

**BARRE UNIFIED UNION SCHOOL DISTRICT
BOARD MEETING**

March 24, 2022 at 6:00 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

Public comment is welcomed and limited to 2 minutes per agenda item. The board will hear public comments and questions, but won't respond directly during public comments. This can feel impersonal, but is in place to allow the board to stay on task and address the work of the board for that meeting.

AGENDA

- | | |
|------|--|
| 6:00 | 1. Call to Order |
| 6:05 | 2. Additions or Deletions with Motion to Approve the Agenda |
| 6:15 | 3. Comments for Items Not on the Agenda |
| | 3.1. Public Comment |
| | 3.2. Student Voice |
| 6:25 | 4. Consent Agenda |
| | 4.1. Regular Meeting Minutes - March 10, 2022 |
| | 4.2. Special Meeting Minutes - March 15, 2022 |
| 6:30 | 5. Current Business |
| | 5.1. New Hires [ACTION] |
| | 5.2. In Person/Virtual Meetings Discussion [ACTION] |
| | 5.3. Pledge of Allegiance |
| | 5.4. Community Members on Committees Interviews [ACTION] |
| | 5.5. Board Retreat Agenda Discussion |
| 7:45 | 6. Old Business |
| | 6.1. COVID Update |
| | 6.2. Reorganization Clean Up [ACTION] |
| 8:00 | 7. Reports |
| | 7.1. Superintendent Report |
| | 7.2. Building Reports: BCEMS, BTMES, SHS, CVCC |
| | 7.3. Finance Committee: Met: March 17, 2022; Next Meeting: April 21, 2022 |
| | 7.4. Facilities/Transp. Committee: Met: March 14, 2022; Next Meeting: April 11, 2022 |
| | 7.5. Policy Committee: Met: March 21, 2022; Next Meeting: April 18, 2022 |
| | 7.6. Curriculum Committee: Met: January 25, 2022; Next Meeting: April 7, 2022 |
| | 7.7. Negotiations Committee: TBD - Set a Date |
| 8:15 | 8. Other Business/Round Table |
| 8:30 | 9. Future Agenda Items |
| 8:35 | 10. Next Meeting Dates: Special Board Meeting, March 31, 2022 at 5:30 pm (SHS Principal Interview)
Regular Board Meeting, April 14, 2022 at 6:00 pm |
| 8:40 | 11. Executive Session |
| | 11.1. Community Members on Committees |
| | 11.2. Contract Discussion |

12. Adjournment

PARKING LOT OF ITEMS

- Defining Committee Charge/Guidelines
- Administrator Evaluations (April)
- Combining BC/BT Athletic Programs Discussion (April)
- SHS Foundation Report
- 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

DRAFT

BARRE UNIFIED UNION SCHOOL DISTRICT REORGANIZATIONAL BOARD MEETING

Via Video Conference – Google Meet
March 10, 2022 - 5:30 p.m.

MINUTES

BOARD MEMBERS PRESENT:

Sonya Spaulding (BC) – Chair
 Alice Farrell (BT) – Vice Chair
 Chris Parker (BT) - Clerk
 Renee Badeau (BT)
 Tim Boltin (BC)
 Giuliano Cecchinelli, II (BC)
 Nancy Leclerc (At-Large)
 Terry Reil (BT)
 Sarah Pregent (BC)

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
 Jody Emerson, CVCC Director
 Carol Marold, Director of Human Resources

GUESTS PRESENT:

Dave Delcore – Times Argus	Mel Battah	Richard Cooke	Mike Deering, II	Nora Duane
Karen Fredericks	Josh Howard	Guy Isabelle	Prudence Krasofski	Paul Malone
Donald McMahon	Diane Solomon	William Toborg		

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 Superintendent, Mr. Hennessey, called the Thursday, March 10, 2022, Regular meeting to order at 5:33 p.m., which was held via video conference.

2. Organize

VSBA Board Re-organization documentation was distributed.

Mr. Hennessey welcomed new Board Members Nancy Leclerc and Terry Reil.

Oath of Allegiance

It was confirmed that all new or newly re-elected Board Members have taken the Oath of Allegiance and reviewed the ‘Essential Work of School Boards’ documentation on the VSBA web site.

Prior to seeking nominations for the position of Board Chair, Mr. Hennessey advised that Board Chairs should promote development of a strong Board team, establish a strong connection with administration, organize and conduct productive meetings, and promote lawful and ethical operations. Mr. Hennessey asked for nominations for the position of Board Chair.

Mr. Reil nominated Alice Farrell for the position of Board Chair. Ms. Leclerc seconded the nomination.

Mr. Hennessey queried regarding any additional nominations.

Mrs. Pregent nominated Mrs. Spaulding for the position of Board Chair. Ms. Parker seconded the nomination.

Mr. Hennessey queried regarding any additional nominations. There were no additional nominations.

Mr. Hennessey called for votes for Mrs. Farrell. Mr. Boltin, Mr. Reil, Ms. Leclerc, and Mrs. Farrell voted for Mrs. Farrell.

Mr. Hennessey called for votes for Mrs. Spaulding. Mrs. Pregent, Ms. Parker, Mr. Cecchinelli, Ms. Badeau, and

Mrs. Spaulding voted for Mrs. Spaulding

DRAFT

On a vote of 5 to 4, Mrs. Spaulding was elected to the position of Board Chair.

Mrs. Spaulding chaired the remainder of the meeting.

Mrs. Spaulding requested nominations for the position of Vice Chair.

Mr. Reil nominated Alice Farrell for the position of Vice Chair. Mrs. Pregent seconded the nomination.

Mrs. Spaulding queried regarding any additional nominations. There were no additional nominations.

The Board unanimously voted to elect Mrs. Farrell as Vice Chair. Mr. Boltin was not present for the vote.

Mrs. Spaulding requested nominations for the position of Board Clerk.

Ms. Parker nominated herself for the position of Board Clerk. Mrs. Pregent seconded the nomination.

Mrs. Spaulding queried regarding any additional nominations. There were no additional nominations.

The Board unanimously voted to elect Ms. Parker as Board Clerk.

Mrs. Spaulding provided a brief overview of Committee assignments she has drafted, noting that after this review, the Board can hold discussion and modify committee assignments at that time. Mr. Hennessey recommends disbanding the Communications Committee, and having the Communications Director participate in more committees (as necessary). After lengthy discussion, the Board agreed to eliminate the Communications Committee. Mr. Delcore cautioned that if five members of the Board are in attendance at a Committee meeting, there is a quorum of the Board in attendance, which requires that the Committee meeting be warned as a Board meeting.

Mrs. Spaulding will perform research regarding the legality of having a quorum of the Board at a committee meeting without warning that meeting as a Board meeting.

Committee assignments were agreed to as follows:

BUUSD Curriculum Committee: Ms. Badeau, Mrs. Pregent, Ms. Leclerc, and Ms. Parker

BUUSD Facilities/Transportation Committee: Ms. Badeau, Mr. Boltin, Mr. Cecchinelli, and Mr. Reil

BUUSD Finance Committee: Mrs. Pregent, Ms. Leclerc, and Mr. Reil

BUUSD Negotiations Committee: Ms. Badeau, Mrs. Pregent, and Mr. Reil

BUUSD Policy Committee: Mr. Boltin, Ms. Parker, Mr. Cecchinelli, and Mrs. Farrell

Regional Advisory Board: Mrs. Farrell

CVCC Board: Mrs. Farrell

With the exception of the Negotiations Committee, all Committee meetings will be held at 6:00 p.m.

Committee meetings will be held on the following schedule:

Facilities – 2nd Monday of each month

Policy – 3rd Monday of each month

Curriculum – 1st Thursday of each month

Finance – 3rd Thursday of each month

This schedule may be changed in the future.

On a motion by Mrs. Pregent, seconded by Mr. Reil, the Board unanimously voted to authorize the Board Chair to sign employee contracts.

On a motion by Mrs. Pregent, seconded by Ms. Badeau, the Board unanimously voted to authorize the Board Chair to sign other contracts,

The Board will schedule a Board Retreat date at a future Board meeting,

The Board will hold Regular Board Meetings on the second and fourth Thursday of each month at 6:00 p.m.

Agendas and Minutes will be posted at the BUUSD Central Office, BUUSD District Schools, the Barre City Clerk's Office, the Barre Town Clerk's Office, Front Porch Forum, Facebook, and on the BUUSD website,

On a motion by Mrs. Pregent, seconded by Ms. Badeau, the Board unanimously voted to use Robert's Rules of Order.

Mrs. Spaulding read from the Code of Ethics document and confirmed that all Board Members have signed a copy of the Code of Ethics. Mrs. Spaulding advised that the Times Argus will be the designated newspaper for publications and that Agenda Packets will be provided in paper and electronic format. It was reiterated that Board Members must conduct themselves within the scope of their official role (there is no individual authority, and no Board Member may give directives to any school administrator or employee

DRAFT

(publicly or privately)). Mrs. Farrell advised that any correspondence/statements provided to the media should also be conveyed to Board Members so that they are aware of what is going to be published. Mr. Reil appreciates the manner in which communication has been held this evening and would like this type of format continued, with the Communications Policy only being used when necessary. Mrs. Spaulding will take this request under advisement.

Mrs. Spaulding requested that requests for information from community members or the media be forwarded to her (Board Chair) or Mr. Hennessey (Superintendent).

Mrs. Spaulding provided a brief overview of Board development opportunities available through the VSBA. An orientation meeting (for new Board Members, with the Superintendent and Board Chair) will be scheduled.

Mrs. Farrell suggested that Board Member training be provided to all Board Members.

Mrs. Spaulding advised regarding local and statewide education advocacy responsibilities, referring Board Members to the last page of the VSBA packet, which includes a section titled "Stay Informed", that advises that a "Board Reporter" be designated, and references VSBA Education Legislative Reports, and VSBA Legislative Alerts. Mrs. Spaulding is not clear on what the Board Reporter position is and does not believe the Board has appointed this position in the past. Mrs. Farrell advised regarding her understanding of this position. Mrs. Farrell volunteered to be the Board Reporter.

On a motion by Ms. Badeau, seconded by Ms. Leclerc, the Board unanimously voted to appoint Mrs. Farrell as the Board's intergovernmental liaison (Board Reporter).

On a motion by Mrs. Pregent, seconded by Mr. Reil, the Board unanimously voted to appoint the Negotiations Committee Chair to be the voting delegate for State-wide HealthCare bargaining Agreement.

Mrs. Spaulding advised regarding VSBA Resolutions and the importance of the Board being involved in those resolutions.

Discussion of March Committee meetings will be held under Agenda Item 6.2.

3. Additions and/or Deletions to the Agenda

Add 6.5 Discussion of a Standing Agenda Item Labeled Education Update/Performance

Add 6.6 Recitation of the Pledge of Allegiance at Board Meetings.

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

4. Public Comment for Items Not on the Agenda

4.1 Public Comment

None.

4.2 Student Voice

None.

5. Consent Agenda

5.1 Approval of Minutes – February 24, 2022 Regular Meeting

On a motion by Mr. Boltin, seconded by Mrs. Pregent, the Board unanimously voted to approve the Minutes of the February 24, 2022 Regular Meeting. Ms. Leclerc and Mr. Reil did not vote.

6. Current Business

6.1 New Hires

Resumes and BUUSD Notification of Employment Status Forms were distributed for the following individuals;

Harry Marek – SHS/SEA Special Educator

Kristin Porrazzo – SHS Special Education Psychologist

Danielle Berg – SHS Art Teacher

Angelique Fairbrother – SHS Technology Integrationist

Karen Harker – SHS .25 ELL Teacher and .75 Literacy Interventionist (currently ESSER funded)

Gabriel Aguilar – BTMES Special Educator

Sara Klosterboer – SHS/SEA Special Educator

Brian Brandsmeier – SHS/SEA Special Educator

Ariel Lattanzi – CVCC Natural Resources Instructor

DRAFT

Mr. Hennessey provided an overview of the candidates and answered questions from the Board.

On a motion by Ms. Badeau, seconded by Mrs. Farrell, the Board unanimously voted to approve the hiring of Harry Marek, Kristin Porrazzo, Danielle Berg, Angelique Fairbrother, and Karen Harker.

It was noted that not all salary information is present on the documentation. Mr. Hennessey will see that the salary information is included in the future.

On a motion by Mr. Cecchinelli, seconded by Mrs. Pregent, the Board unanimously voted to approve the hiring of Gabriel Aguilar, Sara Klosterboer, Brian Brandsmeier, and Ariel Lattanzi.

6.2 Community Members on Committees

A document titled Guidelines for Community Members on BUUSD School Board Committees (approved 12/02/21) was distributed. A copy of an advertisement titled 'Attention Barre City and Barre Town Voters Needed – BUUSD Community Seats on Committees' was distributed. Mrs. Spaulding provided an overview of the documents included in the packet. Mrs. Spaulding advised that the Communications Committee has been dissolved, and that legal counsel has advised that it would be best for the District if community members were not on the Negotiations Committee. The Board will be receiving letters of interest for a period of two weeks. Interviews will be conducted at the next Board meeting. Mr. Reil queried regarding why the advertisement requires that candidates be registered voters. That requirement was not part of previous discussions and is not part of the approved 'Community Members' document. Mr. Reil would advocate for not requiring applicants to be registered voters. Mrs. Pregent and Ms. Parker advocate for requiring that voter registration be required. Mr. Malone addressed the Board regarding questions and concerns he has relating to community member participation on Committees, including requirements for finger printing and background checks, committee member eligibility to serve as Committee Chairs, and term limits. Mrs. Spaulding believes the Board needs to address three issues; should voter registration be required?, can community members serve as committee chairs?, and can the committees meet prior to community members being appointed?. Ms. Leclerc advocates for requiring residency but not voter registration, and also advocates for paying a stipend to community members. Clarification was provided that the approved guideline requires residency not voter registration. Mrs. Spaulding polled the Board regarding their preference to require voter registration for community members wishing to serve on committees (for the current year); Mr. Cecchinelli, and Mr. Boltin prefer that community members be registered voters. Mr. Reil, Mrs. Farrell, Ms. Leclerc, Ms. Parker, and Mrs. Pregent prefer that no voter registration requirement be in place (which is in compliance with the currently adopted guideline). Ms. Badeau did not vote. Mrs. Spaulding will contact Mrs. Gilbert regarding a correction to the advertisement, and will also contact Mr. Allen regarding changing the Front Porch Forum ad.

Mrs. Spaulding polled the Board regarding whether or not they wished to have community members serve as committee chairs. Mrs. Spaulding advised that the majority of the Board did not wish to have community members serve as committee chairs and the Board will proceed accordingly.

Mrs. Spaulding queried the Board regarding who was in favor of reorganizing committees prior to community members being appointed. Mr. Reil, Ms. Badeau, Mrs. Pregent, Ms. Leclerc, Mr. Cecchinelli, Ms. Parker, and Mrs. Farrell were all in favor of holding committee meetings, including organization of committees, prior to the appointment of community members. Mr. Hennessey will have Mrs. Gilbert schedule the meetings. Brief discussion was held regarding the interview process for community members.

6.3 FY23 Budget Vote

The budget passed. Voters were thanked for their support.

6.4 Administrator Interviews and Date

Mrs. Spaulding advised regarding the open administrator positions. Brief discussion was held. Mr. Reil expressed concern that there are not enough community members on administrator hiring committees. Mrs. Farrell believes that the Board should be interviewing candidates for administrative positions, regardless of whether they are in-house or outside candidates. The majority of the Board does not wish to interview the candidate for the position of BCEMS Middle School Principal. The majority of the Board wishes to interview the candidates for the positions of; Director of Early Childhood Education, Director of Curriculum, Instruction and Assessment, and the SHS Principal. After brief discussion it was agreed to hold administrator interviews at a Special Meeting. Mrs. Spaulding provided an overview of the interview process, which includes a review of questions to ask candidates. The Board will review questions from 5:30 – 6:00, with interviews starting at 6:00 p.m. The Special Meeting is scheduled for Tuesday, March 15, 2022 at 5:30 p.m. in the Spaulding High School Library and virtually via Google Meet. Interviews for the SHS Principal position will be held at a Special Meeting on Thursday, March 31, 2022.

6.5 Discussion of a Standing Agenda Item Labeled Education Update/Performance

Mr. Reil requested that there be a 'standing' agenda item for discussion of improving education. Mr. Reil believes discussion should probably occur at one of the two monthly meetings, noting that improved educational performance needs to be a priority of the Board.

DRAFT

Mrs. Spaulding noted that local assessments only occur 3 times per year, so new data would not be available each month. Mr. Reil believes limited testing is part of the problem, and believes there should be other information and insight from the building administrators regarding progress. Mr. Reil believes the issue of low test scores is of great concern in the community and believes that general discussion and monitoring of progress is important to ‘keeping a pulse’ on what progress is being made and seeing that this issue remains a priority of the Board. Mr. Reil believes that students who receive very low test scores have not been receiving the attention they need. Mr. Hennessey believes the hiring of a curriculum director will be beneficial and that discussion of what performance indicators need to be shared with the Board can be discussed at the next Curriculum Committee meeting. Mrs. Spaulding cautioned the Board against micro-managing the schools. Mrs. Farrell stressed that it is the Board’s responsibility to be reviewing information to assure that students are receiving a high quality of education, and that the Board needs to be well informed regarding what is happening in the schools. Mrs. Pregent believes that detailed work needs to be performed at the Curriculum Committee level. Ms. Leclerc believes the Board needs to work with the Superintendent, to go down to the principal level, and hear from the teachers to learn more about the students’ education. Ms. Leclerc noted that what she has seen while substituting is alarming, and there is much stress. Ms. Leclerc is questioning the amount of education that students are receiving. Ms. Leclerc reiterated that it is the Board’s responsibility to see that students are receiving a high quality education that prepares them for the future. Ms. Parker does not wish to focus on numbers, but would prefer to know what is working, what is not working, absentee rates, homeless rates, etc. Ms. Parker would like the Board to be informed regarding staff needs and see the reinstatement of programs/events that support staff and students. Mr. Reil clarified that the intent of his request is to assure that the Board prioritizes this issue. Mr. Reil is unhappy that some Board members have “can’t and won’t” in their vocabulary, reiterating that current test scores indicate there is a problem, and though test scores are not the only thing to be looked at, the Board is not assuring that students’ needs are met. Thus far, the Board has not treated this issue as a priority. Ms. Badeau noted that current assessment tools allow teachers to identify and address the needs of students who need help, as well as those who exceed. Mrs. Spaulding charged the Curriculum Committee with determining the best way to provide the Board with the information necessary to determine what needs to be done to improve curriculum and to see that progress is being made.

6.6 Recitation of the Pledge of Allegiance at Board Meetings

In her review of past documentation, Mrs. Farrell noted that the Board used to cite the Pledge of Allegiance at the start of each Board meeting, and she would like to see this practice reinstated. This item will be added to the next Agenda. Ms. Badeau queried regarding whether or not the Pledge of Allegiance is being recited in the schools. Mr. Hennessey reported that the Pledge of Allegiance is not recited consistently throughout the schools.

7. Old Business

7.1 COVID Update

Mr. Hennessey reported that effective 03/07/22; all mask requirements have been lifted throughout the District. The community was notified of this change. Some students and staff are continuing to wear masks. Take- home antigen tests are still available for families.

8. Other Business/Round Table

Ms. Badeau welcomed new Board Members and advised that she believes everyone on the Board has the best interest at heart and she is a bit concerned regarding becoming divisive, and reminded everyone that the Board is ‘here for the kids’ and needs to do what is best for them.

Mr. Cecchinelli welcomed the new Board Members.

Ms. Parker welcomed new Board Members and congratulated Mrs. Spaulding and Mr. Cecchinelli for their re-election to the Board. Ms. Parker queried regarding the addition of the PSTL Program to a future agenda (as noted under the Public Comment section of the 02/24/22 minutes). Ms. Parker requested that this item be added to the Parking Lot or assigned to a Committee. Mrs. Parker reported that the SHS Drama Club will be performing a Spring Musical this year.

Mrs. Farrell advised that she spoke with a group of 5th graders who expressed their appreciation for the lifting of the mask mandate.

Mrs. Spaulding welcomed new Board Members and advised of her recommendation that the PSTL Program be added to a future Curriculum Committee meeting. Mrs. Spaulding congratulated members of all SHS sports teams for an outstanding year.

Mr. Hennessey also gave a ‘shout out’ to all the SHS sports teams and advised that Mr. Deering, II spoke with him regarding the wonderful sportsmanship exhibited by players, students and parents.

9. Future Agenda Items

In addition to the regular standing items:

- Recitation of the Pledge of Allegiance at Board Meetings
- Community Member Interviews

DRAFT

- Meeting Venues (In-person/virtual/hybrid)
- Combining of BCEMS and BTMES Athletic Programs

Parking Lot:

- Educational Update/Performance

10. Next Meeting Date

A Special Board Meeting will be held on Tuesday, March 15, 2022 at 5:30 p.m. in the SHS Library and via Video Conference. The next meeting is Thursday, March 24, 2022 at 6:00 p.m. via video conference.

11. Executive Session as Needed

No items were proposed for discussion in Executive Session.

12. Adjournment

On a motion by Mrs. Farrell, seconded by Ms. Badeau, the Board unanimously voted to adjourn at 9:31 p.m.

Respectfully submitted,

Andrea Poulin

DRAFT

BARRE UNIFIED UNION SCHOOL DISTRICT SPECIAL BOARD MEETING

Spaulding High School Library and Via Video Conference – Google Meet
March 15, 2021 - 5:30 p.m.

MINUTES

BOARD MEMBERS PRESENT:

Sonya Spaulding (BC) – Chair
Alice Farrell (BT) – Vice Chair
Chris Parker (BT) - Clerk
Renee Badeau (BT)
Giuliano Cecchinelli, II (BC)
Nancy Leclerc (At-Large)
Terry Reil (BT) – joined at 5:42 p.m.
Sarah Pregent (BC)

BOARD MEMBERS ABSENT:

Tim Boltin (BC)

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Carol Marold, Director of Human Resources

GUESTS PRESENT:

William Toborg

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 Tuesday, March 15, 2022, Special meeting to order at 5:35 p.m., which was held in the Spaulding High School Library and via video conference.

2. Additions and/or Deletions to the Agenda

Change Agenda Item 5 to read ‘New Hires’ and add Agenda Item 6 - Adjournment.

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

3. Public Comment for Items Not on the Agenda

3.1 Public Comment

None.

3.2 Student Voice

None.

4. Executive Session

4.1 Director of Early Childhood Education Interview

4.2 Director of Curriculum, Instruction and Assessment Interview

Items proposed for discussion in Executive Session include interviews of the candidates for the positions of Director of Early Childhood Education and Director of Curriculum, Instruction and Assessment.

On a motion by Ms. Badeau, seconded by Mrs. Farrell, the Board unanimously voted to enter into Executive Session, with Mr. Hennessey, Mrs. Marold, and the candidates (separately) in attendance, at 5:40 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion. Mr. Reil was not present for the vote.

The remaining information was provided by the Board Clerk.

DRAFT

On a motion by Mrs. Pregent, seconded by Mr. Cecchinelli, the Board unanimously voted to exit Executive Session at 9:46 p.m.

5. New Hires

On a motion by Mrs. Pregent, seconded by Mr. Cecchinelli, the Board unanimously voted to accept the Superintendent's recommendation and agreed to hire Elizabeth Brown for the position of Director of Early Childhood Education and Karen Fredericks for the position of Director of Curriculum, Instruction and Assessment.

6. Adjournment

On a motion by Mrs. Pregent, seconded by Ms. Badeau, the Board unanimously voted to adjourn at 9:48 p.m.

Respectfully submitted,
Andrea Poulin

BARRE UNIFIED UNION SCHOOL DISTRICT
(Please send both sides of this back-to-back form)

<p align="center">TRANSFER/CHANGE/TERMINATION NOTIFICATION FORM</p> <p align="center">Complete and Submit to Central Office (please submit via email scan to hr@buusd.org)</p>	<p align="center">Date Received by Central Office:</p> <div style="border: 1px solid black; padding: 5px; text-align: center; font-size: 1.2em;">3/11/22</div>
--	---

Action (*X all that apply*):

☒ **Transfer**
☐ **Changes in Hours/Schedule**
☐ **Changes in Wages**
☐ **Termination**

☐ **Other** Replacement SE to Permanent SE 22-23

Name: Jennifer Evans **Location:** BCEMS-Middle School

Effective Date of Change: ** Starting 22-23 year (Transfer-use the first day of the pay period if possible.)

Section 1: TRANSFER / CHANGE IN HOURS OR WAGES (Fill in both Current and New)

<u>CURRENT:</u>	
Current Position: Replacement SE hired after 8/1/21 <small>(e.g. Teacher, Para-Educator, Administrator, Bookkeeper, etc.)</small>	Classification: Teacher <small>(e.g. Teacher, Para, AFSCME, Non-Con A,B,C or D or Admin.)</small>
Hours Per Day: 7.5	Scheduled Hours: a.m. to p.m. FTE:
Current Rate of Pay: 	Hourly-Non Exempt <input type="checkbox"/> or Salary- Exempt <input checked="" type="checkbox"/>
Account Code: 101-3097-51-21-0-1201-51110	
<u>NEW:</u>	
New Position: Special Educator - Middle School <small>(e.g. Teacher, Para-Educator, Administrator, Bookkeeper, etc.)</small>	Classification: Teacher <small>(e.g. Teacher, Para, AFSCME, Non-Con A,B,C or D or Admin.)</small>
Hours Per Day: 7.5	Scheduled Hours: a.m. to p.m. FTE:
New Rate of Pay: 	Hourly-Non Exempt <input type="checkbox"/> or Salary-Exempt <input checked="" type="checkbox"/>
Account Code: (same) 101-3097-51-21-0-1201-51110	
Administrator Approval: Rebekah Mortensen	
Date: 3/11/22	

Superintendent Approval on Reverse Side



Section 2: TERMINATION/RESIGNATION

Termination Type (X One): ☐ Voluntary ☐ Involuntary

(Involuntary termination requires pre-approval from the superintendent)

Reason:

Last Day Worked:

Current Position:

(e.g. Teacher, Para-Educator, Administrator, Bookkeeper, etc.)

Classification:

(e.g. Teacher, Para, AFSCME, Non-Con A,B,C or D or Admin.)

Administrator Approval:

Date:

Please Attached Resignation Letter or Notice for involuntary terminations.

Email completed packet to the HR email - HR@busd.org. Do not send a paper copies through the pony.

For Central Office Use Only:

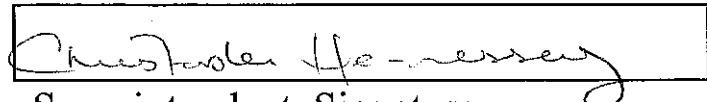
Exit Interview Requested: Date

By Whom?

Exit Interview Approval Signature

Date

Superintendent Approval for Change in Employment Status or Termination:



Superintendent Signature

MARCH 15, 2022

Date

Updated 04/02/2020

Jennifer Evans

Education

Communication Sciences Dept.

Burlington, Vermont

College Coursework - no degree

Major: SLP Assistant Program

GPA: 3.890

Credit Hours: 30

Attended January 2002 to July 2007

Degree conferred July 2007

Johnson State College

Johnson, Vermont

Bachelor of Arts

Major: Elementary Education, **Minor:** Early Childhood

Attended September 1982 to May 1987

Degree conferred May 1987

Community College of Vermont

Online, Vermont

College Coursework - no degree

Major: Education

Credit Hours: 9

Attended June 2014 to December 2018

Degree conferred December 2018

Community College of Vermont

Waterbury, Vermont

College Coursework - no degree

Major: NA

GPA: 3.660

Credit Hours: 6

Attended June 1998 to July 2002

Experience

Barre City Elementary School

Apr 2019 - Present

Paraprofessional

Barre, VT

Supervisor: Jen Shoenig (802-476-6541)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Orange County Parent Child Center

Aug 2018 - Apr 2019

Lead Teacher, Four-Year-Old Room

Tunbridge, VT

Supervisor: Renee Hinton (802-685-2264)**Experience Type:** Independent School, Full-timeIt is **OK** to contact this employer

Capstone Community Action

Jan 1994 - Jun 2018

Program Manager, etc.

Barre, VT

In my 20+ year career at Community Action, I performed many tasks. Many of these positions were grant-funded with expiration dates. There were a couple brief breaks in tenure, when I explored opportunities in the education field. For 5 years, I was a home visitor, first serving families with children aged 3-5 years and then birth to 3 years. I then worked in the Welfare to Work Program for 3 years, assisting low income families to become more sustainable. I was the business counselor in the ChildCare Business Program for 2 years. I then returned to Head Start for a couple years as the Family Partner at the Learning Together Center, helping parents access services. I ended my career as a program manager in the Family, Community Support Services Department. Supervised Visitation, 3Squares Outreach, Energy Assistance, Reach Up Worksite and the local food shelf were among the programs under my supervision.

Reason for leaving: I left to pursue opportunities in the education field.**Supervisor:** Various (802-479-1053)**Experience Type:** Other, Full-timeIt is **OK** to contact this employer

Family Center of Washington County

Jan 2008 - Jan 2009

SLPA, 1/1 support

Montpelier, VT

Worked in a variety of positions supporting preschool aged children.

Supervisor: Melissa Tanner (802-262-3292)**Experience Type:** Other, Full-timeIt is **OK** to contact this employer

9 East Network

Sep 2007 - Jan 2009

SLP Assistant

Montpelier/ Randolph, VT

Worked as an assistant to speech language pathologist at Randolph Elementary School and at The New School of Montpelier, providing services to students identified as having challenges in these areas. In addition to providing one to one and small group services, assisted with medicaid billing.

Supervisor: Susan Kimmerly (802-262-0100)**Experience Type:** Independent School, Full-timeIt is **OK** to contact this employer

Crossett Brook Middle School

Sep 1999 - Apr 2000

Learning Center Coordinator

Duxbury, VT

I worked with children individually and in small groups to provide individualized support of the classroom curriculum. I worked the special education population as well as with typical learners. I supervised the after school home work club.

Supervisor: Pamela Hanson Leisenring (802-244-6100)**Experience Type:** Public School, Full-timeIt is **OK** to contact this employer

University of Vermont

Aug 1990 - Aug 1993

Child Development Specialist

Burlington, VT

Provided care for toddlers in the laboratory childcare. Worked with students and other professionals to provide quality services and develop a stimulating program for young children.

Supervisor: Dee Smith (802-656-7879)**Experience Type:** Other, Full-timeIt is **OK** to contact this employer

Turtle Island Children's Center

Aug 1987 - Aug 1990

Preschool Teacher

Montpelier, VT

Worked within a team to develop and implement preschool curriculum. The program emphasized experiential learning and tried to include a variety of learning modalities. Socialization and cooperation were the prime elements in our group activities.

Supervisor: Meg Baird (802-229-4047)**Experience Type:** Independent School, Full-timeIt is **OK** to contact this employer

Volunteer Activity

I worked with others in a monthly group for children who are being raised by grandparents or other relatives in conjunction with the Kinship Care support group run by Washington County Mental Health.

Personal Experiences/ Hobbies

- Nutrition and Wellness
- Handicrafts
- Chair repair and caning

UVM Master Gardener Course

I am a hobby gardener and completed the UVM Master Gardener's course.

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

Complete and Submit to the Central Office
(please submit via email to hr@buusd.org)

Date Received by Central Office:

3-15-22

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

Name: Edda Concessi Location: BTmes

Submission Date: 3.9.22 Administrator Action/Checklist Complete: ☒ Y ☐ N

Position: World Language Teacher Grade (If Applicable): 5-8

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

Hours Per Day: 7.5 Scheduled Hours: 7:30 a.m. to 3:00 p.m.

Account Code: 101-1020-51-11-0-1106-51110

Replacement? ☒ Y ☐ N

If Yes, For Whom? Viviana Hardy Salary Rate: \$ 69,540.00

Administrator Approval: [Signature] Signature Date: 3/10/22

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

For Central Office Use Only:

Contract Complete Date Offer Letter Complete Date DOH

Total Years of Experience: Step: B15 Salary Placement: 10

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

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

Days Per Year: 190 Salary: \$ 59,472 Contract Days:

Teacher: AOE Endorsement: ☒ YES ☐ NO

If No, Required: ☐ Provisional ☐ Emergency ☐ Apprenticeship

Para-Educator: Associates Degree ☐ YES ☐ NO (If NO) → ParaPro ☐ YES has passed ParaPro
☐ NO will need to take ParaPro

Christopher Gennersing

Superintendent and/or HR Director Approval Signature

MARCH 17, 2022

Date

Edda Concessi

Education

Pittsburgh State University

Lenexa, Kansas

Graduate Coursework

Major: 9 hours towards Master of Arts in Teaching

GPA: 4.000

Credit Hours: 9

Attended September 2008 to May 2009

University of Missouri - Columbia

Columbia, Missouri

Bachelor of Arts

Major: Bachelor of Arts in Spanish and BSBA

GPA: 3.316

Credit Hours: 149

Attended August 1992 to December 1996

Degree conferred December 1996

Experience

St. Monica - St. Michael School

Aug 2010 - Present

Spanish Teacher

Barre, VT

- In 2010 I began teaching 4th through 8th grade only, then later added instruction to all students from Pre-school through 8th. Class length is dependent on age and class size. Pre-school through 5th grade receive instruction once a week, while 6th-8th increases to twice a week.
- When I began teaching in 2010 I was not provided with curriculum. I was able to utilize the middle school curriculum created from teaching at another school for use at both schools.
- Created pre-school and elementary level curriculum utilizing songs, movement, games, stories, and questioning. Incorporate some reading and writing in upper elementary years. Build on learning with dialogues and guided worksheets with a focus on conversational development.
- Developing lesson plans in alignment with Vermont's Framework of Standards and Learning Opportunities for Non-Native Language. Ensuring lesson plans include all aspects of learning a language including listening, speaking, reading, writing, and cultural components. Integrating various teaching techniques allowing for variation with instruction and differentiated learning.
- I facilitate the assessment and transition of 8th grade students to appropriate Spanish level to various local high schools.

Supervisor: Brenda Buzzell (802-476-5015)

Experience Type: Independent School, Part-time

It is **OK** to contact this employer

Echo Valley Community School (Orange Center Campus)

Aug 2010 - Present

Spanish Teacher
Orange, VT

- I initially taught middle school 6th through 8th grade for 45 minute class periods twice a week. In 2018 the towns of Orange and Washington merged schools and the middle school now includes 5th grade.
- I facilitate the assessment and transition of 8th grade students to appropriate Spanish level to various local high schools.
- When I began teaching in 2010 I was provided an outdated high school level textbook that was not teacher or student friendly. I created lesson handouts and wrote homework and exams to guide students in learning vocabulary and grammar in smaller segments to ensure understanding. Supplemented the textbook with technology components, culture lessons, and projects.
- Initiated the research, evaluation, selection, and purchase of a newer Spanish textbook. Selected a textbook geared toward middle school students with activity variation and interaction as well as technology integration. Augmenting textbook teacher resources with revised and/or additional assignments, culture projects, exams, and other assessment types.
- Developing lesson plans in alignment with Vermont's Framework of Standards and Learning Opportunities for Non-Native Language. Ensuring lesson plans include all aspects of learning a language including listening, speaking, reading, writing, and cultural components. Integrating various teaching techniques allowing for variation with instruction and differentiated learning. Modifying instruction as needed to accommodate for IEP students and advanced learners.

Supervisor: Tim Francke (802-476-3278)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Washington Village School

Jan 2012 - Jul 2015

Spanish Teacher

Washington, VT

- Taught 3 hours a week to 2nd through 8th graders totally over 50 students. Classes ranged from 35 to 45 minutes in length. Created new curriculum for 2nd and 3rd grade students.
- Developed lesson plans in alignment with Vermont's Framework of Standards and Learning Opportunities for Non-Native Language. Ensured lesson plans include all aspects of learning a language including listening, speaking, reading, writing, and cultural components. Integrated various teaching techniques allowing for variation with instruction and differentiated learning. Modified instruction as needed to accommodate for IEP students and advanced learners.

Reason for leaving: Washington Village School decided to put Spanish on hold while the community worked on merging with the Orange Center School (OCS). I continued teaching at OCS as the merge was completed.

Supervisor: Charles Witters (802-883-2312)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Self-Employed

Apr 2003 - Apr 2010

Spanish Tutor/Teacher

Lenexa, KS

- Tutored kids of all ages in all levels of Spanish from elementary through college. Assisted them with weekly assignments, projects, and test preparation. Prepared worksheets to provide students additional practice in areas of weakness and prepared sample tests. Provided conversational practice to build language fluency.
- Taught children, preschool through elementary age, the basics of Spanish in a "playgroup" format through the use of music, games, and interaction. Utilized take-home worksheets for skill building and practice.

- Taught adults Spanish beginning with basic grammar lessons and building surrounding vocabulary. Utilized homework and tests to gauge learning and progress.
- Taught a corporate Spanish class focused on business specific vocabulary aligned with beginning grammar principles. Provided conversational and email role-plays.
- Created a summer Spanish program for students entering High School with no Spanish language experience.

Reason for leaving: Closed home business due to moving to VT.

Supervisor: self (802-476-8879)

Experience Type: Other, Part-time

It is **OK** to contact this employer

Selex Sistemi Integrati

Aug 2007 - Aug 2009

Contractor

Overland Park, KS

- Taught Spanish to adults of all levels utilizing cooperative learning techniques to cater instruction. Created and administered homework, quizzes, and tests throughout the course. Focused instruction on "business" terminology and created business scenario practice through mock emails and conversation.
- Taught Italian exchange students the basics for English as a Second Language including business specifics.

Reason for leaving: Discontinued yearly contract work due to moving to VT.

Supervisor: Linda Gamache (913-495-2616)

Experience Type: Other, Part-time

It is **OK** to contact this employer

Various - General Electric, Manugistics, etc.

Feb 1997 - Mar 2003

Project Manager, Implementation Manager, etc.

Stamford, Atlanta, Chicago, Mountain View, etc.

- Worked in Corporate America for over seven years, mostly in management roles for General Electric, but also for several software start-up businesses.

Work experience includes areas such as:

- Managed the software release process for two product teams which included Discovery, Design, Develop, Documentation, Quality, and Deploy.\
- Drove the complete post-sales lifecycle. From requirements gathering and design sessions to initial pilot followed by a full customer production rollout.
- Managed ongoing Client projects including product requests, marketing initiatives, and troubleshooting of system issues. Completed impact assessment on Client projects and served as an internal Client advocate to Product Management team for project prioritization.

Reason for leaving: Left Corporate America to begin having children and raise them as a stay at home mom.

Supervisor: various (various)

Experience Type: Other, Full-time

It is **OK** to contact this employer

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

Complete and Submit to the Central Office
(please submit via email to hr@buusd.org)

Date Received by Central Office:

3-16-22

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

Name:	Abigail Allen	Location:	CVCC
Submission Date:	03/16/2022	Administrator Action/Checklist Complete:	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position:	School Counselor	Grade (If Applicable):	
Endorsement (If Applicable):	3-64 School Counselor	<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day:	7.5	Scheduled Hours:	7:45 a.m. to 3:05 p.m.
Account Code:			
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	Stephanie Seng	Salary Rate:	\$ 52,180.00
Administrator Approval:	Godly & Emerson	Signature Date:	3/16/2022

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

For Central Office Use Only:

Contract Complete Date		Offer Letter Complete Date		DOH	
Total Years of Experience:		Step:	M15	Salary Placement:	4
Hourly Rate:	\$	Salary Rate:	\$	Seniority Date:	
Contract Type:	<input checked="" type="checkbox"/> Teacher	<input type="checkbox"/> Para	<input type="checkbox"/> Replacement	<input type="checkbox"/> Interim	<input type="checkbox"/> Offer/Non-Contracted Letters
	<input type="checkbox"/> AFSCME	<input type="checkbox"/> N/A			
Days Per Year:	190	Salary:	\$ 55,112	Contract Days:	
Teacher: AOE Endorsement:	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO			
If No, Required:	<input type="checkbox"/> Provisional	<input type="checkbox"/> Emergency	<input type="checkbox"/> Apprenticeship		
Para-Educator: Associates Degree	<input type="checkbox"/> YES	<input type="checkbox"/> NO	(If NO) → ParaPro	<input type="checkbox"/> YES has passed ParaPro	<input type="checkbox"/> NO will need to take ParaPro

Christopher Hennessey

MARCH 17, 2022

Superintendent and/or HR Director Approval Signature

Date

Abigail Dorothy Allen

Education

Capella University

Minneapolis, Minnesota

Master of Science

Major: Master of Science in School Counseling

GPA: 4.000

Credit Hours: 72

Attended October 2016 to March 2019

Degree conferred March 2019

University of North Carolina at Charlotte

Charlotte, North Carolina

Bachelor of Arts

Major: Criminal Justice, **Minor:** Sociology

GPA: 3.100

Credit Hours: 120

Attended August 2009 to May 2013

Degree conferred May 2013

Experience

Stowe Middle High School

Aug 2019 - Present

School Counselor

Stowe, VT

- Work individually with students on short-term mental health counseling
- Refer students to outside resources if additional support is needed
- Assist students with career development and college planning
- Assist students with academic development
- Co-lead student and family seminar nights focused on future planning
- Facilitate high school prevention group, using Youth Risk Behavior Survey
- Co-facilitate middle and high school U Matter Suicide Prevention Initiative
- Member of Student Support Team, the Educational Support Team, and the Crisis Team
- Work collaboratively with fellow school counselors in implementing school counseling program
- Collaborate with community agencies to further support students
- AP Coordinator
- Teach a 9th Grade Seminar class (year long), helping students transition from 8th grade. The focus is organization, study skills, personal reflection, and growth. Students work in groups on projects and learn about anxiety and stress, healthy relationships, conflict resolution, and career development.
- Teach alcohol, tobacco, and other drug prevention in 6th grade Wellness class and 8th grade Wellness class

Supervisor: Gretchen Muller (8022537229)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Lotus Lake Camp

Jun 2006 - Present

Senior Camp Counselor
Williamston, Vermont

At Lotus Lake, I am a senior counselor who is in charge of the 13 and 14 year olds. I am also the director of the gymnastics program and a head lifeguard. In the summer of 2015, a co-worker and I took over the Counselor in Training program for our 15 years old who are wanting to become counselors. We teach communication skills, role model techniques, etc. My co-worker and I helped 14 CITs pass our program last summer.

Supervisor: Dorothy Milne (802-433-5451)

Experience Type: Other, Summer

It is **OK** to contact this employer

U32 Jr/Sr High School

Apr 2018 - Mar 2019

Student Services Intern
Montpelier, VT

Current intern in the student services department as a future professional school counselor. My responsibilities include: working individually with students ages 10-18, co-teach classroom guidance lessons to grades K-8, plan classroom guidance lessons plans for grade K-4, co-facilitate counseling groups, assist students with scheduling, college applications, and essay, and working with students to develop personalized learning plans.

Reason for leaving: I will be graduating from my master's program and am looking for full-time employment as a school counselor.

Supervisor: Lisa LaPlante (8022290321)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Shapiro & Ingle, LLP

Jan 2015 - May 2016

Legal Assistant
Charlotte, NC

Worked in the Front End of a real estate law firm. In charge of collecting documents, opening new files, updating old files, creating closing and opening selling contracts, and creating first step contracts for buying contracts.

Reason for leaving: Moved back to Vermont to start graduate school.

Supervisor: Brian Cochran (7043338107)

Experience Type: Other, Full-time

It is **OK** to contact this employer

The New School of Montpelier

Sep 2013 - Jun 2014

Student Supervisor
Montpelier, Vermont

Reason for leaving: The New School of Montpelier is an alternative school that works specifically with students who have a difficult time learning in a typical elementary/middle school environment. I worked

with students who faced many different kinds of adversity and trauma growing up and needed extra attention to help them succeed in school and the community. I taught some individual classes as well as helped my students complete their work throughout the day.

Supervisor: Diane Baker (802-223-0647)

Experience Type: Independent School, Full-time

It is **OK** to contact this employer

Interests

One of my interests includes coaching middle or high school sports. I have been coaching middle school girls soccer and girls lacrosse for three years at U32 Middle and High School and have loved each season. Each season brings new players, challenges, excitement, and fun. Extra curricular activities gives students another way to connect with other students, to be involved in their school, and provides a time where students can have fun, learn, and have time to step away from the stress of academics. I am very passionate about getting students involved in after school programs and hope to continue to encourage students to stay involved.

Awards/Honors

At Capella University, students have an opportunity to make the President's List each quarter after you have been enrolled for five quarters. You must earn a 4.0 GPA, with no incompletions and no unsatisfactory grades. I have been awarded this honor each quarter of my graduate program since I have been eligible.

Name	Residence	Preferred Committee(s)	Follow up email sent
Jon Valsangiacomo	Barre Town	Policy	x
Gina Akley	Barre Town	Finance, Facilities/Transp.	x
Paul Malone	Barre Town	Finance	x
Linda Dickson	Barre Town	Policy, Curriculum	x
Cidney Bonneau	Barre Town	Finance	x
Andy McMichael	Barre City	Policy, Facilities/Transp	x
William Toborg	Barre City	Curriculum	x
J. Guy Isabelle	Barre Town	Finance, Facilities/Transp.	x
Rachel Aldrich-Whalen	Barre City	Curriculum	x
Melissa Battah	Barre Town	Curriculum	x
Mary Jane Ainsworth	Barre Town	Policy, Facilities/Transp	x



172 N. Main St., Ste. 301 . P.O. Box 625 . Barre, VT 05641

p 802.476.4181 . f 802.476.4184

Oreste V. Valsangiacomo, Jr.
L. Brooke Dingledine

Jon D. Valsangiacomo
Christopher E. Pelkey

Jon D. Valsangiacomo
Extension 312
jon@vdmLaw.com

March 9, 2022

VIA EMAIL tgilbbsu@buusd.org

Tina Gilbert
Executive Assistant to the Superintendent
120 Ayers Street
Barre, VT 05641

Re: Policy Committee

Dear Tina:

This letter is to serve as my application to serve as the Barre Town Community Member on the BUUSD Policy Committee.

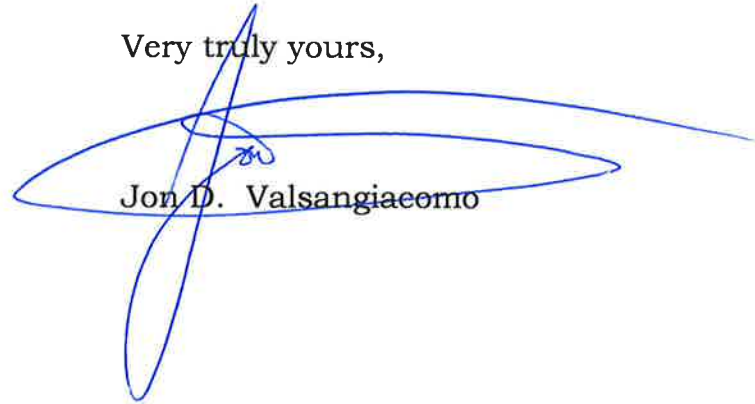
I have served as the Town of Barre Community Member on the Policy Committee for 5 years. I have enjoyed my time on the Policy Committee and look forward to having the opportunity to serve another year.

As background: I am an attorney. I have been practicing law for 22 years and own a law practice in Barre. I currently serve as the Vice Chair of the Barre Town Development Review Board, Secretary of the CAPSTONE Community Action Board, and a member and past chair of the City of Barre Civic Center Committee. I have coached youth sports for many years. I am a registered voter in Barre Town, where I live with my wife and our two sons (ages 10 and 12).

I am hoping I can schedule my interview with the BUUSD Board for a specific time on March 24, 2022 as I have a CAPSTONE Community Action Board meeting from 5:30-7:30pm on March 24th. If possible, I would like to appear virtually for the interview, or if in person I request to be interviewed at the start of the meeting or at a set time towards the end of the meeting.

Please contact me if you have any questions or need additional information.

Very truly yours,



Jon D. Valsangiacomo

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

From: **Gina Akley** <gina.akley@gmail.com>

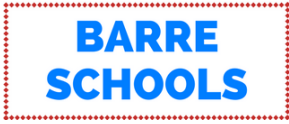
Date: Wed, Mar 9, 2022 at 11:38 AM

Subject: Interest in Community Participation on a Committee

I am writing to express my interest in representing Barre Town as a community member on a BUUSD board committee. I believe my previous experience as a board member, as well as my current status as a resident and parent of a student in Barre Town and a business owner in Barre City, make me well-positioned to represent the interests of our community to the board. I appreciate your consideration.

Thanks,

Gina Akley



Tina Gilbert <tgilbbsu@buusd.org>

BUUSD Community Seat on Finance Committee

1 message

Paul Malone <paulmalone292@gmail.com>
To: Tina Gilbert <tgilbbsu@buusd.org>

Wed, Mar 9, 2022 at 1:52 PM

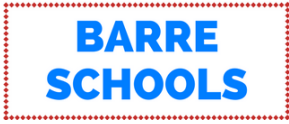
Good afternoon Tina,

I am writing to submit my name for consideration as the community voting member representing Barre Town on the BUUSD Finance Committee. I have previously served on the BUUSD Board as well as the SHS Board and I have a solid understanding of school governance. Furthermore, I've served for many years on various board committees - including Finance and Budget Committees - which has given me an in-depth understanding of education finance and budgeting. With these qualifications, I believe I can make a positive contribution to the work of the BUUSD Finance Committee.

Should you, or the Board members, have any questions, please do not hesitate to contact me at home at (802) 479-5001 or on my cell number (802) 279-5001.

Thank you for your consideration.

Respectfully,
Paul Malone



Tina Gilbert <tgilbbsu@buusd.org>

Community Seats on Barre UUSD Committees

Linda Joyce <marmylade@gmail.com>
To: tgilbbsu@buusd.org

Thu, Mar 10, 2022 at 8:57 PM

To Tina Gilbert,

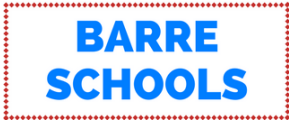
I am a retired teacher and have interest in a community seat on a Barre UUSD committee.

I taught fifth and sixth grade at Twinfield Union School from 1984-2014. Before 1984 I taught in the Barre City Schools as a long term substitute teacher and after retiring. I returned to substitute teaching.

I continue to seek opportunities to engage in education and would like more information about the committees, meetings, and responsibilities.

Sincerely,

Linda Dickson



Tina Gilbert <tgilbbsu@buusd.org>

Finance Vacant Seat

Bonneau, Cidney <CBonneau@nationallife.com>
To: Tina Gilbert <tgilbbsu@buusd.org>

Sat, Mar 12, 2022 at 5:16 PM

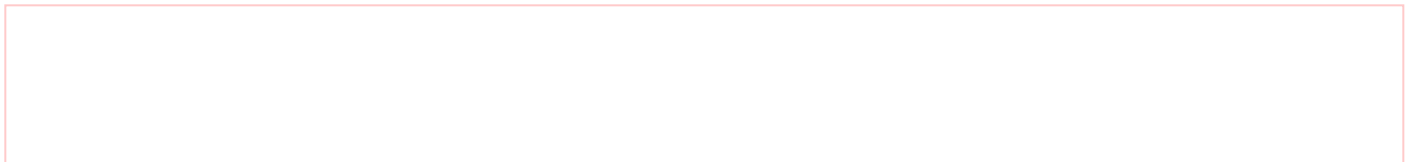
Hello Tina,

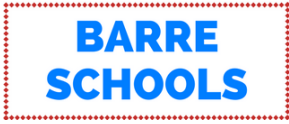
After reading your email and reviewing the document you attached I would be very interested in applying for a seat on the Finance Committee for Barre Town. I think this would be a great opportunity to be more involved with the community and learn more about the school system and finance. I currently work at National Life Group in the Finance department where I have strived to fulfill my career in finance and served on several recreation committees. I graduate in three months with my degree in finance. I also have a 5 - year- old son who just started kindergarten this year at Barre Town. I will plan to attend the board meeting on March 24th at 6pm. Please let me know if I need to do anything further.

I look forward to working with you.

Thank you so much!

Cidney





Tina Gilbert <tgilbbsu@buusd.org>

Committees

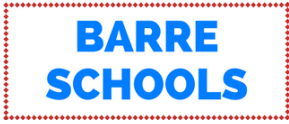
1 message

ANDREW MCMICHAEL <andyyukon@aol.com>
To: tgilbbsu@buusd.org

Sat, Mar 12, 2022 at 8:24 PM

I am writing to continue being a member of the policy and facilities/transportation committees. I have been on those committees since the districts combined and I was on Barre City's for years before that. Please let me know if there is anything else I need to do and if I need one letter for each committee.

Andy McMichael



Tina Gilbert <tgilbsu@buusd.org>

Community Member to Committee Board

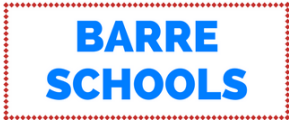
1 message

William Toborg <wlt1@caa.columbia.edu>
To: tgilbsu@buusd.org

Sun, Mar 13, 2022 at 7:28 PM

I would like to be considered for the Community Member position from Barre City for the Curriculum Committee.

William Toborg



Tina Gilbert <tgilbbsu@buusd.org>

committee position

Guy Isabelle <mgdaddy105@aol.com>

Wed, Mar 16, 2022 at 8:26 PM

Reply-To: Guy Isabelle <mgdaddy105@aol.com>

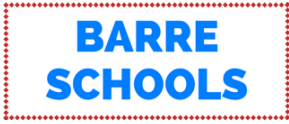
To: "chennbsu@buusd.org" <chennbsu@buusd.org>, "tgilbbsu@buusd.org" <tgilbbsu@buusd.org>

Hi Folks,

I would like to be considered as a Bare Town member on the BUUSD Facilities Committee. I think I have many valid reasons to be considered. Looking forward to an interview.

Thanks,

Guy



Tina Gilbert <tgilbbsu@buusd.org>

Letter of Interest for Curriculum Committee

Rachel Aldrich <rachaldrich@gmail.com>
To: tgilbbsu@buusd.org

Thu, Mar 17, 2022 at 7:39 PM

To Whom It May Concern:

My name is Rachel Aldrich-Whalen. I am a Barre City resident and I am interested in joining the BUUSD Curriculum Committee as a community member. As a veteran kindergarten teacher in a neighboring district, I believe that I will bring valuable insight to the committee. I also bring with me a vested interest in the Barre schools, their students, and their staff. I look forward to an opportunity to contribute to BUUSD, a district that I am proud of.

Sincerely,
Rachel Aldrich-Whalen
13 Green St.
Barre, VT 05641

Melissa.battah@outlook.com
802-595-9912
March 18th, 2022

Sonya Spaulding
Chair, BUUSD
120 Ayers St.
Barre, VT 05641

Dear Sonya and BUUSD board members,

I write to express my interest in being appointed to the Curriculum Committee for the BUUSD as a Barre Town resident.

Thank you for the consideration and I look forward to speaking with you all at the board meeting on March 24th 2022. If you have any questions for me before then, please do not hesitate to reach out.

Best,
Melissa Battah

Mary Jane Ainsworth

280 Richardson Rd. Barre, VT 05641 | (802) 371-9444 | maryjane.ainsworth@gmail.com

March 18, 2022

Barre Unified Union School District
School Board
120 Ayers Street
Barre, VT 05641

Dear Board Members:

I am writing to express my interest in serving in a Barre Town committee seat in the policies and/or facilities committees.

I have lived in Barre Town for almost 10 years and have a son who attends the Pre-K program at Barre Town Middle and Elementary School. As both a community member and a mother, I have a vested interest in enriching the underlying systems to provide students and staff with the best educational and working environment that allows for growth and opportunity to define who they are.

I have worked in state government for the last 16 years in multiple roles and assist my husband with running his Vinyl Graphics and Sign business. I am currently the Director of the Parole Board. In this role, I manage the administrative and legal functions of the Board. This includes analyzing policies, writing policies, drafting legislation, participating in working groups and facilitating the administrative portions of Board hearings.

Attached please find a copy of my resume. My husband and I both grew up in Central Vermont. The school system was one the reasons we moved to Barre Town. Now that we have a child of our own and with the things that I witness every day in my job, I want to become more involved in my community. Children need a safe space to foster emotional, educational, and physical growth. I believe our schools are one of the mechanisms for this.

Please feel free to contact me for any additional information or questions that you may have.

Sincerely,



Mary Jane Ainsworth



Barre Unified Union School District

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

Chris Hennessey, M.Ed.
Superintendent of Schools

A rock solid education for a lifetime of discovery

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

March 18, 2022

Dear BUUSD School Board,

The four weeks that have gone by since I last wrote to you have been extraordinarily busy, and the obvious good news is that we are clearly entering a new phase of the pandemic. The mask optional approach has been working beautifully at all of our schools, and though there are still positive cases among staff and students, our numbers have dropped dramatically since we returned from the break. The work of bringing our schools back into a more normal place is just now beginning. There is so much to be hopeful for, but as excited as we are to get to work, there are significant challenges ahead as well. Some of the challenges and opportunities are addressed below in this report.

The latest updates:

Electric Bus Update BUUSD Facilities Director **Jamie Evans** updated the Facilities Committee on the latest with our electric buses this week. The highlights:

A brief history on the electric bus project:

- Installation of the charging stations took place on the side of BTMES building.
- STA later decided to install, at their expense, a charging station separate from the school building's electrical service.
- The additional charging station was installed away from the building, but in the wrong location. STA had their contractor come back and move the charging station to the correct location.
- Issue arose with an in-ground junction box (due to the charging station being installed in the wrong location) being hit by a snowplow truck. Power was de-energized to the charging station.
- Contacted STA to make them aware of power issues with the charging station. Power will continue to be off until STA can make permanent correction to wiring of the charging station.
- STA has contacted the bus company (Lion) to rectify charging issues with the buses and/or charging station. The buses haven't been able to accept a charge with either of the charging stations, whether it's a wall mounted charger or pedestal mounted charger.

At this time, we're awaiting news from STA and/or Lion regarding the charging capability of the buses. As for the pedestal mounted charging station in its current state, STA is waiting for the ground to dry up so they can make the needed correction with the wiring.

Also, the state fire marshal, while visiting the school recently, made reference to a concern that the buses "may" be too close to the building. A rep from VSBIT, Mark Moody (school safety consultant) and possibly the state fire marshal will be onsite on the 17th to visit the concern.

I hope to have updates on all of this by the time we meet on the 24th.

Paraeducator Hiring Staffing shortages and the challenges of hiring support staff, particularly paraeducators, are well known and shared across all of Vermont. Director of Students Services **Stacy Anderson** and I thought it would be helpful to share some data on what we've been facing. Finding qualified people willing to do the challenging work of a paraeducator at such

low pay has never been easy, but we have never experienced a shortage of applicants like we're seeing these last two years. The numbers (courtesy of Student Services Administrative Assistant **Sue Cioffi**):

Paraeducator data from the Special Services department for the 21-22 year to date as of March 17:

We have received 31 applications. Of these 31--

- 3 were hired and are working;
- 3 were offered a position but declined the offer;
- 3 were interviewed but were deemed not qualified; and
- 22 were interviewed but did not follow through on a variety of areas (either did not respond to the ParaPro appointment requirement, did not provide references, felt the pay was too low, felt the drive was too far, or told us they accepted other employment in the days after the interview).

In addition--

- 12 Special Services Paraeducators have been terminated/quit/retired.
- 1 Special Services Paraeducator transferred within the district to a non-Special Ed PreK Paraeducator role
- 1 Special Services Paraeducator transferred within the district to a new Special Ed Paraeducator role in a different building
- 2 Special Services Paraeducators transferred within the district to non-Para roles

The estimated number of open Special Services Paraeducator positions(does not include PreK) = 13.

Of course, the vacancies in these essential positions don't change the fact that our students continue to need services and support every day as a requirement of their various plans. This staffing crunch has had a huge impact on the daily work of all of us, particularly our special education case managers, classroom teachers, coaches, and interventionists. People are stepping up to fill in where needed every single day, but folks have been stretched very thin for years now. An issue that has been with us for a long time has simply grown to an unsustainable level.

Homelessness in the BUUSD The pandemic has been hard on so many of us, but it's important to understand that for some families the last two years have been financially catastrophic. Mental health crises and addiction have been on the increase across Vermont, and Barre has been particularly vulnerable to these societal ills. Social service agencies in the region, including Washington County Mental Health and the Department of Children and Families, are overwhelmed with incredibly high case counts and staffing shortages. As a result, the task of taking care of children and families increasingly is falling on all of us, now more than ever. Indeed, in many ways, our schools are the most essential social service agency in our families' lives. One metric that will give some perspective on what we're facing is the rise of homelessness in our community. Take a look:

	# STUDENTS DEEMED HOMELESS	# STUDENTS DEEMED HOMELESS	
21-22			
	BY 12/31/2021	BY 3/15/2022	
PRE-K	6	7	
BCEMS	31	48	
BTMES	9	14	
SHS	11	14	
	57	83	TOTALS

As you can see, the rise in homelessness is alarming and quickly growing since the new year, and these numbers only tell part of the story about the ways in which many of our families are struggling. Our schools are doing their best to meet the basic needs of our kids every single day, and this work is truly heroic. I share this with you all so you can have perspective on what our administrators and staff are facing on a day to day basis while meeting the educational needs of all of our students.

The support staff shortage combined with all of this is going to make the task of recovering from the pandemic that much more challenging, and we are going to need the full support of the board and the community to get through it.

Last Day of School and Spaulding High School Graduation The last day of school for students will be on Thursday, June 16, and the final day for staff will be Friday, June 17. We are anticipating that the AOE is going to waive all COVID related school cancellation days, and I am happy to report that we only had two all year! Given that our calendar allows for 180 student days (while the state requires 175), we can end the school year as originally planned on our 2021-22 calendar.

And, mark your calendars: the SHS Graduation is set for Saturday, June 18. Details on this special day, along with Step Up Days for BTMES and BCEMS, are forthcoming.

BUUSD Leadership Team Updates As we know, there have been some big changes in our leadership team the last few months. Here is the latest update:

1) I am happy to report that **Karen Fredericks** will be our next Director of Curriculum, Instruction, and Assessment effective July 1. Karen has been with the district for nearly fifteen years, starting out as a para at BCMES and then spending 9 years as a BC middle school literacy/ELA teacher. Karen has taken on various leadership roles in the world of curriculum over the years, including K-8 Literacy Coach and most recently as our district's MTSS Coordinator. She has spent years building strong relationships with her colleagues in all of our schools, and she knows the current state of our curriculum work as well as anyone in our district. Welcome Karen!

2) I would also like to offer a warm welcome to new Director of Early Childhood Education **Elizabeth Brown**, also effective July 1. Elizabeth is a California native who has spent the last two years as the Director of Head Start in Rutland following a seven year stint as the Director of the Fair Oaks Preschool in Pasadena, CA. We are very excited to bring Elizabeth's leadership experience and love for early childhood education to our community! Welcome Elizabeth!

3) More good news: **Pierre LaFlamme** is officially on board to remain as Co-Principal for Barre City Elementary and Middle School. Pierre is excited to team with Brenda Waterhouse in the years ahead!

4) Remaining administration positions to fill as of March 18, and all are in progress:

- * BCEMS Assistant Principal

- * SHS Assistant Principal

- * SHS Principal

BUUSD Hiring Updates: New Hires and Resignations Hiring season is in full force, and we are making progress! We are anticipating a very busy hiring season ahead, and every effort is being made by our leadership team to stay on top of this and bring in the best people possible.

In addition to the new hires in this week's packet, I also have some resignations effective June 30 to report:

1) Morgan Osina, BCEMS Music

2) Lisa Campbell, BCEMS Early Childhood Special Educator

3) Heather Foley, BCEMS Teacher

4) Abigail Savoie, BCEMS Nurse

5) Kathy Matthews, BCEMS Nurse

This Week's BUUSD School Showcase I always like to end my report with the latest school showcase, because it gives all of us an opportunity to keep perspective on what's most important! This week's message to the community in case you missed it: "I'd like to thank BTMES Technology Integrationist **Jess Van Orman** for giving us a great tip for this week's School Showcase! Ms. Van Orman has been working with BTMES 5th Grade Social Studies teacher **Darby Heibert** on an outstanding North American Indigenous Peoples literacy research project using 21st Century technology. Ms. Heibert's students were incredibly proud of the progress they're making on their projects and eager to share them with us! Take a look here:

[March 16 School Showcase](#)

This project is the kind of authentic and academically engaging work that goes on in our schools every day! The students are using a video editing tool here called [WeVideo](#) that allows students across all grades to engage in challenging material in ways we couldn't imagine when most of us were students. Again, the students were very proud of their work, and our plan is to share their final projects with you when they finish in the next couple of weeks!"

That's a good place to end! A link to all communications from my office can be found on our website here: [2021-22 Superintendent Updates](#).

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, 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 – March, 2022

Athletics:

- The Winter Season was one of SHS' best season's with all teams knocking on championship seasons. Although there may have been disappointment in not clinching the championships, our students showed true sportsmanship and character by doing their best and taking pride in their accomplishments. Our athletic director, Natalie Soffen, deserves special recognition for her amazing work and support of student athletes, fans and our overall community. Her leadership is helping us establish a culture where we do our best, take pride in ourselves and not put others down. She represents TIDE PRIDE well!
- Our Spring Season is underway with pitching and catching practice starting this week and all other practices starting next week. We will be posting games in the coming weeks in our [Athletic Calendar](#).

Students & Community:

- Please see the attached Newsletters ([February 7](#), [February 14](#), [March 2](#), [March 7](#), [March 14](#)). All previous newsletters can be found on our [website](#).
- Please see our latest weekly Tide Pride Bulletins ([February 7](#), [February 14](#), [March 2](#), [March 7](#), [March 14](#)). These may be referenced on our [website](#) at any time. Our weekly bulletins contain a lot of information, including our Student, Artist, Athlete and Staff of the Week.
- Registration for 2022-2023 classes is underway. Please check out our [powerpoint presentation](#) reviewing our [Program of Studies](#). We are also working with our middle school partners on transition meetings with more informational meetings to come as we prepare for the incoming class of 2026!
- The transition to optional mask wearing has been seamless. We continue to have a variety of students and staff that wear masks. Seeing smiles and full faces has increased the energy, and we are encouraged that we are moving towards a new "normal".
- Our Scholarship Committee is in the process of selecting seniors for the many different scholarships we offer. We will be announcing scholarship recipients next month. This is the beginning of many senior events that will be taking place in the months ahead. We are grateful to all those that have ever contributed to our scholarships. These funds truly help students and families continue their educational pursuits.
- March 28th is *World-Wide I Matter; You Matter Day*. This day is intended to share how much we appreciate others as well as realizing our self-worth. Annually, we recognize this day by the sharing of You Matter coins and a few words of appreciation. It is unfortunate that we do not always take the time to share these thoughts with others. I want to take a moment, on behalf of SHS, to express our appreciation for each of the members of the school board and the hard work that they have undertaken to support our schools. The commitment and dedication is noteworthy. THANK YOU!

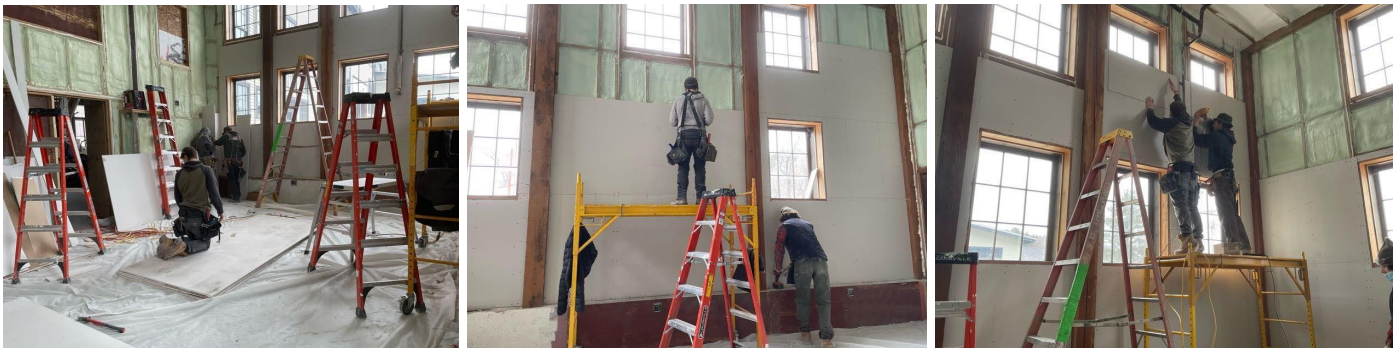


“CTE supports and prepares students to be engaged members of a diverse society and the workforce through rigorous, safe, and experiential learning communities.”

CVCCSD UPDATES: Thanks to voters across our 18 sending school towns for supporting the new Central Vermont Career Center School District (CVCCSD). The votes were certified to the Agency of Education on March 9, 2022 and our board will begin meeting as a transition board to prepare for the start of that new district on July 1, 2022. We're excited to announce our board make up: Appointed: Alice Farrell (BUUSD), Jason Monaco (Cabot), TBA (HUUSD), Jill Remick (MRPS), Flor Diaz (WCUUSD); At large members: J. Guy Isabelle (BUUSD), Jim Halavonich (HUUSD), Lyman Castle (MRPS), TBA (WCUUSD).

We are still collecting data for our Comprehensive Local Needs Assessment (CLNA), please complete our [community survey](#).

PROGRAM HIGHLIGHTS: With the recommendation of the Regional Advisory Board (RAB), CVCC has submitted the request to begin a Design Arts program in collaboration with the Vermont Granite Museum and Norwich University. This program is intended to create a new generation of skilled craftspeople in the stone arts profession. Students will work with and be taught by professional artists and will practice the skills using time-honored hand tools along with the latest technology in 2D and 3D CNC manufacturing. Through opportunities to sculpt a variety of materials and build projects from dry stone, students will develop their skills with an eye toward the manufacturing industry, engineering, and creating art. With an opportunity to apprentice with local companies and earn dual enrollment credits through Norwich University and Vermont Technical College, students will learn the science of stone and rock identification, sculpting and carving, dry stone masonry, as well as architecture and landscape design. The Vermont Granite Museum and Norwich University are developing a bachelor of science program in [Design Arts](#) and have begun creating the classrooms that will support the program.



Our Building Trades and Electrical students have supported this work. Building Trades students have been hanging drywall over the last few weeks. Prior to that, our Electrical students were involved in planning a rough print/layout, running MC wire and Cat6, routing and planning circuits, completing data lines, and also mounting boxes for receptacles, switches, fans, and lighting.



Our Digital Media Arts II students have filmed both Building Trades and Electrical Technology students at work in the Granite Museum and interviewed Scott McLaughlin, Director of the Vermont Granite Museum. Their video will be shared upon approval of the Design Arts Program for CVCC for promotional purposes.

Submitted by: CVCC

<https://cvtcc.org/>

[CVCC youtube](#)

UPCOMING EVENTS: Trades Fair, May 5, 2022

[CVCC facebook](#)

[CVCC instagram](#)

Barre Town Middle & Elementary School



Building Report March 24, 2022

Congratulations! We would like to take a moment to recognize and congratulate BTMES 8th grader Mia Dolan. Mia recently completed her time in the Vermont State House as a Legislative Page. Each year a small group of Vermont 8th graders are selected to work as pages in the state house. Legislative pages deliver messages for members of the Senate, the House of Representatives and many different legislative offices. Pages work in the state house four - five days a week and get to witness democracy first hand.

We are very proud of Mia and her accomplishments. We know that she positively represented BTMES and her community in her work at the Vermont State House. Congratulations, Mia!

Crops by Kids: This year's High Mowing Seed Fundraiser will help support funding to have a water source for our garden and chicken coop.

NAEP Testing: On Wednesday, March 16th, a random selection of our 4th grade students took part in the National Assessment for Educational Progress testing. In addition, a random grouping of our 8th grade students took part in this same testing on Friday, March 17th.

Name a Truck: BTMES is excited to share that we are working on a collaborative project with the Town. Though we are just in the beginning stages, we are excited that our BT students will have a voice in naming the 7 large dump trucks that Barre Town owns. Stay tuned!

Recreation Road: A reminder that as we head into warmer weather, rain, snow, the joys of Vermont weather, that we will do our best to communicate with families as soon as we find out that the Rec. Road needs to be closed due to the conditions of the road.

Scholastic Bookstore: BTMES is excited to bring the Scholastic Book Fair back for our students and the Barre area community. All students will have a scheduled opportunity to visit the book fair displays during the school day. We will be showcasing additional items at our "Super Size" Book Fair for families and students of BTMES, as well as any and all students and their families from our area. The public is invited to visit our "Super Size" Book Fair to be held in The Crowley Gym on March 24th (from 3:00pm - 7:00pm) or March 25th (from 8:00am - 7:00pm). We are so excited to be able to share the excitement of new books with the students of our area!

Upcoming Events at BTMES

Friday, March 25	Preschool and Kindergarten Screening
Monday, March 21 - Friday, April 1	BTMES Scholastic Book Fair
Monday April 4 - Friday April 15	Spring Conferences
Monday, April 18-Friday, April 22	Spring Vacation - No school for staff and students
Monday, April 25 - Friday, June 3	SBAC Testing Window Grades 3 - 8

DRAFT

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. Fredericks and provided an overview of her experience in the District. Ms. Fredericks 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. Fredericks 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

DRAFT

currently has 2 curriculum coaches (1 ELA and 1 Math). Mrs. Farrell believes that if teachers are skilled, they should not need to wait 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.

DRAFT

8. Items for Future Agendas

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