

Colchester School Board

Meeting Agenda and Packet

May 17, 2022

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

Agenda

- | | |
|--|--------------------|
| I. Call to Order | |
| II. Citizen Participation* | |
| III. Hear Presentation: BTC Programs and Opportunities | Information |
| IV. Hear Presentation: Summer Program Offerings for Students | Information |
| V. Black Lives Matter Flag | Action |
| VI. Approval of District Busing Transportation Contract | Action |
| VII. Approval of Consent Agenda | Action |
| VIII. Approval of Meeting Minutes: May 17, 2022 | Action |
| IX. Board/Administration Communication, Correspondence, Committee Reports | Information |
| X. Future Agenda Items | Information |
| XI. Executive Session to Discuss a Student Matter and Negotiations | Action |
| XII. 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.csdvt.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.

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).

June 3, 2021

Good Evening Colchester School Board,

Three months ago, students addressed the board asking for an additional 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 another 3 months as the policy allows as a commitment to students and families of color in the Colchester School District. This will give the CHS Social Justice Alliance more time in the fall to organize and discuss next steps for the flag moving forward.

Thank you for your time,
Social Justice Alliance

Mountain Transit
19 Precast Rd.
P.O. Box 553
Milton, VT 05468
(802) 893-1334



Bet-Cha Transit
202 Mainelli Rd.
Middlebury, VT 05753
(802) 388-7800

George Trieb
Business Manager
Colchester School District
125 Laker Lane
Colchester, VT 05446

May 31, 2022

George:

I would like to thank you, for this opportunity to bid on school bus transportation services for the Colchester School District. It is our desire to offer you competitive prices that will allow us to continue our long relationship as your transportation provider. The attached proposal is made in good faith without collusion or connection to any other bidder or obligation to any undisclosed persons or firms.

The following costs are all inclusive and provide safe, dependable, modern school bus services, at an affordable cost. Costs are all inclusive and provide for (20) Type 1 77 Passenger route buses and, (1) Type 1 60 passenger with one wheelchair position bus.

All vehicles utilized in the current school year would be utilized in year 1 of the contract. It is our intent to replace the current Colchester fleet with a brand-new fleet throughout year 1 if possible and by the start of year 2, the new fleet will be in place. We will continue to dispatch and service the Colchester School District from our Milton, VT dispatch and maintenance facility. All buses will be equipped to meet or exceed the specifications in the RFP.

All regular home to school routes are based on a maximum of 5.25 hours per day of driver's time. If additional time required, additional time would be charged at \$45 per hour.

Fuel escalator:

We are proposing a fuel escalator that would be like what is stated in our current contract. Details can be negotiated.

Our company is the consolidation of two Vermont companies, Bet-Cha Transit, Middlebury, VT. and Mountain Transit, Milton, Vt. Both have well over 30 years of service to our communities. Your services would be provided by Student Transportation of Vermont. We currently maintain and operate a fleet of almost 300 buses throughout the State of Vermont. To retain quality drivers, mechanics and staff we provide competitive wages, bonuses and benefits to our employees. Throughout the years we have received many safety, maintenance and community service awards. Recently one of our supervisors was honored in the nationwide School Bus Fleet Magazine. This same magazine has previously recognized us as National Contractor of the year. We are presently under contract or in service agreements with over 70 school districts and

"It's not just a Bus - IT'S US"

organizations. All past and present contracts are now and have been serviced in full compliance of all agreements.

To support our communities and improve safety we also belong to and are very active in many professional and safety organizations. We strongly believe in giving back to our communities with support to programs like Vermont Special Olympics, Vermont Children's Hospital, Shriner's Hospital, Local Senior Groups, National Honor Society, Rotary, Make A Wish and Project Graduation. We recently received a recognition award from Camp-Ta-Kum-Ta for almost 20 years of donated transportation services to their children fighting cancer. We truly cherish this award and honor

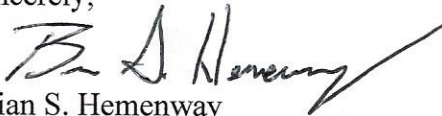
We care about safety; we care about our communities and we care about our kids.

Our management team has over 200 years of bus transportation experience and I personally have been involved in student transportation in Vermont since 1994. Every driver is highly trained and receives ongoing safety training. We maintain a modern-day fleet and conduct periodic safety inspections. Over the years our maintenance staff received the highest safety ratings from the Department of Defense, the Department of Transportation and the Vermont Department of Motor Vehicles.

Our business is School Bus Transportation.

We are very proud of our reputation and would sincerely welcome any opportunity to meet with you and the Colchester School District board to detail our plan to continue to provide you with the highest level of service that you expect and deserve.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian S. Hemenway", with a long, sweeping horizontal stroke extending to the right.

Brian S. Hemenway
Vice President of Operations
Northern New England

Attachment I

**Carrier Bid Form
Five-Year Contract
Five (5) year old or newer buses**

Date: 5/31/2022

Student Transportation of Vermont dba: Mountain Transit
Company Name

By: B. J. Hemenway
Signature

VP of Operations - Northern New England
Title

Po Box 553
Business Address

Milton VT 05468 802-893-1334 bhemenway@ridestk.com
City/State Zip Code Phone # Email

SUBMIT BIDS TO: Colchester School District, 125 Laker Lane (P.O. Box 27), Colchester, Vermont, 05446. Bids can also be submitted electronically as follows:

George.Trieb@colchestersd.org

Colchester School District reserves the right to reject any or all bids. The District reserves the right to renegotiate pricing with selected vendors for alternate transportation needs as part of the final contract.

Bid Opening: June 1, 2022 at 2:00 p.m. – District Office

Attachment II

Transportation Equipment Bid Form – Five (5) Years Old Equipment or Newer

Provide Annual Bid Price Below Based on 178 Student Days

Equipment	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
(20) Full Size Type I Buses – Reg Trans			↑		
(1) Full Size Type I Bus – Bridging Program (Not to exceed 110 days)		SEE Attached			
Up to (5) Full Size Type I Bus – Vocational Runs		Pricing sheet			
Total					
Sports & Extra Curricular Trips – Hours in excess of what is stated above			↓		

Attachment III

[illegible]

Attachment II

Transportation Equipment Bid Form – Five (5) Years Old Equipment or Newer
Provide Annual Bid Price Below Based on 178 Student Days

Equipment	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
(21) Full Size Type I Buses – Reg Trans	1,489,668	1,540,316	1,592,687	1,646,839	1,702,831
(1) Full Size Type I Bus – Bridging Program (Not to exceed 110 days)	34,047	35,205	36,402	37,639	38,919
Up to (5) Full Size Type I Bus – Vocational Runs (Per Hour with applicable driver minimums)	62.00	64.00	66.00	68.00	70.00
Total (Reg Trans and Bridging program only)	1,523,715	1,575,521	1,629,089	1,684,478	1,741,750
Sports & Extra Curricular Trips – Hours in excess of what is stated above (2 Hour minimum)	62.00	64.00	66.00	68.00	70.00

CONSENT AGENDA

Board Meeting Date: June 7, 2022

Licensed Employees (Teacher/Administrator)

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Eleanor	Devereux	New Hire	Elementary Teacher	1.00	MBS	Request to Hire	James Bean	Yes	Yes
Administrator	Amber	Keep	New Hire	Director of Student Support Services	1.00	CHS	Request to Hire	Jean Shea	Yes	Yes
Teacher	Ashley	Leclerc-Pellerin	Resignation	Speech Language Pathologist	1.00	UMS/PPS/MBS	Request to Resign			

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	Kaitlin	Hodge	Termination	Communication Facilitator	35.00	CHS	Notice of Termination			
Support Staff	Anne	Cooch	Resignation	Paraeducator	32.50	CHS	Notice of Resignation			
Support Staff	Megan	McLoughlin	Resignation	Paraeducator - ELL	32.50	CHS	Notice of Resignation			
Support Staff	Janet	Astore	Resignation	Paraeducator	32.50	CHS	Notice of Resignation			
Support Staff	Chelsea	Morel	Resignation	Paraeducator	32.50	UMS	Notice of Resignation			
Support Staff	Heather	Sheppard	Resignation	Paraeducator - ELL	32.50	UMS	Notice of Resignation			
Support Staff	Anne	Campbell	Resignation	Paraeducator	32.50	PPS	Notice of Resignation			
Support Staff	Derek	Roy	Resignation	Technology Specialist I	40.00	CHS	Notice of Resignation			
Individual Contract	Rebecca	Strock	New Hire	Behavior Specialist	40.00	MBS	Notice of Hire	Jayne Gaudett		
Support Staff	Gregg	Galati	Transfer	Behavior Interventionist	35.00	MBS	Notice of Transfer	Open Position		
Support Staff	Thomas	Pratt	Resignation	Recess Supervision	15.00	MBS	Notice of Resignation			
Individual Contract	Lily	Baker	New Hire	Behavior Specialist	40.00	MBS	Notice of Hire			
Support Staff	Dawn	Hanf	Resignation	Paraeducator	29.50	CHS	Notice of Resignation			
Support Staff	Lisa	Bullinger	Resignation	Paraeducator	32.50	CMS	Notice of Resignation			
Support Staff	Emily	Kopacz	Resignation	Autism Interventionist	36.25	CMS	Notice of Resignation			
Support Staff	Tamara	Tobin	Resignation	Paraeducator	32.50	CMS	Notice of Resignation			
Support Staff	Jerrica	Robare	Resignation	Paraeducator	32.50	CMS	Notice of Resignation			
Support Staff	Shannon	Gallagher	Resignation	Paraeducator	32.50	MBS	Notice of Resignation			
Support Staff	Haylee	Patch	Resignation	Lunch Supervisor	15.00	CMS	Notice of Resignation			

COLCHESTER SCHOOL DISTRICT

Board of Education Meeting
Colchester High School Library

Tuesday, May 17, 2022
7:00 p.m.

MINUTES (General Session)

The Colchester Board of Education held a regular board meeting on Tuesday, May 17, 2022, in the Colchester High School Library. Board members in attendance were Board Chair Lindsey Cox, Board Directors Ben Yousey-Hindes, Laurie Kigonya, and Felix Anderson, and Student Board Representative Gloria Kigonya. District administrators and employees in attendance included Superintendent Amy Minor, Director of Curriculum Gwendolyn Carmolli, Colchester Middle School Principal Michele Cote, and Diversity, Equity, and Inclusion Coordinator Jamilah Vogel. There were no audience members.

I. Call to Order & Pledge of Allegiance

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

II. Citizen Participation

None.

III. Hear CMS Presentation: New England League of Middle Schools Review Information

As the district works to continually improve schools in the district, there are times when a comprehensive assessment of a school may assist in the process. Colchester Middle School (CMS) is in the initial phases of an assessment conducted by the New England League of Middle Schools (NELMS). CMS Principal Michele Cote provided background on why the school's leadership team believes the assessment is necessary, as well as the timeline and components that will be included. The assessment will look at the whole school through the lens of 18 characteristics that are categorized into three overarching components including culture and community; curriculum, instruction and assessment; and leadership and organization. A NELMS team will visit the school for three days to make observations and conduct interviews with faculty, staff, students, and families. They will combine that information with self-reflection surveys and ultimately provide the district with a final report that will include commendations and recommendations.

Board Chair Cox asked how districtwide goals will be considered in the action plan. Principal Cote stated that while the NELMS team will include recommendations in their report, the action plan resulting from the report will be created by the school's leadership team which will ensure it is aligned with district priorities. Director Anderson asked if the school will have the opportunity to re-engage with NELMS to get their feedback on the action plan. Principal Cote confirmed that and added that there are other resources available to the team as well once they get to that stage. Director Yousey-Hindes asked if the staff is prepared to receive constructive feedback. Principal Cote acknowledged that they were and that there have been several steps in the process so far including a comprehensive review and self-assessment. She stated that the staff is committed to making changes to do what is best for students and are anxious to get started.

IV. Hear DEI Coordinator Presentation: Year End Review**Information**

Jamilah Vogel, the district's diversity, equity, and inclusion coordinator (DEI) gave an overview presentation of the work that the district has accomplished during her first year in the role. She provided details of different initiatives with faculty and student groups in the district including professional development planning and presentation, centering shared priorities, establishing a DEI advisory group and planning work moving forward, hosting listening forums with students of color at CMS and CHS, and helping to develop student leadership within the Social Justice Alliance at CHS group and the Identity, Diversity, Equity, and Action (IDEA) Task Force at CMS. She also highlighted the work that is outlined for the future including continued professional development, supporting curriculum work, further engaging various stakeholders, and continuing to strengthen student leadership. Student Board Representative Gloria Kigonya shared that she serves on the Social Justice Alliance and has been very involved in DEI work at CHS. She stated it has been amazing to see how many students care about creating a more inclusive school, noting that participation in the Social Justice Alliance has more than doubled since the beginning of the school year. She added that it has been validating to see resources from adults and the district being targeted toward DEI work. As a graduating senior, she shared how impactful it has been to see younger students learning how to advocate for themselves and recognizing that they do have power and the ability to form a partnership with school administration and other adults in the district.

V. Approval of Consent Agenda**Action**

The following Consent Agenda was reviewed by the board.

CONSENT AGENDA

Board Meeting Date: May 3, 2022

REVISED**Licensed Employees (Teacher/Administrator)**

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Teacher	Jennifer	Hoenigsberg	Transfer	ELL Teacher	.50 FTE	MBS	Request to Transfer	Erika Merrell	Yes	Yes
Teacher	Nicole	Hamblet	New Hire	Elementary Teacher	1.0 FTE	MBS	Request to Hire	Gregg Galati	Yes	Yes
Teacher	Andrew	Diemar	New Hire	6th Grade Humanities Teacher	1.0 FTE	CMS	Request to Hire	Amy Kreiger	Yes	Yes
Teacher	Erica	Ouellette	New Hire	PE Teacher	1.0 FTE	UMS	Request to Hire	Kaian Richards-Wilkes	Yes	Yes
Teacher	Leslie	Drew	New Hire	Special Educator	1.0 FTE	CMS	Request to Hire	Ian Parker	Yes	Yes
Teacher	Brooke	Morse	New Hire	Elementary Teacher	1.0 FTE	UMS	Request to Hire	Courtney Thomas	Yes	Yes
Teacher	Tim	Lynch	Leave of Absence	Math Teacher	1.0 FTE	CHS	Request Leave of Absence for June 2022			
Teacher	Erin	Kirk	New Hire	Art Teacher	1.0 FTE	CMS	Request to Hire	Bil Albright	Yes	Yes
Teacher	James	Price	Resignation	Social Studies Teacher	1.0 FTE	CHS	Request to End Employment 6/30/2022			
Teacher	Sarah	Carroll	New Hire	EL Teacher	1.0 FTE	UMS/PPS	Request to Hire	Jennie Hoenigsberg	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	Sandra	Boyd	Resignation	Custodial Manager	40.00	DW	Notice of Resignation			
Support Staff	Noah	Patnode	New Hire	Paraeducator	32.50	CMS	Notice of Hire	Open Position	Yes	Yes
Support Staff	Kevin	Kennett	Termination	Paraeducator	32.50	CHS	Notice of Termination			
Support Staff	Helen	Dunn	Resignation	Behavior Interventionist	35.00	CAP	Notice of Resignation			
Support Staff	Carrie	Napolitan	Resignation	Food Service Worker	25.00	MBS	Notice of Resignation			

Director Anderson moved to approve the Consent Agenda as provided. The motion passed unanimously.

VI. Approval of Meeting Minutes: May 3, 2022

Action

Director Kigonya moved to approve the minutes from the meeting held on May 3, 2022. The motion passed unanimously.

VII. Board/Administration Communication, Correspondence, Committee Reports Informational

- Superintendent Minor gave an update on the CAP renovation. The project is still on track to open in August.
- There are currently 114 kindergarteners enrolled for next fall, the district anticipates that number will continue to increase over the next few months.

VIII. Future Agenda Items

Informational

- Board Meeting Calendar and Retreat Dates
- Summer Student Programs
- Kindergarten Enrollment Update
- Policy Work

IX. Adjournment

Director Anderson moved to adjourn at 8:12 p.m. The motion passed unanimously.

Recorder:

Board Clerk:

Meghan Baule
Recording Secretary

Ben Yousey-Hindes
Board Clerk