

Green Mountain Unified School District Board

Special Meeting Minutes

Thursday, August 22, 2019
Superintendent's Office/Zoom
5:00 p.m.

I. ROLL CALL/CALL TO ORDER:

Board: Wayne Wheelock, Joe Fromberger, Rick Alexander, Lois Perlah, Marilyn Mahusky (via phone), Deb Brown (via phone)

Staff: Deb Beaupre

Student Reps:

Public:

Mr. Fromberger called the meeting to order at 5:10 p.m. He introduced the board members.

II. APPROVE AGENDA:

Mr. Alexander **moved** to approve the agenda. Ms. Perlah seconded. The motion to approve the agenda carried unanimously.

III. NEW BUSINESS:

A. Recommendation to Hire

Ms. Powden recommended hiring Amanda Gross for a half-time position at CTES as a first-grade teacher. She explained that the reason that the position is a half-time position is that they have been advertising for a math interventionist at CTES for about a year and a half and they have been unsuccessful in that to this point, however they are fortunate enough that their current first grade teacher Chrissy Chambers would like that role and is qualified. They just need a half time first grade teacher to make the math interventionist goal happen. Ms. Beaupre reported that she had interviewed Ms. Gross. She reported on her educational and employment history. She noted that she is a well-established figure in Cavendish as a mother of 6 and the wife of the Baptist minister in town. She graduated from BU Summa Cum Laude with a BS in education. She was the director of Stepping Stones preschool and hired the current director of Stepping Stones. She reported that many of her current teachers have been on the board of Stepping Stones when Ms. Gross was the director. She reported on the three references that she has for Ms. Gross.

Ms. Beaupre noted that Ms. Gross didn't initially come into the school to interview, rather she came in to integrate her young child into the school from a home school situation, but as they spoke more together, Ms. Beaupre felt that she would be great for the position. There was discussion about her teaching experience. Ms. Beaupre advised that Ms. Gross has taught every elementary grade in the past, in addition to home schooling her own children. Ms. Mahusky questioned if Ms. Gross had recent elementary classroom experience other than teaching her own home-schooled children. Ms. Powden advised that there is no recent experience, and she will need a provisional license. There was discussion about the process to get a provisional license through a reciprocal process with Massachusetts (where her current license is through).

Ms. Beaupre reported that in the past, they have worked to try to find a shared first grade position in order to have Ms. Chambers be the math interventionist, but they didn't have any luck previously. There was discussion about how the team teaching would work. This would need to be a collaborative

teaching environment. Ms. Perlah questioned how Ms. Beaupre felt they would work together as a team to ensure that the students' needs are met. Ms. Beaupre reported that Ms. Chambers and Ms. Gross have already been talking and planning their teaching time and subjects. There was discussion about the manner in which the teachers will collaborate and how the question is being asked. Ms. Powden rephrased the question asking Ms. Beaupre how she can assure the board that the students' needs will be met, that they will be taught collaboratively between the teachers and the teachers will provide continuity and consistency for the students. There was discussion about ensuring that the classroom expectations would be the same for each teacher so that the 6-year olds in the classroom do not have to negotiate the landscape of different teaching expectations. Ms. Powden noted that she shared that concern and when she interviewed Ms. Gross, she asked that same question. Ms. Gross had advised that both she and Ms. Chambers want to make sure that they are consistent with their expectations so they have been meeting together about that very topic. She also noted that Ms. Gross has volunteered to come in the school for the whole day during the first weeks of the year so that she can hear exactly what Ms. Chambers is saying to the children and learn her expectations so that she can follow them herself. There was discussion about them having collaborative time together during the day in order to continue to provide consistent service to the student. In fact, they have met together many times already and have used some help from the other coaches at the school. Ms. Beaupre noted that she is comfortable that this is a team that will work.

Ms. Mahusky questioned Ms. Powden regarding the transition from homeschool teacher to classroom teacher. She noted her concern with the transition to the very focused personalized home school environment to the general ed classroom with many different learning styles and needs. Ms. Powden reported that this was a question that she spoke with Ms. Gross about. Without getting into a lot of details, Ms. Gross's children each have very different, individualized learning styles and she has had to maneuver through those styles. She teaches her students thematically and then individualize for each of her students. Ms. Powden discussed the personalized assessments Ms. Gross has given her home-schooled children. She felt that Ms. Gross would be able to make the transition from home-school teacher to classroom teacher well. There was discussion about teachers having a 2-year probation and if the transition is more challenging than expected, the board has alternatives.

Ms. Powden reported that Ms. Gross would be step 1 BA level on the salary schedule unless she provides additional teaching experience on her resume.

Ms. Mahusky **moved** to approve the recommendation of the superintendent to hire Amanda Gross as the .5 fte 1st grade teacher at CTES and placed on the salary scale at a level appropriate with her education and experience. Ms. Perlah seconded. The motion carried unanimously.

IV. PUBLIC COMMENTS:

None.

V. NEXT MEETING AND AGENDA ITEMS:

The next regular meeting will be on September 19, 2019 at CTES at 6:00 p.m.

VI. ADJOURNMENT:

Ms. Mahusky **moved** to adjourn at 5:33 p.m. Ms. Perlah seconded and the motion carried unanimously.

Respectfully Submitted,

Amber Wilson
Board Recording Secretary