

APPROVED ON JULY 20, 2011

**REGULAR MEETING OF THE
SOUTH BURLINGTON SCHOOL BOARD
JUNE 15, 2011 7:00 P.M.
FREDERICK H. TUTTLE MIDDLE SCHOOL LIBRARY**

PRESENT

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

ADMINISTRATION/STAFF

John Everitt, David Young, John Stewart, Delina Gilroy, Stuart Weiss

GUESTS

13

The meeting was called to order at 7:05 p.m.

COMMENTS FROM THE PUBLIC

Mr. Gerry Silverstein suggested that the school board have a plan in place in the event of a possible strike by the teachers union so they are ready if the possible strike situation were to occur again.

Mrs. Tanya Stone spoke about the restructuring happening at Orchard School for the next school year and the concern by many parents that Melinda Tate is being reassigned to a different grade level next year.

Ms. Alesia Clear spoke about her desire for her child to continue to have Ms. Tate as a teacher next year for fifth grade.

A student spoke about having Ms. Tate as a teacher and spoke about what an incredible teacher she is. She said Ms. Tate gave her the confidence she needed to move into sixth grade.

Mr. Cassidy said that the board has delegated the authority to the administration to make teacher assignments and does not feel it is the board's position to change the decisions made by the administration.

RATIFICATION OF ESPU NEGOTIATED AGREEMENT

Ms. Fitzgerald moved and Mr. LaLonde seconded the motion to approve the ratification of the ESPU Negotiated Agreement as presented. The motion was approved unanimously.

RATIFICATION OF SBAA NEGOTIATED AGREEMENT

Mr. Everitt said that, as part of the settlement, in the third year of the contract administrators have to complete a performance goal in order to receive an increase in compensation.

Ms. Bugbee moved and Ms. Beatty seconded the motion to approve the ratification of the SBAA Negotiated Agreement as presented. The motion was approved unanimously.

NOTIFICATION OF CAITLYN BISHOP'S SERVICE AS A STUDENT REPRESENTATIVE

Mr. Cassidy presented Caitlyn Bishop, student representative to the school board, with a South Burlington School District service award and thanked her for her service to the board.

SUPERINTENDENT'S REPORT

Superintendent's Transition—Mr. Young said he hopes to bring a name forward for the position of assistant superintendent to the board at the July school board meeting. Mr. Everitt discussed the new ACT 1 requirement from the state. Mr. Everitt said the administration decided to add another kindergarten teacher at Rick Marcotte Central School.

Orchard Elementary School—Mr. Everitt said a goal over the past two years at Orchard School has been to increase the amount and quality of collaboration among the professionals in the building. This year, the teachers, staff, and administration have implemented a system called Positive Behavioral Intervention Supports (PBIS) promoted by the VT Department of Education and recognized nationally as a powerful school climate influence. Next year we are reconfiguring the structure to make more efficient and effective use of classroom teacher, support teacher, and special education teacher resources. Part of this restructuring involves the loss of some structures and the movement of teachers from one grade level to another. The outcome we expect from these changes is increased teacher collaboration leading to better learning outcomes for all children.

Ends Policy—Mr. Everitt said the administration took the feedback from the last two meetings and tried something different this time with the Citizenship Ends Policy Monitoring which will be discussed later in the meeting.

Charter Change and Budget—Mr. Everitt said this was discussed earlier this evening at the Steering Committee meeting. If the charter is to be changed, he suggested the board promote the Vermont per pupil cost instead of "net cost of operations."

ENDS POLICY MONITORING—CITIZENSHIP

The board reviewed and discussed the Citizenship Monitoring Report and made several suggestions.

Mr. Everitt asked if the board liked the substance of this ends monitoring report. The board said they like the idea of random sampling of students, parents, and results to monitor some of the ends policies. They also like the idea of finding a number of different assessments to measure results. (Self reporting, exams, parent reports, random sampling at eighth grade and tenth grade and a senior exit survey.) It was suggested that the administration add questions to the guidance survey and conduct a survey of graduates five years after graduation.)

POLICY MONITORING REPORT—2.5 FINANCIAL PLANNING AND BUDGETING

The board reviewed and discussed Monitoring Report 2.5 Financial Planning and Budgeting.

The board suggested that the administration take a look at a capital plan to consider major upgrades and facilities construction. The question was asked about the money owed to the school district by the South Burlington Schools' Foundation. The board asked that the administration ask the foundation what their plan is to pay this debt down. Mr. LaLonde said he would ask this at the next foundation meeting.

Ms. Fitzgerald moved and Ms Beatty seconded the motion to approve the monitoring report as presented. The motion was approved unanimously.

FISCAL SUSTAINABILITY AND PAY STRUCTURES

Mr. LaLonde distributed a handout on fiscal sustainability and pay structures and asked how the members of the board would like to see this move forward.

The board decided to move forward on this project. The board members asked if the administration has staff available that could help with this project. Mr. Everitt said the administration could provide the assistance to help the committee gather this data.

Mr. Everitt suggested the Public Assets Institute would be a good place to look for assistance. Mr. Everitt said he would approach the organization about this.

TREATMENT OF STAFF

Ms. Bugbee and Ms. Fitzgerald looked at the questions “How does the concept of being a “good or desirable employer” or “employee satisfaction” fit with these existing policies.

Ms. Bugbee said that she and Ms. Fitzgerald came up with suggested language that could be added to Policy 2.2 as item #5.

The board agreed to consider adding the following language to the policy as #5.

- *Fail to create an inclusive work environment resulting in achievement of the ends.*
- *Fail to treat the employees in a fair, ethical, and respectful manner.*
- *Fail to create a positive organizational climate conducive to achievement of the Ends.*

Ms. Fitzgerald suggested that with the transition of the superintendent this would be a good time to conduct a survey of staff about climate.

Mr. Everitt said he would prepare two or three different possible language changes to Policy 2.2, item #5 to be warned as a first reading at the next meeting.

LEASE FOR COMPUTERS BID – ONE TO ONE

Mr. Young gave a brief overview of the process and work that the one-to-one committee has been working on. Steve Walker, Kristen Courcelle, and Steve Webster also gave an overview and answered several board questions about the use of the proposed technology.

The board requested additional information on this before they vote on the matter. They would like specific examples such as voice to text, plan to address the equity issue (wireless at home), etc. The board scheduled an additional meeting for review and action on this matter for Wednesday, June 22 at 6:00 p.m.

SET AGENDA FOR JULY 13 MEETING

The board reviewed, discussed, and added items to the proposed agenda.

FUTURE AGENDA ITEMS

The board discussed future agenda items.

- Graduation Requirements (Pending Ends Monitoring)
- Capital Plan

CONSIDER THE MINUTES OF THE REGULAR MEETING OF MAY 31, 2011

Mr. Cassidy announced a general consensus of the Board to approve the minutes of the regular meeting of May 31 as presented. There were no objections.

CONSENT AGENDA

Consent Agenda

a. Hire(s)

Amy Heinz, 1.0 FTE Elementary Teacher at Orchard School

Bonnie Hughart, 1.0 FTE Special Education Teacher at Chamberlin School

Theresa Mazza-Anthony, 1.0 FTE CAS for World Languages at South Burlington High School/FHT Middle School

Retirement

Arlene Moore, 1.0 FTE Special Education Teacher at South Burlington High School

b. Accounts Payable Orders

#TP15 \$ 8,524.98

#47 \$536,305.57

#48 \$185,308.34

c. Bids

- Wireless Upgrade
- Paving – FHT Middle School sidewalk and SB High School sidewalk
- Playground – Orchard School and Rick Marcotte Central School
- Food Service – Grocery, Fresh Produce, Single Service Non-Carbonated Beverages, and Milk and Orange Juice
- Custodial Supplies and Lavatory Products

Mr. Everitt said the lease of the computers was removed from the consent agenda as it was discussed earlier on the agenda as a separate item.

Ms. Beatty asked that the CAS for Performing Arts position be removed from the consent agenda and that it be discussed as a separate item later on the agenda.

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

HIRING OF CAS FOR PERFORMING ARTS

Mr. Everitt explained his reasoning on the hiring of a CAS for Performing Arts which includes music and art. The previous CAS position was for art only and did not include music. Ms. Beatty moved and Ms. Fitzgerald seconded the motion. The motion was approved.

ANNOUNCEMENTS

- Grade 8 Celebration will be held on Thursday, June 16th at 2 p.m. in the South Burlington High School gymnasium.
- South Burlington High School Graduation will be held on Friday, June 17 at 10 a.m. at St. Michael's College.
- The dedication of Donna Spooner Memorial Courtyard will take place in the fall of 2011 as part of South Burlington High Schools 50th Birthday Celebration.
- It was a banner year for South Burlington High School sports with five state championships.

EXECUTIVE SESSION

The Board entered executive session at 10:45 p.m. to discuss superintendent compensation 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 11:20 p.m. and the regular session was reconvened.

SUPERINTENDENT COMPENSATION

Mr. LaLonde moved and Ms. Bugbee seconded the motion to approve a 2.3 percent raise for Superintendent Everitt for the 2010-2011 school year and to provide him with a performance bonus in the amount of \$4,000. The motion was approved.

ADJOURNMENT

The meeting was adjourned at 11:22 p.m.

Elizabeth Fitzgerald, Clerk

Richard Cassidy, Chairperson