

APPROVED MINUTES

Bradford Academy & Graded School District Board of Trustees

Bradford Elementary School

Bradford, VT 05033

Location: Bradford Elementary School

**** Approved Minutes **** February 26, 2019

Present

Board Members: Kim Frydman, Angela Colbeth, Emily Shipman, Julie Bingell, Lucas Barrett @ 6:12 p.m.

Administrators: Bruce Williams, Kate Paxton

Guests: Heidi Allen, Faith Beaudin, Patrick Peters, Allison Morrow, School Counselor, Jessica Loeffler, Amy Hayward, Sandy Cassidy, Edith Fogarty, Darlene Sanborn, Susie Tann, Patrick Peters, Tara Russ, Larry Russ, SAC representatives

Call to Order

The Board Chair called the meeting to order at 6:04 p.m.

Agenda Review

After public comment add proposed bike shed.

Approve Minutes

A motion was made and seconded (Julie Bingell/Emily Shipman) to approve the January 21, 2019 minutes with the corrected year of 2019. Approved 3-0, Julie Bingell abstained.

Correspondence

Kim Frydman read Rowe Williams and Beth Thompson's retirement/resignation letters. The board accepted with appreciation and wishes them all the best with their retirement.

Contracts

None

Board Orders

A motion was made and seconded (Emily Shipman/Angela Colbeth) to approve the board orders as presented. Approved 4-0.

Other

Kim Frydman is requesting the monthly board meetings be moved to Wednesdays. Bruce Williams will check and let the board know.

Public Comment

Amy Hayward thanked the board for supporting the winter activity program.

Proposed Bike Shed

Two years ago Susie Tann secured a Medicaid Administrative Claiming (MAC) grant to purchase 30 bikes to start a recess bike riding program. Last year Susie secured another MAC grant to build a bike shed and is looking for approval to build the shed and secure the payment for the zoning permit of \$50.00. A motion was made and seconded (Lucas Barrett/Julie Bingell) to approve the proposed bike shed plan and to authorize the \$50.00 payment for the zoning permit. Approved 5-0.

SAC Presentation – Sandra Cassidy Members of the Student Advisory Council (SAC) distributed and presented to the board their request to install water filling stations in the school. The SAC will come back to the board with more information regarding fundraising efforts.

Oxbow Union Unified School District Update Kim Frydman reviewed the meeting from the night before. The meeting only lasted about fifteen minutes. A motion was made and approved to recess the meeting until March 25, 2019. Bruce Williams stated for now individual schools will continue working on their budgets and annual meetings. By March 15, 2019 we should know more regarding the lawsuits and if the merger will be delayed by one year. Kim Frydman noted it is a difficult position to be in and is hesitant to put information out to the community because of meetings being postponed and the uncertainty with the law suits, and wants to be mindful of the community's time. The Newbury Board was advised by their lawyers to not participate in the February 25 meeting and did express regret not being able to say why. Bruce Williams stated he is confident the community will come together for the children, he understands the frustration but does not feel the March 25 meeting will have the same outcome. The Board will do their due diligence to encourage the community to come to the next meeting and is looking at offering childcare to make it easier on families. Kim Frydman and Lucas Barrett shared that they do feel saddened by the events that happened at the February 25 meeting and are concerned about the working relationship among the different boards. Bruce Williams encouraged the board by letting them know that once the focus is on the work that needs to be done this will subside. Emily Shipman put together bullet points to include in the newsletter, website, and Facebook and will update the Act 46 tab on the website.

Trust Funds: Restrictions for Use Trust fund use and restrictions have not been completed yet.

Low Forest Committee Policy Kate Paxton, Judy Slack, and Emily Shipman met with Skip Barrett to gather more information on the history of the Low Forest Committee. Emily Shipman proposed multiple changes the group is suggesting on the Low Forest Committee Policy. The policy will be on the next agenda as a first read.

Principal's Report Kate Paxton reviewed her principal's report. Heidi Allen, music teacher spoke about the recent grants she has been awarded and the impact they have had on her program. Heidi also spoke about this year's Rockfest and her goal of having bands of kids enjoy performing for the community. Rockfest is scheduled for June 6, 2019.

Budget Bruce Williams reviewed the draft budget that was distributed. Notable requests include adding an administrative support position. Typically around the 250 enrollment mark it isn't unusual to see this type of request. Currently BES is at 256 students. The other personnel request is increasing art and PE positions from 0.8 to 1.0 FTE. Revenues are not factored in to this summary. Professional development is under negotiations and could change. Technology salaries will be changed back to the way it was budgeted last year where a portion was covered through Medicaid. It could be considered supplanting if we change it now. There are significant increases to the OESU assessment as well as Special Ed. The facilities figure is not accurate on the summary sheet and is closer to a zero percent change. Emily Shipman asked if the new cost sharing model will help stabilize special education costs and Bruce is not sure that will be the case. Transfers are referencing food service and capital improvements. There is a deficit from two years ago of \$89,000 and a food deficit \$20,000 which Bruce Williams recommends spreading out over a three year term. Bruce will get back to the Board with more details. Kate Paxton spoke to the Board about the additional administrative support position and what she envisions for that position –

someone who would be a behavioral support coordinator, work with the principal on building systems and capacity with staff, and be the point person for hazing, harassing, and bullying. Some of these things have been absorbed by staff and would free them up to do proactive supports. Kate supports this being an administrative contract to serve as a team leader and support the principal to help with school improvement goals. The recommendation of full time art and PE teachers would help with the master schedule and offer additional Tier 1 supports within the MTSS model. Angela Colbeth asked if there is a similar position Kate is requesting at Oxbow, there is a somewhat similar position but it is not an administrative contract. Lucas Barrett doesn't want to start a debate over behavioral support of personnel but the coming trend is less than more and also referenced the research of Jonathan Haidt. The research talks about the dependence children have on adults and how children cope with this later on in life when there is no longer an adult to mediate/handle their problems. Angela Colbeth and Julie Bingell see this position as a benefit to the school. Emily Shipman sees the benefit of the position but also understands Lucas' concerns. Kim Frydman senses there is a need for this type of position but not sure if it needs to be an administrative contract. Clarity is needed for the position. The school counselor shared that she has heard staff concerns of not meeting IEP needs and also that school enrollment has been this high before without the need for another administrator. Are there other creative ways to meet these needs? Faith Beaudin and Amy Hayward shared support of the position although not sure if it needs to be an administrative contract and that the SPED piece is a different issue. It was noted that the assistant SPED director is looking at the SPED model to offer better supports. Kate Paxton reviewed the MTSS model and some of its benefits. Kim Frydman shared that this was a good preliminary discussion. There will be another budget review at the March 18th meeting. Lucas Barrett noted that there are a lot of personnel compared to our peers and sounds more like there could be systems issues rather than personnel. Bruce Williams did share some administrative structures about schools of similar size – BMU has two principals and a dean of students, Chester/Andover has gone back and forth about an additional administrative position, WRVS and NES do not have an additional administrator, Bernice A. Ray School did support an additional administrator. Bruce Williams would generally support the idea with enrollment this high.

Executive Session: Negotiations Update

A motion was made and seconded (Emily Shipman/Angela Colbeth) to enter into executive session at 8:26 p.m. for the purpose of negotiations update.

Exited executive session at 8:32 p.m. No action taken.

Adjournment A motion was made and seconded (Emily Shipman/Angela Colbeth) to adjourn the meeting at 8:33 p.m. Approved 5 – 0.

Respectfully Submitted,
Liz Kingsbury, Clerk

These minutes are approved by the Board