

Meeting via Zoom Meeting:

<https://us02web.zoom.us/join/91182122222>

April 1, 2022

Present – EQS Sub-committee: Amanda Garces, Mark Hage, Lynn Murphy, Chelsea Myers, Mike McRaith, Infinite Culcleasure, Michael Martin, Heather Bouchey, Cynthia Reyes

Working Group members: Mill Moore, Heather Lynn

Public - Colleen Mackinnon, Donna Stafford, Joshua Daniels, Alyssa Chen, James Moore, Stanley Noga, Jerrica Robare,

1. Welcome and Introductions

Meeting convened at 2:35

2. Agenda Review

Review agenda from 2:35-2:39

3. Discussion and action on proposed revisions to EQS Manual: 2.12.22 Edition from:

Discussion about 2.12.22 from 2:39-TIME

- VT Principals association - Change the word “equal” to “equitable”. Now comfortable stay with word “equal”
- VSA - Comfortable with “Equal” versus “equitable”. Want to add “or approved independent schools”
- VT Independent Schools opposes adding “or approved independent schools”
- Section 2112 Proposal by Mark to entertain a motion to approve language in VSA column 3.25.22 in revising section 2112. Moved by Chelsea Myers and seconded by Mike Mcraith. Endorsed the motion:

○ Mark Hage, Lynn Murphy, Chelsea Myers, Mike Mcraith, Infinite Culcleasure, Michael Martin, Cynthia Reyes

● Section 2114 VPA recommends staying with the 2.12.22 language. The word “equality” will be retained. Proposed by mark, Mike moved the motion and Lynn seconded the motion. Endorsed the motion:

○ Mark Hage, Lynn Murphy, Chelsea Myers, Mike Mcraith, Infinite Culcleasure, Michael Martin, Cynthia Reyes

● Section 2120.1 VPA recommends staying with its 3.11.22 version of this language. Syntactical. Move Mike Mcraith and Second Cynthia. Endorsed motion:

○ Mark Hage, Lynn Murphy, Chelsea Myers, Mike Mcraith, Infinite Culcleasure, Michael Martin, Cynthia Reyes

● Section 2121.3 VPA recommends changing from “embedded into the school day” to “school day agreed-upon scheduled times for school employees.” Move the motion Chelsea Myers and second Michael Martin Endorsed motion:

○ In favor Lynn Murphy, Chelsea Myers, Mike Mcraith, Infinite Culcleasure, Michael Martin, Cynthia Reyes

○ Opposed Mark Hage

● Section 2123.2 Use the word “home language” instead of “first language” and delete “or in an otherwise accessible format”. Short discussion on the differences in proposed

languages. “Preferred home language(s) in an accessible format” was discussed. Move of motion to adopt, “home language(s) and in accessible format” by Mike McRaith, Cynthia Reyes second

○ In favor: Lynn Murphy, Mike McRaith, Heather Bouchey, Cynthia Reyes, Mark Hage, Chelsea Myers, Mike Martin, Infinite Culcleasure

Section 2114: Definitions, Proposal by VSA to edit from social group to social identity group. Motion. To add the word identity, and add a period after the word unity, and strike the following phrase and who are perceived as a group by society. Motioned definition reads:

“Social Identity Group” means a group of people who share common characteristics that shape their identity and promote a sense of unity. The characteristics can be innate and unchangeable, or otherwise fundamental to identity, conscience, and the exercise of rights and opportunities.

● Lynn Murphy Moved, Cynthia Reyes seconded, unanimously approved.

Section 2114 Definitions: Motion for VSA's language from 3/11/22 be adopted.

- Chelsea Myers moved, Heather Bouchy Second–Motion unanimously approved.

Section 2120.1, Proposing the language: educators shall be supported in, VSA recommends striking the word “cultural” and adjusting subsequent tense changes as proposed by VSA on 3/11/22 and also do the same for other verb tenses in this section for matching and grammar and adding biases as proposed by VSA.

- Mike McRaith Motion made, second by Cythnia Reyes: Educators shall be supported in: (and change all verbs in the list to “ing” verbs) in the section, strike the word culture as proposed, change classroom environment to learning environment and adopt the word biases as proposed by VSA, Motion unanimously approved.

Note: Suggestion, Support could be addressed in both professional development (2120.3) and district goal setting that is reflected in 2120.6 (system for measuring against goals)

Section 2120.1, VSA recommended changes to the language on 3.11.22, (second section) Motion made to accept these changes by Lynn Murphy, Second Chelsea Myers, motion passed unanimously.

Section 2120.1, VSA recommended changes to language on 3.11.22, changing verbs to “ing” for tense purpose but keeping the word all as initially written on 2.12.22. Chelsea Myers moved, Lynn Murphy seconded, motion passed unanimously.

Section 2120.5, VSA recommended changes, adding the phrase, “public and approved independent school” striking: as required in 16 V.SA. Motion moved to approve by Mike McRaith, seconded by Lynn Murphy, motion unanimously passed.

Section 2114: VSBA suggested edit on 3/11/22, Cynthia Reyes moved, Chelsea Myers seconded, motion passed unanimously.

Section 2120.2: VSBA suggested edits on 3/25/22:

- Section A moved to adopt yes–5-4 vote, Chelsea, Mike, Mark, Martin, Heather Bouchey in favor: Infinite, Amanda, Cynthia, Lynn are no votes.
- Section B suggest to change recommended 3/25/22 language to “recognize and reduce the impact of” Motion made to change Mike Martin, Second-Cynthia, motion passes with one abstention–from Lynn Murphy
- Section D Motion made by Chelsea Myers, seconded by Lynn Murphy, to accept edits, motion passed unanimously.

4:50pm: Public Comment Period: Mark Hage invited public comment on two occasions:

- On second occasion, public member Stanley Noga made comment about VSA 16, shared the importance of having a statute within the document so that it can be referenced by people reading and engaged. Recommended caution when deleting a reference to a statute or law.

4:55pm, Hearing no other comments, public comment closed.

5:00pm, Subcommittee agreed to stay through 5:30pm, Heather Bouchey unable to stay, Quorum still in place.

Section 2120.2 VSBA recommended language from 3/25/22 changed to “(g) Ensure students have access to Flexible Pathway opportunities consistent with 16 V.S.A. 941,” Mike McRaith motions, Mike Martin seconds, motion passes unanimously.

5:05, Infinite Culcleasure signed off, quorum remains in place.

Section 2120.6 Motion made to accept proposed changes as introduced by VSBA on 3.25.22 by Amanda Garces, seconded by Cynthia Reyes, motioned carried with one abstention (Mike Martin).

Section 2106.6 Motion made by Amanda Garces to approve VSBA’s recommendations and adding the edit “aims to capture” with “includes” seconded by Chelsea Myers, motioned passed unanimously.

VSBA: Section 2120.6 (revised in total)

Each local school board shall ensure the alignment of existing school policies and create new policies as needed to accomplish the following:

- (a) promote research, coordination and professional learning that leads to the development of age - and grade – appropriate programming and resources in Ethnic Studies that are integrated into all Curriculum Content areas in Section 2120.5 of this Manual and that are responsive to the developmental needs of all students, Pre-Kindergarten through Grade 12; and
- (b) create systems for regularly, systematically, and continuously evaluating a school district’s performance in attaining the above goals.
- (c) When undertaking this policy work, school boards and school leadership shall engage with the communities they serve; and seek input and guidance through a process that aims to capture includes the voices and experiences of students, parents/legal guardians and other community members who are often underrepresented in this work and in school decision-making.

Section 2110: Statement of Purpose

VSBA had sections and recommendations that were brought to the group as noted in the documents. Amanda Garces proposed different but related language: “The EQS adopts a definition of discrimination that is broader than its legal definition. NOTHING HEREIN, shall be construed as creating or recognizing any private right of action.” This language was proposed instead of VSBA’s recommendations on 3/25/22.

As Mark Hage stated: First paragraph same, second the same, the third would read as the disclaimer: “The EQS adopts a definition of discrimination that is broader than its legal definition. NOTHING HEREIN, shall be construed as creating or recognizing any private right of action.”

Motion made to accept as above by Amanda Garces, 2nd made by Lynn Murphy, motion passed unanimously.

Next Steps: Clean up document with these revisions, reformat, present to full working group at next meeting—to be scheduled, and on track to present SBE for the 4/20/22 meeting.

Motion to adjourn by Mike McRaith, Second by Amanda Garces—all voted in favor. Meeting adjourned, 5:46pm.

- a. Vermont Superintendents Association
 - b. Vermont Principals Association
 - c. Vermont School Boards Association
 - d. Vermont Independent Schools Association
4. Public Comments
 5. Next steps and closing remarks