

MEETING OF THE
MONTPELIER BOARD OF SCHOOL COMMISSIONERS

May 3, 2017
MINUTES

Minutes Approved:

Present

Board: Bridget Asay, Becky Bowen, Michele Braun, Steve Hingtgen, Tina Muncy, Jim Murphy, Peter Sterling
Administration: Superintendent Brian Ricca, Principal Mike McRaith, Business Manager Grant Geisler, Director of Facilities Thom Wood
Student: Brynn Bushey
Public: Dona Bate, Stephen Beard, Cathy Butterfield, Sylvia Fagin, Hilary Goldblatt, Michelle Harper, Susan Koch, Russell Leete, Autumn Martinez, John Odum, Emma Paradis, James Plummer, Rebecca Plummer, Jill Remick, Eli Rosenberg, Stuart Russo-Savage, Nancy Sherman, Lara Slesar, Flor Diaz Smith, Sarah Squier, Nathan Suter, Anne Watson, and others
Absent: Omeed Fallahi

Item I – Call to Order The meeting was called to order at 6:07 p.m. by Vice Chairperson Bridget Asay.

Item II – Executive Session

- Motion for Approval for Executive Session for the Purpose of Contract Negotiations and Employee Evaluation

Ms. Muncy moved that the Board find that discussing contract negotiations in open session would put the Board at a substantial disadvantage. Mr. Murphy seconded and the motion carried unanimously at 6:07 p.m.

- Motion to Move to Executive Session for the Purpose of Contract Negotiations and Employee Evaluation

Ms. Muncy moved that the Board enter into Executive Session in accordance with 1 VSA §313 to discuss contract negotiations and an employee evaluation. Mr. Murphy seconded and the motion carried unanimously at 6:07 p.m. On a motion duly made and seconded, the Board voted unanimously to leave Executive Session at 7:13 p.m.

Item III – Return to Open Session 7:15 p.m.

Item IV – Public Comment There was an extended public comment session in regard to the Beck Amendment which proposes to shift healthcare negotiations for all school employees to the state. Following public comment, Mr. Hingtgen introduced a “Board Resolution To Oppose Efforts in Vermont to Create a Statewide Teacher Health Care Contract” (copy attached) and moved, seconded by Mr. Murphy, that the Board adopt said Resolution. Additional Board discussion ensued. Following discussion, Ms. Asay moved, seconded by Mrs. Braun, to amend the resolution to strike it and to say that the Board of School Commissioners urges the VSBA to advocate for an approach to healthcare that provides its teachers and school employees with high quality, affordable healthcare benefits and the resources needed to fund those benefits, and to advocate for collective bargaining rights of teachers, whether at the state or local level, in all of its interactions with the Legislature and the state. The motion to amend failed, the original motion passed 5-2, Ms. Bowen, Ms. Muncy and Messrs. Hingtgen, Murphy and Sterling voting in favor, Ms. Asay and Mrs. Braun voting against.

Item V – Consent Agenda

Superintendent Ricca requested the addition of an administrator's contract to the consent agenda.

- **Approval of Minutes of April 12, 2017 School Board Meeting**
- **Approval of Warrants for Payroll & Accounts Payable for May 12, 2017 (Limitations Policy 2.4)**
- **Approval of New Teacher Contracts (Limitations Policy 2.9)**
- **Approval of Resignations (Limitations Policy 2.9)**
- **Approval of Contract for Assistant Principal at Union Elementary School (Limitations Policy 2.7)**
- **Approval of Leave of Absence Request (Limitations Policy 2.2)**

Mr. Hingtgen moved, seconded by Ms. Bowen, to approve the consent agenda including minutes of the April 12, 2017 special meeting, Warrant 23 dated May 11, 2017 in the amount of \$574,787.40 the recommendations to offer teaching contracts to Rebakka Milles DiLauro (math/science – MSMS) and Lelia Evans (world language – MHS), the resignations of Cailin O'Hara, Erin Davey and Andrew Scott, a contract for the assistant principal position at Union Elementary School, and a teacher's leave of absence request. Motion carried unanimously. Ms. Muncy requested that endorsement information be included with future hiring requests.

Item VI – Limitations Policy 2.4 – Financial Planning and Budgeting

- Proposed Bond Items for FY19, with Director of Facilities Thom Wood and Business Manager Grant Geisler

A written memo was provided (copy attached). Business Manager Geisler asked the Board to confirm a firm list of projects or, in the alternative, a firm number for a proposed bond. The MHS parking lot, UES playground, MHS bathroom and MHS auditorium projects were briefly discussed. Ms. Muncy questioned the Board's ability to approve a bond given the pending merger vote with Roxbury. Following further discussion, the majority support of the Board was to proceed with the \$6,000,000 figure.

Item VII – Governance Process Policy 4.0 – Governance Process

- First Reading of Proficiency-Based Graduation Requirements Policy, with MHS Principal Mike McRaith

Ms. Asay requested that the words proficiency-based graduation requirements be used rather than the acronym PBGR. There was discussion about credits and procedures. Principal McRaith expressed support for the policy. The policy will be warned for adoption at the next meeting on May 31, 2017.

Item VIII – Limitations Policy 2.6 – Asset Protection

- Review Superintendent's Report

A written report was provided and Superintendent Ricca noted changes from last year's report.

- Accept Superintendent's Report

Mr. Hingtgen moved, seconded by Mr. Murphy, to accept the report of the superintendent on limitations policy 2.6. Motion carried unanimously.

Item IX – Governance Process Policy 4.3 – Agenda Planning

- Discuss Agenda for 6/23/17 Board Retreat

Ms. Muncy requested clarification on meeting dates leading up to the summer retreat. The May 17th meeting date was rescheduled to May 31st due to lack of a quorum on the 17th. The retreat agenda discussion was tabled until the next meeting.

Item X – Governance Process Policy 4.6 – Board Committee

- Update on MPS-Roxbury 706 Study Committee Work

Montpelier resident Michael Sherman expressed three concerns in regard to the potential merger with Roxbury – the grandfathering clause, transportation, and the need for a strong case detailing the benefits to Montpelier. When the time comes to put the matter to a vote, he urged the Board to put together a good publicity package – ensuring it goes to every medium possible – so everyone has an opportunity to know what they are voting on. Ms. Muncy advised of upcoming forums in Roxbury on June 5th and in Montpelier on June 6th.

Item XI – Adjourn

On a motion duly made and seconded, the Board voted unanimously to adjourn at 9:58 p.m.

Heather Michaud
Recorder

**Board Resolution To
Oppose Efforts in Vermont to Create
a Statewide Teacher Health Care Contract**

Whereas, Montpelier Public Schools cherishes its employees; and

Whereas, it is the responsibility and honor of the Montpelier Board of School Commissioners to regularly engage in collective bargaining with our employees; and

Whereas, the contract negotiation is conducted within the context of local community values and priorities; and

Whereas, the contract defines the rights and responsibilities of employees and employer, as well as the working conditions and compensation package for employees; and

Whereas, that compensation includes both salary and valuable benefits, including health insurance; and

Whereas, the Governor and some members of the Vermont legislature have proposed that school employee health care be separated from the remainder of the compensation package and be negotiated at the state level as a single statewide contract, rather than by local districts in the context of local priorities and values; and

Whereas, the Vermont NEA and labor unions around the state oppose the creation of statewide teacher contracts as they believe they will erode their ability to collectively bargain and put downward pressure on their compensation; and

Whereas, the citizens of Montpelier stand in solidarity with unions and working people and support the rights of our own employees to collectively bargain; and

Whereas, Montpelier Public Schools is currently in the middle of employee contract negotiations; and

Whereas, the Governor's proposal is ill timed and could potentially unfairly influence current negotiations;

Therefore, Be it Resolved that Montpelier Board of School Commissioners does hereby stand in support of all Vermont workers and our own employees by emphatically opposing the creation of a statewide teachers health care contract; and

Be it Further Resolved that the Board Chair shall forward copies of this resolution to the Vermont School boards Association, the Vermont Superintendents Association, the Vermont Principals Association, the Vermont NEA, the Governor, the President Pro Tempore of the Vermont Senate, and the Speaker of the Vermont House.

Michele Witten Braun, Chair
On Behalf of the Board of School Commissioners

Date Adopted



Students will be capable, motivated contributors to their local, national, and world communities.

Date: 4/28/17
To: Montpelier Public Schools Board of School Commissioners
From: Dr. Brian G. Ricca
RE: Potential Bond for FY19

The MPS administrative staff has considered the possibility of putting forward a bond for voter consideration in March 2018. As a result, we are proposing a \$6,000,000 bond encompassing the following projects:

Description	Amount	Cumulative
Required:		
UES Electrical Power Distribution, Fire Alarm & PA Systems	\$570,000	\$570,000
UES Elevator Replacement	\$680,000	\$1,250,000
MHS Roof Replacement	\$395,000	\$1,645,000
MHS Bathroom Renovations	\$342,000	\$1,987,000
MSMS Bathroom Renovations	\$342,000	\$2,329,000
UES Bathroom Renovations	\$395,000	\$2,724,000
Recommended (in priority):		
MHS Parking Lot	\$255,000	\$2,979,000
MHS Locker Room/Gym Area Renovation	\$1,710,000	\$4,689,000
MHS Auditorium Renovation	\$855,000	\$5,544,000
UES Playground Phase 2	\$456,000	\$6,000,000

While we believe all of the items should be included in the bond, we have separated the list into “required” and “recommended” projects. The “required” items relate to safety or accessibility. The “recommended” projects are identified in priority order in case the Board believes \$6,000,000 is too high and chooses to eliminate one or more of the items. We’ve attached estimated bond payment schedules for \$4,000,000 and \$6,000,000 for reference. These schedules assume the bond was approved this year, so you need to add a year to all of the dates.

Once the Board approves the list of projects, we will begin working with an architect firm to verify cost estimates and develop a request for proposal (RFP). The RFP will likely include some smaller projects as priced alternatives which could be exercised if the overall project comes in under budget.

Assuming the bond article passes, we will work with the architect firm and a general contractor to accomplish the project during the following two summers.

VERMONT MUNICIPAL BOND BANK

Estimated Debt Service Schedule as of:

04/24/17

**Bond Year
2017**

For: **Montpelier School
Department**

Assumptions: (See NOTE below)

Estimated Date Bonds Sold to Investors:	07/15/17	Tax-Exempt
Estimated Bond Rating: AA/Aa2		Bonds
Estimated Net Interest Cost (NIC) as of:	04/21/17	3.160%

**Bond Amount:
\$4,000,000**
**Principal Payments:
20**

Current Interest Rates

Bonds Issued				Bond Repayment Schedule			
Bond	Maturity	Principal Amount	Est. Interest Rates	Payment Dates	Principal Payment	Est. Interest Payment	Est. Total Debt Service Payments
				November-17		\$33,256.47	\$33,256.47
1	Dec. 2018	\$200,000.00	1.674%	May-18		\$56,473.26	\$56,473.26
				November-18	\$200,000.00	\$56,473.26	\$256,473.26
2	Dec. 2019	\$200,000.00	1.789%	May-19		\$54,798.94	\$54,798.94
				November-19	\$200,000.00	\$54,798.94	\$254,798.94
3	Dec. 2020	\$200,000.00	1.904%	May-20		\$53,009.70	\$53,009.70
				November-20	\$200,000.00	\$53,009.70	\$253,009.70
4	Dec. 2021	\$200,000.00	2.019%	May-21		\$51,105.22	\$51,105.22
				November-21	\$200,000.00	\$51,105.22	\$251,105.22
5	Dec. 2022	\$200,000.00	2.147%	May-22		\$49,085.82	\$49,085.82
				November-22	\$200,000.00	\$49,085.82	\$249,085.82
6	Dec. 2023	\$200,000.00	2.305%	May-23		\$46,938.66	\$46,938.66
				November-23	\$200,000.00	\$46,938.66	\$246,938.66
7	Dec. 2024	\$200,000.00	2.463%	May-24		\$44,633.59	\$44,633.59
				November-24	\$200,000.00	\$44,633.59	\$244,633.59
8	Dec. 2025	\$200,000.00	2.621%	May-25		\$42,170.18	\$42,170.18
				November-25	\$200,000.00	\$42,170.18	\$242,170.18
9	Dec. 2026	\$200,000.00	2.779%	May-26		\$39,548.84	\$39,548.84
				November-26	\$200,000.00	\$39,548.84	\$239,548.84
10	Dec. 2027	\$200,000.00	2.920%	May-27		\$36,769.60	\$36,769.60
				November-27	\$200,000.00	\$36,769.60	\$236,769.60
11	Dec. 2028	\$200,000.00	3.020%	May-28		\$33,849.77	\$33,849.77
				November-28	\$200,000.00	\$33,849.77	\$233,849.77
12	Dec. 2029	\$200,000.00	3.120%	May-29		\$30,829.78	\$30,829.78
				November-29	\$200,000.00	\$30,829.78	\$230,829.78
13	Dec. 2030	\$200,000.00	3.220%	May-30		\$27,709.89	\$27,709.89
				November-30	\$200,000.00	\$27,709.89	\$227,709.89
14	Dec. 2031	\$200,000.00	3.320%	May-31		\$24,490.12	\$24,490.12
				November-31	\$200,000.00	\$24,490.12	\$224,490.12
15	Dec. 2032	\$200,000.00	3.405%	May-32		\$21,170.45	\$21,170.45
				November-32	\$200,000.00	\$21,170.45	\$221,170.45
16	Dec. 2033	\$200,000.00	3.455%	May-33		\$17,765.53	\$17,765.53
				November-33	\$200,000.00	\$17,765.53	\$217,765.53
17	Dec. 2034	\$200,000.00	3.505%	May-34		\$14,310.63	\$14,310.63
				November-34	\$200,000.00	\$14,310.63	\$214,310.63
18	Dec. 2035	\$200,000.00	3.555%	May-35		\$10,805.76	\$10,805.76
				November-35	\$200,000.00	\$10,805.76	\$210,805.76
19	Dec. 2036	\$200,000.00	3.605%	May-36		\$7,250.92	\$7,250.92
				November-36	\$200,000.00	\$7,250.92	\$207,250.92
20	Dec. 2037	\$200,000.00	3.646%	May-37		\$3,645.97	\$3,645.97
				November-37	\$200,000.00	\$3,645.97	\$203,645.97
Total:				Total:	\$4,000,000.00	\$1,365,981.70	\$5,365,981.70

NOTE: This is an estimate of current interest rates and is not a forecast of future interest rates

NIC: Net interest cost is the weighted average interest rate calculated for the life of the bond. The interest rates shown represent an estimate of the interest rates on the date shown. The % rate shown for each year represent the rate paid on the bond for that year only. For each interest payment date, you will be paying interest on that year and on all remaining years. For example in year one you will pay interest on the bond for year 1, 2, 3,....and all others up to the maturity date.

VERMONT MUNICIPAL BOND BANK

Estimated Debt Service Schedule as of:

04/24/17

**Bond Year
2017**

For: **Montpelier School
Department**

Assumptions: (See NOTE below)

Estimated Date Bonds Sold to Investors:	07/15/17	Tax-Exempt
Estimated Bond Rating: AA/Aa2		Bonds
Estimated Net Interest Cost (NIC) as of:	04/21/17	3.160%

**Bond Amount:
\$6,000,000**
**Principal Payments:
20**

Current Interest Rates

Bonds Issued				Bond Repayment Schedule			
Bond	Maturity	Principal Amount	Est. Interest Rates	Payment Dates	Principal Payment	Est. Interest Payment	Est. Total Debt Service Payments
1	Dec. 2018	\$300,000.00	1.674%	November-17 May-18		\$49,884.71 \$84,709.88	\$49,884.71 \$84,709.88
2	Dec. 2019	\$300,000.00	1.789%	November-18 May-19	\$300,000.00	\$84,709.88 \$82,198.40	\$384,709.88 \$82,198.40
3	Dec. 2020	\$300,000.00	1.904%	November-19 May-20	\$300,000.00	\$82,198.40 \$79,514.54	\$382,198.40 \$79,514.54
4	Dec. 2021	\$300,000.00	2.019%	November-20 May-21	\$300,000.00	\$79,514.54 \$76,657.83	\$379,514.54 \$76,657.83
5	Dec. 2022	\$300,000.00	2.147%	November-21 May-22	\$300,000.00	\$76,657.83 \$73,628.73	\$376,657.83 \$73,628.73
6	Dec. 2023	\$300,000.00	2.305%	November-22 May-23	\$300,000.00	\$73,628.73 \$70,408.00	\$373,628.73 \$70,408.00
7	Dec. 2024	\$300,000.00	2.463%	November-23 May-24	\$300,000.00	\$70,408.00 \$66,950.39	\$370,408.00 \$66,950.39
8	Dec. 2025	\$300,000.00	2.621%	November-24 May-25	\$300,000.00	\$66,950.39 \$63,255.26	\$366,950.39 \$63,255.26
9	Dec. 2026	\$300,000.00	2.779%	November-25 May-26	\$300,000.00	\$63,255.26 \$59,323.27	\$363,255.26 \$59,323.27
10	Dec. 2027	\$300,000.00	2.920%	November-26 May-27	\$300,000.00	\$59,323.27 \$55,154.40	\$359,323.27 \$55,154.40
11	Dec. 2028	\$300,000.00	3.020%	November-27 May-28	\$300,000.00	\$55,154.40 \$50,774.66	\$355,154.40 \$50,774.66
12	Dec. 2029	\$300,000.00	3.120%	November-28 May-29	\$300,000.00	\$50,774.66 \$46,244.66	\$350,774.66 \$46,244.66
13	Dec. 2030	\$300,000.00	3.220%	November-29 May-30	\$300,000.00	\$46,244.66 \$41,564.84	\$346,244.66 \$41,564.84
14	Dec. 2031	\$300,000.00	3.320%	November-30 May-31	\$300,000.00	\$41,564.84 \$36,735.17	\$341,564.84 \$36,735.17
15	Dec. 2032	\$300,000.00	3.405%	November-31 May-32	\$300,000.00	\$36,735.17 \$31,755.67	\$336,735.17 \$31,755.67
16	Dec. 2033	\$300,000.00	3.455%	November-32 May-33	\$300,000.00	\$31,755.67 \$26,648.29	\$331,755.67 \$26,648.29
17	Dec. 2034	\$300,000.00	3.505%	November-33 May-34	\$300,000.00	\$26,648.29 \$21,465.94	\$326,648.29 \$21,465.94
18	Dec. 2035	\$300,000.00	3.555%	November-34 May-35	\$300,000.00	\$21,465.94 \$16,208.64	\$321,465.94 \$16,208.64
19	Dec. 2036	\$300,000.00	3.605%	November-35 May-36	\$300,000.00	\$16,208.64 \$10,876.38	\$316,208.64 \$10,876.38
20	Dec. 2037	\$300,000.00	3.646%	November-36 May-37	\$300,000.00	\$10,876.38 \$5,468.95	\$310,876.38 \$5,468.95
Total:				Total:			
		\$6,000,000.00			\$6,000,000.00	\$2,048,972.55	\$8,048,972.55

NOTE: This is an estimate of current interest rates and is not a forecast of future interest rates

NIC: Net interest cost is the weighted average interest rate calculated for the life of the bond. The interest rates shown represent an estimate of the interest rates on the date shown. The % rate shown for each year represent the rate paid on the bond for that year only. For each interest payment date, you will be paying interest on that year and on all remaining years. For example in year one you will pay interest on the bond for year 1, 2, 3...and all others up to the maturity date.