

# Windsor Central Supervisory Union and Windsor Central Unified Union School District

*Monthly Meeting of the Board*



January 09, 2023, at 6:30 p.m.

WCSU Conference Room  
and  
ZOOM video-conferencing

Join Zoom Meeting

<https://wcsu-net.zoom.us/j/84535445502?pwd=QjRZcU1lWmhlOER2a3NCN2kramJDZz09>

Meeting ID: 845 3544 5502

Passcode: 433106

One tap mobile

+13017158592,,84535445502# US (Washington DC)

+13052241968,,84535445502# US

## Agenda

1. Call to order
2. Amendments to the Agenda
3. Public Comment
4. Reports:
  - a. Superintendent
  - b. Directors
  - c. Students
5. Time Scheduled Appointments
  - a. PCB Presentation
  - b. Revisit Budget Warning Amount
  - c. Approve Warning of Articles 2, 8, 9, and 10
6. Committee Updates
  - a. Finance Committee
  - b. Policy Committee
    - i. Adoption:
      1. Code C10: Prevention of Harassment, Hazing, and Bullying update
      2. New Build Tax Impact Reduction (formerly Capital Debt Repayment)
    - c. Buildings & Grounds Committee
    - d. Negotiations, Hiring, & Retention Committee
    - e. Working Groups
7. Consent Agenda
  - a. Approve minutes
8. Accept Resignation
9. Public Comment
10. Executive Session - if necessary
11. Reflection
  - a. What did we do well?
  - b. What could we do better?
12. Adjourn

AGENDA ITEM #1	Call to Order
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**PURPOSE:**

To begin the meeting, the Chair will determine if a quorum is present, then call the meeting to order.

**WHO:**

Chair: "I call this meeting to order at \_\_\_\_\_ p.m."

**MOTION REQUIRED?**

No

AGENDA ITEM #2	Amendments to the Agenda
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**PURPOSE:**

To add or delete items to the agenda. This is the only point in the meeting the agenda may be amended.

Amendments added cannot include items that statutorily require a warning to the general public, and should not include items that have a significant impact that ethically should be warned to the public. **Amendments should be the exception, not the rule.**

NOTE: Reorganizing existing items on the agenda is not the same as amending it; items can be reorganized at any point in the meeting.

**WHO:**

Chair

**MOTION REQUIRED?**

Yes, after the amendments are announced or after it is determined that there are no amendments.

- "Motion to adopt the agenda." Requires a second and a vote.

AGENDA ITEM #3	Public Comment ..... 10 minutes
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**PURPOSE:**

To hear input, concerns, etc. from the attending public.

**WHO:**

Chair

**MOTION REQUIRED?**

No

**Board Rules:**

- Public sign-in sheet (when in-person meetings are resumed). Person stands and announces name; time limit of two (2) minutes per person.
- **Digital meetings:** Digitally raise your hand, wait to be acknowledged by the Chair, clearly state your name for the minutes, then address the board.

### From the Superintendent

To address our achievement inequities in the District, teachers, and administrators have committed a significant amount of professional time to develop literacy skills and to form math agreements and reform practices. If we think of alleviating achievement gaps as a stool, the third leg is how our students' spend time in their classrooms. With 90 minutes recommended for literacy instruction and at least an hour for mathematics, and a commitment to have intervention occur outside of this instructional time, our Principals struggle with how to meet all scheduling priorities. The Leadership Team agreed to engage with [New Solutions K12](#) and Dr. Nate Levenson's team to review current schedules, interview teachers and interventionists, learn about latest trends and best practices in scheduling, and to create a model schedule for each of our schools. This work will begin in January with a desire to have an impact on elementary school schedules in the fall of 2023.

Conversations began in September to reconnect with Battelle for Kids to revise our Portrait of a Graduate and create a new 5 year Strategic Plan. The current PoG does not reflect the Board's, educators', and communities' commitment to equity, and needs to be reviewed. The Supervisory Union is currently in the fourth year of our first Strategic Plan, and identification of new priorities and aspirations need to occur. Battelle for Kids created a proposal which would begin in the summer of 2023 with a goal of completing the work midwinter of 2024.

In recent weeks through my work with the Vermont Superintendent's Board of Trustees, I have been immersed in the State's requirements for PCB testing in all of our schools. Tonight, Raph and I will give an overview of PCB issues and the potential impact test results could have on our schools and programs.

Finally, I've been asked by the Middle School Team to spend time with them as they imagine the potential opportunities for these pivotal grades. In the last full week of December classes, I took the team's invitation to spend time in their classrooms so that I could better understand the challenges and opportunities. I look forward to our work together as we see the role that the Middle School plays in meeting the expectations of our Portrait of a Graduate and what new directions this program can take.

Wednesday, December 21, 2022							
	BA	KES	RES	TPVS	WES	WUHSMS	Totals
Pre K 3	7	13	2		20		42
Pre K 4	12	10	5		45		72
K	6	9	6		27		48
Grade 1	5	16	4		36		61
Grade 2	7	8	3		48		66
Grade 3	15	21	8		48		92
Grade 4	5	12	5		31		53
Grade 5	10	12		49			71
Grade 6	5	9		45	2		61
Grade 7						70	70
Grade 8						69	69
Grade 9						86	86
Grade 10						76	76
Grade 11						82	82
Grade 12						62	62
<b>Total Pre K</b>	<b>19</b>	<b>23</b>	<b>7</b>		<b>65</b>		<b>114</b>
<b>Total K-12</b>	<b>53</b>	<b>87</b>	<b>26</b>	<b>94</b>	<b>192</b>	<b>445</b>	<b>897</b>
<b>Total by School</b>	<b>72</b>	<b>110</b>	<b>33</b>	<b>94</b>	<b>257</b>	<b>445</b>	<b>1011</b>
<b>Percentage Change since Previous Month</b>	0	-3 (-2.6%)	0	2 (2.1%)	-1 (-0.3%)	0	-2 (0.1%)
							-41 (-3.9%)
							<b>District Change from 1 year ago 2021-22</b>

	December 21, 2022
Tuition Funding Source = "Operating School District"	920
Tuition Funding Source = "Other VT School District"	88
Tuition Funding Source = "VT State Agency"	2
Tuition Funding Source = "Sponsored by Operating District"	1
<b>Total</b>	<b>1,011</b>

WCSU enrollment by town (as of 12-21-22):  
<https://docs.google.com/spreadsheets/d/1EihJMU1rfwtdx872RMogYpOyK632Tyv8caVO2-FVcEQ/edit?usp=sharing>

## From the Director of Technology and Innovation

In January we will be starting two new projects with Dartmouth College:

1. A group of students in Professor Eugene Korsunskiy's Design Challenge course will be asked to design a way for all of our high school students to gain a global perspective through meaningful work and authentic experiences that are outside of our geographic area and cultural demographic. We are looking for ways to "pop the bubble" for WCSU students by exposing them to diverse life experiences, grappling with racial and social justice issues, and preparing them for life in a global world. This is the third time that we have worked with Professor Korsunskiy and his students.
2. Students in Professor Julie Kalish's Leadership in Civil Society course will be helping us consider ways to foster and sustain community engagement. They will be conducting surveys that will be distributed through our community listservs to help us understand how we can improve our community engagement. This is the first time that we will be working with Professor Kalish.

## From the Director of Student Support Services

- Child Count completed and submitted to AOE
- working on caseloads and testing flow for next year to make best use of the assets in the building
- MTSS work in elementary schools has focused on the process of EST (Educational Service team) and how to identify needs and track data and progress.
- MTSS work in HS/MS has focused on fine tuning the identification and tracking process of students with needs and is now focusing on the intervention services and how they flow.
- Several staff members will be participating in a 504 plan training to gain better understanding of the process and legal aspects of Section 504.
- Work will begin on collecting data about students and families who are experiencing homelessness. This data is both for state required reporting and to make sure families are aware of the local resources and support as well as the federal protections afforded to them.

## From the Director of Curriculum, Instruction, and Assessment

**Math Pact & Equity Group Update:** The 5-12 teachers are 3/8 of the way through our professional development for the school year. During this time we have established critical vocabulary, notations, and representations necessary for coherent instruction across grade levels and courses. We have also discussed teaching practices or strategies within these categories that are not good practices. We are documenting a commitment of what we *want* to prioritize in our teaching, as well as what we will *avoid* in our Math Whole District Agreements (MWDA). We have also had lots of opportunities to share instructional strategies and resources. Another component of our work

together has been thinking about how to embed the 8 math practices into our work with students. Next, we will establish our commitments to the rules and generalizations that we use in mathematics. The final stage of this work in the spring will be reviewing our Whole District Math Agreements for grades 5-12, looking at our instructional materials to ensure alignment to the commitments we've made through our MWDA, and communicating with stakeholders. Although this is the beginning of an iterative process of review and reflection of our math instruction, we will have solid MWDA's by the end of this school year for grades 5-12 that will provide our students a more coherent math experience across grades. - Patty Kelly, District Math Facilitator

**Winter Testing Window:** Teachers will be assessing students in reading and mathematics in grades K-10 until January 20th, 2023. To see which tests your child will take, please see the testing calendar located on the school district website, linked [HERE](#).

**ELA Curriculum Pilot:** This month teachers engage in the final weeks of participation in the ELA Curriculum Pilot of Wit & Wisdom and EL. We highly encourage all families to review the curriculum and share their thoughts with us using [THIS LINK](#). Even if your child is not participating in a pilot classroom, we highly value your feedback on these resources, thank you!

### **From the Director of Finance and Operations**

Last week we successfully ran our first payroll and accounts payables on our new accounting software. We still have some things to learn but it all went well.

This week we received the preliminary CLA information from the State. I have calculated the tax rate for all member towns for the general fund budget using this information. Please see the linked document.

[Tax Rate Presentation FY23 v FY24 010323](#)

AGENDA ITEM #5	Time Scheduled Appointments
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5.A.	PCB Presentation
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#### **PURPOSE:**

Polychlorinated biphenyls (PCBs) are human-made chemicals that were used in building materials and electrical equipment before 1980. Vermont has requirements for schools to test for PCBs and to make fixes if levels are high. In 2021, a Vermont law passed ([Act 74](#)) requiring all schools built or renovated before 1980 to test their indoor air for PCBs.

Superintendent Sousa's presentation, [Implications of PCB Testing & Remediation in WCSU Schools](#), will cover key issues, AOE guidance, and addressing potential issues.

## 5.B. Revisit Budget Warning Amount

### PURPOSE:

To revisit and clarify the budget amount that will be presented to voters. On December 19, 2022, the board approved this Article to be presented to voters:

### Vote on FY24 Budget Warning (All Priorities)

10

**WARNING:** Shall the voters of the Windsor Central Unified Union School District approve the school board to expend Twenty-Six Million Eight Hundred Sixty Five Thousand One Hundred Forty Three Dollars (\$26,865,143), which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$23,397.97 per equalized pupil. This projected spending is \$2,550,825 or 10.49% higher than spending for the current year.

- The amount in the above warning, \$26,865,143.<sup>00</sup>, is the anticipated operating budget plus the three loan payments.
- The amount of the anticipated operating expenses for FY24 is \$25,836,048.<sup>00</sup>. This amount should be its own separate Article, without the loan payments factored in, as those loan Articles could be defeated. Voter approval of any or all loans (Articles 8, 9, &10) will be in addition to the operating budget.



5.C.	Approve Warning of Articles 2, 8, 9, & 10
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**PURPOSE:**

To verify and formally approve the amounts that will be presented to voters. You can view the entire [Annual District Warning here](#).

**PLEASE NOTE: A quorum is required to attend the Annual District Meeting on Tuesday, March 7, 2023, at 7:00 p.m. in Teagle Library at the WUHSMS.**

**Article 2:** Shall the voters of the Windsor Central Unified Union School District approve the school board to expend **Twenty-Five Million Eight Hundred Thirty-Six Thousand Forty-Eight Dollars (\$25,836,048)**, which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$23,135 per equalized pupil. This projected spending is \$1,521,730 or 6.3% higher than spending for the current year.

**Article 8:** Shall the voters authorize the financing of the design, bidding, permitting, and document development for the proposed new middle/high school in an amount not to exceed **One Million Six Hundred Fifty Thousand Dollars (\$1,650,000)**, subject to reduction from the application of available state and federal grants-in-aid and reserves, to be financed over a period not to exceed five (5) years?

**Article 9:** Shall the voters authorize public school building improvements to convert the steam heating system to a forced hot water heating system at the Woodstock Union Middle High School in an amount not to exceed **One Million Dollars (\$1,000,000)**, subject to reduction from the application of available state and federal grants-in-aid and reserves, to be financed over a period not to exceed five (5) years?

**Article 10:** Shall the voters authorize public school building improvements to replace the roof and implement an energy conservation project at the Killington Elementary School in an amount not to exceed **One Million Seven Hundred Fifty Thousand Dollars (\$1,750,000)**, subject to reduction from the application of available state and federal grants-in-aid and reserves, to be financed over a period not to exceed five (5) years?

**PURPOSE:**

To provide an update on the work of Committees and Working Groups.

**WHO:**

- A. Finance Committee Update
- B. Policy Committee Update
  - i. Adopt:
    - 1. [Code C10: Prevention of Harassment, Hazing, and Bullying update](#)
    - 2. [New Build Tax Impact Reduction \(formerly Capital Debt Repayment\)](#)
- C. Buildings & Grounds Committee Update
- D. Negotiations, Hiring, & Retention Committee Update
- E. Working Groups Update

**PURPOSE:**

A consent agenda groups routine business into one agenda item to be approved with one action, rather than filing motions on each item separately.

**MOTION REQUIRED?**

Yes.

- “Motion to approve the consent agenda.” Requires a second, then can be opened up for discussion. The vote approves/accepts or declines **all** items in the consent agenda at once.

7.A.

Approve Minutes

Windsor Central Supervisory Union  
 Windsor Central Unified Union School District  
 Board of Directors Monthly Meeting  
 December 5, 2022, 6:30 p.m.  
[Virtual Zoom meeting recording](#)

**Board Members Present:**

*Barnard:*

*Bridgewater:*

Lara Bowers

*Killington:*

Katie Reed

Jim Haff

*Plymouth:*

Elliot Rubin

Jay Moore (virtual)

*Pittsfield:*

Ray Rice (virtual)

*Pomfret:*

Bob Crean (virtual)

Lydia Locke (virtual)

*Reading:*

Adam Ameele (virtual)

Anna Sessa

*Woodstock:*

Ben Ford

Keri Bristow

Todd Ulman (virtual)

Sam DiNatale

Matt Stout

*Superintendent:* Sherry Sousa

*Interim Director of Student Support Services:* Shayna Kalnitsky

*Director of Instructional Technology:* Raphael Adamek

*Director of Finance and Operations:* Jim Fenn

*Director of Curriculum, Instruction, and Assessment:* Jennifer Stainton

*District Buildings & Grounds Manager:* Joe Rigoli

*Director of Human Resources:* Linda Loprete (virtual)

*Principals/Administration:* Mary Guggenberger (virtual), Aaron Cinquemani (virtual), Maggie Mills (virtual),  
 Melissa Zoerheide (virtual), Garon Smail (virtual)

*Student Representatives:* Owen Courcey (virtual), Aidan Keough-Vella (virtual)

*Recording Secretary:* Rayna Bishop (virtual)

1. **Call to Order:** Keri Bristow called the meeting to order at 6:30 p.m.

2. **Amendments to the Agenda:** Keri calls for any amendments to the agenda. Adam Ameele stated the need for an Executive Session. Motion to approve the agenda: Jim Haff. Seconded: Ben Ford. All in favor.
3. **Public Comment:** None.
4. **Reports:** The full written reports can be found in the board book. Sherry quickly discussed her increased presence in schools, a new walk-through document, and professional learning.
 

Raphael Adamek highlighted the progress on the school rewiring project. He also discussed his team's research on classroom display configurations.

Shayna Kalnitsky discussed transition planning for the staffing change in the Community Classroom. She mentioned the progress on state reporting, and the continued development of MTSS protocols.

Dr. Jen Stainton shared data on the teachers' access to professional learning. She informed the board of the upcoming winter testing window.

Jim Fenn discussed the progress on the KES roof project and WUHSMS heating system project. He gave an update on the design work for the air quality projects at RES, WES, and KES.

Student reports- Owen Courcey and Aidan Keough-Vella discussed the new student schedule, and that it seemed to be going well as no negative feedback from students had been received. They also discussed the start of winter sports.
5. **Time Scheduled Discussion:**
  - a. FY24 School Calendar- Sherry discussed the calendar and clarified information for the board. Motion to accept the calendar as presented: Jim Haff. Seconded: Sam DiNatale. All in favor.
  - b. VT Public High School Choice- The board discussed the limits to incoming and outgoing students and the purpose. Motion to keep the numbers the same as the current school year (six maximum incoming, no limit on outgoing): Jim Haff. Seconded: Ben Ford. All in favor.
  - c. Woodstock Hockey Parents Request- Bob Coates read a letter from the parents of the boys and girls Woodstock hockey teams regarding the lack of budget funding towards ice time at the Union Arena, and requested the budget cover 42%. Todd Ulman requested data on costs and funding of all other sports. Joe Rigoli discussed the cost of maintenance of all other sports' playing surfaces. Jim Fenn discussed the cost of equipment for other sports, and transportation. Matt Stout would like a cost per athlete breakdown, which would be difficult to provide within such a short timeframe. Jim Haff motions that the board put in the requested amount (\$15,000) for the upcoming year while they work through all of the other details for ensuing years. No second. Jim Haff motions that the Finance Committee look at additional funding of all HSMS sports and review the equity. Sam DiNatale seconds, and adds working with the Policy Committee to create a related policy, which she states is already being discussed. Jim Haff agrees to the amendment, and changes it to include the \$15,000 in the FY24 budget for the hockey teams to use towards ice time. Sam DiNatale seconds the amendment(s). All in favor.
6. **Committee Updates:**
  - a. Finance:
    - i. *FY25 Budget*- Ben Ford shared a presentation on where they were at with the budget timeline, and what the initial numbers look like.
    - ii. *Bond Discussion*- Extensive discussion on bonds that have been considered and what can be moved into the budget versus what needs to be a bond. Jim Haff motions that the KES roof renovation and the WUHSMS heating system be financed in the budget, seconded by someone at the table and Todd Ulman. All in favor.
 

Discussion on a \$2.7 million bond for the design, bidding, permitting and construction document development for the proposed new middle/high school. Motion to put the \$2.7 million bond article on the ballot in March 2023. Moved: Jim Haff. Seconded: Anna Sessa. Ben Ford asks if Jim is open to amending his motion to prioritize the spend, prioritizing the Act 250 permitting ahead of the rest of the architect's work. Jim declines to amend his motion. Keri suggests waiting until the December 19<sup>th</sup> special meeting to make a decision, once more information is obtained. Jim motions to withdraw the open motion, Anna agrees/seconds.
  - b. Policy:

i. First Reading:

*Code C10- Prevention of Harassment, Hazing, and Bullying update* - Elliot Rubin explained the proposed changes and the reasoning. Discussion on whether the policy can be adopted now, which it can't as it hasn't been legally warned for adoption yet. Motion to adopt at next meeting. Moved: Jim Haff Seconded: Todd Ulman. All in favor.

*New Build Tax Impact Reduction (formerly Capital Debt Repayment)*- This is actually the second reading, mislabeled as a first reading, with a change in title only. Motion to have a third reading at the next meeting. Moved: Jim Haff. No second. Motion to adopt, but policy has not been legally warned for adoption, so motion changed to adopt at the next meeting. Moved: Ben Ford. Seconded: Anna Sessa. All in favor.

- c. Buildings & Grounds: Jim Haff stated they haven't been meeting, but discussed moving forward with projects.
  - d. Negotiations, Hiring, & Retention: Adam Ameele will discuss negotiations in Executive Session.
  - e. Working Groups:  
CEWG - Owen Courcey and Aidan Keough-Villa discussed the district name change process and results choices. The group's recommendation is Mountain Views School District, to take effect July 1, 2023. Motion by Anna Sessa to accept the new district name. Seconded by Ben Ford. All in favor.
7. **Consent Agenda**- Motion to approve consent agenda. Moved: Jim Haff. Seconded: Ben Ford. Discussion about the new hire. All in favor.
8. **Public comment**: None.
9. **Executive Session**: Motion to enter executive session at 8:42 p.m. to discuss an employment matter. Moved: Jim Haff. Seconded: Sam DiNatale. All in favor. Motion to ratify the Educational Support Staff employment agreement as proposed by the Negotiations Committee. Moved: Matt Stout. Seconded: Anna Sessa. All in favor.
10. **Reflection**: Discussed the accomplishment of some really big items.
11. **Adjourn**: Motion to adjourn at 9:00 p.m. Moved: Jim Haff. Seconded: Sam DiNatale. All in favor.

Windsor Central Supervisory Union  
Windsor Central Unified Union School District  
Board of Directors Special Meeting  
December 19, 2022, 6:30 p.m.  
[Virtual Zoom meeting recording](#)

**Board Members Present:**

*Barnard:*

Bryce Sammel (virtual)  
Carin Park (virtual)

*Bridgewater:*

Lara Bowers

*Killington:*

Jim Haff

*Plymouth:*

Elliot Rubin

*Pittsfield:*

Ray Rice (virtual @ 7:21 p.m.)

*Pomfret:*

Bob Crean (virtual)  
Lydia Locke (virtual)

*Reading:*

Anna Sessa (virtual)

*Woodstock:*

Ben Ford (virtual)  
Keri Bristow  
Matt Stout

*Superintendent:* Sherry Sousa

*Director of Finance and Operations:* Jim Fenn

*Director of Curriculum, Instruction, and Assessment:* Jennifer Stainton

*District Buildings & Grounds Manager:* Joe Rigoli (virtual)

*Director of Human Resources:* Linda Loprete (virtual)

*Counsel:* Dina Atwood (virtual)

*Contributors:* Stephen Stuntz, WUHSMS Special Educator & WCEA Representative; Lance Whitehead (virtual) and Leigh Sherwood (virtual), Lavallee Brensinger Architects

*Recording Secretary:* Rayna Bishop (virtual)

1. **Call to Order:** Keri Bristow called the meeting to order at 6:31 p.m. Quorum noted.
2. **Amendments to the Agenda:** Keri calls for any amendments to the agenda. Change in agenda order, to begin with the grievance. Motion to approve the agenda: Jim Haff. Seconded: Matt Stout. All in favor.
3. **Public Comment:** None.
4. **Time Scheduled Discussion:**
  - d. Education Association Grievances- Stephen Stuntz, representing the WCEA, presented the information for two grievances. The nature of both grievances was related to subcontracted employees, though it was made clear that they were in no way meant to be disparaging to the currently subcontracted employees. Sherry Sousa shared her response to the grievances.
  - a. FY24 Budget- Ben Ford delivered a presentation on the proposed FY24 budget, covering the timeline, key factors and assumptions, budget priorities, and final tax rate projections.
  - b. Bond, Borrowing, and Resolution- Bond- Ben presented some options, then turned it over to Leigh Sherwood and Lance Whitehead for an in-depth explanation.  
Lara Bowers motioned that \$1.65M goes to a bond. Seconded by Jim Haff. Significant discussion ensued. Lara amended her motion to place the \$1.65M/5 years as a budget item. Seconded by Jim Haff. All in favor.

Ben presented the language for the warning:

Vote on FY24 Budget Warning  
(All Priorities)

10

WARNING: Shall the voters of the Windsor Central Unified Union School District approve the school board to expend Twenty-Six Million Eight Hundred Sixty Five Thousand One Hundred Forty Three Dollars (\$26,865,143), which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$23,397.97 per equalized pupil. This projected spending is \$2,550,825 or 10.49% higher than spending for the current year.

Jim Haff motioned to approve the warning as presented. Seconded by Lara Bowers. All in favor.

5. **Public Comment:** None.
6. **Executive Session:** Motion to enter executive session at 8:02 p.m. to discuss the grievances. Moved: Jim Haff. Seconded: Anna Sessa. All in favor.  
Return to public session. Motion to deny the NuVu grievance. Moved: Jim Haff. Seconded: Ben Ford. All in favor.  
Motion that the board denies the grievance on the contracted SLPs and contracted services, and directs the Superintendent to enter into further discussions around potential resolutions. Moved: Lara Bowers. Seconded: Jim Haff. All in favor.  
Addressing counsel, Jim Haff motions for the Board Chair to sign the written reasoning when it is prepared. Seconded by Carin Park. All in favor.
7. **Adjourn:** Motion to adjourn at 8:21 p.m. Moved: Jim Haff. Seconded: Anna Sessa. All in favor.

Jacob Gladding, WUHSMS Wellness Educator

Jacob A. Gladding  
21 East St. Apt. 1  
Rutland, VT 05701

November 8, 2022

Woodstock Union High School Middle School/WCSU  
100 Amsden Way  
Woodstock, VT 05091

Dear Garon Smail and WCSU,

Please accept this letter as a formal resignation, from my position as a Wellness Educator grades 7-12, at Woodstock Union High School Middle School, effective at the end of academic school year 2022-2023 (EST. June 19, 2023).

After careful consideration, I have decided to explore other career opportunities at year end. I truly loved my time in the Woodstock community and made for a very emotional/thoughtful decision. Teaching physical education and health education to 7th graders has been a dream come true. It also paired with dealing with COVID-19, challenging behaviors, and vastly different developmental challenges of our current students. Teaching high school personal health with life application was also a dream come true. Forming role model relationships with our oldest students has been delightful. My three years have been very rewarding and an absolute joy to watch/assist students grow academically, physically, and into kind hearted individuals. I hope to return to teaching in the future.

I have no doubt under the leadership of Garon Smail and Cody TanCreti the Woodstock community/education will stay strong in its reputation. I also have no doubt under Alyssa Smith's leadership the Wellness Department will stay ahead of the curve and continue to serve our students. I truly appreciate the mentoring and professional advice from colleagues/administrators over the past three years.

With a heavy heart and sincerely,  
Jacob A. Gladding

*Jacob A. Gladding*



AGENDA ITEM #9	Public Comment ..... 10 minutes
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**PURPOSE:**

To hear input, concerns, etc. from the attending public.

**WHO:**

Chair

**MOTION REQUIRED?**

No

Board Rules: Public sign-in sheet (when in-person meetings are resumed). Person stands and announces name; time limit of two (2) minutes per person.

Digital meetings: Digitally raise your hand, wait to be acknowledged by the Chair, please identify yourself for the record, then address the board.

AGENDA ITEM #10	Executive Session- if necessary
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**WHO:**

Chair calls for a member to make the motion.

**MOTION REQUIRED?**

Yes. Motion required that states the purpose and the statutory exemption from public session. Requires a second and a vote to enter the session.

No motion or vote happens to exit the session, as actions cannot be taken in an Executive Session. Any decision, action, and/or vote must be made in public session and recorded in the minutes.

AGENDA ITEM #11	Reflection
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**PURPOSE:**

This is a time to process board self-evaluation and implement recommendations for improvement.

**WHO:**

Full board

**MOTION REQUIRED?**

No.

PURPOSE:

Ends the meeting

WHO:

Chair calls for a member to make the motion to adjourn and notes the time.

MOTION REQUIRED?

Yes. Needs a second and vote.