

**REGULAR MEETING OF THE
SOUTH BURLINGTON SCHOOL BOARD
WEDNESDAY, AUGUST 15, 2018
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

GUESTS

There were none.

EXECUTIVE SESSION

The Board entered executive session at 6:00 p.m. to discuss labor negotiations with teachers and support staff and to discuss 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 David Young attend executive session. The motion was approved.

Discussion Regarding Employment, Evaluation, and Discipline of a Public Officer or Employee

In: 6:08 p.m.

Out: 6:33 p.m.

No Action

David Young joined the executive session at 6:33 p.m.

Discussion Regarding Labor Negotiations with Teachers and Support Staff

In: 6:33 p.m.

Out: 6:44 p.m.

No Action

The executive session was closed at 6:45 p.m.

PRESENT

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

ADMINISTRATION/STAFF

David Young, Meg Collins, Gary Marckres, Amadee Denton

GUESTS

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REGULAR SESSION

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

COMMENTS FROM THE PUBLIC

There were none.

David Young noted that Item #7 will be removed from the agenda as this was an action item to consider a meeting warning for the November election. There is a Letter of Intent (LOI) in place with a date for a definitive Memorandum of Understanding which the Board had warned for action resulting in a ballot item. The City does not have that prepared at this point due to footprint and pricing discussions.

Based on the LOI, the date may need to be reconsidered. Elizabeth Fitzgerald asked if the date does need to be changed, would the Board be comfortable delegating that to the subcommittee (Elizabeth Fitzgerald and Bridget Burkhardt).

Steve Wisloski moved that the subcommittee of the Board be authorized to extend the date of the existing letter of intent as needed, Alex McHenry seconded the motion. All were in favor. The motion passes.

ANNOUNCEMENTS

- New Staff Orientation is Tuesday, August 22 and 23
- Support Staff Breakfast is on Monday, August 23
- Convocation is Friday, August 24
- The Board will consider a recommendation for the Ted Manazir Award to be presented at Convocation. This will take place prior to Convocation.

CITY AND SCHOOL COLLABORATION

David Young, Elizabeth Fitzgerald, Kevin Dorn and Helen Riehle have a standing meeting to discuss items related to the school and city. David Young noted that there was a scheduled meeting this Friday but it wasn't going to work for Kevin Dorn so he will have to work on getting new dates in place for the year ahead.

SUPERINTENDENT'S REPORT**Tax Impact on Voter-Approved Budget**

David Young provided a document to the Board which provides an update on the FY2019 Tax Rate.

For clarification, Elizabeth Fitzgerald noted that the final tax rate with the budget the legislature voted in is a reduction in the residential tax rate of 3.70% over the voter-approved budget and a reduction in the non-residential tax rate of 3.01% over the voter-approved budget. Comparison tax rates for FY18 were also provided. This document can be found in the back up information to the August 15 agenda on the district website.

Condom Availability Protocol Update

David Young provided the procedure of condom availability to the Board and noted that questions from parents and community members should be brought to the high school. This document will be provided in the high school handbook and also on the website.

The condom availability is for high school students only. Steve Wisloski noted that when this was presented to the Board the high school was to monitor, collect data and show outcomes and this is not noted in the procedures. He would like to know if this is the intent. David Young will look into this.

Paul Ryan, a community member, noted that he will be having a discussion with Patrick Burke as he is the responsible agent.

CONSIDER TRANSPORTATION AGREEMENT WITH WINOOSKI SCHOOL DISTRICT

David Young provided a transportation agreement with the Winooski School District for the Board to consider. Elizabeth Fitzgerald noted that when this was approved last year Sean McMahon presented and was available to answer questions for Winooski. At that time this need was predicated on the experience Winooski was having that many students were not attending school for lack of transportation. Last year there was discussion around identifying the improvement in attendance when transportation is offered. She would like to know if there has been any analysis done. David Young will ask Sean McMahon to give a summary of the data to the Board. David Young noted that this agreement is an extension of the current agreement with Winooski. The change in agreement, over last year's agreement is a change in dates busing would be provided and also a flat daily fee will be provided. The Board requested a couple changes to the agreement. This agreement will be brought back to the September 5 meeting for action, along with the data from Winooski.

MASTER PLANNING AND VISIONING

Chamberlin School Sound Testing for Noise Insulation

Testing is occurring at Chamberlin School today through Friday. This is in preparation for the insulation work that will occur next summer. The Jones Payne Group is doing the sound testing for the Airport and the FAA. This is not an expense to the district.

David Young clarified that the sound testing that is happening is not contingent upon the airplanes flying, the sound testing that is happening is putting speakers outside the classrooms and putting sound outside with a sound measurement device inside the classroom measuring the difference. So if we are putting out X decibels on the outside, how many decibels are we measuring inside.

Steve Wisloski noted that it is his understanding that the data being collected by the Jones Payne Group from the sound testing is a requirement in securing the sound mitigation grant for the school.

Steve Wisloski also noted that new noise exposure maps are coming out and we know if the new exposure maps has Chamberlin School within the 75 decibel day/night exposure contour that Chamberlin is eligible for purchase. We also know that abrogation easements, and he's not sure if sound proofing is one of those, waives your right to any future considerations. He wants to make sure we don't proceed with sound insulation and waive our right to a future potential purchase should Chamberlin School fall within the 75 decibels. David Young stated that nothing has been signed yet, but it is an area that he is paying close attention to. Steve Wisloski felt, if the Board is in agreement, that it is worth getting legal opinion to be sure we aren't signing away rights

to future economic consideration.

Elizabeth Fitzgerald asked David Young to find out how we will get results from the testing being conducted by the Jones Payne Group.

High School and Middle School Facility Assessment (Phase II) Update

Phase II has begun. All four of the architectural firms that originally provided proposals have been interviewed with a view towards the firms approach to help the district clarify our education vision and determine how to implement changes. David thanked Bridget Burkhardt for her work on this as well as administrators representing both schools, our Director of Operations and Financial Management, and the Facilities Director. Bridget Burkhardt discussed the process and how the visioning would take place. There was discussion. An update on this process will be provided at the September 5 Board meeting.

David Young provided a recap of “where do we go from here with the city and schools.” He and Elizabeth Fitzgerald have asked the city what is identified on the city map for land for schools. He talked about possibly collaborating with the city in talking with an urban planner to come up with a comprehensive plan identifying locations for schools as the city continues to grow with more residential spaces.

EXECUTIVE LIMITATIONS POLICY MONITORING

3.2 Accountability of the Superintendent

Elizabeth noted that the Board is responsible for the hiring and evaluation of the superintendent. She explained that evaluation consists of two parts, accountability of the superintendent, monitoring superintendent performance and communication to the community and Board. David then provides a self-reflection to the Board. Policies are reviewed on a monthly basis monitoring the policies. The second looks at compensation associated with goals set the year before. The Board reviews seven key areas; Board communication, vision, leadership, strategy, management, communication with staff, community and other stakeholders, and state and regulatory environment.

Elizabeth Fitzgerald described David Young’s goals for the 2018-19 fiscal year which are in effect as of July 1:

To work with the Director of Learning to definitively understand where the district needs fewer or more resources to deliver on its Ends Policy and to provide clarity on the metrics which will be used to assess and improve student outcomes over the next five years.

To finalize the recommendations from the 2016 resolutions on Master Planning and Visioning, prepare information for the community balancing bond and budget needs with enrollment and improved outcomes, and a specific contingency plan for Chamberlin School students and staff beyond physical remediation is required.

To complete the leadership and organizational review of Central Office and Business Office staff, ensuring a smooth onboarding and transition process for new and existing employees and provide the Board with a clear assessment of organizational strategy, structure, and succession planning.

Alex McHenry wanted to publicly thank David Young for the fantastic job he has done this year. Elizabeth Fitzgerald, on behalf of the Board, thanked him for his continued leadership and service and keeping the students and staff at the forefront of what he does every day along with his team

David thanked the Board for their continued support and confidence in him and noted that he would not be able to be successful here without a staff doing great work.

Elizabeth requested a Board member make a motion to these specific areas:
The payout on the 2017 variable compensation based on achievement toward the four goals that were identified last year be at 80% which is \$4,000 and a 3% increase on his current base salary, and rolling what has currently been considered variable compensation associated with goals into fixed compensation of \$4,000 associated with the goals described, and continuing the contribution to a 403b at \$5,000. This will bring base compensation to \$168,445 with the contribution to the 403b. This is retroactive to July 1. She noted that the district does not currently pay health care benefits for any of our administration, so those are incorporated into the total compensation.

Martin LaLonde moved and Steve Wisloski seconded the motion, all were in favor. The motion passes.

2.3 Treatment of Community

David Young provided an update to policy monitoring report 2.3 Treatment of Community with a sampling of evidence. There was discussion. The Board found the report to be in compliance.

BUDGET BOOK REVIEW

David Young noted that there had been some conversations around a redo of our budget book. This is a joint book with the City. He asked if there were a couple board members that would like to sit with a couple of his staff to do a draft and we may want to enter in with the city around formatting. There was discussion about what is mandated to be in the budget book. Bridget Burkhardt would like to review the budget book.

SET AGENDA FOR THE SEPTEMBER 5, 2018 MEETING

The Board discussed the agenda for the September 5, 2018 school board meeting.

FUTURE AGENDA ITEMS

The Board reviewed the future agenda items.

CONSIDER THE MINUTES OF THE MEETING OF MAY 16 AND 17, 2018

Elizabeth Fitzgerald announced general consensus of the Board to approve the minutes of August 1, 2018. There were no objections.

CONSENT AGENDA

Hires

Nicholle Demag, 1.0 FTE Elementary Teacher at Rick Marcotte Central School

Danielle Hall-Potvin, 1.0 FTE Kindergarten Teacher at Chamberlin School

Saif Shah, 1.0 FTE English Teacher at South Burlington High School

Elizabeth Siddle, .30 FTE Language Arts Teacher at Frederick H. Tuttle Middle School

Bids

Dishwasher Lease for Rick Marcotte Central School, Chamberlin School, and Orchard School

The Board approved the consent agenda,

ACCOUNTS PAYABLE ORDERS #3 and #4

The Board reviewed accounts payable orders #3 and #4.

ADJOURNMENT

Martin LaLonde motioned to adjourn the meeting, Bridget Burkhardt seconded the motion. All were in favor. The motion passes.

The meeting adjourned at 8:17 p.m.

Elizabeth Fitzgerald, Chair

Bridget Burkhardt, Clerk