

**WINOOSKI BOARD OF SCHOOL TRUSTEES  
SPECIAL MEETING  
TUESDAY, JANUARY 31, 2012  
Learning Media Center**

**MINUTES**

MEMBERS PRESENT: R. Millar, President  
J. Lambert, Secretary  
M. Decarreau, Member  
T. Cleiland, Member  
J. Corrigan, Member

OTHERS PRESENT: M. Martineau, Superintendent  
J. Helm, Asst. Principal PK-8  
R. Hood, Dir. of Special Ed.  
K. Fitzpatrick, Support Staff  
S. Metivier, Board Secretary  
R. Goulet, Finance Manager  
M. O'Rourke, Principal PK-8  
J. Pape, WEA President  
A. Booher, Citizen

1. Call to Order/ Pledge of Allegiance: R. Millar called the meeting to order at 6:34 p.m. The Pledge was recited.

R. Millar received a request from Mary O'Rourke to discuss on this agenda the need for an additional classroom. J. Lambert suggested we discuss during general comments. M. Decarreau requested that we switch the order of #4 to discuss Administrative Search Process before Superintendent Evaluation for the benefit of the audience. MOTIONED by M. Decarreau, second by J. Lambert to approve changes as suggested. Motion passed 5-0.

2. Public Comments:

- a) General Comments: M. O'Rourke is requesting that the board consider creating a small classroom for some students who are struggling immensely with their behavior and who are impacting other students in the classroom. We hope to have them in the regular program in the fall. She is hoping for approval at the February 8<sup>th</sup> meeting.
- b) Winooski Education Association-James Pape: James spoke of his enjoyment working for the district and the way the administrators have always cared about their staff and have always backed them up when needed. Challenges can be overwhelming and he has always felt supported by the administration. However, he feels the need to share that it seems there is no support from this board for the administrators. He asked the board to put themselves in the administrators' shoes. M. Decarreau asked if James feels the WEA has the best interest of the kids in mind. He responded with a yes and the statement that we are all here because we want to be.

3. New Business (Receive Information & Possible Action):

- a) Annual Report Distribution: M. Martineau has been asked about mailing out the Annual Report to all residents in Winooski, as we have done in the past. The cost to print and mail the Annual Report would be around \$5,000. There was discussion about ways to get the information out to the people. It was suggested that we send out an informational flyer to all residents and let people know where they can get a copy of the Annual Report if they want one.

4. Ongoing Business (Deliberation & Possible Action):

- a) Administrative Search Process: T. Cleiland stated that she wants to understand Policy #4111 and the hiring process, especially as it relates to the 6-12 assistant principal position. She states her issue with the process has nothing to do with current administrators. She feels that we should either follow the policy or change it. Martineau said that she has always followed procedure in hiring teachers that work under the professional contract. A previous school board decided to promote people from within that they felt had the ability and licensure needed to move the district forward. There was discussion about the need for stability in our district because of all that we are going through and our demographics. We need to look at what is best for our children. Cleiland and Mike Decarreau stated there is also the need to find the right person for the job by opening up the position to the outside. R. Hood expressed how stressful it was to attend a meeting like this when the board is discussing people who work above

and beyond and have been with the district for many years. The discussion makes her feel unappreciated by the Board. It was MOTIONED by T. Cleiland to follow the current policy and open the 6-12 assistant principal position. Second by M. Decarreau. Motion failed 2-3 (Millar, Corrigan, Lambert). It was a consensus that Policy #4111 be brought to the board in the future for review.

- b) Superintendent Evaluation: Decarreau suggested that for tonight we review definitions and performance indicators. Definitions were discussed and agreed to. It was decided that weighting of the indicators would be looked at again and discussed.
- Increase Student Learning and Growth: Changes as discussed-Indicator #1, STRIKE the word formative.
  - Increase Student Engagement Through Best Instructional Practices: Changes as discussed-Indicator #1, ADD “aligned . . . **to current state standard** . . . across.”
  - Increase Parent/Community Engagement (PreK-12): Changes as discussed-Indicator #4, ADD “Create and **maintain** . . . “
  - Human Resources: Changes as discussed-Indicator #5, DELETE; beginning statement, ADD “Create and **maintain** . . .”
  - Policy: Changes as discussed-Indicator #3, ADD “comply with all **state and federal statutes**, laws . . .”
  - Finances: Changes as discussed-Indicator #4, STRIKE “material” and ADD “significant”
  - Facilities: Changes as discussed-Indicator #6, STRIKE
  - Board Relations: Changes as discussed-Indicator #6, guidelines will be defined when we move to Policy Governance; ADD Indicator #8 – Effectively supports board in collective bargaining process.
  - Safety: Changes as discussed-Indicator #5 DELETE; beginning statement, REPLACE psychologically with **emotionally**.
  - Communication and Collaboration: No changes.
  - Ethics: No changes.
- MOTIONED by J. Lambert, second by J. Corrigan to table remainder of discussion for February agenda. Motion passed 5-0.

5. Adjourn: MOTIONED by J. Lambert, second by J. Corrigan to adjourn at 9:16 p.m. Motion passed 5-0.

Respectfully submitted,

Sandy Metivier  
Board Secretary