

ORLEANS CENTRAL SUPERVISORY UNION

**Lake Region Union Elementary-Middle School District  
Board of School Directors Meeting**

Orleans Elementary School  
October 28, 2019 – 6:00pm

OCSU Vision: All of our students will have choices for success throughout their lives.

OCSU Mission: It is the mission of the Orleans Central Supervisory Union to provide an environment that celebrates diversity and creativity, promotes inclusion and integrity, and partners with parents and community members to give students access to a 21st century education.

MINUTES

PRESENT: Bev Davis, Superintendent; Heather Wright, Business Manger; Phil Roberts; David Martinez; Josh Webber; Debbie Brunelle; Linda Michniewicz; Angelique Thomas; Amy Leroux; Paul Simmons; Megan Valley; Matt Kittridge; Theresa Daigle; Dan Demaine; Neil Urie

1. Call to Order 6:01 pm
2. Additions or Deletions to the Agenda None
3. Privilege of the Floor
4. Principal Updates Brownington had a successful soccer tournament. A cafeteria table broke and this one and others need to be replaced. The quotes to refurbish are from \$5-8K and was not planned for this year. Irasburg has been working on literacy training to improve instruction. There was also discussion of asphalt plant. Mr. Simmons shared that there has not been noticeable odor this year but there had been some odors last year. So far there is no impact of student's access to outside for recess. Board feels that the responsibility for air quality at the plant lies with the state. Also, an Irasburg teacher had a baby. Jenna shared that the bat situation is not resolved. It turned out that fully cleaning up the mess, removing the bats, and sealing the building to prevent further incursions would cost \$115K (previous estimate of \$11K was for cleanup only). She is looking into other options. Also, Barton is hiring for a few positions and has some leads.
5. Consent Agenda (Action) Debbie moved, Phil 2nd. All in favor.
  - a. Approve Minutes from Oct. 14, 2019
  - b. Approve Bills
  - c. Accept Financial Reports
6. Business of the Board (Discussion and Possible Action)
  - a. Facilities Director. Bev put together a job description that she shared with the board. Principals and central office staff currently take care of this and it takes lots of their time and is often not their expertise. A salary is proposed in the \$60K range and that this start January 1. At present we are on pace to spend \$140K less than budgeted in personnel for this budget year. Job description includes a bachelor's degree of a qualification and there was some discussion of the value of work experience and making a degree preferred instead of required. Also discussion of wanting clear supervision both of this job and of the custodians (is it facilities director or principal) and also that this position works with facilities committee

of the board. Also there was discussion of the importance of tracking facilities director's time to make sure all schools are benefiting. Bev will revise description and bring them to the next board meeting before advertising.

- b. Appoint proxy to vote at VEHI and VSBIT meetings. Debbie motions to appoint Bev as proxy. Amy 2nd. The meetings take place Nov 8. All in favor.
  - c. Motion to approve the superintendent's recommendation to hire Katrina Griffin as a long-term sub at Irasburg School at a rate of \$110/day, effective Oct. 21, 2019. Dave motions, Megan 2nd. This is for the teacher that had a baby and is expected to be out until after New Year's. Because Katrina is not licensed, she cannot teach for more than 30 consecutive days so she will be in and out. All in favor.
  - d. Staffing. Glover does not have a school counselor and has not found adequate candidate. This is still being advertised. Also, three special educators who were anticipated to be eligible for provisional licenses but were not approved by the state. They are instead working as paras and cannot do case management without a provisional license. Kathy Poginy may come back to provide this case management. There is also a behavioral interventionist advertised to help with this. So far there are no applicants. Titles have now been approved and there are ads out for interventionists. Mike Moriarty is also looking into the organization We Are Hope to try to help students with anxiety. The idea is to fill in gaps with counselors and special educators with other sources.
  - e. School Choice Policy and Guidelines. Bev provided a 3rd draft of policy and guidelines incorporating changes from last meeting. Discussion of how in the policy, parents/guidelines can appeal to the Board which was clarified to mean the LRUEMS board not OCSU board. Also, question of whether high school needs to approve the policy. LRUEMS board is ready to move the policy to OCSU where it will be warned and voted on at a future meeting. In guidelines, there was a discussion of how to make the timelines clear and who they apply to. Also discussion of whether Westmore students need to apply both when they enter school and also if they transfer.
  - f. Substitute pay rates Bev got information from North Country that they pay \$108/day. LRUEMS pays \$94 and the high school pays \$110. If LRUEMS raises pay for subs they may make more than some of the other hourly workers (esp. kitchen and paras) although subs receive no benefits.
7. Administrative Requests, Reports & Information (Discussion & Possible Action)
8. Committee Reports
- a. OCSU Board – meeting at 7:30pm Oct. 28th
  - b. Facilities
  - c. Negotiations
9. Executive Session (if needed, pursuant to 1 V.S.A. sec. 313) Entered at 7:14 to discuss a personnel matter. Exited at 7:27.
- a. Post Executive Session Action (if needed)
10. Future Agenda Items & Next Meeting (Discussion)
- a. Substitute pay
  - b. School choice policy
11. Adjournment Debbie moved to adjourn at 7:28, Josh 2nd. All in favor.

Respectfully submitted,  
Dan Demaine