

SLATE VALLEY UNIFIED UNION SCHOOL DISTRICT
Regular Meeting
TUESDAY, November 12, 2019
Fair Haven Union High School
6:30 p.m.

Approved Minutes

Name	Role/Term	Town Representing	In Attendance
Kris Benway	Director of Special Services	Slate Valley UUSD	-
Pati Beaumont	Board Member	Benson	-
Rebeckah St. Peter	Board Member	Benson (Appointed 4/8/19)	X
Amy Munger	Board Member	Benson	X
Toni Lobdell	Board Member	Castleton	X
Tim Smith	Board Member	Castleton	-
Julie Finnegan	Board Chair	Castleton--Board Chair	X
Vacant	Board Member	Hubbardton	-
Joshua Hardt	Board Member	Hubbardton	X
Vacant	Board Member	Hubbardton	-
Tanya Tolchin	Board Member	West Haven 9/30/19 1st meeting	Via phone
Angela Charron	Board Member	West Haven	-
Michael (Trevor) Ezzo	Board Member	West Haven	X
Tara Buxton	Board Member	Fair Haven	-
Mike Bache	Board Member	Fair Haven (Appointed 4/8/19)	X
Rick Wilson	Board Member	Fair Haven	X
Peter Stone	Board Member	Orwell	-
Glen Cousineau	Board Vice Chair	Orwell -- Vice Chair	X
Dave Carpenter	Board Member	Orwell	X
Brooke Olsen Farrell	Superintendent	Slate Valley UUSD	X
Cheryl Scarzello	Director of Finance	Slate Valley UUSD	X
Chris Cole	Director of Operations	Slate Valley UUSD	X
Casey O'Meara	Director of Curriculum I&A	Slate Valley UUSD	X

Audience Attending: Scott Lobdell, Scott Folmsbee, and Judy Folmsbee.

Pledge of Allegiance: Julie Finnegan led the Board in the Pledge of Allegiance

Call to Order: Julie Finnegan called the meeting to order at 6:39 pm.

Approval of Agenda: Mike Bache made a motion to approve the agenda with the addition of an Executive Session for a Legal Matter discussion. This was seconded by Toni Lobdell; motion carried by the full Board.

Approval of SVUUSD Minutes - October 28, 2019: Glen Cousineau made a motion to approve the minutes of 10/28/19; Mike Bache seconded this; there was one abstention by Trevor Ezzo; motion carried by Board.

FHUHS - Student Presentation: Cancelled due to no school, presentation will be rescheduled to December.

Public Comment: None

Correspondence: None

Committee Reports:

- **Finance Committee:**

Warrants: Total Payments: \$2,218,643.73; Trevor Ezzo made a motion to approve the Total Payments of \$2,218,643.73 and this was seconded by Toni Lobdell; motion carried by full Board.

Grants: \$17,820.07; Trevor Ezzo made a motion to approve the Grant Payments in the amount of \$17,820.07, and this was seconded by Glen Cousineau; motion carried by full Board.

Finance committee will ask the Superintendent to explore grade 6,7,8 graders from BVS through School Choice with Administration, staff and parents; such School Choice would include Transportation.

December 10, Cheryl hopes to have a first draft of the budget. We will still not know insurance costs before the 10th.

Board Process: How we can involve the Board in the upcoming meetings.

Budget FY 21

- **Policy Committee**

Approval to Rescind Policies; Toni Lobdell made a motion to rescind the following policies as they are no longer needed per VPA; this motion was seconded by Glen Cousineau; motion was carried by the full Board.

Policy B6 - HIPPA Compliance

Policy C28 - Trnsgender and Gender Nonconforming Students

Policy D2 - Grade Advancement

Policy F31 - Emergency School Closings

- **Policy A2 - Participation at Board Meetings;** Toni Lobdell made a motion to adopt and Glen Cousineau seconded; discussion ensued; After discussion Toni and Glen rescinded their motions to send this back to the Policy Committee for further discussion as attendance at Board Meetings has become an issue. We almost did not have a quorum this evening again.

Retirement: Chris Stanton put in his intent to retire at the end of this school year. Brooke spoke about his very long tenure here at ARSU/Slate Valley. Mike Bache made a motion to accept his retirement request with regret. The Board thanked him for his service. Trevor Ezzo also shared that Mr. Stanton was a teacher that went well beyond his required duties. He will be missed. This motion was seconded by Josh Hardt; motion carried by the full Board.

Sandy James also gave a letter of resignation effective at the end of the school year. She had two years of service to the school district traveling from NY State. The Board is also grateful for her service to the district. Glen Cousineau made a motion to accept Sandy James' resignation, this was seconded by Toni Lobdell; motion carried by the full Board.

High School Graduation: There was to be a \$20,000.00 costs to be billed to FHUHS if we continue to use Castleton University for Graduation and we did not budget for this next year. The HS students were surveyed and want graduation to come back to FHUHS. Weather dependent if inside or out on LaPlaca Field.

Community Outreach (Innovation Project): Brooke shared a calendar of events and community meetings for each community and asked Board Members to sign up to speak at these different venues. Josh has also prepared information and talking points for the Board Members to share in the community at these events.

Leave of Absence Request: Ashley Duckett amended her Leave of Absence Request Form (Brooke handed out the amended request this evening). David Carpenter made a motion to approve this request and this was seconded by Josh Hardt; motion carried by the full Board.

Central Office Report:

Superintendent's Report

Substitute Pay- Finding substitute for teachers and instructional assistants has been difficult over the past several years. Recently, we gathered data from the surrounding districts on substitute pay. We found that we are lower than the other districts. As a Leadership Team we would like to raise the daily rate from \$85.00 to \$100.00 starting on December 1st. We further realized that when minimum wage changes in January, at our current rate of \$85.00 per day we would be below minimum wage.

Role of Principals at Board Meetings- At a recent Leadership Team Meeting we discussed the role of principals at board meetings. Due to shift in governance structure their roles have changed. I have asked that the principal attend the board meeting when their students are presenting. The principal that attends that evening will be representing the entire group of principals.

Communication for the Innovation Project- Our Communications Coordinator, Josh Burlette put together a list of meetings in the surrounding towns ([linked here](#)). We would like board members to sign-up to attend some of these events. We are in the process of putting together a communications packet for you for those meetings. In addition on November 20th we will be having a Community Meeting at FHUHS at 6:30 to review the plan for the HS and to give a tour of the existing issues in the building.

Director of Curriculum, Instruction & Assessment

Slate Valley is making progress toward our college and career readiness goals. With the support of two proficiency-based learning coaches, a personalized learning coach, and work-based learning coordinator, Slate Valley is engaging students in a number of different learning experiences in and outside of the classroom.

Continuous Improvement Goal #1-Student Engagement

Slate Valley will implement personalized proficiency-based learning systems for all students based on the district's vision (*All students are engaged in rigorous, authentic, experiential, individualized learning that is supported or accelerated to ensure that they meet or exceed standards.*). Slate Valley will engage in PLP development and instructional practices to connect learning in school with student goals outside of school. This will require development of systems and practices to facilitate personalized experiential learning in our schools.

-A strategy identified to reach goal number one is to provide building-level administration and guidance personnel with the framework to implement flexible pathways in grades 7-12 promoting a growth mindset and higher student engagement and responsibility. During the 2019-2020 school year Slate Valley Unified Union School District (SVUUSD) will explore connections and extension to middle and elementary grades will also be pursued.

-A measure of this strategy's effectiveness comes from students having opportunities outside of "normal" courses to work toward proficiency in both academic and transferable skill proficiencies. Students will be able to earn a high school diploma through traditional course work in addition to other alternatives.

Continuous Improvement Goal #4 Communication

Slate Valley will develop and implement a process to communicate with the broader community to accomplish collective commitments. We will also work to develop community connections through curricular and instructional initiatives as we develop partnerships with our community to support flexible pathways.

-A strategy identified to reach goal number four is to have SVUUSD's Communications Coordinator, Proficiency-Based Learning Coaches, Personalized Learning Coach and Work-Based Learning Coordinator, in conjunction with building-level administrators, identify community needs and resources to structure programs integrating the needs and resources to motivate and engage students in learning. The District will continue to actively seek community organizations and businesses to foster opportunities to engage with the schools and provide learning experiences outside of school.

-A measure of this strategy's effectiveness comes from a shared understanding of educational practices, in combination with Acts 46 & 77, as communities develop the capacity to support teaching and learning

in Slate Valley. A deeper understanding of Slate Valley's approach to personalized proficiency-based learning, why it's important and what it looks like in practice, through community resources will be assessed through student participation and community partner feedback.

Thank you to the individuals and businesses willing to provide learning experiences for students in Slate Valley so far this school year. The students of Orwell, Fair Haven, West Haven, Benson, Castleton, and Hubbardton benefit as a result of the willingness people at the businesses below provide learning within our community. With the support of Addison and Rutland Counties, SVUUSD provides a new model of education supporting career and college readiness.

The Binding Site
Hadeka Slate
Hubbardton Forge
ABC Daycare

Mill Pond Farm
Shaws Market & Deli
Rutland Regional Medical Center
Castleton Vet Clinic

Fair Haven Concerned
McDonalds
R&D Automotive
Woof Pack
Makato School of Martial Arts
R.L. Vallee Inc.
Castleton Community Health Center
Town of Fair Haven

Director of Operations

In anticipation of the winter heating season we've been working to upgrade the HVAC system software at the Orwell Village School to an updated version that will increase ease of access to the program. We've also been gathering some of the preliminary information for the other district schools as we look to improve the ability of our facility managers to monitor and maintain proper temperatures in all of our schools. Final preparation is underway to update the entrance at the Benson Village School in the coming months. Work is also underway to complete the installation of a backup internet connection to provide a failover network for our district schools in response to a recent fiber network outage statewide as a result of recent storm damage.

Director of Special Services

Special Services and the Business Office have worked diligently to complete the budget forecast of staffing, services, programmatic needs, and other resources necessary for the implementation of special services throughout Slate Valley for the 2020-2021 school year. This information is required for the submission of the Slate Valley Special Education Service Plan that is due each year by October 15th and serves as the foundation for building the special services budget in our district. This is one of the tasks that we thought may be going away with the passage of Act 173, but due to the postponement of the implementation we were required to complete the forecasting again this year. Our services plan was submitted and approved by the Agency of Education (AOE) in October.

Additionally, with regard to Act 173, the Agency of Education has just released more guidance on this issue. This document ([Educational Support Teams in School District Systems: Act 173 Technical Guidance](#)) is one of a series of four supporting documents AOE has developed to provide supplemental information to the Education Quality Standards (EQS) rules and practices as they pertain to the change in practices necessary to implement Act 173. In a previous document entitled, [Developing Systems to Support the Success of All Students released on Aug. 26, 2019](#), the AOE identified four areas of focused activity for school districts and supervisory unions (SU/SDs) under Act 173:

- Educational Support Teams (ESTs);
- Local Comprehensive Assessment System;
- Coordinated Curriculum; and
- Needs-based Professional Development.

The AOE will be publishing supplemental guidance documents for each of these focus areas regularly through January of 2020. Together, the goal of these guidance documents is to build coherence among educational stakeholders about the work involved to implement Act 173 successfully. Coherence and focus will be necessary as we then shift our work to identifying, supporting and scaling best practices across the entire educational system.

The AOE has also recently released the [MTSS Field Guide](#). The VTmtss Field Guide 2019 presents "an expanded framework for enacting a multi-tiered system of supports with a uniquely Vermont focus. The goal of the Vermont Multi-Tiered System of Supports (VTmtss Framework) is to guide Vermont educators as they work to prevent difficulties and proactively provide appropriate supports so that all students can succeed. This edition reflects a renewed and strengthened commitment to promoting rigorous outcomes for everyone, especially for students who have been historically marginalized or underperforming, or both. VTmtss is fundamentally about changing opportunity for all students. There are explicit connections to the larger Vermont educational landscape so that schools and districts can see how the VTmtss

Framework components and initiatives reinforce, support and inform each other (e.g., proficiency-based learning, positive behavior supports). To be effective, these connections need to create coherent opportunities and be well-integrated. VTmtss can serve as a framework to organize these efforts.”

Director of Finance

The Business Office is already looking ahead to the end of the calendar year. In January we will be issuing the final Form W-2s for Addison Rutland Supervisory Union and Orwell School District for employees that had earnings from January 1, 2019 to June 30, 2019. Some of these same employees may also receive a Form W-2 from Slate Valley Unified Union School District. Since Slate Valley UUSD (formerly Slate Valley *Modified* UUSD) was in operation as of January 1, 2019, and we implemented eFinancePlus as of July 1, 2019, our next project is to upload all the employee information needed for the Form W-2 from ProFund to eFinancePlus. We will need to do a similar upload for Form 1099 information from accounts payable.

Open enrollment began on Monday, November 4th and will run until November 22nd. During this time employees are able to enroll in or make changes to benefits for which they are eligible. There have been a few changes to the out-of-pocket maximums for prescriptions for the Gold and Silver CDHP plans to coincide with federal HSA minimum deductibles. These changes will not increase the total out-of-pocket exposures for these plans. A representative from csOne, our third party administrator for our flexible benefit accounts, will be on-site Wednesday and Thursday after school to review the benefits we offer (HRA, HSA, FSA, LPFSA and DCA) and answer questions. We have been very satisfied with the level of service we have been receiving from csOne and based on the lack of complaints from employees, we believe staff are feeling the same way. This is Jennifer Book's second year handling open enrollment for the district. She has done a great job streamlining the process and working with staff answering the many questions that come her way.

Other Business: Discussion of Open House at FHUHS on 11/20/19. Roles of Board Members at this meeting were discussed as was the plan that Josh B and Central Office folks had put together. Brooke explained the information that is being prepared to share on that evening.

Cheryl Scarzello is asking for a Board Member to volunteer for a Food Advisory Committee on 11/14/19 at 2 pm at FHGS. Rebeckah St. Peter volunteered for this committee.

Cheryl had given the requested data to the Board. Meals served increase for Breakfast by over 2000, from last year due to our new food service program with free breakfasts and lunches. Lunches have increased by over 1,000 meals from this same point last year. This is a larger number of participants than Cheryl originally predicted.

Executive Session - If Needed: Glen Cousineau made a motion to move into Executive Session at 8:17 pm for the purpose of discussing a legal matter. This was seconded by Mike Bache. David Carpenter made a motion to come out of Executive Session at 8:24 pm, this was seconded by Toni Lobdell with the following action taken: Glen Cousineau made a motion to pursue the class action lawsuit/claim against JUUL and to give Brooke Olsen Farrell, Superintendent permission to sign this claim on Slate Valley Unified Union School District's behalf. This was seconded by Josh Hardt. Motion carried by the full Board.

Agenda Building:

1. Brooke to make a template for the Executive Committee to discuss and see what additional information they would like individual Principal's to speak to when the Board meets within their individual buildings.
2. Building and Grounds Meeting
3. Policy Committee Reports
4. Feedback from 11/20/19 Open House
5. Innovation Committee Updates

Adjournment: Toni Lobdell made a motion to adjourn at 8:25 pm; this was seconded by Trevor Ezzo; motion carried by full Board.

SVUUSD Board Meeting - Nov. 25, 2019 - CES - 6:30 p.m.

SV Building & Grounds Committee/Policy Committee Mtgs. - Nov. 25, 2019 - CES - 5:30 p.m.

Respectfully Submitted,
Bonnie Lenihan

