

Colchester School Board

Meeting Agenda and Packet

March 15, 2022

**Colchester School District
Board of Education Meeting
March 15, 2022 - 7:00 P.M.
Colchester High School Library**

Agenda

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|--------------|---|--------------------|
| I. | Call to Order | |
| II. | Citizen Participation* | |
| III. | Hear Nominations for School Board Reorganization and Approval of Newspaper of Record | Action |
| IV. | Black Lives Matter Flag | Action |
| V. | Hear Preschool Presentation | Information |
| VI. | Approval of Recommendation for Administrator Contract Renewals 2022-2023 | Action |
| VII. | Approval of Recommendation for Teacher Contract Renewals 2022-2023 | Action |
| VIII. | Approval of School Calendar for 2022-2023 | Action |
| IX. | Approval of Consent Agenda | Action |
| X. | Approval of Meeting Minutes: March 1, 2022 | Action |
| XI. | Board/Administration Communication, Correspondence, Committee Reports | Information |
| XII. | Future Agenda Items | Information |
| XIII. | Executive Session to Discuss Negotiations | |
| XIV. | Adjournment | |

***Meeting Participation and Viewing Options**

Meetings are open to the public unless warned otherwise. Colchester citizens have an opportunity to speak or comment on any items listed on the agenda. For topics not listed on the agenda, public comment can be made during the Citizen's Participation agenda item. Please review the Public Comment Rules listed at www.csdt.org/schoolboard prior to the meeting. If not attending in person, citizens may also participate in the meeting by emailing a prerecorded message to schoolboard@colchesters.org with "Citizens Participation" listed in the subject line. It must be received by noon on the day of the meeting, include your full name and phone number, and follow the Public Comment Rules. LCATV will provide live stream coverage via: www.lcatv.org/live-stream-3.

Mar. 9th, 2021

Good evening Colchester School Board,

Three months ago, students addressed the board asking for a three month extension for the flying of the Black Lives Matter flag while the Social Justice Alliance took this time to get organized as a club. We are writing again to encourage the board to keep flying the Black Lives Matter flag at schools across the district.

The phrase does not mean 'only Black lives matter' but 'Black lives matter too'. The movement is inclusive of all minorities as well, not just Black people. The flag represents more than just the words on it. It represents a message of inclusivity for all minorities. This is a message that is very necessary at Colchester schools.

We would also like to point out that the Flagpole Request Policy states that the school board may determine to raise any flag which clearly supports a stated district goal. Equity is one of the many goals of the Colchester School District, so the flying of this flag serves as a reminder to students and staff of the work that is being done and the work that is still needed.

Lastly, in Section 2, letter E of the policy, the document states that: "The Board may also determine to renew a previously-approved flag to fly upon a written request from the original applicant directly to the board". In December of 2021, it was decided by the board that we could send this written request every three months asking for the renewal of the BLM flag until we agree that it is time to be removed. We fear that asking us to come back every three months, in person, could lead to some unintended consequences and inequitable barriers in our abilities to advocate for our goals.

We strongly encourage the board to take the necessary steps to keep the BLM flag up for the rest of the school year as a commitment to students and families of color in the Colchester school district.

Thank you for your time,
Social Justice Alliance

COLCHESTER SCHOOL DISTRICT**POLICY: FLAGPOLE REQUESTS****DATE ADOPTED:** January 19, 2021**POLICY STATEMENT**

Under state statute the Colchester School District is a municipality and a government body. Therefore, it is the policy of the CSD 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 CSD 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 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.

I. MANAGEMENT AND CONTROL

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 the steps and approval process outlined below.

Excluding the United States and Vermont flags, only two flags at a time may be approved by the Board to be raised. Preference shall be given based on when a request is received by the CSD administration.

The School Board will only consider flag requests from CSD 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. Any approved flag requests must also comply with existing District policies.

Only the main flagpole at a CSD building will be utilized for the purpose of this policy. Proposed flags may be flown for a maximum three (3) month duration determined by the School Board. The CSD Board may remove a previously-approved flag at any time.

Date Warned: December 11, 2020

First Reading: December 15, 2020

Second Reading: January 5, 2021

Third Reading: January 19, 2021

II. REQUIRED STEPS FOR FLAG PROPOSALS

- A. 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.

1. Required Proposal Components

- a) A visual replication of the exact flag, with dimensions and method of attachment to the flagpole. Any proposed flag may not be larger than the American flag.
- b) 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.
- c) A proposed time frame for raising and flying the flag.
- d) Estimated cost of the flag.
- e) Evidence of support from a faculty advisor/sponsor.
- f) Demonstrated student support for the proposed flag.

2. Exclusionary Criteria

- a) The flag may not be libelous, defamatory, obscene, lewd, vulgar, or profane.
- b) The flag may not violate federal, state or local laws.
- c) The flag may not violate any district policy.
- d) 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.
- e) 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.
- f) 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).
- g) The flag may not be commercial in nature.

- B.** 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.
- C.** 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.
- D.** 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.
- E.** 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 in step B (above).



COLCHESTER SCHOOL DISTRICT CALENDAR – SY 2022-2023 (GRADES PK-12)



M	T	W	Th	F	August 2022	M	T	W	Th	F	February 2023		
1	2	3	4	5	Aug 25, 29-30: Professional Development			1	2	3	Feb 1: Early Release Day (grades K-12)		
8	9	10	11	12	Aug 26: Teacher Prep Day	6	7	8	9	10	Feb 1: No School for MBS Preschool Students		
15	16	17	18	19	Aug 30: Smart Start/Orientation for K, 3, 6 & 9	13	14	15	16	17	Feb 27 - March 3: School Recess		
22	23	24	25	26	Aug 31: 1st Day of School (grades K-12)	20	21	22	23	24			
29	30	31				27	28						
Student Days: 1			Cumulative: 1			Student Days: 18			Cumulative: 112				
M	T	W	Th	F	September 2022	M	T	W	Th	F	March 2023		
			1	2	Sept 5: Labor Day			1	2	3	March 6: Professional Dev. 8 am–11:30 am & Conferences 12 pm–4 pm (grades PK-5)		
5	6*	7	8	9	Sept 6: 1st Day of Preschool*	6	7	8	9	10	March 6: Professional Development (grades 6-12)		
12	13	14	15	16		13	14	15	16	17	March 7: Conferences 10:30 am–6:30 pm (grs PK-12)		
19	20	21	22	23		20	21	22	23	24	March 24: Professional Development		
26	27	28	29	30		27	28	29	30	31			
Student Days: 21			Cumulative: 22			Elementary Student Days: 17			Cumulative: 129				
M	T	W	Th	F	October 2022	M	T	W	Th	F	April 2023		
3	4	5	6	7	Oct 7: Professional Development (grades PK-8)	3	4	5	6	7			
10	11	12	13	14	Oct 7: Conferences 10:30 am–6:30 pm (grs. 9-12)	10	11	12	13	14	April 5: Early Release Day (grades K-12)		
17	18	19	20	21	Oct 10: School Recess	17	18	19	20	21	April 5: No School for MBS Preschool Students		
24	25	26	27	28	Oct. 26: Early Release Day (grades K-12)	24	25	26	27	28	April 24-28: School Recess		
31					Oct. 26: No School for MBS Preschool Students	Student Days: 15			Cumulative: 144				
Student Days: 19			Cumulative: 41										
M	T	W	Th	F	November 2022	M	T	W	Th	F	May 2023		
	1	2	3	4	Nov 21: Conferences 10:30 am–6:30 pm (grs. PK-8)	1	2	3	4	5			
7	8	9	10	11	Nov 21: Professional Development (grades 9-12)	8	9	10	11	12			
14	15	16	17	18	Nov 22: Conferences 8 am–12 pm (grades PK-5)	15	16	17	18	19			
21	22	23	24	25	Nov 22: Professional Development (grades 6-12)	22	23	24	25	26			
28	29	30			Nov 23-25: School Recess	29	30	31			May 29: Memorial Day		
Student Days: 17			Cumulative: 58			Student Days: 22			Cumulative: 166				
M	T	W	Th	F	December 2022	M	T	W	Th	F	June 2023		
			1	2					1	2	June 14: Earliest Possible Closing		
5	6	7	8	9	Dec 7: Early Release Day (grades K-12)	5	6	7	8	9	June 15-21: Make-up Days (for emergency closings)		
12	13	14	15	16	Dec 7: No School for MBS Preschool Students	12	13	14	15	16	June 15: Professional Development (PK-12 staff)*		
19	20	21	22	23	Dec 23-30: School Recess	19	20	21	22	23	June 16: Prof. Dev. 8 am–12 pm (PK-5 staff)*		
26	27	28	29	30		26	27	28	29	30	TBD: CHS Graduation Day		
Student Days: 16			Cumulative: 74			Secondary Student Days: 10			Cumulative: 176				
											*Professional Development will be held on the first two days following the close of school. The second day is for PK-5 staff only (this is a half day).		
M	T	W	Th	F	January 2023								
2	3	4	5	6	Jan 2: School Recess								
9	10	11	12	13	Jan 16: MLK Holiday	Fall 2021 Open House Dates				Professional Development Day or Conferences – No School			
16	17	18	19	20						School Recess or Holiday – No School			
23	24	25	26	27		Dates & Times To Be Determined				Early Release Day – Dismissal at at 12:00 noon (grades 6-12) and 12:45 PM (grades K-5). No preschool on these days.			
30	31									Emergency Closing/Snow Day - No School			
Student Days: 20			Cumulative: 94							Potential Make-Up Days for Emergency Closings			
3rd Draft (1/19/22)											Students in Colchester attend school 176 days		

CONSENT AGENDA

Board Meeting Date: March 15, 2022

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Amy	Kreiger	Leave of Absence	Teacher	1.0 FTE	CMS	Requesting leave of absence for the 2022/2023 School Year			
Teacher	Mark	Winchester	Resignation	Title I	1.0 FTE	MBS	Request to end employment 06/30/22			
Teacher	Mark	Winchester	New Hire	Elementary Teacher	1.0 FTE	MBS	Request to Hire		Yes	Yes
Teacher	James	Bean	Leave of Absence	Elementary Teacher	1.0 FTE	MBS	Requesting leave of absence for the 2022/2023 School Year			
Teacher	Sarah	Carroll	New Hire	Part-Time ELL Long Term Substitute	.40 FTE	MBS	Request to Hire		Yes	Yes
Teacher	Tara	Sharkey	Resignation	Math Teacher	1.0 FTE	CHS	Request to end employment 06/30/22			
Teacher	Tara	Sharkey	New Hire	Match Coach - One Year Only	1.0 FTE	CMS	Request to Hire		Yes	Yes

Non-Licensed Employees (Support Staff), Board Approval Required

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support

Non-Licensed Employees (Support Staff), Informational

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Support Staff	Richard	Bigue	New Hire	Custodian	40	CHS	Notice of Hire	Simeon Munanga	Yes	Yes
Co-Curricular	Matthew	Robinson	New Hire	Softball Coach		CMS	Notice of Hire	Angie Bouyea	Yes	Yes

COLCHESTER SCHOOL DISTRICT

Board of Education Meeting
Colchester High School Library

Tuesday, March 1, 2022
7:00 p.m.

MINUTES (General Session)

The Colchester Board of Education held a regular board meeting on Tuesday, March 1, 2022, in the Colchester High School Library. Board members in attendance were Board Chair Craig Kieny, Directors Lindsey Cox, Nic Longo, and Ben Yousey-Hindes. District administrators in attendance included Superintendent Amy Minor, Business and Operations Manager George Trieb, Director of Curriculum Gwendolyn Carmolli, and Director of Student Support Services Carrie Lutz. There were no audience members.

I. Call to Order & Pledge of Allegiance

Board Chair Craig Kieny called the meeting to order at 7:00 p.m. and led in the Pledge of Allegiance.

II. Citizen Participation

Board Chair Craig Kieny acknowledged that this is his last meeting since he is stepping down from the board. He thanked the community, his fellow board members, and all the school staff for their hard work and dedication. He recognized Superintendent Amy Minor for the energy and experience that she brings to her position and district.

III. Hear Colchester School District Audit Report for FY'21

Information

Fred Duplessis, CPA from Sullivan, Powers and Co., provided the board and community with an overview of their audit report and findings for FY'21. A copy of the report is available on the district website. The audit was clean and the district was found to be in full compliance.

IV. Quarterly Financial Report

Information

Business and Operations Manager, George Trieb, provided details on the year-to-date financial report for the period ending in December 2021. Revenue and expenditures tracked mostly as expected and the district should expect a slight surplus of \$289,733.

V. Approval for Purchase of Wheelchair Accessible Vehicles

Action

Business and Operations Manager, George Trieb, requested approval from the school board to purchase a wheelchair-accessible van for student transportation. The purchase of the van would be funded using the ARP IDEA grant.

Director Longo moved to approve the recommendation to purchase a wheelchair-accessible van and authorized the Business and Operations manager to sign the necessary documents.

VI. Second and Final Reading of Special Education Policy: G2 **Action**

It is a requirement of the Federal Agency of Education for districts to have a Special Education policy. It was drafted by the Vermont School Boards Association in conjunction with legal counsel from the Vermont Agency of Education. No edits were recommended by the board.

Director Yousey-Hindes moved to approve the second and final reading of the Special Education Policy: G2. The motion passed unanimously.

VII. Hear and Discuss FY'23 Budget Results **Information**

Unofficial results show that the school article regarding the FY'23 school budget passed with 1,858 votes in favor and 973 votes against. The board and Superintendent Amy Minor thanked the community for their support. The two additional articles added to the ballot regarding board member compensation and permission for the district to borrow funds also passed. Director Longo was reelected to a 3-year term and Felix Anderson will join the board as a new member in a 2-year term.

VIII. Update of COVID-19 Mitigation Measures **Action**

Superintendent Amy Minor provided an update on COVID-19 mitigations measures in the district. The Agency of Education is not extending the mask requirement for schools where the student vaccination rate is 80% or higher. The district is waiting for verification on individual school vaccination rates from the State. Superintendents have been told that State officials are currently evaluating the updated guidance from the CDC and will host a press conference on Thursday.

The board engaged in a discussion about their authority to keep or remove masking mandates regardless of what the state recommends. Superintendent Minor noted that since the pandemic started, the board and the district have always followed the guidance set out by the Health Department and Agency of Education.

Director Yousey-Hindes moved to recommend that the Colchester School District continue to follow the advice and recommendations of health officials and state experts in regards to COVID-19 mitigation measures and authorized the superintendent to act as necessary to see that happens.

IX. Approval of Consent Agenda **Action**

The following Consent Agenda was reviewed by the board.

CONSENT AGENDA

Board Meeting Date: March 1, 2022

REVISED

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support

Non-Licensed Employees (Support Staff), Board Approval Required

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support

Non-Licensed Employees (Support Staff), Informational

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Support Staff	Molly	Parent	Resignation	Paraeducator	32.5	CHS	Notice of Resignation Effective 4/15/2022			

Director Longo moved to approve the Consent Agenda for March 1, 2022. The motion passed unanimously.

X. Approval of Meeting Minutes: February 15, 2022 **Action**

Director Yousey-Hindes moved to approve the minutes from the meeting held on February 15, 2022. The motion passed unanimously.

XI. Approval of Special Meeting Minutes: February 15, 2022 **Action**

Director Yousey-Hindes moved to approve the minutes from the special meeting held on February 15, 2022. The motion passed unanimously.

XII. Board/Administration Communication, Correspondence, Committee Reports **Informational**

- In December, students in the Social Justice Alliance Club requested to raise the BLM flag on district flagpoles. Under district policy, the flag is scheduled to come down in early April. The club has notified the district that they will be sending a written proposal before the next school board meeting to request to keep it raised for another 90 days.
- The CHS Debate Team is looking for judges for Saturday, March 12. The board was encouraged to participate.
- Superintendent Amy Minor and other board members expressed their gratitude for the nine years of service from Board Chair Craig Kieny. They honored and thanked him for his perspective, willingness to listen and work with anyone regardless of differences in opinion, for representing taxpayers and their fiscal concerns well, and always putting students at the center of decisions.

XIII. Future Agenda Items **Informational**

- Administrator and Teacher Contract Renewals
- Preschool Presentation
- Citizens Participation Discussion
- Facilities Information
- Policy Work

XIV. Executive Session to Discuss the Superintendent Evaluation **Action**

Director Yousey-Hindes moved to enter executive session at 8:02 p.m. to discuss the superintendent's evaluation. The motion passed unanimously.

Director Longo moved to exit executive session at 8:59 p.m. The motion passed unanimously.

XV. Adjournment

Director Longo moved to adjourn at 9:00 p.m. The motion passed unanimously.

Recorder:

Meghan Baule
Recording Secretary

Board Clerk:

Nic Longo
Board Clerk

DRAFT