

**THETFORD ACADEMY BOARD OF TRUSTEES**  
**Thursday, April 11, 2019**  
**Thetford Academy Library**

**MINUTES**

Ann Bumpus (President) convened the meeting at 7:06 p.m. In attendance were the following:

Trustees: Ann Bumpus, Giovanni Bosco, Peter Boyd, Melody Burkins, Bob Christensen, Shannon Darrah, Karl Furstenberg, Kate Hesser, Robin Junker-Boyce, Lindsey Klecan, Therese Linehan, Donna Steinberg, Ben Williams, Jim Wilson (arrived at 7:30 p.m.)

Administration: Bill Bugg (Head of School), Linda Lanteigne-Magoon (CFO)

Absent: Keith Lewandoski, Jeff Solsaa, Jonathan Stableford, Carrie Wells

**1. Approval of March Minutes**

Motion: Accept the minutes of March 14, 2019.

Moved: Therese Linehan

Seconded: Donna Steinberg

Abstained: Peter Boyd, Karl Furstenberg, Lindsey Klecan

The motion passed.

**2. Public Comment Period**

Bill presented to each of the trustees a small jar of maple syrup that had been produced by the students of the Thetford Outdoor Program. On behalf of the Board, Ann expressed gratitude to the students for their gift of syrup.

Ann shared that the previous night's event, "SpeakOut," was terrific and a nice ending to the Bicentennial Speaker Series. The event was moderated by Caitlin Birch (Dartmouth's Digital Collections and Oral History Archivist) and included a panel of Dartmouth students discussing LGBTQIA+ history.

**3. Head of School's Report**

Bill reported that it has been a normal spring at TA. The fields soon should be dry enough for the teams to be able to play baseball and softball.

Bill said that he has been talking to Carrie (the new Head of School) regularly, at least once per week. She will be involved in the hiring of new teachers by serving on the interview team remotely.

Bill also reported on the number of admissions applications for 2019-2020, which have exceeded expectations.

#### **4. Update on Slafter Hall**

Peter distributed a summary of the Board's previous discussion about Slafter Hall and then offered three options of how to proceed with repairs/improvements, as a starting point for the evening's discussion.

At 7:33 p.m., the Board chose to go into executive session.

Motion: Move into executive session to discuss a real-estate matter.

Moved: Melody Burkins

Seconded: Peter Boyd

The motion passed unanimously.

Out of executive session at 8:17 p.m.

Motion: Authorize Linda Lanteigne-Magoon and John Brown to go ahead with the following work on Slafter Hall, up to \$80,000: addressing the moisture and water issues in the basement, painting as many walls as possible, making kitchen safety improvements, and performing lead abatement.

Moved: Peter Boyd

Seconded: Giovanni Bosco

The motion passed unanimously.

The Board thanked Peter for all of his work on this topic.

#### **5. Follow-up on Endowment Options**

Bob distributed documents containing a summary of TA's policies and history with regard to endowment spending, a list of endowment benchmarks, and a comparison of endowment spending options.

The Board discussed using the endowment to buffer the natural year-to-year fluctuations in the budget. Karl asked about the proportion of the endowment that is restricted. Robin reiterated the importance of prioritizing faculty needs. Ann asked whether we should draw more from the endowment. Jim suggested that we should save as much as we can given Vermont's forecasted demographic trends. Melody summarized the discussion by saying that now the Board has a new awareness of what is possible, to guide its future discussions and decisions.

The Board thanked Bob for providing all of this helpful information.

#### **6. Tuition for Children of Non-Resident Faculty**

Bob informed the Board that it needed to vote on a tuition rate for TA students who are children of non-resident faculty. The previously-set tuition rate for children of non-resident faculty was \$900 plus any excess costs for special education.

Karl asked whether this is a benefit that's taxable. Bill said that it's probably more properly looked at as financial aid.

Motion: Keep the tuition rate at \$900 for TA students who are children of non-resident faculty.

Moved: Donna Steinberg

Seconded: Ben Williams

The motion passed unanimously.

## 7. Committee Reports

### Board Management

Therese informed the Board that the meeting currently scheduled for June 13 falls on the day before graduation. She proposed moving the June meeting a week earlier, to June 6, and the consensus of the Board was that this was a good idea.

Donna presented two policies for adoption.

- *Interscholastic Sports [C24]:*

Peter asked about fundraising for sports, and Therese replied that it is already covered in another policy.

Motion: Adopt the policy on Interscholastic Sports with three edits.

Moved: Melody Burkins

Seconded: Therese Linehan

The motion passed unanimously.

- *School-Sponsored Trips [D30]:*

Motion: Adopt the policy on School-Sponsored Trips with three edits.

Moved: Donna Steinberg

Seconded: Therese Linehan

The motion passed unanimously.

Therese and Donna reported on some changes in the Board's membership. Bob, Jon, and Donna all have their terms ending in June; Donna will be renewing for another term. Karen has stepped down from serving as a trustee, but she will continue to serve on the Advancement Committee. Therese will be stepping down from the Board in June, and she will step down as Vice President now, once a new Vice President is elected.

At the Board retreat, a task force was proposed to look at the size of the Board, and Gio, Melody, and Donna have volunteered to serve on this task force. Ann invited others to join as well if they are interested. The Board Management Committee has discussed and recommends not replacing the departing trustees at present, with the exception of seeking a finance person due to Bob's upcoming departure.

Jim urged the Board to consider a balance of parents and non-parents; Ann concurred that the task force should look not just at the number of trustees but also at the composition of the Board.

It was determined that the task force shall develop recommendations for both the size and the composition of the Board and report back in two months, while the Nominating Committee (Board Management) continues recruitment of a finance person.

### Personnel

Kate reported that the Personnel Committee has been meeting regularly in recent weeks with the faculty, working on updating the language in the Master Agreement regarding certain topics. The faculty have proposed a new grid for the upcoming year, and information-gathering and discussions will be continuing after the school-vacation week.

Ben reported that discussions have been going well with the staff and, pending clarification of some language in the current contract, things are expected to be finalized soon.

Ben said that having a specific set of financial information provided on a set schedule to the Board and employee negotiators would streamline the process a lot. Kate added that the change in the format of town reports caused challenges this year, because certain information was not as readily available as in the past.

## **8. Election of Vice-President**

Donna distributed ballots for election of a new Vice President of the Board.

*The Board took a break from 9:32 p.m. until 9:44 p.m. and then reconvened.*

## **8. Election of Vice-President (continued)**

Donna announced that Gio was elected Vice President of the Board.

## **9. Executive Session: Personnel**

At 9:45 p.m., the Board chose to go into executive session.

Motion: Move into executive session to discuss a personnel matter.

Moved: Kate Hesser

Seconded: Ben Williams

The motion passed unanimously.

Out of executive session at 10:32 p.m.

No action taken.

## 10. Town Reports

### Lyme

Karl reported that the school year is going well. Lyme is now accepting tuition students, as long as it does not increase a class's numbers enough to require a split into two classes.

### Strafford

There was no report from Strafford this month.

### Thetford

Shannon reported that Thetford is in the middle of a search for a new principal. Interviews are happening, and hopefully a hiring decision will be finalized by the end of May.

The Thetford School District will be signing a TES facilities agreement with TA soon. The partnership agreement with TA will be coming up for a renewal vote in May, and the two boards are working together on that now.

The Thetford School Board lost one board member (Kristen Downey) and is looking for someone to fill that spot until the next election.

Motion: Adjourn the meeting at 10:36 p.m.

Moved: Kate Hesser

Seconded: Melody Burkins

The motion passed unanimously.

Respectfully submitted,

Lindsey Klecan (Clerk)