

SHARON BOARD OF SCHOOL DIRECTORS
REGULAR MEETING
TUESDAY, NOVEMBER 9, 2021 @ 6:00 PM
@
SHARON ELEMENTARY SCHOOL & VIA GOOGLE MEET
(meet.google.com/pto-gcqk-npd link to join)

Recording of the meeting:
https://drive.google.com/file/d/1b7UO8BF1BpAdh7u_9FWl_CAXbgYrqqdF/view

Draft Minutes

Present:

School Board: Don Shaw, Chantelle Brackett, Will Davis

Staff: Raymond Ballout (Technology Manager, WRVSU), Jamie Kinnarney (Superintendent, WRVSU), Tara Weatherell (Business Manager, WRVSU), Keenan Haley (Principal at SES)

Public and Other: Marcy Marceau and JAMR Marceau (Sharon residents), Nicole Antal and Ben Servoz (Sharon residents), Holly Cathcart (Sharon resident and PTO chair), Dee Gish (Sharon resident).

1. Call to Order
Shaw called the meeting to order at 6:00 pm.
2. Adjustments to the Agenda
None
3. Consent Agenda
 - 3.1. Approve the Minutes of Tuesday, October 12, 2021 (Regular)
 - 3.2. Approve the Minutes of of Thursday, September 16, 2021 (Special)
Brackett made a motion to approve the minutes of Tuesday October 12, 2021 and Thursday, September 16, 2021 as written and submitted. Davis seconded. Motion carried unanimously.
4. Board Correspondence/Communications
Kinnarney shared the content of an email he has received from Margy Becker, selectboard admin. assistant, about snowplowing the parking lot. The town is subcontracting the plowing of the parking lots and will be \$180 per snow event (3 lots, Kinnarney assumes the lots are SES parking lot, TSA parking lot and the Town parking lot.) The estimate is 50% is SES parking, which would be a \$90 rate per snow event, with some confusion about the amount the Town wants the school to commit (\$2850 as a minimum it seems like from Margy's email). Davis and Brackett both shared that they see it as a sensible plan, and would make sense to have the same contractor do the 3 lots. Kinnarney was asked to correspond with the Town to draw up an agreement, and he would negotiate the amount to be less than what was paid last year, and will have it for next month's meeting.

5. Public Comments

Shaw limited public comments to two minutes per person.

Marcey Marceau:

- M. Marceau asked for a clarification in Kinnarney's letter, where he states: "We are starting conversations with the Central Vermont Supervisory Union to discuss how we might better serve our students that have intensive needs due to global cognitive delays and that are diagnosed with autism spectrum disorder." Marceau asked the Board if we are not currently serving those students, and pointed out that staff that will take this workload on should be certified.
- M. Marceau asked for a clarification in Kinnarney's letter, where he states: "We are in the process of ramping up a plan to review, revise, and refine our math curriculum. It is crucial that our curriculum act as a clear roadmap and communication tool for what we expect all students to know, understand,(...)" She asked what is in place now if we do not have a curriculum for math, literacy, or reading that does not serve our students and act as a roadmap for what we expect and what needs to happen with the students.
- M. Marceau shared her disagreement with setting up a vaccination clinic at the school. In her view, she shared it is a family issue and should be set up by the parents, and it should not be part of the school day. She shared that the school's job is to educate, and in her view, the school is not doing a good job at that and should therefore focus its attention on that instead of vaccinating the students.
- M. Marceau commented on Haley's report, specifically this part: "The WRVSU will form and sustain a comprehensive MTSS that:
 - Utilizes evidence based best practices in instruction
 - Utilizes student data to ensure student growth
 - Encourages a rigorous, innovative and relevant learning environment"She hopes that the school is doing that, and added that the school is not doing it successfully, using the test scores as evidence.
- M. Marceau commented on Haley's report, specifically this part: "Data meetings between teachers and interventionists continue to happen weekly. We have established a rotation where one week the focus is on academic data (literacy and math) and the next week is focused on social/emotional data." She shared that she hopes the school will focus more on literacy and math, that the school is failing in her views, instead of 'dabbling' in social-emotional data.

Holly Cathcart, as PTO chair and as a parent:

- Holly thanked the staff of SES for participating in the Spooky Night celebration, and helping with carving pumpkins.
- The PTO is hoping to start working on playground plans, and hoping to collaborate.
- As a parent: she has been impressed and appreciates the staff this Fall, and the flexibility with meeting parents' and students' needs. She is also thankful for the staff to accommodate parents with conferences this Fall with unusual virtual and in-person meetings. She also is thrilled that the vaccination clinic will take place at school, and will offer an opportunity for families to get their children vaccinated before the Holiday season. She is deeply appreciative of the school's work of making the vaccination clinic an easy, accessible, and peer supported event.

Dee Gish:

- Gish shared her appreciation for the staff at SES, and also wanted to thank SES for their job on testing and vaccination at the school, as not only will it prevent spread in the school, but also protect the greater community. She also thanked the school for the communication the community receives through the listservs/Front Porch Forum, as it is really helpful for community members.

JAMR Marceau:

- JAMR Marceau responded to comments from the other members of the public about the vaccination clinic at the school, and reiterated his mother's opinion on it, and should be left to the parent's responsibility to get their children vaccinated.
- JAMR Marceau commented on Haley's report, specifically this part: "Laura Lewis, our literacy interventionists, has been working closely with teachers to help establish an effective literacy instructional block. This has been especially important for our larger classes." He pointed that if Mrs. Lewis has been doing this for a while, pointing to the proficiency score, that she "hasn't been doing a good job".
- He continued to comment on Mr. Haley's report, specifically this part: "Marie Conley, our math interventionist, has identified students that need support through the use of classroom data and Track My Progress data. She has developed a schedule that allows her to push into the classroom and pull students out for more intensive and targeted instruction." He asked if the kids are then just removed from the larger classroom instruction, where they should have been already instructed in the classroom "where the kids suck at math". He went on to reiterate his mother's point of view that all kids are doing terribly in the classroom, so why remove a few kids for special instruction when all the kids need it.
- JAMR Marceau asked why in the proposed budget the administrators (specifically the Superintendent and the Principal) are to have a salary increase for those two positions when the school is struggling to perform, and meeting the needs of the students, according to him.

Ben Servoz:

- As a parent of a current student, he shared that he is extremely happy with what the school is doing and that the previous negative comments feel unfair from his point of view.

6. Reports to the Board

6.1. Superintendent

Kinnarney shared that a date has been set for Sharon Elementary school and parents have been notified.

Kinnarney shared from his report.

He highlighted the meeting that is going to take place with the Central Vermont Supervisory Union, about serving students on the autism spectrum and/or with global cognitive delays. WRVSU is currently serving all those students, but Central Vermont has a terrific program that might enhance the work WRVSU is already doing. This discussion will continue at the Full Board meeting.

Curriculum development: The SU has spent a lot of time developing a strong literacy curriculum [across the SU], and now the work is being done on the Math curriculum.

There is a curriculum in place, the work that is being done is more about looking and reflecting on it, and reviewing and revising it. The focus on literacy continues, right now the focus is on phonics and teachers across the SU are working on it.

No questions from the Board.

6.2. Principal

Haley read and shared from his report, he talked about data and how it is used for instruction, shared leadership at the school level, the 6th graders middle school fairs, and he thanked the PTO for the Spooky Night.

He shared his appreciation for the work the PTO has been doing, that they ask questions and help where help is needed, and understand the importance they play in the system.

Brackett said that as a parent, she does think that the Social Emotional work is so important and part of this school. She talked about the vaccine clinic not being forced on anyone, and that parents can choose or not to have their children vaccinated at school, and that it is easier for students to have this resource available right here, at school.

She also echoed Haley's comment on the PTO, that the Spooky Night organized by the PTO was great, and that she appreciates all the work the PTO is doing.

Davis asked about the attendance at the Middle School Fair, and if the fair was at Sharon Elementary. Haley said he didn't attend, but Kinnarney explained that in the next couple of months, there are other fairs being organized that will specifically address middle schoolers in Sharon (a dinner, etc.) Davis also echoed his appreciation for the PTO's work on the Spooky Night.

Shaw asked Haley if he could share some details on the Passion Projects the 6th Graders are working on. Students shared what they were interested to learn more about (small engines, computer programming, etc.), and they are looking now for community members to come to school to mentor the kids. The goal in the end would be for the students to present to the community/parents (virtually or in person depending on covid restrictions).

6.3. Business Manager

Update on FY21 Audit: The SU is still on target to have draft the 3rd and 4th week of November. Weatherell shared from her report (*see documents*) Q1 Projection Summary:

- Focused on Salary and Health Insurance: on Salaries projected an overspent of \$8128, on Health (and this could change in January, as employees will have an opportunity to change plans if they choose to, which might affect this projection), there is an overspent on the budget projected of \$12,996. The total projected overspent is \$21,124 on the salary and benefit side.

- On the Revenue side: the SU had budgeted addition students when projecting for the revenue for tuition. So there is a difference of \$10,608.
Interest income line will change but right now, the difference between what was budgeted and the projection summary is \$15,192.
Property Tax: Sharon will receive \$882 more than what was budgeted for.
Overall, Sharon has a projected deficit of \$48,924 as of September 30.
Kinnarney added some comments to this report: what is not shown in this report is the fact that the SU has ESSER money to offset Intervention. That is not demonstrated here, and will help with the deficit of \$48,924.
Shaw asked Weatherell to send the Expenditure and Revenue, and the Excel Summary File to have a more detailed view of line items that are in deficit.

6.4. WRVSU Negotiations Committee

WRVSU Negotiations Committee (*Teachers*) will be in person (with option to meet virtually) and are starting this week.

7. Discussion Items

7.1 Potential Drainage Project

Davis went to a selectboard meeting and summarized what has been talked about. The parties involved are Seven Stars, the School and the Town (with the library property). There have been some estimates that were shared at the meeting \$10-15K for the construction work, but an engineering firm would need to be involved for a specific amount to be presented to all parties.

Davis shared an old plan that had been presented by the company he works for a few years ago when the Town first started looking into this drainage issue. He shared the plan with the Board and explained it. Kinnarney will present some quotes from engineers at the next month's meeting, to get a sense of the scope of the project before the Board entertains the idea of taking this on as a project.

Davis also asked the Selectboard about their plans to pave the loop around the school entrance, and they shared that it will be part of their **discussion** about projects for next fiscal year. No commitment, but it will be discussed.

7.2 Draft #2 of the 22-23 Sharon Budget - Universal Instruction along with Student Support Budget

Weatherell shared from her report (*see documents*).

- There was no change in FTE. The General Education summary only highlighted salaries and benefits, but the Student Support summary included all objects (salaries and benefits, but also books, supplies, etc.).
- For General Education, the proposed increase for salaries & benefits for Regular Education is \$6,806. Library has a proposed reduction of \$5800, performing arts has a proposed reduction of \$680, PE has a proposed increase of \$5488. Art has a proposed increase of \$2521, and Foreign Language has a proposed reduction of \$5767. For the overall General Education, salaries and benefits, the overall

- proposed budget increase would be \$2640 (0.3% increase)
- Kinnarney added that the Admin/Principal line item has a proposed increase because they are, as mentioned in the October meeting, added days for secretarial days. There are added programs for the summer in terms of intervention and adding additional days for summer camps/prek childcare, and that means having someone on site to run the office. In the benefits for that position, the proposed budget include a family health care plan, in case the employee decides to take that option. It is not guaranteed they would, but in case they do, it will be budgeted for.
 - Marcy Marceau asked the Board more details on the \$53,139 increase in the Admin/Principal line item increase. Weatherell said the Family Health Insurance Plan is (proposed) budgeted at \$21,000. Marceau said it seems an ‘extraordinary’ amount, and should be looked at more closely. The increase regardless seems extravagant in her opinion. Brackett shared that in her opinion as an HR professional (and benefits being her expertise), that \$21,000 for a plan of a family of 3 or more seems to be correct.
 - Kinnarney shared that staffing is remaining the same in the proposed budget. Moving forward, he shared that he has been talking with Anda Adams (Chief Academic Officer of MTSS), about the ‘bubble classrooms’ Sharon has been seeing, and how to work on this issue. We have big classrooms and small classrooms, and how classrooms could be teamed up (multi-age classrooms) to form teams. Kinnarney said that the school population seems to be growing, which is good, except we are tuitioning out our students. The Sharon Academy is pursuing with the AOE to be accredited, just like Thetford Academy, to meet the School Quality Standards to be able to announce tuition. The tuition they have indicated they would announce would be \$18,500 a student. In the budget draft for December, Weatherell will project that, assuming this will be the case (it will be budgeted but not known at Town Meeting). We have 60 students at TSA currently, so it would result in an increase of about \$120,000 in tuition just based on that decision.

- 7.3 Career Change Assistance Program - Possible Action
 CAREER CHANGE ASSISTANCE PROGRAM: Article 17 of the Master Agreement. Kinnarney recommended last year for the Board not to approve it, and he recommended based on the budget that the Board does not approve it again for this year. The article reads: “Any teacher who has been employed on a full or part-time basis for at least fifteen (15) years within the White River Valley Supervisory Union, and who elects to resign from his/her position according to the terms of this program, shall be paid an amount of money equal to eighty percent (80%) of his/her teaching salary paid for the year in which he/she elects to resign.” Kinnarney added that it also provides a single health care plan for a year. Based on where Sharon is in terms of budget, he doesn’t recommend the Board to approve this article.
- 7.4 Update on the Request for Qualifications and Energy Audit - Possible Action
 EEI will conduct a free energy audit across the SU in each building at the end of November if the Boards approve the request.

8. Action/Possible Action

8.1 Career Change Assistance Program

Brckett made a motion to not approve the Career Change Assistance Program. Shaw seconded. Shaw voted yes. Brckett voted yes. Davis abstained. Motion carried.

8.2 Request for Qualifications and Energy Audit

Brckett made a motion to approve EEI Services to come to Sharon Elementary buildings to complete an energy audit.

9. Resignation/New Hires

- Kinnarney shared that Nurse Jill Lloyd will be finishing this school year, but will not return next year. Kinnarney wants to thank Jill for her work.
- Margaret Wolf was hired as an aftercare assistant. Haley and Kinnarney shared their enthusiasm about this very qualified new employee.

10. Confirm Next Meeting Date

10.1 Tuesday, December 14, 2021, 6:00 PM @ Sharon Elementary & VIA Google Meet
Confirmed. Kinnarney said that two meetings will probably happen in January, for budget purposes.

11. Adjourn

Brckett made a motion to adjourn the meeting at 7:13 pm. Davis seconded. Motion carried unanimously.