Unapproved Minutes
Caledonia Central Supervisory Union
CABOT SCHOOL DISTRICT
BOARD OF DIRECTORS' BOARD MEETING
October 26, 2026

Call to Order by Chris Tormey

Present: Chris Tormey, Ellen Cairns, Melissa Pratt, Alicia Heber, Jason Monaco, Superintendent Matt Foster, Asst Superintendent Mike Moriarty, Director of Finance John Burke

Brittany Butler

Approve Agenda: School updates will come in Matt's report. Table Capital Improvements.
A **motion** to approve revised agenda by Ellen Cairns and seconded by Melissa Pratt. Motion approved.

Minutes from September 28, 2026
A **motion** to approve the minutes by Melissa Pratt and seconded by Alicia Heber. Motion approved.

Public Comment – none

Superintendent Report – Matt and Mike were present to answer any questions.
Matt and the leadership team have created a schedule that has more core instruction time.
Matt went over what the current schedules look like for elementary grades. Matt went over the specials teachers assignments and the schedules for them - shifting resources for students to have more instructional guidance. Core classes do not need to be done back-to-back, if the instruction times are being met.

Mike shared that none of the 8th graders are in need of urgent intervention in either math or literacy. The proficiency scores were good. That is great for middle school.

Cabot Principal will be starting soon.

Question on the scheduling change – has a lot of concern about reducing art and music. Question on how the new Cabot schedule compares to other schools? All other schools in our district already follow this form of schedule focused on core instructional classes.

Act 170 Merger Committee Updates (Discussion) - Ellen – nothing new to update. Waiting to hear about the next meeting date.

Community Outreach: January Vote on HS Closure (Discussion)
Will need to be warned on November 30th for a vote on January 6th.
Chris went over the costs associated with printing, mailing, and election day costs. Looking to come in around $3,000 or a little more. Discussion on getting out the ballots and informational mailing.

Question on if it will make it to community members that winter out of Vermont. Chris will check with Brittany.

Budget Planning for 2027/28 School Year (Discussion) - two budgets will be drafted for January. The budget that will be brought forth will depend on which way the vote goes on January 6th.
John went over the draft budget schedule. State numbers that are used in the budget will not be supplied until December.

Policy Committee (Discussion/Action) - Melissa spoke on the policy committee that is being developed by the SU board which will have representatives from each school to review policies that need to come up for review or adoption. No action is needed.

High School Choice Ballot Language Adoption (Discussion/Action) Chris went over some language to put out to the voters.

Board discussion on what question(s) should be put on the ballot. Noted the importance of clarity around the questions. With the warning in November, won't really know what the budget impact is either way. Chris shared the two options being asked of votes, board discussion on crafting the questions(s). Discussed that with the mailing, the board can share what they know about the two options. Discussion with the board and public on thoughts around the options to vote on.

The board decided on question one. Matt will pass the language through the attorney.

A **motion** to approve the revised language stating:
Shall the voters of the Cabot School District direct the Cabot School board to close Cabot High School effective June 30, 2027, and to tuition students in grades 9 –12 to the public high school or approved independent school of their choice in Vermont beginning with the 2027-2028 school year by Ellen Cairns and seconded by Jason Monaco. Motion approved. Alicia Heber abstained? - Please clarify could not understand the recording.

Policy Review:
■ B6 - Health Insurance Portability and Accountability Act Compliance (HIPPA) - This is an outdated existing policy that is not a required/recommended VSBA policy. The district will comply with all HIPAA requirements for any employee benefit or group health plan it provides. The superintendent or a designee is responsible for creating and implementing procedures to ensure ongoing HIPAA compliance. (Discussion/Board Action)

■ B12 - Personnel Files - This is an outdated existing policy that is not a required/recommended VSBA policy. The Supervisory Union maintains secure, accurate, and confidential personnel files for all employees in accordance with state and federal requirements. Employees may review their files by appointment, while certain documents—such as medical records, investigative materials, and criminal background checks—are kept separate and handled under specific legal guidelines. (Discussion/Board Action)

■ B13 - Resignations - This is an outdated existing policy that is not a required/recommended VSBA policy. The Supervisory Union handles employee resignations in a timely and fair manner, requiring licensed staff to submit resignations to the Superintendent for approval by the School Board, while unlicensed staff resignations take effect upon the Superintendent's acceptance. Once submitted to the Superintendent, a resignation cannot be withdrawn unilaterally by the employee. (Discussion/Board Action)

■ B15 - Standard of Behavior - This is an outdated existing policy that is not a required/recommended VSBA policy. CCSU employees are expected to demonstrate professionalism, respect, and cooperation in all interactions, fostering a positive environment that prioritizes student needs and acknowledges the contributions of colleagues. Staff should communicate respectfully, take ownership of their work, resolve conflicts constructively, and hold themselves and others accountable while celebrating achievements. (Discussion/Board Action)

■ B16 -Sports Coach Policy- This is an outdated existing policy that is not a required/recommended VSBA policy. CCSU seeks to hire highly qualified coaches and fills all coaching vacancies through a formal application and interview process involving the principal, athletic director, and superintendent. Coaches are evaluated annually, with recommendations made to rehire/hire with conditions, or not rehire based on their performance. (Discussion/Board Action)

■ B17 - Workplace Breastfeeding/Pumping Policy- This is an outdated existing policy that is not a required/recommended VSBA policy. CCSU supports breastfeeding employees by providing flexible break times and a private, well-equipped room for nursing or pumping breast milk at work. Employees may use normal break times or adjust their schedule as needed, and a refrigerator is available for safe milk storage with proper labeling and cleanliness. (Discussion/Board Action)

A **motion** to approve the above polices by Jason Monaco and seconded by Melissa Pratt. Motion approved.

A **motion** to adjourn by Melissa Pratt and seconded by Alicia Heber. Motion approved.
Minutes respectfully submitted,
Nicky Cole