

**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

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.

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 Spencer, 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.

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

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.

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.

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

08/15/22 – Policy Committee

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