

**Grand Isle Supervisory Union**  
**CIUUSD Carousel Meeting**  
School Board Regular Meeting  
Tuesday, January 8, 2019  
**Minutes**

**Board Present:** Gary Marckres, Nathan Robinson, Mason Maltais, Don Bartlett (arrived 6:50 pm)

**Administration Present:** Michael Clark, Rob Gess, Lauren Thomas, Joe Resteghini

**Public Present:** Michele Weaver, Tim Maxham, Aaron Josinsky, Anne Brabazone, Hannah Mahar, Vikki Peters, Tracy Pearson, Cynthia Broadfoot, Betsey Gouthier, Michael Inners, Rachael Wallace-Brodur, Lindsey & Lily Blodget, Catherine & Stephen Joachim, Dorothy Sacca, David Hansen, Amy Thompson, Michael Talbot, Bridget Brisson, Bill & Ellen Dorsch, Jennifer Gariety, Kimberly Cohen

1. Call to Order - Gary Marckres called to order at 6:34 pm.
2. Adjust the Agenda -
  - a. CIUUSD Elected Seats
  - b. Special Meeting for Warning the Budget. Rob Gess is disputing equalized pupil count. No tax rate can be determine without accurate equalized pupil count. The last day to warn is Feb 3.
3. Citizens and/or Staff to be Heard-
  - a. Anne Hansen (Grand Isle)- concerned about proposals: reduce library/tech, and guidance are unacceptable in the Grand Isle building in order to share with the other two buildings. Equity should be provided for each school- all students should have equitable resources. No student will benefit if highly effective library/tech program is dismantled.
  - b. Cynthia Broadfoot (Grand Isle)- ask that there are thoughts on the library impact studies. Looking at the importance of full time librarians on the success of students and literacy. She will share her research into these studies with the board.
  - c. Hannah Mahar (2015 Grand Isle graduate)- fully support what has been said and gave personal testimony to Grand Isle library/media program.
  - d. Rachel Wells-Brodur (Grand Isle)- Agree with all that has been said and hoping to reconsider the reduction in library/media. It is important to students to have this opportunity. Use as a model instead of a reduction.
  - e. Dave Hansen (Grand Isle)- reiterate the importance of the library in the school by sharing testimony to his son's experience with Anne.
  - f. Mike Talbot (Grand Isle)- echo sentiment of everyone else. Was on act 46 consolidation committee- feels they were pushed into the consolidation. Money and cutting costs was not the focus, improve academy equity preached and cutting resources at Grand Isle school is ludacris. Understand the importance of budgets, but not at the expense of students.
  - g. Betsey Gauthier (Grand Isle)- sad that Grand Isle kids may miss out on the opportunities of having a full time librarian and counselor.
  - h. Vikki Peters (Isle La Motte)- petition for daughter (currently in Pre-K at North Hero) to continue staying in North Hero school and possibly have son to come over to North Hero School to keep the siblings together. The after school programs offered at North Hero School help with the work schedule.

- i. Tracy Pearson (Grand Isle teacher)- colleague that needs help the most from Anne. She is a resource for the teachers within the school.
- j. Stephen Joachim (Grand Isle)- learned through Act 46 meetings and the idea what that it would be more equitable. Thought there would be extracurriculars and languages offered. Parents are not seeing the languages and extracurriculars that came with cost savings.
- k. Amy Thompson (Grand Isle)- offered testimony of a parent. Her child is more interested in science and math and not the library program. Anne helped him find the love of library. Thought Act 46 was supposed to be a good thing and it is not turning out that way and finds the cuts being made scary.
- l. Lindsey Blodgett (Grand Isle)- shared testimony of a parent how helpful Anne is to her and her children.
- m. Gary Marckres asked the administration to run through the recommendation as to why they have proposed the budget
  - i. Michael Clark thanked everyone for their comments. This is the first meeting to talk about the staff recommendations, so it is the best time for community involvement. CIUUSD is made up of three individual buildings that currently have 1.3 FTE of library services. There is 1.0 at Grand Isle, and .2 at North Hero and .1 at Isle La Motte. There is a variety of expertise and Grand Isle has only librarian who really has skills and licensing to be librarian. Grand Isle school will go from 174 to 120 students. That is a loss of 54 students in the building. This creates some opportunity to look at resources. One proposal is 1 FTE librarian that will be shared with 3 days at Grand Isle, 1 day in North Hero and 1 day Isle La Motte. This includes having a library assistant to help supplement when librarian is not there. See lots of opportunity in proposed model. Scheduling explained- library class time would remain the same. Teacher collaboration will shift. Instead of 1:1 planning with teachers, it would be a collaborative meeting with all teachers at that grade level. Trying to make sure all students in CIUUSD can have equal quality education. Gary Marckres reiterated point that during Act 46 study, there was a lot of focus on increased programming. Does not recall having a focus of savings in money. There are no longer individual districts, it is a unified district. Gary Marckres invited Anne Brabazone, Library/Media teacher from Grand Isle School to share her perspective.
  - ii. Anne Brabazone shared her background of hiring. Anne shared her idea that relationship is the foundation of everything. She is going to miss opportunities to build relationships with students, teachers, and families. It will not be effective to disburse her expertise in three locations. Performance is a cumulative process that happens over time and none of the schools will get any more time by spreading resources thin. Proposed a .8 FTE to split between North Hero and Isle La Motte. Anne willing to work in a mentoring capacity with a new hire. Time it takes for planning for individual projects would not be effective by dividing resource between the three schools. Reached out to other school librarians and they find working in three schools unsustainable. Anne acts as IT support for the school when IT is unavailable because they are stretched thin as well between the five schools.
- n. Dorothy Sacca (North Hero resident, Grand Isle teacher)- would like to see best of both worlds where North Hero kids get just as much opportunity as Grand Isle kids. Guidance is another position to consider not cutting. This role requires fostering relationships as well.
- o. Lily Blodgett (Grand Isle student)- shared her perspective on the importance of Ms. Brabazone in library every day.

#### 4. Consent Agenda

- a. Approve the minutes from 12/11 /2018 - Mason Maltais makes motion to approve minutes. Nathan Robinson abstains, Don Bartlett second. All in favor, motion passes.

#### 5. Reports

- a. Superintendent's - Provide highlight since the report is provided in packet. In July of FY17, there was a double payment, overpayment of \$162,000 in title funds. Rob Gess and Michael met with AOE and have a plan to give back funds. GISU is in a reimbursement mode for grants and we have not had release of funds for fourth quarter of FY18 and no payment in FY19. Rob and Michael and looking into this and will keep boards posted.

#### **Board Business.**

5. DMG Overview - Michael Clark shared the purpose of the District Management Group. We are in a longer time frame of merger than others in the group. Used the time and expertise at last DMG meeting to look at staffing. Good use of time and allowed to come up with a proposal for staffing. DMG cohort is now over.

#### 6. Second Draft of Budget and warning -

- a. Michael Clark shared that they have looked at staffing. Michael will walk through staffing proposal. Budget has staffing proposal in it. Michael shared several letters with board. Most of letters are about library/media and guidance position, similar thoughts as to what has been heard. Reflects adjustment to administrative staff.
  - 1. Joe Resteghini would work between two buildings, reflects reduction of .5 FTE. Joe will be 1.0 FTE between Isle La Motte and North Hero buildings, Lauren Thomas staying as 1.0 FTE in Grand Isle building.
  - 2. Movement of 7&8 grade to tuition students. Next year's 4th grade class has 24 students, class would be split and use one of the staff from current middle school team.
  - 3. Social emotional health needs of students, took another position and converted from teaching to school clinician to be shared between 3 schools. Clinician position would work more intensively with students and faculty.
  - 4. Eliminated 1 FTE from Grand Isle building. Conversations have been had with folks across district.
    - a. Reduce .1 FTE and .2 FTE in Isle La Motte & North Hero. Added in library assistant as a para position to ensure that there was always someone in library at Grand Isle. Important to put most experienced and high-performers in front of students. It is hard to hire .2 and .1 positions.
    - b. Similar situation with guidance. Using guidance resources with reduction of students. When thinking about classroom time and working with teachers, and part of being in school. Have to do things in a different way and collaborate and work in a purposeful way to bring best and equitable programming throughout district.
  - 5. Art is currently 1 FTE in CIUUSD. Left as is. Leaves extra time with art teacher since no 7 & 8 grade class- create an art club that students can access.
  - 6. PE staffing is different, PE must be offered twice/week by standards. The .4 and .5 teacher will want a full time job somewhere else, once one moves on, then merge to 1 FTE. leave some capacity at Grand Isle school- opportunity to teacher health classes.
  - 7. Music- trying to sort out equitable distribution. Integrating instrumental music program throughout CIUUSD. Not reduced, shifting around resources.
  - 8. Otherwise, no staffing changes.

9. Joe Resteghini suggested that math in North Hero would shift as he currently teaches math. Reduce .5 math in North Hero, classroom teachers in North Hero would have to teach multi-age math classes and would need instruction coaching and professional development for those teachers. Joe recommended keeping that position as a .5-.4. Need time to complete transitional work. Mason Maltais would be interested to see the addition of the .4 position (math instructional position)
10. Rob Gess shows an overall increase of 3.9%- mostly increase in tuition and approval of GISU budget. Michael Clark says they are in dispute of the equalized pupil count. Equalized pupil cost of more that \$18,000. Looking at each town, other factors impact tax rate. Yield will be set by legislature in May. In Grand Isle, favorable change in common level of appraisal (works to equalize property values). Isle La Motte & North Hero CLA hurt their tax rates. .08 reduction in tax rate due to Act 46 merger. Estimated change in tax rate: Grand Isle \$1.57, Isle La Motte \$1.63, North Hero \$1.68.
11. Gary Marckres questioned Rob Gess about increased percentages in items greater than \$10,000.
  - a. Substitutes: based on the raised rates.
  - b. Instructional aide: factored in increase based on guidance (under budgeted last year)
  - c. Understand where retirement came from- incentivized retirement
  - d. Professional development based on actual in FY17-18
  - e. Professional education services- more coaching for teachers, assigning teachers to go to specific professional development.
  - f. Field trip- rolling in GI into ski program and bi-annual trip to starbase. Other trips included in outings.
    - i. Mason Maltais thinks it may be an opportunity to offer cuts based on equalized pupil count. Nathan Robinson thinks level to last year and put that money into an FTE. Move back to \$11,300
  - g. High school tuition jump and based budget on most accurate numbers and best perspective. Rob Gess will look into and verify numbers with board tomorrow.
  - h. Updating outdated technology. Nathan Robinson questioned lease program. Rob Gess has still not heard back from lease program.
  - i. Lauren Thomas looking at cutting costs due to cuts on 7&8 grade sports. Change up the Athletic Director position. Line 246 down to \$6000.
  - j. Line 256 in same light? Transportation could change due to less teams to transport. \$6500, \$4500 for 248.
  - k. Proposed clinician on line 321.
  - l. Principal services course reimbursement- increase number based on 3 people taking 3 courses at UVM winter rate. Line should be decreased.
  - m. Increase line 553 to \$45,000.
  - n. Nathan Robinson suggests looking into solar panels for all the buildings to help control costs.
  - o. Discuss FTEs:
    - i. Gary Marckres does not want to ignore feedback. Recommendation for library- remove library assistant and allocate 1.7 FTE for library media services. Nathan Robinson echos the same thing. Get through a year and see what the needs are.
    - ii. PE- picking up health component. One of the things guidance helped with. Overlapping services in clinician with guidance. 3 FTEs with overlap

and freed up from consolidation. Students coming from high-trauma background ties up a lot of the instructional assistants' time. A clinician's time could be spent ensuring that they further their education. A clinician can do more by working within the school on a daily basis. By increasing to a 2.0 FTE and scheduling, could there be guidance or clinician services in the schools every day? There would be services provided that are not currently provided. It would allow the clinician to focus on the high-needs students. Instead of 1.4 FTE throughout the district, it would allow the district to have 2.0 FTE guidance availability.

iii. Gary Marckres recommends analysis after equalized pupil.

7. Space Update - Michael Clark shared that he has worked with Exterus (modular office space). Similar to previous plans. Gets everyone in one space. Under \$50,000. However, need to take into account lighting, electrical, HVAC, phone lines. Michael believes GISU can be in for \$70,000. This includes furniture and whole set up. Can be done by June. Will be able to free up funds in local assessment that is going toward rent. Will share with other folks if interested in moving forward if you are willing to offer space. Exterus has state contract, so no bidding necessary. Figuring out last few pieces. Try to tap into grant funding since new furniture would be a part.

8. Transition Grant proposal costs - Michael Clark shared that \$80,000 allocated already. Looking to reach out and hear back from sources on costs. Working with principals to find resource equalization and building updates necessary. Gary Marckres asked to look into transportation asset- individual vehicle, not necessarily a fleet, offer transport for co-curricular and inter-school groups.

10. Intradistrict Choice Policy - Michael Clark shared it is article reports/agreements. Provided a starting point. How would board like to handle? There has been requests made to allow students to attend North Hero instead of Isle La Motte. keep in mind it shifts resource needs of the buildings. Consider if this would leave any buildings empty. Gary Marckres asks administrators to think about analysis and SU staff. Gives board members time to read it and allows to be tabled so Jane can join conversation.

11. Treasurer Resignation and Replacement process - Pete Johnson has resigned and is moving out of state. Needs to appoint someone for position and they will need to run in March. Gary Marckres would like to appoint Melissa Boutin. Melissa has said she is willing. Gary Marckres moves to appoint Melissa Boutin, Nathan Robinson second, Don Bartlett third. All in favor, motion passes.

12. Announced Tuition Rate - Rob Gess shared that \$18,112 is the rate. This is due by Jan 15 to AOE. AOE can counter. Gary Marckres moves to approve \$18,112 or maximum amount AOE allows. Gary Marckres withdraws motion and remotions to set tuition at \$18,000, Nathan Robinson seconds. All in favor, motion passes.

13. Warn the budget - Michael Clark would like to warn the budget at a special meeting on Friday, January 18, 2019 at 7pm. Having local business first.

14. Board membership summary- open positions in the CIUUSD that will need to run in upcoming election:

- a. A three year seat for Grand Isle to expire in 2022 (Currently held by Don Dartlett)
- b. A three year seat for Isle La Motte to expire in 2022 (Currently held by Jane Zera)

- c. The remainder of a three year seat for Grand Isle to expire in 2021 (Currently held by Nathan Robinson)

Michael Inners will help get the correct form of petition. Michael Clark will work on it and figure it out what is necessary for board elections for CIUUSD.

15. Principals' contracts- Mason Maltais makes motion to enter executive session to discuss principal's contracts, Nathan Robinson second. All in favor, board enter executive session to discuss personnel matters at 9:57 pm. Board exited executive session at 10:11 pm.

#### **Closure**

14. Setting the next agenda

- a. Warn budget in special meeting on January 18 at 7 pm.
- b. Intradistrict election and policy, space update, transition grant figures

15. Adjourn - Mason Maltais motions to adjourn 10:12 pm. Don Bartlett second. All in favor, motion passes.