

**DANVILLE SCHOOL DISTRICT
BOARD OF DIRECTORS' SPECIAL MEETING
Tuesday, July 27th, 2021 – 6:00 p.m.**

**Meeting Location: Physical presence at the Danville School Library and remote access also available.
Please see login instructions below.**

AGENDA

1. **Call meeting to order:** Bruce Melendy, Chair
2. **Approve Minutes:**
 - June 1st, 2021
 - June 16th, 2021
3. **Administrative Reports:**
 - Superintendent
 - Principal
 - Student Representative
4. **Board Business:**
 - Architect's Update (*Presentation/Discussion*)
 - New Hires (*Presentation of candidates/Approval*)
 - Woodchip Plant Review
5. **Other Business**
 - None
6. **Public Input**
7. **Future Agenda Item**
8. **Adjourn**

Next regular meeting: The first Tuesday of each month at 6:00PM
Danville School Board Agendas and Minutes can be found at the following link:
<https://sites.google.com/a/danvillek12vt.us/danville-school-board/home>
The School Board Calendar can be found at: <http://www.ccsuonline.org/>

Mark Tucker - CCSU is inviting you to a scheduled Zoom meeting.

Topic: Danville Board Special Meeting
Time: Jul 27, 2021 06:00 PM Eastern Time (US and Canada)

Join Zoom Meeting
<https://ccsu.zoom.us/j/89414677229?pwd=QXILS1BmZm5mUWNVem1SaUM2ekI5QT09>

Meeting ID: 894 1467 7229
Passcode: 582357
One tap mobile
+13126266799,,89414677229#,,,,*582357# US (Chicago)
+16465588656,,89414677229#,,,,*582357# US (New York)

Dial by your location
+1 312 626 6799 US (Chicago)
+1 646 558 8656 US (New York)
+1 301 715 8592 US (Washington DC)
+1 346 248 7799 US (Houston)
+1 669 900 9128 US (San Jose)
+1 253 215 8782 US (Tacoma)

Meeting ID: 894 1467 7229
Passcode: 582357
Find your local number: <https://ccsu.zoom.us/u/kdavoshsfD>

**DANVILLE SCHOOL BOARD OF DIRECTORS
REGULAR MEETING MINUTES
June 1, 2021 - 6:00 p.m.**

This meeting was held remotely as a Zoom teleconference.

Members present Bruce Melendy (Chair), David Towle, Tim Sanborn, Clayton Cargill, Robert Edgar, David Richardson, Ava Marshia, Liza Morse

Administration present David Schilling, Sarah Welch, Mark Tucker, Simon Fisher

Public present Rob Balivet, Jeff Benay, Rhonda Besaw, David Cassidy, Mary Cassidy, Rick Cochran, Elizabeth Ferraro, Katie Feigenbaum (*Caledonian Record*), Tamsin Flanders, Lisa French, Ginny Flanders, Kristin Franson (Town Select Board), Terry Gosland, Tony Henson (NAGA), Lance Horne, Carol Irons, Jennie Lavoie, Lindsey Mitchell, Carol McGranaghan (VCNAA), Lindsay Morgan, Dawn Peck Pastula, Doug Pastula, Kelly Robb, Tina Rouelle, Sarah Stinson, Susan Terry, Gary Yoder and 51 others unidentified

1 Call to Order Bruce called the meeting to order at 6:00 pm. [00:05:20]

Robert asked for a roll call of the Board [to meet statutory remote meeting requirements]: Bruce Melendy (Chair), Dave Towle (Vice-Chair), Robert Edgar (Clerk), Tim Sanborn (Board Member) and Clayton Cargill (Board Member) responded.

No additions to the agenda were made. However, Bruce noted recognition of retired teachers would occur during the Principals Report. Clayton noted the list was in this month's Report.

2 Approve Minutes [00:06:22]

MOTION Clayton moved to approve the regular meeting minutes of 4 May 2021, as amended*; Tim seconded. Vote: unanimous. Motion ADOPTED. Minutes APPROVED.

* page 1, underscore second motion
page 3, paragr. 2, grade-3/44 [delete second 4]
paragr. 5, ...and a Special Educator]... [insert close parenthesis
paragr. 5, ...Services and (6) ...
page 4, Architectural Update Study ... month./.. [delete slash]

MOTION Clayton moved to approve the special meeting minutes of 17 May 2021; Tim seconded. Vote: unanimous. Motion ADOPTED. Minutes APPROVED.

3 Administrative Reports

- **Superintendent** - [Report](#)* received. [00:07:50]. *This references the June Report to the CCSU Board; no document was submitted to the DSB Meeting, but the Superintendent's remarks at the June 1 Danville Board meeting closely paralleled the contents of that Report.

The Report contains (1) a list of all positions currently open at all 7 schools and the CCSU Central Office, (2) a report that 27 students are part the covid-19 surveillance testing, (3) legislative updates on the Pupil Weighting Study and the Education Fund, (4) Educational "Recovery", and (5) CCSU participation in a VSA [Vermont Superintendent's Association] Leadership in Inclusive Education initiative.

- **Principals' Report** [Report](#) received. [00:11:30]

Clayton asked for the many position openings, do you applicants for all? Dave S stated for some we did, others were "more challenging," For the HS English position, we started with 51 applicants and now we're down to 16. For Librarian we have 1 quality candidate close to closing. Interventionist positions are in enormous demand around the state, and those positions are going to be difficult. Sarah added that hiring of a new literary interventionist is close to completion.

On behalf of the Board Bruce acknowledged the persons listed in the Report as leaving at the end of the school year for their service to Danville School. These include Kelly Robb, Lynn Dunklee and Mary Leadbeater, who are retiring, and Emily Shopland, Trisha Potter, Ellen Parent, Peggy Remick, Trinity Demasi, Cathy Currier, Carrie Ross, Deb Kimball, Linda Lyon, and Desiree Persons, who are moving on to other jobs. Dave S indicated it was a positive reflection on Danville that these staff movements were not to local area schools.

The mascot selection process is underway with the formation of a committee and proposals for a new mascot being received, however, end-of-year school events have taken the front-burner at present.

An extensive Report on Facilities is included in the Principals' Report.

Robert indicated the 70% reduction in behavioral referrals looked very good. Sarah responded that the PBIS efforts had gone well this year for grades K-8, and the High School showed a reduction as well. She said these reductions in a year of dealing with covid made it a bit easier.

In response to questions from Clayton Dave S and Sarah indicated that they felt we could accommodate duct cleaning work while classes were in session and that efforts to re-invigorate the wood chip boiler were still being pursued by Shawn.

- **Student Services - [Report](#)*** received. [00:18:10]. No discussion. *This is the June Report to the CCSU Board; it was not available to the Danville Board at the time of this meeting.
- **Student Representatives** Reports received. [00:18:56]
 - [Elementary School](#) - Ava Marshia
 - [Middle School](#) - Liza Morse
 - [High School](#) - David Richardson

Dave S commented on his first meeting with Senior Dave R and being asked pointedly about cancelling study halls; he thanked him for his service to the School and the Board and felt confident he had a promising future.

4 Board Business

- **Architectural study update** (Discussion). [00:26:30] No update at this time. Truexcullins wants more time to create 3 different presentation; update will be rescheduled for July or August regular meetings,
- **Ratification of the CCEA Teacher CBA** (Discussion, Adoption) [00:28:45]. Mark noted the [Agreement](#) called for 3% raises for both FY20-21 and FY21-22 and that we were well into FY20-21 currently, but otherwise there were no significant changes. Delay in concluding the Agreement was a result of covid-related constraints and adjustments and expansion of the Agreement to accommodate the inclusion of Twinfield and Cabot in the CCSU, which in some cases required separate language.

MOTION Clayton moved to accept the [CCEA Agreement](#) as presented by the Superintendent covering FY21 and FY22; Tim seconded. Vote: unanimous (4-0-1), Robert abstained. Motion ADOPTED./

- **New Hires** (Presentation of Candidates/Approval) [00:34:05]. None were presented.
- **[Petition](#) related to School Mascot Policy** (Discussion, Possible Action) [02:34:20]

The petition addressed [Policy DB001](#) that was adopted by the Board on March 23rd. Given approval by the Chair, Principal Schilling initiated a sign-up list for speakers using the Zoom chat feature.

A brief exchange of ideas as to determining the order of speakers occurred, but no resolution was achieved, so the Chair proceeded with the order being determined by the order in which people signed-up to speak. A maximum of 5 minutes was allotted to each speaker; speakers were asked not to repeat the testimony of other persons, not to read a letter they had already submitted to the Board or another person's letter, and not to speak on behalf of others; time for additional comments by a speaker would be provided after all who wished to speak had spoken at least once.

Robert inquired if the domain of what the Board was addressing was confined to the issues presented in the 3-paragraph petition and also included separate issues included in the letter to the Board by Lindsay Morgan, a spokesperson for the petitioners. Bruce indicated the issues to be addressed by the Board were those in the petition itself and others in her letter we considered personal.

// START PUBLIC COMMENTS (of 15 public participants)

A public comment session was a part of the discussion of this agenda item. All requirements of the minutes for this item reported below are in accord with 1 VSA 312(b)(1). Summaries of the speakers' comments, which are not required, will be added to revised, unapproved minutes over the next few days [R. Edgar, Clerk, 6 June 2021].

[Speakers' names which are underlined are hyperlinked to any board correspondence from them pertaining to the petition. Time stamps, e.g. [00:59:31] indicate the timeline location of the speaker in the [audio-video recording of the meeting.](#)]

- 1 **[Lance Horne](#)** [00:42:00]
- 2 **Elizabeth Ferraro** [00:54:36]
- 3 **[Jeff Benay](#)** [00:59:31]
- 4 **[Carol McGranaghan](#)** [01:10:59]
- 5 **[Lisa French](#)** [[letter May 23](#)] [[letter May 17](#)] [[letter May 3](#)] [01:21:451]
- 6 **Carol Irons** [01:30:46]
- 7 **[David Richardson](#)** [01:34:56]
- 8 **Tamsin Flanders** [01:39:00]

- 9 Ava Marshia [01:53:51]
- 10 Rhonda Besaw [01:58:20]
- 11 Rick Cochran [02:04:29]
- 12 [Tony Henson](#) [02:14:45]
- 13 Susan Terry [02:23:02]
- 14 [Dawn Peck Pastula](#) [02:26:56]
- 15 [Lindsay Morgan](#) [02:32:39]

// END PUBLIC COMMENT

Bruce invited the board to proceed to discuss a response to the petition. Initially, each board member commented on their current position with respect to the petition's requests.

[02:41:57] **Clayton** offered that his decision on the policy had not changed. He continued to view the status of the mascot/nickname as harmful. He emphasized that the petition asked the board to listen to the voices of Vermont Native Americans, and he said he had done so extensively, and the testimony of the three Native American representatives from the Vermont Governor's commissions had strengthened his support of the policy, because the message was that all 4 tribes/bands agreed with the board's adoption of this policy. He said the adoption of the policy was not accusatory and that those who did not support the policy had their time with the mascot, but now with the school mascot-less for too long, it was time to move on and let the kids get one. He noted the current involvement of the board with this issue stemmed from a student's request for a school mascot and the VPA's strong guidance that school board re-examine the use of mascots, logos, nicknames chosen to represent the school.

[02:44:33] **Dave T** indicated he had read all the submitted documents, visited countless websites, and listened to the Native American voices, but he also listened to the Danville community express a strong desire to remain the "Danville Indians." He added "I do not think I will ever change my vote." He did not see the mascot/name as offensive -- "You can do almost anything and some people might be offended by it We can't keep rewriting history." He also expressed concern about how a change to a new mascot would be interpreted in comparison to the one retired. He closed with "I am sticking with my vote: we are the Danville Indians."

[02:46:16] **Robert** noted that the policy, which he drafted, did not use the word "offensive", because he saw the fundamental problem as harm to the mental development of kids. He said that this harm is real and overwhelmingly supported by rigorous, peer-reviewed science, especially as it has developed over the past two decades. He pointed to the statements of the American Psychological Association and the American Sociological Association, both groups of several tens-of-thousands of professionals, having issued statements calling for mascot retirement and having not used the word "offensive" but rather using the word "harm" in justifying their positions. He said that he appreciated how people feel regarding this issue, e.g, "not-offended", but harmful is a much more serious consideration than just offensive, He concluded that "Indian-themed mascots cause harm" to kids, and that if you re-institute the mascot/logo/name, you necessarily reinstitute the causes of the harm. He said "I simply cannot simply do that."

Dave T responded that education could alleviate the harm. Robert did not disagree, but argued you can't leave the causes of the harm in place while you figure out what that education would look like.

[02:50:19] **Tim** explained that for him this is not a historical issue, rather it is our job to represent the school community as it exists today, that is, in the world which students experience today. He said he understood there was a time when celebrating with the mascot was a proud thing for lots of people, but our focus must be the students of today. It is clear that harm from the mascot has come to students who have passed through our school, and harm is likely being contributed now by recycling through this controversy. He declared that even if we could help a few students from being affected by this, to feel more comfortable, safer and healthier in their school, then he does not know "why this is even a debate." It is our job as a board to represent the students and to acknowledge the history that is there, but it is not our job to continue something because that is the way it has been done in the past. "We represent the community in this, that is why we are elected, and in this, my stance also would not change."

Bruce re-read the wording of this item on the agenda and asked if there were any action to be taken.

MOTION Robert moved that the board take no action on the petition; Clayton seconded.

After making the motion Robert added that he would like to see an explicit, written set of reasons for the board decision. He proposed that the board consider continuing this meeting to another, not-distant time and place (under 1 VSA 312(c)(4)), drafting a group statement and then voting on the motion. Clayton, Tim and Bruce all expressed opposition to continuing to another meeting. Bruce summarized it as the board had respected all input, done comprehensive research on the issues and that the board should stand by its original position. Clayton recapped the board's decision: the request to the VPA and Legislature can be disregarded as it was not addressed to us, the request to review the Native American voice had been done, and that no arguments had been brought forward sufficient to justify a disaffirmation the policy adopted on March 23rd.

Robert asked the board to reconsider the phrasing of his motion so that it more positively affirmed the board decision. Clayton asked Robert if his summary were sufficient to explain the re-affirmation of the policy. Robert asked that Clayton's characterization of the board's present deliberations shape the motion as a "re-affirmation" rather than just as "no action." Robert expressed willing to accept such a substitute motion. Bruce presented the substitute motion to the board.

SUBSTITUTE MOTION Clayton moved that the board reaffirm its adoption of policy DB001 in light of tonight's meeting; Robert seconded. Roll call vote: Clayton (aye), Robert (aye), Tim (aye), David S (no), Bruce (aye). Motion ADOPTED by a vote of 4-1.

5 Other Business - none

6 Public Input - none

7 Future Agenda Item: architects' update, approve summer hires

8. Adjourn [03:08:00]

MOTION Clayton moved to adjourn the meeting; Tim seconded. Vote: unanimous, Motion ADOPTED. Bruce adjourned the **meeting at 9:08 pm**.

Respectfully submitted, Robert Edgar (Clerk), 6 June 2021.

The next Regular Meeting will occur on Tuesday, July 6th at 6:00 pm.

Time stamps refer to locations of agenda items on the meeting video file: [2021-06-01 DSB Reg](#); (03:10:49 [hh:mm:ss]; 1.4 GB)

**DANVILLE SCHOOL BOARD OF DIRECTORS
SPECIAL MEETING MINUTES
June 16, 2021 - 6:00 p.m.
Danville School Library & as a Zoom teleconference.**

Members present Bruce Melendy (Chair), David Towle, Clayton Cargill, Robert Edgar
Administration present David Schilling, Sarah Welch, Mark Tucker, Michael Concessi
Public present none

1 Call to Order Bruce called the meeting to order at 6:00 pm.

MOTION Clayton moved that we add to the agenda an item on Superintendent summer hiring authority; Robert seconded. Vote: unanimous. Motion APPROVED.

2 Board Business

- **Tax Anticipation Note (TAN).** [00:00:00]

Mark and Michael recommended that we accept the [Tax Anticipation Note offer from Passumpsic Bank](#), Option #1; minimal discussion followed.

- **MOTION** Clayton moved that we approve accepting Passumpsic Bank's Tax Anticipation Note (Option #1) for \$1,641,164 as recommended by the Superintendent; Dave T seconded. Vote: unanimous. Motion ADOPTED.

- **New Teacher Hires.** [00:03:08]

Sarah proposed the hiring of the following two candidates:

- **MOTION** Clayton moved that we approve the hiring of **Marcia Davis** as an elementary literary interventionist; Dave T seconded. Vote: unanimous. Motion ADOPTED.
- **MOTION** Clayton moved that we approve the hiring of **Lydia Pitkin** as a librarian; Dave T seconded. Vote: unanimous. Motion ADOPTED.

Dave S proposed the hiring of two additional candidates:

- **MOTION** Clayton moved that we approve the hiring of **Rose Modry** as a High School English teacher; Bruce seconded. Vote: unanimous. Motion ADOPTED.
- **MOTION** Clayton moved that we approve the hiring of **Paula Pearce** as a High School Mathematics teacher; Dave T seconded. Vote: unanimous. Motion ADOPTED.

Mark thanked Sarah and Dave S for the quality of faculty they had been brought forward and expressed the excitement communicated to him by these new hires in coming to Danville.

- **Summer Hiring Authority.** [00:11:17]

- **MOTION** Clayton moved that we grant summer hiring authority to the Superintendent (extending to the Board's regular meeting in September 2021); Dave T seconded. Vote: unanimous. Motion ADOPTED.

3 Public Input none

4 Adjourn [00:22:25]

MOTION Dave T moved to adjourn the meeting; Clayton seconded. Vote: unanimous, Motion ADOPTED. Bruce adjourned the meeting at 6:25 pm.

Respectfully submitted, Robert Edgar (Clerk), 18 June 2021.

The next Regular Meeting will occur (tentatively) on Tuesday, July 27 at 6:00 pm.

Time stamps refer to locations of agenda items on the meeting video file: [2021-06-16 DSB Spec; 164 MB, 00:22:46.](#)

https://ccsu.zoom.us/rec/share/3eKdhfvBvr-8OC9-jTvUri7ajQSsab3Wto_s5jcgzpujAXInfn7u_iBBHnrqJUc.TP-BVFqnS9oqGiPf
Passcode: V#8pc.ui

Caledonia Central Supervisory Union
Cabot School, Twinfield School,
Danville School District, Peacham School District
Caledonia Cooperative School District (Barnet, Walden & Waterford Schools)

PO Box 216, Danville, VT 05828 (802)684-3801x206 - Fax (802)684-1190
Mark Tucker, Superintendent of Schools
mark.tucker@ccsuvt.net

Superintendent's Report July 2021

We start the new fiscal year on July 1st, and while this year's July report will look a bit like last year's, it comes to you with a very different air about it. Last year at this time, we were just three months into the Covid-19 pandemic, looking ahead with a great number of unanswered questions and more than a little discomfort. This year, as we continue our climb out of the pandemic, things above and around look a lot more hopeful and, dare I say, normal.

Central Office Changes

We have some staff transitions occurring on June 30th. Robin Miller is leaving after three years of service in the finance departments to Washington Northeast and Caledonia Central. The commute from Washington, VT is a bit much and she is taking some time to work from home supporting her husband's business and spend time with her young son. I am grateful to Robin for her work with us these past years. Robin's departure leaves just myself and Monica Morrissey as the remaining staff from Washington Northeast who transitioned here in July 2019.

Robin's position is filled with the hiring of Tina Morrison, who served for many years as the school admin assistant at Barnet School. We didn't actually "steal" Tina from Barnet; she had been thinking of doing something else for a couple of years, but decided the times weren't right, first following the arrival of a new Principal at Barnet two years ago, and then the onset of Covid-19 last year. I think she did a big favor to the Barnet community by putting aside her personal interests to focus on the best interests of Barnet School, and I hope the Barnet community appreciates her for this. From our perspective in the central office, we are gaining a finance employee with strong organizational skills who already knows a lot about the business workflow from the other end of the process. Barnet filled Tina's position from within; Ana Marcotte has been in training for the past several weeks and we will continue with cross-training support throughout the summer.

Our new Food Service Director, Tanika Stewart, officially starts on July 1st, but she has been in the office for several days training with Ken Cyr. Ken will continue to be available to support Tanika as needed, and Brock Miller at Cabot has agreed to take on a formal mentorship role.

We look forward to the arrival of the new (second) Assistant Special Services Director, Allie Monahan, on July 1st, she comes to us with a newly minted Special Service Director endorsement and a year of internship in the Winooski SD under the tutelage of their Special Service Director. With a Director and two Assistant Directors on the staff here, we will be continuing the program stabilization work that Sabrina Brown started when she came onboard in 2019. Sabrina led special services through a very complicated period during the pandemic, and she (and I) are looking forward to some important professional development next year, a year-long program sponsored by the VSA that focuses on improving our systems in preparation for the implementation of Block Grant special education funding.

School Changes

I am NOT going to try to recount all of the staff transitions in the schools this year, except to say that we have seen a turnover that is approaching 75 staff members – new teachers, new paraeducators, new support staff. This is an unusually high turnover compared to a typical year, occurring for a number of reasons. We had several seasoned teachers retire, and some told me this was their most difficult year of teaching. Early rumblings in the Legislature about potential changes to the Teacher Retirement payout structure got a lot of people thinking, and even though

“It is the mission of the Caledonia Central Supervisory Union and its seven member schools to create a learning community in which each individual can achieve the highest standards of excellence in intellectual growth and citizenship.”

the proposal fizzled for at least the upcoming year, I think that some of our retirees, armed with a new understanding of their retirement options and exhausted from teaching in the Covid-19 year, decided to go now and not wait. We also saw a number of staff members relocate to be closer to their extended families, or to shorten their own commutes. This turnover phenomena was felt statewide – nothing unique to CCSU. A noticeable amount of our new teacher hiring is bringing teachers in from out of state.

One significant departure this year is the retirement of Liz Benoit from Walden School. Liz served as Walden Principal for nine years. Her decision came a bit late in the school year, but we were fortunate to learn of her plans just before the May CCSU Board meeting, and then to find her replacement in time for the June CCSU Board meeting. Anthony Fontana is coming back to Vermont from Ohio; he taught Kindergarten in Waits River for a number of years and then served as head of school for a number of Catholic Schools in Vermont, Massachusetts and Ohio. He has roots in Vermont though his wife and he is looking forward to coming back. He carries a very special experience in his resume, having been drafted out of Bowling Green University by the Boston Red Sox and rising up to the AA level before injuring his arm getting out of the game. Anthony will be in town on July 19th.

Looking Ahead

We are anticipating a more normal school year when we come back at the end of August. I know things feel very different from this time last year – planning for an upcoming routine year is a piece of cake compared to all the uncertainties we faced last year. Of course, we have to keep our eyes and ears open to potential changes in the health conditions related to Covid, but so far so good. I will be making a decision August regarding mask-wearing in school by unvaccinated students and staff. We may also be offered a more robust surveillance testing program for all unvaccinated school staff and students.

The Leadership Team is going to the VPA Conference in Stowe August 2-5. We didn't participate last summer because it was a remote conference and we were just too busy, so I am excited that we will have a chance to be together again this year. In addition to typically outstanding conference sessions, the schedule allows team time during the day as well as time after hours to focus on our own social-emotional health. Right now, as I write this, almost all of the administrators are on vacation and it is great to have them away. I will be going to Maine August 7-14, a little later than usual, partly because of when the VPA conference fell on the calendar. When I get back we will be in full-on prep for the reopening of school. New teacher orientation is scheduled for August 20th, the first day of in-service is August 23rd, and kids return on August 26th.

If anything substantial arises I will let you all know, and I will certainly update you on the status of our reopening plans.

I want to thank all of you for your continued support of your schools.

Mark

Mark Tucker, M.A.
Superintendent of Schools

“It is the mission of the Caledonia Central Supervisory Union and its seven member schools to create a learning community in which each individual can achieve the highest standards of excellence in intellectual growth and citizenship.”