

**BARRE UNIFIED UNION SCHOOL DISTRICT  
BOARD MEETING**

May 26, 2022 at 6:00 p.m.

**In-Person (Location Change):** Barre Town Middle & Elementary School Library, 70 Websterville Rd, Barre

**Virtual Option:** Click this link to join the meeting remotely:

Meeting ID: [meet.google.com/vxi-arvi-mgb](https://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.    | Pledge and Mindfulness Moment                                                                                                      |
| 6:10 | 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 - May 12, 2022                                                                                             |
| 6:30 | 6.    | Current Business                                                                                                                   |
|      | 6.1.  | New Hires <b>[ACTION]</b>                                                                                                          |
|      | 6.2.  | RAN Comparison Approval <b>[ACTION]</b>                                                                                            |
|      | 6.3.  | VSBA Vision                                                                                                                        |
| 6:50 | 7.    | Old Business                                                                                                                       |
| 6:55 | 8.    | Reports                                                                                                                            |
|      | 8.1.  | Superintendent Report                                                                                                              |
|      | 8.2.  | Building Reports: BCEMS, BTMES, SHS, CVCC                                                                                          |
|      | 8.3.  | Finance Committee: <b>Met:</b> May 24, 2022; <b>Next Meeting:</b> June 16, 2022                                                    |
|      | 8.4.  | Facilities/Transp. Committee: <b>Met:</b> May 9, 2022; <b>Next Meeting:</b> June 13, 2022                                          |
|      | 8.5.  | Policy Committee: <b>Met:</b> May 16, 2022; <b>Next Meeting:</b> August 15, 2022                                                   |
|      | 8.6.  | Curriculum Committee: <b>Met:</b> May 5, 2022; <b>Next Meeting:</b> June 2, 2022                                                   |
|      | 8.7.  | Negotiations Committee: <b>Met:</b> May 10, 2022; <b>Next Meeting:</b> June 1, 2022                                                |
| 7:10 | 9.    | Other Business/Round Table                                                                                                         |
| 7:15 | 10.   | Future Agenda Items                                                                                                                |
| 7:20 | 11.   | Next Meeting Dates: Regular Board Meeting, June 9, 2022 at 6:00 pm, BCEMS<br>Regular Board Meeting June 23, 2022 at 6:00 pm, BCEMS |
| 7:25 | 12.   | Executive Session                                                                                                                  |
|      | 12.1. | Board Training (Pietro Lynn)                                                                                                       |
|      | 13.   | Adjournment                                                                                                                        |

### **PARKING LOT OF ITEMS**

- First Reading Board Meetings, Agenda Preparation & Distribution (A20)
- Rescind - Field Trips (D30)
- Rescind - Budgeting (F30) (F20 adopted 5/12/22)
- Committee Charge
- Posted Board Procedures and Board Engagement
- Educational Performance Update
- Reporting of Exit Survey Information (June)
- Combining BCEMS and BTMES Sports
- Board Start Time (Revisit June)
- SHS Foundation Report
- Evaluation: Staffing, Enrollment, Facilities, etc.
- Building Capacity at each building
- Critical Race Theory
- 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 REGULAR BOARD MEETING

Spaulding High School Library and Via Video Conference – Google Meet  
May 12, 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  
Josh Allen, Communications Specialist  
Carol Marold, Director of Human Resources

#### **GUESTS PRESENT:**

Dave Delcore – Times Argus	Rachel Aldrich-Whalen	Jeff Blow	Abby Blum	Mike Boutin
Mike Deering, II	Nora Duane	Brendan Eaton	Michael Emmons	Sarah Helman
Josh Howard	Guy Isabelle	Prudence Krasofski	Patrick Leene	Paul Malone
Ben Matthews	Aidan Munding	Brianna Pace	Nancy Pope	Dean Preston
Bern Rose	Camden Simpson	William Toborg	Kim Whitcomb	

#### **1. Call to Order**

The Chair, Mrs. Spaulding, called the Thursday, May 12, 2022 Regular meeting to order at 6:00 p.m., which was held in the Spaulding High School Library and via video conference.

#### **2. Pledge and Mindfulness Moment**

The Board recited the Pledge of Allegiance. Mrs. Spaulding read the Board Norms. The Board held a Mindfulness Moment. Mrs. Spaulding thanked community member for their attendance and read the public comment protocols.

#### **3. Additions and/or Deletions to the Agenda**

Add 6.7 Central Vermont Career Center School District Update

On a motion by Ms. Badeau, 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**

Bern Rose addressed the Board expressing appreciation to students and staff, as well as her concern over negativity from the community at large, including comments she believes are supported by feelings rather than facts. Ms. Berns would like to see more positive input and believes highlighting the District's positives would assist with attracting and retaining excellent staff.

Josh Howard addressed the Board, advising that he does not see Board meetings as hostile. Mr. Howard voiced concern regarding transparency and a conversation he overheard which he believes poses an ethical issue. Mr. Howard believes the community should support teachers and he does not believe adding administrative positions will help increase student success.

William Toborg addressed the Board and queried regarding a student 'walk-out' that occurred in March over a recently passed Florida Law. Mr. Toborg wants information regarding rules pertaining to walk-outs, and wants to know if Vermont passed a similar law (restricting teaching related to gender identity and sexual orientation), would teaching in the District need to change (does K – 3 curriculum include these topics)?

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Micheal Boutin thanked the Superintendent for his response to an e-mail and thanked the Board for what he believes is a reconsideration of the public participation protocols (given that Ms. Rose was given more than 2 minutes to speak).

SHS teacher and Student Council Co-advisor, Patrick Leene addressed the board to thank the three students who are in attendance this evening, stressing that their voice means a lot to the community and he is pleased that they are attending the meeting.

Nancy Pope addressed the Board to echo Bern Rose's statements, advising that she believes it's important to look ahead and begin to make progress as outlined in the Strategic Plan. Ms. Pope believes it is not too early to start budgeting for next year.

Guy Isabelle addressed the Board, noting that he believes much has changed over the past few years, and shared his experience (while working for DCF) with student drop-off procedures. Mr. Isabelle acknowledged that many businesses are having difficulty hiring staff, and he believes the District needs to work extra hard on recruiting. He believes the hiring difficulty problem is 'beyond money' and also involves many other factors (e.g. schedules, childcare etc.).

## 4.2 Student Voice

Isabella Deering queried regarding why students are no longer allowed to wear seatbelts on buses. Mr. Hennessey will address the issue with Ms. Deering early next week.

Camden Simpson (Student Council) addressed the Board to express the overall topic of 'community'. Mr. Simpson believes there are many aspects in the school that would benefit from more community support. Mr. Simpson noted that SHS Sports have been very successful, in part due to great community support. He believes that with more community support, for other activities would allow those activities to rise to the 'next level'.

Aidan Munding (Student Council) addressed the Board echoing Mr. Simpson's sentiment that community support is vital to the success of the school and its programs, and noted a decline in student morale.

Brianna Pace (Student Council) addressed the Board advising that school morale has reached an all-time low, citing COVID issues, the return to in-person learning, and the loss of Assistant Principal Jim Ferland (a huge booster of student morale). Brianna hopes that school morale will begin to improve now that a new Co-Principal has been hired.

## 5. Consent Agenda

### 5.1 Approval of Minutes – April 28, 2022 Regular Meeting

**On a motion by Ms. Parker, seconded by Mrs. Leclerc, the Board unanimously voted to approve as amended, Draft 2 of the Minutes of the April 28, 2022 Regular Meeting.**

## 6. Current Business

### 6.1 New Hires

The resumes and BUUSD Notification of Employment Status Forms for Shannon Planck (BCEMS SLP), Corinn Haker (BTMES 1<sup>st</sup> grade), Rachel Greenfield (BTMES Kindergarten), Aimee O'Meara (SHS Choral Music Teacher), Angela Garcelon (BCEMS Instrumental Music Teacher), Molly Metevier (BCEMS Librarian PK – 8), Karen Heath (BUUSD PK-8 Instructional Coach), Cori Mendelow (BTMES Elementary Special Educator), Kristina Safford (BTMES Kindergarten teacher), and Carrie Blodgett (BCEMS 2<sup>nd</sup> grade teacher) were distributed.

Mr. Hennessey advised there are ten candidates presented for hire. Mr. Hennessey provided a brief overview of the candidates. Mrs. Spaulding advised regarding hiring procedures that allow the Superintendent to hire candidates prior to a Board meeting, as long as the Board has had time to review resumes and no concerns have been expressed. In response to a query from a community member, it was noted that most of the new hires are to replace teachers who are leaving, and that salaries are based on education and years of experience. The financial impact differs (positively or negatively) based on years of experience/education of those who are leaving vs. those who are being hired. It was noted that one of the hire sheets does not include a salary amount and Mrs. Farrell would like to know the 'breakage' (difference in salaries).

**On a motion by Ms. Badeau, seconded by Mrs. Pregent, the Board unanimously voted to approve the hiring of Shannon Planck, Corinn Haker, Rachel Greenfield, Aimee O'Meara, Angela Garcelon, Molly Metevier, Karen Heath, Cori Mendelow, Kristina Safford, and Carrie Blodgett.**

### 6.2 Recruiting Strategies Presentation

Carol Marold and Josh Allen were welcomed to the meeting and thanked in advance for their presentation on new recruiting strategies. Mr. Allen shared the presentation on-screen. Mr. Allen and Mrs. Marold proceeded to provide an overview of the presentation, which included 'Core Thoughts #1 - #5'. The presentation covered the areas of; effective staff recruitment & retention,



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the importance of internal communications and engagement, preparation for long-term (years) staff shortages, management of staff shortages, 'selling a richer benefit package', an upcoming job fair at the Barre Auditorium on 06/01/22 (the first the District has attended), nation-wide and international recruitment, the importance of marketing a positive reputation for delivering a quality experience for students, the importance of marketing SHS to sending districts (tuition is paid by sending towns), importance of recruiting out of district staff members, the importance of everyone playing a role in staff retention and recruitment, 'selling' the district to potential employees, investment in recruitment and employees, the cost of recruitment, improvements to the web site which includes; the addition of open and transparent salary information, information on living in Barre, and some employee testimonials, and the importance of using a multi-faceted strategy in recruitment. Mr. Hennessey advised that the District currently has 30 to 40 open professional positions, and that the District is competing with other districts for these employees. Mrs. Marold noted that 65 professional staff members have left the District this year (some during the year, some leaving at the end of the school year). Lengthy discussion was held including input from community and Board Members. A report (identifying why staff are leaving the District) will be presented to the Board in June.

## **6.3 Posted Board Procedures and Board Engagement**

Copies of five procedures were distributed:

Board and Board Committee Operation – 01/09/20

Complaints Regarding Students, Parents, Employees, School, or District – 01/09/20

Coordination and Communication Procedures and Practices – 11/15/07

Public Comment at Board Meetings – 01/09/20

Response to Community Correspondence – 01/09/20

It was noted that the Board Engagement document isn't in the packet.

**After brief discussion, it was agreed to table discussion until the next Board meeting.**

## **6.4 Procedure for Rescinded Policy A32 (Board Goal Setting & Evaluation Policy)**

A document titled Board Goal Setting & Evaluation Procedure was distributed.

Mrs. Spaulding advised regarding the suggestion to adopt/approve procedures for Board Goal Setting and Evaluation. The policy on this matter (A32), was rescinded by the Board on 04/14/22. Brief discussion was held and small amendments were proposed.

**On a motion by Mrs. Pregent, seconded by Mrs. Farrell the Board unanimously voted to approve as amended, the Board Goal-Setting & Evaluation Procedure.**

## **6.5 Summer Programs**

Mr. Hennessey provided a brief update, noting that additional details will be presented in the Superintendent's Report at the 05/26/22 meeting. Summer school, which is almost fully staffed, will be held at BCEMS, beginning on 07/05/22 and will run through early August. The program (mainly academic with some Social/Emotional Learning) will serve students in grades k – 7, who have been referred for needing recovery or intervention. The program is a half day program. There is an additional summer services program for Special Education students in grades pre-k through 12. There are currently 106 students registered for the summer program. The SEA Program will also host a summer program. The YMCA will hold a privately run all-day camp at BTMES. Many opportunities will also be available through the Barre City Recreation Department.

## **6.6 Committee Charge**

A document titled 'Committees' (2022 Essential Work of Vermont School Boards Page 87) was distributed.

A document titled Northfield Town School District Governance Process Policies (GP) – GP.09 was distributed.

A document titled Board Standing Committees (C10-L-HU) was distributed.

Mrs. Spaulding advised that this agenda item is the result of discussion held at the Board Retreat, and noted that some of the documentation is very old (2007), and she believes some of it is out of date. Mrs. Spaulding reiterated that tonight's discussion is a continuation of discussion held at the Retreat and she expects that discussion will be ongoing. Mrs. Spaulding anticipates that discussion will include; the role, purpose, authority, responsibilities, limitations, and specific tasks of committees. Mr. Malone queried regarding the intent of the Board, specifically if the Board intends to dissolve committees, and advised regarding the importance of committees in the past, including transparency, allowing for community involvement, building trust, and possible recruitment of new board members. Mr. Malone believes elimination of committees, will result in longer board meetings. Mr. Malone voiced concern that community members participated in interviews as well as completing back-ground checks, and reiterated his concern that elimination of committees might be under consideration, and that elimination of committees would lengthen board meetings. Mr. Malone believes that open meeting statutes do not allow for the discussion of community member applicants in Executive Session and queried regarding the reasoning behind selecting candidates, and if all candidates were discussed in Executive Session. Mrs. Spaulding noted that she was advised by legal counsel that the discussion of committee candidates could occur in Executive Session. Mr. Toborg suggested that the Policy Committee hold discussion on 'Committee Charge'. Mr. Howard voiced concern that there might be a push to eliminate committees, and advised that he believes the work of committees saves boards a lot of meeting time. Mrs. Spaulding reiterated that discussion of this topic is to identify the charge of committees and to identify whether or

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not committees are over-stepping their authority (which hasn't yet been defined). Mrs. Spaulding would like to know that committees are operating in the most efficient, productive, supportive ways to assist the Board. Mrs. Spaulding queried regarding how the Board would like to proceed. Lengthy discussion was held, with Board Members providing input on the matter. Mrs. Spaulding provided a recap of her understanding of the discussion; that the Board believes additional information is necessary, that answers to the first four questions (on the document) need to be answered, that the advice of VSBA and legal counsel may be beneficial, and that it may also be beneficial to research how other boards operate committees. This item will be added to a future agenda.

## **6.7 Central Vermont Career Center School District Update**

Mrs. Farrell reported that at the Central Vermont Career Center School District Organizational Board Meeting on 05/09/22, the Regional Career Center Board (RAB) was disbanded. Some of the Board Members were elected by their communities; some were assigned by member district boards. The CVCCSD hopes to have a full day program beginning in September 2023, and new programs were discussed. There were 350 student applicants for 290 career center openings, indicating that interest in technical/vocational education is increasing. Additionally, Mrs. Farrell advised that the Board, Ms. Emerson, and her team are still working with the Agency of Education for permission to establish a Stone Arts Program, but are having difficulty receiving approval from the AOE. The Regular CVCCSD Board will start meeting next Tuesday, 05/17/22 and will hold meetings every month. Thirty current students are being inducted into the National Technical Center Honor Society. It will be important for the BUUSD Board to following what is happening with the new Career Center, as there will be a loss of (rental) revenue if the Career Center relocates.

## **7. Old Business**

### **7.1 Second and Final Reading Fiscal Management and General Financial Accountability Policy (C1)**

Copies of policies for Agenda Items 7.1 – 7.4 were distributed. Brief discussion was held.

**On a motion by Mrs. Farrell, seconded by Ms. Parker, the Board unanimously voted to approve the Second and Final Readings of the following policies; Fiscal Management and General Financial Accountability Policy (C1) (as amended), Education Records Policy (C1), Student Attendance Policy (C7), and the Pupil Privacy Rights Policy (C8), and agreed to adopt said policies.**

### **7.2 Second and Final Reading Education Records Policy (C1)**

Action taken under Agenda Item 7.1.

### **7.3 Second and Final Reading Student Attendance Policy (C7)**

Action taken under Agenda Item 7.1.

### **7.4 Second and Final Reading Pupil Privacy Rights Policy (C8)**

Action taken under Agenda Item 7.1.

### **7.5 Electric Bus Charge Update**

The second bus has been returned to BTMES. That bus was experiencing charging issues (wiring problems). The bus that was on site has a broken window and is now out of service waiting for window replacement. A community member queried regarding why no permit was in place for installation of the charging station, and why the underground charging station shorted out. Mr. Reil advised that the underground short resulted from water in the junction box (due to damage by a plow). No students were in the school when the underground short occurred. The junction box should not have been installed underground and it will be eliminated (replaced by a different mode of wiring/installation). Charging stations do not currently have electrical service. Mr. Reil has no additional information regarding the permit issue. Mr. Hennessey and Mr. Evans will be meeting with STA representatives to resolve outstanding issues. In response to a query, it was reported that there will be no cost to the District.

### **7.6 Educational Performance Update**

Mr. Hennessey reported a very productive Curriculum Committee meeting last week and advised that there is some very good work occurring to improve curriculum. The District is in the midst of SBAC testing. Mr. Hennessey reported on the status of various tests. The District anticipates the data embargo will be lifted on 06/13/22. Mr. Hennessey has reviewed the SBAC result document and advised that it does contain a number of caveats. Data will be impacted by disruptions in learning due to COVID. Community members queried regarding concern that test scores may drop below last years' numbers, encouraged the Board and administrators to think outside the box for improving learning, and queried regarding action plans being written to address deficiencies. Brief discussion was held regarding curriculum plans that align with the Strategic Plan, that the District expects to see that all students have made at least one year's worth of progress, and it was requested that State and National statistics also be presented to the Board when local numbers are shared. Recent data from BTMES indicates that new intervention strategies are working.

## **8. Other Business/Round Table**

Mrs. Farrell queried regarding any financial responsibility of the District for repairs to the recreation road (used for student drop-off and pick-up). Mr. Hennessey will follow up on this. Mrs. Farrell queried regarding a report from Great Schools' Partnership.

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Mr. Hennessey advised that a report will be available before the end of the school year.

Ms. Badeau shared that she attended a Washington County Restorative Practices Group meeting, and noted that Barre has not been well represented at that group for a number of years. Ms. Badeau advised that she was pleased to see four Barre representatives at the most recent meeting. Ms. Badeau provided a brief overview of the make-up of the group and their mission to bring restorative practices into the schools, supporting constructive conversations to resolve conflicts.

Ms. Parker appreciates the realness of students and staff members in the weekly highlight videos. Ms. Parker queried regarding seeking highlight ideas from students.

Mrs. Spaulding advised that the SHS Drama Club is presenting a play; Amélie: Teen Version. (05/19/22 – 05/21/22).

Mr. Hennessey reported that he attended a recent Student Council meeting which included discussion of promoting the school and student activities. Both the play and spring sports will be promoted in next week's highlights video.

## 9. Future Agenda Items

- Posted Board Procedures and Board Engagement
- Committee Charge (Parking Lot - TBD)
- New Hires
- Educational Performance Update (Parking Lot – TBD)
- Training with Legal Counsel

## 10. Next Meeting Date

A copy of an email from Beth Bicknell was distributed. This email advises of a conflict for use of SHS facilities on 05/26/22. After brief discussion it was agreed to move the second meeting in May from SHS to BTMES. Board Members are encouraged to stop at SHS prior to the meeting to view the Art Show

Regular Board Meeting: Thursday, May 26, 2022 at 6:00 p.m. in the BTMES Library and via video conference.

Regular Board Meeting: Thursday, June 9, 2022 at 6:00 p.m. at BCEMS in the James Taffel Library and via video conference.

## 11. Executive Session as Needed

No items were proposed for discussion in Executive Session.

## 12. Board Meeting Assessment

A document titled 'Board Meeting Evaluation' (2022 Essential Work of Vermont School Boards Page 81) was distributed.

Mrs. Spaulding requested that Board Members complete the evaluation forms within the next few days, and forward the completed documents to her.

## 13. Adjournment

**On a motion by Mrs. Pregent, seconded by Ms. Parker, the Board unanimously voted to adjourn at 9:23 p.m.**

Respectfully submitted,

*Andrea Poulin*

# BARRE UNIFIED UNION SCHOOL DISTRICT

## NEW HIRE NOTIFICATION FORM

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

Date Received by Central Office:

5/11/22

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

Name:	Lilija (Lili) Meadows	Location:	BTMES 22-23
Submission Date:	5/11/22	Administrator Action/Checklist Complete:	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position:	Special Educator	Grade (If Applicable):	Elementary
Endorsement (If Applicable):		<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day:	7.5	Scheduled Hours:	
		a.m. to	
		p.m.	
Account Code:	101-3097-51-21-0-1201-51110		
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	Allison Payette	Salary Rate:	\$ 48,573.00
Administrator Approval:	Melissa Lindhiem	Signature Date:	5/11/22

**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:	5	Step:	B	Salary Placement:	\$48,573
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:	\$ 48,573	Contract Days:	190
Teacher: AOE Endorsement:	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO	OHIO license - Reciprocity VT		
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

Chris Hennessey

Superintendent Approval Signature

MAY 13, 2022

Date

# Lilija Meadows

## ***Education***

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### **Walsh University**

North Canton, Ohio

Bachelor of Science

**Major:** Early Childhood Education and Early Childhood Intervention

Specialist Education

**GPA:** 3.820

**Credit Hours:** 130

Attended August 2015 to April 2019

Degree conferred April 2019

### **Notre Dame Cathedral Latin**

Munson, Ohio

**GPA:** 3.500

Attended August 2011 to May 2015

Degree conferred May 2015

### **Walsh University**

North Canton, Ohio

Master of Education

**Major:** Reading and Literacy

**GPA:** 4.000

**Credit Hours:** 12

Attended June 2020 to Present

## ***Experience***

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### **Stark County Educational Service Center**

Oct 2022 - Present

Tutor

Canton, Ohio

My school allowed me to become a tutor at our school for students in need. We are technically employed through the Stark County Educational Service Center, but my current school principal oversees what I do for this tutoring position as well. I selected students from my class that were in need of extra help and have planned and implemented instruction for them two days a week from October 2022 to the present. This position will end with the present school year.

**Reason for leaving:** This position ends with the school year. I will not continue into next school year because I am moving to Vermont in the early summer this year.

**Supervisor:** Mr. John Airhart (3304520125)

**Experience Type:** Public School, After school/Evening

It is **OK** to contact this employer

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### **Saint Peter School**

Apr 2019 - Present

Third Grade Teacher  
Canton, Ohio

I took over the Third Grade teaching position in April of 2019 after graduating college. I was the long-term substitute teacher for the last 5 weeks of the 2018-2019 school year. I took over as the full-time teacher in June of 2019 and have been teaching Third Grade ever since. I teach all subjects, administer all assessments, plan instructional groups, administer the Third Grade Reading Guarantee test, collaborate with other teachers and Title teachers, communicate with parents, and plan and lead Parent Teacher Conferences. My current school does not have an Intervention Specialist or an English Language Teacher, so I use my knowledge and degrees to implement what I can for my students in need of those services. Finally, I have taught summer school and tutored after school for the past 3 years. I assessed students and planned instruction and interventions based on their needs.

**Reason for leaving:** I am moving to Vermont after this school year and plan to be in Vermont in the early summer.

**Supervisor:** Mr. John Airhart (3304520125)

**Experience Type:** Independent School, Full-time

It is **OK** to contact this employer

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### **Saint Paul School**

Sep 2018 - Apr 2019

Student Teacher  
North Canton, Ohio

I began student teaching at Saint Paul in the First Grade class in September 2018. I spend the first semester observing and teaching a total of four lessons throughout. My supervisor and cooperating teacher would meet with me and guide me through this process and how I could improve or change to be a better teacher. When the second semester began, I started to gradually take over until I was teaching full time for three weeks. After three weeks of planning, assessing, and instructing full time, I slowly released my teaching responsibilities back onto my cooperating teacher. I ended my student teaching experience in April 2019.

**Reason for leaving:** I was only assigned at this school for student teaching, nothing beyond that. I began a long-term substitute position soon after this experience that transitioned into my full-time job.

**Supervisor:** Amy Waller (3303094775)

**Experience Type:** Student Teaching, Full-time

It is **OK** to contact this employer

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### **Our Lady of Peace School**

Aug 2016 - Jun 2018

Teaching Corp Intern  
Canton, Ohio

Walsh University has a program where they offer perspective teachers the opportunity to pair with Our Lady of Peace as a Teaching Corp Intern. I was able to partake in this opportunity that was very similar to a student teaching experience. I was paired with a second grade class and worked alongside the teacher to learn how to teach. I was able to observe, co-teach, and then teach my own lessons while being observed. I was able to learn very early on in my college experience what it is like to be in a classroom co-teaching a class. I was also able to collaborate with other teachers and interns to gain knowledge and experience in the school setting.

**Reason for leaving:** I had to move on to my student teaching placement the following year at Saint Paul School in North Canton, Ohio.

**Supervisor:** Betty Marko (330-244-4730)

**Experience Type:** Independent School, Part-time

It is **OK** to contact this employer

### ***Extra Awards and Accomplishments***

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Deans List all 8 semesters of my Undergraduate program, Nominee for the Walsh University Tower's Award, Certificate of Completion for the Opioid Module, Honors Certificate in recognition of excellence in academic study for the 2018-2019 school year, became a member of Kappa Delta Pi which was an Education major honors program, and graduated Magna Cum Laude from my Undergraduate program.

# BARRE UNIFIED UNION SCHOOL DISTRICT

## NEW HIRE NOTIFICATION FORM

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

Date Received by Central Office:

5/6/22

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

Name: <span style="border: 1px solid black; padding: 2px;">Mary (Vika)Simons</span>		Location: <span style="border: 1px solid black; padding: 2px;">Spaulding High School</span>	
Submission Date: <span style="border: 1px solid black; padding: 2px;">5/6/2022</span>	Administrator Action/Checklist Complete: <input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
Position: <span style="border: 1px solid black; padding: 2px;">Spanish Teacher</span>	Grade (If Applicable): <span style="border: 1px solid black; padding: 2px;">9-12</span>		
Endorsement (If Applicable): <span style="border: 1px solid black; padding: 2px;"></span>	<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt	
Hours Per Day: <span style="border: 1px solid black; padding: 2px;">7.5</span>	Scheduled Hours: <span style="border: 1px solid black; padding: 2px;">7:35</span>	a.m. to <span style="border: 1px solid black; padding: 2px;">3:05</span>	p.m.
Account Code: <span style="border: 1px solid black; padding: 2px;">101-1276-31-11-0-1106-51110</span>			
Replacement? <input checked="" type="checkbox"/> Y <input type="checkbox"/> N			
If Yes, For Whom? <span style="border: 1px solid black; padding: 2px;">Myrna Miranda-O'Neill</span>		Salary Rate: \$ <span style="border: 1px solid black; padding: 2px;">71,562.00</span>	
Administrator Approval: <span style="border: 1px solid black; padding: 2px;">Brenda Waterhouse, Principal</span>		Signature Date: <span style="border: 1px solid black; padding: 2px;">5/6/2022</span>	

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

## For Central Office Use Only:

Contract Complete Date <span style="border: 1px solid black; padding: 2px;"></span>	Offer Letter Complete Date <span style="border: 1px solid black; padding: 2px;"></span>	DOH <span style="border: 1px solid black; padding: 2px;"></span>
Total Years of Experience: <span style="border: 1px solid black; padding: 2px;">2</span>	Step: <span style="border: 1px solid black; padding: 2px;">B</span>	Salary Placement: <span style="border: 1px solid black; padding: 2px;">\$ 43,280</span>
Hourly Rate: \$ <span style="border: 1px solid black; padding: 2px;"></span>	Salary Rate: \$ <span style="border: 1px solid black; padding: 2px;"></span>	Seniority Date: <span style="border: 1px solid black; padding: 2px;"></span>
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: <span style="border: 1px solid black; padding: 2px;">190</span>	Salary: \$ <span style="border: 1px solid black; padding: 2px;">43,280</span>	Contract Days: <span style="border: 1px solid black; padding: 2px;">190</span>
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		

*Chris Hervey*

Superintendent Approval Signature

MAY 16, 2022

Date



# Mary Simons

## ***Education***

---

### **Saint Michael's College**

Colchester, VT, Vermont

Bachelor of Arts

**Major:** Secondary Education, Spanish

**GPA:** 3.400

Attended August 2018 to December 2020

## ***Experience***

---

### **North Country Union High School**

Aug 2021 - Present

Spanish Teacher

Newport, VT

I am the only Spanish teacher at NCUHS and teach levels 1-4. This is six classes which is the full-time equivalent to a full teaching load. I created a curriculum for each of these levels for classes ranging from 10 to 27 students. I assessed students using proficiency based assessments. I am the assistant coach for both the boys and girls varsity ice hockey teams as well as the girls tennis team.

**Reason for leaving:** I would like to work in a place that is closer to my family.

**Supervisor:** Noel Pixley and Chris Young ((802) 334-7921)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

---

### **South Burlington High School**

Aug 2020 - Nov 2020

Student Teacher

South Burlington, VT

I student teaching full time during the fall semester. I was in both Spanish and German classes. I solo taught as well as co-taught with both of my cooperating teachers. I solo taught both in the classroom as well as over Zoom. I created the lesson plans, supplemental materials and assessments. I observed and participated in my Spanish cooperating teacher's 10th grade advisory every day. I attended all of the staff and district meetings. I participated in the professional development sessions.

**Reason for leaving:** I was student teaching for the fall semester. I finished my class in November, 2020 and will graduate on December 18, 2020.

**Supervisor:** Theresa Mazza and Polly Vanderputten ((802) 652-7000)

**Experience Type:** Student Teaching, Full-time

It is **OK** to contact this employer



**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](http://www.buusd.org)

## **FY23 Revenue Anticipation Note Comparison 5/27/22**

	Interest Rates
<b>*Community Bank</b>	<b>Loan 1.00%-Investment 1.15%</b>
Peoples	Decline
Community National	Loan 2.68% - Investment 2.73%
Union Bank	Loan 1.25% - Investment 1.35%

**\*Superintendent Recommendation-Community Bank, highest net spread**

**Loan paperwork will be presented for signature at the June 9<sup>th</sup> Board meeting**

April 14, 2022\$

[View this email in your browser](#)

\$

## It's resolution season! Here's what you need to know:

**Who:** **Any member board** can submit a resolution(s). Delegates from all member supervisory unions/districts are invited to vote on resolutions at the annual VSBA Annual Meeting in the fall.

**What:** **Resolutions, according to VSBA bylaws, are "positions taken by the Association on issues of importance to Vermont school boards.** They may include recommendations for action by the VSBA, local school boards, the Legislature, the Executive Branch...or other decision-making bodies." You'll find the latest version of the bylaws [here](#).

The current VSBA Resolutions, including those approved by the membership at the November 4, 2021 meeting can be found [here](#).

**Why:** **Resolutions submitted by members provide the direction the VSBA will take in the coming year(s)** by providing guidance to the VSBA staff and board when they are working on legislative issues and developing services for members.

**When:** The process of submitting a resolution can take time for boards to consider, draft, and approve. So, we encourage you to begin thinking about it now even though the **submission deadline is June 15, 2022**. It's never too soon for your board to start discussing resolutions for the membership to consider and adopt at the Annual Meeting (October 20, 2022).

**How:** **Please review this [Resolution Toolkit](#) prior to drafting your resolution.** Please also review the [current resolutions](#) to determine if your topic of interest is already addressed in a resolution. When your board has approved its resolution(s), please **submit your resolutions through our [website](#)**. All submitted resolutions are reviewed by the VSBA Resolutions Committee and the full VSBA Board during the summer, and then the full membership of the organization votes at the Annual Meeting. All resolutions will be reviewed during a webinar on September 8, 2022 so boards can determine their positions on each proposed resolution prior to the Annual Meeting in October. \$





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

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**Superintendent of Schools**

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May 20, 2022

Dear BUUSD School Board,

I want to take an opportunity to thank the board for the thoughtful questions and for respectfully listening to our recruiting and marketing presentation at our May 12 meeting. I understand that some of the information was hard to hear, but I am determined to be as candid and truthful about what we're facing with you and the community as a whole. To be clear, there really is an urgency to our situation, but I have been very encouraged by the feedback and support we've been getting from many in the community since putting this out. We have also been getting some essential media coverage, to include the two helpful stories below:

[May 14 Times-Argus Article](#)

[May 17 Channel 5 Story](#)

To attract new families to our community and keep our schools thriving and fully staffed, we will need to up our game immediately. And I can assure you, we are! But I cannot do this without the full support of our board. As I've said many times, this does not mean in any way that we are closed to tough questions or being held to account. I will use the word "perspective" often in the report ahead, and I know that keeping perspective on what our schools have truly been facing these last two plus years can appropriately frame the nature and timing of the questions and concerns you have.

Some of the information below will help us keep perspective on the day to day challenges public schools are facing here, statewide, and nationally.

**From the Vermont Agency of Education: Some Perspective on "Test Scores"** On May 3, the Agency of Education shared a press release to put the latest [Annual Snapshot](#) in context. The Annual Snapshot is an online tool presenting quantitative data about Vermont Schools, and it can be found in the press release below:

[AOE Annual Snapshot Press Release](#)

I urge you to read this press release closely. The ramifications of Covid have essentially compromised statewide data for the last two years, and the AOE is urging caution in how the data is interpreted as a result. As we know, teachers and students have missed many days of instruction the last two years, and scores will be adversely impacted for us and schools across Vermont for this year and probably many years ahead. As such, our plan to use more timely and frequent local assessments to inform our instruction to meet the needs of *all* students is a sound approach, and it will help us paint a much more accurate picture of how students are progressing and where the needs are.

**BUUSD Substitute Teaching Report** One of the biggest challenges we've faced with the higher than usual staff absences and unfilled positions is how to safely open our schools on a day to day basis. Finding qualified people willing to be substitute teachers has been a challenge for years, but the pandemic has seen our once decent substitute pool dry up. We have had to pivot as a result by moving toward having "permanent substitutes" in place at each building; day to day "on call" substitutes are an increasingly rare commodity. The people who have filled these permanent roles deserve high praise for their flexibility and willingness to step into an endless variety of changing situations each day! They have been invaluable to our community in keeping our schools open. The chart below will give you an idea of how this has fiscally played out the last three years:

**Substitute Budget / Actuals FY20-Present (as of 5/20/22)**

<u>FY20 Budget/Actual</u>	<u>FY21 Budget/Actual</u>	<u>FY22 Budget/YTD</u>
BT - 160,605/158,595	BT - 187,550/210,690	BT - 194,024/219,597
SHS - 115,000/128,994	SHS - 139,501/125,631	SHS - 127,716/219,597
BC - 242,829/242,660	BC - 291,377/215,889	BC - 277,672/231,972
Spec. Ed. - 104,000/109,185	Spec. Ed. - 105,000/63,922	Spec. Ed. - 105,000/79,670
CVCC - 30,000/58993	CVCC - 68,358/64,942	CVCC - 104,455/50,559

Given the high number of absences we've experienced this year, the actuals would be much higher if we were leaning on day to day subs; the fact that we have a pool of permanent substitutes on board has allowed us to stay open and stay reasonably on budget as a whole.

Something else that will put our daily challenges in context is that the vast majority of absences for faculty and staff have simply been covered internally each day without even being able to consider a substitute. We have not had a choice here! Paras, interventionists, coaches, teachers, principals, and yours truly have filled in on a regular basis to make sure we can cover classes. People are performing double and triple duty regularly! Our substitute coordinators at each school are putting the puzzle together early each morning with our principals, and their efforts have made staying open possible.

**Homelessness in the BUUSD** The number of children and families who qualify for services under the McKinney-Vinto Act has doubled in our community since the new year, particularly at BCEMS. 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, it is increasingly clear that our schools are the most essential social service agency in our families' lives. Here are the latest numbers:

	<b># STUDENTS DEEMED HOMELESS</b>	<b># STUDENTS DEEMED HOMELESS</b>	<b># STUDENTS DEEMED HOMELESS</b>
<b>21-22</b>	<b>BY 12/31/2021</b>	<b>BY 3/15/2022</b>	<b>BY 5/20/22</b>
<b>PRE-K</b>	6	7	9

<b>BCEMS</b>	31	48	<b>64</b>
<b>BTMES</b>	9	14	<b>14</b>
<b>SHS</b>	11	14	<b>19</b>
<b>TOTALS</b>	<b>57</b>	<b>83</b>	<b>106</b>

As you can see, the rise in homelessness is alarming and quickly growing since the middle of March, particularly at BCMES where we are approaching 8-10% of our total student population qualifying for benefits under the McKinney-Vinto Act. Of course, 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.

I also want to point out that our McKinney-Vinto team of **Dawn Poitras, Stacy Anderson, and Sue Cioffi** has done an incredible job of acting quickly and getting any resources possible to these families! Unfortunately, we don't see these numbers going down in the near future.

Like everything else mentioned above, 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. Our staff, faculty, and administrators need everyone to rally for them. Now.

**BUUSD Hiring Updates: New Hires, FY23 Contracts, and Resignations** Hiring season is really in full force now, and we are making progress! That said, the challenges around housing continue to thwart our efforts, and the number of applicants to most positions is much, much smaller than we've ever seen. (See the stories shared above.) This is of course a statewide and national issue. Filling positions for the 2022-23 school year and being fully staffed continues to be a major concern for all of us.

As of this writing, we still have nearly 40 open professional, licensed positions across the district. Elementary classroom and special educator positions across the board are our biggest need, as is the case in districts across the state.

All of this being said, every effort is being made by our leadership team to stay on top of this and bring in the best people possible to be fully staffed for the 2022-23 school year.

For your reference, here is a list of all of our professional staff who have resigned or retired since the beginning of the 2021-22 school year:

[Professional Staff Leaving BUUSD for 2021-22](#)

**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! For all of the tough news above, I continue to be thrilled to go into our schools every day and see and hear what our students are experiencing. The latest message to the community in case you missed it: "Spring sports at Spaulding High School are in full swing, and this week's school showcase gives a big shoutout to all of our teams! Playoff pairings will be set Memorial Day weekend, and a number of our teams are having excellent seasons. Hear the highlights directly from the captains:

[SHS Spring Sports!](#)

As many of you know, we'll be saying farewell to SHS Athletic Director **Natalie Soffen** at the end of the year. As many of us experienced, Natalie had a huge role in guiding our community through the pandemic these last two years! Amidst all the Covid uncertainty, her commitment to making sure our student-athletes had an opportunity to participate and compete in the sports and activities they love was simply extraordinary. Natalie, thank you! The SHS community will miss you and we wish you the best in your new adventures!

Finally, we hope you stuck around for the end of the video ([starts at 4:25 in the video](#)) to see a quick promo for the **Spaulding Drama Club's** production of Amélie this weekend! I hope to see you all there, and thank you for reading."

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](http://www.spauldinghs.org)

**Principal**  
Brenda Waterhouse

**Assistant Principal**  
Luke Aither

### Principal's Report – May, 2022

#### Athletics:

- Our Spring Season is underway and very busy. Please see the latest [Superintendent Video](#) highlighting our season, a wonderful acknowledgement of Natalie Soffen's impact at SHS and a promotion of our upcoming drama performance, "Amelie". You may refer to our [Athletic Calendar](#) for updates on games.

#### Students & Community:

- Please see the attached Newsletters ([April 25](#), [May 2](#), [May 9](#), [May 16](#)). All previous newsletters can be found on our [website](#).
- Please see our latest weekly Tide Pride Bulletins ([April 25](#), [May 2](#), [May 9](#), [May 16](#)). 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.
- On Monday, May 16, we administered the Vermont Science Assessment (VTSA) to our 11th grade students. The assessment is administered via computer and intended to make use of innovative item clusters that make it possible to measure the full breadth of the Next Generation Science Standards (NGSS) standards. The assessment will include reports to parents and schools that clearly articulate student performance. We anticipate the results in fall, 2022.
- On May 19 - 21, our spring drama performance of "Amelie" was held. Our students did a fantastic job of providing a creative and fun rendition. Congratulations to the SHS Drama team for their great job!
- After not requiring community service last year, we have been working hard at messaging the importance of this graduation requirement. We believe the connection and giving back to the community are vital learning experiences for students. Approximately 80% of our seniors have met their graduation requirement for community service (this year's requirement is 20 hours) at this time. Thus far, we have 5960 hours of community service logged by our current students (this includes some underclassmen hours). The five seniors with the most community service are: **Haley MacAuley** (176 hours), **Cameron Moote** (108 hours), **Aliyah Jewett** (94.5 hours), **Autumn Lewis** (87 hours) and **Christian Titus** (72 hours). Special noteworthy accomplishment is junior **Abigail Lindhiem** has so far recorded 284 hours of community service!
- The SHS Spring Art Show is Thursday, May 26 from 6 PM - 7 PM in the SHS library. The Spring Concert will follow in the SHS auditorium, starting at 7 PM. Please come and celebrate the hard work of our students!
- Graduation and end of year planning is underway! Noteworthy events are: Seniors received their caps & gowns on May 18. Prom, sponsored by Project Graduation, will be held on June 4 at the Barre Granite Museum. Baccalaureate will be held on June 12 at 6:30 PM in the SHS auditorium. Graduation will be on June 18 at 11 AM on Pendo Field (weather permitting).





**May 2022**  
**EDUCATION THAT WORKS**  
**Director: Jody Emerson**

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

**FIRST CVCCSD BOARD MEETING NOTES:** The Central Vermont Career Center School District Board met for the first time last night, here are the [unapproved minutes](#) and here is a [recording of the meeting](#). Unfortunately the recording started late and we missed the nomination and approval of Jill Remick as Chair, Janna Osman as Vice Chair, and Flor Diaz Smith as Clerk. It also misses Board Chair Jill Remick asking folks to introduce herself and providing her own introduction.

**TRADES FAIR:** May 5th was a beautiful evening and we had a nice crowd of visitors that toured our classrooms and visited the outdoor displays. Guests were especially excited about the DMA Photo Booth and the delicious tacos provided by the culinary students' food truck! Thank you very much to everyone who donated items and for spending time with us.



**NATIONAL TECHNICAL HONOR SOCIETY:** This year's group of inductees will be gathering on Thursday, May 26th at 5:30 p.m. in the Spaulding High School Auditorium. Congratulations to those being recognized!

**MIDDLE SCHOOL VISITS:** On May 6th, 8th grade students from 3 of our 6 sending school districts were able to tour CVCC. This was a pilot and asked that all 8th grade students from the schools visit as opposed to those who think they might be interested. This will flow nicely into our updated admissions process which recommends a tour before application.

**EXPLORATORY TECHNOLOGY:** We're proud of our hard-working Exploratory students, who have gone on several trips over the last couple of weeks cleaning up different areas of our community, which included “Green-Up Day” at Barre City and Montpelier, beautification of Barre Gardens, and invasive plant removal at the Barre Cow Pasture.



Submitted by: CVCC

UPCOMING EVENTS: NTHS Induction: May 26, 2022  
Award Ceremony: Jun 14, 2022

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

[CVCC facebook](#)  
[CVCC instagram](#)

## Barre Town Middle & Elementary School



### Building Report May 26, 2022

**A Musical Review:** On May 6th, the stage at BTMES was once again filled with our talented students. 32 students to be exact! Our drama club put on an original show which showcased the musical talents of students from grades 5 to 8! It was amazing to have all the students and families together again. A special thanks goes out to Mrs. Elysha Thurston for taking over our drama club and for collaborating with our students to create this original play.

**Grant:** The Barre Town Early Education Program was awarded a \$30,000 grant to expand outdoor learning and play space. We have signed a contract with Pettinelli & Associates, a Miracle Playground Contractor, to install several new pieces of playground equipment. Due to manufacturing and shipping timelines, the anticipated installation date will be Spring of 2023.

**Interviews:** We're doing our best to interview candidates as applications come in for the open positions that we have at BT and across the District.

**Joy:** Prek - 8 students helped spread joy and cheer to the residents at Barre Gardens for Nursing and Rehabilitation as they made cards, wrote notes and drew pictures to help spread love and kindness.

**PBIS:** Our elementary students continue to do an amazing show to show the BTS Way (Be Respectful, Take Responsibility, Stay Safe) and have once again filled up "The Paw" with ping pong balls. To celebrate, they will enjoy an additional recess accompanied with music and bubbles!

**Playground Equipment:** The Barre Town Early Education Program was awarded a \$30,000 grant to expand outdoor learning and play space. We have signed a contract with Pettinelli & Associates, a Miracle Playground Contractor, to install several new pieces of playground equipment. Due to manufacturing and shipping timelines, the anticipated installation date will be Spring of 2023.

**Puppets in Education:** Thanks to the sponsorship from the VT Dept. of Health, Puppets in Education will return for a show (topic: feeling anxious) to our Kindergarten and first graders.

**Rotary Club:** A HUGE thank you to the Barre Rotary Club for meeting and distributing resources to our students in grades 3 and 5. Each third grader received a dictionary and every fifth grader received an atlas!

# DRAFT

## BARRE UNIFIED UNION SCHOOL DISTRICT FACILITIES AND TRANSPORTATION COMMITTEE MEETING Spaulding High School Library and Via Video Conference – Google Meet May 9, 2022 - 6:00 p.m.

### MINUTES

#### COMMITTEE MEMBERS PRESENT:

Giuliano Cecchinelli, II, Chair – (BC)  
Terry Reil, Vice Chair - (BT)  
Mary Jane Ainsworth (BT Community Member)  
Andrew McMichael (BC Community Member)

#### COMMITTEE MEMBERS ABSENT:

Renee Badeau (BT)  
Tim Boltin - (BC)

#### ADMINISTRATORS PRESENT:

Jamie Evans, Facilities Director

#### OTHER BOARD MEMBERS PRESENT:

Nancy Leclerc – joined at 6:50 p.m.  
Sonya Spaulding

#### GUESTS PRESENT:

#### 1. Call to Order

The Chair, Mr. Cecchinelli, called the Monday, May 9, 2022 BUUSD Facilities and Transportation Committee meeting to order at 6:02 p.m., which was held in the Spaulding High School Library and via video conference.

#### 2. Additions and/or Deletions to the Agenda

None.

#### 3. Public Comment

None.

#### 4. Approval of Minutes

##### 4.1 Approval of Minutes – March 14, 2022 BUUSD Facilities and Transportation Committee Meeting

On a motion by Mr. Reil, seconded by Ms. Ainsworth, the Committee unanimously voted to approve the Minutes of the March 14, 2022 BUUSD Facilities and Transportation Committee meeting.

#### 5. New Business

##### 5.1 Review Revised Five-Year Plan

A copy of the 5-Year Plan (updated 04/04/22) was distributed.

Mr. Evans advised that the District began using a 5 year plan approximately ten years ago, noting that the list is much shorter now, as many projects have been completed. Mr. Evans advised that items marked 'NA' are items that have been completed. Mr. Evans provided a brief overview of the completed items/projects, including, but not limited to; replacement of fire alarm panels at all schools, exterior door replacements, BTMES bleacher replacement, and library renovations at BCEMS and SHS. Mr. Evans advised that replacement of carpeting is ongoing. Most carpets are being replaced with tile (easier to maintain and more sanitary). Each year \$5000 is allocated to each school for safety upgrades. It was noted that boilers usually require some repair work and routine maintenance. BCEMS exterior siding issues will need to be addressed in the next few years. It was suggested that the plan include a 'Parking Lot' section to document upcoming projects. The BCEMS bus loop project can probably be removed from the list. The SEA Building and Central Office should be added to the Plan. Mr. Reil suggested that the \$15,000 allocation (per building) for flooring be increased to account for the rise in material costs. Mr. Reil queried regarding adding 'ballpark' figures for projects. Mrs. Spaulding queried regarding use of funds slated for the BCEMS roof, as that work cannot be performed this year (materials are unavailable). Mr. Evans advised that the funds slated for the BCEMS roof are being directed to BTMES. Mrs. Spaulding queried regarding the Capital Improvement Fund line. Mr. Evans advised that the funds in that line are actually budgeted annual construction funds, and the line item should be renamed (Annual Construction). In response to a query, Mr. Evans advised that the annual Safety Grant from VSBIT is still being received, and that the grant, which is annually rotated between buildings, was last utilized for the SEA Building

# DRAFT

(installation of cameras). Mr. Evans did not include the VSBIT Safety grant in the 5 year plan this year because the funds will be allocated to whatever building has the most need. In response to a query, Mr. Evans noted that the handicap signs near the CVCC entrance are there to identify where the accessible 'ramp' to the entrance is located. Accessible parking lot lines will be repainted if necessary.

## 6. Old Business

### 6.1 HVAC/sprinkler Upgrades Update

Mr. Evans advised that bids are due tomorrow (05/10/22). The project was advertised to 4 contractors. Mr. Evans noted that based on interest expressed thus far, he believes the District may only receive one bid. Mrs. Perreault has contacted ESSER personnel regarding the District's concern over the number of potential bids. Federal guidelines pertaining to bidding are very strict. The amount of ESSER funds the District anticipated spending on HVAC is approximately six million dollars. It may be necessary to apply all of these ESSER funds to one building. In response to a query, Mr. Evans advised that the District may need to reach out to ESSER representatives regarding bid review. If everything proceeds as anticipated, Mr. Evans believes the construction phase may start (small scale) during the winter break, with most construction occurring during the summer of 2023, with smaller components potentially worked on during other school breaks. Under ESSER restrictions, all work must be completed by 09/30/2024. It is not known if the work being performed will put the building at 100% compliance with all air quality standards. Brief discussion was held regarding 'surprises' found during construction (asbestos, lead etc.). Mr. Evans advised that Federal funding will be available to address those issues.

### 6.2 PCB Testing

The District is on the State's list of schools to be tested (in the fall of 2023 / July - September). The delay is due to the limited number of State inspectors available to perform the work. BCEMS is new enough that there is no concern regarding PCBs. SHS and BTMES are older, but areas that may contain PCBs (old lighting and window caulking), have been being addressed over the years. Additionally, the District has performed some spot testing, and Mr. Evans is not overly concerned that the District will have many issues. PCB testing is funded by the State. At the present time, there is no known State funding for PCB remediation.

### 6.3 Electric bus Update

Mr. Evans reported that the second bus was returned to the District today. STA has not advised regarding the exact cause of the charging issue, but it is suspected that the issue was related to wiring. A student broke a window in the other bus, so it is now out of commission until the window can be replaced. No one was injured during the window breaking incident. Regarding the charging stations; a decision needs to be made regarding which station will be used (pedestal mounted or building mounted). Underground wiring needs to be corrected such that there is no underground junction box, and then the pedestal charger can be re-energized. Mr. Evans advised that several sets of chargers have been sent by the bus company. The chargers were initially mounted to the building, but it was determined that if STA had its own electrical service for chargers, the cost of power would be significantly lower. The pedestal mounted chargers were installed to accommodate the separate electrical service. The cost for installing the chargers has been grant funded. No District funds have been expended. It is not known if permits were in place for installation of the chargers. It was noted that although there appears to have been an issue with lack of permitting for chargers, there have not been safety issues.

### 6.4 Storm Water Run-off Update

Grant funding is/has been provided for permitting and feasibility studies. Engineers are currently in the process of filing storm water permits with the State. Feasibility studies are underway. Once feasibility studies are complete, the District will be notified of the findings. Mr. Evans has heard that 80% funding will be available for the construction phase. The District is working with engineers regarding design, and does have some say in where systems can be installed. If it is determined that a system cannot be installed, there is an opt-out fee the District would need to pay. Details regarding the opt-out fee are unknown (amount, one-time fee, annual fee, etc.). Once systems are installed, the District will be financially responsible for any maintenance. Brief discussion was held regarding conceptual planning/drawings for SHS athletic fields.

## 7. Other Business

Mr. Reil queried regarding a roofing repair at BCEMS. It was reported at a recent Finance Committee Meeting, that the BCEMS Facilities deficit of approximately \$84,000 was due to a 'roof repair'. Mr. Evans is not aware of any roofing failure, but did note that there was a sinkhole issue that needed to be repaired. It was suspected that a break in the roof drain may have been partially to blame for the sinkhole, but it is believed that the primary cause was a break in the water main.

Mr. Evans provided an overview of summer projects (other than routine maintenance);

BCEMS - floor tiles, victallic fitting work, water main 'shut-off' installation (working with Barre City), and renovations to student restrooms (partitions).

BTMES – flooring in kindergarten wing, external granite seam maintenance,.

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Central Office – repave existing parking lot, and pave new parking lot section.

SHS – replacing floor tiles (4 classrooms), renovation to staff restrooms, conversion of vacant storeroom to an ADA approved single user accessible restroom, replacement of front entrance doors (doors from alcove to lobby), victalic fitting work, and clean-up/reclaiming of fence line area along the river bank. Brief discussion was held regarding any State permitting/requirements related to work on the riverbank. Mr. Evans advised that work is not occurring on the riverbank itself, but rather the area leading up to it.

SEA – Re-seeding of some grassy areas.

In response to a query regarding some very rough areas of the SHS parking lot, Mr. Evans advised that the area in question was not repaved when the remainder of the lot was because it would need to be removed when athletic fields revamped. This area of the parking lot requires much patchwork every year.

## **8. Items to be Placed on Future Agendas**

- Updated 5 Year Plan (with estimated figures)
- HVAC Update
- Electric Bus Update (if applicable)
- Granite Benches and Planters

## **9. Next Meeting Date**

The next meeting is Monday, June 13, 2022 at 6:00 p.m., at the Spaulding High School Library and via video conference.

## **10. Adjournment**

**On a motion by Mr. Reil, seconded by Ms. Ainsworth, the Committee unanimously voted to adjourn at 7:13 p.m.**

Respectfully submitted,

*Andrea Poulin*

# DRAFT

## BARRE UNIFIED UNION SCHOOL DISTRICT POLICY COMMITTEE MEETING

Spaulding High School Library and Via Video Conference – Google Meet  
May 16, 2022 – 6:00 p.m.

### MINUTES

#### COMMITTEE MEMBERS PRESENT:

Chris Parker, Chair (BT)  
Giuliano Cecchinelli, II, Vice Chair (BC)  
Tim Boltin (BC)  
Alice Farrell (BT)  
Thomas Kelly (BC Community Member)  
Jon Valsangiacomo – (BT Community Member)

#### COMMITTEE MEMBERS ABSENT:

#### OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

#### ADMINISTRATORS AND STAFF PRESENT:

Chris Hennessey, Superintendent  
Luke Aither, SHS Assistant Principal  
Pierre Laflamme, BCEMS Principal

#### GUESTS:

Abby Blum	Josh Howard	Kerri Lamb	Andy McMichael	Mary Stermer
William Toborg				

#### **1. Call to Order**

The Chair, Ms. Parker, called the Monday, May 16, 2022, meeting to order at 6:00 p.m., which was held at the Spaulding High School Library and via video conference - Google Meet.

#### **2. Additions and/or Deletions to the Agenda**

None.

#### **3. Public Comment**

None.

#### **4. Approval of Minutes**

##### **4.1 Approval of Minutes –April 18, 2022 Policy Committee Meeting**

On a motion by Mr. Boltin, seconded by Mrs. Farrell, the Committee voted 4 to 0 to approve the Minutes of the April 18, 2022 Policy Committee Meeting. Mr. Valsangiacomo abstained.

#### **5. New Business**

##### **5.1 Review of BUUSD Policy Manual Index**

A copy of the BUUSD Policy Manual Index (dated 05/10/22) was distributed.

Ms. Parker provided a brief overview of the use of this report. It was noted that second readings of policies F20, C1, C7, and C8 were approved by the Board and the policies have been adopted.

##### **5.2 VSBA Model Policies**

A copy of the VSBA Model Policy Index was distributed.

A document titled 'VSBA Policy Work – BUUSD Status – Updated 05/10/22' was distributed.

It was noted that all meeting documentation is on the web site, following the Agenda.

##### **5.3 Board Meetings, Agenda Preparation, and Distribution Policy (A20) – Recommended**

Copies of all policies referenced in agenda items 5.3 through 5.7 were distributed.

Mr. Hennessey advised that the SEA Building can be used in the rotation for meetings. The Committee agreed to add the SEA Building into the rotation. It was noted that the start time in the policy needs to be amended to reflect the newly agreed upon meeting time (6:00 p.m.). Brief discussion was held regarding the reason for meeting location rotation, including historical information regarding where meetings were held prior to the Act 46 consolidation.

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This policy relates to Board meetings only. All Committee meetings are held at Spaulding High School. Meeting locations are printed on each agenda.

**On a motion by Mrs. Farrell, seconded by Mr. Cecchinelli, the Committee unanimously voted to amend the Board Meetings, Agenda Preparation, and Distribution Policy (A20) as discussed, and to present a First Reading of the Policy to the Board.**

It was reported that the issue of not being able to remotely access meetings via non-Google accounts is occurring.

## **5.4 Policy on Section 504 and ADA Grievance Protocol for Students and Staff (C14) – Required**

The grievance form in the draft policy is the existing form and requires some minor modifications. Concern was raised that Building 504 Coordinator names not be included in the actual policy, as that would require the policy to be changed each time a new individual is named. It was suggested that position titles be utilized rather than names. Names of 504 Coordinators can be written in procedures. Brief discussion was held, including concern that this policy may be confusing to those who feel they have been discriminated against. Mr. Hennessey noted that though the policy may not be ideally worded, it was written and legally vetted by the VSBA. It was noted that if an individual filed a grievance and did not include all of the items listed in the policy, the grievance would still be accepted and acted upon. Discussion was held regarding other possible modifications to the grievance form. Mr. Aither will modify the form as discussed. It was agreed that general contact information for the 504 Coordinator will be added to the policy. Brief discussion was held regarding policy C10 which contains an appendix where Designated Employees and contact information is located. It was noted that the appendix is part of the policy, but changing names is considered a non-substantive change and does not require Board approval.

**The Committee agreed to have the policy and grievance form amended as discussed, and to present the amended version at the next Policy Committee meeting.**

## **5.5 Use of Restraint and Seclusion Policy (C70) – Recommended – VSBA Change Replaces C34**

A copy of current Policy C34 was also distributed. Brief discussion was held regarding adding a link to definitions (State Rule 4500.3) in the policy. Concern was raised that the reason for VSBA policy changes/amendments is not known. In the past this information was provided to the Committee. Ms. Lamb advised that she can suggest that this information be added to weekly VSBA e-mail updates.

**The Committee agreed to seek additional information and add this policy (C70) to next month's agenda.**

## **5.6 Field Trips Policy (D30) – Consider – VSBA Removed 07/2020**

Mrs. Farrell provided some historical information relating to advising the Board of out of state and overnight field trips. Mrs. Farrell is concerned that notification to the Board has been sporadic in recent years (sometimes only appearing in newsletters) and she would like assurance that the Board will receive consistent information relating to out of state and overnight field trips. Mrs. Spaulding believes the policy is important as it clarifies that it is the District's policy that field trips be extensions of classroom experiences (have an educational component). Mr. Hennessey suggested that the Strategic Plan be updated to reflect the importance and value of field trips. In response to a suggestion that field trip forms be updated to require that field trips include an educational component, Mrs. Spaulding noted that procedures are subject to change by administrators without Board approval, so the educational component requirement could be removed without Board knowledge. Mr. Aither provided an overview of some of the SHS Field Trip forms.

**On a motion by Mr. Valsangiacomo, seconded by Mrs. Farrell, the Committee unanimously voted to recommend that the Board rescind the Field Trips Policy (D30).**

## **5.7 Communicable Disease Mitigation Measures for Students and Staff Policy (F27) – Recommended – Replaces VSBA Policy F33**

A copy of Policy F33 was also distributed.

Lengthy discussion was held, including a query as to whether the VSBA is endorsing vaccines and other measures, concern that the policy advises that the District will implement specific mitigation measures, difficulty of enforcement, budget impacts, concern of students wearing masks, confirmation that there are currently requirements for specific vaccinations, concern that the Committee does not have information regarding why VSBA is recommending this policy, and confirmation that there is currently training related to blood borne pathogens. Brief discussion was held regarding how new and amended VSBA policies are added to Committee Agendas and the best way to obtain/receive information regarding why policies are amended or created. In response to a query from a community member, it was noted that the District creates local policies when there is a need.

**The Committee agreed to seek additional information and to add notations to the Policy Index advising that the Committee will revisit this policy at a later date.**



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## 6. Old Business

### 6.1 Procedure Development Update

Mr. Aither reported that the Procedure Committee met to review model procedures developed by the VSBA and noted that the District's individual school procedures are in various formats. The committee will begin with writing procedures for attendance as those procedures should be fairly consistent amongst the schools. The committee, which meets every other Wednesday, will be working to calibrate procedures. Mr. Valsangiacomo advised that he has been performing research reviewing other schools' policies and procedures and it appears that most are 'light years' behind the BUUSD.

### 6.2 Policy Editing Update

Progress is being made with Mrs. Gilbert working to 'clean up' policies and she has a good system in place for editing. Editing will be performed by Mrs. Gilbert after the meetings rather than during meetings.

## 7. Other Business

None.

## 8. Future Agenda Items

- Policy on Section 504 and ADA Grievance Protocol for Students and Staff (C14) – Required
- Use of Restraint and Seclusion Policy (C70) – Recommended – VSBA Change Replaces C34)
- Procedure Development Update
- VSBA Updates for Policy Changes
- Substitute Teachers (B1) – Required
- Title I, Part A: Parent and Family Engagement (E1) – Required
- Role and Adoption of School Board Policies (A30) - Consider
- Board Member Education (A31) - Consider

Parking Lot - Remove Anti-Racism Policy (C44) – Update Policy Index to reflect no work to be done at this time.

A community member queried regarding a policy pertaining to student walk-outs and if parents are notified when their student(s) participate in walk-outs. Mr. Hennessey will look into this matter and respond to Mr. Toborg.

## 9. Next Meeting Date

The June 20, 2022 meeting is cancelled.

The next meeting date is Monday, August 15, 2022 in the Spaulding High School Library and via video conference.

## 10. Adjournment

**On a motion by Mr. Boltin, seconded by Mrs. Farrell, the Committee unanimously voted to adjourn at 7:45 p.m.**

Respectfully submitted,  
*Andrea Poulin*



# DRAFT

## BARRE UNIFIED UNION SCHOOL DISTRICT CURRICULUM COMMITTEE MEETING

Spaulding High School Library and Via Video Conference – Google Meet  
May 5, 2022 - 6:00 p.m.

### MINUTES

#### COMMITTEE MEMBERS PRESENT:

Renee Badeau, Chair (BT) – Chair  
Sarah Pregent (BC) – Vice Chair  
Rachel Aldrich-Whalen (BC Community Member)  
Melissa Battah (BT Community Member)  
Nancy Leclerc (At-Large)  
Chris Parker (BT)

#### COMMITTEE MEMBERS ABSENT:

#### ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent

#### OTHER BOARD MEMBERS PRESENT:

Alice Farrell  
Terry Reil

#### COMMUNITY MEMBERS PRESENT:

Mike Deering, II      Karen Fredericks      Karen Heath      Josh Howard

#### 1. Call to Order

The Chair, Ms. Badeau, called the Thursday, May 5, 2022, BUUSD Curriculum Committee meeting to order at 6:00 p.m., which was held at the Spaulding High School Library and via video conference.

#### 2. Additions and/or Deletions to the Agenda

None.

#### 3. Public Comment

None.

#### 4. Approval of Minutes -

##### 4.1 April 7, 2022 Curriculum Committee Meeting Minutes

On a motion by Mrs. Pregent, seconded by Mrs. Leclerc, the Committee voted 5 to 0 to approve the minutes of the April 7, 2022 BUUSD Curriculum Committee Meeting. Ms. Battah abstained.

The Committee held introductions.

#### 5. New Business

##### 5.1 Restructuring Table

A document titled Restructuring Table (May 5, 2022) was distributed.

Ms. Fredericks provided a brief overview of the restructuring table, advising that she is currently the MTSS Coordinator, and starting 07/01/22, she will be the Director of Curriculum, Instruction, and Assessment. The Grants and Data Coordinator position replaces the MTSS Coordinator position. The position has been posted and is still open. This position will involve grant related work (grant writing and follow-up reporting), as well as coordination of data, which includes assessment data (state and local). MTSS Coordinator work will be split between the new position and the Director of Curriculum. An unfilled interventionist position has been shifted to a Math Coordinator, and it is hoped that the Literacy Coordinator position will be grant funded. These positions existed in prior years, and staff members have advised that reinstating these positions would be beneficial. Math and Literacy Coordinators will report to the Director of Curriculum. Math and Literacy Coaches report to building principals. The District plans to reinstate math and literacy nights in the coming year. Details will be forthcoming. Mrs. Farrell requested that at some point, there be a summary report advising of the number of new positions being created.

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## **5.2 Student Progress/Growth (snap-shot) Future Plans for Improvement**

A document titled 'Fall 2021 Progress of Gr. 5-8 Students in Literacy Intervention' was distributed.

The report was written by two BTMES Literacy Coordinators. General-education literacy intervention is available to all students who need assistance. Need is determined through two assessments. Additional assessments are performed for students flagged as needing urgent intervention. Interventionists are currently working with 63 students. Not all students receiving intervention services have IEPs. When necessary, students are further evaluated to determine if they qualify for Special Education. BCEMS interventionists have been 'in the loop' regarding the new methods being utilized at BTMES, and the new intervention methods will be implemented at BCEMS next year. In response to a query regarding services for students who excel, it was noted that those students are receiving the services they need during WIN (What I Need) blocks. A parent expressed concern that his students are reporting that they are not receiving challenging work in WIN.

## **5.3 Status of District-wide Proficiency Based Grading/Assessment/Reporting**

Ms. Fredericks provided a brief overview, advising that the District is working on building cohesion between the District's schools, calibrating work samples, working to design curriculum for units of study (utilizing proficiency based standards), and designing assessments and evaluations. Rubrics are in place and there is a basic understanding of how proficiency based grading works, though work is necessary to assure that students understand how it works. Work needs to be performed to assure that report cards are useful tools (for students, parents, and faculty). It will be necessary to provide opportunities to educate parents regarding how to best interpret report cards. It is hoped that these items can be addressed by the end of next school year. A parent queried regarding how parents can better understand proficiency based learning and grading. Concern was expressed that various teachers have different understandings of proficiency based learning/grading, and that there are not enough personalized comments on report cards.

Ms. Battah believes it would be beneficial to provide ongoing education for parents whose children are just entering the school system, and for those parents who have not experienced our education system. It was suggested that an educational video be posted on the District's web site, and that perhaps the video include answers to frequently asked questions. Mrs. Farrell queried regarding a timeline for the work that needs to be completed. Ms. Fredericks would like to see some clarity provided prior to the end of the first quarter next year. Ms. Leclerc queried regarding the District's goal for student proficiency. Ms. Fredericks advised that substantial growth can take many years, but is hoping to see faster improvement under the new structure and utilizing new methods of intervention. Ms. Fredericks would like to see each student make at least one year's worth of growth each year. It will be important to utilize professional development to assist teachers with the ability to provide students with what they need. Ms. Battah queried regarding utilizing community volunteers to work with students. A community member stressed the importance of setting goals, and advised that he would like to see a goal of 50% proficiency by the end of next year. The Committee agreed on the importance of the District investing time and resources to improve proficiency. A community member suggested that teachers complete an anonymous survey regarding what they feel they need to assist them with supporting improvement.

## **6. Old Business**

Ms. Leclerc, referring to the 03/10/22 minutes, queried regarding clarification of diagnostic assessments and use of data to improve learning. Ms. Fredericks advised this will be available by 06/24/22, but not everything may be communicated to all staff until the start of next year. Use of Diagnostic Assessments Data to Assist Teachers with Identifying Student Needs will be added to a future agenda.

Ms. Leclerc queried regarding survey results from the February teacher Beliefs Survey (regarding students' availability to learn etc.). Mr. Hennessey advised that there were many responses to the survey. Ms. Leclerc requested that the responses be compiled and shared.

## **7. Other Business**

None.

## **8. Items for Future Agendas**

- Use of Diagnostic Assessment Data to Assist Teachers with Identifying Student Needs (Parking Lot)

Brief discussion was held regarding compilation of an organizational chart which includes all staff. It was noted that this would be more appropriate at the Board level, rather than the Committee.

Ms. Leclerc queried regarding the number of students taking SAT tests, and any data regarding the percentage of students who plan to attend college. Ms. Leclerc queried regarding the number of students taking AP courses. It was noted that the District does track information regarding what students are doing after high school, and that this information is available on the web site.

Ms. Parker queried regarding discussion of #2 from the Restructuring Table document (Curriculum work at the Board level). Brief discussion was held regarding this matter, and the role of the Curriculum Committee. Brief discussion was held.

The AOE Annual Snapshot will be shared at the Board level.

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## **9. Next Meeting Date**

The next meeting is Thursday, June 2, 2022 at 6:00 p.m. at the Spaulding High School Library and via video conference.

This meeting may be cancelled due to a lack of agenda items. Ms. Badeau will touch base with Committee Members a week before the scheduled meeting date, and a final decision will be made.

## **10. Adjournment**

**On a motion by Mrs. Pregent, seconded by Ms. Parker, the Committee unanimously voted to adjourn at 7:24 p.m.**

Respectfully submitted,

*Andrea Poulin*

Negotiations Committee Meeting Notes  
5/10/22

Committee Members Present

Sarah Pregent  
Sonya Spaulding  
Terry Reil

Committee Members Absent

Renee Badeau

Administrators Present

Lisa Perrault  
Carol Marold  
Chris Hennessey

Guests Present

J. Scott Cameron

1. Call to Order. Chris Hennessey called the meeting to order at 6 PM. The meeting was a hybrid in person and virtual meeting.
2. Organize. Chris Hennessey asked for nominations for the Chair position. Terry Reil nominated Sarah Pregent. Sonya Spaulding seconded. The committee voted unanimously to appoint Sarah Pregent to the Chair position.

Sarah Pregent asked for nominations for the Vice-Chair position. Terry Reil nominated Sonya Spaulding. Sonya Spaulding declined the nomination. Sonya Spaulding nominated Terry Reil. Sarah Pregent seconded. The committee voted unanimously to appoint Terry Reil to the Vice-Chair position.

3. Additions or Changes to the Agenda. There were no additions or changes to the agenda.
4. Public Comment. There was no public comment.
5. Review/Approval of Meeting Minutes. Sonya Spaulding made the motion to approve the minutes from May 3, 2021. Terry Reil Seconded. The committee unanimously approved the meeting minutes from May 3, 2021.
6. New Business (Executive Session) Sonya Spaulding made the motion. Terry Reil seconded. The committee unanimously found that premature public knowledge of the items proposed for discussion (deliberation regarding planning and strategy related to Labor Relations Agreements) would clearly place the BUUSD at a substantial disadvantage should the discussion be public.

Sonya Spaulding made a motion to enter executive session. Terry Reil seconded. The committee voted unanimously to enter executive session.

Sonya Spaulding made a motion to exit executive session. Terry Reil seconded. The committee voted unanimously to exit executive session at approximately 7 PM.

7. Old Business. There was no old business discussed.
8. Other Business. There was no other business discussed.
9. Items for Future Agendas.  
Tentative preparatory meeting with documents supplied by J Scott Cameron.
10. Next Meeting.  
Tentatively scheduled for Tuesday, May 31, 2022, 4 PM.
11. Adjournment. Sonya Spaulding made a motion to adjourn. Terry Reil seconded. The committee voted unanimously to adjourn at 7:10 PM.