

**Hartland School District Board Meeting**  
**April 19, 2021**  
**Approved Meeting Minutes**

**Present at the meeting :**

Board: Nicole Buck, Sarah Stewart-Taylor, Beth Roy, Scott Richardson, and Colleen Spence.

Administration: David Baker, Christine Bourne, Brittany Preston, Angie Ladeau, Katie Ahern, and Ed Connors

Public: Patti Gray, Beth Ziegler

**I. Call to Order @ 6:03 pm by Nicole Buck**

**II. Changes/Additions to the Agenda**

- a) Add "V. Budget Update"
- b) Resignations-under "Items for Action"

**III. Approval of Minutes – March 15, 2021**

Motion: Scott Richardson

2nd: Beth Roy

Vote: 3-0-1

**IV. Public Participation/Announcements**

None

**V. Budget Update**

There was a lengthy conversation about the budget dollars, and the overall good news is it appears the year will end with a projected surplus of \$769K. On the revenue side, it appears there is a deficit on the CRF grant, but really that is related to the moving of the principal and assistant principals' salaries for the months of July and August as the majority of their time in those months was spent on COVID-related business. State Aid transportation is also showing as a deficit but that is merely a reflection due to transportation being moved into the SU budget.

Much of the surplus is related to wages and related expenses. There is \$223K surplus in wages due to filling retiree positions with newer employees on a lower pay scale range and moving two months of the principal and assistant principal salaries as mentioned above. The budget is created expecting employees to utilize all \$4200 of the HRA and that is not the case, so there is \$73K currently there. Likely this number will decrease some as the year winds down. Similarly there is \$186K in health insurance surplus as many new employees are younger and therefore willing to purchase the silver plan. There is a \$40K surplus in tuition reimbursement and \$11K under budget for dental expenses.

Contracted services are down. The projected venture of Leader and Me and the Big Picture spending didn't happen due to pandemic reasons. Also \$27K was not used for a BI position.

Tuition has a surplus of \$35K, as the business office was able to assist working with families to verify that their move was due to COVID related reasons and therefore those additional expenses

were allocated and paid by grant funds received.

## **VI. Principal's Report**

- March Madness organized by the music teacher was a hit, fun for all.
- Restructuring committee continues to meet and will again on Thursday. The group was presented with a mock schedule to take back to their respective peers and solicit feedback. The focus is still to try and preserve the positives that have come from COVID restrictions, like fewer transitions, smaller class size, and re-configuring lunch locations.
- Recovery plan continues to develop. Leader and Me programming will help support the strategic plan framework. The bulk of this is the upcoming summer academy. However it also encompasses transitional K, additional interventionists, and some additional endorsements for teaching staff. This plan is always to address the 3 pillar areas: 1-social/emotional, 2-engagement, and 3-academic achievement.
- Outdoor learning space is a work in progress. The carports are down. Two smaller ones are repairable with current parts and will be ok to use. The other four will require the purchase of \$500 in parts to make them usable again. The staff are anxious for them to be up so they can utilize the space outside. The principal has met with a community member Jill Rubin to begin discussions on funding for the long-term planning of gaining more outdoor space.
- Initial letters have gone to families for inviting students for summer academy. Hiring continues to teachers and support staff. This will be located in Windsor. Partnering with HCRS, rec programs in Hartland and Windsor, and BTG for afternoon options to support that social emotional piece.
- The superintendent sent emails to families to update them to the new COVID guidelines. Temp and health screenings are no longer being done in the mornings at entrances. Inside of buildings are still closed, but playgrounds are available for public use. The wellness survey indicated an overall reduction in staff stress levels. Contributing to that in a negative way was some tough PT conferences last week, and a positive was the warm weather and vacation week on the horizon.
- TMP has been completed for the school. Trending data was reviewed and presented. Overall positive news that scores are still going up for the most part, and there doesn't appear to be a big lag for COVID years. There are pockets of questions that will be reviewed more deeply by the principal and staff.
- The committee has been formed for the new assistant principal, the job has been posted and interviews begin this week. Interviews began last week for the open  $\frac{7}{8}$  SS position. Other open positions are a title-funded interventionist, and 2 classroom positions (4th grade and 6th grade). The classroom positions will be under the normal 1-year contract, and reviewed for need next spring for the following year.
- 8th grade graduation is 6/9 @4pm, more details to come next month.

## **VII. Superintendent's Report**

- Legislative Updates:
  - > Universal meals \$100, is a universal breakfast conversation.
  - > H81 Healthcare bill, passed into law. It provides for a sliding scale based on income for healthcare premiums, and a max of % of income. Superintendents were removed from this since it was a conflict of interest, as they sit at the bargaining table.
  - > Literacy Bill passed, providing \$3 million in funding for literacy related outcomes. •

Summer task force has been created and will consider these items: 1 – weighting formula for EP and 2 – school construction aid projects and aid.

- Negotiations continue, meeting again next Wednesday. They're hopeful to finish and have a contract for next year before the end of this school year.

### **VIII. Items for Discussion**

a) Anti-Racism Task Force

The SU hired Dr. Crum of Mosaic Education Network to facilitate the upcoming conversations. The internal task force group is meeting this week, Friday 4:30-6:30 The SU has 2 policies up for review, an antiracism policy and an equity policy.

b) Building Committee

The board is preparing a letter of interest to send out to the community to gather interested community members to form this committee and begin the task of future planning for the highest needs of the building. The group will work to try and identify possible donation sources to complete some of the work that needs to be done. The four areas for consideration that are identified on the letter are: 1-do we need a theater/more formal cafeteria, 2-outdoor learning space, 3-classrooms configured for more integrated teaching model, and 4-main office location and set-up for more security.

c) Recovery Plan Update

Covered in principal report.

d) Outdoor Equipment Update

Covered in Principal's Report.

e) Town Meeting – Last Minute Prep

Based on conversation, the process must follow the warning so articles will be first and then when getting into the budget portion Angie Ladeau will present the strategic plan vision, Christine will present the "where we are and where are we going", and then get into specific budget \$s and #s.

f) TMP Scores from April

Covered in Principal's Report.

g) Restructuring Team

Covered in Principal's Report.

### **IX. Items for Action**

Resignations: Assistant Principal Brittany Preston and 7/8 Social Studies teacher Bailey Parker.

> Motion to accept Brittany Preston's resignation: Colleen Spence

2nd: Sarah Stewart-Taylor

Vote: 5-0-0

> Motion to accept Bailey Parker's resignation: Beth Roy

2nd: Colleen Spence

Vote: 5-0-0

**X. Setting the Next Agenda**

Date: Monday, May 17, 2021, @ 6:00 p.m.

Items:

>Reorganization of the board

>Town Meeting

>Principal's Report (recovery plan, hiring, schedule, and end of year activities)

>Superintendent's Report (negotiations, legislative updates, COVID updates)

>Antiracism Task Force update.

**XI. Executive Session (VSA.T11 Section 313)**

Motion to Enter @ 8:37 pm: Sarah Stewart-Taylor

2nd: Beth Roy

Vote: 5-0-0

Motion to Exit @ 9:01 pm: Sarah Stewart-Taylor

2nd: Beth Roy

Vote: 5-0-0

**XII. Adjournment**

Motion to Adjourn: Beth Roy

2nd: Sarah Stewart-Taylor

Vote: 5-0-0

Respectfully submitted,

Wendy Moody

**RADAR LIST**

- Community engagement
- Social/emotional
- Engagement, Preparation, Variety
- Special Education (504, targeted plan, structural deficiencies)
- Physical Plant (security)
- Proficiency Based Education
- Process (stick to role as a Board)