



BURLINGTON SCHOOL DISTRICT

Burlington Board of School Commissioners Meeting Minutes

Friday, June 30, 2018

Board of School Commissioners Retreat Day 1

Champlain College, SD Ireland Building

5:30PM

Commissioners in Attendance: Commissioners in Attendance: Mike Fisher, Mark Barlow, Jeff Wick, Stephen Carey, Liz Curry, Clare Wool, Kathy Olwell, Keith Pillsbury, Martine Guilick, Monika Ivancic,

1. Call to Order

A. Meeting Called to Order at 9:28 AM

B. Board Agreements

C. Mission

D. The Role of the Board

E. Pledge of Allegiance

F. Universal Welcome

2. Approval of Agenda

A. Motion to Approve Agenda

The Agenda from Friday night's meeting was amended to table the Consent Agenda until Saturday morning to complete official business and deliberate. The Consent Agenda that was deliberated can be found on Board Docs from the June 29, 2018 meeting.

Motion to deliberate and make no decision but warn a Special Board Meeting for Monday, July 2nd, 2018 at 7:30 AM.

Curry/Pillsbury

9 in favor, the motion passes

Commissioner Wick would like to know why the hiring of key employees such as BHS Assistant Principal warrants an urgency to hire.

Commissioner Ivancic would like to see the C/V.

Superintendent Obeng explained these individuals are waiting for contracts at this point.

Commissioner Fisher inquired about the process of interviewing and who was involved.

Commissioner Guilick is concerned that this process was impersonal.



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Commissioner Curry is curious about the District's hiring processes. She suggests the D&E committee analyze the process. This is an unfamiliar practice as it pertains to hiring Administration and Director-level positions.

Commissioner Ivancic recommends that the candidate be introduced to school personnel.

Superintendent Obeng introduced the District to a competency-based approach which the District had not implemented in the past. In this particular situation, we need to consider the staff who invested considerable time to interview and evaluate this candidate.

Commissioner Barlow would like to point out that the Board is, for the second time, undermining the expertise and authority of the staff and Superintendent. We need to trust that the Superintendent and his staff have done a good job in selecting this person.

Commissioner Wick is objecting to being a "rubber stamp Board". The Board is still responsible for the results even when we empower the Superintendent to make key decisions.

Commissioner Curry explained that it is the Board's responsibility to outline the Superintendent's hiring processes under the policy governance structure. This could all be outlined in a Monitoring Report.

Commissioner Guilick is offering her perspectives and experiences with hiring, interviewing, and 30 years in education.

Superintendent Obeng has not received any direction for hiring Administration. The Board is right to require specific information, defining what the Board wants, and the Superintendent will fulfill those requirements. Without that, there have not been specifics in respect to bringing forward candidates. Climate is an issue in our schools, but also among our administrators and in Central Office staff. They feel that the Board does not trust their expertise and judgement where the Superintendent feels they are right to be empowered.

Commissioner Fisher believes we should focus on what's right for the students. He also explained that the Board has not verbalized the direction under policy governance. Our job on the Board is to trust the Superintendent, and change the policy for hiring methodology.

Commissioner Carey agrees with Commissioner Fisher that we cannot back pedal something that does not exist, however, there should be some remedy to work with the staff to include and respect that they will be working with this candidate on a daily basis. In some way, teachers need to be involved or we are setting this Administrative candidate up for failure. He would also not be in favor of approving the Instructional Coach because he does not believe this goes to direct student services.

Chair Wool believes difficult leadership decisions hurt our District. She is hesitant to offer a full-time position to someone who engaged in only a 2-week process. The most important piece in this position is supporting Noel Green. We need Noel's success in this position. We need to give the faculty the respect of being included.



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Superintendent Obeng is confident that Noel believes this is the candidate he needs to support him in his promotion.

Commissioner Curry explains we might risk losing this candidate to reopen this process.

Commissioner Carey has confidence in Noel's evaluation of this candidate. Maybe the way to go is to take a risk. Regardless of the path we take, moving forward we need to involve the teachers, particularly during the first year.

Commissioner Wick recommends a genuine process for hiring high profile administration personnel.

Commissioner Pillsbury suggests a hiring process be implemented for the vacant Flynn principal position.

Commissioner Guilick would support an interim position. The language for the interim position can outline her success in solidifying her permanent position.

Superintendent Obeng is slightly concerned that we will lose this candidate if we offer her an interim position. We can accomplish the same level of evaluation during the probationary period.

Commissioner Curry suggests the personnel committee give the Superintendent guidance on how the Board would like to implement a certain hiring process.

Commissioner Olwell asked that school placements be included in the Consent Agenda.

Chair Wool closed the discussion at 10:45 AM.

3. Public Comment/Questions

A. Comments/Questions from the Public

Martha Lang, Ward 1 resident.

B. Board Reflection

4. Board Retreat

A. Discussion on Policy Governance with Michael Healy:

Myth: Policy Governance is a way for the Board to give away its power.

Truth: Policy Governance is about clarifying which decisions are to be made by the Board and which decisions are to be delegated. Delegation of decisions is not divulsion of power. Policy Governance does not imply that you empower people and then let them go. The Board is responsible for holding those people accountable for their exertion of power.

Commissioner Wick suggested this would be a heavy lift to fully implement Policy Governance. The Board might be better prepared for a more statutory model.

Michael Healy responded that Policy Governance is formalized and therefore is typically more organized for Board's success. Every Board has to prioritize their needs. Policy Governance is a system for a structure.



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The Board has the power to determine how they wish to direct themselves and the Superintendent including moving forward, clarification, and determination.

B. Committee workgroups

Committee co-chairs met to plan next steps for their committees and shared updates with the rest of the board.

5. Adjournment

A. Motion to Adjourn

Meeting closed at 2:00 PM