



NOT FINAL UNTIL APPROVED BY THE BOARD

BURLINGTON BOARD OF SCHOOL COMMISSIONERS

**Board Meeting Minutes
Champlain Elementary School
March 20, 2018
7:45pm**

1. Call to Order

Meeting called to order at 8:02 p.m.

A. Welcome

2. Approval of Agenda

A. Motion to Approve Agenda

Commissioner Wick/Commissioner Kirk

Passes unanimously

3. Public Comment/Questions (20 mins)

Joanna Grossman

Commissioner Kleman asked to include a Board reflection to address Ms. Grossman's claim. She explained that she fully supports the Superintendent and is continuously upset to hear community members determine how she feels or alleges she acts a certain way at Board meetings.

Public comment closes at 8:10 PM

4. Superintendent Report

A. Healthcare Update

Director Lavery and Superintendent Obeng recount on the healthcare challenges that the District is currently facing. The detailed slides can be found [here](#).

Commissioner Olwell asked why the District itself is not paying for people's emergency medication in the interim, she asked if there was a fund or solution to help District employees in the meantime.

Director Lavery explained that it is not that simple, but there is a plan to meet with representatives to explore the interim solutions.

Commissioner Kleman asked about third-party donation platforms like "Go Fund Me."

Commissioner Porter asked about a timeline for new vendor.

Director Lavery explained the best case scenario would be by the end of April.

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Commissioner Judson said she was under the impression that they ceased to provide administration, but they are terminating contracts for the end of May.

Director Lavery explained that we have no way of knowing what they did or did not do, and what they are doing to prepare the hand off to a new vendor.

Commissioner Curry asked if VEHI contracted Future Planning Associates. Director Lavery clarified that it is on the basis of the District. Burlington, for example, had already been using Future Planning Associates for other benefits, so the contract seemed natural.

Director Lavery will return when he has more information to share.

B. Performance Goal Supplemental Context

The Board had additional questions based on the Superintendent's last presentation about Board-identified performance goals. The Superintendent organized additional slides to address those questions and appropriately named them, "supplemental context." The original presentation, as well as the supplemental context, can be found [here](#).

Commissioner Curry inquired about the hiring of athletic coaches, and addressed that our District lacks coaches from diverse backgrounds.

Director Fuller addressed the question by explaining past practice has included hiring by the Athletic Director, and the applicant screening of athletic coaches does not go through the general Human Resources hiring process.

Commissioner Kirk asked if the District was aware of the percentage of non-white applicants. He explained that he thinks the Superintendent is putting too much pressure on hiring based on color rather than student outcomes.

The Superintendent explained the he assumed the Board is familiar with the literature supporting the outcomes of students when more diverse faculty are included in their daily repertoire.

Commissioner Judson spoke directly to Commissioner Kirk that it is a founded assumption that people hired will meet and exceed the expectations and qualifications.

Commissioner Harrington reflected on a similar situation she experienced working in higher education in Indianapolis. She explained that when recruitment strategies are reconsidered, miraculous changes can be made in the morale of the District.

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Commissioner Porter crunched numbers to show that reaching the 20 by 2020 goal will still only include 8% of our population represented by non-white teachers.

Director Fuller wanted everyone to understand that we have a very detailed hiring process that requires every candidate to be vetted by Central Office, District Principals, and relevant professionals. It concerns Director Fuller that these conversations lead to the presumption that people of color are always hired. She encourages the Board to organize a visit to better understand how HR hires extremely qualified candidates. We've had excellent teachers of color leave our District because of their continued feeling of unwelcomeness.

Commissioner Curry explained that in setting this goal, we have the opportunity to implement and then analyze strategies.

Chair Seguíno thanked the Superintendent for his effort in reaching these goals and explaining the strategy thoroughly. She also appreciates the collaboration between Human Resources and the District Principals and Superintendent.

"20 by 2020" means by the end of the hiring process in the year 2020.

Superintendent Goal 2.) Positive Culture and Climate

Commissioner Olwell suggested that the Board should come back and review the data next year to determine how to make the change.

Commissioner McLaren expressed his confidence in the work of this particular organization. He shared his experience with this organization which yielded robust survey questions and results and expert knowledge in utilizing this data to move forward.

Commissioner Curry wondered who the BSD Climate Team is, and if it would be appropriate to have them collaborate with the Strategic Planning Team. The Superintendent explained that it was the Strategic Planning Team that initially brought this to the Executive Council.

Chair Seguíno explained that at the last meeting there was a motion to approve these performance goals contingent on the supplemental context provided by the superintendent.

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The Board appears to be appeased by the information provided and therefore the business of Superintendent Performance Goals can be closed.

C. RIF Process

Director Fuller used this presentation to explain to the Board the RIF (Reduction in Force) procedure. The procedure includes NOTICE, RIF, BUMP, and RECALL.

Commissioner Judson asked if this process is directly from contracts. Director Fuller clarified that this language is directly from the contract.

Superintendent Obeng asked the Board for clarification on updates on the investigation that opened based on claims alleged during a past Board meeting.

Chair Seguíno explained that there is one Board member who is not making themselves available for interview.

This is incumbent on the Board to progress this investigation and bring the findings to the Superintendent. This should've been a two week process, but is now going on six weeks. There is one Board member holding this up.

5. Board Member Farewell

As we wish our departing Board members farewell and goodluck, the Board decided to share remarks about their colleagues to reflect on their tenure on the Board. The Superintendent presented them with plaques featuring the District's mission that this particular Board worked hard to construct. Each Board member shared a piece of "goodbye wisdom" and then everyone shared a slice of cake.

6. Adjournment

A. Motion to Adjourn

Commissioner Judson/Commissioner McLaren

Passes unanimously

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