

# BARRE CITY SCHOOL DISTRICT

**REGULAR SCHOOL BOARD MEETING**  
Barre City Elementary and Middle School –Library  
June 12, 2017 - 5:30 p.m.

## MINUTES

### **BOARD MEMBERS PRESENT:**

Sonya Spaulding – Chair  
Giuliano Cecchinelli, II – Vice Chair  
Jennifer Chioldi – arrived at 5:38 p.m.  
Michael Deering  
Andrew McMichael  
Sarah Pregent – arrived at 5:38 p.m.

### **BOARD MEMBERS ABSENT:**

Tyler Smith - Clerk

### **ADMINISTRATORS PRESENT:**

John Pandolfo, Superintendent  
James Taffel, Principal  
Jackie Tolman, Principal  
Stacy Anderson, Director of Special Services

### **GUESTS PRESENT:**

Video Vision Tech                  Dave Delcore-Times Argus                  Michael Dreiblatt

#### **1. Call to Order: Pledge of Allegiance**

**The Chair, Mrs. Spaulding, called the Monday, June 12, 2017, Regular meeting to order at 5:36 p.m., which was held at the Barre City Elementary and Middle School Library. The flag salute followed.**

#### **2. Additions and/or Deletions to the Agenda**

Add 5.3 Board Communication  
Add 6.3 Act 46

#### **3. Visitors and Communications**

None.

#### **4. Approval of Minutes**

##### **4.1 Approval of Minutes – May 8, 2017 Regular Meeting**

**On a motion by Mr. Deering, seconded by Mr. McMichael, the Board unanimously voted to approve, as amended, the Minutes of the May 8, 2017 Regular Meeting.**

Mrs. Spaulding welcomed Michael Dreiblatt to the meeting. Mr. Dreiblatt is a candidate for the position of Middle School Principal. A Personnel Issue was proposed for discussion in Executive Session.

**On a motion by Mrs. Pregent, seconded by Mr. McMichael, the Board unanimously voted to enter into Executive Session, with Mr. Pandolfo, Mrs. Tolman, Mr. Taffel, and Mrs. Anderson in attendance, at 5:42 p.m. under the provisions of 1 VSA section 313 to discuss the item proposed for discussion.**

**On a motion by Mrs. Chioldi, seconded by Mr. McMichael, the Board unanimously voted to exit Executive Session at 6:19 p.m.**

#### **5. New Business**

##### **5.1 Resign/Retire/New Hire**

A letter of resignation from Abigayle Smith was distributed. The resume and BSU Notification of Employment Status Form for Tamara Jones was distributed.

Mr. Pandolfo advised regarding Abigayle Smith's resignation, noting that this employee had requested and received an extension for submission of her letter of intent.

**On a motion by Mr. Deering, seconded by Mr. McMichael, the Board unanimously voted to accept, with thanks for her time at BCEMS, the resignation of Abigayle Smith.**

Mr. Pandolfo provided an overview of Tamara Jones's education and experience and advised regarding the possibility of a provisional license.

**On a motion by Mr. Cecchinelli, seconded by Mr. McMichael, the Board unanimously voted to approve the hiring of Tamara Jones.**

It was announced that there are currently 3 open Special Education positions, one of which may be filled in the near future. Brief discussion was held regarding the hiring of employees over the summer months.

**On a motion by Mrs. Pregent, seconded by Mrs. Chioldi, the Board unanimously voted to authorize the Board Chair to approve and sign hiring contracts during the summer months.**

### **5.2 Revenue Anticipation Note Recommendation and Approval/Refunded Capital Improvement Loan 10-Year**

A document titled 'BCEMS Facility Projects, Etc... Summer 2017, 6/12/17' was distributed. This document contains information relating to the RAN and Summer Projects, including bid information (see Agenda Item 6.2). Mr. Pandolfo provided a brief overview of the Revenue Anticipation Note, which allows the school to borrow money until other monies are received. Mr. Pandolfo recommends contracting with Community Bank (formally known as Merchants Bank) for the Revenue Anticipation Note at a rate of 2.71%.

**On a motion by Mr. McMichael, seconded by Mr. Deering, the Board unanimously voted to approve contracting with Community Bank, formally 'Merchants Bank', for the Revenue Anticipation Note, at a rate of 2.71%.** The contract was circulated for Board Members' signature.

Mr. Pandolfo advised regarding the loan refund to a 10 year term and advised he is seeking approval to transition the 5 year loan to a 10 year loan, financing through Community Bank at a rate of 2.49%

**On a motion by Mrs. Pregent, seconded by Mr. McMichael, the Board unanimously voted to approve the transition from the current 5 year loan, to a 10 year loan, with financing through Community Bank at a rate of 2.49%**

### **5.3 Board Communication**

Mrs. Spaulding advised regarding discussion at the Tri-Board Meeting, where the Tri-Board agreed that there is a need for better communication within the community, and agreed that each district board would hold discussions on this matter. Lengthy discussion ensued with Board Members sharing ideas on how to improve communication including; using a more systematic approach, use of a listserv, using a multipronged approach which includes Facebook, Front Porch Forum, the BCEMS web site, Infinite Campus, online posting of board meeting summaries (with links to Minutes in their entirety), and creation of a community calendar. Mr. Pandolfo advised that there will be ongoing discussions regarding possible improvements in communications practices.

## **6. Old Business**

### **6.1 Labor Relations Agreements**

A document containing screen prints of a Power Point presentation titled 'Salary Schedules' (June 2017) was distributed. Mr. Pandolfo provided an update regarding negotiations with teachers, para-educators and custodial/maintenance personnel (AFSME). Negotiation meetings with para-educators are tentatively scheduled for 07/10/17. The Negotiations Committee is currently waiting for confirmation of a meeting date and Fact Finder so that teacher negotiations may continue. Mr. Pandolfo presented the Power Point presentation to provide Board Members with detailed information relating to salary schedules and their financial impact. The presentation included the Salary Schedules for 2016 and 2017 (including salaries by 'Step' for the various salary categories: Bachelors, Bachelors + 15 Credits, Bachelors + 30 Credits, Masters, Masters + 15 Credits, and Masters + 30 Credits), the current Index and an explanation of how an Indexed Salary Schedule works, movement of employees within the Salary Schedule, examples of employee increases for various Salary Categories (Bachelors, Masters, and Masters +15), and an explanation of how a settlement works utilizing an Indexed Salary Schedule (including the increase in the Base and 'New Money'). It was noted that the current contract results in teachers (who are not at the top of their pay schedule) receiving 2 to 3 increases per year (1 for an increase in the Base, 1 for the increase in Step, and 1 for teachers who have a change in category). Teachers who are at the top of the Salary Schedule receive one increase as a result of the Base increase). The presentation documented increase percentages and included a comparison to the CPI by calendar year. The presentation documented that over the years, salary increases (averaging between 4.9% and 6.2%) have been significantly higher than the CPI increase. It was noted that the Step System is not sustainable with CPI increases of approximately 1% per year. Currently 80% of health insurance premiums are paid by the SU or district school, amounting to an additional \$15,000 to \$20,000 in cost (to the SU or

district) for the ‘family plan’. Additional costs include contribution to the State Retirement Program. Mr. Pandolfo provided an overview of some additional benefits, including sick days (and their accrual), personal days, bereavement days, and family leave. It would be beneficial for the Board to know all of the employee benefits. It was noted that Vermont ranks 16<sup>th</sup> in the nation for teacher salaries. There are 190 ‘teacher days’ per year, as opposed to 261 working days for regular full time jobs. Additionally, Mr. Pandolfo advised that there are other districts that have more ‘steps’ (approximately 18 – 20 on average), which allow for lower increases and increase the time it takes an employee to reach to top of their salary range. In response to a query, Mr. Pandolfo advised that he believes the district’s salary range is competitive, though perhaps a little below average.

## **6.2 Summer Project Updates and Bid Recommendations**

The document containing Summer Project bid information was distributed under Agenda Item 5.2. Mr. Pandolfo provided an overview of the summer projects, advising that Playground upgrades and new flooring in the pre-school classrooms, do not require Board approval, as the bids are below the threshold limit (\$15,000). RFPs for Woodchips/Oil/Propane and snow removal will be sent out in September or October.

## **6.3 Act 46**

Mrs. Spaulding provided a brief re-cap of discussions at the Tri-Board Meeting, which included announcement of the 4 options for moving forward, changes to the law, and a revised map of the state, which identifies Act 46 progress throughout districts across the state. Mr. Pandolfo provided an overview of the 4 options available; 1. BCEMS and BTMES Boards agree to form a new 706 Study Committee, 2. the BCEMS Board could communicate with surrounding communities regarding possible mergers or other opportunities, 3. The BCEMS and BTMES Boards could work separately and submit justification to substantiate that remaining separate is the best alternative (justification needs to be submitted by 12/26/17 or 01/30/18 – the date needs to be confirmed), and 4. Take no action and let the State Board of Education decide on a plan. It was noted that in order to receive tax incentives, districts must receive a positive vote from the community by November 2018, and be operational by July 2019. Spaulding High School’s role is unknown at this point. Mr. Pandolfo stressed that decisions on how to move forward are in the Boards’ hands, and are not decisions that can be made by the Superintendent. Mrs. Spaulding advised that the Boards have an interesting (legal/moral/ethical) decision to make, deciding whether they feel obligated to follow the wishes of the voters, or proceed in a different direction. Additional discussion could take place at another Tri-Board meeting. Mr. Pandolfo suggested asking the BTMES Board if they are interested in forming a new 706 Study Committee, or if they have a sense of another direction they would like to take. The BCEMS Board was polled, and the majority agreed that formation of a new 706 Study Committee would be beneficial (in an effort to realize the proposed tax incentives). The Board opted not to make a final decision at this evening’s meeting.

## **7. Board Reports**

### **7.1 Superintendent**

A copy of the Superintendent’s report dated June 2, 2017 was distributed. The report included information pertaining to; Negotiations, Federal Funding, and BSU Central Office Changes. A copy of the AASA Summary & Analysis: President Trump’s FY18 Budget Proposal (dated 05/23/17), and a copy of a letter from Rebecca Holcombe, E.D. (Secretary of Education) dated 05/26/17, (relating to the President’s proposed budget appropriation for K – 12 education) were also distributed. Mr. Pandolfo advised that the BSU is waiting to hear from the State regarding the Consolidated Federal Programs Grant. The State is waiting for information from the Federal Government. This delay may negatively impact holding Summer School. If Board Members wish to help, it may be beneficial for them to contact their Representatives.

### **7.2 Principals Report**

A copy of the Co-Principals’ report dated June 2017 was distributed. The report included information pertaining to; the VAMLE Scholar Leader Awards Banquet, Girls on the Run, the annual Festival of the Arts event, the Spring Music Program, the completion of SBAC and NECAP assessments, the Puppets in Education presentation, the Summer Reading Program, Summer School, the Food Shelf, Kindergarten Graduation, and the 8<sup>th</sup> Grade Step-up Ceremony. Mrs. Tolman and Mr. Taffel provided highlights from the report.

### **7.3 Committee Reports**

#### **7.3.1 Facility/Security**

Minutes from the 04/24/17 meeting were distributed. Mr. Cecchinelli advised that June’s meeting was cancelled. In response to a query, it was noted that (Facilities Director) Jaime Evans, is currently reviewing the 5 year plan.

#### **7.3.2 Finance**

Minutes from the 04/25/17 meeting were distributed. There were no questions for the Committee.

#### **7.3.3 Verbal Report of BSU Committees**

Mrs. Spaulding provided a brief overview of the Curriculum Committee meeting, which included ‘a day in the life of’ presentations from each school, and a review of topics to be discussed over the next year.

Mr. Pandolfo advised that the Policy Committee will meet on June 19, 2017. There is nothing significant to report. The next meeting will be held on Monday, June 19, 2017 at 6:00 p.m. at the BSU in the Upstairs Conference Room.

#### **7.4 Financial Report**

The BCMES FY17 Expenditures/Year-end Projection report (dated 06/12/17) was distributed. The unaudited projection is for a deficit in the amount of \$201,129. A document containing Vermont Statutes (relating to education spending deficits) was distributed. It was noted that the financial picture for 2017 will probably be finalized sometime during August.

#### **8. Round Table/Future Agenda Items**

In response to a query from Mr. Cecchinelli, it was noted that all Boards are on the same pay schedule.

Mrs. Tolman advised that this would be her final board meeting as Co-Principal. Mrs. Tolman advised that it has been an honor to serve the community as Principal of the Middle School and she looks forward to serving as Curriculum Director. Mrs. Tolman thanked the Board, Mr. Pandolfo, and Mrs. Anderson for their support and friendship.

Mr. Pandolfo announced that he is coming to the end of his 2<sup>nd</sup> year serving as Superintendent and is thankful for the opportunity to work with such a supportive/productive Board.

BSU Regular Board Meeting – Thursday, June 15, 2017 at 6:00 p.m. in the SHS Library

Facilities Committee – Monday June 19, 2017 at 5:30 p.m. in the BCEMS Conference Room

BSU Policy Committee – Monday, June 19, 2017 at 6:00 p.m. in the BSU Upstairs Conference Room

Finance Committee – Tuesday, June 27, 2017 at 5:30 p.m. in the BCEMS Conference Room

BCEMS Regular Board Meeting – To be determined.

BSU Curriculum Committee – Monday, August 28, 2017 at 5:30 p.m., in the SHS Library

#### **9. Executive Session**

##### **9.1 Personnel (Co-Principal Interview and Recommendation)**

A Personnel Item was proposed for discussion in Executive Session.

**On a motion by Mrs. Pregent, seconded by Mrs. Chioldi, the Board unanimously voted to enter into Executive Session, with Mr. Pandolfo, Mrs. Tolman, Mr. Taffel, and Mrs. Anderson in attendance, at 8:25 p.m. under the provisions of 1 VSA section 313 to discuss the item proposed for discussion.**

The remaining information was provided by the Superintendent.

**On a motion by Mr. McMichael, seconded by Mr. Deering, the Board unanimously voted to exit Executive Session at 9:10 p.m.**

**On a motion by Mrs. Pregent, seconded by Mr. McMichael, the Board unanimously voted to accept the Superintendent's recommendation to hire Michael Dreiblatt at the proposed salary.**

The Board expressed its appreciation to the Search Committee for their work on the hiring process.

#### **10. Adjournment**

**On a motion by Mr. McMichael, seconded by Mrs. Chioldi, the Board unanimously voted to adjourn at 9:14 p.m.**

Respectfully submitted,  
*Andrea Poulin*