

Addendum
Board Meeting
June 9, 2022

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM Complete and Submit to the Central Office (please submit via email to hr@buusd.org)	Date Received by Central Office: <div style="border: 1px solid black; padding: 5px; text-align: center; font-family: cursive;">06/02/22</div>
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To be Completed by Hiring Administrator: (please leave notes for Central Office on the back page)

Name: Baylee Lawrence		Location: BCEMS	
Submission Date: 6/2/22	Administrator Action/Checklist Complete: <input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
Position: Teacher	Grade (If Applicable): Grade 4		
Endorsement (If Applicable): 	<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt	
Hours Per Day: 7.5	Scheduled Hours: 8:15	a.m. to 3:45	p.m.
Account Code: 101-1381-51-11-0-1101-5110			
Replacement? <input checked="" type="checkbox"/> Y <input type="checkbox"/> N			
If Yes, For Whom? Molly Emerson		Salary Rate: \$ 58,329.⁰⁰	
Administrator Approval: Hayden Coon		Signature Date: 6/2/22	
<u>REVERSE SIDE:</u> 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: 1	Step: 8	Salary Placement 41,515
Hourly Rate: \$ 	Salary Rate: \$ 	Seniority Date:
Contract Type: <input checked="" type="checkbox"/> Teacher <input type="checkbox"/> Para <input type="checkbox"/> Replacement <input type="checkbox"/> Interim <input type="checkbox"/> Offer/Non-Contracted Letters <input type="checkbox"/> AFSCME <input type="checkbox"/> N/A		
Days Per Year: 190	Salary: \$ 41,515	Contract Days: 190
Teacher: AOE Endorsement: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
If No, Required: <input checked="" type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship		
Para-Educator: Associates Degree <input type="checkbox"/> YES <input type="checkbox"/> NO (If NO) → ParaPro <input type="checkbox"/> YES has passed ParaPro <input type="checkbox"/> NO will need to take ParaPro		
<div style="border: 1px solid black; padding: 5px; font-family: cursive;">Chris Hennessey</div> Superintendent Approval Signature		<div style="border: 1px solid black; padding: 5px; text-align: center;">JUNE 7, 2022</div> Date

Baylee Amber Lawrence

Education

Castleton University

Castleton, Vermont

Bachelor of Arts

Major: Bachelor of Arts Multidisciplinary Studies

GPA: 3.141

Credit Hours: 65

Attended August 2018 to May 2022

Degree conferred May 2022

Spaulding High School

Barre, Vermont

GPA: 3.300

Attended August 2014 to June 2018

Degree conferred June 2018

Experience

Slate Valley Unified School District

Jan 2022 - Apr 2022

Student Teacher

Benson, VT

Reason for leaving: End of Student Teaching Experience

Supervisor: Jessica Sturtevant ((802) 537-2491)

Experience Type: Student Teaching, Full-time

It is **OK** to contact this employer

Work Based Learning

Jan 2018 - Jun 2018

Student Worker

Spaulding High School Barre Vermont

I did this program in my senior year at Spaulding High School in Barre, Vermont. This program allows us to work in a job setting we would like to pursue later in our career. I worked at Barre City Elementary and Middle School in a Kindergarten Classroom with Jennifer Bisson. This program gave me one-on-one time with various groups of students from advanced to needing special education resources.

Reason for leaving: Graduation from High school

Supervisor: Michelle LaFrancis (1-802-476-4811)

Experience Type: Other, Part-time

It is **OK** to contact this employer

Interests and Other Information

Some of my interests outside of work are Reading, Exploring, and Traveling to new places, and Socializing with family and friends. During my high school years, I made constant honor roll each quarter and also received the "Good Kid Award" all four years of high school and this award means I showed and embodied characteristics of a good kid. I also received induction into the Drama Honor Society during my senior year of high school as well. I also received recognition for having over a 3.0 GPA over seven semesters throughout high school. Throughout my college years at Castleton University, I was a member of the Random Acts of Kindness club, I was the Treasurer of the Student Education Association where we did community service opportunities with the local elementary schools. I was also a Community Advisor at Castleton University and had this position during my Junior and Senior year.

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

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Date Received by Central Office:

06/03/22

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

Name:	Kelly Young	Location:	Spaulding High School
Submission Date:	5/31/2022	Administrator Action/Checklist Complete:	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position:	Guidance Counselor	Grade (If Applicable):	9-12
Endorsement (If Applicable):		<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day:	7.5	Scheduled Hours:	7:35 a.m. to 3:05 p.m.
Account Code:	101-1276-31-11-0-2120-51110		
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	Ry Hoffman	Salary Rate:	\$ 71,406.00
Administrator Approval:	Luke Aither, Incoming Principal	Signature Date:	5/31/2022

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

For Central Office Use Only:

Contract Complete Date		Offer Letter Complete Date		DOH	
Total Years of Experience:	13	Step:	M	Salary Placement:	69331
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:	\$	Contract Days:	190
Teacher: AOE Endorsement:	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO			
If No, Required:	<input checked="" type="checkbox"/> Provisional	<input type="checkbox"/> Emergency	<input type="checkbox"/> Apprenticeship		
Para-Educator: Associates Degree	<input type="checkbox"/> YES	<input type="checkbox"/> NO	(If NO) → ParaPro	<input type="checkbox"/> YES has passed ParaPro	<input type="checkbox"/> NO will need to take ParaPro

Christine L. Jensen
Superintendent Approval Signature

JUNE 7, 2022
Date

Kelly M Young

Education

Saint Francis Xavier University

Antigonish, Canada

Master of Education

Major: Reflective Practice

Credit Hours: 36

Attended September 2004 to May 2007

Degree conferred May 2007

Coady International Institute, St. Francis Xavier University

Antigonish, Canada

Certificate of Study (Undergraduate)

Major: Participatory Approaches to Development

Attended November 2001 to November 2001

Coady International Institute, St. Francis Xavier University

Antigonish, Canada

Certificate of Study (Undergraduate)

Major: Emancipatory Adult Education

Attended July 2001 to July 2001

Brown University

Providence, Rhode Island

Bachelor of Arts

Major: Development Studies

GPA: 3.700

Credit Hours: 120

Attended September 1987 to May 1992

Degree conferred May 1992

Boston University

Boston, Massachusetts

College Coursework - no degree

Major: Swahili CLA LE 211

GPA: 4.000

Credit Hours: 3

Attended September 1991 to December 1991

Long Island Univ Global (formerly Friends World College)

Brookville, NY (formerly Huntington, NY), New York

College Coursework - no degree

Major: East African Studies

Credit Hours: 16

Attended September 1989 to December 1989

Dartmouth College

Hanover, NH, New Hampshire
College Coursework - no degree

Major: n/a

GPA: 3.000

Credit Hours: 3

Attended January 1987 to March 1987

Experience

Community College of Vermont

Jul 2019 - Present

Coordinator of Student Advising

Montpelier, Vermont

- Partner with students to meet their career and academic goals, from admissions through graduation and/or transfer (approximately 175 advisees per semester).
- Coordinate Student Support Services program and intensively advise approximately 50-65 first generation, low income students and students with documented disabilities
- Coordinate accessibility services for approximately 85 students with documented disabilities.
- Coordinate Learning Center (drop in tutoring with peer and faculty mentors)
- Develop workforce partnership (LPN Training Program) with Central VT Medical Center and VT Technical Center administrators. Advise participating CVMC employees/students.
- Train advisors and faculty in use of online advising system to promote collaboration across roles for student persistence and success.
- Train advising and financial aid staff in Inside Track Coaching methodology
- Committees: Advising & Teaching Excellence (staff co-chair); NECHE Accreditation Mission Standard (member); Vermont State Colleges Aviso Team (member), CVCC Medical Professions Advisory Board.
- Recent presentations: Going to college – how to stick with it and graduate, VSAC College and Careers workshop, spring 2021; Assessing Strengths and Barriers Associated with Student Persistence, VEOP 2020 Annual Conference.

Reason for leaving: Currently employed

Supervisor: Gretchen Dehart (802-828-4060)

Experience Type: Independent School, Full-time

It is **OK** to contact this employer

Community College of Vermont

Oct 2010 - Jun 2019

Coordinator of Academic Services

Montpelier, VT

- Hired, evaluated and supervised faculty (approximately 35 per semester) in Arts, Communications, Humanities, Social Sciences and the Professions.
- Coordinated curriculum across academic programs.
- Partnered with students to meet their goals, from admissions through graduation (approximately 200 students per semester)
- Coordinated TRIO program (first generation, low income students and students with documented disabilities).
- Coordinated accessibility services for students with documented disabilities.
- Coordinated Learning Center (drop in tutoring with peer and faculty mentors)
- Developed student leadership initiatives: embedded mentoring program, student orientation leaders, TRIO as a leadership program
- Trained faculty, staff and students on the impact of childhood adversity on learning, and strategies for

building resilience in classrooms and across the academic center.

- As Lead Coordinator, starting September 2016: led course planning, scheduling and cancellation processes; developed and facilitated academic team and full staff agendas focused on center priorities for student success, community outreach, and faculty development; promoted strengths-based approaches and a culture of collaboration among staff and faculty.
- Committees: Learning Center (staff co-chair), Academic Standing , Academic Staff Day Planning Committee and Boot Camp for Faculty.

Reason for leaving: Internal reorganization of staffing to specialize roles led to a change in title and specific focus on student advising.

Supervisor: Heather Weinstein (802-828-4060)

Experience Type: Independent School, Full-time

It is **OK** to contact this employer

Community College of Vermont

Jan 2010 - May 2019

faculty

Winooski and Montpelier, Vermont

- Taught 11 sections: First Semester Seminar, Introduction to Sociology, CWE/PFE..
- Co-chaired NEASC accreditation committee on Library and Information Technology (2011-12)
- Served on Successful Young Males sub-committee, Achieving the Dream (2011-12)

Reason for leaving: Demands of full-time job and parenting during a pandemic.

Supervisor: Multiple (802-828-4060)

Experience Type: Independent School, Part-time

It is **OK** to contact this employer

Community College of Vermont

Jan 2010 - Sep 2012

Evelyn Hoffman Donovan Learning Center Coordinator

Winooski, Vermont

- Engaged veteran staff in creating and implementing professional training and peer supervision to promote research-based, best practices in learning assistance.
- Expanded learning assistance services in Winooski and statewide by integrating services and budgets, building a strong peer-tutor program, and hiring diverse staff.
- Supervised 12 staff serving approximately 150 students per semester.

Reason for leaving: Took a full-time position at the CCV Montpelier Academic Center.

Supervisor: Jennifer Garrett-Ostermiller (802-828-4060)

Experience Type: Independent School, Part-time

It is **OK** to contact this employer

Vermont Campus Compact

Sep 2002 - May 2012

Independent Educational Consultant

Middlebury, VT

- Co-designed and facilitated Problem-Based Service-Learning institutes for faculty (8 institutes with approximately 200 participants)
- Consulted to member campuses (4 consultations and 7 workshops with approximately 75 participants on 4 campuses)
- Designed and facilitated Campus-Community Partnership Institutes (3 Institutes with approximately 150 participants)

- Co-created the Turn the Curve curriculum (higher education – state government partnership to turn the curve on indicators of well-being in VT)

Reason for leaving: Grant funding ended Organization no longer in existence

Supervisor: Amy Gibbons McGlashan ((802) 989-7255)

Experience Type: Other, Part-time

Please **do not** contact this employer

Champlain College

Jan 2009 - Jun 2009

Director, Woodbury Institute Undergraduate Studies

Burlington, VT

- Coordinated transition of Woodbury's undergraduate programs to Champlain.
- Created transition processes, policies and curriculum.
- Hired and supervised 9 faculty and advised approximately 50 students.
- Taught Social Science Seminar: Diversity

Reason for leaving: Contract to teach out of the undergraduate program successfully completed.

Supervisor: Robin Abramson, Provost ((802) 860-2700)

Experience Type: Independent School, Full-time

It is **OK** to contact this employer

Woodbury College

Sep 2002 - Dec 2008

Director, Prevention & Community Development

Montpelier, VT

- Taught and advised diverse learners in strengths-based, participatory approaches to health, human services and community development.
- Developed and funded long-term, campus-community partnerships.
- Partnered with students, faculty and community leaders on the advisory team to double enrollment, increase community partnerships and contracts, and develop graduate, certificate and interdisciplinary curricular options
- Hired, evaluated and supervised approximately 10 faculty.
- Advised approximately 20 students per semester.
- Collaborated with 3 experienced online faculty members to co-create and implement an online faculty development program.
- Engaged 30 professionals in developing low-residency graduate curriculum in Community Leadership.

Reason for leaving: Woodbury College was acquired by Champlain College in December, 2008.

Supervisor: Susan Palmer (802-229-0516)

Experience Type: Independent School, Full-time

It is **OK** to contact this employer

Woodbury College

Jan 2000 - Aug 2002

Core Faculty

Montpelier, VT

- Taught and advised diverse learners in strengths-based, participatory approaches to health, human services and community development.
- Coordinated internships.

- Courses and workshops taught:
Adolescent Development
Crime and Punishment: Is justice being served?
Designing Learning Events for Adults
Exploring Community
Health Realization
Independent Studies
Kids who use violence: Can we change the trend?
Practicum: Applied Research
Practicum: Positive Youth Development
Prevention Theory and Practice
Understanding & Responding to Child Abuse and Neglect
Using Research to Inform Practice
Working with Youth

Reason for leaving: Took position as Program Director

Supervisor: Carol Maloney (802-229-0516)

Experience Type: Independent School, Part-time

It is **OK** to contact this employer

Prevent Child Abuse - Vermont

Nov 1994 - Aug 1999

Sexual Violence Prevention Coordinator

Montpelier, VT

- Partnered with public school middle grades teachers and health educators, high school students, school resource officers, alcohol and drug abuse counselors and social workers to develop the Sexual Abuse Free Environment for Teens (SAFE-T) Program, a sexual violence prevention and healthy relationships curriculum for middle school communities.(curriculum, teaching guide, student & caregiver workbooks and videos)
- Pilot tested/taught curriculum at Colchester Middle School (4 sections of 7th and 8th grade health class for 2 years)
- Trained and supported 10 middle schools in implementing the curriculum with fidelity as it was evaluated by University of New Hampshire.
- Presented program and evaluation research findings at state and national conferences.
- Developed and facilitated Understanding and Responding to the Sexual Behaviors of Children training. Led dozens of workshops for hundreds of public school and early childhood program staff, parents and social workers.

Reason for leaving: Took position at Woodbury College

Supervisor: Linda Johnson (802-229-5724)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Certifications, Awards and Publications

- Certified InsideTrack Coaching Trainer (April 2021)
- Excellence in Teaching Award Nominee (Community College of Vermont 2013, 2016)
- Certified Problem-Based Service Learning Faculty Consultant (Vermont College Compact 2002-2012)
- Camus-Community Partnership Award (Vermont Campus Compact 2008)
- Excellence in Linking Community & Academics Award (Vermont Campus Compact 2006)
"Conditions for transformative learning in adult education institutions." Proceedings of the 6th International Transformative Learning Conference, October 5-9, 2005, Michigan State

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

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Date Received by Central Office:

6/7/22

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

Name: Janice Tehie Location: BTmes

Submission Date: 6.6.22 Administrator Action/Checklist Complete: ☒ Y ☐ N

Position: 5th grade Teacher Grade (If Applicable): 5th

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

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

Account Code: 101-1020-51-11-0-1101-51110

Replacement? ☒ Y ☐ N

If Yes, For Whom? Kristine Bandolon Salary Rate: \$ 67,255.00

Administrator Approval: [Signature] Signature Date: 6/6/22

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: 13+ Step: M30 Salary Placement: 73,482

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

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

Days Per Year: 190 Salary: \$ 73,482 Contract Days: 190

Teacher: AOE Endorsement: ☒ YES ☐ NO

If No, Required: ☐ Provisional ☐ Emergency ☐ Apprenticeship

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

Christopher Hennessey

Superintendent and/or HR Director Approval Signature

JUNE 8, 2022

Date

.....**CURRICULUM VITAE**

Janice B. Tehie (t-high)

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JOB OBJECTIVE: Elementary Teaching Position in Vermont (Grades K-6)

PhD in Educational Theory and Policy with Master's degrees in Reading Education and Counselor Education seeks elementary school teaching position in Vermont.

Previous experience as case manager in special education in Tennessee high-poverty schools. I am seeking to relocate up to Vermont for fall 2022. Awarded initial professional Vermont state license in elementary education under interstate reciprocity agreement in April, 2022. **Will also consider special education position if I can take courses towards certification under a temporary license.**

My background also includes over 11 years of higher education teaching experience at four-year colleges in teacher education programs and at the community college level, teaching remedial reading and study skills courses, and I ran a tutoring business for special education students for over 10 years in the Philadelphia suburbs. I helped parents locate resources to help their children, and attended IEP meetings at parents' request, as well as communicating with the student's teachers to help fine-tune instruction for them at home.

I also did a year's internship as a secondary school counselor in a rural junior-senior high school in Central PA while working on my M.Ed. in Counselor Education at Penn State University.

EMPLOYMENT EXPERIENCE:

5/19-present Case Manager/Lead Special Education Teacher, Jackson Madison County School Systems, Jackson, TN

Serving as Lead special education teacher and case manager for approximately 30 students in high poverty and low achieving school. Responsible for drafting and revising IEPs, scheduling and leading IEP meetings, weekly progress monitoring, writing and developing behavior plans, supervising two educational assistants, working with staff on intervention strategies, educational and intervention planning, meeting and calling parents with progress reports twice weekly.

5/19-8/19 Adult Basic Education instructor, Whiteville Correctional Center, Whiteville, TN

Teaching Math, Science, Social Studies and English/Language Arts to adult male inmates, many of whom had had IEPs, at correctional institution run by CoreCivic, in Whiteville, TN. Duties included data entry, writing lesson plans, grading papers, writing reports. This was to prepare them to take their GED exams.

08/18-11/18 Substitute special education teacher, Knox County Schools, Grades K-5 Resource Room

10/17-08/18 Private special education tutor, Morristown TN

Tutoring students with IEPs who need help with reading and writing.

8/16-6/17 Substitute special education and ELL teacher, Kelly Educational Staffing, King of Prussia, PA

8/14-8/16 Instructor of developmental education, Delaware County Community College, Exton, PA

Teaching courses in organizational and study skills, motivation, time management and reading and study skills, as well as developmental reading classes, at the Exton campus of Delaware County Community College.

4/15-2/16 Volunteer Coordinator and Fund Developer, Downingtown Area Senior Center, Downingtown, PA (Grant-funded—laid off 2/16/16)

Recruit, screen, and supervise volunteers for various duties at active senior center in Downingtown PA. Coordinate event planning, plan activities for seniors and recruit community members for entertainment purposes as well as information and assistance. Identify and develop funding sources to secure funding for programs at the senior center. Develop new programs for seniors for life enrichment and wellness.

6/12-4/15 Program Coordinator and Trainer, Retired Senior Volunteer Programs (RSVP), Media, PA (Grant-funded—laid off because office closed and grant ran out—4/20/15).

Interviewed and placed senior volunteers (ages 55 and up) in volunteer positions in Delaware County PA. Served as administrator and trainer of the America Reads program, supervising 50 volunteers in 40 schools in Delaware County, PA. Coordinated and conducted training program each September for America Reads volunteers. Wrote training manuals and develop training materials. Developed new programs and activities for volunteers aged 55 and over.

6/06-6/17 Specialized Tutoring Services (owner/operator) , West Chester, PA and Media, PA

Served as private tutor for students needing help in special education, and those needing assistance with writing papers, and tutoring for the reading and writing portions of the SAT and GRE. Networked with special education professionals and sat in on IEP meetings for students. Tailored instruction to help those with learning disabilities be successful in a variety of venues.

1/10-5/10 Special Education Internship, David Berney Law Firm, Philadelphia, PA

I worked with a special education attorney in a five-month internship to learn more about special education law. I reviewed IEPs for violations under the IDEIA and attended special education conferences with the attorney to learn more about how the legal process works when parents don't agree with their child's placement in the school system. I helped the attorney prepare documents for a case in which a neurologically impaired girl over the age of 16, who could barely read, received a substantial settlement to pay for compensatory education.

8/03-6/06 Part-Time Instructor of Education, Immaculata University, Immaculata PA

Taught courses in Curriculum and Instruction and served as outside reader for doctoral dissertations.

8/99-8/03 Assistant Professor of Education, University of Pittsburgh, Bradford PA

Taught courses in Education, including Child Development, Development of Exceptional Children, and Introduction to Education, Foundations of Education, and Teaching Science in the Elementary Schools. Developed tutoring programs to help students gain field experience. Supervised student teachers in a 100 mile radius of the college, handling as many as 10 student teachers, each of whom had to be seen four (4) times in seven (7) weeks, for two grade-level placements.

8/96-5/99 Assistant Professor of Education, St. Peter's College, Jersey City, NJ

Taught courses in freshman remedial reading and study skills. Other duties as assigned.

8/91-5/96 Full-time PhD student, Penn State, University Park, PA

From 1993-1995 I was a full-time graduate teaching assistant at Penn State, and also served as Graduate Faculty liaison to the department.

9/90-6/91 Sixth-Grade Teacher, St. James School, Springfield NJ

Taught Science to sixth-grade students in a one-year position at small Catholic school in NJ.

6/88-6/90 Adjunct, Continuing Education Department, Centenary College, Hackettstown, NJ

Taught courses part-time in Introductory and Cognitive Psychology at Centenary College, Hackettstown, NJ.

EDUCATION:

8/13 M.Ed. in Reading Education, Widener University, Chester, PA
PA Reading Specialist Certification, Grades K-12.

8/96 Ph.D. in Educational Theory and Policy, Penn State, University Park, PA

5/10 Paralegal certificate, Widener University Legal Education Institute, Wilmington, DE. Completed internship with special education attorney in Philadelphia, PA.

5/90 NJ Teaching Certification, Alternate Route program, Kean University, Union NJ.

8/88 M.Ed., Counselor Education (Secondary school), Penn State University, University Park PA.

1987 B.A. Psychology, Cum Laude, Fairleigh Dickinson University, Madison NJ.

CERTIFICATION:

VT certification in Elementary Education (April 2022), grades K-6 valid until 2025

TN certification (Practitioner) in Special Education K-8 (expiring this year)

PA certification in Reading (Reading Specialist/Interventionist) K-12 (expired 2019)

PA certification in Secondary Guidance and Counseling, grades 7-12 (expired 2019)

NJ certification in Grades K-8 (permanent, never expires)

SUPERVISED CLINICAL PRACTICUM EXPERIENCE:

June 15-August 15, 2013:

Reading specialist clinical practicum, Widener University, at the Widener Partnership Charter School, Chester, PA. Included working 1:1 with students who had reading difficulties, writing reports, holding conferences with parents, and leading small group instruction for students with reading problems.

August, 1987-August, 1988

Completed a one-year internship in secondary guidance counseling at a rural high school, Penns Valley Area Junior-High School (grades 7 through 12) as part of my preparation to become a secondary school guidance counselor in the one-year M.Ed. program at Pennsylvania State University, University Park, PA

PUBLICATIONS:

Tehie, Janice B. Historical Foundations of Education: Bridges from the Ancient World to the Present. Saddle River, NJ: Prentice-Hall/Merrill Education (May 21, 2006).



Barre Unified Union School District

EEI – A Proven Process...



EEI was founded by ENE to service Northern New England clients (Since 2007)

James Harrington – Mech. Engineer (Middlebury, VT)

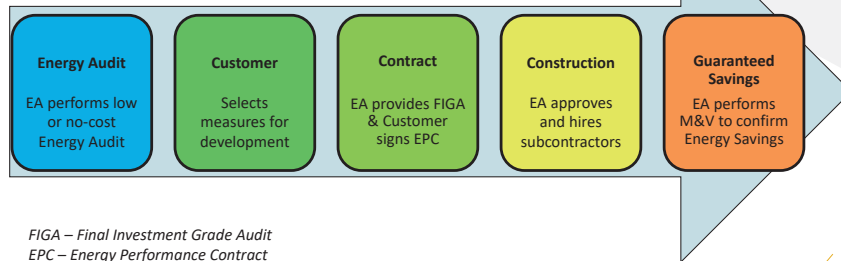
Patrick Perrault – Electrical Engineer (Barre, VT)

Office in Colchester, VT & Merrimack, NH

Local ownership and management



Our Lean ESCO Approach



FIGA – Final Investment Grade Audit
EPC – Energy Performance Contract
M&V – Measurement & Verification

Like General Contracting with the following exceptions:

- 1) Focused on energy and operational savings
- 2) Assist in financing projects & finding grant/rebate funds
- 3) Self perform Engineering Services
- 4) Guaranteed Savings
- 5) M&V Program to ensure long term savings



Turnkey efficient building solutions

3

Project Success Stories

- Addison Northwest, VT
- Bennington, VT Schools
- Mill River, VT Schools
- Hanover/Norwich
- City of Manchester, NH
- Portsmouth, NH Schools
- Keene, NH Schools



Turnkey efficient building solutions

4

Efficiency Vermont 2020 Projects (COVID Ventilation Improvements)

- Addison Northwest
- Springfield School District
- Mill River School District
- Norwich School District
- Two Rivers Supervisory Union
- Chittenden East Supervisory
- Burlington School District
- Mount Saint Joseph Academy (Rutland)

Turnkey efficient building solutions



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Similar Vermont Projects - Addison Northwest Supervisory Union

- \$7.6 million dollar EPC
- High efficiency condensing boilers
- LED lighting
- Conversion of steam heating system
- Solar PV
- New roofing

Turnkey efficient building solutions



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Similar Vermont Projects- Mill River School District

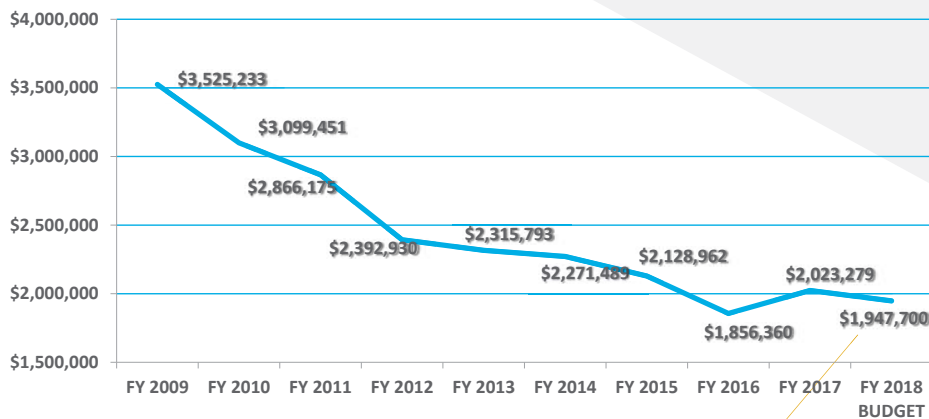
- \$2 million dollar EPC
- Dry chip Biomass heat plant
- LED lighting
- DDC building automation
- Analytics



Turnkey efficient building solutions

7

Actual Manchester SD Energy Expense



Turnkey efficient building solutions

8

Why the success on Vermont Projects?

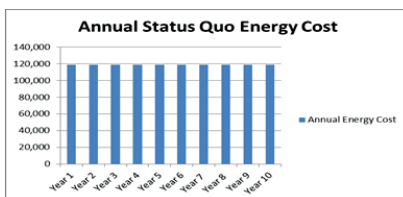
- Local project team-based approach
- Independent controls/equipment and independent
- Vermont based engineer and contractors committed to solution
- EEI manages process every step of the way and only gets paid if a project is approved by voters



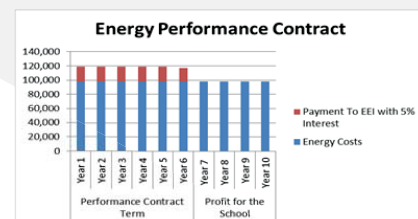
Turnkey efficient building solutions

9

Energy Savings Pay for Improvements



Example Sample NH High School new lights, controls, and HVAC improvements where paid for through grants and energy savings



Turnkey efficient building solutions

10

ESSER Projects & Strategy

- Sprinkler System @ SHS
- Ventilation Upgrades @ SHS
- Controls Upgrade @ SHS
- Ventilation Upgrades @ City & Town Schools
- Funds must be spent by September 2022

Turnkey efficient building solutions



11

ESSER Timeline

- Develop Projects Budgets – July 2022
- Approval to Move forward w/ Design – Aug. 2022
- Final Project Design – Oct. 2022
- Submit to the State for ESSER Final Approval – Oct. 2022
- Release Ventilation Equipment – Nov. 2022
- Start Work – Spring 2023
- Complete & Close Out - Sept. 2024

Turnkey efficient building solutions



12



Thank You



Eric Lafayette



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Central Vermont Career Center
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HVAC/Sprinkler Projects Contractor, 6/9/22

	Interest Rates
*Energy Efficient Investments, Inc. (EEI)	“Open Book” To be presented at 6/9 meeting
Johnson Controls	No Response
Honeywell	No Response
Siemens Industries	No Response
These projects were publicly advertised in the Burlington Free Press	

***Superintendent Recommendation-EEI**

Proportional Reasoning (Grade 6)

Barre City Elementary and Middle School

Sixth grade intervention focuses on proportional reasoning and ratios as it is considered a High Leverage Concept that is foundational for success in other areas of math.

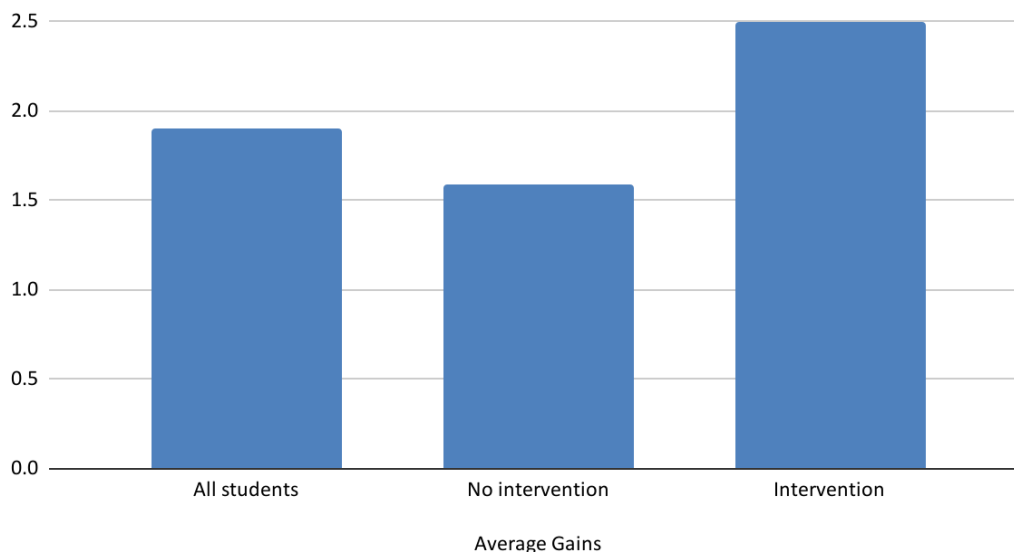
Proportional Reasoning Assessment is administered in both August and April (Pre and Post)

- Assessment data is used to ...
 - Create groups for intervention
 - Inform classroom instruction
 - Analyze progress
- Assessment has 12 items
 - Fall Standard: 5
 - Spring Standard: 9

Interventions are ...

- team taught by interventionist and classroom teacher
- 8 weeks long with a 1:5 teacher:student ratio
- In addition to regular classroom instruction
- Focused on building prior knowledge through modeling and discussion to develop conceptual understanding
 - Use t-charts to organize thoughts and notice patterns
 - Use tape diagrams to show the relationship between part-part-total
 - Encourage flexible math thinking through student discourse while engaging in real-world tasks

Grade 6 Proportional Reasoning Average Gains



Things to Celebrate:

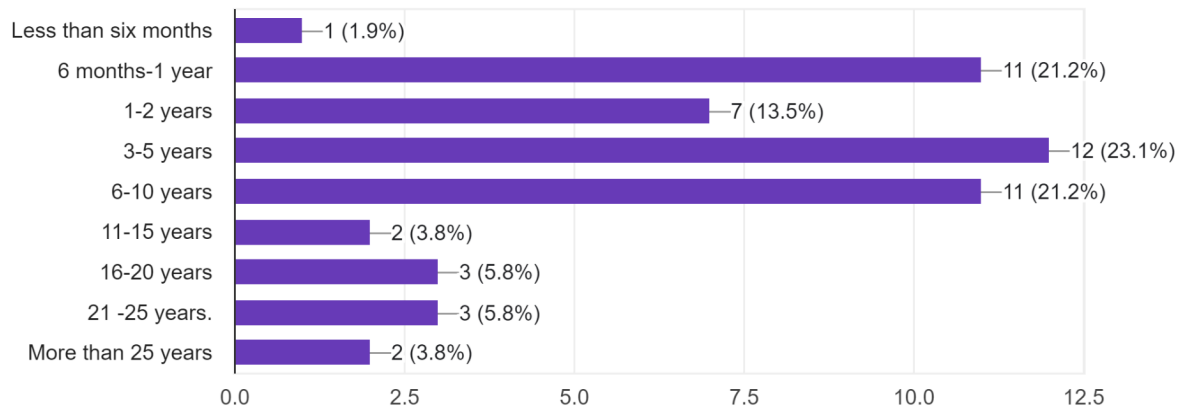
- Students who received intervention made greater gains than those not receiving intervention

Things to Continue to Strive Towards:

- Helping all students meet the standard

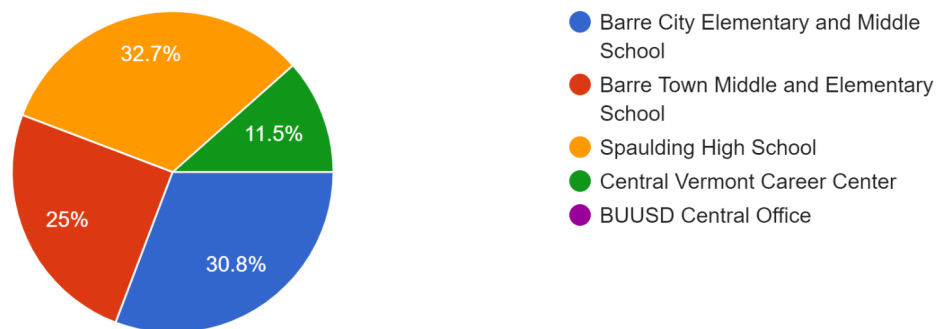
Approximately how long have you worked for the district?

52 responses



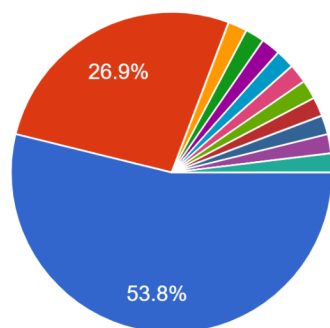
School

52 responses



How would you classify the position you are leaving?

52 responses

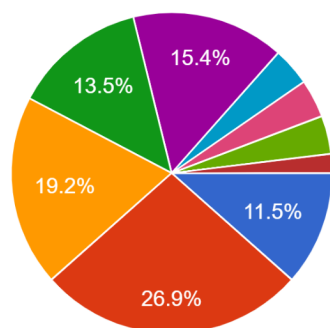


- Regular Education
- Special Education
- Other: Classroom teacher of regular a...
- Support Staff
- Intervention
- Career and Technical Education
- Regular education, but I have been te...
- support staff Nurse

▲ 1/2 ▼

Including this year, how many years of teaching experience do you have?

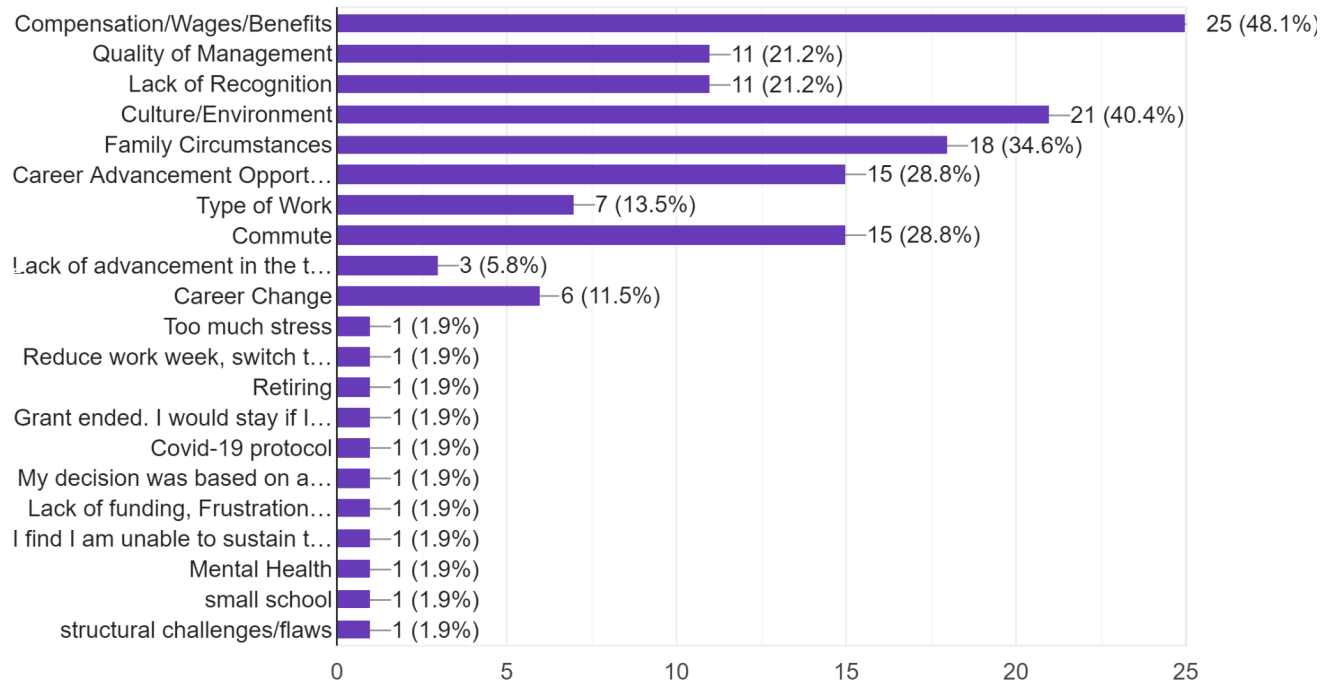
52 responses



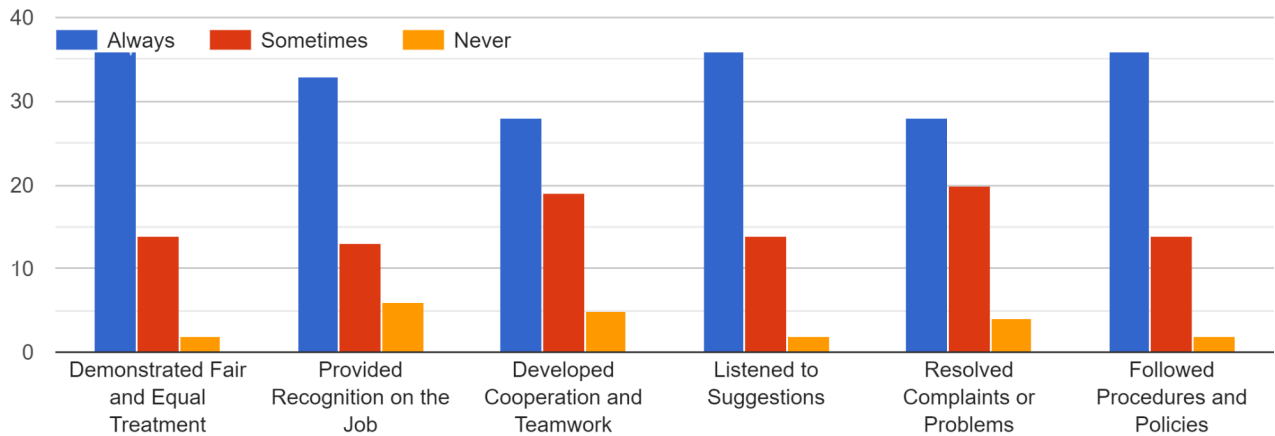
- None - This does not apply to my position.
- 0-5
- 6-10
- 11-15
- 16-20
- 21-25
- 26-30
- More than 30
- I have 6-10 years of teaching experien...

What prompted you to seek alternative employment (check all that apply)?

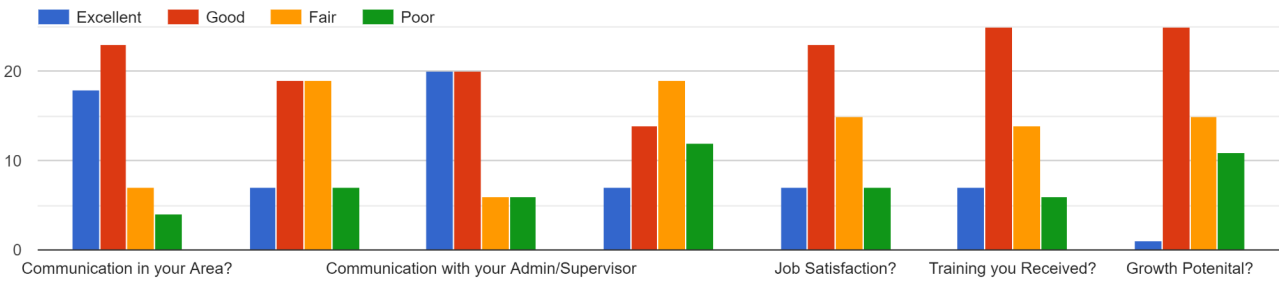
52 responses



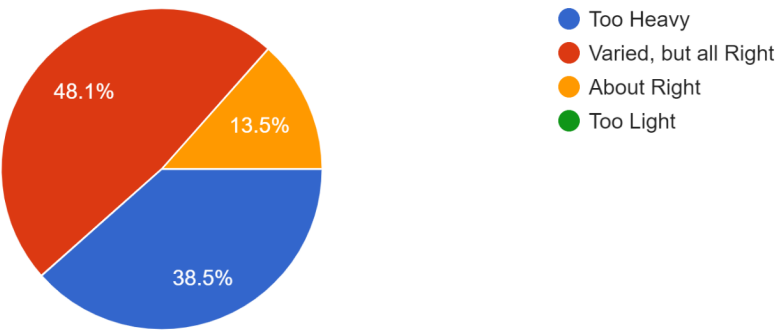
What did you think of your Supervisor in regard to the following?



How would you rate the following in relation to your job?

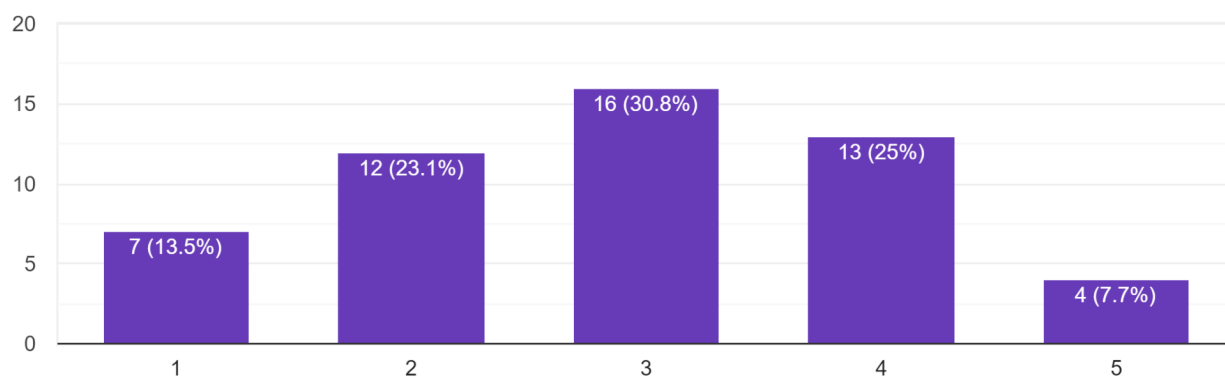


Was you workload usually:
52 responses



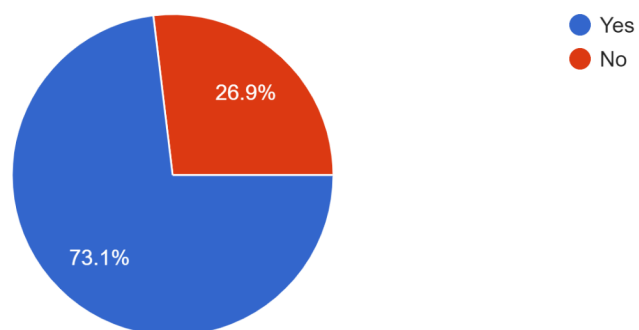
How would you rate the "climate" in your school?

52 responses

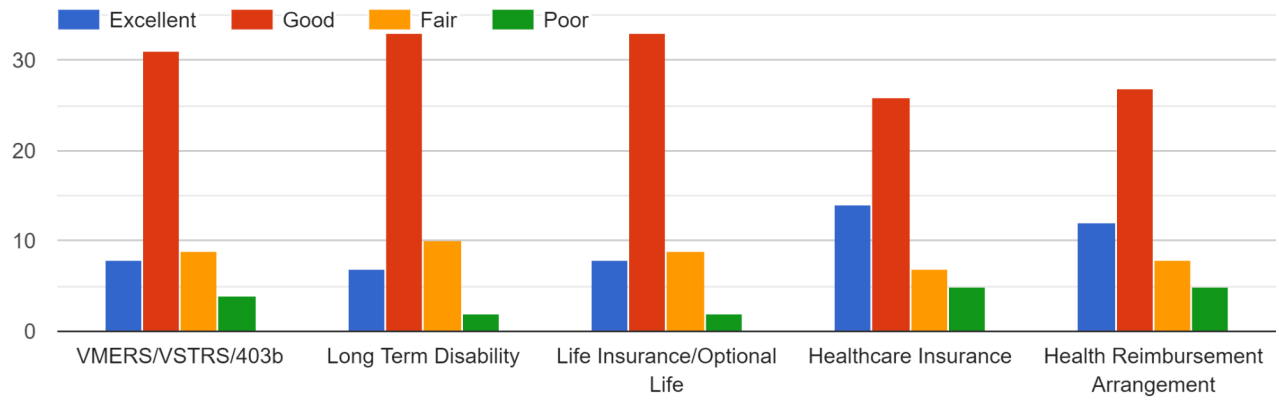


Were you given the tools you needed to succeed in your job?

52 responses



How did you feel about your the employee benefit package offered to you?



How frequently did you receive performance feedback?

52 responses

