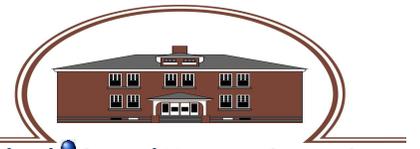


Barre Unified Union School District

120 Ayers Street, Barre, VT 05641 • www.buUSD.org • Phone: 802-476-5011 • Fax: 802-476-4944 or 802-477-1132

Barre City Elementary & Middle School • Barre Town Middle & Elementary School • Spaulding High School • Central Vermont Career Center
Doing whatever it takes to ensure success for every child.



David Wells, M.Ed. - Superintendent of Schools

Mary Ellen Simmons, Ed.D. – Asst. Superintendent of Instruction

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

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

Josh Allen – Communications Specialist

Lisa Perreault, SFO - Business Manager

Carol Marold – Director of Human Resources

Emmanuel Ajanma, MAT – Director of

Technology

Jamie Evans – Director of Facilities

Annette Rhoades, M.Ed., CAGS – Asst. Director of Special Services

Jon Strazza, MS.Ed. – Asst. Director of Special

Services

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

MEMORANDUM

TO: Barre Unified Union School District Policy Committee
Chris Parker - Chair, Abby Smith - V. Chair, Tim Boltin

DATE: May 12, 2021

RE: BUUSD Policy Committee Meeting
May 17, 2021 @ 5:30 p.m. via Google Meet
Meeting Link: 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 March 15, 2021
 - 4.2. Meeting Minutes of April 26, 2021
5. New Business
 - 5.1. Policy Edits
 - 5.2. BUUSD Policy Index Review
 - 5.3. VSBA Policy Index Review
 - 5.4. Policies to Discuss
 - 5.4.1. District Equity Policy (C29) (Recommended)
 - 5.4.2. Anti-Racism Policy (C44) (New Local Policy)
 - 5.4.3. Sexually Transmitted Infections (STI) and Pregnancy Prevention Education Policy (C43)
6. Old Business
7. Other Business
8. Items for Future Agenda:

9. Next Meeting Date: June 21, 2021, 5:30 pm via Google Meet
10. Adjournment

Parking Lot of Items:

- Field Trips (D30) (Spring 2021)
- Tuition Payment (C26) (Under Review by VSBA)
- Employee Unlawful Harassment (B5) (Required) - June
- Professional Development (B21) (Recommended) - June
- Complaints About Personnel (B22) (Recommended) - June
- Selections of Instruction Materials and Sensitive Issues (D32) (Consider) - June
- Security Cameras (F26) (Recommended) - June
- Review of Prioritization List - June

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

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**BARRE UNIFIED UNION SCHOOL DISTRICT
POLICY COMMITTEE MEETING**
Via Video Conference – Google Meet
March 15, 2021 – 5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Chris Parker, Chair (BT)
Abigayle Smith, Vice-Chair (BC)
Andrew McMichael (BC Community Member)
Jon Valsangiacomo – (BT Community Member)

COMMITTEE MEMBERS ABSENT:

Tim Boltin (BC)

OTHER BOARD MEMBERS PRESENT:

ADMINISTRATORS AND STAFF PRESENT:

Mary Ellen Simmons, Assistant Superintendent of Instruction
Luke Aither, SHS Assistant Principal
Scott Griggs, CVCC Assistant Director
Pierre Laflamme, BCEMS Assistant Principal

GUESTS:

1. Call to Order

Ms. Simmons called the Monday, March 15, 2021, meeting to order at 5:39 p.m., which was held via video conference.
Meeting participants introduced themselves.

2. Organize (Chair and Vice Chair)

The Committee Agreed by consensus to appoint Chris Parker as Policy Committee Chair.
The Committee agreed by consensus to appoint Abigayle Smith as Policy Committee Vice-Chair.

3. Additions and/or Deletions to the Agenda

Add 7.2 Update on Tuition Policy (C26)
Add 8.1 Discussion of a Summary Report/Statement to the Board for Each Policy Being Presented for Action

4. Public Comment

None.

5. Approval of Minutes

5.1 Approval of Minutes – February 15, 2021 Policy Committee Meeting

The Committee agreed by consensus to approve the Minutes of the February 15, 2021 Policy Committee Meeting.

It was noted that the Committee is not comprised of seasoned Board Members, as suggested under Agenda Item #7 of the 02/15/21 Minutes.

6. New Business

6.1 Review of BUUSD Policy Manual Index

A copy of the BUUSD Policy Manual Index (dated 03/11/21) was distributed.
A document titled ‘Current VSBA Work – BUUSD Status – Updated 3/11/2021’ was distributed.
Mr. Aither provided a brief overview of the process for reviewing the Policy Manual Index. Review of this document is a standing Agenda item and usually does not require much action.

6.2 Priority Version of Policy Index – Feedback other Schools

An untitled document, similar to the BUUSD Policy Manual Index, dated 02/11/21 was distributed. Mr. Aither advised regarding his review and prioritization (based on the high school perspective), and advised that he also requested input from BCEMS and BTMES administrators.

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Mr. Aither displayed a copy of the prioritization list and agreed to send a copy to Mrs. Gilbert, for posting as an addendum item. Mr. Aither provided an overview of the document and advised regarding prioritization. Mr. LaFlamme advised that he believes identifying common themes is beneficial. It was noted that the Committee recommended not adopting several policies. Recommendations ‘not to adopt’ are also presented to the Board for approval. A verbal overview of the policy categories was provided (Categories A – F). See Attachment A (at the end of Minutes) for a written description.

6.3 VSBA Model Policies

A copy of the VSBA Model Policies Index was distributed. Mr. Aither provided a brief overview of the VSBA document. The review of the VSBA Model Policy Index is also a standing Agenda item. The Committee utilizes this document to identify new and/or modified VSBA policies. All VSBA policies have been legally vetted prior to being posted to their web site. The Committee was advised regarding VSBA’s labeling of policies as Required, Recommended, or Policies to Consider.

6.4 Policies to Discuss

6.4.1 Security Cameras (F26) - Recommended Policy / Compare with Video Surveillance Policy (BUUSD - F41)

A copy of the VSBA Security Cameras Policy (F26) was distributed.

A copy of the BUUSD Video Surveillance Policy (F41) was distributed.

Mr. Aither provided an overview, advising that this policy is a bit complex. SHS was the first school in the district to install security cameras, and did adopt a Video Surveillance Policy (F41). VSBA Security Policy (F26) is fairly recent. Mr. Aither is more comfortable with the BUUSD ‘local’ policy, as he believes it fits in well with BUUSD philosophy. It was noted that an amended version of the BUUSD local policy (amendments by Mr. Cecchinelli and Mr. Aither) is not in tonight’s packet. As discussion of this policy may be a bit complex, Mr. Aither suggested that discussion of this policy be tabled until a future meeting where the amended version will be presented for review. A brief overview was provided regarding labeling of changes to policies (for presentation purposes). Verbiage being added is underlined, verbiage slated for deletion is ‘struck’ out. Mr. Aither advised that sometimes proposed policy changes involve moving wording around (without changing it). Shifting/moving of verbiage will be identified with double underlines. Mr. Valsangiacomo suggested that the amended policy be legally vetted prior to review by the Committee. Mr. Aither will see that the amended policy is reviewed by Peitro Lynn prior to its presentation to the Committee. Mr. LaFlamme advised that the current use of video goes beyond the 3 ‘goals’ listed in the BUUSD policy, and suggested that the policy be updated to include more specifics (e.g. investigating possible misconduct).

The Committee Agree by consensus to table discussion of this policy until the next meeting.

6.4.2 Student Activities - Elementary Policy (C22) - Recommended Policy

Two policies were distributed:

VSBA Student Activities (Elementary) Policy (C22)

BUUSD Student Activities (Elementary) Policy (C22)

Mr. LaFlamme and Mr. Griggs believe the policy as written, does follow what is currently done at the middle/elementary schools.

Ms. Parker queried regarding definitions for academic requirements and the definitions of ‘wholesome’ and ‘worthwhile’ as written in the policy and questioned if lack of definition could pose issues. It was noted that the wording in the policy was legally vetted, and the Board has requested that any changes to policies be legally vetted prior to being presented to the Board for approval.

Brief discussion was held regarding separating procedures from policy, and an initiative to link policies and procedures on-line so that they are easily accessible. New policies and amendments to policies require Board approval. Creation of, or changes to procedures, do not require Board approval.

The Committee agreed by consensus that policies (C22 and C23) will be amended and legally vetted, and will be re-presented to the Policy Committee in April.

Brief discussion was held regarding the protocol for updating draft policies. Mrs. Poulin advised that protocols were discussed at a previous meeting (10/19/2020) and the Superintendent agreed to take responsibility for ongoing review and updates to policies. The Superintendent may update draft policies during the meetings, or ask that changes be submitted to him by members of the Committee.

6.4.3 Student Clubs and Activities – Secondary School Policy (C23) – Recommended Policy

Two policies were distributed:

VSBA Student Clubs & Activities (Secondary) Policy (C23)

BUUSD Student Clubs & Activities Policy (C23)

See discussion under Agenda Item 6.4.2.

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7. Old Business

7.1 Public Complaints About Personnel Policy (B22) - Recommended Policy

Three policies were distributed:

VSBA Public Complaints About Personnel Policy (B22)

BUUSD Public Complaints About Personnel Policy (B22) – Edited version sent to Board and returned to Committee

BUUSD Public Complaints About Personnel Policy (B22) – Draft version per VSBA version.

It was noted that this policy was sent to the Board for approval. The Board returned the policy back to the Policy Committee without approval of the First Reading. Mr. Aither provided a brief overview of the changes that were previously made. Mr. Aither will see that the amended policy is legally vetted prior to review by the Committee.

Brief discussion was held regarding policy F22 that was approved by the Board in an attempt to move policy approval forward, but that the Board required that the policy be legally vetted and that a report be brought back to the Board. Mr. Aither cautioned that once a policy is adopted, it is 'etched in stone'. It was clarified that after a policy has been adopted, the Board may rescind the policy or request that it be amended.

Mrs. Poulin advised regarding the Board's comments/concerns, and read the following from the 02/25/2021 Board Meeting Minutes:

In response to questions from the Board, Mr. Cecchinelli provided a brief overview of changes made by Mr. Aither relating to the Appeals to the Board section and removal of legal references. Concern was raised regarding changes/rewording made to the policy written by the VSBA, and why the VSBA language is being changed. Concern was raised that the VSBA policies have been vetted by legal counsel prior to publication. In response to a query, it was noted that the BUUSD did not have the policy reviewed by legal counsel after making changes. Mrs. Spaulding advised that the VSBA has advised her that if the BUUSD makes changes to VSBA policies, those changes should be vetted by BUUSD legal counsel. Concern was raised that the policy may not provide an avenue for individuals to pursue complaints in sensitive situations and when retaliation is a concern. It was requested that the Policy Committee also address this concern. A parent addressed the Board advising that the policy appears to indicate a move towards restorative language, and she would like the Committee to also review that aspect during the policy's upcoming review.

On a motion by Mrs. Spaulding, seconded by Ms. Cambel, the Board unanimously voted to table discussion of the Public Complaints About Personnel Policy (B22), to send the policy back to the Policy Committee for review, and to have a First Reading presented at a future Board meeting.

This policy; Public Complaints About Personnel Policy (B22) – (Recommended Policy) will be added to a future agenda to discuss as directed by the Board.

7.2 Update on Tuition Policy (C26)

Mr. Aither advised that the BUUSD has conferred with VSBA regarding this policy. VSBA has advised that the BUUSD should 'pause' working on this policy, and that they will be providing additional information in the future.

8. Other Business

8.1 Discussion of a Summary Report to the Board For Each Policy Being Presented for Action

Mr. Aither advised regarding the process for policy approval, advising that a number of policies have been returned to Committee due to questions from the Board. Mr. Aither proposes that each policy sent to the Board, have a brief statement attached. The statement will advise Board Members of discussion held at the Committee level. This 'statement' will assist the Board in better understanding the rationale behind the decisions made by the Committee. It is hoped that this process can speed up the policy approval process. It was agreed that the statement will be an unbiased, Committee written statement that will include various opinions that were voiced at the Committee level.

9. Future Agenda Items

- F26 - Security Cameras - Recommended Policy / Compare with Video Surveillance Policy (BUUSD - F41) (April)
- C22 - Student Activities - Elementary Policy - Recommended Policy (April)
- C23 - Student Clubs and Activities – Secondary School Policy – Recommended Policy (April)
- B22 - Public Complaints About Personnel Policy - Recommended Policy (April)
- C29 – District Equity Policy (April)
- D30 – Field Trips (spring 2021)
- C26 – Tuition Payment (under review by VSBA)
- High Priority Policies as Identified by Administrators (these will be separate Agenda Items by policy)

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10. Next Meeting Date

The April 19, 2021 meeting has been cancelled (due to April Break)
The next Meeting is Monday, April 26, 2021 at 5:30 p.m. via Google Meet

11. Adjournment

The Committee agreed by consensus to adjourn at 6:58 p.m.

Respectfully submitted,
Andrea Poulin

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ATTACHMENT A

POLICY NUMBERING SYSTEM

Categories:

A: Board Operations

B: Personnel

C: Students

D: Instruction

E: School-Community Relations

F: Non-Instructional Operations

Numbering Scheme:

1 – 19 VSBA Required Policies

20 – 29 VSBA Recommended Policies

30 – 39 VSBA Policies to Consider

40 – 49 BUUSD Local Policies (not from VSBA)

Example: A1 is a VSBA Required Policy

EDITING PROTOCOL

~~Verbiage being deleted will use the strike out feature.~~

Verbiage being added will be underlined.

Verbiage that has only been moved within the policy will have double underlines.

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**BARRE UNIFIED UNION SCHOOL DISTRICT
POLICY COMMITTEE MEETING**
Via Video Conference – Google Meet
April 26, 2021 – 5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Chris Parker, Chair (BT)
Tim Boltin (BC)
Andrew McMichael (BC Community Member)

COMMITTEE MEMBERS ABSENT:

Abigayle Smith, Vice-Chair (BC)
Jon Valsangiacomo – (BT Community Member)

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

ADMINISTRATORS AND STAFF PRESENT:

David Wells, Superintendent – joined at 6:13 p.m.
Luke Aither, SHS Assistant Principal

GUESTS:

1. Call to Order

The Chair, Ms. Parker, called the Monday, April 26, 2021, meeting to order at 5:46 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 – March 15, 2021 Policy Committee Meeting

Mr. Aither advised that on 04/18/21 he forwarded policies F26 (Security Cameras) and B22 (Public Complaints About Personnel Policy) to the Superintendent to be vetted by counsel. Mr. Aither has not received a response. Mr. Aither believes that the decisions for him to have the policies legally vetted (under Agenda Items 6.4.1 and 7.1) were discussed again later in the meeting and that it was agreed that the Superintendent would pursue legal vetting of policies. The video will be reviewed to look for this information and it will be added to the Minutes if it was included in discussion. Approval of the Minutes will be tabled until the next meeting and the video will be reviewed.

5. New Business

5.1 Review of BUUSD Policy Manual Index

A copy of the BUUSD Policy Manual Index dated 04/19/21 was distributed.

The list presented does not include any actionable items for this evening and is being presented for informational purposes.

5.2 Review of VSBA Model Policy Index

A copy of the VSBA Model Policy Index was distributed.

Mr. Aither advised that VSBA has updated Policy B5 Employee Unlawful Harassment and he believes the updated policy is more current than the currently adopted policy. This policy will be added to a future agenda.

5.3 Policies to Discuss

Copies of policies referenced in Agenda Items 5.3.1 through 5.3.3 were distributed.

5.3.1 Security Cameras Policy (F26) (Recommended)

Mr. Aither advised that the VSBA policy is a nice template, but he does not believe it will work well at the BUUSD. Policies related to security cameras vary widely throughout the state. There are 3 related policies; the VSBA Model Policy (F26), Policy F41 (an

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older version from the high school), and the version of F26 that is included in the packet. Mr. Aither recommends rescinding policy F41 and moving forward with a local version of F26. The local version of this policy needs to be vetted by legal counsel. It was suggested that the policy be amended to stress that video surveillance assists with student safety. Other minor modifications were discussed and agreed upon. VSBA Model Policy F26 is not included in the packet. The policy in the packet labeled F26 is locally written. Mr. Aither provided additional information relating to the policy, including privacy rights, levels of viewing (live monitoring vs. viewing of previously recorded video), retention and storage of video surveillance, and sharing of video surveillance with law enforcement to investigate criminal activity (sometimes this requires a warrant). **It was agreed that Mr. Aither will amend the policy as discussed, forward the policy to Mr. Wells for his review and review by legal counsel. This policy, once amended and reviewed by legal counsel, will be presented to the Policy Committee for a final review (in June), prior to being sent to the Board for a First Reading.**

Clarification was provided regarding statute for policy adoption. A policy can only be approved/adopted with one reading if it is warned 10 days prior to a Board Meeting. As BUUSD Agendas do not get posted 10 days in advance, every policy requires two readings at the Board level. A First Reading, and a Second and Final Reading with adoption. If a First Reading does not get approved, the policy goes back to Committee and the Board approval process needs to start over.

5.3.2 Student Activities – Elementary Policy (C22) (Recommended)

Mr. Aither recommends not adopting Policy C22, as he believes student activities can all be covered under Policy C23. C22 has never been adopted by the BUUSD. It was noted that the Board should take official action to go on record to accept the Committee's recommendation not to adopt a policy. Lengthy discussion was held on policy C23 (Agenda Item 5.3.3), including discussion of eligibility for participation, and faculty/staff presence/responsibilities at non-sponsored clubs and activities. The Committee agreed that the changes to this policy do not need review by legal counsel.

On a motion by Mr. McMichael, seconded by Mr. Boltin, the Committee unanimously voted to recommend to the Board, that it vote not to adopt Policy C22 (Student Activities – Elementary).

5.3.3 Student Clubs and Activities – Secondary School Policy (C23) (Recommended)

Discussion was held under Agenda Item 5.3.2.

On a motion by Mr. McMichael, seconded by Mr. Boltin, the Committee unanimously voted to direct Mr. Aither to make the agreed upon amendments, share the revised version with Mr. Wells and Mrs. Gilbert, and to have Policy C23 (Student Clubs and Activities – Secondary School) presented to the Board for a First Reading.

6. Old Business

6.1 Public Complaints About Personnel and Instructional Materials Policy (B22) (Recommended)

A copy of the policy was distributed.

Mr. Aither advised that much wordsmithing was performed to the policy, mainly rearranging wording. Mr. Aither provided an overview of the new editing procedures. It was noted that the policy title presented, has been altered from the VSBA Model Policy to include "& Instructional Materials" (which should be underlined as added wording) and is missing the word 'Public'. Mr. Aither provided a brief overview of the policy. Brief discussion was held, including whether or not instructional materials should be included in this policy, as there is a separate policy (D32) relating to instructional materials. It was agreed that instructional materials should not be referenced in this policy. It was agreed that revisions to policy B22 do not need to be reviewed by legal counsel and that the Committee does not need to review the amended version prior to presentation to the Board.

On a motion by Mr. Boltin, seconded by Mr. McMichael, the Committee unanimously voted to have Mr. Aither make amendments as discussed, and forward Policy B22 to Mr. Wells for presentation to the Board as a First Reading.

6.2 Policy Priority Review

An undated document titled 'Policy Review Priority' was distributed.

Mr. Aither advised regarding the process used for prioritization. The Committee should review the list and decide which policies should be added to future agendas.

7. Other Business

None.

8. Future Agenda Items

Regular agenda items: Review of BUUSD Index and Review of VSBA Index

- C29 – District Equity Policy (Recommended) – May
- C44 – Anti-Racism Policy (new Local Policy) - May

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- B5 – Employee Unlawful Harassment (Required) – June
- B21 – Professional Development (Recommended) – June
- D32 – Selection of Instruction Materials and Sensitive Issues (Consider) – June
- F26 – Security Cameras (Recommended) – June
- Review of Prioritization List - June

Discussion was held regarding adding C7 (Student Attendance), and C42 (Searches, Seizures, and Interrogation of Students by Law Enforcement or Other Non-School Personnel) to a future agenda.

Given recent discussions (by the Finance Committee) and procedures being written regarding Recognition Awards and Retirement Gifts, should F20 (Fiscal Management & General Financial Accountability), and F24 (Prevention of Conflict of Interest in Procurement) be added to a future agenda, or should the Committee discuss the creation of a new policy on this issue (Recognition Awards and Retirement Gifts). The new procedures may fall under existing policies and/or may or may not require a policy. The Superintendent recommends that the Committee not pursue a new policy at this time, as the Finance Committee is continuing to work on procedures.

9. Next Meeting Date

The next meeting is Monday, May 17, 2021 at 5:30 p.m. via video conference.

10. Adjournment

On a motion by Mr. Boltin, seconded by Mr. McMichael the Committee unanimously agreed to adjourn at 7:32 p.m.

Respectfully submitted,
Andrea Poulin

BARRE UNIFIED UNION SCHOOL DISTRICT POLICY MANUAL INDEX

	5/12/2021									
75	Adopted Policies									
Color Code Key:	To Committee	To Board - 1st Read	To Board - 2nd Read							
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	
A	BOARD OPERATIONS									
	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	11/12/2020	Non-Discrimination	Recommend	12/17/2020	1/14/2021		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-19 Pandemic	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			
Adopted	12									
B	PERSONNEL									
	B1	10/11/2019	12/10/2020	Substitute Teachers	Required	1/28/2021	2/11/2021		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	10/20/2020	11/12/2020	Prevention of Employee Harassment	Required	12/17/2020	1/14/2021		D12	
	B6	10/1/2019	Removed	Health Insurance Portability and Accountability Act Compliance	Required	-	-	This policy was deleted in October 2019. The VSBA reasoning for deletion of the policy is that the policy is covered under statute.		
	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	
	B8	6/25/2020	11/12/2020	Electronic Communications between Employees and Students	Required	1/14/2021	1/28/2021		B40	
	B20	3/3/2020	12/10/2020	Personnel Recruitment, Selection, Appointment, & Background Check	Recommend	1/28/2021	2/11/2021	2/11/21 Adopted - Mr. Wells needs to have it reviewed by Legal Counsel & report back to Board for March meeting.		
	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	
	B22	3/3/20	3/11/2021	Complaints About Personnel	Recommend	5/13/2021		VSBA New - To Committee 01/18; Bd 1st Read 2/25; return to Cmt. 3/15 & 4/26; To Bd 1st Read 5/27		
	B30	3/29/09	12/10/2020	Staffing and Job Descriptions	Consider	Not Adopting	Not Adopting	Committe and Board Opted to Not Consider		
	B31	3/29/09	12/10/2020	Educator Supervision & Evaluation: Probationary Teachers	Consider	Not Adopting	Not Adopting	Committe and Board Opted to Not Consider		
	B32	3/29/09	12/10/2020	Personnel Files	Consider	Not Adopting	Not Adopting	Committe and Board Opted to Not Consider		
	B33	3/39/09	12/10/2020	Resignations	Consider	Not Adopting	Not Adopting	Committe and Board Opted to Not Consider		
	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	

BARRE UNIFIED UNION SCHOOL DISTRICT POLICY MANUAL INDEX

	5/12/2021		
75	Adopted Policies		
Color Code Key:	To Committee	To Board - 1st Read	To Board - 2nd Read

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
Adopted C	9			STUDENTS				B6 removed by VSBA; B20, B22, B30, B31, B32, B33 in VSBA MPM but not adopted by BUUSD	
	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	12/9/2020	12/10/2020	English Learners	Required	1/14/2021	1/28/2021		F19
	C5	12/9/2020	12/11/2020	Firearms	Required	1/14/2021	1/28/2021		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	11/12/2020	Prevention of Sexual Harassment As Prohibited by Title IX	Required	1/14/2021	1/28/2021		C-10; C10P
	C13	10/16/2020	11/12/2020	Homeless Students	Required	12/17/2020	1/14/2021		
	C20	3/3/2020	6/2/2020	Student Conduct and Discipline	Recommend	5/9/2019	6/13/2019		F1
	C21	8/30/2020	11/2/2020	Search and Seizure of Students by School Personnel	Recommend	11/12/2020	12/3/2020		F4
	C22	3/25/2009	3/11/2021	Student Activities (Elementary)	Recommend			To Cmt 3/15/21, not current BUUSD Policy; Cmt 4/26/21; To Bd 5/27 recommend not adopt	
	C23	11/28/2007	3/11/2021	Student Clubs & Activities	Recommend	5/13/2021		To Cmt 3/15/21; Cmt 4/26/21; To Board 1st Reading 5/27	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
	C26	9/18/2013	3/1/2021	Tuition Payment	Recommend			Under Review by VSBA - No Policy available yet.	
	C27	9/18/2013	5/18/2020	Student Self-Expression and Student Distribution of Literature	Recommend	5/9/2019	6/13/2019		F29
	C28	3/3/2020	12/10/2020	TRANSGENDER AND GENDER NONCONFORMING STUDENTS	Recommend	1/28/2021	2/11/2021		
	C29	7/21/2020	9/22/2020	District Equity Policy	Recommend	10/8/2020		Board Return to Committee - Review; Committee 1/18; Cmt 5/17/21	
	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

BARRE UNIFIED UNION SCHOOL DISTRICT POLICY MANUAL INDEX

5/12/2021
75 Adopted Policies

Color Code Key:	To Committee	To Board - 1st Read	To Board - 2nd Read
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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
	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
	C44	N/A	N/A	Anti-Racism Policy	Does Not Exist			New Local Policy; To Cmt 5/17/21	

Adopted 30 C22 is elementary only; C28 in VSBA MPM but not adopted by BUUSD

D INSTRUCTION									
	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
	D2	10/1/2019	Removed	Grade Advancement, Promotion, Acceleration, and Retention of Students	Required	-	-	Deleted in October 2019. This policy, which used to be required by statute, is no longer applicable because of Proficiency Based Grading/Graduation Requirements.	
	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-19 Pandemic	Recommend	10/8/2020	10/22/2020		
	D30	July 2020	6/2/2020	Field Trips	Consider	4/23/2020	5/14/2020	Removed by VSBA - Cmt. Review 11/16/2020 - Committee will discuss in the spring 2021. (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

Adopted 12 D2 removed by VSBA, D33 is outdated

E SCHOOL-COMMUNITY RELATIONS									
	E1	12/3/2015		Title I, Part A Parental Involvement	Required	5/9/2019	6/13/2019	Awaiting VSBA Revision	H7
	E20	12/21/2020	1/12/2021	Community Use of School Facilities	Recommend	5/9/2019	6/13/2019	Cmt 2/15/21 - No changes; website updated w/o Legal Notices/Footnotes. Mr. Wells meet w/Admin team to develop uniform and consistent fee schedule and rental application form.	H3
	E30	not indicated	6/2/2020	School-Community Relations	Consider	5/9/2019	6/13/2019		H30
	E31	7/2020		Parental Involvement	Removed	none	none	VSBA Removed 7/2020 - BUUSD never adopted.	

Adopted 3 E21, E31, E32 in VSBA MPM but not adopted by BUUSD

F NON-INSTRUCTIONAL OPERATIONS									
	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
	F22	9/17/2020	11/12/2020	Electronic Communications Use and Retention	Recommend	1/28/2021	2/11/2021	Needs to be vetted by lawyer	
	F23	11/3/2016	5/18/2020	Capitalization of Assetts	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

BARRE UNIFIED UNION SCHOOL DISTRICT POLICY MANUAL INDEX

5/12/2021
 Adopted
 75 Policies

Color Code Key:	To Committee	To Board - 1st Read	To Board - 2nd Read
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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
	F26	10/24/2019	4/19/2021	Security Cameras (Electronic Surveillance Policy)	Recommend			To Cmt 4/26/21; Amend as discussed, forward for review by legal counsel, return to Cmt in June	F41
	F30	3/25/2009	5/18/2020	Budgeting	Consider	5/9/2019	6/13/2019		E2
	F31	7/1/2020		Emergency Closings	Removed	None	None	VSBA Removed 7/2020 - Never adopted by BSU	
	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	F26	3/11/2021	Video Surveillance Policy	F26	5/9/2019	6/13/2019	Committee 4/26/21; Recommend rescind when F26 is presented for 1st Read	E32

Adopted 9

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

A. BOARD OPERATIONS								
Required Policies			Recommended Policies			Policies to Consider		
	Policy	Updated		Policy	Updated		Policy	Updated
A1	Conflict of Interest	10/11/19	A20	Board Meetings, Agenda Preparation & Distribution	03/03/20	A30	Role and Adoption of School Board Policies	09/18/13
			A21	Public Participation at Board Meetings	03/03/20	A31	Board Member Education	03/25/09
			A22	Notice of Non-Discrimination	08/30/20	A32	Board Goal-Setting & Evaluation	03/26/09
			A23	Community Engagement and Vision	03/03/20	A33	School Visits by Board Members	03/25/09
			A24	Board/Superintendent Relations	03/03/20	A34	Board Relations with School Personnel	03/25/09
			A25	Delegate of Authority During State of Emergency Due to COVID-19 Pandemic	08/05/20			

B. PERSONNEL								
Required Policies			Recommended Policies			Policies to Consider		
	Policy	Updated		Policy	Updated		Policy	Updated
B1	Substitute Teachers	10/11/19	B20	Personnel Recruitment, Selection, Appointment, and Background Checks	03/03/20	B30	Staffing and Job Descriptions	03/29/09
B2	Volunteers and Work Study Students	10/11/19	B21	Professional Development	03/03/20	B31	Educator Supervision & Evaluation: Probationary Teachers	03/29/09
B3	Alcohol and Drug Free Workplace	03/03/20	B22	Complaints About Personnel & Instructional Materials	03/03/20	B32	Personnel Files	03/29/09
B4	Drug & Alcohol Testing of Transportation Employees	10/11/19				B33	Resignations	03/29/09
B5	Employee Unlawful Harassment	10/20/20						
B6	HIPAA Compliance	Removed						
B7	Tobacco Prohibition	10/11/19						
B8	Electronic Communications between Employees & Students	6/25/20						

C. STUDENTS

Required Policies			Recommended Policies			Policies to Consider		
CODE	Policy	Updated		Policy	Updated		Policy	Updated
C1	Student Records	10/11/19	C20	Student Conduct and Discipline	03/03/20	C30	Student Medication	06/30/08
C2	Student Drugs & Alcohol	12/03/15	C21	Search and Seizure of Students by School Personnel	08/30/20	C31	Admission of Resident Students	02/10/16
C3	Transportation	10/11/19	C22	Student Activities (Elementary)	03/25/09	C32	Eighteen Year-Old Students	02/10/16
C4	English Learners	08/14/20	C23	Student Clubs & Activities (Secondary)	11/28/07	C33	Student Assessment	02/10/16
C5	Firearms	10/11/19	C24	Interscholastic Sports	09/18/13	C34	Restraint and Seclusion	03/03/20
C6	Home Study Students	10/11/19	C25	Admission of Non-Resident Tuition Students	03/03/20			
C7	Student Attendance	10/11/19	C26	Tuition Payment	09/18/13			
C8	Pupil Privacy	10/11/19	C27	Student Self-Expression and Student Distribution of Literature	09/18/13			
C9	Nutrition & Wellness	10/11/19	C28	Transgender and Gender Nonconforming Students	03/03/20			
C10	Prevention of Harassment, Hazing & Bullying Policy	12/02/15	C29	District Equity Policy	07/21/20			
C10-P	Prevention of Harassment, Hazing & Bullying Procedures	12/02/15						
C11	Student Freedom of Expression	08/01/19						
C12	Prevention of Sexual Harassment as Prohibited by Title IX	09/01/20						
C13	Homeless Students	10/16/20						

D. INSTRUCTION

Required Policies			Recommended Policies			Policies to Consider		
	Policy	Updated		Policy	Updated		Policy	Updated
D1	Proficiency Based Graduation Requirements	03/03/20	D20	Curriculum Development and Coordination (SU)	09/18/13	D30	Field Trips	Removed 07/2020
D2	Grade Advancement	Removed	D21	Educational Support System	09/18/13	D31	Selecting Library Materials	
D3	Responsible Computer Internet & Network Use	08/01/19	D22	Modes of Instruction During State of Emergency Due to COVID-19 Pandemic	08/05/20	D32	Selection of Instructional Materials	
D4	Title One Comparability	12/03/15				D33	Local Action Plan	12/07/05
D5	Animal Dissection	10/11/19						
D6	Class Size Policy	10/11/19						

E. SCHOOL-COMMUNITY RELATIONS

Required Policies			Recommended Policies			Policies to Consider		
	Policy	Updated		Policy	Updated		Policy	Updated
E1	Title 1 Parental Involvement Compacts	12/03/15	E20	Community Use of School Facilities	12/21/2020	E30	School-Community Relations	
			E21	Distribution of Non-School Sponsored Literature in Schools	11/26/07	E31	Parental Involvement	Removed 07/2020
						E32	Visits by Parents, Community Members or Media	

F. NON-INSTRUCTIONAL OPERATIONS

Required Policies			Recommended Policies			Policies to Consider		
	Policy	Updated		Policy	Updated		Policy	Updated
F1	Travel Reimbursement	08/01/19	F20	Fiscal Management and General Financial Accountability	03/25/09	F30	 Budgeting	03/25/09
			F21	Financial Reports and Statements	02/25/09	F31	Emergency Closing	Removed 07/2020
			F22	Electronic Communications Use and Retention	09/17/20	F32	School Crisis Prevention & Response/Procedures for Bomb Threats	03/25/09
			F23	Capitalization of Assets	11/03/16	F33	HIV Policy	03/25/09
			F24	Prevention of Conflict of Interest in Procurement	11/06/16			
			F25	Access Control	10/24/19			
			F26	Security Cameras	10/24/19			

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

CODE: C 29

1ST READING:

2ND 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 #097
POLICY****Code: C 43****1st READING: 5/9/2019****2nd READING: 6/13/2019****ADOPTED: 6/13/2019**

**SEXUALLY TRANSMITTED INFECTIONS (STI) AND PREGNANCY PREVENTION
EDUCATION POLICY**

It is the policy of the Barre Unified Union School District (BUUSD) to provide a Sexually Transmitted Infections (STI) and pregnancy prevention education program that is integrated into the health curriculum of the BUUSD

One component of this program is to make available latex condoms (or other protective barrier options as they become available) in schools in an age appropriate manner. Parents or guardians of BUUSD students can, upon request, withhold permission for their child's participation in the condom availability component of the program. The Principal or designee in each building will develop procedures for condom availability and distribution, based on the recommendation of the SHAC Committee in accordance with the policy set forth here.