

Microsoft Teams Virtual Meeting  
Call In: 1-802-828-7667  
Conference ID: 711 535 54#

### APPROVED MEETING MINUTES

#### **Present:**

**Xusana Davis**, Executive Director of Racial Equity, Chair; **Lynn Currier-Stanley**, Vermont Chapter of the National Association of Social Workers (NASW), Co-Chair; **Cammie Naylor**, Vermont Legal Aid (VLA)/Disability Law Project (DLP), Staff Attorney – (left at 1:06 p.m. and returned at 1:33 p.m.); **Heather Lynn**, Vermont School Boards Association (VSBA), Attorney; **Sarah Robinson**, Vermont Network Against Domestic & Sexual Violence, Deputy Director; **Rebecca McBroom**, Vermont-NEA, General Counsel; **Chelsea Myers**, Vermont Superintendents Association (VSA), Associate Executive Director; **Jay Nichols**, Vermont Principals' Association (VPA), Executive Director; **Henri Sparks (Sparks)**, Harassment, Hazing, and Bullying Prevention Advisory Council (HHB), Chair; **Courage Pearson**, Outright VT, Director of Organizing; **Amanda Lucia Garces**, Vermont Human Rights Commission (HRC), Director of Policy, Education and Outreach.

**AOE:** Emily Simmons, Maureen Gaidys.

**Members of the public/others:** Sue Ceglowski, VSBA; Dr. Mary Gannon;

#### **Call to Order/Introductions Roll Call/Amendments to Agenda/Minute Taker**

The meeting was called to order at 12:02 p.m. There were no amendments to the agenda.

#### **Approval of [Draft Meeting Minutes from January 9, 2024](#)**

Davis asked for a motion to approve the draft minutes. H. Lynn asked to have her responses/rebuttal to the criticisms raised during public comment from Representative Burrows included in the minutes. Davis asked H. Lynn to send these additional comments to AOE for inclusion. H. Lynn said the changes would include addressing the concern that the proposed amendment failed to reflect the interests of students and was coming solely from the perspective of protecting school districts from litigation, when actually they expand protections that don't arguably exist under statute and avoid language that would be detrimental in the long term.

Currier-Stanley moved to accept the draft meeting minutes from January 9, 2024, with H. Lynn's additional comments to be included. Naylor seconded the motion. There was discussion on having a link to [Representative Burrows' statement](#) included in the minutes. Garces said she would abstain from this vote as she wanted to be able to see the comments before voting. Chair Davis called the vote and the motion carried.

## **Public to be Heard**

There were no members to be heard.

## **Review/Finalize January 15, 2024 Report to the General Assembly**

Davis asked for an update from the drafting subcommittee.

Myers shared that the subcommittee was not able to meet. She offered a draft to be presented to the whole WG, but that didn't happen. She said Garces and Robinson have edits and/or their own drafts. She asked if a draft report was to be considered today, that it be hers as she was not able to see the edits. She said there was no singular report. Myers' draft report is 10 pages. Garces' portion of the report is also 10 pages.

Nichols asked what the process was going to be since no draft was prepared and/or distributed in advance of this meeting and said he was not prepared to vote. Davis clarified that there would be no vote today.

Robinson said that she didn't have anything to add to the reports that have been drafted. Garces said she edits some of Myer's section and drafted a section on compulsory attendance and didn't touch other parts.

Davis clarified that we have two versions of a draft report to discuss and work from. Nichols suggested scheduling another meeting now, before people drop off the meeting. Sparks suggested that we review the draft reports in the same manner as VSBA's proposal. He said if it contains anything relevant to S.103, that he doesn't believe it should be included, as the WG was not tasked with addressing that issue.

Davis suggested walking through both drafts today and coming back to another meeting with one draft for review.

There was discussion on S.103, making recommendations even if they were not part of the initial charge, understanding the connection of S.103, recognizing/accepting that we do not have consensus, the WG's charge was explicit and was to look at a change or removal of "severe and pervasive," process followed up to this point, interjecting/introducing concepts too late for reflection, need for thoughtful engagement, including both considerations and noting the lack of consensus, taking time to review draft report and reconcile how to move forward, and best use of time might not be walking through the documents at this meeting.

Davis said she thought it would be helpful to discuss S.103 today while everyone is here and before they drop off and then take time offline to review the draft reports.

There was discussion on the date of the next meeting. Davis asked the WG members to consider how much time is needed to review the drafts, share them with colleagues, send proposed edits, recirculate revised draft and be prepared for another meeting. Any proposed edits should be provided to Davis by the morning of January 19, 2024 so that she can compile and distribute a revised draft by EOD, January 19, 2024. The next meeting is scheduled for Tuesday, January 23, 2024 from 4-6:00 p.m.

Davis reminded the WG that everyone is starting at a different place, and we need to recognize this and learn from each other. If something comes up and is germane to the work, it is worth looking at and it is likely there will be non-consensual elements in the report. If someone feels they cannot make an informed decision, they need to be able to say that.

Naylor referenced [S.103](#) (page 13, §570f) and explained that this is an amendment to the bill that was referred to House Education and is the proposal that DLP supports.

The WG discussed [S.103](#) at length and whether or not to include this non-consensual item in the report.

Myers said she submitted her draft report with the intention that the subcommittee would meet and review. She said there is likely a lot of agreement. She broke it out by each charge and tried to capture all proposals and recommendations that received any votes from the prioritizing process (dot exercise). This draft was intended to be reviewed/discussed as a smaller group and unfortunately this was not possible. She said this is not necessarily a conflicting proposal. Garces said she thinks there is much alignment between hers and Myer's draft report. Garces added more detail and requested feedback from others. Garces offered to prepare one draft document, combining the two drafts, with track changes. Naylor asked to have this shared with WG members in pdf form so that unintended edits are not made and to ensure that all are working for the same document.

Davis recapped:

- The next meeting is Tuesday, January 23, 2024 from 4-6:00 p.m.
- WG members will receive two versions of the draft report in pdf format.
- WG members should provide any edits to Davis by 10:00 a.m. Friday, January 19, 2024.
- A revised report will be shared with WG members by the afternoon of Friday, January 19, 2024.
- WG members will be ready to discuss a semi-final draft on Tuesday, January 23, 2024.
- Tuesday's meeting will finalize the report and the WG will make a final decision on including a non-consensus section.

Davis opened the meeting up again for public comment. Dr. Gannon commented via the Teams Chat, "Appreciate the hard work, our students and teachers and admin deserve the best."

## **Adjourn**

The meeting adjourned at 2:00 p.m.

Meeting Minutes recorded by: Maureen Gaidys