

**BARRE UNIFIED UNION SCHOOL DISTRICT
BOARD MEETING**

March 25, 2021 at 5:30 p.m.

Via Google Meet

Click this link to join the meeting remotely:

Meeting ID: meet.google.com/vxi-arvi-mgb

Phone Number: (US)+1 929-777-4801 PIN: 769 689 006#

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. Comments for Items Not on the Agenda
 - 3.1. Public Comment
 - 3.2. Student Voice
4. Approval of Minutes
 - 4.1. Meeting Minutes - March 11, 2021
5. Current Business
 - 5.1. New Hires **[ACTION]**
 - 5.2. FY22 Budget Approval (Draft 4) for Revote **[ACTION]**
 - 5.3. Warning Approval for Revote **[ACTION]**
 - 5.4. Approval of Designated and Alternative Finance Committee Persons to sign Warrant **[ACTION]**
 - 5.5. Process and Timeline for CVCC Director Search
6. Old Business
 - 6.1. Vision, Mission & Strategic Goals
7. Other Business/Round Table
8. Future Agenda Items: Administrator and Superintendent Evaluations (April 8 - ES); Administrative Job Descriptions: Superintendent of Schools & Assistant Superintendent of Instruction (TBD); Legal Counsel Review - Policy (B20) Personnel Recruitment, Selection, Appointment and Background Check (TBD); Use of Facilities: Consistent Fee Schedule and Rental Application Form (TBD); Change in Articles of Agreement (TBD); Negotiations/Personnel Committee (TBD); Student Members (Board Retreat); Set Board Retreat Date (TBD); Discussion of Students Opting Not To Participate/Attend School During COVID/Student Engagement (roll this discussion into State Required Recovery Plan TBD)
9. Executive Session
 - 9.1. Student Matter (Appeal to Board)
 - 9.2. OML and RRO Basics for Boards Training
10. Adjournment

Reminder:

BUUSD Regular Board Meeting: April 8, 2021 at 5:30 pm via Google Meet

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

DRAFT

BARRE UNIFIED UNION SCHOOL DISTRICT BOARD MEETING

Via Video Conference – Google Meet
March 11, 2021 - 5:30 p.m.

MINUTES

BOARD MEMBERS PRESENT:

Sonya Spaulding (BC) – Chair
Alice Farrell (BT) – Vice Chair
Guy Isabelle (At-Large) - Clerk
Gina Akley (BT)
Renee Badeau (BC)
Tim Boltin (BC)
Christine Parker (BT)
Sarah Pregent (BC)
Abigayle Smith (BT)

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

David Wells, Superintendent
Mary Ellen Simmons, Assistant Superintendent of Instruction
Emmanuel Ajanma, Director of Technology
Josh Allen, Communications Specialist
Stacy Anderson, Director of Special Services
Penny Chamberlin, Director Central Vermont Career Center
Hayden Coon, BCEMS Principal
Chris Hennessey, BCEMS Principal
Carol Marold, Director of Human Resources
Jennifer Nye, BTMES Principal
Erica Pearson, BTMES Principal
Lisa Perreault, Business Manager
Annette Rhoades Assistant Director of Special Services
Brenda Waterhouse, SHS Principal

GUESTS PRESENT:

| | | | | |
|----------------------------|-------------------|----------------|--|--------------------|
| Dave Delcore – Times Argus | Shawna Badger | Sandra Cameron | Allison Courtemanche | Erika Dolan |
| Nora Duane | Jody Emerson | Shannon Huda | Jenny Hyslop | Prudence Krasofski |
| Nicole Ladd | Patrick Leene | Paul Malone | Bob Manz | Ben Matthews |
| Jessica Maurais | Ted Mills | Mary Newton | rooksma@netzero.net | Megan Spaulding |
| Jan Trepanier | Rachael Van Vliet | VT VSBA | 1 201-***-***02 | |

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.

Oath of Allegiance

It was confirmed that all new Board Members have taken the Oath of Allegiance.

1. Call to Order

The Superintendent, Mr. Wells, called the Thursday, March 11, 2020, Regular meeting to order at 5:32 p.m., which was held via video conference.

2. Organize

VSBA Board Re-organization documentation was distributed. Mr. Wells advised regarding Board re-organization, provided an overview of the documentation contained in the packet, and requested nominations for the position of Board Chair.

Mrs. Akley nominated Sonya Spaulding for the position of Board Chair, seconded by Mrs. Pregent. There were no additional nominations. The Board voted 8 to 1 to elect Mrs. Spaulding as Board Chair. Mrs. Akley, Ms. Badeau, Mrs. Farrell,

DRAFT

Mr. Isabelle, Ms. Parker, Mrs. Pregent, Ms. Smith, and Mrs. Spaulding voted for the motion. Mr. Boltin voted against the motion.

Mrs. Spaulding chaired the remainder of the meeting.

Mr. Isabelle nominated Alice Farrell for the position of Vice-Chair, seconded by Mr. Boltin. There were no additional nominations. The Board unanimously voted to elect Mrs. Farrell as Vice Chair.

Mrs. Akley nominated J. Guy Isabelle for the position of Clerk, seconded by Ms. Parker. There were no additional nominations. The Board unanimously voted to elect Mr. Isabelle as Clerk.

Mrs. Spaulding provided a brief overview of Committee assignments and it was agreed that Committee Chairs and Vice Chairs will be decided at the first meeting of each Committee

Committee assignments announced and agreed to as follows:

BUUSD Communications Committee: Mrs. Farrell, Mr. Isabelle, and Ms. Smith

BUUSD Curriculum Committee: Ms. Badeau, Mr. Boltin, and Mrs. Farrell

BUUSD Facilities/Transportation Committee: Mrs. Akley, Mr. Isabelle, and Mrs. Pregent

BUUSD Finance Committee: Mrs. Akley, Ms. Badeau, Ms. Parker, and Mrs. Pregent,

BUUSD Negotiations Committee: Mrs. Akley, Mrs. Pregent, and Mrs. Spaulding

BUUSD Policy Committee: Mr. Boltin, Ms. Parker, and Ms. Smith

Regional Advisory Board (meets quarterly): Mrs. Farrell

Enterprise Committee: Mr. Isabelle

Mrs. Spaulding suggested that the Policy Committee discuss creation of a Policy related to Policy Committees, including naming all 'standing' committees and defining the 'charge' of each Committee. Brief discussion was held regarding the number of Board meetings per month, meeting length, the format for agendas and packets, and the possibility of holding some meetings virtually after COVID restrictions are relaxed. Mrs. Spaulding will reach out to Board Members (regarding availability) to identify some perspective dates for the Board Retreat. Mrs. Spaulding provided a brief overview of the Code of Ethics (and confirmed that all Board Members have signed a copy of the document) and also advised regarding communication practices. It was noted that the Board works as a 'body', and not as individuals. Mrs. Spaulding provided a brief overview of Board development opportunities, including VSBA training for new Board Members and advocacy through interaction with Legislators.

On a motion by Mr. Isabelle, seconded by Mrs. Pregent, the Board unanimously voted:

To authorize the Board Chair to sign teacher contracts,

To authorize the Board Chair to sign other contracts,

To designate at a future meeting, two Board Members as primary and secondary individuals to sign warrants,

To schedule a Board Retreat during an upcoming Board meeting,

To hold Regular Board Meetings on the second and fourth Thursday of each month at 5:30 p.m. with a rotating location, as indicated in Policy A1 (meetings will continue to be held remotely until COVID restrictions are lifted),

To post Agendas and Minutes at the BUUSD Central Office, BUUSD District Schools, the Barre City Clerk's Office, the Barre Town Clerk's Office, and on the BUUSD website,

To post Warnings in the Times Argus and on Front Porch Forum,

To use Robert's Rules of Order,

To adopt the Code of Ethics

To name the Times Argus as the designated newspaper for publications,

To designate the Board Chair and the Superintendent as spokespersons for the Board,

DRAFT

To continue the current practices relating to confidentiality of Executive Session and Open Meeting Laws, and

To delegate the Negotiations Committee Chair to be the voting delegate for State-wide HealthCare bargaining Agreement.

The Board agreed to discuss student representation at the Board Retreat.

Mr. Isabelle advised that he has found student presentations to be informative and beneficial.

3. Additions and/or Deletions to the Agenda with Motion to Approval the Agenda

Delete 7.2 Set Board Retreat Date – this item is part of the organization process.

On a motion by Mr. Isabelle, seconded by Mrs. Farrell, the Board unanimously voted to approve the Agenda as amended.

4. Public Comment for Items Not on the Agenda

4.1 Public Comment

Paul Malone addressed the Board advising that he will be in attendance at the upcoming Finance Committee meeting and advised that he would like to participate on this Committee. It was noted that information packets for the 03/16/21 Finance Committee meeting will be distributed in the very near future.

4.2 Student Voice

None.

5. Approval of Minutes

5.1 Approval of Minutes – February 25, 2021 Regular Meeting

On a motion by Mr. Isabelle, seconded by Mrs. Farrell, the Board unanimously voted to approve the Minutes of the February 25, 2021 Regular Meeting.

6. Reports to the Board

6.1 Superintendent/Central Office Report

A copy of the BUUSD Central Office Newsletter for March 2021 was distributed. Mr. Wells reported that he has been working with Ms. Simmons and Mrs. Anderson to design a grant funded position; an MTSS Coordinator who will align EST and intervention services. This work will tie into the Recovery Plan Work. Mr. Wells advised that the position will be a multi-year ESSER funded position. The position will need to be re-evaluated once grant funding is no longer available.

6.1.1 2021 – 2022 School Calendar

The final copy of the 'Regional Calendar – Barre Unified Union School District 2021 – 2022 Calendar' was distributed.

The calendar is for informational purposes and does not require Board approval. A regional, coordinated calendar is required for district's which host a technical center.

6.2 Building Reports

6.2.1 Spaulding High School

The Principal's Report dated March 3, 2021 was distributed. A copy of the SHS Library Newsletter for Winter 2021 was distributed. A copy of the SHS Newsletter (dated 03/08/21) was also distributed. Mr. Isabelle conveyed his appreciation that students and staff recognize students and staff for their accomplishments throughout the school and in athletics. In response to a query, Mrs. Waterhouse advised regarding additional academic supports that have been put in place to assist students who are struggling. These additional supports, which extend the school day, involve use of the library/library staff and have been coordinated with students and their parents. Students are reporting success utilizing this new system of support. Mrs. Waterhouse was commended for the robust programs at the high school.

6.2.2 Central Vermont Career Center

Three documents were distributed:

A document titled Director CTE Bytes for March 2021

A document providing information on the CVCC Co-op Program

A document titled '12th Annual Vermont Student Entrepreneurship Day delivers inspiration & encouragement'

In response to a query, Ms. Chamberlin provided an overview of the Co-op Program which involves both paid and unpaid positions.

6.2.3 Barre City Elementary and Middle School

The Co-Principals' Report dated March 5, 2021 was distributed. In response to a query, it was noted that more parents are participating in the virtual Parent/Teacher Conferences (than the in-person conferences held in the past). The virtual conferences

DRAFT

allow for a greater timeframe in which to hold conferences and allow more flexibility for parents. Ms. Parker lauded the schools for the installation of additional promethium boards.

6.2.4 Barre Town Middle and Elementary School

The BTMES Building Report dated March 11, 2021 was distributed. A copy of the BTMES Newsletter for March 2021 was distributed. Ms. Pearson advised regarding accommodations being made to handle traffic flow (student drop-off/pick-up) while work is being performed to the recreational fields road.

6.3 Committee Reports

6.3.1 Communications

The Committee met on March 4, 2021. Discussion centered mainly on the upcoming budget re-vote and ways to promote the budget. Mr. Allen advised regarding the full page ad in the Times Argus which highlights successes in the District's schools. This ad is provided as a courtesy of the Times Argus and there is no charge to the District.

The next meeting is Thursday, April 1, 2021 at 5:30 p.m. via video conference.

6.3.2 Finance Committee

The next meeting is Tuesday, March 16, 2021 at 5:30 p.m. via video conference.

6.3.3 Facilities & Transportation Committee

The next meeting is Monday, April 12, 2021 at 5:30 p.m. via video conference.

6.3.4 Policy Committee

The next meeting is Monday, March 15, 2021 at 5:30 p.m. via video conference.

6.3.5 Curriculum Committee

The next meeting is Tuesday, March 23, 2021 at 5:30 p.m. via video conference.

6.3.6 Negotiations Committee

The next meeting date is to be determined.

6.3.7 Regional Advisory Board

The next meeting is Monday, May 3, 2021 at 4:00 p.m.

6.4 Financials

Two documents were distributed;

BUUSD FY21 Year-end Projection Report (dated 02/16/21)

CVCC FY21 Year-end Projection Report (dated 02/16/21)

The BUUSD has an anticipated surplus of approximately \$600,000. CVCC has an anticipated surplus of approximately \$300,000.

It was noted that the BTMES Assistant Principal position will not be filled this year. Additional discussion of this position will be held at the next Finance Committee meeting.

7. Current Business

7.1 Budget Debrief/Revote Schedule

Six documents were distributed;

'BUUSD Draft Budget Revote Schedule, March 3, 2021 – Revote on BUUSD FY22 Proposed Budget, May 11, 2021'

Barre City Official Voting Results (03/02/21 election)

Barre Town Official Voting Results (03/02/21 election)

A document titled 'Comparative Budget Information – March 11, 2021

The District Enrollment/Staffing Report for February 2021

An undated letter to Mr. Wells from Winton Goodrich, documenting emerging themes from the Vision, Mission, Strategic Planning Initiative

Mrs. Spaulding noted that the CVCC budget passed by a wide margin, and expressed appreciation to Ms. Chamberlin for her work on the CVCC budget. Mr. Wells advised regarding the schedule included in the packet and advised that administrators are looking for direction from the Board regarding their priorities for budget revisions. Mr. Wells advised that he believes the budget vote failed due to multiple factors, some of which related to; communication of the budget, financial reasons, and dissatisfaction over learning modes under COVID. Mr. Wells advised regarding emerging themes that have been identified as part of the Vision, Mission, and Strategic Planning Initiative. Mr. Wells advised that based on the feedback, he suggests that Draft 4 of the budget not reflect large reductions.

DRAFT

Mr. Wells provided a brief overview of the Comparative Budget Information document, noting that the BUUSD percent increase (5.82%) reflects cuts that were already made and that the BUUSD continues to have the lowest per-pupil spending amount. Though other districts had much lower increases, their cost per-pupil was already significantly higher than the BUUSD cost per-pupil. Mrs. Perreault provided an overview of the budget process thus far, advising that Draft 3 reflected a reduction of almost \$1,000,000 from Draft 1. Mrs. Perreault cautioned against reducing the budget too much in Draft 4. Ms. Perreault advised regarding the audited fund balance of almost \$644,000 (\$200,000 of which has been allocated to the revenue portion of the budget). Another \$200K to \$300K of that fund balance could be used to help off-set the tax rate. Mrs. Akley wants to be very up-front with the community regarding what will be lost due to budget cuts. Clarification was provided regarding publication of Warnings and voting dates. The May 11, 2021 vote date was chosen because it coincides with the Barre Town Annual Meeting (Municipal Vote). It will be important to promote voting in Barre City, as they do not have any other voting on that date. Concern was raised that closing BTMES for the May 11th vote (remote learning), may result in lower voter turnout or few positive votes. Mr. Malone expressed concern that putting forth a new budget with a marginal decrease will result in another failed budget vote. Mrs. Spaulding advised that Mr. Wells and Mrs. Perreault are requesting that the Board identify goals and priorities at this meeting, to allow time for administrators to review and modify the draft budget prior to the Finance Committee meeting. The goal is for the Finance Committee to be able to make a budget recommendation to the Board at the March 25, 2021 Board meeting. Board and community members posed questions which Mrs. Perreault will research and answer at the upcoming Finance Committee meeting. Mrs. Spaulding provided a recap of the numerous items identified during the meeting, including; increases for personnel costs, possible duplication of purchases and staff, risks associated personnel cuts (if social distancing guidelines are not loosened), and a request to prioritize academics.

Brief discussion was held regarding the possible Charter change or change to the Articles of Agreement relating to the deadline for - submission of petitions. Carol Dawes had requested a change in the petition submission deadline that was in the Articles of Agreement. The requested change was from 'filed not fewer than 30, nor more than 40 days prior to the date of the vote' to be the 6th Monday prior to the election. There is confusion regarding where the deadline is defined (Articles of Agreement, Charter, or Statute). Mr. Wells advised that the Articles of Agreement on the State's web site (for the BUUSD) differ from the Articles of Agreement on file at the BUUSD Central Office. This issue appears to be very complicated and it is unlikely that it can be resolved prior to the May 11, 2021 vote.

~~7.2 Set Board Retreat Date~~

8. Old Business

8.2 Vision, Mission, and Strategic Goals

The third round of forums is complete or nearly completed. Trends and themes are being identified. One more survey may go out to the public. The process has worked very smoothly and much good feedback/input has been received.

9. Other Business/Round Table

Members of the previous Board welcomed new Board Members.

New Board Members advised they are pleased to be on the Board and look forward to the work ahead.

It was announced that Penny Chamberlin has accepted the position of Superintendent for the Orleans Central Supervisory Union.

The Board congratulated Ms. Chamberlin and wished her well in her new endeavor.

Ms. Chamberlin thanked the Board for their kind words, and advised that she looks forward to making a smooth transition for the new CVCC Director.

10. Future Agenda Items

The next meeting is Thursday, March 25, 2021 at 5:30 p.m. via Google Meet

- FY22 Budget – Draft 4 (03/25/21)
- Board Training Presentation by Pietro Lynn (03/25/21)

- Superintendent Job Description (after Board reorganization – TBD)
- Assistant Superintendent of Instruction Job Description (after Board reorganization – TBD)

- Legal Counsel Review – Policy B20 Personnel Recruitment, Selection, Appointment and Background Checks(TBD)
- Use of Facilities: Consistent Fee Schedule and Rental Application Form(TBD)
- Discussion of Students Opting Not To Participate/Attend School During COVID/Student Engagement (roll this discussion into the State Required Recovery Plan - future agenda item - TBD)
- Negotiations/Personnel Committee (future agenda item - TBD)
- Student Representation on the Board (discussion to take place at Board Retreat)

DRAFT

11. Executive Session as Needed

No items were proposed for discussion in Executive Session.

12. Adjournment

On a motion by Mr. Isabelle, seconded by Mrs. Akley, the Board unanimously voted to adjourn at 7:46 p.m.

Respectfully submitted,

Andrea Poulin

Fy 22

BARRE UNIFIED UNION SCHOOL DISTRICT

| | |
|--|---|
| NEW HIRE NOTIFICATION FORM Complete and Submit to the Central Office (please submit via email to hr@buusd.org) | Date Received by Central Office: <div style="border: 1px solid black; height: 30px; width: 100%;"></div> |
|--|---|

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


| | |
|---|---|
| Name: <input type="text" value="ERICA THEISEN"/> | Location: <input type="text" value="BTMES"/> |
| Submission Date: <input type="text" value="3/5/2021"/> | Administrator Action/Checklist Complete: <input checked="" type="checkbox"/> Y <input type="checkbox"/> N |
| Position: <input type="text" value="SPECIAL EDUCATOR"/> | Grade (If Applicable): <input type="text" value="MIDDLE SCHOOL"/> |
| Endorsement (If Applicable): <input type="text"/> | <input type="checkbox"/> Hourly-Non Exempt <input checked="" type="checkbox"/> Salary-Exempt |
| Hours Per Day: <input type="text"/> | Scheduled Hours: <input type="text"/> a.m. to <input type="text"/> p.m. |
| Account Code: <input type="text" value="101-3097-51-21-0-1201-51110"/> | |
| Replacement? <input checked="" type="checkbox"/> Y <input type="checkbox"/> N | |
| If Yes, For Whom? <input type="text" value="WILLIAM MEEHAN"/> | Salary Rate: \$ <input type="text" value="606,016.<sup>00</sup>"/> |
| Administrator Approval: <input type="text" value="STACY ANDERSON"/> | Signature Date: <input type="text" value="3/5/2021"/> |

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

For Central Office Use Only:

7/1/21

| | | |
|--|---|--|
| Contract Complete Date <input type="text"/> | Offer Letter Complete Date <input type="text"/> | DOH <input checked="" type="checkbox"/> |
| Total Years of Experience: <input type="text" value="7"/> | Step: <input type="text" value="MA 7"/> | Salary Placement: \$ <input type="text" value="55,540"/> |
| Hourly Rate: \$ <input type="text"/> | Salary Rate: \$ <input type="text"/> | Seniority Date: <input type="text"/> |
| Contract Type: <input checked="" type="checkbox"/> Teacher <input type="checkbox"/> Para <input type="checkbox"/> Replacement <input type="checkbox"/> Interim <input type="checkbox"/> Offer/Non-Contracted Letters | | |
| <input type="checkbox"/> AFSCME <input type="checkbox"/> N/A | | |
| Days Per Year: <input type="text" value="190"/> | Salary: \$ <input type="text" value="55,540"/> | Contract Days: <input type="text" value="190"/> |
| Teacher: AOE Endorsement: <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Michigan (Pending VT) | | |
| If No, Required: <input type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship | | |
| Para-Educator: Associates Degree <input type="checkbox"/> YES <input type="checkbox"/> NO (If NO) → ParaPro <input type="checkbox"/> YES has passed ParaPro | | |
| <input type="checkbox"/> NO will need to take ParaPro | | |

| | |
|---|--|
|  Superintendent Approval Signature | <input type="text" value="3/11/21"/> Date |
|---|--|

Erica Theisen

21414 Main St Hancock, Michigan 49930
906-370-2634 ericartheisen@gmail.com

Education

Northern Michigan University

Marquette, Michigan, Michigan
Master of Education

Major: Learning Disabilities in Special Education

GPA: 3.910

Attended August 2014 to May 2016

Degree conferred May 2016

Northern Michigan University

Marquette, Michigan, Michigan
Bachelor of Education

Major: Secondary English Education, **Minor:** Secondary Journalism

Education

GPA: 3.960

Attended August 2010 to December 2012

Degree conferred December 2012

Experience

Hancock Public Schools - Barkell Elementary School

Sep 2020 - Present

Virtual Elementary Teacher & Interventionist

Remote

Provide targeted interventions and maintain communication with families in virtual school

Supervisor: Daniel Vaara (906-487-9030)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Lighthouse Connections Academy

Aug 2020 - Present

Middle School Language Arts Teacher

Remote

- Teach 7th and 8th grade Language Arts & Gifted & Talented classes online
- Manage 7th grade Homeroom: monitor and support student engagement and performance to ensure success
- Developed and led Creative Writing Clubs for middle and high school students

Supervisor: Leigha Faith, Mentor (517 489-0313)

Experience Type: Public School, Full-time

Please **do not** contact this employer

Hancock Public Schools - Barkell Elementary School

Aug 2016 - Aug 2020

Special Education Teacher
Hancock, Michigan

As the sole special educator in a small elementary school, I provided case management for all eligible students in grades K-5, with a range of disability categories. I was an active participant in all aspects of the IEP process, as well as the collaborative behavior planning process. I provided targeted interventions for students with all IEP eligibility designations, and managed paraprofessional support to meet the needs of our students. 80+% of students on my caseload were proficient on state testing with appropriate accommodations.

- Check-in/Check-out Facilitator (Tier 2 Positive Behavior Interventions & Support), 2017 - 2020
- Mentor for Student Teacher, 2019
- Girls on the Run Coach, 2019
- Summer Reading Tutor, 2018 & 2019
- ESL Tutor, 2018 - 2019
- Parent Advisory Committee Student Salute Awards, 2017 & 2018

Reason for leaving: Sought online employment

Supervisor: Daniel Vaara (906-487-9030)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Dollar Bay-Tamarack City Area Schools

Aug 2015 - Aug 2016

Special Education Teacher
Dollar Bay, Michigan

As the sole special educator in a small K-12 school, I provided case management for all eligible students in grades K-12, including students with learning disabilities, speech and language impairments, autism spectrum disorder, and other health impairments (ADHD and oppositional defiant disorder). I facilitated paraprofessional support to meet students' needs, and actively participated in IEP and collaborative behavior planning.

- Acted as 7th Grade Class Advisor
- Received Parent Advisory Committee Student Salute Award

Reason for leaving: Offered position at previous school district

Supervisor: Christina Norland (906-482-5800)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Hancock Public Schools - Barkell Elementary School

Aug 2014 - Aug 2015

Special Education Teacher & Title 1 Intervenorist
Hancock, Michigan

- Caseload management and targeted interventions for K-2 students
- Provided Title 1 math interventions for Tier 2 students
- Progress monitoring for early elementary math students

Reason for leaving: Temporary position to cover caseload overage

Supervisor: Daniel Vaara (906-487-9030)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Training & Certifications

- Math Recovery AVMR 1 certification

- Google Educator, Level 1 certification
- Orton Gillingham certification
- VIPKid TESOL certification
- START Autism training
- Crisis Prevention & Intervention certification
- Kick Start Action Civics training

BARRE UNIFIED UNION SCHOOL DISTRICT

| | |
|--|--|
| <p>NEW HIRE NOTIFICATION FORM Complete and Submit to the Central Office (please submit via email to hr@buusd.org)</p> | <p>Date Received by Central Office: <input style="width: 100%; height: 30px;" type="text"/></p> |
|--|--|

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

| | |
|--|---|
| Name: <input style="width: 90%;" type="text" value="KATHERINE WEISHEIT"/> | Location: <input style="width: 90%;" type="text" value="BUUSD SPECIAL SERVICES"/> |
| Submission Date: <input style="width: 200px;" type="text" value="3/8/2021"/> | Administrator Action/Checklist Complete: <input checked="" type="checkbox"/> Y <input type="checkbox"/> N |
| Position: <input style="width: 350px;" type="text" value="School Psychologist"/> | Grade (If Applicable): <input style="width: 150px;" type="text"/> |
| Endorsement (If Applicable): <input style="width: 250px;" type="text" value="School Pshychologist"/> | <input type="checkbox"/> Hourly-Non Exempt <input checked="" type="checkbox"/> Salary-Exempt |
| Hours Per Day: <input style="width: 80px;" type="text" value="7.5"/> | Scheduled Hours: <input style="width: 100px;" type="text"/> a.m. to <input style="width: 100px;" type="text"/> p.m. |
| Account Code: <input style="width: 95%;" type="text" value="101-3097-51-21-0-2140-51110"/> | |
| Replacement? <input type="checkbox"/> Y <input checked="" type="checkbox"/> N | |
| If Yes, For Whom? <input style="width: 350px;" type="text"/> | Salary Rate: \$ <input style="width: 150px;" type="text"/> |
| Administrator Approval: <input style="width: 300px;" type="text" value="Stacy Anderson"/> | Signature Date: <input style="width: 100px;" type="text" value="3/8/2021"/> |
| REVERSE SIDE: Complete the New Hire Checklist prior to emailing candidate packet for Superintendent review. | |

For Central Office Use Only:

| | | |
|--|--|--|
| Contract Complete Date <input style="width: 100px;" type="text"/> | Offer Letter Complete Date <input style="width: 100px;" type="text"/> | DOH <input style="width: 80px;" type="text" value="7/1/21"/> |
| Total Years of Experience: <input style="width: 80px;" type="text" value="3"/> | Step: <input style="width: 80px;" type="text" value="3"/> | Salary Placement: \$ <input style="width: 150px;" type="text" value="M+30"/> |
| Hourly Rate: \$ <input style="width: 100px;" type="text"/> | Salary Rate: \$ <input style="width: 150px;" type="text" value="52,773 (FY21)"/> | Seniority Date: <input style="width: 100px;" type="text"/> |
| Contract Type: <input checked="" type="checkbox"/> Teacher <input type="checkbox"/> Para <input type="checkbox"/> Replacement <input type="checkbox"/> Interim <input type="checkbox"/> Offer/Non-Contracted Letters | | |
| <input type="checkbox"/> AFSCME <input type="checkbox"/> N/A | | |
| Days Per Year: <input style="width: 80px;" type="text" value="190"/> | Salary: \$ <input style="width: 150px;" type="text" value="52,773 (FY21)"/> | Contract Days: <input style="width: 80px;" type="text" value="190"/> |
| Teacher: AOE Endorsement: <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | |
| If No, Required: <input type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship | | |
| Para-Educator: Associates Degree <input type="checkbox"/> YES <input type="checkbox"/> NO (If NO) → ParaPro <input type="checkbox"/> YES has passed ParaPro | | |
| <input type="checkbox"/> NO will need to take ParaPro | | |

| | |
|--|---|
| <input style="width: 95%; height: 40px;" type="text" value="David Wells"/> | <input style="width: 95%; height: 30px;" type="text" value="03/18/2021"/> |
| Superintendent Approval Signature | Date |

KATHERINE WEISHEIT, M.S.

katieweisheit22@gmail.com • (518) 275-2628 • 96 Barre St. Apt 1 Montpelier, V.T. 05602

SCHOOL PSYCHOLOGY EXPERIENCE

Barre Town Middle and Elementary School, Barre, V.T.

August 2019- Present

School Psychologist

Barre Town School: Pre K-8

- ❖ Conducts psychological assessments of students' cognitive, academic, behavioral, social, and emotional functioning.
- ❖ Acts as a resource for school personnel by regularly attending student-focused meetings and providing guidance, informal assessment services, and recommendations for comprehensive special education evaluations.
- ❖ Provides oral presentations and written reports of evaluations to parents, school staff, and outside agencies.

New Brunswick/Brittonkill Central School District, Troy, N.Y.

August 2018- June 2019

Full-Time School Psychology Intern

Brunswick District: Pre K-12 Field Placement

- ❖ Facilitated individual and group counseling groups to enhance student's social relationships, reduce challenging behavior, and improve on other areas adversely affecting their academic performance.
- ❖ Implemented behavioral procedures to prevent and de-escalate inappropriate behaviors and emotional crises across multiple settings.
- ❖ Coordinated the elementary school's Backpack program, which provides free or reduced-price students with nutritious food and materials over the academic year.

EDUCATION

University at Albany, State University of New York (SUNY)

Certification of Advanced Study in School Psychology

August 2019

- ❖ National Association of School Psychologists (NASP) approved

Master of Science in Educational Psychology and Methodology

December 2017

RELEVANT RESEARCH EXPERIENCE

Watervliet Central School District, Watervliet, NY

September 2016- June 2018

Curriculum Based Intervention Graduate Research Assistant

- ❖ Used Curriculum Based Measurement (CBM) probes to progress monitor the Oral Reading Fluency (ORF) proficiency of 3rd graders, over the academic school year.
- ❖ Implemented a flashcard intervention entitled Drill, Practice, and Sprint (DPS), to facilitate sight word acquisition.
- ❖ Provided the District with ORF and DPS data, which was used to modify the school's present curriculum, progress monitoring procedures, and IEP recommendations.

LEADERSHIP EXPERIENCE

SUNY Albany School Psychology Association (SASPA)

August 2017- 2019

Graduate School Associate and Mentor

- ❖ Organized various educational and social events during the academic year for all graduate students to aid in their professional development across cultural, ethical, and collaborative domains.
- ❖ Spokesperson to the Graduate School Association, to mediate inner conflicts and relay concerns and/or questions.

Middle Earth Peer Assistance Program

August 2015- 2019

Crisis Hotline Peer Assistant and Undergraduate Mentor

- ❖ Provided crisis support, peer education, and peer career advisement services to assist students in meeting their educational goals and coping with emotional, social, and other life issues.

CERTIFICATIONS

- ❖ Dignity for All Students Act (DASA)
- ❖ Project SAVE
- ❖ NYS Child Abuse Mandated Reporting

FY22 BUUSD PROPOSED BUDGET CONSIDERATIONS - DRAFT 4, REVOTE MAY 11

Option 1

Shall the voters of the Barre Unified Union School District approve the school board to expend \$50,227,954, (includes grants) which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$15,554 per equalized pupil. This projected spending per equalized pupil is 3.41% higher than spending for the current year.

DRAFT 4 - \$46,777,954, increase of \$1,747,986 or 3.8%

| | | |
|---|--|---------------------|
| 1 | Allocate an additional \$300,000 from audited fund balance | \$300,000.00 |
| 2 | Reduction in special education ESY - absorb in ESSER I Summer School Program | \$25,000.00 |
| 3 | Reduction in tech. equipment | \$30,000.00 |
| 4 | Reduction of 2 SEA BI's - include in ESSER II | \$70,000.00 |
| 5 | Reduction in transportation - eliminate routes, share buses, collaborate with provider | \$60,000.00 |
| 6 | Reduction in special education group health | \$20,000.00 |
| 7 | Reduction of Behavior Spec. at BT - include in ESSER II | \$50,000.00 |
| 8 | Reduction in Supplies-BC | \$10,000.00 |
| | Draft 4, Expense Budget Decrease | \$265,000.00 |
| | Draft 4, Additional Revenue Applied | \$300,000.00 |
| | TOTAL | \$565,000.00 |

DRAFT 3- **\$47,042,954**, increase of \$2,012,986 or 4.47% (\$651,407)

| | | |
|--|--|---------------------|
| 1 | With a \$179,471 fund balance in food service, we are reducing maint. lines in each building by \$15,000 for annual maint. of kitchen equip. | \$45,000.00 |
| 2 | Reduce facility construction lines to .75/Sq.ft-capital reserve at \$300k | \$113,550.00 |
| 3 | Reduction to teachers' salary - 1% | \$157,867.00 |
| 4 | Remove central office custodial contracted service, shs custodial services | \$10,100.00 |
| 5 | SHS - Tech Tuition | \$40,000.00 |
| 6 | SHS - 1 FTE Teacher | \$65,000.00 |
| 7 | SHS - Athletic Transportation | \$10,000.00 |
| 8 | BT - Reduce library supplies, principal sub wages, advertising, supplies, graduation | \$15,700.00 |
| 9 | BT - Reduce supplies, books, dues throughout the budget (co-curricular, general ed., etc) | \$34,430.00 |
| 10 | BC - Behavior Specialist-Resignation, not filling position | \$54,260.00 |
| 11 | BC - 1 FTE Teacher, Retiring, not filling position, class size policy alignment | \$65,000.00 |
| 12 | Spec. ed - Psych Contracted Services | \$20,000.00 |
| 13 | Spec. ed - Supplies and field trip, general instr./SLP/Psych | \$18,000.00 |
| 14 | Spec. ed - Course Reimb. | \$2,500.00 |
| Draft 3, Expense Budget Increase, 4.47% | | \$651,407.00 |

DRAFT 2- \$47,694,361, increase of \$2,664,394 or 5.92% (\$294,469)

| | | |
|---|--|--------------|
| 1 | Reduction of salary/benefits as directed by board, settled agreements, premium rates, open enrollment information, misc. adjustments | \$294,469.00 |
|---|--|--------------|

DRAFT 1- \$47,988,828, increase of \$2,958,862 or 6.57%

UPDATE: Board’s goals/priorities from March 11th meeting and Administrators’ responses from March 15th:

- Share salary/wage increases for positions (admin., teachers, etc) and benefit increases.

GENERAL FUND ONLY

| BUDGET DESCRIPTION | FY21 | FY22 | INCREASE/(DECREASE) | Increase | Impact on Overall Expense Budget \$47M |
|--------------------|------------|------------|---------------------|----------|--|
| TOTAL SALARY/WAGES | 24,984,461 | 25,658,726 | 674,265 | 2.7% | 1.4% |
| TOTAL BENEFITS* | 8,456,611 | 9,476,922 | 1,020,311 | 12.07% | 2.3% |

*BC/BS premium increases 8%-18%, employer first dollar HRA, cash in lieu.

| BUDGET DESCRIPTION | FY21 | FY22 | INCREASE/(DECREASE) | PERCENT | Impact on Overall Expense Budget \$47M |
|---|-------------|-------------|----------------------------|----------------|---|
| ADMINISTRATION | 1,887,906 | 1,961,778 | 73,872 | 3.91% | .0015% |
| TEACHER | 15,579,383 | 15,888,015 | 308,632 | 1.98% | .006% |
| PARAEDUCATORS | 3,058,396 | 2,974,739 | (83,656) | (2.74%) | |
| CUSTODIANS | 1,246,733 | 1,272,136 | 25,403 | 2.04% | .0005% |
| BEHAVIOR INTERV (added 5 TBH SEA) | 994,942 | 1,179,070 | 184,128 | 18.51% | .003% |
| OTHER-Admin support, behav spec., perm subs, subs, etc. | 2,217,101 | 2,383,988 | 165,887 | 7% | .003% |

- Consider using additional audited fund balance(\$300,000), provide details over the last two years.
 - See attached audit (page 42-43), June 30, 2019 and June 30, 2020, [Link to Audit Pages](#)

- Is there duplication of purchases, example using grants for prof. development and also using general fund.
 - No, there are strict requirements with CFP/Title funds. Supplement not supplant.

- COVID-19 funding, can we utilize this to help with budget pressures.
 - We can not use ESSER I & II to fund current positions, however we have considered unbudgeted positions that will foster student engagement, social emotional student health, and expenditures that are one-time events.
 - Barre 35 plan, ESSER II, 3,820,465 and ESSER III (?) We believe we can optimize the COVID-19 funding.
 - LEAs that receive ESSER funds may spend them on the following allowable uses:
 - 1.Purchase educational technology (including hardware, software, connectivity, and assistive technology) for students,
 - 2.Purchase sanitation supplies/contract with vendors to sanitize and clean LEA facilities,
 - 3.Provide mental health services and supports,
 - 4.Plan and implement summer, extended, and afterschool learning opportunities for students,
 - 5.Support other activities necessary to maintain LEA operations, services, and employment of existing staff,
 - 6.Plan for and coordinate continuity of learning and continuity of operations during long-term closures,
 - 7.Support activities to meet the unique needs of low-income students, students with disabilities, English learners, racial and ethnic minorities, students experiencing homelessness, students in foster care, and other vulnerable populations,
 - 8.Provide professional development and training for LEA staff on sanitation and minimizing the spread of infectious disease,
 - 9.Coordinate COVID-19 preparedness and response efforts with local units of government,
 - 10.Provide principals and other school leaders with resources to address individual school needs,
 - 11.Develop and implement procedures and systems to improve LEA preparedness and response efforts,
 - 12.Support any activity authorized by the Elementary and Secondary Education Act of 1965 as amended (ESEA), the Individuals with Disabilities Education Act (IDEA), the Adult Education and Family Literacy Act; the Carl C.

Perkins Career and Technical Education Act (Perkins); or the McKinney-Vento Homeless Assistance Act, that is not addressed above.

- Community may be looking for cuts, the percentage increase might have been perceived as too high.

- Student instruction is a priority, consider equity and needs across the district.
 - Draft 3 Increases:
 - BTMES-4.82%
 - SHS-(0.45%)
 - BCEMS-3.33%
 - CENTRAL OFFICE/TRANSP./TECHNOLOGY-5.96%
 - SPEC. ED.-7.6%

BUUSD BUDGET 2021-2022 - DRAFT 4 REVOTE MAY 11, 2021

Projected Comparative Tax Rate Calculations-REVISED

3/16/2021

| | FY2021 | FY2022 | | Tax rate with CLA at 100%- Comparative purposes only! | |
|---|------------|---------------|-------------|--|--------|
| Total BUUSD Expenses | 48,479,968 | 50,227,954 | 3.61% | 50,227,954 | 3.61% |
| Less Local Revenues | 12,445,528 | 13,045,528 | | 13,045,528 | |
| Education Spending | 36,034,440 | 37,182,426 | | 37,182,426 | |
| Equalized Pupils-Frz 2/26/21 | 2,395.72 | 2,390.52 | | 2,390.52 | |
| Education Spending per Equalized Pupil State-wide Avg. FY20 \$16,235 - FY21 \$17,133 | 15,041 | 15,554 | 3.41% | 15,554 | 3.41% |
| EdSpend/ \$11,385 (property yield)-UPDA I E | 136.763% | 136.619% | | 136.619% | |
| Homestead Equalized Tax Rate | 1.00 | 1.00 | | 1.00 | |
| Equalized Tax Rate | 1.3676 | 1.3662 | | 1.3662 | |
| District's Equalized Pupil % | 100% | 100% | | 100% | |
| Equalized Rate to be assessed by city | 1.3676 | 1.3662 | | 1.3662 | |
| District's CLA | 96.37% | 94.97% | | 100.00% | |
| Barre City Homestead Rate | 1.4191 | 1.4386 | 0.02 | 1.3662 | (0.05) |

| | FY2021 | FY2022-w/o reappraisal results | | Tax rate with CLA at 100% | |
|---|------------|--------------------------------------|-------------|------------------------------|---------------|
| Total BUUSD Expenses including grant funds | 48,479,968 | 50,227,954 | 3.61% | 50,227,954 | 3.61% |
| Less Local Revenues including grant funds | 12,445,528 | 13,045,528 | | 13,045,528 | |
| Education Spending | 36,034,440 | 37,182,426 | | 37,182,426 | |
| Equalized Pupils-Frz 2/26/21 | 2,395.72 | 2,390.52 | | 2,390.52 | |
| Education Spending per Equalized Pupil State-wide Avg. FY20 \$16,235 - FY21 \$17,133 | 15,041 | 15,554 | 3.41% | 15,554 | 3.41% |
| EdSpend/ \$11,385 (property yield)-UPDATE | 136.763% | 136.619% | | 136.619% | |
| Homestead Equalized Tax Rate | 1.00 | 1.00 | | 1.00 | |
| Equalized Tax Rate | 1.3676 | 1.3662 | | 1.3662 | |
| District's Equalized Pupil % | 100% | 100% | | 100% | |
| Equalized Rate to be assessed by town | 1.3676 | 1.3662 | | 1.3662 | |
| District's CLA | 83.48% | 79.47% | | 100.00% | |
| Barre Town Homestead Rate | 1.6383 | 1.7191 | 0.08 | 1.3662 | (0.27) |

3/16/2021

WARNING
FOR
May 11, 2021

VOTE

The legal voters of the Barre Unified Union School District who are residents of the City of Barre and the Town of Barre, are hereby notified and warned to meet at their respective polling places: Barre City residents meet at the Barre City Municipal Auditorium and Barre Town residents meet at the Barre Town Middle and Elementary School gymnasium; on Tuesday, May 11, 2021 between the hours of seven (7:00) o'clock in the forenoon (a.m.) at which time the polls will open and seven (7:00) o'clock in the afternoon (p.m.) at which time the polls will close; to vote by Australian ballot upon the following Articles of business:

ARTICLE 1 (School Budget)

Shall the voters of the Barre Unified Union School District approve the school board to expend \$50,227,954, which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$15,554 per equalized pupil. This projected spending per equalized pupil is 3.41% higher than spending for the current year.

The legal voters of Barre Unified Union School District are further notified that voter qualification, registration and absentee voting relative to said election shall be as provided in Chapters 43, 51, and 55 of Title 17, Vermont Statutes Annotated.

Adopted and approved at a meeting of the Board of School Directors of the Barre Unified Union School District held on March 25, 2021.

ATTEST:

Donna Kelty, Clerk
Barre Unified Union School District

Sonya Spaulding

Alice Farrell

Gina Akley

J. Guy Isabelle

Tim Boltin

Sarah Rollins Pregent

Abigayle Smith

Renee Badeau

Christine Parker

Barre Unified Union School District Board of School Directors

Director of Central Vermont Career Center Search Process

Committee Structure and Charge:

The search committee for the Director of Central Vermont Career Center is charged with conducting candidate interviews and determining one to three viable candidates for the position. If there are more than three viable candidates, the search committee will determine the best three for superintendent interviews.

There will be student, staff and community forums held to determine the skills, knowledge and traits that CVCC needs in its next director.

Target Completion Dates

| | | |
|-------------|---|-----------------------|
| March 17 | Position Posted | Carol Marold |
| March 23 | Advertising for Forums | C. Marold |
| March 31 | Student Forum | C. Marold |
| March 31 | Staff Forum/Community Forum to inform Interview Committee | C. Marold |
| April 4 | Position Closes | C. Marold |
| April 5 | Candidate Pre Screening | C. Marold/David Wells |
| April 5 | Committee Organizational Meeting & Pre-Screening | Full Search Committee |
| April 7 & 8 | Committee First Round Interviews | Full Search Committee |
| April 12 | Superintendent Interview(s) | David Wells |
| April 15 | Finalist Interview | BUUSD School Board |

Committee Members:

WCUUSD School Board Member, Stephen Looke

Regional Manager, Department of Labor, Judy Bourbeau

Director of Flexible Pathways, Montpelier High School - Matthew McLane

CVCC Teacher, Tim Hammond

CVCC Teacher, Wendy Clark

BUUSD Business Manager, Lisa Perreault

Spaulding High School Principal, Brenda Waterhouse

BUUSD Director of Human Resources, Carol Marold