



WINOOSKI SCHOOLS

We are the future.

Winooski School Board of Trustees

Regular Meeting

Wednesday, July 20, 6:30pm

Cafeteria or via Zoom

Zoom Webinar information: <https://wsdvt.zoom.us/j/84754701054>

Join by Phone: 1 301 715 8592

Winooski School District

All students will graduate from the Winooski School District (WSD) college and career ready at a cost supported by a majority of the Winooski community. WSD students will lead healthy, productive and successful lives and engage with their local and global community.

1. Call to Order//Mindfulness: (5 Minutes)

Board President Cleiland called the meeting to order at 6:37p, led a mindfulness practice and read a land acknowledgment.

2. Agenda Review and Adjustments: (5 Minutes)

Board President Cleiland requested to add a Discussion/Action item to 7c(ii) to elect a clerk.

3. Public Comments: (As determined by Board President per Policy #8312)

No public comments

4. Consent Agenda: (5 Minutes)

a. Minutes of Meetings

i. Capital Project Executive Committee Meeting: June 2022 and July 2022

ii. Regular Board Meeting: June 2022

b. Policy Title: 2.3 Financial Condition and Activities

i. Approval of Bills

c. Policy Title: 2.7 Compensation and Benefits

i. Dieterle, Meghan: MLL Teacher (JFK)

WINOOSKI SCHOOL DISTRICT, 60 NORMAND ST., WINOOSKI, VT 05404

PHONE (802) 655-0485 FAX (802) 655-7602 www.wsdvt.org

- ii. Handrik, Jessica: Flexible Pathway/Work-Based Learning Coordinator (WHS)
- iii. Hurwitz, Adam: Guidance Counselor (WHS)
- iv. Maas, Nayeon: MLL Teacher (JFK)
- v. Morrison, James: Humanities (WMS)
- vi. Pierson Smela, Alden: Math Teacher (WHS)
- vii. Puttlitz, Jaycie: Health Teacher (WMHS)
- viii. Faour, Rafeef: MLL Teacher (WMS)
- d. Policy Title: 2.8 Communication and Support to the Board
 - i. Superintendent Report

Board President Cleiland requested a motion to accept the Consent Agenda. Member Yin made a motion to accept the Consent Agenda.

Member Berbeco motioned for Regular June 2022 Board Meeting Minutes be removed and to discuss the Superintendent Report.

Member Berbeco asked Supt. McMannon about themes from Staff Exit Interviews that were described in the Superintendent Report.

Member Yin asked Supt. McMannon about current recruitment and retention in the current challenging labor market.

Member Yin acknowledged Kirsten Kollgaard’s amazing efforts as our Director of Multilingual Learning (MLL) and wished her well in her future endeavors.

Member Burlock remarked about student involvement in climate work.

Member Dahal asked if specific professional development was mentioned in the Staff Exit Interviews.

Motion to accept Consent Agenda passed 5-0.

Motion to approve the Regular June 2022 Board Meeting Minutes by Member Berbeco. Motion passes 3-0 with two abstentions.

5. Executive Limitations (Policy Section II): (45 minutes)

- a. Policy Title 2.6: Asset Protection
 - i. Discussion: Overview of Board’s Budget

Member Berbeco said he found it helpful and asked questions about the backup document as it relates to a budget document on our website.

Member Dahal made a comment and asked a question about legal expenses. Member Yin asked about negotiations expenses for 2020-21 being a part of overall legal expenses.

Member Dahal asked about expenses for board members.

It was agreed that WSD Finance Manager would write a memo or attend the August 2022 meeting to explain the board budget as it relates to other financial documents.

6. Board-Management Delegation (Policy Section III): (15 minutes)

- a. Policy Title 3.4: Monitoring Superintendent Performance & Policy #8313: Role & Adoption of School Board Policies
 - i. Discussion: Superintendent Evaluation

Board President Cleiland gave an overview of her response to Supt. McMannon's recommendation about next steps.

Member Yin expressed concerns about changing evaluation criteria so closely to the actual evaluation.

Member Burlock asked Member Yin what he was suggesting and Member Yin responded that the board change the policy prior to modifying the evaluation and that it is not fair to change the expectations so closely to the evaluation.

Supt. McMannon expressed his agreement with Member Yin and his concern that the board is not following good process and their own policies.

Board President Cleiland said this is not a "gotcha" evaluation process, and believes it would be fine to move forward without modifying the policy first, this is a learning process and not about an employment decision.

Member Yin agreed that it is a learning process and his concern is that "changing the goalposts" so close to the evaluation by including the additional VSBA evaluation tool without modifying the board policy on superintendent evaluation.

Board President Cleiland remarked that the board already approved to use the VSBA evaluation tool.

Supt. McMannon explained that the board monitors itself so the risk of any problem is low.

Board President Cleiland asked the rest of the board if they were aware that when they are doing superintendent monitoring reports that this is Sean's evaluation? No one responded.

Supt. McMannon asked the board to follow a good process and modify the policy before acting on an additional evaluation component. He asked the board if they were aware when they approved working with VSBA on the superintendent evaluation that a policy should be modified? And Supt. McMannon remarked that it is an employment decision since his contract ends June 30, 2023 and his contract stipulates dates that need to be followed relative to evaluation and future employment.

Member Yin said he would prefer to modify the policy.

Board President Cleiland and Supt. McMannon laid out a process to change the policy to include the VSBA evaluation tool.

Board President Cleiland called for a straw poll. No straw poll was completed. Member Dahal asked a process question. Member Berbeco attempted to ask a question but could not be heard due to tech issues. Member Berbeco asked if it is possible to move forward with a policy change and the recommendations of the Supt. Evaluation Board Committee to add the VSBA evaluation tool concurrently.

Member Yin asks about the importance of the September 30th date in Supt. McMannon's contract and Supt. McMannon said he would be happy to discuss an extension of this date and voiced his concerns about Member Berbeco's proposal.

Member Burlock asked about how to do the policy change and extend the date in Supt. McMannon's contract. And asked if Supt. McMannon is looking for a proposal tonight for a specific date change in his contract. Supt. McMannon said "No".

Member Burlock made a motion to "authorize Tori and Allison to work with Sean to revise the date in his contract and modify policy 3.4". Motion passed 5-0.

ii. Discussion: Climate Survey

Board President Cleiland gave an overview of this item. Members and Supt. McMannon discussed the timing of administering this survey.

7. **Governance Processes (Policy Section IV):** (30 Minutes)

a. Policy Title: 4.1.4 Governing Style: Board Development

i. Discussion/Action: Student Voice/Student(s) Representative to the Board

Board President Cleiland asked Member Berbeco to provide an overview of a student representation on the board.

Member Berbeco described some of the work he, Member Burlock and Member Dahal had done on this topic.

Member Berbeco requested Supt. McMannon to support recruiting students through existing classes and programs.

Member Dahal said Interim Supt. Dirth spoke to Co-Principals Berthiaume and Grodin about using the Advisory Committee and Culture and Community class to recruit students for representation on the board by January 2023.

Member Berbeco suggested the administration select an interim student representative to the board to start before January 2023.

Supt. McMannon asked the board who would be doing the work to support student reps with training and meeting preparation. Members Dahal and Berbeco agreed that they would be doing this work.

Member Yin articulated ways board members could interact with students.

Supt. McMannon asked if the board sees any process issues with the discussed actions.

Member Burlock asked if the board has a policy about student reps.

Supt. McMannon explained that the board does not have a committee charged by the board to do this work.

Member Burlock asked if the board needs a committee to get student reps. Supt. McMannon replied that he believes the board needs a committee.

It was agreed to draft an overview of the Student Voice Committee for full board consideration at the next meeting.

b. Policy Title: 4.5 Agenda Planning

- i. Discussion: Annual Agenda Plan for July 2022-June 2023
 1. Board Development: Open Meeting Law, Policy Governance
 2. Board Monitoring

Board President Cleiland gave an overview of this item. Supt. McMannon suggested items that should be included in the Annual Agenda Plan. Board President Cleiland will work on a draft of the Annual Agenda Plan for the August board meeting and research dates for board training.

ii. Discussion: Board Retreat

Board President Cleiland gave an overview of this item which is scheduled for Saturday, September 17th, 8:30a-4p.

c. Policy Title: 4.6 Chair's Role

- i. Action: Vice Chair Election

Motion by Member Dahal to nominate Member Allison Burlock as Vice Chair.

Motion passed 4-0.

ii. Action: Clerk Election

Motion by Member Dahal to nominate Member Steven Berbeco as Clerk. Member Berbeco respectfully declined the nomination.

Motion by Member Alex Yin to nominate himself as Clerk.

Motion to elect Alex Yin as Clerk passed 4-0.

d. Policy Title: 4.8 Board Committee Principles

- i. Discussion: Board Committee Updates

Member Yin gave an update on the Capital Project.

Member Dahal expressed gratitude on behalf of some community members for the PreK expansion.

Member Yin will be on "In the World of Winooski" local access television show with recent graduate Hussein Amuri

8. Community Engagement (Policy 4.2.1): (5 Minutes)

- a. Discussion: Recent Community Activities by Board
 - i. Newsletter Topics

9. Next Agenda: (5 Minutes)

Member Berbeco asked for an item to continue the discussion on student representation on the board.

10. Upcoming Important Dates:

- a. Tentative date for Board Retreat - September 17, 2022
- b. Capital Project Executive Committee Meeting - August 10, 2022
- c. Regular School Board Meeting - August 10, 2022

Board agreed to hold the next board meeting on Wednesday, August 17, 2022

11. Executive Session:

- a. Labor Negotiations

Motion to enter executive session passed 5-0.

12. Possible Action on Executive Session:

No action taken.

13. Adjourn:

Motion to adjourn passed 5-0 at 8:31p