

SLATE VALLEY MODIFIED UNION SCHOOL BOARD

Regular Meeting

March 12, 2018

Fair Haven Union High School

6:30 p.m.

Approved Minutes

Name	Role/Term	Town Representing	In Attendance
Kris Benway	Director of ARSU Spec Ed	ARSU	X
John Wurzbacher	Temp. Clerk/1 Year	Benson	X
David Renninger	Board Member/ 2 Year	Benson	X
Amy Munger	Board Member/3 Year	Benson	X
Toni Lobdell	Board Member/1 Year	Castleton	X
Liz Mackay	Board Member/2 Year	Castleton	No
Julie Finnegan	Board Member/3 Year	Castleton	X
Shannon Baldwin	Board Member/1 Year	Hubbardton	X
Joshua Hardt	Board Member/2 Year	Hubbardton	X
Mike Fallis	Board Member;3 Year	Hubbardton	No
John Oakman	Board Member/1 Year	West Haven	X
Angela Charron	Board Member/2 Year	West Haven	X
Michael (Trevor) Ezzo	Board Member/3 Year	West Haven	X
Tara Buxton	Board Member/1 Year	Fair Haven	No
Michael Bache	Board Member/2 Year	Fair Haven	X
Rick Wilson, Sr.	Board Member/3 Year	Fair Haven	X
Peter Stone	Board Member/1 Year	Orwell NMD (Non Member District)	X
Glen Cousineau	Board Member/2 Year	Orwell NMD	X
Dave Carpenter	Board Member/3 Year	Orwell NMD	No
Brooke Olsen Farrell	Superintendent	Slate Valley MUUSD	X
Cheryl Scarzello	Business Manager	ARSU	X
Chris Cole	Technology Coordinator	ARSU	X
Casey O'Meara	Curriculum Coordinator	ARSU	X

Audience Attending: Skip Cooke, Deb Smith, Kim Prehoda, Kathleen Kilbourne, Linda Peltier, Cheryl Scarzello, Bonnie Condit,

Call to Order: Superintendent Farrell, called the meeting to order at 6:30 p.m. and entertained a motion to nominate a new Board Chair as we are needing to reorganize tonight. Glen Cousineau made a motion to nominate Mike Bache for the Chair of SVMUUSD Chair, this was seconded by Toni Lobdell; Motion carried by full Board.

Pledge of Allegiance: Returning Board Chair, Mike Bache led the SVMUUSD Board in the Pledge of Allegiance.

Board Chair, Mike Bache welcomed the new SVMUUSD Board Members and continued with the Reorganization of the Board by calling for a nomination for the Vice Chair. Amy Munger nominated Julie Finnegan for CH, Julie respectfully denied due to schedule.

Amy Munger withdrew her nomination. Toni Lobdell nominated Glen Cousineau for Vice Chair of the SVMUUSD, this was seconded by Amy Munger and the motion was carried by the Board. David Renninger made a motion to nominate Liz McKay as Clerk of the Board, this was seconded by Toni Lobdell; motion carried by the full Board. Motion was made by Shannon Baldwin to continue holding the SVMUUSD Board meetings on the second and fourth Monday of the month at 6:30 p.m., this was seconded by Amy Munger. Julie Finnegan made a motion to have the Paper of Record for the Board be The Rutland Herald, this was seconded by Toni Lobdell. Amy Munger made a motion to nominate Bonnie Lenihan as Minute Taker for SVMUUSD at a rate of \$125.00 a meeting, this was seconded by David Renninger. Motion was carried by the full Board.

Next the Board moved into the Reorganization of the Individual Committee's to include the following:
Policy Committee: Mike Fallis, Shannon Baldwin, Liz Mackay, Toni Lobdell and Mike Bache.

Personnel Committee: Mike Fallis, David Renninger, Tara Buxton, Joshua Hardt, Shannon Baldwin, Trevor Ezzo and Mike Bache.

Finance Committee: Trevor Ezzo, Tara Buxton, Amy Munger, Mike Fallis, Angela Charron, Glen Cousineau, Julie Finnegan, Jon Oakman, and Mike Bache.

Executive Committee: Mike Bache, Julie Finnegan, Angela Charron, Peter Stone, Rick Wilson, John Wurzbacher, Joshua Hardt

Building and Grounds: Tara Buxton, Rick Wilson, Shannon Baldwin, Peter Stone, Trevor Ezzo, Mike Bache, Amy Munger and David Renninger

Support Staff Negotiations: Toni Lobdell, Glen Cousineau, Julie Finnegan, John Wurzbacher, Rick Wilson and Mike Bache

Teacher Negotiations: Mike Bache, Glen Cousineau, David Renninger, Liz Mackay, Rick Wilson, David Carpenter

Approval of Agenda: Toni Lobdell made a motion to approve the agenda with one correction, there will not be a student presentation this evening; Glen Cousineau seconded this motion. Motion carried by the full Board.

Approval of Minutes - February 12, 2018: Toni Lobdell made a motion to approve the February 12, 2018 Board minutes with no corrections; this was seconded by Joshua Hardt.

Student Presentation: None

Public Comment: Linda Peltier welcomed the new Board Members to SVMUUSD.

Correspondence: None

Committee Reports:

- a. Finance Committee: Have not met since last meeting; however noted that the Budget passed by a vote of 888/618. The additional article of developing a reserve line passed by a vote of 997/519. The article requesting the \$50,000 Capital Improvement Fund passed by a vote of 926/558. Orwell also passed their budget by a nearly 2/1 margin, with a vote of 49/26.
- b. Personnel Committee: Met this evening prior to the SVMUUSD meeting.
 - i. Contracts: Shannon Baldwin on behalf of the Personnel Committee recommended the hiring of the Non Union Contracts as read into the record:
2018-2019 School Year Contracts

ADMINISTRATION:

- Michael Alexander – Director of School Counseling Services - \$82,000
- Deborah Smith – Assistant Principal FHGS - \$93,960
- Wayne Cooke – Principal FHGS - \$128,625
- Kathleen Kilbourne – Principal CES - \$96,600
- Kimberly Prehoda – Principal BVS - \$83,110
- Linda Peltier – Principal CVS - \$90,000

OPERATIONS:

- Mark Cassidy – Facilities Manager - FHUHS - \$62,285
- David Ward – Facilities Manager – FHGS - \$62,285
- Walter Ripley – Data & Assessment Coordinator - \$55,543
- Jesse Kyhill – Systems Administrator - \$54,806

Toni Lobdell made a motion to approve one year Non Union Contracts as listed, this was seconded by Peter Stone. Motion carried by full Board.

Shannon Baldwin on behalf of the Personnel Committee also made a recommendation to the full Board to adopt the .5 Dean of Student job description included in the packet and also the .5 Proficiency Based Learning Coach job description included in the packet. She also made a recommendation to the full Board that they consider the Proposed Restructuring of the High School Administrative Team which includes not re-hiring an Assistant Principal, but rather hiring the .5 Dean of Students and a .5 Proficiency Based Learning Position, both of which are Grant Funded positions and would be held by the same person making a full time position. Amy Munger asked what the rationale for such a recommendation was. The rationale for such a move was discussed with the Board, there were some additional shift of responsibilities among other High School Administrators, Director of Guidance Mike Alexander and Director of Special Education, Deb Robinson. Also since this year has been a year without being fully staffed the Administration has realized they can do it with less and with the Act 46 Reorganization the Admin team feels this is a good time to try another model. There would also be a cost savings in this model. Julie Finnegan made a motion to approve the job descriptions, and recommended re-organization model for FHUHS as described; this was seconded by Joshua Hardt; Motion carried by the full Board.

c. Policies to Adopt

- A10- Capitalization of Assets
- B8 - Conflict of Interest Pertaining to Procurement
- B9 - Travel Reimbursement
- C2 - Student Alcohol and Drugs (with 1 change; change distributed to made available; this is in the last sentence of C2 under Notification)
- C10 - Prevention of Harassment, Hazing and Bullying
- D2 - Grade Advancement
- D3 - Responsible Computer, Network and Internet Use
- D4 - Title One Comparability
- D5 – Animal Dissection
- D6 – Class Size

Toni Lobdell read the policies to be adopted. Joshua Hardt made a motion to adopt the policies with the 1 correction to C2, this was seconded by David Renninger; Motion was carried by the full Board.

d. Building and Grounds committee meeting to be held on 3/19/18 at 5:30 @ FHUHS.

e. Negotiations: There is an upcoming meeting.

Board Reorganization

- a. Board Responsibilities: Chris Cole share a video clip with the full Board from the Vermont Superintendents Association called “The Essential Work of VT School Boards”. This video outlines the 6 Domains of Responsibility of a School Board and include the following:
 1. Engage the Community and Establish a Vision
 2. Adopt Policy
 3. Board and Superintendent Participation
 4. Develop a Budget and Assure Financial Oversight
 5. Monitor Progress
 6. Provide for Effective and Ethical Operations.
- b. Code of Ethics: Paperwork included in packet, please fill out and return to ARSU office.
- c. Town Meeting Follow-up (see above; town results were all discussed).

Central Office Reports: Found in Packets

Superintendent's Report

I want to recognize the Fair Haven Police Department and Vermont State Police. They have done a tremendous job in regards to the recent events in our district. They are true professionals and their collaboration and response should be commended. In addition, I cannot thank enough the individuals

that came forward with information. They made a huge difference in the lives of our community and we will never be able to repay them.

Our Supervisory Union is in the midst of convening a Public Safety Team. This team will have representation from all of the schools as well as local officials. This committee will be charged the following:

- Developing clear roles and responsibilities, expectations, and sound communication strategies and tools across all stakeholder groups based on identified needs (incident command system, cell phone policies, media protocols, social media protocols, radio communication and usage, expected response times, etc.)
- Supporting the School Crisis Teams as requested
- Identifying community resources to support all-hazards preparedness (off site reunification locations, incident command locations, alternative transportation options, etc.)
- Alignment with town emergency operations plans

We will also be working with the Vermont School Boards Insurance Trust to conduct safety audits of all of our schools. These will take place sometime at the end of March or beginning of April. One of the outcomes of these audits will be a set of recommendations for us to act upon.

Director of Special Services

Transition meetings, including the Special Services personnel from the sending schools, recently met with the high school team to review the needs of students on EST, 504 and IEP plans that will be entering FHUHS in the fall. This is an annual activity that we hold prior to the guidance department visiting the sending schools and helps to ensure as smooth of a transition for our students as possible.

The special educators have also been busy completing the annual training for the SBAC administration. This year, in addition to the ELA and Math assessments, we will also be testing students in science. Additionally, Vermont is also the first state to adopt a requirement to assess the fitness levels of our students. The pilot of the FitnessGram assessment will be administered to students in grades 4, 7 and 9 this spring.

We are closely monitoring the progress of the special education funding bill that is in committee. As you are aware, the House Education committee unanimously passed H. 897, *"An act relating to enhancing the effectiveness, availability, and equity of services provided to students who require additional support"* - version 17.1 on 2/11. This bill shifts special education funding from a reimbursement model to a census-based model beginning in FY21. This week, the bill has been in the House Appropriations Committee because of the three AOE positions, weighting study and consultation contract. On Wednesday morning, AOE presented its concerns about the bill (and its recommendations) [here](#) to that committee. The Senate Education Committee added its Pre-K/Act 166 language to the Miscellaneous Education Bill (S. 257 - most recent draft [here](#)). The Pre-K language remains silent on the issue of special education, and the first 10 hours of Pre-K would be paid for by a voucher instead of ADM as it is currently. The AOE provided testimony this week as to the fiscal impact on school districts should this move forward.

Director of Operations

Since my last report we have received the resignation of the Systems Administrator Roie Furman in the Castleton-Hubbardton School District. I want to thank Roie for his service and wish him well. For the remainder of the school year, staff from Fair Haven Union High School and Fair Haven Grade School will be supporting the Castleton schools. This plan is similar to the one that will take place once we are fully merged into Slate Valley.

As Superintendent Farrell mentioned in her report, we will be conducting school safety audits through the Vermont School Boards Insurance Trust. During this process I will be working closely with school Principals and others to complete a thorough security audit of each of our school buildings. Once those reports are completed, I will work with the Buildings and Grounds Committee to create a set of recommendations for the full Slate Valley School Board.

We have also completed the removal and replacement of the faucets and water fountains at the Castleton Elementary School that tested above the recommended lead levels from our recent testing. There will now be a second round of testing that will occur at this school during the April spring break. During this time frame we will also be testing faucets and fountains at Fair Haven Grade School and Fair Haven Union High School. Water at the Benson and Orwell Village Schools is already tested for lead as part of their testing procedures from having their water source (well) on site.

Director of Finance

As I write this, our first Slate Valley Modified Unified Union School District budget is being voted on. I am hopeful that the voters will be supportive of our budget, and that we will be able to move on to implementation tasks as the start date of our new school district approaches. Last week we heard that the legislature was not going to be making any changes to the education funding formula for FY 2019,

but apparently the House Ways and Means Committee felt differently and approved an education funding bill that *would* make changes. As always, the discussion surrounding the funding formula is constantly shifting, and we are not likely to know until the very end of the session the outcome in terms of changes for 2019.

In light of the continually changing proposals, we have only provided tax rate estimates based on the existing formula. It is too difficult to predict where the legislature will finally end up and to try to change estimates based on the latest proposal.

Work on the upgrade of our accounting software continues to take up a lot of time for our Business Office staff. The upgrade includes increased functionality in many areas which means we need to spend a great deal of time configuring the software to take advantage of processes that will be able to be handled electronically in the future. The software will include an employee portal that will allow employees to view their personal data, such as vacation and sick leave balances, payroll history, insurance and other benefit plan details online. The portal will also allow school based administrators to access financial and human resource data. We will also be implementing paperless approval for critical processes such as purchasing, budgeting and personnel action requests related to hiring and leave. All of this is very exciting, but at the same time stressful as there are many changes district wide.

This month I will be visiting your board meetings to present the audit report prepared by RHR Smith and Company. The Board's action in connection with the audit is to accept the auditor's independent report. Since the report is not subject to change the Board's action is not to approve or disapprove, but to accept the report. By accepting the report it becomes part of the school district's public record.

Director of Curriculum, Instruction & Assessment

The Addison Rutland Supervisory Union (ARSU) vision for proficiency-based learning was shared during the month of February with all teachers K-12. In grades 9-12 proficiencies and performance indicators are connected to national standards and allow for the development of K-8 proficiencies and indicators. This will result in vertically aligned grade level proficiencies and performance indicators and is the foundation for a coherent K-12 curriculum in ARSU.

Fair Haven Union High School (FHUHS) is finalizing its Program of Studies to incorporate Proficiency-Based Graduation Requirements. A committee of teachers at FHUHS are also developing a Proficiency-Based Learning Teacher and Parent/Student Handbook for dissemination in April. In the meantime, information about Proficiency-Based Learning in ARSU can be found on the ARSU website under Curriculum.

March 15th and 16th Professional Development days are in the final phases of planning. Pre-kindergarten through Grade 5 teachers and special educators will be involved in Eureka Math training. This will be a two day experience with the first day being led by a contracted Eureka Math trainer. Grades 6-12 teachers, special educators, school counselors and administrators will be reflecting on a draft Program of Studies including FHUHS's Proficiency-Based Graduation Requirements, and the Teacher Proficiency-Based Learning Handbook. 6-12 educators will also be working on formative and summative assessments, and developing learning targets for use with students.

The Smarter Balanced Assessment Consortium (SBAC) testing window opens on Tuesday, March 13th. Assessments help guide instruction and promote student learning. Valid and reliable information is derived from classroom facilitated local assessments and complement national tests. Local assessments provide evidence of how students can apply knowledge and skills independently in preparation for standardized assessments. ARSU's proficiencies and performance indicators, aligned to Grade Expectations (GEs), Common Core State Standards (CCSS) and Next Generation Science Standards (NGSS) will help teachers provide students with purposeful feedback about learning and national standards that are assessed on SBAC tests.

For information on the State piloted Physical Education assessment in grades 4, 7, 9 please see this [VT AOE letter](#). To read about the decision to include 9th grade in the SBAC tests please read this [VT AOE letter](#). To learn about the Vermont Science Assessment Field Test, please find information in this letter [VT AOE letter](#).

Front Porch Forum: John Wurzbacher made a recommendation that the Board Consider using the individual towns Front Porch Forums as a way to communicate board information and community events to the public. Discussion ensued. John Wurzbacher made a motion for the Board to go forward with contacting the Front Porch Forum, this was seconded by Julie Finnegan; Motion carried by the full Board.

Job Descriptions: Addressed above.

Other Business: Chair Bache and Superintendent Farrell discussed the desire to see each School Develop a Parent Advisory Forum. The hope is that this would provide a monthly opportunity for the

Parent Advisory to exam relevant school issues and seek Parental input. Each forum would have at least one Board Member that would act as a conduit to get the thinking of parents to the Board level. It was suggested that the first monthly meeting might be around the topic of School Safety. It is the hope that such a forum would provide for transparency.

Fair Haven Grade School Board Representation will involve Rick Wilson and Angela Charron, FHUHS Board Representation would involve Peter Stone & ?; Castleton/Hubbardton Schools would involve Board Representation by Julie Finnegan and Joshua Hardt; Benson Village School Board Representation would be by John Wurzbacher. This forum or Parent Advisory would involve the Building Principal, Board Member and any Parents or Community Members. This Advisory Forum would not have decision making powers but would provide a way for parents to provide input.

There was discussion that some towns did not seem to receive the trifold information on the budget or the post card. This seemed to effect some Benson, Orwell and Hubbardton voters. Brooke will look into this matter.

The U-Pre-K Presentation has had to be cancelled for March 14, 2018 and will be rescheduled.

There was discussion to change the location of the next ARSU Bi-Monthly Budget Meeting to 6:00 p.m. and to move the location for FHUHS due to the Megaband Performance which is at 7 p.m.

Agenda Building:

1. Committee Reports from Buildings and Grounds
2. FHUHS to send Representatives to share the 18-19 Program of Studies
3. Additional Job Descriptions
4. Discuss/Plan Board Retreat
5. Student Presentation from BVS students
6. Principal's Reports
7. Additional Policies to Adopt/Warn

Executive Session - If Needed: Julie Finnegan made a motion to go into Executive Session with Central Office Administration for purpose of discussing School Safety @ 7:46 p.m. Out at 8:20 with no action taken.

Adjournment: Motion to adjourn at 8:20 p.m. by Toni Lobdell, seconded by Josh Hardt

Respectfully Submitted, Bonnie Lenihan

Next SVMUUSD Board Meeting - March 26, 2018 - BVS - 6:30 p.m.

Next ARSU Annual Budget & Bi Monthly Board Mtg. - March 28, 2018 - FHUHS - 6:00 p.m.