

HYDE PARK SCHOOL DISTRICT BOARD OF DIRECTORS MEETING MINUTES  
HYDE PARK ELEMENTARY SCHOOL LIBRARY  
MONDAY, JUNE 6, 2016

Board members present: Richard Bailey, Lisa Barry, Patti Hayford, Raven Walters  
Others: Catherine Gallagher, Marilyn Frederick, Deborah Clark, Diane Reilly

**Note: All votes taken are unanimous unless otherwise noted.**

**1. *Call to Order***

R. Walters called the meeting to order at 6:01.

**2. *Approval of Agenda***

No changes to the agenda were suggested.

**3. *Consent Agenda (Minutes of 4/25, 5/2, 5/7, 5/11 and 5/23)***

**L. Barry moved to approve the consent agenda, P. Hayford seconded and the motion was passed.**

**4. *Open Public Comment***

No members of the public were present.

**5. *Superintendent's Report***

C. Gallagher said the SU has found a math coach to work SU-wide in conjunction with teaching teams and internal coaches at schools. The LNSU board will be voting to approve that hire. All applications for the LNSU IT position have been received and the interview committee has been assembled. L. Barry is on it.

Where are we with Act 46? Rebecca Holcombe and Secretary of State Jim Condos have signed the petitions. We are waiting for AoE to contact us about board organization to be done by R. Holcombe or her designee, probably toward the end of July.

Three other boards have agreed instead of their regular meetings during the summer to have a half-day retreat for board education. They will be looking at scenarios and brainstorming about how to navigate those situations. C. Gallagher also will be working on work plans with boards.

On the first day of in service on August 22 there will be a 3-hour training on trauma informed systems.

We got significant guidance from the U.S. Departments of Justice and about inclusion for transgender students. Our schools have done a good job, especially at the Lamoille Union campus, of making all students feel included. C. Gallagher handed out copies of the guidance we received. There are a couple of items in the guidance that will likely stir debate. One is the issue of protecting students who are underage who do not want their parents to know about their transgender status. That might mean we maintain two records, one for the family and one for the student. The law says we do what we need to do for the student. Another is locker room use. If a

student gender identifies as male they are entitled to use the male locker room. If that makes others uncomfortable they can go to another space.

R. Walters asked if the math coach position is a new position. C. Gallagher said no.

#### **6. *Principal's Report***

D. Reilly said assessments are done. Teachers have met with math and reading specialists and have assigned which kids will get services next year. For the first 6 weeks we will provide extra support for students who may need extra help after summer.

The mud run was really good. Kids raised over \$3K for the Lamoille Area Cancer Network. Some parents and staff ran. The 5<sup>th</sup> and 6<sup>th</sup> graders had an art café. The band and chorus performed. Kids displayed their art and robotics projects. Thursday there will be an awards ceremony for 6<sup>th</sup> graders. A dance festival is coming up. Fifth graders went to Ausable Chasm. Sixth graders had a canoe trip with fly fishing. There will be a parent-run trip for 6<sup>th</sup> graders to Old Orchard Beach. Graduation is Monday, June 13.

Our behavior specialist resigned today. He has been phenomenal. We are losing him because a few years ago that was made a teacher contract rather than an administrator contract. D. Reilly can't find a behavior specialist who is also a licensed teacher. The current behavior specialist doesn't want to become a licensed teacher. She has no applications for the position.

LNSU just hired an EEE teacher who will work at HPES and JES. Two 1-year classroom teacher positions are being filled by previous behavior interventionists who are getting their teaching licenses.

R. Walters said the mud run was phenomenal.

#### **7. *Administrator Contract Renewal***

C. Gallagher said the teacher contract has been ratified. Historically administrators have been given increases similar to those teachers get. She is recommending a 3.25% salary increase for D. Reilly. She knows there had been discussion about credits. She is not in favor of setting a precedent we can't follow with our other administrators. She thinks we can do 9 credits at the UVM rate. The board needs to decide how many years D. Reilly's contract should be for. M. Anderson, B. Schaffer and D. Manning are on 3-year contracts and the other principals are on 2-year contracts.

L. Barry asked, when we are part of a merged district won't there have to be different contracts? The administrators will be employed by the merged district. C. Gallagher said she understands that when we merge everything that was put in place before the merger will continue. Her hope is that we do something consistent moving forward. L. Barry said the new board has 90 days to start negotiating a new contract with teachers. She wonders how administrator contracts work. R. Walters said that is not specified in the articles of agreement like teacher contracts.

R. Bailey asked what year the 3.25% increase starts. C. Gallagher said next year. R. Walters asked what we budgeted for. M. Frederick said we budgeted for 3%. C. Gallagher said D. Reilly is making \$86,808 now and her salary with a 3.25% increase would be \$89,629. D. Reilly said that makes her the second lowest paid principal in the SU. Only Kate Torrey makes less.

L. Barry said the board just talked about a contract. What were the dates of the contract discussed? P. Hayford said we did just agree on something. R. Walters said the board decided not to take formal action until after the conclusion of the teacher negotiations.

M. Frederick said the 3.25% increase for teachers is for FY16 and there is a different increase for FY17. C. Gallagher said C. McFarlane said the recommendation for administrators is 3.25% for next year. She said other administrators have gotten no more than 9 credits. D. Reilly said other administrators also make more than she does. C. Gallagher said some administrators have less professional development benefits than others. P. Hayford asked if when we merge all principal contracts will be the same. C. Gallagher said she thinks we will need to move towards consistency. P. Hayford said she doesn't see where we are saving money with the merger.

D. Reilly asked if principals negotiate their contracts individually in South Burlington. M. Frederick said South Burlington principals are in a union. She said tuition benefits have always been viewed as very separate from workshop and conference benefits. The government has directed us to count tuition under one object code and workshops and conferences under another. She doesn't advocate mixing them.

**The board consented into executive session for a personnel matter at 6:28, inviting M. Frederick, D. Clark and C. Gallagher to remain.** The board came out of executive session at 7:02.

The board agreed to defer action on administrator contract renewal until a future meeting.

**8. *Approve Bid for the Revenue Anticipation Note and Execute Documents***

D. Clark said the board needs to vote on a revenue anticipation note for FY17. We got 3 bids. Community National Bank and Merchants Bank had similar spreads between the lending and earning rate, but Merchants Bank does not offer interest on excess funds and Community National does. Union Bank has a higher interest rate on excess funds but the spread they offer is half that of Community National. Community National will give us more revenue. The recommendation is to award the RAN to Community National.

**L. Barry moved to accept the business manager's recommendation to award Community National Bank the revenue anticipation note for FY17, seconded by P. Hayford and the motion was passed.**

**9. Annual Board Goal Setting / Reschedule July Meeting**

R. Walters said she would like L. Barry to consider being the board's policy governance facilitator.

R. Walters said at the last meeting she got the sense there was consensus around doing a retreat. She suggested that the board schedule one for later in the summer and work on board goal setting then rather than now.

The next regular meeting would be July 4. It was agreed to cancel that meeting and schedule a meeting for June 20 at 6:00.

It was agreed to schedule a retreat on August 1 from 9:00 to 12:00 at central office and to have a brief regular meeting on the evening of August 1.

**10. Committee Reports**

R. Walters said the Act 46 committee is officially disbanded. There are no committees meeting now.

L. Barry asked when the organization of the new union board will take place. C. Gallagher said we will be given a few possible dates based on Rebecca Holcombe's schedule.

**11. Other Business**

Board members discussed opinions they had heard about the proposed bond.

There was discussion about whether the motion to approve the revenue anticipation note should have included language about signing the associated documents.

**L. Barry moved to accept and execute the resolution, non-arbitrage certificate and note necessary to take out a revenue anticipation note from Community National Bank and to instruct the school treasurer to sign for the amount of \$656,690, P. Hayford seconded and the motion was passed.**

**12. Adjourn**

**L. Barry moved to adjourn at 7:31, R. Bailey seconded, and the motion was passed.**

*Minutes submitted by Donna Griffiths*