



**DRAFT UNTIL APPROVED**  
**Burlington Board of School Commissioners Meeting Minutes**

**Tuesday, October 9, 2018**  
**Board of School Commissioners Meeting**  
**Burlington High School, 52 Institute Road**  
**6PM**

**Commissioners in Attendance: Wick, Wool, Fisher, Carey, Waltz, Hart, Curry, Pillsbury, Gulick, Ivancic, Gorman,**

**1. Opening Items**

A. Welcome

6:08 PM Pledge, Welcome Greeting

**2. Agenda**

A. Approval of Agenda

**Motion to Amend: Fisher**

Add word Minutes to E and F on Consent Agenda

Item 6B: Make plural

Item 7 under committee reports, added slide deck. Item E, add the word "And" to make "Policy and Governance"

Item 8 (Superintendent Report): Added Pre-K task force resolution. Item D will now be E, "Practice on Media Statements by Staff".

Add language for Executive Session

**Second: Wick**

**All in Favor.**

B. Items to pull from Consent Agenda

Strike 4E (DEI minutes approved last month)

C. Approval of Consent Agenda

**Motion Wick**

**Second Ivancic**

**All in favor**

**3. Public Comment**

A. Comments/Questions from the Public

No Public Comment

B. Board Reflections

N/A

**4. Consent Agenda**

A. Routine Financial Reports (2.3)

B. Routine Hiring Recommendations

C. September 13, 2018 Minutes

D. September 24, 2018 Minutes



E. DE&I 8/28

F. Policy & Gov 9/6

## 5. Chair's Report

Turnover time to Curry. Co-Chair. Update on Bond Information Campaign. Asked commissioners for donations. Drop ideas for campaign into google doc. BHS Boosters gave \$500.

## 6. Board Deliberation

A. Resolution Re: New Voices Law Policy

**Wick Motion: to approve "Creation of New Voices Law Policy Ad Hoc Advisory Committee"**

**Second: Pillsbury**

Discussion: Curry, will not support this because of Policy Governance. Would prefer to see an out of compliance report.

**Motion Passes, only Curry Opposed.**

B. Consideration of VSBA Resolution (Now made plural)

Fisher summarizes each resolution.

Vote on 1

**All in favor of approving numbers 1-6**

Seven Withdrawn

Vote on 8

Discussion: Carey: excluding teachers, including students. Curry: Conflict of interest. Envisions evolved board dynamics to include these.

**All in favor, non opposed**

Vote on 9:

**All in favor, non opposed**

Vote on 10:

**All in favor, non opposed**

Vote on 11:

Discussion: Interpreted that local boards would be allowed to make their own laws.

**Motion to Abstain: Fisher. Seconded: Gulick**

**All in favor**

Vote on 12:

**In favor: Jean Waltz**

**Opposed: Wick, Wool, Fisher, Ivancic, Carey, Gorman, Pillsbury**

**Curry and Guilck Abstain**

Number 13 was withdrawn



# BURLINGTON SCHOOL DISTRICT

Vote on 14:

**All in favor, non opposed**

Vote on 15:

Discussion: Why doesn't the board want to support this? No one knows. Curry likes the resolution for analysis.

**All in favor, non opposed.**

Vote on 16:

No discussion.

**All in favor, non opposed.**

Vote on 17:

No discussion

**All in favor**

**Non opposed**

**Pillsbury Abstains**

Vote on 18:

No discussion

**All in favor**

**Non opposed**

Vote on 19:

No discussion

**All in favor**

**Non opposed**

**Carey Abstain**

C. Policy Update Proposals (First Reading)

**Wick: Motion to approve the entire set of policy changes for first reading and move second reading and vote at next regularly scheduled board meeting in November.**

**Seconded: Gorman**

Discussion:

Wick: These policies were approved unanimously.

Policies in Executive Limitations Policy:

Curry: shared her comments in a google doc with the group. Gave a number of changes. Suggested including language of "monitoring reports" and using the Policy Governance structure. Requests that the committee does more work to give clear expectations.

Obeng: Recommendation that whole board should be more involved looking into what the needed goals and outcomes are. Recommend Michael Healy help with creating this; some look like tasks instead of policies. Adding a 5th set takes us away from Policy Governance. Would also be happy to engage in those conversations with Healy. Fisher agrees with Curry language around systems and not policies.



Wick: Curry's note is considered housekeeping in Robert's Rules. We can take all of Curry's suggestions and make them and still go to a Second Reading. Reminds the board that the Superintendent can interpret the policies as they see fit.

Batch 2, 2.2: (Curry recommends adding to the first section)

Discussion: None.

Page 2: Adding 2.4(b)

Curry: Sounds like clarifications about budget and budget process, looks like a monitoring report and suggested it be used as such.

Obeng suggested to fit under 2.8 Communication and Support to the Board.

Wick: 2.4 Not opposed to moving it to 2.8. This policy seeks education and disclosure. Would like actual vs. budgeted. Wants more detailed budget readouts and education. Comes from not just approving slideshows.

Obeng: Keep in 2.4 but continue to have open communication and clarity.

Curry: Reiterates that Policy should be high level and this feels like procedure.

Fisher: Yaw says, tell me what you want. We are struggling with what to ask and how to do that. This makes it clear.

Curry: We should use the right tools. Obeng suggested Healy again.

Add to Policy 2.5 Asset Protection

Discussion: Obeng: You should frame this as sharing information to the board.

Fisher: If the Board's name is on it, the whole board needs to approve it.

Policy 3.0

Obeng: Makes it hard to hold staff accountable to work loads without helping them prioritizing that work.

Wick: Suggests passing the policy and if it doesn't work it can be amended later.

3.1 Unity of Control

Discussion: Hold discussion

Adding Policy 3.4 (6)

Obeng: The board should review this policy and make sure it is in compliance with Superintendent contract.

Wick: I have reviewed it and it is within compliance.

Fisher: Superintendent has a lot of input on these as does staff. In the future, we should present them to Superintendent prior to a board meeting. Obeng pledged staff support for committee help in creating these policies in the future, would give this a more collaborative approach.

Curry: Monitoring reports are the superintendent's evaluation every month. Calendar is a guide, but you can request every month.

Policy 4.2

Discussion: None

Policy 4.4 Board Officers and Their Methods of Selection:

Floor to Fisher, explained the desire to codify things they heard in April.



Obeng: Have you done legislative and law search around removing a board member?

Wick: Clarified that "removal" is just removing officers from their officer post. Wick and Curry agree to withdraw this until School lawyer reviews and blesses entire section to make sure that it complies with city charter.

#### 4.6 Board Committee Principals

Discussion: None.

#### New Section 5: Overarching Policies

Wick: Does not believe that this overrides Policy Governance.

Obeng: Section 5 goes beyond Policy Governance framework. A lot of this could be embedded into others. Some of this sounds like preamble. And 5.3 feels contradictory to other policies.

Fisher: The last line is really important. Wants to know that Superintendent is NOT the only employee they can contact.

Gulick: Essex Town and Essex Junction has merged. They are not a great example of policy governance.

Curry: Still talk to the ones who were involved before the merger.

Time to vote to approve to move this to the second reading:

Roll Call Vote

Pillsbury Yes

Gulick Yes

Curry Yes

Changed to Straw Vote:

Jennenman: Offered to change the motions.

**All those in favor of moving this to next meeting, and therefore approving at second reading.**

**All in Favor, non opposed.**

### 7. Committee Reports

#### A. Diversity, Equity, & Inclusion

Meeting was cancelled.

#### B. Curriculum/Personnel

Meeting covered reading skills. Hope to recommend that a literacy training (Orton Gillingham) be attended by more staff members. Recommended that teachers use a variety of tools.

#### C. Facilities & Finance

Pillsbury gave floor to Property Services Director Marty Spaulding who presented Capital Plan Update.

Edmunds Cafeteria project is currently on schedule and within budget.

Makerspace is complete.

Shared plans for Phase II. Looking for community support, shared next steps.

Discussion: Pillsbury thanked Spaulding. These are every two week meetings. This is important because these will allow us to bring back a project that will address accessibility and allows us to do upgrades that don't require moving students. *Stressed that the community needs to know that some of the \$39 million plan is extremely intensive and students WILL have to be moved to get some of the work done in some of the buildings.*



Clarification that Phase II will not impact playground and that the next step is to share these plans with community.

D. Community Engagement

Meeting Cancelled.

E. Policy (and) Governance

Covered earlier in the meetings.

**8. Superintendent's Report**

A. Budget Timeline Conversations & Update

Floor to Exec. Director Lavery

Discussion:

The Clerk can put this on the Board calendar.

Clarified that some of the publicity for these has already happened. Board encouraged Lavery to work with Elek and to list on website. Clarified that locations are all in different locations around the district.

Curry: Suggestion for agendas, that during budget season budgets get presented before public comment so that the public can know what they are commenting on.

Clarification how the locations were chosen and which pieces of information will be presented in Nov vs. January.

B. Mandatory Policy Process and Update: A1, D5, C3

Obeng presented Process Summary

A1: Conflict of Interest.

C3: Student Transportation. Exec Director Lavery gave brief update. We transport or support transportation in a variety of ways. No changes to walking distances.

Obeng: Recommends that once these are accepted, revision date should be 3 or 4 years just to make sure they get revisited.

D5: Animal Dissection. Exec Director Phillips explained we must have a policy that allows students to opt out of dissecting or observation of dissection.

Obeng recommends that these go to Policy and Governance Committee.

C. Recommendation to Endorse an Early Education Task Force

Obeng delivered administrative memo regarding Task Force. Wants a process that mimics the BHS ReEnvisioning Committee. After April 1 deadline, committee and board would work with finance and facilities committee.

**Gulick presented Motion to pass Resolution to Create Pre-K task force (Previously 6C)**

**Seconded by Wick**

**All in Favor, non opposed.**

D. Policy on public / media statements by administrators (Renamed to **Practice on Media Statements by Staff**)

Obeng noted this is about two separate things. Staff Communicating with Media, and Communication around Hunt Middle School.

Fisher clarified the comments made by principals and asked Superintendent to speak to policy/practice. Obeng noted that media requests should be filtered through Communication department. Expectations have been discussed recently. Expectations are that staff are discouraged from making negative statements toward the district. There has not been a policy in place and we do not censor.



Fisher: Should there be a policy? Obeng said a policy has been pondered for many years. Former Director Paul Irish worked on something like this and we've talked about this on social media. We've talked about it but it is hard to make sure you are giving people voice.

Fisher: Asked about if staff have heard this, Obeng clarified that Systems Leaders have been reminded.

Carey and Obeng clarified that our council has cautioned many times not to comment on specific personnel issues.

Hunt Dance:

There was an alleged racial incident. Have been working with a lot of staff, students, etc. Using Restorative Practices. Racial discrimination is always hard to address. Some staff have requested more support for these conversations.

Curry: was contacted about the plan by parents. Curry shared their concerns and asked for clarification. Cautioned using terms "investigation" and "allegation". People of color live with microaggressions everyday, need to make sure we don't 'whitewash' the concerns.

Obeng: There is a level of systemic racism in our district and at Hunt. This is challenging but we will continue to address it and support our staff. We don't have staff that can respond immediately in the most appropriate level.

Wool: Recognized Sparks, and Hunt leadership for stepping in on a weekend. Encouraged board and community to remember budget needs for the work of Sparks and restorative practices.

Waltz: How are parents being supported? Can they be part of restorative practices. What form can people file to make a grievance. Obeng: Encouraged parents can go directly to school administration and to are welcome to be a part.

Curry: Asked District to send out formal communication to Hunt Parents.

#### E. Good News

Sabin Hart added a note before Good News: Gave examples of more inclusive language, stressed that district not say "Handicapped" and use "people first" language

Obeng noted that district is recognizing Disability Employment Awareness Month and reiterated the need to speak in a people first language.

1. BHS ReEnvisioning Press Conference: Very successful. Commissioners Wool and Curry pulled together with Kate Stein. Visit BHS Register Facebook page to see whole conference and look for student engagement.
2. Christy Gallese, Director of ELO, named one of 15 "AfterSchool Ambassadors" in the US. Press Release will go out Oct 10. Please attend the ELO "Lights on After School" Program

### **9. Superintendent Monitoring Reports**

#### A. Hiring and Treatment of Staff (2.2)

Exec Director Fuller presented Monitoring Report. Noted that this is the second time this has been presented and now includes more info. Gave update on grievances and staffing. Discussed limitation number 5. Partially in Compliant. We have to be more clear about when people can and cannot work and follow government policy. Doing a better job of tracking where people are finding ads, job postings etc. Have implemented new practices around interviewing and keeping records of who has been interviewed. 631 hirings for 2,966 applications.

Discussion around certified positions and turnover. Clarification that some are internal candidates so they shouldn't be considered "turnover" because staff are applying for different positions within the district. Suggestion for a future metric: Internal/External applicants.

Fuller noted that recruiting teachers is a hard throughout the country. Technology is number one way to get qualified applicants. Process has to include applicants from across the country and world.

Gulick: Question and Interim Hires and timeline for posting positions. Obeng: Will look at timelines soon. Would give people the time over winter break to get their packets together.





Carey: Asked for clarification around new positions vs. internal applicants applying for openings in the district: We allow our teachers to apply for new positions. We also allow them to apply to jobs in other schools. Obeng suggested looking at last year budget presentation to see “new jobs” within district.

Fisher asked for clarification around partially compliant. Fuller noted some administrators do not fully use the process and she is working with those administrators to bring them on board. Clarification that District cannot set quotes around diversity hires but has goals.

Fisher said staff does not agree grievances are being met effectively. Would like more data. Fuller noted that it must also have qualitative data. Membership doesn't always know what is going on between the leadership and the district. Fuller said that for the most part grievances are within compliance. Fisher would like to see evidence of effectiveness. Suggested BEA give letter saying they agree or provide other evidence.

Coversation around number 2 and whether or not district is in compliance and whether or not employees can speak up without retribution. Noted that there are laws that protect employees in these instances and that staff was asked for budget input.

Curry suggests feeling are due to a culture/leadership shift and said it is a climate issue.

Fuller: Stressed that if the board hears something and wants a response, District needs to know. Report those to the Superintendent so that we can address it. We can't fix what we don't know.

**Wick: Move that Superintendent is in Partial Compliance**

**Second: Carey**

**All in favor. No oppositions.**

**10. Motion to Consider Executive Session**

A. Motion to go into executive session under the authority of 1 VSA 313 (a) (1) (B) and (E) to discuss labor relations agreements with employees and to also discuss pending or probable civil litigation to which the board is or may be a party, and where premature public knowledge as to either situation would clearly place the board at a substantial disadvantage.

**Fisher makes motion.**

**Seconded by Wick.**

**No discussion.**

**All in favor, non opposed. No abstentions.**

Submitted by Russ Elek