

**APPROVED MINUTES  
MARLBORO SCHOOL BOARD MEETING  
Thursday, April 18, 2019 at 6:00 PM**

**Present:**

Board: Douglas Korb(Chair), Lissa Harris (Clerk), Dan MacArthur  
*Administration:* Wayne Kermenski (Principal)  
*Members of the Public:* Lauren Poster, Peter Barus (Recorder)  
*Faculty:* Rachel Boyden

**Call to Order**

The meeting was called to order at 6:12PM.

**Changes to the agenda**

Ms. Boyden, following Principal's Report

**Members of the Public**

**Approve Minutes / Pay Orders**

Mr. MacArthur moved to approve the minutes for April 4, 2019. Second by Ms. Harris. **All in Favor.**  
Mr. MacArthur moved to approve Pay Order #21 dated 4/12/19, in the amount of \$55,419.54. Second by Mr. Korb. **All in Favor.**

**Superintendent's Report**

There was discussion of legislative and legal activity; Mr. MacArthur noted that the legislature is not acting; the current legal case is likely to go to the Supreme Court.

**Principal's Report**

Mr. Kermenski had provided documents and discussed new language for the Mission Statement, incorporating the Realms of learning and each of their components, under Personal Growth, Creative Problem Solving, Diverse Means of Communication, Knowledge and Stewardship (aka core competencies of Marlboro School). There was discussion of creating calibrated curriculum Pre-K to 8 for 2021.

There was discussion of how the five Realms are implemented and assessed in practice; defining terms; digitizing the report card in PowerSchool software; including students in the assessment process; translating assessment results to be consistent with WCSU requirements. Mr. Kermenski displayed a grid for each of the five realms organized by grade-band with fields "Elements", "What does it look like?", and "Examples".

Mr. Kermenski highlighted his Report (see Appendix); and discussed visiting classrooms and talking about SBAC with the students; about assessing areas for growth. He discussed the book and website, "Onward - cultivating emotional resilience"; videoconferencing; social-emotional goals; the music program, band, keeping strings in the school up to fourth grade, pursuing instrumental music after school, possibly as part of L'After; the possibility of hiring a Pre-K/K music teacher.

There was discussion of band issues; staff departures; surveying parents on music; discussions with AMP favoring narrower, more detailed focus, rather than the broader approach; making sure every student can participate who wants to; making band elective; a suggestion to provide a bus at the end of L'After for band students; and keeping the curriculum in the regular schedule.

Mr. Kermenski had observed five teachers the previous week and discussed several innovative teaching strategies. He discussed the calendar; number of school and PD days; changes; PT conferences November 15 for all; midterm Collaboration Day moved; otherwise a similar schedule to the previous year.

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Mr. MacArthur moved to approve the Calendar. Second by Ms. Harris. **All in Favor.**

Mr. Kermenski discussed building projects; Efficiency Vermont reimbursements; he noted that Anthony Girard had recommended hiring a Contract Manager, that the school should have an advocate specifically watching financial aspects.

Mr. MacArthur was directed to follow up with Mr. Girard for next meeting.

### **Rachel Boyden**

Ms. Boyden was invited to discuss the invitation to faculty representatives on salaries, LCAS, and the Employees Handbook.

Ms. Boyden also discussed possible formation of a Faculty union, noting that that some staff feel alienated from the Board and the Principal.

Mr. Korb emphasized that feedback channels are important, had been part of the mission discussions. Ms. Poster distinguished being heard from being agreed-with. It was noted that the Board had heard from others as well as staff.

Ms. Boyden observed that there had been no specific response from the Board to the Faculty's letter.

Mr. Korb noted that Faculty complaints mixed with personnel decisions were complex, and that there had been talk of legal action.

Mr. MacArthur suggested that the staff choose their representatives and proceed to discussions with the Board. Ms. Boyden suggested that there would be three Faculty Representatives.

Mr. MacArthur said that if the 16th is not convenient, the Board will be accommodating.

Ms. Boyden asked for approval for the Junior High class to take Friday, May 10th off, following their field trip to Costa Rica. Mr. Kermenski voiced support.

Mr. MacArthur moved to allow the Junior High class to take Friday, May 10, 2019 off from school on their return from their field trip to Costa Rica. Second by Ms. Harris. **All in Favor.**

Mr. MacArthur discussed legislative action to create one statewide teacher health benefits contract.

### **Student Exit Interviews**

Mr. Kermenski displayed a Google Forms document that he and Ms. Romo had created for departing students to record their reasons for leaving, their views on various aspects of their school experience, etc. It was suggested that follow-up calls be part of the process, to help fill out the survey form. There was discussion; they had also considered surveying students before graduation, and former students. The focus would be on improving the school.

There was discussion; of making this part of students' portfolios; integrating it into the curriculum; of long-term benefits of the surveys; that it would have been useful in defending the proposed school governance structure during the Act 46 process; that this would be an opportunity for students to record important events or cherished aspects of their school experience.

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## **Quarterly Financial overview/End of year projections/Fund Balances**

Mr. MacArthur noted that the state cannot pass any more bonds, and that this could affect financing of capital improvement projects.

Mr. Kermenski provided documents and discussed the budget; SU, state and other revenues; regular programs and HS programs below budget (about \$45,000.00 under); Special Education, healthcare, library services; capital improvement expenses; transportation (high this year because of bus repairs); food services (on budget); L'After; and long term debt (bus purchase).

There was discussion; Mr. Korb discussed the SU hiring of a facilities director (A Director of Operations position recently approved and funded by the WCSU board), and equitable sharing, who will pay for the position or how that person's time would be allocated, Agency Fund, etc.

Mr. Korb will discuss Director of Operations questions with Mr. Werner.

Mr. Kermenski noted costs of about \$4,000.00 this year that would fall under the Director of Operations, including managing the Custodian and handling certifications (water, septic system, etc); and discussed tracking that person's time on-site.

## **Other business**

The Board entered Executive Session at 7:50PM, ending at 8:10PM. No action was taken (*kindness of Ms. Harris - pb*)

## **Adjourn**

The meeting was Adjourned at 8:10PM.

## **Next Meetings**

- WCSU Meeting April 24, Leland and Gray, 7:00PM (discussion and possible action on newly formed WCSU voting make-up)
- Regular School Board Meeting May 16, 6:00PM

*Respectfully submitted, Peter Barus, Recorder, April 22, 2019*

**Appendix**  
**April 2019**  
**Principal Report to Board**  
**Wayne Kermenski**

**Academic Proficiency:**

- Please review the Mission Statement Document containing:
  - Mission Statement
  - 5 Core Competencies
  - Timeline for Creating and Implementing this work
  - Link to Document: [Mission Statement and 5 Core Competencies](#)

**Personalized Learning:**

- SBAC preparation:
  - Coming in May.
  - Staff training April 22nd.
  - Student training on the digital platform
  - A positive mindset to the test, I will talk with each classroom.

**High Quality Staffing**

- This summer, the faculty and I will hold a book study titled: [Onward: Cultivating Emotional Resilience in Educators](#). Please check out the supporting website: <http://www.onwardthebook.com/> This book study will be a combination of Canvas (Online Course Platform), Zoom check-ins throughout the summer, and Collaborative work at the beginning of next school year. This work will guide our 2019-2020 social and emotional goal.
- Music Program at Marlboro School - [Salsa Dancing Video](#) The faculty and I would like to see our students excel at music, this my mean doing a few things well. I am recommending that:
  - Hiring a music teacher for grades 1-8 who can also skillfully teach a few instruments
  - Instrumental lessons will occur by grade, which would split up each classroom.
  - Continue strings for grades 1-4.
  - Pursue instrumental lessons after school. (Music teacher comes in later and teaches through L'after.
  - Hire a PK/K Music Teacher
- Since adopting the WCSU S&E System, I have conducted 5 observations. I observed many great teaching strategies from a number talk, jigsaw, socratic circle, and math workshop model.

**Safe, Healthy Schools:**

- Calendar approval \_\_\_\_\_
- From Anthony Girard - I met Dan Young onsite yesterday to look at the roof. He is confident you can get another year out of the flat roof with his annual patching, and he

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and I reviewed the installation of the section that was replaced and he has a list of recommended repairs. But as you know, the outside wall was not flashed properly, the flashing against the building was not done properly, and the roofing was run in the “wrong” direction – “wrong” being width of the rubber was run perpendicular to the long side of the building instead of running the length of the building.

- Heating issues continue - Anthony Girard has pulled a meeting with Tim Jeffers, Control Tech, Efficiency Vermont for next Friday to discuss control issues and reimbursable work.

**Financial Efficiencies:**

- I will bring a Revenue and Expense Budget and Account Fund Balances

Enrollment: 99