

## COLCHESTER SCHOOL DISTRICT

Board of Education Meeting  
Colchester High School Media Center

Tuesday, October 3, 2023  
7:00 p.m.

### MINUTES (General Session)

The Colchester Board of Education held a regular board meeting on Tuesday, October 3, 2023, in the Colchester High School Media Center. Board members in attendance were Board Chair Lindsey Cox, Directors Nic Longo, Ben Yousey-Hindes, Felix Anderson, and Student Representative Phoebe Richardson. District administrators and employees in attendance included Superintendent Amy Minor, Director of Curriculum Gwen Carmolli, and Colchester Middle School Principal Michele Cote.

#### I. Call to Order

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. Colchester Middle School Report

**Information**

Principal Michele Cote provided an overview of enrollment, staffing, academic and behavior data, and participation rates for cocurriculars at the middle school. She shared the goals the administrators and leadership team have been working towards and outlined some of the facility needs that are presenting challenges. The board discussed some of the trends noted during the presentation and asked some follow-up questions.

#### IV. First Reading of Long Term Leaves of Absence Without Pay Policy: D13

**Action**

The policy was last reviewed in 2015 and is being looked at as part of the district's review cycle. The district's attorney recommended the board make a few changes. It was noted that the type of leave outlined in this policy is discretionary and does not give employees entitlement to unpaid leave without benefits. It was also explained that not all districts have a policy like this one. It is not a required or recommended policy in the manual maintained by the Vermont School Board Association (VSBA). The board discussed how often the policy has been referenced and determined to keep it in the district manual with the proposed edits suggested by the attorney. They also considered some additional edits the bring forward at the second reading.

*Director Yousey-Hindes moved to approve the first reading of the Long Term Leaves of Absence Without Pay: D13. The motion passed unanimously, 4-0*

#### V. Approval of Contract Agreement with Association of Colchester Administrators

**Action**

Board Chair Cox provided an overview of the agreement that was reached with the ACA. She highlighted the collaborative process between the two negotiation teams and the honest assessment that took place to ensure Colchester can retain current administrators and attract both internal and

**CONSENT AGENDA**

**Board Meeting Date: October 3, 2023**

*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	Deborah	Rabideau	Resignation	Homebound Tutor	10.0	CHS	Notice of Resignation			
Support Staff	Tricia	Reynolds	Resignation	Paraeducator - SpEd	32.5	MBS	Notice of Resignation			
Handbook	Donna	Cross	Resignation	Special Education Driver/Courier	40.0	DW	Notice of Resignation			
Handbook	C. Alec	Kozlowski	New Hire	Performing Arts Center & Visual Media Specialist	40.0	DW	Notice of Hire	New Position	Yes	Yes
Support Staff	Ian	Trance	New Hire	Paraeducator - SpEd	32.5	MBS	Notice of Hire	Nilima Abrams		
Support Staff	Robert	King	New Hire	Maintenance Worker	40.0	DW	Notice of Hire	New Position	Yes	Yes
Support Staff	Avery	Kupferer	New Hire	Library Assistant (para)	32.5	CHS	Notice of Hire	Cynthia Barnes		
Support Staff	Chiza	Modelina	New Hire	Custodian	40.0	Floater	Notice of Hire	New Position	Yes	Yes
Co-Curricular	James	Olson	New Hire	Girls Tennis Head Coach	25.0	CHS	Notice of Hire	Mark Ellingson		

external candidates. The new agreement adjusts the salary matrix and provides annual increases of 7%, 4.95%, and 4% over the three years. The ACA has already ratified the agreement.

*Director Anderson moved to approve the collective bargaining agreement with the Association of Colchester Administrators for the years 2024-2027 as outlined. The motion passed unanimously, 4-0.*

**VI. Approval of Consent Agenda Action**

The following consent agenda was reviewed by the board. There were no licensed employees listed that required approval.

**VII. Approval of Meeting Minutes Action**

- September 19, 2023 (General)
- September 25, 2023 (Special)

*Director Longo moved to approve the minutes from the general meeting held on September 19, 2023, and the special meeting held on September 5, 2023. The motion passed unanimously, 4-0.*

**VIII. Board/Administration Communication, Correspondence, Committee Reports Information**

- PreK-2 facility committees are being formed to meet with architects.
- The CHS bathroom is almost complete and will open following an inspection.

**IX. Future Agenda Items Information**

- School reports
- Continuation of the Policy Review Cycle
- Budget timeline

**X. Executive Sessions to Discuss a Personnel Matter and a Student Matter Action**

*Director Anderson moved to enter executive session to discuss a personnel matter and a student matter at 8:14 p.m. The motion passed unanimously, 4-0.*

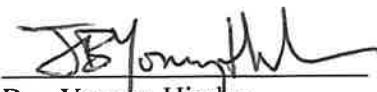
**XI. Adjournment**

*Director Yousey-Hindes moved to exit executive session and adjourn at 9:01 p.m. The motion passed unanimously, 4-0.*

Recorder:

  
Meghan Baule  
Recording Secretary

Board Clerk:

  
Ben Yousey-Hindes  
Board Clerk