

**BARRE UNIFIED UNION SCHOOL DISTRICT  
BOARD MEETING**

Via Video Conference – Google Meet  
June 10, 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	Jody Emerson	Karen Fredericks	Tara Grenier	Josh Howard
Prudence Krasofski	Colleen Kresco	Kerri Lamb	Jessica Maurais	Ted Mills
Rebekah Mortensen	Sue Paxman	Rachael Van Vliet	Jim Werbinski	

**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, June 10, 2021, Regular meeting to order at 5:32 p.m., which was held via video conference.

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

5.2 A new resignation (received today), will be presented  
5.4 RAN Recommendation Approval – Tabled until the next meeting  
5.9 BEA Grievance Hearing – Delete – Has been resolved  
6.2 FY21 Financials – Tabled until the next meeting  
Add 7.8 Update on CVCC Governance Meeting

**On a motion by Mr. Isabelle, seconded by Mrs. Pregent, the Board unanimously voted to approve the Agenda as amended. Mrs. Farrell was not present for the vote.**

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

**3.1 Public Comment**

Jim Werbinski addressed the Board with an inquiry related to graduation plans for Spaulding High School, including the date and parents inability to attend an indoor graduation . In response to the query, Mrs. Waterhouse advised regarding the date of graduation, which was determined based on the school calendar (including possible make-up days resulting from possible snow days).

Additionally, Mrs. Waterhouse advised regarding changes to indoor graduation plans, which will now be held in the gymnasium, and will allow for a limited amount of spectators (based on State Guidelines). Tickets will be provided to students at graduation practice, and will be used if an indoor graduation is necessary (due to weather). In response to a query regarding paid student parking permits, it was noted that faculty do not pay for parking passes, and that student parking fees are used towards prizes (t-shirts etc.) for students. In response to a request from Josh Howard, to hold negotiations in public, Mrs. Spaulding advised that negotiations, by law, must be held in closed sessions (not open meetings). It was noted that Negotiation Sessions are not Negotiation Committee meetings, and are not publicly warned, as members of the public are not allowed to attend. Negotiation Committee meetings are open meetings, are warned, and do have a Public Comment item on the agenda. In response to a query regarding the insurance carrier for staff health insurance, Mrs. Spaulding advised that insurance is secured through VEHI, and she is unsure who the current carrier is. Mrs. Spaulding suggested that Mr. Howard contact Mrs. Marold or Mrs. Perreault for additional information regarding projected rates.

### **3.2 Student Voice**

None.

## **4. Consent Agenda**

### **4.1 Approval of Minutes – May 26, 2021 Special Meeting and May 27, 2021 Regular Meeting**

**On a motion by Mr. Boltin, seconded by Mrs. Pregent, the Board unanimously voted to approve the Minutes of the May 26, 2021 Special Meeting and the May 27, 2021 Regular Meeting. Mrs. Farrell was not present for the vote.**

## **5. Current Business**

### **5.1 New Hires**

The resumes and BUUSD Notification of Employment Status Forms for Carlos Diaz (CVCC Digital Media Arts II Instructor), Dorinne Dorfman (BTMES Literacy Interventionist), Cathie Ely (BTMES Literacy Interventionist), Charlotte Murphy (BCEMS (Restorative Classroom Teacher), Karen Fredericks (MTSS Coordinator), and Rebekah Mortensen (Assistant Director of Special Services) were distributed.

Mr. Wells provided an overview of the candidates. Mrs. Spaulding advised that Board approval is not necessary for Karen Fredericks.

**On a motion by Mr. Isabelle, seconded by Mrs. Pregent, the Board unanimously voted to approve the hiring of Carlos Diaz, Dorinne Dorfman, Cathie Ely, and Charlotte Murphy.**

In response to a query regarding the necessity of hiring for the positions presented, Mr. Wells provided an overview of the District's needs, including critical need to provide supports to students who have lost ground during the pandemic. The cost for outside placement of students was discussed, and it was noted that outplacement is much more expensive than keeping students within the district schools. The District has put forth much effort to keep students within the district, including creation of the SEA Program, and that because of the efforts being made, there have been 'unseen' savings, as fewer students are outplaced. There are multi-year grant funds for interventionists, and it is hoped that by the end of grant funding, students will be at a level where they no longer need these additional interventions. If additional intervention services are required, it is hoped that these positions will be funded through attrition. In response to a query, Mrs. Marold advised that there are currently 'too many' openings, especially in SPED, and in some classrooms. Mrs. Marold reported that it has been a very difficult hiring year. Mrs. Marold will present the vacancy report at the next Board meeting. In response to a query relating to staff ratios and responsibilities, Mrs. Spaulding encouraged Mr. Howard to contact Mrs. Anderson for additional information relating to Special Education roles and responsibilities. Additionally, Mr. Hennessey reiterated his invitation to Mr. Howard, to have a conversation regarding the essential nature of administrative positions. Additionally, Mrs. Farrell suggested that Mr. Howard visit the Federal website that deals with IDEA (the overlying Federal Legislation that deals with special education).

**On a motion by Mr. Isabelle, seconded by Mrs. Pregent, the Board unanimously voted to approve Rebekah Mortensen for the position of Assistant Director of Special Services, contingent upon Ms. Mortensen securing an administrator license or provisional license.**

Mrs. Marold provided an update on the open Middle School Principal position at BCEMS. The position was posted on 05/27/21, and will remain open until 06/18/21. HR is still working on a timeline, trying to coordinate with end of school activities and the start of summer vacation. It is hoped that the position will be filled by mid-July. There are currently 8 candidates. There is still one more individual to add to the hiring team. Ms. Parker queried regarding the position being posted as an interim position, noting that she did not understand that these two positions (BCEMS Principal and Superintendent) listed as interim were contingent upon each other. Mrs. Marold advised that the BCEMS position was posted for one year, as Mr. Hennessey may or may not return to that position. Mr. Hennessey is on a leave of absence from that position and would not need to reapply. It was noted that several Board Members were not aware that the BCEMS Middle School Principal position was being posted as an interim position. Mr. Boltin raised concern that it was his understanding that Mr. Hennessey forfeited/vacated the Principal position when he accepted the Interim Superintendent position. Mrs. Farrell was also not aware that the BCEMS Principal position was 'interim', and respectfully requested that this discussion be tabled, and that additional discussion be held in Executive Session or a publicly warned meeting, after all parties have received additional information. It was clarified that discussion of 'positions' rather than individual people must be held in open

session. Mrs. Marold would like to hold some of the discussion in Executive Session. It was agreed that the hiring process for interim positions be added to a future agenda.

## **5.2 Resignations/Retirements**

Mr. Wells advised that he received a letter of resignation from Stefanie Seng. No action is necessary. Mr. Wells will provide a copy of the resignation for the next meeting.

## **5.3 RFP Approvals**

A document titled 'BTMES Bleacher Replacement-Summer 2021 was distributed.  
A document titled 'SHS Auditorium AV System Upgrade – Summer 2021 was distributed.  
A document titled 'Snow Plow Contract Renewal – FY22 – FY23' was distributed.  
A document titled Copier Contract Renewal – FY22 – FY24' was distributed.

Mr. Wells provided an overview of the RFP's. Brief discussion was held and Mrs. Perreault advised regarding the bidding process, advising that the BUUSD did its due diligence to reach out to vendors. Mrs. Perreault advised regarding the bidding process for the audio visual system, noting that the bid is very reasonable and reflects only a slight increase over last year's bid. The Board had previously approved this project, which was put on hold due to COVID. It is the Superintendent's recommendation to contract with Robert H Lord, Co. for the BTMES Bleacher Replacement project, Audio-Video Corporation for the SHS Auditorium AV System Upgrade project, Thomas Property Management for the Snow Plow Contract, and Office Systems for the Copier Contract.

**On a motion by Mr. Isabelle, seconded by Mrs. Farrell, the Board unanimously voted to contract with Robert H Lord, Co. for the BTMES Bleacher Replacement project, Audio-Video Corporation for the SHS Auditorium AV System Upgrade project, Thomas Property Management for the Snow Plow Contract, and Office Systems for the Copier Contract.**

## **5.4 RAN Recommendation Approval**

This agenda item is tabled until the next Board meeting.

## **5.5 Annual Recommendation of Truant Officers**

A document titled 'Title 16 Education, Chapter 25 ATTENDANCE AND DISCIPLINE §1125 Truant officers' was distributed. Mr. Wells provided a brief overview of the requirement that the Board appoint Truant Officers for each school, and advised regarding his recommendation for each school. Designation of Truant Officers is required by statute for grades 7 and above.

**On a motion by Mrs. Farrell, seconded by Mr. Boltin, the Board unanimously voted to appoint Pierre Laflamme, as Truant Officer for Barre City Elementary and Middle School, Ted Mills as Truant Officer for Barre Town Middle and Elementary School, and Jim Ferland as Truant Officer for Spaulding High School**

It was noted that in the past, CVCC has appointed Scott Griggs to this position, but Ms. Chamberlin has advised that CVCC does not need to appoint a Truant Officer, as CVCC students' sending schools are responsible for filling this role.

## **5.6 Annual Recommendation of HHB Report Recipients**

A copy of 16 V.S.A. §570a from the Vermont Statutes Online was distributed. A copy of Policy C10 – Policy on the Prevention of Harassment, Hazing and Bullying of Students was distributed. The document lists HHB Report Recipients for the BSU, the BUUSD, SHS, BCEMS, BTMES, and CVCC. Mr. Wells advised regarding the individuals for each school. Brief discussion was held regarding the current and past policies which name multiple individuals for each school. The Board agreed to table discussion until the next meeting, and to have additional research performed prior to voting on recommended candidates.

## **5.7 First Reading Sexually Transmitted Infections (STI) And Pregnancy Prevention Education Policy (C43)**

A copy of the policy was distributed. Ms. Parker advised that the policy is being amended slightly due to a change in the law. Parents of high school students can no longer withhold permission for their children's' participation in the program.

**On a motion by Mr. Isabelle, seconded by Ms. Smith, the Board unanimously voted to approve the First Reading of the Sexually Transmitted Infections (STI) And Pregnancy Prevention Education Policy (C43).**

## **5.8 First Reading District Equity Policy (C29) – Recommended Policy**

A copy of the Policy was distributed. Ms. Parker advised that this is a VSBA Recommended policy and the only change from the VSBA policy relates to the frequency of reporting. The policy has been changed to reflect quarterly reporting rather than monthly reporting. Mrs. Spaulding voiced concern regarding; implementation, prioritization, and management. It was agreed that the Board be provided with a baseline to document 'where we are', so that there will some idea of what the outcome indicators are and a vehicle in which to measure success. In response to a query, it was noted that the District has been working (without an active policy) to achieve equity within the District, and that this policy is presented for adoption because the VSBA created a model policy on this matter, and is recommending that districts adopt the policy. This policy helps solidify the District's stance on equity.

**On a motion by Mrs. Pregent, seconded by Ms. Parker, the Board unanimously voted to approve the First Reading of the District Equity Policy (C29).**

**—5.9 BEA Grievance Hearing**

Agenda item deleted. Kept as a placeholder.

**5.10 Open Meeting Law**

A memorandum from Sue Ceglowski, Executive Director – VSBA (dated 06/04/21) was distributed. A memorandum to the Board from Mr. Wells (dated 06/09/21) re: Open Meeting Law and Participation via Video was distributed. A copy of Policy A20 (Board Meetings, Agenda Preparation & Distribution) was also distributed. Mrs. Spaulding advised regarding the documentation included in the packet, and advised that she would like the Board to hold discussion to assure that the Board is in compliance with anticipated changes, and that future meetings include a virtual component to allow participation from the public and those needing to meet remotely. Mr. Wells understands that the Board believes virtual attendance allows more members of the public to participate and that the Board wishes to continue with this option. Mr. Wells met with Mr. Ajanma and Mr. Allen and they are performing research that will allow a device to be available during meetings to easily allow virtual participation and will include recording of meetings. Mrs. Akley queried regarding the option for Board Members to participate remotely. Mrs. Spaulding stressed the importance of participation, whether it be in person or remotely (for both Board Members and community members). It was noted that at least one Member of the Board needs to be present at a physical meeting location. Remote meetings have allowed for less Board Member absenteeism and more participation from the community. Ms. Parker advised that meeting remotely allows Board Members to attend lengthy meetings that they might otherwise have to leave or not attend, if required to attend in person. Mrs. Spaulding advised that the next meeting will continue to be held on the current platform, with the majority of Board Members attending remotely, and moving forward, the Board will figure out a way to hold meetings in a hybrid fashion, or all in person with remote options. It was noted that the policy indicates the June meeting would normally be held at BCEMS in the library, but the physical location will be finalized and announced. A community member strongly supports continuing with a remote option for Board and community members.

**6. Old Business**

**6.1 Second and Final Reading Student Clubs and Activities Policy (C23) – Recommended Policy**

A copy of the policy was distributed.

**On a motion by Mrs. Farrell, seconded by Ms. Parker, the Board unanimously voted to approve the Second and Final Reading of the Student Clubs and Activities Policy (C23), and agreed to adopt said policy.**

**6.2 FY21 Financials**

This item is tabled until the next Board meeting.

**6.3 Vision, Mission, and Strategic Goals**

The final meeting of the Design Team will be on 06/16/21. The Design Team will review stakeholder feedback and make modifications to the draft documents if necessary. This item will be added to the 06/24/21 Agenda for review and possible finalization/approval by the Board.

**7. Reports**

**7.1 Building Reports: Central Office, SHS, CVCC, BCEMS, and BTMES**

The Superintendent's Report for June 2021 was distributed. Building/Principal Reports for SHS, CVCC, BCEMS and BTMES were distributed. The SHS News Letter for 06/07/21, the SHS Virtual Awards Assembly Awards report, BCEMS 'Garden News', and the BTMES News Letter for June 2021 were also distributed. Mrs. Waterhouse announced that the baseball team made it to the Division 2 State Championship game (Sunday 06/13/21 at 11:00 a.m.). The team has had an amazing season. Girls Softball played Middlebury last week, sporting washable Pride Month Awareness tattoos. The Middlebury team asked for and received some of these tattoos, applied them, and took pictures to show their support as well. The National Honor Society held its induction ceremony this evening. There are 71 juniors and seniors being inducted as members. Mrs. Waterhouse also advised that SHS is in the tentative process of planning a Music Department Disney 'field trip'. This trip was taken a few years ago, was planned for this year, but was prevented from happening due to COVID. At least 20 students must agree to participate in order to move forward with planning. It is a music educational, performance experience. Students will only miss one student day, as the trip is mainly held during February break.

Mr. Coon highlighted the 7 member Special Education Pre-school Team that was recognized by the Vermont Association for the Blind and Visually Impaired for their outstanding work supporting a pre-school student. Additionally, Mr. Coon advised that kindergarteners were celebrated today, and a video of the celebrations will be available. Ms. Pearson thanked students and parents for their patience and flexibility during student pick-up, and for coming out to support the budget.

**7.2 Communications Committee**

Minutes from the June 3, 2021 meeting were distributed. Mrs. Farrell reported that the last meeting centered mainly on promotion of the 3<sup>rd</sup> budget vote. The Committee also discussed promotion of the Vision, Mission, Strategic Planning Initiative, and discussed

additional upcoming activities, including the Summer Program. Mr. Allen was thanked for not only his work, but for the guidance he provides to other Communications staff.

The next meeting is Thursday, July 1, 2021 at 5:30 p.m.

### **7.3 Finance Committee**

Minutes from the May 18, 2021 meeting were distributed. Mrs. Pregent reported that the last meeting centered on discussion of budget draft 5, ESSER funding updates, RFPs, and year-end projections.

The next meeting is Tuesday, June 15, 2021 at 5:30 p.m.

### **7.4 Facilities & Transportation Committee**

Minutes from the May 24, 2021 meeting were distributed. Mr. Isabelle reported that the Committee discussed updated projects. The next meeting is Monday, June 14, 2021 at 5:30 p.m.

### **7.5 Policy Committee**

Minutes from the May 17, 2021 meeting were distributed. Ms. Parker reported that the Committee has been discussing the policies currently being presented to the Board (for 1<sup>st</sup> and 2<sup>nd</sup> Readings), and have also been discussing the Anti-Racism Policy. Additionally, a student attended the last meeting requesting that the District schools fly the Black Lives Matter flag. This individual will be invited to attend a Board meeting to present his request.

The next meeting is Monday, June 21, 2021 at 5:30 p.m.

### **7.6 Curriculum Committee**

The May meeting was cancelled. The next meeting is Tuesday, June 22, 2021 at 5:30 p.m.

### **7.7 Negotiations Committee**

Mrs. Spaulding advised that the Board and Association Negotiating Teams met for their third negotiating session. Final proposals were exchanged and discussed between the parties for both the Teacher and Para-Educator Agreements. The next Negotiations Session is scheduled for June 21, 2021 at 5:30 p.m. The next Negotiations Committee meeting is to be determined.

### **7.8 Update on CVCC Governance Meeting**

Mr. Isabelle reported that the Committee received information relating to the governance structures for 3 independently standing career center boards. The meeting was very informative. The next meeting is scheduled for 06/15/21.

## **8. Other Business/Round Table**

The Finance and Communications Committees, Business Manager, and Communications Specialist were thanked for their efforts on budget development and promotion. The voters were thanked for their support of the budget.

Mrs. Papineau, retiring Central Office Receptionist, was thanked for her years of service.

Athletic Teams were congratulated on their successful seasons.

Dave Delcore (Times Argus) was thanked for reporting on school related matters.

The SHS Baseball Team was wished well in the upcoming State Championship Game.

Mr. Wells was thanked for his service and wished well in his new ventures.

Mr. Boltin requested that before any salary raises are given for the upcoming year, that the salaries for the assistant athletic coaches be reinstated. This item will be added to a Finance Committee agenda.

Board and community members were thanked for participating in the 'Honk and Wave'.

Administrators and staff were thanked for their efforts during this difficult year and for all of the work and considerations being given to planning end-of- year activities.

Mrs. Farrell inquired regarding the possibility of not requiring masks on the last day of school. It was noted that administrators will follow guidelines and CDC recommendations.

Mrs. Nye advised that administrators are very appreciative of students, staff, and the community (including the Barre Town Police Department), for their efforts during this school year under COVID restrictions. Community feedback has been very much appreciated.

Mr. Hennessey gave a heartfelt thank you to the Barre community for coming out to vote.

Mrs. Waterhouse invited the entire community to attend graduation, and help celebrate the graduates. Mrs. Waterhouse would like the graduation ceremony to be a community event.

Mr. Wells thanked those who came out and voted and also thanked those involved in the budget development process. Mr. Wells advised that enrollment for the summer programs is complete and there are a little over 250 students who will participate in these worthwhile programs.

Mrs. Spaulding reported that she chaperoned the Senior Prom, and was very impressed with the students, who were a pleasure to be around and were very respectful. The event was a lot of fun.

Mr. Isabelle thanked Mrs. Spaulding for her leadership of the Board.

Mrs. Poulin apologized to her son David, for missing the ceremony this evening where he was inducted into the National Honor Society.

### **9. Future Agenda Items**

- Hiring Process for Interim Positions
- BCEMS Middle School Principal Hiring Process (timeline)
- RAN Approval
- Recommendation of Annual HHB Recipients
- FY21 Finances
- Vision, Mission, & Strategic Goals
- Surplus Fund Discussion

### **10. Next Meeting Date**

The next Regular Meeting is Thursday, June 24, 2021 at 5:30 p.m. via video conference (Google Meet)

### **11. Executive Session**

#### **11.1 AFSCME Contract**

#### **11.2 BEA Grievance Update**

Items proposed for discussion in Executive Session include the AFSCME Contract and a BEA Grievance Update.

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

**On a motion by Mrs. Pregent, seconded by Mr. Isabelle, the Board unanimously voted to enter into Executive Session, with Mr. Wells, Mrs. Marold, Mrs. Perreault, and Mr. Hennessey in attendance for AFSCME Contract discussions – Agenda Item 11.1, and Mr. Wells in attendance for the Update on the BEA Grievance Resolution – Agenda Item 11.2, at 7:47 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 Mr. Boltin, the Board unanimously voted to exit Executive Session at 8:29 p.m.**

### **12. Adjournment**

**On a motion by Mrs. Pregent, seconded by Mrs. Farrell, the Board unanimously voted to adjourn at 8:31 p.m.**

Respectfully submitted,  
*Andrea Poulin*