

**REGULAR MEETING OF THE
SOUTH BURLINGTON SCHOOL BOARD
WEDNESDAY, OCTOBER 2, 2019
Executive Session at 6:00 P.M.
Regular Meeting at 7:00 P.M.
Frederick H. Tuttle Middle School Library**

PRESENT

Elizabeth Fitzgerald, Bridget Burkhardt, Martin LaLonde (via phone), Alex McHenry, Brian Minier

ADMINISTRATION/STAFF

David Young, Gary Marckres

GUESTS

No guests

EXECUTIVE SESSION

Alex McHenry made a motion to enter executive session at 6:06 p.m. to discuss labor negotiations with Administrators, Teachers, and Support Staff and Evaluation of the Superintendent 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. Bridget Burkhardt seconded the motion. A roll call vote was taken. All were in favor. The motion passed.

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

In: 6:06 p.m.

Out: 6:44 p.m.

No Action

David Young left at 6:44 p.m.

Evaluation of Superintendent

In: 6:45 p.m.

Out: 6:58 p.m.

No Action

The executive session was closed at 6:58 p.m.

PRESENT

Elizabeth Fitzgerald, Bridget Burkhardt, Martin LaLonde (via phone), Alex McHenry, Brian Minier, Cole Patno

ADMINISTRATION/STAFF

David Young, Delina Gilroy, Patrick Burke, Karsten Schlenter, Gary Marckres, Noah Everitt

GUESTS

3

REGULAR SESSION

The meeting was called to order at 7:03 p.m.

COMMENTS FROM THE PUBLIC

Gerry Silverstein asked if the questions he submitted to the Board will be answered. Gerry Silverstein made several comments about the Master Planning and Visioning process and how the School District is funded by the Vermont Education Fund and South Burlington taxpayers.

AMENDMENTS TO THE AGENDA

There were no amendments to the agenda.

ANNOUNCEMENTS/STUDENT REPRESENTATIVE REPORT

Student Representative to the Board, Cole Patno, provided the following announcements:

- Picture retakes will take place tomorrow at the high school.
- Next week is Homecoming week at the high school.
- Saturday, October 12 is the 5k Cannon walk.
- Freshman Community Service Day is Wednesday, October 16. Grade 10 takes Pre-ACT's and Grade 11 takes PSAT's.
- A Naturalization Ceremony is being held at the middle school on Thursday, October 10.
- Chamberlin and Rick Marcotte Central School will hold Open Houses on October 10 at 6:00 p.m.
- Orchard School PTO Fun Run is Friday, October 11.
- International Walk to School Day was today.
- October 11 is a late start/early release day.
- The Kathy Buley Blood Drive was held at Chamberlin School yesterday.
- Bridget Burkhardt and Brian Minier have interviewed the two candidates for the Junior Class School Board Representative position. A decision will be made before the next School Board meeting so the new student representative can attend the next Board meeting.
- The City has asked the Board to announce the Domestic Violence forums to be held on October 10 and October 30.
- VSBA Annual Meeting is November 7 and 8 at Lake Morey. Elizabeth Fitzgerald said the Board will need to designate a Board member to vote via proxy on behalf of the Board.
- The Regional Vermont School Boards Association meeting is October 23 at Winooski High School.

CONSIDER RATIFICATION OF AGREEMENT BETWEEN THE SOUTH BURLINGTON SCHOOL DISTRICT AND THE SOUTH BURLINGTON EDUCATORS ASSOCIATION

Bridget Burkhardt provided a brief summary about the one-year contract. She said the union ratified the contract earlier this week.

- 3% increase in total new money for salaries for FY2020.

- The top end of the salary schedule M+30 will have 17 steps instead of 18 steps.
- Health insurance will remain status quo with 80% of premiums paid by the District and 20% paid by the employee. Out of pocket costs will remain the same. Employees will pay the first \$400 (single plan) to \$1000 (family plan) of out of pocket costs, and the District will pay the remainder up to the plan maximum for the CDHP Gold plan. If and when the School District has to negotiate a new TPA contract, the School District will make every effort that the TPA provides direct payment to a provider and a fully integrated debit card.
- A workday study committee will be appointed to review scheduling of the work day specified in Section 4.2 of the Agreement. The committee's goal will be to take the eight (8) common factors identified by the fact finder and complete the identification of appropriate workloads for professional staff during a workday, subject to assurance that all Agency of Education requirements are satisfied without increasing staff.
- A working group will establish placement of school psychologists in the bargaining unit and on the salary schedule.
- National Teacher Certification – status quo for current Nationally Board-Certified Teachers. New teachers will receive a one-time payment of \$1,500.

Board members provided individual comments regarding their view of the negotiations process and the proposed settlement. Bridget Burkhardt moved that the Board ratify the agreement between the South Burlington School District and the South Burlington Educators Association for the 2019-20 school year. Brian Minier seconded the motion. A roll call vote was taken. Bridget Burkhardt, Martin LaLonde, and Brian Minier voted in favor of ratification of the agreement and Elizabeth Fitzgerald and Alex McHenry voted against ratification of the agreement. The motion passes.

Martin LaLonde ended his call at 7:21 p.m.

CITY AND SCHOOL COLLABORATION

Elizabeth Fitzgerald noted a meeting with the city leadership was held on Friday. Several dates were provided for an October Steering Committee meeting which would include a tour of the high school. A two-hour November Steering Committee meeting was also suggested to discuss statewide healthcare, school construction, tax increment financing and local control/charter change with an invitation to the state representatives and senators.

An update on Market Street was provided. The City expects to close on 180 Market Street in the next couple of weeks. Storm water permits are expected soon.

SUPERINTEDENT'S REPORT

Rick Marcotte Central School/180 Market Street

David Young and Gary Marckres reported on the Williston Road Streetscape Project proposed by the City for Williston Road. In the current proposal, the City would use approximately 17' of District land on the Williston Road side of Rick Marcotte Central School. The project is estimated to commence in approximately two years. The District shared its safety concerns with the City at a meeting on Monday. This project is in the preliminary phase and there is a community meeting being held by the city this evening

regarding the project. The Board posed several questions, and the Superintendent requested that they forward additional questions to him after they had time to review the information provided during the meeting.

The City Center/Market Street project is scheduled for completion on November 15. They expect to finish the curbing this Friday. Top coating of Market Street is scheduled for the week after Indigenous People's Day. Families have received communication about the schedule from Principal Brent Coon.

Chamberlin School Noise Mitigation/Airport

David Young said the District continues to wait for information regarding the 10% matching funds for the grant. Attorney John Klesch attended a recent meeting on behalf of the District. The first takeoff of the F35s was yesterday at 9:00 a.m. and 1:35 p.m.

IT Network Downtime

David Young said the Information Technology Department has been having issues with our internet firewall and are working on the issues.

Enrollment Update

David Young provided updated current and projected enrollments. The Board asked several questions.

MASTER PLANNING AND VISIONING UPDATE

Roberto Fitzgerald from Dore + Whittier provided an update on the current status of proposed site plan of the new middle school/high school campus and the physical education and athletic center. He provided an update on the conceptual design review, life cycle cost analysis of the heating and ventilation system, and next steps.

The first Community Input Night was held on Wednesday, September 25 and is available on the RETN website. Dore + Whittier shared where they are in the drafting process and looked for feedback and questions from the community. There will be another set of meetings at the high school and middle school in October as well as another community input night on October 15 at 7:00 pm. in the High School Library.

All meetings will lead to a more refined design that will go to the cost estimators around November 22 and a more refined cost number will be determined in mid-December.

People are also welcome to provide input via email and also by coming to Board meetings. The Board thanked Roberto Fitzgerald for the update.

EXECUTIVE LIMITATIONS POLICY MONITORING

3.2 Accountability/Evaluation of the Superintendent

Elizabeth Fitzgerald said the Board has reviewed the superintendent's performance and evaluated him based on his goals for the year. She is happy to report that the Board would like to extend a three-year contract to Superintendent David Young including increased compensation, conference and professional development funds, membership fees to professional organizations, long-term disability insurance, and contribution to a 401(k) or 403(b).

The Superintendent's goals for the coming year are:

1. Work with the Director of Learning to definitively understand where the District needs fewer (or more) resources to deliver on its Ends Policy. Provide clarity on the metrics which will be used to assess and improve student outcomes over the next five years.
2. Finalize recommendations from the 2016 resolutions on MPV including 1) having a schedule for sound mitigation in place for Chamberlin by the end of the year (along with a funding mechanism) or have some other plan in place to make sure the children there are learning in a safe environment, and 2) implement a community outreach plan to ensure getting a bond passed regarding middle and/or high school construction, or have a plan in place for a vote in November 2020.
3. Navigate through the 180 Market Street process successfully, meaning that RMCS is an accessible, safe, and healthy learning environment during and after construction, including improved transparency with the Board and students/parents/staff.
4. Evaluate and report to the board on the status and effectiveness of the various initiatives going on in the District. In particular, evaluate the impact of the additional professional development that has gone on for the past 2 years and determine whether it is necessary to continue it.

Bridget Burkhardt moved that the Board extend a three-year contract to Superintendent Young. Alex McHenry seconded the motion. All were in favor. The motion passes.

The Board thanked Superintendent Young for his service to the District and for all of the work he does for the District and at the state level.

NEGOTIATIONS UPDATE

Elizabeth Fitzgerald noted that the mediation meeting held last week was successful and as a result, the School District and the Educators Association reached a tentative agreement that was ratified by the SBEA last week and by a quorum of the School Board earlier this evening. She said it is almost time to start negotiations on a successor agreement.

The Board is currently negotiating with the Administrators Association and additional meetings will be scheduled soon.

OTHER PAPER ARTICLES

The Board discussed topics for Other Paper. Martin LaLonde is scheduled to write the next article, which will be due on October 31st for publication in the November 7th paper.

SET AGENDA FOR THE OCTOBER 16, 2019 MEETING

The Board discussed the agenda for the October 16, 2019 School Board meeting.

FUTURE AGENDA ITEMS

The Board discussed future agenda items.

CONSIDER THE MINUTES OF THE MEETINGS OF SEPTEMBER 16, SEPTEMBER 18, SEPTEMBER 24, AND SEPTEMBER 25, 2019

Elizabeth Fitzgerald announced general consensus of the Board to approve the minutes of September 16, September 18, September 24, and September 25, 2019. They were approved as amended.

ACCOUNTS PAYABLE ORDERS #12 and #13

The Board reviewed accounts payable orders #12 and #13.

ADJOURNMENT

Brian Minier motioned to adjourn the regular meeting. Alex McHenry seconded the motion. All were in favor. The motion passes.

The regular meeting adjourned at 9:03 p.m.

Elizabeth Fitzgerald, Chair

Bridget Burkhardt, Clerk