

**REGULAR MEETING OF THE
SOUTH BURLINGTON SCHOOL BOARD
APRIL 14, 2011 7:00 P.M.
RICK MARCOTTE CENTRAL SCHOOL LIBRARY**

PRESENT

Richard Cassidy, Elizabeth Fitzgerald, Martin LaLonde, Julie Beatty, Diane Bugbee

ADMINISTRATION/STAFF

John Everitt, David Young, Stuart Weiss, Delina Gilroy

GUESTS

30

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

COMMUNITY SERVICE (RICK MARCOTTE CENTRAL SCHOOL)

Ms. Luck, Ms. Courcelle, and fifth grade students Caroline Belisle, Ryan Hockenbury, Ethan Klesch, Emily Shafritz, Seth Bendoski, Ivy White, Olivia Dion, and John Thibeault presented on the Community Service Project at Rick Marcotte Central School. The students described the programs they support through their community service projects as fifth graders at Rick Marcotte Central School. Mr. Cassidy thanked the students for their presentation.

COMMENTS FROM THE PUBLIC

A parent spoke about special education services in the district and emails sent to the school board.

**CONSIDER THE MINUTES OF THE SPECIAL MEETING OF APRIL 4 AND THE
REGULAR MEETING OF APRIL 6, 2011**

Mr. Cassidy announced a general consensus of the Board to approve the minutes of the April 4 meeting as presented and the April 6 meeting as amended. There were no objections.

CONSENT AGENDA

Consent Agenda (**Action**)

a. Leave(s)

Todd Jemison, .50 FTE Special Education Teacher, District

b. Accounts Payable Orders

#39 \$96,039.52

c. Quarterly Payroll Registers

Mr. Cassidy announced a general consensus of the board to approve the consent agenda as presented. There were no objections and the consent agenda was approved as presented.

APPOINTMENT OF SUPERINTENDENT OF SCHOOLS BEGINNING JULY 1, 2011

Mr. Cassidy said the board authorized him to negotiate with Mr. Young on behalf of the school board. Mr. Cassidy asked for a motion to approve the contract to hire Mr. Young as superintendent of schools for a two-year term beginning July 1, 2011, consistent with the

discussions of the board. Ms. Fitzgerald moved and Ms. Beatty seconded the motion to approve the contract. The motion was approved.

SUPERINTENDENT'S REPORT

Graduation Requirements—Mr. Everitt distributed additional information on graduation requirements. The board discussed the high school graduation requirements and asked where questions about graduation requirements would fit into the Ends Policy. Mr. Everitt said his goal is to have a first draft of an Ends Monitoring Report to the board at the second meeting in May.

Required Policies—Mr. Everitt informed the board the district does have the required policy, access to technology, but it is old and should be reviewed at some point in the future.

MONITORING REPORT 2.7—ASSET PROTECTION

The board reviewed the remaining portion of monitoring report 2.7—Asset Protection beginning with item #5. The monitoring report will be edited and brought back to the board for further review at the next meeting.

MONITORING REPORT 2.4—FINANCIAL CONDITION AND ACTIVITIES – EXTERNAL AUDIT

Mr. Stewart presented on the external audit for the fiscal year ending June 30, 2010. The board reviewed the management letter and the audit and asked several questions. The board commended Mr. Stewart, Mr. Everitt, and Mr. Young on such a clean audit. Ms. Fitzgerald moved and Mr. LaLonde seconded the motion to accept the audit. The motion was approved.

AMENDMENT TO THE TREATMENT OF STAFF POLICY RELATED TO PERFORMANCE APPRAISALS

Mr. LaLonde said he, Ms. Beatty, and Mr. Everitt met last week about performance appraisals, specifically as they relate to step increases. Mr. LaLonde thinks it is important that there are performance appraisals on all employees. Mr. Cassidy suggested measuring more than student performance. He said all employees are entitled to be evaluated and added that it does take substantial resources to do this right. The board also discussed the role of evaluation in determining which teachers advance on step.

The board agreed to continue this discussion at the retreat and take action, if necessary, at the May 18 meeting.

COMMITTEE ON PAY STRUCTURES

The board discussed what the next steps would be in regard to forming a committee on pay structures. The board suggested having board members, community members, staff, and administration on the committee.

Mr. Everitt suggested the board come up with a charge for the committee. The board agreed to work on this at the board retreat.

REVIEW BOARD EVALUATION OF APRIL 6, 2011 MEETING

The board reviewed the evaluation of the April 6, 2011 meeting. The board also set the agenda for the May 4, 2011 meeting.

OTHER BOARD BUSINESS

- A board member asked about the Speech Language Pathologist study committee.

FUTURE AGENDA ITEMS

- F-35 Environmental Impact Study
- Board Actions for Community Linkage 4.2.1/Community Outreach (Beyond the Ends Policy) (*Presentation by Mr. LaLonde*)
- Federal Department of Education Plans and Direction and Alignment with Vermont Direction (*Superintendent to talk with the commissioner about this*)
- Strategic Plan (*How will the district move forward on the Strategic Plan? Inspect the relationship of the Ends Policy and the Strategic Plan.*)
- Review Policy 2.1—Treatment of Students and Parents/Guardians, Detail #6 (*Add to a future agenda*)
- Follow-up to Café (*meeting with board chairs to identify future projects*)
- Vermont School Boards Association resolution on legislative changes
- SBSD State of Education (*Have principals highlight some of the items happening in each school*)
- Prevention (Assets Survey, closed campus, SRO's, and Act 51 training) (*review at an upcoming meeting*)
- Special Olympics – (*Does the district meet the requirements of Special Olympics program?*)
- Special Education

ANNOUNCEMENTS

- Ms. Fitzgerald said that several board members, students, and staff members attended the KidSafe Collaborative luncheon which honored Susie Merrick this week.
- Ms. Fitzgerald and Ms. Bugbee attended the Big Picture exhibition at the high school this week.

EXECUTIVE SESSION

The Board entered executive session at 10:23 p.m. to discuss a legal matter and a personnel matter and added that it would be significantly disadvantageous to the District not to do so in Executive Session. The motion was approved.

The executive session was closed at 11:30 p.m. and the regular session was reconvened.

ADJOURNMENT

The meeting was adjourned at 11:31 p.m.

Elizabeth Fitzgerald, Clerk

Richard Cassidy, Chairperson