

**APPROVED MINUTES
MARLBORO SCHOOL BOARD MEETING
Thursday, February 22, 2018 at 6:30 PM**

Action Summary:

- Voted to approve the Minutes for January and the Pay Orders.
- Voted to approve the Salary Schedule for 2018.

Present:

Board: Douglas Korb(Chair), Celena Romo (Vice Chair), David Holzapfel (Clerk), Dan MacArthur, Lauren Poster

Administration: Bill Anton (Superintendent), Wayne Kermenski (Principal)

Members of the Public: Carol Ann Johnson, Peter Barus (Recorder)

Call to Order

The meeting was called to order at 6:30PM.

Review and Approve Minutes/Pay Orders

Pay Orders were signed as follows:

School Directors Order #16 dated 2/2/18 in the amount of \$56,055.86

School Directors Order #17 dated 2/16/18 in the amount of \$173,970.11

School Directors Order #18 dated 3/2/18 in the amount of \$48,766.59

Ms. Poster moved to approve the Pay Orders. Second by Mr. Korb. **All in Favor.**

Ms. Romo moved to approve the Minutes for January 25, 2018. Second by Mr. Holzapfel. **All in Favor.**

Members of the Public (none)

Changes to the agenda

Executive Session for Superintendent's Evaluation.

Superintendent's Report

Mr. Anton not present; invited questions by email.

- **Middle School Choice Response**
- **Questions on Cabinet Report**
- **Other Business**

Principal's Report (see appendix)

Mr. Kermenski reported that Brattleboro's response indicated they have about 21 tuition students; there was discussion; Mr. Korb read the letter; which cited uncertainty about consolidation impacts; 21 students from outside the WSESU. Mr. Kermenski displayed his report and other documents on screen, including the prek-2 early-learning program flyer, discussing the mission statement and core values.

- **Hiring**
- **Budget Tracking**

The salary schedule spreadsheet was distributed. Mr. Kermenski noted that MES is a year behind and this information is good for the next two years; there was discussion of changes; MES has 182 student-days, WCSU has 185; he discussed the amount of time teachers spend at school other than classes, something that is covered more specifically in other schools' contracts, which include the possibility of negotiations for more than two days volunteering at school events; MES teachers typically spend typical ten such days, citing the Winter Concert, etc. he suggested that this should be explicit when hiring new staff; Mr. Korb suggested that it would be appropriate for the Board to be informed of needs; there was discussion; Ms. Poster noted that the strong sense of community at MES is more important than time clocks and part of the culture; Mr. Korb noted the large number of requests for volunteers; Mr. Kermenski suggested that this be

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clear on hiring, not emphasizing requirement, but as expected community participation. There was discussion of the required lunch half-hour and forty-five minute prep-time; Mr. Kermenski suggested that it is important to avoid having to say “you signed up for this” later on; he suggested drafting an outline of all the events that would need staff volunteers, so that new staff and current staff could be informed from the outset; there was discussion of remuneration; he suggested that the teachers could negotiate compensation in this area, but his idea was for staff to understand these expectations. Mr. Holzapfel asked if Mr. Kermenski would like to discuss this with the faculty. Ms. Poster suggested that this would not require a budget discussion and noted that the school has a reputation for teachers that teachers like to participate in the community; that people come here because of how strong the community is; that this situation is not in need of repair. Mr. Kermenski will bring this up in staff meeting with the Board’s approval.

Mr. Kermenski explained FTE, steps, etc., noting that there will be no significant budget impact.

Ms. Romo moved to approve the Salary Schedule for 2018. Second by Mr. Holzapfel. **All in Favor.**

Mr. Kermenski discussed the boiler update. He explained the four Personal Development realm proficiencies, culture, discipline, are all about how to have children meet their development goals; teaching the curriculum at appropriate levels in the different grades. There was discussion.

• Follow-up on:

Capital Improvements Planning

Mr. Korb will add the Capital Planning discussion to the March agenda. There was discussion of the window of opportunity to address major building space considerations, noting unknown potential changes to SU boundaries, etc.

Mr. Kermenski discussed the new phone system, wireless PA system (about \$5,000.00); it was noted that there is a bullhorn in case power goes out. Mr.Korb asked about student discussions of the recent tragic events in Florida; no discussion has been heard among the students; there will be a review of safety procedures, a cover letter home letting everybody know the Safety Plan and what would be done in an emergency. Mr. Kermenski met with Mr. Andreotta yesterday (2/21) about what MES could provide, noting that Marlboro College has ten emergency shelter beds; one of the big summer jobs is to extend this capacity at MES; there was discussion of locking doors and entryways, etc., noting that this is part of the Capital Improvement list. Ms. Poster expressed support for efforts to deal effectively with conversations and reactions to the Florida events.

Mr. Kermenski discussed a review of the language in the Tuition Policy; there was discussion; Mr. Korb will schedule this for the March meeting, with the Capital Improvement discussion. Mr. Kermenski will distribute suggested language for the Tuition Policy.

Mr. Kermenski discussed the New Hires section of his report, and the Committee assignments. Ms. Poster will participate and had Mr. MacArthur’s permission to volunteer him as well; Mr. Holzapfel declined; Ms. Poster will be on the 5/6 teacher Committee, Mr. MacArthur on the K/PK teacher Committee. Mr. Kermenski discussed starting a new program from scratch and his hopes of hiring very knowledgeable staff; so far, the position has been sent to all staff, parents, etc., inviting comment.

Mr. Kermenski discussed Special Education, \$120,000.00 over budget for this year based on the WCSU assessment; there was discussion of out-of-school placement, changes to the budget, \$45,000.00 less for Paraeducators; some out-placements were not in the budget; out-placement is about twice that of other schools; MES is a small school, and wants to take the best care of the children; Special Education is now at \$932,000.00 before State grants, covering K-12 but mostly earlier grades as the older students go into larger schools with more resources. There was discussion of the limited number of classrooms, and of costs

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and room additions; Mr. Kermenski noted the need for more space; the art room is too small; JH is too cramped; maker-space is needed; MES is already spending the money; SU now spends 4.7 million on Special Education; the State proposed to reduce this to less than 2 million; out of 1.7 million for the SU, MES is spending \$932,000.00; a Legislative proposal is that the towns will get grants and pay for Special Education; there was discussion of a radical change in how education is financed; Mr. Kermenski suggested that this is the time to move on additional space. He confirmed that this is a recommendation for a building overhaul; there was discussion of an addition to the Outback; obtaining professional advice based on the programs planned; more PreK could generate revenues; the impacts of an unanticipated merger with another school; developing a timeline and alternative designs; municipality bonds.

Mr. Kermenski noted that the Special Education out-placements are saving money because some expected services are not practically available, such as speech and language pathologists or psychologists; these are available through the SU, which has fulltime professional staff that individual schools cannot afford; this means that MES could access these specialists at the school, if there was adequate workspace for them.

Mr. Korb asked about next steps; Mr. Kermenski discussed hiring a firm like Stevens & Associates; Ms. Poster suggested doing this before the Retreat, so its report could be discussed there along with safety, PreK, a new dining room and classroom spaces, etc. Ms. Romo discussed project management, suggesting this would require RFP and that S & A is an engineering firm, where MES needs a design firm; there were suggestions of other possible sources; Mr. Anton may bring an example of a report.

Mr. Kermenski will bring ideas to the next board meeting on these topics.

Driver Sign for Rt. 9

The Board discussed whether it is too late to put the expenditure for the sign(s) in the Warning for Town Meeting; cost is \$3,100 for one sign, up to \$7,000.00 to cover each direction; whether all financial matters must be Warned to have a vote, or it may be discussed and the budget amended on the floor; the possibility of finding other sources for the funds; the value of this equipment to the entire community, not just the school.

Ms. Romo will make the motion at Town Meeting, to amend the budget on the floor. Mr. Kermenski will obtain cost specifics from the sign company.

Town Meeting Prep

The Board discussed attending the Pre-Town Meeting and looked at topics for discussion: the budget increase, loss of Title I funding; Ms. Poster reported visiting the Legislature (Ways and Means Committee) with Mr. MacArthur, and suggested that there is not enough time for the changes that are being considered to be understood by voters at Town Meeting; nobody knows anything yet; and this involves very significant changes to the entire financial system. Mr. Korb will develop a list of topics for discussion.

Other Business

It was suggested that suggested that Mr. Kermenski speak at Town Meeting on K/PreK issues; Mr. Korb will discuss Title I funding loss; there was discussion of Title I and Professional Development.

Executive Session

Superintendent's Evaluation

Mr. Korb moved to enter Executive Session. Second by Ms. Poster. **All in Favor.**

The Board entered Executive Session at 7:55 PM

(the following kindness of Mr. Holzapfel)

The Board came out of Executive Session at 8:23 PM. No action taken.

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Read Mail

Adjourn

Ms. Romo moved to adjourn. Second by Ms. Poster. **All in Favor.**
The meeting Adjourned at 8:24 PM.

Upcoming Meetings & Important Dates

- Marlboro Pre-Town Meeting Night, Tuesday, February 27, 2018 Time: TBD @ Town Hall
- Marlboro Town Meeting Day, Tuesday, March 6, 2018 @ 9:00 a.m. @ Town Hall
- Marlboro School Board Reorganization Meeting March 21 @ Leland and Gray prior to WCSU Full Board Meeting
- WCSU Full Board/Exec Comm Reorganization Meeting Wednesday, March 21 @ 7 p.m.
- Regular Marlboro School Board Meeting Thursday, March 22 @ 6:30 p.m.

Respectfully submitted, Peter Barus, Recorder, February 23, 2018

Appendix

Marlboro Elementary School
School Board Meeting
Principal's Report, Wayne Kermenski
February 22, 2018

Preschool and Kindergarten Program: Our flier is done. Check it out!

Teacher Salary Schedule: Review and approve the salary schedule for the 18/19-19/20. Adopting this salary schedule will have no impact on the proposed 18-19 budget.

JH School Choice: After receiving the response from the WSESU, I will hold off on this initiative.

Biomass Boiler Update: The control technicians have fixed the air exchanger/value issue. Please review Capital Improvement Projects Detail Report, since we will need to borrow money soon.

Professional Development: Our last Winter Sports PD will be next week. Using research and professional knowledge we have been able to identify 4 personal development realm proficiencies.

- Be accountable to ourselves, others, and to our community, and the expectations that we have agreed upon.
- Have integrity through seeking truth and honesty in all that we think, do and say.
- Through hard work and persistence, find passion in life and achieve consistent progress in our social and academic world.
- Strive to be kind and use respectful language with every single person. For if we are deeply kind we will actively help others to do the same.

Capital Improvement Timeline: Please review that spreadsheet Gail has created for us. Let's have a discussion about next steps.

Tuition Policy Review: I would like to set a date for this work.

Classroom Highlights this month: We held our annual Harvest Dinner. I want to thank Erica for organizing this and Craig for making the food prep go so smoothly.

New Hires:

Below are the openings for next year:

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- 5/6 teacher
- K/PK teacher
- PK teacher (part-time)
- K/PK Classroom Assistant
- Art Teacher (part-time)
- PK-2 Interventionist (part-time)

Ideally, each committee will consist of at least:

- Wayne
- 2 staff
- 2 parents
- a board member for the full-time teacher positions.

Each committee will:

1. Have input in the job description through a google doc or choose to meet in person
2. Meet to review resumes
3. Hold interviews.

The timing for each position is as follows:

<p><u>Round 1 -</u> On or before March 1: Post K/PK teacher, and PK-2 Interventionist March 19: Review resumes March 22, 23, 26 and/or 27: Interviews</p>	<p><u>Round 2 -</u> On or before March 15: Post PK position, K/PK assistant, Art teacher and 5/6 teacher March 30: Review Resumes April 3, 5, 6 and/or 9: Interviews</p>
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Special Education Costs and this year's budget: In light of state funding changes in the next few years and large increase in our SPED budget this year, I have identified some past, present and future talking points regarding special education. I hope this will help guide necessary changes in the way we serve students with disabilities.

Our Past:

- Reputation of providing extensive services
- Lack of space has hindered effective in-house programming
- Out of school placements have been used frequently and with good intentions.
- Compared to other schools, generous SPED staffing
- Comparatively high SPED costs

Our Present:

- SPED budget over \$120K, but similar to two previous years and next year.
- Will begin training teachers to be able to provide differentiation
- Our current budget, before state grants, is \$932K per year.

A Future of Opportunities:

- PD for teachers - **Inclusive Practices**
- Training support staff to provide effective behavioral and academic support.
- Additions to staffing

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- In house BCBA - Board Certified Behavior Analyst
- **Adding building space** (classrooms) to accommodate high need students.
- Weekly **collaborative time will be essential** in order to meet the needs of all our students.

On that note, how would you like to proceed with the budget for this year? Would you like to freeze the budget?

Enrollment: 76