

BFA/NWTC BOARD OF DIRECTORS MEETING

May 3, 2016

Minutes

Present for a Quorum: Al Corey, Jeff Morrill, Nilda Gonnella-French

Unable to attend: Sally Lindberg

Student Representatives: Cordelia Bell, Kamryn Montague

Administrators: Chris Mosca, BFA Principal; Kevin Dirth, Superintendent; Joanne Wells, Assistant Special Education Director; David Kimel, CPSC Manager; Leeann Wright, NWTC Director; Preston Randall, Guidance Director; Geoff Lyons, Assistant Principal; Shannon Warden, Assistant Principal; Martha Gagner, Business Manager, Kathy Finck, Human Resource Director, Julie Regimbal, Special Education Director, Jesse Byers, Curriculum Director

Visitors: See List

1. Call to Order – Nilda Gonnella-French called the meeting to order at 6:33 p.m.
2. Pledge of Allegiance
3. Approval of Agenda

Al Corey made the motion to approve the agenda; Jeff Morrill seconded the motion. The motion carried 3-0-0.

4. **Visitors** – no one addressed the Board

5. **Student Recognition/Presentations**

A. Student Recognitions/Presentations - Chris Mosca asked the Tech teacher Brett Walker to introduce John Larose, who was presented an award for the shield he made in advanced wood design. Mr. Mosca also introduced Sarah Fabrizio, who coaches a Young Athlete Program for children ages 2-7 for the VT Special Olympics. Several of our high school students were coaches and did an awesome job! Two representatives, Gabrielle Gamache and Julia Grismore were recognized. Latin Day was based on Roman holidays and festivals. BFA held a very successful event and two representatives were recognized. The Cheerleading Team finished second in the Division II State Cheerleading Competition. Captains Kylie Rainville and Shelby Vandevord were recognized.

B. Student Recognitions/Presentations - Leeann Wright recognized students who participated in DECA and SkillsUSA. Advisor Mark Capsey thanked the Board for allowing these trips because it expands the students in many areas. For Skills USA, Noah Rouleau won in Extemporaneous Speaking (off the top of your head), and is going to Louisville Kentucky to compete against 50 or 60 other speakers. For DECCA, Chas Jewitt placed and attended the Nashville international conference.

6. **Consent Agenda**

Al Corey made the motion to approve the Consent agenda; Jeff Morrill seconded the motion. The motion carried 3-0-0.

C. Approval of Minutes April 5, 2016

Al Corey made the motion to approve the April 5, 2016 minutes; Jeff Morrill seconded the motion. The motion carried 3-0-0.

- 43 D. Student Representative Report - Cordelia Bell reported on Diversity Day last Wednesday and
 44 how the teachers, students, and community members came together to have a great dialogue
 45 about racial issues at BFA. She invited the School Board to the Art Show at the Complex this
 46 week, Junior Jam on the 12th and 13th, and Bobwhite-Comet Friday. She also discussed that
 47 prom will be the following Saturday. Ms. Bell also mentioned that SPACS finished last week
 48 and that the AP tests will be given over the next two weeks. Kamryn Montague reported that
 49 she facilitated one of the groups during Diversity Day, and it was a very positive day.
- 50 E. BFA Administrator's Report - Chris Mosca – BFA held a Diversity Day on Wednesday, April 27th.
 51 BFA students participated in a school wide learning day focused on creating a safe
 52 environment to hold conversations about race, exploring factors that influence people's
 53 perspective on race and identifying steps that people can take to address racial bias in their
 54 schools and communities. The event was sponsored by the Anti-Defamation League (ADL) and
 55 led by their program director, Phil Fogelman and his team, Rob Jones and Kathy Johnson. The
 56 ADL also sponsors our A World of Difference Student leaders who facilitated small group
 57 discussions following a school wide assembly. It is important to note that the ADL provided
 58 staff and student training as well as a full school presentation at no cost. We deeply
 59 appreciate our partnership with this organization. Our students stepped up and led the tough
 60 conversations. We have a long standing partnership with the anti-defamation league. Our staff
 61 participated in a full day of in-service activities. Teachers led large and small group work
 62 designed to enhance our effectiveness in measuring clear and effective communication in
 63 student work. Activities were based on a performance task and the state-wide transferrable
 64 skills. A special thanks to Mr. Moulton and our Continuous School Improvement Team for
 65 designing this thoughtful learning experience. It was a very productive day.
- 66 F. BFA Guidance Report - Preston Randall highlighted from his report that Stephanie Hodgeman,
 67 Chris Pepin and he attended a manufacturing tour which was organized and hosted by Tim
 68 Smith (Franklin County Industrial Development Corp) and Kathy Lavoie (Franklin Grand Isle
 69 Workforce Investment Board). They toured Teknor Apex with plant manager, Tim Melita,
 70 Superior Technical Ceramics with Erica Hubbard, and Vermont Precision Tools with Monica
 71 and Tyler Green. It was great to see some BFA graduates working for these companies, and
 72 great to see the pride all of the employees took in their work, and in their organizations. They
 73 also met with folks from HITEK, and organization that provides education for employees,
 74 currently working in partnership with Vermont Precision Tools. This experience will deepen
 75 our partnership with Tim Smith and Kathy Lavoie, and provided us with very concrete
 76 experiences to share with our students.
- 77 G. NWTC Director's Report - Leeann Wright highlighted 13 out of 50 students attending Skills USA
 78 competition placed. She echoed that the Leadership Academy Diversity night was an
 79 important night where everyone shared feelings, questions, and fears. She noted that exams
 80 and testing are underway.
- 81 H. Supervisory Union Report - Kevin Dirth reported there was a lot of information in the
 82 newsletter, and he would be happy to answer questions if there were any. He also mentioned
 83 Diversity Day, and that the ADL people who spoke at the beginning of the event did really well,
 84 and he was impressed with the students. He noted that Rotary had three of the students from
 85 robotics club do a presentation. There was more time than there was at the Board meeting
 86 and the Rotarians asked questions and the students did a good job answering.
- 87 I. FCSU Board Report - Nilda Gonnella-French reported that the Executive Committee meeting
 88 was held in April and they handled a lot of business items. What she enjoyed the most was the
 89 opportunity to meet individually with the Central Office staff when discussing their contracts.
 90 She always enjoys that one-on-one opportunity.
- 91 J. BFA Board Committee Reports

J1. Personnel/Finance - Al Corey reported that the committee met a week ago and there are 12 items coming up shortly on the agenda.

J2. Curriculum - Jeff Morrill reported that the committee has not met but will be meeting in a few weeks.

K. Collins Perley Report - Al Corey reported the Board met and there were lengthy discussions about the audit and the number of athletes competing in sports. All sports are important, but coming up the 19th of May is the Unified Bocce Ball at Collins Perley, and this is the event to stop in at. Athletes come from all over the state and they really enjoy their day at the complex.

L. Collins Perley Manager's Report - Dave Kimel reported that freshman are doing a color run Saturday. There are 256 students signed up to participate. He also noted that Graduation is 40 days from today at Collins Perley.

M. Personnel/Finance Committee Recommendations

M1. Automotive Lab Supervisor Position Description

Al Corey made the motion to approve the Automotive Lab Supervisor Position Description; Jeff Morrill seconded the motion. The motion carried 3-0-0.

M2. Building Trades Lab Supervisor Position

Al Corey made the motion to approve the Automotive Lab Supervisor Position Description; Jeff Morrill seconded the motion. The motion carried 3-0-0.

M3. Resignation of Science Teacher – The Board was informed that Jen Bombard has resigned.

M4. Extra-curricular Guidelines –

Al Corey made the motion to approve a 3.1% increase on the base (NEEP) with no step increase for extracurricular; Jeff Morrill seconded the motion. The motion carried 3-0-0.

M5. * Non-union, non-certified wages and benefits – It was discussed and decided that this item would be moved to executive session because discussing this in open session would put the Board at a substantial disadvantage.

M6. RIF'd School Letter - Nilda Gonnella-French read a letter received from a resident concerning reduction in force. It reads:

April 7, 2016

Dear Superintendent:

This year the state of Vermont has gone through a RIF in the world of educators. It is difficult for everyone – tough for the talented teachers who have lost their jobs, tough for those who have lost valued colleagues, tough for the students who have lost great teachers, and tough for the administrators who must carry out the policy. Although we may understand why the reduction in workforce may have been necessary, I think we should approach the execution of it in a more innovative way, an approach that results in the best educators possible for our children. After all, we expect them to run the world and should prepare them as well as possible.

Maybe it is time to change the old guidelines and rules. The RIF followed union rules and protected seniority. I do understand this -- I have worked with unions, both at the negotiations table and as a human resources member applying the articles. I understand the need for, the aspects of, and the rules that a union contract brings.

I am also the mother of a high school junior. I am the sister of a high school teacher. I am the friend to a number of educators, advisors and para professionals in the school system. I understand that holding them accountable for their performance is the key to improving their

desire to educate our future leaders, our future co-workers. I want our best teachers in our schools, teaching our children.

Why don't we find a new way for the union to protect our most valued teachers, where performance takes precedence over seniority when it comes to determining which teachers stay in place and which teachers are RIF'd? Shouldn't heart and soul be a top decider when determining who will continue to educate our future leaders? Shouldn't our goal be to protect and educate our children? Maybe the concept of union seniority is outdated – every teacher should be working to be the best possible. Those are the teachers I'd like to see continuing at the school after a reduction in force.

We can be leaders. We can bring forth a contract that removes the union seniority rule around the reduction in workforce. Let's determine where the seniority is best applied and where it is best to consider performance as your top decider. When all other things match in performance and measurements, then we can use seniority to be the deciding factor.

Thank you for taking to time to ponder the education of the future leaders, future teachers and future of our state.

*Sincerely,
Jenn Cortez*

M7. New Hire - Co-Advisor for Co-Curricular AWOD – The Board acknowledged that Stephanie Hodgeman was hired to work with Judy Breitmeyer.

M8. SRO Agreement

Al Corey made the motion to approve the School Resource Officer (SRO) Contract; Jeff Morrill seconded the motion. The motion carried 3-0-0.

M9. Valley Crossroads Lease

Al Corey made the motion to approve the Valley Crossroads Lease; Jeff Morrill seconded the motion. The motion carried 3-0-0.

M10. Co-Curricular Wages– Letters of intent have gone out with no step. Personnel/Finances discussed this and are recommending approving no step on the letter of intent.

Al Corey made the motion to approve no step for co-curricular wages on the letter of intent; Jeff Morrill seconded the motion. The motion carried 3-0-0.

M11. CTE Curriculum Specialist - This was approved at the December Personnel Finance meeting but never made it to the Board.

Al Corey made the motion to approve the CTE Curriculum Specialist Position; Jeff Morrill seconded the motion. The motion carried 3-0-0.

7. Old Business

N. * Negotiations – A May 17th meeting has been scheduled.

O. Unified District – May 31 at 6:00 at BFA Library for the Organizational meeting. There are eight standard articles on the warning. BFA Chamber Choir will do the National Anthem. Kevin Dirth reported that we are thinking that we will hold the first Board meeting immediately following this meeting.

P. Graduation Requirement Policy Adoption

Jeff Morrill made the motion to adopt the Graduation Requirement Policy; Al Corey seconded the motion.

181 Discussion: Al Corey questioned the future writing of the requirements, and wanted more information
182 about this policy.

183 **Al Corey then moved to table the item, second by Jeff Morrill.**

184 Discussion: It was explained that the procedures will be put in place by administrators according to what
185 is required by the state. Administrators have been working over the past year to determine what
186 requirements for individual courses will be. This is a required policy that must be in place for students
187 graduating in 2020, which means the incoming freshman class. Mr. Corey asked why we are changing
188 how we determine graduation qualification. The response was that the state has adopted a proficiency
189 based graduation requirement, which will look very different than the current grading system. The new
190 policy must be in place by June, and since it only affects the High School, the Curriculum committee has
191 been working on this over the last several months.

192 **The vote was called to table until June. 2 yeah – 1 nay (Nilda Gonnella-French) The motion to table**
193 **carried.**

194 Q. Potential Appointment of New Board Member

195 Nilda Gonnella-French asked if it was okay to table this item until the next meeting because there is
196 another interested party that needs to be contacted. Caroline Zak was present as an interested party,
197 and said she was fine with waiting until next month.

198 **Al Corey made the motion to table the appointment until the next meeting; Jeff Morrill seconded the**
199 **motion. The motion carried 3-0-0.**

200 **8. New Business**

201 R. *Student Matters – There was a request for two sisters to remain at BFA until the end of the
202 school year, even though they will be moving. They have been accepted for school choice next
203 year at BFA so it will provide continuity in their education.

204 **Al Corey made the motion to approve the two Blodgett sisters be allowed to remain at school through**
205 **the school year; Jeff Morrill seconded the motion. The motion carried 3-0-0.**

206

207 **9. Other Business**

208 S. Monthly Financial Report – This was an FYI to the Board.

209 T. Department Reports – This was an FYI to the Board

210 U. *Employment Matters – Not needed.

211 **10. Approve Warrants**

212 V. Current warrants were included for Board approval.

213 **Al Corey made the motion to approve the warrants; Jeff Morrill seconded the motion. The motion**
214 **carried 3-0-0.**

215 **11. Agenda Items for Future Meeting –**

216 W. Appoint new Board member

217 X. Graduation Policy Adoption

218

219 **12. Potential Executive Session**

220 **Al Corey made the motion to go into executive session at 7:50 p.m. to discuss the non-union non-**
221 **certified wages and benefits as proposed by administration; Jeff Morrill seconded the motion. The**
222 **motion carried 3-0-0.**

223 **Executive Session ended at 8:34 p.m.**

224 **Al Corey made the motion to approve the non-union non-certified wages and benefits; Jeff Morrill**
225 **seconded the motion. The motion carried 3-0-0.**

226 **13. Adjourn**

227 **Al Corey made the motion to adjourn at 8:35; Jeff Morrill seconded the motion. The motion carried 3-**
228 **0-0.**

229

230 Respectfully submitted,

231 Brenda Comstock