

**BARRE UNIFIED UNION SCHOOL DISTRICT  
BOARD MEETING**

May 28, 2020 at 5:30 p.m.  
Via Video Conference

**Click this link to join the meeting remotely:**

<https://zoom.us/j/91699135799?pwd=RTFrcmpzZ1N2Y0xhek1Q1V5SIBQdz09>

**Meeting ID: 916 9913 5799; Password: 3W9889**

**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. Approval of Minutes
  - 4.1. Meeting Minutes - May 14, 2020
5. Reports to the Board
  - 5.1. Committee Reports (5:30 pm via Zoom conference)
    - 5.1.1. Communications Committee: **Next Meeting:** June 4, 2020
    - 5.1.2. Finance Committee: **Next Meeting:** June 2, 2020
    - 5.1.3. Facilities/Transportation Committee: **Next Meeting:** June 8, 2020
    - 5.1.4. Policy Committee: Met May 18, 2020; **Next Meeting:** June 15, 2020
    - 5.1.5. Curriculum Committee: Met May 26, 2020; **Next Meeting:** June 23, 2020
    - 5.1.6. Negotiations Committee
    - 5.1.7. Regional Advisory Board (RAB)
  - 5.2. Financials
6. Current Business
  - 6.1. School Closure Update
  - 6.2. Resign/Retire/New Hire **[ACTION]**
  - 6.3. Intra-District Transfers
7. Old Business
  - 7.1. SEA Update
8. Other Business/Round Table
9. Future Agenda Items
10. Executive Session
  - 10.1. Labor Relations Agreements
11. Adjournment

**Reminder:**

Next BUUSD Board Meetings: June 11, 2020 at 5:30 pm via Zoom Conference (Board Retreat)  
June 25, 2020 at 5:30 pm via Zoom Conference

## **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 REGULAR BOARD MEETING

Via Video Conference (Zoom)  
May 14, 2020 - 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)  
Emel Cambel (BC)  
Giuliano Cecchinelli (BC)  
Alice Farrell (BT)  
Guy Isabelle (At-Large)

#### BOARD MEMBERS ABSENT:

#### ADMINISTRATORS PRESENT:

John Pandolfo, Superintendent  
Emmanuel Ajanma, Director of Technology  
Josh Allen, Communications Specialist  
Stacy Anderson, Co-Director of Special Services  
Hayden Coon, BCEMS Principal  
Jason Derner, Alternative Education Administrator  
Chris Hennessey, BCEMS Principal  
Carol Marold, Director of Human Resources  
Jennifer Nye, BTMES Principal  
Erica Pearson, BTMES Principal  
Lisa Perreault, Business Manager  
Brenda Waterhouse, SHS Principal

#### GUESTS PRESENT:

David Wells – Incoming Superintendent	Tony Campos – Video Vision	Dave Delcore – Times Argus	Tori Berry
Emily Burgess	Shannon Bussiere	Chris Cheney	Stephanie Collins
Molly Emerson	Kirsten Evans	Jamie Frey	Karen Gadapee
Jaime Guilmette	Allyson Healey	Shannon Huda	Mariah Jacobs
Prudence Krasofski	Mikayla LeBlanc	Courtne Lange	Ben Matthews
Lauren May	Richard Mcsheffrey	Jennifer Ripley	Melinda Schmalz
Jessie White			

**As the meeting was held via video conferencing, a roll-call vote was taken for each action item. Each Board Member was individually polled and voted to approve all motions that are listed as unanimously approved.**

#### **1. Call to Order**

The Chair, Mr. Malone, called the Thursday, May 14, 2020, Regular meeting to order at 5:31 p.m., which was held via video conference (Zoom).

#### **2. Additions and/or Deletions to the Agenda**

7.7 – should be labeled as “POSSIBLE ACTION”.

7.2 through 7.5 - should indicate “ACTION”

Add 10.1 - Update on Status of Negotiations (under Executive Session)

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

#### **3. Public Comment for Items Not on the Agenda**

None.

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## 4. Approval of Minutes

### 4.1 Approval of Minutes – April 23, 2020 Regular Meeting

**On a motion by Mrs. Pompei, seconded by Mrs. Farrell, the Board unanimously voted to approve the Minutes of the April 23, 2020 Regular Meeting.**

## 5. Reports to the Board

### 5.1 Central Office

The Superintendent's Report (dated 05/14/20) 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. In response to a query, Mr. Pandolfo advised that some facilities work can be started now, but there still may be a need to hire summer help. In response to a query, Mr. Pandolfo advised that Professional Learning sessions are optional for staff due to schedule issues. Professional Learning sessions are recorded and staff may watch the videos for sessions they were not able to attend. In response to a query, Mrs. Perreault advised that nothing 'earth shattering' was announced at the 05/07/20 meeting with Lt. Governor Zuckerman. The VASBO Executive Committee stressed the point that our schools and administrators need direction as soon as possible and that the direction needs to be consistent and thorough. Also, regarding the funds that are intended for the LEAs; the LEAs should be able to utilize those funds to support the inevitable needs that our students are going to have.

### 5.2 Building Reports

#### 5.2.1 Spaulding High School

The Principal's Report for May 14, 2020 was distributed. The Report included information pertaining to; Athletics, and Students & Community. A document titled "Winter, 2019 – 20 Season Addition" was distributed. SHS Newsletters for 04/08/20, 04/13/20, 04/27/20, 05/05/20, and 05/12/20 were distributed. Two additional documents were also distributed; a document titled 'FY2019/2020 Quick Data', and a document titled 'Generator Workshops'. Mrs. Waterhouse had some additional announcements to make; David Poulin, Jacob Allen, and Noah Partridge are being recognized for scoring in the top 2.5% of PSAT test takers in our region. Also, on 05/12/20, three SHS students were recognized for their work in Young Playwrites and two of the three students had their plays performed. The students are; Emily LaRose, Kai Morse, and Jack Dodd. Additionally, Mrs. Waterhouse advised that the decision was finally made that the Costa Rica field trip for this year needed to be cancelled. The trip dates were continuously being rescheduled due to COVID-19.

#### 5.2.2 Central Vermont Career Center

The CVCC Director's Report for April 2020 was distributed. The Report included; Director CTE Bytes, Program Highlights, Staff Highlights, and Student Highlights (including Q3 Awards). In response to a query regarding discontinuation of the house building component in Building Trades, Mr. Pandolfo advised that the change had been considered for a while and that a recent change in personnel may have offered the opportunity to make the change. Mr. Pandolfo advised that there are other ways the students can be served, and that students will learn a lot of the skills by working on smaller modules. The smaller modules will provide as good, or better, learning opportunities as the current curriculum. It is recognized that not building a house is a loss to the community.

#### 5.2.3 Barre City Elementary and Middle School

The Co-Principals' Report dated May 7, 2020 was distributed. The Report included information pertaining to; Teacher Appreciation Week, Remote Learning, Meal Service, the 8<sup>th</sup> Grade Celebration, Hiring Updates, the "BULLDOG DEN", and an Attendance Update. Mr. Coon recognized the Technology Team for working hard to connect over 300 families with devices and support. Mrs. Pompei appreciates the on-line recognition of students of the week. Mr. Coon advised that Student of the Week certificates (and bumper stickers) have been mailed to students. Students should let the mail 'rest' a few days before opening it..

#### 5.2.4 Barre Town Middle and Elementary School

The BTMES Building Report dated May 14, 2020 was distributed. The Report included information pertaining to; Communication, the CLP (Continuity of Learning Plan), End-of-Year Inquiries, Meal Delivery, On-line Registration, Remote Learning, the Remote Learning Site, Staff Appreciation Week, and a link to a video from the BTMES School Community. Mrs. Nye advised that since the printing of the BTMES Building Report, it has been decided to move to a looping structure in grades three and four.

## 5.3 Committee Reports

### 5.3.1 Communications Committee

Minutes from the May 7, 2020 meeting were distributed. Mrs. Farrell reported that the Committee spent a significant amount of time on the Mission/Vision/Strategic Planning initiative, with a very informative presentation by Winton Goodrich. The Committee also discussed budget communications. Future work will include logo and branding.

The next meeting is Thursday, June 4, 2020 at 5:30 p.m. via video conference.

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## **5.3.2 Finance Committee**

Minutes from the May 5, 2020 meeting were distributed. Mrs. Spaulding reported that discussion included; summer projects, FY20 projections, CARES funding, FY21 budget (including how to be more conservative in spending), efficiency studies (ink/toner, SWISH, and telephone expenses), and an update on the SEA Project. It is anticipated that the efficiency studies will result in financial savings.

The next meeting is Tuesday, June 2, 2020 at 5:30 p.m. via video conference.

## **5.3.3 Facilities & Transportation Committee**

Minutes from the May 11, 2020 meeting were distributed. Mr. Cecchinelli reported that the Committee discussed project updates by school, SEA construction (floor plans have been drawn), and the SWISH account, including inviting the SWISH representative to a future meeting to discuss supplies and the addition of SHS to the buying group. The Board held discussion regarding whether the SWISH representative should meet with the Facilities Committee or the Finance Committee. Mrs. Perreault advised that after the Facilities Committee meeting, Mrs. Perreault and Mr. Evans discussed this issue, and agreed that the SWISH discussion would remain with the Finance Committee as part of efficiency studies.

The next meeting is Monday, June 8, 2020 at 5:30 p.m. via video conference.

## **5.3.4 Policy Committee**

Minutes from the April 20, 2020 meeting were distributed. There is nothing new to report since the last Board meeting.

The next meeting is Monday, May 18, 2020 at 5:30 p.m. via video conference.

## **5.3.5 Curriculum Committee**

Minutes from the April 28, 2020 meeting were distributed. Mrs. Pompei advised that the Committee discussed remote learning. The next meeting will include discussion on social/emotional supports that may be necessary due to COVID-19. In June, the Committee will debrief on remote learning. Mrs. Spaulding advised that she received a call from a parent who was concerned that there was a lack of communication and that progress reports were not sent out. Mr. Pandolfo advised that much communication has taken place, but there is always room for improvement. Administrators are currently working on steps towards completion of the current academic year.

The next meeting is Tuesday, May 26, 2020 at 5:30 p.m. via video conference.

## **5.3.6 Negotiations Committee**

Minutes from the April 20, 2020 meeting were distributed. Mrs. Akley read the approved Joint Public Statement that was agreed upon at the last Negotiation Session. Mr. Pandolfo will provide a negotiations update in Executive Session.

The next meeting date is to be determined.

## **5.3.7 Regional Advisory Board**

The next meeting date is to be determined.

## **5.4 Financials**

Six documents were distributed:

BUUSD FY20 Year-end Projection Report – May 5, 2020

CVCC FY20 Budget – dated 04/28/20

BUUSD Revenue Report – dated 04/28/20

BUUSD Fund Balances – May 5, 2020

BTMES Ink/Toner-Efficiency Study Report (dated 05/05/20)

A document titled ‘CARES Act Funding for Vermont’

There were no questions from the Board.

## **6. Current Business**

### **6.1 School Closure Update**

A document titled “Barre Unified Union School District” was distributed. Mr. Pandolfo advised regarding information in the packet relating to CARES funding (with the financial information) as well as the copy of the ad that was recently printed in the Times Argus. The ad highlights remote learning at each of the 4 schools. Mr. Pandolfo advised that the State has issued end-of-school-year guidance, which includes restrictions on what can and cannot be done. Mr. Pandolfo displayed a copy of the BUUSD School Calendar, provided an overview of the State’s restrictions, and advised that the last student day will be 06/12/2020 (a total of 177

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school days – Statute requires 175 days). The teacher year will continue until 06/19/2020, which will allow them to fulfill their 190 day contract. Mr. Pandolfo advised that a plan will need to be made to allow safe access to the buildings to allow individuals (students and staff) to retrieve materials. Mr. Isabelle reported that some parents had concerns and wanted to end the school year early. Parents are also concerned with end-of-year activities. **Mr. Pandolfo reiterated that the BUUSD needs to adhere to the guidance from the State.** It is understandable that many individuals are feeling frustrated. Student inequities exist when school is held in the traditional setting, and there are additional inequities involved with remote learning. The BUUSD is doing everything it can to address issues, and do so in a manner that follows State guidance. Mr. Pandolfo advised regarding the financial picture, noting that there is currently a Yield Bill in Committee. The legislature is considering how to set the Yield Rate. This is a very serious issue. Another serious issue, with many different thoughts, is discussion considering passing legislation that would require budget re-votes (for districts that have already passed school budgets). Given the current situation, school districts may not receive the revenues they need.

Additional discussion in the General Assembly relates to the Federal Guidance that was issued that appeared to take away their ability to access some of the ESSA funding (that by law, would go directly to the LEAs), but in the last week, they (the General Assembly) have been figuring out ways that they could access the ESSA money, by claw-back mechanisms. Discussion on this matter is continuing. It may not be necessary to reduce the expense budgets, but it's a real likelihood that they will find ways to not give the BUUSD the revenues we need in order to meet our expenses. The Secretary said very clearly today that no one in the economy, including education, can assume that they can continue with the expenditures that they normally have. The Board will need to be concerned regarding expenses, knowing that the district may not get the revenues it anticipated. Work will need to be performed to minimize expenses, maximize revenues, and not have revenues going to someone else. There is discussion at the Federal level regarding how the ESSA money that is coming to us is shared equitably with the private schools, because the guidance that the Federal Government put out seems very inconsistent with what has gone out in the past. We expected to get the online application to apply for the money and receive the funds in a week or so, but have been advised that the application will not be available until after 07/01/2020. The timing isn't such an issue for the BUUSD, though they do need to sort out essentially what funding we are going to get, what is going to stay with us as an LEA, and what can we use it for.

Mrs. Perreault is working hard with STA to adjust the contract so that the BUUSD is paying for what it is getting/using. The Business Office is also working to negotiate with other contractors. Mrs. Anderson has been working on issues related to paying other service providers (SPED related). Renegotiation of contracts is becoming a big issue across the state.

Mr. Pandolfo advised that Letters of Intent went out, and the BUUSD is required to employ teachers who have returned their Letters of Intent. There are other positions that have not been filled yet, and we may need to look at how we can operate with less staff. We don't have any positions that we really don't need, but something is going to have to give. Mr. Pandolfo expects the financial difficulties to last several years.

Letters have gone out to para-educators, with a return deadline of end-of-day tomorrow (05/15/20). Thus far, the BUUSD has received approximately 62 of 94 letters that went out (more are anticipated to be received tomorrow). If we make a decision further down the road, that we have to operate, and can operate with less para-educators, we can cut some positions without having to RIF employees. Very hard decisions are going to have to be made.

Mr. Malone noted that he spoke with a legislator today, who advised that the State has an approximate shortfall of over \$190,000, 000 in revenues, and understands that the Governor has asked all of the agencies to reduce their budgets by about 8%. Mr. Pandolfo believes they may handle education or the Education Fund very differently. They may come back to districts and ask them to develop new budgets for some target of significantly less money, and get the voters to approve the new budgets before the start of the school year. There are a lot of drastic ideas being discussed and there is much unknown.

Mr. Malone queried regarding whether or not the funding formula will remain in place if COVID-19 continues. Mr. Pandolfo advised that the guidance received this week addressed a couple of items; the BUUSD should receive reimbursement for support staff (since COVID-19 started), and expenses relating to transportation, Mrs. Perreault is working with STA to re-negotiate based on services provided. The guidance is specific, but allows for some flexibility, to allow for continued good relationships with the various contractors.

In response to a query relating to whether or not the BUUSD continues to pay contracts in full (e.g. Green Mountain Behavioral Consultants, WCMH, The New School etc...), Mr. Pandolfo advised that we are following the guidance and do not anticipate that by the end of the year, we will be paying the contracts in full. Up until now, the guidance has called for working with contracted service providers to compromise and renegotiate contracts. Some contracted service providers are willing to negotiate, some are not being flexible. It was noted that independent schools will be paid in full as they act as schools at the same as our district schools. The independent schools are responsible to continue educating students during COVID-19. Mrs. Anderson advised that the BUUSD continues to work to renegotiate contracts based on the guidance given yesterday.

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Administrators and Board Members have heard much feedback regarding graduation. **The Governor's Directive is very clear. There cannot be any large group events.** The BUUSD has not made a formal announcement yet regarding graduation. Administrators are still working on plans. There will probably be some type of virtual graduation. A drive-by type of graduation may constitute a large group. **The BUUSD needs to follow the State's guidance and the law.** These guidelines were implemented to keep everyone safe. The BUUSD must be very clear on what we can do within the guidelines and the law (what's allowed, best practices, and expectations). Restrictions and guidelines will be extended into the fall of 2020. There have been at least three situations being dealt with this week, relating to individuals who had genuine intent and want to do what's best for students, but have essentially not been following guidelines, are pushing the boundaries on guidelines, and in essence, not following policies and procedures, and it has been problematic. This will be more problematic in the future for when we have to set expectations and procedures of people coming into the school physically and have been following procedures, then realize there are people who are deciding it's their own decision to decide what procedures to make and follow. Mr. Pandolfo reiterated the importance that guidelines and procedures need to be followed.

## 6.2 Resignations/Retires/New Hires

Letters of resignation from David Detweiler (SHS - history), Jennifer Farnsworth (BTMES – Special Educator), Suzanne LeCours (retirement - BTMES - 2<sup>nd</sup> grade), Sandra Wetzel (SHS – Business Education), Olga Benoit (SHS – English Language Learners), and James Weselcouch (BCEMS – elementary music teacher) were distributed.

Mr. Pandolfo advised regarding the letter of retirement and the letters of resignation.

**On a motion by Mrs. Pompei, seconded by Mrs. Farrell, the Board unanimously voted to accept the resignations of David Detweiler, Jennifer Farnsworth, Suzanne LeCours (retirement), Sandra Wetzel, Olga Benoit, and James Weselcouch.**

The resumes and BUUSD Notification of Employment Status Forms for Martha Blaisdell (BCEMS Elementary School Counselor), Annie Brown (BCEMS middle school Special Education Teacher), Mary Newton (BTMES School Nurse), and Clancy Harris (BTMES Special Educator) were distributed. Mr. Pandolfo provided an overview of the candidates

**On a motion by Mrs. Pompei, seconded by Mr. Isabelle, the Board unanimously voted to accept the recommendation of the Superintendent and approved the hiring of Martha Blaisdell, Annie Brown, Mary Newton, and Clancy Harris.**

In response to a query, Mr. Pandolfo advised that he has created a spreadsheet (as was done last year), and is tracking hires.

## 6.3 Enrollment Report 2019 - 2020

The BTMES and BCEMS Enrollment 2019 – 2020 Reports were distributed.

The SHS Course Enrollment by Subject, and Course Enrollment by Course Reports for 2019 – 2020 were distributed.

Mr. Pandolfo advised that this is the first time reporting enrollment to the BUUSD Board. He believes that the enrollment reports should be provided to the Board each May, but does not believe it is necessary to report enrollment on the monthly basis. The report format was previously used for the BTMES Board. If Board members have questions regarding the report data or format, questions should be directed to Tina Gilbert or Mr. Pandolfo. The SHS data is on two reports, one by subject and one by course. Mr. Pandolfo answered questions from the Board, including clarification of the breakdown of student counts. Mr. Malone advised Mrs. Spaulding to direct any additional questions to administrators.

## 6.4 Projected Enrollment

The BCEMS and BTMES 2020 – 2021 Anticipated Staffing Reports were distributed.

The SHS 2020 - 2021 Anticipated Enrollment Report was distributed.

Mr. Pandolfo provided an overview, by school, of the various projected enrollment reports. Administrators provided their perspectives relating to anticipated enrollment and staffing decisions.

## 7. Old Business

### 7.1 Integrated Field Review Report

A document titled 'Integrated Field Review Report – BUUSD Final Report – Site Visit October 29, 2019' was distributed.

Mr. Pandolfo advised that the final report was finally received, but it does not apply to remote learning. Mr. Pandolfo advised that addressing the recommendations is somewhat on the back burner for now as we work on the Continuity of Learning Plan with remote learning. The recommendations do fall under the domain of Curriculum and is what Ms. Barewicz will use for the Continuous Improvement Plan. Normally much time is spent in the spring developing the Continuous Improvement Plan, as it feeds into the CFP grant, and it all ties together in terms of what we are identifying as priorities and funding for investments. The BUUSD is paying attention to the IFR findings, though the AOE has advised that during COVID-19, Integrated Field Reviews have been deemphasized. Mrs. Spaulding wants to be sure that action on items needing improvement is not delayed for so long, that the items are obsolete. The Report does not require a response. In response to an inquiry regarding staff evaluations, Mr. Pandolfo advised that much progress has

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been made and there is now a system for support staff evaluations, and a different evaluation system for administrators. Work has begun on teacher evaluations, but was put on hold due to the COVID-19 situation.

## **7.2 Second and Final Reading Federal Child Nutrition Act Wellness Policy (C9)**

Copies of policies referenced in Agenda Items 7.2 through 7.5 were distributed. Mr. Pandolfo provided an overview of the minor policy changes and answered questions from the Board.

**On a motion by Mr. Isabelle, seconded by Mrs. Pompei, the Board unanimously voted to approve the Second and Final Reading of the Federal Child Nutrition Act Wellness Policy (C9).**

## **7.3 Second and Final Reading Field Trips Policy (D30)**

Mrs. Farrell advised that she has done some research and has not found any policy that doesn't require Board approval for out of state field trips. Mr. Pandolfo advised that VSBA does not have a model policy. Mr. Pandolfo queried regarding whether or not Mrs. Farrell reviewed any Vermont policies. It was noted that attorneys have not been consulted on this matter. Attorneys have recommended that in an effort to avoid a multitude of issues, including those relating to gender identification, and sexual preference, no field trips should be held. Mr. Pandolfo advised regarding the field trip approval procedures, including notification of the Board through Building Reports. Mr. Malone polled the Board regarding whether or not the discussion should be tabled until more research can be performed. The Board Chair called the question.

**On a motion by Mrs. Pompei, seconded by Ms. Cambel, the Board voted 6 to 3 to approve the Second and Final Reading of the Field Trips Policy (D30). Mr. Cecchinelli, Mrs. Spaulding, Mrs. Akley, Mrs. Pompei, Ms. Cambel, and Mr. Isabelle voted for the motion. Mr. Boltin, Mrs. Farrell, and Mr. Malone voted against the motion.**

## **7.4 Second and Final Reading Class Size Policy (D6)**

**On a motion by Mrs. Pompei, seconded by Mr. Isabelle, the Board unanimously voted to approve the Second and Final Reading of the Class Size Policy (D6).**

## **7.5 Second and Final Reading Intra District School Transfer (C41)**

**On a motion by Mrs. Pompei, seconded by Mrs. Farrell, the Board unanimously voted to approve the Second and Final Reading of the Intra District School Transfer Policy (C41).**

## **7.6 SEA Update**

Building plans from David Laurin, Architect, PLLC, labeled as Option 2 were distributed. The document includes drawings that include exterior elevations, overall floorplans, and schematic site plans. Mr. Derner reported that design work for the property and the building is ongoing, and that the closing on the property will be held within a couple of weeks. The barn on the property is now empty. Mr. Derner has been working with an expanded design team which also includes some Board Members. Discussion has been held regarding increasing the number of students from the original 45, to include some middle school students sooner than originally planned. Mr. Hennessey advised that there is definitely a need for space to meet the needs of some middle school students. Discussion has included middle level needs and the possibility of a staggered schedule. Mr. Derner advised that the drawings in the Board packet are outdated, because the plans have been amended to include more dry storage in the kitchen. Team members have been speaking with staff from Aladdin. Program space is being discussed, as well as program design, mission, vision, and programming for elementary and middle school students in academic year 2021/2022. An additional change has been made to the site plan, moving the building closer to the street to accommodate parking and expanded parking. The changes to the site plan are necessary due to zoning regulations. Geotech drilling is expected to be performed before the end of May 2020. There are some concerns over some low levels on the property. Mrs. Pompei voiced concern regarding cost effectiveness of including a kitchen, if the student count is small. Mr. Derner advised that Aladdin is discussing this issue internally. Mrs. Perreault advised that in a meeting with Aladdin representatives, they advised that they are still working out details, but Mrs. Perreault noted that the contract with Aladdin would be a 'per plate' cost (as it is with the other schools in the district). Mr. Malone advised that the kitchen is scaled down, but could accommodate more students if there was an addition to the building. Installation of a generator will be discussed as part of the planning process. In response to a query, it was noted that there is a lot of outdoor space around the building, but due to some conditions, the architect has advised that creation of specific fields or courts may require a lot of 'ground work'. Mr. Derner advised that the plans include having a basketball hoop by the end of the building shops, and additional discussion is being held relating to the possibility of having a small amount of mountain biking trails. Project team members would like to be able to use the barn, but need to know what activities can legally be held in that structure (no sprinkler system). Mr. Derner advised that the small rooms are for working with students one-on-one. In response to a query regarding rooms that have no windows, Mr. Derner advised that the pros and cons of installing skylights have been discussed. There are too many cons related to skylights, thus they will not be installed. In response to a query regarding PE requirements, Mr. Derner advised that the PE Program is very robust, and the plans do include a multi-purpose room with both exercise and sensory equipment. The heat source is still being determined, but may include heat pumps. In response to a query regarding energy credits, it was noted that the property site would be good for solar, but installation of solar equipment is not within the scope of the budget.



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## 7.7 Vision, Mission, & Strategic Goals

A document titled 'Barre Unified Union School District – VSBA Strategic Planning Proposal (presented by Winton Goodrich, Leadership Development Consultant – May 7, 2020) – Strategic Plan Development Process and Timeline' was distributed. Mrs. Spaulding advised that Winton Goodrich (working with the VSBA), gave a presentation at the Communications Committee meeting regarding a design team process that could be used to establish a vision, mission, and strategic goals for the BUUSD. Mrs. Spaulding provided an overview of the process outlined by Mr. Goodrich (and included in the Board packet). Mr. Goodrich stressed that the strategic plan should encompass 5 years and that to be successful, it needs to have continued follow-up that includes measures of success. The cost outlined in the proposal is \$6,800. Mrs. Spaulding will be looking for grants and looking for financial support from local community businesses. The Communications Committee recommends accepting the proposal.

**On a motion by Mrs. Spaulding, seconded by Mr. Isabelle, the Board unanimously voted to move forward with the Vision, Mission & Strategic Goals Project, and to contract with Mr. Goodrich as outlined in the proposal, as presented, at a cost not to exceed \$6,800.**

## 8. Other Business/Round Table

In response to a query regarding how the schools are handling absences, Mr. Pandolfo advised that he has information and needs to compile it. The schools are doing as much as they can to get as much participation as possible, and contact each student every day. There is follow-up for any student who has not 'checked-in'. The Governor has asked that schools give a lot of leeway, as there are many reasons why students may be having difficulty participating. Mr. Hennessey advised that BCEMS staff members are doing their best to touch base with students. They have not been able to reach a few students. Door to door wellness checks will be performed for those students.

Mrs. Pompei queried regarding the timeframe for receiving the spreadsheet that documents employee responsibility during the pandemic. It was noted that this item 'fell off the radar' and will be revisited.

Mr. Isabelle thanked the Barre Partnership for helping with graduation, and thanked Mrs. Spaulding for her efforts on the Vision, Mission & Strategic Goals initiative.

Mr. Malone is glad that incoming Superintendent David Wells is able to attend Board and Committee meetings.

Mr. Wells is excited about the Vision, Mission & Strategic Goals process and appreciates the opportunity to join in the process.

Mr. Pandolfo noted the large number of individuals attending this evening's meeting, and thanked all participants.

## 9. Future Agenda Items

It was noted that the June 11, 2020 meeting is a Board Retreat

Agenda Items for the **June 25, 2020 Board meeting**:

- School Closure Update
- Resignations/Retirements/New Hires
- SEA Update
- Approval of RAN (Revenue Anticipation Notes )
- Potential Approval of Bids for Projects

## 10. Executive Session as Needed

### 10.1 Negotiations Update – Labor Relations Agreements with Employees

Labor Relations Agreements with Employees was proposed for discussion in Executive Session.

**On a motion by Mr. Isabelle, seconded by Mrs. Pompei, the Board unanimously agreed to find that premature general public knowledge of the item proposed for discussion , Labor Relations Agreements with Employees, would clearly place the Barre Unified Union School District at a substantial disadvantage should the discussion be public.**

**On a motion by Mrs. Spaulding, seconded by Mr. Isabelle, the Board unanimously voted to enter into Executive Session, with Mr. Pandolfo, Mr. Wells, and Mrs. Marold in attendance, at 8:28 p.m. under the provisions of 1 VSA section 313 to discuss the item proposed for discussion.**

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The remaining information was provided by the Board Clerk.

**On a motion by Mrs. Farrell, seconded by Mrs. Akley, the Board unanimously voted to exit Executive Session at 8:59 p.m.**

## **11. Adjournment**

**On a motion by Mr. Isabelle, seconded by Mrs. Farrell, the Board unanimously voted to adjourn at 8:59 p.m.**

Respectfully submitted,  
*Andrea Poulin*

## **RESIGNATIONS**

----- Forwarded message -----

From: **Kacey Abbriano** <[kabbrbce@buusd.org](mailto:kabbrbce@buusd.org)>  
Date: Mon, May 18, 2020 at 3:42 PM  
Subject: Moving  
To: John Pandolfo <[jpandbsu@buusd.org](mailto:jpandbsu@buusd.org)>

Hi John,

I hope this email serves you well.

I signed my contract in April, as I was under the impression I was staying another year. This past week, I was offered a job in Massachusetts and will be officially moving by July 1. I am looking to opt out of my contract due to the move out of state, and I hope you can approve of that.

I apologize for the inconvenience. Please let me know if there is anything I need to do further to allow the cancellation of my contract. I've already spoken with Hayden Coon (supervisor for my PE teacher position), Chris Hennessey (supervisor for my Athletic Director position), and Natalie Soffen (supervisor for my JV/V Girls Lacrosse coaching position).

I will truly miss the Barre Community that I've gotten to know the last 8 years of teaching here. The BCEMS staff and students are one of a kind and I am so grateful to have had the opportunity to learn and grow from them.

I wish you the best of luck in your journey as well!

Thank you for your time,  
**Kacey Abbriano**

*Physical Education Teacher, PreK-4  
Athletic Director, 7-8  
Barre City Elementary & Middle School*

*Head Varsity and JV Girls Lacrosse Coach, 9-12  
Spaulding High School*

----- Forwarded message -----

From: **Sherry Singer** <[ssingbce@buusd.org](mailto:ssingbce@buusd.org)>

Date: Thu, May 21, 2020 at 11:24 PM

Subject: Retirement

To: John Pandolfo <[jpandbsu@buusd.org](mailto:jpandbsu@buusd.org)>, Hayden Coon <[hcoonbce@u61.net](mailto:hcoonbce@u61.net)>

Hello,

After much discernment I have decided to retire as the Math Lab Interventionist at BCEMS at the end of the 2019-2020 school year.

I have been committed to the community of Barre and to the Barre Schools in particular. My three children graduated from Spaulding (and two of them are currently teachers here) and my husband and I have both immersed ourselves in the school community. Over the past 18 years in the district I have chaperoned school dances and trips, attended more sports games than I can count, officiated at home track meets and cross country meets, organized the Medieval Faire and the Solar Challenge with my 6th graders, mentored students, and co-hosted multiple Math Carnivals for BCEMS students and their parents. I have genuinely enjoyed my time teaching the students at Barre City Elementary Middle School. I will continue to support the Barre School District even in retirement.

Please let me know the additional people I need to notify of my retirement plans.

I look forward to the new adventures that will come in the next chapter of my life.

Warmly,  
Sherry Singer  
Math Lab Interventionist  
BCEMS

# BARRE UNIFIED UNION SCHOOL DISTRICT

## NEW HIRE NOTIFICATION FORM

Complete and Submit to the Central Office  
(please submit via email to [hr@buusd.org](mailto:hr@buusd.org))

Date Received by Central Office:

5/19/2020

**To be Completed by Hiring Administrator:** (please leave notes for Central Office on the back page)

Name:  Location:

Submission Date:  Administrator Action/Checklist Complete:  Y  N

Position:  Grade (If Applicable):

Endorsement (If Applicable):   Hourly-Non Exempt  Salary-Exempt

Hours Per Day:  Scheduled Hours:  a.m. to  p.m.

Account Code:

Replacement?  Y  N

If Yes, For Whom?  Salary Rate: \$  ~~61,607.00~~

Administrator Approval:  Signature Date:

**REVERSE SIDE:** Complete the New Hire Checklist prior to emailing candidate packet for Superintendent review.

### For Central Office Use Only:

Contract Complete Date  Offer Letter Complete Date  DOH

Total Years of Experience:  Step:  Salary Placement: \$

Hourly Rate: \$  Salary Rate: \$  Seniority Date:

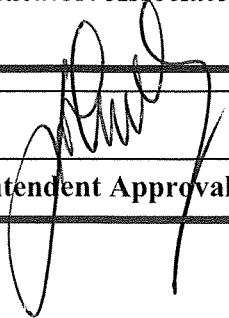
Contract Type:  Teacher  Para  Replacement  Interim  Offer/Non-Contracted Letters  
 AFSCME  N/A

Days Per Year:  Salary: \$  Contract Days:

Teacher: AOE Endorsement:  YES  NO → IN Renewal process

If No, Required:  Provisional  Emergency  Apprenticeship

Para-Educator: Associates Degree  YES  NO (IF NO) → ParaPro  YES has passed ParaPro  
 NO will need to take ParaPro



Superintendent Approval Signature

5/21/20

Date

# Margaret M Laro-Dippen

Foster Rd. East Montpelier, Vermont 05651  
802-497-4927 [peggydippen@gmail.com](mailto:peggydippen@gmail.com)

## Education

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### Springfield College

Springfield, Massachusetts  
Master of Education

**Major:** Masters of Education, **Minor:** Focus in Social Studies

**GPA:** 3.900

Attended August 1998 to May 1999

Degree conferred May 1999

### Transcript

(included)

### Springfield College

Springfield, Massachusetts  
Bachelor of Science

**Major:** Math, Science, Technology, **Minor:** Elementary Education

**GPA:** 3.700

Attended September 1993 to May 1997

Degree conferred May 1997

## Experience

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### Lac du Flambeau Public School

Oct 2019 - Present

Grade 6 Science/ELA Teacher

Lac du Flambeau, WI

I began the day co-facilitating a homeroom advisory group. I co-taught the Read 180 ELA program with a special educator, three sections of 6th grade science solo, and then one elective for students in grades 7/8 two times during the year.

**Reason for leaving:** Divorce - moving back home

**Supervisor:** Dr. Larry Ouimette (715-588-3838)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

---

### Lac du Flambeau Public School

Jul 2017 - Jun 2018

Grade 5 Classroom Teacher

Lac du Flambeau, WI

Taught all subjects to a self-contained 5th grade classroom

**Reason for leaving:** Moving out of state

**Supervisor:** Dr. Larry Ouimette (715-588-3838)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

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### Hiawatha Elementary School

Aug 2015 - Oct 2015

Grade 3 Teacher

Essex Junction, VT

Grade 3 Long Term Substitute - Bridges mathematics, Lucy Calkins reading and writing workshops

**Reason for leaving:** Long term substitute position

**Supervisor:** Thomas Bochanski (802-878-1384)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

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**Cambridge Elementary School**

Jul 2014 - Jun 2015

Grade 5 Science and Language Arts

Jeffersonville, VT

Responsible for teaching science and writing to three fifth grade classes while working on a three member 5th grade team, and teaching reading to my homeroom

**Reason for leaving:** Became engaged to a resident doctor and moved to the Burlington area

**Supervisor:** Mary Anderson (802-644-8821)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

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**Milton Town School District**

Oct 2013 - Jun 2014

Grade 3/4 & 5 Long Term Substitute

Milton, VT

After returning from teaching overseas in Adana, Turkey, I completed the 2013-2014 school year in Milton teaching Language Arts to three fifth grade classes and teaching all subjects for a grade 3/4 classroom.

**Reason for leaving:** Temporary position

**Supervisor:** Mary Jane Stinson (802-893-3215)

**Experience Type:** Public School, Part-time

It is **OK** to contact this employer

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**Bridport Central School**

Aug 2012 - Jul 2013

Grade 3 Teacher

Bridport, VT

Responsible for the social, emotional, and academic growth of a third grade class

**Supervisor:** Kathleen, Kilbourne (802-758-2331)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

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**Vergennes Union Elementary School**

Jul 2009 - Jun 2012

Grade 5 LA & Grade 5/6 Science

Vergennes, VT

~Responsible for the reading and writing curriculum implementation to fifth graders on a 5/6 team

~Worked closely with Sue Biggam and Loralyn LeBlanc from UVM with the Bridging Project

~Co-leader of the PBIS team

~Developed units and taught science for grades 5 & 6

**Supervisor:** Mr. Sanford Bassett (802-877-3761)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

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**Richmond Elementary School**

Nov 2004 - Jun 2009

Third Grade Teacher

Richmond, VT

- Grade 3 classroom teacher
- Implementation of the Investigations math program

**Supervisor:** Lauren Wooden, Principal (802-434-2461)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

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**Addison Central Supervisory Union**

Aug 2003 - Jun 2004

Fifth/Sixth Grade Teacher

Weybridge Elementary School

- Taught a self-contained, 5/6 classroom, implementing the Connected Math series and Open Court Reading

**Supervisor:** Christina Johnston (802-545-2113)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

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**Lebanon School District**

Aug 2000 - Jun 2003

Third & Sixth Grade Teacher

Hanover Street School, Leb, NH

- Grade three teacher of social and academic curriculum
- Implemented Open Court Reading and Saxon Mathematics
- Team taught two sixth grade classes with a rotating schedule in all subject areas
- Journeyed on a sixth grade trip to New York City and Montreal overnight with curriculum integration

**Supervisor:** Dr. Jeff Spiegel ((603)448-2945 )

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

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**The South Royalton School**

Aug 1999 - Jun 2000

Fifth Grade Teacher

South Royalton, VT

- Responsible for the instruction of a comprehensive language arts and social studies program for a grade 5 homeroom, and the instruction of visiting grade 5 classes in mathematics using Math Land and the Carolina Biological science programs

**Supervisor:** Shaun Pickett (802-763-7740 )

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

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**Orange East Supervisory Union**

Aug 1997 - Jun 1998

Fourth/Fifth Grade Teacher

Newbury Elem., Newbury, VT



- Diagnosed, directed, and assessed the learning of students in a grade 4/5 combined classroom – implemented the Every Day Math program
- Coordinated sleepover at the Montshire Museum of Science that reinforced school curriculum

**Supervisor:** John Sanborn ((802) 866-5621)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer