

**DRAFT**  
**Burlington School Board**  
**Policy and Governance (P&G) Committee Meeting**  
**Minutes**

Thursday, November 1, 2018  
Champlain Elementary School, Pine St, Burlington

Present: Commissioners Fisher, Pillsbury & Wick (in person) & Carey (by telephone).

The meeting was called to order at 6:05pm. There were no members of the public present to give public comment.

***Items Moved to Second Reading at Full School Board Meeting***

The policy changes that were given a first reading at October's regular full school board meeting were reviewed, a few technical corrections were made (the word "systems" inserted in place of the word "policy" in new policy 2.2(b) as requested by Commissioner Curry, and the removal of the stray word "as" in new policy 3.4(6)). Discussion ensued. The committee unanimously approved these policies for a second reading, and resolution for official adoption, at November's regular full school board meeting.

***Items Advanced to First Reading at Full School Board Meeting***

Upon discussion, it was unanimously resolved that the following policy changes be advanced to first reading at November's regular full school board meeting:

In "2.2 Hiring and Treatment of Staff" the following language is added:  
Policy Title 2.2(c)

*The Superintendent shall not*

- 1. Hire a permanent or interim building leader, assistant building leader, district senior director or district director without involving staff from the building or program and parents/guardians of students currently in the school/program in the vetting and interviewing process.*
- 2. Fail to gain the best candidates due to lack of timely internal and external publication and posting of open positions.*
- 3. Fail to appropriately communicate to staff, students, and families on hiring of building leaders and assistant building leaders, both interim and permanent.*

In "2.1 Treatment of Students and Parents/Guardians", existing Section 2.1(6) is amended as follows: [The Superintendent shall not]

2.1(6) Fail to implement restorative appropriate practices for addressing to address social/behavioral issues.

***Additional Items in Discussion at Committee Level***

The committee discussed changes to policies 1.0 and 1.1 proposed by Commissioner Carey. The committee examined other samples of Ends policies, including that of Bellingham, Washington and one proposed by Mr. Carver, the founder of policy governance. The committee discussed employee evaluation policy language. Further discussion on these and other items will continue at the next regularly scheduled committee meeting (1<sup>st</sup> and 3<sup>rd</sup> Thursdays, except holidays).

The meeting adjourned at approximately 7:30pm.

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