

BARRE UNIFIED UNION SCHOOL DISTRICT
SPECIAL BOARD MEETING

April 7, 2020 at 5:30 p.m.
Via Video Conference

Click this link to join the meeting remotely: <https://us04web.zoom.us/j/504301780>

Please Note: If you attend the meeting remotely you must state your name for the record to satisfy the
Open Meeting Law

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. Executive Session
 - 4.1. Superintendent Interviews
5. Adjournment

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

ALL CANDIDATES HAVE CONFIRMED TIMES AND DATES

April 6 schedule

Faculty & Staff (each meeting is 30 minutes with 10-minute break in between)

2:30 David Wells

3:10 Bruce Labs

3:50 Don Van Nostrand

Public (each meeting is 60 minutes with 15-minute break in between)

5:30 Bruce Labs

6:45 Don Van Nostrand

8:00 David Wells

April 7 Board Interviews (each meeting is 60 minutes with 15-minute break in between)

6:00 Don Van Nostrand

7:15 David Wells

8:30 Bruce Labs



BUUSD Superintendent Search Possible Questions for the Board to Ask

How would you coordinate a district/SU vision with the visions of the separate local districts? Is it essential that they be in sync?

In current or previous positions, how would you build relationships with board, parents, and community?

Where do you see yourself in 5 years?

Can you give an example of how you have been successful in bringing different constituencies together? What about a time you have been less than successful?

What are the characteristics of a positive relationship between a superintendent and board members?

What has been the most difficult or challenging interactions that you have yet to deal with regarding your work with a school board?

In current or previous positions, how would you build relationships with board, parents, and community?

What has been your experience with difficult dynamics and how have you built relationships to improve morale and create a strong school culture?

What do you see as the superintendent's role in school board development? Are there development programs you would propose to introduce, if not already in effect?

Questions that the Committee Wanted to Ask (But Didn't)

How do you stay abreast of current thinking and research in education? What's the best way to use assessment data, and how do you help parents, community members, board members, and staff understand the purpose and use of assessment data?

Given our declining student population, how would you help us determine direction for meeting our financial and academic challenges?

How can schools balance the needs of individual students with the needs of a classroom of students? How do you address the academic needs of disadvantaged students? How do we meet the needs of all students with proficiency-based learning?

In the past few years the relationship between the towns and the district has become strained largely as a result of Act 46 consolidation. How will you engage the community in the future of the district? Please describe a past success in community collaboration.

Avoiding Discriminatory Pre-employment Inquiries

The following lists provide questions that can or should not be asked in pre-employment interviews. Some of the questions listed as potentially discriminatory may be asked on applications in order to gather sufficient information to conduct background checks, or if they relate to bona fide occupational requirements of a particular job, or there are affirmative action considerations. When in doubt about the appropriateness of a question, consult with qualified legal counsel.

SUBJECT	JOB-RELATED, NONDISCRIMINATORY QUESTIONS (O.K.)	NOT JOB-RELATED, POTENTIALLY DISCRIMINATORY QUESTIONS (AVOID)
NAME	<p>Applicant's full-name.</p> <p>Have you ever worked for this business or organization under a different name? Is any additional information relative to a different name necessary to check on your work record? If yes, explain.</p>	<p>Applicant's maiden name. Original name of applicant whose name has been changed by court order or otherwise.</p>
ADDRESS RESIDENCE	<p>What is your mailing address? How long a resident of this state or city? (for tax purposes)</p>	<p>Where did you live previously?</p>
PRIOR CONVICTIONS	<p>Have you ever been <i>convicted</i> of a crime? If so, when, where, and nature of offense? Are there any felony charges pending against you?</p>	<p>Inquiries regarding arrests.</p>
BIRTH DATE	<p>May be asked only whether applicant is within the legal age range for your employment purpose.</p>	<p>How old are you? What is your date of birth?</p>
BIRTHPLACE		<p>Birthplace of applicant, his or her parents, spouse, or other close relative. Requirement that applicant submit birth certificate, and naturalization or baptismal record.</p>
NATIONAL ORIGIN	<p>Inquiry into languages applicant speaks or writes, but only if relevant to the job.</p>	<p>Inquiry into applicant's lineage, ancestry, descent, national origin; nationality, or parentage. Nationality of applicant's parents or spouse. What is your mother tongue?</p>
MARITAL STATUS		<p>Any inquiries into marital status, plans for a family, or number of dependents. Is your spouse employed and where? What is your spouse's name?</p>
MILITARY SERVICE	<p>Inquiry into applicant's military experience in the Armed Forces of the U.S., or in a state militia (branch, service dates, occupational specialty, reason for leaving).</p>	<p>Inquiry into applicant's <i>general</i> military experience, not job related.</p>

SUBJECT	JOB-RELATED, NONDISCRIMINATORY QUESTIONS (O.K.)	NOT JQB-RELATED, POTENTIALLY DISCRIMINATORY QUESTIONS (AVOID)
DEPENDENTS		Do you have any children? How old are your children? Do you have any dependents? What child care arrangements have you made?
DRIVER'S LICENSE	May be asked about only if driving is necessary for the job.	Do you have a valid driver's license?
EDUCATION	Inquiry into the academic, vocational, or professional education of the applicant and the schools he/she attended.	
EMERGENCY NOTIFICATION	Name and address of person to be notified in case of accident or emergency.	Name and address of nearest relative to be notified in case of emergency.
EXPERIENCE	Inquiring into work experience.	
HEALTH/PREGNANCY	Do you have any impairments-physical, mental, or medical-which would interfere with your ability, to do the job for which you have applied? Are there any positions for which you should not be considered or job duties you cannot perform because of a physical or mental handicap? Inquiries into contagious or communicable diseases which may endanger others.	Are you pregnant? Are you using any contraceptives? Are you planning to have a family? Requirement that women be given a pelvic examination. Do you have a disability or handicap? Do you use any adaptive device or aid? Have you ever been treated for the following diseases...?
HEIGHT OR WEIGHT		Any inquiries regarding applicant's height or weight.
PHOTOGRAPH		Requirement that applicant submit a photograph either before or after the pre-employment inquiry.
RACE OR COLOR		Questions regarding the complexion or color of skin, national origin, ancestry, etc. (See also "National Origin")
REFERENCES	Who suggested that you apply for a position here? Name and address of person(s) for reference.	