frederick, Michele Aumand, Jade Hazard, Janet Murray, Marilyn Frederick, Brian Schaffer, Diane Reilly, Wendy Savery, Sherry Lussier, Mary Anderson, Deborah Clark, David Manning, Kate Torrey

**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 6:03. He suggested moving the student outcomes report and the action on the special ed and student services coordinator positions to immediately follow the recess for individual board meetings.

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

2. *Approval of Consent Agenda Items (Board Minutes 4.25.16, Clerk's Report on Directors' Orders)*

**MOTION: B. Moulton moved to approve the minutes of April 25, 2016 and the motion was seconded and passed.**

**MOTION: A. Tilton-Martin moved to approve the clerk's report on directors' orders, P. McKenna seconded and the motion was passed.** (J. Sander arrived 6:05.)

3. *Consolidated Master Agreement Presentation*

S. Hamlyn-Prescott said the Board Negotiations Council wants to thank the teachers and their representatives for thoughtful, productive discussions. (K. Orost and C. Fagnant arrived at 6:06.) **MOTION: S. Hamlyn-Prescott moved to go into executive session to discuss the teacher contract, with administrators invited to remain, B. Moulton seconded, the motion was passed and the board entered executive session at 6:07.** K. Swahn and L. Miller arrived during the executive session. The board came out of executive session at 6:17.

4. *Ratify FY16-FY17 LNSU Teacher Consolidated Master Agreement*

**MOTION: M. Nielsen moved to ratify the teacher consolidated master agreement for FY16-FY17, seconded by B. Moulton.**

R. Bailey requested that voting be by paper ballot. D. Whitcomb said we have had issues with paper ballots. They have been accepted throughout the whole state of Vermont for years and he has no problem with them, but an issue with them has been raised. He doesn't get the same answer from everyone about them.

**MOTION: R. Bailey moved that voting on the motion be by paper ballot, seconded by B. Bailey. The motion was defeated with 2 board members voting in favor.**

**The motion to ratify the contract was passed with R. Bailey opposed.**

S. Hamlyn-Prescott said the BNC is requesting the endorsement of the LNSU board to move forward with an ambitious timeline for teacher and support staff negotiations in light of the rapidly changing healthcare landscape, with the goal of having negotiations finalized by spring 2017.

**MOTION: B. Moulton moved and B. Barnes seconded to endorse moving forward with teacher and support staff negotiations on a timeline supporting a goal of finalizing negotiations by spring 2017.**

M. Mitchell said we can approve this motion but we are only half of negotiations. We can say we want to do this but it may not happen. (*N. Bogart arrived at 6:25.*)

R. Walters asked if we have clarity yet on the new board and who the BNC is negotiating for. C. Gallagher said June 3 we will get more clarity on the makeup of the union board. We will operate as if we are moving forward as is. D. Whitcomb said the new union takes effect July 1, 2017. Its board has no power until then. R. Walters said the articles of agreement said the new board would start negotiating. C. Gallagher said we will invite the union to bargain with us again.

**The motion was passed.**

5. ***Recess for Individual Board Ratification of Teacher Consolidated Master Agreement***

The meeting was recessed at 6:27. Individual boards met in different rooms to ratify the contract.

6. ***Call to Order to Resume LNSU Board Meeting***

The meeting was called back to order at 6:51.

The LUSD, Eden, Hyde Park, Cambridge, Johnson, and Waterville boards all reported that they had voted to ratify the contract.

7. ***Accept Special Educator's Letter Regarding Leave of Absence for FY17/Approve One-Year Interim SU Coordinator of Student Services***

C. Gallagher reminded the board that Jen Stevens was hired as SU student support coordinator, then requested leave to fill C. Gallagher's position. That left an opening in her position. Jeremy Scannell, a special educator at the high school was interviewed and moved forward to C. Gallagher. She recommends that the board grant his request for a leave of absence to assume the student services coordinator position for one year.

**MOTION: B. Bailey moved to grant Jeremy Scannell's request for a leave of absence for FY17 to assume a one-year interim student services coordinator position with LNSU and the motion was seconded.** S. Hamlyn-Prescott asked if this needs to go

to the LUSD board since J. Scannell is an LUSD employee. C. Gallagher said she doesn't think so. **The motion was passed.**

8. ***Student Outcomes – Superintendent’s and Curriculum Director’s Reports***

C. Gallagher distributed a handout on changes to Open Meeting Law. There are 4 changes. One of the most notable is that when minutes are posted on a public body’s website they must stay there for a year unless they are considered draft minutes. Another change is to the procedures when one or more board members participate electronically. A roll call vote will no longer be required except when the vote is not unanimous.

C. Gallagher distributed a handout on next steps for Lamoille North MUUSD, based on information from Donna Russo-Savage. Once town clerks submit certifications, Secretary Holcombe will certify the final vote to the Secretary of State. Once the certification has been sent to the Secretary of State then we can warn an organization meeting. C. Gallagher will forward new information as she gets it. On June 3, Nicole Mace, Bill Talbott, Donna Russo-Savage, and Brad James will finalize our board makeup.

C. Gallagher said she, Jade Hazard and Janet Murray have worked on a student and education outcomes presentation focused on equity, access, and opportunity. This has been a year of significant change in local and federal government, in schools and in leadership. With change comes uncertainty and opportunities.

This year in education important factors were Act 46, Act 166, proficiency-based learning, PLP’s, our multi-tiered system of supports, the Every Student Succeeds Act, and building trauma informed systems.

ADM has decreased slightly since 2013, as has the number of students on IEPs. The number of students on 504 plans has remained at a fairly high level. We are seeing more and more students diagnosed with emotional disturbance or other health impairment without learning problems that would qualify them for an IEP. Education support plans stayed relatively stagnant.

C. Gallagher showed disability figures from 2013, 2014, and 2015. We are seeing more and more students diagnosed with autism. At the secondary level we have had a record number of students test ineligible for special ed but higher numbers of students under 6 are now qualifying. We have 33% more children in state custody and 68% of those are under the age of 6.

Ongoing concerns include homelessness, mental health issues, poverty, opiate addicted adult caregivers (at epidemic proportions in Lamoille County), changing family makeup (record numbers of parents divorced, separated or changing partners), and students in state custody.

Positive indicators include:

- creative paths to accessing opportunities
- more students becoming ineligible for special ed services at the secondary level
- building capacity in-house for mental health supports
- more professional development in behavior assessment and programming
- increased collaboration with our community partners

- increased collaboration between elementary and middle school teams to identify consistent expectations for student outcomes and encourage a fluid transition from elementary to middle school

C. Gallagher had conversations with students about their experiences in school. In the past, we have not talked to students to assess outcomes. She went into the high school and engaged with students. She talked to 57 of our graduating seniors and asked about what we are doing well and about some of their challenges.

Opportunities the students identified:

- choice in learning paths
- opportunities to accelerate or explore flexibly
- teachers who care
- clubs and athletic teams

Challenges the students identified included unstable or unsafe home life, stress and social anxiety, substance abuse, and hunger.

EEE trends and concerns include increases in behaviors, medical diagnoses and autism diagnoses, more evaluations conducted, and an increased need for speech and OT services.

C. Gallagher described an example of a student situation that happens often. A student comes in late due to trouble at home and the student's teacher is accusatory, not compassionate. In a trauma informed system the teacher would ask, "What has happened to you?" rather than "What is wrong with you?" The teacher in the scenario C. Gallagher described is a veteran teacher with her own family issues who couldn't deal with the situation. If we support the student we can't forget we also need to support other students, parents, and teachers. If we have multiple opportunities, the best teaching and resources, it won't mean anything if students can't access any of that because they live in a fight-or-flight state due to complex trauma. There will be an in-service week and other training throughout the year related to creating a trauma informed system.

J. Murray said we are seeing an increase in behavior issues in our youngest students (EEE and birth to three.) Every year we continue to see more needs for our youngest students in unsafe home situations. Behaviors are at the top of the list for interventions. We are teaming with the Lamoille Family Center and Lamoille County Mental Health. All our staff have training on social and emotional development of young children. We will start looking at more zones of regulation training. Some of our schools are doing it and we want to spread it. We are looking at some 5-to-1 models for kindergarten for next year. Medical diagnoses continue to increase. We have some students with significant needs. Autism continues to increase in PreK and birth to 3 groups. We continue to do more evaluations and have a need for increased speech and OT services, but not as much need for PT.

Related to Act 166, we will have 4 partners in Morrisville and 4 in the Chittenden County area.

We put in an application to the Agency of Education to be involved in an Early MTSS program. We are one of 6 finalists. If we are accepted, Eden will be the participating site. All our staff and partners will get training.

Vermont Early Learning Standards have been revised. All our teachers have them and we teach to them.

J. Murray reviewed GOLD assessment results for fall 2014 and spring 2015. The social-emotional category had the second lowest percentage of students meeting the standard. Math had the lowest percentage. Our students have pretty strong motor, literacy and cognitive skills.

J. Hazard talked about what we are doing well. Our math and literacy embedded professional development is going well. Our PLC meeting structures are strongly in place. Communications with our community members have improved. School sponsored events have been supported by our families and communities. PBIS systems are well established.

The Smarter Balanced assessment was first administered last year. That was the pilot year. It tests different material from the NECAP. It presents a very different experience to students, teachers and principals. J. Hazard showed LNSU SBAC results for 2015 as compared to results for the state as a whole. She said we should not rely solely on state mandated assessment data. She showed a statement from the State Board of Education in March 2015 that until we have more Common Core instruction and practice with the test the SBAC assessment will not support reliable and valid inferences about student performance.

We are building a comprehensive assessment system to establish effective grading practices. We will be thinking about grading in a different way. This K-12 comprehensive assessment system will provide equity for all. It will have formative (guides learning), interim (tracks learning) and summative (certifies learning) assessments.

Common ELA assessments we have:

- Fountas & Pinnell benchmarks
- Primary Observation Assessment
- PASS
- Spelling Inventory
- STAR
- SBAC

Common math assessments we have:

- LNSU common benchmark assessment K-8
- Scholastic Math Inventory – piloted this year

- SBAC

J. Hazard showed a sample of Fountas & Pinnell data from winter 2016. It is used as a formative assessment that tells teachers where students are. She said the Scholastic Math Inventory is being used at the middle school for intervention purposes. It is a diagnostic assessment. She showed winter 2016 results for grades 7 and 8. From fall to winter, 7<sup>th</sup> graders made gains of 71% and 8<sup>th</sup> graders made gains of 58%.

J. Hazard listed some of our challenges:

- math – problem solving, fact fluency and fractions
- science – inquiry
- literacy – different expectations regarding writing practices across the district.

Work is underway to provide access for all students. In math, Bridges will be used in 4 of our 5 elementary schools. There will be common embedded professional development with a focus on math practice standards and fractions for K-6. A STEM academy providing training on Next Generation Science Standards will take place this summer. Literacy learning progressions were introduced this year. All K-6 teachers received Fountas & Pinnell calibration training last fall. There will be summer work on analysis of student writing and calibration. A new K-6 standards based report card was piloted in fall. The middle school will continue its partnership with the Tarrant Institute related to PLP's. A proficiency based learning policy was adopted and summer work will focus on scoring criteria.

C. Gallagher said we have a lot of work ahead of us. We have a lot to celebrate. She has never seen such a collaborative administrative team. They look forward to working together and with the board helping our students be as successful as possible. *(C. Gallagher left.)*

**9. Approve Transportation Contracts**

M. Frederick said Act 153/156 consolidated transportation. We did not decide to consolidate the way the state envisioned because Cambridge and Eden have their own transportation systems and they contract with Lamoille Union to provide transportation to LU. We did meet the letter of the law as it relates to LNSU acting as agent for each district. LNSU now has to sign transportation contracts instead of each district signing them. Now, with Act 46, there is the question of how transportation will work after consolidation. Our contract was due to be rebid this year for next year and that was one factor to keep in mind. We know we are totally changing everything by the end of next year, so it didn't make sense to rebid at this time. The law allows us to continue existing contracts if we increase them by the government goods and services increase. That figure is 3.1%. We can continue to do that as long as we want as long as we don't go over 30% of the original contract price. We are well within that. Lamoille Valley Transportation agreed to go with the existing contract for one more year. M. Frederick reviewed a memo showing current and renewal costs for each district.

There are two major transportation changes for FY17. One is that Lamoille Union no longer needs the special ed coverage Eden has been providing. They will provide special

ed transportation themselves. They will purchase 2 minivans and have their own staff pick up students. That saves them money.

Another big thing that has to be considered is decisions about busing 3 year olds along with 4 year olds. Waterville and Johnson have been busing 4 year olds. The law says if a district is busing 4 year olds they have to bus 3 year olds. At the time we initiated the contract the bid specifications didn't talk about 3 year olds being included. Lamoille Valley Transportation says including them is a whole different ball game. Three year olds have to be seatbelted. Not all can seatbelt themselves or remain belted. LVT felt that for the safety of all the rest of the students and the driver they would need a monitor to ride with 3 year olds and the contract didn't include that. Whether or not to bus 3 year olds is a decision that has to be made at the local level. LVT feels it is not their responsibility to hire that monitor and M. Frederick agrees. At a recent meeting of business officials one topic was transportation safety. Best practices for 3 year olds were discussed. To M. Frederick, it is not very safe to have 3 year olds on the bus. The bus driver can't monitor and take care of all kids if there is an accident. All the 3 year olds would need to be released from their seatbelts in an accident.

M. Frederick's recommendation for this board is to renew all the contracts except the special ed runs with the current providers.

**MOTION: B. Bailey moved to approve renewal of all transportation contracts, except for the special education runs between Eden and Lamoille Union, with the appropriate providers and to instruct administration to execute contract extensions for a period of one year reflecting the 3.1% index cost increase for the 2016-2017 school year, seconded by B. Moulton.** M. Frederick said local school boards will have to decide whether to pay for a monitor for 3 year olds. K. Orst asked if the monitor can be a school employee. M. Frederick said yes. **The motion was passed.**

**10. Award Life, AD&D and Disability Bid**

M. Frederick said our current carrier for life, AD&D and disability insurance is Cigna. They had a 5-year contract which is up. They quoted us a 1 cent reduction for next year on our life plan and a flat rate for LTD. Only one other company bid – UNUM. They bid only life insurance (the lowest risk component), not LTD. It would be cheaper to move to UNUM for life insurance, but 5 years ago we couldn't get UNUM to bid. For 5 years Cigna has kept their pricing down and they are even offering us a lower price than 5 years ago. They have been giving us a good, competitive price and have been keeping the price low even with some heavy hits. Her other concern about using UNUM is that having two separate carriers would mean more work for central office to make sure no one falls through the cracks. Even though there would be savings from going with a combination of Cigna and UNUM her recommendation is to just go with Cigna.

**MOTION: B. Moulton moved to award the bid to Cigna for life, AD&D and LTD insurance in the amount of \$82,538, B. Barnes seconded and the motion was passed.**

**11. Establish Personnel Committee for LNSU**

Currently the LUSD board has a personnel committee but the LNSU board does not. C. McFarlane said now special educators are going to be employed by LNSU. The LNSU

board only meets 4 times a year but hiring happens more often than that. This board needs a committee to meet between meetings to hire. The personnel committee's actions will then be ratified by the full board.

K. Orost, M. Nielsen, B. Moulton, B. Bailey, and J. Sander volunteered to serve on the personnel committee and by consensus they were appointed.

C. McFarlane said now special educator hiring is typically approved at the local level and then brought to the superintendent. That still may happen. For the central office to take on recruitment is a bit of a challenge. It might still need to happen at the local level.

R. Walters said this group has run into trouble in the past when we haven't had clear charters for committees. To clarify, the committee is authorized to act on the board's behalf and the board will agree with its actions and not challenge them?

D. Whitcomb said his understanding is that the personnel committee would approve hiring on an emergency basis, not all the time, but in emergency situations as needed. C. McFarlane said the personnel committee would approve hiring when there is not an upcoming board meeting. B. Bailey said it would be done with the superintendent's recommendation. C. McFarlane agreed.

**12. *Adjourn***

**MOTION: It was moved and seconded to adjourn at 7:54, and the motion passed.**

Respectfully submitted by,  
Donna E. Griffiths

Actions taken at the LNSU Board 5-23-16:

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