

**BARRE UNIFIED UNION SCHOOL DISTRICT
REGULAR BOARD MEETING**

May 27, 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 Numbers: (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. Consent Agenda
 - 4.1. Meeting Minutes
 - 4.1.1. Regular Meeting - May 13, 2021
 - 4.1.2. Special Meeting - May 20, 2021
5. Current Business
 - 5.1. New Hires **[ACTION]**
 - 5.2. Resignations
 - 5.3. First Reading Students Activities (Elementary) (C22) (Recommended) (Policy Cmt Suggestion: Not Adopt) **[ACTION]**
 - 5.4. First Reading Student Clubs and Activities (C23) (Recommended) **[ACTION]**
 - 5.5. FY22 Budget
6. Old Business
 - 6.1. Vision, Mission, and Strategic Goals
 - 6.2. Feedback: Recovery Plan
7. Other Business/Round Table
8. Future Agenda Items
9. Next Meeting Date: Regular BUUSD Board Meeting, June 10, 2021 at 5:30 pm via Google Meet
10. Executive Session
 - 10.1. Personnel - Grievance
11. Adjournment

PARKING LOT OF ITEMS

- Administrative Job Descriptions: Superintendent of Schools & Assistant Superintendent of Instruction
- Legal Counsel Review - Policy (B20) Personnel Recruitment, Selection, Appointment and Background Check
- Use of Facilities: Consistent Fee Schedule and Rental Application Form
- Change in Articles of Agreement
- Negotiations/Personnel Committee

- Discussion of Students Opting Not To Participate/Attend School During COVID/Student Engagement (roll this item into the State Required Recovery Plan)
- Student Members
- BCEMS Restorative Classrooms

BOARD MEETING NORMS

- Keep the best interest of the school and children in mind, while balancing the needs of the taxpayers
- Make decisions based on clear information
- Honor the board's decisions
- Keep meetings short and on time
- Stick to the agenda
- Keep remarks short and to the point
- Everyone gets a chance to talk before people take a second turn
- Respect others and their ideas

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BARRE UNIFIED UNION SCHOOL DISTRICT BOARD MEETING

Via Video Conference – Google Meet
May 13, 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 (BT)
 Tim Boltin (BC)
 Chris Parker (BT)
 Sarah Pregent (BC)
 Abigayle Smith (BC)

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

David Wells, Superintendent
 Mary Ellen Simmons, Assistant Superintendent of Instruction
 Emmanuel Ajanma, Director of Technology
 Stacy Anderson, Director of Special Services
 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
 Brenda Waterhouse, SHS Principal

GUESTS PRESENT:

Dave Delcore – Times Argus	Tamara Cooley	Jody Emerson	Josh Howard	Joseph Kill
Prudence Krasofski	Patrick Leene	Ben Matthews	Jessica Maurais	Ted Mills
Rebekah Mortensen	Jessica Roy	Heather Slayton	Diane Solomon	Megan Spaulding
Jan Trepanier	Pierre Trepanier	Rachael Van Vliet		

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

1. Call to Order

The Chair, Mrs. Spaulding, called the Thursday, May 13, 2021, Regular meeting to order at 5:30 p.m., which was held via video conference.

2. Additions and/or Deletions to the Agenda

Add 6.3 FY22 Budget
 Add 7.8 Career Center Governance Committee Meeting Update
 Delete 11.3 Personnel – Negotiations – Total Compensation Benefit. 11.3 will be kept as a placeholder.

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

3. Public Comment for Items Not on the Agenda

3.1 Public Comment

Rachael Van Vliet, from the Barre Educator's Association read a prepared statement conveying the BEA's position that it is essential to have educators involved in the Superintendent hiring process. The BEA believes it is in the best interest of the District to have a committee of stakeholders involved in the decision making process. The BEA has reached out to administrators and HR regarding

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this matter and is of the understanding that no hiring committee has been initiated. The BEA is requesting that a hiring committee, (with the necessary stakeholders) be formed, to assure the hiring process is successful.

3.2 Student Voice

None.

4. Consent Agenda

4.1 Approval of Minutes – April 29, 2021 Special Meeting

On a motion by Mrs. Pregent, seconded by Mrs. Akley, the Board unanimously voted to approve as amended, the Minutes of the April 29, 2021 Special Meeting.

5. Current Business

5.1 Personnel Memorandum

5.1.1 New Hires

The resumes and BUUSD Notification of Employment Status Forms for Marcus Holmes (SHS PE), Carrie Cook (CVCC Special Needs Coordinator), Nathan Phelps (BTMES 5th Grade), Eirene Mavodones (BCEMS Art 5th – 8th), Adam Rosen (SHS Special Educator), Elysha Thurston (BTMES Pre-K), and Stephanie Dungan (BTMES 7th grade Science) were distributed.

Mr. Wells provided a brief overview of the candidates and whose position they were hired to fill. A community member queried regarding whether or not discussion had been held regarding the need to fill all of these positions. It was noted that filling of these existing positions is necessary.

On a motion by Mr. Isabelle, seconded by Mrs. Pregent, the Board unanimously voted to approve the hiring of Marcus Holmes, Carrie Cook, Nathan Phelps, Eirene Mavodones, Adam Rosen, Elysha Thurston, and Stephanie Dungan.

The vote for hiring an individual to fill one of two Assistant Director of Special Education positions will occur at a future meeting and the necessary documentation will be provided. Some discussion may occur during the Budget discussion (Agenda Item 6.3).

5.1.2 Resignations/Retirements

Letters of resignation from Rebekah Mortensen, Michelle Lynch, Alison Grogan, Jennifer Bisson, Richard Turvey, Mikayla LeBlanc, Aliza Benoit, Allison Payette, Elizabeth (Liz) Ather, Andrea Bixler, and Brian Burgess were distributed.

The Board thanked the resigning/retiring employees for their time and service, and wished them well.

5.2 Summer Camp

Mr. Wells advised that plans are progressing well for the K – age 12 program and that hiring of staff is nearly complete. Registration of students “in need” (as identified by staff), is going well with approximately 180 students registered. It is anticipated that approximately 200 students will participate in this program which is being run in partnership with the Burlington YMCA. Milika Neddo is the Summer Camp Coordinator for the BUUSD. The Program runs five days a week, from 8:00 a.m. to 5:00 p.m. and includes integrated academic support. The Program will run through July and the first week of August. In response to a query, Mr. Wells advised that this Program is not specifically for students who ‘fell behind’ during COVID, advising that the overall need related to that is much greater, encompassing approximately 400 students. Additional discussion to address that matter will be held under Agenda Item 5.4. In response to a query regarding opportunities for older students, it was noted that middle school administrators are finalizing a plan for a technology program. Administrators at the high school are working on services for proficiency recovery and keeping students engaged. Ms. Parker conveyed that she believes students need additional services/programs that will assist with social/emotional/mental well-being. Mr. Hennessey advised that the program Future Genius, for middle school students includes many components which address some of these concerns.

5.3 Graduation Dates, Plans, & Participation

A document titled BUUSD Graduation and Step-Up Night Plans – 2021’ was distributed.

Mrs. Waterhouse addressed the Board, advising regarding SHS graduation, which is planned for Saturday, June 26, 2021 at 11:00 a.m. Administrators would like graduation to be ‘as normal’ as possible, and to meet that goal, have included 2 contingency plans in the event of inclement weather. One change this year will include seating students in the bleachers, and parents in the field. A weather delay contingency will allow for outdoor graduation to be held at 3:00 p.m., and if weather continues to be an issue, a 3rd contingency is being planned. It was noted that Board Members traditionally attend graduation and Mrs. Spaulding requested that Board Members make every effort to attend. Mr. Wells advised that CVCC will hold an awards night on June 8, 2021 at 6:00 p.m. at the Barre Auditorium. COVID safety regulations will be in place. The event will be live streamed for those who cannot attend. The event will also be recorded for future viewing. Invitations are being created and will include information related to viewing the ceremony. Ms. Pearson advised regarding 8th grade Step-up night on June 17, 2021, with a contingency plan of holding the ceremony on

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June 18, 2021. Mr. Hennessey advised that the 8th grade Step-up ceremony for the Ujamaa Team will be June 17, 2021 and the ceremony for the PEAK Team is June 18, 2021. Both ceremonies will be held from 4:00 p.m. – 7:00 p.m. Due to the success of last year's more personalized celebration, it was agreed to hold a similar presentation this year. Additional details will be forthcoming. Mr. Isabelle queried regarding whether or not the local public access channel has been asked to be present to record the ceremonies for those who cannot attend, and encouraged all Board Members to attend these celebrations. Mrs. Waterhouse advised that the high school is working on both streaming and taping of their graduation ceremony.

5.4 State Required Recovery Plan (including Student Engagement)

A document titled 'Student Engagement Report – Spring, 2021' was distributed.

A document titled 'Vermont Education Recovery Plan' was distributed.

Mr. Wells provided an overview of the State required Recovery Plan work that has been performed thus far. This plan replaces the Continuous Improvement Plan for the upcoming year. The plan includes development of strategies to assist students with recovering social/emotional and academic losses (resulting from the pandemic). The plan has components to address social/emotional learning, student engagement, academic success, and equity. The Recovery Team has been meeting weekly and their work has involved reviewing the Goal Matrix developed by the Vision, Mission, and Strategic Planning Design Team, and aligning the Plan with those goals. Additionally, the team reviewed proposals from administrators regarding the spending of ESSER funds. The Plan also involves utilizing data. The State has advised that for each of the stated categories, the Recovery Plan include no more than two strategies (investments) to improve outcomes for students. The Recovery Plan is in the process of being finalized and will be submitted to the State by the defined deadline. The State will allow the Plan to be revised in the future (for valid reasons). Mr. Wells advised regarding the Student Engagement Report, and provided a summary of the data. It was confirmed that students in the Virtual Academy are not included in the data. Data for SHS virtual learners is included. It was noted that gaps existed prior to the pandemic, but were exacerbated by the pandemic. A community member advised regarding concerns relating to the depth of learning gaps and lack of documentation/definition of what steps will be taken to assure recovery. Additional transparency was requested. It was noted that full recovery will be a multi-year process and more details will be available in the future. Prior to the meeting, Mrs. Spaulding e-mailed a list of Recovery Plan questions to Mr. Wells and Ms. Simmons (and has copied the Board as well), and inquired regarding whether or not all of her questions would be answered in the Final Plan (due to the State 06/01/21). Mr. Wells reiterated that the State wants to see only one or two action steps for each category. The Recovery Plan falls under State and Federal requirements and has specific parameters, and the Recovery Plan will not address all of Mrs. Spaulding's questions. Mrs. Spaulding will present her questions to the Curriculum Committee. Mrs. Spaulding would like additional details communicated to parents, regarding how the BUUSD plans to help their children recover. Mrs. Farrell would like a member/members of the Recovery Team present at the Curriculum Committee meeting, to address questions. Additionally, it would be beneficial to have information provided to the Communications Committee and Communications Office. Mr. Wells advised that the Engagement Report documents engagement since students have returned to full in-person learning.

6. Old Business

6.1 Enrollment/Home Study Update

The District Enrollment/Staffing Report for March 2021 was distributed.

A report titled 'Home Study Report (AOE provided data)' (undated) was distributed.

Brief discussion was held regarding projections for student enrollment for the 2021 / 2022 academic year. SHS is in the process of planning to assist with engaging the home-school community, potentially utilizing ESSER funds. The BCEMS Registrar has been in contact with all home-school families. As there is no Virtual Academy being offered next year, it's presumed that students enrolled in that option will be returning. Students who have traditionally been home-schooled (for several years) were not contacted.

BTMES has also reached out to families in a similar fashion. It is believed that enrollment will be higher than anticipated during budget planning. If numbers increase and social distancing requirements are still in place, there may be an issue. Mr. Wells advised that the State has unofficially advised that they believe social distancing guidelines will not be in place during the next academic year.

6.2 Modes of Instruction

Mr. Wells advised that student engagement is high under the in-person instruction model, and he does not anticipate changes to the model at this time. Administrators advised that since the return to in-person learning for older students, all is going very smoothly, though it did take students a little time to adjust to being back in school and starting a new routine. Though not all students will be able to catch up in the remainder of the year, students are very engaged at this time. Academic deficits will continue to be addressed this year and when school starts in the fall.

6.3 FY22 Budget

Five documents were distributed;

'2015 – 2021 BarreCity and Barre Town Homestead Tax Rates/CLS'

'BUUSD Staff-Student Enrollment, May 13, 2021'

'BUUSD May 11, 2021 – Re-vote Exit Survey'

'BUUSD Budget Revote Schedule, May 11th & June 8th'

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‘Job Postings | printed May 12, 2021’

Mr. Wells advised that the 2 additional options developed during Draft 4 can be used as a starting point. Mr. Wells and Mrs. Perreault are in the process of meeting with administrators regarding other possible reductions. Mr. Wells advised that he has been in contact with the City and Town Clerks regarding changing the next vote date from 06/08/21 to 06/09/21, as the 9th falls on a Wednesday and would allow for less disruption at BTMES (Wednesdays are half days). Mrs. Spaulding requested that Board Members provide guidance to the Finance Committee and administrators. In response to a query regarding a ‘standard’ for surpluses and deficits for large budgets (approximately \$50,000,000), Mrs. Perreault advised that she is not aware of a ‘standard’ and believes that budgets should be as accurate as possible, based on anticipated revenue and expenses. Mrs. Pregent reported that this year’s anticipated surplus (approximately \$1,400,000) is largely due to changes that occurred due to COVID. Mrs. Pregent has reviewed past and present data, and identified line items that had surpluses in FY20 and FY21. Mrs. Pregent advised that though the budget failed by only 12 votes, there were a large amount of votes against the budget. Board Members provided their personal feedback as well as feedback they have received from community members, including; that the Board consider that the school budget is only a portion of tax bills and there are many other economic factors impacting the community, teacher and administrator contracts are already signed (cutting those positions is not an option), the inability to cut benefits (State negotiated / the Board has no control over benefits – of the 3.41% increase in draft 4, 3% was salaries/benefits), the conflict of trying to increase achievement/proficiency while being asked to cut staff, sports, specials etc., claims that the BUUSD has too many administrators (without documentation to support that claim), proposed simple solutions to very complicated issues, concern that additional cuts will negatively impact students, a suggestion to make many smaller cuts, rather than one large cut, clarification that the budget being drafted/voted on is for FY22, not the current year (teacher increases of 3% are in the current year – no contracts have been negotiated yet for FY22), clarification that teacher contracts needed to be offered prior to the first re-vote date, a request that the list of open positions be reviewed for possible reductions, clarification that teachers do not currently have a contract, but rather have signed letters of intent.

Mrs. Spaulding provided an overview of the proposed budget development/re-vote schedule and advised that a Special Board Meeting will need to be held on 05/20/21. The Board confirmed their agreement to move the re-vote date to 06/09/2021. The Board agreed to distribute an Exit Survey, with results being presented at the 05/18/21 Finance Committee meeting. Mrs. Spaulding provided an overview of the Homestead Tax Rate/CLA report and advised that she believes the Board is being fiscally responsible. A community member expressed concern that the Homestead Tax Rate report is misleading and doesn’t accurately reflect the amount that tax bills will increase.

Budget guidance suggestions from the Board included; consideration of utilizing some of the FY21 surplus for FY22, reviewing open positions, consideration of putting a hold on hiring (except for required teaching staff) until there is a budget in place, a request that adequate time/discussion is held regarding SPED needs (staff and administrative positions), a request to keep the budget increase at or below the cost of living, a request that school budget development be kept in context with what is happening economically and try to keep a level tax rate for everyone (an increase of 0% or at least under 1% increase), a request that consideration also be given to bigger issues (e.g. the BUUSD student population, maintenance costs, and debt service etc.), a request that the BUUSD be able to clearly show what tax bills will look like, a request to keep the budget at an amount that community members can pay for, a request to create a side by side comparison of the FY21 budget to the FY22 budget draft (for comparison purposes), and a request to consider that approximately 60% of tax payers qualify for tax sensitivity credits.

It was announced that the community should be reminded that when the Barre Town community voted down Act 46 (resulting in a forced merger), a lot of money was “left on the table”, including tax stabilization incentives that would have been granted under a voluntary merger.

7. Committee Reports

7.1 Communications Committee

Minutes from the May 6, 2021 meeting were distributed. Mrs. Farrell advised that the majority of the discussion involved promotion of the budget vote, with some discussion being held on the topics of creating an Annual Communications Calendar, and the Vision, Mission, and Strategic Planning Initiative.

The next meeting is Thursday, June 3, 2021 at 5:30 p.m. via video conference.

7.2 Finance Committee

Minutes from the April 6, 2021 meeting were distributed. No discussion was held.

The next meeting is Tuesday, May 18, 2021 at 5:30 p.m. via video conference.

7.3 Facilities & Transportation Committee

Minutes from the April 12, 2021 meeting were distributed. No discussion was held.

The next meeting is Monday, May 24, 2021 at 5:30 p.m. via video conference.

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7.4 Policy Committee

Minutes from the April 26, 2021 meeting were distributed. No discussion was held. The next meeting is Monday, May 17, 2021 at 5:30 p.m. via video conference.

7.5 Curriculum Committee

Minutes from the April 27, 2021 meeting were distributed. No discussion was held. The next meeting is Tuesday, May 25, 2021 at 5:30 p.m. via video conference.

7.6 Negotiations Committee

Minutes from the May 3, 2021 meeting were distributed.

Mrs. Akley advised that the Committee met with BEA Representatives on 05/10/21, where they established ground rules and set dates for the next 4 negotiation sessions. Both parties agreed to exchange proposals during those meetings.

The next meeting date is to be determined.

7.7 Regional Advisory Board

Minutes from the May 3, 2021 meeting were distributed. It was noted that there was a very positive report on the Cosmetology Program, with students now able to work in the labs. Ms. Chamberlin is moving on to a new position, and she was thanked for the success of CVCC under her leadership. All classes for next year are full.

The next meeting is October 11, 2021 at 4:00 p.m.

7.8 Career Center Governance Committee Update

The Committee met on 05/11/21 and reviewed the board structure of 3 technical centers that have freestanding boards. The Committee reviewed those board structures and held discussion on possible structures for a freestanding CVCC Board. Information regarding these various board structures will be shared in the near future.

8. Other Business/Round Table

The BUUSD FY21 Year-end Projection Report (dated 05/18/21) was distributed.

The BUUSD Central Office Newsletter for May 2021 was distributed.

The SHS Principal's Report (dated 05/06/21) was distributed.

The SHS Newsletter (dated 05/10/21) was distributed.

The SHS Library Newsletter for May 2021 was distributed.

The CVCC Director CTE Bytes Report for May 2021 was distributed.

The BCEMS Co-Principal's Report (dated 05/07/21) was distributed.

The BTMES Building Report (dated 05/13/21) was distributed.

Mrs. Spaulding advised that she moved Board reports off the Agenda, though the reports are included in the Board packet.

Mrs. Spaulding queried regarding any questions on the reports included in the packet and asked administrators if they have anything to add to their reports.

Mrs. Pregent requested that community members with budget questions contact her and advised that her contact information is available on the BUUSD web site.

Mr. Isabelle thanked the Board and staff for their patience and willingness to listen to extensive budget discussions.

Mrs. Akley congratulated administrators and district schools for the anticipated in-person graduation and step-up ceremonies.

Mrs. Farrell advised that she is very pleased to see the students back in school for in-person learning and activities.

Mrs. Farrell requested that administrators advise the Board regarding any anticipated out of state field trips.

Ms. Smith is pleased to learn that the BUUSD will be sponsoring an Orton Gillingham Course.

Ms. Parker advised that her 8th grade students are very excited to be back in school and are able to have an in-person 8th grade graduation. Ms. Parker thanked all who were involved in making this happen.

Ms. Badeau thanked everyone for their efforts on the budget and asked that all involved remember that the budget needs to reflect what is in the best interest of the children.

Ms. Simmons queried regarding moving forward with hiring for one of the Assistant Director of Special Education positions, citing concerns that the 'market' is scarce and delays can result in the loss of candidates, as they accept positions elsewhere. Mr. Wells advised that he will speak with the candidate regarding the Board's intentions. Hiring for this position will be added to the Agenda for

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the Special Meeting on 05/20/21. Mrs. Spaulding advised that the Superintendent could move forward with the hiring in accordance with established protocol, but the actual hiring is contingent upon the results of budget discussion.

Mr. Wells thanked everyone for their commitment and work on behalf of the students of Barre.

Mr. Hennessey recognized Josh Allen, who has been working diligently to promote the District schools, by creatively reaching out to the community and posting many videos on social media.

Mr. Coon advised that BCEMS is working creatively to plan a kindergarten celebration. Though plans are not finalized, it is anticipated that a celebration will be held at Playground 2000 as part of Field Days.

Mrs. Waterhouse thanked the Board for their support of Teacher Appreciation Week, and recognized Jeff Bergeron, Director of Buildings and Community Service for the City of Barre. When SHS was short of tables needed for SBAC testing, Mr. Bergeron assisted by lending (free of charge) all the needed tables. The City delivered the tables, allowed SHS to use them for three weeks, and also transported the tables back to the Barre Auditorium. Their efforts were greatly appreciated.

Mrs. Spaulding reiterated that transportation (home) is available for SHS students. This service is underutilized and Mrs. Spaulding encourages those who need transportation to contact the school. Mrs. Waterhouse advised that ridership has been so low that the number of buses has been reduced and routes have been altered. Mrs. Waterhouse reiterated that she believes that it's important to offer this service and she would like it to continue next year, in an expanded form that includes transportation to school as well. Mrs. Waterhouse will be working with the Business Manager and the transportation service provider regarding possible services for next year.

9. Future Agenda Items

Agenda Items for the Special Meeting:

- FY22 Budget
- Warning for Budget Vote
- New Hires

10. Next Meeting Date

There will be a Special Meeting of the Board on Thursday, May 20, 2021 at 5:30 p.m. via video conference – Google Meet. The next Regular meeting is Thursday, May 27, 2021 at 5:30 p.m. via video conference – Google Meet

11. Executive Session as Needed

11.1 Personnel – Status of Employment

11.2 Personnel – Superintendent Search

~~11.3 Personnel – Negotiations – Total Compensation Benefit~~

Items proposed for discussion in Executive Session include two Personnel Matters; Status of Employment and Superintendent Search.

On a motion by Mr. Isabelle, seconded by Ms. Parker, the Board unanimously voted to enter into Executive Session, with Mr. Wells (Agenda Item 11.1) and Mrs. Marold (Agenda Item 11.1 and 11.2) in attendance, at 8:28 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

The remaining information was provided by the Board Clerk.

On a motion by Mrs. Pregent, seconded by Mrs. Akley, the Board unanimously voted to exit Executive Session at 10:20 p.m.

12. Adjournment

On a motion by Mrs. Pregent, seconded by Mrs. Farrell, the Board unanimously voted to adjourn at 10:21 p.m.

Respectfully submitted,
Andrea Poulin

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

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

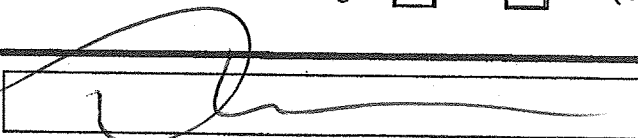
Date Received by Central Office:

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

Name:	Maeve Callewaert	Location:	BCEMS
Submission Date:	5/13/21	Administrator Action/Checklist Complete:	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position:	Teacher	Grade (If Applicable):	Grade 3/4
Endorsement (If Applicable):	<input type="text"/>	<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day:	7.5	Scheduled Hours:	<input type="text"/> a.m. to <input type="text"/> p.m.
Account Code:	101-1381-51-11-0-1101-5110		
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	Mikayla LeBlanc	Salary Rate:	\$ 41,211.00
Administrator Approval:	Hayden Coon	Signature Date:	5/13/21

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

For Central Office Use Only:

Contract Complete Date	<input type="text"/>	Offer Letter Complete Date	<input type="text"/>	DOH	<input type="text"/>
Total Years of Experience:	3	Step:	BA 1	Salary Placement:	\$ 39,530
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:	190	Salary:	\$ 39,530	Contract Days:	<input type="text"/>
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				
 Superintendent Approval Signature			5/19/21 Date		

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32
 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62

(57KB)

It is **OK** to contact this employer

Please **do not** contact this employer

Milton, VT

12-credit student teaching internship from late August to early December. Third grade classroom, team teaching. Responsibilities included teaching lessons in every content area, two weeks of solo teaching, managing the classroom, supporting students, attending faculty and parent-teacher meetings, supervising and facilitating student interactions, grading student work and inputting data into Power Teacher, and lunch/recess duty.

Reason for leaving: Course ended after fall semester, but returned every Wednesday until graduation (May 2019) to help out in the classroom.

Supervisor: Jennifer Stratton (8023437314)

Experience Type: Student Teaching, Full-time
Please **do not** contact this employer

Teaching Practicum

Part-time student teaching practicum for University of Vermont curriculum at:

- Hinesburg Community School, Grade 4 (January 2018- May 2018)
- Chamberlain Elementary School, Grade 1 (September 2017- December 2017)
- Malletts Bay School, Grade 3 (October 2016-December 2016)

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:

5/17/21

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

Name: Angela Richard Location: BTMES

Submission Date: 5.17.21 Administrator Action/Checklist Complete: ☒ Y ☐ N

Position: Math Interventionist Grade (If Applicable): 5-8

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

Hours Per Day: 7.5 Scheduled Hours: 7:15 a.m. to 2:45 p.m.

Account Code:

Replacement? ☐ Y ☒ N

If Yes, For Whom? Salary Rate: \$

Administrator Approval: [Signature] Signature Date:

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

For Central Office Use Only:

Contract Complete Date Offer Letter Complete Date DOH

Total Years of Experience: 0 Step: BA 1 Salary Placement: \$ 39,530

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

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

Days Per Year: 190 Salary: \$ 39,530 Contract Days:

Teacher: AOE Endorsement: ☐ YES ☒ NO Graduate may deal and apply for license

If No, Required: ☐ Provisional ☐ Emergency ☐ Apprenticeship

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

[Signature]

Superintendent and/or HR Director Approval Signature

5/20/21

Date

Angela Richard



Education

Champlain College

Burlington, Vermont

Bachelor of Science

Major: Early Childhood and Elementary Education, **Minor:** Foreign Languages (Spanish and French) and Global Studies

GPA: 3.980

Credit Hours: 124

Attended August 2017 to May 2021 (*expected completion*)

Transcript

(286KB)

Experience

Shelburne Community School

Student Teacher

Shelburne, VT

Oct 2020 - Apr 2021

- Delivered a variety of instructional, collaborative lessons to 5th and 6th grade students, primarily in mathematics and social emotional learning.
- Carried out inclusive, accessible practices in all classroom operations to ensure individual student needs were met in diverse settings.
- Modified instructional practices to adjust to the hybrid learning model adopted by Shelburne Community School during the COVID-19 pandemic.
- Gained knowledge of successful implementation of the Bridges Mathematics Curriculum.

Supervisor: John Madden ((802) 985 - 3331)

Experience Type: Student Teaching, Full-time

It is OK to contact this employer

LinkedIn Profile Link

<https://www.linkedin.com/in/angela-richard/>

Who Am I As An Educator?

<https://sites.google.com/mymail.champlain.edu/angelaasaneducator/home?authuser=0>

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:

5/14/21

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

Name:	Jessica Vest	Location:	BCEMS			
Submission Date:	5/14/2021	Administrator Action/Checklist Complete:	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N			
Position:	Teacher	Grade (If Applicable):	Grade 1			
Endorsement (If Applicable):		<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt			
Hours Per Day:	7.5	Scheduled Hours:		a.m. to		p.m.
Account Code:	101-1381-51-11-0-1101-51110					
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N					
If Yes, For Whom?	Andrea Bixler		Salary Rate:	\$ 64,534.00		
Administrator Approval:	Hayden Coon		Signature Date:	5/14/2021		

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

For Central Office Use Only:

Contract Complete Date		Offer Letter Complete Date		DOH	
Total Years of Experience:	1	Step:	BA2	Salary Placement:	\$ 41,211
Hourly Rate:	\$	Salary Rate:	\$	Seniority Date:	
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:	190	Salary:	\$ 41,211	Contract Days:	
Teacher: AOE Endorsement:	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO AOE Accepted in Peer Review				
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

5/14/21

Date

Jessica Vest



Education

Northern Vermont University - Johnson

Johnson, Vermont

Bachelor of Arts

Major: Psychology

GPA: 3.900

Credit Hours: 122

Attended June 2018 to May 2020

Degree conferred May 2020

Community College of Vermont

Montpelier, Vermont

Associate of Arts

Major: Early Childhood Education

GPA: 3.950

Credit Hours: 69

Attended September 2015 to May 2018

Degree conferred May 2018

Transcript

(2.8MB)

Experience

Essex Westford School District

Sep 2020 - Present

Teacher

Essex, VT

Currently, this teaching role is a remote position which involves planning and delivering classroom instruction via video chat (zoom, google meet) to ensure that students experience academic success while implementing SEL, working with families, and collaborating with sending schools.

Reason for leaving: This was a one year position with the contract ending 6/30/21.

Supervisor: Jacquelyn Tolman ((802) 878-8168)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Green Mountain Behavior Consulting

Jul 2017 - Oct 2020

Behavior Interventionist

Montpelier, VT

Supervisor: Melinda Neff (8027938307)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Barre City Elementary and Middle School

Dec 2012 - Jul 2017

Administrative Assistant
Barre, VT

Reason for leaving: Working in the public school system was wonderful, but the desire to work more closely with children who struggled emotionally and socially was strong.

Supervisor: Jacquelyn Tolman (802476541)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

PTO Board Member and Volunteer at BCEMS

Organize and facilitate monthly meetings, maintain communication between members, administration, and community, organize and hold special events for school.

RESIGNATIONS 2021-05-20 Board Mtg

On Wed, May 12, 2021 at 3:20 PM **Katie Naylor** <knaylbce@buusd.org> wrote:
Good afternoon,

I am formally resigning from my position as a 5th and 6th grade ELA teacher at Barre City Elementary and Middle School. I was offered a position at a different middle school and I have accepted. Thank you for the opportunity to teach at BCEMS.

Please let me know if you have any questions.

Thank you,
Katie Naylor

On Sat, May 15, 2021 at 11:03 AM **Larkin Brown** <lbrowbce@buusd.org> wrote:
Dear David, Hayden, and Chris,

Hope this reaches you all well. I would like to let you know that I have accepted a role as the ELL Intake & Family Engagement Educator at Winooski Public Schools for the next academic year.

I wanted to take the moment to express how deeply grateful I am to have been a part of the Barre City school community this past year. It has been wonderful to be a part of this incredible team of talented and dedicated educators, especially in these unprecedented times. Of course if any questions arise with respect to students in the ESL program, do not hesitate to reach out, as I am keen to do what I can to support whoever takes my position next year.

With gratitude,
Larkin

--

Larkin Brown (*sbe/ber*)
BCEMS ELL Teacher, Grades 1-8

May 19, 2021

Dear David, Carol, Stacy, Jon, and Erica,

It is with regret that I must inform you I have accepted an administrative position with The New School of Montpelier, effective July 2021. I will finish out my 2020-21 teaching contract.

I have enjoyed working in Barre UUSD, and with 'my' students and staff at BTMES. We have some exceptional staff working with the most vulnerable populations throughout the district.

I would like to request that I be informed prior to posting my teaching position, as I would like to personally inform my students, parents, and staff/colleagues. Thank you for this opportunity. I am sure our paths will continue to cross in the future.

Sincerely,
Dr. Rhonda L. Forlow
Rhonda L. Forlow, Ed.D.

Carter Semple

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

From: **Carter Semple** <csempshs@buusd.org>

Date: Tue, May 18, 2021 at 4:05 PM

Subject: Notice of Resignation (End of School Year) -- Carter Semple

To: Brenda Waterhouse <bwatershs@buusd.org>, Jim Ferland <jferlshs@buusd.org>

Cc: Nora Duane <nduanshs@buusd.org>

Dear Brenda and Jim,

I am writing to inform you that I have decided to resign from my employment effective the last day of the school year, June 21st.

The reason is purely a personal one, as this school has been amazing and I would certainly have stayed here for many years. My partner, who is a French national & PHD ecologist, found out only a couple of weeks ago that she got a position at a science institution in Paris. This weekend I proposed to her and she said yes! This means I will be moving with her this summer to France.

It is bittersweet for me, as I truly do love working here with such a wonderful team and a wonderful group of kids. I will of course continue to put in the maximum effort the remaining weeks of the year and assist with whatever is needed.

Thank you so much for giving me this opportunity to work at Spaulding Highschool this year, I am extremely grateful!

--

Carter Semple

History Department

Spaulding High School

(802) 476-4811 ext. 2221

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

CODE: C 22

1ST READING:

2ND READING:

ADOPTED:

STUDENT ACTIVITIES (ELEMENTARY)

Policy

The school will maintain a student activity program appropriate to the maturity of students and as varied as staff and facilities permit. The program will be designed to offer for the greatest number of students worthwhile leisure time interests, wholesome recreational and social activity, and opportunities to develop skills in democratic and cooperative management for these activities.

Implementation

The following criteria for eligibility for participation in school sponsored activities are intended to set standards for academic eligibility.

1. Students should have passing grades in ____ courses taken during the previous marking period. (This is an important policy issue which the Board will want to discuss thoroughly)
2. Students should be in good disciplinary standing as determined by the principal.
3. Students should be in regular attendance and should be in attendance on the day of the activity unless excused by the principal.
4. The rules and regulations of the Vermont Principals' Association will be followed for the activities of seventh and eighth grade students.

The board will approve new requests for co-curricular activity sponsorship based on the following considerations.

1. The level of student interest in the activity;
2. The fiscal ramifications of sponsorship;
3. The availability of qualified personnel to supervise the activity;
4. The impact of adding or eliminating the activity on the balance of types of activities available in the total activity program;
5. The potential of the activity to help participating students meet the goals of the school's curriculum; and
6. The recommendation of the superintendent.

All school sponsored activities will be under the ultimate control of the school district and will comply with all policies and procedures of the school.

BARRE UNIFIED UNION SCHOOL DISTRICT #097 CODE C 23 POLICY**1st READING: 5/9/2019****2nd READING: 6/13/2019****ADOPTED: 6/13/2019**

STUDENT CLUBS & ACTIVITIES**Policy**

The school will maintain a student activity program appropriate to the maturity of students and as varied as staff and facilities permit. The program will be designed to offer for the greatest number of students **worthwhile** leisure time interests, **wholesome** recreational and social activity, and opportunities to develop skills in democratic and cooperative management for these activities.

Clubs and activities may be (1) school-sponsored and related to the curriculum, (2) student-run and not related to the curriculum, or (3) community-sponsored and not related to the curriculum. This policy addresses the first two categories. The third is addressed in the school district policy on Community Use of School Facilities

I. School-Sponsored Curriculum-Related Groups

- A. Curriculum-related groups are the only type entitled to school sponsorship. The controlling factor in deciding whether an activity will be sponsored by the school will be whether that activity is directly related to the school's curriculum. No activity that is not directly related to the curriculum or educational mission of the school will receive sponsorship, regardless of whether it meets the other criteria for sponsorship.
- B. Activities or clubs which meet at least one of the following criteria will be considered curriculum-related.
 - 1. The subject matter of the student group or club is actually taught or will be taught in a regularly scheduled course.
 - 2. The subject matter of the group or club is such that it concerns the body of courses as a whole.
 - 3. Participation in the group is required for a particular course.
 - 4. Participation in the group results in academic credit.

C. The Principal will approve new requests for activity sponsorship based on the following considerations.

1. The potential of the activity to help participating students meet the goals of the school's curriculum.
2. The level of student interest in the activity;
3. The fiscal ramifications of sponsorship;
4. The availability of qualified personnel to supervise the activity; and
5. The impact of adding or eliminating the activity on the balance of types of activities available in the total activity program.

D. All school-sponsored activities will be under the ultimate control of the Barre Unified Union School District (BUUSD) and will comply with all policies and procedures of the school. The Principal may set standards for **academic** eligibility for participation in these activities.

II. Student-Run Non-curriculum-Related Groups

A. A student-run non-curriculum-related group, or “student group” is one that is created by students, run by students, and provides activities for students. If a group or club is organized or run by adults, even if students attend its meetings, then it is a community-sponsored group and must comply with Policy E20.

B. Student groups, clubs or activities may use school facilities and have access to such things as the public address system, bulletin boards, and publications provided that an equal opportunity is given to all student groups. If the BUUSD opens its facilities to any student group, then it must provide the same opportunities to all other student groups. A fair opportunity will be provided to non-sponsored student groups wishing to conduct meetings on school premises during non-instructional time provided that:

1. any such meeting is voluntary and student initiated;
2. there is no sponsorship of the meeting by the school, the government, or its agents or employees;
3. employees or agents of the school or any governmental entity are present at religious meetings only in non-participatory capacities;
4. the meeting does not materially and substantially interfere with the orderly conduct of

educational activities within the school; and
5. non-school persons do not direct, conduct, control or regularly attend activities of student groups.

C. Listings and notices referring to non-sponsored clubs or activities will include a disclaimer of school sponsorship or endorsement. BUUSD faculty and staff may only be present at activities of student groups as monitors ~~for keeping order~~.

D. The Principal may do the following with respect to student groups, as long as the same rules are applied to all student groups:

1. adopt rules to prohibit lewd and obscene speech
2. prohibit student groups from using school facilities if they are likely to cause material or substantial disruption of school operations
3. impose time, place, and manner restrictions, and
4. require parental permission for student participation.

