

BARRE UNIFIED UNION SCHOOL DISTRICT
BOARD MEETING

**Barre City Elementary and Middle School
James Taffel Library**

50 Parkside Terrace, Barre, VT

December 12, 2019
5:30 p.m.

AGENDA

1. Call to Order
2. Additions or Deletions with Motion to Approve the Agenda
3. Public Comment for Items Not on the Agenda
4. Approval of Minutes
 - 4.1. Meeting Minutes - November 14, 2019
 - 4.2. Meeting Minutes - Legislative Luncheon November 20, 2019
5. Reports to the Board
 - 5.1. Central Office Report
 - 5.2. Building Reports
 - 5.2.1. SHS
 - 5.2.2. BCEMS
 - 5.2.3. BTMES
 - 5.2.4. CVCC
 - 5.3. Committee Reports
 - 5.3.1. Policy Committee: November 18, 2019 meeting cancelled
Next Meeting: December 16, 2019 at 5:30 pm, Central Office
 - 5.3.2. Curriculum Committee: Met December 11, 2019
Next Meeting: January 28, 2019 at 5:30 p.m., Central Office
 - 5.3.3. Finance Committee: Met December 10, 2019
Next Meeting: January 14, 2019 at 5:30 pm, Central Office
 - 5.3.4. Facilities & Transportation Committee: Met December 9, 2019
Next Meeting: January 13, 2019 at 5:30 p.m., Central Office
 - 5.3.5. Communications Committee: Meeting Minutes December 5, 2019
Next Meeting: January 2, 2019 at 5:30 p.m., Central Office
 - 5.3.6. Negotiations: Meeting Minutes December 3, 2019
Next Meeting: TBD
 - 5.3.7. Regional Advisory Board: Meeting Minutes December 2, 2019
Next Meeting: February 10, 2019 at 4:30 pm at CVCC
 - 5.4. Financials
6. Current Business
 - 6.1. Student presentation - Social Contract
 - 6.2. Audit Presentation **[ACTION]**
 - 6.3. Resign/Retire/New Hire **[ACTION]**
 - 6.4. Field Trip Approval **[ACTION]**
7. Old Business
 - 7.1. Budget Development
 - 7.2. Board Organization
 - 7.2.1. Appointment of Negotiations Committee Chair as Voting Delegate for Statewide HealthCare Bargaining **[ACTION]**
 - 7.2.2. Procedures
 - 7.2.2.1. Public Comment at Board Meetings

- 7.2.2.2. Complaints Regarding Students, Parents, Employees, School, or District
- 7.2.2.3. Board and Board Committee Operation
- 7.2.3. March Board Elections

- 8. Other Business/Round Table
- 9. Future Agenda Items
- 10. Executive Session
- 11. Adjournment

Reminder:

Next BUUSD Board Meeting: January 9, 2019 at 5:30 pm; BTMES Library

BOARD MEETING NORMS

- Keep the best interest of the school and children in mind, while balancing the needs of the taxpayers
- Make decisions based on clear information
- Honor the board's decisions
- Keep meetings short and on time
- Stick to the agenda
- Keep remarks short and to the point
- Everyone gets a chance to talk before people take a second turn
- Respect others and their ideas

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BARRE UNIFIED UNION SCHOOL DISTRICT BOARD MEETING

Spaulding High School – Library
November 14, 2019 - 5:30 p.m.

MINUTES

BOARD MEMBERS PRESENT:

Paul Malone (BT) - Chair
 Sonya Spaulding (BC) – Vice-Chair
 Victoria Pompei (BT) – Clerk
 Gina Akley (BT)
 Tim Boltin (BC)
 Giuliano Cecchinelli (BC)
 Anthony Folland (BC) – arrived at 5:46 p.m.
 Guy Isabelle (At-Large)
 Rebecca Kerin-Hutchins (BT) – departed at 8:26 p.m.

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

John Pandolfo, Superintendent – arrived at 5:51 p.m.
 Jessica Barewicz, Director of Curriculum, Instruction, and Assessment – departed at 7:37 p.m.
 Penny Chamberlin, Director Central Vermont Career Center
 Lisa Perreault, Business Manager – arrived at 6:20 p.m.
 Brenda Waterhouse, SHS Principal

GUESTS PRESENT:

Video Vision Tech Dave Delcore – Times Argus Pat McAskill Morgan Osinaga

1. Call to Order

The Chair, Mr. Malone, called the Thursday, November 14, 2019, Regular meeting to order at 5:34 p.m., which was held at the Spaulding High School Library.

2. Additions and/or Deletions to the Agenda

On a motion by Mrs. Pompei, seconded by Mrs. Spaulding, the Board unanimously voted to approve the Agenda as presented.

3. Public Comment

Mrs. McAskill distributed copies of the Position Description for the position of Copy Supply Clerk. Mrs. McAskill advised that she was distributing the information because of concerns raised at a previous meeting. The distributed document also contains handwritten notations relating to some work performed over the summer of 2019 (copying Math Modules for BCEMS as requested by Venus Dean, copying Journals and Writing books for Lindy Johnson, and 120 hours worked for BCEMS).

Morgan Osinaga advised that she was in attendance to support the Board and to answer budget questions that may arise pertaining to the music program at BCEMS.

4. Approval of Minutes

4.1 Approval of Minutes – October 10, 2019 Regular Meeting

On a motion by Mrs. Pompei, seconded by Mr. Isabelle, the Board unanimously voted to approve, as amended, the Minutes of the October 10, 2019 Regular Meeting.

5. Reports to the Board

5.1 Central Office Report

The Superintendent's Report (dated November 14, 2019) was distributed. The Report included information pertaining to; the Superintendent's Office, Curriculum, Instruction, and Assessment, Communications, the Business Office, Special Education, Technology, Early Education, Human Resources, and Facilities. A copy of the BUUSD Central Office Newsletter for November 2019 was also distributed. Mr. Pandolfo advised that the timeline for administrative reviews is approaching, and that feedback forms should be available by the next Board meeting. In response to a query, it was announced that results from Integrated Field Reviews will be available for the Board. The results generally take 2 to 3 weeks to process (after completion of field reviews).

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5.2 Building Reports

5.2.1 Spaulding High School

The Principal's Report for November 2019 was distributed. The Report included information pertaining to; Athletics, Students and Community, Staff, Students of the Week, and Staff Persons of the Week. A copy of the SHS Newsletter for November 2019 and the SHS Library Newsletter for October 2019 were also distributed. Mrs. Waterhouse advised that over 50 parents attended the Burdett Awards on Friday, 11/08/19. Eighty-eight students were recipients of the Burdett Award. Mrs. Waterhouse advised that fall National Honor Society Induction for juniors and early seniors was held, with 29 students being inducted. Acceptance into the National Honor Society requires an application, letters of recommendation, and the ability of students to meet GPA and community service requirements. Another induction will occur in the spring. Some players from the SHS football team were chosen for the All-League Team for the State, with several others receiving honorable mention. Mrs. Waterhouse also advised that the JROTC students from Spaulding were the champions of the Northern New England Region Drill League Championship held last Saturday, 11/09/19. Mr. Isabelle congratulated Bobby Booth for his nomination for the LifeChanger Award. Mrs. Spaulding expressed concern that the boys' soccer team feels so defeated and hopes that they can make a comeback from this year's disappointing season and be able to recruit new players. In response to a query regarding coach evaluations, it was noted that the Athletic Director's input, student surveys, and parent surveys all play a role in coach evaluations. Mrs. Waterhouse advised that all student athletes will be called to the library to complete coach surveys. In the past, students completed surveys on their own time and not all athletes completed the surveys. The new procedure will assure that all student athletes complete surveys. Mrs. Spaulding feels there should be better communication with parents and the community regarding changes to athletic schedules. She would like to see Spaulding use an app like BCEMS does. The Board agreed that all schools should use the same app. Mrs. Waterhouse will follow up on this matter.

5.2.2 Barre City Elementary and Middle School

The Co-Principals' Report dated November 7, 2019 was distributed. The Report included information pertaining to; the recent power outage, New parking lot lighting, Behavior Response protocols, the arrival of new buses, staff training, and the successful Walk, Run Fun event (students raised over \$25,000). A copy of a letter to elementary school families was distributed. A document titled 'BCEMS Elementary Behavior Management Procedures 2019/2020' was also distributed. Mr. Isabelle queried regarding consistency of behavior management between schools and stressed his belief that there should be consistency. Though the structure of behavioral management is very similar, there are some things that remain unique to each school, and each school writes behavior management protocols in the way that best suits their student population. It was noted that the Behavior Management Procedures are not new, but rather have never been documented in writing. Much work was involved creating this documentation. It is the goal of BCEMS administrators to make sure that expectations are very clear.

5.2.3 Barre Town Middle and Elementary School

The BTMES Building Report dated November 14, 2019 was distributed. The Report included information pertaining to; a visit by local firefighters (with Kindergarten students), Staff Goals, the Music Field Trip, the PBIS Celebration, the PTO Fundraiser (over \$20,000 was raised), Report Cards, Parent/Teacher Conferences, Technology, and the Youth Environmental Summit (11/01/19). A copy of the BTMES Newsletter for November 2019 was also distributed. In response to a query regarding the use of funds raised by the PTO, it was noted that in previous years the money was used for field trips and classroom needs. This year it is expected that the money will be used to purchase new uniforms for various BTMES sports teams. In response to a query regarding the funding of field trips at BTMES, it was noted that parents usually pay for their students' field trips and that there is a fund to assist students who have financial need. Busing for local field trips is approximately \$200 - \$300, field trips that are located farther away, and fieldtrips held on weekends usually cost approximately \$570 per bus. Mr. Isabelle believes equity and fund raising should be discussed as part of budget development.

5.2.4 Central Vermont Career Center

The CVCC Director's Report for November 2019 was distributed. The Report included information pertaining to; OSHA 10 General Industry Training Results, Parent/Teacher Conferences, Literacy Strategies, the Cosmetology 1, Natural Resources & Sustainability, Human Services, and Baking Arts Programs, Career Day (11/04/19), the Regional Advisory Board, Current Vacancies, postponement of implantation of the extended day for CVCC, and the Cooperative Education Program. Ms. Chamberlin advised that CVCC hosted its first annual Career Day with over 30 business partners in attendance (at least 2 business partners per program). The Building Trades house buyer fell through, and they are looking for a new buyer. The house should be insulated before winter break. Open house will be held on 12/05/19 and it is anticipated that 400 to 500 individuals will attend. The RFP is out for the feasibility study. Most architects have advised that they do not believe \$25,000 is enough and they feel the cost will be more in the range of \$100,000. Mr. Isabelle queried regarding CVCC building a new concession stand for the athletic fields. Ms. Chamberlin advised that at this point in the year, there is no room in the schedule. Mr. Pandolfo advised that a new concession stand will be much more involved than building a 'shed' type building.

5.3 Committee Reports

5.3.1 Policy Committee

Minutes from the October 21, 2019 meeting were distributed. Mrs. Kerin-Hutchins advised that the Committee discussed VSBA

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revised, deleted, and 'being developed' policies. The Committee also discussed a schedule for annual review of all policies. It was recommended that policies be reviewed 'in sections'. In response to a query from Mrs. Spaulding, it was noted that a discussion of a possible 'buy local' policy is on the Committee's radar.

The next meeting is Monday, November 18, 2019 at 5:30 p.m. in the BUUSD Central Office.

5.3.2 Curriculum Committee

Minutes from the October 22, 2019 meeting were distributed. Mrs. Pompei advised that the meeting involved a presentation by three CVCC Program instructors (Plumbing/Heating, Automotive, and Exploratory Technology), discussion of presentation guidelines, and discussion of the revised Curriculum Committee FY20 Work Plan. A Math presentation will occur at the December meeting.

The next meeting is Wednesday, December 11, 2019 at 5:30 p.m. in the SHS Library.

5.3.3 Finance Committee

The Committee met on November 12, 2019. Mrs. Spaulding advised that the Committee discussed the FY21 budget draft, possible Special Articles, and the FY20 budget.

The next meeting is Tuesday, December 10, 2019 at 5:30 p.m. in the BUUSD Central Office.

5.3.4 Facilities & Transportation Committee

Minutes from the November 4, 2019 meeting were distributed. Mr. Cecchinelli advised that the Committee discussed installation of the new bollards, possible acquisition of a generator for BTMES (Jack Mitchell was in attendance), and the power outage at BTMES and SHS (that resulted in school closures). Mr. Cecchinelli advised Board Members to notify him of any transportation issues that they are aware of.

The next meeting is Monday, December 9, 2019 at 5:30 p.m. in the BUUSD Central Office.

5.3.5 Communications Committee

Minutes from the November 6, 2019 meeting were distributed. The Committee continued its review of the Budget Survey results, including a breakdown of data by parent/non-parent/student. The Committee discussed how community members access data, prioritizations by the categories of submitters, use of social media to inform the public, community engagement, grant funding, and received much information from the new Communications Specialist, Josh Allen.

The next meeting is Thursday, December 5, 2019 at 5:30 p.m. in the BUUSD Central Office.

5.3.6 Negotiations Committee

Minutes from the November 5, 2019 meeting were distributed. Screen prints from a Power Point presentation titled 'Is IBB for Us?: Introduction to Interest-Based Bargaining' were distributed. Mrs. Akley reported that the first meeting with FMCS (Federal Mediation & Conciliation Service) was held on 10/28/19. A start-up session with all involved parties and FMCS is scheduled for 12/04/19. The plan is to hold two sessions per month through May 2020. There is no charge/fee to use or work with FMCS.

The next meeting (a planning meeting) is Tuesday, November 19, 2019 at 4:30 p.m. in the BUUSD Central Office.

5.3.7 Regional Advisory Board

Minutes from the October 7, 2019 meeting were distributed. Mr. Isabelle advised that Mr. Pandolfo is the new Chair of the Regional Advisory Board. The last meeting included a presentation from Steve McKinstry.

The next meeting is Monday, December 2, 2019.

5.4 Financials

A document titled 'BUUSD FY20 Expense Report Summary – November 12, 2019' was distributed. There were no questions from the Board.

6. Current Business

6.1 Student Guests – Public Agenda Student Dialogue Summary/Barre Education Coalition

The updated Student Dialogue Summary (from Public Agenda) was distributed. It was noted that students were invited to attend tonight's meeting. Mrs. Spaulding feels it is important to know that the Communications Committee still refers back to the meeting document and continues to encourage students to 'give their voice'. Mrs. Kerin-Hutchins queried regarding what more could be done to encourage students to attend board meetings. It will be important to have student input for the mission and vision statements. At the VSBA conference, it was stressed that to receive input from student and community members, boards need to 'go to them'.

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Additional discussion was held regarding student representation at Board Meetings. Mrs. Pompei reminded the Board that they had agreed to table this item until the next retreat.

6.2 Resignations/Retires/New Hires

A letter of resignation from Jeffrey Blake was distributed. Mr. Pandolfo advised regarding the letter of resignation submitted by Jeffrey Blake.

On a motion by Mrs. Pompei, seconded by Mrs. Spaulding, the Board unanimously voted to accept the resignation of Jeffrey Blake.

The resume and BSU Notification of Employment Status Form for Brandi Bohn was distributed. Ms. Bohn is presented for hire as a speech/language pathologist to cover a leave of absence at BCEMS. It might then be possible for Ms. Bohn to transition to BTMES into an open position. Mr. Pandolfo provided a brief overview of Brandi Bohn's education and experience.

On a motion by Mrs. Pompei, seconded by Mr. Folland, the Board unanimously voted to approve the hiring of Brandi Bohn.

6.3 Annual Assessment Report

A document titled 'BUUSD Student Assessment Data – 11.14.19 Board Presentation' was distributed. The document contained copies of the slides for the presentation being given by Jessica Barewicz, Director of Curriculum, Instruction, and Assessment. Mrs. Barewicz advised that she hopes to see more robust data by next year. Mrs. Barewicz thanked Ashley Dunlea for her assistance with the data. It was noted that the data being reviewed is only a 'snapshot' of some assessments and that there are many other types of assessments given to students. Mrs. Barewicz advised that in general, proficiency tends to decline as grades progress. In the future, it would be beneficial to have data from all the high school years (only freshman data is available for this report). Mrs. Barewicz advised that the BUUSD scores are close to the state average in most areas. There is a large gap in proficiency for students that qualify for free and reduced lunch, and for students on IEPs. It was noted that high school students are less apt to turn in paperwork for free and reduced lunch. Trauma Informed/Trauma Transformed schools tend to have effective interventions to assist students. Mrs. Barewicz provided an overview of the assessment results (Summative, All State Summative, Disaggregated, Longitudinal, and Cohort) and advised that work needs to be done to close the socio-economical gap. The Board was advised that there are some resources for parents to assist their children, including 'Math Night' being held at BCEMS, which helps parents learn math games they can play with their children. Mrs. Spaulding is advocating for longer school days and year-round school. It is too early to know for certain, but Act 173 may have a big impact on assessment results. The high transient population in Barre is another factor that impacts learning and test results. Cohort data over time provides a more accurate measurement on how the schools are performing. Mrs. Spaulding voiced concern about PE Assessments, advising that she is concerned that curriculum will be built to the test, and that she doesn't believe some of the testing was accurate.

6.4 Financial Management Questionnaire

A document titled 'Financial Management Questionnaire – BARRE UNIFIED UNION SCHOOL DISTRICT' was distributed. Mrs. Perreault provided a brief overview of the document which is required by Statute. Board Members have reviewed the form. Mrs. Spaulding queried regarding employee training and whether or not Board Members should attend financial trainings. The Board Member training question will be marked at 'No'. Mrs. Kerin-Hutchins queried regarding having someone else have their eyes on bank reconciliation. Mr. Pandolfo advised that the BUUSD has internal controls, including segregation of duties, in accordance with State recommendations. Mrs. Perreault stressed that the BUUSD follows best practice accounting standards. Bank reconciliations are performed by senior accountants, reviewed by the Business Manager, and are part of the annual audit. Mrs. Spaulding is concerned that the Board is trying to micromanage the Business Manager and Business Office. Additional discussion, if necessary, will be added to a future Finance Committee meeting agenda.

On a motion by Mrs. Kerin-Hutchins, seconded by Mr. Isabelle, the BUUSD Board unanimously voted to approve the Financial Management Questionnaire and authorized the BUUSD Board Chair to sign the document.

6.5 Field Trip Approval

A document titled 'Overnight/Out of State Field Trips' was distributed. The document lists four SHS Wrestling field trips and three SHS JROTC field trips. A copy of the Field Trips policy (D30) was distributed.

Mr. Pandolfo provided an overview of the document, advising that per policy, out of state field trips must be approved by the Board. In the past, SHS out of state field trips did not require Board approval. The Policy Committee may wish to revisit this policy. It was noted that two of the JROTC field trips have already occurred. Mrs. Spaulding voiced concern regarding Board liability and feels the Board should always know about and approve out of state field trips. Mrs. Akley does not feel it is the role of the Board to approve these field trips. Mrs. Akley advised that administrator are in charge of approving the field trips, and does not feel Board approval is necessary. Mrs. Akley does not believe it is the Board's roll to determine if a field trip is worthy, and thus does not feel that Board approval should be necessary. It was noted that liability is most likely the same for both instate and out of state field trips, and it is

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unknown why out of state field trips are being approved differently. Mrs. Akley suggested that the policy be revisited and that out of state field trips be included in administrators' reports to the Board. The Board agreed that the Policy Committee may wish to revisit this policy, and in the meantime, the Board will continue to approve out of state field trips.

On a motion by Mrs. Spaulding, seconded by Mrs. Pompei, the Board unanimously voted to approve the out of state Wrestling and JROTC field trips presented.

6.6 Policies for Deletion

Copies of the policies presented under Agenda items 6.6.1 and 6.6.2 were distributed.

6.6.1 B6 – Health Insurance Portability and Accountability Act Compliance

Mr. Pandolfo advised regarding VSBA reasoning for deletion of the policy; Policy B6 is covered under statute.

On a motion by Mrs. Spaulding, seconded by Mrs. Kerin-Hutchins the Board unanimously voted to delete the Health Insurance Portability and Accountability Act Compliance Policy B6.

6.6.2 D2 – Grade Advancement, Promotion, Acceleration, and Retention of Students

Mr. Pandolfo advised regarding VSBA reasoning for deletion of the policy; Policy D2, which used to be required by statute, is no longer applicable because of Proficiency Based Grading/Graduation Requirements. Mrs. Spaulding is concerned that there is no policy relating to promotion or retention under Proficiency Based Grading. Mrs. Waterhouse advised regarding how promotion/retention works at SHS.

On a motion by Mrs. Kerin-Hutchins, seconded by Mr. Isabelle the Board unanimously voted to delete the Grade Advancement, Promotion, Acceleration, and Retention of Students Policy D2.

6.7 Procedures to Support Board Policies

6.7.1 Procedure for Public Comment at Board Meetings

A document titled 'DRAFT – Barre UUSD Board Procedure – Public Comment at Board Meetings' was distributed.

Mrs. Spaulding has concerns with the second to last bullet, and feels that Executive Session needs to be referenced. It was noted that no individual who has a complaint, should name an individual or specific position in an open meeting. Additional bullets will be added to the document. An amended draft will be presented at next month's Board meeting.

6.7.2 Procedure for Complaints Regarding District Personnel, Procedures, or Actions

A document titled 'DRAFT – Barre UUSD Board Procedure – Complaints Regarding Students, Parents, Employees, School, or District' was distributed. Mrs. Spaulding is concerned with the first bullet, and believes the document should contain information regarding if a student has a complaint against a teacher or other staff member. Mrs. Spaulding feels the document is too wordy and would like to see something simpler that is easier for parents to follow. After brief discussion, Mrs. Akley agreed to draft a flow chart of the procedures. An amended draft will be presented at next month's Board meeting.

6.8 Process by Which Decisions are Made to Hire Positions Outside the Budget

A document titled 'FY20 BUUSD Budget Priorities for positions 3/14/19' was distributed. Mr. Pandolfo advised regarding the highlighted positions that were not included in the FY20 budget. The BTMES Office-Clerical extended hours position duties were covered by a change of resources and there was no impact to the budget. One Ed Tech Specialist was hired for BTMES. Some para-educators may have been hired based on student needs. It was noted that the SHS office closes at 3:30 p.m. and no action has been taken to provide office coverage for the extended hours that would have been covered by the 'Office-Clerical extended hours' position. Mrs. Spaulding queried regarding the need to develop a process for hires outside of the budget. Mr. Pandolfo advised that student needs dictate the need for para-educators, and if the schools had to wait for Board approval for those types of hires, students would be going without services, some of which are legally required. Mr. Pandolfo reminded the Board that he is responsible for the bottom line. Mrs. Akley believes that the Superintendent and Administrators need to be empowered to make the hires they believe are necessary. Mr. Pandolfo reiterated that by statute, the Board approves licensed candidates. Mrs. Pompei advised that the reason this agenda item was presented is based on concern that the BTMES Ed Tech Specialist was hired after it was determined that a School Resource Officer was not available for hire. Mrs. Pompei is concerned that this hire was made 'outside of the Board'. Mrs. Akley believes the Board sets the framework, and reiterated her belief that the Superintendent and Administrators should be empowered to do their jobs. Mrs. Kerin-Hutchins is concerned that the decision to hire the Ed Tech Specialist was made without Board approval and was not in line with BTMES Administrator priorities. It was the consensus of the Board that no action will be taken at this time.

7. Old Business

7.1 FY21 Draft 1 Budget Presentation

Eleven documents were distributed;

A document titled 'FY21 BUUSD Draft 1 Summary – November 12, 2019' – (Revision #3)

A document titled 'FY21 BUUSD Budget Development Highlights – November 12, 2019 – Revision #2'

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A copy of the BUUSD FY21 Budget, Draft 1 (dated 11/12/19) – (Revision #3)

A copy of the BUUSD FY21 Budget, Draft 1 for the Central Vermont Career Center (dated 11/12/19) – (Revision #3)

A packet of information relating to 'BUUSD Proposed Universal Meals' (dated 11/12/19)

The Projected Comparative Tax Rate Calculations for Barre City and Barre Town (with and without Universal Meals)

A document titled 'FY2020 Comparison of Education Spending in Neighboring Schools'

A document titled 'Spaulding Educational Alternatives (SEA)-formerly GAP/ACT'

A document titled 'Illustrated Debt Service Schedule from the Vermont Municipal Bond Bank'

Copies of e-mails between the Business Manager and Legal Counsel (dated 11/13/19)

A document titled 'Declaration of Official Intent of the Barre Unified School District to Reimburse Certain Expenditures From Proceeds of Indebtedness'

Mrs. Perreault provided a brief overview of the budget process for FY21 and advised that the first draft of the expense budget is being presented this evening. The Tax Commissioner will announce the Tax Yield in early December 2019. Mrs. Perreault proceeded to provide an overview of the budget documents advising that the BUUSD proposed budget has an increase of 3.3 million dollars, an increase of 8%, and that the CVCC proposed budget has an increase of 3.4 million dollars, for an increase of 16%. Mrs. Perreault provided an overview of the breakdown by location, advising that though the proposed increase is greater than usual, is it a realistic budget. A review of the FY2020 Comparison with other schools indicates that the BUUSD remains as the district with the lowest spending per equalized pupil. Mrs. Perreault provided an overview of the unaudited Fund Balances, including the General Fund, the Tax Stabilization Fund, and the Capital Improvement Fund. It was noted that the audit is progressing well. Mrs. Perreault advised of Special Articles for the Board's consideration, advising that the Facility related bond is not presented for consideration for FY21, as much more discussion and research needs to be completed. Mrs. Perreault advised regarding proposed Universal Meals and provided a brief overview of the related documents. Mrs. Perreault encouraged Board Members to watch the Universal Meals video on the Hunger Free Vermont web site. The link to the video is: <https://youtu.be/kgGyZ41IN18>.

Mrs. Perreault provided an overview of the proposed property purchase advising that she has sought legal advice regarding reimbursement of engineering and architectural costs associated with surveying and inspecting the building and providing a cost assessment. Legal counsel has advised that those costs could be added to a future bond. The proposed purchase is for a property at 91 Allen Street that would be renovated to house Special Education Programs. The district currently pays \$85,000 per year to rent space at the Wall Street complex, and pays 2.5 to 3 million dollars for independent private placements. There is the possibility that a BUUSD in-house program could also house students from other districts. Mrs. Perreault is seeking Board approval for the District Clerk to sign the Declaration of Official Intent document. Mrs. Spaulding queried regarding approval of the document, advising that action on the Declaration document was not warned. In response to a concern raised by Mr. Isabelle regarding using CVCC space for Special Education programs, it was noted that the Finance Committee was advised that there are specific reasons that some students are housed off-site. Mrs. Spaulding voiced concern that the Board would not get a chance to approve any other site. Mrs. Akley feels the Board needs to keep in mind that real estate can sell very quickly, and believes the Superintendent should have the flexibility to move forward. The Declaration document allows for bond reimbursement for funds spent during the research and planning portion of the proposed project. The Declaration document empowers for any property, and is not specific to the Allen Street property.

On a motion by Mr. Folland, seconded by Mrs. Pompei, the Board voted 6 to 0 to adopt and approve the signing of the Declaration of Official Intent document. Mrs. Akley, Mr. Cecchinelli, Mr. Folland, Mr. Malone, Mrs. Pompei, and Mrs. Spaulding voted for the motion. Mr. Isabelle abstained.

7.2 Budget Survey Results

Two documents were distributed; 'BUUSD Parent / Taxpayer Survey – September/October 2019', and 'BUUSD Student Survey – September/October 2019'. Mrs. Spaulding advised that she has compiled the top 5 responses for both students and parents.

Mrs. Spaulding believes the survey data will assist with budget development and wants those developing the budget to 'listen to what students and parents want'. Mrs. Spaulding believes that if students, parents, and community members feel they are being heard, they will be more likely to respond to future surveys. Mrs. Spaulding advised that less than 10 paper copies of the survey were returned. Of the total number of responses (approximately 400), 60 to 70 were from non-parent community members and 125 were from students.

7.3 Board Organization

7.3.1 Board & Committee Organization

Mr. Pandolfo advised that he has reached out to legal counsel for guidance relating to committee organization for questions relating to committee members, committee voting, and possible legal issues when a quorum of the Board is in attendance at a committee meeting. Mr. Pandolfo proposes writing a draft procedures document that will distinguish how board meetings operate and how committee meetings will operate, e.g., board meetings will vote by motion, and use Robert's Rules, Committees may agree on topics by consensus (of all those present), rather than using motions and voting. If there is no consensus on a matter, Mr. Pandolfo believes the matter should be referred to the Board. Mr. Pandolfo suggested that only 4 Board Members comprise each committee, and that others in attendance be listed under other categories, e.g. Administrators, Board Members, and Community Members. Additional discussion will

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be held prior to finalization of categories. Lengthy discussion was held regarding the impact and/or appearance if a quorum of the Board is present at a committee meeting, and the possible perception that decisions are being made outside of Board meetings. It was noted that committees cannot take official action on any matter. It was agreed that additional discussion will be necessary prior to finalizing the operation of committee meetings. Mr. Pandolfo will draft a Board/Committee Operations Procedure, and present it at a future meeting.

7.3.2 Vision and Strategic Planning

Screen prints from a Power Point presentation titled 'Vision Statement' were distributed. Mr. Pandolfo advised that some visionary work was performed during last Monday's In-Service day. The Communications Committee wants to take the lead on this initiative. This agenda item is tabled until the second meeting in January.

8. Other Business/Round Table

Mrs. Pompei advised that she received an e-mail from Jeff Blow, and that he has concerns that the Board is 'rubber stamping' decisions made by committees, and also has concerns that Principals are not usually in attendance at Board meetings. Mr. Blow believes it is important to have administrators present to answer first hand to the Board.

Mr. Pandolfo advised that although tonight's meeting has been long, he feels the Board is doing great work.

Mr. Malone was pleased that everyone was engaged during the meeting.

9. Future Agenda Items

FY21 Budget Draft

10. Executive Session as Needed

10.1 Personnel Issue

A Personnel Issue was proposed for discussion in Executive Session.

On a motion by Mrs. Pompei, seconded by Mrs. Akley, the Board unanimously voted to enter into Executive Session, with Mr. Pandolfo in attendance, at 9:35 p.m. under the provisions of 1 VSA section 313 to discuss the item proposed for discussion.

The remaining information was provided by the Board Clerk.

On a motion by Mrs. Akley, seconded by Mr. Folland, the Board unanimously voted to exit Executive Session at 10:08 p.m.

11. Adjournment

On a motion by Mrs. Pompei, seconded by Mr. Cecchinelli, the Board unanimously voted to adjourn at 10:08 p.m.

Respectfully submitted,

Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT LEGISLATIVE LUNCH MEETING

CVCC Lunch Box next to Spaulding High School Cafeteria
November 20, 2019 - 10:00 a.m.-12:00 p.m.

MINUTES

BOARD MEMBERS PRESENT:

Paul Malone (BT) - Chair
Sonya Spaulding (BC) – Vice-Chair
Victoria Pompei (BT) – Clerk
Gina Akley (BT)
Giuliano Cecchinelli (BC) – arrived at 6:25 p.m.
Anthony Folland (BC)
Guy Isabelle (At-Large)
Rebecca Kerin-Hutchins (BT)

BOARD MEMBERS ABSENT:

Tim Boltin (BC)

ADMINISTRATORS PRESENT:

John Pandolfo, Superintendent
Lisa Perreault – Business Manager
Carol Marold, Director of Human Resources
Stacy Anderson, Co-Director of Special Services
Donald McMahon, Co-Director of Special Services
Annette Rhoades, Assistant Director of Special Services
Emmanuel Ajanma – Director of Technology
Penny Chamberlin, Director of CVCC
Jamie Evans, Director of Facilities
Josh Allen, Communications Specialist
Lauren May, Director of Early Education
Brenda Waterhouse, SHS Principal
Erica Pearson, BTMES Principal
Hayden Coon, BCEMS Principal
Pierre Laflamme, BCEMS Assistant Principal

GUESTS PRESENT:

Senators: Ann Cummings, Anthony Pollina, Andrew Perchlik
Representatives: Peter Anthony, Tommy Walz, Francis Topper McFaun, Rob LaClair

1. Introductions

2. Opening Remarks: Paul Malone – Board Chair

3. Discussion on Topics List

- 3.1 Education Funding**
- 3.2 Family and Mental Health Services, Trauma, and Poverty**
- 3.3 Agency of Education Capacity and Leadership/Guidance**
- 3.4 Capitol Constriction**
- 3.5 Student Data Privacy**
- 3.6 Health Care**
- 3.7 Lead Testing**
- 3.8 School Safety and Security**
- 3.9 Universal PreK**

4. Other Comments from Legislators

5. Adjourn

Respectfully submitted,
John Pandolfo

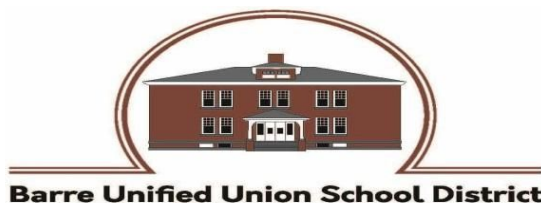
**Barre City Elementary & Middle School
Spaulding High School**

Lisa Perreault, SFO
Business Manager

Jessica Barewicz
Director of Curriculum, Instruction, and
Assessment

Donald E. McMahon, M.Ed.
Stacy Anderson, M.Ed.
Co-Directors of Special Services

Annette Rhoades
Assistant Director of Special Services



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John Pandolfo
Superintendent of Schools

Doing whatever it takes to ensure success for every child.

**Barre Town Middle & Elementary School
Central Vermont Career Center**

Carol Marold
Director of Human Resources

Emmanuel Ajanma
Director of Technology

Lauren May
Director of Early Education

Jamie Evans
Director of Facilities

Josh Allen
Communications Specialist

December 12, 2019

TO: Members of the Barre Unified Union School District Board.

RE: Central Office Report

Please accept the following report to the BUUSD Board:

1. Superintendent's Office:

- a. I am sorry to note that former Spaulding High School Principal Bill Sullivan has passed away. I do not have more details currently but will share them when and if I receive more details.
- b. The Arbitrator assigned to the Statewide Health Care Bargaining through Act 11 will issue his decision by December 15. By statute, he is obligated to choose either the Management or the Labor Team's Last Best Final Proposal in its entirety. These Last Best Final Proposals were made public in the last few weeks. Unfortunately, the proposals from both sides are worse (from a budgetary perspective) than our current agreements. While we can only estimate at this time, we expect a negative budgetary impact of as much as \$1,000,000 or more.

2. Curriculum, Instruction and Assessment

- a. [Here is the list of common values](#) BUUSD staff members identified as shared across the district after well facilitated discussions during November 11 inservice. This is just the start of an engagement process with all stakeholder groups to begin to identify what truly unifies us as educators in the district as well as to identify what our most pressing values and priorities are. The ongoing staff process will help to give authentic input into our comprehensive needs assessment and continuous improvement plans tied to FY21 grant investments. While the needs assessment and continuous improvement plans are required by the AOE, the goal with this approach is to help all staff have voice into, and shared ownership of, the priorities we choose moving forward.
- b. Planning is already in the works for the January 20 inservice day during which staff will engage in examining student assessment data to identify trends, strengths, and greatest needs in light of our common values.
- c. Math Curriculum and Teacher Leaders will be presenting on math curriculum, instruction, and assessment practices as well as math student achievement data on December 11, 2019 at Spaulding High School starting at 5:30. This is the second of a series of presentations to educate the Committee on current practices throughout the district in all content and programmatic areas. So far the presentations have been strong and provide great insight for committee members.
- d. An amendment to the Consolidated Federal Grant was submitted at the end of November after receiving our final allocation from the Agency of Education. Most changes were made to reflect actual rather than the projected grant budget numbers when the original application was submitted in June. The grant is in a very strong place with only a few questions from the AOE prior to the amendment being accepted.
- e. The Vermont Curriculum Leaders Association meeting I attended in November focused on Act 173 implementation with an opportunity to provide input to the AOE on the definition of "Coordinated Curriculum," the 2019 MTSS Field Guide, and implementation of proficiency-based learning. While schools are in varied places with all these initiatives, the common theme I find in all three remains closely aligned to our BUUSD mission: doing whatever it takes to ensure the success of every student. These initiatives gives ways to look at how we define and calibrate the term success, how we ensure every student gets the support they need, and how we create aligned and efficient systems leading to student success.

3. Communications:

- a. On November 14th, I attended a meeting with the U.S. Census Bureau to determine the best methods of communication and outreach for encouraging full participation in the April census count. The next 10 years of federal funding depends on complete participation from everyone living in Vermont. I was also provided with census resources that can be used in the classroom for any age level. Sharing this should help with awareness and we'll build a plan on how to roll this out effectively.
- b. I have been drafting up a copy of the upcoming Annual Report. I am gathering engaging content from each of our schools, compiling budget information to inform our voters, and designing a clean layout that makes sense for everyone.
- c. On December 4th I attended a meeting at VSBIT in Berlin with other Communication Specialists around the state where myself and Kate Connizzo from the AOE conducted a training on making school websites compliant with the Americans with Disabilities Act (ADA). Title III of the ADA is being interpreted to include websites as "places of public accommodation". Web content should be accessible to the blind, deaf, and those who must navigate by voice, screen readers or other assistive technologies. Also, before the training began, we had a great discussion on budget communication strategies that will be beneficial to us throughout the budget season.
- d. I have spent a large amount of time getting all our school social media accounts up to par on Facebook, Twitter, and Instagram. I've been in the schools taking many photos that we can use for consistent social media postings and for publications later down the road.

4. Business Office:

- a. At the Board meeting on December 12, the auditors will present the draft audit reports. The beginning section of each report, the Management Discussion & Analysis section, is a summary of the financial statements along with managements' reflections and highlights.
- b. FY21 Budget development continues to be a work in progress with Draft 2 to be discussed by the finance committee and administrators. Finance committee members will bring their recommendations to the Board on December 12th. The property yield was announced by the commissioner of taxes at \$10,883. This number is subject to change depending on the legislative session and spending trends as they evolve over the next few months. Still pending are the equalized pupils and CLA. Universal Free Meals are included in Draft 2 of the budget at this time.
- c. SEA Property contract has been initiated with negotiations ongoing with the seller. Also ongoing are our conversations with an architect, engineer, and legal counsel as we move forward with this property purchase to be presented to voters in a special article at Town Meeting.

5. Special Education:

- a. We have continued to discuss and evaluate our shared administrative roles and responsibilities with regards to special education. We have made significant gains in the move from a building based model of special services administration towards a central office based model. BUUSD involvement with District Management Group Cohort #2 has helped us greatly in this process. In a recent BUUSD Admin meeting, our Admin team shared successes that we have observed with the shift. Some of these are: more frequent communication between administrators, appreciation for the clarity of the flow charts created and rolled out in all buildings, a sense of shared responsibility for students with special needs and increased colleague to colleague conversations and sharing of expertise. Next steps were also discussed to include providing further training for building based administrators on acting as the LEA and continuing to support each other in our collaborative efforts to meet the needs of all students. Our last session with the DMG staff will be held on December 4th.
- b. We continue to work on alignment of our special education procedures across our schools. We are working to finalize and share checklists to be used by our special education staff to ensure all required steps are completed during the IEP and Evaluation Process.
- c. As some of you may have read in the Times Argus, Spaulding Educational Alternatives (SEA) is actively seeking to purchase a property to relocate our current program. After looking at several properties, we are excited about the possibilities of an 8.7 acre lot at the top of Allen Street with a large barn that could be redesigned to create a dynamic learning environment. We are hopeful that such a property would allow us to expand programming to reach more students and provide more opportunities for outdoor education. Ultimately, the numbers indicate that we would spend the same or less per year for a bond payment than we are spending in rent for our current location. We have the support of the Superintendent and the BUUSD Board to explore this opportunity further. More to come.
- d. Several BUUSD Administrative staff and Administrative support staff attended a Family Education Rights and Privacy Act (FERPA) Comprehensive Training held on November 13th at the Canadian Club in Barre. The FERPA training was led by individuals from the Privacy Assistance Center from the Department of Education in

Washington DC. It was a quality day as the presenters answered many questions about FERPA and presented scenarios with regards to how schools work with FERPA protecting both student privacy and school district's liability.

6. Technology:

- a. We have continued to upgrade our technology infrastructure over the years steadily. We are working now to upgrade our remaining Windows 7 devices to Windows 10. Microsoft will end support for Windows 7 on January 14, 2020, and they recommend that we move all Windows 7 devices to Windows 10 before that date. This year we also rolled out a new antivirus solution for all our district's computer devices. In the past, we used Kaspersky for our antivirus software; however, with the ban on Kaspersky by the US government, we switched to Bitdefender. We are now in the process of completing the Bitdefender antivirus deployment.
- b. Our staff members have continued to receive spoofed emails that pretend to be from our school Principals and administrators. Recently, these spoofed emails have started to come in with attachments on them. I am happy to note that more staff members are becoming aware of these scam emails and are now ignoring and reporting them. This staff awareness will help our district's overall cybersecurity prevention efforts.
- c. The technology integrationists collaborated to create a tech help website for BUUSD teachers. The site contains videos, tutorials, and quick tips organized by relevant classroom topics. All the tutorials highlight tools that are available here in the district. We will launch this tech help site for teachers in January 2020.
- d. More than 80% of our staff members have completed the ALICE online training. We are making efforts to remind the few who have not completed this training to do so as soon as possible.

7. Early Education:

- a. Over the next several months, prekindergarten teams at both Barre City and Barre Town schools will be taking a deeper look at the documentation that is collected for the Teaching Strategies GOLD Assessment System. They will examine the role of observation and data collection and consider how to utilize the online functions of TSG to capture this information in a way that is meaningful to their practice.
- b. We currently have a need for a second Prekindergarten Substitute at both elementary schools, as we have found it challenging to cover absences in prekindergarten with individuals who meet the state licensing requirements for prek. All prekindergarten permanent substitutes will be assigned to cover prek staff absences first, and if there is no need in prek, to cover absences in grades K-4. These openings are posted on School Spring until filled.

8. Human Resources:

- a. We are happy to report that we have completed a full year with our Benefits Third Party Administrator, Healthy Dollars. Things have gone extremely well. We look forward to working with them in 2020.
- b. I would like to note the incredible amount of work the special services team has spent filling their positions. Since 7/1/19 we have hired countless paraeducators and BI's. Unfortunately, several in those positions have resigned. We continue to look at ways to retain employees we have invested resources into recruiting and onboarding.
- c. We are retooling our onboarding processes to streamline our central office labor efforts and also to minimize the time between recruitment and employment, with a goal of losing less new employees.

9. Facilities:

- a. The winter season is upon us and the maintenance depts. are busy with clearing of snow. Woodchip boilers are running well and the upkeep of them consumes some of their time. The winter season is a good time to catch up on some of the smaller projects within the buildings, such as small painting projects, repairs on summer equipment, reorganizing of supplies and equipment and the like. The long winter season also keeps the custodial staff busy with cleaning of the road salt that gets carried into the buildings as well as trying to keep the building free of the winter germs!

Respectfully submitted,



John Pandolfo

Superintendent of Schools

on behalf of the Barre UUSD Central Office Administrative Team



Spaulding High School

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 BARRE, VERMONT 05641-4300
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 Website Address: www.shsu61.org

Luke Aither
 Assistant Principal

Brenda Waterhouse
 Principal

Jim Ferland
 Assistant Principal

December, 2019
 Principal's Report

Athletics:

Fall Sports:

- The fall sport parent survey was sent out to contacts 1 and 2 of each student athlete, who participated in a fall sport. It was sent out on Tuesday Nov 26th and asked for it to be completed by Dec 6th.
- The fall sport student athlete survey was sent out to all student athletes on Dec 3rd and 4th.

Winter Sports:

- Boys' and girls' hockey began on Wednesday, November 20th. Boys' and girls' basketball, indoor track and wrestling all began on Monday, December 2nd.
- **Boys' Hockey-** Scrimmaged @ Stowe last week and will scrimmage home on December 5th vs Lyndon Institute at 5:00 PM at the BOR. Chad Burke, Jason LaCroix are co-head coaches, and Andy Grandbois will continue as an assistant coach. First game of the season is @ Stowe on December 14th. First home game of the season is Wednesday December 18th, 7:30 PM vs Middlebury.
- **Girls' Hockey-** Scrimmaged Stowe @ the BOR on December 3rd. Will scrimmage @ Missisquoi on December 5th. Dave Lawrence is returning as head coach and Brian Wilkin as assistant coach. First game of the season is @ Harwood/Northfield (played at the Ice Center of Washington) on Wednesday December 11th at 5:30 PM. First home game of the season is Wednesday, December 18th vs Rice at 5:30 PM.
- **Boys' Basketball-** Teams are being made this week. First scrimmage is Saturday, December 7th home vs Vergennes and Peoples Academy starting at 10:00 AM. First game of the season is Friday, December 13th home vs Middlebury, JV 5:30 PM and Varsity 7:00 PM. Coaching staff: returning varsity head coach is Jesse Willard, returning JV coach is Ryan Dunlea. I will be scheduling some additional JV games in which will allow our athletes to get more opportunities to play and coaching those games will be Schuyler Chambers.

- **Girls' Basketball-** Teams are being made this week. First scrimmage is Saturday, December 7th @ Randolph 1:15 PM. First game of the season is Monday, December 16th home vs U32. Game time JV 5:30 PM, varsity 7:00 PM. Coaching staff: returning as JV coach is Nashanda Browman. We have a new varsity girls' coach this season, Tanya MacAuley. She previously coached at Hazen Union (2 years). She is a graduate of Spaulding High School and currently lives in Barre.
- **Wrestling-** First varsity meet of the season is Saturday, December 14th in Salem, NH. First JV Meet is also Saturday, December 14th @ Otter Valley. First home meet of the season is Tuesday, December 17th 6:00 PM. Coaching the varsity team is Darren O'Meara and Ed LaPan; JV coaches are Matt Thurston and Taylor Lozier.
- **Indoor Track:** Jamal Jacobs is returning as head coach. Their indoor meets are all held at UVM. First meet is Saturday, December 14th.

Other Athletic Notes:

- Baseball interviews for the next varsity head coach are in the process of being made

Students & Community:

- Overnight field trips:
 - Drama Club & Chorus (36 students) @ NYC (January 31st - February 2nd)
 - Drama Club's One Act Festival will be participating in the regional level competition in March. If they score high enough to move on, they would progress to the state level competition, which would result in an overnight trip on March 27th.
 - Marine Bio @ Costa Rica (April 16th – 23rd)
 - JROTC @ NYC (April 25th - 29th)
- Please see the attached December Newsletter. The monthly newsletter highlights a variety of topics including up-coming events, educational programs, student and/or staff achievements, and school community updates.
- The Annual Art Show will be Monday, December 9th at 5:30 PM in the Library, followed by the Band & Chorus Concert at 7 PM in the Auditorium. The Jazz Concert will be held on Tuesday, December 10th at 7 PM in the Auditorium.
- The NHS will be hosting the annual Holiday Party for the community. The party will be held on Friday, December 20th at 5 PM. More details can be directed to Pam Smith at psmits@buusd.org or Danielle Brizzolara at dbrizshs@buusd.org.
- In the September [Newsletter](#), the new Office Hours and Plans for Academic Success (PAS) system was outlined. Students that had earned a Below or Unsatisfactory in their academic courses received an email, along with their parents, indicating that they would need to work on their plan. The teachers worked closely with the students needing to

make a plan, receive support and complete work. Parents should have received a follow-up plan for each course their child needed to work on.

After several implementations, we continue to seek feedback and improve our system. We will be adding communication for those students and parents that do not have to attend Office Hours. We also are in the process of making clear communication for the Call Back Day in January. The Call Back Day is reserved as a final opportunity to reassess at the end of the semester if a student has a few performance indicators to complete and has attended their Office Hours. We are also in the process of making clear and consistent communication for the second semester courses begin with around Office Hours and PAS expectations.

- We are in the process of finalizing next year's program of studies. We anticipate offering new electives in the History, Science and Unified Electives departments. We also are anticipating offering more concurrent courses (courses that receive college credit and high school credit, like Duel Enrollment, but are taught by SHS faculty). The actual courses that will be offered for 2020-21 will be based upon the registration – which will begin in late January and continue through March. Then, we will be building the 2020-21 schedule in April, which will finalize the course offerings.
- A big thank you to Bill Ahearn and the City of Barre for the construction of the safety barrier on the bridge on Ayers Street. The safety barrier ensures the safety of the students walking on the bridge, especially during winter weather conditions, which have historically made the sidewalk slippery and a great potential of falling into traffic.

Staff:

- Don Singer was recognized at the UVM Teacher of the Year celebration on December 5th. Don was nominated for his outstanding contributions both in the JROTC program and as a coach. We have been incredibly fortunate to have had our students benefit from Colonel Singer's leadership, and will greatly miss him, as he retires at the end of this year.

Student of the Week

- **Colby Berard** (nominated by Sandra Wetzel) *Colby always has a smile on his face! He's friendly and just plain nice to everyone. He knows when to joke around and when to get down to business and always supports me by reminding his peers of that when necessary. Colby isn't afraid to raise his hand and say, "I don't understand" "Can you give me a different example" or "I'm still a little confused about that." And, he's honest, sometimes saying things like... "I know you just told us XYZ, but I wasn't listening like I should have been." My recent favorite Colby Comment was... "Well, I guess my dad was right. I can't afford a truck!" Bottom line is, he's learning. Finally, if for no other reason, Colby takes time to say, "thank you" to peers and adults. His smile and courteous nature make Colby pleasant to be around and a great addition to class!*
- **Eleanor Steinman** (nominated by Peggy Portelance) *She is kind, sweet, thoughtful and generous. She works hard both as a student and as a Student Council member. She lead the Red Cross Blood Drive, managing all levels of organizing this campus event. She does all with a*

smile on her face and a genuine willingness to help. Eleanor is a gift as a student and SHS community member.

Athlete of the Week

- **Camryn Fewer** (nominated by Rob Moran) *She showed great leadership during our last week of the season and played extremely hard during our match.*

Staff Person of the Week

- **Mary Gaudreau** (nominated by Becca McKelvey & Unknown Student) *She is always willing to help someone and try to get them to understand something. In class, there is always a lot of confusion and she doesn't stop trying to help until they do understand. & Ms. Gaudreau helped pull the drama show together, even when things started to get tough and is an awesome teacher!*
- **Chris Moran** (nominated by Kelly Sanders, Abbi Smith & Zoe Tewksbury) *Mr. Moran always helps me with my homework. & Mr. Moran is always willing to help. & Mr. Moran is always willing to help me with whatever I need.*

Spaulding High School Newsletter

December, 2019

Sugarbush Passes Earned for Academic Excellence!

We are very excited to recognize eighty-three Spaulding High School students for earning a free Sugarbush ski pass for the 2019-20 season through the Sugarbush Achievement Program. The program recognizes students that are currently enrolled full time at SHS and, during the 2018-19 school year, had:

- full time enrollment at SHS
- a GPA of 3.67 for the year
- mostly Exemplary grades (no more than two grades of Proficient)
- no grades of Partially Proficient, Developing, Beginning, No Evidence or Incomplete

To see a list of all the students receiving the award, please view the [link](#).

Mental Health: Awareness is Key

Mental health continues to be a topic of concern for adolescents, but this time of year has a noticeable uptick in students and families struggling with mental health matters. Things to watch for are: changes in behavior, a sense of being withdrawn, changes in appearance, sleep disruption, and being tired/lethargic. Although these observations may not be related to mental health issues, they are worthy of inquiry as to how your child is doing or what might be bothering them.

If you have any questions about resources or concerns about your child, please contact your child's school counselor: Laurie Berryman at lberrshs@buusd.org, Sue Chickering at schicshs@buusd.org, Emily Graham at egrahshs@buusd.org, Ry Hoffman at rhoffshs@buusd.org, or Peggy Portelance at pportshs@buusd.org.

Information & Resources:

[Supporting Children's Mental Health: Tips for Parents and Educators](#)

[Vermont Family Network: Mental Health](#)

[Health/Mental Health Resources](#)

[Washington County Mental Health Services](#)

Assembly – Celebrating our School Community

Periodically throughout the school year, we hold school-wide assemblies. The assemblies highlight the talents and accomplishments of our students and faculty, as well as provide opportunities to come together as a whole school community. Students work with advisors Katie St. Raymond and Nora Duane in creating the program and are the ones that MC and facilitate the events on these days.

Our next student-led assembly will be on December 20th. We encourage all students to attend the full day.

Community Service – Our Students & Staff Giving Back!

Community service is an increasing role in our school community. Whether the contribution is small or large, we are very proud of our part in giving back to the Barre community. Some of the activities that our students and staff are participating in are:

- National Honor Society is hosting the Community Dinner on December 20th at 5 PM. Along with the collection of food, they are collecting donations for gifts of toys and cold weather wear from school advisories that are distributed during the Community Dinner.
- Student Council and Interact help serve church breakfasts for the homeless.
- Student Council will be supporting classes organizing gifts for families through the Salvation Army.
- Student Council is gathering supplies for a shipment to an adopted family in Ethiopia.
- Interact is making 20 pumpkin pies to donate to the First Presbyterian church, to be distributed to families in need.

There are several other activities that individuals are also participating in, that are not to be overshadowed by the work of our student groups. These experiences are not only an opportunity for our school community to give back to the Barre community, but also for our school community and greater community to feel connected.

We also encourage community partners to reach out to our Community Service Coordinator, Margo Austin, at maustshs@buusd.org, who helps connect students with opportunities of expressed need. Parents and students can also visit our new [web page](#) for Community Service, to learn more about opportunities for community service and community service graduation requirements.

Community Forum

The community forums are held on the first Tuesday of each month. The forum will be 7:00 AM to 8:00 AM in the Auditorium. Parking is available by the entrance to Pendo field – please look for signs. Parents may enter at the auditorium entrance.

Our topic for discussion for this month will be about Community Service. Suggestions for future topics are always welcome and may be submitted to Jim Ferland, Assistant Principal, at jferlshs@buusd.org

As we continue to work on our availability in meeting with community members, we have had the suggestion to return to evening hours. We will be sending out a survey to gather more information about what time(s) would work best, as well as topics of interest.

Veggie Van Go Comes to SHS!

We are excited to welcome Veggie Van Go to Spaulding! Fresh produce and vegetables will be made available to any students and parents from 7:30 AM – 8:30 AM on the third Tuesday of each month – all free for the taking. Unfortunately, we do not know in advance what produce and fruit will be available, but we encourage families to stop by in the morning and grab the fresh options, along with learning about recipes incorporating such options. Parking will be identified near the entrance of Pendo Field, and there is a short walk to the exterior of the cafeteria. If there are questions or handicap needs, please feel free to contact Brenda Waterhouse, Principal, at bwateshs@buusd.org for more details.

Barre Town Middle & Elementary School



Building Report December 12, 2019

Assessments: 'Tis the season for mid-year math and reading assessments in our elementary grades before and after the December break. This snapshot is a great way for our teachers, staff and families to see the growth that has occurred since the start of the year and to see where any gaps might be.

Barre Rocks!: Thanks to the coordination of our Communications Specialist, Josh Allen, BTMES is ready to go for the upcoming filming as each school in the BUUSD will be highlighted as a segment in the Barre Rock Solid site. <https://barrerocksolid.com/>

Holiday Drive: The David Stefaniak Memorial Holiday Food and Gift Drive is wrapping up. A HUGE thanks to the number of students, families, staff and community members who were able to donate food, money and holiday gifts to BT families in need of help/support this holiday season.

Hour of Code: The Hour of Code is a global movement from Computer Science Education Week and Code.org that reaches tens of millions of students in 180+ countries through a one-hour introduction to computer science and computer programming. This exciting event is taking place during the week of December 9 - 15. We are excited to share that our school will be participating in this event. Additionally, our 6th grade students will be practicing for this event ahead of time and will be available to help out in elementary classrooms as "kid experts".

LifeChanger of the Year Award: Please join us in congratulating two BT teachers, Shelby Lindley and Matt Leonard, who have been nominated for National Life's Group LifeChanger of the Year Award. Check out nominated folks across our District and Central Vermont at:
http://app.lifechangeroftheyear.com/nomination_list.cfm?SchoolState=VT

Middle School Winter Music Concerts: Our 5th and 6th grade Winter Concert is taking place on December 10th at 6:00pm and our 7th and 8th grade Winter Concerts is taking place on December 11th at 6:00pm. These are open to the public and an exciting time to showcase our students' musical talents!

Vacation: December vacation will take place on December 23 through January 2, 2020.



BARRE TOWN MIDDLE AND ELEMENTARY SCHOOL

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December 2019

Winter Happenings

December 6—7th/8th Grade Dance, 6:30-8:30pm

December 10—Winter Concert, Grades 5-6 at 6:00pm

December 11—Winter Concert, Grades 7-8 at 6:00pm

December 12—Snow Date for Winter Concerts

December 23— January 1, 2020 —December Break
Return to school on Thursday, January 2

The Tree is Up!

December 1st—December 10th, we have placed a tree in our lobby to create a Blanket Tree in conjunction with our David Stefaniak Holiday Drive for children in need.

We are looking for new, unused blankets and throws which will be given to our students and families in our gift drive. Please send any donations to school with your student or deliver to the front office att: Kim Benson.

Thank you for your support!!

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Dear Families!

Our **School** has a subscription to **TumbleBookLibrary**, and your family can access it from home! It's **unlimited**, and it's **FREE** for you to use from home!

TumbleBookLibrary is an online collection of **e-books** for children. They are a great way to encourage tech-savvy kids to enjoy reading.

There are **over 250** animated, talking picture books! The site also features Spanish and French books, read-along chapter books, non-fiction books, quizzes, and exciting games and puzzles.

We hope that you will get the chance to check out the collections with your child! Below is all the information you'll need to login to the collection:



Visit our website for access:
<https://www.btmes.org/academics/library>
Username: barretown
Password: books
www.TumbleBookLibrary.com

You can use your computer, tablet, or mobile phone! All you need is an internet connection. There are no downloads: books are streamed right to your device at the click of a button.



PTO (Parent Teacher Organization)

The PTO would like to thank everyone for their patience around the bookstore and meeting rescheduling. This time of year tends to be riddled with uncertain weather. Please watch our Facebook and Instagram pages for updates around these when school is delayed or closed.

Logo Gear is in! We will hold our pickup night on Monday, Dec 2 from 4:30-6 in the gym. Items will not be sent home with students. Please let us know if this won't work for you and we will try to work out another arrangement.



The fall fundraiser orders have been entered and processed. Meadow Farms should begin shipping soon. Your original order forms will be included with shipments so you can remember to whom items should be distributed. Checks for orders were deposited this week so you should see those coming out soon. Please remember this is a direct ship fundraiser, so no pick up at school is required.

Beginning this year, the bookstore and Logo Gear will be available at evening concerts. We do accept checks made out to the BTMES PTO. We are excited for this new opportunity for folks to have access to this outside of school hours.



Please look at your receipts when you shop at Hannaford. They are running their Hannaford Helps Schools campaign. If you receive the coupon with your receipt you can place it in the display at the end of register 2 in a slot labeled for BTMES. We recently received a check, the large copy of which you can see in our lobby.

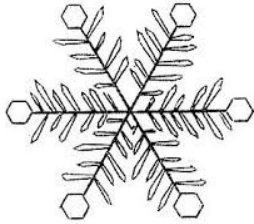
Box Tops are changing! We have raised quite an impressive amount of money for several years thanks to all of your clipping Box Tops from the products you purchase. As always, we are happy to receive any you might have. Clipping, checking the expiration date and sending them in to be placed in the Box Tops Box has been a wonderful success and we are grateful. The format is changing. Soon all Box Tops points will be printed on your store receipts, rather than on the product you buy. You can go online and set up your own account to enter the points. There is a place to choose your school when you register. Once registered, you get instructions for how you can scan or take a photo of the receipt to submit the Box Tops. We are also happy to take your receipts and enter them for you. If you choose to do this, please just continue to send them in to be placed in the Box Tops Box.

We would love to see you at a meeting. They are held the third Tuesday of each month in the library at 6pm.

Heather Slayton, PTO



Crops by Kids



A big **thank you** to everyone; students, teachers, staff, parents and community members who helped put the garden to bed this fall. Hopefully you had a chance to enjoy the garden this year.

It is hard to believe that one day it can be 50+ degrees and the next it's snowing. As much as we might enjoy the sunny weather we need snow to cover the garlic and asparagus beds. Snow is a natural insulator and needed for many plants. The asparagus beds didn't yellow until late November which meant it had to be cut down much later than usual. It will be interesting to see what the yield is this spring. Let's hope for a snowy winter to cover the shoots.

Mrs. Moran made signs for the garlic beds to determine how well laminated signs hold up during the winter. We want to find ways to show what crops are growing in the garden over the spring and summer. The kitchen used the garlic, left over from what didn't get planted, for sauce and garlic bread.

We will be selling High Mowing seeds once again this year in order to raise money for the garden activities. Last year was the best fundraiser ever. The order forms will be coming out early January.

I will remind everyone again next month. It is a great way for you to get seeds grown for our climate and help Crops by Kids at the same time. If you know of someone who doesn't usually receive the seed order, please pass this information along. They can get in touch with me and I will send an order form out.

Tip for indoor plants: During the winter months, people often give their plants too much water. Make sure to test more than just the top of the soil in your plants. Some plants need to totally dry out before being watered again, so go down a few inches and see if the soil is dry.

Happy Gardening.... Or at least thinking about it!

Deb Curtis, Garden Coordinator

Winter Concerts

Our Music Department Winter Concerts will be presented in the Crowley Gym on Tuesday, December 10 and Wednesday, December 11.

The concerts on Tuesday, December 10 will take place at 6:30pm. Featured groups will be our 5th Grade Band, 6th Grade Jazz Band, Junior Chorus and 6th Grade Band.

The concerts on Wednesday, December 11 will be held at 6:30pm and will feature our Select Chorus, Senior Jazz Band, Senior Chorus and Senior Band.

Hope to see you there!



Other Events and Happenings

HOCKEY NIGHT IN BARRE IS BACK!



Come cheer on your local hockey players! Each Barre Blades hockey team will host a Friday night game, that will include a light show, music, entertainment, giveaways, Chuck-a-Puck, 50/50 raffle, face painting, and whole lot of fun!

Friday Night Lights Games will all start at 7:15pm at the B.O.R.
This is a free event.

Schedule:

December 6th- U12

December 20th- U10 Red

January 3rd - U10 Blue

January 17th - Mites

January 31st- U14

December

Monday	Tuesday	Wednesday	Thursday	Friday
2 PTO Logo Gear Pickup 4:30-6:30pm Gym	3	4	5 BUUSD Communications Committee Mtg 5:30pm— Central Office	6 Student Council Dance—7th/8th grade 6:30-8:30pm— Crowley Gym
9 BUUSD Facilities/ Transportation Committee Mtg 5:30pm—Central Office	10 Winter Concert Gr 5 & 6, 6:00pm— Crowley Gym BUUSD Finance Mtg. 5:30pm— Central Office	11 Winter Concert Gr 7& 8, 6:00pm— Crowley Gym BUUSD Curriculum Mtg. 5:30pm—SHS	12 BUUSD Board Mtg, 5:30pm— BCEMS Library Snow Date for Winter Concert 6:00pm	13
16 BSUUD Policy Mtg 5:30pm— Central Office	17 PTO Meeting, Library 6:00 p.m.	18	19	20
23	24	25	26	27
	Holiday Vacation			
30	31			
Holiday Vacation				



January

Monday	Tuesday	Wednesday	Thursday	Friday
		1 Holiday Vacation	2 Back to School	3
6	7	8	9 BUUSD Board Mtg, BTMES Library—5:30pm	10
13	14 PTO Bookstore 7:30am-12:00pm— Lobby	15	16	17
20 Staff Development Day - No School for Students	21 PTO Meeting, Library 6:00 p.m.	22	23	24
27	28	29	30	31 Grade 4 Band Concert 10:30am

155 Ayers Street, Suite #2
Barre, VT 05641

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www.cvtcc.org



Penny Chamberlin
Director (ext. 1138)

Scott Griggs
Assistant Director (ext. 1045)

Stefanie Seng
School Counseling Coordinator (ext. 1156)

Kathi Fuller
Student Support Coordinator (ext. 1258)

Wayne Tozzi
Co-op Education Coordinator (ext. 1137)



December 2019 Board Report
Central Vermont Career Center
Penny Chamberlin, Director

1) Accuplacer Pre Test Results: (Center wide)

Math Assessment: 47 students out of 159 met the standard (29%); 75 or 47% of our students are within a few points of meeting the standard and would need some additional support.

Writing/Reading Assessment: 17 out of 159 met the standard (11%); 92 or 58% of our students are within a few points of meeting the standard and would need some additional support.

***Our post assessment in March/April will show the growth.

2) Professional Development Day for November 11th was developed and delivered by the Student Support PLG. Their focus was on demonstrations in each program for all CVCC staff to attend. Workshops were held on topics like: Changing your tires and diagnosing basic automotive issues, making a cutting board from scrap wood, soldering in Electrical; there will be workshops on admissions/recruitment/special ed and CTE.

3) Over 30 businesses and industry leaders attended the Central Vermont Career Center's first annual Career Day on November 4th where the focus was providing students with information about a wide variety of careers, as well as what training and skills are needed to thrive in that industry. This information, coming straight from the hiring employers, allowed students exposure to a myriad of opportunities, as well as clarified the path to success for that career. Below are the State officials who were invited.

Katarina Lisaius, Senator Sanders Office
Judy Bourbeau, VT DOL-apprenticeships
Oscar Aliaga, VT AOE-career pathways
Veronica Newton, VT AOE-WBL

Rocko Gieselman, Voc Rehab-transition Counselor
Emily Shiels, Voc Rehab-Linking learning to careers
Zoe Cartwright, Voc Rehab-Creative Workforce Solutions
Maryann Sheahan, VT Talent Pipeline

After Career Day, our next project is creating career pathways posters for each program, and a center wide service learning day. Today students provided their resumes and some students were offered jobs on the spot!

- 4) As CVCC looks to its future various internal changes have been applied as a means to gain better insight into what that future entails. One of these changes has been CVCC's Professional Learning Group initiative. In previous years, CVCC has utilized a system of *teams* to ensure our school community has been driven by collective voice in terms of recruitment, school culture, academic opportunity, professional development, and student supports. This year, CVCC created new teams that will continue to uphold the school's impetuous push toward career-based excellence.

One of the four teams is the Instruction PLG, led by Kathi Fuller and Steve McKinstry. Their focus thus far this year has been:

- Teams Norms
- Planned Staff In-service
- Project-Based Learning Proficiency Alignment
 - Common 6 A's Template beginning
 - PBL Works beginning
- Common Daily Participation
- Common Daily Agenda
- Common Sub Plan Template
- Staff Morale Survey

A second of the four teams is the Student Support Team, spearheaded by Jennifer Luck-Hill and Jeremi Lyford.

Although the work involved with this PLG is plenty, the team has decided to focus on two main themes: the potential of a CVCC extended day and student portfolios/PLPs. The Student Support PLG has made measurable gains toward creating a center-wide student portfolio. For instance, the team was able to meet with state-level educators who are responsible for the Department of Education's push toward state-wide PLPs. During the meeting, team members were able to develop a much clearer picture of CVCC's role and responsibility surrounding PLP state requirements. In addition, the meeting helped the Student Support PLG to develop preliminary planning toward achieving a center-wide portfolio template.

At the moment, CVCC's technology integrationist and Student Support PLG leader has developed a tentative portfolio template. The template is streamlined and user-friendly as the platform is grounded in Google Sites; a platform that is familiar to most of the CVCC student body. The Student Support PLG has also taken steps toward piloting the student portfolio template in a few CVCC programs. CVCC program teachers have always recorded summative projects, however, with student portfolios, CVCC will not only provide students with a professional and personal record of their achievements that will transfer to other programs but will provide students with a tangible tool that will guide them on any career path they choose. The Student Support PLG is continuing their work through agenda-based meetings, delegation of immediate tasks and ongoing efforts of data collection.

The extended day option has been put on hold until the results of the Feasibility Study are received.

Central Vermont Career Center

Perkins FY21 Summary

Tuesday, November 26, 2019

Communications and Social Media Coord. - NEW

Salary and Benefits	\$	70,000
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Medical Professions Instructor-confirmed

Salary/benefits 75% (25% is in budget)	\$	67,200
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**Supplies/equipment are in budget*

(Salary=\$53,000/VSTRS=\$10,000/Benefits=\$4,200)

Digital Media Arts II Instructor-confirmed

Salary/benefits at 100%	\$	68,880
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**Supplies/equipment are in budget*

(Salary=\$48,000/VSTRS=\$9,120/Benefits=\$11,760)

Professional Development

SREB Winter conference	\$	6,000
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Professional Development/Training	\$	10,000
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Middle School Career Awareness	\$	800
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Summer Camp/middle school

8-10 offerings/end of June	\$	6,000
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**instructor stipends and lunch/food/#100 students*

Women Can Do/Non Traditional

VTC Fall Conference	\$	600
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Assessments

Work Keys	\$	3,000
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Fast Forward Costs	\$	1,000
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VTVLC course Costs	\$	1,800
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Agency of Education:

Teacher Prep Program	\$	14,146
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CTSO Leadership Program	\$	1,786
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CVCC 2021 Proposal	\$	251,212
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<u>Total Allocation for FY2020</u>	\$	251,000
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Amounts will be adjusted upon receipt of actual grant amount from the Agency of Education.

DRAFT

BARRE UNIFIED UNION SCHOOL DISTRICT NEGOTIATIONS COMMITTEE MEETING BUUSD Central Office – Second Floor Conference Area December 3, 2019 - 4:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Gina Akley (BT)
Tim Boltin (BC)
Paul Malone (BT)
Sonya Spaulding (BC) (arrived at 4:35pm)

COMMITTEE MEMBERS ABSENT:

none

ADMINISTRATORS PRESENT:

Carol Marold, HR Director
John Pandolfo, Superintendent

GUESTS PRESENT:

None

1. Call to Order

Gina Akley called the Tuesday, December 3, 2019 BUUSD Negotiations Committee meeting to order at 4:31 p.m., which was held at the BUUSD Central Office in the Second Floor Conference Area.

2. Additions and/or Deletions to the Agenda

There were no changes to the agenda.

3. Public Comment

None

4. Approval of Minutes – November 19, 2019 BUUSD Negotiations Committee Meeting

The Committee reviewed the Minutes of the November 19, 2019 BSU Negotiations Committee Meeting, and accepted them as written.

5. Committee Business

5.1 Plan for 2019-2020 Negotiations

On a motion by Mr. Boltin, seconded by Mr. Malone, the Committee unanimously found that premature general public knowledge of the items proposed for discussion (deliberation re: planning and strategy related to Labor Relations Agreements) would clearly place the Barre Unified Union School District at a substantial disadvantage should the discussion be public.

On a motion by Mr. Boltin, seconded by Mr. Malone, the Committee unanimously voted to enter into Executive Session, with the Superintendent and HR Coordinator in attendance, at 4:32 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for negotiation.

The committee held a planning and strategy session to deliberate with regard to issues related to teacher and para-educator negotiations.

On a motion by Ms. Spaulding, seconded by Mr. Boltin, the Committee unanimously voted to exit Executive Session at 6:38 p.m.

6. Old Business

There was no old business discussed

7. Other Business

There was no other business discussed

DRAFT

8. Items For Future Agendas

9. Next Meeting Date

The next meeting will TBD.

10. Adjournment

The Committee adjourned by consensus at 6:39 p.m.

Respectfully submitted,

John Pandolfo

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Assistant Director (ext. 1045)

Stefanie Seng
School Counseling Coordinator (ext. 1156)

Kathi Fuller
Student Support Coordinator (ext. 1258)

Sarah Capron
Administrative Assistant (ext. 1139)



Regional Advisory Board

Meeting

4:00 p.m.

December 2, 2019

Exploratory Tech Program

Board Members Present: Michael Woods (Harwood Unified Union SD Special Ed Director), Debra Taylor (Washington Central SU Superintendent), Steven Dellinger-Pate (U-32 Principal) Flor Diaz-Smith (Washington Central SU Board Member), Patrick Healy (Twinfield UHS Board Member), Jeff Norway (Norway Electric), Scott Griggs (CVCC Assistant Director) and Penny Chamberlin (CVCC Director)

Guests Present: Timothy Hammond (Exploratory Tech Instructor)

Penny Chamberlin opened the meeting at 4:10 p.m. by welcoming everyone and then introduced program instructor Tim Hammond.

1. Program Presentation – Timothy Hammond (Exploratory Tech Instructor)

Tim covered multiple topics including . . .

- Typical daily agenda (student handouts provided)
- Embedded math
- Activities connected to CVCC programs
- Personal finance
- Current book *Freedom Writers Diary*
- Shop-type activities
- Program shadowing- by 3rd quarter extending shadow in program of interest
- Tour of classroom and shop spaces

2. Review and action on October 7, 2019 Meeting Minutes – approved as written

3. FY/2021 Budget Draft Review and Discussion. (see separate handouts) Penny walked through the basis of the budget draft. With no reduction in programs and staff there would be a 16% increase. Based on the enrollment Penny presented a budget including removal of the Human Services program, combining Culinary and Baking Arts to include the closing of the Bakeshop and reduction of 2.0 FTE lab assistants, reduction of 1.0 literacy coordinator. This budget would be a 7.1% increase and a 10.8% increase in tuition.

Members asked questions about space and delivery of combined Culinary and Baking Arts, employability and wage potential as consideration of which programs to keep and to close. Penny noted that the needs assessment and feasibility study will speak to programs going forward. Other points of discussion were around reasons for enrollment and line item questions regarding the budget detail including a specific question regarding 1301 Technical Education and 2410 Principals Office. BUUSD Finance meeting is December 10th, focusing on the budget of all BUUSD schools, followed by Dec 12th BUUSD Board Meeting. These groups have heard the information but no decisions have been made yet.

Motion made by Debra Taylor to approve recommendation of the proposed FY21 CVCC budget which includes an increase of 7.1% (\$3,252,970) which equates to a 10.8% tuition increase, seconded by Patrick Healy. Motion passed unanimously. Debra recommended in the future an Operations Subcommittee along with a Program Committee (committees to include RAB members and staff) be created to bridge the work between the Career Center and the Regional Advisory Board.

5. Meeting Schedule for 2019-2020:

- February 10, 2020 – Medical Professions and Emergency Services
- May 4, 2020 – Plumbing & Heating

6. Updates from Penny:

- November Board Report
- Update on Feasibility Study – Update – two firms will be interviewed on December 12th (GBA and Lavalley/Brensinger)
- Professional Development for November 11th was led by the Student Support PLG. Their focus was on workshops for teachers to participate on and demonstration related changing a tire, diagnosing basic automotive issues, soldering in Electrical, soup making in Culinary and afternoon workshops on admissions/recruitment and special ed in CTE.
- Open House is on December 5th from 5:30-7:30 p.m.

7. Other – no other business

Meeting adjourned at 5:31 p.m.

Respectfully submitted,
Scott Griggs and Penny Chamberlin

BUUSD FY20 EXPENSE REPORT SUMMARY - December 10, 2019

	Adopted Budget	Y-T-D Expenses	Encumbrances	Y-T-D Total	Balance
	7/1/19-6/30/20	7/1/19-12/4/19	7/1/19-12/4/19	7/1/19-12/4/19	12/4/2019
1020 BTMES TOTAL	\$ 7,939,684	\$ 2,833,059	\$ 4,485,843	\$ 7,318,902	\$ 620,782
1276 SHS TOTAL	\$ 8,798,152	\$ 3,453,234	\$ 3,896,127	\$ 7,349,361	\$ 1,448,791
1381 BCEMS TOTAL	\$ 8,534,126	\$ 3,269,607	\$ 4,705,366	\$ 7,974,973	\$ 559,153
3097 CENTRAL SERV.	\$ 3,174,063	\$ 1,540,360	\$ 1,428,682	\$ 2,969,042	\$ 205,021
3097 TRANSPORTATION	\$ 1,327,862	\$ 442,271	\$ 804,833	\$ 1,247,105	\$ 80,757
3097 SPECIAL EDUCATION	\$ 11,910,913	\$ 3,789,991	\$ 6,823,072	\$ 10,613,063	\$ 1,297,850
GENERAL FUND TOTAL	\$ 41,684,800	\$ 15,328,522	\$ 22,143,923	\$ 37,472,446	\$ 4,212,354
5002 CVCC	\$ 3,019,913	\$ 1,069,983	\$ 1,513,935	\$ 2,583,918	\$ 435,995

BARRE SUPERVISORY UNION
NOTIFICATION OF EMPLOYMENT STATUS

6.3

Please complete this form for New Hires and any changes in employee's status then submit it to the Central Office. Complete one form for one event per employee to be sure they receive accurate/appropriate compensation.

Information with (*) must be filled out. Please Select Reason for this form and fill out the corresponding section. Authorize at bottom.

NEW HIRE: X (Section 1) TRANSFER: _____ (Section 2) CHANGE HRS/WAGE: _____ (Section 2) TERMINATION/RESIGNATION: _____ (Section 3)

*NAME: Cooper Bushey *School/Dept: BTMES

*EFFECTIVE DATE: January 2, 2020 *Daytime Phone: 476-6617

*POSITION: Physical Replacement Teacher *SUBJECT: Physical Ed. *GRADE: 3-5
(Teacher, Para-Educator, Administrator, Clerical, Cust/Maint, Substitute, Tutor, Other-Specify)

→ Jan 2, 2019 →
Remainder of School yr.

Section 1: NEW HIRE (Admin. Procedure/Checklist on Pg. 2)

TOTAL YEARS OF EXPERIENCE: 0 STEP: 1 SALARY PLACEMENT: BA

HOURLY RATE: Pro-rated *HOURS PER DAY: 107.5 DAILY RATE: 190 *DAYS PER YEAR: _____

SALARY: \$38,930 CONTRACT DAYS: 107.5 *ACCOUNT CODE: 101-1020-51-11-0-1109-51110

*REPLACEMENT Y/N *LONG TERM SUB? Y/N IF YES, FOR WHOM? Take Parline (PE Teacher Salary)

*AOE ENDORSEMENT (TEACHER): YES or NO *CERTIFIED (PARA): ParaPro YES or NO Associates Degree YES or NO

*CONTRACT: YES or NO *TIMES SHEET: YES or NO PENDING

For Central Office Use Only: Contract Completed ____/____/____ Offer Letter Completed ____/____/____

Section 2: TRANSFER / CHANGE IN HOURS OR WAGES (Fill in both columns)

***CURRENT:**

*Position: _____

Daily Hours and FTE _____

*# of Days/Week _____ (Specify days if < 5 per week)

*Current Rate of Pay _____ Hourly or Salary (Circle)

***NEW:**

*Position: _____

Daily Hours and FTE _____

*# of Days/Week _____ (Specify days if < 5 per week)

*New Rate of Pay _____ Hourly or Salary (Circle One)

Section 3: TERMINATION/RESIGNATION

Reason: _____ Last Work Day: _____

[Signature]
*Approving Signature Principal/Administrator

November 26, 2019
*Date

[Signature]
*BSU Approval Signature

11/2/19
*Date

REVERSE SIDE: Administration Procedure/Checklist for New Hires. All should be completed prior to sending candidate packet over for Superintendent Interview.

Cooper Wolfgang Bushey

34 Red Clover Way Milton, Vermont 05468
8023633454 cooperbushey35@gmail.com

Education

Castleton State College

Castleton, Vermont

Bachelor of Science

Major: Physical Education, **Minor:** Health

GPA: 3.375

Attended August 2015 to May 2019

Degree conferred May 2019

Transcript

(159KB)

Experience

Barre Town Middle & Elementary School

Aug 2019 - Dec 2019

Student Teacher

Barre, VT

Up to this point during my student teaching experience I have worked primarily with Dani and the Middle School students. I am almost through with my MS volleyball unit plan and will transition to working with Laura and the elementary aged students beginning 8/28/19. I have gotten to go observe/co-teach some elementary lessons already since the MS and ELM schedules offset. I have also spent two days fully working with the ELM students as a substitute teacher. I do have previous experience working with students of the grade 3-5 age group in previous field placements in college at Prosper Valley School & Rutland Town. On top of working with elementary aged students in the classroom setting I spent the summer of 2018 as a camp counselor for the SCAMP Camp located in Castleton, Vt. The camp was for kids aged 4-10.

Reason for leaving: Finishing my student teacher experience.

Supervisor: Laura Thygesen & Dani Kehlmann (8024766617)

Experience Type: Student Teaching, Full-time

It is OK to contact this employer

Fair Haven Union High School

Jan 2019 - May 2019

Student Observer

Fair Haven, VT

During the spring semester of 2019, I was placed at Fair Haven Union High School for my Teaching Secondary Physical Education course placement. I spent 30+ hours observing, co-teaching, and implementing my standards based pickle ball lesson. During my placement the units that I was able to assist with were bowling, floor hockey, volleyball, tchoukball, pickle ball, ultimate frisbee, and adventure ed. The school offered an elective PE class for students who had already fulfilled graduation requirements, so I was exposed to two different units in the same day throughout my placement. Another beneficial aspect of being placed at Fair Haven was being able to learn from two teachers. A lot of the time their high school had two PE classes going on simultaneously, so they shared the gym and combined classes a lot. One of the teachers was an experienced veteran and the other a relatively new teacher whom graduated from Castleton. Being able to see the different teaching styles exposed me to a variety of skills, philosophies, and how a team of PE teachers collaborate.

Reason for leaving: End of semester
Supervisor: Joel Beste (802-265-4966)
Experience Type: Other, Part-time
It is OK to contact this employer

Rutland Town School

Aug 2018 - Dec 2018

Student Observer
Rutland, VT

During the fall semester of 2018, I was placed at Rutland Town School for my Methods of Teaching Elementary Physical Education Course. I spent 30+ hours observing, co-teaching, and implementing my own standards-based locomotor movement lesson plan for early elementary students. Some of the units that I was able to assist my mentor with during my field placement were throwing & catching, movement concepts, locomotor movements, team building, and others. My mentor teacher regularly incorporated cross-curricular content into his lessons such as mathematics, language arts, and science. Another emphasis of my mentor teacher's curriculum was advocating for daily physical activity outside of physical education. Within his lessons he would give them tasks that they could practice at home or during recess. He also would provide alternative ideas for their diverse population of students. For example in one lesson he suggested that if at home the students did not have access to a ball they could bundle up socks and use them instead, or if they did not have anyone to practice with they could practice throwing at a target. Those are just some examples of how he constantly advocated for physical activity outside of the school setting.

Reason for leaving: End of the placement
Supervisor: Keith Schnieder (802-775-0566)
Experience Type: Other, Part-time
It is OK to contact this employer

SCAMP Camp

May 2018 - Aug 2018

Camp Councilor
Castleton, VT

During the summer of 2018, I worked as a camp councilor for SCAMP Camp located in Castleton, VT. The camp consisted of approximately 80 kids from ages 5-12. My responsibilities consisted of planning & overseeing camper activities (arts & crafts, cooperation tasks, games), guide and teach a range of outdoor pursuits (hiking, swimming, etc.), ensure camper safety and monitor their activities, and manage/prevent behavioral issues to name a few. My experience working as a camp councilor was beneficial for me as a perspective teacher because I was able to develop my communication, leadership, problem-solving, adaptability, and interpersonal relationship skills with kids that I also use within the classroom.

Reason for leaving: End of the summer, also did not return the following summer due to financial issues with the camp they were forced to cease operations.
Supervisor: Erin Haley (802-342-6986)
Experience Type: Other, Summer
It is OK to contact this employer

Additional Information

Having already spent a considerable amount of time doing my student teaching in Barre Town Middle & Elementary School, I feel confident and comfortable with navigating through building, utilizing the resources available, working along side the faculty & staff, and have rapport with most of the students. I have gotten to know some of the 5th grade students from my Health Education Practicum observing Lauren Singer. If selected to fulfill the 3-5

long term sub position I look forward to getting to know the rest of the grades 3-5 students and continue my personal growth as a teacher and as a person.

Some other information about me is that I was a 4 year varsity football player at Castleton University. I also grew up playing a wide variety of team/individual sports. As iv'e gotten older I have learned to really enjoy and utilize the great outdoors that VT offers. I feel that having a wide and diverse background will allow me to provide my students with the the opportunity to experience a diverse PE curriculum that exposes them to more than just your basic "team sports" that some old school PE curriculum's used to focus on.

Member of the Castleton University Physical Education & Health Education Club.

SHAPE VT member since 2015. Attendee of the VT SHAPE conferences every year since 2015.

During my time at Castleton I was also heavily invested in community service initiatives such as being a "lunch buddy" for a Castleton Elementary student each week, helping to run the Castleton Village School "Game & Rec Nights", helping with the blood drives & bone marrow initiatives on campus, organizing the Castleton Community Halloween Party, volunteering with the Special Olympics, along with many other areas of community service.

The achievement I am most proud of however is the impact that I have made in one of my previous summer campers life when I was working as a counselor and still up to this day. There was one boy who has been known to be a bit of a behavioral problem and never had much of a male role model in his life outside of his grandfather who he lives with. He latched on to me quickly and I could see his progress when it came to his behaviors and overall enjoyment of camp. This also has now translated to school from what I have been hearing from him and his grandparents. I still keep in touch with them and will take him out to do things like bowling, riding four wheelers (which is his favorite hobby), and attend his family birthday party. Hearing the praise that his grandparents and other family members have given me about what an impact I have made on this boy is more rewarding to me than any touchdown I have ever scored in football or achievement I have gotten in school. Making an impact in children's lives is one of the main reasons why I wanted to get into education.

Central Vermont Career Center

December 2, 2019

155 Ayers Street Suite #2

Barre, Vermont 05641

Tracy Taylor RN, MSN

330 Paine Turnpike South

Berlin, VT 05602

Dear Mrs. Chamberlin, Superintendent Pandolfo and School Board Members,

I will be resigning from my position as the Medical Professions Instructor at the Central Vermont Career Center at the end of the 2019-2020 school year. This was a very difficult decision that was based on personal finances and license requirements. As a Registered Nurse I must meet the State Board of Nursing requirements to maintain my Registered Nurse License. In order to meet these requirements I must maintain my clinical skills by holding a second job, working after school, weekends and school vacations. In addition, the AOE requirements and fees associated with peer review and licensing are not personally or financially sustainable. I hold great respect for the Career Center and the Barre School District. I will always support and promote the mission and value of CTE education. Thank you for your support and understanding.

Sincerely,


Tracy Taylor RN, MSN

Medical Professions Instructor

12-2-19.


12/2/19

Reed P. Chamberlin
12/2/19 @ 12:50

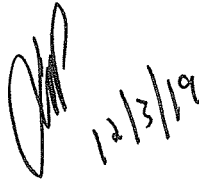
On Fri, Nov 22, 2019 at 2:23 PM Steve Coultas <scoultcvcc@buusd.org> wrote:
Hi John

I don't know how fancy the retirement notice needs to be. If you need me to spruce it up. or add any thing I will try again.

I will not teach beyond the end of this school year 2020. It has been a privilege I will miss it.

sincerely

Steve Coultas

Handwritten signature of Steve Coultas and the date 12/3/19.

Dear John Pandolfo,

This is to inform you that I am resigning from Barre City Elementary and Middle School as Behavior Specialist, and the BUUSD community as of November 29th, 2019.

This position gave me the privilege to work with the youth of my community, as well as those such as yourself who demonstrate respect, compassion and unconditional commitment to this work every day. I would like to thank you for the opportunity to work for and alongside yourself and the rest of the outstanding BCEMS community. To work with such caring and committed individuals reinforces the hope I have for the children and families of Barre City. While my heart is unquestionably invested in the work I have done thus far, I have been offered a position to which I cannot pass at this time in my professional and educational journey. I depart from this position with a heavy heart, as well as overwhelming appreciation for the experience.

It is truly amazing how much these students have taught me, to which I am forever grateful. Thank you again for the opportunity and for the continuous support.

Sincerely,

Carmen Mears
11/18/2019

Overnight/Out of State Field Trips**CVCC**

- April 9-17, 2020 Building Trades trip to Louisiana (14 students and 3 adults)
- May 30-June 2, 2020 Cosmo II Trip to Hair Show in Orlando, FL (10 students and 2 adults)
- February 6, 2020 Building Trades, Electrical and Plumbing headed to Construction Trade Show for the day in Boston (47 students and 4 adults)

SHS

- Drama Club & Chorus (36 students) @ NYC (January 31st - February 2nd)
- Drama Club's One Act Festival will be participating in the regional level competition in March. If they score high enough to move on, they would progress to the state level competition, which would result in an overnight trip on March 27th
- Marine Bio @ Costa Rica (April 16th – 23rd)
- JROTC @ NYC (April 25th - 29th)



State of Vermont
Agency of Administration
Office of the Secretary
 Pavilion Office Building
 109 State Street, 5th Floor
 Montpelier, VT 05609-0201
www.aoa.vermont.gov

[phone] 802-828-3322
 [fax] 802-828-3320

Susanne R. Young, Secretary

December 2, 2019

Rep. Johnson, Speaker of the House
 Sen. Ashe, President Pro Tempore
 Vermont State House
 115 State Street
 Montpelier, VT 05633-0004

Re: 2019 Education Tax Rate Forecast

Dear Speaker Johnson and President Pro Tempore Ashe:

Attached you will find the annual letter from the Commissioner of the Vermont Department of Taxes. As you know, the Commissioner, after consultation with the Agency of Education, the Secretary of Administration and the Joint Fiscal Office, is required by 32 V.S.A. § 5402b to annually calculate and forecast a property dollar equivalent yield, an income dollar equivalent yield, and a non-homestead tax rate.

One of the key performance indicators we use to measure how effectively State government is helping to make Vermont more affordable for families is the percent of household income (HHI) spent on state taxes and fees. It is our view that if the percent of a household's income captured by government is increasing, government is having a regressive economic impact on households. The fact that projected education cost increases continue to exceed the rate of growth in education fund revenues – and the rate of growth in household income – remains a cause for significant concern, particularly as the number of students in Vermont's schools continue to decline.

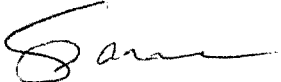
This is why the Governor devoted much time and attention to this challenge in his first legislative biennium. As you no doubt recall, there was a great deal of conversation around the structural sources of the ongoing tax pressures, including health care costs. One of the bigger pressures on education spending for FY21 is the cost of health care for district employees. Of the expected \$72 million increase in the education payment, about \$28 million would cover local school districts' portions of premium increases. That figure won't be finally determined until the conclusion of the negotiations of a statewide teachers' health benefit.

To be clear, the Governor supports increasing education spending where we can demonstrate that it yields added value, and equity, for students. Given the state of Vermont's declining student population and performance scores, it's difficult to argue the escalating tax rates do much more than maintain a status quo

of rising costs and growing inequity. We need to work together to ensure the investment Vermonters are making is yielding more equitable opportunities and better outcomes for our kids.

The Governor continues to believe that structural reform is essential to making our education system better for kids, and more affordable for taxpayers. We are very open to working with you to address these challenges and making Vermont's education system the very best in the country.

Respectfully,



Susanne Young

Secretary of Administration



State of Vermont
Department of Taxes
133 State Street
Montpelier, VT 05633-1401

Agency of Administration

December 2, 2019

Rep. Johnson, Speaker of the House
Sen. Ashe, President Pro Tempore
Vermont State House
115 State Street
Montpelier, VT 05633-0004

Dear Speaker Johnson and President Pro Tempore Ashe:

The Commissioner of the Vermont Department of Taxes, after consultation with the Agency of Education, the Secretary of Administration and the Joint Fiscal Office, is required by 32 V.S.A. § 5402b to calculate and forecast a property dollar equivalent yield, an income dollar equivalent yield, and a nonhomestead tax rate annually. This letter is submitted in fulfillment of the statutory obligation. The Department of Taxes, Department of Finance and Management, Agency of Education, and the Joint Fiscal Office prepared consensus forecasts on various components of the Education Fund Operating Statement for Fiscal Year (FY)2021 so that the required analysis could be performed. Many thanks go to the exceptional staff who performed this essential work.

5402b(a)(2) Mandated Forecast

In the statutorily mandated calculation and recommendation under 32 V.S.A. 5402b, the Commissioner must assume the following¹:

1. The homestead base tax rate is \$1.00 per \$100.00 of equalized education property value;
2. The applicable percentage under 32 V.S.A. 6066(a)(2) is 2.0;
3. The statutory reserves under 16 V.S.A. § 4026 are maintained at five percent; and
4. The percentage change in the average education tax bill applied to homestead property, nonhomestead property, and taxpayers who claim a property tax credit is the same.

¹ And for FY21, "the Commissioner shall disregard any undesignated surplus in the Education Fund" (Act 46, 2019)

Applying these statutory assumptions, the yields and non-homestead rate in the table below would support all forecasted FY21 education fund uses and maintain the statutory reserves under 16 V.S.A. §4026 at five percent. Additionally, the percentage change in the average bills for non-homestead property, homestead property, and those who claim a credit² under 32 V.S.A. §6066(a) are projected to be equal under these yields and nonhomestead rate.

Homestead Yields and NH Rate	FY2020 (for comparison)	FY2021
Homestead Property	\$10,648	\$10,883
Income	\$13,081	\$13,396
Nonhomestead Property	\$1.594	\$1.654

Average Rates

If the forecasted yields and rate in this letter were adopted, the average 2020-2021 (FY2021) equalized property tax rates would be as follows:

	FY2020 (for comparison)	FY2021
Homestead Property	\$1.512	\$1.567
Income	2.47%	2.55%
Nonhomestead Property	\$1.594	\$1.654

These rate increases, in conjunction with forecast appreciation in property value and growth in income, would lead to an average increase of more than 6% in education property taxes for all payers.

Education Spending Growth

Total education spending is forecast to grow while the number of pupils continues to decline. On a per-pupil basis, the expected growth in spending is forecast to be 5.53% on average.

	FY2020 (for comparison)	FY2021	Rate of Growth
Total Education Spending (\$Millions) ³	\$1,426.1	\$1,497.6	5.01%
Equalized Pupil Count ⁴	87,839	87,412	-.49%
Average Equalized Per Pupil Spending	\$16,235	\$17,133	5.53%

² Those who claim a credit will pay FY21 taxes based on their 2020 household income

³ Projected total education spending for property tax rate purposes as defined by 16 V.S.A. § 4001 (6)

⁴ "Equalized pupils" is a weighted number. Actual student enrollment is lower

Other Considerations

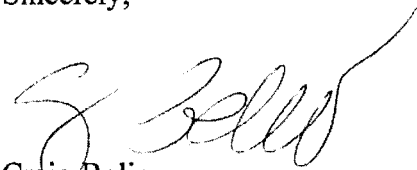
This forecast is calculated as prescribed in statute with the information available to date. There are always variables, concerns and opportunities to consider when we look beyond the prescribed forecast above. We face a challenging landscape for FY21, and I hope the following points will provide policymakers and voters information to make their best decision:

- Per pupil spending is what determines homestead tax rates, not total spending. Locally voted spending amounts are still the primary determinant of a town's tax rate. The more per pupil spending goes up, the more tax rates will go up.
- Virtually all taxpayers in a town will experience an increase on their FY21 bills if the town's education property tax rates go up versus the current year. Even taxpayers who receive a property tax credit the following year would experience property tax rate increases from higher school spending because an increase in per pupil spending increases the income percentage taxpayers are expected to pay before a property tax credit is applied.
- If all districts could restrain budget growth to about 1.4% cumulatively (1.9% per pupil), average statewide rates could stay the same as the current year. Average tax bills would still increase 2.16% under that scenario due to rising proper values and incomes. The yields going up mean that a single (small) district could increase per pupil spending by 2.2% and have the same equalized (before the common level of appraisal⁵ is applied to a town) tax rate as the current year even if all other districts increase per pupil spending by the forecasted 5.53%.
- Penny rule of thumb for FY21: One penny on the tax rate translates to \$20 on a \$200,000 house and one penny on both homestead and nonhomestead rates raises about \$8.7M. Roughly 2/3rds of residents pay based on income, and absent intervention, their rates move proportionally with property rates.

⁵ The CLA is the measure of how close a municipality's local appraisals are to the actual Fair Market Value. The CLA is used to equalize education taxes statewide with the goal of having properties of equal value pay equal amounts of school taxes.

The 6% forecasted growth in education property tax is almost double the expected grand list growth of 3% and more than double the expected income growth of 2.5%. If these forecasted yields are ultimately adopted, it would result in the largest education property tax increase in the past 10 years. However, while the forecast is concerning, it is not inevitable. In the 2017 letter, the FY19 rates were forecasted to increase by over 9 cents, but school districts passed budgets that helped the state avoid such a significant increase. There is work ahead for all of us to help get Vermont on a more sustainable path, and this Administration is ready to work collaboratively with you to make our education system both more efficient and more valuable and equitable for our children.

Sincerely,



Craig Bolio
Acting Commissioner, Department of Taxes

cc: Susanne Young, Secretary, Agency of Administration
Daniel French, Secretary, Agency of Education
Adam Greshin, Commissioner, Department of Finance and Management
Rep. Janet Ancel
Sen. Ann Cummings
Rep. Kathryn Webb
Sen. Philip Baruth
Stephen Klein, Joint Fiscal Office
Luke Martland, Legislative Council



State of Vermont
Department of Taxes
133 State Street
Montpelier, VT 05633-1401

Agency of Administration

For Immediate Release

Contact: Kate Strousse
Executive Assistant
Vermont Department of Taxes
(802) 828-3763 or Kate.Strousse@vermont.gov

Commissioner of Taxes Releases FY2021 Education Yield Letter

Montpelier, Vt.,— Acting Commissioner of Taxes Craig Bolio has released the statutorily required education tax rate letter which forecasts the education tax yields for resident homeowners and the nonhomestead tax rate (formerly called “nonresidential”) for the upcoming fiscal year (FY) 2021. Using statutorily prescribed calculations, the Agency of Education, Department of Taxes, Department of Finance and Management, and Joint Fiscal Office collaborate to establish the yields and rate.

The forecasted FY21 homestead property yield is \$10,883 compared to \$10,648 for FY20 (the current property tax year). The forecasted FY21 income yield is \$13,396 compared to \$13,081 for FY20 and impacts credit claims submitted in the spring of 2021. The increase in the forecasted homestead property yield would result in an average homestead tax rate increase of 5.5 cents. The statewide base nonhomestead tax rate is forecast to be \$1.654 in FY21, a six-cent increase from FY20.

Statewide education spending is forecast to grow by \$71.5 million while the equalized pupil count is projected to decline by 427, creating a 5.53% increase in average equalized per pupil spending. This rate of growth is nearly double the expected growth in tax year 2020 property values (3%) or income (2.5%), and is the primary cause of the projected rate increase. Because of the forecasted increases to education spending, coupled with property value appreciation and income growth, the average bill across the state would increase by more than 6%. Moreover, as in all years, changes in each district’s per pupil spending will result in very different property tax impacts across the state, as locally voted spending amounts are still the primary determinant of a town’s homestead education tax rate.

The forecast this year leads to challenges for affordability. However, if districts can restrain budget growth to less than 1.4% cumulatively (1.9% per pupil), average rates could stay the same as last year. Additional resources for understanding education tax rates are available on the department’s website at <http://tax.vermont.gov/property-owners/understanding-property-taxes/education-tax-rates> and from the Vermont school boards association at <http://www.vtvsba.org>.



The Education Fund and Education Finance

Dec. 1, 2019

The Education Fund and education finance in general is extremely complex, making policy change and decisions equally complex. The Vermont Department of Taxes has assembled the following facts to help interested Vermonters be better equipped to understand the financial underpinnings of many of these important issues.

Education Fund Revenues and Expenses

The Education Fund's revenue and expenses total over \$1.7 billion, making it significantly larger than the General Fund.

Property Taxes

Property taxes contribute just 67% of the total Education Fund revenues, broken down as follows:

- \$447M (26%) of total revenue comes from the homestead property tax.
- \$694M (41%) comes from the nonhomestead property tax .
- Only the homestead property tax rate is affected by local education spending decisions. The nonhomestead rate is set at the statewide level and not locally adjusted by school district spending, although it does reflect total spending statewide.
- Any property not occupied as a principal residence is classified as "nonhomestead." That term was changed from "nonresidential" because many people thought it was property owned by individuals who are not residents of Vermont, which is incorrect.

Other Revenue Sources

Here are the other major Revenue Sources for Education Fund costs (dollar amount going to education in parenthesis):

- 100% of Vermont's Sales and Use Tax is now dedicated to the Education Fund (\$436M)

- 33% of Vehicle Purchase and Use Tax (\$38M)
- 25% of Meals/Rooms and Alcohol Tax is now dedicated to the Education Fund (\$48M)
- 100% of lottery revenue (\$29M)

Expenses

Total expenses might not match total revenues in any given year because of the presence of balancing items, such as payments into the statutory reserve or carryovers from the prior fiscal year.

- The single largest cost in the Education Fund is the Education Payment: \$1.43B, funding the voter approved school spending of all local budgets.
- Next largest cost is the Special Education Aid to local schools, at \$213M
- Transportation Aid, Small School Support and Technical Education Aid to districts total about \$42M combined.
- The annual "Normal" pension contribution is paid out of the Education Fund. However, over \$140M of educator retirement cost (pensions and post-employment benefits) is paid out of the General Fund annually to close the gap of the unfunded liability.

Local Spending and Decision Making

- An analysis by the Vermont League of Cities and Towns reported that less than 18% of registered voters voted on Town Meeting.
- Local needs and decisions produce widely disparate levels of per pupil spending throughout the state. The highest spending school districts spend around \$22,000 per pupil, while the lowest districts spend around \$12,000 per pupil.
- A school district's total budget increase or decrease has little predictive value in determining the effect on the property tax rate. Among items under local control, it is the per pupil spending that has the biggest impact on the district's property tax rate.

Vermont's Income Sensitivity Program

- Analysis by the Department of Taxes showed there are up to 21 steps necessary for taxpayers to determine the impact of their district's school budget on their individual homestead property tax bills.
- Vermont's income sensitivity program effectively divides education property taxpayers into four groups:
 1. Those whose property taxes are capped by law
 2. Those who pay based on their income
 3. Those who pay on a combination of income and property value
 4. Those who pay purely based on their property value
- Most homeowners (68%) pay an income-sensitized property tax, meaning their total property tax bill is reduced by a state payment, called a property tax credit (PTC).
- PTCs are capped at \$8,000 (\$5,600 towards education property taxes and \$2,400 towards municipal taxes)
- A typical income-sensitized property tax payer might pay approximately 2.5% of their income in education property tax. For instance, a family with household income of \$60,000 (just above the median tax filer income in Vermont) could expect to pay around \$1,500 in annual property tax. This generally holds true whether they live in a \$200K home or a \$400K home.
- For homeowners with household income below \$47,000, an extra PTC is available to offset the cost of municipal taxes as well. This cost is an expense of the General Fund and is roughly \$17M for FY20. A homeowner with \$20,000 of household income living in a \$300,000 home is likely to pay no more than \$900 in total property taxes.
- The total Education Fund foregone revenue of the income sensitivity program is approximately \$170M, which equates to over 40 cents of the statewide average homestead education property tax rate of \$1.51.
- The 32% of Vermont homestead owners who are not income-sensitized pay over half (53%) of the homestead property tax. Those paying based on income (68%) pay 47% of the total homestead property tax.

Most of this analysis is based on anticipated fiscal year 2020 totals as they appear in the Dec 1, 2019, Education Fund Outlook.

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Dear John,

Act 11 of 2018 created the Commission on Public School Employee Health Benefits, which will determine, through negotiations, the amounts of the premiums and out-of-pocket expenses for school employee health benefits that will be paid by school employers and employees.

Under the process approved by members at the 2018 VSBA annual meeting, each SU/SD has the ability to cast one vote to ratify the agreement reached by the Commission (if there is an agreement). The ratification process **requires each SU/SD to notify the VSBA of the name, telephone number and e-mail address of its voting delegate**. If your SU/SD is **NOT listed** below please vote to appoint a delegate at your next meeting and report the delegate's information to Kerri Lamb by email at klamb@vtvsba.org or by calling our office at 800-244-8722.

The following SU/SD's **HAVE** submitted their delegate's information:

- Addison Central SD
- Addison Northwest SD
- Bennington-Rutland SU
- Central Vermont UUSD
- Champlain Valley UUSD
- Colchester SD
- Essex Westford UUSD
- Franklin West SU
- Greater Rutland County SU
- Harwood UUSD
- Kingdom East SD
- Lamoille North USD
- Lamoille South UUSD
- Maple Run USD
- Mill River UUSD
- Milton SD
- Montpelier-Roxbury SD
- Mt Abraham USD
- Mt Mansfield UUSD
- Orange East SU
- Orange Southwest USD
- Orleans Central SU
- Orleans Southwest SU
- River Valley Tech Center
- Rutland Northeast SU
- Slate Valley UUSD

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- Two Rivers SU
- Washington Ctrl UUSD
- Windham Southeast SU
- Windham Southwest SU
- Windsor Central SU
- Winooski SD

If the Commission enters into an agreement, the VSBA will host an informational webinar for the voting delegates within ten calendar days after execution of the agreement. Within ten calendar days after the informational webinar, the Vermont School Boards Association will conduct an electronic ballot. Delegates will be provided at least ten calendar days' notice of the day of the vote. Delegates will be able to cast their vote through the electronic system between 7 am and 7 pm on the day of the vote.

Please let me know if you have any questions.

Thank you,



Sue Ceglowski
Executive Director
Vermont School Boards Association
sceglowski@vtsba.org



This email was sent to jpandbsu@buusd.org

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Vermont School Boards Association · 2 Prospect St Ste 4 · Montpelier, VT 05602-3815 · USA

DRAFT

Barre UUSD Board Procedure **Public Comment at Board Meetings**

As stated in BUUSD Policy A21; Public Participation at Board Meetings, it is the policy of the Barre Unified Union District Board to encourage public participation at its meetings. The policy states that reasonable rules of participation may be used to insure that meetings are conducted in an orderly fashion and that the business at hand is completed in a timely manner. Such rules may take into consideration such things as length of each speaker's presentation and the number of times each speaker may comment.

Persons Who May Address the Board include:

- Any district resident
- School staff members, students and parents
- Individuals who have been requested by the superintendent or the board to present a given subject
- Persons who are directly affected by matters on the board agenda
- Others at the discretion of the board

When the number of people wishing to speak is large, the board may authorize the chair to use a speakers' list. Members of the public will be given an opportunity to sign the speakers' list, indicating which agenda item will be addressed.

The board meeting agenda includes an item for "Public Comment for Items Not on the Agenda". Any person who would like to make brief public comment may use this time for that purpose, while respecting the following guidelines:

- The person commenting will sign the Visitor List managed by the board recorder or clerk.
- The time allotted to each person commenting will be assigned by the chair.
- The person commenting will not hand out any printed materials that have not been previewed by the chair in advance of the meeting.
- The person commenting will use respectful and appropriate language.
- The person commenting will not breach the privacy or other rights of students, parents or school employees, including using any personally identifiable information in public session.
- If the comment is a complaint against a student, a parent, an employee, a school, or the district, the person commenting shall have already completely followed the board procedure on complaints, shall not breach the privacy or other rights of individuals as specified above, and/or shall have already requested an executive session in advance through the board chair.
- The chair shall rule out of order any comment to the board which does not follow these guidelines.

For items that are included on the agenda, any person interested in commenting should hold comments until that agenda item is discussed. The chair will ask for public comments on that agenda item before action is taken by the board.

DRAFT

Barre UUSD Board Procedure

Complaints Regarding Students, Parents, Employees, School, or District

As defined in statute, the role of the School Board is to set vision and policy for the district, to prepare and distribute an annual budget, to maintain the schools in good repair, to employ such persons as may be required to carry out the work of the school district. Among other functions, the School Board must act as a quasi-judicial body in certain circumstances related to student and employee conduct and discipline. Because of these statutorily defined duties, it is appropriate that a chain of command is followed for concerns and complaints regarding students, parents, employees, schools, and/or the school district.

Before a concern or complaint is addressed by the school board, it should be brought to the attention of persons as close to the source of the issue as possible, and work up the chain of command as outlined below:

- If the concern relates to a student and at the classroom level, it should be brought to the attention of the classroom teacher. If the concern relates to a student and a common area of the school, it should be brought to the attention of the Homeroom or Advisory Teacher.
- If the concern is not addressed to an appropriate level of satisfaction at that level, and it occurred at Spaulding High School, it should next go to the Department Head.
- If the concern is not addressed to an appropriate level of satisfaction at that level, it should next go to the Building Administrator. This would be the Assistant Principal or Principal, or the Assistant Director or Director at the Central Vermont Career Center. For concerns not resolved to satisfaction at the Assistant Principal or Assistant Director level, they should then go to the Principal or Director.
- If the concern is not addressed to an appropriate level of satisfaction at that level, it should next go to the Central Office Administrator. This might be the Superintendent, or it might be the Directors of Special Education, Early Education, Curriculum, Technology, or Facilities. For concerns not resolved to satisfaction at the Director level, they should then go to the Superintendent.
- For concerns not addressed to an appropriate level of satisfaction by the Superintendent, the Chair of the School Board may be contacted. The Chair can then determine the appropriate next step to address the concern, including whether the issue needs to be discussed at all at a board meeting, and if so whether an executive session will be required.

DRAFT

Barre UUSD Board Procedure **Board and Board Committee Operation**

Full Board Meetings

- Meetings will follow Roberts Rules of Order
- Changes to the Agenda will occur following Motion, Second, and Discussion
- Approval of Minutes will occur following Motion, Second, and Discussion
- Entering Executive Session will occur following Motion, Second, and Discussion
- All other Action taken will occur following Motion, Second, and Discussion
- Adjournment will occur following Motion and Second

Board Committee Meetings

- Meetings will follow Roberts Rules of Order
- Attendees will be recorded as follows:
 - Board Committee Members present/absent
 - Other Board and Public Members present
 - Administrators and Staff present
- Changes to the Agenda will occur by Consensus
- Approval of Minutes will occur by Consensus
- Any recommendation for Action by the Full Board will occur by consensus
- Entering Executive Session (i.e.; for Negotiations Committee) will occur following Motion, Second, and Discussion
- Adjournment will occur by Consensus

Article 11: Initial Directors

A. Terms of Office

School directors will be elected for three year terms, except for those initially elected at the time of the formation of the New Union District. In the initial election of school directors, the terms of office will be as follows:

Town	Term ending March <u>2020</u>	Term ending March <u>2021</u>	Term ending March <u>2022</u>
Barre City	2	1	1
Barre Town	1	2	1
At- Large	0	0	1

The terms of the initial school directors indicated above will include the months in between the organizational meeting and the first annual meeting.

Nominations for the office of School Director representing a specific town shall be made by filing, with the clerk of that district/town proposed as a member of the New Union District, a statement of nomination signed by at least 30 voters in that district/town or one percent of the legal voters in the district/town, whichever is less, and accepted in writing by the nominee. A statement shall be filed not fewer than 30, nor more than 40 days prior to the date of the vote.

Nominations for the office of the at-large School Director shall be made by filing a statement of nomination signed by at least 60 voters residing in the New Union District with the clerk of any district/town proposed as a necessary member of the Unified District. A statement shall be filed not fewer than 30, nor more than 40 days prior to the date of the vote.

Pursuant to the provisions of 16 V.S.A. §706j(b), directors initially elected to the New Union District shall be sworn in and assume the duties of their office.

Thereafter, members of the Board of School Directors will be elected at the Barre Unified Union School District's Annual Meeting. Terms of office shall begin and expire on the date of the school district's annual meeting. In the event the district's annual meeting precedes Town Meeting Day, the Director's terms shall expire on Town Meeting Day.

Terms Expiring March 2020:

- Boltin – Barre City
- Folland – Barre City
- Kerin-Hutchins – Barre Town

Forms and Information:

- Barre City: <https://www.barrecity.org/annual-town-meeting-election.html>
- Barre
Town: [http://www.barretown.org/departments/finance and administration/town clerk/sample ballot.php](http://www.barretown.org/departments/finance_and_administration/town_clerk/sample_ballot.php)