

**REGULAR MEETING OF THE
SOUTH BURLINGTON SCHOOL BOARD
WEDNESDAY, JUNE 3, 2020
Executive Session at 6:00 P.M.
Regular Meeting at 7:00 P.M.**

PRESENT (Participating Via Zoom)

Elizabeth Fitzgerald, Bridget Burkhardt, Martin LaLonde, Alex McHenry, Brian Minier

AMINISTRATION/STAFF (Participating Via Zoom)

David Young

GUESTS

Attorney Colin McNeil

EXECUTIVE SESSION

Bridget Burkhardt called for a motion to enter executive session at 6:04 p.m. to discuss labor negotiations with Administrators, Teachers, and Support Staff and added that it would be significantly disadvantageous to the district not to do so in executive session. Alex McHenry motioned to enter executive session and Brian Minier seconded the motion. A roll call vote was taken. All were in favor. The motion passes. The board requested that David Young and Attorney Colin McNeil attend executive session.

Discussion Regarding Labor Negotiations with Administrators, Teachers, and Support Staff

In: 6:04 p.m.

Out: 7:00 p.m.

No Action

The executive session was closed at 7:00 p.m.

PRESENT (Participating Via Zoom)

Elizabeth Fitzgerald, Bridget Burkhardt, Martin LaLonde, Alex McHenry, Brian Minier, Cole Patno, Delaney Rosner

AMINISTRATION/STAFF (Participating Via Zoom)

David Young, Meg Collins, Gary Marckres, Steve Walker, Patrick Burke, Karsten Schlenter, Holly Rouelle, Mark Trifilio, Amadee Denton, Mike Martin

GUESTS

Approximately 130 guests via Zoom including many staff members.

The meeting was called to order at 7:05 p.m.

Bridget Burkhardt reviewed the Zoom guidelines for school board meetings including how to ask or submit questions.

COMMENTS AND QUESTIONS

There were none.

AMENDMENTS TO THE AGENDA

There were none.

RECOGNITION OF COLE PATNO STUDENT REPRESENTATIVE TO THE SCHOOL BOARD

Each board member and David Young recognized Cole Patno for his service as student representative to the school board. Bridget Burkhardt read the wording from a plaque Cole Patno will be receiving for his service. They each had personal comments for Cole and noted how active he has been on the board providing student voice and an authentic presence and the professionalism, maturity, and genuine interest in what his peers are doing, and his sense of community. He helped better define student presence on the board for all of the board members. Cole Patno will be attending Providence College to study secondary math and music. Cole Patno thanked the Board for his experience which he described as incomparable to anything else. He also thanked Arnel Husrefovic who taught him about the role and Delaney Rosner for being such a great junior representative.

ANNOUNCEMENTS/STUDENT REPRESENTATIVE REPORT

Delaney Rosner and Cole Patno provided the following announcements:

- The High School Student Justice Union met today and will meet tomorrow to talk with students about the recent protests against police violence and open a space to process what is going on.
- Caps and gowns have been distributed to the seniors, if anyone has not received their cap and gown they should contact the high school as soon as possible.
- South Burlington is hosting a coffee house at 5:00 pm on Thursday.
- SBHS Scholars Bowl team advanced to the National Academic Championship Tournament and is third in the nation.
- CAP Week, Culminating Activity Period, starts Friday.
- Academic Awards were mailed to students and more announcements relating to the awards will be made on social media and in the Other Paper.
- Student Council Staff Person of the Year was awarded to Joanne Abate for going above and beyond her job description and her dedication to SBHS and its students is remarkable.
- Graduation will take place at the Champlain Valley Exposition Center on Friday, June 12 at 6 p.m. This will be a drive-in style graduation with two cars allowed for each graduate.
- David Young asked for a moment of silence to recognize the lives that have been lost to the coronavirus pandemic and also to recognize the black lives that have been lost.

CITY/SCHOOL COLLABORATION

David Young noted that he along with Elizabeth Fitzgerald, Kevin Dorn and Helen Riehle met on May 22, 2020. They spoke about the Common Level of Appraisal (CLA) and process. David Young noted that Kevin Dorn shared that it is a three-part process. First are visits to homes, most are near complete. Then there is data entry and data analysis. Kevin Dorn also noted that the CLA will likely not have an impact until the 2022 budget process. They would also like to get together with real estate leaders to understand what is going on with the CLA. Kevin Dorn talked about a contact he had

and is willing to set up a meeting. The 180 Market Street Project is ahead of schedule, primarily due to COVID-19 and less interruptions. Kevin Dorn also wanted the schools to know that the Holiday Inn is a site for approximately 140 homeless folks being housed and supported there. David Young noted they discussed a need for a Steering Committee meeting with a proposed date of June 16 from 6:00 pm – 8:00 pm which will be a public meeting on Zoom to talk about reappraisal and CLA and COVID -19 current and future needs. David Young will follow up with Kevin Dorn to confirm that date.

MAY 28 VOTING RESULTS AND NEXT STEPS

David Young provided the voting results for May 28 along with voting outcomes from previous years to the board. David Young noted that the city officials at the voting places felt it was very smooth however awkward in general to run the event.

Bridget Burkhardt asked if there is a meeting planned with the Board of Civil Authority (BCA) regarding another vote. David Young noted that he talked with Donna Kinville at the conclusion of the May vote. We could get another vote in if the board would like to go in that direction. He did elude to Donna Kinville to hold on to the June 25 timeframe as a placeholder. He has not done any follow up with Donna Kinville, as he is waiting for direction from the board. Elizabeth Fitzgerald asked what was the percentage of absentee votes versus in person voting? David Young will ask Donna Kinville for the breakdown.

Bridget Burkhardt continued a discussion with the board in terms of what they want to do regarding a voting date and how they proceed from here in terms of getting a budget. There was extensive discussion along with many questions from the audience.

In summary, given the direction from the board, David Young stated that we will be looking at a possible July date for another vote. The next meeting on June 17 will be allocating a fair amount of time on budget and the budget process with information ahead of time to the board so that they can make informed decisions at the next meeting. He will also have information from Donna Kinville regarding what the Board of Civil Authority is planning as a date set. The board would like additional information on the budget workshop sheet and reduction list. The board would like to not have to go to level funding of the budget and would like a more detailed list so that they can see some of the net effects and an adjusted column that shows the tax rate with a new yield number. An adjustment to where we are in relationship to level funding. The board would like to move forward with the citizens advisory group, which the board would like to see happen.

SUPERINTENDENT'S REPORT

Rick Marcotte Central School/180 Market Street

David Young noted that the current entranceway to Rick Marcotte Central School has been shut down and Mary Street is open while they pave the new entrance.

Chamberlin School Noise Mitigation/Airport

David Young noted our grant is moving forward and about 95% of things that need to be done related to the grant are complete.

COVID-19 Update

David Young stated that the high school graduation will be at the Champlain Valley Exposition. Students will witness the ceremony from their cars and will be able to move across the stage to be recognized. Patrick Burke spoke of the creativity coming about for this group of young people to make graduation special.

CENTRAL OFFICE UPDATES**Executive Global Constraint Community Feedback**

This will be brought back to a future board meeting.

Technology in the Classroom

Mike Martin, Director of Learning, introduced Integration Technology Educators (ITE) Kristen Courcelle, Chris Johnstone and Jennifer Burton to the board. He expressed his gratitude to the educators for their work which has allowed them to continue to have continuity of learning this spring during the crisis.

Mike Martin and his ITE colleagues put together a slide presentation for the board. He noted that what they will find is that moving an entire curriculum on-line is not a copy/paste endeavor. It requires some serious instructional shifts and that's why we are so fortunate to have the great teachers that we do as well as great technology colleagues.

Mike Martin noted that the presentation will provide an overview of the remote learning structures which were put in place quickly this spring to have remote learning and some examples of the great teacher innovation and student work which came along with that. They will also provide an update looking ahead to the fall and professional learning taking place in light of that.

The board asked several questions. David Young noted that the decisions which the administration and school board made to move forward with technology some years ago and the concerted effort by administrators to bring on our ITE champions of Kristen Courcelle, Chris Johnstone and Jen Burton along with Mike Martin and the support of administration has set us up to be in a place to be less reactive and more proactive to provide quality support to our children. The board and administration in attendance thanked the ITE and Information Technology staff.

Screening Process – Fingerprinting and Backlog Compliance

This will be brought back to a future board meeting. Due to the late hour the remaining central office updates will be removed from this agenda.

NEGOTIATIONS UPDATE

Elizabeth Fitzgerald reported that the board has met with the South Burlington Educators' Association (SBEA) four times to date and they are not at impasse and have three more meetings scheduled into July. The board has made the decision to disclose its series of proposals and intends to continue to engage in good faith bargaining in an effort to secure a settlement prior to the start of the school year but preferably prior to another budget vote.

Their first proposal to the SBEA was pre-COVID, with a three-year term. The first-year

dollar amount was equivalent to the value of step increases which is about \$284,000. Also proposed compliance with the state-wide health care award and the incremental cost to the district is estimated at \$547,000 which is made up of premium cost and share which also includes first dollar out of pocket expense. What is budgeted in the \$547,000 is a utilization rate of out of pocket of 65% but the liability for the district is closer to 85%, so the out of pocket exposure at the most for a family plan, which would be last dollar out of pocket for an employee based on the state-wide award, would be \$800.

Subsequent proposals by both parties recommended and required that both parties mutually drop any other article that was proposed initially to reach a timely one-year settlement. There were interim supposal and proposal which were rejected in the April-May timeframe.

The most recent proposal to the association by the board was a salary freeze which included no step increases and no additional dollars toward base for a one-year period and compliance with the state-wide health care award. That proposal was rejected.

Elizabeth Fitzgerald cautions anyone from making assumptions about the unions willingness to collaborate toward a settlement or attribute any motivation other than employees exercising their statutory rights. This is always a difficult conversation to have, it is no reflection on the value we place on our staff and their contributions. But we do believe that the compensation, wages and benefits are very fair in this proposal. We will continue to work on behalf of our community and look to balance the interest of all parties in reaching a settlement.

Another negotiations session will take place on Monday, June 8.

Martin LaLonde said that he and Brian Minier met with the union support staff today and will meet again on Monday, June 15, 2020. He can't get into the terms they've been discussing because they have ground rules that keep both sides from disclosing terms.

OTHER PAPER ARTICLES

Bridget Burkhardt noted that there is a budget article which will be in the Other Paper next week.

SET AGENDA FOR THE JUNE 17 MEETING

The board discussed the agenda for the June 17, 2020 school board meeting.

FUTURE AGENDA ITEMS

David Young removed this from the agenda, due to the time and it will be discussed at a future board meeting.

CONSIDER THE MINUTES OF THE MEETINGS OF APRIL 29, MAY 4, MAY 6, MAY 11, MAY 18, MAY 20, MAY 21 AND MAY 25, 2020

Bridget Burkhardt announced general consensus of the board to approve the minutes of April 29, May 4, May 6, May 11, May 18, May 20, May 21 and May 25, 2020 as presented. There were no objections.

CONSENT AGENDA**Retirement/Resignation**

Judy Bradbury, 1.0 FTE Special Education Teacher at Frederick H. Tuttle Middle School

Deb Gurwicz, 1.0 FTE Elementary Teacher at Orchard School

Deirdre Phalon, 1.0 FTE Elementary Teacher at Orchard School

Jill Wilkens, .20 FTE Math Teacher at South Burlington High School

Leave of Absence

David Young said that we will miss all of these individuals and appreciates all they have done for the district and the students. Deirdre Phalon spoke briefly and thanked the district for her time in the district.

Bridget Burkhardt announced general consensus of the board to approve the consent agenda.

ACCOUNTS PAYABLE ORDERS #43

The board reviewed accounts payable orders #43.

ADJOURNMENT

Martin LaLonde motioned to adjourn the regular meeting and Alex McHenry seconded the motion. A roll call vote was taken. All were in favor. The motion passes.

The regular meeting was adjourned at 11:09 p.m.

Elizabeth Fitzgerald, Chair

Bridget Burkhardt, Clerk