



**Barre Unified Union School District**

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*David Wells, M.Ed.*  
Superintendent of Schools

*Doing whatever it takes to ensure success for every child.*

*Carol Marold*  
Director of Human Resources

*Emmanuel Ajanma, MAT*  
Director of Technology

*Lauren May, M.Ed.*  
Director of Early Education

*Rebecca Webb, M.Ed.*  
Act 166 Regional Coordinator

*Josh Allen*  
Communications Specialist

*Lisa Perreault, SFO*  
Business Manager

*Stacy Anderson, M.Ed.*  
Director of Special Services

*Annette Rhoades, M.Ed., CAGS*  
*Jon Strazza, MS.Ed.*  
Assistant Directors of Special Services

*Jamie Evans*  
Director of Facilities

**MEMORANDUM**

**TO:** Barre Unified Union School District Policy Committee  
Giuliano Cecchinelli – Chair, Guy Isabelle – V. Chair, Emel Cambel

**DATE:** October 15, 2020

**RE:** BUUSD Policy Committee Meeting  
October 19, 2020 @ 5:30 p.m. via Google Meet  
Meeting Link: [meet.google.com/grx-dgpq-bny](https://meet.google.com/grx-dgpq-bny)  
Phone: (US)+1 636-400-3160 PIN: 983 732 025#

**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/Changes to Agenda
3. Public Comment
4. Approval of Minutes
  - 4.1. Meeting Minutes of September 21, 2020
5. New Business
  - 5.1. Policies to Review
    - 5.1.1. Electronic Communications Between Employee and Students (B8) (Required Policy)
    - 5.1.2. District Equity Policy (C29)
  - 5.2. Policy Index Review - Highlighted Policies (A22, B5, B7, B21, B40, C8, D3, D4, D21, D32, E1)
    - 5.2.1. Notice of Non Discrimination (A22) (VSBA Revised)
    - 5.2.2. Limited English Proficiency Students (C4) (VSBA Revised)
    - 5.2.3. Search, Seizure, and Interrogation of Students by School Personnel (C21) (VSBA Revised)
6. Old Business
7. Other Business
8. Items for Future Agenda: Policy Review - C12 Prevention of Sexual Harassment As Prohibited by Title IX (November)

9. Next Meeting Date: November 16, 5:30 pm via Google Meet

10. Adjournment

BOARD/COMMITTEE 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

# DRAFT

## BARRE UNIFIED UNION SCHOOL DISTRICT POLICY COMMITTEE MEETING

Via Video Conference  
September 21, 2020 – 5:30 p.m.

### MINUTES

#### COMMITTEE MEMBERS PRESENT:

Giuliano Cecchinelli, Chair - (BC)  
J. Guy Isabelle, Vice-Chair - (At-Large)  
Andrew McMichael (BC Community Member)  
Jon Valsangiacomo – (BT Community Member)

#### COMMITTEE MEMBERS ABSENT:

Emel Cambel (BC)

#### ADMINISTRATORS AND STAFF PRESENT:

David Wells, Superintendent  
Scott Griggs, CVCC Assistant Director  
Pierre Laflamme, BCEMS Assistant Principal

#### GUESTS:

Linda Radzvilla

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

**The Chair, Mr. Cecchinelli, called the Monday, September 21, 2020, meeting to order at 5:30 p.m., which was held via video conference (Google Meet).**

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

None.

#### **3. Public Comment**

None.

#### **4. Approval of Minutes**

##### **4.1 Approval of Minutes – May 18, 2020 Policy Committee Meeting**

**The Committee agreed by consensus to approve the Minutes of the May 18, 2020 Policy Committee Meeting.**

#### **5. New Business**

##### **5.1 Review of BSU Policy Manual Index**

A copy of the BUUSD Policy Manual Index (dated 06/02/20) was distributed.

Mr. Wells advised that there were no updates to the Index. It was noted that the highlighted policies advise of pending minor revisions and the Committee may need to add these policies to a ‘to do’ list. Mr. Isabelle also suggested that the Committee look to Mr. Wells and staff for recommendations regarding possible policy issues that they encounter on a day to day basis. Mr. Wells advised that he is not aware of any policy concerns being raised since the start of school. Mr. Wells suggested that the Committee review some COVID related VSBA policies that were recently published.

##### **5.2 Review VSBA Model Policy – Identify Those with Substantive Changes**

A copy of the VSBA Model Policies list was distributed. Mr. Wells advised that he wants to present 5 VSBA policies, and he will display each policy as it is presented for discussion.

#### **A25 – Delegation of Authority During State of Emergency Due to COVID-19 Pandemic** (Recommended Policy)

Mr. Wells advised that much of what is mentioned in the policy, are things that the District has done, and that the Board has been advised of. This policy gives superintendents more authority under emergency situations. Brief discussion was held which included agreement that it may be beneficial to adopt a written policy that could be referred to, and that would serve to strengthen decisions made by the superintendent. Section F of the policy does advise that districts must follow labor master agreements. It was noted that this policy is only in effect for the duration of the COVID-19 State of Emergency.

**The Committee agreed by consensus that Policy A25 be presented to the Board for approval.**

# DRAFT

## **B8 – Electronic Communications Between Employees and Students** (Required Policy)

Mr. Wells advised that this policy sends a strong message that the District takes this matter seriously and will take action if the policy is violated. This policy stresses the importance of the focus to protect students. It was suggested that administrators review the policy and provide feedback. Prior discussions relating to an electronic communications policy focused on a larger picture, including communications not intended to be between employees and students, but general postings through social media. A policy relating to those types of communications will most likely need to be discussed, but prior discussions involved concern over freedom of speech rights. In previous discussions, Mr. Pandolfo advised that the BUUSD was waiting for the VSBA to develop a policy relating to this matter, and would then review the model policy to see if it addressed all of the areas of concern (policy with internal code of B40). It was noted that this policy is very targeted and is intended to apply to communications strictly between employees and students. It is believed that these two types of communication are very different from each other. Mr. Wells advised that another district had a 'code of conduct' policy relating to social media postings, but it no longer appears in their policy listing. It may have been rescinded due to freedom of speech concerns. Mr. Valsangiacomo reiterated that this policy is very clear and targeted on the specific areas of communication. Mr. LaFlamme raised concern regarding whether or not this policy might be problematic for guidance counselors, school social workers, and behavioral interventionists (those who are charged with building relationships with families).

**The Committee agreed by consensus to table discussion until administrators have had time to review the policy and provide feedback.** This policy will be added to the October agenda.

## **C12 - Prevention of Sexual Harassment As Prohibited by Title IX** (Required Policy)

See agenda item 5.3.1.

## **C29 – District Equity Policy** (Recommended Policy)

Mr. Wells recommends that this policy be presented to the Board for approval. The policy echoes conversations within the district and around the state (relating to equity/equity issues). Having this policy in place might assist when writing grants for equity work. This policy will most likely involve substantial discussion with the Board. It was noted that the BUUSD has money in the Federal Grant (\$10,000 or \$15,000) to consult with an equity coordinator.

**The Committee agreed by consensus that Policy C29 be presented to the Board for approval.**

## **D22 – Modes of Instruction During State of Emergency Due to COVID-19 Pandemic** (Recommended Policy)

Mr. Wells strongly recommends that this policy be adopted by the Board. In response to a query, it was noted that the Board did not vote to approve a re-opening plan. Mr. Wells advised that earlier guidance from the AOE required Board approval of re-opening plans, but the AOE has since reversed itself, and board approval of instructional models is no longer necessary. Mr. Wells advised that he discussed this matter with the Board Chair and Vice-Chair. Mr. Cecchinelli believes it would be beneficial for the Board to approve the re-opening plan and that by its approval; the Board is showing accountability and support. It was noted that this policy is only in effect for the duration of the COVID-19 State of Emergency.

**The Committee agreed by consensus that Policy D22 be presented to the Board for approval.**

### **5.3 Policies to Review**

#### **5.3.1 C12 Prevention of Sexual Harassment As Prohibited by Title IX**

A copy of the policy was distributed. This is a VSBA 'Required' policy. The policy is very lengthy and contains much information relating to definitions and other 'boiler plate' types of information. It was noted that the policy seems to contain a lot of procedural information. Mr. Isabelle queried regarding how much of the policy is 'policy' and how much of it is 'law'. It was noted that the policy requires the District to designate and authorize a Title IX Coordinator, but the policy does not have a section where that individual is named. Existing policy C10 (Prevention of Harassment, Hazing & Bulling) has a corresponding Procedures policy (C10-P). The BUUSD appoints designated reporting individuals annually. Mr. Griggs believes policies C10 and C12 relate to each other. Mr. Valsangiacomo advised that this policy appears to be consistent with policies he sees instituted at colleges. The policy also mandates that the District 'shall ensure training' (of specified individuals/groups of employees) though Mr. Valsangiacomo does not know what types of training are currently in place for the district's schools. Mr. Wells will contact VSBA to obtain additional information regarding the creation of this policy. **This policy will be placed on the October agenda.**

### **6. Old Business**

None.

### **7. Other Business**

None.

# DRAFT

## **8. Future Agenda Items**

It was noted that copies of policies slated for discussion in meetings should be distributed as part of the Agenda packet.

- B8 - Electronic Communications Between Employees and Students (Required Policy)
- C12 - Prevention of Sexual Harassment As Prohibited by Title IX
- Policies highlighted on the BUUSD Index (A22, B5, B7, B21, B40, C8, D3, D4, D21, D32, and E1)

Committee Members were advised to notify Mr. Cecchinelli or Mr. Wells regarding any additional items for discussion.

## **9. Next Meeting Date**

The next meeting is Monday, October 19, 2020 at 5:30 p.m. via video conference.

## **10. Adjournment**

**The Committee agreed by consensus to adjourn at 6:34 p.m.**

Respectfully submitted,  
*Andrea Poulin*

**BARRE UNIFIED UNION SCHOOL DISTRICT #097  
POLICY**

**CODE: B 8**

**1<sup>ST</sup> READING:**

**2<sup>ND</sup> READING:**

**ADOPTED:**

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**ELECTRONIC COMMUNICATIONS BETWEEN EMPLOYEES AND STUDENTS**

The Barre Unified Union School District recognizes electronic communications and the use of social media outlets create new options for extending and enhancing the educational program of the school district. Electronic communications and the use of social media can help students and employees communicate regarding: questions during non-school hours regarding homework or other assignments; scheduling issues for school-related co-curricular and interscholastic athletic activities; school work to be completed during a student's extended absence; distance learning opportunities; and other professional communications that can enhance teaching and learning opportunities between employees and students. However, the Barre Unified Union School District recognizes employees and students can be vulnerable in electronic communications.

In accordance with Act 5 of 2018 this model policy is adopted to provide guidance and direction to [INSERT SCHOOL DISTRICT NAME] employees to prevent improper electronic communications between employees and students.

**Policy**

All communication between employees and students shall be professional and appropriate. The use of electronic communication that is inappropriate in content is prohibited.

1. **Inappropriate content of an electronic communication.** Inappropriate content of an electronic communication between an Employee and a Student includes, but is not limited to:
  - a. Communications of a sexual nature, sexual oriented humor or language, sexual advances, or content with a sexual overtone;
  - b. Communications involving the use, encouraging the use, or promoting or advocating the use of alcohol or tobacco, the illegal use of prescription drugs or controlled dangerous substances, illegal gambling, or other illegal activities;
  - c. Communications regarding the employees' or student's past or current romantic relationships;
  - d. Communications which include the use of profanities, obscene language, lewd comments, or pornography;
  - e. Communications that are harassing, intimidating, or demeaning;
  - f. Communications requesting or trying to establish a personal relationship with a student beyond the employees' professional responsibilities;

- g. Communications related to personal or confidential information regarding employee or student that isn't academically focused; and
  - h. Communications between an employee and a student between the hours of 10 p.m. and 6 a.m. An Employee may, however, make public posts to a social network site, blog or similar application at any time.
2. **Procedures.** The superintendent shall develop procedures for both the receipt and handling of reports filed under this policy (see IV.A. and B. below).

### **Definitions**

1. **Electronic communication.** Electronic communication is any computer-mediated communication in which individuals exchange messages with others, either individually or in groups. Examples of electronic communication include, but are not limited to, email, text messages, instant messaging, voicemail, and image sharing and communications made by means of an internet site, including social media and social networking websites.
2. **Social media.** Social media is any form of online publication or presence that allows interactive communication, including, but not limited to, social networks, blogs, websites and internet forums. Examples of social media include, but are not limited to, Facebook, Twitter, Instagram, YouTube, and Google+.
3. **Employee.** Employee includes any person employed directly by or retained through a contract of employment the district, an agent of the school, a school board member, and including supervisory union employees.
4. **Student.** Student means any person who attends school in any of the grades Prekindergarten through 12 operated by the district.

### **Implementation**

1. **Student communications violation of this policy.** In the event a student sends an electronic communication, that is inappropriate as defined in this policy or that violates the procedures governing inappropriate forms of electronic communication to an employee, the employee shall submit a written report of the inappropriate communication (“Report”) to the principal or designee by the end of the next school day following actual receipt by the Employee of such communication. The principal or designee will take appropriate action to have the student discontinue such improper electronic communications.

While the school district will seek to use such improper electronic communications by a student as a teaching and learning opportunity, student communications violation of this policy may subject a student to discipline. Any discipline imposed shall take into account the relevant surrounding facts and circumstances.

2. **Employee communications violation of this policy.** In the event an employee sends an electronic communication that is inappropriate as defined in this policy or that violates the procedures governing inappropriate forms of electronic communication to a student, the student shall or the student's parent or guardian may submit a written report of the inappropriate communication ("Report") to the principal and/or the person designated by the principal to receive complaints under this policy promptly. The report shall specify what type of inappropriate communication was sent by the employee with a copy of the communication, if possible.

Inappropriate electronic communications by an employee may result in appropriate disciplinary action.

3. **Applicability.** The provisions of this policy shall be applicable at all times while the employee is employed by the district and at all times the student is enrolled in the school district, including holiday and summer breaks. An employee is not subject to these provisions to the extent the employee has a family relationship with a student (i.e. parent/child, nieces, nephews, grandchildren, etc.).
4. **Other district policies.** Improper electronic communications that may also constitute violations of other policies of the district, i.e. unwelcome sexual conduct may also constitute a violation of the school's separate policy on the Prevention of Harassment, Hazing and Bullying of Students. Complaints regarding such behavior should be directed as set forth in the school's Procedures on the Prevention of Harassment, Hazing and Bullying of Students.

### **Reporting to Other Agencies**

1. **Reports to Department of Children and Families [DCF].** When behaviors violative of this policy include allegations of child abuse, any person responsible for reporting suspected child abuse under 33 V.S.A. §4911, et seq., must report the allegations to the Commissioner of DCF. If the victim is over the age of 18 and a report of abuse is warranted, the report shall be made to Adult Protective Services in accordance with 33 V.S.A. §6901 et seq.
2. **Reports to Vermont Agency of Education [AOE].** Accordingly, if behaviors violative of this policy in a public school involve conduct by a licensed educator that might be grounds under Vermont law for licensing action, the principal shall report the alleged conduct to the superintendent and the superintendent shall report the alleged conduct to the AOE.



3. **Reporting Incidents to the Police.** Nothing in this policy shall preclude persons from reporting to law enforcement any incidents and/or conduct that may be a criminal act.
  
4. **Continuing Obligation to Investigate.** Reports made to either DCF or law enforcement shall not be considered to absolve the school administrators of their obligations under this or any other policy, such as the Policy on the Prevention of Harassment, Hazing and Bullying, to pursue and complete an investigation upon receipt of notice of conduct which may constitute a policy violation.

**BARRE UNIFIED UNION SCHOOL DISTRICT #097  
POLICY**

**CODE: C 29**

**1<sup>ST</sup> READING: 10/8/2020**

**2<sup>ND</sup> READING:**

**ADOPTED:**

**District Equity Policy**

**Policy**

The Barre Unified Union School District (District) is committed to the success of every student, regardless of race, ethnicity, religion, family economics, class, geography, ability, language, gender, sexual orientation, gender identity or initial proficiencies. The Barre Unified Union School District Board (Board) holds itself and all District and school-site decision-makers, faculty, and support staff accountable for building a District-wide commitment to equity. The District will incorporate principles of equity within all policies, programs, operations, practices, and resource allocations.

**Definitions**

**Equity:** Each student receives the resources and educational opportunities they need to learn and thrive.

- Equity means that a student’s success is not predicted nor predetermined by characteristics such as race, ethnicity, religion, family economics, class, geography, ability, language, gender, sexual orientation, gender identity or initial proficiencies.
- Equity means that every school provides and every student has access to high quality culturally responsive curriculum, programs, teachers and administrators, extracurricular activities and support services to meet the needs of each and every student.
- Equity goes beyond formal equality where all students are treated the same. Achieving equity may require an unequal distribution of resources and services.
- Equity involves acknowledging and disrupting inequitable practices, acknowledging biases, employing practices that reflect the reality that all students will learn, and creating inclusive multicultural school environments for adults and children.

**Culturally Responsive Practices:** The beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students’ lived experiences to ensure learning.

## **Implementation**

To realize this commitment to equity, the District will:

- Systematically use District-wide and individual school-level data, disaggregated by race, ethnicity, language, ability, gender, and socioeconomic background to inform District decision-making;
- Provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology and other educational resources that respect their individual identities, cultures, backgrounds, abilities and experiences;
- Monitor and evaluate the individual needs of schools and distribute resources and effective personnel based on those needs;
- Incorporate the voice, culture and perspectives of students, staff, families, and communities that reflect student demographics and support and enhance student success;
- Identify and counteract biased practices that perpetuate achievement disparities and opportunity gaps;
- Provide ongoing and continuous professional development at all organizational levels to support employees to engage in culturally responsive practices and delivery of quality culturally relevant instruction;
- Incorporate the principle of equity into the District's strategic plan and identify measurable outcomes to prepare all students for college, career, and life.

The superintendent shall identify outcome indicators as necessary to monitor this policy and shall provide a monthly status report to the Board.

BARRE UNIFIED UNION SCHOOL DISTRICT POLICY MANUAL INDEX

SECTION	BUUSD CODE	LAST VSBA MP UPDATE	CHECKED WITH VSBA UPDATE...	TITLE	VSBA REQUIRE/RECOMMEND/CONSIDER	BUUSD 1st READ DATE	BUUSD APPROVAL DATE	COMMENTS/ACTION	BSU CODE
6/2/2020									
67 Policies									
<b>A BOARD OPERATIONS</b>									
	A1	10/11/2019	5/18/2020	Board Member Conflict of Interest	Required	5/9/2019	6/13/2019		B3
	A20	3/3/2020	5/18/2020	Board Meetings, Agenda Preparation & Distribution	Recommend	9/12/2019	10/10/2019		
	A21	3/3/2020	5/18/2020	Public Participation at Board Meetings	Recommend	9/12/2019	10/10/2019		
	A22	8/30/2020		Non-Discrimination	Recommend	5/9/2019	6/13/2019	VSBA Revised - Committee Review 10/19/20	C6
	A23	3/3/2020	5/18/2020	Community Engagement and Vision	Recommend	9/12/2019	10/10/2019		
	A24	3/3/2020	5/18/2020	Board/Superintendent Relationship	Recommend	9/12/2019	10/10/2019		
	A25	8/5/2020	9/22/2020	Delegation of Authority During State of Emergency Due to COVID	Recommend	10/8/2020	10/22/2020		
	A30	9/18/2013	9/12/2019	Role and Adoption of School Board Policies	Consider	5/9/2019	6/13/2019		A1
	A31	3/25/2009	9/12/2019	Board Member Education	Consider	9/12/2019	10/10/2019		
	A32	3/26/2009	9/12/2019	Board Goal-Setting & Evaluation	Consider	9/12/2019	10/10/2019		
	A33	3/25/2009	9/12/2019	School Visits By Board Members	Consider	9/12/2019	10/10/2019		
	A34	3/25/2009	9/12/2019	Board Relationships With School Personnel	Consider	9/12/2019	10/10/2019		
11									
<b>B PERSONNEL</b>									
	B1	10/11/2019	5/18/2020	Substitute Teachers	Required	5/9/2019	6/13/2019		D6
	B2	10/11/2019	5/18/2020	Volunteers and Work Study Students	Required	5/9/2019	6/13/2019		D7
	B3	3/3/2020	6/2/2020	Alcohol & Drug-Free Workplace	Required	5/9/2019	6/13/2019	BUUSD version has an "Employer Responsibility" section that VSBA MP doesn't	D8
	B4	10/11/2019	6/2/2020	Drug & Alcohol Testing: Transportation Employees	Required	5/9/2019	6/13/2019		D11
	B5	1/7/2016		Prevention of Employee Harassment	Required	5/9/2019	6/13/2019	Awaiting VSBA Revision	D12
	B8	6/25/2020		Electronic Communications between Employees and Students	Required			New - Required - Committee Review 10/19/20	B40
	B7	10/11/2019	6/2/2020	Tobacco Prohibition	Required	5/9/2019	6/13/2019	BUUSD version has some add'l language which can be considered for deletion	E8
	B21	3/3/2020	5/18/2020	Professional Development	Recommend	5/9/2019	6/13/2019	BUUSD version is more current than VSBA version, but still references Action Plan	D2
	B40	N/A	N/A	Social/Digital/Online Communications for Staff	Does Not Exist			VSBA is working on a model policy for Electronic Communications Between Employees and Students. When this is issued we will review/adopt it and determine if we need an additional policy for other aspects of online communications.	D14
8									
<b>C STUDENTS</b>									
	C1	10/11/2019	6/2/2020	Student Records	Required	5/9/2019	6/13/2019		F5
	C2	12/3/2015	5/18/2020	Student Drugs & Alcohol	Required	5/9/2019	6/13/2019		F7
	C3	10/11/2019	6/2/2020	Transportation	Required	5/9/2019	6/13/2019	BUUSD version differentiates for no transportation at SHS	F9
	C4	8/14/2020		Limited English Proficiency Students	Required	5/9/2019	6/13/2019	VSBA Revised - Committee review 10/19/20	F19
	C5	10/11/2019	6/2/2020	Firearms	Required	5/9/2019	6/13/2019		F21
	C6	10/11/2019	5/18/2020	Participation of Home Study Students	Required	5/9/2019	6/13/2019		F23
	C7	10/11/2019	6/2/2020	Student Attendance	Required	5/9/2019	6/13/2019		F25
	C8	10/11/2019	6/2/2020	Pupil Privacy Rights	Required	5/9/2019	6/13/2019	VSBA MP has additional language which should be included in #8	F27
	C9	10/11/2019	6/2/2020	Nutrition And Wellness	Required	4/23/2020	5/14/2020	BUUSD version differs from VSBA MP based on recommendation of SHAC	F28
	C10	12/2/2015	5/18/2020	Policy on the Prevention of Hazing, Harassment and Bullying of Students	Required	5/9/2019	6/13/2019		F20
	C10-P	12/2/2015	5/18/2020	Model Procedures on the Prevention of Hazing, Harassment and Bullying of Students	Required	5/9/2019	6/13/2019		F20-1
	C11	3/29/2018	5/18/2020	Student Freedom of Expression in School-Sponsored Media	Required	5/9/2019	6/13/2019		F34
	C12	9/1/2020		Prevention of Sexual Harassment As Prohibited by Title IX	Required				C-10; C10P
	C20	3/3/2020	6/2/2020	Student Conduct and Discipline	Recommend	5/9/2019	6/13/2019		F1
	C21	8/30/2020		Searches, Seizures, and Interrogation of students by School Personnel	Recommend	5/9/2019	6/13/2019	VSBA Revised - Committee Review 10/19/20	F4
	C23	11/28/2007	5/18/2020	Student Clubs & Activities	Recommend	5/9/2019	6/13/2019		F33
	C24	9/18/2013	5/18/2020	Interscholastic Sports	Recommend	5/9/2019	6/13/2019		F12
	C25	3/3/2020	6/2/2020	Admission of Non-Resident Tuition Students	Recommend	5/9/2019	6/13/2019		F14
	C27	9/18/2013	5/18/2020	Student Self-Expression and Student Distribution of Literature	Recommend	5/9/2019	6/13/2019		F29
	C29	7/21/2020	9/22/2020	District Equity Policy	Recommend	10/8/2020		Board Return to Committee - Review	
	C30	6/30/2008	5/18/2020	Student Medication	Consider	5/9/2019	6/13/2019		F6
	C31	2/10/2016	5/18/2020	Admission of Resident Students	Consider	5/9/2019	6/13/2019		F13
	C32	2/10/2016	5/18/2020	Eighteen Year-Old Students	Consider	5/9/2019	6/13/2019		F18
	C33	2/10/2016	5/18/2020	Student Assessment	Consider	5/9/2019	6/13/2019		F22
	C34	3/3/2020	6/2/2020	Restraint and Seclusion	Consider	5/9/2019	6/13/2019		C23
	C40	N/A	N/A	Entrance Age for Admission to Kindergarten	Does Not Exist	5/9/2019	6/13/2019		F35
	C41	N/A	N/A	Intra-District School Transfer	Does Not Exist	4/23/2020	5/14/2020		F36
	C42	N/A	N/A	Searches, Seizures, and Interrogation of students by Law Enforcement or other Non-School Personnel	Does Not Exist	5/9/2019	6/13/2019		F11
	C43	N/A	N/A	STI and Pregnancy Prevention Policy	Does Not Exist	5/9/2019	6/13/2019		F31
26									
<b>D INSTRUCTION</b>									
	D1	3/3/2020	6/2/2020	Proficiency Based Learning	Required	5/9/2019	6/13/2019	BUUSD version differs from VSBA MP based on recommendation of admin	G20
	D3	8/1/2019		Acceptable Use of Electronic Resources & the Internet	Required	5/9/2019	6/13/2019	Review when VSBA Model Policy on Electronic Communications is issued	G11
	D4	12/3/2015		Title I Comparability	Required	5/9/2019	6/13/2019	Awaiting VSBA Revision	G12
	D5	10/11/2019	6/2/2020	Animal Dissection	Required	5/9/2019	6/13/2019		G13
	D6	10/11/2019	5/18/2020	Class Size	Required	4/23/2020	5/14/2020		G14
	D20	9/18/2013	5/18/2020	Curriculum Development and Coordination	Recommend	5/9/2019	6/13/2019		G1
	D21	9/18/2013		Educational Support System	Recommend	5/9/2019	6/13/2019	Awaiting VSBA Revision	G7
	D22	8/5/2020	9/22/2020	Modes of Instruction During State of Emergency Due To COVID-1	Recommend	10/8/2020	10/22/2020		
	D30	not indicated	6/2/2020	Field Trips	Consider	4/23/2020	5/14/2020	BUUSD version differs from VSBA MP based on recommendation of admin	G3
	D31	not indicated	6/2/2020	Selecting Library Materials	Consider	5/9/2019	6/13/2019		G4
	D32	not indicated	6/2/2020	Selection of Instructional Materials and Sensitive Issues	Consider	5/9/2019	6/13/2019	VSBA MP does not include Sensitive Issues section, consider revising BUUSD	G5
	D40	N/A	N/A	Special Education	Does Not Exist	5/9/2019	6/13/2019		G15
11									
<b>E SCHOOL-COMMUNITY RELATIONS</b>									
	E1	12/3/2015		Title I, Part A Parental Involvement	Required	5/9/2019	6/13/2019	Awaiting VSBA Revision	H7
	E20	11/26/2007	5/18/2020	Community Use of School Facilities	Recommend	5/9/2019	6/13/2019		H3
	E30	not indicated	6/2/2020	School-Community Relations	Consider	5/9/2019	6/13/2019		H30
3									
<b>F NON-INSTRUCTIONAL OPERATIONS</b>									
	F1	3/20/2019	5/18/2020	Travel Reimbursement Policy	Consider	5/9/2019	6/13/2019		E11
	F20	3/25/2009	5/18/2020	Fiscal Management & General Financial Accountability	Recommend	5/9/2019	6/13/2019		E1
	F23	11/3/2016	5/18/2020	Capitalization of Assets	Recommend	9/12/2019	10/10/2019		E23
	F24	11/6/2016	5/18/2020	Prevention of Conflict of Interest in Procurement	Recommend	5/9/2019	6/13/2019		E24
	F30	3/25/2009	5/18/2020	Budgeting	Consider	5/9/2019	6/13/2019		E2
	F33	3/25/2009	5/18/2020	HIV Policy	Consider	5/9/2019	6/13/2019		F32
	F40	N/A	N/A	Scholarship Awards Policy	Does Not Exist	5/9/2019	6/13/2019		E31
	F41	N/A	N/A	Video Surveillance Policy	Does Not Exist	5/9/2019	6/13/2019		E32
8									

F21, F22, F25, F26, F31, F33 in VSBA MPM but not adopted by BUUSD

C22 is elementary only; C28 in VSBA MPM but not adopted by BUUSD

D2 removed by VSBA, D33 is outdated

E21, E31, E32 in VSBA MPM but not adopted by BUUSD

B6 removed by VSBA; B20, B22, B30, B31, B32, B33 in VSBA MPM but not adopted by BUUSD

**BARRE UNIFIED UNION SCHOOL DISTRICT # 097  
POLICY****CODE: A 22****1<sup>ST</sup> READING: 5/9/2019****2<sup>ND</sup> READING: 6/13/2019****ADOPTED: 6/13/19**

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**NOTICE OF NON-DISCRIMINATION****1. POLICY**

The Barre Unified Union School Union #07 (BUUSD) will not unlawfully discriminate in its programs and activities against any person or group on any basis prohibited by federal or state law, and will provide equal access to the Boy Scouts and other designated youth groups.

The BUUSD shall make reasonable accommodations to the known physical or mental limitations of an otherwise qualified handicapped applicant or employee unless the BUUSD can demonstrate that the accommodation would impose an undue hardship on the operation of its program or activity.

The Superintendent, or his or her designee, shall prepare, and the Board shall approve, guidance to applicants and employees regarding requests for reasonable accommodations, including provisions for undue hardship.

Applicants for admission and employment, students, parents, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the BUUSD are hereby notified that this school district does not discriminate on the basis of race, color, religion (creed), ancestry, national origin, place of birth, sex, sexual orientation, gender identity, disability, age, political affiliation or marital status in admission or access to, or treatment or employment in, its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

**2. IMPLEMENTATION**

The Superintendent, or his or her designee, shall develop procedures necessary to ensure compliance and enforcement of this policy.

A person has been designated by the BUUSD to coordinate the efforts to comply with the regulations implementing Title VI, Title IX, and Section 504 of the Rehabilitation Act of 1973, and other non-discrimination laws or regulations. The designated coordinator is identified in the procedure accompanying this policy along with information on how that person may be contacted.

Any person having inquiries concerning the BUUSD's compliance with the regulations implementing Title VI, Title IX, Section 504 or other state or federal non-discrimination laws or regulations is directed to contact the non-discrimination coordinator described above.

### **3. GRIEVANCE PROCEDURE**

In the absence of a controlling grievance procedure outlined in a collective bargaining agreement the procedure accompanying this policy will be in effect.

**BARRE UNIFIED UNION SCHOOL DISTRICT #097  
POLICY**

**CODE: C 4**

**1<sup>ST</sup> READING: 5/9/2019  
2<sup>ND</sup> READING: 6/13/2019  
ADOPTED: 6/13/2019**

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## **LIMITED ENGLISH PROFICIENCY STUDENTS**

### **Policy**

It is the policy of the Barre Unified Union School District (BUUSD) to ensure that students whose primary or dominant language is not English, and who therefore have limited-English proficiency (LEP), have equitable access to school programs as required by law.

### **Implementation**

The superintendent or his or her designee shall be responsible for developing and implementing procedures to comply with federal and state laws, which define standards for serving LEP students.

**BARRE UNIFIED UNION SCHOOL DISTRICT # 097  
POLICY**

**Code: C 21**

**1st READING: 5/9/2019**

**2nd READING: 6/13/2019**

**ADOPTED: 6/13/2019**

**Search, Seizure, and Interrogation of Students by School Personnel**

It is the policy of the Barre Unified Union School District (BUUSD), herein after referenced as “the Board” or “the District”, in order to provide a safe and orderly school environment, to authorize school administrators to examine all school property and to carry out searches or to seize property of students while on school property or at school related events under the guidelines provided in this policy.

**Scope and General Policies**

- A. This policy applies to searches of students’ persons, possessions, including but not limited to electronic devices, desks, lockers and vehicles by school administration. Desks, lockers, textbooks, technological devices and other materials, equipment or supplies loaned by the school to students remain the property of the school, and may be inspected and searched by school employees without reasonable suspicion and without notice to or the consent of the student.
- B. Searches of students’ persons and/or students’ personal property may be conducted only upon reasonable suspicion that the search will uncover evidence that a student has violated a school rule or policy, or has violated the law, including possession of contraband. Searches will be conducted within the law, meet the requirements of the state and federal constitutions, and in the least invasive manner possible.
- C. If there is a clear and imminent danger to the health and safety of school individuals, or clear and imminent risk of danger to school property (such as a bomb scare), general searches of school property may be allowed under closely supervised conditions that respect individual rights.
- D. Copies of this policy will be distributed to students when they enroll in school, and will be included in the student handbook given to students and parents at the beginning of each school year. This policy is meant to explain the legal rights of the school district, but is not meant to limit them in any way.

**Reasonable Suspicion**

In determining whether “reasonable suspicion” exists, an administrator or faculty member shall consider all relevant information, including the following:

- A. The timeliness of the information that gives rise to the suspicion;
- B. Whether a plausible alternative explanation exists;
- C. Whether any other information exists that independently supports or detracts from the probable reliability of the new information; and
- D. If the information was provided by an informant:



1. Whether the information was directly gathered by the informant, such as by visual observation or overheard conversation, or was indirectly provided by another person to the informant; and
2. Whether the informant has been shown to be or should be considered a reliable source.

### **Definitions**

As used in this policy:

**“Contraband”** means weapons, drugs, and other illegal substances, or other objects which are evidence of a violation of state or federal law or school policy.

**“School property search”** means the search of desks, lockers, textbooks, technological and imaging devices, and other materials, equipment or supplies loaned by the school to a student, including use of personal devices which access school network resources as outlined in the G4 Responsible Computer, Network and Internet Use.

**“Possessions search”** means a search of the student’s pockets, bags, purses and other movable possessions performed by requiring a student to empty those items or allow review of contents of an item including but not limited to photos, texts or other electronic files and communications on an electronic device, an imaging device, or a computer.

**“Vehicle search”** means a search of a student’s vehicle.

**“Person search”** means a search of a student’s person and may require the student to loosen or remove outer clothing, consistent with item D under of Types of and Conditions for Searches below.

**“Student”** means a student of the member school district or of another school who is participating in school district activities or is otherwise on school property.

### **Persons Who May Perform Searches**

- A. Searches shall normally be conducted by trained school administrators. However, when an administrator is not reasonably available or cannot perform a search within a reasonable time, such as on a field trip, a designated member of the faculty may perform a search.
- B. Searches and seizures by law enforcement officials shall be as outlined in Policy F11: Searches, Seizures, and Interrogation of Students by Law Enforcement Personnel or Other Non-School Personnel.

### **Types of and Conditions for Searches**

The extent of each search shall be directly related to the basis of the search.

- A. School administrators may inspect and search school property including but not limited to lockers and/or other school property and network resources accessed by or assigned to the

student or used by the student without reasonable suspicion and without notice to or the consent of the student

- B. Search of a student's possessions shall normally be conducted by requiring the student to empty his/her pockets, bag(s), purse(s), and other movable possessions or to allow review of items including but not limited to photos, texts, or other files or communications stored in or on technological devices, provided that there is reasonable suspicion to believe that the contraband is located in the place searched. The person conducting the search may pat down or otherwise search the student's clothing, may personally examine the purse, bag, backpack or technological device to ensure that all items have been removed or shown and may search the items removed from the purse, bag, or backpack as necessary and appropriate. A search of a student's possessions shall be witnessed by a second person who is an administrator or by a member of the faculty or staff when on a trip.
- C. A vehicle search shall be made only when there is reasonable suspicion to believe that contraband is located in the vehicle; and the vehicle is either on school grounds or the vehicle is being used to transport students to or from a school sponsored event. A vehicle search shall be witnessed by a second person who is an administrator or by a member of the faculty or staff when on a trip. A vehicle search shall normally be conducted by examination of the unlocked spaces of a vehicle. A student may be required to open locked spaces in a vehicle to permit examination of the contents therein upon reasonable suspicion to believe contraband is present within the locked space. If a student refuses to open a locked space, the vehicle may be detained on school grounds until police can be summoned and a warrant obtained.
- D. In circumstances where there is reasonable suspicion to support the search of a student's person, the superintendent or his or her designee may consult with legal counsel when considering whether or how to conduct a search of a student's person. Strip searches by school personnel are prohibited.
  - 1. In circumstances where there is reasonable suspicion to support the search of a student's person, and the search does not require the student to partially remove outer layers of clothing, the search of a student's person shall be:
    - i. Conducted by a person of the same gender as the student, and
    - ii. Witnessed by a third person who is an adult of the same gender as the student, and
    - iii. To the degree that circumstances allow, conducted in a manner that maximizes the student's interest in modesty and privacy.
  - 2. In circumstances where there is reasonable suspicion to support the search of a student's person, and such search would require the student to undress, the school district shall consult with legal counsel on how to proceed. If there is reasonable belief that there is a possibility of imminent harm to the student or the school community, law enforcement shall be called.

### **Actions Following Search**

- A. Any suspected contraband found during a search shall be confiscated. Any suspected illegal substances or other items evidencing a crime found shall be turned over to law enforcement officials.
- B. The principal or designee shall notify the student's parent(s) or guardian(s) that a search has been conducted and that evidence has been provided to the police.

**Questioning of Students**

School district employees may detain students to question them where they have reasonable grounds to suspect that it will assist them in gathering evidence or information regarding possible violations of board policy or school behavior expectations. The Administration may act on information related to violations of school rules received from outside law enforcement personnel. School officials are not required to notify parents of questioning of students. A School Resource Officer (SRO) is not considered a school district employee for the purpose of interrogations; therefore, students may decline at any time to be interviewed by the School Resource Officer. A student may decline to be interviewed by outside law enforcement personnel.