

**REGULAR MEETING OF THE
SOUTH BURLINGTON SCHOOL BOARD
WEDNESDAY, JULY 19, 2017
Executive Session at 6:00 P.M.
Regular Meeting at 7:00 P.M.
Frederick H. Tuttle Middle School Library**

PRESENT

Elizabeth Fitzgerald, Martin LaLonde, Bridget Burkhardt, Alex McHenry, Steve Wisloski

ADMINISTRATION/STAFF

David Young, John Aubin

GUESTS

Attorney David Rugh

EXECUTIVE SESSION

The Board entered executive session at 6:00 p.m. to discuss labor negotiations with teachers and support staff, consider confidential attorney-client communications made for the purpose of providing professional legal services to the school board concerning a legal matter and a real estate matter and employment, evaluation, and discipline of a public officer or employee, and added that it would be significantly disadvantageous to the district not to do so in executive session. The Board requested that Mr. Young, Mr. Aubin, and Attorney David Rugh attend executive session. The motion was approved.

Discussion Regarding a Legal Matter and Real Estate Matter

In: 6:02 p.m.

Out: 6:23 p.m.

No Action

Attorney Rugh left the executive session at 6:23 p.m.

Discussion Regarding Labor Negotiations with Teachers and Support Staff

In: 6:23 p.m.

Out: 6:44 p.m.

No Action

Employment, Evaluation, and Discipline of a Public Officer or Employee [16 V.S.A., §1752]

In: 6:44 p.m.

Out: 6:55 p.m.

The executive session was closed at 6:55 p.m.

PRESENT

Elizabeth Fitzgerald, Martin LaLonde, Bridget Burkhardt, Alex McHenry, Steve Wisloski

ADMINISTRATION/STAFF

David Young, John Aubin, Stuart Weiss, Brent Coon, Patrick Burke, Mark Trifilio, Meg Collins

GUESTS

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REGULAR SESSION

The meeting was called to order at 7:00 p.m.

COMMENTS FROM THE PUBLIC

A community member commented on the legislative article that Mr. LaLonde had published in the Other Paper. He encouraged the Board to ask themselves if they are running as transparent a school district as they can run. He stated that he is not being critical of the board but if the answer is no, ask how can you be more transparent? Ms. Fitzgerald noted that the Board should include dialog about transparency on a routine basis as they discuss various topics. Mr. LaLonde noted that within the context of policy governance, transparency comes out to a large extent in the monitoring reports.

AMENDMENTS TO THE AGENDA

The resignation of Jennifer Opel was added to the consent agenda.

ANNOUNCEMENTS**Active Facility Maintenance Summer Projects from Business Manager John Aubin**

- Replacing three elevations worth of windows at SBHS
- Renovation and ADA access of two toilet room at SBHS
- SBHS gym: secured and painted suspended ceiling panels, floor refinish LED lights in gym replace with LEDs; Basic refinish of gym floors at RMCS and FHTMS.
- Regrade Chamberlin parking lot, surveying complete
- Spot repaving around SBHS
- RMCS carpet removed, new to be installed in next two weeks.
- Replacement burners and boilers: 4 pumps at middle school, 2 pumps at SBHS, burner upgrade replacement at SBHS, two boiler pumps at RMCS
- Dead tree removal at RMCS, Chamberlin and FHTMS
- Began an in-house reconfiguration of SBHS kitchen server
- Replacing three exterior doors at FHTMS
- Fire alarm panel upgrade at RMCS
- Fire alarm inspections complete at all buildings
- Fire alarm upgrades at SBHS \$9,500

Updates from Superintendent David Young

- While summer may be perceived as a quiet time in our schools, we are pleased to report that our buildings are humming with activity.
- Khadija Baaja, an FHTMS staff member, became a U.S. citizen yesterday at a ceremony held at Castleton State College. In addition to Khadija, a total of 69 Vermonters from 27 countries received their U.S. citizenship.
- This week FHTMS hosted Partners in Adventure, a camp that “provides unique

experiences to young people with and without disabilities that foster independence and build self-esteem.” In the cafeteria the campers and counselors have been involved in activities like arts, singing, dancing and drumming. They also have taken a number of field trips.

- Our school buildings are also hosting summer school as well as School’s Out camps.
- South Burlington Recreation and Parks hosts camps in our schools. The Junior Rec and Lil’ Tykes camps have a partnership with the SBSD Nutritional Services where healthy lunch is provided to all campers each day.
- This past Friday, July 14, we lost a very special member of our school community. Retired SBHS educator Anne Corley passed away. Anne was the 1987 Vermont Teacher of the Year, and she received the Frederick H. Tuttle Award for Service in 2013. She was a tireless advocate for young people, and her caring presence will be missed in our South Burlington community.

CITY AND SCHOOL COLLABORATION

Mr. Young noted that he and Ms. Fitzgerald have not had another meeting with Mr. Dorn and Ms. Riehle since the last board meeting. There was a Resolution conversation that happened at the city council meeting this week. The Resolution calls for the creation of an airport authority which looks at the current governance. Right now it’s a department within a municipality and South Burlington doesn’t participate in that municipality and is looking at a regionally appointed airport authority.

SUPERINTENDENT’S REPORT

Update on Professional Learning and School Calendar

Mr. Young provided the Board with information specific to questions that were asked by them at the June 21 meeting about proposed additional professional learning times being added to the FY2017-2018 school calendar. The Board and administrators discussed the loss of student contact time. The number of professional learning days would stay the same over the next three years. This calendar will be provided to families in a variety of ways. Ms. Fitzgerald requested that Mr. Young develop some discipline around monitoring the student contact time so that there is information that can be pointed to should this come up again.

New Hire Update

Mr. Young provided the Board with the budgeted salary vs. the actual salary of teacher hires since the budget has passed. The report shows a savings of \$207,578 in salary with these hires. The Board asked how teachers are placed on the salary grid and also asked about the teachers that are hired at a higher cost. Mr. Young noted that there are hiring guidelines, however, part of it is due to the hiring pool and part is that some positions require a higher level of education which brings up the placement on the salary grid. There was further discussion about the hiring process.

Homework Procedures Clarified for the FY 2017-2018 School Year

Mr. Young provided the Board with the homework direction at the elementary level and noted that there has been conversation with the administrators and staff around the homework direction. Mr. Young noted that “no homework” has not been the correct analogy. He firmly believes that every day there should be opportunity for reading. There will need to be communication with parents/guardians to explain the homework

direction as well as the cognitive development of each age group. Also, additional information for families that want to have their child do more homework will be available.

EVALUATION OF SUPERINTENDENT OF SCHOOLS

Ms. Fitzgerald updated the community on the areas that the board evaluates the superintendent at the last meeting. She noted the goals from last year that were reviewed and identified the four goals for this coming school year. A summary of this year's goals are:

- the establishment of a concrete matrix whereby the board can review the students' progress on the district ends,
- meet deadlines for the Master Planning and Visioning process,
- engage the community on budget discussions,
- conduct a leadership review.

Ms. Fitzgerald stated that the specific recommendation is to put forward a base salary increase of 2.5% to \$159,655., a retirement contribution of \$5,000., and performance target pay of \$4,000 tied with the four goals.

Mr. LaLonde moved that the Board approve the total compensation, Ms. Burkhardt seconded the motion, and all were in favor. The motion was approved.

Ms. Fitzgerald thanked Mr. Young on behalf of the Board for his contributions and noted the review process does highlight Mr. Young's contributions throughout the year and also noted that the Board has received many letters from community and staff commending his leadership.

Mr. Young provided words of gratitude to the Board, staff, administration, and community.

MASTER PLANNING AND VISIONING

Committee Structure Update

Mr. Young provided Ms. Burkhardt and Mr. Wisloski with a binder on Master Planning and Visioning (MPV). The binder is populated with all criteria that is being looked at and evaluated to inform them in depth on where we are at this point in the MPV process. Mr. Young is planning to meet with them next week. The purpose of the subcommittee is to come to an end with a decision making metric to inform next steps. Some very specific things being evaluated are related to the airport and sound concerns, and home buy-out. Mr. Young noted they are working with the Airport, the city of Burlington, and the FAA to be informed. Ms. Burkhardt and Mr. Wisloski will provide additional ideas and direction.

POLICY REVIEW

2.10 Curriculum Development and Review

The Board had a second reading of the Curriculum, Development and Review policy. There was discussion. This policy will be brought back for a third reading on August 2.

D8 Travel Reimbursement

This is the first reading of a required policy for travel reimbursement. The Board read

through this policy and suggested a change. This policy will be brought back for a second reading on August 2.

E3 Capitalization of Assets

This is the first reading of a required policy for capitalization of assets. The Board read this policy and will have it brought back for a second reading on August 2.

EXECUTIVE LIMITATIONS POLICY MONITORING

2.10 Curriculum Development and Review

The Board reviewed 2.10 Curriculum Development and Review in anticipation that the Policy will change from Board's ends to District's ends. This monitoring report was approved by consensus of the Board.

UPDATE ON NEGOTIATIONS

Ms. Burkhardt noted that there was a planning meeting this morning to discuss support staff negotiations and there is not yet a date for the next meeting. Mr. LaLonde noted that given the new legislation on health care, ACT 85 H542, which anticipates a reduction in the general fund based on a formula which is directly linked to health care is affecting negotiations with support staff and teachers.

Mr. LaLonde reported on negotiations with teachers and noted that they received the fact finders report on Monday. There is a 10 day period where information can't be released to public. A meeting is scheduled August 3 for post fact finding negotiations and the parties may schedule another before the start of school.

SET AGENDA FOR THE JULY 26 WORK SESSION AND THE AUGUST 2, 2017 REGULAR MEETING

The Board discussed the agendas for the July 26 work-session and August 2, 2017 regular meeting.

FUTURE AGENDA ITEMS

The Board discussed future agenda items.

CONSIDER THE MINUTES OF THE JUNE 19, JUNE 21, JUNE 27, AND JULY 10, 2017

Ms. Fitzgerald announced general consensus of the Board to approve the minutes of June 19, June 21, June 27, and July 10, 2017 as amended. There were no objections.

TAX ANITICIPATION NOTE

Mr. Aubin noted that due to the late passage of the budget, bids were sent out to bridge the gap. This is a short term issue to get through the summer months until the tax bills come in. Mr. Aubin noted that the district will only borrow what is needed and will pay it back as soon as we can. The district received a competitive rate from Union Bank.

Mr. Wisloski moved that the Board approve the tax anticipation note in the amount of \$3,000,000. from Union Bank with an interest rate of 1.19%. Ms. Burkhardt seconded the motion. All were in favor. The motion is approved.

LEASE FINANCING BID

Mr. Young explained the lease financing bid is for the financing and not the purchase of the equipment. Mr. Aubin explained that the lease of \$707,000 is for the one-to-one computer lease, the security camera system, accounting system, one bus and one dump truck. Mr. Aubin noted that we contract through a leasing company to secure the bids.

Mr. McHenry moved that the Board approve the lease financing bid in the amount of \$707,000 with USB under the terms proposed. Mr. Wisloski seconded the motion. All were in favor. The motion is approved.

CONSENT AGENDA**Hires**

Suzanne Buck, 1.0 FTE Intensive Special Education Teacher
Michelle Cannon, 1.0 FTE School Nurse at Rick Marcotte Central School
Lauren Farnham, 1.0 FTE Elementary Teacher at Chamberlin School
Joe McDonald, Curriculum Area Supervisor, Physical Education, health, and Drivers Education at South Burlington High School
Kristopher Perkins, 1.0 FTE Intensive Special Education Teacher at Chamberlin School
Hannah Terracino, .70 FTE Art Teacher at Chamberlin School

Leaves of Absence

Krista Huling, .40 FTE Social Studies Teacher at South Burlington High School
Eric Stone, 1.0 FTE Science/Math Teacher at South Burlington High School

Resignation

Jennifer Opel, 1.0 FTE EL Teacher at Chamberlin School

Bids

Shades at South Burlington High School

Ms. Fitzgerald asked to remove the leaves of absence for Krista Huling and Eric Stone from the consent agenda for discussion.

Ms. Fitzgerald announced general consensus of the Board to approve the consent agenda as amended. There were no objections.

The Board discussed the leaves of Krista Huling and Eric Stone.

Ms. Fitzgerald announced general consensus of the board to approve the two leaves.

ACCOUNTS PAYABLE ORDERS #49, #50, #1, and #2

The Board reviewed accounts payable orders #49, #50, #1, and #2.

ACCOUNTS PAYABLE ORDER CHECK TO HOWARD CENTER IN THE AMOUNT OF \$103,274.08

Mr. McHenry moved that the Board approve accounts payable order check to Howard Center in the amount of \$103,274.08 and Ms. Burkhardt seconded the motion. All were

in favor. The motion was approved.

Mr. Wisloski moved that the Board adjourn, Mr. McHenry seconded the motion. All were in favor. The motion to adjourn was approved.

ADJOURNMENT

The regular meeting was adjourned at 9:06 p.m.

Elizabeth Fitzgerald, Chair

Martin LaLonde, Clerk