



APPROVED BY THE BOARD DECEMBER 13, 2016

**BURLINGTON BOARD OF SCHOOL COMMISSIONERS MEETING MINUTES
Edmunds Middle School Cafeteria
November 10, 2016**

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

1. Opening Items

A. Pledge of Allegiance

B. Roll Call

Commissioners:

Mark Barlow , Lauren Berrizbeitia , Brian Cina ,
Liz Curry , Susanmarie Harrington , Anne Judson , David Kirk ,
Kat Kleman , Kathy Olwell , Mark Porter , Stephanie Seguinto ,
Miriam Stoll

Student Representatives:

Jacob Bucci
Isabella Weston

Administration:

Yaw Obeng, Superintendent
Stephanie Phillips, Senior Director Teaching & Learning
Nikki Fuller, Senior Director Human Resources & Equity Affairs
Paul Irish, Senior Director Infrastructure & Technology
Nathan Lavery, Senior Director of Finance
Elizabeth Atkins, Accounting Manager
Henri Sparks, Director of Equity
Miriam Ehtesham-Cating, Director of EL
Doug Davis, Director of Food Service
Marty Spaulding, Property Services Director

The Board wishes to recognize, welcome and thank those that are providing language interpretation of the Board proceedings. The Board's commitment that all children receive equitable academic services must ensure that New American parents are welcome and can attend meetings, understand the process and be actively engaged. Interpretation of proceedings honors, respects and values our New American parents and students. The Board asks the public and media to respect and understand the importance of this interpretation.

2. Approval of Agenda

Motion to amend the agenda - and go into executive session after Public Comment and again later during agenda item 12

Commissioner Porter/ Commissioner Sequino

11 in favor; Commissioner Harrington opposed

3. Public Comments/Questions

A. Public Comment

Cara Clopton - teacher librarians - works as a librarian in the district, asked about building substitutes being in the budget, doesn't understand how we afford them and not librarians.

Ira Siegal - 6th grader at Hunt Middle School, wrote a letter signed by his classmates about what Commissioner Kirk wrote on Facebook

Mike Fisher - Appreciates the board for coming to a consensus with the teachers union

Rachel Siegal - would like to make the Health teacher and the Librarian at Hunt full time again, would appreciate if it could be made a priority

Jeff Wick - very interested in the FY18 budget, will send his thoughts to Superintendent Obeng, couldn't make the meeting last night

Christine Fountain - Hoping that the board will come out with some statement regarding what Commissioner Kirk has stated

B. Board Reflections

Commissioner Kleman - would like to thank the student for coming out tonight and speaking

Commissioner Curry - Stated to contact HR Office with questions regarding building substitutes in budget

Motion to enter Executive Session at 7:15 p.m.

(Commissioner Porter/ Commissioner Berrizbeitia)

All in favor - Passed unanimously

Motion (Commissioner Barlow / Commissioner Berrizbeitia) to come out of Executive Session at 8:15pm

Passed unanimously

Resolution created/ read by Commissioner Sequino

RESOLUTION RELATING TO REAFFIRMATION OF CENTRAL PRINCIPLES

November 10, 2016

RESOLVED BY THE BURLINGTON BOARD OF SCHOOL COMMISSIONERS AS FOLLOWS:

WHEREAS, this School Board believes that the success of the Burlington School District at all levels from Pre-Kindergarten to Adult Learning is dependent upon promoting and modeling excellence, inclusion, and equal opportunity in all respects; and

WHEREAS, the recent Facebook posting/reposting of racially/gender/and ethnically offensive materials by a member of this Board is at fundamental variance with the standards of conduct and example desired by the Board for its members; and

WHEREAS, while the report prepared for this Board by its counsel notes that the offensive nature of the postings has not been manifested in the official interactions by the Board member with the Administration and other Board members, the adverse impact of the bad example set by the postings/repostings across the entirety of the District cannot and should not be underestimated or condoned; and

WHEREAS, as an educational institution, the opportunity for and necessity of lifelong learning, and for self-improvement through evaluation, acknowledgement of error and corrective action are essential and highly valued; and

WHEREAS, the opportunity for self-improvement following legitimate criticism are also consistent with this Board's adherence to restorative practice concepts;

NOW, THEREFORE, IT IS RESOLVED BY THE BOARD OF SCHOOL COMMISSIONERS, AS FOLLOWS:

- 1. The posting/reposting of offensive and repugnant material that castigates on the basis of constitutionally protected characteristics is contrary to the fundamental philosophy and goals of this School Board, and is hence denounced without reservation.*
- 2. The Board affirms that commissioners should aspire to engage in public actions that are consistent with our goals to value diversity and inclusion of marginalized and disenfranchised groups.*
- 3. The Board should take affirmative steps to ensure that this type of repugnant situation does not reoccur in this District. This will be achieved by reviewing the Board's Ethics Policies and other relevant policies to support the goal that commissioners' public actions are consistent with our goals to value diversity and inclusion of marginalized and disenfranchised groups.*

4. *The Board, in adopting a restorative approach to this event, acknowledges Commissioner Kirk's apology for the posts and steps to make amends, including participation in Board diversity and equity trainings and social media training.*
5. *This Board affirms that all of its Commissioners will avail themselves of the District's programs on diversity training, inclusion, affirmative recruitment, and equal opportunity.*
6. *In the wake of these posts, the Board wants to communicate to the District's students that we value diversity, caring, and compassion, and we are committed to a school environment in which everyone—each and every student and staff member—is respected and thrives.*

*Motion to adopt resolution
(Commissioner Judson and Commissioner Harrington)*

Reflections on Resolution

Commissioner Sequino read her statement on David Kirk's post and talked about the board using restorative justice practice

All in favor - Passed unanimously

4. Board Report

- A. Policy Governance Retreat Nov. 29, 5:30-8:30 p.m. - will be announcing location soon
- B. Superintendent Goals - Question for the board, at what point are we going to ask Superintendent Obeng for a report. Board should have Superintendent Obeng's evaluation done by March, asking for feedback on when which date they want his evaluation March or June -

Discussion :

Commissioner Curry feels June

Commissioner Stoll feels March

Commissioner Porter noted that waiting until June would result in delivering an eval later in the year and asked the Superintendent for his thoughts.

Superintendent Obeng mentioned monthly updates and that some goals will not be able to be done in a couple months. Supports the budget evaluation in March. Believes there are other goals that should happen in June

Commissioner Harrington pointed out that the policy contains the March time table
Commissioner Curry changed her position and agreed that the policy should drive the timeline and that the board should stick with the March policy

C. VSBA/VEHI Conferences/Meetings -

Commissioner Sequino - Superintendent Obeng and Commissioner Sequino spoke about their attendance at the VEHI conference and that the insurance decisions will require renegotiating the BSD's labor contracts

D. BEA 2017 Contract Negotiations - committee met once

E. Commissioner Bucci delivered the Student Report - Boys soccer team won the state championship, drama performance happening in November, gathering input from students about the budget and will deliver the input to Superintendent Obeng

Reflections - Commissioner Curry spoke about the student newspaper the BHS Register and encouraged other commissioners to subscribe

Commissioner Sequino asked the student reps to check in with the other District schools for any updates that they would like to share with the board

5. Superintendent's Report

A. Food Services Update - Doug Davis shared the district's Food Service web site

Commissioner Curry thanked Director Davis for being so energetic and committed to his work after the initiative was brought forward by community resident, activist and artist Bonnie Acker, whose daughter attended Edmunds and inspired Bonnie to start a compost program, which evolved over time into not only BSD's fresh food practices but also the statewide Farm-to-School movement.

Commissioner Olwell encourages board members to go to any school and have lunch, food is delicious

Commissioner Harrington asked if the Food Project is a self sustaining project and Commissioner Stoll asked if students were asked for suggestions on the menu

Doug Davis responded yes to both questions

B. Restructuring Update - Superintendent Obeng shared powerpoint which featured central office restructuring and district teams,

Commissioner Barlow - who do these teams report to? Superintendent Obeng responded, me

Commissioner Curry - Hopeful that we have capacity for a Behavioral support person/model. Also wants us to maintain a focus on recruitment and retention of diverse staff that reflect the student body

Commissioner Berrizeita questioned why the word diversity was dropped

Commissioner Stoll applauds Superintendent Obeng for this chart and for his efforts on creating these teams and the structure

Commissioner Sequino asked the question, Is there a person in the district that is responsible for Behavior Management - Superintendent Obeng responded- it is Henri Sparks

Commissioner Sequino - I think that Diversity needs to be in the titles, including hiring, encourages the importance of the word Diversity as a goal

Commissioner Judson - What is the process you went through with your staff getting to this process

Superintendent Obeng affirmed that there were many conversations about staff expertise and this is the organizational structure that evolved - it's a work in progress and will be evaluated for its effectiveness over time. Superintendent has learned his staff's strengths and that they have had a lot of turnover in staff, has been an inclusive process

C. Budget Update and Public Forums - Nathan Lavery, budget timeline powerpoint, staff gave input, community input last night, students are gathering input.

There is an internal conversation among staff about how to develop a system to build capacity in a way that is predictable and equitable. Also created a new English Learner Parent Advisory Council that has been established and Nov. 29th meeting will be devoted to budget issues. There are also an Executive Council and Systems Group that advise the Superintendent on the budget.

Superintendent Obeng and Dr. Laura Nugent shared Powerpoint -

Elementary Classroom Teacher Formula with an Equity Component - Superintendent Obeng described the process used for budgeting:

Developed formulae to allocate resources

Add metrics for staffing

Assign teachers to elementary schools on the basis of enrollment & student need

Identify needs-based factors
Gather enrollment & needs data
Calculate baseline allocation
Adjust allocation to reflect class size & physical space constraints
Adjust equity allocation based on input from principals
Needs-based factors that contribute to the equity allocation include:

- ELL
- Students living poverty
- Students with IEPs

of students in each category was combined to produce an index of need at each elementary school

Index informed but did not control the allocation of teachers

School enrollment + equity needs = total homeroom & equity teacher allocation

Utilization form will be filled out by building administrator

BA can align strategies with strategy plan goals

Principals finalized last iteration of strategic plan this past week

Principals will determine how staff will be used

Laura Nugent spoke about the focus being on student need and being proactive in planning ahead, Student Support Services Formula for student support services and special ed:

Enrollment + 504/IEP/EBD = total student support services

Not paras but school psychologists

Approach establishes a process that can be applied to other areas, such as social workers

Next steps = adjustments to elementary work based on updated enrollment projections & location of K classrooms

Adjust student support services based on updated enrollment & evolving student needs

Consider a similar approach to building capacity in middle school formula

Apply an equity lense to allocation of discretionary funds to schools. Discretionary funds include supplies, bringing in speakers, field trips

Formulae done once in spring then adjusted in fall when student mix can change. Meeting needs of most vulnerable students first before adding enhancements

Departmental budgets

Departments and central office were assigned a 3% reduction target to spending on non-personnel discretionary items (supplies, materials, e.g.). Savings reinvested in support of strategic plan objectives. Beginning process of building a standards-based approach to departmental budgets.

Commissioner Stoll asked if the audit visit will be done by the end of November - Sr. Director Lavery responded, Yes

Commissioner Berrizbetitia asked Sr Director Lavery to provide a more friendly budget report

Commissioner Stoll shared that she has been told before that you can't budget for the unknown in the area of special education. Sr Director Lavery explained that past practices could be changed to improve budgeting for special ed to make it less unpredictable.

Commissioner Curry commended Superintendent Obeng for creating formulae that support data-driven budgeting and asked if the Administration could provide data for enrollment for the next few fiscal years. This can be shared at future finance committee meetings.

Commissioner Sequino asked how resources were allocated in prior years

D. Good News

6. Approval of Consent Agenda Items

A. *Motion (Commissioner Judson/ Commissioner Kleman) to approve Consent Agenda.*

All in favor - Passed Unanimously

- B. Board Minutes of October 13, 2016
- C. Infrastructure & Technology Minutes of October 18, 2016
- D. Finance Minutes of October 18, 2016
- E. Governance, Policy & Advocacy Minutes of October 25, 2016
- F. Planning Minutes of November 1, 2016
- H. Diversity & Equity Minutes of November 1, 2016
- I. Negotiations Minutes of November 3, 2016

7. Infrastructure and Technology Committee Report - staff and Board members are presenting to NPA's this month; plan to send video out; talked about bonding process

8. Finance Committee Report - talked about efficiency, discussion about documentation for the budget, gathered ideas from community members that were there and board members next meeting next Tuesday, November 14th

9. Diversity & Equity Committee Report - Has presentation from Spectrum, Lauren presented on student voice, scheduled this year's Diversity training which will be on Dec 10th

Commissioner Olwell asked question about City PILOT funds and eligible uses. Commissioner Curry shared her awareness of one nonprofit organization applying to the City to use some of the PILOT funds to cover case management services for youth who are homeless or at risk of homelessness and that other community organizations would have to talk to the City about other opportunities. The District no longer receives these funds or discusses them with the City.

10. Curriculum Committee Report - renewed focus to look into student performance

11. Governance, Policy & Advocacy Committee Report

A. Motion to move the revised Policy B11, Committees of the Board for first reading by the Board.

(Commissioner Curry, Commissioner Olwell)

Comments from Commissioners requested that long-term sustainability be placed last

All in favor - Passed unanimously

B. Commissioner Curry presented the revised policy on Responsible Computer, Network & Internet Use, which replaces policy G6R, for first reading by the Board.

Commissioners clarified that for first reading there wasn't a need for a motion and vote, it was just a chance to hear comments from other Commissioners on any changes that should be made.

12. Executive Session

A. *Motion (Porter/Seguino) to consider Executive Session to discuss a personnel matter and contract negotiations where premature disclosure could place the School District at a substantial disadvantage at p.m.*

Motion (Juson / Barlow) to enter Executive Session at 10:13 p.m.

Motion (Kleman /Olwell) to come out of Executive Session at 11:10 p.m.

13. Adjournment

A. *Motion (Cina /Kleman) to adjourn at 11:12 p.m.*