

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

October 28, 2021 at 5:30 p.m.

In-Person Option: BUUSD Central Office, 120 Ayers Street, 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 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 - October 14, 2021 |
| 5:44 | 5. Current Business |
| | 5.1. New Hires [ACTION] |
| | 5.2. Resign/Retire |
| | 5.3. CVCC/BUUSD Lease Agreement [ACTION] / CVCC Governance Report |
| | 5.4. CVCC Governance Presentation |
| | 5.5. SHS Foundation Board [ACTION] |
| | 5.6. Appointment of two Board members to the Screening Committee [ACTION] |
| | 5.7. Official Adoption of Screening Committee Charge [ACTION] |
| | 5.8. VSBA Elect Voting Delegate & Alternative [ACTION] |
| | 5.9. Budget Development |
| 6:45 | 6. Old Business |
| | 6.1. Surplus Funds [ACTION] |
| | 6.2. Approval of Superintendent Job Description Edits [ACTION] |
| | 6.3. Recommendation on Policy (F20) Fiscal Management and General Financial Accountability [ACTION] |
| | 6.4. Enrollment/Home Study Update |
| | 6.5. COVID Update |
| 7:30 | 7. Reports |
| | 7.1. Superintendent Report |
| | 7.2. Building Reports: SHS, CVCC, BCEMS, BTMES |
| | 7.3. Communications Committee: Met: September 2; Cancelled: October 6; Next Meeting: November 4, 2021 |
| | 7.4. Finance Committee: Met: October 5; Next Meeting: November 2, 2021 |
| | 7.5. Facilities/Transp. Committee: Met: September 13; Cancelled: October 11; Next Meeting: November 8, 2021 |
| | 7.6. Policy Committee: Met: October 18; Next Meeting: November 15, 2021 |
| | 7.7. Curriculum Committee: Met: September 28; Cancelled: October 26; Next Meeting: November 23, 2021 |
| | 7.8. Negotiations Committee: Next Meeting: TBD |

- 7:45 8. Other Business/Round Table
- 7:50 9. Future Agenda Items
- 7:56 10. Next Meeting Date: Regular Board Meeting, November 11, 2021 at 5:30 pm
- 7:57 11. Executive Session
 11.1. Personnel
12. Adjournment

PARKING LOT OF ITEMS

- Committee Structure: Finalize Committee Members Process (11/11)
- Community Involvement November 21 (11/11)
- School Education Financing 101
- Changes in Articles of Agreement (Wrong Articles on State Website; Town Clerks piece)
- Evaluation: Staffing, Enrollment, Facilities, etc.
- Building Capacity at each building
- 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
- 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
BOARD MEETING
 Via Video Conference – Google Meet
 October 14, 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
 Emmanuel Ajanma, Director of Technology
 Josh Allen, Communications Specialist
 Stacy Anderson, Director of Special Services
 Hayden Coon, BCEMS Principal
 Jody Emerson, Director Central Vermont Career Center
 Jamie Evans, Facilities Director
 Pierre Laflamme, BCEMS Principal
 Carol Marold, Director of Human Resources
 Lauren May, Director of Early Education
 Ted Mills, BTMES Assistant Principal
 Rebekah Mortensen, Assistant Director of Special Services
 Jennifer Nye, BTMES Principal
 Erica Pearson, BTMES Principal
 Mary Ellen Simmons, Director of Curriculum, Instruction, and Assessment
 Brenda Waterhouse, SHS Principal

GUESTS PRESENT:

Dave Delcore – Times Argus	Martha Blaisdell	Stacie Boltin	Charlotte Brault	Chris Cheney
Tamara Cooley	Venus Dean	Nora Duane	Nicole Gallup	Heidi Glassford
Miranda Green	Chelsea Haberek	Josh Howard	Joseph Kill	Prudence Krasofski
Marcy Kreitz	Colleen Kresco	Nancy Leclerc	Carrie Martell	Ben Matthews
Jessica Maurais	Kristin Morrison	Victoria Pompei	Terry Reil	Ed Rousse
Jessica Roy	Noah Rubel	Tara Simpson	Diane Solomon	Jan Trepanier
Fianna Verret	Jackie Wheeler			

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, October 14, 2021, Regular meeting to order at 5:30 p.m., which was held via video conference. Mrs. Spaulding provided an overview of the Board Norms and Public Comment protocols.

2. Additions and/or Deletions to the Agenda

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

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3. Public Comment for Items Not on the Agenda

3.1 Public Comment

A community member requested an update on the seatbelt issue, and provided input related to the bus driver shortage, its impact, and suggestions for possible solutions. Community members expressed great concern regarding the current protocols for COVID exposures, noting that the current protocols cause employment issues for parents, a loss of academics, and increased anxiety for students. It was suggested that the school close for two weeks for a deep cleaning, and that unvaccinated individuals be tested prior to returning.

3.2 Student Voice

None.

4. Approval of Minutes

4.1 Approval of Minutes – September 23, 2021 Regular Meeting

On a motion by Mr. Isabelle, seconded by Mrs. Akley, the Board unanimously voted to approve the Minutes of the September 23, 2021 Regular Meeting.

5. Current Business

5.1 New Hires

The resumes and BUUSD Notification of Employment Status Forms for Kimberlyn Gilbert (BCEMS K – 4 Interventionist), and Karen Harker (SHS ELL 25% and English Interventionist 75%) were distributed.

Mr. Hennessey provided an overview of the candidates. It is noted that as these hires are occurring after August 1, the positions are for the remainder of the current year. The candidates will need to apply for positions if they wish to stay in the District next year. Mr. Hennessey answered questions from the board.

On a motion by Mr. Isabelle, seconded by Mrs. Akley, the Board unanimously voted to approve the hiring of Kimberlyn Gilbert and Karen Harker.

5.2 Resignations/Retirements

No letters of resignation were distributed.

5.3 Review Draft of Official Screening Committee Charge

A document titled 'Superintendent Candidate Screening Committee Charge' was distributed.

A copy of a letter from Daniel French, Ed.D., Secretary of Education, (dated 09/30/21) was distributed.

Brief discussion was held regarding the Committee Charge. Mrs. Spaulding advised that because this agenda item was not listed as an action item, she would prefer to adopt the document at the next Board meeting. It was agreed that official adoption of the Screening Committee Charge, will be added to the next agenda. It was noted that Secretary French has approved the hiring of a new Superintendent, and the process may move forward prior to adoption of the Charge.

5.4 Listening Session Regarding Surplus Funds

Community members were thanked for attending the meeting. Mr. Allen displayed a presentation titled 'Use of Surplus Funds and ARP ESSER Update' (dated 10/14/21). The presentation included information on; ESSER grant input provided by administrators and staff, as well as community input at the public forum and via a survey, a basic overview of revenues, expenditures, and the tax rate, information regarding why the surplus is so high this year, and options going forward (Carry the surplus into next year, Deposit funds into specific reserve funds, designating funds to specific projects, or a combination of any of the three options). The surplus is currently \$2,800,000. The current recommendation from the Superintendent is to move \$1,200,000 to the Capital Improvement Fund, use \$1,000,000 to close out the Current Expense Note, and to move \$600,000 to the Tax Stabilization Fund. Community members provided feedback including; concern that this agenda topic was not specifically Warned to the community (it is listed as a regular agenda item), concern that the sprinkler system has not been recently estimated, and a belief that the requirement to sprinkle SHS has not been proved, concern regarding paying off the Current Expense Note without voter approval, concern regarding moving surplus funds to specific funds without voter approval, concern regarding cuts made last year which had a negative impact on students (assistant coaches, the PSTL Program, and transportation for field trips), a request to put zero dollars in the Tax Stabilization Fund, the importance of having quality ventilation systems, a suggestion that the District work to communicate better with the community and have more involvement with local businesses, a query regarding alignment (since consolidation under Act 46), a reminder that in previous discussions it was noted that a good alarm system is more important than a sprinkler system, and support for paying off the Current Expense Note (which would result in savings in the long term). The Board held discussion which included; a query on the interest rate on the Current Expense Note, concern of adding positions using surplus funds (which is 'one time funding'), the FY20 deficit, concern over unfilled positions, concern that hiring will become even more difficult in the future, a request that a disinterested qualified financial advisor be hired to assess the situation, and a suggestion to add back to the budget, items that have a positive impact on students (funding positions for a specified number of years). Mrs. Spaulding advised that no official action will be taken

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this evening. Lengthy discussion continued, with Board Members expressing concerns, and making suggestions regarding how the surplus should be dealt with. Additional community feedback including; a query regarding refunding tax payers (it was noted that this has been researched, and is not allowed). The Tax Stabilization Fund is a surplus fund that sets money aside to lower tax impacts in the future. Additional feedback included considering utilizing surplus funds for classroom supplies (text books, band and art supplies etc.), support transportation, better promotion of Board meetings and ‘recruitment’ of students to attend Board meetings, a query regarding ways in which the District interacts with the Barre Partnership, identification of differences between BCEMS and BTMES, ways to improve community engagement, a suggestion that surplus funds be used for one-time costs that would otherwise not be doable, and additional discussion on bus drivers. It was clarified that transportation is provided by an outside vendor and drivers are not employees of the District. A request was made that the use of surplus funds be in alignment with the Strategic Plan. Mr. Evans provided additional information relating to the sprinkler system at SHS, and his belief that although the building is safe (and has an upgraded fire alarm panel), the District will eventually need to complete the sprinkler system. A major modification to the building will trigger the need to sprinkle the building. The Board and administrators held brief discussion and thanked all of this evening’s participants and attendees.

6. Old Business

6.1 COVID Update

Members of the public provided feedback regarding frustration and hardships resulting from the current contact tracing protocols, a request that the District have a back-up plan, a request for staff or community members to drive buses, the possibility that regular testing could allow students to return to school faster, and concern that vaccinated individuals who have no symptoms, could be COVID positive, and bringing the virus to school. Mr. Hennessey advised that there are a rising number of COVID incidents due to the Delta variant and that the situation is very difficult for everyone. Mr. Hennessey provided an overview of the history of COVID at the schools, and various changes to modes of instruction. At one point, the number of cases was manageable. Currently, the number of cases has become unmanageable. This is an issue across the state. Mr. Hennessey acknowledged that since the start of this school year, the District is in a constant cycle of positive cases. The protocols being followed are mandated by the State and are problematic. Large numbers of students (sometimes 100’s per day) are being excluded from school. Mr. Hennessey noted that students that are supposed to be in quarantine, are not always adhering to quarantine guidelines (for some families it is not possible and some families are outright refusing to comply). Vermont COVID cases are surpassing all of the other states in New England. The District wants to begin ‘Testing to Stay’, but implementing this program is problematic because the District does not have the capacity to perform testing (because staff are all working contact tracing). There is also a concern that there will be a shortage of tests. There are many outstanding questions and concerns. Mr. Hennessey supports Test to Stay, but does not want to over promise something that the District may not be able to deliver on. Regarding utilizing staff and volunteers for bus drivers, Mr. Hennessey advised that the District uses a vendor and the vendor employs the drivers. Volunteers cannot drive for STA. Bus drivers need a CDL and a bus driver endorsement. STA is struggling to fill driver positions. Volunteers could probably be used in a ‘Test to Stay’ program. Mr. Hennessey advised that he may change his weekly report to include real-time numbers. The State’s website is incomplete and inaccurate. Mr. Hennessey stressed that he has been advocating at the State level, to get support, and to help change the current protocols in an effort to assist all the students and families that are struggling. The Board and community members are encouraged to bring their concerns to the State. Mrs. Akley appreciates the level of communication being received this year, and stressed that families with sick children need to keep their children at home. Ms. Badeau noted that in all her years in the education system, she has never seen staffing shortages of this magnitude. Ms. Smith thanked Mr. Hennessey for his efforts with communication and transparency. Ms. Smith was lauded for speaking out (to the Secretary of Education) at the VSBA Regional Meeting, clearly articulating the needs of our community, the challenges being faced, and how support is needed. Mr. Hennessey advised that though many schools in the state are in the same situation, the Barre community has a high positive count and we have some of the largest schools in the state. Mrs. Spaulding believes that part of the challenge is that there is no longer a State of Emergency and many supports are gone. Even though COVID is rampant, many people are not taking it seriously. In response to a query regarding mandatory vaccinations for staff, Mr. Hennessey reported that the Teachers Union supports the mandate, and a memorandum of understanding is being drafted. Though a mandate is coming from the State, he anticipates that the District will be ready earlier, possible by early next week.

7. Other Business/Round Table

Mr. Isabelle thanked the Times Argus Sports Editor for highlighting sports teams.

The Superintendent and the Board thanked community members for their attendance and providing feedback, and acknowledged the struggles that students, families, and staff are enduring due to COVID.

Administrators and staff were also thanked for their attendance at this evening’s meeting.

8. Future Agenda Items

- Official Adoption of Screening Committee Charge
- Appointment of Two Board Members to the Screening Committee
- COVID Update
- Surplus Funds
- SHS Foundation (with Ed Rousse)

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One item will be added to the Parking Lot: 'School Education Financing 101'

9. Next Meeting Date

The next Regular Board Meeting is Thursday, October 28, 2021 at 5:30 p.m. at the BUUSD Central Office and via video conference. Given the increase in the number of COVID cases, community members are encouraged to attend virtually.

10. Executive Session as Needed

No items were proposed for discussion in Executive Session.

11. Adjournment

On a motion by Mrs. Farrell, seconded by Mrs. Pregent, the Board unanimously voted to adjourn at 7:57 p.m.

Respectfully submitted,
Andrea Poulin

October 14th, 21

To whom it may concern,
I, Kamila Bohacova, resign
from my position as a 4th
grade teacher.

Kamila Be

FACILITIES USE AND RELATED SERVICES AGREEMENT

THIS FACILITIES USE AND RELATED SERVICES AGREEMENT (“Agreement”), made this _____ day of _____, 2021, by and between the Central Vermont Career Center, (“CVCC”) and the Barre Unified Union School District (the “District”).

WHEREAS, CVCC is currently using space within the District’s property at 115 Ayers Street, in Barre, Vermont, known as Spaulding High School; and

WHEREAS, CVCC wishes to continue using said space and utilize certain school and building services, and the District wishes for CVCC to continue to use the space and to utilize certain school and building services, per the terms of this Agreement.

NOW, THEREFORE, in consideration of these premises and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

SECTION 1. Description of Facilities.

The District is the owner of certain lands and premises commonly known as Spaulding High School at 155 Ayers Street, Barre, Vermont 05641 (hereinafter the “Property”). The District hereby agrees to permit CVCC to continue to occupy and use 41,000 gross square feet plus or minus of the Property, which is the existing career center (the “Space”), upon the terms and conditions set forth in this Agreement.

SECTION 2. Effective Date and Term.

This Agreement shall commence and be effective starting July 1, 2023 (“Commencement Date”). The term of this Agreement shall be for three (3) years starting on the Commencement Date and ending June 30, 2026 (“Termination Date”). CVCC, at its sole option and upon notice to the District at least 60 days prior to the Termination Date, may extend the term for an additional two (2) years upon the same terms and conditions as set forth in this Agreement. **CVCC and the District may mutually agree to a Termination Date earlier than June 30, 2026.**

SECTION 3. Use Fee.

CVCC shall pay an annual Use Fee to the District based upon the sum of the following budgetary cost elements for Spaulding High School: Health, Library, and Facilities, identified in (a) – (c) of this Section. Based upon Fiscal Year 2022 costs, the total of these items is \$282,136. The Use Fee shall be paid in four (4) equal quarterly installments on the first day of July, October, January, and March during the Term, starting on the Commencement Date. The Use Fee represents a portion of certain District costs proportional to the square foot area of the Space relative to the square foot area of the Property (eighteen percent (18%) of the Property’s total square footage). The Use Fee shall be allocated among the following services provided by the District:

- (a) Health. CVCC shall pay the District eighteen percent (18%) of the District’s total annual cost of for Health Services at Spaulding High School, including use of the

nurse's office, and nurse and nurse office services. For informational and alignment purposes, in FY '2022 18% of the above costs is \$30,281.

- (b) Library. CVCC shall pay the District eighteen percent (18%) of the District's total annual cost of for Library Services at Spaulding High School, including use of the library and related library services. For informational and alignment purposes, in FY '2022 18% of the above costs is \$19,115.
- (c) Facility. CVCC shall pay the District eighteen percent (18%) of the District's total annual cost for Facility Use and Facility Support Services at Spaulding High School, including use of the Property's common areas, parking, building maintenance and repair, custodial services, all utilities, trash removal, composting, and recycling. For informational and alignment purposes, in FY '2022 18% of the above costs is \$232,740. The District represents and warrants that the Facility Use and Facility Support Services will be of good quality, and CVCC may periodically evaluate these services to assure they are being performed to CVCC's reasonable satisfaction.
- (d) **Telephone & Internet. The Use fees as identified herein shall not include any fees, costs or reimbursements for telephone or internet services or related technology costs or expenses.**
- (e) **Student Meals. The Use fees as identified herein shall not include any fees or costs for student lunches. CVCC and the District agree that CVCC's students shall be able to participate and obtain meals on the same basis as the District provides to its high school students. CVCC shall annually meet and confer to discuss both the cost and quality of such student meals. Following such meeting CVCC and the District shall agree on the cost of said meals for the school year and quality benchmarks.**

SECTION 4. Representations.

- (a) The District represents, warrants, and covenants that it has been duly authorized and has the full power, right and authority to enter into this Agreement and to perform all its obligations under this Agreement and to execute and deliver all documents required by this Agreement and neither this Agreement nor the transactions contemplated hereby constitute a violation or breach of the District's organizational documents.
- (b) CVCC represents, warrants, and covenants that it has been duly authorized and has the full power, right and authority to enter into this Agreement and to perform all its obligations under this Agreement and to execute and deliver all documents required by this Agreement and neither this Agreement nor the transactions contemplated hereby constitute a violation or breach of CVCC's organizational documents.

SECTION 5. Use and Operation.

- (a) The Space shall be used and occupied as a career center and consistent with CVCC's past and continuing use of the Space.

- (b) The Space shall not be used for any illegal purpose, nor in violation of any valid regulation of any governmental body, nor in any manner to create nuisance or trespass.

SECTION 6. Rules and Regulations.

CVCC covenants and agrees that CVCC will comply with reasonable rules and regulations set by the District from time to time, upon reasonable advance notice, for the operation of the Property.

SECTION 7. District Covenants/Repair Obligations.

- (a) The District covenants and agrees, during the Term, to keep the following reasonably clean, in good operating condition and in repair: (i) the exterior walls, load bearing elements, foundations, exterior structure of the Property; (ii) the roof of the building; (iii) the common areas that form a part of the Property; and (iv) the standard mechanical electrical, HVAC and plumbing systems, pipes and conduits serving the Space. Upon the default of the District in making such repairs and replacements, CVCC may, but shall not be required to, make such repairs and replacements and deduct all costs associated therewith from the Use Fee owed to the District pursuant to the terms of this Agreement.
- (b) The District shall furnish to the Space:
 - (i) heat, at adequate temperatures, during the usual heating season, accessible 24 hours a day, seven days a week;
 - (ii) electricity, accessible 24 hours a day, 7 days per week, sufficient to operate usual and customary office equipment including but not limited to printers, computers, monitors, peripherals, lighting, and small appliances; and
 - (iii) cool and dehumidified air, at adequate temperatures, during the usual cooling season, accessible 24 hours a day, 7 days per week.
- (c) The District shall comply with all laws, ordinances, regulations and orders which are of general applicability to all occupied space at the Property and common areas of the Property.

SECTION 8. Notices.

Any notice required to be given by the terms of this Agreement shall be deemed duly served if sent by certified mail, return receipt requested,

If to CVCC: Jody Emerson, Director
155 Ayers Street, Suite #2
Barre, VT 05641

Copy to: Christopher B. Leopold, Esq.
McNeil, Leddy & Sheahan, P.C.

271 South Union Street
Burlington, VT 05401

If to District:

With a copy to:

SECTION 9. Force Majeure.

During the Term, the District or CVCC shall not be required to perform any term, condition or covenant in this Agreement so long as such performance is delayed or prevented by force majeure, which shall mean acts of God, epidemics, hurricanes, floods, drought, or by reason of war, declared or undeclared revolution, civil commotion or strife, acts of public enemies, blockade or embargo, or by reason of any new law, proclamation, regulation, ordinance or demand by any government authority, and any other cause not reasonably within the control of the parties and which, by the exercise of due diligence, the District or CVCC is unable, wholly or in part, to prevent or overcome.

SECTION 10. Alterations, Improvements, and Additions.

CVCC shall have the right without the District's consent, at its cost and expense, to alter, improve the Space, provided that such alteration, addition or improvement does not materially reduce the value or usefulness of the Space upon expiration of the Term. Notwithstanding the foregoing, any fixtures installed by CVCC as a part of any additions or improvements, including light and electrical fixtures and any built-in furniture or equipment that has been permanently affixed to the floors, walls, or ceilings of the Space may be removed by CVCC at CVCC's cost upon termination of this Agreement and CVCC shall repair any damage resulting from such removal, reasonable wear and tear excepted. All such restorations shall be completed within sixty (60) days after the termination date of this Agreement. CVCC shall pay all costs and expenses in connection with the making of alterations. CVCC shall indemnify and hold the District harmless from and against any claims arising out of such work.

SECTION 10A. Capital Assets, Fixtures and Equipment.

In full recognition of the preexisting and historical and legal relationship between them, CVCC and the District agree that the premises that are the subject of this lease include fixtures, including but not limited to, electrical fixtures, any built-in furniture, equipment, appliances, tools and other assets that are owned by CVCC, collectively to be referred to as CVCC's Capital Assets & Fixtures. Commencing no later than April 1, 2022, CVCC shall complete a full and comprehensive inventory of its Capital Assets & Fixtures which, at a minimum, shall include an item description, location, and an assessment of the estimated scope of work to remove such items from the premises and the resulting condition of the

premises. The inventory shall be provided to the District within forty-five (45) days of the inventory completion or by May 15, 2022. Within forty-five (45) days of receiving the inventory from CVCC, the District shall notify CVCC, in writing, of its acceptance of the inventory or identify specific areas of objection. The District's failure to provide such notification shall be deemed as formal acceptance of CVCC's inventory. Following such notification, CVCC and the District agree to meet and confer to reach a final comprehensive agreement on the inventory of Capital Assets & Fixtures and the scope of work and costs to remove such items, including the allocation of any costs and resulting condition of the premises following such removal. If CVCC and the District are unable to agree upon such terms, they agree to engage in expedited mediation and arbitration through the American Arbitration Association. If CVCC and the District are unable to agree upon such terms, either party may seek the intervention of the American Arbitration Association ninety (90) days after CVCC provides the inventory to the District. The arbitrator shall have full authority to determine the final inventory, scope of removal, cost and related matters in dispute.

SECTION 11. Successors and Assigns.

No rights and liabilities herein given to, or imposed upon, the respective parties hereto shall extend to and bind the successors and assigns of the said parties without the prior written consent of the other, which shall not be unreasonably withheld.

SECTION 12. Construction.

This Agreement, and all matters or issues collateral hereto, is governed by the laws of the State of Vermont. If any provision of this Agreement is determined by a court to be void or unenforceable, the same will in no way affect any other provision of this Agreement. The headings of the clauses of this Agreement are solely for the purpose of convenience and are not to be used in the construction of any provision. No preference shall be given to the interpretation of this Agreement based on representation, primary language or other categorical preference. All terms shall be interpreted to require the reasonable decision and acts of the respective parties.

SECTION 13. Entire Agreement, Modification.

This Agreement contains the final and complete understanding of the parties' agreement relating to the subject matter herein contained. This Agreement supersedes all previous negotiations and agreement. This Agreement cannot be orally waived or altered in whole or in part. The captions of sections are inserted as a matter of convenience and in no way affect or define the scope or intent of this Agreement or any provision thereof.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date written above.

IN THE PRESENCE OF:

CENTRAL VERMONT CAREER CENTER

By: _____

Its: _____

STATE OF VERMONT
_____ COUNTY, SS.

This record was acknowledged before me on _____, 2021 by _____ as
Authorized Agent of the Central Vermont Career Center.

Before me,

Notary Public State of Vermont
Commission Expires: 1.31.23

IN THE PRESENCE OF:

BARRE UNIFIED UNION SCHOOL DISTRICT

By: _____

Its: _____

STATE OF VERMONT
_____ COUNTY, SS.

This record was acknowledged before me on _____, 2021 by _____ as
Authorized Agent of the Barre Unified Union School District.

Before me,

Notary Public State of Vermont
Commission Expires: 1.31.23

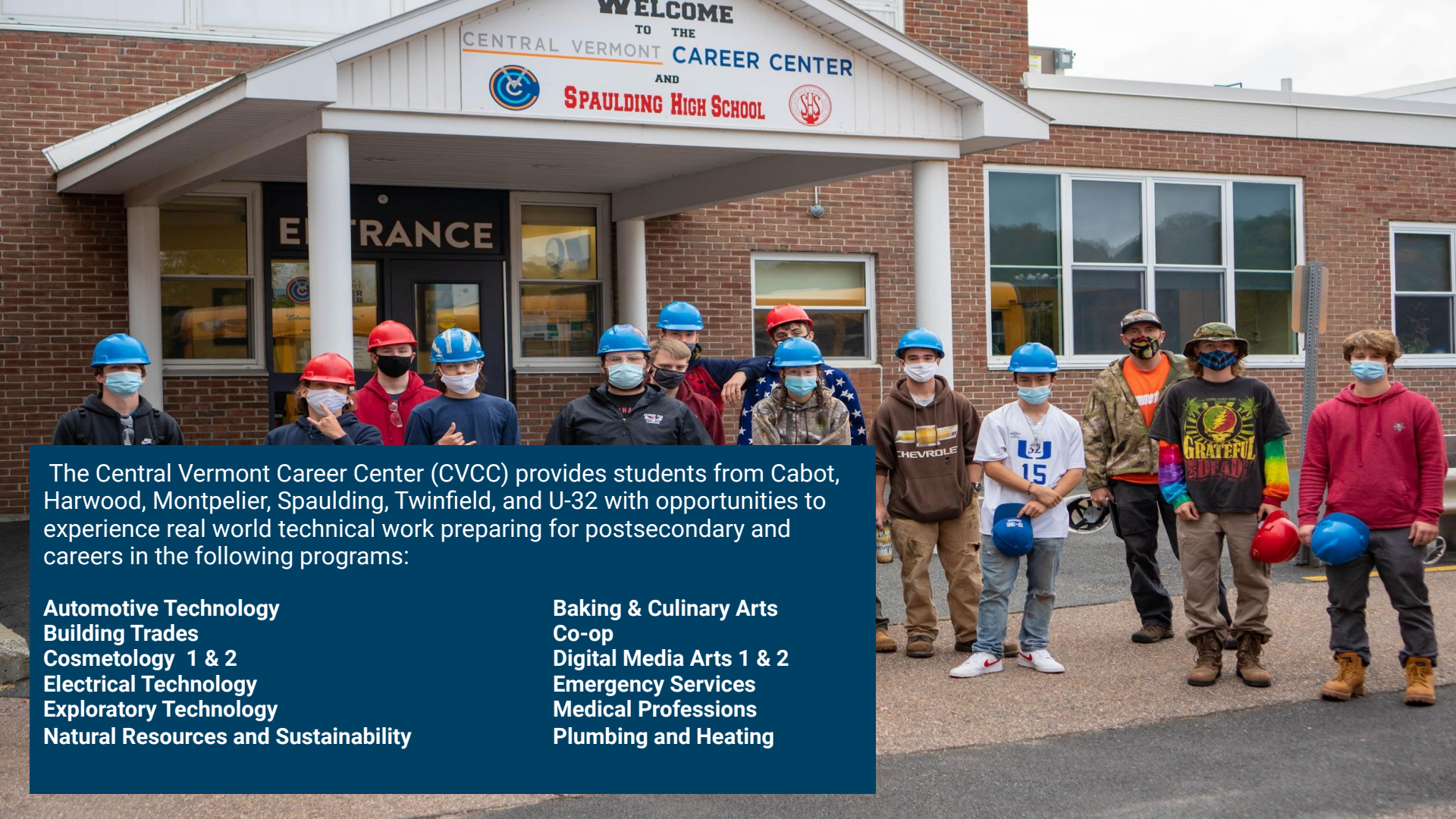


CVCC Updates



School Board Presentation





The Central Vermont Career Center (CVCC) provides students from Cabot, Harwood, Montpelier, Spaulling, Twinfield, and U-32 with opportunities to experience real world technical work preparing for postsecondary and careers in the following programs:

Automotive Technology
Building Trades
Cosmetology 1 & 2
Electrical Technology
Exploratory Technology
Natural Resources and Sustainability

Baking & Culinary Arts
Co-op
Digital Media Arts 1 & 2
Emergency Services
Medical Professions
Plumbing and Heating

Committee Members

- Flor Diaz-Smith (WCUUSD Board, Chair)
- Janna Osman (Twinfield Board)
- Jill Remick (MRPS Board, Vice Chair)
- Judy Bourbeau (State of VT)
- Tim Jones (HUUSD Board)
- Chris Tormey (Cabot Board)
- Guy Isabelle (BUUSD Board)
- Kim Bolduc (Community/Business Member)
- Pam Benoit (Community/Business Member)
- Maureen Hebert (Community/Business Member)



- Michael Deweese (Consultant)
- Clifton Long (CVCC Staff)
- Stephanie Olson (CVCC Staff, Secretary)
- Scott Farr (RVCTE Director/Superintendent)
- Chris Hennessey (BUUSD Superintendent)
- Jody Emerson (CVCC Director)

A welder wearing a green protective jacket, blue jeans, brown work boots, and a black welding mask is working in a workshop. They are using a welding torch to weld a metal piece, which is held in a vise. Bright sparks are flying from the point of contact. In the background, a white Ford pickup truck is parked, and a red fire exit sign is visible on the wall.

Governance Update

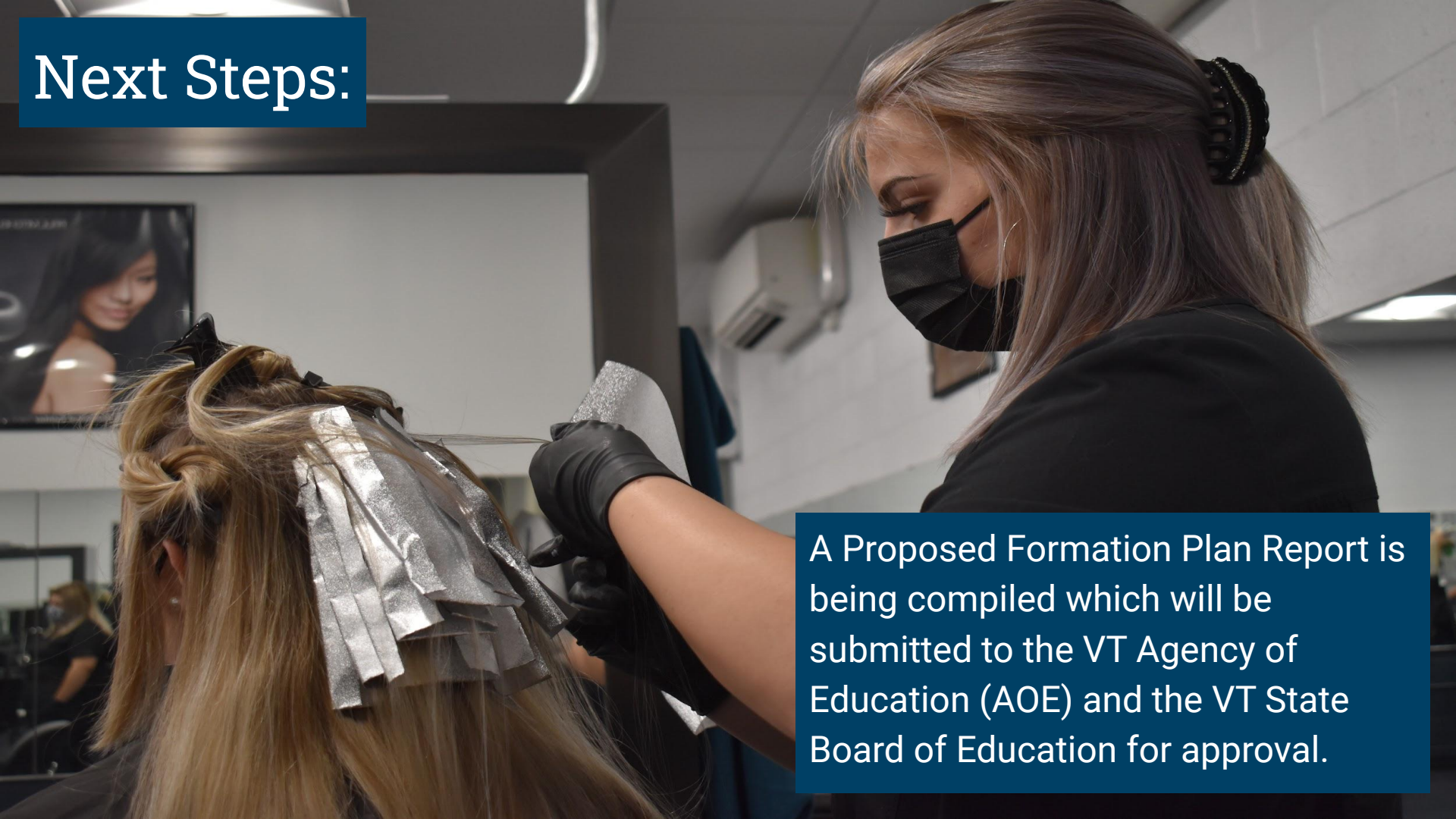
The Governance Committee has been working on articles of agreement and bylaws for a potential new Central Vermont Career Center School District.

Some highlights of our articles...

A student with dark hair, wearing clear safety goggles and a light blue surgical mask, is focused on a task in a workshop. They are wearing a black quilted jacket with a small orange patch on the shoulder that says "GERRY". The background is filled with various metal pipes and industrial equipment, suggesting a vocational or technical education setting.

- The new Central VT Career Center School District would have 10 members total, 4 at large from the four largest districts and, the other 6, appointed by their sending school district board.
- Votes for both the new governance model and the at large board members will be commingled across our 18 towns.
- We would retain the BEA bargaining agreement for its duration.

Next Steps:



A Proposed Formation Plan Report is being compiled which will be submitted to the VT Agency of Education (AOE) and the VT State Board of Education for approval.

If approved...

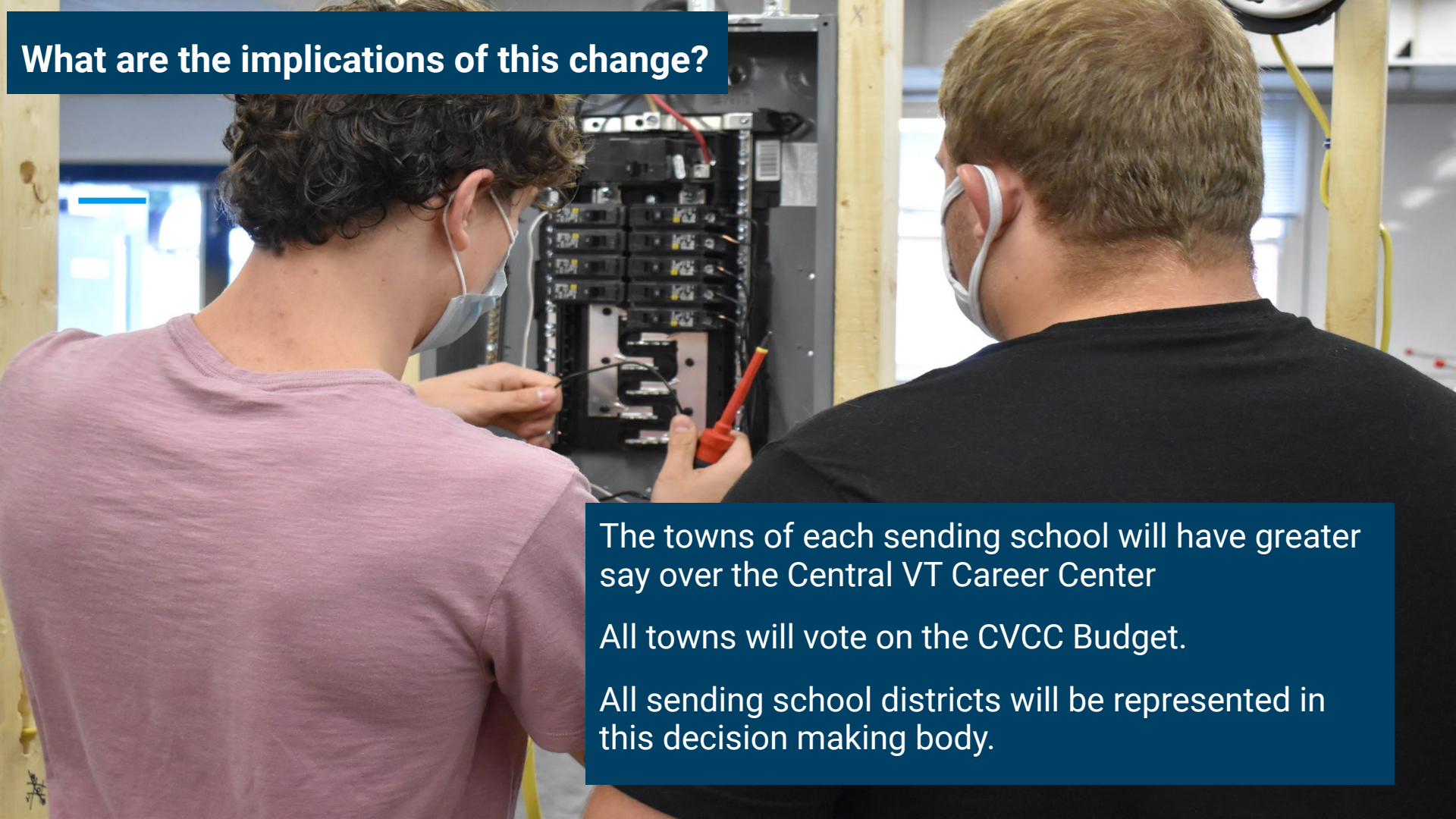


If approved by the AOE and State Board, our next step would be to prepare our 18 sending school towns to vote on March 1, 2022 to support our new governance structure.

If approved by the voters (all 18 towns commingled ballots) then our transition board - elected and appointed board members - would begin preparing for the opening of the new district on July 1, 2022.



What are the implications of this change?



The towns of each sending school will have greater say over the Central VT Career Center

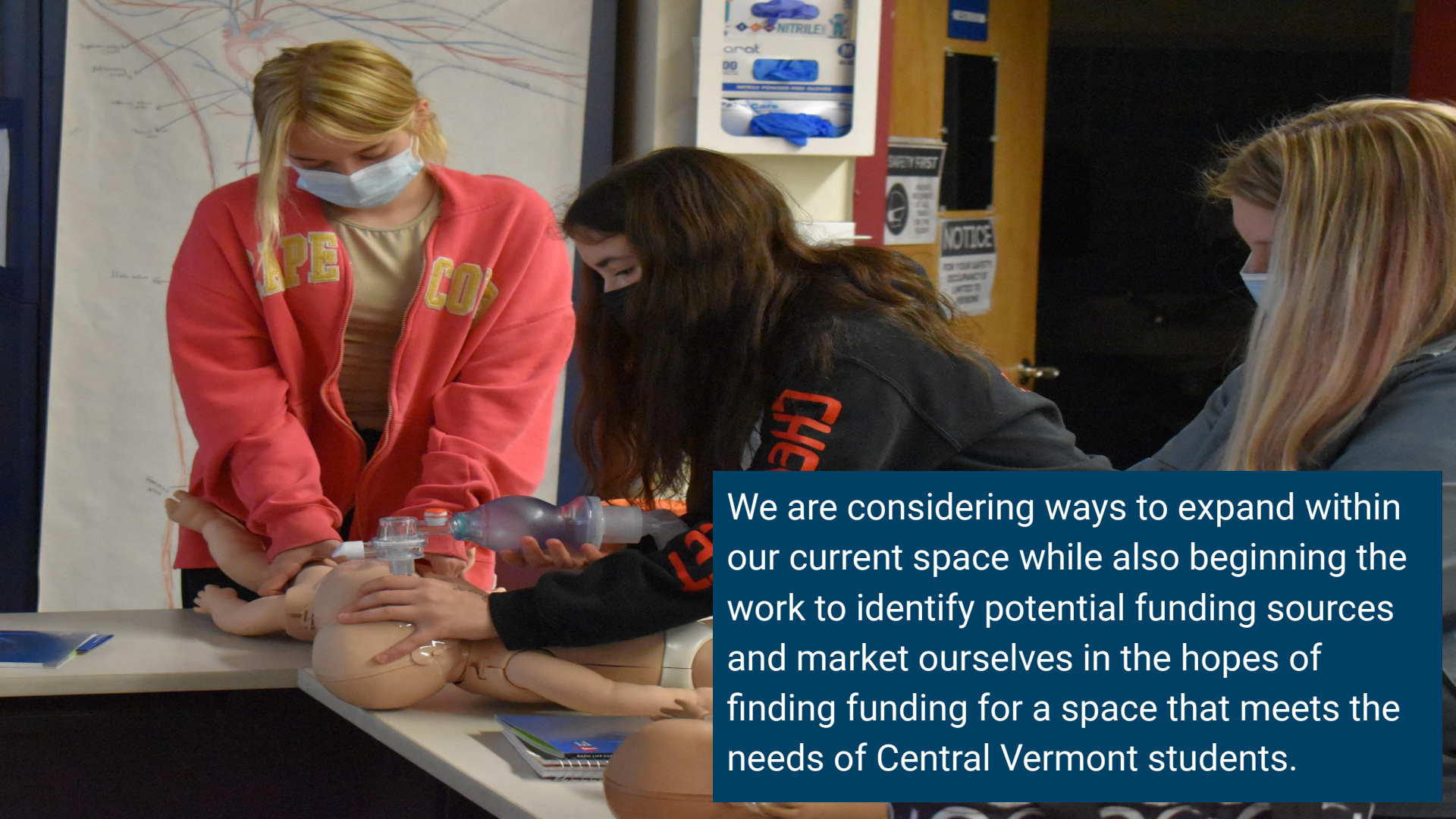
All towns will vote on the CVCC Budget.

All sending school districts will be represented in this decision making body.

Revisioning

A person with long dark hair, wearing a green t-shirt and a black face mask, is focused on a task in a workshop. They are using a screwdriver to work on a small wooden frame. The background shows various workshop tools and materials, including a table saw and stacks of wood. The scene is well-lit, suggesting an indoor workspace.

As you may be aware, over 350 students applied for 231 available slots this year and we started the year with just over 200 students. This is more students than any of the last 10 years. It is increasingly clear that our current programs and space do not meet the needs of your students.



We are considering ways to expand within our current space while also beginning the work to identify potential funding sources and market ourselves in the hopes of finding funding for a space that meets the needs of Central Vermont students.

Medical Professions

A photograph of three students in a classroom setting. On the left, a male student in a grey t-shirt and black face mask holds a stethoscope. In the center, a female student in dark grey scrubs and a grey face mask is adjusting a red blood pressure cuff on the arm of a female student on the right. The student on the right has blonde hair, wears a blue face mask and dark blue scrubs, and has an orange blood pressure cuff on her upper arm. A whiteboard is visible in the background.

A change in governance will give our entire school community, all 18 towns, a say in what our future looks like.

The Revisioning team is seeking a marketing firm who will prepare a presentation, brochure/pamphlet, and video. We hope this will also help to spread the word about the potential shift in our governance and, should that shift occur, strengthen our ability to share the work we do and the needs we have.



Questions?





**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

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Superintendent Candidate Screening Committee Charge

Screening Committee Mission

The Barre Unified Union School District Board charges the Superintendent Candidate Screening Committee with the authority and responsibility to conduct the initial superintendent screening process. This process shall start following the receipt of the Secretary of Education's permission to begin the search process and shall conclude with recommending finalist candidates to the full board. The Screening Committee shall strive to present up to three licensable candidates to the full board that meet the search criteria established by the board. The Screening Committee shall provide information on the finalist candidates' experience, specific skills, and related background details to the Board following completion of the initial screening process. The full Barre Unified Union School District Board retains authority to hire the new superintendent.

Committee Membership

The Screening Committee shall be constituted positions as follows:

- Up to 5 building principals and directors TBD
- Up to 2 Central Office Directors TBD
- Teacher(s)
- Board member(s) TBD
- Parent(s) - Community member(s) TBD
- Business Manager
- Director of Human Resources

The Board will select members of the Screening Committee based on prioritization that includes stakeholder roles, background and experience from the list outlined above.

Committee Process

The Screening Committee is authorized to prepare, distribute, and review candidate materials using electronic resources, and to conduct first-round applicant interviews.

Each Screening Committee member will be expected to review all candidates applying for the Superintendent position and assess and rate each applicant. It is important that each Committee member complete their own assessment of each candidate, and that Committee members not discuss the candidates with one another, or others, before a full group discussion to ensure fairness and confidentiality for the candidates. The Committee members'

individual ratings and comments will be put together by the Director of Human Resources along with other information gathered by the Director of Human Resources, to inform the group's decision of what candidates the Committee will interview. The Committee will then choose up to 3 candidates to recommend for interviews by the Barre Unified Union School Board.

Screening Committee members shall agree to keep all applicant information confidential. The Board will publicly announce the list of finalist candidates once references have been completed following the first round of interviews. The Screening Committee Chair is responsible for communications between the committee and the District Board Chair.

All Screening Committee meetings shall be warned and open to the public. However, the Screening Committee shall review candidate materials and deliberate in executive session, complying with Vermont Open Meeting Law requirements. The Screening Committee shall keep meeting minutes and send a copy to the Board Clerk within five days following each Screening Committee meeting.

Adopted by the Barre Unified Union School District board on _____

FY23 BUUSD/CVCC BUDGET DEVELOPMENT CONSIDERATIONS -Oct. 28, 2021

- Budget Development Schedule
 - August-Board shares with administrators their values and goals for the FY23 spending plan.
 - Sept.-Business Manager /Superintendent meet with Administrators/Directors individually and in group meeting to review previous budgets to actuals, consider COVID-19 impact and ESSER funding, provide data for current planning to extent available (e.g. negotiations, projected enrollments, projected health insurance, assumptions and considerations).
 - Oct.-On-going administrative budget development meetings together and with individual admin. teams/directors. Board continues discussion regarding values, goals, process, highlights, salary/wages, health ins., technology, facility and community involvement.
 - **Nov.-Board/Finance presented with Draft 1 expense budget.**
- How will this budget align with the Strategic Plan-Mission, Vision, Goals
- Change in governance for CVCC-pending vote in March
- Unaudited general fund balance, \$2,800,000
- Tax Stabilization fund balance, \$900,000+
- Salary/Wages assumptions, negotiations pending
 - Teachers
 - Custodians
- State-wide health insurance negotiations pending, premium increase in draft 1, 10%
- Act 173-Implementation, preliminary estimate received
- Equalized pupils, held harmless last year
- How can we maximize the additional grant funding
- Finance committee input...recommendations to administration/board

DRAFT 10/19/21

Barre Unified Union School District Position Description

POSITION: Superintendent

FLSA: Exempt/Salary

REPORTS TO: Barre Unified Union School Board

POSITION GOAL: The Superintendent shall be the chief executive officer of the Board and the administrative head of schools and departments of the district. The Superintendent shall be responsible for the development and implementation of a coordinated and articulated educational program, preschool through adult. The Superintendent may delegate responsibility for the operation of various segments of the district, but shall be responsible to the Board for the results produced.

PROFESSIONAL AND CORE/PRIMARY RESPONSIBILITIES:

The Superintendent will meet or exceed the following Professional Standards as adopted by the Vermont Standards Board for Professional Educators:

1. Advocate and enact the shared mission, vision and core values of the BUUSD.
 - a. Implement the educational mission for the district to promote the academic success and well-being of each student.
 - b. In collaboration with members of the district and the community and using relevant data, promote the vision for the district on the successful learning and development of each child and on instructional and organizational practices that promote such success.
 - c. Advocate and cultivate the core values that define the schools' cultures and stress the imperative of child-centered education; high expectations and student support; equity, inclusiveness, and social justice; openness, caring, and trust; and continuous improvement.
 - d. Implement and evaluate the strategic plan to achieve the vision for the district.
 - e. Review the mission and vision and adjust them to changing expectations and opportunities for the district, and changing needs and situations of students.
 - f. Develop shared understanding of and commitment to mission, vision, and core values within the district and the community.
 - g. Model and pursue the districts' mission, vision, and core values in all aspects of leadership.
2. Act ethically and professionally in personal conduct according to professional norms.
 - a. Act ethically and professionally in personal conduct, relationships with others, decision-making, stewardship of the district's resources, and all aspects of school leadership.
 - b. Act according to and promote the professional norms of integrity, fairness, transparency, trust, collaboration, perseverance, learning, and continuous improvement.
 - c. Place children at the center of education and accept responsibility for each student's academic success and well-being.
 - d. Safeguard and promote the values of democracy, individual freedom and responsibility,

- e. equity, social justice, community, and diversity.
 - e. Lead with interpersonal and communication skill, social-emotional insight, and understanding of all students' and staff members' backgrounds and cultures.
 - f. Provide moral direction for the district and promote ethical and professional behavior among faculty and staff.
3. Strive for equality of educational opportunity and culturally responsive practices.
- a. Ensure that each student is treated fairly, respectfully, and with an understanding of each student's culture and context.
 - b. Recognize, respect, and employ each student's strengths, diversity, and culture as assets for teaching and learning.
 - c. Ensure that each student has equitable access to effective teachers, learning opportunities, academic and social support, and other resources necessary for success.
 - d. Develop student policies and address student misconduct in a positive, fair, and unbiased manner.
 - e. Address matters of equity and cultural responsiveness in all aspects of leadership.
4. Develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment.
- a. Implement coherent systems of curriculum, instruction, and assessment that promote the mission, vision, and core values of the district, embody high expectations for student learning, align with academic standards, and are culturally responsive.
 - b. Align and focus systems of curriculum, instruction, and assessment within and across grade levels to promote student academic success, love of learning, the identities and habits of learners, and healthy sense of self.
 - c. Promote instructional practice that is consistent with knowledge of child learning and development, effective pedagogy, and the needs of each student's experiences, recognizes student strengths, and is differentiated and personalized.
 - d. Promote the effective use of technology in the service of teaching and learning.
 - e. Employ valid assessments that are consistent with knowledge of child learning and development and technical standards of measurement.
 - f. Cultivate an inclusive, caring and supportive community.
 - g. Build and maintain a safe, caring, and healthy environment that meets the academic, social, emotional, and physical needs of each student.
 - h. Provide coherent systems of academic and social support services, extracurricular activities, and accommodations to meet the range of learning needs of each student.
 - i. Promote adult-student, student-peer, and school-community relationships that value and support academic learning and positive social and emotional development.
 - j. Cultivate and reinforce student engagement in school and positive student conduct.
 - k. Infuse the school's learning environment with the cultures and languages of the school's community
5. Develop the professional capacity and practice of district personnel.
- a. Recruit, hire, support, develop, and retain effective and caring teachers and other professional staff and form them into an educationally effective faculty.
 - b. Plan for and manage staff turnover and succession, providing opportunities for effective induction and mentoring of new personnel.
 - c. Develop teachers' and staff members' professional knowledge, skills, and practice through differentiated opportunities for learning and growth, guided by understanding of professional and adult learning and development.

- d. Foster continuous improvement of individual and collective instructional capacity to achieve outcomes envisioned for each student.
 - e. Deliver actionable feedback about instruction and other professional practice through valid, research-anchored systems of supervision and evaluation to support the development of teachers' and staff members' knowledge, skills, and practice.
 - f. Empower and motivate teachers and staff to the highest levels of professional practice and to continuous learning and improvement.
 - g. Develop the capacity, opportunities, and support for teacher leadership and leadership from other members of the school community and district community.
 - h. Promote the personal and professional health, well-being, and work-life balance of faculty and staff.
 - i. Tend to their own learning and effectiveness through reflection, study, and improvement, maintaining a healthy work-life balance.
6. Foster a professional community of teachers and other professional staff maintaining workplace conditions for teachers and other professional staff that promote effective professional development, practice, and student learning.
- a. Empower and entrust teachers and staff with collective responsibility for meeting the academic, social, emotional, and physical needs of each student, pursuant to the mission, vision, and core values of the district.
 - b. Establish and sustain a professional culture of engagement and commitment to shared vision, goals, and objectives pertaining to the education of the whole child; high expectations for professional work; ethical and equitable practice; trust and open communication; collaboration, collective efficacy, and continuous individual and organizational learning and improvement.
 - c. Promote mutual accountability among teachers and other professional staff for each student's success and the effectiveness of the district as a whole.
 - d. Develop and support open, productive, caring, and trusting working relationships among leaders, faculty, and staff to promote professional capacity and the improvement of practice.
 - e. Design and implement job-embedded and other opportunities for professional learning collaboratively with faculty and staff.
 - f. Provide opportunities for collaborative examination of practice, collegial feedback, and collective learning.
7. Engage families and the community in meaningful, reciprocal, and mutually beneficial ways.
- a. Be approachable, accessible, and welcoming to families and members of the community.
 - b. Create and sustain positive, collaborative, and productive relationships with families and the community for the benefit of students.
 - c. Engage in regular and open two-way communication with families and the community about the district, students, needs, problems, and accomplishments.
 - d. Maintain a presence in the community to understand its strengths and needs, develop productive relationships, and engage its resources for the district.
 - e. Develop and provide the district as a resource for families and the community.
 - f. Create means for the district and school communities to partner with families to support student learning in and out of school.
 - g. Understand, value, and employ the community's cultural, social, intellectual, and political resources to promote student learning and school improvement.
 - h. Advocate for the district, and for the importance of education and student needs and priorities to families and the community.
 - i. Advocate publicly for the needs and priorities of students, families, and the community.

- j. Build and sustain productive partnerships with public and private sectors to promote school improvement and student learning.
- 8. Manage district operations and resources.
 - a. Institute, manage, and monitor operations and administrative systems that promote the mission and vision of the district.
 - b. Strategically manage staff resources, assigning and scheduling teachers and staff to roles and responsibilities that optimize their professional capacity to address each student's learning needs.
 - c. Seek, acquire, and manage fiscal, physical, and other resources to support curriculum, instruction, and assessment; student learning community; professional capacity and community; and family and community engagement.
 - d. Be responsible, ethical, and accountable stewards of the district's monetary and non-monetary resources, engaging in effective budgeting and accounting practices.
 - e. Know, comply with, and help the school communities understand local, state, and federal laws, rights, policies, and regulations so as to promote student success.
 - f. Develop and manage productive relationships with the central office and school board.
 - g. Develop and administer systems for fair and equitable management of conflict among students, faculty and staff, leaders, families, and community.
 - h. Manage governance processes and internal and external politics toward achieving the district's mission and vision.
- 9. Act as an agent of continuous improvement.
 - a. Seek to make school more effective for each student, teachers and staff, families, and the community.
 - b. Use methods of continuous improvement to achieve the vision, fulfill the mission, and promote the core values of the district.
 - c. Prepare the district and the community for improvement, promoting readiness, an imperative for improvement, instilling mutual commitment and accountability, and developing the knowledge, skills, and motivation to succeed in improvement.
 - d. Engage others in an ongoing process of evidence-based inquiry, learning, strategic goal setting, planning, implementation, and evaluation for continuous school and classroom improvement.
 - e. Employ situationally-appropriate strategies for improvement, including transformational and incremental, adaptive approaches and attention to different phases of implementation.
 - f. Assess and develop the capacity of staff to assess the value and applicability of emerging educational trends and the findings of research for the district and its improvement.
 - g. Develop technically appropriate systems of data collection, management, analysis, and use, connecting as needed to the district office and external partners for support in planning, implementation, monitoring, feedback, and evaluation.
 - h. Adopt a systems perspective and promote coherence among improvement efforts and all aspects of district organization, programs, and services.
 - i. Manage uncertainty, risk, competing initiatives, and politics of change with courage and perseverance, providing support and encouragement, and openly communicating the need for, process for, and outcomes of improvement efforts.
 - j. Develop and promote leadership among teachers and staff for inquiry, experimentation and innovation, and initiating and implementing improvement.

PROFESSIONAL STANDARDS:

The Superintendent will meet or exceed the Professional Standards as adopted by the Vermont Standards Board for Professional Educators.

SUPERVISORY RESPONSIBILITIES: All administrative certified and non-certified staff.

QUALIFICATIONS: The Superintendent Vermont endorsement 3-90 (Superintendent).

TOOLS/TECHNOLOGY REQUIREMENTS: Proficiency in Google Suite and experience and knowledge of computerized database systems. Excellent computerized file management skills.

PHYSICAL EFFORTS AND STRESS: In general, a moderate degree of physical stamina is required to perform the essential functions of the job. The employee is regularly required to move around the office. Prolonged periods of sitting in front of a computer, reading, and keyboarding are often necessary. Stress can result from deadlines, conflicts, public scrutiny, and other daily occurrences. The employee frequently reaches with hands and arms, with some bending and twisting to access file cabinets, office machinery and supplies. Close visual acuity is necessary.

WORK ENVIRONMENT: Work is normally performed in a climate controlled office environment, with very limited exposure to extreme heat/cold, poor ventilation, fumes, and gases. Noise level is moderate and includes sounds of normal office equipment (computers, telephones, etc.). No known environmental hazards are encountered in normal performance of job duties.

TERMS OF EMPLOYMENT: Full Year - 261 Days - Administrator Contract

EVALUATION: The Superintendent will be evaluated annually by the Barre Unified Union School District School Board.

***Disclaimer:** The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. All of the listed functions are important and are in no particular order. This is not an exhaustive list of all responsibilities, duties, and skills required. All employees may be required to perform duties outside of their normal responsibilities from time to time, as needed. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. This job description is subject to revision at any time by the employer.*

Draft Completed October 2021

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

CODE: F 20

1ST READING: 5/9/2019

2ND READING: 6/13/2019

ADOPTED: 6/13/2019

**FISCAL MANAGEMENT AND GENERAL FINANCIAL
ACCOUNTABILITY**

1. POLICY

It is the policy of the Barre Unified Union School District (BUUSD) (Barre Town, Barre City and Spaulding High School Union Districts, and Central Vermont Career Center) to manage its financial affairs using generally accepted accounting practices, providing appropriate accountability, and assuring compliance with guidelines published by the Agency of Education.

2. ADMINISTRATIVE RESPONSIBILITIES

With the advice and consent of the Auditor of Accounts and the Secretary of Education, the Superintendent shall establish and maintain an accrual system of accounting for the proper control and reporting of school district finances and for stating the financial condition of the School Districts.

Guidelines

1. The approved budget will be the spending plan for the year. The Superintendent or his or her designee is authorized to make commitments on behalf of the organization. Expenditures in excess of \$15,000 require approval by the Board. The Superintendent shall assure that the district does not materially deviate from the approved spending plan, and shall notify the Board of significant overages in spending or significant reduction in revenue that might threaten adherence to the annual budget plan for the year.
2. The Superintendent or designee shall arrange with the BUUSD Board an annual audit of accounts by a certified public accountant.
3. The Superintendent shall be responsible for establishing a system of appropriate internal controls for the handling of all financial obligations and all funds and accounts.
4. The Superintendent or designee shall provide regular information to the board regarding the status of the organization relative to expenses and revenues according to a schedule established by the Board.
5. The Board shall, annually, authorize the Superintendent or his/her designee to "examine claims against the district for school expenses and draw orders for such as shall be allowed by it payable to the party entitles thereto."
6. The bidding requirements of 16 V.S.A. §559 will be followed by the Board and its designees.

October 2021

District Enrollment/Staffing

Class Size Policy Limits				Barre City Enrollment					Barre Town Enrollment				
Grade	Min	Ideal	Max	Students	Teachers	Avg.	Outside Placed	Total Grade Level	Students	Teachers	Avg.	Outside Placed	Total Grade Level
PK	12	15	17	63	3	21.00	37	100	98	4	24.50	14	112
K	15	16	18	71	5	14.2	0	71	78	5	15.6	0	77
1	15	18	20	78	5	15.6	0	78	78	4	19.5	0	78
2	15	18	20	64	4	16	0	64	84	5	16.8	0	84
3	15	18	20	88	6	14.67	0	88	73	4	18.25	0	72
4	15	20	22	67	5	13.4	0	67	66	4	16.5	0	65
5	15	20	22	77	6	12.83	3	80	79	4	19.75	1	80
6	15	20	22	70	6	11.67	4	74	69	4	17.25	0	69
7	15	23	25	74	6	12.33	4	78	74	7	10.57	2	73
8	15	23	25	50	6	8.33	4	54	81	7	11.57	3	81
								BC PK-8 Total	BT PK-8 Total				
				702			52	754	780			20	791

SHS Enrollment					CVCC Enrollment	
Grade	SHS	Early College	Outside Placed/SEA	Total	Programs	Students
9	175		17	192	Automotive Tech	19
10	131		24	155	Baking & Culinary Arts	19
11	134		15	149	Building Trades	17
12 +15	123	18	19	160	Cosmetology	26
Total	563	18	75	656	Digital Media Arts	17
					Digital Media Arts II	4
					Electrical Tech	21
					Emergency Services	12
					Exploratory Tech	22
					Human Services	0
					Medical Professions	7
					Natural Resources/Sus.	10
					Plumbing & Heating	24
					Totals Enrollment	198

10/22/2021

Students Enrolled
2261
Outside Placed Total
147
District Total
2399

HOME STUDY REPORT (AOE provided data)

	Barre City Home Study (AOE Report)				Barre Town Home Study (AOE Report)				Spaulding High Home Study (AOE Report)			
AOE Report Month	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2021-2022
July	-	-	-	29	-	-	-	23	-	-	-	4
August	9	22	22	31	9	26	18	29	6	18	6	6
September	11	23	30	35	11	27	25	39	8	20	9	8
October	11	23	41	40	15	28	35	42	9	20	13	10
November	No Rpt	26	43		No Rpt	29	38		No Rpt	20	14	
December	No Rpt	26	No Rpt		No Rpt	29	No Rpt		No Rpt	21	No Rpt	
January	No Rpt	No Rpt	50		No Rpt	No Rpt	43		No Rpt	No Rpt	14	
February	No Rpt	25	52		No Rpt	30	46		No Rpt	21	14	
March	No Rpt	No Rpt	52		No Rpt	No Rpt	48		No Rpt	No Rpt	15	
April	32	25	44		32	30	48		17	21	16	
May	32	26	17		32	30	9		17	21	2	
June	35	32	20		34	39	11		17	24	4	
Pending at AOE	<i>7 additional applications for October Pending Approval (not counted above)</i>				<i>9 additional applications for October Pending Approval (not counted above)</i>				<i>6 additional applications for October Pending Approval (not counted above)</i>			



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October 28, 2021

Dear BUUSD School Board,

I write to you this Friday morning nearing the end of our first eight weeks of school, with the first quarter of the 2021-22 school year coming to a close next Friday. And what a first quarter it has been! Given the impact the Delta variant has had on our community the last two months, I am proud of and incredibly impressed with the resilience of our staff, students, and families. You should be too.

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

Update on BUUSD Communications BUUSD Communications Director Josh Allen and I have been focusing on clear, transparent, and informative messaging to our community on a daily basis. We are working closely with our Covid Coordination team, building leaders, and staff to paint a picture of what is happening in our schools and sharing it with all stakeholders in the community. Clearly, our hope was to have moved far beyond the Covid related messages that are so unfortunately necessary by this point, but we just haven't been able to do so yet. Beginning last week however, we moved to weekly Covid updates for each school, and we continue to share student focused video updates that celebrate the day to day learning and "unknown to the community" opportunities we provide our students. I have to say that making and sharing these clips have been the highlight of my year! We aim to share many more in our effort to tell the story of what learning and working in the BUUSD schools is like in the months ahead. So far, the feedback on all of our communications 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 with the latest Delta surge of the pandemic. At this point, the number of positive case counts our district has faced is well known, and we have now surpassed over a hundred student and staff cases since the start of the year. This number puts us near the top of cases in the state, and our students in the youngest grades have suffered the biggest impact. Kids are missing too much school, and families are exhausted by the relentless nature of the contact tracing and line lists that we need to follow. Secretary of Education Dan French and his team are visiting our district on Thursday the 28th to meet our nurses and principals, and we will be sharing our experiences with him in detail. I can assure you that I will continue to doggedly advocate for our kids, families and staff at the state level, and I will have updates on this visit when we meet on the 28th.

I would like to once again thank our community for the overwhelming support we've experienced these first few challenging months -- families (with very few exceptions) are clearly embracing our guiding principles of keeping everyone safe and healthy while keeping our schools fully open. With Halloween, winter sports, and the holiday season looming, we will need to continue to work hard to keep these principles in the forefront of our daily lives.

Staffing in the BUUSD Staffing shortages continue to be a major concern, but there has been progress! I am happy to report that all but a few of our professional positions have been filled, and much credit is due to Director of Human Resources Carol Marold, her team, and our principals for securing qualified people amidst the day to day challenges we are facing! These are truly unprecedented times!

Unfortunately, the unfilled positions we're still facing this fall continue to have an enormous impact on both the instructional and operational worlds of our school community every day. Paraeducators, substitutes, and bus drivers are the most glaring examples, and we are certainly not alone in being quite desperate to find people willing to work!

The vast majority of our staff is stretched thin, and people are working double (or triple!) duty in multiple roles every day. Principals, paraeducators, office personnel, and many others are substitute teaching daily, and teachers are performing in unfamiliar roles regularly. Many of our staff, just like our families, have had to miss an extraordinary number of days to be home with children who have been on line lists for contact tracing. The impact of the pandemic has spared no one in our community.

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

Respectfully,

Chris



Spaulding High School

155 AYERS STREET, SUITE 1
 BARRE, VERMONT 05641-4300
 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 – October, 2021

Athletics:

- Game schedules can be found on our [website](http://www.shsu61.org).
- Season Tallies: Varsity Field Hockey 7-1-1; Varsity Football 2-2; Varsity Boys Soccer 0-9; Varsity Girls Soccer 5-3
- Cross Country competes October 16th for the NVAC Championship hosted by Missisquoi Valley UHS. October 30th is the Cross Country State Championship hosted by Thetford Academy.

Students & Community:

- Please see the attached Newsletters ([September 7](#), [September 14](#), [September 20](#), [September 27](#), [October 4](#), [October 11](#), [October 18](#)).
- The first PAS Day was very productive and we are preparing for our second PAS Day on October 12th. The first progress report of the year is not always indicative of overall student performance later in courses, but our initial numbers were indicative that this strategy is having success. Our focus is on early intervention to support students before they become too overwhelmed in their course(s) to effectively meet standards.
- Community service requirements have resumed, although we continue to be guarded with COVID. Community partners that have activities our students could be of service with should reach out to Margo Austin at maustshs@buusd.org. Margo continues to communicate opportunities to students for students to engage with the Barre Community.
- Brianna Pace (Freshman) has been selected as the first recipient of the Fuel Good in Your Community Award, awarded by New England Dairy. She is awarded this based upon her community service. Some of the activities that Brianna has participated in are a 150-gallon milk donation to the Food Bank, Community Night event at BC and the Bulldog Blast Day to help children become active and move.
- **Student of the Week:** Students recognized by staff and/or peers for their achievements and/or contributions: Aidan Ahearn, Jonathan Maurice, Aiden Crete, Kaidence Campbell, Abigail Lindhiem, Angelique Macie, Justice Womer, Karmen Beaudoin, Emma DeLisle, Brady Aldrich, Madalyn Sickles, Keating Carpenter, Alyssa Corron, and Molly Parker.
- **Athlete of the Week:** Students recognized by coaches and/or peers for their athletic achievements and/or contributions: Zack Wilson, Emily Morris, John Jesmonth, Isabella Bevins, Ruby Harrington, Camden Pierce, Hayden Ross, Rebecca McKelvey and the entire Boys Golf Team.
- **Artist of the Week:** This is a new recognition for those that contribute through their art: Noah Rubel and Xavier Woogmaster.
- **Staff of the Week:** Staff recognized by peers and/or students for their efforts and/or contributions: Mike Emmons, Dan Smith, Alex Washburn, Anna Ryan, Sara Dorr, Patrick Leene, Nealee Thibault, Kathy Gardner, Jen Lyon, Lora Gaudreault, Jake Trepanier, Sue Brennan and Chris Moran.



“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 are over a month into our programs and students have hit the ground running, in fact our co-op students have already made over \$50,000 dollars (prior to October 1st). We continued staff community building and developing our communication skills in our Professional Development on October 8th. Our Student Leadership team kicked off their year on October 20th, and one of the activities they did had been done by staff at our PD, students appreciated being able to connect with adults on this. I have been, and will continue to, visit all of our sending school boards over the next month to update them on Governance and Revisioning, current state and next steps.

Governance: The governance committee has nearly completed its report which will be submitted to the Agency of Education during the first week of November and, potentially to the State Board of Education for approval in December. Governance was highlighted in both the Valley Reporter ([Article](#)) this week and in an [online article](#) from the Montpelier Bridge.

Administrative Team (Kara, Laurie, Sarah): Parent/Teacher conferences occurred October 7. Student applications for FY23 are open and the online application may be found @ <https://cvccc.org/cvccc--apply-to-cvccc.html>.

Gerry Reymore: CVCC students have completed their first round of WorkKeys. WorkKeys Assessments are an AOE CTE requirement. They will be tested again in the spring.

PROGRAM HIGHLIGHTS: https://www.instagram.com/cvcc_cosmo/,
https://www.instagram.com/cvcc_plumbingandheating/, https://www.instagram.com/cvcc_auto/,
https://www.instagram.com/cvcc_medicalprofessions/, https://www.instagram.com/cvcc_dma1/,
https://www.instagram.com/cvcc_dma2/, https://www.instagram.com/cvcc_baking_culinary/,
https://www.instagram.com/cvcc_electricaltech/, https://www.instagram.com/cvcc_naturalresources/,
https://www.instagram.com/cvcc_ems/, https://www.instagram.com/cvcc_coop/, https://www.instagram.com/cvcc_expotech/,
https://www.instagram.com/cvcc_buildingtrades/

Building Trades: The house built in FY20 has left the CVCC lot. Students in the FY22 building trades were able to observe the house being set on its foundation at the new location.

Electrical Technology: (written by students) In our Electrical class we were assigned with a project of turning a regular bike into an Ebike. This project had many challenges along with it and took us roughly a week to complete. First we had to assemble the regular bike, and once we did that we started to plan for how we were going to convert that regular bike into an Ebike. Our teacher had ordered the kit for us to make the conversion. Once we had our plan we started to disassemble the regular bike and begin the building process of the Ebike. We first started by taking off the old back tire and putting on the new electric powered one. Then we built the mounts for where the battery and wiring of the bike to the motor along with wiring up the battery to it and all the controls such as brake sensors and throttle mounted the throttle and brakes to



everything which soon became a struggle for us. After we had it almost completed we took it out for a test and realized that the brakes really needed to be fixed along with the wire management. So we brought it in and began to fix what needed to be fixed. After that we checked it through with our teacher and he gave us the green light to ride it. Overall this was a fun side project and experiment that got frustrating at some points but in the end it was a fun challenge.

Exploratory Tech: Collaborated with Plumbing & Heating students Josh Sainz and Jaxon Bailey-Perkins. Josh and Jaxon did a great job of teaching Exploratory students how to use a pipe expansion tool.

Emergency Services: Students in Emergency Services and Medical Professions are working with SHS students and staff to put together a SHS/CVCC Red Cross Blood Drive for November 23, 2021

Medical Professions: Students are learning about blood types, transfusions, and blood borne diseases. They completed their Urinalysis Labs, policies and practice in specimen collection and started their CVCC Dual Enrollment Human Biology course. Students also completed reading the novel by Rebecca Skloot, The Immortal Life of Henrietta Lacks.

Plumbing & Heating: and Electrical technology students met with a college representative to learn about options related to their trade.

Student Highlights:

Jennifer Luck-Hill is organizing the **Student Leadership team** of 20 student participants. CVCC students and adults began this year's Student Leadership Team with a professional leadership workshop led by Jennifer Luck-Hill and Harry Frank from Up for Learning, a Montpelier-based organization focused on Youth-Adult partnerships. CVCC student leaders learned about leadership qualities, decision-making, and communication skills. The Student Leadership Team will be facilitated by Jennifer Luck-Hill and has student representation from each CVCC program. These student leaders are the voice for their programs. Students and adults will work together this year to create a partnership to effect positive change and community building within CVCC. This team brought energy and great ideas to the workshop. Together they laughed, talked, planned, and dreamed about the work they hope to accomplish this year.



Staff Highlights:

CVCC welcomed a new permanent substitute on board, **Spencer Kelley**.

Matt Binginot: Congratulations to Matt Binginot for taking 2nd place in the VT State Parks Photo contest!

https://www.instagram.com/p/CVTCrnStBNr/?utm_medium=copy_link

Submitted by: CVCC Administrative Assistant

UPCOMING EVENTS: 11.18.2021 Open House/ College Fair

<https://cvtcc.org/>

[CVCC facebook](#)

[CVCC youtube](#)

[CVCC instagram](#)

10.21.2021



Barre City Elementary & Middle School

Hayden Coon, PK-4 Principal
Pierre Laflamme, 5-8 Principal
Olivia Kane, Assistant Principal
Office (802) 476-6541
Fax (802) 476-1492

50 Parkside Terrace
Barre, VT 05641

Counselors (802) 476-7889
Nurse (802) 479-6920
Health Office Fax (802) 477-1650

Dear Barre Unified Union School District Board,

We continue to improve arrival and dismissal procedures and timing. It is worth noting that Stacy at STA and our bus coordinators have been working diligently to find solutions to bussing issues. While this is a problem on the national level, we have been able to continue providing safe transportation and improve timing despite facing shortages.

As we near the end of the first quarter in Middle School our educators are preparing for Parent-Teacher Conferences through a virtual medium. Much to their credit they continue to find ways to communicate and connect with families beyond what is contained in a report card., we are directly seeing the benefits of your/our pattern of building internal capacity with professional level staff. We are better able to meet the variety of challenges with flexibility and clinically-based support.

The elementary school has been plugging along in PBIS work. Our school has a lovely new banner with the motto “Kind Safe Responsible” and we continue to implement more steps. Our students continue to do an amazing job wearing their masks and meeting our expectations throughout the day. Our staff and faculty have been truly doing an amazing job in supporting our students, many of whom are returning to school with a vast amount of needs that we are

Finally, our families and students have been amazing as we have re-implemented health screenings into our daily practice. Families have been very kind and flexible to make it work. The good news is that we have found this practice to be helping with safety, and by asking the questions verbally, allows for personal greetings and conversation with every student at their first point of contact for the day.

Respectfully submitted,

Hayden and Pierre

“Doing Whatever It Takes to Ensure Success for Every Child”

Barre Town Middle & Elementary School



Building Report October 28, 2021

Bleachers: Our new bleachers arrived and were installed inside the Crowley Gym the week of October 11, as shown below.



Bussing: We continue to work closely with our contracted bus company as it relates to shortage of bus drivers and the impact on our bus routes. We appreciate families working with us to create short-term solutions during these difficult times.

Crops by Kids Garden: A HUGE thanks to students in the Building Trades class at CVCC who helped replace a few raised beds and fence in our community garden. They also built 4 picnic tables for us to enjoy for lunches or classes. Our garden is now ready for winter thanks to many hands and hard work of our students who helped clean and prep things for the long winter months. Don't forget to submit a design entry for our new CBK sign--due date is Monday, November 1.

Fire Prevention Month: October is Fire Prevention Month and our Kindergarten students will be learning about fire safety from BT Fire Chief Chris Violette.

Name a Snowplow Program: Barre Town students recently participated in the Name a Snowplow Program sponsored by the Agency of Transportation. Each school enters one name, and all appropriate names will be accepted. The Agency will assign each name to an orange truck at the Maintenance District Garage located closest to the school. District plow drivers will visit each school with the truck that it named. A decal or sign displaying the plow name and the school name will also be placed on each named truck. The results are in!! Barre Town's snowplow will be named SNOW DESTROYER!! We will look forward to seeing the new sign.

Parent Teacher Conferences: Fall Conferences will take place remotely--Google Meet or phone call. Homerooms/TA's have shared sign-up information with families to schedule a time to meet.

PBIS: Our elementary staff and students have been working so hard and following the "BTS Way" (**B**e Respectful, **T**ake Responsibility, and **S**tay Safe) and earning "Caught You" cards!!! These Caught You cards are tallied and ping pong balls are added to a special container in our lobby, and this is known to the students as "Filling the Paw". Their great work allowed us to "Fill the Paw" and celebrate with a Recess Dance Party!!!! The excitement and fun was enjoyed by all elementary staff and students on Friday, October 1st. This celebration was super successful and very high interest for the students, so it is pretty likely there will be another Recess Dance Party in the future! Way to go, Bobcats!!!!

Student Teaching: Please join us in welcoming four Norwich students who are completing their student teaching in physical education. We also want to welcome a student teacher from NVU @ Johnson State in our middle school.

Quarter 1 Report Cards: Quarter 1 closes on Friday, October 29. Report cards will go home with students in grades 1-8 on Friday, November 5.

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BARRE UNIFIED UNION SCHOOL DISTRICT COMMUNICATIONS COMMITTEE MEETING

BUUSD Central Office and Via Video Conference – Google Meet
September 2, 2021 - 5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Alice Farrell, Chair - (BT)
Abigayle Smith, Vice-Chair (BC)
Guy Isabelle – (At-Large)

COMMITTEE MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Josh Allen, Communications Specialist

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

GUESTS PRESENT:

Josh Howard

1. Call to Order

The Chair, Mrs. Farrell, called the Thursday, September 2, 2021 BUUSD Communications Committee meeting to order at 5:31 p.m., which was held at the BUUSD Central Office and via video conference.

2. Additions and/or Deletions to the Agenda

On a motion by Mr. Isabelle, seconded by Ms. Smith, the Committee unanimously voted to approve the Agenda as presented.

3. Public Comment

None.

4. Approval of Minutes

4.1 Meeting Minutes for August 5, 2021 BUUSD Communications Committee Meeting

On a motion by Ms. Smith, seconded by Mr. Isabelle, the Committee unanimously voted to approve the Minutes of the August 5, 2021 BUUSD Communications Committee meeting.

5. New Business

5.1 Strengthening/Improving Communication with All Community Members

Mr. Allen advised that there are four COVID funded items being developed, including new features for the web site. ESSER funded features include; translation of all web site postings (including email messages), integration of the web site with Infinite Campus (which will assure that the mailing list is as current as possible), switching from Mailchimp to Finalsite Messages (which will be integrated with the web site), and creation of a District mobile app. Mailchimp will be kept as a backup option. The app will be available on the Apple Store and Android as well. The District will need to have a campaign to encourage parents to download the application. The app will allow access to all content that parents most commonly look at. Push notifications can be sent through the app. This 'instant messaging' system is a much faster way to communicate (school closures, emergencies, etc). Mr. Allen was lauded for his many accomplishments, making tremendous gains in the District's ability to communicate. It was confirmed that the 'Call-Em-All' feature will continue to be used. Mr. Allen reiterated that implementation of these new features is in the infant stage. The integration with Infinite Campus is currently being worked on with the IT Department. Mr. Allen is optimistic that the integration will be completed sometime in October. Timely communication is essential and the District continues to make progress and build capacity. It was noted that cross-training is also occurring. In response to a query, it was noted that Mr. Allen and Mr. Hennessey attended the recent Barre Forum, though only two parents were in attendance at that particular session. It was noted that some individuals may have attended other sessions, or virtual sessions. It was suggested that the Strategic Plan be shared with the Barre Forum Event Coordinators (for inclusion in future sessions).

5.2 Back to School Communication Report

Mr. Allen reported that he has been extremely busy with Back to School communications, and has received much positive feedback.

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Mr. Allen requested Committee feedback regarding the current weekly updates. “Communication fatigue” is always a concern, and was a factor in determining the update schedule. Mr. Hennessey advised that there have been some substantial transportation delays at the start of the school year and the District has tried to communicate information to parents in a timely manner. Mr. Allen reported that the new Digital Media Arts II instructor is very interested in collaborating with the Communications Department for creation of student-made videos.

5.3 Recap of Board Engagement Document

Mr. Allen created the document a few weeks ago and is revising it based on comments and feedback. Mr. Allen would appreciate additional guidance on this document. Mr. Allen would like to present a draft to the Board at their next meeting. It will be important for the full Board to ‘weigh-in’ on this document. This document can be amended as needed, including the possible addition of information pertaining to community forums. A draft will be presented at the 09/09/21 Board meeting.

6. Old Business

None.

7. Other Business

None.

8. Items to be Placed on Future Agendas

- Update on Strengthening/Improving Communication with All Community Members
- Feedback on COVID Related Communication (from Board and Community Members)
- Promotion of SHS to Out of District Students

- Branding and Logo – Add to Parking Lot

9. Next Meeting Date

Due to a conflict (VSBA Regional Meeting), the October 7, 2021 meeting has been rescheduled.

The next meeting will be held on Wednesday, October 6, 2021 at 5:30 p.m., at the BUUSD Central Office and via video conference.

10. Adjournment

On a motion by Mr. Isabelle, seconded by Ms. Smith, the Committee unanimously voted to adjourn at 6:23 p.m.

Respectfully submitted,

Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT FINANCE COMMITTEE MEETING

BUUSD Central Office and Via Video Conference – Google Meet
October 5, 2021 - 5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Sarah Pregent (BC) - Chair
Renee Badeau (BT) – Vice Chair
Gina Akley (BT)
Chris Parker (BT)

COMMITTEE MEMBERS ABSENT:

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Jody Emerson, Director Central Vermont Career Center
Lisa Perreault, Business Manager

PUBLIC MEMBERS PRESENT:

Dave Delcore – Times Argus Terry Reil

1. Call to Order

The Chair, Mrs. Pregent, called the Tuesday, October 5, 2021 BUUSD Finance Committee meeting to order at 5:31 p.m., which was held at the BUUSD Central Office and via video conference.

2. Additions and/or Deletions to the Agenda

Mrs. Perreault will provide an update on the e-Finance system under Other Business.

3. Public Comment

None.

4. Approval of Minutes

4.1 Meeting Minutes - September 7, 2021

On a motion by Ms. Parker, seconded by Mrs. Akley, the Committee unanimously voted to approve the Minutes of the September 7, 2021 BUUSD Finance Committee meeting.

5. New Business

5.1FY23 Budget Development

A document titled 'FY23 BUUSD/CVCC Budget Development Considerations – October 5, 2021' was distributed. Mrs. Perreault provided an overview of the 'considerations', noting that the first preview of the expense budget will occur in November. There are currently many unknowns, e.g. revenues and equalized pupil counts. There is much work going on behind the scenes, including many meetings with administrative teams and directors. More information should be available in December. It is hoped that the Board and the Finance Committee can share their perspectives, goals, and values. The Board may wish to integrate the Strategic Plan into their thoughts and goals regarding budget development. Regarding the CVCC Governance Transition, Mrs. Perreault advised of a recent article in the Times Argus (which provided a good outline of the plan). As in the past, two separate budgets will be presented to voters (CVCC and BUUSD). Ms. Emerson was lauded for her efforts in informing the community regarding the possible change in governance. Clarification was provided regarding voting on the CVCC budget. If a new governance structure is passed (in March) but the budget doesn't pass, a revote would most likely be presented to all sending districts (rather than just Barre City and Barre Town). The Regional Advisory Board reviews the CVCC budget draft, and makes a recommendation to the BUUSD Board. Currently, the BUUSD Board approves a CVCC budget for presentation to voters (in Barre City and Barre Town only). Currently CVCC tuition is paid by sending schools, but there may be legislation that changes that system. Legislation would most likely have the tuition money 'follow the students', and be paid directly to the technical centers (from the State), rather than be paid by the sending schools. If the State approves a new governance model (the tech center being regionally controlled by the 18 sending towns), every sending school town will vote on whether or not to change to a regional governance model, and will also vote to

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elect four at-large Board Members (in the event the new model is voter approved). For FY23, the budget will still be voted on by only Barre City and Barre Town. If the new governance model is approved, the FY24 budget will be voted on by all 18 sending towns. As long as CVCC remains physically located in Barre, the District budget will need to include the lease and any contracted services (being provided by the BUUSD, e.g. payroll).

Mrs. Perreault advised regarding the consideration pertaining to the unaudited fund balance, noting that the auditors reminded the District that the District came into FY21 with a negative \$313,000 fund balance. That amount needs to be deducted from the FY21 year-end projected surplus. Mrs. Perreault advised that the Tax Stabilization Fund is \$900,000, and that negotiations are continuing with teachers and custodians. Additionally, the VSBA is providing resources relating to health care negotiations. It would be beneficial for Board Members to review the VSBA web page that contains this information. Two representatives from the employer commission have been invited to attend the VASBO meeting on Friday (10/08/21). Information relating to Act 173 is forthcoming daily. Act 173 goes into effect on 07/01/2022. The District is currently waiting for the Agency of Education to provide revenue projections, and provide additional information regarding what the new funding will look like. The District is also waiting to hear from the State regarding equalized pupil numbers. Mrs. Perreault reiterated that those working on budget development are looking forward to receiving input from the Board. Mrs. Spaulding believes Statewide Health Insurance negotiations will be discussed at the regional VSBA meeting. Mrs. Spaulding encourages Board Members to attend the Regional meeting on Thursday, 10/07/21. Mrs. Perreault provided a brief overview of Act 173, advising that the reimbursement formula is changing from a 'block grant' to a census based reimbursement. The District is waiting for additional information, including the possibility of weighting for districts with high poverty levels. Act 173 does allow more flexibility in the use of funds. Mrs. Perreault advised that the higher reimbursement for students who qualify as 'extraordinary' (expenses over \$60,000), will continue. In response to a query regarding the impact of not having allocated surplus funds, Mrs. Perreault advised that paying the current expense note (with surplus funds) would result in future savings (interest), and further noted that much planning work goes into large projects, and the preliminary work needs to be started in the near future to assure that the work can be performed in the summer of 2022. It was noted that the ESSER funds have a period of performance that ends 09/30/2024. It is hoped that after the public 'listening session', the Board will feel more comfortable making recommendations.

5.2 FY22 Financials

Copies of the BUUSD and CVCC FY22 Year-End Projection Reports (dated 10/05/21) were distributed. (BUUSD unaudited projected surplus: \$183,873, CVCC unaudited projected surplus: \$9,458).

Mrs. Perreault advised that she has created a projection, but it is very early in the year for projections. Mrs. Perreault has been very conservative with this projection. Most of the projected surplus is due to open/unfilled positions. As the year progresses, it will be possible to identify significant differences, and why they are occurring. Mrs. Akley wants it to be very clear that much of the surplus is due to open positions, which is not a position the District wants to be in. Mr. Hennessey noted that there are currently 17 open para-educator positions.

5.3 FY21 Audit

Mrs. Perreault advised that auditors will be at the Central Office this week, and that the audit is moving along well, with things looking good so far. There are no known findings at this time. Tyler Kimberly is working on the 'single' audit (for Federal Grants). It is anticipated that draft audits will be available by the end of October. The auditor did not make any recommendation on whether or not to allocate surplus funds.

6. Old Business

None.

7. Other Business

Mrs. Perreault reported that Secretary French and Bill Bates were invited to speak to the House Education Committee, where they announced that they are very disappointed with the eFinance software, which is not serving the needs of districts and is not adequate to perform the necessary functions. They do not recommend that any other districts convert to eFinance. The BUUSD will not be converting to the eFinance system. In the future, the District may explore some other innovative systems. As the State was funding the eFinance system, districts are asking the State what they might offer for financing of different systems.

8. Items for Future Agendas

Items for November include:

- FY23 Budget Development
- FY22 Year-end Projections
- FY21 Audit Draft

It was noted that auditor Tyler Kimberly should be invited to attend the December Board Meeting (for presentation of the Audit).

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9. Next Meeting Date

The next meeting is Tuesday, November 2, 2021 at 5:30 p.m., at the BUUSD Central Office and via video conference.

10. Adjournment

On a motion by Mrs. Akley, seconded by Ms. Parker, the Committee unanimously agreed to adjourn at 6:06 p.m.

Respectfully submitted,

Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT FACILITIES AND TRANSPORTATION COMMITTEE MEETING BUUSD Central Office and Via Video Conference – Google Meet September 13, 2021 - 5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Guy Isabelle, Chair – (At-Large)
Gina Akley, Vice Chair - (BT)
Sarah Pregent - (BC)
Andrew McMichael

COMMITTEE MEMBERS ABSENT:

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Jamie Evans, Facilities Director
Lisa Perreault, Business Manager
Brenda Waterhouse, SHS Principal

GUESTS PRESENT:

Dave Delcore – Times Argus Josh Howard Robert Howarth Terry Reil Maurice Van Demark

1. Call to Order

The Chair, Mr. Isabelle, called the Monday, September 13, 2021 BUUSD Facilities and Transportation Committee meeting to order at 5:30 p.m., which was held at the BUUSD Central Office and via video conference.

2. Additions and/or Deletions to the Agenda

Agenda Item 5.3 will be discussed out of order – as the first item discussed under New Business.

3. Public Comment

None.

4. Approval of Minutes

4.1 Approval of Minutes – August 11, 2021 BUUSD Facilities and Transportation Committee Meeting

On a motion by Mrs. Pregent, seconded by Mr. Isabelle, the Committee unanimously voted to approve as amended, the Minutes of the August 11, 2021 BUUSD Facilities and Transportation Committee meeting.

5. New Business

5.1 COVID Related Health Requirements for Reopening of Schools

Mr. Hennessey advised there is a lack of guidance (from the State) regarding mitigation factors and strategies. It has become clear that because of contact tracing requirements, the District will have to quickly revisit some of the mitigation factors, particularly those around transportation and the cafeteria. This will be very important for the K – 8 schools who have a large population of students who are not eligible for vaccination. Mr. Evans advised that Facilities still provides hand sanitizer and alcohol wipes, though it is not mandated. The only mandate at this point, is wearing masks, though Mr. Evans believes additional mandates may be announced soon. Mrs. Pregent reported that she received input from a parent who was told that their child is not allowed to ride two different buses (one to school, and a different one to daycare after school). Mr. Hennessey is not aware of any sort of decision of that nature, and advised that he will look into this matter. Mr. Hennessey noted that BTMES is trying to tighten up protocols due to a recent COVID outbreak and the extensive contact tracing it required. A community member queried regarding students not being allowed to wear seatbelts on buses. Mr. Hennessey is aware of this question, and is working with administrators and the transportation provider regarding busing overall, and this issue will be part of that discussion. Mr. Hennessey advised regarding a shortage of bus drivers, which is causing issues within the District. In response to a query regarding vaccination mandates, it was noted that the AOE has not provided guidance on this issue. Mr. Hennessey does not believe there will be a mandate from the State, but did question whether or not the District would fall under a mask mandate for companies with over 100 employees. Mr. Hennessey advised that close contacts to positive COVID individuals, can return to school (without quarantining), if they have proof of vaccination. Given the student population at BTMES, many students are not eligible for vaccines and need to quarantine.

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5.2 SEA Open House

Mr. Evans advised that an open house is slated for late September, though no date has been set. Mr. Hennessey advised of the need to minimize the number of individuals coming into the building. Mr. Isabelle queried regarding whether or not the Barre Partnership has been contacted regarding a possible open house. Mrs. Spaulding questioned whether or not anyone from the public should be allowed to enter the building, and suggested that a video tour be posted on the BUUSD web site.

5.3 Prioritization of Projects/Utilizing Surplus Funds

Mr. Evans has contacted State and Barre City Fire Marshalls to provide clarification regarding what triggers the need to sprinkle the remainder of SHS, including the definition of ‘major modification’. Mr. Van Demark, from the State Fire Marshalls Office introduced himself to the Committee, and advised that the file for SHS indicates that any major modification or renovation to SHS would ‘void/ make inactive’, the existing variance/waiver. Major modifications would require that the remainder of SHS be sprinkled. Mr. Van Demark advised that the scope of work being performed determines whether or not a project is considered a ‘major’ modification or renovation. In response to a query, Mr. Van Demark advised that SHS, in its current state, is not unsafe. It was noted that the existing waiver was granted after SHS had an architect review Code from when the last renovation was completed. A number of fire doors were installed as part of the issuance of the waiver. In response to a query, Mr. Van Demark advised that if seats in the SHS auditorium were replaced, regardless of whether or not the layout was changed, it would be considered a major modification. It was noted that part of the auditorium is sprinkled. The current coverage would need to be reviewed, and that might trigger a review and require that the entire school be sprinkled. In response to a query, Mr. Van Demark advised that he believes changes to the ventilation system would require new holes to be cut in walls and ceilings and would also be considered a major modification. Mrs. Spaulding queried regarding why changing the seats in the auditorium would require that the building be sprinkled (as the building is already deemed safe in its current state). Mr. Van Demark advised that the more protections that are in place, the better, and that whenever changes are made to buildings, the projects must adhere to the latest code. Mr. Van Demark advised that the recent library renovations would have triggered installation of sprinklers throughout the building, but his department was not aware of the project. A community member, noted that there seems to be some discretion in determining what constitutes a major modification, and queried regarding how decisions are made. Mr. Van Demark advised that he believes Code defines a major modification based on a certain percentage of the building that is being changed. Mr. Van Demark will check Code and forward that information to Mr. Evans. In response to a query, regarding consequences if a ventilation system were installed without sprinkling the entire building, Mr. Van Demark advised that he would need to consult with Deputy Director, Robert Sponable. Mr. Isabelle noted that the Fire Safety Office was accommodating when the waiver was issued, but noted that SHS did spend a considerable amount of money installing fire doors as part of that process. A community member queried regarding whether or not any major change would also require that all other current Codes also be followed (electrical, plumbing...). Mr. Evans advised that any plumbing or electrical work being performed, needs to follow current code. It was noted that only the area being worked on needs to be brought up to code, not the entire building. It was noted that installation of sprinkler systems does not usually trigger a reduction in insurance premiums. Mr. Van Demark advised that there are some ‘Down Town’ grants available (for sprinkler systems), but he is not sure if the school would qualify for the grant. Mrs. Spaulding queried regarding whether or not the schools will receive any monies from the Infrastructure Grant, and whether or not sprinkler systems would be allowed under that grant. There is no current estimate for installation of a sprinkler system. The estimate in 2016 was roughly \$800,000. Mr. Evans believes there might be some savings if the ventilation system and sprinkler system were installed at the same time. In response to a query, Mrs. Waterhouse advised that safety training is prescribed by the State. SHS follows ALICE training for emergency responses as well as normal egress expectations. There are different expectations dependent on the situation. Evacuation drills are prescribed by the State and it is believed that evacuation drills are required every other month. It was noted that sometimes lesser able bodied individuals from the public are present in the building. Mr. Van Demark and Mr. Howarth were thanked for their attendance at the meeting. Mrs. Akley requested that additional discussion be held regarding funding for a sprinkler system. Mr. Isabelle believes that discussion of finances will be held at a future point, but that this evening’s discussion is more of a ‘fact finding’ mission. Mrs. Spaulding advised that the Facilities Committee could make a recommendation, and it would be discussed by the entire Board. The full Board will ultimately make the decision. As far as surplus monies, it is more important to allocate money to specific funds rather than to try to determine specific projects. Installation of sprinkler systems and allocation of surplus funds are two separate issues. Mr. Evans advised that it will take significant time to prepare large jobs for bidding. Mrs. Spaulding read the list of priority projects from the Superintendent’s recommendation. It was reiterated that decisions related to moving surplus monies to funds within the District, is different than assigning monies to projects. Mrs. Perreault advised that auditors will be in the District starting on 09/14/21, and that once we move through the audit process, the Board can decide where they want to allocate funds, e.g. how much to Capital Improvements. Mrs. Perreault reiterated the Superintendent’s recommendation to move \$2.4 million dollars to the Capital Improvement Fund. Mr. Evans provided a brief overview of some project estimates. A community member suggested that project estimates be refined/updated. In addition to the projects listed on the Superintendent’s recommendation, Mrs. Spaulding queried regarding other projects that need to be completed, including the keying system at BTMES. Mr. Evans advised that the keying system at BTMES may run into tens of thousands of dollars, and is something that could be accomplished with the annual Capital Improvement fund line item, so wasn’t included in his recommendations for use of surplus funds. Brief discussion was held regarding roofing repairs/replacement. Mr. Evans advised that ESSER funds must be utilized to prepare, prevent, or respond to COVID.

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Mr. Evans is not sure how installation of a sprinkler system can be tied to COVID. It was noted that if installation of a new ventilation system requires installation of sprinklers, it could be argued that ESSER funds should be able to be used for a project that involves sprinkler and ventilation systems. Mrs. Perreault advised that the construction/renovation projects slated for ESSER funds, need to go through several approval phases, the first of which is a conceptual approval through the AOE, and it is viable for the District to include a sprinkler system with the HVAC Improvement Conceptual Application, although she believes the AOE thinks it's kind of a stretch to connect a sprinkler system to COVID, though it would be worth asking. Mr. Evans provided a brief overview of paving projects that are included in the recommendation. Mrs. Spaulding queried regarding updates to the SHS athletic fields, noting that the track is in bad shape, and ball fields need work, and asked if those projects were considered for surplus funds. Mr. Evans did not consider the athletic fields because he believes they don't pose a safety issue. After discussion, it was determined that it would make sense for the Committee to make a broad recommendation to move surplus funds to the Capital Improvement Fund, but not to recommend any specific projects. Mrs. Pregent noted that the recommendation has already been presented to the Board (per the Finance Committee) several times, and no action has been taken. The Committee agreed not to make a formal recommendation to the Board.

6. Old Business

None.

7. Other Business

None.

8. Items to be Placed on Future Agendas

- Track Update (with Ed Rousse in attendance)
- Bus/Transportation Review (TBD) – add to Parking Lot
- Surplus Funds – (TBD) – add to Parking Lot

Committee Members were asked to contact Mr. Isabelle with any additional items.

9. Next Meeting Date

The next meeting is Monday, October 11, 2021 at 5:30 p.m., at the BUUSD Central Office and via video conference.

10. Adjournment

On a motion by Mrs. Pregent, seconded by Mr. Isabelle, the Committee unanimously voted to adjourn at 6:57 p.m.

Respectfully submitted,

Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT CURRICULUM COMMITTEE MEETING

BUUSD Central Office and Via Video Conference – Google Meet
September 28, 2021 - 5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Renee Badeau, Chair (BT)
Alice Farrell, Vice-Chair (BC) – departed at 6:41 p.m.
Tim Boltin, (BC)

COMMITTEE MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Mary Ellen Simmons, Director of Curriculum, Instruction, and Assessment

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding – departed at 6:19 p.m.

COMMUNITY MEMBERS PRESENT:

Josh Howard

1. Call to Order

The Chair, Ms. Badeau, called the Tuesday, September 28, 2021, BUUSD Curriculum Committee meeting to order at 5:30 p.m., which was held at the BUUSD Central Office and via video conference.

2. Additions and/or Deletions to the Agenda

None.

3. Public Comment

None.

4. Approval of Minutes -

4.1 August 17, 2021 Curriculum Committee Meeting Minutes

On a motion by Mrs. Farrell, seconded by Mr. Boltin, the Committee unanimously voted to approve the minutes of the August 17, 2021 BUUSD Curriculum Committee Meeting.

5. New Business

5.1 Proficiency Based Learning 101

Ms. Simmons provided an overview of proficiencies, which are known by different names (e.g. non-negotiables, competencies, masteries, best practice etc.). Ms. Simmons provided an overview of Curriculum (not programs, but essential standards taught in class – all curriculum is tied into the Recovery Plan and the Strategic Plan), Instruction (practices done in the classroom to assure students meet proficiencies), and Assessments (tied to proficiencies to determine if proficiencies are being met). Ms. Simmons engaged with the Committee to assist with their understanding of how proficiencies are measured/assessed. Rubrics are important to assure that students and parents understand what is expected to achieve the next level of proficiency. Much work has been performed over the last few years to develop the proficiency system. All classes at SHS are tied to the Standards and all of the assessments are reported out based on where students are within the Standards. The next step is to prioritize the Standards and create the Essential Proficiencies (which will assist with creating alternative pathways for students to achieve proficiency). Outlining graduation requirements will be part of this next step. It was noted that all Essential Standards have been identified for students in grades K – 8, but need to be defined at the high school level. A community member expressed frustration that proficiency grading makes it difficult for him to know where his children ‘stand’, noting that he found that traditional ‘letter grades’ provided more clarity. In response to a query regarding how the high school assists students who are struggling with specific standards, it was noted that the high school is working on identifying the Essential Standards, and creating alternative pathways to assist students who are struggling. At the present time, students do have opportunities to receive extra assistance (daily), and every three weeks, students who are struggling have the opportunity to receive additional assistance. In response to a query regarding the District’s goal for proficiency (e.g. 80%), Ms. Simmons advised that after all Proficiencies are documented (including at the high school level), the District will use reporting to determine how many students are meeting proficiencies. Ms. Simmons reiterated that data will be utilized to identify where ‘needs’

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are in the classroom (based on essential standards), and instructional practices will be modified accordingly. Research will need to be performed to determine teacher proficiency in providing alternate ways to assess students. Mr. Boltin expressed concern that there are students who cannot perform basic math and have very poor writing skills, noting 'something is wrong', that students have been allowed to progress throughout the school system, while continuing to lack these basic skills. Mr. Boltin is concerned that the 'system is broken', and the District is not achieving its goals.

5.2 Roles for Curriculum Work

Ms. Simmons advised that the 'roles/organizational chart', is available for viewing on the BUUSD web site under the Curriculum Department tab. The basic structure is; Superintendent, Director of Curriculum, Instruction and Assessment, Two Coaches (Math and Literacy), an Administrative Assistant, and an MTSS Coach.

5.3 Process for Approving Curriculum Materials Across the District

Ms. Simmons advised that a list will be going out across the District (to Administrators and Staff). The information being provided does not pertain to basic classroom supplies. Ms. Simmons advised regarding the process of approving curriculum materials, which includes; identification of the need (curriculum materials), compilation of a list of materials, checking costs, following bidding requirements, obtaining appropriate signatures (for purchases), identifying how the material relates to classroom instructional practices, identifying if similar materials are in place, determining if the material is common amongst classrooms and schools (horizontal and vertical alignment), and identifying resources for materials. Once all of the first steps have been completed, approval must be obtained from building administrators, and if approved and grant funded, is forwarded to the Director of Curriculum, Instruction, and Assessment. In response to a query, it was noted that if a teacher wants to use a different 'canned' instruction, that deviates from what is in place, it will not be allowed. It was noted that on occasion, approval has been given for teachers to use something unique (in addition to what is in place). In response to a query regarding curricular opportunities for students that excel, it was noted that identification of the proficiencies will assist on this front, and that there is currently a structured block that involves interventionists and SPED personnel to assist students who are struggling with proficiencies. It was noted that the high school no longer has honors classes, but instead provides additional learning tracks for students who want to receive 'honors' credit (Imbedded Honors). AP classes are available at the high school level. Mr. Boltin does not believe there are adequate practices in place to serve students that excel. A parent reported that their students preferred the separate honors classes and felt that with the implantation of imbedded honors classes, their learning was slowed, as their teachers needed to follow a pace that would reach all students. Though there was extra work they could perform (to achieve honors status), a lot of that was self-taught. It was reiterated that the students felt they achieved a greater knowledge in the honors classes, where they moved at a faster pace and delved deeper into subjects. One activity that her students enjoyed in imbedded their honors classes, was the opportunity to assist students who were struggling. It was noted that there is a wide range of 'needs/preferences' amongst students (those who excel and those who struggle), and that the disparity in student needs has been amplified during COVID.

5.4 Current Reporting System

Ms. Simmons advised that all report cards are Standard's based. All required Standards are listed on the report card. Students at the high school receive progress reports every three weeks. Mr. Hennessey advised that 'over reporting' can make students feels stressed and the schools need to be mindful of that aspect. The approach at SHS is proactive and meant to assist with meeting students 'where they're at'. It was noted that the three week reporting at SHS was implemented because students were waiting until the end of the marking period, and once realizing they were not going to pass, had much work to complete and reassessments to take. The change to a 3 week reporting period was made in an effort to keep kids on track throughout the marking period. Reporting at the elementary level can be found on the BUUSD web site (a three page document). Ms. Simmons displayed an example. The high school also has information on the web site. On the SHS site, information is provided on grading, weighted grades, AP classes, how GPA is calculated, a rubric for transferable skills, and a section on how colleges are looking for proficiencies as part of their acceptance process. A community member reiterated his frustration that proficiency based grading is confusing to parents, and makes it difficult to assess where their children are struggling/excelling. It is important to keep community members informed on proficiency based grading, and to be consistent with grading. Ms. Badeau queried regarding producing progress reports at the elementary and middle school levels.

6. Old Business

None.

7. Other Business

None.

8. Items for Future Agendas

- Professional Development (October)
- Allied Arts (October)
- Any other items listed in the Work Plan for October

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Ms. Simmons will add the following items to the Work Plan:

- Specific Procedures For Challenging Students Who Excel, Including Oversight To Assure Procedures Are Followed (TBD)
- Comparisons of Proficiency Based Grading, Statewide and at a National Level (TBD)
- How SHS Deals with Students with High Needs – Training High Needs Students with Life Skills (Functioning in Careers) Including Procedures for Immediate Corrective Actions When Issues are Identified (TBD)

9. Next Meeting Date

The next meeting is Tuesday, October 26, 2021 at 5:30 p.m. at the BUUSD Central Office and via video conference.

10. Adjournment

On a motion by Mr. Boltin, seconded by Ms. Badeau, the Committee unanimously voted to adjourn at 6:37 p.m.

Respectfully submitted,

Andrea Poulin