

**BARRE UNIFIED UNION SCHOOL DISTRICT
BOARD MEETING**

February 10, 2022 at 5:30 p.m.

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 - January 27, 2022 |
| 5:44 | 5. Current Business |
| | 5.1. Annual Assessment Data |
| | 5.2. FY23 Budget Communication |
| | 5.3. New Hires [ACTION] |
| 6:45 | 6. Old Business |
| | 6.1. Second and Final Reading Access Control (F25) [ACTION] |
| | 6.2. Second and Final Reading Complaints About Personnel (B22) [ACTION] |
| | 6.3. Second and Final Reading Firearms (C5) [ACTION] |
| | 6.4. COVID Update |
| 7:15 | 7. Reports |
| | 7.1. Superintendent Report |
| | 7.2. Building Report: BCEMS, BTMES, SHS, CVCC |
| | 7.3. Communications Committee: Cancelled: February 3, 2022; Next Meeting: March 3, 2022 |
| | 7.4. Finance Committee: Met: February 1, 2022; Next Meeting: March 1, 2022 |
| | 7.5. Facilities/Transp. Committee: Met: January 10, 2022; Next Meeting: February 14, 2022 |
| | 7.6. Policy Committee: Met: January 17, 2022; Next Meeting: February 21, 2022 |
| | 7.7. Curriculum Committee: Met: January 25, 2022; Next Meeting: February 22, 2022 |
| | 7.8. Negotiations Committee: Next Meeting: TBD |
| 7:35 | 8. Other Business/Round Table |
| 7:50 | 9. Future Agenda Items |
| 7:55 | 10. Next Meeting Date: Regular Board Meeting: February 24, 2022 at 5:30 pm
Reorganization Board Meeting: March 10, 2022 at 5:30 pm |
| 8:00 | 11. Executive Session |
| | 12. Adjournment |

PARKING LOT OF ITEMS

- ES: Administrator Evaluations (March)
- Revisit In-Person Option (2nd Mtg March)
- SHS Foundation Report (TBD)

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

BUUSD Central Office and Via Video Conference – Google Meet
January 27, 2022 - 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)
Giuliano Cecchinelli, II (BC)
Chris Parker (BT)
Sarah Pregent (BC)

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent

GUESTS PRESENT:

Dave Delcore – Times Argus	Mike Deering, II	Prudence Krasofski	Nancy Leclerc	Paul Malone
Victoria Pompei	Nancy Pope	Terry Reil	Rachael Van Vliet	

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

1. Call to Order

The Chair, Mrs. Spaulding, called the Thursday, January 27, 2022, Regular meeting to order at 5:31 p.m., which was held at the BUUSD Central Office and via video conference.

Mrs. Spaulding reviewed the Meeting Norms and the procedures for engaging with the Board.

2. Additions and/or Deletions to the Agenda

Add 5.7 Meeting Options (In-person, Virtual, Hybrid)

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

3. Public Comment for Items Not on the Agenda

3.1 Public Comment

Barre Town resident Nancy Pope addressed the Board, advising that she was reaching out to the Board to express her appreciation for three items; hiring Chris Hennessey as Superintendent, congratulating all who worked to finalize the labor contract, and for the work performed drafting the 2023 budget.

Mike Deering, II expressed concerns he has, based on a recent Curriculum Committee meeting. Discussion at that meeting included staffing issues, and Mr. Deering would like to know, given the staffing shortages, what is the plan moving forward. Mrs. Spaulding suggested that Mr. Deering touch base with Mr. Hennessey on this matter. Mr. Deering reiterated that this matter needs to be addressed and that members of the community need to be advised regarding what is planned to deal with these staffing shortages.

3.2 Student Voice

None.

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4. Consent Agenda

4.1 Approval of Minutes –January 13, 2022 Regular Meeting

On a motion by Mrs. Akley, seconded by Mr. Boltin, the Board unanimously voted to approve the Minutes of the January 13, 2022 Regular Meeting, and the Minutes of the January 19, 2022 Special Meeting, as amended.

4.2 Approval of Minutes – January 19, 2022 Special Meeting

Approved under Agenda Item 4.1.

5. Current Business

5.1 New Hires

No candidates were presented for hire.

5.2 First Reading Access Control Policy (F25)

Copies of all policies referenced in Agenda Items 5.2 through 5.6 were distributed.

Ms. Parker provided a brief overview of this VSBA Model Policy, advising that the only change to the Model Policy was to add the District name.

On a motion by Mr. Isabelle, seconded by Mrs. Pregent, the Board unanimously voted to approve the First Reading of the Access Control Policy (F25).

5.3 First Reading Fiscal Management and General Financial Accountability Policy (F20)

Policy F20 is a current policy, but is being presented with an amendment, changing the threshold amount requiring Board approval.

Ms. Parker advised that there have been many different thoughts on what the amount should be, including input received from community and Board members. Policy discussion has involved many different individuals (committee members, administrators, community members). There was a change to the bidding requirement. Policy Guideline #6 advises that bidding laws will be followed. The threshold for Board approval is Guideline #1. The Committee was shown examples of policies from other districts. Community members on the Policy Committee did not feel it was their place to set the dollar threshold for Board approval.

Ms. Parker believes that 'local' Policy F30 should be rescinded after a new version of this policy is adopted. Brief discussion was held regarding this policy. This policy requires additional research. Lengthy discussion was held, including: what the threshold amount should be, concern that this policy does not clearly identify what purchases/projects require approval, that the policy as written was misinterpreted by administrators and wasn't being followed (only projects/purchases covered under the bid law were being brought to the Board for approval), that the policy doesn't match the VSBA Model Policy, the importance of the policy to show clear expectations, the importance of transparency and building trust with the community, the need for legal vetting if the Model Policy is altered, the importance of following VSBA policies which were written as they are 'for a reason', a consensus that the threshold amount needs to be lower than \$150,000, a suggestion that VSBA be contacted for clarity on the intent of the model policy, and a suggestion that this policy be returned to the Policy Committee for discussion and revision (including discussion of including a provision pertaining to SPED services).

On a motion by Mrs. Akley, seconded by Mrs. Pregent, the Board unanimously voted to send the policy, with Board comments, back to the Policy Committee.

5.4 First Reading Electronic Surveillance Policy (F26)

In addition to the policy presented for a First Read, copies of the VSBA Model Policy (F26 – Security Cameras) and local policy (F41 – Video Surveillance) were distributed. Ms. Parker advised regarding the documents distributed, and advised that the First Reading being presented has been legally vetted. Ms. Parker noted that if this policy is adopted, local policy F41 should be rescinded.

Ms. Parker advised regarding changes to the model policy (pertaining to SROs). Brief discussion was held regarding which schools currently have SROs. At the present time, BCEMS has a full time SRO, BTMES has an SRO (police presence) part time, and SHS does not currently have an SRO. Mrs. Akley raised concerns regarding provisions in the model policy which have been removed from the draft version being presented (parental notification, posting of signs, confidentiality and other student protection clauses).

Mrs. Akley queried as to why the model policy, which is clear, is being modified/deleted. Ms. Parker believes some of the changes are being done in an effort to simplify policies, and to accommodate areas that are unique to the District. Ms. Parker noted that if the Board wishes to follow the model policies more as written, the Policy Committee can proceed in that mode. It was noted that though administrator input is valued, it is important that the Board adopt policies that follow the law and are in the best interest of the District. It was suggested that if model policies were used with only minor modifications, the process of policy development and adoption would be smoother, would follow the recommendations of the VSBA, and would eliminate the issue of policies continually being sent back and forth between the Policy Committee and the Board. Mrs. Poulin provided some historical background, noting that the Board had agreed to use VSBA Model Policies, with only minor revisions (as necessary for items unique to the District), but noted that beginning with policy development under the previous superintendent, the agreed upon policy development protocol has no longer been being followed.

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On a motion by Mrs. Akley, seconded by Mrs. Pregent, the Board voted 7 to 1 to return the Electronic Surveillance Policy (F26) back to the Policy Committee for discussion and revisions based concerns raised as part of discussion. Mrs. Akley, Ms. Badeau, Mr. Boltin, Mr. Cecchinelli, Mrs. Farrell, Mr. Isabelle, and Mrs. Pregent voted for the motion. Ms. Parker voted against the motion.

Mrs. Spaulding recommends that individuals review policies that are up for discussion and attend Policy Committee meetings to provide input and have their questions answered. The Policy Committee meets on the third Monday of each month.

5.5 First Reading Complaints About Personnel Policy (B22)

Ms. Parker provided a brief overview of the policy being presented, noting that the draft being presented has been legally vetted. Ms. Parker provided a brief overview of the modifications to the policy, and noted that the District has a separate policy (D32) relating to complaints about instructional materials.

On a motion by Mrs. Pregent, seconded by Mr. Isabelle, the Board unanimously voted to approve the First Reading of the Complaints About Personnel Policy (B22).

5.6 First Reading Firearms Policy (C5)

Ms. Parker provided a brief overview of the policy, noting that this existing policy needed to be amended to comply with statute.

On a motion by Mrs. Pregent, seconded by Mrs. Akley, the Board unanimously voted to approve the First Reading of the Firearms Policy (C5).

5.7 Meeting Options (In-person, Virtual, Hybrid)

Mrs. Spaulding advised that recent legislation allows for meetings to be held without an in-person option. This legislation allows for virtual only meetings until January 2023. Mrs. Spaulding polled Board Members regarding their preference. Brief discussion was held.

The Board agreed that for the present time, it will hold “virtual only” meetings, and agreed that this matter will be revisited at the second meeting in March.

6. Old Business

6.1 COVID Update

Mr. Hennessey noted that every day, staff and students are, (for seven hours), in the equivalent of ‘large in-person meetings’. The schools are a white hot zone of COVID cases. Mr. Hennessey advised that the strategy for school closures, is to do anything possible to keep schools open. With the exception of one day, and for some specific classes, schools have remained open. The feedback regarding the strategy for keeping schools open has been well received by the community. Contact tracing is no longer taking place and has been replaced by a test at home program. Thus far, the District has had enough test kits (supplied by the State), but there are concerns regarding the shortage of test kits. If the number of positive cases increases, the supplies will need to increase. The school has received a sizable amount of KN95 masks (some for adults and some in smaller sizes). There are 3 vaccine clinics planned (including one booster clinic). COVID has had a significant impact on attendance for both staff and students. Currently, the District is averaging 60 to 100 staff absences per day.

7. Other Business/Round Table

Mrs. Farrell requested that buses be washed, as the salt coating on lights poses a safety issue.

Mr. Isabelle thanked Mrs. Pope for her input at the start of the meeting, thanked Mr. Hennessey for accepting the Superintendent position, expressed his appreciation for the document thanking Board Members for their work, suggested having students name the city and town trucks, gave a huge ‘shout out’ to the Districts’ sports teams, thanked Ms. Parker for her work this evening (acknowledging that she had to answer some tough questions), and expressed his appreciation for those Board Members who have opted to run for an additional term. Mr. Isabelle noted that it is good to see that this year there is competition for Board seats.

Mrs. Pregent thanked Ms. Parker for her work this evening, answering many policy related questions.

Ms. Parker thanked those who expressed appreciation for her work, advising that she also appreciates the historical perspective being provided, and requested that individuals e-mail her with input whenever they see upcoming policies they would like to provide feedback on.

Ms. Badeau recognized the Superintendent and teachers, who have been able to keep the schools open despite the number of staff absences.

Mrs. Akley echoed Ms. Badeau’s comments.

Mrs. Spaulding noted it is School Board Recognition Month and expressed her appreciation to Board Members for all of their hard work and commitment.

Mr. Hennessey displayed the School Board Appreciation document, and acknowledged Board Members for all of their work and support.

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8. Future Agenda Items

- COVID Update
- FY23 Budget Communication
- Annual Assessment Report/Data
- Administrator Evaluations (March meeting)
- Building Reports
- New Hires (if applicable)

9. Next Meeting Date

The next meeting is Thursday, February 10, 2022 at 5:30 p.m. via video conference.

There is also a meeting scheduled for Thursday, February 24, at 5:30 p.m. via video conference.

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. Akley, the Board unanimously voted to adjourn at 8:02 p.m.

Respectfully submitted,

Andrea Poulin

**BARRE UNIFIED UNION SCHOOL DISTRICT # 097
POLICY****CODE: F 25****1ST READING: 1/27/2022****2ND READING: 2/10/2022****ADOPTED: 2/10/2022**

ACCESS CONTROL**Policy**

It is the policy of the Barre Unified Union School District (BUUSD) to provide a safe environment for students and employees while facilitating access to school buildings, premises and equipment by authorized users. The safety and security of the district's physical space and assets is a shared responsibility of all members of the BUUSD. This policy addresses the design and management of access-control systems and measures to ensure consistency in implementation.

The District shall establish access control procedures to address the design, administration and management of access control systems and measures. Access-control privileges shall be determined and assigned by the Superintendent or designee based on the specific needs and requirements of the District and the electronic identification/access badge.

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

CODE: B 22

1ST READING: 1/27/2022

2ND READING: 2/10/2022

ADOPTED: 2/10/2022

COMPLAINTS ABOUT PERSONNEL

Policy

It is the policy of the Barre Unified Union School District (BUUSD) to see that complaints about school personnel are considered in a timely manner that is fair to all parties. The district places trust in its employees and desires to support their actions in such a manner that they are free from unnecessary, spiteful, or unjustified criticism or complaint. Further, it is the obligation of the board to ensure that the rights of the employee under the collective bargaining agreement and Vermont Law be protected through the administration of this policy.

In cases where the complaint is specifically addressed by another policy, the complainant should follow the procedures accompanying that policy. Examples include: Notice of Non-Discrimination (A22), Prevention of Employee Harassment (B5), Electronic Communications Between Employees and Students (B8), Policy on the Prevention of Harassment, Hazing, and Bullying of Students (C10 & C10-P), Prevention of Sexual Harassment as Prohibited by Title IX (C12), and Selection of Instructional Materials and Sensitive Issues (D32).

Resolving Complaints

It is the expectation of the BUUSD that concerns and conflicts be respectfully addressed and resolved directly between the complainant and the staff member. If the issue cannot be resolved directly with the individual, the complainant should communicate with the building Principal/Director by providing a summary of the concerns in writing, and including any examples or evidence supporting the complaint. In accordance with best practices and due process, the Principal/Director will afford the staff member with an opportunity for explanation, comment, and presentation of their perspective of the situation. The Principal/Director may use a variety of conflict resolution strategies to rectify the situation.

If the issue is not resolved to the satisfaction of the complainant, they may provide the written statement and evidence, including the Principal's/Director's actions, to the Superintendent, for their consideration and decision.

Appeals to the Board

If the complainant is not satisfied with the decision of the Superintendent, they may request the school board hear their case to review the Superintendent's decision. If the board decides to honor the request of the complainant, a date will be set and appropriate administration invited to participate by presenting facts, providing context, and clarifying the issue. The board shall conduct such meetings in a fair and just manner, and shall render a decision.

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

CODE: C 5

1ST READING: 01/27/2022

2ND READING: 2/10/2022

ADOPTED: 2/10/2022

FIREARMS

Policy

It is the policy of the Barre Unified Union School District (BUUSD) to comply with the federal Gun Free Schools Act of 1994 and state law requiring school districts to provide for the possible expulsion of students who bring firearms to or possess firearms at school. It is further the intent of the board to maintain a student discipline system consistent with the requirements of the federal Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act and the Vermont State Board of Education rules.

Definitions

For the purposes of this policy, the terms “firearm” “school” and “expelled” shall be defined consistent with the definitions required by state and federal law.

Sanctions

Any student who brings a firearm to school, or who possesses a firearm at school shall be referred to local law enforcement and brought by the superintendent to the school board for an expulsion hearing.

A student found by the school board after a hearing to have brought a firearm to school shall be expelled for at least one calendar year. However, the school board may modify the expulsion on a case-by-case basis when it finds circumstances such as, but not limited to:

1. The student was unaware that he or she had brought a firearm to school.
2. The student did not intend to use the firearm to threaten or endanger others.
3. The student is disabled and the misconduct is related to the disability.
4. The student does not present an ongoing threat to others and a lengthy expulsion would not serve the best interests of the pupil.

At the discretion of the school board and administration, an expelled student may be afforded limited educational services at a site other than the school during the period of expulsion under this policy.



Spaulding High School

155 Ayers Street, Suite 1
Barre, VT 05641-4300

Phone: 802-476-4811
Fax: 802-479-4535
Website: www.spauldinghs.org

Principal
Brenda Waterhouse

Assistant Principal
Luke Aither

Principal's Report – February, 2022

Athletics:

- Winter season still has matches! Please see our [Athletic Calendar](#) for events.
- The winter sports and activity [expectations](#) were shared with our community earlier this fall. We are consistent with other schools in these expectations and everyone's focus is on having a full and safe season! At this point, we are continuing to allow for spectators to attend, and we have been pleased with everyone's overall adherence to the expectations. Natalie Soffen, Athletic Director, has done an amazing job of monitoring everyone and maintaining an exciting, while safe, environment.
- Because we recognize that safety concerns may preclude some spectators from attending, we will be offering most of our home games via cvtsport.net.

Students & Community:

- Please see the attached Newsletters ([January 10](#), [January 18](#), [January 24](#), [January 31](#)). All previous newsletters can be found on our [website](#).
- Please see our latest weekly Tide Pride Bulletins ([January 10](#), [January 19](#), [January 24](#), [January 31](#)). These may be referenced on our [website](#) at any time.
- We started second semester on January 24th. There were scheduling changes and some logistical challenges, but we are well underway with our second semester. Students have been utilizing supports and resources already, so we feel that we are making progress. Our progress reports will be available on February 14th, with a PAS Day on February 15th. We have seen overall student success with our PAS data and are in the process of analyzing feedback to continue to make our system better.
- Please see our weekly bulletins for Student, Artist, Athlete and Staff of the Week. We are incredibly excited to know that our nominations continue to highlight the great work of students and staff alike - from being kind, to great effort to extraordinary accomplishments, it is a terrific way to recognize the wonderful people in our school community.
- We are doing our best to have classes running every day. We continue to need student and family support with staying home when sick as well as consistently wearing masks over mouths and noses. We are also seeking support from families to help get students to school on time. Tardy students disrupt the learning environment and impact the learning of those that are frequently tardy or absent.
- Our Assistant Principal position has been posted and we are starting the process for a replacement. It has been difficult being short staffed, but we are excited about bringing a new person onto the team and helping us continue to grow as a system.



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

CVCC UPDATES: Did you know that February is CTE month? Check out the [Proclamation](#) from Governor Scott! CVCC had 260 first round applicants for the 2022-2023 school year - this is amazing considering we have capacity for only 230 students! We began interviewing applicants on January 31st. Due to the rise in Covid cases across the state and locally, we opted to hold our Quarter 2 awards ceremony virtually. Our [Annual Report](#) and [Program of Studies](#) are both in the print stage and hard copies will be available soon. The entire CVCC staff is engaged in a training offered by the Center for Creative Leadership (CCL) and the Vermont Principals Association (VPA) called “[Beyond Bias](#).” Our next [Regional Advisory Board](#) will take place on Monday, February 14th at 4pm. **Literacy Interventionist:** Marty McMahon joined CVCC as a Literacy Interventionist mid December and has already been supporting programs by providing study strategies and test-taking strategies, the building blocks of language and medical terminology, how to build a good paragraph, structure an essay and write a good story, as well as how to use indexes and table of contents.

GOVERNANCE: The ballots for the CVCCSD special election are being printed. Attend our virtual forum on February 15, 2022 from 6pm - 7pm via [Zoom Meeting](#), Meeting ID: 968 6345 9923, Passcode: 2eDDzB.

PROGRAM HIGHLIGHTS:

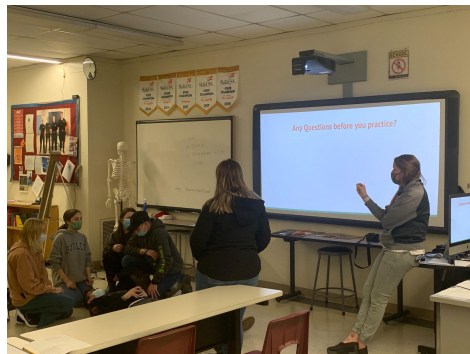
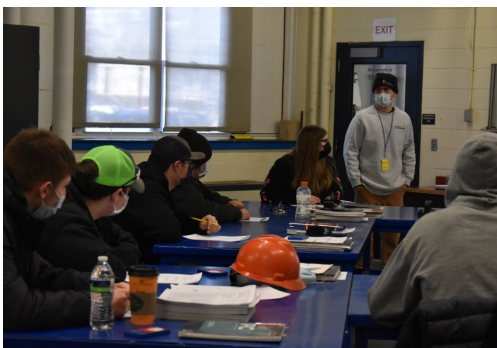
Digital Media Arts: Students in the Digital Media Arts program have expanded their graphic design unit to work with members of the community, including publishing pieces for Montpelier Alive, Barre Partnership, a local construction company, a local dance studio, and a new music group. Recently they partnered with the Vermont Network and Mosaic, a non-profit working to end sexual violence in Central Vermont, to design a series of posters and social media content that will be shared across the state. See the messages students designed for the youth across Vermont as they shared in the coming weeks at <https://instagram.com/mosaicvermont>.

Baking & Culinary Arts: Students in Baking Arts learned how to make Challah.



Emergency Services: SHS Athletic Trainer Chelsey Hoyt stopped by Emergency Services to help train students in concussion protocols and discuss helmet removal.

Plumbing and Heating: Alum Attilio Perantoni visited current students to share his experiences working with New England Air Systems.



Submitted by: CVCC

<https://cvcc.org/>

[CVCC youtube](#)

UPCOMING EVENTS: Parent Teacher Conferences 2/10/22

[CVCC facebook](#)

[CVCC instagram](#)



Barre City Elementary & Middle School

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

50 Parkside Terrace
Barre, VT 05641

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

Dear Barre Unified Union School District Board,

One can hardly watch a mainstream news cycle without hearing the phrase “staff shortages” mentioned in some form. We have reported before to you how this pressure has strained our people. Looking beyond the veil of how COVID absences have affected our school and the community, we can see evidence of what our staff does on a daily basis to keep the doors open to students. We can also learn how best to support them and continue to move forward.

Our staff continue to redefine what it means to be flexible in order to meet daily needs. Teachers are continuing to cover for missing colleagues, often teaching multiple subjects or multiple groups of students at the same time. Our Special Educators rise to the challenge each day in order to provide services to students who would normally be served by the Paras and BIs we are lacking. Support staff, Counselors, Specialists all have remained student focused to provide whatever they can from basic needs to meaningful learning.

One of the most impressive qualities of our staff remains how they look beyond the curriculum to cover or the service to render. They are looking through the eyes of the student and routinely questioning how we can recapture the rituals and experiences that enrich this very human endeavor. School assemblies, dances and educational field trips are being discussed in earnest. We are reopening our minds to the learning that can take place outside the concrete walls of the school. While many have lent their voices to this rising chorus, a special thanks to **Dawn Poitras** who empowers students through **Students on the Move** to make these ideas a reality.

As Town Meeting Day nears and the school budgets go to the community for approval, please continue to support these individuals who are here for our students and families. The work remains essential and worth doing. We also thank you for your dedication to our students, and extend this thanks to the community members who engage in School Board meetings.

Respectfully Submitted,

Hayden and Pierre

"A Rock Solid Education for A lifetime of Discovery"

Barre Town Middle & Elementary School



Building Report March 10, 2022

Electric Buses: On Tuesday, February 1st, the first of two new electric buses arrived on campus. We are working with Lion in Canada to resolve some charging kinks but look forward to using them across the district.



February 2, 2022: On Wednesday, all staff and students celebrated 2/2/22 with Two of a Kind Day and Global School Play Day. Students and staff joined in dressing as “twins”, wearing two articles of clothing and showcasing the number 2. As part of Global Play Day, individual classrooms offered games, crafts and community building activities throughout the afternoon. As you can see, a great time was had by all!!





NAEP Testing: The National Assessment of Educational Progress (NAEP) testing will be conducted on March 16th and 17th for a random selection of our 4th and 8th grade students. This testing provides additional funding for our school and district.

One Hundredth Day: Our Elementary Staff and Students celebrated the 100th day of school on Wednesday, February 9th. Students participated in fun 100th day activities, visited with Mrs. Nye, received a special sticker or bookmark, and enjoyed creating classroom decorations.

Seed Fundraiser: After a short hiatus, the BT Seed Fundraiser is back. We expect to have all order forms and additional information to students and families in the coming weeks. This year we plan to use any funds received to install running water at the chicken coop and the Crops by Kids garden.

Town Meeting: Community voting will be held in the Crowley Gym on Tuesday, March 1st.

Vacation: February vacation for all staff and students - Monday, February 21- Tuesday, March 1st. School will resume on Wednesday, March 2nd.

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BARRE UNIFIED UNION SCHOOL DISTRICT
FINANCE COMMITTEE MEETING
 Via Video Conference – Google Meet
 February 1, 2022 - 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:

Alice Farrell
 Guy Isabelle
 Sonya Spaulding

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
 Emmanuel Ajanma, Director of Technology
 Josh Allen, Communications Specialist
 Jason Derner, Alternative Education Administrator
 Jody Emerson, Director Central Vermont Career Center
 Jamie Evans, Facilities Director
 Scott Griggs, CVCC Assistant Director
 Pierre Laflamme, BCEMS Principal
 Carol Marold, Director of Human Resources
 Jennifer Nye, BTMES Principal
 Erica Pearson, BTMES Principal
 Lisa Perreault, Business Manager
 Brenda Waterhouse, SHS Principal

PUBLIC MEMBERS PRESENT:

Tony Campos Mike Deering, II Josh Howard Nancy Leclerc Terry Reil

1. Call to Order

The Chair, Mrs. Pregent, called the Tuesday, February 1, 2022 BUUSD Finance Committee meeting to order at 5:31 p.m., which was held via video conference.

2. Additions and/or Deletions to the Agenda

None.

3. Public Comment

Mr. Howard advised that he does not believe the budget is sound and would to see if the Board could provide information to convince him that the budget is sound.

4. Approval of Minutes

4.1 Meeting Minutes From January 4, 2022

On a motion by Ms. Parker, seconded by Ms. Badeau, the Committee unanimously voted to approve the Minutes of the January 4, 2022 BUUSD Finance Committee meeting.

5. New Business

5.1 FY23 Budget Communication

Mr. Hennessey advised that Josh Allen will display the Annual Report on screen. The Report will be reviewed page by page and final updates will be made based on feedback.

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Mr. Allen will be taking notes and will make changes to the document shortly after the meeting. Mr. Allen will post a copy of the edited/finalized version as an addendum to the committee meeting packet.

The cover page was displayed and a brief overview was provided. Brief discussion was held and it was suggested that some verbiage be added relating to 'heroes'. Discussion was held regarding a suggestion that additional staff, e.g. custodians, kitchen staff etc. be recognized as heroes. It was noted that in the near future, the District will be creating 'hero spotlights' videos that will recognize these staff members.

Page 2 Review – Page 2 contains voting information, including where, when, and how to vote. Additionally, the page contains information advising on how residents can register to vote. It was noted that on average, only 23% of registered voters participate in the March election. Mrs. Farrell would like the page amended to include some type of stimulus to encourage higher voter turnout, e.g. 50% (a challenge so to speak).

Page 3 Review – Page 3 includes the Superintendent's Message. The message conveys where the District is and where it hopes to be (aspirational). This section is a narrative introduction to the Annual Report. It was suggested that the message is too wordy, with too much print and there is concern that community members will not read it in its entirety. Brief discussion was held regarding budget related videos that are planned for production.

Page 4 Review – Page 4 contains 'three stories'; 'Our Children's Social-Emotional Well-Being', 'What Will Learning Look Like?', and 'High Quality & Fully Staffed Schools'. Mr. Hennessey provided an overview of the 'stories', advising that the intent of the stories is to inform community members on what the District hopes to accomplish with the proposed budget. Discussion was held and minor revisions were suggested.

Page 5 Review – Page 5 contains 'Hero Highlights' and recognizes some Barre alumni as well as school nurses. Discussion was held and meeting participants provided feedback. Mr. Allen continued to document suggested changes.

Page 6 Review – Page 6 contains FY23 Budget information, including a chart to clearly show spending per equalized pupil (by district), and charts indicating tax implications, including income sensitivity. Brief discussion was held, including discussion on the formulas districts must use when calculating cost per equalized pupil. It was noted that the current formula for calculating student counts involves a weighted formula and it is believed that the current weighting formula is not equitable.

Page 7 Review – Page 7 contains information on 'Understanding the Ballot When You Vote', which provides information on what the ballot will look like, and explains the difference between the State's definition of how the increase is calculated (based on cost per equalized pupil), versus the actual increase percentage for the overall budget. The State requires that the ballot show only the change in cost per equalized pupil. This page also includes information on how 'Income Sensitivity' (taxes paid based on income rather than based on home value). Brief discussion was held and Mr. Allen documented amendments that need to be made. It was noted that the pupil count provided by the State is based on prior years' data, not current data.

Back Page Review - This page is self-explanatory; containing a picture and space for the mailing information. Brief discussion was held and meeting participants provided input. Suggestions were provided regarding swapping out some of the photos throughout the Report.

In response to a query, Mr. Allen advised that the total cost of the project, with design costs removed, is \$8,000. This figure includes printing and mailing. Mr. Allen is completing the design work in-house. The Annual Report will be mailed to all households in the Barre area. The Annual Report will also be on the BUUSD website, on social media, and on Front Porch Forum. The Annual Report will be 'flooded electronically'. Mr. Allen will develop a one-page summary of the Annual Report. This one page document will be easy to e-mail, share on social media, and print/distribute. Mr. Allen anticipates the document will include; 'Greatest Hits' from the Annual Report, and will also include the addition of a 'tag line'. The document will also include; information about voting day, absentee ballots, 'The Bottom Line' section, the spending per equalized pupil information, as well as the section that advises how the budget will impact voters. If there is room, Mr. Allen would also like to add some frequently asked questions. The one page budget document could be distributed to parents during drop-off and pick-up. Mr. Campos advised that the short videos (being created), can be shown before and after school sports programming, after Select Board and City Council meetings, as well as after BUUSD Board meeting videos. Mr. Allen will be sending the videos to Mr. Campos. The video content will 'follow' the heroes theme and spotlight some of the 'behind the scenes' individuals, showing that this is a team/community effort. Mr. Allen will be making the Annual Report changes tonight and plans to send the document to the printer tomorrow (02/02/22). Mr. Allen advised that he will then begin work on the spotlight videos and he would like to produce one video per day. The goal is to have the videos 'commercial length' (60 to 90 seconds). Many great ideas have been received. Brief discussion was held regarding pins and stickers (that reinforce the budget). It was suggested that the Board Chair write an op-ed piece for the Times Argus. Mrs. Gilbert is drafting the 'budget flyer' (a more numbers heavy version of the Annual Report). This is a document that Mrs. Gilbert produces annually. Mr. Hennessey has visited with members of the Rotary Club. The Rotary Club has pledged to help promote the budget. Mr. Hennessey will be reaching

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out to other service organizations as well. Next Wednesday, (02/09/22) Mr. Hennessey will be joining JD Greene on his Aired Out podcast. There is much work to be performed within the next two weeks (prior to the February Break). The budget vote is one month from today. Mr. Allen advised that he has created a budget web site which contains all of the information that has been discussed this evening. Mr. Allen encourages Committee Members to direct individuals to this site; buusd.org/budget. This site is a one-stop-shop for all things budget related.

6. Old Business

6.1 FY22 Expenses Update

A document titled BUUSD FY22 Expense Report – January 25, 2022 was distributed.

Mrs. Pregent reported that not much has changed since the Committee met last month. A small surplus is still anticipated. More detailed information will be provided at next month's meeting.

7. Other Business

Mrs. Spaulding advised that on 02/02/22, she will be testifying before the Senate Finance Committee regarding pupil weighting. A recent study showed that the current weighting formula is not correct and is not based on anything 'real'. Mrs. Spaulding will testify that the BUUSD is an underweighted district, and has been for over 20 years. There are other districts that are 'over-weighted' and receive more funding. The BUUSD has a higher population of students living in poverty. If a new weighting formula were implemented, it would increase the State determined equalized pupil count for the District. Mrs. Spaulding is going to advocate for using the amended weighting method.

Mrs. Pregent advised that this is the last Finance Committee meeting prior to Board Reorganization in March. Mrs. Pregent thanked Committee Members for their work on this Committee.

8. Items for Future Agendas

- FY22 Year-end Projections
- FY23 Budget Vote Results

9. Next Meeting Date

The Tuesday, March 1, 2022 meeting is cancelled.

The next meeting is Tuesday, March 15, 2022 at 5:30 p.m., via video conference.

The Board Chair will be appointing Committee members at or shortly after Board Re-organization. In the past, Board Members advised the Board Chair regarding what Committees they wanted to be appointed to. In the coming year, it is anticipated that committees will be larger, as more community members have expressed interest in serving. The Board has approved a process for the appointment of community members.

10. Adjournment

On a motion by Ms. Parker, seconded by Ms. Badeau, the Committee unanimously voted to adjourn at 7:08 p.m. Mrs. Akley was not present for the vote.

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 January 10, 2022 - 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

GUESTS PRESENT:

Josh Howard Nancy Leclerc Terry Reil

1. Call to Order

The Chair, Mr. Isabelle, called the Monday, January 10, 2022 BUUSD Facilities and Transportation 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

None.

3. Public Comment

None.

4. Approval of Minutes

4.1 Approval of Minutes – November 8, 2021 BUUSD Facilities and Transportation Committee Meeting

On a motion by Mrs. Pregent, seconded by Mrs. Akley, the Committee unanimously voted to approve as amended, the Minutes of the November 8, 2021 BUUSD Facilities and Transportation Committee meeting.

5. New Business

5.1 Bus/Transportation Review

Mrs. Akley addressed the Committee regarding a situation she experiences as a parent of a pre-school student, expressing frustration regarding transportation issues for her child who attends pre-school at Barre Town, but attends daycare in Barre City. Because the daycare is in Barre City, and the Barre Town bus does not make stops in Barre City, it is necessary for her to transport her child from a BTMES bus stop, to his daycare (mid-day), even though the BTMES bus drives right by the daycare on its route. Mrs. Akley believes there are numerous parents who face this kind of transportation issue, and would appreciate it if the District could find a way to accommodate students/parents who are in a similar situation. Mrs. Akley expressed her appreciation to bus drivers and the transportation coordinator. Mr. Hennessey advised that the District would like to accommodate more students in Barre City and Barre Town (pre-k through 8), and that this situation will be looked into over the summer. In response to a query, a brief historical overview of bussing was provided, including; the State statute to consolidate transportation to one provider, route determination, based on safety and efficiency (coordinated between STA, using route software, and the BCEMS and BTMES transportation coordinators, and also involving law enforcement), the switch from two runs (for each AM and PM route), to one run (for each AM and PM route), and the ongoing shortage of bus drivers. It was noted that bus drivers are employed and paid by STA, not the District. It was also noted that due to COVID, many parents are not allowing their children to ride the buses, resulting in buses that are not full. Once COVID is no longer an issue, it is anticipated that ridership will increase and buses will be much fuller. In response to concern over the use of the Barre Town Recreational Area's parking lot during BTMES drop-off/pick-up, it was noted that cars were routed there as a safety measure because of traffic backing up on Websterville Road. Mr. Isabelle advised that he would like to see GMTA plan routes that

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would accommodate SHS students (who are not currently provided with bus service). It was noted that STA currently has enough bus drivers to cover the routes, but if one of them is out, it does cause issues. Brief discussion was held regarding SROs at BTMES.

5.2 Electric Bus Update

Mr. Evans advised that STA recently advised that the buses are ready to go (inspected, registered, cameras installed) and the charging stations are installed, though aren't 'on line' (programmed) yet. Mr. Evans anticipates that the buses will be in service within a few days. When these buses are put in service, two non-electric buses will be pulled out of service (a requirement of the grant). It will take a little bit of time to learn how the buses function (how many miles on a charge, how they work on hills, etc...). The long term goal is to have two electric buses for each of the two middle and elementary schools. STA does have spare buses that can be used when a bus is out of service. In response to a query, it was noted that the charging stations were relocated to allow them to be on a separate electrical service (a cost efficiency move for STA). In response to a concern that some electric vehicle batteries explode, Mr. Evans advised that given that the buses are not stored close to the school, are in close proximity to the Fire Station, and the school is fully sprinkled, VSBIT does not have concern.

5.3 Storm Water Run-off Update

Mr. Evans advised that the District has been approved for funding to cover the cost of the initial design and feasibility studies as well as construction. The grants provide 100% funding for all phases. A Notice of Intent (step one in the process of obtaining a permit from the State) is being worked on by the engineering firms. If during the feasibility studies, it is determined that a school or schools cannot accommodate installation of a retention pond, or other option, the District can pay a onetime opt-out fee, and would no longer be required to perform storm water run-off mitigation. It was noted that Mr. Evans and Mr. Hennessey have had some discussions with Barre Town officials regarding actions that the District and the Town are planning. The Town does own a number of properties that fall within the purview of the new storm water run-off regulations (all commercial land that has three acres or more of impervious surface).

5.4 ESSER Grant Applications Update

Mr. Evans advised that all ventilation systems in the schools are fully functional, but might not meet today's Healthy Building Standards. The District applied for grants, and has received conceptual approval for both BCEMS and BTMES. It is anticipated that approval will be received soon for SHS. The SHS project involves installation of sprinklers (to the portion of the building that is not currently sprinkled), and requires more paperwork. Today, Mr. Evans received the last required document (a letter from the State Fire Marshalls' Office), and he will give the letter to Mrs. Perreault, who will forward it on to the appropriate individual, to be included in the grant application.

6. Old Business

6.1 SHS Track Update

Mrs. Pregent advised that the most recent update from Mr. Rousse, is that this initiative is currently on hold.

7. Other Business

Mr. Evans advised that based on the Finance Committee's recommendation that the Board present voters with a Special Article allocating \$614,807 to the Capital Improvement fund, he anticipates that the money will be allocated to Facilities and in anticipation of that, he has reached out to architects for preliminary work on roofing projects (at BCEMS and BTMES). Mr. Evans advised that site visits with architects were conducted last week, and he is trying to get estimates and be prepared to 'put shovels to ground' if the voters approve the request to transfer funds to the Capital Improvement Fund.

8. Items to be Placed on Future Agendas

- Electric Bus Update
- Conceptual Facilities Plan for Next Year
- Storm Water Run-off Update
- PCB Testing Update

- SHS Track Update – Add to Parking Lot
- Transportation Update – Add to Parking Lot

9. Next Meeting Date

The next meeting is Monday, February 14, 2022 at 5:30 p.m., at the BUUSD Central Office and via video conference.

10. Adjournment

On a motion by Mrs. Akley, seconded by Mrs. Pregent, the Committee unanimously voted to adjourn at 6:31p.m.

Respectfully submitted,
Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT POLICY COMMITTEE MEETING Via Video Conference – Google Meet January 17, 2022 – 5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Chris Parker, Chair (BT)
Giuliano Cecchinelli, II, Vice Chair (BC)
Tim Boltin (BC)
Andrew McMichael (BC Community Member)
Jon Valsangiacomo – (BT Community Member)

COMMITTEE MEMBERS ABSENT:

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

ADMINISTRATORS AND STAFF PRESENT:

Chris Hennessey, Superintendent
Pierre Laflamme, BCEMS Principal

GUESTS:

1. Call to Order

The Chair, Ms. Parker, called the Monday, January 17, 2022, meeting to order at 5:31p.m., which was held via video conference - Google Meet.

2. Additions and/or Deletions to the Agenda

Add Agenda Item 5.7 Election of Committee Vice Chair.

3. Public Comment

None.

4. Approval of Minutes

4.1 Approval of Minutes – December 20, 2021 Policy Committee Meeting

On a motion by Mr. Valsangiacomo, seconded by Mr. Cecchinelli, the Committee unanimously voted to approve the Minutes of the December 20, 2021 Policy Committee Meeting.

5. New Business

5.1 District Counsel – Policy/Procedures/VSBA Model Policies

Mr. Hennessey advised that Pietro Lynn might not be able to make it to the meeting this evening. Mr. Hennessey advised that he attended a recent VSBA presentation for new and prospective superintendents. The presentation included information on the superintendent's role in policy and policy development. Mr. Hennessey advised that the presentation included information on basic definitions, including information regarding the roles of boards and superintendents. The Board's role and responsibilities in the process, is to set clear direction, establish parameters for administrators, staff, and the board through policies, direct administration to draft language consistent with the board's broad policy goals, seek input from affected groups and individuals, give feedback on draft policies, insure legal compliance through legal counsel, adopt final policies and monitor them, including periodic review. The Superintendents' role is to ensure policies and procedures are accessible, distribute policies and procedures, and inform the board when the need for new policies arises. There was nothing in the presentation forbidding boards from getting into procedural work, but it is clear that the board does not need to be involved in procedures. There was nothing definitive or clear regarding this specific matter, but the presentation did clearly define the roles of boards and superintendents. Mrs. Spaulding clarified that she recalls that the Board does not want to be involved in writing procedures, but as policies are being passed and the implementation sections are being stripped out, the procedures which should be falling under the superintendent and administrators, are supposed to be in written form and accessible, and they are not. The Board and the Committee is pushing for procedures to be written. The problem is that procedures are not being written, and Mrs. Spaulding reiterated her belief that the Board does not want to be involved in writing procedures. When implementation sections are stripped out and there are no procedures to be found, it is problematic. Mr. Hennessey advised that it is important for procedures to be written and easily accessible via the web site and in handbooks. Mrs. Poulin advised

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that when the decision was made to keep the implementation sections in policies, it was under the guidance and recommendation of Superintendent Pandolfo, utilizing the Model Policies. It was determined that the VSBA Model Policies implementation sections were not procedures, but rather were providing clear definition of policies for administrators, staff, students, and parents. Mrs. Poulin referred to the VSBA web site on policies and read from that site; “Our model policies closely adhere to the policy/procedure distinction, and frequently require that administrative rules or procedures to accompany specific policies be developed by administrators. In those cases, this is a step that must not be overlooked”. A review of the 56 policies adopted in preparation for the Act 46 consolidation, all include the implementation sections from the VSBA Model Policies. Ms. Parker believes Mr. Lynn was invited to the meeting to help provide some additional information on this matter and she hopes that he will be able to attend the February meeting to provide input. Mrs. Poulin reiterated that the decision to keep the implementation sections occurred under the guidance of Mr. Pandolfo and that the Board did make a directive (to include the implementation sections), and that the directive is not being followed. Mrs. Poulin advised that it was determined that the implementation sections are not procedures and are not intended to replace procedures (written by administrators), but rather are in the policies to provide clear definition, and set clear direction for administrators, staff, students, and parents. Mrs. Poulin cautioned that anything not included in the actual policy, is not policy and is subject to change at any time (within procedures) without Board knowledge or approval. When the policies are clearly defined, advising that ‘x, y, z’ needs to be done, it is the expectation the procedures will be written to follow the directive written in the policies. One recent issue relating to removal of an implementation section involves removal of the implementations section of the Substitute Policy. At the Board meeting where a new substitute rate was going to be implemented, neither the Board nor the Superintendent realized that the Superintendent is supposed to set the substitute rate annually. That directive was part of the implementation section of the policy, and had been removed from the policy. With the implementation section removed from the policy, neither the Board nor the Superintendent knew what the policy used to define. Mrs. Poulin reiterated that things not defined in policy, get forgotten, and are subject to change without notification to the Board or Board approval. It is Mrs. Poulin’s understanding, that the decision to leave implementation sections in policies, was to make assure that policies are strong, clearly define the Board’s expectations, and provide clear direction to administrators when they are writing procedures. Mrs. Poulin believes the Board’s directive to leave the implementation sections in policy was a wise decision. Additionally, Mrs. Poulin advised that removal of the implementation section of the Firearms policy, has resulted in the District having a policy that is not in compliance with the law. There are very valid reasons why the directive was given to keep implementation sections in policies. It was noted that the Firearms policy has now been modified and is ready to be presented to the Board. Mr. Valsangiacomo suggested that there be a directive in place to assure that administrators write procedures within a set timeframe after policy adoption and that procedure development be tracked. Ms. Parker is hopeful that Mr. Lynn can provide additional information, including information on how other districts develop, publish, and monitor policies. Mr. Cecchinelli advised that creation of procedures has been discussed in the past, and that Mr. Aither advised that because he is present at Policy Committee meetings, it would probably be quite easy for him to create procedures, but that procedures also need to be developed at the elementary/middle schools as well. It is possible that each policy will have three procedures attached to it. Mr. Hennessey advised that review of up to date procedures can be worked into administrative meetings to assure that procedures are also up to date. Mr. Laflamme suggested that a hybrid type model be implemented, a model where administrators write procedures in the month of time between Committee meetings. It was understood that much work needs to be performed to catch up on the 50+ policies that do not have written procedures.

5.2 Review of BUUSD Policy Manual Index

A copy of the BUUSD Policy Manual Index (dated 01/11/22) was distributed.

Ms. Parker noted that some of the policies slated for First Reads on 01/13/22, have been moved to the 01/27/22 Board meeting.

Ms. Parker noted that items in the ‘Parking Lot’ are ‘in red’ and that the document contains dates indicating when the Board addressed adoption of the policies.

5.3 VSBA Model Policy Index Review

A copy of the VSBA Model Policy Index was distributed.

Ms. Parker noted that the policies slated for discussion this evening are on the VSBA Index as recently revised, or recommended for deletion.

5.4 Role and Adoption of School Board Policies (A30) (Consider)

Copies of the existing policy and the revised VSBA Model Policy were distributed.

Ms. Parker advised regarding the documents contained in the packet, and queried regarding committee members’ review of the policies (current and revised VSBA Model Policy). It was noted that the VSBA Model Policy contains a section pertaining to policy adoption. The Model Policy advises regarding a ten day warning for adoption of policies. The District does not warn meetings ten days in advance, and instead uses the protocol of holding First and Second Readings. Both methods are legal. Ms. Parker queried regarding references to member boards and it was noted that the BUUSD District only has one Board. Discussion was held regarding the section of the policy that pertains to the public’s ability to view the policies. It was noted that copies of policies are currently available for viewing at each of the schools’ offices, and are also available on line. Student and Staff handbooks do contain relevant policies, though it is not known if the procedures are up to date. It was suggested that the draft policy be amended to reflect that policies are available for viewing on line. Ms. Parker suggested keeping the policies at the Committee level so that Mr. Aither can provide input. The Committee agreed to add this policy to the February agenda.

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5.5 Board member Education (A31) (Consider)

Copies of the existing policy and the revised VSBA Model Policy were distributed.

Ms. Parker advised regarding the policies contained in the packet, noting that the VSBA policy has been revised to reflect that the Board Chair and Superintendent are required to jointly participate in at least eight hours of professional training each year. This information is included in the implementation section. Mrs. Spaulding advised that she believes that the training is required by law. Mrs. Poulin reiterated that the implementation section is part of the policy, and is providing clarity by defining what is necessary to comply with the law. Discussion was held regarding whether or not policies contain clauses that generically state that applicable laws will be followed. Mrs. Poulin reiterated that the implementation sections are not procedures, but are part of the policy, the part that further defines the policy. If policies only contain a generic statement regarding following laws, anyone who reads the policy would have to find, read, and interpret statutes in order to know what they are required to do (administrators, staff, students and parents). Brief discussion was held regarding the legal references contained at the bottom of the VSBA Model Policies. It was noted that the District has been removing legal references from all policies. The original policies were adopted with legal references. At a later time, the VSBA recommended that districts remove legal references when adopting policies. Mr. Pandolfo advised the Board of the VSBA recommendation and the Board voted to remove all legal references. The VSBA has since updated their web site to advise boards not to keep legal references in policies. The removal of legal references from existing policies was assigned to Mrs. Gilbert. Mrs. Poulin read the verbiage from the VSBA web site. The Board agreed to keep this policy at the Committee level and to add it to the February agenda.

5.6 Board Goal-Setting and Evaluation (A32) (Consider)

A copy of the existing policy was distributed.

Ms. Parker advised that the VSBA removed this policy on 10/21/21, and queried regarding whether or not the Board should rescind this policy or keep it. Mrs. Poulin advised that if the Board wishes to continue with a policy to evaluate themselves and set goals, they would keep the policy in place. If they don't feel performing these functions is necessary, the Board would rescind the policy. Mrs. Spaulding advised that she believes this is a great policy, but does not believe that the Board is currently following this policy (setting goals and evaluating annually). It was noted that prior to COVID, the Board was following this policy, with goal setting and evaluation occurring at board retreats. Mr. Cecchinelli advised that although the Board cannot adopt anything less than the required policies, it can adopt policies in addition to those, including policies that the VSBA doesn't have a model policy for. Mr. Valsangiacomo agrees this is a good policy, and noted that he is on boards that perform goal setting and evaluations annually. Mr. Valsangiacomo agrees that in addition to required policies, the Board can also adopt other policies (recommended, to consider, or ones for which VSBA does not have a policy). Mr. Valsangiacomo believes this policy is sound, but expressed concern that the implementation section may be too limiting in setting forth what the Board should do. Mr. Valsangiacomo suggested that the implementation section be modified to give emphasis to particular areas, and perhaps expand on the list of bulleted items. Mr. Hennessey also agrees that board goal setting and evaluation is beneficial, and he would like to learn more about what his role would be in this process. In response to a query, Mrs. Spaulding suggested that the Committee notify the Board that VSBA has rescinded this policy, and inquire regarding whether or not the Board wishes to keep the existing policy. This policy will be 'set aside' until the Committee determines if policies A30 and A31 need to go to the Board, at which time, all three policies will be presented for First Reads at the same time.

5.7 Election of a Committee Vice Chair

On a motion by Mr. Boltin, seconded by Mr. McMichael, the Community unanimously voted to elect Mr. Cecchinelli as Vice Chair of the Policy Committee.

6. Old Business

None.

7. Other Business

None.

8. Future Agenda Items

- District Counsel – Policy/Procedures/Vsba Model Policies
- Role and Adoption of School Board Policies (A30) (Consider)
- Board member Education (A31) (Consider)
- Board Goal-Setting and Evaluation (A32) (Consider)

9. Next Meeting Date

The next meeting is Monday, February 21, 2022 at 5:30 p.m. via video conference
As this meeting falls within the February Break, it may be rescheduled.

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10. Adjournment

On a motion by Mr. Valsangiacomo, seconded by Mr. Boltin the Committee unanimously agreed to adjourn at 6:20 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
January 25, 2022 - 5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Renee Badeau, Chair (BT)
Alice Farrell, Vice-Chair (BC)
Tim Boltin, (BC)

COMMITTEE MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Carol Marold, Director of Human Resources

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

COMMUNITY MEMBERS PRESENT:

Mike Deering, II	Karen Fredericks	Carol Hebert	Josh Howard	Nancy Leclerc
Sue Paxman	Terry Reil			

1. Call to Order

The Chair, Ms. Badeau, called the Tuesday, January 25, 2022, BUUSD Curriculum 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

Agenda Item 5.2 will be taken out of order (prior to 5.1).

3. Public Comment

None.

4. Approval of Minutes -

4.1 November 16, 2021 Curriculum Committee Meeting Minutes

On a motion by Mr. Boltin, seconded by Mrs. Farrell, the Committee unanimously voted to approve the minutes of the November 16, 2021 BUUSD Curriculum Committee Meeting.

5. New Business

5.1 Review of Fall Assessment Results (Math, ELA)

A document titled 'Mid-year Literacy and Math Assessment Data – January 25, 2022' was distributed.

A document titled 'BUUSD Curriculum Work and Development Request Form' was distributed.

Mr. Hennessey provided a brief overview of state-wide assessments (SBACs), noting that data across the state shows that students have lost ground under COVID. It is believed that SBAC data for the last 2 years is flawed and its usefulness is questioned, thus the State has embargoed SBAC assessment data. This embargo means that though schools may look at the data, it cannot be shared with the public. Mr. Hennessey introduced Ms. Frederickson and provided an overview of her experience in the District. Ms. Frederickson began the presentation titled 'Mid-year Literacy and Math Assessment Data'. The presentation included information on; STAR 360 Assessments (District benchmark assessments (for grades 3 – 9) in ELA and Math), how assessment data is used, Reading data (33% of students tested fall in the proficient or above range), reporting on student growth (reading), an overview of benchmark categories (reading), longitudinal data (reading), Math assessment data (37% of students fall in the proficient or above proficient range), math growth percentages, math benchmark categories, longitudinal data for math, use of data in informing instruction, how work intersects with data (intentional groupings, literacy & math menu decisions, instructional coaching, professional development, allocation of resources, and prioritization of efforts related to the Recovery Plan. Ms. Frederickson provided an overview of the District's Curriculum Work and Development Request Form. It was noted that longitudinal data informs on students who have 3 years' worth of test data. Mrs. Farrell is very concerned regarding years-long reporting that indicates student learning is 'flat lined'. Mrs. Farrell advised that years' worth of data indicates that students are not showing growth, including in foundational skills (e.g. times tables). Mrs. Farrell reiterated that the issues have been ongoing for years and predate COVID. It was noted that the District currently has 2 curriculum coaches (1 ELA and 1 Math). Mrs. Farrell believes that if teachers are skilled, they should not need to wait

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for curriculum coaches to tell them how to improve their teaching. Concerns were raised that behavior issues in classrooms contribute to loss in learning. It was noted that because all students receive free lunches, not all parents are submitting the Free/Reduced Lunch paperwork. Without that paperwork, not all students who live in poverty are identified. It is believed that poverty levels have an impact on learning. There are also other factors in students' lives that can impact their ability to optimally access education. Mr. Hennessey advised that on 01/25/22 a meeting was held with pre-k through 12 behavior specialists, counselors, and interventionists to review data on social/emotional learning and other related concerns. A survey was sent to all faculty members last week, requesting input on staff concerns relating to academic concerns, and 'how students are doing as people'. There were close to 200 responses, most of which were very thoughtful and detailed, including concerns regarding how 'available' students are to learn. It was noted that in addition to disruptions in classrooms, many students have 'disruption' in their personal lives, which also impacts their learning. The District is trying to put measures in place to assist students with issues they are dealing with (both in and outside of school). Mrs. Spaulding advised that the fact that the District has the lowest cost per pupil in the state may have a negative impact on learning. It was noted that the data being present includes students who qualify for special education. It was noted that teachers do a 'deep dive' at least once per quarter to assist with determining where students need to be placed in the next quarter. A community member raised concern that many children face issues in their home lives, and she believes that parents need to be held more accountable. A community member suggested that community members be involved in working on curriculum related matters. Ms. Badeau queried regarding classroom observations and mechanisms that may be in place to assist teachers with growth and improvement. It was noted that the roles of schools and staff members has changed drastically over the years, with schools now providing counseling, food, staff members having to help fill parenting roles etc. Mr. Hennessey noted that keeping the schools open (during covid) has been one of his greatest concerns, and he is very proud that the District has been able to remain open despite the huge number of absences and work involved with contact tracing. Mr. Hennessey noted that in addition to students, social/emotional issues are also impacting staff and parents.

5.2 Director of Curriculum Hiring Process

A Draft document titled 'BUUSD Director of Curriculum Search Process and Timeline' (updated 01/18/22) was distributed. Mr. Hennessey noted that it is important to note that in the past 5 years, the District has had 4 different Curriculum Directors, with the latest one, resigning in November 2021. The District is currently without a Curriculum Director. It will be important to hire an individual who fits well in the District and provides consistent leadership in the role of Curriculum Director. Mrs. Marold advised that the District is early in the hiring process; the job posting closes on 02/14/22 (the Committee will be in place by that date). A copy of the known Committee Members is included in the packet. Mrs. Marold is currently waiting for the names of two SHS teachers. The Committee is intentionally 'teacher heavy'. Given the turnover in this position, it will be very important to have teachers' opinions (including a survey that will go out to the whole school community). There are not normally 14 individuals on hiring committees. The staff and administrator survey will go out next week. Mrs. Marold hopes to hold an organizational meeting the week of 01/31/22. The Committee will be working through the month of February, and hope to have a candidate or candidates to the Superintendent in early March. The target date for presentation to the Board is March 10, 2022. The schedule for the Committee will be finalized after the Committee meets. There are currently ten candidates. In the past, Special Educators were not on the Committee, but are this time. Additionally, curriculum coaches have also been added to the committee. A community member queried regarding why there are no community members on the committee. It was noted that community members are not usually on hiring committees for these types of director positions. Community members are usually only on hiring committees for principal and superintendent positions. It was noted that the position will be effective for the 2022/2023 academic year. The Board had discussed the hiring for this position and decided that rather than hire an interim Curriculum Director mid-year, when the candidate pool is very small, it would be best to post the position during the 'normal' hiring season. There is concern that given the number of openings in the state and throughout the United States, it will be a very challenging hiring year. It was suggested that post-hiring, the Curriculum Director hold a public forum to gather input from the community. Mrs. Spaulding clarified that during the academic year, the pool of candidates is very limited because those who already hold positions in other districts (currently under contract), can't be hired (for the current year) by another district. In response to a query, it was noted that grant management (usually performed by the Curriculum Director), is being performed by other District employees. Discussion ensued relating to how the District is covering Curriculum Director responsibilities as well as dealing with the many staff shortages (resulting from the pandemic). Mrs. Poulin advised that the discussion taking place is not in compliance with Robert's Rules, as it is not part of the Agenda Item under discussion, is not on the Agenda, and hasn't been warned. In accordance with Roberts Rules, discussion needs to return to the warned Agenda Item under discussion. Mrs. Farrell suggested that the unwarned topic being discussed, be added to a future Board Meeting Agenda. Mrs. Farrell reiterated her request that the individual hired for the Curriculum Director position be required to hold a public forum. Mr. Hennessey strongly recommends that individuals applying for the position watch the video of this evening's meeting.

6. Old Business

None.

7. Other Business

None.

8. Items for Future Agendas

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In response to a query, it was noted that community members who have agenda ideas, should share their ideas with the Committee Chair, who will work with the Superintendent to determine if the item should be added to a future agenda. Additionally, it was noted that items not on the agenda, can be brought up under 'Public Comment', which is the agenda item for bringing up topics that are not on the agenda.

9. Next Meeting Date

The next meeting is Tuesday, February 22, 2022 at 5:30 p.m. at the BUUSD Central Office and via video conference.

10. Adjournment

On a motion by Mrs. Farrell, seconded by Mr. Boltin, the Committee unanimously voted to adjourn at 7:36 p.m.

Respectfully submitted,

Andrea Poulin