

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

July 22, 2021 at 5:30 p.m.

In-Person Option: Barre Town Middle and Elementary School Library
70 Websterville Rd, Barre, VT 05641

Virtual Option: Click this link to join the meeting remotely:

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

Phone Numbers: [\(US\)+1 929-777-4801](tel:(US)+19297774801) 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 for Regular Meeting June 24, 2021
 - 4.2. Meeting Minutes for Special Meeting July 1, 2021
5. Current Business
 - 5.1. New Hires **[ACTION]**
 - 5.2. Resign/Retire
 - 5.3. Revenue Anticipation Note (RAN) Recommendation Approval **[ACTION]**
 - 5.4. Surplus Funds Discussion
 - 5.5. First Reading Professional Development (B21) (Recommended) **[ACTION]**
6. Old Business
7. Other Business/Round Table
8. Future Agenda Items
9. Next Meeting Date: BUUSD Board Retreat, July 29, 2021, 4:30-8:30 pm
Regular BUUSD Board Meeting, August 12, 2021 at 5:30 pm
10. Executive Session
11. Adjournment

PARKING LOT OF ITEMS

- Spaulding High School “Nickname - The Crimson Tide”
- 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
- Student Members

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

BCEMS – James Taffel Library and Via Video Conference – Google Meet
June 24, 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)

BOARD MEMBERS ABSENT:

Abigayle Smith (BC)

ADMINISTRATORS PRESENT:

Mary Ellen Simmons, Assistant Superintendent of Instruction
Josh Allen, Communications Specialist
Stacy Anderson, Director of Special Services
Hayden Coon, BCEMS Principal
Chris Hennessey, BCEMS Principal
Carol Marold, Director of Human Resources

GUESTS PRESENT:

Dave Delcore – Times Argus	Jody Emerson	Jaime Fewer	Alice Flanders	Winton Goodrich
Michael Greig	Jean Haeger	Martha Hafner	Carol Hebert	Josh Howard
Colleen Kresco	Shannon Lessley	Paul Malone	Joelen Mulvaney	Sue Paxman
Michael Pope	Terry Reil	Sharon Toborg	William Toborg	Peter Zakrewski

As the meeting was held via a mix of in-person and 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 24, 2021, Regular meeting to order at 5:34 p.m., which was held at the Barre City Elementary and Middle School in the James Taffel Library and via video conference.

2. Additions and/or Deletions to the Agenda

Agenda Items 6.1 and 6.2 will be discussed out of order (after Agenda Item 4.1)

Add 5.10 Board Retreat

Add 10.1 Negotiations Update – Para-Educators

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

3. Public Comment for Items Not on the Agenda

3.1 Public Comment

Mrs. Spaulding advised regarding a modification for public comment. It was noted that though this meeting is public, it is not a meeting of the public. Mrs. Spaulding advised that in an effort to ensure meetings are conducted in an orderly fashion and that the business at hand is completed in a timely manner, she is enacting rules as allowed under Policy A21 – Public Participation at Board Meetings. Mrs. Spaulding requested that community members wishing to speak enter their name, town of residence, and Agenda Items they wish to speak on in the Chat Box for the meeting. Each speaker will be allotted two minutes to speak under each agenda item they have signed up for. Discussion under agenda item 3.1 Public Comment is reserved for items not on the Agenda. Input for items on the Agenda will be received at the start of the discussion of that agenda item. Community members, who have questions, comments or concerns, regarding these new procedures, should contact Mrs. Spaulding via e-mail.

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A community member requesting information regarding para-educator negotiations and the negotiation process was advised to submit his questions to Mrs. Spaulding (via e-mail).

A community member requested that Spaulding High School no longer be referred to as The Crimson Tide, as he believes this 'nickname', used by the University of Alabama has negative connotations and is racist. Mrs. Spaulding acknowledged the request, and advised that this topic may be added to a future agenda for discussion by the Board. The community member was encouraged to phone or e-mail Mrs. Spaulding regarding his concerns.

Mr. Hennessey introduced William and Sharon Toborg, who are attending the meeting in person at BCEMS.

3.2 Student Voice

None.

4. Approval of Minutes

4.1 Approval of Minutes – June 10, 2021 Regular Meeting

On a motion by Mr. Isabelle, seconded by Mrs. Akley, the Board unanimously voted to approve the Minutes of the June 10, 2021 Regular Meeting.

In response to a query that not all comments are included in the Minutes, it was noted that Minutes are not transcripts, but rather a legal record of action taken by the Board. Minutes are supposed to include what is done (action/votes), not what is said (discussion).

5. Current Business

5.1 New Hires

The resumes and BUUSD Notification of Employment Status Forms for Marissa Hebert (BCEMS Pre-K), and Sara Ford (History and Financial Literacy), were distributed. Mr. Hennessey provided an overview of the candidates. Mr. Hennessey answered questions from the Board and a community member. Mr. Hennessey will contact Mrs. Waterhouse and request that she send information to the Board regarding how a single teacher can fill 2 teaching vacancies for different subjects.

On a motion by Mr. Isabelle, seconded by Mrs. Pregent, the Board unanimously voted to approve the hiring of Marissa Hebert, and Sara Ford.

5.2 Resignations/Retirements

Letters of resignation from Stefanie Seng, and Heather Douglas were distributed.

Mr. Hennessey provided a brief overview of the resignations. Ms. Seng and Ms. Douglas were thanked for their service and wished well in their new ventures. No Board action is required.

5.3 Annual Recommendation of HHB Report Recipients

A copy of the Policy on The Prevention of Harassment, Hazing, and Bullying of Students (C10) was distributed.

Mrs. Spaulding provided a brief overview of the policy, confirmed that the policy was included in the Board packet, and advised that these are not new positions, but rather name existing employees to fill roles required by law.

On a motion by Mr. Isabelle, seconded by Ms. Badeau, the Board unanimously voted to approve, as listed, the HHB designated employees (BUUSD - Interim Superintendent Chris Hennessey, SHS – Luke Aither and Brenda Waterhouse, CVCC – Scott Griggs and an individual to be named in the future, BCEMS – Pierre Laflamme and Kristin Morrison, and BTMES – Theodore Mills, Jacqueline Bora, and Alice Harding).

5.4 Open Meeting – In Person Meetings

Mrs. Spaulding advised that with the possibility of holding hybrid (in-person and virtual options) meetings, she would like to have a 'test run', and would like to meet with the Technology Director and the Superintendent, to assure that hybrid meetings run smoothly, and that it is possible for all individuals (Board and community members) to provide input during meetings. Mrs. Spaulding took comments from the community and the Board. Mrs. Spaulding reiterated her desire to hold a 'test run', possibly at a Committee meeting.

5.5 Interim Positions

Discussion was held regarding the process/protocol for how interim positions are handled. It was noted that a letter from legal counsel, had been shared with Board Members. Mr. Hennessey advised that hiring performed outside of the normal hiring 'season' is normally held in this fashion, as late in the hiring season, the candidate pool is smaller. The Board heard questions/comments from the community. Mrs. Spaulding recapped the discussion advising that it is her understanding that it is fairly standard (within school districts) to post positions as interim positions, if the hiring is performed outside of the normal hiring season, and that candidates for interim positions are aware that they are applying for interim positions.

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5.6 Staff Transfers

A document titled BUUSD Transferring Staff for FY22 School Year, was distributed.

Mrs. Marold provided an overview of the report, advising that there were 21 transfers within the District. Seventeen of those openings have been filled. There are four open transfer positions. The Board took comments from the community. Mrs. Spaulding provided clarification that the report documents personnel who are transferring to existing positions within the district. Mrs. Marold advised that she believes the number of transfers this year is in line with the number of transfers in prior years.

5.7 BCEMS Principal Position/Process Update

Mrs. Marold reported that the Search Committee conducted the first round of interviews and brought 2 candidates to a community wide forum. Staff, students, parents and community members were invited to participate in this question/answer session. The session was followed by submission of Google feedback forms for candidates. The Search Committee will review feedback forms on 06/25/21, and it is hoped that they can submit a candidate to the Superintendent this week. The Board received input from the community. There were no questions from the Board.

5.8 CVCC Recovery Plan

A document titled Vermont Career Technical Education Recovery Plan (for CVCC) was distributed.

Jody Emerson, incoming Director of CVCC, addressed the Board and provided an overview of the Recovery Plan which requires RAB approval. The RAB Board was not able to pull a quorum together, and Ms. Emerson has received 5 of the 7 necessary approvals from that group. Ms. Emerson believes the AOE would be willing to accept approval from the BUUSD Board. Ms. Emerson requested Board approval, noting that once the Plan is approved, it will be submitted to the AOE. The AOE will then provide feedback. The Recovery Plan is a 'living' document that can and will be amended over time. Ruth Durkee from the AOE has reviewed the Plan and given preliminary approval. The CVCC Recovery Plan has the same categories as the BUUSD Recovery Plan. Ms. Emerson provided more detailed information on the plan and requested Board approval. The Board advised that they are encouraged to see the additional opportunities for middle school students and are pleased to see that the plan includes restorative practices.

On a motion by Mrs. Farrell, seconded by Mr. Boltin, the Board unanimously voted to approve the CVCC Recovery Plan as presented.

5.9 FY21 Financials

A copy of the BUUSD FY21 Year-end Projection Report (dated 06/15/21) was distributed.

There is currently an unaudited projected surplus of \$1.8 million dollars. The surplus is mainly the result of the receipt of COVID Grant funds, as well as expenses that were lower due to students working remotely. The Board took comments from the community, including a request that the surplus be refunded to tax payers. Mrs. Pregent reported that the subject of refunds to tax payers is being researched based on a request made to the Finance Committee, which tabled discussion until additional information can be received. It was noted that the tax stabilization fund is used to lower the tax impact to tax payers. Putting money into a Tax Stabilization Fund is basically a refund to tax payers, and is a standard practice. Money can also be moved to a Capital Improvement Fund to help deal with unanticipated facilities issues that arise. It was noted that education funding is very complicated.

5.10 Board Retreat

The Board Retreat is scheduled for Thursday, July 29, 2021. Mrs. Spaulding would like to discuss the agenda, participation (in person and/or virtual) and a timeframe for the meeting. Board Retreats are usually lengthy, lasting as long as six hours. Mrs. Spaulding will work with the Superintendent on the Agenda. The agenda will include Vision, Mission, & Strategic Goals. Mrs. Spaulding requested input from the Board, advising that input can also be submitted to her via e-mail. Mrs. Spaulding received input from the Board, and advised that she will send out an e-mail once details are firmed up.

6. Old Business

6.1 Second and Final Reading Sexually Transmitted Infections (STI) And Pregnancy Prevention Education Policy (C43)

A copy of the policy was distributed. Lengthy discussion was held, which included comments and concerns from community members. It was noted that this is an existing policy that was amended due to a change in law, which goes into effect on 07/01/21. A link to the law was posted in the chat section (Title 16 Chapter 001, Subchapter 007 – 16 V.S.A. § 132). The proposed version of the policy makes the policy in compliance with the law. If it is deemed that the change in law was misinterpreted, this policy can be revisited.

On a motion by Mr. Isabelle, seconded by Ms. Parker, the Board voted 5 to 2 to approve the Second and Final Reading of the Sexually Transmitted Infections (STI) And Pregnancy Prevention Education Policy (C43), and agreed to adopt said policy. Mrs. Akley, Ms. Badeau, Mr. Isabelle, Ms. Parker, and Mrs. Pregent voted for the motion. Mr. Boltin and Mrs. Farrell voted against the motion.

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6.2 Second and Final Reading District Equity Policy (C29)

Lengthy discussion was held regarding this VSBA policy, including input from community members (both in support and against adoption of this policy), a brief review of the policy adoption process, district practices to implement the policy, and a request that the Board send this policy back to the Policy Committee for additional discussion. After the close of public comment, community members were encouraged to submit additional comments and questions to the Board.

On a motion by Mrs. Akley, seconded by Mr. Isabelle, the Board unanimously voted to approve the Second and Final Reading of the District Equity Policy (C29).

6.3 Vision, Mission, Strategic Goals

Three documents were distributed:

A document titled BUUSD Vision, Mission, and Beliefs

Two documents titled BUUSD Strategic Plan Goal Matrix

Winton Goodrich addressed the Board and provided an overview of the process involved in this initiative, providing an update on work that has been performed this year. The project involved creation of a Design Team, and also included many public forums which included students, teachers, staff, administrators, students, parents, alumni, non-profits, business owners, and citizens. There were a total of 15 – 17 meetings (including the forums). The Design Team gathered feedback via public forums and surveys. This initiative is intended to help form a 5 year plan for the District. There were 5 main goals and 4 stakeholder groups. Mr. Goodrich provided an overview of the stakeholder groups and the responsibilities of each group. A presentation was displayed on screen and Michael Pope provided an overview of the Vision Statement. Jaime Fewer provided an overview of the Mission Statement. Chris Hennessey provided an overview of the Belief Statements. Josh Allen provided an overview of the Strategic Plan Goal Matrix, which includes (for each of the 5 goals) Strategic Objectives, Action Steps, Benchmarks, an Implementation Timeline, positions Responsible for Monitoring Progress, and Funding Sources. The five identified goal categories are: Equitable Access, Communications & Relationships, Curriculum & Career Pathways, Student Wellness, and Student Engagement. Mr. Pope provided an overview of the Timeline based ‘visual’ document that provides an ‘at a glance’ overview of the process. This document should serve as a useful tool for the Board and administrators. Mr. Goodrich advised regarding the individuals who served/participated on the Design Team. Mr. Goodrich advised that he has received feedback from one Board Member (via e-mail), and requested feedback from the remainder of the Board so that this project can be finalized and be formally handed off to the Board. There was no feedback from the Board. The Board expressed its appreciation to all of the participants who have put much time and effort into this initiative. Mrs. Spaulding announced that this initiative has officially been handed over to the Board.

7. Other Business/Round Table

Mrs. Pregent congratulated all for finishing out this difficult year, and also congratulated SHS graduates.

Mrs. Farrell advised that on the subject of equity, there are many different lenses to look through (e.g. poverty levels, racial issues, social/emotional etc.), and she suggests that the Board look into a way to help explain to the public, the general purview of what equity means for the District.

Mr. Isabelle thanked the Design Team, congratulated the SHS graduates, and welcomed Mr. Hennessey to his role of Interim Superintendent, and his participation in this evening’s meeting.

Mrs. Akley thanked administrators and staff who are leaving the district, and welcomed those who are new to the District.

Mr. Coon reported that there was a ‘great end of the year’, and advised of some of the end of school year activities, including staff recognitions. Mr. Coon and a group of BCEMS teachers attended the BEST MTSS Institute (through the State of Vermont). The session was most informative and will be beneficial to expanding/improving the school’s PBIS work.

Mr. Hennessey reiterated the importance of the Vision, Mission, and Strategic Planning Initiative and reminded all that we are on the tail end of the pandemic and that soon, schools will be able to return to normal.

Mrs. Spaulding echoed the sentiments of Mrs. Akley, and advised that she was able to attend a portion of the BCEMS 8th grade step-up ceremony. The ceremony was very personalized and Mrs. Spaulding was pleased to be able to attend.

Mrs. Spaulding and Mr. Isabelle attended the more formal 8th grade step-up ceremony at BTMES.

SHS Graduation will be held on Saturday, June 26, 2021, and will be reported on at an upcoming meeting.

8. Future Agenda Items

- RAN – Revenue Anticipation Note
- New Hires
- Surplus Funds Discussion

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Administrative Job Descriptions will be removed from the Parking Lot.

Mrs. Spaulding advised that the Assistant Superintendent of Instruction position job title will change to the Director of Curriculum, Instruction, and Assessment effective 07/01/21. There is already a job description for this position.

9. Next Meeting Date: Regular BUUSD Board Meeting;

The Thursday, July 8, 2021 Regular Board Meeting has been cancelled.

The next Regular Board Meeting is Thursday, July 22, 2021 at 5:30 p.m. The location will be announced at a later date. The meeting will also include a virtual attendance component via Google Meet

The Board Retreat will be Thursday, July 29, 2021 at a time and location to be announced.

10. Executive Session as Needed

10.1 Negotiations Update – Para-educators

A Negotiations Update for Para-educators was proposed for discussion in Executive Session.

On a motion by Mrs. Pregent, seconded by Mrs. Akley, the Board unanimously agreed to find that premature general public knowledge of the item proposed for discussion, Para-Educator Negotiations, would clearly place the Barre Unified Union School District at a substantial disadvantage should the discussion be public. Mrs. Farrell was not available for the vote.

On a motion by Mr. Isabelle, seconded by Mrs. Pregent, the Board unanimously voted to enter into Executive Session, with Mr. Hennessey and Mrs. Marold in attendance, at 8:10 p.m. under the provisions of 1 VSA section 313 to discuss the item proposed for discussion.

The remaining information was provided by the Board Clerk.

On a motion by Mrs. Farrell, seconded by Ms. Badeau, the Board unanimously voted to exit Executive Session at 8:53 p.m.

11. Adjournment

On a motion by Mrs. Farrell, seconded by Mrs. Akley, the Board unanimously voted to adjourn at 8:54 p.m.

Respectfully submitted,

Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT SPECIAL BOARD MEETING

BUUSD Central Office and Via Video Conference – Google Meet
July 1, 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:

Chris Hennessey, Interim Superintendent
Carol Marold, Director of Human Resources

GUESTS PRESENT:

Dave Delcore – Times Argus Josh Howard

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 Vice-Chair, Mrs. Farrell, called the Thursday, July 1, 2021, Special meeting to order at 5:35 p.m., which was held at the BUUSD Central Office and via video conference.

2. Additions and/or Deletions to the Agenda

Public Comment will be added to the Agenda as Item #3. The remainder of the Agenda will be adjusted accordingly.

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

3. Public Comment

None.

4. Executive Session

4.1 BCEMS Interim Principal Interview

An Interview for the BCEMS Interim Principal Position was proposed for discussion in Executive Session

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

On a motion by Mrs. Akley, seconded by Mrs. Pregent, the Board unanimously voted to enter into Executive Session, with Mr. Hennessey, Mrs. Marold, and the candidate in attendance, at 5:45 p.m. under the provisions of 1 VSA section 313 to discuss the item proposed for discussion.

On a motion by Mrs. Farrell, seconded by Mrs. Pregent, the Board unanimously voted to exit Executive Session at 7:52 p.m.

On a motion by Mrs. Farrell, seconded by Mrs. Pregent, the Board unanimously voted to offer the position of BCEMS Interim Principal, to Pierre Laflamme.

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It was agreed that Mr. Hennessey will contact Mr. Laflamme to extend the offer of the position.

5. Adjournment

On a motion by Mrs. Pregent, seconded by Mrs. Farrell, the Board unanimously voted to adjourn at 7:54 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:

6-22-21

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

Name: <u>Natasha Lincoln</u>	Location: <u>BTMES</u>
Submission Date: <u>6-22-2021</u>	Administrator Action/Checklist Complete: <input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position: <u>Teacher</u>	Grade (If Applicable): <u>2</u>
Endorsement (If Applicable): <u></u>	<input type="checkbox"/> Hourly-Non Exempt <input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day: <u>7.5</u>	Scheduled Hours: <u>7:30</u> a.m. to <u>3:00</u> p.m.
Account Code: <u>101-1020-51-11-0-1101-510310</u>	
Replacement? <input checked="" type="checkbox"/> Y <input type="checkbox"/> N	
If Yes, For Whom? <u>Susan Pratt</u>	Salary Rate: \$ <u>69,969.00</u>
Administrator Approval: <u>Jennifer Nye</u>	Signature Date: <u>6.22.21</u>

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

For Central Office Use Only:

Contract Complete Date <u></u>	Offer Letter Complete Date <u></u>	DOH <u></u>
Total Years of Experience: <u>2</u>	Step: <u>BA-3</u>	Salary Placement: \$ <u>42,891</u>
Hourly Rate: \$ <u></u>	Salary Rate: \$ <u></u>	Seniority Date: <u></u>
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: <u>190</u>	Salary: \$ <u>42,891</u>	Contract Days: <u></u>
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		

[Signature]
Superintendent and/or HR Director Approval Signature

6/28/21
Date

~~XX~~
~~XX~~

Degree conferred December 2017

(365KB)

Degree conferred December 2014

(487KB)

As an elementary teacher at East Meadow School I have developed a curriculum that follows Common Core Standards and incorporates therapeutic practices. I teach language arts, reading, math, science, social studies, art, and mindfulness. I digitize all of my lessons and used various online teaching tools to make my lessons are available to students learning virtually. My classroom has a focus on growth mindset, community, and building relationships.

Aug 2020 - Present

Please **do not** contact this employer

Essex, VT

Jul 2017 - Present

It is **OK** to contact this employer

Winooski, VT

Mar 2017 - Present

As a substitute I have carried out the following responsibilities:

- Implement school wide behavior incentive plans to promote positive behaviors
- Facilitate student learning during classroom activities
- Follow and teach permanent teacher's lesson plans for grades kindergarten- 5th grade
- Maintain a safe and positive classroom environment and provide individualize instruction plan as necessary

Supervisor: Linda Casier ((802) 655-0411)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Winooski school district

Aug 2017 - Jun 2018

Intensive needs instructional assistant

Winooski, VT

As an instructional assistant my job required me to assist a preschool age student throughout the day. I adapted activities as necessary to keep child engaged and successful and provide support to carry out the activities. I also executed instructions that are given by the special educator and abide by the students IEP. In addition, I cooperated with the child's team of educators such as teachers and speech service providers such as supporting the child's use of a electronic communication device. Lastly, I provided DTI services and record data to monitor growth.

Reason for leaving: I would like a job that can provide more hours throughout the year.

Supervisor: Lisa dold (802-655-0411)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Clemens Crossing Elementary School

Aug 2016 - Dec 2016

Student Teacher (1st grade)

Columbia. MD

I worked as a full-time student teacher starting at the beginning of the 2016 school year. I took on many different responsibilities such as:

- Lead whole group and small group lessons for a class of 24 first grade students
- Design and enforced an original behavior incentive plan
- Create and utilize manipulatives and educational games to make learning memorable and engaging
- Plan and modify Literacy, Science, and Math lessons that align with Maryland Common Core Standards
- Differentiate lessons to meet the needs of diverse learners
- Attend professional meetings, educational conferences, and teacher training workshops to maintain and improve professional competence
- Collect and analyze assessments to design appropriate and rigorous lessons that address areas that need improvement

Reason for leaving: End of school semester and student teaching

Supervisor: Ann Eustis ((410) 313-6866)

Experience Type: Student Teaching, Full-time

It is **OK** to contact this employer

Volunteer

Volunteer bi-weekly at a community family shelter to provide care and activities for children

Interests

- photography
- hiking
- yoga
- beading and macrame
- reading

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: Location:

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

Position: Grade (If Applicable):

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

Hours Per Day: Scheduled Hours: a.m. to p.m.

Account Code:

Replacement? ☒ Y ☐ N

If Yes, For Whom? Salary Rate: \$

Administrator Approval: 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: Step: Salary Placement: \$

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

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

Days Per Year: Salary: \$ Contract Days:

Teacher: AOE Endorsement: ☐ YES ☒ NO *seeking licensure or provisional*

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

Superintendent Approval Signature

Date

Registered Nurse

Abigale "Abby" Savoie

XXXXXXXXXXXXXXXXXXXXXXXXXXXX

XXXXXXXXXXXXXXXXXXXXXXXXXXXX

XXXXXXXXXXXXXXXXXXXXXXXXXXXX

Is an energetic nurse with enthusiasm for education and providing quality care.

Enjoys collaborating with others. Proficient in assessing patient health problems, maintaining medical records, and executing nursing care plans. Uses a holistic approach for advocating and caring for patients' physical and psychosocial needs. Is committed to working and living in Central Vermont long-term.

Education

Castleton University, Castleton, VT

- Bachelor of Science in Nursing and graduated Summa Cum Laude
- Distinguished Scholar Certificate
- GPA 3.96

Spaulding High School, Barre, VT

- High School Diploma

Work Experience

Weekend Caregiver - Barre, VT

July 2019-Present

- Visits an older woman with dementia on the weekend to ensure that she takes her medications and maintains an adequate nutritional status.
- Provides companionship to make her feel less lonely through various activities such as playing cards and assisting with household needs.

Pediatric Respite Caregiver - Barre, VT

2018-Present

- Provides respite care to a child with special needs.
- Is cognizant about specific triggers for this child to prevent situations from escalating.
- Helps the child with homework and accomplishing assignments.
- Brings child to various appointments as needed.
- Coordinates after-school activities.

Senior Capstone Nursing Student at Inpatient Psychiatry- Central Vermont Medical Center

Spring 2021

- Utilized Meditech every shift.
- Aware how to organize and administer medications.
- Engaged in therapeutic communication with the patients one-on-one and in groups.
- Assisted with coordinating group activities.
- Proficient in documentation.
- Educated patients on ways to reduce stress and use various coping strategies.

Skills

- Use of electronic medical record systems such as Meditech, Cerner PowerChart, and Epic.
- Experience working with an Omnicell and Pyxis.
- American Heart Association Basic Life Support (BLS) Certification- Expires April 2023
- Institute for Healthcare Improvement (IHI) Basic Certificate in Quality and Safety.
- Phlebotomy course taken at Community College of Vermont
- Proficient in educating on health promotion and the importance of mental health.

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:

7-7-21

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

Name:	Michelle Amato	Location:	Barre City Elem. Middle School
Submission Date:	7/7/2021	Administrator Action/Checklist Complete:	<input type="checkbox"/> Y <input type="checkbox"/> N
Position:	Classroom Teacher - Grade 5/6 Science	Grade (If Applicable):	5/6
Endorsement (If Applicable):	4/19-C (4/19-A)	<input type="checkbox"/> Hourly-Non Exempt	<input type="checkbox"/> Salary-Exempt
Hours Per Day:	7.5	Scheduled Hours:	a.m. to p.m.
Account Code:	Regular Ed!		
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	Dale Burnash	Salary Rate:	\$ 67,992.00
Administrator Approval:	Pierre Laflamme	Signature Date:	7/7/2021

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:		Step:	13	Salary Placement:	MA
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:	\$ 66,016	Contract Days:	
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

Christopher Hennessey

Superintendent and/or HR Director Approval Signature

July 14, 2021

Date

XX
XX

.....

Oxford, Ohio

Master in Teaching

Major: Education - Focus on Biological Conservation

GPA: 4.000

Credit Hours: 35

Attended January 2011 to December 2014

Degree conferred December 2014

(1013KB)

Kent, Ohio

Bachelor of Science

Major: Middle Childhood Education-Language Arts & Science

GPA: 3.171

Attended August 2000 to May 2005

Degree conferred May 2005

(included)

.....

Lead Science Educator

Quechee, VT

Aug 2016 - Present

The Lead Science Educator is responsible for developing and teaching high quality inquiry science units (both indoor and outdoor) at the VINS Nature Center, virtually, but mainly at the local schools through VINS School Programs. The Science Educator serves as the lead ELF Science Program educator (in grades three through five) and manages the Science Symposium Program (grades four through 12). The Science Educator works closely with and supports the Director of School Programs in ongoing evaluation and improvement of VINS School Programs. The Science Educator works closely with the Science Outreach Educator to facilitate Project Learning Tree workshops and align Field Trips to the Next Generation Science Standards. The Science Educator works with partners such as National Geographic to facilitate and deliver Teacher Professional Development workshops.

Reason for leaving: Looking to get back into a full time classroom teaching position.

Supervisor: Hannah Gelroth (802.359.5000)

Experience Type: Other, Full-time

Please do not contact this employer

Teach it!

Raleigh, NC

Aug 2005 - Jun 2016

I taught for 11 years in this district: science and have previously taught Language Arts as well. I have taught multiple grade levels (seventh and eighth grades) as well as multiple subjects within the same school year. I have also taught remediation classes that focus on literacy for struggling readers.

Reason for leaving: We relocated to VT.
Supervisor: Nancy Allen (919.266.8500)
Experience Type: Public School, Full-time
It is **OK** to contact this employer

Teaching Experiences and Leadership Positions

Vermont Institute of Natural Science, Quechee, Vermont (August 2016 - Present)

Upper Valley Teaching Place Collaborative (UVTPC) (January 2017 – Present)

--Attended and participated in meetings and facilitated Teacher Professional Development Workshops that focused on place-based ecology education, professional development, how to effectively and efficiently mentor teachers, as well as the fundamentals of behavior change as it relates to teacher practice

VINS Science Symposium (August 2016 – Present)

--Organized the VINS Science Symposium, a culminating event where students share a problem discovered in their community, research and solutions developed

--Event included organizing and scheduling keynote speakers and local partner organizations facilitating activities, for hundreds of students

--Full development of schedule of event and volunteer recruitment

Wake Forest Middle School, Wake Forest, North Carolina (August 2014 - June 2016)

Educators of Excellence Institute, Yellowstone National Park (June 2016)

--One of twelve teachers selected from the state of North Carolina to attend the institute

--Immersive experience connecting teachers to their place and discover inquiry-based learning practices

Railhawk Rangers Meet-Up Group (August 2014 - June 2016)

--Voluntary eco-club for middle school students to attend on Saturdays

--Focused on taking more kids outside to become exposed to the natural world

Curriculum Development and Writing (August 2015 – June 2016)

--Developed science curriculum, design lessons and inquiry-based activities for science teachers at fifty-two middle schools across the district for Wake County Public Schools

East Wake Middle School, Raleigh, North Carolina (August 2005 – June 2014)

Science – 7th & 8th Grade (August 2005 – 2014)

- Introduced STEM (Science, Technology, Engineering and Mathematics) inquiry activities in my science classes that used iPad's, Mobi's, and other various technology instruments to prepare my students for the 21st Century
- Included Shad in the Classroom (Spring 2010, 2011 and soon 2012) as an inquiry-based project where students raised Shad eggs and released the hatched fry into the Neuse River
- Conducted many student inquiry-based activities that increase the desire for learning science
- Prepared and instructed lessons according to the North Carolina Standard Course of Study

Language Arts – 8th Grade (2010-2011 School Year)

- Prepared and instructed lessons according to the North Carolina Standard Course of Study enriched with technology, reading centers and literacy groups

PRIDE – Enrichment and Remediation Class (2008 – Present)

- Focused on literacy to increase students that are approximately four years below grade level to become fluent readers at or above their grade level
- Enriched or remediated students in Language Arts, math, science and social studies where the students needed the most help

Teacher of the Year

- East Wake Middle School's Teacher of the Year for the 2009-2010 school year

STEM Committee Member

- Collaborated with administrators and teachers regarding how to incorporate STEM activities into each class throughout the school year

Builder's Club Organizer & Advisor (August 2006 – Present)

- Organized the FEED THE BIN paper, bottle and can recycling program for sixth, seventh, and eighth graders, including 20 students
- Completed several litter collections in the community with my students
- Raised money for causes such as Relay for Life, Juvenile Research for Diabetes, Autism Society of North Carolina and Susan G. Komen Foundation for Breast Cancer

Awareness

Girls Track Coach (March 2006 – May 2010)

- Coached the girls and boys track team for four seasons
- Created rapport with the girls and boys as well as encouraged support for one another and team work

Student Support Team (SST) Chair Person (2008 – 2010)

- Worked with a team of other SST members including teachers, counselors, psychologist and administration on strategies to help students to reach their academic achievement goals

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:

7-12-21

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

Name: Gretchen Singer

Location: Barre City Elem. Middle School

Submission Date: 7/9/2021

Administrator Action/Checklist Complete: ☐ Y ☐ N

Position: Spanish Teacher Grades 5-8

Grade (If Applicable): 5,6,7,8

Endorsement (If Applicable): *Provisional

☐ Hourly-Non Exempt

☐ Salary-Exempt

Hours Per Day:

Scheduled Hours:

a.m. to

p.m.

Account Code: *Regular Ed.

Replacement? ☒ Y ☐ N

If Yes, For Whom? Richard Turvey

Salary Rate: \$ 39,530.00

Administrator Approval: Pierre Laflamme

Signature Date: 7/9/2021

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:

5

Step:

BA

Salary Placement: \$

5

Hourly Rate: \$

Salary Rate: \$

Seniority Date:

Contract Type:



Teacher



Para



Replacement



Interim



Offer/Non-Contracted Letters



AFSCME



N/A

Days Per Year:

190

Salary: \$

46,251

Contract Days:

Teacher: AOE Endorsement:



YES



NO

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

Christopher Hennessey

Superintendent and/or HR Director Approval Signature

JULY 16, 2021

Date

XX

Degree conferred May 2013

(382KB)

My role is to guide students through their daily tasks, manage the classroom, and facilitate lessons when regular teachers are unavailable. When COVID-19 began in March and Spaulding transitioned to remote learning, I stepped in for a teacher who resigned unexpectedly to carry out the remainder of the school year teaching Wellness. I collaborated closely with my teacher partner, provided online tutoring sessions, prepared engaging, instructional materials, incorporated technology use using creative mediums, and graded students' coursework. Now that I have resumed my regular permanent substitute obligations, I continue to provide one on one student tutoring support, assistance in the Unified Arts Department, and management of Flexible Pathways students.

It is **OK** to contact this employer

- guided students in understanding Spanish language and culture
- differentiated lessons to accomodate and engage all learners
- designed and implemented an age appropriate curriculum for 5th-8th grade students
- facilitated and modeled lessons, activites, and games to enhance students' academic experience
- collaborated closely with my Barre Town teacher partner to incorporate Comprehensible Input strategies

It is **OK** to contact this employer

Spaulding High School

Aug 2018 - Present

Cross Country Coach

Barre, VT

- motivated student athletes during training and competition
- designed and implemented practices
- facilitated home and away competitions

Supervisor: Pat Merriam (802-476-4811)**Experience Type:** Public School, Part-timeIt is **OK** to contact this employer

VEHI PATH Wellness Program

Aug 2018 - Jul 2019

PATH Wellness Building Coordinator

VT State

- inspired colleagues to conduct healthy lifestyles and make educated choices
- orchestrated PATH wellness events
- communicated with colleagues on events, ideas, routines, opportunities...
- represented our school at PATH events, conferences, and leadership workshops

Reason for leaving: I was no longer able to continue my duties in this role when I changed positions within the district.

Supervisor: Laura Thygesen (802-223-5040)**Experience Type:** Other, Part-timeIt is **OK** to contact this employer

Instituto de Beniajan

Oct 2014 - Jun 2017

Culture and Language Assistant

Beniajan, Spain

Aided teachers to plan and schedule lessons based on English language and North American culture. Implemented a variety of teaching methods such as lectures, games and activities to retain student interest and maximize learning.

Reason for leaving: I decided to return to the United States.

Supervisor: Inmaculada Martinez Belchi (+34 968 82 33 03)**Experience Type:** Public School, Full-timeIt is **OK** to contact this employer

Barre City Elementary and Middle School

Aug 2009 - Aug 2015

Barre

Barre

Tutored special needs children individually and in small group settings to assist with difficult subjects and continue practice in the summer months. Planned and facilitated games, activities, lessons and field trips to improve students' academic levels and promote social learning.

Reason for leaving: Program became available only to full-time para-educators.

Supervisor: Cindy Thompson ((802) 476-6541)**Experience Type:** Public School, SummerIt is **OK** to contact this employer

Barre City Elementary and Middle School

Aug 2013 - Jun 2014

Para-Professional Educator

Barre

Provided instructional support services for two specials needs students in both classroom and individualized settings. Encouraged students to practice appropriate social skills in daily life at school and in real-world situations. Differentiated instruction according to student ability and skill level.

Reason for leaving: Left to pursue teaching abroad opportunity.**Supervisor:** Megan Wieber ((802) 476-6541)**Experience Type:** Public School, Full-timeIt is **OK** to contact this employer

Barre Supervisory Union School District

Dec 2009 - Aug 2013

Substitute Teacher

Barre

Managed classrooms during the absence of assigned teachers at Barre City, Barre Town, and Spaulding High School. Established clear objectives for all lessons, units and projects while adhering to guidelines left by teacher. Employed a broad range of instructional techniques to retain student interest and maximize learning.

Reason for leaving: Began working as a full-time para-educator at Barre City School.**Supervisor:** substitute coordinators ((802) 476-6439)**Experience Type:** Public School, Part-timeIt is **OK** to contact this employer

Spanish Language Experience

I have experience living and working in a Spanish-speaking country. Although I was teaching English as a second language, I became enriched in the language and culture of Spain and am familiar with a wide range of customs, expressions, and language teaching skills. I taught in Spain for 3 years in a bilingual, public school setting at a secondary school with a range of students from ages 11-18.

Scanned + emailed to
HR 7/12/21

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:

7-12-21

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

Name:	Madison Bennett	Location:	BCEMS
Submission Date:	7/12/21	Administrator Action/Checklist Complete:	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position:	English Language Learners	Grade (If Applicable):	
Endorsement (If Applicable):		<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day:	7.50	Scheduled Hours:	a.m. to p.m.
Account Code:	101-1381-51-11-0-1104-51110		
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	Larkin Brown	Salary Rate:	\$55,540.00
Administrator Approval:	Hayden Coon	Signature Date:	7/12/21

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:	2	Step:	2	Salary Placement:	MA
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:	\$47,141	Contract Days:	
Teacher: AOE Endorsement:	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO			
If No, Required:	<input checked="" 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

Christopher C. Fennerty

Superintendent Approval Signature

Date

~~XXXXXXXXXXXX~~
~~XXXXXXXXXX~~
~~XXXXXXXXXXXXXXXXXXXX~~
~~XX~~

Hebron, ME

08/2019 to Current

- Colchester, VT

08/2018 to 07/2019

- ## EDUCATION AND TRAINING

07/2019

05/2018

SKILLS

- Verbal and written communication across diverse backgrounds
- Editing and proofreading
- Working knowledge in American Sign Language and French
- Time management and achieving deadlines
- Proficient in Microsoft Platforms, Google Platforms, Learning Management Systems (Canvas, Blackboard, Blackbaud), InDesign, Adobe Photoshop, Colleague SIS

6/17/2021

Barre Unified Union School District Mail - Fwd:

**BARRE
SCHOOLS**

Bambi Florucci <bflorbce@buusd.org>

Fwd:

1 message

Hayden Coon <hcoonbce@buusd.org>
To: Bambi Florucci <bflorbce@buusd.org>

Thu, Jun 17, 2021 at 9:39 AM

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

From: **Heather Douglas** <hdougbee@buusd.org>

Date: Thu, Jun 17, 2021 at 9:38 AM

Subject:

To: Chris Hennessey <chennbce@buusd.org>, Hayden Coon <hcoonbce@buusd.org>

Good Morning,

It is certainly a bittersweet moment right now, as I am officially writing this email to give you both notice of my intent to not return for the 21-22 school year.

The BCEMS Health Office has certainly made some strides and I feel is now in a great place offering students accessibility to so many facets of care they did not have before:) Thank you both for your support in making this happen!

Although it has presented its challenges over the years, I greatly appreciate the opportunity I was afforded 6 years ago to become the school nurse for BCEMS! These students have touched my heart in a way I won't soon forget!

Best regards,
Heather Douglas

--
Hayden Coon

Elementary Principal
Barre City Elementary and Middle School
50 Parkside Terrace
Barre VT 05641

802-476-6541

Community Bank, N.A.

Note 1 of 1

\$3,916,204

Barre Unified Union School District
TAX/REVENUE ANTICIPATION NOTE
Loan Number

Barre Unified Union School District, Vermont

July 23, 2021

On June 30, 2022 for value received, the Barre Unified Union School District promises to pay to COMMUNITY BANK, N.A., or order, the principal sum of:

Three Million Nine Hundred Sixteen Thousand Two Hundred Four DOLLARS \$3,916,204

with interest at the rate of 1.79% per annum, calculated on the basis of an actual 365 day year from the date of original delivery of this note, with principal and interest payable in lawful money of the United States at the Main Office of Community Bank, N.A., in the City of Olean, New York. Principal and interest may be prepaid in whole or in part prior to the above maturity date.

This Note is given for money borrowed in anticipation of the collection of taxes and receipt of other revenues for the fiscal year 2022, pursuant to a resolution adopted by the Board of School Directors of said Barre Unified Union School District at a meeting thereof duly noticed, called and held on July 22, 2021.

It is hereby certified and recited that all acts, conditions and things required to be done precedent to and in the issuance of this note have been done, have happened and have been performed in regular and due form as required by law and that the full faith and credit of the said Barre Unified Union School District are hereby irrevocably pledged for the payment of this note.

Barre Unified Union School District

Treasurer

Board of School Directors or a Majority
thereof

Barre Unified Union School District
RESOLUTION
TAX/REVENUE ANTICIPATION BORROWING

WHEREAS, the Board of School Directors is authorized and empowered to borrow money on the credit of the Barre Unified Union School District in anticipation of the receipt of revenues, including the collection of taxes, levied or to be levied for the purpose of funding an annual budget, the appropriations for which have been authorized by vote of the legal voters of the Barre Unified Union School District at a duly warned meeting thereof held on June 9, 2021; and

WHEREAS, the said Board of School Directors finds it expedient and in the best interest of the Barre Unified Union School District to borrow funds in anticipation of the collection of taxes and receipt of other revenues, for the fiscal year 2022; and

WHEREAS, the Board of School Directors has been and is now providing essential governmental services and funds are needed to meet expenses relating to the continued delivery of said services; and

WHEREAS, in order to have funds to meet expenses as aforesaid, the Board of School Directors has arranged to borrow \$3,916,204 from COMMUNITY BANK, N.A., with such borrowing evidenced by a single Tax/Revenue Anticipation Note (the "Note").

THEREFORE, BE IT RESOLVED, that the Board of School Directors and the Treasurer proceed forthwith to complete said transaction and issue said evidence of indebtedness to cover the same; and

BE IT FURTHER RESOLVED, that said evidence of debt when issued and delivered pursuant to this Resolution shall be a valid and binding general obligation of the Barre Unified Union School District, payable according to the terms and tenor thereof from unlimited ad valorem taxes duly assessed on the grand list of taxable property in said Barre Unified Union School District, as established, assessed and apportioned by law; and

BE IT FURTHER RESOLVED, that all acts and things heretofore done by the lawfully constituted officers of the Barre Unified Union School District and its Board of School Directors in, about, or concerning the expenditure of proceeds of the Note evidencing the borrowing and the issuance thereof are hereby ratified and confirmed; and

We, the undersigned Board of School Directors and Treasurer, hereby certify that we as such officers have signed the Note, numbered 1, for \$3,916,204, dated July 23, 2021 and due June 30, 2022 with an interest rate of 1.79%, payable as therein set forth and further certify that the Note is issued under and pursuant to this Resolution adopted at a duly noticed and warned meeting of the Board of School Directors of the Barre Unified Union School District held on July 22, 2021.

We the said Board of School Directors and Treasurer of the Barre Unified Union School District, hereby certify that we are the duly chosen, qualified and acting officers as undersigned, that the Note is issued pursuant to authority, that no proceeding relating thereto has been taken other than as shown in the foregoing recital, that no such authority or action has been amended or repealed, and that there is no litigation threatened or pending in any state or federal court of competent jurisdiction seeking to enjoin either the issuance of the Note or the expenditures being financed by the proceeds of the same.

We also certify that there has been full and timely compliance with all open meeting, access to public records, public procurement, solicitation and bidding laws, ordinances and regulations with respect to each of the transactions embodied in this Resolution.

We certify also that no litigation is pending or threatened affecting the validity of the Note or the apportionment and assessment of taxes, if necessary, to pay the same when due, that neither the corporate existence nor the boundaries of the Barre Unified Union School District, nor the title of any of us to our respective offices, is being questioned or contested.

Further, we hereby certify to and covenant with COMMUNITY BANK, N.A., its successors and assigns, including specifically the transferees, assigns, holders and owners of the Note that:

1. The principal amount of the Note does not exceed the maximum cumulative cash flow deficit of the Barre Unified Union School District for the term of the Note from date of issue to and including date of maturity, as computed under Sections 103(c) and 148 of the Internal Revenue Code of 1986, as amended, or under the Regulations promulgated thereunder. We further certify that the portion of the principal amount of the Note representing a borrowing in anticipation of taxes does not exceed ninety percent (90%) of the taxes assessed by the Barre Unified Union School District for the current fiscal year.

2. No proceeds of the Note (including investment proceeds thereof) will be used (directly or indirectly) in any trade or business carried on by any person other than the Barre Unified Union School District nor used to make or finance loans to any person.

3. During the current calendar year, the Barre Unified Union School District will not issue debt of any sort aggregating \$10,000,000.00 or more.

4. The Barre Unified Union School District will file when and as required with the Treasury Department or Internal Revenue Service information returns relating to the issuance of the Note and all other obligations of the Barre Unified Union School District.

5. The Barre Unified Union School District will comply with, perform, maintain and keep each and every covenant, representation, certification and undertaking in

the accompanying Tax Certificate, execution and delivery of which is hereby authorized.

Barre Unified Union School District

Treasurer

ATTEST:

Clerk

Board of School Directors or a Majority
Thereof

Barre Unified Union School District
TAX CERTIFICATE
TAX/REVENUE ANTICIPATION BORROWING

We, the Treasurer and at least a majority of the Board of School Directors of the Barre Unified Union School District, Vermont (the "Issuer"), hereby certify and represent as follows with respect to the Tax/ Revenue Anticipation Note of the Issuer (the "Note"), which Note is dated July 23, 2021 and is payable as therein set forth:

1. The Issuer is issuing and delivering the Note simultaneously with the delivery of the Certificate.
2. We are the officers of the Issuer charged by law with the responsibility for issuing the Note.
3. The Note is being issued in anticipation of the collection and receipt of taxes levied and assessed for the current fiscal year, and the receipt of other revenues during such period.
4. The entire amount borrowed by the issuance of the Note, together with all of such, if any, amounts previously raised or borrowed for the same purpose, does not exceed the total approved budget expenditures of the Issuer and the portion of the Note evidencing a borrowing in anticipation of taxes is less than 90% of the taxes assessed or to be assessed for the current fiscal year.
5. Payment of the expenses financed by the Note is expected to proceed hereafter with due diligence and in accordance with the schedule of expenditures set forth on the attached Cash Flow Certificate.
6. The Note is not being issued to refund an obligation previously issued for the same purpose described in paragraph (3).
7. Any real and personal property, acquisition of which has been financed by the Note, has not been and is not expected during the life of the Note to be sold or otherwise disposed of for consideration.
8. It is expected that any earnings or net profit derived from investment or deposit of the proceeds of the Note, including transferred proceeds, any accrued interest received upon sale of the Note, and any premium received on the delivery thereof; will be expended during the term of the Note for essential governmental purposes to the extent that such funds are not commingled for accounting purposes in the general funds of the Issuer with tax and other substantial operating revenues.
9. The Issuer has not created and does not expect to create or establish any debt service fund, bond payment reserve, sinking fund, or other similar fund pledged to the payment of the Note or from which it is expected that payment of the Note would be made.
10. To the best of our knowledge, information and belief, the above

expectations are reasonable.

11. The Issuer has not been notified of any action by the Commissioner of Internal Revenue to disqualify it as an issuer whose arbitrage certificates may be relied upon.

12. No part of the proceeds derived from the issuance and sale of the Note nor the expenditures financed by the proceeds of the Note shall be:

- a. Used, loaned or otherwise made available to any person or other entity, other than the Issuer or a governmental body, so as to cause the Note to be classified as private activity bonds or arbitrage bonds, as those terms are defined under the Internal Revenue Code of 1986, as amended, and the Regulations promulgated thereunder by the U. S. Treasury (collectively, the "Code");
- b. Used directly or indirectly in a trade or business by any person other than the Issuer or another municipal entity;
- c. Loaned to any person directly or indirectly other than the Issuer;
- d. The subject of any contract, lease or agreement of any sort having a term of one year or more and calling for the payment by the Issuer of consideration other than a flat fee;
- e. Expended to finance the construction, alteration or renovation of any improvement the use, occupancy, availability or beneficial enjoyment of which shall be restricted among public users thereof or for which preferential, different or unique fees, rates, assessments or charges shall be levied;
- f. Invested in such a manner or for such a period or at a yield to result in the rebate of interest earnings thereon to the United States under any public law now or hereafter in effect.

13. The Issuer shall furnish to the United States, or any agency, department or instrumentality thereof, in a timely fashion, such information as may be required by law with respect to all evidences of debt now or hereafter issued by the Issuer.

14. Neither the proceeds of the Note, nor any earnings derived from the investment thereof, shall be expended for the purposes of paying any costs associated with the issuance of the Note.

15. The Note will not be refunded or otherwise paid, defeased or secured by the proceeds of any form of debt issued by the Issuer, if the manner of such payment, refunding or security, results in the Note being classified as a "private activity bond" or any "arbitrage bond" within the meaning of Sections 141 and 148 of the Code.

16. The proceeds of the Note will not be used in a manner that will cause the Note to be an "arbitrage bond" or "private activity bond" within the meaning of Sections 103(c), 141 and 148 of the Code.

17. The aggregate principal amount of the Note is not greater than the

maximum anticipated cumulative cash flow deficit which has been computed in accordance with Section 148 of the Code, which computation is shown on the accompanying Cash Flow Certificate dated May 25, 2021.

18. The Note is declared to be a "qualified obligation" under Section 265 of the Code.

This Certificate is executed and is being delivered pursuant to Section 1.148(b)(2)(i) of the Regulations promulgated under Section 148 of the Code.

Dated July 23, 2021

Barre Unified Union School District

Treasurer

Board of School Directors or a Majority
Thereof

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

CODE: B 21

1ST READING: 5/9/2019

2ND READING: 6/13/2019

ADOPTED: 6/13/2019

PROFESSIONAL DEVELOPMENT

I. POLICY

It is the policy of the Barre Unified Union School District (BUUSD) and its member districts to support the important connection between educator professional development and improved student achievement and assure that professional and para-professional staff members acquire and maintain the knowledge and skills needed to contribute effectively to the achievement of the goals and strategies articulated by the school action plans.

II. PRINCIPLES TO GUIDE PROFESSIONAL DEVELOPMENT

The BUUSD shall provide, or arrange for the provision of professional development programs, or both, for teachers, administrators, and staff within the School District. Professional development programs provided by the BUUSD will be directly linked to student performance goals identified in the annual action plans.

The Superintendent will oversee a professional development system that is characterized by the following:

- a. Its primary focus is on improved student learning and achievement
- b. It is based on current, documented research findings
- c. It provides structure and substance that allow continuity
- d. It focuses on content and curricular needs as well as teaching methodology
- e. It includes the needs of all who contribute to the education system
- f. It is developed and directed by professional educators
- g. Complies with State Board Rule 2000, Vermont State Board of Education, Educational Quality Standards (EQS), Section 2121.3, Needs-Based Professional Learning.

III. IMPLEMENTATION

Implementation of this policy shall follow:

2121.3 Needs-Based Professional Learning

~~Each supervisory union shall develop and implement a system of appropriate needs-based professional learning for all professional staff, including administrators and other staff involved in student instruction, as required in 16 V.S.A. §261a(a)(5). Time for professional learning should be embedded into the school day.~~

~~The school's professional learning system shall be aligned with its staff evaluation and supervision policies, Continuous Improvement Plan, supervisory union and district goals, and shall provide new staff members with appropriate opportunities for professional learning.~~

~~Mentoring shall be a component of each supervisory union's needs-based professional learning system. The superintendent or their designee shall determine the specifics of each mentoring program in their school(s) in accordance with the guidelines approved by the State Board of Education, Vermont Standards Board for Professional Educators, and state law addressing mentoring for educators.~~

The Superintendent will review and report out ~~at least annually report~~ to the school boards the content of staff professional development and the relationship to the student achievement goals identified within the annual action plan.

The BUUSD professional development system will be reviewed annually.