

**REGULAR MEETING OF THE  
SOUTH BURLINGTON SCHOOL BOARD  
WEDNESDAY, NOVEMBER 2, 2016  
Executive Session at 5:00 P.M.  
Regular Meeting at 7:00 P.M.  
Orchard School Cafeteria**

**PRESENT**

Patrick Leduc, Julie Beatty, Elizabeth Fitzgerald, Martin LaLonde, Bridget Burkhardt

**ADMINISTRATION/STAFF**

David Young, John Aubin

**GUESTS**

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**EXECUTIVE SESSION**

The Board entered executive session at 5:00 p.m. to discuss employment, evaluation, and discipline of a public officer or employee, and labor negotiations with teachers and support staff, and added that it would be significantly disadvantageous to the district not to do so in executive session. The Board requested that Mr. Young and Mr. Aubin attend executive session. The motion was approved.

**Discussion Regarding Labor Negotiations with Teachers and Support Staff**

In: 5:00 p.m.

Out: 6:45 p.m.

No Action

Mr. Aubin and guests left the meeting.

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

In 6:45 p.m.

Out: 6:51 p.m.

No Action

The executive session was closed at 6:51 p.m.

**PRESENT**

Patrick Leduc, Julie Beatty, Elizabeth Fitzgerald, Martin LaLonde, Bridget Burkhardt, Isaiah Hines

**ADMINISTRATION/STAFF**

David Young, John Aubin, Stuart Weiss, Meg Collins

**GUESTS**

**17**

**REGULAR SESSION**

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

**COMMENTS FROM THE PUBLIC**

A parent asked how the impact of no homework at Orchard School, both short and long term, is being measured.

A high school parent expressed concerns that some students are feeling administrators and Board are detached from students. He would like to see the administrators and Board engage more with the students.

**AMENDMENTS TO THE AGENDA**

Add exit poll survey questions after item six.

**ANNOUNCEMENTS**

- Upcoming District Dates
  - November 21-22 – Conferences
  - November 23-25 – Thanksgiving Break
  
- The 5<sup>th</sup> Annual George Cannon 5k Walk/Run is Sat., 11/5. Registration begins at 9 am at SBHS, and the walk/run begins at 9:30 am. Registration will also be available during lunches in the high school lobby Nov. 2-4<sup>th</sup>. Wear green or a superhero costume! The best costumes will receive a prize! \$5 suggested donation, with all the funds raised going to the George Cannon Memorial Scholarship. Participants will receive community service credit, this event is being organized by a group of SBHS seniors for their PIWA project.
  
- The Annual Harvest Lunch will be held on the following dates:
  - Orchard School – Wednesday, November 9
  - Chamberlin School – Thursday, November 10
  - Rick Marcotte Central School – Thursday, November 10
  - FHTMS – Friday, November 11
  - SBHS - Friday, November 11
  
- Families are welcome, please make a reservation
  
- Field Hockey championship game is on Saturday

**CITY AND SCHOOL COLLABORATION**

Mr. Young and Mr. Leduc meet regularly with Kevin Dorn, City Manager, and Helen Riehle, City Council Chair. There is nothing new to report as they have not met since the last board meeting. Next meeting is scheduled for November 4.

**Exit Poll Survey**

Ms. Fitzgerald and Ms. Beatty met to determine three questions that will be added to the exit poll survey being conducted by Mr. Bolduc's college class. The three questions are specific to parents with students in the school district. Ms. Fitzgerald noted that these questions might augment conversations around equity across the schools. Mr. Hines has also been in touch with Mr. Bolduc and there are a dozen high school students who will also be helping at the polls along with Mr. Bolduc's college class.

**SUPERINTENDENT'S REPORT**

- **Progress Report: actions planned when decision was made to keep the Rebel Name**

Mr. Young provided a report to the Board regarding progress that has been made specific to the Rebel name and noted that the specific actions steps that came from the Rebel name discussion have not been totally satisfied. In part, this is due to Mr. Burke's absence at the high school, as he started this work last year.

Mr. LaLonde would like clarification that there will be some commitment that the rebranding of the Rebel name will be looked at with help from the leadership at the high school. Mr. Young stands committed to the conversation.

Mr. Hines spoke about the high school Student Diversity Union that meets twice a month to discuss race, racism, and racial identity. It's an open discussion group. Mr. Hines noted that the Rebel name was not the main focus of the group and would like to see more come from the high school.

Ms. Fitzgerald discussed briefly the work of the Diversity, Equity and Inclusion committee and noted that there has been awareness building within the group. Also, there are subgroups of this committee. One subcommittee is looking at policy language, and making possible recommendation on policy, for example on hiring practices and discipline practices. Mr. Young noted that the conversations that are happening within these committees are bringing awareness and will help build a foundation for deeper conversations. A lot of exchange of information is taking place.

Mr. Young wants to be clear, the specific recommended actions have not happened though the foundation for a greater conversation in education are happening.

Mr. Leduc commended Mr. Hines on his leadership in the student group.

- **Budget Timeline**

Mr. Young and Mr. Aubin have begun meeting with administrators to plan the next budget. The timeline was discussed with the board and a few changes were suggested. Mr. Young will bring the budget timeline back to the next board meeting with changes.

- **Election Day Update**

Mr. Young reported that a high turn-out is expected on Election Day. Traffic security measures will be in place at the Middle School, Chamberlin School, and Orchard School, the three polling sites in South Burlington.

## **MASTER PLANNING AND VISIONING**

Mr. Young provided documentation to help answer some questions that the Board had around Master Planning and Visioning. There was a lengthy discussion with questions from the Board and community.

Mr. Leduc asked for the Board to consider next steps. Each Board member noted the next steps they would like to see take place. Ms. Fitzgerald stated that the Board is

charged to think of these issues on a regular basis as it relates to delivering quality education. She suggested the following next steps:

1. Identify the specific needs at the high school and middle school.
2. Identify and monitor issues that may serve to accelerate or decelerate consolidation.
3. Develop a plan for possible consolidation.

It was found that a majority of the Board would support Ms. Fitzgerald's proposal. Mr. Leduc would like a timeline to fulfill the obligations. Dates would be helpful and hold the Board accountable for fulfilling the work in a timely manner. Board members discussed putting together a set of contingency plans so that the district is ready to react if environmental factors make it necessary for a school to consolidate with another.

The Board did not have Master Planning and Visioning warned for action. To help provide some clarity for those going to the polls next week, they conducted a straw poll. Reminding the public this is not a vote for action.

Mr. Leduc asked, "Does the Board feel like there is any scenario that we would be taking action in any form of consolidation between now and six months from now?" All members said no.

Mr. Leduc rephrased a second straw poll question, asked by Mr. LaLonde. He asked "Would the Board be comfortable in stating that there would not be a sale of Rick Marcotte Central School within the next 5 years? Four Board members agreed that the 5 years is realistic, with the exception of Mr. Leduc, who continues to be unconvinced that consolidation doesn't make a lot of sense, however, knows he is in the minority.

Ms. Fitzgerald will revise her proposal to incorporate the feedback provided and it will be brought back to the November 16 meeting for action.

### **UPDATE ON NEGOTIATIONS**

The first negotiations meeting is scheduled for Monday, November 7. A meeting schedule and ground rules will be discussed. The SBEA is not interested in reopening their contract for the first six month of 2016, to add a new Health care option. The Board is trying to schedule a meeting with the support staff union soon. SBAA has been asked about adding new Health care option, but has not gotten back to the Board.

### **REVIEW TOPICS FOR OTHER PAPER ARTICLE**

Ms. Beatty will write the upcoming Board article for the Other Paper. The topic will be SBAC scores.

### **EXECUTIVE LIMITATIONS POLICY MONITORING**

#### **Ends Monitoring (End Matrix)**

Mr. Weiss provided the updated matrix to the Board. He would like to bring it back to the Board in four months when there will be substantial change to it. Any questions the Board has or evidence that they would like to see included can be provided to Mr. Weiss.

## **2.2 Treatment of Staff**

Mr. Young provided policy monitoring report 2.2 Treatment of Staff to the Board. There was discussion and several changes were suggested. Mr. Young will bring the report back to the November 16 meeting.

#### **2.4 Financial Condition and Activities**

The Board will take a look at this monitoring report and send any questions they have to Mr. Young via email. Mr. LaLonde had one note regarding Detail Policy 9. Mr. LaLonde feels that Detail Policy 9 is in compliance given the evidence and plan.

#### **Ends Monitoring (How does the budget effect the Ends?)**

A document was provided that notes how the budget effects the Ends. There were no questions.

#### **SBAC RESULTS REPORT**

The Board was provided a report on the SBAC results. Mr. LaLonde would like to see how we compare to other like states. The Board asked several questions.

#### **SET AGENDA FOR THE NOVEMBER 16, 2016 MEETING**

The Board discussed the agenda for the regular board meeting of November 16.

#### **FUTURE AGENDA ITEMS**

The Board discussed future agenda items.

#### **CONSIDER THE MINUTES OF THE MEETINGS OF OCTOBER 5 AND OCTOBER 10**

Mr. Leduc announced general consensus of the Board to approve the minutes of October 5 and October 10, 2016. There were no objections.

#### **CONSENT AGENDA**

##### **Hire**

**Thomas Hamlin, .20 FTE Physical Education Teacher at Orchard School**

##### **Bid**

**Copier Upgrade**

Mr. Leduc announced general consensus of the Board to approve the consent agenda as presented. There were no objections.

#### **ACCOUNTS PAYABLE ORDERS #16, #17, and #18**

The Board reviewed accounts payable orders #16, #17 and #18.

#### **ACCOUNTS PAYABLE ORDER CHECK TO BELLCATE SCHOOL IN THE AMOUNT OF \$78,410.20.**

Mr. LaLonde moved that the Board approve the check to Bellcate School in the amount of \$78,410.20. Ms. Beatty seconded the motion. All were in favor. The motion was approved.

#### **ADJOURNMENT**

The regular meeting was adjourned at 10:12 p.m.

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Patrick Leduc, Chair

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Julie Beatty, Clerk