



**DRAFT UNTIL APPROVED**

Tuesday, December 11, 2018  
Board of School Commissioners Meeting Minutes  
Burlington High School, 52 Institute Road,  
7 PM

**Commissioners in Attendance:**

**Chair Wool, Jeff Wick, Mike Fisher, Eric Gorman, Kathy Olwell, Keith Pillsbury, Monika Ivancic,**

**Stephen Carey, Mark Barlow, Liz Curry, Jean Waltz**

**Student Representative: Isaac Jenneman**

**Superintendent Yaw Obeng**

**Absent: Martine Gulick**

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**1. Opening Items**

**A. Welcome**

**B. Call meeting to order at 7:05pm**

**2. Agenda**

**A. Items to remove from Consent Agenda**

Commissioner Fisher motioned to remove November 13, 2018 Board meeting minutes - motion to accept amended Consent agenda (Commissioners Fisher/Pillsbury)

**B. Approval of agenda**

Commissioner Fisher motions to remove #11 Executive Session from agenda.

No discussion. Approval of agenda with removal of #11 (Commissioners Fisher/Wick).

**3. Consent Agenda**

**A. Routine Financial Reports**

**B. Routine Hiring Recommendations**

**C. Approval of November 12 Curriculum & Personnel Committee meeting minutes**

**D. Approval of November 15 Policy & Governance Committee meeting minutes**

**E. Approval of November 29 Diversity, Equity & Inclusion Committee meeting minutes**

**F. Approval of November 29 Community Engagement Committee meeting minutes**

**G. Approval of November 29 Facilities & Finance Committee meeting minutes**

**4. Public Comment**

**A. Public Comment**

Kiley Trombley - BHS student: read a heartfelt letter regarding the restrooms at BHS

and

how their condition affects her, as well as other students. The restrooms are not consistently working, not clean and not readily accessible.

Andrew Styles - 5th grade teacher at Edmunds and educator rep for BEA. Thank you for



reversing some cuts. Advocates for para educators.

Emily Stewart - Kindergarten teacher at IAA. Reinstate paras for so many reasons including safety.

Aziza Maeek - 4-5 grade teacher at Champlain. Supports instructional coaches.

Beth Bialco Casey - BHS teacher reading for Cara Quinn - 1st grade teacher at Edmunds Elementary. Supports collaborative coaching.

Ann is speaking for Danielle Whitman - Kindergarten teacher at Edmunds Elementary. Supports paras.

## **B. Board Reflection**

Commissioner Curry: There are concerns with the embedded teaching model, implemented last year -- any plans to change? Superintendent Obeng: No, we have no plans to change. The Curriculum department is taking measures to collect data to see if the intervention is supporting our progress.

Commissioner Ivancic: Appreciates the teacher support of the embedded model. Believes kindergarten classes should be capped at 16. Appreciates hearing the stories and the importance of k-paras, which she supports.

Commissioner Wick: Thank you to Kiley for expressing the concerns about the BHS restrooms. The Board and the Chair will work with Noel Green and the facilities department to fix right away.

## **5. Chair's Report**

Thank you to the Board and Systems Leaders for the collaborative time spent on the budget analysis. There is another special budget board meeting is set for 12/18, 5:00pm at the Sustainability Academy, Community Room.

## **6. Student Representative's Report**

Gearing up for Winter break. It's time for winter outdoor sports and it's exciting. Public is welcome to all their events.

## **7. Committee Reports**

### **A. Finance & Facilities Committee Report**

Co-chairs Commissioner Pillsbury/Chair Wool. The last meeting was held 11/29. They continue to talk about projects at Edmunds. We are sure we can get the cafeteria completed by February.. Phase 2 and Hunt Middle School projects will go out for bid in the Spring. Co-chairs are meeting weekly with Marty Spaulding, Director of Property Services, Nate Lavery, Exec. Director of Finance and the architect on the BHS project. Getting good input from the survey (due Monday). The committee meets the 2nd and 4th Thursday of the month, 5pm, at Champlain.

### **B. Policy & Governance Committee Report**

Commissioner Wick: Committee meets the 1st and 3rd Thursday of the month at 7pm.

### **C. Diversity, Equity & Inclusion Committee Report**

Co-chairs Commissioner Ivancic/Curry: Laura Nugent attended the last committee Meeting presenting on special ed needs. A lot was learned and a highlight was realizing the need for a life skills room at BHS, which will help move their education time.



Middle school needs them as well. Encourages everyone to read the minutes (posted on the website) and needs engagement from the public.

D. Community Engagement Committee Report

Co-chairs Commissioner Fisher/Gulick. An Early Ed task force started. Almost 40 people came to the first meeting and a smaller task force was formed. Commissioner Gulick/Fisher did Live at 5. Anyone on the board Can volunteer to do future sessions. The last meeting for CE was held on 11/29. Discussion was the role of the committee, which is not the sole mechanism of community engagement. We need open forums other than the monthly board meetings. The Board meetings can be challenging to get the public to speak. We need help to get the word out -- come to a meeting when you can. We will look into different venues. Stay tuned for new details. The BHS project needs feedback from teachers, students and the middle school students who will go there. Encourage you to read the minutes (posted on the website).

E. Curriculum & Personnel Committee Report

Co-chairs Commissioner Carey/Olwell. They meetings are held the 2nd Monday of the month (night before the Board meetings). Exec. Director Fuller attended the last meeting and gave an overview on staffing, challenges and hiring, coaching, equity mentor training.

8. Superintendent's Report

A. Mandated Policies (F1 Travel Reimbursement, C4 Education of English Learners, C6 Policy Home Study Students, D1 PBGR, Capital Assets, Conflict of Interest in Procurement)

B. Budget Update - We still have a number of informational pieces needed, as well as direction from the Board. We will continue the discussion next week on 12/18. Reviewed the budget slide presentation: Commissioner Barlow - questions the health insurance % assumption -- per Nate Lavery, the % assumption is about 11%. Commissioner Curry - What does this mean as far as dollar amount? Per Nate Lavery, the dollar amount cannot be determined at this point. The enrollment is still underway and will give a more detailed answer later. The Special Ed increase assumption is based on a recent trend. We know these needs can grow and change. We engaged with the Board and had a lot of insights. The Systems Leaders budget development criteria has a lot of commonalities with the Board. Noel Green spoke on behalf of the Systems Leaders on the rationale and budget process. We all have a common vision of preparing children for their educational path. The principals have come together and are committed to working together and with district alignment. Superintendent Obeng - There has been a lot of deep thought that has gone into this process. The \$4.3 million is a starting point with high criteria items. The Special Ed contingency budgeted amount could address any need that arises (contracted services, external services for students, etc.). Some needs are legislated and we must do -- these would fall into this contingency.

The next step for the Board is to go over all the information given to them and direct the district on how to proceed. Next Tuesday at the special budget process meeting we will focus on the budget. There will be questions that come up -- the Board members will send all their questions to Clare and she will forward to Superintendent Obeng and Nate



Lavery. These questions should be in by end of business on Thursday in order for the correct answers to found. There will be ad hoc questions next week, but the more pertinent questions should come in by Thursday.

Commissioner Gorman - wants all the questions ccd to all Board members for clarity.

Commissioner Curry - Concerned about the budget schedule and doesn't feel one meeting is enough.

Superintendent Obeng - showed the schedule, which showed the budget was discussed at the 11/13 board meeting, 12/11 board meeting and will be on the agenda for the 1/8 meeting. The City meets 1/7 and 1/15. We will ask to meet on 1/7.

Superintendent Obeng: We don't know the tax impact yet. By next week we'll have additional information.

C. Good News!

There was an open house showcasing the Aviation program at BTC. It was a great event and we need to build that program.

The City and Lake program also had an art presentation reception this week. A very well executed event! The final projects will be presented next week.

9. **Superintendent's Monitoring Report**

A. 2.3 (Financial Condition & Activities) - will be reintroduced at the 1/8/19 board meeting.

10. **Second Reading of proposed policy changes**

A. 2.2 (Hiring and Treatment of Staff) - Commissioner Wick sent out a very modest amendment right before meeting. The word "or" was added and "district senior director or district director taken out. Commissioners Wick/Fisher co move to waive the reading and adopt this policy as amended.

Commissioner Barlow: Still bothered by the restriction on interims. Suggests striking the interim wording.

Superintendent Obeng: Would like some more dialog on this. Situations come up and action needs to be immediate. It's not that easy to get the Board together to get an approval in an emergency. He needs to be able to respond.

Commissioner Fisher: Understands the desire to move quickly. The term "acting" should be used for interims. He also would be happy to get on an emergency Board call.

Commissioner Curry: For the record, does not support this motion. Does not support the direction of the district in complicating the hiring process with added costs of staff and students. Has seen the cost impacts and complications.

Commissioner Ivancic: Has seen where an interim principal had been interviewed by everyone involved and all were on board. They work intimately with the interim principal.

Discussion concluded.

Vote: 2 no, 1 abstain, all others yes - motion carries.

The first paragraph 2.2 (d) (1) now reads:

*The Superintendent shall not*

*Hire a permanent or interim building leader or assistant building leader without involving staff from the building or program and parents/guardians of students currently in the school/program in the vetting and interviewing process.*



- B. New Voices Policy - No discussion. Motion to accept (Commissioners Wick/Pillsbury). Motion carries.
  - C. D5 (Animal Dissection): Commissioner Fisher - the law refers to the statute saying the policy must include the procedures. No action on this and will reintroduce at the 1/8/19 board meeting.
  - D. C3 (Student Transportation) - no discussion. Motion to accept (Commissioners Wick/Olwell). Motion carries.  
Nate attended the Policy and Governance Committee meeting and reviewed the 4 above policies. Three others will be reviewed at a later time: C4 (Education of English Learners), C6 (Home Study Students) and D1 (Proficiency based graduation requirements).
- 11. Adjournment**
- A. Motion to adjourn (Chair Wool and Commissioner Fisher)  
Meeting adjourned 8:53pm