

Green Mountain Unified School District
Board
Tuesday, June 12, 2018
CTES Arts Center
6:00 p.m.

I. ROLL CALL/CALL TO ORDER:

Board: Joseph Fromberger, Kate Lamphere, Fred Marin, Marilyn Mahusky, Jeff Hance, Doug McBride, Michael Studin, Kathy Muther, Erin Lamson

Staff: Meg Powden, George Thomson, Mike Ripley, Zoe Lirakis, Jenn Harper, Ellen Cameron

Public: Shawn Cunningham, Sharon Huntley, Gene Bont, Wayne Wheelock, Sara Stowell

Ms. Mahusky called the meeting to order at 6:05 p.m.

II. APPROVE AGENDA:

Mr. Marin **moved** to approve the agenda with the addition of discussion of the recommendations for hire at CAES under section E of new business and an update on the GMUSD vacancy. Ms. Lamphere seconded and the motion to approve the agenda as amended carried with no opposition.

III. APPROVE MINUTES:

A. May 8, 2018 Regular Meeting

Mr. Marin **moved** to approve the minutes of the May 8, 2018 minutes with corrections. Ms. Lamphere seconded and the motion carried unanimously.

IV. COMMUNICATIONS:

A. Public Comments

Ms. Stowell felt that it was wonderful to meet the principal candidates last night. She wished that the board would hear recommendations from the entire committee, not just a representative or two from the committee. Ms. Mahusky noted that committee members were able to give written feedback via surveys. This was available to the community members as well. Ms. Stowell felt that it was important to hear from the committee. Ms. Lamphere also noted that she would like to hear from the committee since the board charged them with vetting and recommending the candidates. Ms. Powden noted that the committee was charged with recommending 2 candidates to the board and they hadn't met after that to recommend a single candidate. Ms. Stowell felt that she was on record requesting that the committee be able to make a recommendation because that "says something" when a committee is able to make a recommendation. Mr. McBride noted that it might be helpful in a future search to be able to

have the committee communicate whether they excitedly recommend these candidates or if they happen to be the last two candidates standing. Ms. Mahusky felt that she and Mr. McBride will be able to represent the committee's feelings. She noted that one thing that was missing was the community visit with these two candidates.

There was discussion about the process being "top-down" people being chosen to help make this recommendation are those that will work with this person, but those aren't the same people who will get to share their input. Ms. Mahusky noted that this is the same process they have followed with the prior principal searches. Ms. Mahusky noted that the board is ultimately who is responsible for the decision. She noted that they can wait until August to hire a candidate if they want to change the process. Or they can change the process in the future. Mr. McBride noted that the committee members were actively involved with eliminating candidates and with moving them along. He noted that the committee was made up of bright and articulate individuals.

Mr. Thomson noted that this is his last meeting as principal and one of the last things he wanted to do was to make sure that they had a budget passed and would like to also ensure that a new principal is hired. He noted that the board will undoubtedly hire the best candidate and he will do his best to help that person transition into the position.

Ms. Fogg thanked Mr. Thomson for helping her get acclimated to the district.

B. Board Comments

Ms. Lamson distributed information to the board about RVTC and noted that she is on the RVTC board as a representative of the GMUSD. She shared information about the board and the schools that send students to RVTC. The information also included program information. She felt that it is important to understand that this isn't the vocational education that we or our parents grew up with. She encouraged the board to do a tour of the center to see some of the state of the art equipment. It ties into the STEM programming as well as the apprenticeship goals. She noted that there are challenges with scheduling and bussing, but there are also funding issues because schools lose about \$7000 in state funding per student attending tech center. There is a house bill currently being discussed to model a unified funding structure to streamline funding for traditional and CTE students. She noted that GMUHS does a good job in relaying opportunities to students about the tech center. She noted that there is still a belief that tech center is geared toward students not attending college. She felt that if people could tour the center, they would be able to see that students have opportunities to earn college credits, become more committed to their course of study and be prepared for their career.

Mr. Fromberger noted that two members of the facilities committee have toured Cavendish and have begun discussing what the building may need for the future. They will also be touring the other buildings and will begin to develop recommendations for the board.

Mr. Fromberger also noted that he had requested a written opinion of the attorney regarding whether this board had the authority to hire a principal prior to July 1. Based on the articles of agreement and the statutory language the board has the full legal authority to hire a principal for CTES.

Mr. McBride shared information about the grant money that was available through the Act 46 transition process, and there is some question about whether the funding will be available to the SD's or if it is to be used by the TRSU. Ms. Powden noted that both districts will receive a total of \$150,000, \$20,000 of which has already been spent. She brought a budget to the TRSU executive committee for a decision and they chose to defer a decision until the new TRSU board is seated. Ms. Powden noted that the decision is made at the SU level for both districts. Mr. Fromberger felt that the transition funds were intended to fund all of the additional expenses that each individual district will incur as part of the transition. Ms. Powden questioned how the decision was made when the TRSU was created. Ms. Mahusky recalled that the TRSU used that funding for TRSU expenses (that ultimately benefitted the individual districts). There was discussion about the decision will be driven by statute. Mr. McBride noted that he would like to ensure, regardless of whose decision it is, that this board is comfortable with how the money is spent. Ms. Powden will review the statute and prior practice.

V. EXECUTIVE SESSION:

A. §313 (a)(3) Interview CTES Principal Candidates

Mr. Fromberger **moved** to enter executive session to interview CTES principal candidates under Title I VSA §313(a)(3) inviting the candidates individually, Adam Rosen and Debra Beaupre. Ms. Lamson seconded and the motion carried unanimously.

The board returned from executive session at 9:25 p.m. The board has conducted interviews and deliberated. Mr. Studin **moved** to authorize the superintendent to offer the CTES principal position to Debra Beaupre and to negotiate the salary and contract terms. Ms. Muther seconded and the motion carried without opposition.

B. §313(a)(1)(A) Non-Bargaining Contracts

After making a specific finding that premature general public knowledge would clearly place the public body at a substantial disadvantage, Mr. Studin **moved** to enter executive session at 9:30 p.m. to discuss non-bargaining contracts inviting Ms. Powden and Ms. Hammond. Ms. Muther seconded and the motion carried unanimously.

The board returned from executive session at 9:42 p.m. Ms. Lamphere **moved** to approve a 2% salary increase for the non-bargaining support staff. Mr. Studin seconded and the motion carried without opposition.

VI. OLD BUSINESS:

A. Policy ADOPT

The policies were included in the board packet. Ms. Mahusky reported that the policy committee has reviewed the policies with Ms. Waite. Ms. Powden thanked Ms. Waite for her work with the committee. Ms. Lamphere noted that Ms. Waite was brilliant with her grammatical corrections to making the policies non-gender specific. Ms. Mahusky noted that the policies to approve are policies i through xv listed on the agenda.

Ms. Muther **moved** to adopt the policies as presented:

- B3 Board Conflict of Interest
- D6 Substitute Teachers
- D8 Alcohol & Drug Free Workplace
- D11 Drug & Alcohol Testing: Transportation Employees
- D12 Harassment of Employees: Prevention of
- D13 Health Insurance Portability & Accountability Act Compliance
- E8 Tobacco Prohibition
- F5 Education Records
- F7 Student Alcohol & Drugs
- F9-LMH Transportation
- F9-TRSU Transportation
- F9-TECH Transportation
- F19 Limited English Proficiency Students
- F21 Firearms
- F23 Home Study Students Integration of

Ms. Lamphere seconded. There was discussion about policy H7 not having been included in the board packet for adoption. The motion carried without opposition.

B. GMUSD Board Vacancy from the Town of Chester

Ms. Mahusky noted that she has contacted the Chester Select board about the vacancy. Ms. Powden will follow up with posting the board vacancy.

VII. NEW BUSINESS:

A. Policy FIRST READ

The policies are in the board packet for their review and will be brought to the next meeting for adoption (after discussion)

B. Approval of Line of Credit

Ms. Hammond noted that she contacted 3 banks seeking a line of credit for the GMUSD for \$2,000,000. She contacted Peoples and Citizens and neither wanted to bid. Community Bank offered the bid for 1.95% interest. The purpose of this loan is to carry over until taxes are received.

Mr. Marin **moved** to authorize Ms. Hammond to seek a line of credit for \$2,000,000 at 1.95% interest and allow the loan paperwork to be signed by the treasurer and one board member. Mr. Studin seconded. There was discussion about this always being an issue from one year to the next given when the fiscal year begins versus when the taxes are collected in each town. Ms. Hammond noted that they should have the loan paid off by December. There was discussion about possibly budgeting the funds in the future. Mr. Studin requested that the board look at alternatives in the future. The motion carried without opposition.

C. FY19 Hot Lunch Prices

Ms. Hammond noted that the hot lunch prices are calculated by the usage and based on the reimbursement. They are effectively directed by the state at the price to set for hot lunches. Currently they are at \$2.90 going to \$3.00. Breakfast would go to \$1.75 from \$1.60. She noted that the adult lunch prices would increase from \$3.60 to \$4.00, but the adult breakfast would stay the same at \$2.00. There was discussion about whether the business office sought competitive pricing. There was discussion about the prices at Springfield and about how these prices stack up to other area schools. Ms. Hammond noted that it is likely those are current year prices and they will likely go up next year. There was discussion about the other changes that the food service committee made with regard to personnel. Ms. Muther reported on the difference in the additional income being \$3500 approximately. Ms. Hammond noted that the state has effectively given a directive to increase lunches to \$3.00 and they would like breakfasts to increase to \$2.00 but that is too much of a change from \$1.60. There was discussion about the deficit that the food service has run in the past. Mr. Carroll has looked for efficiencies and into more oversight on meal delivery in an effort to save money. There was discussion about the impact to families. There was also discussion about the likelihood of GMUSD being disallowed from participation in the program if they don't comply.

Mr. Fromberger **moved** to raise the student lunch price from \$2.90 to \$3.00, the breakfast from \$1.60 to \$1.75, and adult lunches from \$3.60 to \$4.00 for the upcoming school year. Mr. Studin seconded. He noted that the change to a family of one student would be about \$26 per year. The motion carried unanimously.

D. Heating Oil Bid

Last year they paid \$1.98 per gallon and this year it came in at \$2.73. Ms. Hammond reported that she solicited bids from 11 companies and only 1 submitted a bid. She isn't sure if companies just don't want to commit to a per gallon price. She noted that there is a "rate over rack" but that is not how they have committed in the past. There was discussion about the market rates. Ms. Lamphere noted that it is irresponsible to accept a bid that is that different when they only have one, but acknowledged that there is a risk to not accepting a bid at this time. Mr. Fromberger recommended waiting until later in the year. There was discussion about the schools filling their tanks before the end of the current year. There was also discussion about downside price protection.

Ms. Hammond will look into the rate over rack and report back at the next meeting. She put out the bid for 92,000 gallons which would cover all 6 schools. The board will discuss this at the next meeting.

C. New Hires

Ms. Powden recommended Niki Oleski as the new kindergarten teacher. She is completing her masters and is currently certified as a preschool educator. Ms. Mahusky noted that there were 15 candidates and 6 were interviewed. Ms. Oleski will come in at \$44,517 based on the master agreement. There was discussion about how the position was budgeted—usually in the middle of the road. There was discussion about whether the other candidates had experience teaching kindergarten. Ms. Hammond reported that they budgeted \$41,700. There was discussion about the salary schedule under the master agreement.

Mr. Fromberger **moved** to offer Monica Oleski a kindergarten teaching position with salary determined by the master agreement at \$44,517. Ms. Muther seconded and the motion carried unanimously.

Ms. Powden reported that she interviewed 2 of the recommended candidates and the first choice accepted a different position. She is recommending hiring Blakely Gilmore, a BRHS alum and UVM graduate. This would be her first teaching assignment and she would be on the salary schedule at \$40,332. Ms. Mahusky noted that there were 20 candidates and 6 were interviewed.

Mr. Marin **moved** to offer Blakely Gilmore a first grade teaching position with salary determined by the master agreement at \$40,332. Ms. Lamson seconded and the motion carried unanimously.

There was discussion about the candidates for the kindergarten position.

VIII. NEXT MEETING:

The next meeting will be Tuesday August 14, 2018 at 6:00 at CAES. They will have a second read on the policies and a bid for the heating oil and a recommendation for the board vacancy. Ms. Hammond noted that the bus lease at GMUHS will be up and the transportation study has been done. There was discussion about the recommendation of the transportation study. Ms. Hammond noted Mr. Parah's concerns about the buses. Ms. Powden noted that she felt that this board should consider providing transportation to BRHS students. She also felt that they should review the transportation study in detail to decide if they want to stay in the transportation business. Mr. Studin would still like to review area lunch prices.

IX. ADJOURNMENT:

Ms. Lamphere **moved** to adjourn at 10:19 p.m. Mr. Studin seconded and the motion carried unanimously.

Respectfully Submitted,

Amber Wilson
Board Recording Secretary