

**BARRE UNIFIED UNION SCHOOL DISTRICT
BOARD MEETING**

August 11, 2022 at 6:00 p.m.

In-Person: Spaulding High School Library, 155 Ayers St., Barre

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

Meeting ID: meet.google.com/vxi-arvi-mgb

Phone Numbers: (US)+1 929-777-4801 PIN: 769 689 006#

Please Note: If you attend the meeting remotely you must state your name for the record to satisfy the Open Meeting Law

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

AGENDA

5:00 pm - Tour of HVAC Project - Gather at SHS Library

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| 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 - July 14, 2022 |
| 6:30 | 6. Current Business |
| | 6.1. New Hires [ACTION] |
| | 6.2. BUUSD Board Seat Interviews |
| | 6.3. EEI-HVAC Proposal |
| 7:45 | 7. Old Business |
| | 7.1. Listening Session Reflections |
| 8:15 | 8. Reports |
| | 8.1. CVCCSD Board Report (Met August 1, 2022) |
| 8:20 | 9. Other Business/Round Table |
| 8:30 | 10. Future Agenda Items |
| 8:35 | 11. Next Meeting Date: Regular Meeting August 25, 2022, SHS Library, 6:00 pm and Google Meet |
| 8:40 | 12. Executive Session |
| | 12.1. BUUSD Board Seat Candidate Review |
| | 13. Adjournment |

PARKING LOT OF ITEMS

- Special Education Summative Report FY22 (August 25)
- Update Enrollment/Home Study Reports (August 25)
- Building Reports: Independent Fundraising within Buildings (BCEMS, BTMES, SHS, SEA)
- New Hire Process
- Draft Budget Development Schedule (August 25)
- Heating/Plowing/Wood Chip/Fuel Bid Recommendation Approval (August 25)
- Summer Projects Update (August 25)
- Approval of 2nd HHB Designee for BCEMS (August 25)
- Strategic Plan Update (Early Fall)
- Goals & Expectations for the Superintendent
- Reconstitution of PTA/PTOs
- Student Behavior and Discipline
- Board Training
- Staff Exit Surveys
- Committee Charge
- Board Procedure and Engagement
- Educational Performance Update
- Salary Metric
- Revisit Decision Regarding Staff Resignation Letters
- 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

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BARRE UNIFIED UNION SCHOOL DISTRICT REGULAR BOARD MEETING

Barre Town Middle and Elementary School Library and Via Video Conference – Google Meet
July 14, 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
Carol Marold, Director of Human Resources

GUESTS PRESENT:

Dave Delcore – Times Argus	Peter Anthony	Rosemary Averill	Paula Beaudet	Bonnie Belanger
Christine Bell	Lori Bernier	Martha Blaisdel	Abby Blum	Julia Boltin
Sophia Boltin	Stacie Boltin	Michael Boutin	Ben Brown	Alan Burnor
Adam Chase	John Clark	Elisha Coleman	Richard Cooke	Sandra Cormier
Linda Couture	Tara Day	Cassie Deering	Mike Deering, II	Nora Duane
Kirsten Evans	Melissa Fair	Gina Galfetti	Nicole Gallup	Marissa Greene
Amanda Gustin	Bernadette Guyette	Allyson Healey	Sarah Helman	Josh Howard
Holly Hoyt	Stacy Hubbell	Crystal Isabelle	Sharon Jacobs	Katie Jarvis
Tom Kelly	Meghan Ketcham	Prudence Krasofski	Marcy Kreitz	Colleen Kresco
Courtne Lange	Tim Lenahan	Sherry Lewton	Paul Malone	Jessica Maurais
Laurel Maurer	Roberta Melnick	Raylene Meunier	Allison Moyes	Matt Mulligan
Sue Paxman	Amanda Plante	Dean Preston	Tina Routhier	Rosann Sayers
Amy Scalabrini	Heather Slayton	Daniel Spaulding	Megan Spaulding	William Toborg
Rhonda Thygesen	Michael Titus	Brandon Vest	Michael Whalen	

1. Call to Order

The Chair, Mrs. Spaulding, called the Thursday, July 14, 2022, Regular meeting to order at 6:00 p.m., which was held at the Barre Town Middle and Elementary School 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 Meeting Norms and the Public Comment Guidelines.

3. Additions and/or Deletions to the Agenda

Mrs. Pregent moved to approve the Agenda. Ms. Badeau seconded the motion.

On a motion by Mr. Reil, seconded by Mrs. Leclerc, the Board voted 4 to 5 to take Agenda Items 7.2 and 7.3 out of order (at the beginning of the meeting). The Motion failed. Mr. Boltin, Mrs. Farrell, Mrs. Leclerc, and Mr. Reil voted for the motion. Ms. Badeau, Mr. Cecchinelli, Ms. Parker, Mrs. Pregent, and Mrs. Spaulding voted against the motion.

Mr. Reil requested that Agenda Item 10.1 Staff Exit Survey be removed from Executive Session as the information he has received does not reveal employee names and he believes comments of a general nature do not meet the legal requirements of Executive Session. Mrs. Spaulding raised concern that some of the comments received might allow for individual employees to be identified. Mr. Reil advised that if personally identifiable information is contained in comments, those and only those comments should be discussed in Executive Session, and there is also the option of redacting portions of comments such that no identifiable information is

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shared. Mr. Reil noted that the Board has discussed (in open session), exit interview information, which has been sanitized such that it contains no personally identifiable information. Mr. Reil reiterated that any personally identifiable information should have been removed from all exit survey responses and reiterated his concern that the discussion of non-personally identifiable information does not rise to the level of something that meets the legal requirements of Executive Session. Mr. Hennessey advised that employees were informed that exit survey information would be confidential and were not advised that information would be shared in open session. Mr. Hennessey agrees with Mr. Reil, that the survey information is general in nature, but he is concerned that the District 'act in good faith' regarding confidentiality. Mr. Reil advised that in previous Board meetings, it was not discussed that exit interview information would be confidential, rather it was discussed that exit survey information would be presented in a future meeting and it was specifically discussed that any and all personally identifiable information would be left out and the Board did not discuss or agree to any formal or handshake agreement regarding confidentiality. Mrs. Leclerc noted that the document contains percentages, that the Board would not likely be discussing detailed information for each category, that the document does not contain confidential information that would expose employees, and she does not believe the discussion qualifies for Executive Session. Mrs. Spaulding is concerned that some of the comments contained in the document could potentially identify individual employees. Ms. Parker, noting that Mrs. Marold advised she would be sharing additional information in Executive Session, suggested that discussion be held in Executive Session, where a decision could be made regarding what information would be shared with the public at a later time. Mr. Reil reminded the Board that up until recently, resignation letters were shared with the Board in open session, and suggested that if the Board cannot reach an agreement for this evening, that 'scrubbed' information be presented at a later time in open session. Mr. Boltin noted that the initial information in the report identifies non-salary related issues and he believes this information should be shared with the public at a future meeting. The Board was reminded that items of a general nature / general discussion do not qualify for Executive Session. It was agreed to remove this item (Agenda Item 10.1) from this evening's Agenda, and to have Mrs. Spaulding discuss this item with District counsel. Mr. Toborg called Point of Order, citing that the Board Chair did not request public comment on this agenda item (Item #3. Additions or Deletions with Motion to Approve the Agenda). Mrs. Spaulding believes this Agenda Item is in a grey area regarding public comment, and advised that this is 'our agenda to approve', and requested that Mr. Toborg hold his comments until the Public Comment section of the Agenda. Mr. Toborg reiterated that he called Point of Order because the Chair did not ask for public comment on a warned agenda item, noting that it is up to the Board as a whole to approve the agenda. Mrs. Spaulding advised that she would revise her public comment guidelines to reflect that she will exclude this agenda item (#3) from public input. Public Comment will not be entertained under the Agenda Item for Additions or Deletions to the Agenda. Mr. Toborg believes the Board would need to vote on any change to the public comment guidelines. Mr. Toborg reiterated that the public still has not been asked to provide input for this warned agenda item. Mr. Toborg suggested that instead of just holding a listening session for Agenda Item 7.3, that an interactive session be held. Mr. Boutin expressed his agreement with holding an interactive session. Mr. Boltin agrees that the Board should hold an interactive session, noting that the Board has had ample time to prepare for this session. In response to a query regarding what type of action Mr. Boltin expects to occur, he advised that he is not sure what if any action should be taken, but believes the Board should be interacting with the community regarding this matter. No other changes were proposed.

Delete 10.1 Staff Exit Survey (Executive Session)
Add 7.4 Other Business/Round Table

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

4. Public Comment for Items Not on the Agenda

4.1 Public Comment

Heather Slayton queried regarding the chat feature. It was noted that the chat feature is not monitored during the meeting.

Josh Howard responded to some comments from the previous meeting, expressing disappointment that Board Members are not addressing/acknowledging issues, are deflecting, and are not owning up to or apologizing for Board Member transgressions.

Mr. Deering advised that as a community member, he believes the constant concerns that he is bringing to the Board/Superintendent are not being answered or answered in a timely manner, noting he waited six weeks for an answer on one issue. Mr. Deering advised that he attends meetings to support the Board and the schools, noting that the community wants to see change and for positive things to happen.

Mr. Boutin queried regarding any BTMES administrators or employees present at the meeting. No BTMES administrators or employees are at the meeting. Mr. Boutin raises this issue because of previous discussions pertaining to the practice of rotating meeting locations. Mr. Boutin advised that the elevator was not accessible and it was difficult for him to access the meeting room.

Mr. Toborg addressed the Board, advising that he has also experienced difficulty with having questions/concerns adequately addressed. Mr. Toborg believes that when a question is raised in open session, all Board Members should be copied on all responses.

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Stacie Boltin reiterated that community members would like Agenda Item 7.3 to be an interactive session. Mrs. Spaulding advised that the Agenda was not amended, Agenda item 7.3 remains as a Listening Session, and advised that she hopes some questions can be answered, but noted that probably not all questions can be addressed this evening.

Mrs. Leclerc read a prepared statement; offering her personal apology to Stacy Hubbell for the way she was treated at the last Board meeting, noting that the treatment is not representative of the entire Board. Mrs. Leclerc advised that the Board is listening to and hearing her concerns, and she hopes that Ms. Hubbell and her family have been able to start moving forward, and are enjoying their summer.

4.2 Student Voice

None.

5. Consent Agenda

5.1 Approval of Minutes – June 23, 2022 Regular Meeting

On a motion by Mrs. Farrell, seconded by Mr. Reil, the Board unanimously voted to approve the Minutes of the June 23, 2022 Regular Meeting and the Minutes of the June 28, 2022 Special Meeting.

5.2 Approval of Minutes – June 28, 2022 Special Meeting

Action taken under Agenda Item 5.1.

6. Current Business

6.1 New Hires

The resumes and BUUSD Notification of Employment Status Forms for Bobbijo Vail (BCEMS School Nurse), Shelleen (Lindberg) Sodersten (BTMES 2nd grade), Michael Prosalik (BTMES 7th grade Science, Luke Spencer (BTMES 5th grade), and Emily Zorichak (BCMES Guidance Counselor) were distributed. Mr. Hennessey provided an overview of the candidates. Mr. Hennessey noted that new employees are having difficulty securing housing. The District continues its hiring efforts. Mr. Hennessey answered questions from the community. Mr. Reil commended Mr. Hennessey for the District's hiring of 65 individuals (since March 2022).

On a motion by Mr. Boltin, seconded by Ms. Badeau, the Board unanimously voted to approve the hiring of Bobbijo Vail, Shelleen Sodersten, Michael Prosalik, Luke Spenser, and Emily Zorichak.

6.2 Annual Designation of HHB Report Recipients (Policy C10)

A copy of Policy C10 – Policy on the Prevention of Harassment, Hazing and Bullying of Students was distributed.

The document lists HHB Report Recipients for the BUUSD, SHS, BCEMS, and BTMES.

As the policy updates (name changes for some designees) are not a substantive change, the Board will not need to approve the policy. Mrs. Spaulding advised that HHB Report Representatives must be named/approved on an annual basis. Mr. Hennessey recommends listing Mrs. Waterhouse as a place holder for BCEMS until such time as an Assistant Principal is hired. Once the Assistant Principal position is filled, the Board can approve that individual as the second HHB Report Recipient for BCEMS. Adding or changing names in the policy is a non-substantive change and will not require that the Board re-approve the policy. In response to a query, Mr. Hennessey advised that even though the SEA Building is a different building, it is covered under the SHS portion of the contract. The policy may be revised to include the name of a SEA Building employee under the listing for SHS Recipients.

On a motion by Ms. Parker, seconded by Mr. Cecchinelli, the Board unanimously voted to approve the designees as follows, as HHB designated employees (BUUSD and all district schools - Superintendent Chris Hennessey, SHS – Mari Goodridge Miller and Luke Aither, BCEMS – Alexander Wawrzyniak and Brenda Waterhouse, and BTMES – Theodore Mills and Alice Harding).

6.3 RFP Approval for SEA Vehicles

A document titled 'FY23 SEA Vehicles – State Contract Price' was distributed.

A document titled The Vermont Statutes Online (Title 16, Chapter 9, Subchapter 004 – cited as 16 V.S.A. §559) was distributed.

The Superintendent recommends utilizing ARP IDEA grant funds to purchase two vehicles (a truck - \$46,585, and an Acadia - \$33,696) from Key Chevrolet, GMC. Mr. Hennessey advised that the Acadia will be used primarily for student transportation. The truck will be used for work at the SEA Building and also to transport equipment when bringing students out in to the community.

In response to a query, it was noted that the purchase of these vehicles was not included in the budget, but the need became known (recently) and there are grant funds available for the purchase. Mr. Hennessey answered additional questions from the Board and it was noted that the District does have procedures in place for employee use of vehicles.

On a motion by Mr. Cecchinelli, seconded by Mrs. Pregent, the Board unanimously voted to approve the Superintendent's recommendation to purchase two vehicles from Key Chevrolet, GMC.

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6.4 Board Training

A copy of an e-mail from Mrs. Spaulding to the Board (dated 06/29/22), titled 'Board Development Recommendation' was distributed. Mrs. Spaulding read a copy of her e-mail, including training proposed by Phil Gore, Ph.D. Mrs. Spaulding queried the Board regarding their interest in participating in the proposed training opportunity. Discussion included; concern regarding why training is being proposed at this time, reasons why Mrs. Spaulding reached out regarding training, concern regarding subjectivity of the proposed training, concern that the Board is not working productively to support and improve education, support for VSBA training that could assist Board Members with understanding the roles and responsibilities of Board Members, and a suggestion that there be a training 'menu' with subjects the Board can choose from. Public input included; staff support for the Board to come together to improve, disappointment that not all Board Members are interested in participating in training, questions regarding why it is felt that some of the training should be held in executive session, a query regarding past training, a question/concern regarding the Board Chair reaching out for training opportunities/advice (without a request from the Board to take that action), concern that the Board has not been spending enough time working on how to improve education and fiscal responsibility, concern that the Board is not bipartisan (too many sideline agendas), concern of the two minute time limit for public speakers (a time limit was not necessary in the past), encouragement for the Board to get 'back to basics', a request that the Board, administrators and staff work together to identify the most crucial issues (improving education and fiscal responsibility), a belief that the training should all be held in open session, and appreciation to Board Members for volunteering their time to serve the community. Mrs. Leclerc advised that she has been participating in much board training and feels that she is ready to 'get to work'. Mrs. Spaulding queried the Board regarding participation in a modified training session. Mrs. Spaulding will contact Phil Gore regarding revisions to the proposed training agenda and will report back to the Board.

7. Old Business

7.1 Second and Final Reading Board Meetings, Agenda Preparation & Distribution Policy (A20)

A copy of the policy was distributed. Mrs. Spaulding provided a brief overview of the changes and provided some highlights relating to agenda preparation. Mrs. Leclerc advised of her understanding that community members who pose questions to the Board are supposed to receive a response and that the response is to be shared with the entire Board. Ms. Leclerc is concerned that she has not seen any copies of responses to community members. Mrs. Spaulding advised that sometimes she does not have contact information for community members, but the addition of contact information to the sign-in log should assist. Mrs. Leclerc believes the community needs to be better educated in the process for resolving issues and receiving answers to questions. Mrs. Spaulding advised that not all questions posed to the Board are matters for the Board to answer or resolve. Mrs. Leclerc believes the Board needs to be better organized in the way it responds to the public. In response to a query from Mr. Cecchinelli, it was noted that responses to community members should include all Board Members, but Board Members need to make sure that they do not have on-line/e-mail discussions on matters. Mr. Malone believes the past practice was for inquiries to be sent 'up the food-chain' to the Board Chair and/or administrators and a response would be sent by either the Board Chair or administrators. Mrs. Spaulding is concerned that sometimes issues raised by community members are not issues the Board should be addressing. It was suggested that questions posed at a meeting, be added to the next agenda for discussion/answers.

On a motion by Mrs. Pregent, seconded by Ms. Parker, the Board unanimously voted to approve the Second and Final Reading of the Board Meetings, Agenda Preparation & Distribution Policy (A20) and agreed to adopt said policy.

7.2 Superintendent Report

A copy of the Superintendent's Report dated 07/08/22 was distributed.

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

A copy of a document titled 'BUUSD – Great Schools Partnership Support 2021-22' was distributed.

A copy of a letter from Mr. Hennessey to the Board (dated 06/22/22) was distributed. This letter provides information related to Summer Programming.

Mr. Hennessey advised that the hiring of faculty and staff is the number one priority. The biggest concern at this point is middle and elementary classroom teachers, as well as special educators. Mr. Hennessey advised regarding contingency plans (shifting of staff) to be used in the event that positions cannot be filled. There are currently 18 open professional positions and 17 open para-educator positions. In response to a query regarding how community members can assist, Mr. Hennessey advised that assistance is needed for lunch and recess monitoring. Community members who are interested in assisting should view the volunteer page under the HR portion of the District website. Ms. Badeau shared information regarding changes to the licensure process for special educators. Mr. Hennessey lauded the success of summer programming. In response to a query, it was confirmed that the McKinney-Vento Act does require transportation of students from areas outside of Barre. Mr. Boutin advised that criticism the District is receiving from the community, is voiced from citizens that do support the District and are trying to see improvement. Ms. Parker went on record to note that not all e-mails and phone calls that Board Members receive are respectful. Ms. Day voiced concern regarding issues she has experienced trying to get her child into summer school. Mrs. Farrell advised that she was looking for a more in-depth report from Great Schools Partnership and requested that more information be provided. Mr. Hennessey advised that more information will be provided at the Curriculum Committee meeting. Mrs. Leclerc believes the community is supportive. Mrs. Leclerc noted that other agencies are struggling with the same hiring issues as the District and she believes the statement referring to 'what little help' they are providing, could have been worded showing more sensitivity to reflect that they are doing the best they can given the hiring

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circumstances. Mrs. Pregent noted that given the Barre City Police Department staffing shortages, it is unlikely that SHS could reinstate the SRO position, but Mrs. Pregent appreciates that a proactive, collaborative task force is being formed. Mr. Cecchinelli queried regarding the possibility of a Board Member joining the task force. Mr. Hennessey will have more information after the initial meeting with BCPD Chief Vail. Ms. Parker confirmed the staffing shortages at WCMH and DCF.

7.3 Listening Session: Student Behaviors and Procedures

Mr. Hennessey provided an overview of the guidelines and advised that he has a short presentation to give prior to opening the listening session. Mr. Hennessey shared the presentation on-screen. Mr. Hennessey began the presentation titled 'Listening Session – BUUSD Discipline Policies and Procedures' which included information on; 'Rules of the Road', the BUUSD Strategic Plan, the State required HHB (Hazing, Harassment & Bullying – C10) and Student Conduct & Discipline (C20) Policies (which can be found in Student/Parent Handbooks – available on-line or printed by request), procedures, the definition of bullying (including acts that occur outside of school hours, off school property, and on-line). The listening session commenced and included; acknowledgment that there are many different age groups dealing with issues, students whose home/life circumstances are leading to behavioral issues, efforts in place to identify and treat root causes of many behavioral issues, queries related to the availability of family preservation programs/interventions, implementation of adult peer groups (facilitated by the schools), the last meeting dates of administrator/parent meetings, and when they will start up again. Additional feedback included; a suggestion for more dialogue with students (e.g. more assemblies and peer group discussions), parental concerns regarding unresolved bullying and harassment, the long-term negative impact that bullying and harassment has on children, concern that administrators are not following policies and procedures, concern over students' disrespect to staff (which does not get addressed), the need for discipline and consequences for students who don't follow policies and codes of conduct (including bullying/disrespect of teachers), the need to intervene early, concern over poor communication from administrators, concern that children are not protected enough, concern over lack of accountability (on the part of staff, students, and parents), and a request that the Board see that policies and procedures are followed. Additional input included; concern that disruptive students are causing loss of learning for those who want to learn, a query for information on the number of suspensions last year, a request that administrators take a firmer stance on the issues occurring in the schools, a belief that the current system is not working and needs to be revised, and a teacher's perspective that teachers are not able to teach because teaching time is spent on disciplining disruptive students, lack of consequences for those who misbehave/disrupt classes, the need for the community to come up with more positive and creative ways to deal with behavioral issues and help students build confidence, concern that staff are leaving the District because of behavioral issues and concern that the District has the lowest per pupil spending in the state (and should perhaps spend more to see that student behavioral issues are dealt with and that students are receiving the academic experience they require to be successful. Mr. Boltin reported that he has received a staff member complaint regarding the lack of administrative support at BTMES, and advised that the District needs to improve educational opportunities so that students can break the cycle of poverty and become successful. Additional Board feedback included; a query regarding the process, including documentation and tracking of incidents, (120 incidents reported/investigated at BCEMS), concern that these behavioral issues have been going on for a long time and there needs to be a commitment from administrators that 'it stops here and it stops now', that strategic changes be made to reduce or eliminate all bullying and harassment, a suggestion that paper copies of student/parent handbooks be distributed in the upcoming year (with updates sent in future years, a suggestion that the District make an investment to see that everyone is trained in the PBIS system, a query regarding holding adults accountable when they are not respectful when dealing with staff and administrator, a query regarding any plans to train and retain new staff (Mr. Hennessey advised that there is an orientation program, mentoring, and other training offerings), a request that there be supports and training for new administrators (new principals are assigned mentors by the VSBA), and a query regarding phone calls 'home'. Mr. Hennessey advised that phone calls (in addition to written notices) is "best practice" and should be happening, but it's safe to say that it is not always happening, based on pure capacity of what folks are dealing with". Mr. Hennessey cannot speak to the consistency of calls and mailings (formal notifications), due to capacity issues this year. Mrs. Leclerc advised that while substitute teaching, she has experienced challenging behavior of students, and she believes teachers need more support and she has heard teachers also voice this concern. Mrs. Leclerc believes support for staff includes the removal of the disruptive student from the classroom, and providing supports for the student with the behavioral issues. Mrs. Leclerc advised that teachers are unable to teach because so much of their time is spent dealing with behavioral issues. Mrs. Leclerc queried regarding the availability of incident reports. Mr. Hennessey advised that incidents are logged in Infinite Campus. In response to a query regarding the number of incidents, Mr. Hennessey advised that he does not have those numbers, but is aware that the number of incidents was exceptionally high this year. Mrs. Leclerc queried regarding whether or not the Superintendent believes staff are following all of the procedures/protocols relating to behavioral issues. Mr. Hennessey believes that implementing/following procedures requires that the schools be fully staffed, and that due to the volume of incidents, and shortage of support personnel, he believes the District is struggling with inconsistency following procedures and protocols. Mr. Hennessey believes that having resources in place, to implement proactive actions and restorative practices, will allow for improvement and prevent issues from snowballing into larger issues. Mrs. Leclerc stressed that students need to be held accountable and that structure helps provide stability and a safe environment. Mr. Hennessey noted that often times, calls to parents regarding misbehavior, result in resistance from parents. Mrs. Leclerc queried regarding the lack of administrators at this evening's meeting. Mr. Hennessey advised that principals are not in attendance because working with principals is his responsibility, and the District wants to get away from principals being put on the spot. Mr. Hennessey advised that principals will be in attendance at meetings held in their respective buildings, but other than that, they will only be in attendance if there is a specific reason for them to be there. Mr. Hennessey advised that ideally, it would be beneficial if the District is 'in a place' where building principals can meet with parent groups in each of their respective schools.

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Mr. Boltin voiced concern that disruptive students are preventing learning for the students who show up eager to learn, advising that 'learning' is the only possible way for some students to improve their lives, and that the ongoing disruptive behaviors are taking that opportunity away. Mr. Boltin advised that when students report that they are being bullied, their claims must be taken seriously and dealt with promptly. Mrs. Pregent thanked community members and staff for their input. Mrs. Pregent queried regarding the process for when parents do not 'buy in' to reports of their students' misbehavior. Mr. Hennessey advised that sometimes, when the District cannot find a safe place for students, the students are placed with principals in their offices. Mr. Hennessey stressed that the District needs cooperation from parents. There are times when there are safety concerns with sending students home. Mr. Hennessey advised that the District has a legal and moral obligation to meet the needs of every child that enters the schools. In response to a query, Mr. Hennessey advised that there are rules pertaining to students who have been expelled and that students expelled from other districts, do not transfer to the BUUSD, but he also noted that many of the alternative schools are at capacity and are not admitting any new students. Ms. Parker thanked those in attendance for their input and advised that she looks forward to more information on proactive things that can be reinstated, e.g. PTOs, mentoring programs. Ms. Parker believes relationships have been 'lost' during COVID, and that more face to face interaction will be beneficial. Ms. Parker noted that cell phones and behaviors are negatively impacting student learning, and suggested that there be a policy in place regarding cell phones, e.g. phones must be placed in a 'phone basket' when students enter classrooms. Ms. Parker noted that the addiction to cell phones has become a very large issue and is causing many of the behavior issues. Ms. Parker believes it would be beneficial to reintroduce parents to the availability of social workers and counselors. Ms. Parker queried regarding Board awareness of the number of HHB complaints investigations. Mr. Hennessey advised that quarterly updates could be provided to the Board. Ms. Parker queried regarding the possibility of offering 'parent exit surveys' with the Board (at the conclusion of investigations) to gather information regarding parental satisfaction with the process and outcome. Ms. Parker advised that given the level of crisis, the District needs to 'think outside the box' to assist with resolving ongoing issues. Mr. Hennessey believes there are issues with that approach, questioning the process and the role of the Board, and advising that if he and staff are doing their job well and adhering to policies and procedures, there shouldn't be Board involvement and that he believes this issue is more at the building level, advising that parents should appeal to principals if they are not satisfied with resolutions. Mr. Reil thanked all participants, including Board Members, noting that this is a difficult and emotional issue to deal with. Mr. Reil noted that procedures for Policy C10 are available online, identified as C10-P, and he encourages parents to review the procedures document. Mr. Reil advised that he recently became aware of an alternative classroom at BCEMS, which he believes is very beneficial to students. Mr. Reil advised that he supports the police's role in dealing with these issues, and believes a joint task force with the police (to identify children and families that are at risk) would be most beneficial, but cautioned that any task force created needs to be very well defined and controlled. Mr. Reil encourages Board Members to perform some research regarding other districts partnerships with police forces, noting that some of them have gone 'very off the rails'. Additionally, Mr. Reil believes the schools belong to the community, and he believes that in order to provide a response to the concerns of the community, the Board should consider an ad-hoc committee to perform an evaluation of how the District implements, and executes policies and procedures, the effectiveness of policies, and the data supporting policies and procedures. Mr. Reil believes the community has spoken loudly and clearly, that the disruptive and harmful behaviors need to stop now, and he believes the Board should take a 'deeper dive' to identify what is working well and what isn't working. Mrs. Spaulding thanked those in attendance for the discussion, noting that there was a wide variety of students and parents who spoke of bullying (past and present). Mrs. Spaulding provided a brief recap of discussion emphasizing that she has heard that many behaviors may result from students being treated poorly at home, and she is very concerned for those students, whose basic needs aren't being addressed. Mrs. Spaulding queried regarding what the District can do to address those issues. Discussion of this topic will be ongoing.

7.4 Other Business/Round Table

Mr. Toborg believes the Board was working well tonight regarding the student behavior issues and he does not believe that the Board needs training on 'working together'. Mr. Toborg suggested that the choir perform at events/parades in which the band plays.

Ms. Hubbell is pleased that the Board will continue working on the bullying issue and suggested that a community forum of sorts (including Board Members, administrators, and community members) be held to further address the issues.

Mrs. Boltin likes the idea of 'Post-investigation' Executive Session meetings with the Board.

Mr. Deering expressed appreciation to the Board for taking time to discuss the bullying issue and advised that he believes progress was made this evening.

Mr. Cecchinelli noted meeting access issues (elevator not accessible and lack of directions) and suggested that a sandwich board be placed in the lobby (including a contact number). Mr. Hennessey noted the importance of providing this information and advised he will take steps to see that adequate information and services (elevators) are available.

Mrs. Farrell suggested that perhaps the meeting should be held on the first floor. Mrs. Farrell requested that copies of the Continuous Improvement Plan and the Consolidated Federal Programs (CFP grant) application be shared with the Board so that they can see how those two documents and the Strategic Plan all meld together. In response to a query from Mrs. Farrell, Mr. Hennessey advised that the Special Education Report is on the 'docket' for presentation at an upcoming meeting.

DRAFT

Ms. Badeau advised that due to a recent promotion and additional duties at her employment, she is no longer able to continue on the BUUSD Board. Ms. Badeau resigns from the BUUSD Board effective 07/14/22. The Board congratulated Ms. Badeau, thanked her for her service, and advised she will be missed.

Mrs. Leclerc queried regarding the 01/22/22 survey results. Mr. Hennessey advised that the internal survey was used to gain information for planning purposes, and he is not sure how relevant it will be for the Board to review the results. Mr. Hennessey will discuss this item with the Curriculum Director. Mrs. Leclerc queried regarding the availability of an organization chart. The chart is not available on the BUUSD web site. Mr. Hennessey and Mrs. Marold will discuss creation of this flow chart. Additionally, Mrs. Leclerc queried regarding the drop-out rate. Mr. Hennessey advised that the drop-out rate is defined differently in different spots. There needs to be a shared understanding (within the District) regarding the definition of 'drop-out'. Mrs. Leclerc will keep this item on her active list. In response to a query regarding end of year enrollment data, Mr. Hennessey advised that the information will be shared in August. Mr. Hennessey advised that the end of year enrollment report (that was slated for this meeting), is the data that will be shared in August.

Mrs. Pregent queried if it would be appropriate for administrators at each school to have an internal audit committee to see if written procedures are being followed (to mitigate the need for Board involvement and protect confidentiality).

Ms. Parker queried regarding having a building tour at the first Board meeting at the SEA Building (tour prior to the meeting). Mr. Hennessey advised that a tour is planned for that meeting (October 2022)

Mrs. Poulin cautioned that if paper copies of student handbooks are printed for distribution (as requested by a Board Member), the current BCEMS and BTMES handbooks are very antiquated (don't contain the legally required HHB information) and the SHS handbook only provides links to the required policies. Mr. Hennessey advised that handbooks are in the process of being updated. As part of the Paperwork Reduction Act, the District generally does not provide written copies unless requested.

Ms. Cormier advised that HHB Policies go out with letters to parents (2 rounds of letters) when issues are presented. Additionally, Mrs. Cormier advised that there are internal and external reviews in place regarding processes (to see that procedures are followed – outcomes are not reviewed), and parents are advised on how to appeal.

Mrs. Spaulding congratulated Ms. Badeau on her promotion and advised that the Board will need to advertise/post to fill the Board seat she is vacating. Interviews of candidates should occur at the 08/11/22 Board Meeting. Mrs. Spaulding will look into this matter and e-mail information to Board Members (regarding procedures and legal requirements).

Mr. Hennessey thanked community members for attending this evening and extended best wishes to Ms. Badeau.

8. Future Agenda Items

- New Hires
- Hiring Process
- Approval of 2nd HHB Designee for BCEMS
- Staff Exit Surveys
- Enrollment/Home Study Update
- Special Education Summative Report FY22
- EEI HVAC Proposal
- Independent Fund Raising in Buildings

Parking Lot

- Board Training
- Student Behavior and Discipline

9. Next Meeting Dates

The July 28, 2022 Regular Board Meeting has been cancelled.

The next Regular Meeting is Thursday, August 11, 2022 in the SHS Library and via video conference.

Upcoming Committee Meetings (all held at Spaulding High School):

07/25/22 and 08/01/22 – Facilities and Transportation Committee

08/04/22 – Curriculum Committee

08/09/22 – Finance Committee

05/15/22 – Policy Committee

DRAFT

10. Executive Session as Needed

~~10.1 Staff Exit Survey~~

11. Adjournment

On a motion by Mrs. Farrell, seconded by Mrs. Pregent, the Board unanimously voted to adjourn at 10:53 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)

Date Received by Central Office:

7/12/22

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

Name: Jennifer Conover Location: BTMES

Submission Date: 07/12/2022 Administrator Action/Checklist Complete: ☒ Y ☐ N

Position: 4th Grade ELA Teacher Grade (If Applicable): 4th

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: 101-1020-51-110-1101-510310

Replacement? ☒ Y ☐ N

If Yes, For Whom? Kimberlyn Gilbert Salary Rate: \$ 48,573.00

Administrator Approval: Jennifer Nye Signature Date: 07/12/2022

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: 10 Step: B15 Salary Placement:

Hourly Rate: \$ Salary Rate: \$ Seniority Date: 59,472

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

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

Teacher: AOE Endorsement: ☐ YES ☒ NO Valid Oregon License - Reciprocity to VT

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

Chris Hennessey
Superintendent and/or HR Director Approval Signature

JULY 15, 2022
Date



Jennifer Robin Conover

960 Messinger Road. Grants Pass, Oregon. 97527

jrbconover@gmail.com (541) 930-9568

Education and Certifications

Integrated Bachelor of Arts/Elementary Education. California State University San Bernardino. 2008.

Bachelor of Sciences. Indiana Wesleyan University, 2018.

Elementary Education License. State of Hawaii and Oregon.

Background and Work Experience

I have over fifteen years of progressive experience in the fields of education and community programming. As a teacher, I am passionate about play-based learning and using nature as a classroom. Personally, I am driven to support organizations that address food insecurity and provide equitable opportunities for all children. My strengths include personalized instruction; enhancing student engagement; and working collaboratively with my fellow educators. I believe in building language and literacy through play and inspiring children to be lifelong readers.

Elementary Educator. Kyiv International School. Ukraine. August 2014 – June 2021.

During my seven years as an educator of lower grades at the school, I have successfully taught in a variety of classroom settings including Kindergarten; Early Childhood Language Support; 9-year-old Literacy Support; elementary PE; and 11-year-old advanced mathematics. For the past three years, I have been a 7-year-old (second grade) classroom teacher.

Elementary Educator. Bishkek International School. Bishkek, Kyrgyzstan. August 2008 – June 2010.

Kindergarten teacher. Classes were predominantly English Language Learners (ELL). Assessed students; created ELL profiles; planned and taught differentiated lessons; monitored progress and referred for additional support. Taught swimming, led after school activities and coached high school varsity soccer and supervised tournaments internationally.

Middle School Educator. Jehue Middle School. Rialto California. August 2003 – June 2007.

Led small group learning support lessons for students with academic discrepancies in this multi-cultural Title I school. Provided push-in intervention for elementary-aged students in the same district. Assisted with student assessments, implemented IEP (Individual Education Plans); communicated with parents; and coordinated with classroom teachers, and district representatives to advocate for student needs.

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

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

Date Received by Central Office:

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

Name:	Adam Jacobs	Location:	BCEMS
Submission Date:	7/25/22	Administrator Action/Checklist Complete:	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position:	Grade 5/6 ELA	Grade (If Applicable):	5/6
Endorsement (If Applicable):		<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day:	7.5	Scheduled Hours:	8:15 a.m. to 3:45 p.m.
Account Code:	101-1381-51-11-0-1101-51110		
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	Milika Neddo	Salary Rate:	\$ 48,573.00
Administrator Approval:	Pierre Laflamme	Signature Date:	7/25/22

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

For Central Office Use Only:

Contract Complete Date		Offer Letter Complete Date		DOH	
Total Years of Experience:		Step:	3	Salary Placement:	\$51,271 M
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:	\$51,271	Contract Days:	190
Teacher: AOE Endorsement:	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO Has a valid MA Provisional License in English (5-12) exp. 2024 Will Need VT Provisional License				
If No, Required:	<input checked="" type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship				
Para-Educator: Associates Degree	<input type="checkbox"/> YES <input type="checkbox"/> NO (If NO) → ParaPro <input type="checkbox"/> YES has passed ParaPro <input type="checkbox"/> NO will need to take ParaPro				

Chris Hennessey

Superintendent Approval Signature

Date

Adam Jacobs

30 Gay Terrace West Springfield, Massachusetts 01069
408.318.1992 adamjacobs@westspringfield.edu

Education

New York University

New York City, New York

Master of Education

Major: Educational Theater

GPA: 3.800

Credit Hours: 39

Attended January 2017 to May 2019

Degree conferred May 2019

Wesleyan University

Middletown, Connecticut

Bachelor of Arts

Major: American Studies, **Minor:** Critical Theory

GPA: 3.560

Credit Hours: 36

Attended September 2006 to May 2015

Degree conferred May 2015

Experience

Sullivan School

Dec 2021 - Jul 2022

Theatre Arts Teacher

Holyoke

Taught five periods of theatre arts to grades K-8.

In lower elementary, taught foundational theatre skills of voice, movement, and character, leading up to a choreographed dance of the Lion King

In upper elementary, utilized anime and manga (My Hero Academia) as a way to explore theatre and creativity, building characters through drawing, writing, and costumes as well as engaging in theatrical games to support a process-driven

In middle school, students learned about radio production and genres of plays, writing their own horror scripts, rehearsing and recording sound effects and their lines, before final editing and submission to a local radio station.

Reason for leaving: Position was no longer available next year.

Supervisor: Sacha Garcia-Mailloux (413-534-2061)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

West Springfield Middle School

Aug 2020 - Jun 2021

Creative Literacy Teacher

West Springfield, MA
Oversaw morning and afternoon duties
Implemented creative curriculum to augment literacy skills
Graded and Submitted in a timely fashion
Contacted families over student work
Incorporated social-emotional care

Reason for leaving: Professional Duties.

Supervisor: Peter Gillen (413-263-3404)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

America's Finest Charter School

Sep 2012 - Jul 2013

Drama Teacher

San Diego, CA

Inner City Public Charter Schools, K-8

Oversaw their drama arts program, teaching students acting, voice, and movement.

Worked with students on all aspects of rehearsal and production, including set design and costumes.

Culminated in a performance for parents and friends.

Reason for leaving: Rematriculation at University.

Supervisor: Jan Perry (619-694-4809)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Adam Jacobs

10 Glen Terrace, West Springfield, MA 01080
Cell: 408-673-1862 • Email: jacobs01@yahoo.com

EXPERIENCE

Sullivan Elementary School (Public) Holyoke, MA (12/21-present)

- Theatre teacher for grades K-8
- Taught voice and movement to lower grades through *The Lion King*
- Explored heightened text and character in the upper grades through *Hamilton*
- Analyzed the characteristics of radio plays and led groups in the writing, rehearsing, recording, and producing of their own dramas

West Springfield Middle School (Public) West Springfield, MA (8/20-6/21)

- Creative Literacy teacher for grades 6-8
- Analyzed the pandemic through research, journaling, letter writing, and existentialist reading
- Utilized art and drama to explore Sherlock Holmes and creative mystery writing
- Implemented a wide variety of technology in remote and hybrid settings.

America's Finest Charter School (Public) San Diego, CA (9/12-7/13)

- P.E. Assistant and Tutor, providing aid and support to classroom learning
- Led the extracurricular drama arts program, teaching acting, voice, and movement
- Worked with students on all aspects of rehearsal and production, including set design and costumes
- Culminated in a performance of *Mary Poppins* for community, family, and friends

EDUCATION

New York University New York, NY (12/19)

- M.A. in Educational Theatre

Wesleyan University Middletown, CA (5/15)

- B.A. in American Studies (Queer Concentration); Certificate in Social, Cultural, and Critical Theory.

THEATER EXPERIENCE

Various Productions (1995-2010)

- Training and production in children's youth camp; high school; college; community theatre
- Studied Stanislavsky and Chekhov at the Moscow Art Theatre Center, Moscow, Russia
- Studied puppetry, circus, and dance at Bread and Puppet Theatre, Glover, Vermont.

CERTIFICATES

-
- Red Cross First AID/CPR/AED
 - Crisis Prevention Institute (CPI)
 - Provisional Licenses in English, 5-12 and Theatre, all grades

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:

7/22/22

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

Name:	Mackenzie Rice	Location:	BTMES
Submission Date:	07/22/2022	Administrator Action/Checklist Complete:	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position:	4th Grade ELA Teacher	Grade (If Applicable):	4
Endorsement (If Applicable):		<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day:	7.5	Scheduled Hours:	7:30 a.m. to 3:00 p.m.
Account Code:	101-1020-51-110-1101-510310		
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	Veronica McMorrow	Salary Rate:	\$ 45,045.00
Administrator Approval:	Jennifer Nye	Signature Date:	07/22/2022

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:	1	Step:	3	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 checked="" type="checkbox"/> YES <input type="checkbox"/> NO				
If No, Required:	<input type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship				
Para-Educator: Associates Degree	<input type="checkbox"/> YES <input type="checkbox"/> NO (If NO) → ParaPro <input type="checkbox"/> YES has passed ParaPro <input type="checkbox"/> NO will need to take ParaPro				

Christopher J. Fenner

Superintendent and/or HR Director Approval Signature

JULY 22, 2023

Date

Mackenzie Rice

South Burlington, VT 05403 | 774-267-1257 | ricem14@verizon.net

I am an aspiring elementary school teacher who majored in Elementary Education and English. I care very deeply about students and hope to be in a classroom environment where I am able to encourage students to do their best and work hard. I hope to continue to practice and build upon my current skill set as I grow as an educator.

Education

VT Teaching License	Pending June 2022
Saint Michael's College, Colchester, VT	
BA Elementary Education and English	May 2022
GPA 3.642 Cum Laude	

Teaching Experience

Student Teaching Internship	Spring 2022
<i>Essex Elementary School, Essex, VT</i>	
<ul style="list-style-type: none">Created an engaging classroom environment in which all students were encouraged to participate in lessonsDeveloped individual relationships with students built on trustDesigned and implemented age-appropriate lessons for students and received positive feedback from supervisors and parentsCollaborated with other grade-level teachers to develop engaging lesson plans based on Common Core curriculum	
Essex Junction Recreation and Parks Counselor	Fall 2020-Summer 2022
<i>Maple Street Park, Essex Junction, VT</i>	
<ul style="list-style-type: none">Designed and scheduled activity programming for after schoolMaintained safety standardsResolved conflicts between children	
Essex Junction Recreation and Parks Daytime Counselor	Fall 2020, Summer 2021
<i>Maple Street Park, Essex Junction, VT</i>	
<ul style="list-style-type: none">Supervised and assisted students attending school onlineDesigned and schedules activity programming for free timeMaintained safety standards	

Leadership and Community Involvement

Little Brother Little Sister	2018-Present
<i>Saint Michael's College, Colchester, VT</i>	
<ul style="list-style-type: none">Student leader of the program as of May 2020Meet with elementary age mentee weeklyOrganize and facilitate activities for mentee to doCommunicate with peers and make decisions about the program	
Summer Nanny	2018-2020
<i>Dana Locke, Northborough, MA</i>	
<ul style="list-style-type: none">Planned excursions to enhance physical abilities and expose children to stimulating, educational activitiesRegulated children's schedules to balance rest, learning and playDeveloped lasting, professional relationships with families by encouraging open communication and delivering positive feedback	
Childcare Provider	2019-2020
<i>Ben Eley, Colchester, VT</i>	
<ul style="list-style-type: none">Devised activities helping promote physical and mental developmentAccompanied child on outings to approved locations as well as after-school activitiesBuilt relationships with child by regularly discussing school, friends, and favorite activities	

Skills and Interests

Zoom | Canvas

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

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

Date Received by Central Office:

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

Name: Paul Angell Location: BCFMS
Submission Date: 7/15/22 Administrator Action/Checklist Complete: Y / N
Position: Interim Special Educator Grade (If Applicable): _____
Endorsement (If Applicable): _____ Hourly-Non Exempt/ Salary-Exempt
Hours Per Day: 7.5 Scheduled Hours: 8:15 a.m. to 3:45 p.m.
Account Code: 101-3097-51-21-0-1201-5110
Replacement? Y / N If Yes For Whom? _____
Administrator Approval Signature: Stacy Anderson / Rebekah Mervensen
Print Name: _____ Signature Date: 7/15/22

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

For Central Office Use Only:

Contract Completed ____/____/____ Offer Letter Completed ____/____/____ DOH _____
Total Years of Experience: 13 Step: MA 30 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 or NO Provisional/Emergency Required: YES or NO
Para-Educator: Associates Degree YES or NO (If NO) → ParaPro YES has passed ParaPro or NO will need to take

Chris Hammer
Superintendent Approval Signature

JULY 23, 2022
Date

Paul Angell

Education

Note: Master in International Administration

Brattleboro, Vermont

Master of Public Administration

Major: International Human Services, **Minor:** Advising and Training

GPA: 3.000

Credit Hours: 41

Attended August 1988 to August 1991

Degree conferred August 1991

Earlham College

Richmond, Indiana

Bachelor of Arts

Major: Biology, **Minor:** Education

GPA: 2.900

Credit Hours: 36

Attended August 1972 to June 1977

Experience

Barre City Elementary and Middle School

Aug 2007 - Jun 2010

Special Educator

Barre, VT

Responsible for the provision of special education services to students in K-8 school. Casemanagement and file management. Provide direct instruction to individual students and small groups. Consult with regular education teachers to develop and/or modify curriculum. Evaluate students for eligibility. Convene meetings. Team teach. Supervise paraeducators. One year with caseload focus on students with emotional/behavioral issues; two years with 5th grade caseload.

Reason for leaving: I took early retirement due to pending changes in the retirement system.

Supervisor: Andrea Wasson (802-476-6541)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Barre City Elementary and Middle School

Aug 2006 - Jun 2007

Behavior Specialist

Barre, VT 05641

Provide support and guidance to students with behavioral issues. Assess and evaluate unmet needs. Coordinate interventions and oversee referrals to outside placements.

Reason for leaving: Grant funded position terminating at the end of this year.

Supervisor: David Batchelder, Michele Cote ((802) 476-6541)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Monteverde Friends School

Aug 2005 - Jun 2006

Special Educator

5655 Monteverde, Puntarenas, Costa Rica

Responsible for providing services to students with special needs in a bilingual, Quaker school. Work with students in grades 1-10. Provide direct instruction, small group instruction, classwide skills instruction and behavioral consultation. Collaborate with peers to assure appropriate accommodations at school and on national exams. Evaluate students for needs determination.

Reason for leaving: Return to United States.

Supervisor: Tim Curtis and Kathy Misak ((506) 645-5302)

Experience Type: Independent School, Full-time

It is **OK** to contact this employer

U32

Aug 2000 - Jun 2005

Special Educator

930 Gallison Hill, Montpelier, VT 05602

Responsible for the provision of special education services on a 7th/8th grade team. Provide direct instruction to individual students and small groups. Consult with regular education teachers to develop and/or modify curriculum. Evaluate students for eligibility. Convene meetings. Oversee outside placements.

Reason for leaving: Take a job in Costa Rica.

Supervisor: Tim Flynn, Nancy Thomas ((802) 229-0321)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Spaulding High School

Aug 1999 - Jun 2000

Consulting Teacher

155 Ayers St., Barre, VT 05641

Teach special education classes in Science and Social Studies. Teach in and help coordinate alternative program. Responsible for case management of students with special needs.

Reason for leaving: Work with younger students in team setting.

Supervisor: Maria Briere ((802) 476-4811)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Barre City Elementary and Middle School

Aug 1995 - Jun 1999

Consulting Teacher

50 Parkside Terrace, Barre, VT 05641

Responsible for provision of services to students with special needs on 6th, then 8th, grade teams. Provide individual and small group instruction. Work with regular education teachers to modify curriculum as needed. Evaluate students to determine eligibility and determine needs.

Reason for leaving: Take an offered job at the high school.

Supervisor: David Batchelder ((802) 476-6541)

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

College Semester Abroad

Jan 1995 - May 1995

Academic Director

World Learning Inc., Kipling Rd., Brattleboro, VT

Responsible for developing and implementing an undergraduate academic program in Cameroon including cross-cultural orientation, homestay arrangements, teaching Methods and Techniques of Field Study and arranging other academic courses, executing field trips, supervising independent study projects, administering program funds and counseling students.

Reason for leaving: Return to United States. Interim position for academic director on leave of absence. Regain position job through recall rights after losing one due to being low in seniority during reduction in force.

Supervisor: John Sommer ((802) 257-7751)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Barre Supervisory Union

Aug 1991 - Jun 1994

Teacher

North Barre Elementary, Barre, VT 05641

Responsible for the development and implementation of academic and behavioral programs for emotionally disturbed students. Also responsible for review of referrals, behavioral consultation for classroom teachers and collaboration with outside agencies.

Reason for leaving: Reduction in force - low seniority.

Supervisor: Jim Taffel ((no longer exists))

Experience Type: Public School, Full-time

It is **OK** to contact this employer

College Semester Abroad

Jan 1989 - May 1991

Academic Director

World Learning Inc., Kipling Rd. Brattleboro, VT

Director of first program in Cameroon. Responsible for developing and implementing an undergraduate academic program in Cameroon including cross-cultural orientation, homestay arrangements, teaching Methods and Techniques of Field Study and arranging other academic courses, executing field trips, supervising independent study projects, administering program funds and counseling students.

Reason for leaving: Return to United States.

Supervisor: John Sommer ((802) 257-7751)

Experience Type: Other, Full-time

It is **OK** to contact this employer

Ayers St. School

Aug 1985 - Jun 1988

Staff teacher

120 Ayers St., Barre, VT 05641

Taught mathematics, pre-vocational education, science and living arts at a school for severely emotionally disturbed high school students (with a one year leave of absence as noted below).

Reason for leaving: Begin a master's program at the School for International Training in Brattleboro,

VT.

Supervisor: John Eklund ((no longer exists))

Experience Type: Other, Full-time

Please **do not** contact this employer

Kiteredde Construction Institute

Aug 1986 - Apr 1987

Advisor/consultant

Kyotera, Uganda

Assisted center staff and Experiment in International Living (now World Learning Inc.) project administrators in the evaluation of a building trades training program. Coordinated a rural extension project and taught courses in English and Building Calculations.

Reason for leaving: Limited term volunteer position with Vermont Service Corps.

Supervisor: Brother Borgia, Don Batchelder ((no known phone))

Experience Type: Other, Full-time

Please **do not** contact this employer

United States Peace Corps

May 1981 - Aug 1984

Volunteer

Ebolowa, Cameroon

Organize training programs for young farmers at a training center and in out-lying villages (one year).

Organize and implement the practical training component of a two-year government agricultural school's curriculum (two years).

Reason for leaving: Completed two year assignment with one year extension. Return to the United States.

Supervisor: David Bellama ((not available))

Experience Type: Other, Full-time

Please **do not** contact this employer

U32

Oct 1977 - May 1981

various

930 Gallison Hill Rd., Montpelier, VT 05602

Work in a variety of capacities to provide educational and vocational programs for economically and/or educationally disadvantaged youth; including roles of CETA project supervisor, Resource Room teacher, in-class tutor and counselor. responsibilities included project development, supervision, teaching and administrative duties.

Reason for leaving: CETA program ended when Ronald Reagan was elected president.

Supervisor: various ((802) 229-0321)

Experience Type: Public School, Full-time

Please **do not** contact this employer

Maplehill Community

Jan 1975 - Mar 1977

Houseparent

Fowler Rd., Plainfield, VT 05667

Cared for and provided work, academic and recreational programs for young wards-of-the-state in a supervised residential setting.

Reason for leaving: Intermittent while taking time off from college. Returned to finish degree.

Supervisor: Allen Soule, Edd Balagot ((802) 454-7747)
Experience Type: Other, Full-time
It is **OK** to contact this employer

BARRE UNIFIED UNION SCHOOL DISTRICT

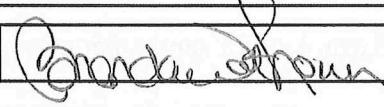
NEW HIRE NOTIFICATION FORM

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

Date Received by Central Office:


7/13/22

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

Name: <u>Alina Schenkman</u>		Location: <u>BCEMS</u>	
Submission Date: <u>7/13/22</u>	Administrator Action/Checklist Complete: <input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
Position: <u>Grade 3/4 Teacher</u>	Grade (If Applicable): <u> </u>		
Endorsement (If Applicable): <u> </u>	<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt	
Hours Per Day: <u>7.5</u>	Scheduled Hours: <u>8:115</u>	a.m. to <u>3:45</u>	p.m.
Account Code: <u>101-1381-51-11-0-1101-51110</u>			
Replacement? <input checked="" type="checkbox"/> Y <input type="checkbox"/> N			
If Yes, For Whom? <u>Maeve Callawart</u>		Salary Rate: \$ <u>40,430.00</u>	
Administrator Approval: <u></u>		Signature Date: <u>7/13/22</u>	
REVERSE SIDE: Complete the New Hire Checklist prior to emailing candidate packet for Superintendent review.			

For Central Office Use Only:

Contract Complete Date <u> </u>	Offer Letter Complete Date <u> </u>	DOH <u> </u>
Total Years of Experience: <u>5</u>	Step: <u>B</u>	Salary Placement: <u>48,573</u>
Hourly Rate: \$ <u> </u>	Salary Rate: \$ <u> </u>	Seniority Date: <u> </u>
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: <u>190</u>	Salary: \$ <u>48,573</u>	Contract Days: <u>190</u>
Teacher: AOE Endorsement: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
If No, Required: <input checked="" type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship		
Para-Educator: Associates Degree <input type="checkbox"/> YES <input type="checkbox"/> NO (If NO) → ParaPro <input type="checkbox"/> YES has passed ParaPro		
<input type="checkbox"/> NO will need to take ParaPro		



Superintendent Approval Signature

JULY 15, 2022

Date

Alina Schenkman
11 Bassett Street
Barre, VT 05641
(802) 917-3061
alinajoelle@live.com

Résumé

EMPLOYMENT

- 2021-Current **Good Dwellings Construction LLC:** Owner and business manager of a family-owned construction company. Responsibilities include: drafting contracts and bids, billing, bookkeeping, and tax preparation.
- 2013-2021 **Good Dwellings Property Management:** Owner and manager of a property management company provided services for residential, business, and vacation rental properties. Responsibilities include: hiring, training, staff scheduling and supervision of 3 separate cleaning teams; bookkeeping, customer service for 40+ clients, tax preparation/filing, marketing and client outreach, and conflict resolution.
- 2007- 2012 **Washington County Mental Health:** Behavioral Interventionist; worked both one-on-one and with groups of behaviorally challenged youth who needed special services. Responsibilities included: supervision of daily activities in school and in a residential setting, overnight supervisor and support person of all youth residents, provider of emotional support and structural guidance, and conflict resolution.
- 2013 **Spaulding Cheerleader Dance Instructor:** Taught dance to the Spaulding High School Cheerleader Team
- 2011- 2015 **Zumba Fitness Instructor:** Taught Zumba fitness and dance program to adults and children—a fitness program that involves cardio and Latin-inspired dance.
- 2011 **Barre City Elementary School:** Para Educator and Recess Supervisor

EDUCATION

- 2007-2011 **Norwich University;** Northfield VT; Received a BA in Psychology; minors in Business and English

TECHNICAL SKILLS

Computer Literate on Mac and PC operating systems
Software Competence: Google Docs, Google Sheets, Google Presentations, Microsoft Word, Excel, and Power-Point; Adobe Photoshop, QuickBooks Accounting Software, Graphic Design programs, visual design.
Photography skills: 35mm, video, digital

SOFT SKILLS

Communication, Organization, Team Building, Leadership, Conflict Management, Networker, Problem-solver, Lifelong learner

COMMUNITY SERVICE

Barre City Elementary School: PTO Volunteer. Responsibilities included: assisted in organizing and running "Walk Run Fun" fundraiser event; event MC; developed and managed the fundraiser's financial spreadsheet; dance fitness instructor

Barre Youth Sports Association: Voting Board Member and Scheduler for hockey program and youth soccer coach. Responsibilities included: 2 years organizing Hockey Tournaments, including development of the scoring system Excel spreadsheet; 2 years developing and managing schedules for 7–8 teams of BYSA HOCKEY for teams from all over Vermont.

Rochester Chamber Music Society: Cello performances and demonstrations for elementary school students, cellist for Rochester High School Baccalaureate programs

Park House Senior Living Facility: Volunteered with the elderly residents, assisting residents in painting classes

PERFORMANCE EXPERIENCE

Theater

Lost Nation Theater: 2003 Conservatory Program, Montpelier, VT: drama classes, original script writing, and apprenticeship.

Twelfth Night: Role of Olivia, directed by Harry Bauld, Shakespeare Workshop at The Putney School, Putney VT

West Side Story, Role: Teresita (Shark girl), directed by Sandra Haas, White River Valley Players Production, Rochester; VT

Vermont One Act Festival: *Lines Composed a Few Miles Above Tintern Abbey, Part 2"*, Rupert Murdock, directed by Sue Brennan

Bye Bye Birdie: Role of Sweet Apple Teen, directed by Dick Robson, White River Valley Players, Rochester, VT

Annie, Role of Orphan, directed by Dick Robson, White River Valley Players, Rochester, VT

The Frog Princess, *The Young Playwrights Festival* of original student-written Ten Minute Plays, directed by Dana Yeaton

Charlotte's Web, Role of gosling and baby spider, White River Valley Players Production

Dance

Karen Amirault Dance Company, Dancer. Performed in numerous shows including multiple First Night productions, Burlington, VT.

Music

The Putney School Orchestra, Principal Cellist under the direction of Ines Gomez

Vermont Youth Orchestra, Cellist, Third Chair and Section Leader, under the direction of Troy Peters

Lakes Region Junior String Orchestra, Cellist under the direction of William Cridge

SPORTS

Women's Indoor Soccer Team

Co-Ed Adult Softball Team

Women's Basketball Team, Rochester, VT

High School Competitive Athletic Teams: Soccer, Basketball, and Softball

Horseback riding

BARRE UNIFIED UNION SCHOOL DISTRICT

NEW HIRE NOTIFICATION FORM

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

Date Received by Central Office:

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

Name: Location:

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

Position: Grade (If Applicable):

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

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

Account Code:

Replacement? ☒ Y ☐ N

If Yes, For Whom? Salary Rate: \$

Administrator Approval: Signature Date:

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

For Central Office Use Only:

Contract Complete Date Offer Letter Complete Date DOH

Total Years of Experience: Step: Salary Placement: \$

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

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

Days Per Year: Salary: \$ Contract Days:

Teacher: AOE Endorsement: ☒ YES ☐ NO

If No, Required: ☐ Provisional ☐ Emergency ☐ Apprenticeship

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

Superintendent and/or HR Director Approval Signature Date

Colleen Colleen Springer

Education

Wilmington College

Dover, Delaware

Master of Education

Major: Elementary Education

GPA: 4.000

Credit Hours: 39

Attended September 1992 to December 1994

Degree conferred December 1994

Pennsylvania State University Main Campus

University Park, Pennsylvania

Bachelor of Arts

Major: Mass Communications, Media Theory Research, **Minor:** History

GPA: 3.530

Credit Hours: 127

Attended July 1988 to May 1990

Degree conferred May 1990

Dickinson College

Carlisle, Pennsylvania

College Coursework - no degree

Major: History

GPA: 2.880

Credit Hours: 67

Attended September 1986 to May 1988

Colorado State University

Pueblo, Colorado

Postgraduate Coursework

Major: Coursework

GPA: 4.000

Credit Hours: 20

Attended July 2014 to August 2021

University of Phoenix

Online, Arizona

Graduate Coursework

Major: none - continuing education

GPA: 4.000

Credit Hours: 24

Attended January 2007 to August 2018

Saint Michael's College

Colchester, Vermont

Graduate Coursework

Major: no degree

GPA: 4.000

Credit Hours: 1

Attended December 2012 to February 2013

Community College of Vermont

Online - Burlington, Vermont

College Coursework - no degree

Major: none - continuing education

GPA: 4.000

Credit Hours: 6

Attended January 2006 to August 2009

Experience

Rick Marcotte Central School

Jul 2015 - Jun 2022

School Librarian

South Burlington, VT

- Created and taught library curriculum weekly to 400 Kindergarten-5th grade students.
- Introduced and instructed students and staff how to search, navigate, and use tools on a variety of online databases for academic research and personal inquiry.
- Restructured library space including addition of 6 new sub-sections: primary topical non-fiction, F&P leveled easy readers, short fiction chapter, series fiction, fairy tale, graphic novels, and poetry.
- Weeded 10,000 + books using data reports and professional evaluation to address overcrowding, ADA compliance, outdated materials, and relevance.
- Researched and purchased over 500 books to support NGSS science curriculum which raised the average age of library books for those science disciplines 8 - 14 years.
- Proactively supported classroom teachers, special educators and para-professionals with literacy resources and technology professional development.
- Increased non-fiction student circulation by creation of high interest bins & designing signs to mark 130 subjects in main non-fiction section.
- Promoted literacy through Red Clover and Golden Dome Reading Challenges, student recommendation lists on library catalog, genre books talks per year for 3rd, 4th, and 5th graders, and lessons highlighting a variety of books that appeal to all students.
- Encouraged families to read aloud at home by promoting two library programs: Family Reading Night (early spring) and The Dark Night Read Aloud (November-February)
- Lead editor and developer for school webpage - SBSD I.T. promoted RMCS site as the example for other district schools to follow.
- Created school "Student Web Links" pages to align with school curriculum with icons for each link.
- Supported administration by serving on SBAC team, researching & compiling data for technology assessment & needs, transition to new website host, and teaching a weekly 2 month coding class for all classrooms.
- PBIS committee.
- Currently on a team writing Digital Literacy Curriculum.

Reason for leaving: I was hired at RMCS in May 2015. In June 2016 the School Librarian position was changed to a full-time "Creative Arts" teaching position. This format creates great challenges to be both an excellent library manager and an excellent library teacher. In 2021-22 I taught twenty-two 45 minute classes each week. Enrollment is projected to increase in 22-23.

Supervisor: Kathleen Kilbourne (802-652-7200)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Charles P. Smith Elementary

Aug 2012 - Jun 2015

Library Media Specialist
Burlington, VT

- Managed library serving 300 students - 54% Free/Reduced Lunch, 30% Non-white, 14% English language learners.
- Taught 14 45 minute weekly classes on fixed schedule to K-5 students using PBIS model.
- Worked collaboratively with teachers to support classroom units within Professional Learning Community.
- Provided technology professional development to teachers and staff including, but not limited to: website development, imovie, Google Apps, FaceTime & Skype.
- Attended monthly technology meetings with district LMS, Education Technologists and Director of Technology Education.
- Designated as the first contact for troubleshooting computer and technical issues.
- Increased circulation of information texts through library reorganization, presentation, and marketing.
- Reorganized Library to coordinate with the schools needs and goals.
- Developed Library curriculum to align with Common Core, VT Standards, and school curriculum.
- Promoted recreational reading through book talks at all reading levels.
- Created and managed Library Weebly website and updated school's homepage .
- Promoted and organized school wide Science Fair.
- Coordinated all aspects of SBAC 3-5 testing including scheduling, training staff, and accommodations.
- Worked collaboratively with Library Assistant.

Reason for leaving: Obtained position closer to home. Thom Fleury is now the Principal at Leicester Central School in Rutland Northeast Supervisory Union, tfleury@rnesu.org

Supervisor: Thomas Fleury ((802) 247-8825)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Founders Memorial School

Nov 2010 - Jan 2011

Library Media Specialist Long-Term Sub
Essex, VT

- Taught 18 engaging Library classes per week within a modified fixed schedule to 400 students, grades 3 - 5.
- Managed school library with 40,000 materials, circulating 300 materials per week.
- Collaborated with classroom teachers to plan and teach inquiry based units using Vermont Standards.
- Instructed staff and students on use of Destiny, internet based catalog.
- Managed student behavior using Responsive Classroom methods.
- Shared responsibility for library with full-time Library Assistant.
- Directed six volunteers weekly.
- Experience using Google Apps, SMART board, Microsoft Excel, Microsoft Publisher, Safari Montage, Destiny Online Catalog.
- Created signs to mark numerous non-fiction sections at request of LMS on leave. Still posted as of April 2015.

Reason for leaving: Long Term Substitute position from November 1, 2010 to January 26, 2011

Supervisor: Kathy Barwin (802-879-6326)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Waterville Elementary School

Aug 2007 - Oct 2010

Librarian

Waterville, VT

- Managed school library serving 90 students pre-K to grade 6, with 45% economically disadvantaged.
- Taught library classes to multiage classrooms in Title 1 rural school.
- Created, taught and evaluated library curriculum for grades K-6 using Vermont Standards.
- Implemented behavior management in coordination with school wide Responsive Classroom.
- Adapted instructional strategies to meet academic and behavioral needs of students.
- Promoted recreational reading through book talks, consulting with students, researching and acquiring materials for the school collection, and Scholastic Book Fairs.
- Attended workshops on Responsive Classroom and Nonviolent Crisis Intervention.
- Wrote and received \$1250 in grant funding for books promoting reading for struggling and reluctant readers and books targeted at increasing knowledge of people in other world cultures.
- Read and recorded impressions of 350+ Juvenile and Young Adult novels since 2006.

Reason for leaving: Spouse lost job and I needed to work more hours to support my family. Requested leave of absence with intention of returning after my spouse obtained employment. Request granted by principal, but denied by superintendent. Left on good terms with WES staff.

Supervisor: Kate Torrey (802-644-2224)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Essex Middle School

Oct 2011 - Jul 2012

Registrar

Essex, VT

- Constructed school wide class schedules for Unified Arts and Foreign Language.
- Maintained daily attendance records and required truancy reports for 420 students in 3 grades.
- Maintained school database (MMS Generations) for student biographical data, schedules, and grades.
- Compiled data and completed census reports for the Vermont Department of Education.
- Generated report cards by merging data from web-based Edline gradebooks and MMS database.
- Created reports for staff, administration, and truancy officer as requested.
- Cheerfully greeted and addressed needs of parents and other visitors to the school.
- Registered new students by collecting and processing needed documents.

Reason for leaving: Obtained LMS position at C. P. Smith Elementary School in Burlington.

Supervisor: Kevin Briggs, Principal (802-879-7173)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Mount Mansfield Union High School

Mar 2011 - Jun 2011

JV Girls Lacrosse Coach

Jericho, VT

- Coached team of 4 sophomores and 17 freshman on the basic skills and strategies of women's lacrosse.

Supervisor: Brian Cain (802-899-4690)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Saxon Hill School / Chapin Orchards

Sep 2001 - Oct 2006

School Field Trip Tour Guide

Essex, VT

- Developed and led field trip tours of Chapin Orchard to early elementary and preschool students.
- Captured students' interest with dynamic high energy delivery, humor, and visual aids.
- Created and adapted tour to meet needs of students' ages, group size, and group requests.

Reason for leaving: Obtained position at Waterville Elementary School.

Supervisor: Michele Campbell (802-899-3832)

Experience Type: Other, Part-time

It is **OK** to contact this employer

Browns River Middle School

Oct 2006 - Jun 2007

Library Volunteer

Jericho, VT

- Maintained circulation of print and non-print resources.
- Updated cataloging on Sagebrush automated system.
- Cataloged new acquisitions using in-house procedure.

Supervisor: Joyce Babbitt (802-899-3711)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Capital School District

Sep 1991 - Jun 1994

Drug Education Specialist Teacher

Dover, Delaware

- Planned and taught lessons in K-4 and special education classes in 3 elementary schools.
- Traveled weekly between 3 schools to 30 different classrooms to deliver lessons.
- Worked with students from rural, suburban, urban, and migrant worker areas.

Reason for leaving: Resigned from position to stay home and raise my young children.

Supervisor: Robert Neylan (302-672-1500)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Hinton Family

Sep 1995 - Jun 1996

Algebra 1 Tutor

Dover, Delaware

- During the 1995-1996 school year tutored a 9th grade student in Algebra 1.

Supervisor: None (899-3114 (my phone))

Experience Type: Other, Part-time

Please **do not** contact this employer

Work Experience and Resume Website

<https://colleenspringer.weebly.com/>

This is my personal website. It contains links to examples of my school library work at C.P.

Rick Marcotte Central School Library Website

<http://cspringersmithlibrary.weebly.com/>

RMCS Student Links Website

<http://cspringerweblinks.weebly.com/>

I created this website in December 2015 in response to a need at Rick Marcotte Central school for a centralized site for online learning links. I regularly update and monitor the links on this site.

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:

8/4/22

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

Name: Rebecca Steward Location: BTMES

Submission Date: 8.3.22 Administrator Action/Checklist Complete: ☒ Y ☐ N

Position: Grade 8 Science Teacher Grade (If Applicable): 8

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

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

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

Replacement? ☒ Y ☐ N

If Yes, For Whom? ML McLaughlin Salary Rate: \$ 71,406

Administrator Approval: Erica Pearson (KAP) Signature Date: 8.3.22

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

For Central Office Use Only:

Contract Complete Date Offer Letter Complete Date DOH

Total Years of Experience: Step: 12 Salary Placement: M

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

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

Days Per Year: 190 Salary: \$ 67,152 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

AUGUST 5, 2022
Date

Rebecca Steward

Education

Upper Valley Graduate School of Education

Lebanon, New Hampshire

Master in Teaching

Major: MEd

Attended August 2019 to August 2021

Degree conferred September 2021

Upper Valley Educator Institute

Lebanon, New Hampshire

Teacher Certification Program

Major: Education

Attended September 2008 to June 2009

Degree conferred June 2009

Castleton State College

Castleton, Vermont

Bachelor of Arts

Major: Geology

GPA: 3.200

Credit Hours: 152

Attended August 2005 to May 2008

Degree conferred May 2008

Experience

Starbase (Department of Defense)

Dec 2012 - Mar 2022

Rutland site coordinator

2143 Post Road, Rutland, VT 05701

The goal of DoD Starbase is to expose youth to motivate students of challenging demographics to become excited about Science, Technology, Engineering and Math (STEM). Using the common core curriculum and 25 hours of instruction students experience science through an inquiry-based curriculum. The Rutland site teaches reaches about 750 students per year from schools in southern Vermont, works with outreach community events, and has an afterschool program.

Reason for leaving: I have taken on an administrative role at my current position which does not allow me to be in the classroom as much as I would like. I am seeking a teaching position so I can work directly with students.

Supervisor: Dan Myers (802-786-3820)

Experience Type: Military, Full-time

It is **OK** to contact this employer

Lake Region Union High School

Aug 2009 - Jun 2011

Earth Science Teacher

Orleans, Vermont

I taught three levels of Earth Science to high school freshmen. I also was freshman class advisor. I also helped instruct an after school program for students who were struggling academically.

Reason for leaving: The school no longer needed my services.

Supervisor: Christopher Waring ((802) 754-6521)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Honeywell Space Camp

Attended Honeywell Space Camp. This is a science based camp open to educators who teach science located in Huntsville, Alabama. I spent a week at the Space and Rocket Center learning about the space program and lessons I can use in the classroom.

CAD (Computer Aided Design)

Attended a CAD (Computer Aided Design) training at the PTC headquarters in Needham MA.

Professional Geological Conferences Attended

2009, July, Inquiry Driven Science Institute, Antioch University, NH

2009, March, Geological Society of America, Portland, ME

2008, October, NEIGC, Amherst, MA

2008, March, Geological Society of America, Buffalo, NY

2007, October, NEIGC, Quebec City, Canada

2006, October, NEIGC, Rangeley, ME

- New England Inter-correlate Geological Conference

Volunteer Work

2010 Green-up Day Barton, VT (cooking crew)

2008 Birches Camp Plymouth, VT (nature walks)

2007-2008 Ski Program Plymouth, VT (ski instructor)

2007-2008 Green-up Day Plymouth, VT (clean-up crew)

2007 Kindergarten Soccer Ludlow, VT (volunteer)

1990-2007 Plymouth Historical Society Plymouth, VT (presenter of artifacts)

Teaching Assistant

Castleton State College, Castleton, VT

- Teaching Assistant in Petrology class, 2008
- Teaching Assistant in Mineralogy class, 2007

Creo 3.0 advanced training

Traveled to Los Alamitos, CA for an advanced computer aided design training.

Supervising in State Government

Attended training in Montpelier, Vermont to learn about supervising.

CPR Certification

Earned certification in child and adult CPR.

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

**TRANSFER/CHANGE/TERMINATION
NOTIFICATION FORM**

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

Date Received by Central Office:

Action (*X* all that apply):

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

Name:

Kirstin Morrison

Location:

BCEMS

Effective Date of Change:

7/1/22

(Transfer-use the first day of the pay period if possible.)

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

CURRENT:

Current Position:

Behavior Specialist

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

Classification:

Teacher

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

Hours Per Day:

7.5

 Scheduled Hours:

8:25

 a.m. to

3:45

 p.m. FTE:

1

Current Rate of Pay: Hourly-Non Exempt ☐ or Salary- Exempt ☒

Account Code:

101-1381-51-11-0-2141-51930

NEW:

New Position:

Assistant Principal

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

Classification:

Admin

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

Hours Per Day:

7.50

 Scheduled Hours:

8:15

 a.m. to

3:45

 p.m. FTE:

1

New Rate of Pay: Hourly-Non Exempt ☐ or Salary-Exempt ☒

Account Code:

101-1381-51-11-0-2410-51410

Administrator Approval:

Brenda Waterhouse

Date:

6/28/22

Superintendent Approval on Reverse Side



Kristin Morrison, LICSW

Education

State University of New York at Albany

Albany, New York

Master of Social Work

Major: Social Work

GPA: 3.600

Attended May 2004 to May 2005

Degree conferred May 2005

Castleton State College

Castleton, Vermont

Bachelor of Social Work

Major: Social Work & Sociology, **Minor:** Community Studies

GPA: 3.500

Attended September 2000 to May 2004

Degree conferred May 2004

Experience

Barre City Elementary Middle School

Aug 2013 - Present

Behavior Specialist

Barre, VT

Supervisor: Chris Hennessey (802-476-6541)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Benson Village School

Aug 2008 - Jul 2013

School Based Clinician- School Social Worker

Benson, VT

School Based Clinician-School Social Worker, Benson Village School, Benson, Vermont

- Selected as Principal's Lead Teacher to perform role of Principal during Principal's absences
- Building Coordinator for our EEE-8 Educational Support Team (EST)
- Building Coordinator for Coordinated Service Plan (CSP) (Act 264)
- Expertise in Functional Behavioral Assessments
- Designer and Implementer of Student Behavior Plans
- Consult with Teachers and Paraprofessionals regarding social emotional needs of students
- Provide individual counseling to students
- Coordinate between family and school social emotional needs of students
- Provide case management to families
- Act 1 Trainer for Supervisory Union
- PBIS School Coordinator

- Teacher Advisor for Student Council
- Member of Supervision Evaluation Committee for Supervisory Union
- IEP service provider- familiar with Goal View

Reason for leaving: Relocating

Supervisor: Kim Doty (802-537-2491)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Rutland City Schools: Tapestry Programs

Aug 2007 - Apr 2013

Home School Coordinator

Rutland Public Schools

Home School Coordinator, Rutland City Public Schools: Tapestry Program, Rutland, Vermont

- Identify and refer children to mental health services
- Assist families in accessing community resources (i.e. securing child care subsidy)
- Consult with staff concerning behavioral strategies for at-risk populations
- Provide supervision and evaluation to ten program staff members
- Training Instructor for Act 1, Mandated Reporting, Child Care Regulations
- Provide professional development on topics ranging from poverty to behavior management
- Provide psycho-educational counseling to individuals and groups

Reason for leaving: Relocation

Supervisor: Deb Hathaway (802-786-1935)

Experience Type: Public School, Part-time

It is **OK** to contact this employer

Rutland Mental Health/Benson Village School

May 2006 - Aug 2008

School Based Clinician

Benson, VT

School Based Clinician via Rutland Mental Health, Benson Village School, Benson, Vermont

- Conduct initial assessment, diagnosis, and treatment planning
- Provide individual, family, and group therapy for children with DSM IV diagnosis
- Coordinate services between families, schools, doctors, and other community resources and providers.

Reason for leaving: The job transitioned into a school based position. I became a School District employee.

Supervisor: Karen Grimm (802-775-2381)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Rutland Mental Health/Rutland Public Schools

Jun 2005 - Aug 2007

Tapestry Clinician

Rutland, VT

- Provide group therapy to children in Tapestry (after school program)
- Maintain collaboration between Rutland Mental Health and Rutland Public Schools
- Provide program oversight

Reason for leaving: Entered into a new role with the program.

Supervisor: Doug Norford (802-775-2381)

Experience Type: Public School, Full-time

It is **OK** to contact this employer

Rutland Mental Health, Child & Family Services

Jun 2005 - May 2006

Community Based Clinician

Rutland, VT

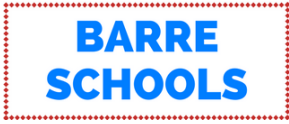
- Provided individual and family therapy in the community
- Conducted initial assessment, diagnosis, and treatment planning
- Provided case management

Reason for leaving: Transitioned to another position in the agency.

Supervisor: Marian Kurath (802-775-2381)

Experience Type: Other, Full-time

It is **OK** to contact this employer



Tina Gilbert <tgilbbsu@buusd.org>

BUUSD Board vacant seat

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

Mon, Aug 1, 2022 at 10:04 AM

Good morning Tina,

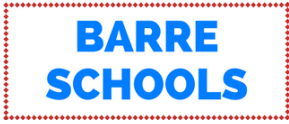
Please accept this email as my letter of interest for the BUUSD Board vacant seat representing Barre Town.

The District is facing many challenges brought on by the pandemic, challenges that require knowledge and experience along with a considerable amount of time and effort.

I have been an active and vocal supporter of our public education system for the past four decades having served on many various school committees and several school boards. I believe my record of public service demonstrates my ability to be objective, to research and acquire knowledge necessary to make informed decisions, and to be a consensus builder. Furthermore, since retiring in the Fall of 2021, I have ample time to commit to the responsibilities required of a school board member.

I look forward to meeting with the Board on August 11th for a formal interview. At such time, I'll be prepared to provide detailed information regarding my experience and qualifications.

Respectfully,
Paul Malone



Tina Gilbert <tgilbbsu@buusd.org>

School board vacancy

Emily Wheeler <ekwheeler162@gmail.com>
To: "tgilbbsu@buusd.org" <tgilbbsu@buusd.org>

Thu, Aug 4, 2022 at 6:33 PM

Hi Tina

I'm interested in the school board vacancy and would like to be on the interview list.

Thank you,
Emily Reynolds



Date: July 28, 2022

To: Jamie Evans

Subject: Barre Energy Audit

Dear Mr. Evans,

Following up on our meeting with your facilities subcommittee last week, I wanted to quickly explain the miscommunication. Our design team worked with the understanding that the major immediate focus of the ESSER funds at Spaulding High School would be utilized to add dehumidification to upper floor classrooms, install fire sprinkler systems, make necessary electrical upgrades to accommodate dehumidification, and install energy efficient controls to control new cooling systems.

It became apparent during the meeting that the board was expecting a more complete list of potential upgrades. Due to the very short window of time to allocate and spend ESSER funds, EEI did not have time to complete a full and comprehensive energy audit; however, we have made a preliminary list of potential projects with order of magnitude pricing. It is not typical to share such preliminary information with school boards; however, we are sharing it at this time to give the Barre School Board an understanding of the magnitude of upgrades. Our intent is to complete a full energy audit over the next several months and provide a more accurate and thorough list of energy saving projects and facility needs.

Sincerely,

Michael Davey
Business Development Manager
Energy Efficient Investments, Inc.

Spaulding HS Preliminary ECM Matrix 7-26-22

ECM #	ECM Description	Cost for Installed	Add Full A/C
Spaulding HS School			
1a	New Electrical Service High School Main and power panels for upper floor A/c	\$ 761,250.00	\$ 114,187.50
1b	New Electrical Service for Career Center	\$ 250,000.00	
2a	DDC Controls and Valves building window	\$ 394,605.00	
2b	Controls and valves Remainder of building and Career Center	\$ 1,055,600.00	
3a	3rd Floor and Partial 2nd floor Dehumidification with Energy Rec Rooms 116-100	\$ 3,894,520.00	
3b	Dehumidification remainder Classrooms & Auddioriam	\$ 8,750,000.00	\$ 1,225,000.00
3c	Dehumidification Gyms	\$ 884,000.00	
3d	Dehumidification Career Center	\$ 2,700,000.00	
3e	Dehumidification Cafeteria	\$ 657,000.00	
3f	Improved Ventilation Cafeteria	\$ 420,000.00	
3g	In Lieu of Dehumidification in venting classrooms and VRF	\$ 4,189,500.00	
3h	Locker room Ventilation Upgrade	\$ 560,000.00	
4	Add Fire Suppression	\$ 1,225,250.00	
5	Replace fossil Fuel Back up Boilers	\$ 1,000,000.00	
6	New Fire Alarm Fully Addressable	\$ 1,055,000.00	
7	Roof Mounted Solar System	\$ 1,200,000.00	
8	Window upgrades	\$ 2,500,000.00	
9	Energy Efficient Kitchen Upgrades and new appliances	\$ 400,000.00	
10	Code Upgrades allowance	\$ 750,000.00	
11	Security upgrades	\$ 850,000.00	
	Total	\$ 33,496,725.00	



Barre Unified Union School District

Big Picture Concepts

Spaulding HS Preliminary ECM Matrix 7-26-22					
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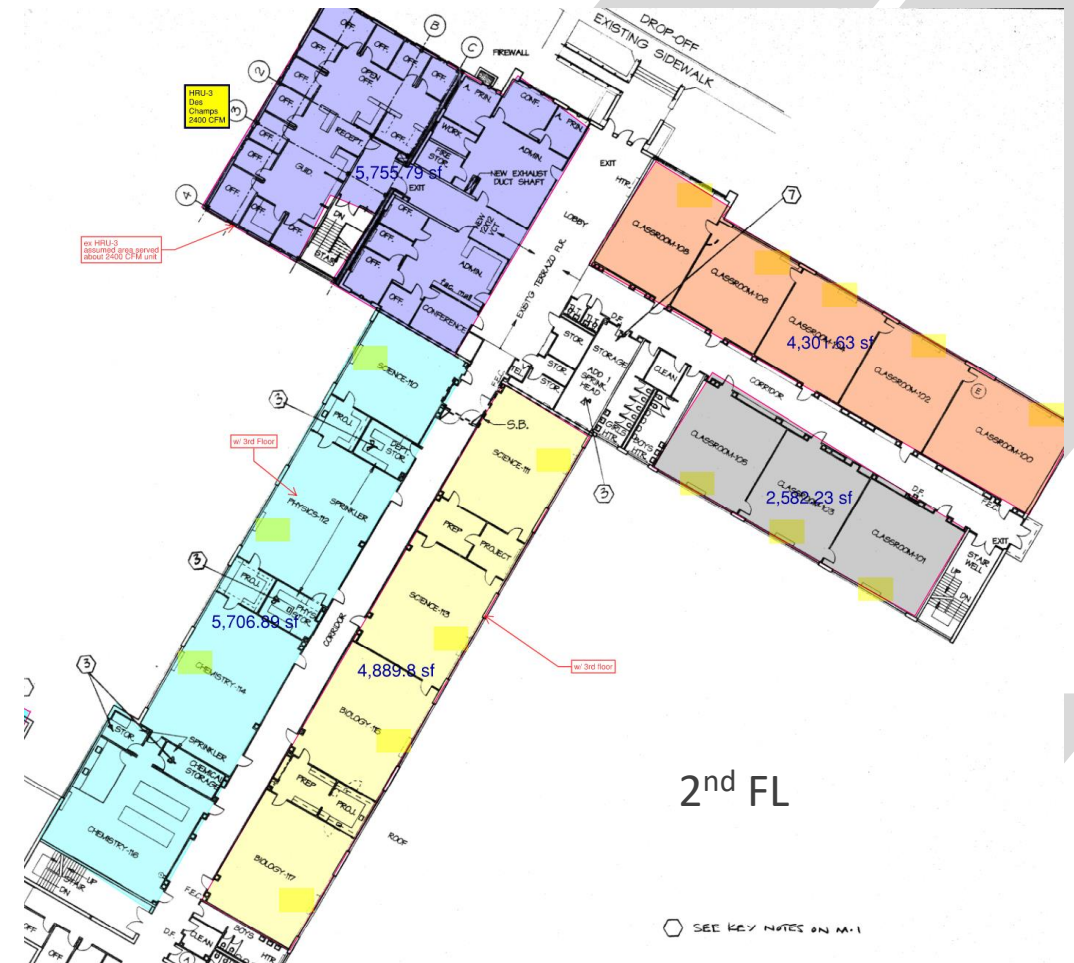
General note: This is a very high level (3,000 FT view) of potential projects. Detailed design is required on any potential project

Potential ESSER Projects

ECM #	ECM Description	Cost for Installed
Spaulding HS School (Potential ESSER Project)		
1	Electrical Services	\$ 761,250.00
2	DDC Controls	\$ 394,605.00
3	3rd Floor and Partial 2nd floor Dehumidification with Energy Rec Rooms 116-100	\$ 3,894,520.00
4	Add Fire Suppression	\$ 1,225,250.00
5	Lighting in Ventilation areas	\$ 250,000.00
	Option 1 (Subtotal)	\$ 6,525,625.00
	Payment and Performance Bond	\$ 65,256.25
	Project Total	\$ 6,590,881.25
	Lighting Lease Remainder of Building	\$ 528,050.00
Alt 1	Fire Alarm	\$ 1,055,600.00
Alt 2	HVAC Controls Remainder of Building	\$ 850,000.00

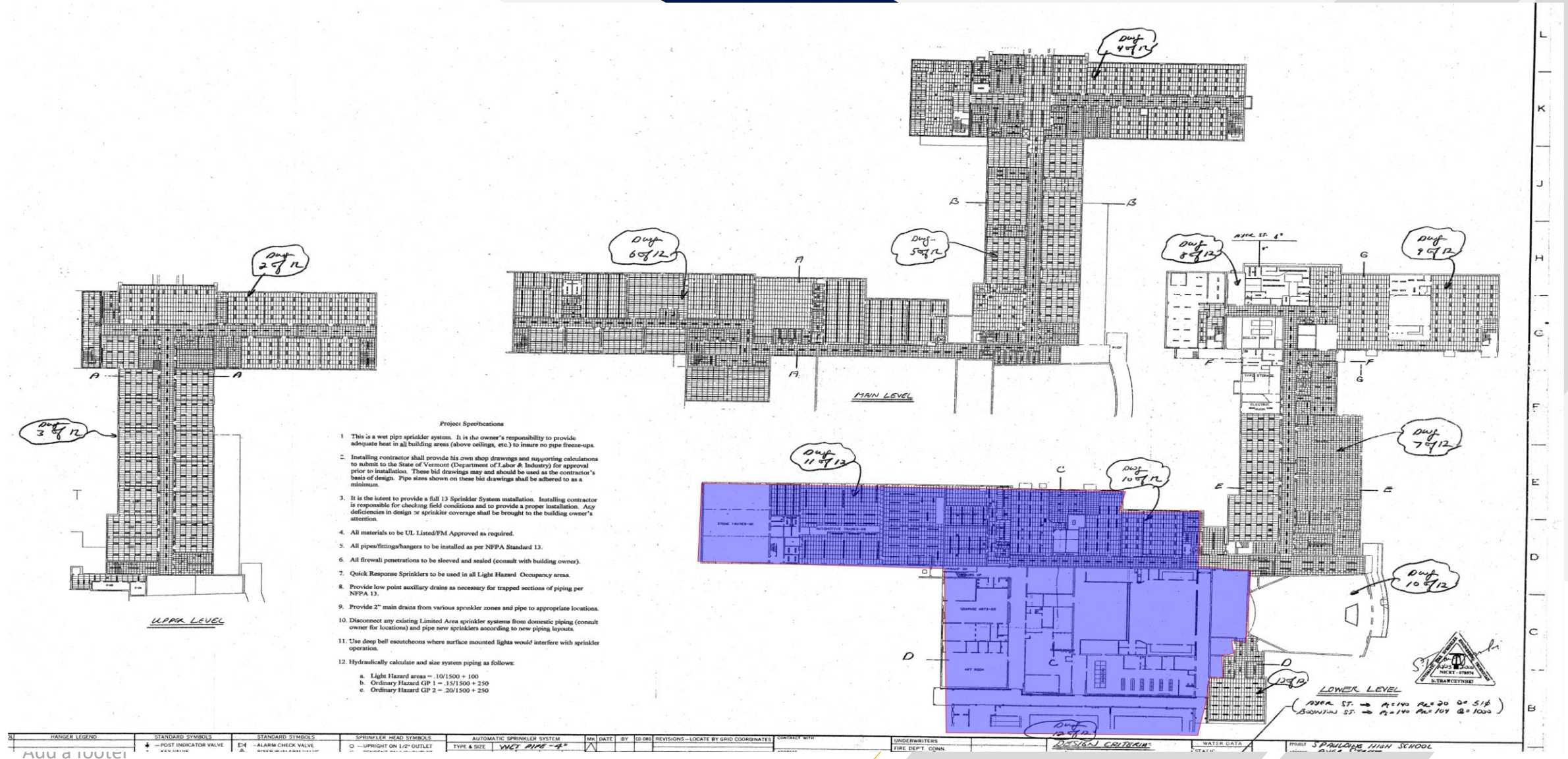
20 year lease term

3rd Floor



2nd FL

Sprinkler Areas Covered (All gray areas)



Electrical Scope

- 2000 AMP 3 phase 208 panel in main electric room
- Stamped engineered drawings and coordination with Utility
- New HVAC sub panels for new equipment

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 – Winter 2022
- Complete & Close Out - Sept. 2024

