

**HARWOOD UNIFIED UNION SCHOOL DISTRICT  
WEDNESDAY, FEBRUARY 22, 2017 6:00-9:30 P.M.  
HARWOOD UNION HIGH SCHOOL LIBRARY**

**APPROVED MINUTES**

**Attending Members:** Christine Sullivan, Jill Ellis, Peter Langella (left meeting at 7:30), Rosemarie White, Alex Thomsen, Jim Casey, Alycia Biondo, Gabriel Gilman, Sam Jackson, Heidi Spear, Rob Williams, Caitlin Hollister, Sam Jackson (joined meeting at 6:30)

**Absent Members:** Maureen McCracken, Garrett MacCurtain

**Administration:** Brigid Nease, Michelle Baker

**Public:** (Administrators) Ray Daigle, Stephanie Hudak, Sheila Soule, Beth Peterson, Amy Rex, Duane Pierson, Kaiya Korb, Donarae Dawson, Jean Berthiaume

1. Call to Order: Christine called meeting to order at 6:17 p.m.

2. Additions or Deletions to the Agenda: None.

3. Action Items

A. Approve Meeting Minutes of 2/9/2017: Heidi asked to correct the word “parody” to “parity” in the minutes. Alycia moved, Jill seconded minutes as amended, the board unanimously approved.

B. HUUSD Policy: Alex moved, Jill seconded a motion – “shall the board adopt WWSU manual as HUUSD policy manual?” All approved, except Jill and Gabe (opposed).

C. 1st Reading of Policies and Move to Adoption at the March 8th meeting

F13-L Admission of Resident Students, K-12

F14-L Admission of Non-Resident Tuition Students, K-12

F33-L Intra-District Choice, K-8

Alex moved, Heidi seconded board consideration of policies F13-L, F14-L, F33-L for our March 8, 2017 meeting. Board unanimously approved.

D. Update on Articles of Agreement and need for amendment - motion to authorize Michelle to work with AOE and SBE to confirm changes. Alex moved, Gabe seconded, board unanimously approved.

E. Vermont Code Of Ethics: Discussion around the nature of adopting this ethics code. Peter expressed concern about teachers serving on boards – wearing two hats. Gabe

mused about certain clauses within the code. Heidi stated we've had "troubled ground" here. Alex - how do we balance private thinking and public role here? What about the removing the "appearance," asks Alycia? Caitlin - what are our options moving forward? Committee consideration? Small group? Retreat topic? Gabe - let's eliminate the code of ethics entirely. Jim - I see the Code of Ethics as a way to steer personal decision-making and individual choice/judgment within the board context. Jill - I believe everyone around the table can act ethically without signing the document. Heidi - what about removing Part 2, #3? Alex - important that the public sees that we want to be an ethical board. Christine - 3 options: 1) Don't sign; 2) Strike the phrase "the appearance of", and 3) adopt as is.

Signed with no changes: Rob Williams, Jim Casey, Christine Sullivan, Sam Jackson, Rosemarie White, Caitlin Hollister, Alex Thomsen

Signed with edit to #3 under "Uphold the highest ethical standards" to delete "the appearance of" conflict of interest: Peter Langella

Signed with edit to #3 under "Uphold the highest ethical standards" to change "the appearance of" to "any actual" conflict of interest: Jill Ellis, Heidi Spear

Signed with edit to #3 under "Uphold the highest ethical standards" to change "the appearance of" to "a" conflict of interest: Alycia Biondo

Did not sign: Gabriel Gilman

#### 4. Discussion Items

##### A. Presentation by TruexCullins' David Epstein on Warren School

David explained the bidding process, the timeline, the personnel, and reviewed all the blueprints for the Warren School rebuild. Discussion around interior needs, the boiler, contract, next steps, oversight, separate contracts for asbestos abatement, etc.

##### B. Committee/Workgroups: Decision making and relationship to the full HUUSD Board

Discussion around working groups, public communications messaging and "flow," and how to pass info from our communications working group (and other working groups) that represents the unified voice of the entire board. Rob will follow up with Valley Reporter, and Maureen will follow up with the Waterbury Record re: nature, placement and specifics of messaging for both newspapers of record.

#### 5. Reports

##### A. Work Group Reports

Michelle briefed the board on need for new clerk come July 1, and shared her summary slides for our March 6 presentation at 6:00 pm in the HUUSD library.

1. Communications – Heidi shared talking points/slides. Discussion. No need for FAQ. Brigid – picked up 4 new students via promo letters home.
2. Facilities – no working group meeting since last board meeting.
3. Policy – Discussion around logistics of policy planning and passage.
4. Negotiations – injunction update, legal update. March 9<sup>th</sup> – ground rules for negotiation, March 23 – get moving on negotiations.

#### 6. Superintendent & Director of Finance Reports

##### A. Presentation: Compensation and Benefit Agreements for Non-Unionized Staff FY 18

Michelle explained path to aligning benefits for nonunion employees (add salaries, etc.) on March 6 and March 8. Five slides were presented, and discussion ensued re: options. See Michelle's slides.

#### 7. Public Comment – none.

#### 8. Other Business – none.

#### 9. Future Agenda/Calendar Planning

Review of the months ahead. See Brigid's document.

#### 10. Adjourn – Rob moved, Alycia seconded, board approved motion to adjourn at 9:15.

Submitted by Rob Williams