



- Committee Charge
- Board Procedure and Engagement
- Educational Performance Update
- Salary Metric
- Revisit Decision Regarding Staff Resignation Letters
- Independent Fundraising within Buildings (Summer Building Reports)
- Strategic Plan Update (Early Fall)
- SHS Foundation Report
- Evaluation: Staffing, Enrollment, Facilities, etc.
- Building Capacity at each building
- Critical Race Theory
- Negotiations/Personnel Committee
- Combining BCEMS and BTMES Sports

### **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 BOARD MEETING

Barre City Elementary and Middle School – James Taffel Library  
and Via Video Conference – Google Meet  
June 23, 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:

Jody Emerson, Director Central Vermont Career Center  
Carol Marold, Director of Human Resources  
Lisa Perreault, Business Manager

#### GUESTS PRESENT:

Dave Delcore – Times Argus	NBC News Channel 5	Rosemary Lynn Averill	Martha Blaisdell	Jeff Blow
Michael Boutin	Ann Carroll	Richard Cooke	Michael Deering	M. Fair
Jacob Forcier	Nicole Gallup	Kevin Galway	Sarah Helman	Josh Howard
Stacy Hubbell	Sharon Jacobs	Brian Judd	Alice Kang	Prudence Krasofski
Sherry Lewton	Paul Malone	Jessica Maurais	Laurel Maurer	Raylene Meunier
Lauren Milideo	Allison Moyes	Amanda Plante	Dean Preston	Tina Routhier
Janelle Starr	Sharon Toborg	William Toborg	Brandon Vest	

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

**The Chair, Mrs. Spaulding, called the Thursday, June 23, 2022, Regular meeting to order at 6:04 p.m., which was held at Barre City Elementary and Middle School in the James Taffel Library and via video conference.**

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

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

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

- 8.1 Superintendent's Report – Delete
- 12. Executive Session - Delete
- 6.3 First Reading Board Meetings, Agenda Preparation & Distribution Policy (A20) – Take out of order – after 7.1
- 8.4 Finance Committee - Correct to show next meeting date as 08/09/22 (July meeting is cancelled)
- 8.7 Curriculum Committee – Correct to show next meeting date as 08/04/22 (July meeting is cancelled)

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

#### **4. Public Comment for Items Not on the Agenda**

##### **4.1 Public Comment**

Brian Judd expressed concern that not all Board Members are participating in the Pledge of Allegiance. Mr. Judd requested that all Board Members respect the decision of the Board (to recite the Pledge), and those that don't wish to participate, not join the meeting until after the Pledge has been recited.

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Mr. Deering expressed concern regarding school and community safety, and he believes that many in the community are concerned regarding discipline at the schools.

Stacy Hubbell addressed the Board, advising that her son is the individual who was recently attacked, and she expressed that she is extremely concerned regarding the safety of children in the community, noting that she feels the school ‘swept the incident under the rug’. Ms. Hubbell feels there is not enough accountability on the part of the school. Ms. Hubbell would like to know how the Board will address the safety of students, bullying, and ‘sweeping incidents under the rug’.

Jacob Forcier addressed the Board expressing concern over what he believes is a ‘hush hush’ mentality and that there is no community resolution occurring. Mr. Forcier believes the Board should actively work towards finding a way to stop the bullying and harassment.

Mr. Howard addressed the Board advising that his daughter has been subjected to bullying. Though the bullying has been reported to administrators, it continues to occur. Additionally, Mr. Howard advised that he recently viewed an on-line comment from a sitting Board Member, who advised that last year, they pulled their student from school after witnessing the chaos that was occurring in the classroom. Mr. Howard feels it is unacceptable that the Board Member never addressed the issue at the Board level. Additionally, Mr. Howard expressed concern that following recent training, some Board Members held a ‘secret meeting’ with the Superintendent, even though the training advised that Board Members are not to meet with the Superintendent outside of Board meetings.

An individual reported what she believes was unaddressed bullying that occurred three years ago, and is concerned that in three years’ time, it appears that not much improvement has been made regarding dealing with these issues.

Mr. Toborg queried regarding whether student behavior is the cause of some of the many resignations. Mr. Toborg noted that in a recent meeting, there was concern raised that individual Board Members were ‘over-stepping’ their bounds, and the one example given, was that an individual requested several years’ worth of financial records. Mr. Toborg stressed that oversight of finances is the purview of the Board and that getting information from the ‘schools’ is necessary to see that things are running properly. Additionally, Mr. Toborg believes it needs to be recognized that if administration is not doing its job protecting students, the Board needs to seriously consider whether or not the Superintendent is doing his/her job.

Mr. Boutin addressed the Board, advising that members of the public have been reaching out to him regarding their concerns and he believes that the issue of bullying and harassment be added to a future agenda, as well as a review of policies relating to bullying and harassment, as he does not believe the current policies are working. Additionally, Mr. Boutin advised that he believes the current protocols relating to public commentary make folks uncomfortable and feel dismissive. Mr. Boutin reported that when the public raises issues with Barre City Counsel, dialogue ensues.

Jeff Blow addressed the Board and asked if the Board was going to address the concerns raised by Ms. Hubbell. Mrs. Spaulding advised that the Board does not discuss items that are not on the Agenda. If the Board feels these issues need to be added to an agenda, they will be added. Mr. Blow advised that in the past, he has addressed the Board and posed several questions, none of which have been added to an agenda or answered. Mr. Blow noted that Barre City and Barre Town residents come before the Board and pose questions and never receive answers. Mr. Blow believes the issue presented this evening by Ms. Hubbell is a very pressing issue and the Board has ‘dismissed’ her. Mr. Blow, as a tax payer, finds it very disrespectful that the Board won’t even respond to Ms. Hubbell or her concerns.

Ms. Hubbell advised that she emailed the Superintendent and requested that the item of student safety/bullying/harassment, be added to the agenda, and it is her feeling that the Superintendent does not believe this issue is worth his time.

Dean Preston advised that he agrees with Mr. Judd, that it is disrespectful for Board Members not to stand during the Pledge of Allegiance, and also agrees that it is disrespectful for the Board not to respond to public comment.

Janelle Starr queried regarding how the public can request that items be added to future agendas. Mrs. Spaulding advised that the Superintendent and Board Chair set the agenda, knowing what information is available to be discussed, what the Board is prepared to discuss, who will be present for the discussion, and what is within the purview of the Board to be discussed. Ms. Starr queried regarding any need for Board approval for establishing a PTA. Mrs. Spaulding advised that Ms. Starr needs to address this item with the principal of her respective school.

Mr. Boltin advised that in 2019 when his daughter moved to the school, he was shocked and amazed at the chaos present in her classroom. Mr. Boltin noted that he, as a parent, was discussing matters with administration, but did not receive resolution. The matter culminated with his daughter addressing the Board stating that she was “an 8<sup>th</sup> grade drop-out because of the inadequacy of the Board and the inability of the school to get it together”. Mr. Boltin stressed that in the years since his daughter voiced her concerns, nothing has changed. Mr. Boltin believes instituting a strict code, would fix many of the problems immediately. It is not fair to the children and to tax payers, to send their children to sit in a chaotic classroom, where they are unable to learn due to disruptions caused

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by classmates. Those who disrupt the class should be removed to allow those who want to learn to do so in an environment conducive to learning.

Mrs. Pregent addressed Mr. Judd, noting that in November she supported his effort to get the flag raised. Mrs. Pregent advised that Mr. Judd was not present during the discussion of the Pledge of Allegiance. Mrs. Pregent respects his comments, and requests that he show her respect as well. Additionally, Mrs. Pregent advised that whoever ‘screenshotted’ her comments to him, would be best served to resend the comments because she never mentioned any violence in her comments.

## **4.2 Student Voice**

None.

## **5. Consent Agenda**

### **5.1 Approval of Minutes – June 9, 2022 Regular Meeting**

Ms. Parker provided the closing information for the 06/09/22 meeting.

**On a motion by Ms. Parker, seconded by Mr. Boltin, the Board unanimously voted to approve as amended, the Minutes of the June 9, 2022 Regular Meeting.**

## **6. Current Business**

### **6.1 New Hires**

The resumes and BUUSD Notification of Employment Status Forms for Reed McCracken (SEA Social Studies) and Brendan Hickey (BTMES School Psychologist), were distributed.

Mrs. Marold provided a brief overview of the candidates and answered questions from the Board and community members. There are currently 21 open professional positions (13 regular education and 8 special educators).

**On a motion by Mr. Boltin, seconded by Mrs. Leclerc, the Board unanimously voted to approve the hiring of Reed McCracken and Brendan Hickey.**

### **6.2 Annual Designation of Truant Officers**

A document titled ‘Title 16 Education, Chapter 25 ATTENDANCE AND DISCIPLINE §1125 Truant officers’ was distributed. Mrs. Spaulding provided a brief overview of the requirement that the Board appoint Truant Officers for each school and advised regarding Truant Officers’ responsibilities. Mr. Hennessey’s recommendations are included in the distributed document. In response to a query, it was noted that the SHS Truant Officer also serves the SEA Program. Mrs. Spaulding will confirm this matter.

**On a motion by Mrs. Farrell, seconded by Mrs. Pregent, the Board unanimously voted to appoint Brenda Waterhouse, as Truant Officer for Barre City Elementary and Middle School, Theodore Mills as Truant Officer for Barre Town Middle and Elementary School, and Mari Goodridge Miller as Truant Officer for Spaulding High School, with all Appointments being for the 2022 / 2023 school year.**

### **6.3 First Reading Board Meetings, Agenda Preparation & Distribution Policy (A20)**

A copy of the policy was distributed.

Lengthy discussion was held, with input received from community members and the Board. It was agreed that the policy requires one additional change to advise regarding two Regular meetings per month. Mrs. Poulin will convey the amendment to Mrs. Gilbert. It was also agreed that meeting locations need to be widely publicized, including on social media posts.

**On a motion by Mr. Boltin, seconded by Mrs. Pregent, the Board voted 7 to 1 to approve as amended, the First Reading of the Board Meetings, Agenda Preparation & Distribution Policy (A20).**

**Ms. Badeau, Mr. Boltin, Mr. Cecchinelli, Mrs. Farrell, Mr. Reil , Ms. Parker, and Mrs. Pregent voted for the motion. Mrs. Leclerc voted against the motion.**

### **6.4 Rescind – Field Trips Policy (D30)**

A copy of the policy was distributed.

Ms. Parker provided a brief overview of the reasons for rescinding this policy, which was removed by VSBA in 2020. It was noted that though the policy is presented to be rescinded, the Board recognizes the value of field trips and supports their continuation.

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

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## **6.5 Rescind – Budgeting Policy (F30)**

A copy of the policy was distributed.

Ms. Parker advised that the Board recently adopted Policy F20 (Fiscal Management and General Financial Accountability Policy). Policy F30 was recently removed by VSBA. It was noted that the VSBA, in their weekly updates, will begin providing information regarding why policies are written, amended, or rescinded.

**On a motion by Mrs. Pregent, seconded by Mrs. Farrell, the Board unanimously voted to rescind the Budgeting Policy (F30).**

## **6.6 Food Service Contract Approval**

A copy of a letter from George Carone, District Manager, Lexington Independents (dated 06/14/22) was distributed.

A copy of a document titled BUUSD Summer Meal Service Delivery Sites & Schedule was distributed.

Mrs. Perreault provided a brief overview, of the annual contract renewal and advised that the District is currently going into year 4 of a 5 year contract. Annually, the minutes must reflect that the Board has approved renewal of the contract for the upcoming year. The contract is a 'per plate' type of contract. It was noted that the cost for meals at the SEA building is increasing and is higher than the cost at other schools. The SEA building did not exist when the initial contract was written. Brief discussion was held and Mrs. Perreault answered questions from the community and the Board. Mrs. Perreault will work with Lexington to adjust meal prices so that they are equitable between the schools. If necessary, some of the \$400,000 fund balance will be used for off-set purposes. It was noted that under the current contract, the District makes a profit. It was clarified that the Board is approving renewal of the contract, not the meal prices. It was noted that the Board meeting packet includes information pertaining to summer meals.

**On a motion by Mrs. Pregent, seconded by Ms. Parker, the Board unanimously voted to approve the renewal of the contract with Lexington Independents.**

## **6.7 CVCC Truck Purchase**

A copy of Proposal C3443 from Key Chevrolet GMC was distributed.

The proposal is for a 2022 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck for \$46,535.

Ms. Emerson addressed the Board and provided an overview of the proposal, the procurement process used, use of surplus funds (for the purchase), and use of the proposed vehicle. Mrs. Farrell, who is a member of the CVCCSD Board answered questions and expressed her support of the vehicle purchase. It was clarified that the surplus funds are CVCC surplus funds, not BUUSD surplus funds, and that all CVCC assets (including this vehicle) and any remaining funds, revert to CVCCSD on 07/01/22.

**On a motion by Mrs. Farrell, seconded by Ms. Badeau, the board voted 7 to 1 to approve the CVCC Truck Purchase as proposed. Ms. Badeau, Mr. Boltin, Mr. Cecchinelli, Mrs. Farrell, Mrs. Leclerc, Ms. Parker, and Mrs. Pregent voted for the motion. Mr. Reil voted against the motion.**

## **7. Old Business**

### **7.1 Review Board Meeting Start Time**

Ms. Parker provided a brief overview of the past change in meeting start time, and the reason this item is being revisited.

Lengthy discussion was held, with input from community members and the Board. At the conclusion of the discussion it was deemed that the majority of the Board prefers to keep the meeting start time at 6:00 p.m. As the Board is already on record as voting for a 6:00 p.m. start time (during Board Re-organization), no vote is necessary.

## **8. Reports**

### **—8.1 Superintendent Report**

A copy of the Superintendent's Report (dated 06/17/22) was distributed.

A document titled BUUSD – Great Schools Partnership Support 2021 – 22 (prepared by Jean Haeger) was distributed.

A copy of a letter from the Superintendent to the Board (dated 06/22/22) was distributed.

### **8.2 Building Reports: SHS, CVCC, BCEMS, BTMES, and SEA**

Copies of the Building Reports were distributed.

Mr. Boltin advised that his daughter attends BCEMS and lauded her team for the tremendous job they have done working with her.

Mr. Boltin and Mrs. Pregent highlighted the wonderful step-up ceremony held for BCEMS 8<sup>th</sup> grade students.

Mrs. Pregent, Ms. Parker, and Mrs. Spaulding highlighted the SHS graduation ceremony, including the band performance. The ceremony was very touching and highlighted the wonderful things happening at the high school. Ms. Parker expressed her appreciation for all the work in the SEA Program, assisting students with meeting graduation requirements. Mrs. Spaulding advised that she attended ceremonies for all schools and lauded staff for their commitment to students. Mrs. Spaulding noted that the audio system at the Barre City Auditorium appears to be in need of an upgrade.

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## 8.3 CVCCSD Board Report

Mrs. Farrell advised that there is nothing additional to report (the CVCCSD Board has not met since the last report was provided). The July meeting is cancelled. The next CVCCSD Board meeting will be in August.

## 8.4 Finance Committee

Minutes from the June 21, 2022 meeting were distributed.

Mrs. Leclerc advised that the committee discussed ESSER Fund expenditures, Summer Projects, costs for upcoming ESSER funded projects (which will be provided in late July), FY22 year-end projections, and preparation for FY24 budget development.

The July 21, 2022 meeting is cancelled.

The next meeting is Tuesday, August 9, 2022 at 6:00 p.m. in the Spaulding High School Library and via video conference.

## 8.5 Facilities & Transportation Committee

Minutes from the June 13, 2022 meeting were distributed.

Mr. Cecchinelli reported that the Committee discussed the addition of granite benches and planters (at SHS), which have been put on hold, but are anticipated to be installed prior to the upcoming academic year, discussion with an EEI representative (a report will be provided by EEI at the 07/25/22 meeting), and electric buses. In response to a query from Mrs. Leclerc, Mr. Cecchinelli advised that the dirt piles by the girls' softball field should be removed in the near future (as part of the riverbank brush removal project).

The next meeting is Monday, July 25, 2022 at 6:00 p.m. in the Spaulding High School Library and via video conference.

## 8.6 Policy Committee

Ms. Parker advised that the last meeting was held in May, and noted that the VSBA will be providing policy change information on a more regular basis. In response to a request from a community member, Ms. Parker advised that the Committee would be receptive to hearing input and would perform research based on the individual requests.

The June and July meetings are cancelled.

The next meeting is Monday, August 15, 2022 at 6:00 p.m. in the Spaulding High School Library and via video conference.

## 8.7 Curriculum Committee

The Committee has not met since the report was submitted.

The next meeting is Thursday, July 7, 2022 at 6:00 p.m. in the Spaulding High School Library and via video conference.

## 8.8 Negotiations Committee

The Committee has not met since the last update was provided. Mrs. Pregent hopes to begin meeting shortly after the next school year begins.

The next meeting date is to be determined.

## 9. Other Business/Round Table

Mr. Toborg queried regarding the formation of a Discipline Committee.

Ms. Parker highlighted the robust Summer Program.

Mrs. Pregent, in response to comments made at the previous meeting, advised that Board Members are allowed to socialize outside of meetings, and that it should not be insinuated that if Board Members are seen chatting outside of a Board meeting, that they are conducting Board business. She believes that to drop a 'random ball' like that at a public meeting is damaging to the Board's relationship with the public, and she personally feels intimidated, like she is being watched.

Mrs. Leclerc advised that she attended the BTMES Step-up celebration, and that the students did a super job. Mrs. Leclerc also attended the SHS graduation, and advised that the SHS Band, Mrs. Waterhouse, and speakers did a tremendous job. Mrs. Leclerc also gave a 'shout-out' to the SHS baseball team for winning the State Championship and to the girls' lacrosse team for an outstanding season.

Mr. Reil congratulated the SHS graduating class, BCEMS and BTMES 8<sup>th</sup> graders who are 'stepping up', and also the SHS baseball team. Mr. Reil advised that he met with Jason Derner and spent an afternoon at the SEA Building, noting that the SEA Program has a lot of amazing things going on and should be celebrated.

Mrs. Spaulding congratulated the SHS baseball team as well as the other sports teams for their accomplishments. Additionally, Mrs. Spaulding advised she wanted to publicly apologize to Ms. Hubbell for 'losing her cool' with a parent, advising that she sometimes feels very flustered when there is a large group of people. Mrs. Spaulding recognizes that the family is involved in a very difficult situation, and reiterated her apology for her unprofessional behavior. Mrs. Spaulding noted that for the Board to work more successfully, it is important to complete the evaluation forms. Mrs. Spaulding encourages all Board Members to complete the

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evaluations in an effort to gain some sense of where the Board's weaknesses are, so that the Board can potentially receive some training to help overcome some of the challenges and obstacles.

## 10. Future Agenda Items

Mrs. Pregent advised there is an active policy pertaining to discipline - Policy C20.(last updated in 2017). Mrs. Pregent would like administrators at each school to review their corresponding procedures and advise regarding whether or not procedures are being followed. Ms. Parker believes a review of the policy and procedures would allow for identification of action items. Mrs. Pregent would like administrators to come up with a cohesive plan that they are willing to implement and follow. Ms. Badeau advised that in most schools, restorative justice is just one element of disciplinary systems, but it is not the only response. Ms. Badeau would like the Board to hear more information on the various disciplinary elements/responses/consequences in place. Mrs. Poulin reminded the Board that when Pietro Lynn (District Counsel) was discussing procedures, he advised that the Board needs to read the procedures, know the procedures, and see that they are being followed. It was noted that the District is still working on creation of written procedures and once they are written, the Board can read them and have a clearer picture of what is going on. Mrs. Farrell noted that at some point, the Board needs to evaluate the Superintendent, and she queried regarding any solid goals and expectations that are documented and can be used as part of the evaluation process. Mrs. Farrell believes that the setting of goals and expectations has fallen to the side during COVID. Mrs. Leclerc queried regarding the process/protocol for communicating with the community, and if/how the information is shared with the entire Board (both community questions etc., and the District's response).

- Superintendent's Report (from 06/17/22)
- New Hires
- Second Reading Board Meetings, Agenda Preparation & Distribution Policy (A20)
- Annual Designation of HHB Report Recipients - for Policy C10
- Special Education Summative Report
- RFP Approval for SEA Vehicles
- Staff Exit Survey Report Update (in Executive Session)
- Enrollment and Home Study Report
- How to Address Safety and Student Behavior Discussion

There are many items in the Parking Lot, slated for July and it may not be possible to add all items to the Agenda. Mrs. Spaulding will confer with the Superintendent and advise Mrs. Gilbert regarding what to include on the July Agenda.

### Add to Parking Lot:

- Solid Goals and Expectations for the Superintendent
- Independent Fund Raising
- Reconstitution of PTAs/PTOs (including storage space within school buildings)
- PBIS/Disciplinary/Incident Reporting
- Responding to Community Questions/Comments/Concerns/Requests for Additions to the Agendas
- Revisit Listening Sessions

## 11. Next Meeting Date

Regular Meeting - Thursday, July 14, 2022 at 6:00 p.m. at the BTMES Library and via video conference (Google Meet).  
The July 28, 2022 Regular Meeting is cancelled.

## ~~12. Executive Session as Needed~~

No items were proposed for discussion in Executive Session.

## 13. Adjournment

**On a motion by Mrs. Farrell, seconded by Mrs. Leclerc, the Board unanimously voted to adjourn at 9:02 p.m.**

Respectfully submitted,  
*Andrea Poulin*



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## BARRE UNIFIED UNION SCHOOL DISTRICT SPECIAL BOARD MEETING

BUUSD Central Office and Via Video Conference – Google Meet  
June 28, 2022 - 6:00 p.m.

### MINUTES

#### **BOARD MEMBERS PRESENT:**

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

#### **BOARD MEMBERS ABSENT:**

Renee Badeau (BT)  
Tim Boltin (BC)

#### **ADMINISTRATORS PRESENT:**

Chris Hennessey, Superintendent

#### **GUESTS PRESENT:**

Martha Blaisdell

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

The Chair, Mrs. Spaulding, called the Thursday, June 28, 2022, Special meeting to order at 6:00 p.m., which was held at the BUUSD Central Office and via video conference.

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

None.

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

#### **3. Public Comment for Items Not on the Agenda**

##### **3.1 Public Comment**

None.

##### **3.2 Student Voice**

None.

#### **4. Current Business**

##### **4.1 Ratification of AFSCME Agreement**

A document titled ‘Agreement Between The Barre Unified Union School District And The American Federation of State, County and Municipal Employees – AFL-CIO – Local 1369, Council 93 – July 1, ~~2020~~ **2022** – June 30, ~~2022~~ **2026** – Memorandum of Agreement June 6, 2022’ was distributed.

A document titled ‘Agreement Between The Barre Unified Union School District And The American Federation of State, County and Municipal Employees – AFL-CIO – Local 1369, Council 93 – July 1, 2022 – June 30, 2026’ was distributed.

Mrs. Pregent provided a brief overview of changes to the Agreement (indicated in red or bolded & underlined in the Memorandum of Agreement document) including but not limited to changes to; Article III; title change, Article VII: a limitation on bidding on one job at a time, Article VIII; changes to reimbursement for night shift employees working during non-night shift hours, Article XII: an increase in severance pay for accumulation of sick leave, Article XXII: increases to clothing allowances which will now be included in pay, rather than a reimbursement, Appendix A; reflects pay increases and an increase in longevity pay, and Appendix C; an increase in the contribution for those in the 403(b) Retirement Plan. Brief discussion was held regarding employees who are ‘grandfathered’ in the 403 (b) Retirement Plan and it was noted that all new employees go on the VMERS Retirement Plan.

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**On a motion by Mr. Reil, seconded by Mrs. Pregent, the Board unanimously voted to approve and ratify the AFSCME Agreement for the period of July 1, 2022 through June 30, 2026.**

## **5. Adjournment**

**On a motion by Mrs. Farrell, seconded by Mrs. Leclerc, the Board unanimously voted to adjourn at 6:10 p.m.**

Respectfully submitted,  
*Andrea Poulin*



**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.*

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 Fax: 802-476-4944 or 802-477-1132  
 Website: [www.buusd.org](http://www.buusd.org)

## **FY23 SEA VEHICLES – STATE CONTRACT PRICE**

<b>*KEY CHEVROLET          GMC</b>	<b>Truck \$46,585          Acadia \$33,696</b>
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\*Superintendent Recommendation-**KEY CHEVROLET GMC**

**These vehicles are being paid for with ARP IDEA Grant Funds**

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

From: **Sonya Spaulding** <[sspaulding@buusd.org](mailto:sspaulding@buusd.org)>  
 Date: Wed, Jun 29, 2022 at 1:46 PM  
 Subject: Fwd: Board Development Recommendation  
 To: BUUSD-Board <[buusd-board@buusd.org](mailto:buusd-board@buusd.org)>  
 Cc: Chris Hennessey <[chennbsu@buusd.org](mailto:chennbsu@buusd.org)>

Good afternoon all,

In light of recent board interactions with each other, I reached out to Phil Gore at the VSBA. He recommended a 3 hour workshop or training (some in executive session, some in open session) to help us address the challenges we are facing now and to guide us as we move forward.

Please see Phil's email below for more details.

Since we do not meet again until July 14th, I would like to find out if the full board is willing to participate in this type of board development (or some version of this, as Phil has asked for any changes to the agenda) before that meeting. I do believe that this is important work and needs to be addressed in a timely manner so we can better serve our students, staff and community. Please reply back to me only and answer these questions:

1. Are you willing to participate in this board development?
2. If yes, which date(s) work for you from the list at the end of Phil's email?

Please let me know if you have any questions. And, since we cannot have a board discussion via email, please remember to reply to just me, not reply all.

Thanks,

Sonya

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

From: <[pgore@vtvsba.org](mailto:pgore@vtvsba.org)>  
 Date: Wed, Jun 29, 2022 at 12:53 PM  
 Subject: Board Development Recommendation  
 To: Sonya Spaulding <[sspaulding@buusd.org](mailto:sspaulding@buusd.org)>

Sonya, thank you for your call. Please consider the following as a recommendation to share with your board.

Your school board (and every school board) could benefit from a 3-hour workshop this summer, where the full board and superintendent discuss norms, culture, and the collective vision for the school system. This could connect to future growth opportunities for the board, and you may want to consider follow-up workshops and/or a book study. Two options for a book study are *Improving School Board Effectiveness: A balanced governance approach* and *The Governance Core: School boards, superintendents, and schools working together*. A workshop that accomplishes the following can form a foundation for growth.

1. Honest and Candid Board Self-Assessment (about 60 minutes in a closed session).
  - a. What is working well?
  - b. What are areas we need to improve?
2. Operating Procedures: review what is in place and/or draft what is most important to the current board 45-90 minutes, typically in open session).

3. Discuss the Board's Moral Imperative (30-60 minutes, typically open session).
  - a. View the Simon Sinek Video "Start with Why" (17 minutes).
  - b. Draft a statement that encapsulates the board's shared Moral Imperative.
  
4. Discuss next steps for board development and growth that enhances governance priorities, protocols, and processes.
  - a. Consider what the Board may need to do better or differently to support success of the Strategic Plan.
  - b. Calendar times to complete or build upon the Board's Operating Procedures, Moral Imperative, and/or growth opportunities.

Let me know what questions or modifications you would suggest to this agenda.

My availability in the next few weeks includes:

- July 11, 20, 21, 26, 28
- August 1, 3

Best regards,

Phil Gore, PhD  
Director of Board Services  
Vermont School Boards Association  
802-636-7899, cell  
Pronouns: he/him/his ([why](#))

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

**CODE: A20**

**1<sup>ST</sup> READING: 05/26/2022**

**2<sup>ND</sup> READING: 07/14/2022**

**ADOPTED: 07/14/2022**

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## **Board Meetings, Agenda Preparation & Distribution**

### **Policy**

All Barre Unified Union School District Board meetings will be held in compliance with Vermont's open meeting laws, 1 V.S.A. §§310 et seq.

### **Regular Meeting Schedule**

Regular meetings of the board will be held at the location as indicated in the table below, on the second and fourth Thursday of the month (~~with a second meeting on the fourth Thursday of the month as necessary~~); beginning at 6:00 p.m. The meeting schedule will be published and made available by the superintendent to any person on request.

Special and emergency meetings will be called by the chair on his or her own initiative or when requested by a majority of the board and shall be warned appropriately. Only items on the agenda may be acted upon at these meetings.

<b>Month</b>	<b>Location</b>
<b>July</b>	<b>BTMES Library</b>
<b>August</b>	<b>SHS Library</b>
<b>September</b>	<b>BCEMS Library</b>
<b>October</b>	<b>SEA Building</b>
<b>November</b>	<b>BTMES Library</b>
<b>December</b>	<b>SHS Library</b>
<b>January</b>	<b>BCEMS Library</b>
<b>February</b>	<b>SEA Building</b>
<b>March</b>	<b>BTMES Library</b>
<b>April</b>	<b>SHS Library</b>
<b>May</b>	<b>BCEMS Library</b>
<b>June</b>	<b>SEA Building</b>

### **Conduct of Board Meetings**

Meetings will be conducted in accordance with Robert's Rules of Order, Newly Revised. One or more members of the board may attend and participate in a regular, special or emergency meeting by electronic or other means so long as the requirements of 1 V.S.A. §312(a)(2) are met.

### **Executive Sessions**

Executive sessions of the board will be convened only for the purposes stated in 1 V.S.A. §313. The minutes of any meeting where an executive session takes place will reflect the specific statutory reason for convening the executive session. Board members will not make public the confidential issues discussed during an executive session.

### **Agenda Preparation**

The superintendent will prepare proposed agendas for all meetings of the board after consultation with the board officers. Items of business may be suggested by any board member, staff member, student, or resident of the district. The inclusion of items on proposed agendas will be at the discretion of the board chair and superintendent. An item may only be added or removed from a meeting agenda as the first order of business at the meeting. Other adjustments to an agenda may be made at any time during the meeting.

### **Agenda Distribution**

The proposed agenda, together with supporting materials, will be distributed to board members by the superintendent three days prior to regular meetings and as soon as practicable before special and emergency meetings. At least 48 hours prior to a regular meeting and 24 hours prior to a special meeting, the superintendent shall ensure that the agenda is posted in the municipal clerk's office and [two other designated physical locations in the municipality]. In addition, proposed meeting agendas will be made available to any interested person upon specific request.



**Barre Unified Union School District**

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

~~~~~  
*Chris Hennessey, M.Ed.*  
Superintendent of Schools  
~~~~~

~~~~~  
*A rock solid education for a lifetime of discovery*  
120 Ayers Street, Barre, VT 05641  
Phone: 802-476-5011  
Fax: 802-476-4944 or 802-477-1132  
Website: [www.buUSD.org](http://www.buUSD.org)  
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July 8, 2022

Dear BUUSD School Board,

My plan for the upcoming board meeting is to give a brief presentation on the BUUSD's discipline policies and procedures and follow that with a listening session for the community. Though hardly a comprehensive presentation, the idea will be to frame this difficult discussion around the legal, moral, and philosophical implications of our policies and procedures and the impact these have on our students, families, and staff, not to mention the day to day operation of our schools. My sincere hope is that this presentation will give some perspective to the board and community on the extraordinary societal challenges schools are facing across the nation right now and how these challenges are impacting student's behavior and mental health and our efforts to address them. It's very important to know that we are not alone. Following the presentation, the plan will be to open the floor to a listening session for interested community members.

In preparation for next week, I share below links to six documents that can be found on our district and school websites that you will find helpful, along with brief explanations for each:

1. [BUUSD Strategic Plan](#) If you can only look at one thing, please take a close look at the "We Believe" statements near the top of the document. These statements are essential guideposts for our work. Our plan is to regularly refer to the strategic plan throughout the 2022-23 school year.
2. These two policies are required by the state of Vermont, and are consistent with policies in other districts:

[BUUSD Hazing, Harassment, and Bullying Policy](#)

[BUUSD Student Conduct and Discipline Policy](#)

3. Below you will see the most current versions of our student/parent handbooks for each of our schools. These procedural manuals are required per our Student Conduct and Discipline Policy, and they are typically updated each summer. The handbooks are available to all families and community members on our schools' websites. Though we no longer print out copies for everyone, families are made aware that they can ask for a printed version. Each of our school offices has copies available upon request.

[BCEMS Student/Parent Handbook](#)



## [BTMES Student/Parent Handbook](#)

## [SHS Student/Parent Handbook](#)

Something very important to consider is that the successful implementation of all of these policies and procedures requires a fully staffed team of talented, devoted, and trained professionals in all of our schools. It also requires the understanding and cooperation of all stakeholders in the community.

Regarding this last point, if you look closely at the discipline sections in the handbooks above, you will see that we are basically requiring that our students behave in a manner that is civil, respectful, and kind when they are with us. We expect our children to be respectful to each other, to the adults in their lives, and to the physical environment of our schools.

As a lifelong educator, I am happy to say that schools have always been a place where we work hard to model civility, kindness, and respect, and we understand that doing so is just as essential in preparing our students for a happy and productive adult life as teaching them to read and write. We also understand that this is very challenging work and that we're not always successful at it! I can confidently say, however, that our faculty and staff deftly devote significant chunks of their day to helping our students manage the social and emotional trials and challenges of being a kid, and that the vast majority of this work is successful and has a huge impact.

But I need to be clear: we simply cannot do this alone. I feel compelled to say that too often the public and private discourse between the community and our schools is anything but civil, kind, and respectful. Our kids are watching and learning from all of us, and we need all adults in their lives to do their best to model the behavior we expect from them whenever they enter our school buildings. How can we expect our students to behave respectfully and effectively hold them accountable for their actions when we have such trouble doing it for ourselves? I wish I had an answer to that question, but my sincere hope is that we can begin looking for answers together when we meet on July 14 while at the same time doing our best to be civil, kind, and respectful to each other.

**BUUSD Hiring Updates** I wrote above that the successful implementation of all of our discipline policies and procedures requires a fully staffed team of talented, devoted, and trained professionals in all of our schools. Hiring challenges and staff shortages are by far our biggest concern going into the start of the new school year. I ask that these become your biggest concern too.

As of this writing, we still have 23 open professional, licensed positions across the district. However, we will hopefully be down to 18 once the board approves the most recent candidates we're recommending to hire (in *italics* below). Elementary classroom and special educator positions across the board continue to be our biggest need, as is the case in many other districts across the state. Here is the most updated list of professional, licensed openings in each school as of Friday, July 8.

### BCEMS

2 Grade 3-4 positions

2 Grade 5-6 ELA positions

1 Restorative Classroom Teacher

*1 School Counselor*

1 School Nurse

3 Special Educator positions

BTMES

1 Grade 2 position

1 Grade 3 ELA position

3 Grade 4 positions (1 math, 2 ELA)

1 Grade 5 Science position.

1 Grade 7 Science position.

1 Grade 8 Science position

1 Special Educator position

SHS

1 Math position

3 Special Educator positions (1 at SEA, 2 Life Skills at SHS)

We are making slow progress, but there is still lots of work to do. You should know that there are lots of "outside the box" ideas being considered, and superintendents from across Vermont are in regular consultation with each other about this huge dilemma. For a little regional perspective, we are aware that U32 Middle/High School is currently looking for five special educators. They too do not have any candidates. I have just heard that the Middlebury Public Schools are looking for 20 paraeducators. We are looking for 17, with no viable candidates. These are unprecedented situations for the middle of July, and none of us have ever seen anything like this. I anticipate and hope that all of this is going to become a major topic of discussion at the Agency of Education and the legislature in the weeks ahead, and I plan to be fully participating in all of it. I will keep you posted on all developments.

I welcome your thoughts and questions. Despite all of these challenges, 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