

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

September 9, 2021 at 5:30 p.m.

In-Person Option: Barre City Elementary & Middle School James Taffel Library
50 Parkside Terrace, 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:+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

- | | |
|------|---|
| 5:30 | 1. Call to Order |
| 5:35 | 2. Additions or Deletions with Motion to Approve the Agenda |
| 5:37 | 3. Comments for Items Not on the Agenda |
| | 3.1. Public Comment |
| | 3.2. Student Voice |
| 5:42 | 4. Consent Agenda |
| | 4.1. Meeting Minutes -August 26, 2021 |
| 5:44 | 5. Current Business |
| | 5.1. New Hires [ACTION] |
| | 5.2. Resign/Retire |
| | 5.3. SHS Coaches |
| | 5.4. Superintendent Search Timeline |
| | 5.5. Food Service Renewal Approval [ACTION] |
| | 5.6. Woodchip Contract RFP Recommendation [ACTION] |
| | 5.7. Fuel Oil/Propane RFP Recommendation [ACTION] |
| | 5.8. Board Engagement Document |
| 6:45 | 6. Old Business |
| | 6.1. Surplus Funds |
| | 6.2. Enrollment |
| 7:20 | 7. Reports |
| | 7.1. Superintendent Report |
| | 7.2. Building Reports: SHS, CVCC, BCEMS, BTMES |
| | 7.3. Communications Committee: Met: September 2, 2021; Next Meeting: October 7, 2021 |
| | 7.4. Finance Committee: Met: September 7, 2021; Next Meeting: October 5, 2021 |
| | 7.5. Facilities/Transp. Committee: Met: August 11, 2021; Next Meeting: September 13, 2021 |
| | 7.6. Policy Committee: Met: August 16, 2021; Next Meeting: September 20, 2021 |
| | 7.7. Curriculum Committee: Met: August 17, 2021; Next Meeting: September 28, 2021 |
| | 7.8. Negotiations Committee: Next Meeting: TBD |
| 7:40 | 8. Other Business/Round Table |
| 7:50 | 9. Future Agenda Items |
| 7:56 | 10. Next Meeting Date: Regular Board Meeting, September 23, 2021 at 5:30 pm |

- 7:57 11. Executive Session
 11.1. Compensation of Personnel
12. Adjournment

PARKING LOT OF ITEMS

- Breakage Report
- Evaluation: Staffing, Enrollment, Facilities, etc.
- Building Capacity at each building
- Committee Structure
- Critical Race Theory
- Anti-Racism Policy
- 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

MEETING NORMS

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

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BARRE UNIFIED UNION SCHOOL DISTRICT REGULAR BOARD MEETING

Spaulding High School Library and Via Video Conference – Google Meet
August 26, 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, Superintendent
Jody Emerson, Director Central Vermont Career Center
Jamie Evans, Facilities Director
Carol Marold, Director of Human Resources
Lisa Perreault, Business Manager
Mary Ellen Simmons, Director of Curriculum, Instruction, and Assessment

GUESTS PRESENT:

Dave Delcore – Times Argus	Venus Dean	Josh Howard	Prudence Krasofski	Mary Mason
Ben Matthews	Terry Reil	William Toborg	Rachael Van Vliet	

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

1. Call to Order

The Chair, Mrs. Spaulding, called the Thursday, August 26, 2021, Regular meeting to order at 5:32 p.m., which was held at Spaulding High School in the Library and via video conference.

2. Additions and/or Deletions to the Agenda

Mrs. Spaulding provided an overview of 'Meeting Norms'.
6.4 Reopening/COVID Update – it was noted that this Agenda item will include an action item.
Add 10.2 Negotiations Relating to AFSCME

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

3. Public Comment for Items Not on the Agenda

3.1 Public Comment

None.

3.2 Student Voice

None.

4. Consent Agenda

4.1 Approval of Minutes – August 12, 2021 Regular Meeting

On a motion by Mrs. Farrell, seconded by Mr. Isabelle, the Board unanimously voted to approve the Minutes of the August 12, 2021 Regular Meeting. Mrs. Akley was not present for the vote.

5. Current Business

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5.1 New Hires

The resumes and BUUSD Notification of Employment Status Forms for Dianne Bouchard (SHS Licensed Mental Health Counselor), Danielle Berg (SHS Art Teacher), James Kline (BTMES Special Educator), and Charles (Chad) Olivieri (BTMES 5th Grade Teacher) were distributed.

Mr. Hennessey provided an overview of the candidates, and answered questions from the Board. It was noted that teachers hired after August 1st are hired for the current academic year, and will need to reapply next year, should they wish to continue working within the District.

On a motion by Mr. Boltin, seconded by Mrs. Pregent, the Board unanimously voted to approve the hiring of Diane Bouchard, Danielle Berg, James Kline, and Charles (Chad) Olivieri.

5.2 Resignations/Retirements

A letter of resignation from Ethan Cody was distributed. Brief discussion was held. Mr. Cody was wished well in his future endeavors.

5.3 Form 267 Perkins (CVCC)

A document titled 'FY 22 VACTED CONSORTIUM AGREEMENT' was distributed.

Ms. Emerson provided an overview of the document, and requested Board approval to authorize the CTE Director and Superintendent to sign the Agreement.

On a motion by Mrs. Farrell, seconded by Ms. Smith, the Board unanimously voted to approve the FY 22 VACTED Consortium Agreement and authorized the CVCC Director and the BUUSD Superintendent to sign the document.

5.4 VEHI/VSBIT Annual Meeting

Eight documents were distributed;

A Memo (dated 07/01/21) from Jonathan Steiner, President (VSBIT), regarding the VSBIT Annual Meeting Notice

A copy of the BSVIT Annual Meeting (11/05/21) Agenda

A Memo (dated 07/01/21) from Jonathan Steiner, President (VSBIT), regarding VSBIT Board of Directors

A document titled 'Exhibit A – Notice of Meeting'

A document titled 'Instructions for Exhibit B – VSBIT Proxy or Certificate of Authority'

A document titled 'Exhibit B – VSBIT Proxy or Certificate of Authority' (for unemployment insurance)

A document titled 'Exhibit B – VSBIT Proxy or Certificate of Authority' (for multi-line insurance)

A copy of the Minutes from the VSBIT Annual Meeting on 10/22/2020

Brief discussion was held.

On a motion by Mrs. Pregent, seconded by Mrs. Farrell, the Board unanimously voted to authorize Superintendent Chris Hennessey to appear and vote on behalf of the BUUSD for the VSBIT Unemployment Program, and the VSBIT Multi-line Program.

5.5 FY23 Budget Development Schedule

A copy of the BUUSD FY23 Budget Development Schedule (dated 08/03/21) was distributed.

Mrs. Perreault advised that the schedule, which is used to assist with budgeting, was shared with the Finance Committee. A Budget Development Schedule is generated annually, and satisfies requirements of Policy F30. Brief discussion was held including; a request for Board feedback (relating to any budget parameters – percentage limits which would need to be clearly defined, e.g. expense increase, cost per pupil increase, or tax rate increase), concern relating to the impact of surplus funds, use of the Tax Stabilization Fund, and how ESSER Funds impact the budget. The Board is not ready to provide parameters at this time, but will provide input in the future.

5.6 ESSER Community Forum Recap

Mr. Hennessey thanked Board Members who attended the Forum, and advised that approximately 75 community members responded to a recent survey. The Community Forum included a presentation on grant funding (ESSER as well as others). The evening was very informative. Mr. Hennessey advised that there is a link in this evening's meeting agenda, to a 24 page document that includes detailed notes. Mr. Hennessey strongly recommends that individuals review this document. Mr. Hennessey noted that there were two distinct themes of note; Capital Improvement Goals (including ventilation systems), and Before-School and After-School Care. The Forum was a success and Mr. Hennessey would like to hold additional forums.

6. Old Business

6.1 Community Input

This topic was discussed at the Board Retreat. Retreat discussion included how to increase opportunities for community input and feedback. Mrs. Spaulding polled community and Board members. Discussion included; suggestions to host listening sessions (for

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specific topics, the Board, and committees), a suggestion to change the format of monthly Board meetings (one meeting for ‘business’, and one ‘listening’ meeting, to receive more extensive community input), concern that too many meetings will be scheduled, a suggestion to have ‘drop boxes’ (physical, e-mail, and voicemail) to receive input, holding ‘student’ and or ‘student/parent’ forums, and holding formatted and productive meetings.

6.2 Surplus Funds

A document titled ‘Superintendent’s Recommendation for Use of Surplus Funds – Revised 08/26/21’ was distributed. The Superintendent is recommending that \$2,400,000 be assigned to the Capital Improvement Fund (for capital improvements and SEA building expenses not covered by the bond), and that \$600,000 be assigned to FY22 Revenue. Capital improvement priorities are listed as SHS Sprinkler System, Roofing, and Parking Lot Pavement. Mr. Hennessey provided a brief overview of his recommendations. Lengthy discussion ensued, which included; community input, rules relevant to assignment to various funds, assignments to funds (not specific projects), the sprinkler system at SHS (including the waiver), improvements to ventilation systems/roofs/parking lots, equity amongst the District’s schools, funding for assistant coaching positions, supplanting of funds vs. supplementing funds, requesting additional community input(a possible survey), finalization of the surplus amount (will be solidified more by the next meeting), possible deadlines for the allocation of funds, and possible restrictions to funds post-audit (unassigned funds go to the General Fund).

On a motion by Mrs. Farrell, seconded by Mrs. Akley, the Board voted 6 to 2 to table discussion until the next Regular Board Meeting (09/09/21). Mrs. Akley, Ms. Badeau, Mr. Boltin, Mrs. Farrell, Mr. Isabelle, and Ms. Smith, voted for the motion. Ms. Parker and Mrs. Pregent voted against the motion.

This topic will not be added to the Finance Committee meeting agenda.

6.3 Projected Student Enrollment

A copy of the District Enrollment/Staffing Report (August 2021) was distributed.

A copy of the Home Study Report (with AOE provided data) was distributed.

Mr. Hennessey advised that the numbers are expected to change fairly significantly due to ongoing registration of students. It was noted that CVCC, which has a high enrollment, is also registering additional students at this time. In response to a query, it was noted that student population is lower than in pre-COVID times. In response to a query regarding student/staff ratios (BTMES 9.7 students per class in 7th grade – policy minimum is 15), it was noted that in the middle school, licensure is required for the various disciplines. Student enrollment will be added to next month’s agenda.

6.4 Reopening/COVID Update

Mr. Hennessey hopes that parents and students are pleased with the information being provided and advised that it is the District’s goal to provide timely and clear information. Mr. Hennessey commended the community for the respectful tenor of their responses. . The District’s schools are scheduled to open for full-time in-person learning on Monday, August 30, 2021. Face coverings will be required for all individuals entering the BUUSD’s buildings. The mask requirement will be in effect until at least 09/13/21. After that date, the District may be able to offer a ‘mask optional’ option, if the District’s vaccination rate is at least 80% of eligible students. Reaching that threshold may be difficult, as there are many students in grades 7 and below who are not eligible for the vaccine. Until further notice, masking will be required in all buildings. Mr. Hennessey is proud of the work being performed and decisions being made to see that the schools are opened in the best interest of the safety of students and staff. A community member queried regarding a back-up plan. A community member requested that every policy clearly state the reason for the policy, and include a provision to measure the effectiveness of the policy. It was clarified that the masking requirement is not considered a ‘policy’, but rather is an administrative procedure that is being implemented.

On a motion by Mrs. Farrell, seconded by Mr. Isabelle, the Board unanimously voted to delegate authority to the Superintendent, to establish reasonable, evidence based, safety rules for COVID.

7. Other Business/Round Table

Mr. Boltin queried regarding the earliest date that the District can open a Superintendent search. Mrs. Spaulding will add “Rough Time-table for Superintendent Search” to the next agenda.

Mrs. Pregent wishes everyone a good start to the school year, and advised that those wishing to provide budget increase parameters, send their input to her for presentation at the next Finance Committee meeting.

Ms. Smith expressed her gratitude to staff for their efforts in preparing for the school year.

Mrs. Farrell would like to add an item to the Agenda ‘Parking Lot’: “Intense Evaluation of Staffing/Student Enrollment/Facilities” (even if this initiative involves contracting with a consultant).

Mrs. Akley advised that she brought her 3 ½ year old child to a BTMES Pres-School Meet and Greet earlier this evening, and she appreciates all the work that staff and administrators have done in their efforts to open the schools in the safest manner possible.

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Mrs. Spaulding requested that a Breakage Report be presented at the next Board meeting. Mrs. Spaulding provided a brief overview of the definition of a 'Breakage Report'.

Mr. Hennessey has had the SHS Class of 2020 on his mind, and has been thinking about their losses (graduation, prom, etc.), and he hopes that these students and their families are beginning to enjoy some normalcy.

8. Future Agenda Items

- Surplus Funds
- Student Enrollment and Building Capacity
- Breakage Report
- Rough Time-table for Superintendent Search

Mrs. Poulin believes that Policy C5 will need to be added to a future agenda, as she believes the current policy is not in compliance with the law. It is believed that non-compliance resulted from removal of the 'Implementation' section of the policy. It was noted that original discussions by the Committee/Board, (when the BUUSD started using VSBA policies) resulted in a decision to leave the Implementation sections in policies, as they differ from day to day procedures. Procedures are written by administrators, and are instructions for how to complete the tasks outlined in the policy (no Board involvement/oversight). Policies, and their Implementation sections define what the Board mandates be done. Administrators use the policy to identify the procedures that need to be written. Policy C5 – the Firearms Policy was recently amended (removal of its Implementation section), which advised that "The superintendent shall refer to the appropriate law enforcement agency any student who brings a firearm to a school under the control and supervision of the school district....". The law mandates that the "Board shall adopt and implement policies regarding a student who brings a firearm to or possess a firearm at school, which at a minimum shall include...a provision that any student who brings a firearm to or possess a firearm at school shall be referred to a law enforcement agency...". Mrs. Poulin believes there was some confusion regarding the use of Implementation sections, because these sections, that the Board had directed remain in policies, started being removed. In addition to policy C5, there are a number of policies that had Implementation sections removed, and it was suggested that the Board/Committee, take a step back and review those policies that have been changed/adopted without Implementation sections. The removal of Implementation sections has caused the Board to lose control over specific issues/items that were previously defined / documented within policies. Mrs. Spaulding recommends that this issue be referred to the Policy Committee, and asked that it be added to the Policy Committee's 'radar'.

9. Next Meeting Date

The next Regular meeting is Thursday, September 9, 2021 at 5:30 p.m.

10. Executive Session

10.1 Compensation for Personnel

10.2 Negotiations Relating to AFSCME

Compensation for Personnel and Negotiations Relating to AFSCME were 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 an item proposed for discussion (Negotiations for AFSCME) 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 Mrs. Akley, the Board unanimously voted to enter into Executive Session, with Mr. Hennessey, Mrs. Perreault, and Mrs. Marold in attendance, at 7:52 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 Mr. Boltin, seconded by Mrs. Farrell, the Board unanimously voted to exit Executive Session at 9:07 p.m.

12. Adjournment

On a motion by Mrs. Pregent, seconded by Ms. Smith, the Board unanimously voted to adjourn at 9:08 p.m.

Respectfully submitted,
Andrea Poulin

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

From: **Chad Olivieri**                

Date: Mon, Aug 30, 2021 at 8:55 AM

Subject: 5th grade Language Arts opportunity

For Erica Peterson erica.peterson@barrevt.org

Hi Erica,

Thank you for your time and consideration for the 5th grade Language Arts position at the Barre Town Middle and Elementary School. Unfortunately, at this time, Barre just isn't the right location for my girlfriend and I, therefore I have decided to accept another job offer that is a better fit for us at the moment. I wish you luck in navigating (another) pandemic school year.

Thank you,

Chad Olivieri

Superintendent Search Timeline

JANUARY					
WEEK #	Monday	Tuesday	Wednesday	Thursday	Friday
1	20	21	22	23	24
2	27	28	29	30	31

Week 1 & 2

BOARD

- Letter to AOE
- Finalize Superintendent job description (include salary range)
- Create and adopt Screening Committee Charge
- Establish Screening Committee
- Establish date for finalist interviews

Week 2

BOARD

- Post job on SchoolSpring*. Job is posted through week 4 (3 weeks).

SCREENING COMMITTEE (Can meet once charge has been approved)

- Elect committee chair and clerk
- Establish committee ground rules
- Establish calendar for committee process
- Review job description and posting

FEBRUARY					
WEEK #	Monday	Tuesday	Wednesday	Thursday	Friday
3	3	4	5	6	7
4	10	11	12	13	14
5	17	18	19	20	21

- Determine other media for posting

Week 3 & 4

SCREENING COMMITTEE

- Establish and approve interview questions
- Establish evaluation criteria
- Determine interview structure

Week 5**SCREENING COMMITTEE**

- Evaluate candidates individually
- Communicate with all applicants including interview scheduling*

Week 6**SCREENING COMMITTEE**

- Evaluate Applications
- Invite semi-finalists for interviews*

MONTH					
WEEK #	Monday	Tuesday	Wednesday	Thursday	Friday
7	2	3	4	5	6
8	9	10	11	12	13
9	16	17	18	19	20
10	23	24	25	26	27
11	30				

Week 8 & 9**SCREENING COMMITTEE**

- Conduct first-round interviews
- Select finalists
- Perform reference checks on proposed finalists
- Inform board of finalist recommendations
- Inform candidates of status*
- Recommend interview process to board

Week 10**BOARD**

- Determine interview questions for finalists
- Finalize interview process

MONTH					
WEEK #	Monday	Tuesday	Wednesday	Thursday	Friday

11		1	2	3	4
12	7	8	9	10	11
13	14	15	16	17	18
14	19	20	21	22	23
15	26	27	28	29	30

Week 12 & 13

BOARD

- Conduct finalist interviews
- Collect stakeholder input
- Evaluate final candidates
- Select successful candidate
- Negotiate contract contingent on AOE background check
- Notify unsuccessful candidates*
- Announce new superintendent to staff, community, media
- Notify Secretary of Education for final approval

Long-term

BOARD

- Create transition process with outgoing and incoming superintendents
- Working with new superintendent, set individual SD goals
- Schedule 6-month check-in
- Schedule 1-year evaluation**

August 24, 2021

Dear Lisa,

We are requesting an increase in meal prices by the CPI rate at 3.7% for FY 2021-22.

	Current	Proposed	Reimbursement Rates
Breakfast-School year and Summer	\$2.12	\$2.19	\$2.4625
Lunch- School year and summer	\$3.13	\$3.24	\$4.3175
Adult/ala carte	\$3.13	\$3.24	\$4.3175
Supper Program	\$3.50	\$3.63	\$4.3175

Meal equivalence will be \$3.845.

Best Regards,

George Carone
District Manager
Lexington Independents



**Spaulding High School
Central Vermont Career Center
Barre City Elementary and Middle School
Barre Town Middle and Elementary School**

~~~~~  
**Chris Hennessey, M.Ed.**  
Superintendent of Schools  
~~~~~

A rock solid education for a lifetime of discovery.

120 Ayers Street, Barre, VT 05641

Phone: 802-476-5011

Fax: 802-476-4944 or 802-477-1132

Website: www.buUSD.org

BUUSD Woodchip RFP Results, 2-yr. contract

Limlaw's Pulpwood, Inc.	\$60/ton Yr. 2 \$62/ton
Cousineau	\$60/ton
The A Johnson, Co.	Declined due to distance/volume
Gagnon Lumber, Inc.	Decline
Grizzly Mountain Trucking, LLC	Decline
Ivan Maxwell Trucking	Decline

***Superintendent's Recommendation: Limlaw's Pulpwood, Inc.**



Spaulding High School
Central Vermont Career Center
Barre City Elementary and Middle School
Barre Town Middle and Elementary School

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BUUSD Fuel Oil and Propane

Irving	Heating Oil-\$2.38/gal Propane-\$1.578/gal
Packard Fuels	\$2.543/gal
Trono Fuels	Declined
Conti Fuels	Declined
Patterson Fuels	Decline

***Superintendent's Recommendation: Irving**

How to Engage with the BUUSD Board

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The BUUSD School Board members care deeply about public education and the well-being of our students, faculty, administrators, and community members. We recognize that there will be times when members of the public hope to share their opinion or understanding of the situation for our consideration. Below is an overview of avenues to reach out to the School Board -- and what to expect in terms of outcomes.

A few notes about the way the Board works...

The School Board is a public body and is governed by many laws to assure that our work is both ethical and responsive to our community. A few of the biggest guiding principles include:

- [Open Meeting Law](#) -- which assures that all deliberation and decision-making occurs in the public eye -- at publicly warned meetings. This can slow things down -- since work can't get done behind the scenes -- but it also ensures that the Board's work and processes are transparent and that members can be held accountable.
- [Robert's Rules of Order](#) -- is the general procedural approach taken to run our meetings and conduct our business. This internationally recognized protocol creates a level of formality that can take some getting used to but is very effective in ensuring that the decisions of the Board reflect the will of the membership's majority.
- **State deadlines and rules** -- Drafting a budget for the district is one of the biggest charges of any school board, but deadlines and the detailed algorithms that will determine our local taxes are set by the state. Ironically, the state of Vermont rarely provides the local school boards with many of those details until well after they have legally required us to pass a budget!

Many types of communication

This document is intended to provide guidance to those who are wishing to interact with the BUUSD Board so that they can choose the best course of action based on their desired outcome, and understand what to expect from the Board along the way. We have observed that there are four broad categories of interaction:

1. [Complaints](#)
2. [Feedback/Input](#)
3. [Requests for Information](#)
4. [Dialog](#)

Our hope is that by focusing on each type of interaction, community members will be able to figure out the best course of action to take for their needs.

1. Complaints

Alas, it is human nature to fall short of perfection, despite our aspirations otherwise. Over time, the district has developed a [Complaint procedure](#) to handle these issues. The basic gist is to first get in touch with the person closest to the situation. For example, if you would like to complain about something that happened to your child, reach out to your child's teacher first. If, after discussion, you can not resolve the situation to your satisfaction, then consider reaching out to their immediate supervisor -- in this case, the building principal; if it is still not resolved to your satisfaction, then you would reach out to the superintendent. At the other end of the spectrum, complaints about district-level decisions should be registered directly to the superintendent. If you are not sure who to contact regarding your complaint, a member of the Board might be able to advise you where to start or where to go next.

Although the Board cares deeply about the concerns of our constituents, it is inappropriate for individual Board members, or the Board as a whole, to get involved at the beginning of the complaint process. The primary reason for this (other than a general belief that those closest to a problem are the best equipped to deal with it) is that the Board is required to act in a quasi-judicial capacity in the event that complaints move through the process and are appealed to the Board. Getting involved in the complaint process too early limits (or sometimes eliminates entirely) our ability to act in this capacity as it may compromise our impartiality.

2. Feedback / Input

Community members often have opinions about matters under consideration by the Board and would like to share their perceptions, experiences, or ideas with Board members. Much of the time, sharing the input is enough of an action -- the community member is not in need of a response or major discussion, they just want to know the Board heard their statement. There are two primary means for this type of valuable, one-way interaction:

A) E-mail

These days, email is one of the easiest ways to share your thoughts with the Board. You can email [individual members](#) or send a letter to all members at buusd-board@buusd.org.

The Board distribution list is, in general, a one-way communication path designed for distributing information or feedback to the Board. The Board's standing procedure is that the Chair will respond to emails from constituents within 2 business days.

You may also get a response from an individual Board member after communicating in this way. It is important to remember that responses from individual Board members represent only that

one Board member's thoughts. Communicating with one Board member is not the same as communicating with the full Board.

Email is one of the areas where Board member activity can unwittingly bump up against the Open Meeting Law. As a practice, we work to avoid substantive conversations about Board business through email because the format takes it outside the public eye. So, while email is a great way to be heard by the Board, it is not an effective way to engage in dialog or to generate action from the Board (both of which need to take place in public). The Board can only act when it meets and is able to speak as a whole.

B) Public Comment

Each Board meeting provides time for Public Comment at the beginning of the meeting for items not on the agenda or time for public comment during a specific agenda item. The Board's procedure allows up to 2 minutes per person.

Some people opt for public comment in addition to email and some opt for it instead of email. If you'd prefer to provide feedback or input to the Board verbally or in person or to have your opinion recorded as part of the meeting video, public comment is an effective way to do that.

Public comment is essentially a one-way communication channel. Board members will listen to public comment as it is offered, but won't respond to it during the meeting or engage in dialog or back and forth as part of the public comment process. This lack of response can feel impersonal or distant. However, there are important practical reasons that, over many discussions, the Board has elected to continue this approach: we have seen too many instances where an effort to respond to public comment ends up not only with many ruffled feathers but also derailing the agenda previously determined by the Board -- the agenda that was publicly warned and that our community expects us to follow in order to carry out the business of the district.

The Board's existing policy regarding public comment can be found [HERE](#); day-to-day procedures regarding public comment can be found [here](#).

3. Requests for Information

We typically see two broad types of requests for information, Public Records or Freedom of Information (FOI) requests and general information requests.

A) Freedom of Information (FOI) Requests

Public Records requests (also referred to commonly as FOI Requests or FOIA requests) follow strict legal protocols and go through the Superintendent. If you are seeking public records related to *any* district matter, no matter which building it took place in or which employee or

volunteer it involves, the request procedure begins with a specific request sent to the Superintendent. Please note that these requests can only be made for existing documents and correspondence; new documents or reports will not be created for an FOI request.

B) General Information Requests

Most requests that we receive are much more general and do not require public records requests. These are times when constituents would like to know more about a specific topic or more about specific actions the Board has taken. It is appropriate for community members to reach out to the Board -- not district staff -- to get this information, and the Chair will reply, usually within 2 business days.

So, if you have a specific question,

- The Chair will try to ascertain if your question has already been answered within work that has already been completed and if so, send you a link to that document. We find that the vast majority of questions have already been answered and posted on our website, but sometimes they are hard to find or were presented in an unexpected format. We'll connect you to the source -- you might have to watch a video or wade through a spreadsheet -- to answer your question.
- If we do not already have that information, neither the Board nor district staff will be able to provide it, unless the Board Chair or the Board as a whole tasks the administration or an outside contractor (say, our attorneys) to do so through an approved motion.
- Even if we do not have an answer and do not act to provide an answer, your questions or comments are included in our thinking, especially before we make decisions, whether we take obvious action or not. If you have a critique about a data point, for example, board members will consider whether they think your critique is valid or not and whether it is relevant or not prior to making any decisions.
- We are starting to incorporate answers to questions we hear many times into FAQ documents on the website. These evolve over time and are a great place to start!

4. Dialogue

There will be times when you will feel like registering your opinion with the Board is not enough. There are two major ways to engage at a deeper level: participate in community engagement events or work to get a topic on the Board's agenda.

A) Community Engagement Activities

Prior to our merger in 2017, the nature of our small school districts made it easy for community members to feel like they were "engaging" with their school board. Since merging, one of the challenges we have been trying to address is how to -- not just hear from community members, but -- dialogue with them about matters of import to our district, and to do so while we are in the

process of shaping the Board's thinking and direction. Our policy on community engagement can be found [here](#).

At this time, there are several avenues we are using to try to work with the community to shape both our understandings in a more back-and-forth way: more frequent updates to Front Porch Forum and school newsletters about Board actions; improvements to the website so community members can easily find minutes, documents, etc.; brief surveys to check the pulse of the community about an issue; Q&A sessions to clarify information and/or figure out where better communication is needed; community conversations to sit down and hear multiple perspectives from many stakeholders.

Community engagement is useful in a number of ways to the Board. For example, public comments and emails to Board members often help us realize (among other things) points in our discussion or work that need further clarification and lead us to update our website, write an op-ed or host a Q&A event. We have used short surveys to enable us to hear from many people quickly and about a general topic and the results of the survey are available to all Board members as a point of reference as we explore that topic more deeply. Small group events help us to understand the nuance of perspectives (that on the surface might seem) either different from or similar to our own. We use community engagement in all its forms to deepen both our knowledge of and understanding about our larger community, knowing that many of our constituents may not choose to engage directly with the Board.

B) Getting an item on the agenda

Using Roberts' Rules of Order, the work of the Board is established in its agenda. If an item is not on the agenda for a meeting, it will not be considered for discussion or action by the Board. This aligns well with the Open Meeting Law, too -- it means that the group will not be taking action on matters about which the public hasn't been warned.

In the broadest terms, most of what will go on the agenda is determined during Board retreats, when the group identifies and votes on its main focus areas for the year ahead.

Meeting agendas are put together by the Chair, following the Board's approved goals and work plan. One of the Chair's primary duties is to organize meetings and work to assure that the Board meets its approved goals. Specific meeting agendas are published 7 days prior to a meeting.

Under Robert's Rules, once the meeting has started, the order of items that will be taken up can be rearranged without a vote. Also, as the first order of business, any member of the Board can move to add or delete an agenda item at the beginning of a meeting. Such a motion must be approved by a majority vote in order to occur. Technically, a Board member may also move to add or delete an agenda item later in the meeting, but this requires a $\frac{2}{3}$ majority vote to pass.

Last-minute changes are discouraged because they do make it harder for the Board to complete its previously agreed-upon work.

On an ongoing basis, the Chair reviews “parking lot” or future agenda items at the end of each board meeting. The Chair will add items to the parking lot when board members make suggestions to items that need to be considered at a later date.

If there is an item that you feel should be on the Board agenda, there are two ways to go about making that happen:

1. Reach out to the [Chair](#) directly. This is probably the simplest and most effective way to achieve your goal. The Chair will talk to you to understand more about what you are hoping to achieve, offer suggestions about whether starting at the Board level makes sense, and add your idea to our list for consideration.
2. Reach out to an individual Board member and ask them to move that your idea be added to the agenda. If they agree, they would move to add or delete an agenda item during the meeting and it would be voted on by the Board. This method depends on being able to convince a Board member to take up your cause as well as utilizes a pathway that we try to save for only occasional use.

The BUUSD Board is dedicated to providing the best possible educational experience to our community. We welcome ongoing involvement and engagement from all of our constituents. If you have suggestions about how to improve our processes or our communication about them, we look forward to hearing from you.

Thank you!

BUUSD Board

Updated 9/3/21

Superintendent's Recommendation for Use of Surplus Funds-Revised 8/26/21

Unaudited FY21 Surplus Funds - \$3,000,000

Auditor confirmed the board can take action, at a warned meeting, to assign the projected fund balance to capital projects with priorities determined by the Board and Administration

1) \$2,400,000 – Assigned to capital improvements and SEA building expenses not covered by the bond

- **Priorities:**

- **SHS Sprinkler System**
- **Roofing**
- **Parking Lot Pavement**
- **Close out Current Expense Note (CEN), issued to offset SEA Budget-CEN is not needed, this would eliminate principal/interest payments in future years.**

- **No payments have been requested from this CEN to date, no interest paid. The board has the authority at maturity (12/17/21), to renew for successive one year terms, or it can be converted into a longer-term refunding note or bond.**

2) \$600,000 - Assigned to FY22 revenue



Spaulding High School
Central Vermont Career Center
Barre City Elementary and Middle School
Barre Town Middle and Elementary School

Chris Hennessey, M.Ed.
Superintendent of Schools

A rock solid education for a lifetime of discovery

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

September 3, 2021

Dear BUUSD School Board,

I write to you this Friday morning nearing the end of our first week of school, and given everything that is coming at schools around Vermont I am very pleased with our start across all of the schools! I have particularly noticed how obviously happy and relieved our students are to be back in classes, seeing their friends and teachers, and just being normal kids. Our start to the year has not been without complications, but having our students back with us is what is most important and illustrates why we are all here doing what we do. It has just been wonderful having everybody back!

I have three major points this month to update you on:

Update on BUUSD Communications My hope is that you have been noticing our efforts to improve our communications with the community! One of our primary goals for the 2021-22 school year is to create a communication plan that is timely and informative, while also making sure that we don't overwhelm people with too much information. This is a delicate balance, and we will be seeking feedback from all stakeholders throughout the year, including you with these reports. So far, the feedback has been very appreciative and positive. A link to all communications from my office can be found on our website here: [2021-22 Superintendent Updates](#)

The Latest With Covid-19 The primary focus of most of our communications has of course been related to the challenges we are facing fully reopening our schools in the midst of the latest Delta surge of the pandemic. Our decision to embrace the recommendations of the Vermont Agency of Education to mandate masking for all has been generally very well received, and we have had very few incidents of mask problems in any of the schools so far. Families are also clearly following the guidance of keeping their children home when showing symptoms, and this is also essential and much appreciated! I would like to openly thank our community for the overwhelming support here -- families (with very few exceptions) are clearly embracing our guiding principles of keeping everyone safe and healthy while keeping our schools fully open.

These principles are incredibly important for guiding our work, as we have had our first incidents of positive Covid cases in the schools just this week. As of this writing, we have been able to keep Covid related disruptions minimal, and most impacted students and adults have been able to remain in school. Vaccinations are so important here, and we are continuing to strongly encourage all eligible students and adults to get vaccinated if they haven't done so already.

Staffing in the BUUSD Staffing shortages may candidly be my biggest concern as we start the year. The unfilled positions we're facing this September are unprecedented in my three plus decades as an educator, and they are having impacts on both the instructional and operational worlds of our school community every day. Examples of the impact include:

- * the struggles we have getting our PreK-8 bus runs going smoothly and on time (shortage of bus drivers and riders).
- * our new BTMES assistant principal teaching 5th grade English daily.
- * having one nurse at BCEMS, one of the three largest PreK-8 schools in Vermont.
- * being down approximately 15 para educator positions.
- * having approximately 35 substitute teachers available to us for the entire district, when 80-100 was the norm pre-Covid.

This is a partial and far from complete list. These situations are certainly not unique to our district these days, and our staff and leadership team are *stepping up* to fill the voids in admirable and heroic ways every day. But, I candidly worry about the sustainability of having our people spread as thinly as they've been this last year. There has never been a time when retaining and supporting our employees has been more important! We continue to work diligently to fill these openings with the best people possible, but the pickings are slim while we compete with other districts and industries for the same folks.

Despite these challenges, I remain optimistic about the prospects of a safe and successful school year ahead, and I welcome your thoughts and questions. I am honored to be serving the Barre community as your superintendent, and I thank you for your support.

Respectfully,

Chris



Spaulding High School

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 TEL: 802-476-4811 • FAX: 802-479-4535
 Website Address: www.shsu61.org

Luke Aither
 Assistant Principal

Brenda Waterhouse
 Principal

Jim Ferland
 Assistant Principal

Principal's Report

Athletics:

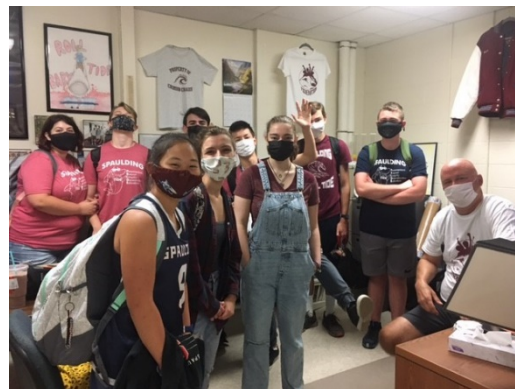
- Coaches:
 - Cross Country – Don Singer & Gretchen Singer
 - Field Hockey – Tabitha Lord (Varsity); Jaime Marsh (JV)
 - Football – Richard Cook (Varsity)
 - Golf – Jordan Blais
 - Soccer – Jay Baitz (Boys Varsity); Jamal Jacobs (Boys JV); John Walker (Girls JV)
- Game schedules can be found on our [website](http://www.shsu61.org).

Students & Community:

- Please see the attached Newsletters ([August 9th](#), [August 16th](#), [August 23rd](#), [August 30th](#)). Newsletters are emailed to students, parents and staff at the beginning of each week. Also, check out our videos for [Freshman Orientation](#) and [Introducing 2021-22 School Year](#).
- The first couple of days of school have been INCREDIBLE! Seeing all the students return and hearing the chatter in the classrooms, halls and cafeteria is wonderful. We have been managing a few hiccups with a few scheduling challenges and staffing, but we have had a solid start to the year.

We absorbed a history position (resignation in June) and an English position (resignation in August); we have not yet filled our Tech Integrationist position (resignation in August) or a permanent substitute position (resignation in August). This follows the decrease to staffing as part of our budget cuts from a library para position, tech support para position and a permanent substitute position. We hope to fill the vacancies so that we can provide the best possible learning environment and supports for our students.

- Friday, September 3rd was our first Tide Pride Day of the school year! It was exciting to see students and staff rocking their SHS swag with PRIDE! There is considerable emphasis on building student relationships, school culture and pride. These elements help in making our students feel that they matter and can be successful. Pictured are the students singing *Glory to Spaulding* to start our day!





September 2021
EDUCATION THAT WORKS
Director: Jody Emerson

“CTE supports and prepares students to be engaged members of a diverse society and the workforce through rigorous, safe, and experiential learning communities.”

DIRECTOR CTE BYTES:

A message from the Director: We kicked off the school year at CVCC on August 31st with 208 students in 13 programs and Coop after our final round of acceptances on August 30th. Students settled into programs on day 1 and then took part in a Welcome Assembly on September 1st. We're excited to see what these students accomplish throughout this school year. CVCC is still currently looking for a School Counseling Coordinator.

Professional Development: CVCC staff took part in Restorative Practices training during our week of Professional Development, strengthening our staff community while learning skills to build community within and across programs. Staff also met with their teams - Career Pathways, Instruction, and Student Support - after a PD session related to supporting sustainable change which focused on the plan, do, check, act cycle, which supported each team to begin identifying goals for the year and potential methods of achieving them.

Re-Envisioning: Though we will continue to receive support from Truex-Cullins on modeling potential spaces within a new career center; we are moving into a marketing phase to develop the materials we will need to share with our sending school communities, local industry, and the State of VT as we move to seek funding for the future home of CVCC.

Governance: Our Governance Committee is meeting September 7th and September 24th at 6:00pm to continue our work on Articles of Agreement and Bylaws. We will learn more about the cost of leasing our current space from BUUSD should we become a separate entity, budgeting, and the collective bargaining agreement as we continue our work this month. Once finished with our Articles of Agreement and Bylaws, they will be submitted to the Agency of Education for preliminary review before being sent to the State Board of Education for potential approval. If approved, a vote to separate from BUUSD could occur across our sending school regions as early as March 2022, a transition board would then be needed to continue the work in order for the new district to begin on July 1, 2023.

Administrative Team (Kara, Laurie, Sarah): Laurie scheduled shadows and interviews for last minute applicants for Monday, August 30, 2021. Students who were accepted were informed on the same day so that they could start school on the first full student day August 31, 2021. CVCC admissions starts with a new list of students each year. Edits will take place for the first month for incoming students and those that may not continue on at CVCC due to moving, college enrollment etc. Kara has submitted all the purchase orders turned in by instructors to-date and touched base with instructors about what they need for their programs. Kara, Sarah and Matt added new links to the teacher and student resource page on the CVCC website with forms that are frequently used for easy access.



Teacher Team: Teachers and students really liked how break time went last year. This year, students are grabbing food from break carts staffed by Lexington. We are thankful for the Lexington staff for making this happen and stocking the carts with lots of options. Students are able to quickly make a selection and head back into the program and continue doing what they enjoy.

PROGRAM HIGHLIGHTS: Highlights from their first week

Automotive Technology: Auto students have begun their safety curriculum and ended the week cutting and grinding metal to become more familiar with Automotive's more dangerous tools.

Cosmetology II: Thankfully our instructor is able to think quickly on her feet. Year 2 students were practicing hair color when the water was shut off in their room. Students were able to find another space to rinse. They were professional and showed great flexibility.

Exploratory Technology: This is the first year with 2 Exploratory Technology programs and we still have students waiting to attend! Students are touring the programs and the center with both instructors to get a full view of all that is offered. Plans for a local field trip are underway.

Staff Highlights from programs: “Loved the enthusiasm that the students came here with. It’s been phenomenal!”, “My highlight is greeting students in the morning!”, “The students are friendly and well spoken, That is pretty nice.”, “Having students "all" (four consecutive) days in person!!!!”, “The students are already forming a kind, professional, supportive, respectful team :)”, “A highlight has been getting to know the specific interests of all my students.” “Meeting a great group of students this year”.

STUDENT HIGHLIGHTS: Many of the students are new this year and this was their first visit to CVCC. Year 2 Cosmetology students took on the role of ambassadors and assisted students to program spaces and introduced the students to CVCC.



Submitted by: CVCC Administrative Assistant

UPCOMING EVENTS: 10.2021 parent/teacher conferences

<https://cvtcc.org/>
[CVCC facebook](#)
[CVCC youtube](#)
[CVCC instagram](#)



Barre City Elementary & Middle School

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 Pierre Laflamme, 5-8 Principal
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 Fax (802) 476-1492

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 Barre, VT 05641

Olivia Kane, PK-8 Assistant Principal
 Counselors (802) 476-7889
 Nurse (802) 479-6920
 Health Office Fax (802) 477-1650

09/09/2021

Dear Barre Unified Union School District Board,

The 2021-2022 school year is officially underway and we have welcomed many students who attended the virtual academy last year. The entire school community is buzzing with excitement and energy, similar to school years past.

Despite a couple of small hiccups to start the year, our arrival and dismissal process is running smooth. With our entire student body entering at one time, keeping things slow and organized is important to maintain student safety at all times. During arrival time, we have masks available for students who forget their own, but for the most part, students have been responsible in bringing their own masks and following the expectations.

In the elementary school, we have begun rolling out our implementation of Positive Behavior Interventions and Supports (PBIS) and are targeting the terms Kind, Safe and Responsible. We will be learning this month about what it means to be kind, and focusing on students of the week and other celebrations around kindness.

In the middle school, faculty, staff and students are re-establishing norms using the social contract framework developed by students. This contract focuses on building community expectations that include being Kind, Safe and Responsible and represents the ongoing effort to include student voice and align common values PreK - 8. Teachers have also been busy assessing student academic levels in the first week of school to better meet the needs following after a year of interrupted or unfinished learning.

We thank you for your support through the transition of administration this year. Our new team, including Assistant Principal **Olivia Kane**, and our Special Education Assistant Director **Rebekah Mortensen**, has hit the ground running and are continuing to develop new systems and strategies to maximize student achievement throughout the student body.

Respectfully submitted,

Hayden and Pierre

"A Rock Solid Education for A lifetime of Discovery"

Barre Town Middle & Elementary School



Building Report September 9, 2021

Assessments: Beginning of the year assessments in Math and ELA have begun! This information will help guide our core instruction for whole group, small group and independent learning.

Busses: We continue to work out a few kinks as it relates to our schedules since we are sharing buses between Barre Town and Barre City. We appreciate everyone's flexibility! It's great to have a bus radio that is now up and running!

Crops By Kids Garden: We are excited to invite students (past or present), parents, or community members to help us design a new sign for our Crops By Kids Garden. We will be sharing information on how folks can send in a sketch/drawing, or submit a digital design for our garden's new sign. We hope to get lots of ideas to look at and choose from, and it will be created in a material that will stand our harsh weather and look beautiful for many years to come.

Donations: A huge thank you to Wilkins Harley-Davidson who held a back-to-school drive and donated three boxes to BT students that were overflowing with a variety of school supplies--pencils, lunch boxes, rulers, crayons, glue, etc. We are grateful for the community support!

Open House: As many of you know, we had hoped to hold a Preschool - Grade 8 Open House event on Thursday, September 30 at BTMES. This would have been a time for students and families to meet staff, see work that students are working on, take part in the farmers market and Scholastic Book Fair. We have made the difficult decision (but we know it's the right thing to do) to not hold the September Open House this year. With an increase in COVID cases across the state, we need to keep safety at the forefront. We will continue to do everything we can to have our students in school and one way that we can be proactive is to put this event on pause. Fingers crossed we can hold an all school event of some sort in the spring.

Website: The BTMES website is a great resource for our BT families and community. Check-out welcome back messages from BT administration and Superintendent Hennessey at [Home - Barre Town Middle & Elementary](#)

Welcome: The first few days of school have gone smoothly. We are grateful to have ALL of our students back in the building Monday through Friday! In addition to getting to know each other and building relationships, students are also reviewing and practicing expectations throughout the building. Students have been doing a fantastic job of modeling the BTS Way! (**B**e Respectful, **T**ake Responsibility, **S**tay Safe)