

Barre City School District
SCHOOL BOARD MEETING
MISSION STATEMENT

We are committed to providing a challenging educational environment that encourages
high performance in a nurturing atmosphere characterized by dignity and respect.

BCEMS Library
February 12, 2018
5:30 p.m.

AGENDA

1. **Call to Order; Pledge of Allegiance**
2. **Additions and/or Deletions to Agenda**
3. **Visitors and Communications**
4. **Approval of Minutes**
 - 4.1 Approval of Minutes – January 8, 2018 Board Meeting
 - 4.2 Approval of Minutes - January 25, 2018 Special Board Meeting
 - 4.3 Approval of Minutes - February 1, 2018 Tri-Board Meeting
5. **New Business**
 - 5.1 Student Presentation
 - 5.2 Resign/Retire/New Hire
 - 5.3 PBIS
 - 5.4 VSBA Video
 - 5.5 Audit Presentation
 - 5.6 First Reading Scholarship Awards Policy (E31)
 - 5.7 First Reading Prevention of Conflict of Interest in Procurement (E24)
 - 5.8 First Reading Capitalization of Assests (E23)
 - 5.9 First Reading Search, Seizure, and Interrogation of Students by Law Enforcement (F11)
 - 5.10 First Reading Search, Seizure, and Interrogation of Students by School Personnel (F4)
6. **Old Business**
 - 6.1 Budget Development
 - 6.2 Board Communications
 - 6.3 Act 46
7. **Board Reports**
 - 7.1 Superintendent
 - 7.2 Principals
 - 7.3 Committee Reports
 - 7.3.1 Facility/Security (Meeting January 8, 2017 Cancelled)
Next Meeting: Monday, February 5, 2018, 5:30 p.m., BCEMS Conference Room
 - 7.3.2 Finance (Meeting Minutes January 2, 2018)
Next Meeting: February 13, 2018, 6:30 p.m., BCEMS Conference room
 - 7.3.3 Verbal Report of BSU Committees
 - 7.4 Financial Round Table/Future Agenda Items
8. **Round Table/Future Agenda Items**
9. **Executive Session**
 - 9.1 Principal Interviews
 - 9.2 Personnel

10. **Ajournment**

Reminders:

Next Barre City School Board Meeting:

March 12, 2018

Next Spaulding High School Board Meeting:

March 1, 2018

Next Supervisory Union #61 Board Meeting:

February 15, 2018

Next Barre Town Elementary School Board Meeting:

March 7, 2018

BOARD MEETING NORMS

- Keep the best interest of the school and children in mind, while balancing the needs of the taxpayers
- Make decisions based on clear information
- Honor the board's decisions
- Keep meetings short and on time
- Stick to the agenda
- Keep remarks short and to the point
- Everyone gets a chance to talk before people take a second turn
- Respect others and their ideas

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BARRE CITY SCHOOL DISTRICT

REGULAR SCHOOL BOARD MEETING
 Barre City Elementary and Middle School –Library
 January 8, 2018 - 5:30 p.m.

MINUTES

BOARD MEMBERS PRESENT:

Sonya Spaulding – Chair
 Giuliano Cecchinelli, II – Vice Chair
 Tyler Smith - Clerk
 Jennifer Chioldi
 Michael Deering
 Andrew McMichael
 Sarah Pregent

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

John Pandolfo, Superintendent
 Michael Dreiblat, Principal
 James Taffel, Principal
 Stacy Anderson, Director of Special Services
 Jaimie Evans, Facilities Director – departed at 5:56 p.m.
 Lisa Perreault, Business Manager – departed at 6:20 p.m.

GUESTS PRESENT:

Dave Delcore-Times Argus	Kacey Abbriano	Amelia Abraham	Rebecca Allen	Stephanie Appleton
Jay Baitz	Paula Beaudet	Christine Bell	Heather Bellavance	Shelley Bessette
Gaibrielle Bettis	Jen Bisson	Andrea Bixler	Cathy Blake	Jeff Blake
Dale Burnash	Jodi Bushway	Joanne Campisi	Traci Clark	Stephanie Collins
Allie Corse	Kirsten Evans	Melissa Fair Cohen	Christine Farnham	Tara Cosgrove
Adrienne Feeser	Sarah Freddie-Cousins	Andrew Frey	Jamie Frey	Gillian Fuqua
Leanne Gaylord Triano	Mary Gehlbach	Ashley Gilstad	Cindy Gregoire	Jaime Guilmette
Kate Hawley	Allyson Healy	Ruth Hicks	Mary Hull	Mark Kalat
Brandy Kolling	Prudence Krasofski	EmilyLajeunesse	Courtne Lange	DeniseLatshaw
Jessica Maurais	Jen McKelvey	Stephanie McMahan	Lara Merchange	Carey Miller
Milika Neddo	Morgan Osinaga	Emily Parker	Amanda Pierce	Kim Portalupi
Jane Richards	Earl Schrader	Heather Stalling	Kim Tewksbury	Alex Wawrzyniak
James Weselcouch	Melissa Wheeler	Jesse Ann White	Jason Woodard	

1. Call to Order: Pledge of Allegiance

The Chair, Mrs. Spaulding, called the Monday, January 8, 2018, Regular meeting to order at 5:34 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

None.

3. Visitors and Communications

Teacher Representative Gaibrielle Bettis addressed the Board and read a prepared statement on behalf of the Teacher Union Members. Teachers have been working without a contract for 6 months. Teachers urge the Negotiations Committee to meet again to work towards a contract settlement. Teachers wish to agree to a settlement that is fair to teachers and the community and urge the Negotiations Committee to work with the tools provided in the Fact Finding Study, and use the Fact Finding Report as a roadmap to a settlement. The teachers are committed to work with the Committee until a settlement is reached.

Mrs. Spaulding read a prepared statement on behalf of the BSU Negotiations Committee. The BSU Board Negotiations Committee is very interested in reaching a reasonable negotiated settlement with teachers. The BSU Board Negotiations Committee has offered

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dates for teachers to come back to the table for additional negotiation settlement meetings and have not yet received a response. The Committee would like to clarify some possible misconceptions created by a statement previously issued by the Teachers' Association. At the meeting on November 30, 2017, both sides offered proposals and both sides said no. The Negotiations Committee offered a reasonable proposal and teachers said no. Teacher negotiators said no to a reasonable request that Pre-K to 8th grade teachers, work a 7.5 hour day. SHS and CVCC teachers have worked a 7.5 hour day for years. No other teachers in the area work a contracted day as short as 7 hours. Students in grades Pre-K to 8 would benefit greatly from a 7.5 hour school day. It is not unreasonable to ask for a 7.5 hour day. Community members and tax payers do not believe a 7 hour work day is reasonable. Teachers said no to a reasonable salary proposal and said no to a reasonable request to work a 7.5 hour day (Pre-K – 8). From the beginning, the BSU Board Negotiations Committee has said that the salary grid is unsustainable, but teachers have ignored this statement. Over the past 3 years, some teachers have received increases of over 18%. State employees have received 6.75% increases for the same 3 year period. The teacher's proposal of 4.5% new money would result in some teachers receiving a 7.5% increase in one year. The 2.5% recommended by the Fact Finder results in increases as high as 5.6%. The 2% increase in new money (proposed by the Negotiations Committee) results in a one year increase of 4.7%. Teachers said no to the reasonable health insurance proposal. The proposed health insurance settlement would result in savings of \$550, \$1,191, or \$1,279 per year in premiums, based on the type of policy. The health insurance proposal properly aligns with legislative targets of Act 85. The BSU Board Negotiations Committee respectfully asks that the Teacher Negotiations Team come back to the table prepared to reach a reasonable settlement.

4. Approval of Minutes

4.1 Approval of Minutes – December 11, 2017 Regular Meeting

On a motion by Mr. Smith, seconded by Mrs. Chioldi, the Board unanimously voted to approve, as amended, the Minutes of the December 11, 2017 Regular Meeting.

5. New Business

5.1 Student Presentation

The Student Presentation has been postponed until the February 2018 meeting.

5.2 Facilities Report

A letter from Architect David Laurin, dated 05/15/17 was distributed. The letter and attachments pertain to roof work at BCEMS. Facilities Director Jaime Evans addressed the Board advising that the 20 year old roof has areas that need replacement. Mr. Evans referred to the attachments from Mr. Laurin and advised regarding the plan to first repair/replace the areas with the largest leaks. Mr. Evans advised that the cost is estimated at approximately \$150,000 and provided an overview of what is included in that estimate. It was noted that warranties up to 20 years are available. Mr. Evans is asking for Board approval to go out to bid with a plan of having the work performed over the summer. Mr. Evans advised that summer roof work, will most likely cause a change in venue for cooking for the summer hot lunch program. This has been discussed with Food Service Director Craig Locarno. The repairs being discussed are considered to be 'phase 1' of roof repairs (to flat roof areas). Repairs/replacement of hip roof sections will need to be done in the future. It was noted that there are currently some leaks, but those leaks cannot be repaired until there is a thaw. The new type of roofing, proposed by the architect, would allow for repairs in the winter months. Mr. Evans advised that he believes roof repairs can be financed through the long term maintenance fund.

On a motion by Mr. Cecchinelli, seconded by Mr. Smith, the Board unanimously voted to authorize the Facilities Director to develop an RFP for a roofing contractor.

5.3 FY19 Tuition Rate

A document titled 'FY19 Announced Tuition' was distributed. Mr. Pandolfo advised of the proposed BCEMS tuition rates of \$11,024 for students in grades K-6, and \$11,024 for grades 7 and 8.

On a motion by Mrs. Pregent, seconded by Mr. McMichael, the Board unanimously voted to approve the annual tuition rates as proposed (K-6 \$11,024 and 7/8 \$11,024).

5.4 FY19 Budget and Warning Approval

A copy of the 'Barre City School District Warning For March 6, 2018 Vote' was distributed.

Nine additional documents were also distributed; the BCEMS Budget Considerations document (dated 01/08/18), the FY19 Proposed Budget Draft #3 Cost Per Equalized Pupil document, the Ballot Language document, a document titled '5 Contributing Factors Affecting Tax Rate', the BCEMS FY19 Revenue Report (dated 01/08/18), the BCEMS FY19 Budget Draft #3 (dated 01/05/18), the FY19 BSU Assessment Information document (dated 12/21/17), the Projected Comparative Tax Rate Calculation report - for budget years 2018 – 2019 (dated 01/08/18), and a document titled 'Three Prior Years Comparisons – Format as Provided by AOE'.

Mrs. Perreault advised that Administrators and Board Members expended much time and effort to reduce the budget from a 9% increase, down to a 3.7% increase. It was noted that there have been significant reductions in the BSU Special Education budget and that the BSU is changing the SPED model by switching from 3 SPED Directors to 2. Mrs. Perreault provided an overview of the

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Proposed Budget document, advising of Expenses of \$12,082,173, which results in a cost per pupil amount of \$12,919, an increase of 3.7%. The budget presentation continued with a review of the ballot language, 5 contributing factors, the BSU Assessment, and the Comparative Tax Rate document. It was noted that the draft budget, being presented for approval, does not include an increase for salary and/or benefits.

On a motion by Mrs. Pregent, seconded by Mr. McMichael, the Board unanimously voted to approve an expense budget of \$12,082,173 for FY19.

It was noted that the Warning needs to be amended to include the expense amount, percentage of increase, and the cost per equalized pupil.

On a motion by Mr. Deering, seconded by Mrs. Chioldi, the Board unanimously voted to approve, as amended, the Barre City School District Warning For March 6, 2018 Vote.

5.5 PBIS

This item is postponed until the February 2018 meeting.

6. Old Business

6.1 Open Board Seats

A document titled 'BC Board Seats for March 2018' was distributed. Mr. Pandolfo provided an overview of the document, advising that 4 seats are up for election this year. Of the four open seats, two expire in 2020, and the other two expire in 2021. Board members who wish to run for re-election, or community members interested in running are required to submit petitions to the Barre City Clerk by January 29, 2018. Petitions are available on the city's web site and at the City Clerk's Office. The petitions need to indicate which seat the candidate is running for (expiring in 2020 or 2021), and must contain signatures from 30 registered voters. Mr. Deering and Mrs. Chioldi advised that they will be running for election. Mrs. Pregent will most likely run. At this time, Mr. McMichael can only consider a 1 year post, thus he will not be running for election, but will consider a one year appointment should any seats remain vacant after the election.

6.2 Budget Development

6.2.1 VSBA Video

Mr. Pandolfo advised the Board regarding a VSBA Vermont Education Funding System video created by Spaulding High School students Kat Norwood and Jeff Steinman. Mr. Pandolfo advised that the video can be viewed via a link on the VSBA web site. Mr. Pandolfo is looking into posting a link to the VSBA site on each of the district schools' web sites. Viewing of the video will be postponed until the February 2018 meeting.

6.3 Board Communications

Mr. Pandolfo reported progress on preparation for budget presentation, including the colored flier and required printed material containing budget information and the Title I Report. The two documents may be distributed together or separately. Mr. Pandolfo, Mrs. Spaulding, Mrs. Pregent, and Mr. Malone are scheduled to present the budget to the Barre City Council at 7:00 p.m. on January 16, 2018.

Mr. Pandolfo advised that Emmanuel Ajanma has officially accepted the position of BSU Technology Director. Mr. Ajanma will be starting in that position the week of January 15, 2018. Mr. Ajanma's current e-mail address is eajancvccbsu@u61.net. In the new position, his e-mail will be changed to: eajanbsu@u61.net.

6.4 Act 46

Letters of interest from Barre City residents Paul Cook, Ed Rousse, and Sarah Costa were distributed. Letters of interest from Barre Town Residents Marcia Biondolillo, Michaela Martin, Jeff Blow, Kim Whitcomb, and Guy Isabelle were distributed. It was noted that Barre City resident Jessica Vest has also expressed interest in serving on the Committee. Board Members Giuliano Cecchinelli, Michael Deering, and Tyler Smith advised that they are also interested in serving on the Committee. Mr. Pandolfo recommends that the Board appoint all 7 Barre City interested candidates. Barre Town currently has 6 appointed members. If Barre Town is not able to find a seventh individual, then one Barre City representative can 'step back'.

On a motion by Mr. McMichael, seconded by Mr. Cecchinelli, the Board unanimously voted to appoint Barre City community members Paul Cook, Sarah Costa, Ed Rousse, and Jessica Vest as representatives on the Act 46 706 Study Committee.

On a motion by Mrs. Pregent, seconded by Mrs. Chioldi, the Board unanimously voted to appoint Board Members Giuliano Cecchinelli, Michael Deering, and Tyler Smith as representatives on the Act 46 706 Study Committee.

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Mr. Pandolfo provided a brief overview of the 'next steps', which includes scheduling the first meeting, and at that meeting, appointing a Chair or Co-Chairs for the Committee. It was noted that if BTMES Board Representative Rebecca Kerin-Hutchins is not elected to the Board in March 2018, the BTMES Board will need to appoint a new Board Member representative.

6.5 Labor Relations Agreements

Screen prints from a Power Point Presentation titled 'Barre School Boards Update of Teacher Contract Negotiations' dated January 2018, was distributed.

Mrs. Spaulding began the presentation with an overview of the Boards' negotiation goals, which included settlement prior to the 2017 – 2018 year, high quality education for students, fiscal responsibility for tax payers, and fair wages and affordable health care for teachers. Mrs. Spaulding provided an overview of the negotiations timeline which documents 11 Bargaining Sessions. Regarding the goal to reach settlement before the 2017 - 2018 school year, Mrs. Spaulding advised that teachers rejected proposed stipulations regarding timeliness of negotiations and settlement. The lack of stipulations resulted in delays such that it took over 9 months to get through Fact Finding. Regarding the goal for high quality education, Mrs. Spaulding advised that teachers are rejecting the proposal to work a 7.5 hour day, though Spaulding High School and CVCC teachers work 7.5 hours per day and all other teachers in our region have workdays that exceed 7 hours. The presentation included documentation of workday length for teachers in other schools in the region. Mrs. Spaulding advised that community members (tax payers) do not believe a 7 hour work day is reasonable. Regarding the goals to show fiscal responsibility and provide a fair wage, Mrs. Spaulding advised that the Board proposal at Fact Finding (a 2% New Money wage increase) was rejected by teachers. It was noted that the current salary grid is not sustainable and the Board has continuously, throughout negotiations, stressed this issue, to no avail. Mrs. Spaulding presented slides which contained historical information of 'typical' employee increases (for three separate 'classes' of teachers) over a period of three academic years. The increases over a three year period total 18.5%, 16.2%, and 14.7%, which calculates to a yearly average increase of 6.2%, 5.4%, and 4.9% respectively, while the CPI average was 1%. Mrs. Spaulding continued the presentation comparing recent Barre teacher settlements ('New Money') vs. inflation, which showed 4 year 'New Money' totals averaging 3.5% (including additional days), and 3.1% (excluding additional days), vs. a Calendar Year CPI average of 1.1%. A historical comparison (4 years) of 'New Money' (excluding additional days) vs. Vermont State Employee wage increases, showed an average 3.1% 'New Money' vs. 2.25% for State Employees. The presentation continued with a slide titled 'Vermont Teachers are NOT Underpaid!' reporting that according to an NEA report ('NEA Rankings & Estimates – 2017'), Vermont teachers ranked 4th of 51 states in salary changes for 2016 – 2017. The next slide advised that the teacher proposal for 4.5% 'New Money' would result in increases as high as 7.25%, while the amount recommended by the Fact Finder (2.9%) would result in increases as high as 5.6%, and the Boards' proposal of 2.0% 'New Money', results in increases as high as 4.7%. The teachers have rejected the proposal. The remainder of the presentation related to health insurance. It was noted that there were minimal changes to health insurance coverage (under required new policies that went into effect 01/01/18), and that the only items being negotiated are Premium and Out of Pocket cost sharing. Mrs. Spaulding advised regarding the Vermont Legislative Targets from Act 85, where employees pay 20% of premiums, and Out of Pocket amounts range from \$400 to \$1,200. Teacher savings resulting from health insurance decreases range from \$500 for a Single Plan, to \$3,216+ for a Parent + 2 children policy. Total savings on health care is equivalent to more than 1.5% 'New Money' on wages.

Mrs. Pregent queried regarding how per pupil spending will be impacted by new wages, how that change compares to what voters approved for spending, and advised that she feels there is a disconnect between what voters approved and what will be spent. It was noted that FY18 wages will have an impact on the FY19 budget.

It was announced that the Negotiations Committee has recently received word that the Teachers have agreed to meet on January 22, 2018.

7. Board Reports

7.1 Superintendent

A copy of the Superintendent's report dated December 27, 2017 was distributed. The report included information pertaining to; Negotiations, Act 46, Director of Technology Search, Administrator Evaluations, and the BSU Budget. Mr. Pandolfo also distributed a copy of the December 2017 BSU Newsletter. Mr. Pandolfo advised that in the future, he will distribute the BSU Newsletter via e-mail. Mr. Pandolfo had nothing to add to the report. Board Members had no questions for the Superintendent.

7.2 Principals Report

A copy of the Co-Principals' report dated January 2018 was distributed. The report included information pertaining to; Rebekah Mortensen's National Board Teacher Certification in Special Education, Literacy and Math Assessments, Band and Chorus performances, upcoming Staff Development (01/22/18), the after-school program 'Young Rembrandts', and current enrollment. It was reported that all musical and choral performances went very well. Mr. Taffel highlighted Rebekah Mortensen's recent accomplishment of being awarded the National Board Teacher Certification in Special Education. Ms. Mortensen is a dedicated, focused employee who worked extremely hard in the very involved process, in order to earn the certification. In response to a query regarding the change in enrollment since the school year began, Mr. Taffel advised that he would research the data and notify Mrs. Spaulding via e-mail.

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7.3 Committee Reports

7.3.1 Facility/Security

The December 4, 2017 Minutes were distributed. Mr. Cecchinelli advised that today's meeting was cancelled. The next meeting will be on Monday, February 5, 2018 at 5:30 p.m. in the BCEMS Conference Room.

7.3.2 Finance

The Committee met last Tuesday to finalize the budget.

The next meeting is Tuesday, February 13, 2018 at 6:30 p.m. in the BCEMS Conference Room.

7.3.3 Verbal Report of BSU Committees

Minutes to all BSU Committee meetings were previously distributed to Board Members.

BSU Finance Committee

It was reported that the last meeting focused on finalization of the budget and discussion of the costs associated with Special Education. Mr. Pandolfo advised that today, he sent a copy of a Special Education Report to Board Members.

The January 25, 2018 meeting has been cancelled. The next meeting date is to be determined.

BSU Policy Committee

Mrs. Chioldi reported that the last meeting was brief. The Committee agreed to send additional policies to the BSU Board for approval. Additional discussion involved whether or not some items require policies or just procedures.

The next meeting is Monday, January 22, 2018 at 6:00 p.m. in the BSU 2nd Floor Conference Room. This meeting date is subject to change based on possible conflicts with other meetings.

BSU Curriculum Committee

Mr. Smith reported that the Committee met on January 2, 2018 for an ESSA presentation regarding changes to State Accountability and Reporting requirements, as well as discussion pertaining to changing the agenda structure to accommodate the work required to address identified deficiencies. The new meeting structure will allow for 2 informational meetings, then 1 'action' meeting.

The next meeting will cover 'high school only' items; Work Based Learning, and Graduation Requirements.

The next meeting is Monday, January 29, 2018 at 5:30 p.m. in the SHS Library.

7.4 Financial Report

Four reports were distributed; the BCEMS FY18 Expenditures/Year-end Projection Report (dated 01/08/18), the BCEMS General Fund Revenue Summary Report (dated 12/29/17), the BCEMS General Fund Expense Summary Report (dated 12/29/17), and the BSU FY18 Budget (dated 12/29/17).

There is currently an unaudited projected deficit of \$97,586. Mr. Pandolfo advised that additional information has been received and it may be possible to use grant funding for the Curriculum Specialists for FY18. It is not known if the positions will be grant funded in FY19.

8. Round Table/Future Agenda Items

Mr. Taffel expressed his appreciation for all the assistance given in creation of the budget and urged community members to support the budget.

Future Agenda Items:

Audit Presentation

PBIS Presentation

Student Presentation

VSBA Video

BCEMS Facility/Security Committee – Monday, February 5, 2018 at 5:30 p.m. in the BCEMS Conference Room

BCEMS Regular Board Meeting – Monday, February 12, 2018 at 5:30 p.m. in the BCEMS Library

9. Executive Session

9.1 Labor Relations Agreement

9.2 Principals Evaluations

9.3 Superintendent Evaluation

Items proposed for discussion in Executive Session include Labor Relations Agreements, Principals' Evaluations, and the Superintendent's Evaluation.

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On a motion by Mrs. Pregent, seconded by Mr. Smith, the Board unanimously agreed to find that premature general public knowledge of the items proposed for discussion would clearly place Barre City Elementary and Middle School at a substantial disadvantage should the discussion be public.

On a motion by Mr. McMichael, seconded by Mrs. Chioldi, the Board unanimously voted to enter into Executive Session, with Mr. Pandolfo in attendance, at 7:22 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

The remaining information was provided by the Board Clerk.

On a motion by Mrs. Pregent, seconded by Mrs. Chioldi, the Board unanimously voted to exit Executive Session at 9:34 p.m.

10. Adjournment

On a motion by Mrs. Pregent, seconded by Mr. McMichael, the Board unanimously voted to adjourn at 9:35 p.m.

Respectfully submitted,
Andrea Poulin