

**Fairfax School Board**  
Monday, February 14, 2022  
Fairfax School Board Meeting Minutes - AMENDED

*These minutes are not approved until accepted by the Fairfax School Board at their next meeting.*

Present: Scott Mitchell, Megan Maddocks, Matthew Hogan, Elizabeth Noonan, Justin Brown, John Tague, Tom Walsh, Randall Morton, Geri Witalec-Krupa, Janaya Parsons, Ella Stafford, Kathi Muehl  
Public Present: Roy V. Hill, II, Genevieve Collum, Christy Maynard, Tamera Revoir, Kath Boyd

1. Scott Mitchell called the meeting to order at 6:34pm.
2. **Approve Minutes** – *Motion by Megan Maddocks to approve the December 13, 2021, as amended, and the January 10, 2022 minutes, approved unanimously.*
3. **Correspondence** – None.
4. **Public Comment** – Genevieve Collum, a junior at the school discussed concerns raised by the public in past meetings. She discussed that some of the recent comments are not accurate. Roy V. Hill, II stated it is Black History month. He discussed racial injustice. He discussed Juneteenth in Vermont and his efforts regarding the same. Christy Maynard thanked the Board for their hard work and dedication. She spoke as a parent of students at the school and how some peoples' words hurt. She stated that representation matters as her son has discovered recently. Her daughter feels proud to have the BLM flag at the school. She stated she is proud of the school and community. Tamera Revoir stated that she believes everyone wants to have a safe community. She believes that there needs to be a way to bring the community back together. She believes all lives matter. She discussed the BLM organization. She believes the school should be neutral.
5. **Student Board Representative** – Ella Stafford stated that winter sports are almost completed. Cheerleading competes at States this weekend. They won Mountain Division last weekend. Varsity Boys basketball record is 4-9 and Varsity Girls basketball record is 7-8. Winter carnival was successful with high participation rates. Seniors and Sophomores tied for first place. SATS are March 23, 2022. Students are looking forward to February break. Janaya Parsons stated that auditions have begun for the one act plays. Seniors have submitted their Graduation with Distinction projects.
6. **Board Business** –
  - A. Budget Update – Scott Mitchell discussed the presentation and reviewed the slides. Matthew Hogan suggested that the Student School Board Representatives present at the public meeting. Tom Walsh would like the fact that taxes are going down to be stated early in the presentation.
  - B. Transportation Options – John Tague stated that they have prices for driver's education vehicles.
  - C. Flag Policy – John Tague has looked at policies across the state. John would like the Board to consider a time frame for flying the flag. John provided some possible revisions to the

flag policy for the Board to consider for future approval. There was a discussion regarding the duration of time to fly flags. John will redraft the policy for further review.

7. **Reports** –
  - A. Principals – Justin Brown stated that the 8th grad student counsel provided the valentines for the board. There should be an update on Spiral International in the coming months. Justin stated that there has been a great run of substitute teachers. Elizabeth Noonan stated the award ceremony was held last week. Elizabeth thanked the parents regarding transportation. The library received extra funding. Tom Walsh discussed some good changes with Genuine Foods. Geri Witalec-Krupa discussed the break between winter and spring sports. Baseball begins March 14<sup>th</sup>, with all other spring sports beginning on March 21<sup>st</sup>. Middle school sports will begin the first week of April. Geri discussed the new broadcast capabilities.
  - B. Financials – Randall Morton distributed the budget for a status update on FY22.
  - C. Superintendent – John Tague reminded the Board regarding a Webinar. He distributed a procedure regarding inappropriate behavior and the reporting process. John Tague was offered the Superintendent position with FWSU. Scott Mitchell asked when the Board will see some standardized test scores.
  - D. Committees – None.
  - E. Board Members – None.
8. **Other** – None.
9. **Plan Next Meeting & Agenda – February 26, 2022 Informational Budget Presentation – March 14, 2022 Regular Meeting** – reseal the Board, student scores, transportation
10. **Executive Session** – *Motion by Matthew Hogan to enter Executive Session at 8:30pm, approved unanimously.*  
*Motion by Matthew Hogan to not renew the teaching contract for Marc Choiniere for the 2022-23 school year, approved unanimously.*
11. **Adjourn** – *Meeting adjourned at 8:58pm.*



---

## Proposed Field work Trip to Alaska

1 message

---

**Lane, Thomas** <tlane@fwsu.org>  
To: Fairfax School Board <fxboard@fwsu.org>  
Cc: John Tague <jtague@fwsu.org>, E Noonan <enoonan@fwsu.org>

Fri, Feb 11, 2022 at 12:23 PM

To the FWSU School Board,

I would like to bring six BFA-HS students to the University of Northern Arizona research site at 8-mile Lake near Healy, Alaska. The time frame for this opportunity would be approximately May 29 through June 5th, 2022.

Background information; I established a relationship with the Ted Schuur Lab of [Ecosystems Dynamics Research](#) years ago as a [Polartrec teacher](#). Together with [Dr. Schuur](#) and [Dr. Mauritz](#) I wrote a NSF grant proposal designed to engage students in research opportunities. Part of that grant included collaboration with students from Tri-Valley High School in Healy, Alaska on permafrost studies and subsequent travel to the research site near Healy to conduct field work. During June of 2019 I brought six students from BFA-Fairfax to the research site to reestablish a vegetation baseline for CO<sub>2</sub> measurements in the Eddy Tower footprint located there. We also made early season active layer measurements which we then compared with late season measurements made by students at Tri-Valley High School. The trip was very successful and an excellent experience for our students. All six are currently in college majoring in one of the sciences.

Subsequent to the trip Dr. Schuur felt there was enough money available to conduct another trip. We were planning on traveling to the research site in June of 2020 then later in 2021 however covid restrictions prevented this from happening. Currently the funding is still available. I would hope, anticipating that covid restrictions may ease and it is safe, we would be able to make this trip this spring.

The general plan would be to:

- Conduct a competitive application process for BFA Juniors and Seniors. Select six students to participate.
- Collaborate with Dr. Schuur and Dr. Mauritz to establish fieldwork activities.
- Collaborate with Tri-Valley HS science teacher Kaitlyn Weitzel.
- Purchase plane tickets, rent a vehicle (both grant funded), establish a schedule.
- Travel to [Hubbard Brook Research Forest](#) (in New Hampshire) to practice protocol for fieldwork early May 2022.
- Travel to Alaska, conduct fieldwork and return on or about June 5.
- Throughout all activities follow FWSU, VT., AK and Federal guidelines for safe travel and covid prevention measures.

Thank you,

--

Thomas W. Lane  
High School Science  
Bellows Free Academy-Fairfax, VT  
[tlane@fwsu.org](mailto:tlane@fwsu.org)  
He/Him/His

Under state statute the Fairfax Town School District (FTSD) is a municipality and a government body. Therefore, it is the policy of the FTSD that District flag poles are a forum of government speech, thereby maintaining the distinction between government speech and private speech by students and community members. The FTSD Board, as a government entity, determines its speech through the actions of the Board. The speech of the Board is not controlled or limited by any individuals other than the elected members of the Board.

The District's flagpoles are under the control and management of the District and it is impermissible to fly any flag other than the United States and Vermont flags without the prior approval of the School Board. Such approval shall be based on steps and approval process outlined below.

The Board is not obligated to approve any flag requests. Requests that meet the criteria outlined below are not guaranteed approval by the Board because flag requests are suggestions for Board consideration. This policy determines how those suggestions are to be proposed. The criteria outlined in this policy establish minimum standards in order for a flag request to be considered, but the Board has the right to apply other standards beyond the minimum at its discretion.

In accordance with the U.S. Flag Code, approved additional flag(s) will be removed during half-mast orders.

- The School Board will only consider flag requests from FTSD students or student groups.
- The Board may determine to raise any flags which clearly support a stated district goal, current academic endeavors or programs, curriculum and courses of study, or established Vermont Agency of Education Transferable Skills.

- Proposed flags may be flown for a maximum three (3) month duration determined by the School Board. The Board may remove a previously-approved flag at any time.

- The flag shall remain on the school flagpole through the end of the school year and shall then be removed, unless the Board elects a different timeframe.

- Flag requests need to be approved only once per calendar year. Approved flags may then be flown at all district schools.

- Requests to fly a flag will be submitted to the superintendent of schools in writing. The superintendent or their designee will review the request to ensure that it includes and conforms with the following criteria and is eligible to be considered by the Board.

## Required Proposal Components

- A visual replication of the exact flag the group proposes to raise. Any proposed flag may not be larger than the American flag.
- A rationale that explains **how** the proposed flag supports a stated district goal, current academic endeavors or programs, curriculum and courses of study, or Vermont Transferable Skills.
- A proposed time frame **for raising and flying the flag.**
- Estimated cost of the flag. The Board will not be responsible for purchasing and/or replacing the flag.
- Evidence of support from a faculty advisor/sponsor.
- Demonstrated student support for the proposed flag.

## Exclusionary Criteria to be Considered by the Superintendent or Designee Upon Receipt of the Request

- The flag may not be libelous, defamatory, obscene, lewd, vulgar, or profane.
- The flag may not violate federal, state or local laws.
- The flag may not violate any district policy.
- The flag may not depict any **symbols**, language, slogans, etc. that are registered as hate speech by a nationally recognized organization such as the Anti-Defamation League or Southern Poverty Law Center.
- The flag may **not** interfere with **or** advocate interference **with** the rights of any individual or the orderly operation of the schools and their programs.
- The flag may not be subject to copyright, licensing or trademarks (meaning that the District should not commit itself to paying royalties **or** becoming involved in **any type** of legal dispute for flying flags that the District did not receive licensing approval or pay royalties to fly).
- The flag may not be commercial in nature .

If eligible to be **considered by** the Board, the superintendent will arrange for the proposal to be added to an agenda to be presented to the Board at an upcoming legally warned Board Meeting.

- If the request is ineligible to be considered by the Board, the superintendent or designee will notify the requestor(s) in writing of the reason **for** ineligibility.
- If the superintendent determines a request to be ineligible and the requestor(s) disagree with the superintendent or designee's eligibility decision, the requestor(s) may appeal to the Board in writing for the request to be heard.
- The superintendent or designee's written response and rationale for determining

the request ineligible will be submitted as a part of the materials for consideration by the Board as it hears the request on appeal.

- Appeals must be submitted to the Board within **fourteen (14)** calendar **days** of the date **of** the eligibility denial issued by the superintendent.
- After hearing a request, the Board will vote on the flag request within the next two (2) regularly scheduled and legally warned Board **meetings**.
- The Board **will** provide a written statement articulating why the flag request was approved or denied, to be delivered to the requestor(s) through the superintendent.
- The Board may also determine to renew a previously-approved flag to fly upon a **written** request **from the original applicant(s)** directly to the Board. Any such request shall follow the procedural requirements above.



# BELLOWS FREE ACADEMY

75 Hunt Street  
Fairfax, VT 05454  
Ph 802-849-6711  
Fax 802-849-2611  
[www.bfafairfax.com](http://www.bfafairfax.com)

**Justin Brown**, Middle School Principal  
**Elizabeth Noonan**, High School Principal  
**Thomas J. Walsh**, Elementary Principal  
**Geri Witalec-Krupa**, Director of Student Activities



#### BOARD OF DIRECTORS

Scott Mitchell, Chair   Sandy Alexander, Clerk   Kathi Muehl   Matt Hogan   Megan Maddocks  
Ella Stafford, Student Rep   Janaya Parsons, Student Rep

## BFA Fairfax Elementary School Board Report February 14, 2022

I want to express my appreciation to all the staff for their ongoing efforts to be flexible and responsive to the needs of our students. January was another challenging month and our staff continued to collaboratively work to keep our school open and safe. I appreciate the work of Justin Brown and the Transportation team for their efforts to respond to the driver shortage. I remain grateful to our families for the continued patience and support during these ongoing challenges.

### Proficiency-Based, Personalized Learning:

**NAEP Assessment Update- *The date for the NAEP has been moved to March 11 and 12 in response to the COVID surge in the past month.*** Selected BFA Fairfax Grade 4 students will participate in the National Assessment of Educational Progress (NAEP). NAEP is the largest nationally representative and continuing assessment of what students know and can do in various subjects. NAEP is different from our state assessments because it is a common measure of achievement across the country. The assessment is administered by the National Center for Education Statistics, within the U.S. Department of Education. The results are released as The Nation's Report Card, which provides information about student achievement to educators, parents, policymakers, and the public.

### Distributed Leadership and Student Agency:

**Cereal Box Food Drive:** Students on the Grade 3-4 Farrar/Myers team have been studying the transfer of energy and how adding height increases potential energy. They have explored Rube Goldberg machines and even started to create their own. In an effort to connect their learning and community service, they have planned a community service Cereal Box Food Drive. Students are requesting donations of full boxes of cereal (and any other non-perishable donation) for the Fairfax Food Pantry. Prior to delivering the food donations, students are planning on creating a giant chain reaction using the cereal boxes as dominos. We have spoken about keeping boxes clean and in good condition for donation and the students plan to do the chain reaction on February 18.

**100th Day and PBIS All School Celebrations-** We had fun on Wednesday, February 2 celebrating the 100th day of school. This is a long standing tradition in our elementary school. Students and staff dressed up in a variety of ways to reflect the number 100. We had a Zoom reading of the book Zero the Hero and engaged in movement and learning activities to mark the day.

Our students continue to demonstrate respect, responsibility, safety, and caring. As part of our PBIS work, students earn classroom celebrations. Over the past month, I have seen some great celebrations. Students really get excited about these opportunities including: PJ day, Fort day, and Cardboard day. We are having a Winter Spirit Week and a Winter Carnival as an All School Celebration during the week of February 14-18.

**SPIRIT DAYS:**

Monday: Valentines Day- Wear Red and Pink

Tuesday: Wear Your Favorite Sports and College Team Clothing

Wednesday: Wear Your Winter Hat Inside

Thursday:Decorate a Superhero Cape. We will supply the Capes!

Friday:Comfy Clothing Day

**Safe, Equitable, Healthy, Flexible Learning Environments:**

**Early Release Days-** This month we used our Early Release Day to engage in professional learning with our math consultant TJ Jemison and Joelle Van Lent on February 09. We continued our focus on implementing the Bridges Intervention assessments and materials and trauma sensitive practices to support students and staff.

**After School Title 1 Learning Opportunities-** We are planning for our second session of after school learning opportunities for students. This session will run from Mid-March through Mid-May provide tutoring support for students that have demonstrated an ongoing need in literacy and math, based on data and teacher recommendations.

**Engaged Partners: Parents and Community:**

**Genuine Foods-** Jason Williams the Genuine Foods Regional Manager for FWSU has decided to remain in his position at FWSU. We are really pleased that leadership at Genuine Foods recognized the valuable leadership Jason provides our FWSU schools.

**Pre K-4 Important Dates:**

<b>Winter Recess</b>	<b>February 21-March 2</b>
<b>School Budget Presentation</b>	<b>Saturday, February</b>
<b>Town Meeting Voting Day</b>	<b>Tuesday, March 1</b>



# BELLOWS FREE ACADEMY

75 Hunt Street  
Fairfax, VT 05454  
Ph 802-849-6711  
Fax 802-849-2611  
[www.bfafairfax.com](http://www.bfafairfax.com)

**Justin Brown**, Middle School Principal  
**John T. Tague**, High School Principal  
**Thomas J. Walsh**, Elementary Principal  
**Geri Witalec-Krupa**, Director of Student Activities



## BOARD OF DIRECTORS

Scott Mitchell, Chair   Sandy Alexander, Clerk   Kathi Muehl   Matt Hogan   Megan Maddocks  
Laurel Samson, Student Rep   Janaya Parsons, Student Rep

## Bellows Free Academy - Fairfax Board of School Directors Report: Grades 5-8 February 10, 2021

It is hard to believe that we are nearly at February Break, and rapidly approaching the end of Trimester II (March 11). Since the new year we have seen a slight increase in our available substitutes and greater coverage of classes (I have started to be able to attend team meetings again and am now more able to support our learners and classes!)

### **Proficiency Based Personalized Learning:**

In our Early Release Wednesdays, we have been working on student and staff self-care strategies, as well as reviewing data on Star 360 (student assessments). These times have been critical opportunities for staff to meaningfully reflect and plan for better instruction and support of students.

### **Distributed Leadership and Student Agency:**

After receiving a request from a 5th grade student about shifting away from disposable, single use containers and forks, we set up a meeting with Genuine Foods. The students did a lovely job advocating for increased use of reusable trays and metal silverware. This request was warmly received and within a week Genuine foods had shifted their practice and we now see far fewer disposable items, less garbage and much more reusable tray and flatware usage. In conversations with the students they are very excited to help the environment. And Genuine Foods is grateful for the suggestions as this will reduce costs for the food service.

### **Safe, Equitable, Healthy, Flexible Learning Environments:**

We continue to have daily internet outages across our school and sincerely hope that the community will support us in the upgrading of our capabilities to allow our school to be the technology-rich learning community that we aspire to be.

In Grade 5, in lieu of Valentines our fabulous team worked with students to practice and share genuine compliments and words of kindness. Each student throughout grade 5 will receive a bag of compliments as part of their celebration. It has been a great opportunity for students to practice being kind, generous and helpful to their classmates, and a nice opportunity for staff to catch their students being kind.

### **Engaged Partners: Parents and Community:**

We are continuing our partnership with the All Learners Network to support our math curriculum and assessment work throughout grades 5-8

We are also beginning to partner with Kevin and Kelly Perline to support the wellbeing of our staff and students. In our work with them we are practicing strategies of mindfulness, empathy and the foundations of Restorative Practices.

Respectfully submitted,

*Committed to ensuring all students become informed, literate, critical thinkers who demonstrate responsible social and civic behaviors.*

*Justin Brown*  
Grades 5-8 Principal



75 Hunt Street  
Fairfax, VT 05454  
Ph 802-849-6711  
Fax 802-849-2611  
[www.bfairfax.com](http://www.bfairfax.com)

# BELLOWS FREE ACADEMY

**Justin Brown**, Middle School Principal  
**Elizabeth Noonan**, High School Principal  
**Thomas J. Walsh**, Elementary Principal  
**Geri Witalec-Krupa**, Director of Student Activities

## BOARD OF DIRECTORS

Scott Mitchell, Chair   Sandy Alexander, Clerk   Kathi Muehl   Matt Hogan   Megan Maddocks  
Ella Stafford, Student Rep   Janava Parsons, Student Rep



## BFA Fairfax High School School Board Report February 14, 2022

### Proficiency-Based, Personalized Learning

Students continue to showcase their learning in a variety of ways. Below are a few highlights of the learning taking place in the second semester.

AP Biology- Students are growing 'fast grow' mustard plants. Each student picked a characteristic (ex. Flower size, height, fuzzy leaves), and they will preferentially breed the plants for that value. Once generated, they will grow the seeds and compare 1st and 2nd generation seeds to see if the plant has evolved toward the desired value.

American Dream- Students in the ELA/Global Citizenship course are working through the Roaring '20s. They are analyzing the impact of the Progressives on new standards of living and reading *The Great Gatsby*.

Flexible Pathways- Students worked with the maker space to build and program Lego robots with "sweet dance moves." Next, students will build metal robots and being programming higher-level functions.

Math Modeling - Tech students are working with a WorkKeys program to build the necessary math skills that connect with their courses at Essex Technical Center. Passing scores in this course can lead to industry credentials.

Graduation with Distinction applications are under review by committee members. Seniors earning a distinction will present their work to staff during an in-person presentation later this Spring.

We are excited to offer new courses in the Fall 2023 semester, including coding, creative nonfiction, women's history, advanced economics with CCV credit, interactive gaming, intro to graphic design, and the art of craft.

### Distributed Leadership and Student Agency

This past week Student Council hosted Winter Carnival. This student organization planned events for each day during Flextime and a "Winter Wipeout" for Wednesday's activity time. Student leaders organized 32 events for the week, including sledding, capture the flag, tik tok challenge, geo bee, musical chairs, themed clothing days, and family feud. This event promotes teamwork and sportsmanship as grades compete against each other.

National Honor Society students recently cooked a variety of food items and donated them to the Spectrum Youth Drop-In Center. This is an opportunity for our student leaders to understand the importance of community service and its impact on their peers.

### Safe, Equitable, Healthy, Flexible Learning Environments

Burlington Technical Center and Essex Technical Center representatives came to BFA and met with Freshman and Sophomore students interested in pursuing experiences in various skills areas. Many students take advantage of these programs, and we want to expand our technical school offerings.

Conversations have begun about opportunities for student travel. Currently, BFA HS has five exchange students. We have been contacted by a program in France that we worked with before the pandemic. French students stayed with BFA families and experienced a week of American high school. We are looking forward to conversations about reopening this program and travel for our students.

Tom Lane, science teacher, will be at the meeting to discuss a travel opportunity for students to study in Alaska this June. This is a grant-funded opportunity that BFA participated in before the pandemic.

### **Engaged Partners: Parents and Community**

We hosted a virtual opportunity for middle and high school families to learn how about course offerings for next year. Approximately 25 families attended and gathered information to help their students make course choices for next year.

I want to thank our custodial and transportation staff. These individuals have stepped up in incredibly challenging situations. They are striving to continue to serve the BFA community under severe staffing shortages. Additionally, I would like to thank the community for sharing the transportation burden over the past few weeks. We appreciate your support and understanding.

Respectfully Submitted,

*Elizabeth Noonan*

High School Principal



# BELLOWS FREE ACADEMY

75 Hunt Street  
Fairfax, VT 05454  
Ph 802-849-6711  
Fax 802-849-2611  
[www.bfafairfax.com](http://www.bfafairfax.com)

**Justin Brown**, Middle School Principal  
**Elizabeth Noonan**, High School Principal  
**Thomas J. Walsh**, Elementary Principal  
**Geri Witalec-Krupa**, Director of Student Activities



## BOARD OF DIRECTORS

Scott Mitchell, Chair   Sandy Alexander, Clerk   Kathi Muehl   Matt Hogan   Megan Maddocks  
Ella Stafford, Student Rep   Janaya Parsons, Student Rep

## Bellows Free Academy - Fairfax Board of School Directors Report Director of Student Activities February 14, 2022

As we near the end of the winter activities season, I am pleased to say that our BFA Fairfax community has done an outstanding job following guidelines and doing whatever is necessary to keep our students safe, in school, and taking part in the activities they love. Thank you to everyone for making this winter season a success, and we all look forward to the fresh air and sunny days the spring will bring for outdoor activities.

### **Safe, Equitable, Healthy, Flexible Learning Environments**

It has been exciting to be back in person watching the various sports and performing arts activities this winter. All of our teams and ensembles have shown tremendous growth over the season. With that said, some recent highlights have included our Nordic Ski Team hosting two successful home races, as well as earning numerous 1st and 2nd place team finishes this season. Additionally, our Varsity Cheerleading team members are the newly crowned NVAC Mountain Division Champions. They will be competing in the State Championships the weekend of February 19, while our remaining teams will begin postseason play/races over the next few weeks.

I am also happy to announce that this past Friday BFA Fairfax had NFHS Network cameras installed in the Richard Brown Gymnasium. These cameras will allow us to have professional quality live streaming for ALL events held in the gym from now on, so even our fans from afar will be able to take part in the action of BFA sports and the fantastic talents of our musical ensembles.

### **Engaged Partners: Parents and Community**

Although pandemic restrictions prevented us from having our traditional "Pink Game" fundraiser game with Richford for girls basketball, the proceeds from last Saturday's basketball game vs. Richford will once again be donated to the UVM Cancer Center. Thank you to all who attended the game, and we look forward to bringing the Pink Game back in all its glory next season!

### **Distributed Leadership and Student Agency**

I am proud to announce that Wyeth Haddock, Class of 2022, is BFA Fairfax's most recent recipient of the NIAAA/VSADA Student Scholarship. Each year the Vermont State Athletic Directors Association chooses the top ten student-athlete leaders in Vermont. Wyeth now joins this prestigious group of student-athlete leaders from our school community who have been honored with this annual award. Congratulations, Wyeth!

Respectfully submitted,

**Geri Witalec-Krupa**  
Director of Student Activities



## Superintendent's Report February 2022

I want to thank all board members for their support and confidence in my leadership. I feel fortunate for the opportunity to serve as superintendent for FWSU in the coming years. I have begun to solidify long term plans to move all of our schools forward to best serve students. The following are some of the highlights of my work:

**Reporting Procedure:** We have created a procedure to provide detailed steps for reporting sexually inappropriate conduct by staff that involves students. After review by our attorney and law enforcement, our [Procedure for Reporting Inappropriate Behavior by Employees](#) is ready for your review. Upon approval by the board, I will share it with all employees.

**COVID Update:** We continue to work to keep our school open. Administration and faculty have exhibited great flexibility to cover for teachers impacted by the recent Omicron wave. We have shifted to the Test at Home protocol which has greatly reduced the stress and workload on nurses, office staff and administration. I am hopeful that we may be able to return to more "normal" procedures and expectations after our February break, but, for now, we will continue to follow the guidance of the AOE and VTDOH.

**Policy:** In order to update our policies, we will begin the adoption policy at our March FWSU board meeting and continue to individual boards following [this timeline](#). Our first step is to adopt required policies that are currently not in our policy list. Next will be updates to existing required policies. We will follow the same process with the recommended policies in the fall. All policies need to be approved by the FWSU board and each board individually. Candace is working on a format to post policies that will be more clear and concise.

We will also be discussing a draft [Flag Policy](#) at tonight's meeting. The draft is compiled from the policies of other districts in the state. The major difference in the policies I viewed was the duration of the flag approval. I would like your opinion regarding the policy, in general, and this criteria specifically. The next steps will be to vet the policy

through our attorneys before beginning the approval process at the FWSU Board level as described above.

**Budget and Town Meeting:** You should have each received a personal invitation to a zoom webinar for the budget presentation on Saturday February 26th at 1 PM. You will receive a reminder email the day before and an hour before the meeting. Central office staff is working on flyers and other methods to communicate the budget information.

Respectfully submitted,

*JOHN T. TAGUE*

John T. Tague  
Superintendent

## **REPORTING INAPPROPRIATE BEHAVIOR INVOLVING FWSU EMPLOYEES**

Purpose: To supplement and emphasize existing policies and procedures to be followed by all FWSU/member district employees. In addition to providing additional assurance that district employees are following established policies and procedures, this procedure will allow the Administration to establish connections between separate reports which could be shared with DCF and law enforcement or used for internal purposes.

Procedure: All reports of suspected sexually inappropriate behavior by a staff member directed at a student shall be immediately reported to:

- Department of Children and Families (DCF)
- Building Principal
- Title IX Coordinator
- Superintendent

Sexually Inappropriate behaviors include sexual harrasment, sexual assault, sexting, and grooming behaviors.

If the report of inappropriate behavior involves the Principal or Title IX Coordinator, the reporter shall report the incident directly to the Superintendent.

The matter shall be investigated pursuant to the District's Title IX or other applicable policy. The matter shall be coordinated with law enforcement, where law enforcement authorities are investigating the matter.

Per the Student Harassment, Hazing, and Bullying policy:

*Reports made to either DCF or law enforcement shall not be considered to absolve the school administrators of their obligations under this policy to pursue and complete an investigation upon receipt of notice of conduct which may constitute hazing, harassment and/or bullying.*

If the report involves actions that meet the criteria for sexual harrasment under Title IX, the Title IX procedures for investigation will be followed.

Failure to comply with this procedure will result in disciplinary action, up to and including termination.

FWSU Policy Adoption Timeline

	FWSU	GEMS	BFA	FES
<a href="#">Policies Group 1</a>	March: First reading April: Second reading/ Adoption	April: First reading May: Second reading/ Adoption	April: First reading May: Second reading/ Adoption	April: First reading May: Second reading/ Adoption
<a href="#">Policies Group 2</a>	April: First reading May: Second reading/ Adoption	May: First reading June: Second reading/ Adoption	May: First reading June: Second reading/ Adoption	May: First reading June: Second reading/ Adoption

Policies Group 1 (Required policies not in place):

- B1-Substitutes
- B3-Alcohol and Drug Free
- B7-Tobacco Prohibition
- B8-Electronic Communication between Employees and students
- C1-Student Records
- C5-Firearms
- C11-Freedom of Expression
- C12-Title IX
- D1-PBGR
- D3-Responsible Use
- D4-Title 1 Comparability
- D5-Animal Dissection
- D7-Special Education
- E1-Title 1 Family Engagement

Policies Group 2 (Required that need updates)

- A1- Board Member Conflict of Interest
- B2-Volunteers
- B5-Employee Harassment
- C3-Transportation

C4-ELL

C6-Home Study

C8-Pupil Privacy Rights

C9-Nutrition and Wellness

C10-Prevention of HHB

C14- Section 504 and ADA Grievance Protocol for Students and Staff.

D6-Class Size

F1-Travel reimbursement