

ORLEANS CENTRAL SUPERVISORY UNION

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

Location: COFEC and Google Meet  
Date: Sept. 14, 2020 Time: 6:00pm

Location: COFEC (Board only)

Members of the public may join:

[meet.google.com/ihs-jmpg-qbr](https://meet.google.com/ihs-jmpg-qbr)

Join by phone

1 775-468-3019 PIN: 141 234 962#

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; Phil Roberts; Angelique Thomas; Linda Michniewicz; Mike Moriarty, Curriculum Director; Jenna Lawrence, Barton Principal; Steve Owens, Albany Principal; Kelly Locke, Special Services Director; Sherrie Gentry, Orleans Principal; Heather Wright, Business Manager; Paul Simmons, Irasburg Principal; Neil Urie, Angelique Brown; Megan Valley; Amy Leroux; Matt Kittredge; Josh Webber; Larry Fliegelman, Brownington Principal; Tabitha Armstrong; Debbie Brunelle; Dave Martinez; Tammy Lalime; Dan Demaine. COMMUNITY MEMBERS: Rod Owens; Karen Ceraso; Justin Veysey

1. Call to Order 6:04
2. Vermont Open Meeting Law – Reminder that this meeting is being recorded
3. Additions or Deletions to the Agenda A few additions and one deletion
4. Privilege of the Floor None
5. Consent Agenda (Action) Phil motions, Angelique 2nd. All in favor.
  - a. Approve Minutes
  - b. Approve Bills
  - c. Accept Financial Reports
  - d. Hazing, Harassment, Bullying Designees:
    - i. Albany – Johanna Petrycki
    - ii. Glover – Marjorie Goodstone
    - iii. OCSU Remote Academy – Larry Fliegelman, Angelique Brown
6. Business of the Board (Discussion and Possible Action)
  - a. Equity: Response to community letter and schedule of agenda topics. Some discussion of having more detailed agendas for each equity meeting (ie. curriculum, hiring, etc). Linda appreciated the time setting the schedule up. The first meeting of the equity committee is next Monday at 4 pm and is open to anyone who is interested. Mike Moriarty is organizing it and any interested party should contact him. Bev also put together a letter to respond to

the community letter. Linda thought it was a good response and hit most of the points to the original letter. Linda motions to approve the letter and to have Amy and Bev sign on behalf of the board. Phil 2nd. All in favor.

- b. Roderick Owens on Black Lives Matter. Rod wanted to clarify his original intent of bringing up the Black Lives Matter flag or banner at a school. His hope was to challenge the schools and supervisory union to demonstrate that equity is important. He also feels that the constituency for improvements in equity is growing and is eager to see progress in the schools. Linda wanted to know what further work Rod is hoping the board will engage in.
- c. Unlicensed Assistive Personnel position. Three schools do not have a nurse this year. The OCSU head nurse reached out to the state department of Health and they recommended creating an unlicensed personnel position that can do certain jobs. OCSU approved this position at its last meeting. Linda motions to eliminate the licensed nurse position at Brownington and create an unlicensed assistive personnel position. Phil 2nd. Dan offers amendment to Linda's motion to not eliminate the licensed position. Dave 2nd. All in favor of amendment. All in favor of amended resolution.
- d. Rate of pay for part-time custodians. Deleted.
- e. Tammy motions to approve the leave of absence request by Meghann Roberts. Phil 2nd. She will not be getting paid but will retain her job. There are no plans to hire a sub because the library is closed. All in favor.
- f. Rate of pay for Orleans after-school director. Current rate of pay is \$17/hr and position is held by a person, Neena Gratton, who is also a support staff during the school day. As a support staff she is paid over \$19/hr and she is requesting to be paid the same for her after school work as a para. There are 4 students enrolled this year and were 5 last year. Tammy motions to increase her pay. Josh 2nd. This program is funded in part by parents and in part by subsidies for children that qualify. This program is self-supporting and has a significant balance that will allow for the pay increase. There was some discussion about the possibility longer term of opening up the Orleans site to students from other schools and the general need to offer more pre and post school childcare at schools. All in favor.
- g. Rate of pay for Orleans after-school assistant, Denise Goodridge: Linda motions to set pay at minimum wage. Tammy 2nd. All in favor.
- h. Rate of pay for Orleans part-time food service personnel. Deleted
- i. Rate of pay for sub at Barton. A teacher is out on FMLA and a licensed sub was not available. A sub who is on the way to being licensed was hired. Phil motions \$150/ day for Rachelle Miller retroactive to August 25th. Linda 2nd. She is making more than a regular sub because is taking on more duties than a normal sub. All in favor.
- j. Phil motions to accept the revised Board schedule. Angelique 2nd. The schedule was changed only so that the location for all meetings is the COFEC building. Only board members may attend in public and all meetings will be available for the public and board to attend remotely.
- k. Orleans roof account. The Orleans roof project is done and the reserve account is almost entirely depleted except for a small amount of interest. Phil motion to close the Orleans reserve account and transfer it to the EMS account. Matt 2nd. All in favor.
- l. Budget process. Heather would like to know when we should schedule budget meetings and when administrators should come. It was hard last year to have constructive budget discussions during a regular meeting. Last year it also seemed that having an initial meeting without administrators was not helpful. Budget meetings will be Wednesdays. There was also discussion of where to start rates of pay increase.

#### 7. Administrative Requests, Reports & Information (Discussion & Possible Action)

- a. Facilities Director Report None

- b. Reopening of School Update Bev feels the reopening has gone well so far and she feels all the planning through the summer went well. Many things are being adjusted as schools have experience with the new protocols (ie. pick up and drop off, meal delivery). There are lots of new students in the district (double the amount on IEPs for example). COVID is still taking most of Bev's time. Planning for different scenarios is ongoing- the latest is planning for short term closure for either virus or potentially lack of staff. Virtual academy is going very well in part thanks to great tech support from Wild Branch. There was some discussion of whether teachers lose seniority from teaching in the virtual academy. They do not. The main shortage of staffing is support staff and substitutes. Some discussion of instrument lessons and importance of maintaining cohorts.

8. Committee Reports

- a. OCSU Board
- b. Negotiations

9. Executive Session (if needed, pursuant to 1 V.S.A. sec. 313) Executive session entered at 7:26 to discuss negotiations. Came out of Executive at 7:45.

- a. Post Executive Session Action (if needed)

10. Future Agenda Items

11. Adjournment 7:45 pm.

Respectfully submitted,

Dan Demaine