

**REGULAR MEETING OF THE  
SOUTH BURLINGTON SCHOOL BOARD  
WEDNESDAY, JULY 30, 2014  
Executive Session at 5:30 P.M.  
Regular Meeting at 7:00 P.M.  
Frederick H. Tuttle Middle School Cafeteria**

**PRESENT**

Elizabeth Fitzgerald, Martin LaLonde, Julie Beatty, Diane Bugbee, Dan Fleming

**ADMINISTRATION/STAFF**

David Young, John Stewart, Steve Stitzel

**GUESTS**

No guests

**EXECUTIVE SESSION**

The Board entered executive session at 5:30 p.m. to discuss a personnel matter and collective bargaining and added that it would be significantly disadvantageous to the district not to do so in executive session. The motion was approved.

**Collective Bargaining – Discussion Regarding Labor Negotiations**

In: 5:31 p.m.

Out: 6:22 p.m.

No Action

**Personnel Matter - Discuss Evaluation of Superintendent**

In: 6:22 p.m.

Out: 6:53 p.m.

No Action

The executive session was closed at 6:53 p.m.

**PRESENT**

Elizabeth Fitzgerald, Martin LaLonde, Julie Beatty, Diane Bugbee, Dan Fleming

**ADMINISTRATION/STAFF**

David Young, John Stewart, Stuart Weiss, Meg Collins, Rhonda Ketner

**GUESTS**

3

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

**COMMENTS FROM THE PUBLIC**

There were none.

**AMENDMENTS TO THE AGENDA**

- Remove item #12, Private Paying Tuition Students discussion, and place on the August 27 agenda.
- Add Teacher Contract Negotiations Update as item #12.
- Remove item #8, South Burlington Administrators Association Contract Ratification.

**ANNOUNCEMENTS**

- School and Municipal Leadership Conference on Education Property Tax and Funding Reform will be held on August 14, 2014 at South Burlington High School. Registration begins at 8:30 a.m. and the program runs from 9:00 a.m. – 2:30 p.m.
- Upcoming Regional Vermont School Boards Association meeting for Chittenden, Grand Isle and Franklin County is scheduled at Milton High School on October 1, 2014. Register directly on the VSBA website.

**CITY/SCHOOL COLLABORATION**

Mr. Young, along with the School Board members and City management, have been recalibrating the Master Planning and Visioning work. They have been reevaluating how best to communicate, timelines, etc. The Master Planning and Visioning work is all encompassing work between city and school. In addition, connected to this work, is the Stewardship work being done by Dan Fleming, Chris Shaw, John Stewart, and Tom Hubbard. There continues to be positive conversation in how the city and school are working and communicating collaboratively. Ms. Fitzgerald mentioned that they did meet this week and have identified some potential need for analytical resources in terms of looking at various models and the impact to taxpayers and to look at capital improvement projects. We are in the stage of scoping out some requirements where we may need to invest in some talents and skill sets to move forward in a meaningful way.

**SUPERINTENDENT'S REPORT****Facility Project Status**

- **Middle School Elevator** – Construction started on July 14 and is well under way. The project is set to be completed in January 2015.
- **High School Art Wing Roof** – The new roof has been installed and the final seal coat will be applied the week of August 4 and the project will be complete.
- **Chamberlin School Roof** – This project will begin the week of August 4 and will be completed by the start of school.
- **High School Windows** – The architectural work has been completed. More testing is needed for the abatement of sealants found on the current windows to determine how to dispose of the sealants before the project can move forward. There will be a complete report on this project at the August 27 board meeting.

**Projects funded by the Stewardship Plan**

- **Middle School Flooring (second floor)** - Catamount Environment Inc. removed all the old tiles that contained asbestos. This was completed on July 21. The new tile will be installed soon.

- **Middle School Library Ceiling and Light Fixtures** – A new ceiling along with energy efficient lighting is being installed beginning July 28. This process will take about two weeks.
- **Parking Lot Line Striping** – Line striping is being done at all locations this summer and will be completed by August 1, weather permitting.
- **Middle School Cafeteria** – The walls are being painted by our summer painting crew with a desire to brighten the room. This work is nearly complete.
- **Orchard, Chamberlin and Marcotte** – The floors of several rooms in each school are being replaced with new tile. At Orchard, there is a new ventilation system being provided to three classrooms that face south that have been very hot in the past.

**Master Planning and Visioning** - Kevin Dorn and Mr. Young are in the process of developing a timeline and the critical tasks associated with creating a Master Plan that will inform and direct future plans for both the City and School District. Mr. Young shared a Student Distribution by School Google Map that was put together by our Data Manager, Ray Mann.

**Health Care Information Session** – there has been an effort to bring information to our staff about healthcare and to answer their questions. A meeting was planned but there was low RSVP so this will be rescheduled.

#### **FEEDBACK ON FORM-BASED CODE –**

Mr. Young stated that we have been providing feedback on the form based code to the City. Mr. LaLonde has been an active member on the Form Based Code Committee. There has been an active conversation with the City regarding the form based code and City Center and, in part, is connected with the Master Planning. In addition, the school district has been having conversation around school safety zones. The conversation of melding these two together to be sure the form based code language is consistent with what the district would like to see in place. Mr. LaLonde provided an update to the Board on his conversation with Attorney Sean Toohey regarding the form based code language. The defined area of City Center, which includes Rick Marcotte Central School, is before the planning commission and they are requesting public comment by August 5. The Board asked Mr. LaLonde to ask Mr. Connor whether any school use would be exempted as municipal use going forward. The Board would like to restate their position with the planning commission on the need for school safety zones. Mr. LaLonde will provide the written comment to the Planning Commission.

#### **ADMINISTRATIVE REPORTS**

##### **Nutritional Services Update**

Ms. Ketner presented a report on the Nutritional Services Department. The Board asked several questions. Mr. Fleming wanted to commend Ms. Ketner for the work she has done this year. Ms. Fitzgerald appreciates the regular reports and recognizes that there has been a level of attention to detail and diligence which is really evident in the results and would like Mr. Young to pass on their appreciation of her hard and effective work.

**EXECUTIVE LIMITATIONS POLICY MONITORING****3.2 Accountability of the Superintendent –**

The Board has provided feedback to Mr. Young based on last year's objectives and the Ends monitoring status and provided new objectives for this year. His compensation package was outlined as follows.

- For the 2013-2014 School Year award \$3,000 in Performance Pay to Superintendent David Young out of a potential \$4,500.
- Mr. Young's salary for 2014-2015 will be increased by 2.75 percent from \$143,474 to \$147,420 in recognition of the diverse and complex responsibilities of the Superintendent role.
- Contribute \$3,000 to Mr. Young's 401k program consistent with prior years' total compensation.
- Mr. Young's Performance Pay opportunity for the 2014-2015 school year is \$4,000 contingent upon goals identified with the superintendent.

Ms. Fitzgerald stated that the Board appreciates Mr. Young's hard work and effort and the district is privileged to have him in this role.

Mr. Fleming motioned that the Board approve the compensation package as outlined above. Mr. LaLonde seconded the motion. All were in favor.

**2.3 Treatment of Community**

The board reviewed 2.3 Treatment of Community and found it to be in compliance.

**2.1 Treatment of Parents and Guardians**

Mr. Young reported his failure to recognize a policy violation which was presented to him. Mr. Young reported the areas in the policy that were in violation and that there were actions taken to correct it. Mr. Young has asked the VSBA for some definition when such a violation occurs. Mr. Young presented a plan to come into compliance with the policy.

**TEACHER CONTRACT UPDATE –** Ms. Fitzgerald gave an update on the teacher contract. The School Board and the South Burlington Educator's Association have had a series of six face-to-face negotiation sessions which began in December, 2013. An impasse was declared in April, 2014 and subsequently both parties participated in both a mediation session and a fact finding session. A fact finding report was issued last week. The Board is willing to meet with the Association at its earliest convenience to discuss resolution of the contract. The Board is looking forward to a response back from the Association for a meeting date in the near future.

**SET AGENDA FOR THE AUGUST 27, 2014 MEETING**

The board discussed the August 27, 2014 meeting agenda.

**FUTURE AGENDA ITEMS**

The Board discussed future agenda items.

**CONSIDER THE MINUTES OF THE MEETING OF JULY 9, 2014**

Ms. Fitzgerald announced general consensus of the Board to approve the minutes of the July 9, 2014 meeting as amended. There were no objections.

**ADOPT LEASE RESOLUTION FOR COMPUTERS AND VEHICLES**

Mr. Stewart presented the lease resolution for computers and vehicles to the Board. Mr. LaLonde motioned to adopt the lease resolution as presented by administration. Ms. Beatty seconded the motion. The motion passed.

**CONSENT AGENDA****Hires**

Melissa Phelan, .80 FTE Special Education Teacher at Rick Marcotte Central School  
Charles Watson, 1.0 FTE Big Picture Program Coordinator at South Burlington High School

**Leave of Absence removed from consent agenda for discussion**

Kelly Kanelos, 1.0 FTE Special Education Teacher at Chamberlin School

**Bids**

Single-Service Non-Carbonated Beverages

Ms. Beatty moved to approve the consent agenda, Ms. Bugbee seconded the motion. The Board approved the bid.

**LEAVE OF ABSENCE**

Kelly Kanelos 1.0 FTE Special Education Teacher at Chamberlin School

The Board discussed the leave. Mr. LaLonde motioned to approve the leave as presented by administration. Mr. Fleming seconded the motion. Ms. Beatty abstained. The motion was approved.

**ACCOUNTS PAYABLE ORDERS #2, #3, and #4**

The Board reviewed accounts payable order #2, #3, and #4.

**BOARD SELF EVALUATION – REPORT RESULTS OF JULY 9 MEETING**

Mr. LaLonde reported out the results of the Board self-evaluation of the July 9, 2014 meeting.

**ADJOURNMENT**

The meeting was adjourned at 8:45 p.m.

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Martin LaLonde, Clerk

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Elizabeth Fitzgerald, Chair