

**BARRE UNIFIED UNION SCHOOL DISTRICT
BOARD MEETING**

April 14, 2022 at 6:00 p.m.

In-Person: Barre Town Middle & Elementary School Library, 70 Websterville Rd, Barre

Remote Options: 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

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|------|--|
| 6:00 | 1. Call to Order |
| 6:03 | 2. Pledge and Mindfulness Moment |
| 6:05 | 3. Additions or Deletions with Motion to Approve the Agenda |
| 6:15 | 4. Comments for Items Not on the Agenda
4.1. Public Comment
4.2. Student Voice |
| 6:25 | 5. Consent Agenda
5.1. Regular Meeting Minutes - March 24, 2022
5.2. Special Meeting Minutes - March 31, 2022
5.3. Board Retreat Minutes - April 5, 2022 |
| 6:30 | 6. Current Business
6.1. New Hires [ACTION]
6.2. Educational Performance Discussion
6.3. Review Board Meeting Start Time [ACTION]
6.4. Recommendation to Rescind Board Goal-Setting and Evaluation (A32) (Consider) [ACTION]
6.5. First Reading Electronic Surveillance (F26) (Recommended) [ACTION]
6.6. FY23 School Calendar
6.7. Electric Bus Update |
| 7:45 | 7. Old Business
7.1. Enrollment/Home Study Update
7.2. COVID Update |
| 8:15 | 8. Other Business/Round Table |
| 8:25 | 9. Future Agenda Items |
| 8:30 | 10. Next Meeting Date: Regular Board Meeting, April 28, 2022 at 6:00 pm; BTMES Library and Remote |
| 8:35 | 11. Executive Session
11.1. Community Members on Committees |
| | 12. Adjournment |

PARKING LOT OF ITEMS

- ES: Administrator Contracts (April 28)
- Administrator Evaluations (April 28)
- Combining BC/BT Athletic Programs Discussion (April 28)
- Para Hiring Update
- Adding SEA Building to Policy A20 Rotation
- Defining Committee Charge/Guidelines
- 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

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BARRE UNIFIED UNION SCHOOL DISTRICT
REGULAR BOARD MEETING
Via Video Conference – Google Meet
March 24, 2022 - 6:00 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
Hayden Coon, BCEMS Principal
Carol Marold, Director of Human Resources

GUESTS PRESENT:

Dave Delcore – Times Argus	Mary Jane Aimsforth	Mel Battah	Alan Burnor	Stephanie Collins
Marisa Craigie	Michael Deering, II	Nora Duane	Josh Howard	Linda Joyce
Thomas Kelly	Prudence Krasofski	Paul Malone	Jessica Maurais	Andy McMichael
Sarah Scribner	Diane Solomon	Therese Taylor	Jon Valsangiacomo	Tyler Watkins
Tasia Young	John Lyons	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 Thursday, March 24, 2022, Regular meeting to order at 6:00 p.m., which was held via video conference.

Mrs. Spaulding read the meeting norms.

2. Additions and/or Deletions to the Agenda

A question was raised regarding whether Agenda Item 11.1 meets the legal requirements of Executive Session. Mrs. Spaulding will advised she will seek advice of legal counsel.

Delete Agenda Item 11.1 – Community Members on Committees

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

3. Public Comment for Items Not on the Agenda

3.1 Public Comment

Mrs. Spaulding read from a prepared statement, prefacing that she is reading a revised version of a statement that another local board chair reads at the start of each meeting (regarding public comment).

Mr. Watkins asked for a suspension of the rules, as he believes his comments will take more than 2 minutes. Mr. Watkins read his comments from a prepared statement, advocating for services for special needs students. Mr. Watkins provided some information relating to para-educator wages, the shortage of para-educators, the duties of para-educators, concern over the long-term shortage of para-educators, the negative impact this has on students and staff, the Districts failure to provide legally required services, and his

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recommendations (short and long-term) for how to improve the situation. Mr. Watkins requested that a copy of his Freedom of Information Act request and the subsequent data provided by the District be available for review by any member of the public. Questions on this matter will be addressed under the Superintendent's Report (Agenda Item 7.1).

Mr. Toborg believes that nothing in Roberts Rules prevents the asking of questions.

Mr. Deering, II thanked board and community members for participating on the Barre Beat. In response to a query, it was noted that board spokespersons will be discussed under Agenda Item 6.2 Re-Organization Clean-up.

3.2 Student Voice

None.

4. Consent Agenda

4.1 Approval of Minutes – March 10, 2022 Regular Meeting

On a motion by Mr. Reil, seconded by Ms. Parker, the Board unanimously voted to approve as amended, the Minutes of the March 10, 2022 Regular Meeting, and the Minutes of the March 15, 2022 Special Meeting.

4.2 Approval of Minutes – March 15, 2022 Special Meeting

Approved under Agenda Item 4.1.

A revote of new hires will occur under Agenda Item 5.1 and will include names and start dates.

5. Current Business

5.1 New Hires

The resumes and BUUSD Notification of Employment Status Forms for Jennifer Evans (BC Special Educator), Edda Concessi (BT World Language Teacher), Abigail Allen (CVCC School Counselor), Olivia Mauro (BT Special Educator), Pierre Laflamme (BC Principal), and Mari Goodridge Miller (SHS Assistant Principal) were distributed.

Mr. Hennessey provided an overview of the candidates. Ms. Leclerc requested clarification regarding the hiring process. It was noted that the Board interviews for Directors and Administrator positions, not teaching staff. Ms. Leclerc queried regarding the role of the Board, as in a previous meeting (02/24/22), it was announced that a Director had been offered and accepted a position prior to Board approval (03/15/22). Mrs. Spaulding advised that she believes the positions are offered contingent on Board approval.

On a motion by Mrs. Pregent, seconded by Mrs. Farrell, the Board unanimously voted to approve the hiring of Jennifer Evans, Edda Concessi, Abigail Allen, Olivia Mauro, Mari Goodridge Miller, and Pierre Laflamme.

On a motion by Mrs. Pregent, seconded by Mr. Reil, the Board unanimously voted to rescind the 03/15/22 vote to accept the recommendation of the Superintendent for the hiring of employees for the positions of Director of Early Childhood Education, and Director of Curriculum, Instruction and Assessment.

On a motion by Ms. Parker, seconded by Mrs. Pregent, the Board unanimously voted accept the Superintendent's recommendation to approve the hiring of Elizabeth Brown for the position of Director of Early Childhood Education, and Karen Fredericks for the position of Director of Curriculum, Instruction and Assessment, with both positions effective 07/01/2022.

5.2 In-Person/Virtual Meetings Discussion

Mr. Hennessey advised that the District should be ready to host hybrid meetings beginning 04/14/22. Technology is currently being tested. The technology is 'plug and play' and can be used in all buildings. A rotating location can be accommodated. Ms. Parker queried regarding whether or not it is the expectation that Board Members attend in person, and whether there is an expectation that those who aren't feeling well, not attend in-person. In response to a query, it was noted that the SEA building is also available for use as a meeting location. Policy A20 will need to be modified if the SEA building is added to the rotation. Mr. Boltin prefers that all Board Members attend in-person. No in-person attendance expectation was agreed to.

On a motion by Mrs. Farrell, seconded by Mr. Cecchinelli, the Board unanimously voted to begin hybrid meetings (in-person and virtual options) beginning with the next Regular Board Meeting (04/14/22).

5.3 Pledge of Allegiance

Mrs. Spaulding cautioned the Board that if the discussion is meant to be held as a way to distract and divide the Board, that the discussion not be held. Mrs. Spaulding wants the Board to move forward as a group and noted that in light of all that is happening in our community, specifically Barre City, she does not want people to be 'strung up' because of a decision they made and have it held against them for the rest of their lives. Mrs. Spaulding queried the Board regarding holding this discussion. It was clarified that the

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discussion was solely regarding having the Board say the Pledge of Allegiance at the beginning of each Board meeting. There was no objection to holding the discussion. Mrs. Farrell provided some historical information and advised that she would like the Board to recite the Pledge of Allegiance to allow the Board to bond together, and have a minute of co-mingling prior to commencing the business of the Board. Brief discussion was held. Mrs. Spaulding polled the Board regarding their agreement to recite the Pledge of Allegiance at the start of Board meetings. The result was 4 in favor, 2 opposed, and 2 with no expressed opinion. Mrs. Pregent clarified her 'vote', noting that she is opposed because she does not believe the Pledge of Allegiance is something that needs to be said to help the Board focus on their duties. It was noted that Board Members would not be required to recite the Pledge. Other suggestions included having a moment silence or a 'mindful moment' at the start of each meeting. Mrs. Spaulding advised that she is not comfortable with some of the words in the Pledge of Allegiance and is not in favor of moving forward with something that not all Board Members are comfortable with, and she recommends that a compromise be agreed to. Mr. Reil suggested that; after the call to order, if time is available, each Board Member choose how they wish to participate; recite the Pledge, hold a moment of silence, etc. Mrs. Spaulding polled the Board and the majority agreed to that method. Mrs. Spaulding will add 'Pledge of Allegiance / Moment of Reflection' to future Agendas (after the Call to Order).

5.4 Community Members on Committees Interviews

Letters of interest from the following individuals were distributed; Tess Taylor, Tasia Young, Alan Burnor, John F. Lyons, Jr., Thomas Kelly, Jon Valsangiacomo, Gina Akley, Paul Malone, Linda Joyce, Cidney Bonneau, Andrew McMichael, William Toborg, Guy Isabelle, Rachel Aldrich-Whalen, Melissa Battah, and Mary Jane Ainsworth. Community members were thanked for their interest in serving on committees. Candidates were asked to introduce themselves, advise why they are interested in serving on committees, and advise as to why they believe they would be a beneficial member to the committee(s) they have expressed interest in. An updated list of interested community members was included in the addendum. Candidates introduced themselves and provided an overview of their interest in serving and how they felt they could positively contribute through committee work. Community members were thanked for attending the meeting. It is hoped that the Board will be able to make committee appointments by the end of next week.

5.5 Board Retreat Agenda and Discussion

The Retreat will be held on April 5, 2022 at Community National Bank in the Community Room, from 4:30 p.m. until 8:30 p.m. The Board discussed agenda items and what they hope to accomplish during the meeting. It was suggested that discussion in the Retreat be guided by the Strategic Plan. Agenda suggestions include; a round table segment for miscellaneous items, a 'get to know you' segment, committee work (define the Charge of committees and discuss creation of a policy on Committees), annual Board Assessment Survey, and an Annual Work Plan (using the Strategic Plan/Goals as a roadmap). No action will be taken during this meeting. Board Members should advise the Chair regarding any additional items they would like to see added.

6. Old Business

6.1 COVID Update

Mr. Hennessey advised that the implications of COVID have dropped significantly, but COVID is still present in the community and has impacted the ability to fully staff schools. The use of face coverings is optional. Many individuals are choosing to wear masks. Due to illness, the BCEMS 7/8 grade PEAK Team was closed today, and will be closed Friday as well. Test kits are still available to families that would like to pick them up.

6.2 Reorganization Clean Up

A copy of the Board Organization Meeting Data Sheet was distributed. Brief discussion was held regarding outstanding items to be determined or voted on. Policy A20 will need to be amended if the SEA Building is added as a meeting location. Discussion was held regarding Open Meeting Laws and it was requested that information received from outside sources be shared with Board Members and that the item remain open for discussion.

On a motion by Mrs. Pregent, seconded by Ms. Parker, the Board unanimously voted;
to designate Ms. Leclerc as the primary individual to sign warrants,
to designate Mr. Reil as the secondary individual to sign warrants,
to hold hybrid format Board meetings at the locations designated in Policy A20,
to post Warnings in the Times Argus and on Front Porch Forum,
to adopt the Code of Ethics,
to designate the Board Chair and Superintendent as designated spokespersons for the Board,
and to continue current practices relating to confidentiality of Executive Session and Open Meeting Laws.

Discussion was held regarding the location for Committee meetings.

It was agreed that Committee meetings will be held at Spaulding High School, but it was noted that the Facilities Committee sometimes holds tours at various buildings.

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7. Reports

7.1 Superintendent Report

A copy of the Superintendent's Report (dated 03/18/22) was distributed.

Mr. Hennessey provided an overview of the Superintendent's report, including an update on electric buses. Mr. Hennessey will report back regarding any concerns from VSBIT and the Fire Marshall regarding the buses' proximity to the building. Lengthy discussion was held regarding the challenges posed by the shortage of para-educators, the inability to provide all of the legally required services, and the possible need to change the model in which services are delivered. In response to a query from a community member, the Superintendent confirmed that in some cases, the District is not in compliance with providing services for those with IEPs or Behavior Plans, and administrators and the Board are aware of this. Mr. Watkins was thanked for advocating for the Districts' students. It was suggested that the District explore additional ways to recruit, educate, and retain para-educators. Mr. Hennessey provided a brief overview of the rise in homelessness, and the implications resulting from this situation, where the District is not only providing education, but is trying to assist students with meeting their most basic needs. A community member suggested that the District provide a wallet sized 'cheat sheet' containing information regarding available resources. It was suggested that the Board better prioritize spending (during budget development). Spaulding High School graduation is scheduled for Saturday, June 18, 2022. Traditionally, Board Members attend the graduation ceremony, and Board Members are encouraged to attend. The last day of school for students is Thursday, June 16, 2022. The last staff day is Friday, June 17, 2022.

7.2 Building Reports: SHS, CVCC, BCEMS and BTMES

Copies of the SHS, CVCC, BCEMS, and BTMES Building Reports were distributed.

Ry Hoffman was recognized for his nomination as an 'Outstanding Educator'.

7.3 Finance Committee

Minutes from the March 17, 2022 meeting were distributed.

Ms. Leclerc advised that discussion included election of a Chair and Vice-Chair, and the process for authorizing warrants.

The next meeting is Thursday, April 26, 2022 at 6:00 p.m. (Rescheduled from 04/21/22).

7.4 Facilities & Transportation Committee

Minutes from the March 14, 2022 meeting were distributed.

Mr. Cecchinelli reported that discussion included; projects for 2022, PCB testing, an electric bus update, storm water run-off update, and updates on the HVAC and sprinkler systems. In response to a query, Mr. Cecchinelli advised that the recreational road is functional (being used for drop-off and pick-ups), and the gate will be closed if the road becomes unusable.

The next meeting is Monday, April 11, 2022 at 6:00 p.m.

7.5 Policy Committee

Ms. Parker reported that discussion included election of a Chair and Vice-Chair, review of policy indexes, and work on policies (Board Goal Setting and Evaluation, Electronic Surveillance, and Fiscal Management and General Financial Accountability).

The Parking Lot is growing due to a number of policies being changed by VSBA.

The next meeting is Monday, April 18, 2022 at 6:00 p.m.

7.6 Curriculum Committee

Minutes from the January 25, 2022 meeting were distributed. The Committee has not met since January.

The next meeting is Thursday, April 7, 2022 at 6:00 p.m.

7.7 Negotiations Committee

The Negotiations Committee will need to meet to elect a Chair, set meeting dates, and discuss upcoming negotiations for AFSCME.

The next meeting date is to be determined.

8. Other Business/Round Table

Mrs. Farrell recognized Christian Titus for his appointment to the U.S. Military Academy at West Point.

Mr. Reil voiced concern that, though sometimes necessary, large addendums, provided shortly prior to meetings are problematic.

Ms. Parker would like the Board to readdress the start time of Board meetings, noting that with the length of Board meetings, she would prefer they start at 5:30 p.m.

Ms. Badeau echoed Ms. Parker's sentiments regarding an earlier start time.

Mrs. Spaulding suggested that the start time be added to a future Agenda, or be discussed at the Board Retreat.

Mr. Hennessey echoed Mrs. Farrell's sentiment for Christian Titus.

9. Future Agenda Items

Special Meeting:

- SHS Principal Interview
- Community Members on Committees (may be added in either the public portion or executive session)

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Board Retreat: Agenda Items were discussed under Agenda Item 5.5, but Meeting Start Time may be added.

Regular Meeting:

- COVID Update
- Follow-up on Para-educator Hiring

10. Next Meeting Dates

Special Meeting: Thursday, March 31, 2022

Board Retreat: Tuesday, April 5, 2022

Regular Meeting: Thursday, April 14, 2022 at 6:00 p.m.

11. Executive Session as Needed

~~11.1 Administrator and Superintendent Evaluations~~ – deleted – kept as a place-holder.

11.2 Negotiations

Mr. Hennessey advised that a Memorandum of Understanding (MOU) regarding providing ‘COVID Days’ under the Master Agreement has not been finalized, so discussion will need to be postponed until April 14, 2022

No items were proposed for discussion in Executive Session.

12. Adjournment

On a motion by Mr. Reil, seconded by Mr. Boltin, the Board unanimously voted to adjourn at 9:19 p.m.

Respectfully submitted,

Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT SPECIAL BOARD MEETING

Spaulding High School Library and Via Video Conference – Google Meet
March 31, 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)
Tim Boltin (BC)
Giuliano Cecchinelli, II (BC)
Nancy Leclerc (At-Large) – left the meeting during Agenda Item 3.1
Terry Reil (BT)

BOARD MEMBERS ABSENT:

Sarah Pregent (BC)

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Carol Marold, Director of Human Resources

GUESTS PRESENT:

Jessica Carpenter	Josh Howard	Yoko Kishishita	Avery Morse	Madison Pembroke
Nealee Thibault	William Toborg	Jonathan Strong		

1. Call to Order

The Chair, Mrs. Spaulding, called the Thursday, March 31, 2022, Special meeting to order at 5:32 p.m., which was held in the Spaulding High School Library and via video conference.

2. Additions and/or Deletions to the Agenda

Mr. Reil requested that Agenda Items 4.3 and 6 be postponed until all Board Members are present. Mrs. Spaulding suggested that the Board have the conversation for these agenda items, but delay the vote. Mrs. Spaulding is concerned that this approach will delay appointment of committee members who want to get started participating. Mr. Reil agrees that a delay is not the best approach, but noted that there are new Board Members and the selection of committee members sets the tone for the year, and he believe all Board Members should be present for the discussion and appointment. Ms. Badeau does not disagree with the importance of having all Board Members present, but advised that she believes there are community members who are anxious to get started participating on committees. Ms. Parker advised that given that only one Board Member is absent, she would like to move forward with selection of committee members. Mrs. Spaulding polled the Board regarding who wishes to delay the appointment of committee members. The result was 4 in favor of delay, 1 opposed, and 2 who are fine with either decision. It was noted that Ms. Leclerc is currently traveling and will need to depart from the meeting momentarily.

Delete Agenda Item 4.3

Delete Agenda Item 6

On a motion by Mr. Reil, seconded by Mr. Cecchinelli, the Board voted 6 to 0 to approve the Agenda as amended. Mr. Boltin was not present for the vote.

3. Public Comment for Items Not on the Agenda

3.1 Public Comment

Mr. Toborg reminded the Board that they did not recite the Pledge of Allegiance.
The Board recited the Pledge of Allegiance.

Mr. Howard queried regarding the change in meeting time which is different than what the Board voted on. Mrs. Spaulding advised that the change in meeting time was her decision and that she chose the time based on the timeline used at a previous meeting where multiple interviews needed to take place. Mrs. Spaulding advised that future Regular Board meetings will start at 6:00 p.m. unless a different time is agreed upon. Mr. Howard voiced concern that a single Board Member overrode a decision made by the Board.

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3.2 Student Voice

Two students (Avery Morse and Maddison Pembroke) requested to be invited into Executive Session. Brief discussion was held regarding the attendance of students who were on the hiring committee, attending a portion of Executive Session. It was noted that if their comments are general in nature, they should be expressed in the open portion of the meeting. Mrs. Spaulding polled the Board regarding their thoughts on allowing students to attend a short part of Executive Session. Mr. Reil noted that his understanding of Robert's Rules is that when someone other than a Board Member is invited into Executive Session, they can only attend in the capacity of answering questions, and cannot make statements, can't advocate for a particular position, and can't participate in the discussion. Mrs. Spaulding believes they can attend because they were on the hiring committee, and can provide input. Mrs. Farrell queried regarding documentation of the results from the hiring committee, and the availability of the documentation for Board review. Mrs. Spaulding is not aware of any documentation. Mrs. Marold confirmed that hiring committees don't usually document discussion or results. It is unclear what the students want to convey in Executive Session. It was noted that it is unusual for members of hiring committees, other than Mrs. Marold, to attend Executive Session. The Board is not clear on how to proceed with the request, and needs to assure that it is in compliance with statutes pertaining to Open Meetings and Executive Session. Ms. Badeau queried whether or not non-student community members would be allowed in Executive Session or if they would need to provide their comments in the open portion of the meeting. It was noted that when confidential (e.g. student matters) need to be discussed, students and parents are invited into Executive Session, as the discussion must remain private. Mr. Reil reiterated his understanding that individuals who are not on the Board, are not allowed to advocate or participate in Executive Session discussion, and that they are in attendance to provide answers to questions. Mr. Reil cautioned that it would not be appropriate for students to advocate for a candidate (in Executive Session). Mrs. Spaulding advised that when a parent is invited into Executive Session, they are usually there to advocate for their child. Mr. Reil believes parents advocating for students differs from individuals advocating for the hiring of employees. Mrs. Spaulding believes that students from the hiring committee have a different perspective than other community members who might want to advocate for an individual hire. To help provide clarity, a portion of the statute was read; "Attendance in Executive Session is limited to members of the public body, and, in their discretion, its staff, clerical assistants, legal counsel, and persons who are subject of the discussion or whose information is needed". In response to a query, it was noted that the work of the hiring committee is a personnel matter and their discussions are not open to the public. The decision was made to invite students into Executive Session for the first few minutes, where they can answer questions from the Board including confirmation that they are not present to advocate for any particular candidate. After students exit Executive Session, the Board will discuss interview questions, then proceed with interviews.

4. Executive Session

4.1 Spaulding High School Principal Interview (Candidate 1)

4.2 Spaulding High School Principal Interview (Candidate 2)

~~4.3 Community Members on Committee Discussion~~

Spaulding High School Principal interviews were proposed for discussion in Executive Session.

On a motion by Ms. Badeau, seconded by Mr. Cecchinelli, the Board voted 6 to 1 to enter into Executive Session, with Mr. Hennessey, Mrs. Marold, Avery Morse, Madison Pembroke (student members of the hiring committee), and the candidates (separately) in attendance, at 5:54 p.m. under the provisions of 1 VSA section 313 to discuss the item proposed for discussion. Mr. Reil voted against the motion. Ms. Leclerc had departed the meeting and was not present for the vote.

On a motion by Mr. Reil, seconded by Mrs. Farrell, the Board unanimously voted to exit Executive Session at 9:08 p.m.

5. New Hires

On a motion by Mr. Cecchinelli, seconded by Ms. Parker, the Board voted 4 to 2 to accept the Superintendent's recommendation and agreed to hire Marlon Maylor and Luke Aither for the positions of SHS Co-Principals. Ms. Badeau, Mr. Boltin, Mr. Cecchinelli, and Ms. Parker voted for the motion. Mrs. Farrell and Mr. Reil voted against the motion. Ms. Leclerc was not present for the vote.

~~6. Appoint Committee Members to Committees~~

7. Adjournment

On a motion by Mr. Cecchinelli, seconded by Mr. Boltin, the Board unanimously voted to adjourn at 9:12 p.m.

Respectfully submitted,
Andrea Poulin

DRAFT**BARRE UNIFIED UNION SCHOOL DISTRICT
BOARD RETREAT MEETING**

Community Room - Community National Bank, 316 Main Street, Barre, VT
April 5, 2022 – 4:30-8:30 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)

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent

GUESTS PRESENT:

Josh Howard

1. Call to Order

The Chair, Mrs. Spaulding, called the Tuesday, April 5, 2022, Board Retreat meeting to order at 4:33 p.m., which was held in the Community Room at Community National Bank.

1.1 Introductions & More About You

Board members went around the table and shared fun facts about their lives and why they decided to run for/be on the school board.

2. Additions or Deletions with Motion to Approve the Agenda

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

3. Comments for Items Not on the Agenda**3.1 Public Comment**

None.

3.2 Student Voice

None.

4. Current Business**4.1 Finding Common Ground**

Pink: what is our greatest asset as a district

Blue: What is one thing that you love about our district

Yellow: what is one thing that you wish we could change about our district

<u>PINK: What is our greatest asset as a district?</u> People (x 2) Community Our communities Commitment to Barre & Barre Schools Desire to grow and do what is best for students Kids Students Respect for all students Passion/Pride in schools/community School is in town Well maintained facilities Buildings We have funding	<u>BLUE: What is one thing you love about our district?</u> School does try to reach the community (my) kids Community commitment Community Passion/pride in schools/community Stable community Thriving extra-curricular opportunities for all Great programs for some Spirit of the schools & the community School spirit Diverse student body, many opportunities to succeed in school Diversity	<u>YELLOW: What is one thing you wish you could change about our district?</u> Climate Give children the world Challenge every student Improve education All kids be successful Education funding formula Make education the focus Distrust of the board Distrust of educators Distrust from community Feelings of distrust in the community Community perception of the schools Divisiveness Combined Elementary & Middle schools
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Lots of classes Dedicated staff Commitment of our teachers & long-term staff Staff Committed and devoted staff	Longevity of admin & educators- dedication to Barre Willingness of teachers to do what they need to in challenging situations Dedication of our teachers History of the schools	Narrow the divide between the town & city BT/BC divide
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We are all working together toward the same goals. We are all on the same team and doing our best. Sonya will take pics of the post-its and write them up, so we have reminders about how we all answered these questions. Board norms were shared briefly. Ms.

Badeau: From Snelling leadership institute: What is our north star? Our north star is what's best for kids.

4.2 Committee Policy & Charge

Chris H talked about finance and policy - we are similar to other districts in terms of monthly meetings for these two committees. BUUSD is seen as an outlier in terms of how many meetings we have regarding other committees. Length of meetings is also much longer than other districts. Concerns of administrators, worry about trust to do their work. Renee brought up her knowledge of how meetings work in other districts. Discussed facilities, curriculum, transportation committees – need for information to the board, but do we need entire committees with monthly meetings for these topics? Long discussion on committee work and needs for committees. Talked about whether we have a need for a policy related to committee work. No decisions were made. Will continue this discussion.

4.3 Dinner and Odds and Ends

Questions about board members as mandated reporters

Questions about the role of substance abuse prevention programs and supports in the schools

Questions about special ed and provision of IEP services related to staffing shortages

4.4 Review Board Work Using Annual Assessment Survey

Discussion of a more thorough deep dive into the school board's effectiveness via the VSBA annual school board self-assessment survey. This will be put on a future board agenda, with the possibility of having this sent out to central office staff, admin, building principals. Mr. Hennessey will work with Mr. Allen to do this. We are waiting to hear back from the VSBA about the digital version of this file. Board to discuss policy A32 on a future agenda, and whether to rescind it as the VSBA has.

4.5 Annual Work Plan/Board Goals

Goal: To oversee the strategic plan

Discussion about the strategic plan and ways to make sure it is a living document, referenced regularly in committee meetings and board meetings. Wanting to make sure that parents, community members, stakeholders, etc are able to access this document and fully understand it. Mrs. Farrell: Professional development for the board from the VSBA? Sonya has a call with Phil of the VSBA on Thursday and she will ask about this. Nancy likes this idea and is in favor of team building activities.

5. Next Meeting Date

Regular Meeting: Thursday, April 14, 2022 at 6:00 p.m.

Will be at BTMES Library. Both board meetings in April will be at BTMES. Full board meetings will rotate locations on a monthly basis. Committee meetings will always be at the Spaulding library. A virtual option will continue to be offered for all meetings.

6. Adjournment

On a motion by Mrs. Pregent, seconded by Ms. Badeau, the Board unanimously voted to adjourn at 8:12 p.m.

Respectfully submitted,

Chris Parker

BUUSD School Board Clerk

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

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

Date Received by Central Office:

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

Name: Location:

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

Position: Grade (If Applicable):

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

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

Account Code:

Replacement? ☒ Y ☐ N

If Yes, For Whom? Salary Rate: \$

Administrator Approval: Signature Date:

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

For Central Office Use Only:

Contract Complete Date Offer Letter Complete Date DOH

Total Years of Experience: Step: Salary Placement:

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

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

Days Per Year: Salary: \$ Contract Days:

Teacher: AOE Endorsement: ☒ YES ☐ NO

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 Finnerberg

Superintendent Approval Signature

MARCH 17, 2022

Date

Margrette (Maggie) Weiss

Education

University of Vermont

Burlington, Vermont

Master of Science

Major: Communication Sciences, **Minor:** n/a

GPA: 3.700

Credit Hours: 48

Attended August 2008 to May 2010

Degree conferred May 2009

The Evergreen State College

Olympia, Washington

Bachelor of Arts

Major: Bachelor of Arts

Graduated May 2006

Degree conferred May 2006

Experience

Central Vermont Home Health and Hospice

Mar 2015 - Present

Speech Language Pathologist

Barre, Vermont

Evaluation and treatment of cognitive-communication deficits, swallowing disorders, perceptual voice disorders and speech & language deficits including aphasia, apraxia, alexia and agraphia

Documentation including assessment reports and treatment notes

Consultation and collaboration with Physical Therapists (PT), Occupational Therapists (OT), Social Workers (SW), Nurses (RN) and Physicians

Counseling client, families and caregivers, as relates to SLP scope of practice

Case management including planning, health assessment, coordination of care, and advocacy to meet all healthcare needs

Reason for leaving: Current employer

Supervisor: Shelby Lunn (802-223-1878)

Experience Type: Other, Full-time

Please **do not** contact this employer

CVMC- Woodridge Rehabilitation & Nursing

Aug 2010 - Mar 2015

Speech-Language Pathologist

Berlin, Vermont

Providing timely screening, evaluation and treatment for disorders including: voice, swallow, speech, language and cognitive-communication.

Completing and maintain required documentation in the facility's computerized medical charting

software

Engaging in collaboration with the patients, their families, other rehabilitation therapists and medical professionals to provide the highest quality of care

Developing in-services as a tool to educate other staff about supporting optimal outcomes and quality of life

Participating in weekly department meetings

Supervising graduate students in Communication Sciences participating in semester long externships

Maintaining strict confidentiality as required by HIPPA

Pursuing continuing educational opportunities to support continued knowledge, skills and abilities in evidence based practices

Reason for leaving: Pursued change in work setting from skilled nursing to home health.

Supervisor: Cindi Roth, PT (802-371-4770)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Washington Central Supervisory Union

Aug 2009 - Jun 2010

Speech Language Pathology-Assistant

Calais, Vermont

Functioned in the dual capacity of graduate student in communication sciences and SLP-A

Primary provider of in-school and summer SLP services under the supervision of an off-site, consulting SLP

Coordination with classroom teachers and special education team for optimal scheduling of SLP services

Treatment for memory, auditory discrimination, speech intelligibility, language development, pragmatic skills development and fluency

Completion of Individual Education Plans (IEPs), evaluations and generation of treatment goals tied to education standards and grade level curriculum under the supervision of consulting SLP

Data collection, analysis and writing of progress reports under the supervision of consulting SLP

Engagement in student-centered educational support meetings

Parent/caregiver/support staff education to support student successes

Collaboration with other support team members to ensure student success

Reason for leaving: 1 year contract for a .4 SLP-A. The position for following year was increased to a .6 SLP, but I needed a greater number of hours to meet the financial needs of my family and did not apply for the position.

Supervisor: Kate Ross, MS, CCC-SLP (802-000-0000)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

ACE Awards

Award for Continuing Education (ACE) The ACE is a formal recognition of professionals who have demonstrated their commitment to lifelong learning by earning 7.0 ASHA continuing education units (CEUs) (equivalent to 70 contact hours) within a 36-month period.

***School Board Representative for Calais, Washington Central Unified Union
School District Board***

Appointed in 08/2021, Elected for 3 year term on 3/1/2022

Board Member, Good Beginnings of Central Vermont

Term 2012-2014

<https://www.goodbeginningscentralvt.org/>

Board Member, Vermont Speech & Hearing Association

Term 2018-2020

Membership Chair

Website ReDesign Committee

<https://www.vsha.us/>

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:

3-22-22

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

Name:	Kassidy Kane	Location:	BCEMS
Submission Date:	3/22/22 (eff 7/1/22)	Administrator Action/Checklist Complete:	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position:	Teacher	Grade (If Applicable):	Grade 2
Endorsement (If Applicable):		<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day:	7.5	Scheduled Hours:	8.15 a.m. to 3.45 p.m.
Account Code:	101-1381-51-11-0-1101-51110		
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	XXXXXX K Gadapee	Salary Rate:	\$69,540.00
Administrator Approval:	Hayden Coon	Signature Date:	3/22/22

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:	D	Salary Placement:	1
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: \$	41,515	Contract Days:	
Teacher: AOE Endorsement:	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO				
If No, Required:	<input checked="" type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship				
Para-Educator: Associates Degree	<input type="checkbox"/> YES <input type="checkbox"/> NO (If NO) → ParaPro <input type="checkbox"/> YES has passed ParaPro <input type="checkbox"/> NO will need to take ParaPro				

Chris Hennessey

Superintendent Approval Signature

MARCH 30, 2022

Date

Kassidy Diane Kane

Education

Pennsylvania State University Main Campus

State College, Pennsylvania

Bachelor of Education

Major: Elementary Education

GPA: 3.440

Attended July 2017 to May 2022 (*expected completion*)

Experience

Young Scholars Charter School

Jan 2022 - Apr 2022

Student Teacher

State College

I am placed in Kindergarten this semester and my responsibilities within the classroom include monitoring students while they are working, assisting them in their work, planning small group and whole class lessons.

Reason for leaving: Full-time student teaching is only one semester-long, I will be leaving after the semester is over and I graduate.

Supervisor: Nancy Love ((814) 237-9727)

Experience Type: Student Teaching, Full-time

It is **OK** to contact this employer

Easter Seals Daycare

Jun 2020 - Aug 2020

Summer Camp Counselor

State College

My responsibilities during summer camp included co-teaching 8-10 students daily with my partner teacher, co-planning the 8 weeks of camp including weekly units and daily activities. Working with students that have IEPs and their aids, adapting outdoor activities so all students were able to participate, scheduling outdoor water days, and park outings.

Reason for leaving: My semester at Penn State began, during the semesters I participate in a work-study program. In previous years I have worked in Easter Seals Daycare as part of my work-study.

Supervisor: Jessica Confer ((814) 238-4434)

Experience Type: Other, Summer

It is **OK** to contact this employer

Easter Seals Daycare

Aug 2019 - Mar 2020

Work-Study

State College

My responsibilities within the daycare during the work-study program included assisting teachers in the classrooms with daily activities such as centers, fine motor time, gross motor play and morning circles.

Reason for leaving: COVID hit and the daycare closed for a few weeks, which ended my semester work-study there for the time being.

Supervisor: Carla Glisan (18148671347)

Experience Type: Other, Part-time

It is **OK** to contact this employer

YMCA of Centre County

May 2015 - Mar 2020

Swim Instructor

State College

My responsibilities in swim lessons included teaching group lessons, private lessons, and special needs lessons. Within the special needs lessons and private lessons, my responsibilities included planning lessons for a 6-week program, working with students with Downs Syndrome, Autism, dry drowning, Cerebral Palsy, and Spina Bifida. Within-group lessons my responsibilities included following a curriculum for the 6 weekly lessons and marking student progress over the course of the lessons.

Reason for leaving: COVID hit and swim lessons were put on pause, by the time they had opened up again I had found other employment tutoring.

Supervisor: Ray Carrol ((814) 237-7717)

Experience Type: Other, Part-time

It is **OK** to contact this employer

Additional Information

- 6 years of German Language courses
- Private tutoring (Elementary level, High School German)
- Assisting with ACRES Artisans (Adults with Autism)
- Certified AED
- Certified Infant and Adult CPR

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

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

Date Received by Central Office:

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

Name:

Location:

Submission Date:

Administrator Action/Checklist Complete: ☒ Y ☐ N

Position:

Grade (If Applicable):

Endorsement (If Applicable):

☐ Hourly-Non Exempt ☒ Salary-Exempt

Hours Per Day:

Scheduled Hours:

a.m. to p.m.

Account Code:

Replacement? ☐ Y ☒ N Kirsten Evans - Transferred

If Yes, For Whom?

Salary Rate: \$

Administrator Approval:

Signature Date:

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

For Central Office Use Only:

Contract Complete Date

Offer Letter Complete Date

DOH

Total Years of Experience:

Step:

Salary Placement:

Hourly Rate: \$

Salary Rate: \$

Seniority Date:

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

Days Per Year:

Salary: \$

Contract Days:

Teacher: AOE Endorsement: ☐ YES ☒ NO

If No, Required: ☒ Provisional ☐ Emergency ☐ Apprenticeship

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

☐ NO will need to take ParaPro

Superintendent Approval Signature

Date

Stacie Marie Jacques

Education

Northern Vermont University

Johnson, Vermont

Bachelor of Fine Arts

Major: Fine Arts with Secondary Education Concentration

GPA: 3.250

Attended September 1998 to May 2003

Degree conferred May 2003

Experience

State of Vermont-VDHA

Aug 2021 - Dec 2021

Long-Term Care Specialist

Barre, VT

Conducted phone interviews with applicants to Vermont Medicaid. Processed their applications and established eligibility.

Reason for leaving: Job was not a good fit.

Supervisor: Melissa Richardson ((802) 879-5900)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Upper Valley Services, Inc.

Jun 2007 - Aug 2021

Administrative Assistant

Moretown, VT

Upon my hire in 2007, I was tasked with developing and implementing a structure for records review and maintenance for a sister organization (the Francis Foundation, in Middlesex, VT). I assisted that organization to bring their records into compliance with DAIL guidelines.

In subsequent years, I did the same for the Upper Valley Services office in Moretown. I also took on tasks when there was a need: I case managed, I managed the office (to include vendor and supply management, timesheets, coordination with our business office, and the implementation of a new phone system). I also spearheaded the implementation of the new Electronic Health Records System (CareLogic) in June of 2016. I was and continue to be responsible for training end-users as well as supervising our Data Quality Specialist.

As we gained new leadership during the pandemic, my job has shifted from one of a records perspective to one of an HR function. I now process background checks, maintain personnel files, sit on the hiring committee and maintain my place within the EHR team.

Reason for leaving: I am looking for a position closer to my home. I'm also looking for a new challenge, and am looking to be part of a school again.

Supervisor: Jessalyn Gustin (802-496-7830)

Experience Type: Other, Full-time
It is **OK** to contact this employer

Peoples Academy

Jun 2005 - Jun 2007

Tutorial Para-educator

Morrisville, Vermont

I would meet individually or in very small groups with students to assist with homework, current class assignments, or as one-on-one support in their classrooms. I ran my own classroom. I also recorded books on tapes for students, monitored the lunch room, and provided supervision in the hallways.

Reason for leaving: I was moving to Central Vermont to pursue other job opportunities.

Supervisor: Stacy Starkweather (802-888-4600)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Washington County Mental Health Services

Aug 2004 - Aug 2005

Assistant Case Manager

Barre VT

Developed and ran a small group home for two men with autism.

Responsible for developing and implementing program for these non-verbal men who had survived various emotional traumas.

Supervised staff of 10+ people.

Responsible for maintaining fiscal integrity of the group home.

Reason for leaving: Wanted to relocate and return to a school based-setting.

Supervisor: No longer with agency (802-479-4083)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Hazen Union School

Jan 2003 - May 2003

Student Teacher

126 Hazen Union Dr, Hardwick, VT

Began by watching James teach all classes, and eventually worked up to teaching my own class during his schedule. Took attendance, created lesson plans, implemented lesson plans, and assisted with an art show. Learned classroom management.

Reason for leaving: Graduated from Johnson State.

Supervisor: James Lockhart ((802) 472-6511)

Experience Type: Student Teaching, 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:

3/30/22

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

Name: Suzanne Abbott

Location: BCEMS

Submission Date: 3/29/2022

Administrator Action/Checklist Complete: ☒ Y ☐ N

Position: Nurse #1

Grade (If Applicable):

Endorsement (If Applicable): School Nurse

☐ Hourly-Non Exempt ☒ Salary-Exempt

Hours Per Day: 7.5

Scheduled Hours:

a.m. to

p.m.

Account Code: 101-1381-51-11-0-2131-51110

Replacement? ☒ Y ☐ N

If Yes, For Whom? Abigale Savoie

Salary Rate: \$ 40,430.00

Administrator Approval: Brenda Waterhouse, Co-Principal

Signature Date: 3/30/2022

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: B30

Salary Placement: \$

13

Hourly Rate: \$

Salary Rate: \$

Seniority Date:

Contract Type:



Teacher



Para



Replacement



Interim



Offer/Non-Contracted Letters



AFSCME



N/A

Days Per Year:

190

Salary: \$

67,255

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

Christina [Signature]
Superintendent Approval Signature

APRIL 7, 2022

Date

Suzanne Abbott

Education

University of Maine

Orono, Maine
Bachelor of Arts

Major: Zoology

GPA: 2.900

Attended September 1989 to May 1993

Degree conferred May 1993

University of Maine

Orono, Maine
Bachelor of Science

Major: Nursing and zoology (2 bachelor degrees earned)

GPA: 2.860

Credit Hours: 191

Attended September 1993 to May 1996

Degree conferred May 1996

Experience

Mt. Blue Regional School District

Aug 2016 - Present

School nurse

Mt. Blue Middle School

Full time school nurse to approximately 500 students. Duties include providing first aid, writing care plans, performing vision and hearing screenings, administering medications, and managing all aspects of covid 19.

Reason for leaving: Relocating to Vermont

Supervisor: James Black (207-779-3511)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Mt. Blue Regional School District

Sep 2013 - Aug 2016

Substitute school nurse

All schools in district

Worked as a substitute school nurse when needed and available

Reason for leaving: Got hired full time

Supervisor: Thomas Ward (207-778-6571)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Edgewood Rehab and Living Center

Oct 2012 - Aug 2016

Charge Nurse

Farmington, Maine

Worked as charge nurse on a skilled nursing facility of approximately 30 beds. Monitored nursing care, patient assessment processes and treatment implementation. Administered medications and treatments to patients as ordered by physicians. Interacted in a kind and caring manner with patients and families and advocated for patient's needs.

Reason for leaving: Got hired full time as a school nurse**Supervisor:** Naomi Bean (207-778-3386)**Experience Type:** Other, Full-timeIt is **OK** to contact this employer

Northern Maine General

Dec 2007 - Jun 2010

Health Supervisor

Eagle Lake, Maine

Worked in a boarding home for residents with mental health needs. Supervised all areas of their care including care plans and medication administration.

Reason for leaving: Wanted to be stay at home mom**Supervisor:** Reynald Raymond (207-444-5152)**Experience Type:** Other, Part-timeIt is **OK** to contact this employer

Great Salt Bay Community School

Aug 2003 - Mar 2006

School nurse

Damariscotta, Maine

See description for current school nurse job

Reason for leaving: Moved out of area**Supervisor:** Richard Marchi (207-563-3091)**Experience Type:** Public School, Full-timeIt is **OK** to contact this employer

Life saver award

On a first day of school, which was an all staff assembly day, a teacher went into cardiac arrest in the bathroom. Another teacher and I successfully resuscitated her after both cpr and numerous aed shocks. Our efforts were recognized at a state conference led by the Governor.

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:

3/30/22

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

Name: <input type="text" value="Julia Woodworth"/>		Location: <input type="text" value="BCEMS"/>	
Submission Date: <input type="text" value="3/29/2022"/>		Administrator Action/Checklist Complete: <input checked="" type="checkbox"/> Y <input type="checkbox"/> N	
Position: <input type="text" value="Nurse #2"/>		Grade (If Applicable): <input type="text"/>	
Endorsement (If Applicable): <input type="text" value="School Nurse"/>		<input type="checkbox"/> Hourly-Non Exempt <input checked="" type="checkbox"/> Salary-Exempt	
Hours Per Day: <input type="text" value="7.5"/>	Scheduled Hours: <input type="text"/>	a.m. to <input type="text"/>	p.m.
Account Code: <input type="text" value="101-1381-51-11-0-2131-51110"/>			
Replacement? <input checked="" type="checkbox"/> Y <input type="checkbox"/> N			
If Yes, For Whom? <input type="text" value="Kathryn Matthews"/>		Salary Rate: \$ <input type="text" value="41,218.25"/>	
Administrator Approval: <input type="text" value="Brenda Waterhouse, Co-Principal"/>		Signature Date: <input type="text" value="3/30/2022"/>	

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

For Central Office Use Only:

Contract Complete Date <input type="text"/>		Offer Letter Complete Date <input type="text"/>		DOH <input type="text"/>	
Total Years of Experience: <input type="text"/>		Step: <input type="text" value="B30"/>		Salary Placement: <input type="text" value="10"/>	
Hourly Rate: \$ <input type="text"/>		Salary Rate: \$ <input type="text"/>		Seniority Date: <input type="text"/>	
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: <input type="text" value="190"/>		Salary: \$ <input type="text" value="61,547"/>		Contract Days: <input type="text"/>	
Teacher: AOE Endorsement: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO					
If No, Required: <input checked="" type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship					
Para-Educator: Associates Degree <input type="checkbox"/> YES <input type="checkbox"/> NO (If NO) → ParaPro <input type="checkbox"/> YES has passed ParaPro					
<input type="checkbox"/> NO will need to take ParaPro					



Superintendent Approval Signature

APRIL 7, 2022

Date

Julia Woodworth

Education

University of West Florida

Pensacola , Florida
Bachelor of Science

Major: Nursing

Graduated December 2021

Degree conferred December 2021

North County Community College

Saranac Lake , New York
Associate of Applied Science

Major: Nursing

GPA: 3.900

Graduated June 2014

Degree conferred June 2014

WSWHE BOCES

Hudson Falls , New York
Vocational/Occupational Degree

Major: Licensed Practical Nursing

Attended August 2001 to June 2002

Degree conferred June 2002

Experience

Essex Westford School District

Oct 2021 - Present

RN

Essex, Vermont

I am a temporary float / covid assistant for the entire school district covering all ages in grades pre-K through 12th

Reason for leaving: employed until June 2022

Supervisor: Diana Smith RN (802-857-1532)

Experience Type: Other, Full-time

It is **OK** to contact this employer

The eye surgery center

Apr 2021 - Mar 2022

RN

South Burlington, VT

Per diem pre-op & PACU staff nurse

Supervisor: Mary Clairmont (802-861-3554)

Experience Type: Other, Part-time

It is **OK** to contact this employer

Sebastian River Medical Center

Dec 2020 - Jul 2021

RN

Sebastian, FL

Per diem Ambulatory Services staff nurse

Reason for leaving: Moved out of state

Supervisor: Chris Booth (772-589-3186)

Experience Type: Other, Part-time

It is **OK** to contact this employer

Cleveland Clinic Indian River Hospital

Feb 2019 - Aug 2020

RN

Vero Beach, FL

Clinical Decision Unit staff nurse

Supervisor: Sharon Welch (772-567-4311)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Hagan, Rinehart & Connolly Pediatricians

Mar 2017 - Sep 2018

RN

Burlington, VT

Pediatric telephone triage nurse

Reason for leaving: Moved out of state

Supervisor: Joe Hagan (802-860-1928)

Experience Type: Other, Full-time

It is **OK** to contact this employer

the eye surgery center

Jan 2015 - Jun 2016

RN

South Burlington, VT

pre-op. pacu & OR nurse

Reason for leaving: personal

Supervisor: Mary Clairmont (802-861-3554)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Mollen Immunizations

Sep 2010 - Sep 2013

LPN

varied

immunization nurse

Reason for leaving: went out of business

Supervisor: unknown (5555555555)

Experience Type: Other, Part-time
It is **OK** to contact this employer

UVM student health center

Sep 2012 - Jun 2013

LPN
Burlington, VT
office nurse

Reason for leaving: temporary position

Supervisor: Carol (8026563350)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Lake Champlain Gynecologic Oncology

Sep 2011 - Mar 2012

LPN
South Burlington, VT
office nurse

Reason for leaving: moved out of state

Supervisor: Dr Eltabbakh (8028599500)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Favorite Healthcare Staffing

Sep 2007 - Jun 2010

LPN
varied
agency nurse for varied locations

Reason for leaving: moved out of state

Supervisor: HR (518-435-9270)

Experience Type: Other, Part-time

It is **OK** to contact this employer

Fletcher Allen outpatient pediatrics

Sep 2007 - Mar 2009

LPN
Williston, VT
office nurse

Reason for leaving: moved out of area

Supervisor: HR (8028471440)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Glens Falls Hospital

Jan 2003 - Jan 2005

LPN
Glens Falls, NY
inpatient nurse for ER/Peds/OB

Reason for leaving: moved out of area
Supervisor: Laura/Diane (518-926-1000)
Experience Type: Other, Full-time
It is **OK** to contact this employer

International College Honor Society

Was inducted into Phi Theta Kappa in 2013

OUTLINE FOR CURRICULUM, INSTRUCTION, ASSESSMENT	
PROPOSED FRAMEWORK	PROPOSED STRUCTURES & PROCESSES
<p><u>CURRICULUM</u></p> <ul style="list-style-type: none"> Common format for PK-12 standards and indicators by content and grade level <ul style="list-style-type: none"> Transferable Skills Content-based Graduation Standards (PBGRs) <ul style="list-style-type: none"> Performance Indicators by grade level Scoring Criteria / Scales for each indicator Essential / priority standards and indicators defined by grade and content area <ul style="list-style-type: none"> System for unit development based on district standards and indicators 	<p><u>LEADERSHIP:</u></p> <ul style="list-style-type: none"> Curriculum leaders for each content area, PK-12 <ul style="list-style-type: none"> Currently: SHS dept chairs; leaders for PE, Art; K-8 leaders for ELA, Math, Health, Library; 5-8 leaders for Science and SS; K-4 leader for Science; PK leader Curriculum leaders meet monthly as a team with district curriculum leaders to determine and implement vision, goals, annual action plan <p><u>PROCESS:</u></p> <ul style="list-style-type: none"> District leaders facilitate community dialogues to clarify broad vision for curriculum, instruction, assessment (e.g. Portrait of a Graduate) Curriculum leaders facilitate meetings with teachers representing all grade spans (elem, middle, high school) to refine graduation standards and draft performance indicators Curriculum leaders facilitate meetings of teachers by grade span (grade level) to refine grade level performance indicators and draft scoring criteria
<p><u>INSTRUCTION</u></p> <ul style="list-style-type: none"> Identify Elements of Effective Instruction and Practice (a work in progress) <ul style="list-style-type: none"> Draft documents that reflect content specific strategies and resources that support our Elements of Effective Instruction and Practice <ul style="list-style-type: none"> Possible organizing system literacy example 	<p><u>LEADERSHIP:</u></p> <ul style="list-style-type: none"> K-8 Instructional coaches (math and literacy); 9-12 instructional coaches Instructional coaches meet monthly as a K-12 instructional team; weekly in separate groups (grade span or content specific groups) <p><u>PROCESS:</u></p> <ul style="list-style-type: none"> Coaches determine and support Effective Elements of Instruction and Practice (including implementation of research-based instructional practices) Coaches provide a range of instructional support services: <ul style="list-style-type: none"> All staff: building-based and district-wide PD coordinated with curriculum leaders Teams: grade level / content specific team meetings Individuals: just in time support as needed; resource sharing Individuals: 4-6 week coaching cycles, collaboratively designed
<p><u>ASSESSMENT</u></p> <ul style="list-style-type: none"> Framework for standard assessments to be used for universal screening and monitoring progress <ul style="list-style-type: none"> Guidelines for proficiency-based assessment development and implementation 	<p><u>LEADERSHIP:</u></p> <ul style="list-style-type: none"> District curriculum leaders and data coordinator determine universal screening tools, monitor implementation Building-based leadership teams review and monitor assessment data Instructional coaches collaborate with curriculum leaders to determine shared vision for assessment and facilitate professional learning and planning related to curriculum-embedded assessment development <p><u>PROCESS:</u></p> <ul style="list-style-type: none"> Building-based leadership teams review and monitor student performance data; as well as student, staff, family perception data; to determine annual action plans Instructional coaches and curriculum leaders integrate common strategies for assessment development in professional learning and planning with teachers

**BARRE UNIFIED UNION SCHOOL DISTRICT #097
POLICY****CODE: A32**

1ST READING: 9/12/2019
2ND READING: 10/10/2019
ADOPTED: 10/10/2019

BOARD GOAL-SETTING & EVALUATION**Policy**

The Barre Unified Union School District Board will participate in goal-setting and self-evaluation activities developed or recommended by the superintendent at least annually.

Implementation

Particular attention will be given to board goals and performance in the following areas:

- Policy making
- Policy implementation
- Community relations
- Board interpersonal communication skills
- Board-Superintendent relations
- Fiscal/budget management
- The curriculum
- Labor relations
- Board in-service training
- Government relations

Cross Reference: Board Member Education (A31)

**BARRE UNIFIED UNION SCHOOL DISTRICT #097
POLICY****CODE: F26****1ST READING:
2ND READING:
ADOPTED:**

ELECTRONIC SURVEILLANCE**Policy**

The BUUSD recognizes the value of electronic surveillance for monitoring activity on school property. It is the policy of the Barre Unified Union School District (BUUSD) to use passive electronic surveillance to assist with the safety and security of the school community.

All video recording is subject to District policies and state and federal law, including the provisions of the Family Education Rights and Privacy Act (FERPA).

Use

Electronic surveillance is used to deter crime and enforce violations of the District's rules and policies, as well as state and federal law. Security devices and measures such as, but not limited to, video cameras, motion detectors and alarms may be installed in any or all school buildings, or in school transportation vehicles to protect school property. Outside lighting and/or video surveillance devices may be installed and maintained at each school building to provide illumination and observation of the immediate grounds.

Camera Placement

The security camera system will be installed in public areas only. These areas may include school buses, grounds, athletic areas, exterior entrances or exits to school buildings, stairwells, corridors, cafeterias, and lobbies. Security camera usage is prohibited in any space where there is a reasonable expectation for privacy, such as restrooms, locker rooms, private offices, and nurse's offices.

Security

Only a designated employee or agent of the BUUSD will install surveillance cameras. Only designated school officials shall have access to the camera equipment and software. Only these school officials shall handle the software or copies of video segments. Video copies shall be stored in a secure area until the end of the current school year, or until the statute of limitations has been reached for a specific policy or law. Video copies may never be sold, publicly viewed or distributed in any other fashion except as approved for by this policy and state and federal law.

Viewing of Live Video

Video monitors used to view live video should not be located in a position that enables public viewing. Live video may only be viewed by school administrators, school officials, school staff members, or school resource officers with a legitimate need, as required by their position

and role. This also includes employees or agents responsible for the technical operations of the system (for technical purposes only).

Video Recordings

Video recordings may only be viewed by school administrators, school officials, or school staff members with a direct involvement with the recorded contents of the specific video recording. This also includes employees or agents responsible for the technical operations of the system (for technical purposes only). Law enforcement personnel and parents and guardians may be permitted to view video recordings on a case-by-case basis, consistent with the requirements of state and federal law.

Use of Video Recordings for Disciplinary Action

Video recordings may be used as a basis for disciplinary action consistent with District policies and state and federal law.

Retention of Video Recordings

A copy of a video recording shall be made and maintained until resolution of an incident which results in a long-term suspension, student injury, or there is a prospect of a legal claim against the district. The copy of the video recording shall be sent to the Superintendent or designee to be kept in a secure location. The district shall comply with all applicable state and federal laws related to record creation, retention, and destruction.

3/22/2022**FINAL**

	= Student Day
	= Staff Day

August

M	T	W	Th	F
Flex	Flex	Flex	Flex	Flex
Flex	Flex	Flex	Flex	Flex
Flex	Flex	Flex	Flex	Flex
SD	SD	SD	SD	Flex
29	30	31		
Student Days 3				
Staff Dev. Days 5				

September

M	T	W	Th	F
			1	2
V	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30
Student Days 21				
Staff Dev. Days 0				

October

M	T	W	Th	F
3	4	5	SD	V
V	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				
Student Days 18				
Staff Dev. Days 1.5				
Conferences will occur after school during October or November and will count for 0.5 Staff Dev.				

November

M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
V	V	V	V	V
28	29	30		
Student Days 17				
Staff Dev. Days 0				

December

M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	V	V
V	V	V	V	V
Student Days 15				
Staff Dev. Days 0				

January

M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
V	17	18	19	20
SD	SD	25	26	27
30	31			
Student Days 19				
Staff Dev. Days 1				

February

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
V	V			
Student Days 18				
Staff Dev. Days 0				

March

M	T	W	Th	F
		V	V	V
V	V	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31
Student Days 18				
Staff Dev. Days 1.5				

Conferences will occur after school during February, March, or April and will count for 0.5 Staff Dev.

April

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
V	V	V	V	V
Student Days 15				
Staff Dev. Days 0				

May

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
V	30	31		
Student Days 22				
Staff Dev. Days 0				

June

M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	SD	22	23
26	27	28	29	30
Student Days 14				
Staff Dev. Days 1				

Make up student days** June 21 - 23

Staff Development Day follows last student day

Students: 180 days

87 days before Jan 18, 93 days after Jan 18

Teachers: 180 student days plus 10 SD

Paras: 180 student days plus 5 SD listed below;
8/23, 8/24, 8/25, 1/23, 1/24

V Student Vacation
SD Staff Development - No school for students
Flex Da Counts as 1 Staff Development Day

April 2022

District Enrollment/Staffing

Class Size Policy Limits				Barre City Enrollment					Barre Town Enrollment				
Grade	Min	Ideal	Max	Students	Teachers	Avg.	Outside Placed	Total Grade Level	Students	Teachers	Avg.	Outside Placed	Total Grade Level
PK	12	15	17	73	3	24.33	37	110	100	4	25.00	15	114
K	15	16	18	74	5	14.8	0	74	78	5	15.6	1	79
1	15	18	20	81	5	16.2	0	81	78	4	19.5	0	78
2	15	18	20	64	4	16	1	65	86	5	17.2	0	86
3	15	18	20	93	6	15.50	0	93	72	4	18	0	72
4	15	20	22	67	5	13.4	0	67	66	4	16.5	0	66
5	15	20	22	82	4	20.50	3	85	75	4	18.75	1	76
6	15	20	22	73	4	18.25	3	76	71	4	17.75	0	71
7	15	23	25	79	4	19.75	2	81	72	4	18.00	2	72
8	15	23	25	60	4	15.00	2	62	75	4	18.75	3	75
								BC PK-8 Total					BT PK-8 Total
April 5, 2022 Totals				746			48	794	774			21	795
March 2, 2022 Totals				722			50	772	774			21	795

SHS Enrollment					
Grade	SHS	Early College	Outside Placed	SEA	Total
9	170	0	7	15	192
10	131	0	5	12	148
11	127	0	6	8	141
12 +15	125	15	8	10	158
Apr 2022	553	15	26	45	639
Mar 2022	555	15	26	43	639

4/4/2022

CVCC Enrollment	
Programs	Students
Automotive Tech	17
Baking & Culinary Arts	17
Building Trades	16
Cosmetology	23
Digital Media Arts	16
Digital Media Arts II	4
Electrical Tech	19
Emergency Services	10
Exploratory Tech	21
Human Services	0
Medical Professions	7
Natural Resources/Sus.	9
Plumbing & Heating	24
April 2022 Total Enrollment	183
March 2022 Total Enrollment	187

Students Enrolled
2271
Outside Placed Total
95
District Total
2411

HOME STUDY REPORT (AOE provided data)

	Barre City Home Study (AOE Report)				Barre Town Home Study (AOE Report)				Spaulding High Home Study (AOE Report)			
AOE Report Month	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2021-2022	2018-2019	2019-2020	2020-2021	2021-2022
July	-	-	-	29	-	-	-	23	-	-	-	4
August	9	22	22	31	9	26	18	29	6	18	6	6
September	11	23	30	35	11	27	25	39	8	20	9	8
October	11	23	41	40	15	28	35	42	9	20	13	10
November	No Rpt	26	43	42	No Rpt	29	38	40	No Rpt	20	14	12
December	No Rpt	26	No Rpt	45	No Rpt	29	No Rpt	42	No Rpt	21	No Rpt	12
January	No Rpt	No Rpt	50	45	No Rpt	No Rpt	43	42	No Rpt	No Rpt	14	12
February	No Rpt	25	52	43	No Rpt	30	46	42	No Rpt	21	14	11
March	No Rpt	No Rpt	52	43	No Rpt	No Rpt	48	42	No Rpt	No Rpt	15	12
April	32	25	44	43	32	30	48	42	17	21	16	12
May	32	26	17		32	30	9		17	21	2	
June	35	32	20		34	39	11		17	24	4	
Pending at AOE	<i>4 additional applications for April Pending Approval (not counted above)</i>				<i>7 additional applications for April Pending Approval (not counted above)</i>				<i>3 additional applications for December Pending Approval (not counted above)</i>			