

**BARRE UNIFIED UNION SCHOOL DISTRICT
BOARD MEETING**

September 22, 2022 at 6:00 p.m.

In-Person: Barre City Elementary and Middle School James Taffel Library, 50 Parkside Terrace, 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

- 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 - September 8, 2022
 - 5.2. Emergency Meeting Minutes - August 31, 2022
- 6:30 6. Current Business
 - 6.1. Student Presentation: BCEMS - Students on the Move
 - 6.2. New Hires **[ACTION]**
 - 6.3. Interviews for Community Member Finance Committee Seat (BT)
 - 6.4. Student Discipline Update
 - 6.5. VEHI/VSBIT Annual Meeting Info/Proxy Forms **[ACTION]**
 - 6.6. CVCC Lease Discussion
 - 6.7. EEI Lighting Proposal for SHS
- 7:45 7. Old Business
 - 7.1. Second and Final Reading Substitute Teachers (B1) (Required) **[ACTION]**
 - 7.2. Second and Final Reading Role and Adoption of School Board Policies (A30) (Consider) **[ACTION]**
 - 7.3. Second and Final Reading Board Member Education (A31) (Consider) **[ACTION]**
 - 7.4. Board Values and Goals for Budget Development
- 8:20 8. Reports
 - 8.1. Superintendent Report
 - 8.2. Building Reports: BCEMS, BTMES, SHS, SEA
 - 8.3. CVCCSD Board Report
 - 8.4. Finance Committee: **Met:** September 15, 2022; **Next Meeting:** October 20, 2022
 - 8.5. Facilities/Transp. Committee: **Met:** September 12, 2022; **Next Meeting:** October 11, 2022
 - 8.6. Policy Committee: **Met:** September 19, 2022; **Next Meeting:** October 17, 2022
 - 8.7. Curriculum Committee: **Met:** September 1, 2022; **Next Meeting:** October 6, 2022
 - 8.8. Negotiations Committee: **Next Meeting:** TBD
- 8:35 9. Other Business/Round Table

- 8:40 10. Future Agenda Items
- 8:45 11. Next Meeting Dates: October 13, 2022, SEA Building, 6:00 pm and via Google Meet
October 27, 2022, SEA Building, 6:00 pm and via Google Meet
- 8:50 12. Executive Session
12.1. Discuss and Appoint New Community Member
13. Adjournment

PARKING LOT OF ITEMS

- A. Educational Performance Update (Oct.)
- B. VSBA Resolutions (Oct. 13)
- C. Community Input Regarding Budget Priorities (Listening Session)
- D. Board Development/Retreat
- E. Procedures for Policies Discussion
- F. Meeting Norms
- G. Goals & Expectations for the Superintendent
- H. Committee Charge
- I. Board Procedure and Engagement
- J. Barre City Before and After School Care Concept or Plan
- K. New Hire Process/Negotiations/Personnel Committee
- L. Expanded Special Education Report
- M. Revisit Decision Regarding Staff Resignation Letters
- N. SHS Foundation Report
- O. Evaluation: Staffing, Enrollment, Facilities, etc.
- P. Building Capacity at each building
- Q. Critical Race Theory
- R. Combining BCEMS and BTMES Sports

MEETING NORMS

- 1. Keep the best interest of the school and children in mind, while balancing the needs of the taxpayers
- 2. Make decisions based on clear information
- 3. Honor the board's decisions
- 4. Keep meetings short and on time
- 5. Stick to the agenda
- 6. Keep remarks short and to the point
- 7. Everyone gets a chance to talk before people take a second turn
- 8. Respect others and their ideas

DRAFT**BARRE UNIFIED UNION SCHOOL DISTRICT
REGULAR BOARD MEETING**

Barre City Elementary and Middle School – James Taffel Library
and Via Video Conference – Google Meet
September 8, 2022 - 6:00 p.m.

MINUTES**BOARD MEMBERS PRESENT:**

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

BOARD MEMBERS ABSENT:**ADMINISTRATORS PRESENT:**

Chris Hennessey, Superintendent
Luke Aither, SHS Co-Principal
Josh Allen, Communications Director
Stacy Anderson, Director of Special Services
Jason Derner, Alternative Education Administrator
Karen Fredericks, Director of Curriculum, Instruction, and Assessment
Pierre Laflamme, BCEMS Principal
Melissa Lindhiem, Assistant Director of Special Services
Ted Mills, BTMES Assistant Principal
Rebekah Mortensen, Assistant Director of Special Services
Jennifer Nye, BTMES Principal
Erica Pearson, BTMES Principal
Brenda Waterhouse, BCEMS Principal

GUESTS PRESENT:

Dave Delcore – Times Argus	Amelia Abraham	Rachel Aldrich-Whalen	Bridgett Apfel	Sarah Attig
Mel Battah	Shadi Battah	Paula Beaudet	Kim Benson	Lori Bernier
Martha Blaisdell	Jeff Blow	Michael Boutin	Amy Caffry	James Carpenter
Erin Carter	Amber Cheney	Stephanie Collins	Concerned Citizen	Tana Cosgrove
Allison Coutemanche	Mike Deering, II	Jordan Doctor	Erika Dolan	Pragya Donovan
Nora Duane	Kirsten Evans	Mary Fifield	Jamie Frey	Karen Gadapee
Gina Galfetti	Mary Gaudreau	Mary Gehlbach	Jaime Guilmette	Alice Harding
Karen Heath	Carol Hebert	Sarah Helman	Sarah Hill	Josh Howard
Mary-Ann Huang	Stacy Hubbell	Shannon Huda	Jenny Hyslop	Sharon Jacobs
Katie Jarvis	Ellen Kaye	Samantha Knudsen	Philip Kolling	Prudence Krasofski
Colleen Kresco	Laura Lagerstedt	Kerri Lamb	Kelsey LaPerle	Anne Leeds
Patrick Leene	Tara Martin	Kathleen Matthews	Jessica Maurais	Sara McCaffrey
Topper McFaun	Bonnie McIntosh	Roberta Melnick	Dan Morrison	Matt Mulligan
Joelen Mulvaney	Milika Neddo	Rachel Nelson	David Peterson	Shannon Planck
Michael Pope	Dean Preston	Joe Reil	Amy Richard	Nick Ross
Katie Saint Raymond	Tim Sanborn	Marge Sichel	Patricia Shane	Lauren Singer
Diane Solomon	Kevin Spaulding	Megan Spaulding	Michael Titus	Jon Valsangiacomo
Rachel Van Vliet	Trina Villa	R. Lee Walther	Teddy Waszazak	Jesse White
Jesse Willard				

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1. Call to Order

The Chair, Mrs. Spaulding, called the Thursday, September 8, 2022, Regular meeting to order at 6:00 p.m., which was held at BCEMS in the James Taffel Library and via video conference.

2. Pledge and Mindfulness Moment

The Board recited the Pledge of Allegiance. The Board held a Mindfulness Moment. Mrs. Spaulding read the Meeting Norms. Mrs. Spaulding thanked community members for their attendance and read the public participation guidelines, noting that she has revised them in a minor way regarding 'raising hands' and signing up in the 'Chat' feature. Mrs. Spaulding advised that she will no longer take public comment on; Additions and Deletions to the Agenda, and Future Agenda Items and that the Chat section will no longer be used to sign up for public comment. At the request of the Chair, Mrs. Poulin provided a brief overview of some of Robert's Rules of Order.

3. Additions and/or Deletions to the Agenda

On a motion by Mr. Malone, seconded by Mrs. Leclerc, the Board voted 6 to 2 to delete Agenda Item 6.4 Reflections on Feedback from Staff and Superintendent. Mr. Boltin, Mr. Cecchinelli, Mrs. Farrell, Mrs. Leclerc, Mr. Malone, and Mr. Reil voted for the motion. Ms. Parker and Mrs. Pregent voted against the motion.

On a motion by Mr. Malone, seconded by Mrs. Leclerc, the Board voted 7 to 1 to add Agenda Item 6.5 Board Values and Goals for Budget Development. Mr. Boltin, Mr. Cecchinelli, Mrs. Farrell, Mrs. Leclerc, Mr. Malone, Mr. Reil, and Mrs. Pregent voted for the motion. Ms. Parker voted against the motion.

On a motion by Mr. Reil, seconded by Mrs. Farrell, the Board unanimously voted to add agenda items: 11.1 Personnel – Superintendent Evaluation, 11.2 Two Student Matters, and 11.3 Board Evaluation.

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

4. Public Comment for Items Not on the Agenda

4.1 Public Comment

Copies of e-mails from Anastasia Douglas and David Gunn were distributed.

Mrs. Spaulding read emails from Anastasia Douglas, David Gunn, and Joelen Mulvaney.

A mix of administrators, staff, community members, and Board Members (Teddy Waszazak, Rachel VanVliet (speaking on behalf of the Barre Educators' Association), Jenny Hyslop, William Toborg, Lori Bernier, Matt Mulligan, Rachel Nelson, Michael Boutin, Jason Derner, Mary Fifield, Josh Howard, Terry Reil, Nancy Leclerc, Dean Preston, Marge Sichel, Roberta Melnick, and Sonya Spaulding) addressed the Board, thanked them for their service and expressed opinions pertaining to; support for the Superintendent and Chair, gratitude to the Board, administrators, and staff, information on the start of the school year, the need for respect and collaboration, the importance of promoting education (including for Board Members), concern over the spread of misinformation, concern over actions of the Board Chair and a call for the resignation of the Chair, a request that the Superintendent address the disparity between remarks in a meeting and a statement in one of his emails, concern that the Superintendent, Board Chair and others were involved in an orchestrated attack against other members of the Board, a request that there be an explanation regarding what a 'sustained effort' is and what is meant by the Superintendent's statement that it will be important 'keep this momentum going in future meetings', concern over obstruction of the work of the Board, concern that the budget is not sustainable and test scores don't reflect progress, that tax payers want change and accountability, the need for the Board to work together to meet the goals for effectively educating youth at a sustainable cost, accountability to tax payers, lack of trust of the Superintendent and Board Chair, concern over the situation the Superintendent has been put in (defending his reputation and integrity), concern over some of the comments made in public comment, concern that the Chair is not consistently applying meeting 'rules', support for how tax dollars are being spent, a request that the Board spend more time focusing on school board work and seeing that resources are available to students, a query regarding whether any Board Members posted on the 'Barre Values' page, appreciation for discussion of Board related business, concern that administrators need to run the school and are being distracted by Freedom of Information Act requests and the current culture, the need to do better as a 'whole', the need to 'meet students where they are at', a query regarding how bullying and harassment of students is being handled this year, appreciation to Board Members who attended a recent PTO meeting, concern that individuals who are stating that Board Members are not participating in training are misinformed, and that Board Members, especially new ones, should be receiving support from seasoned Board Members and should not be made to feel badly for asking questions, a request that the Board work as a group, appreciation for promotional videos, and the need to attract new families to the District.

Mr. Reil advised that Board Members are participating in various trainings and he has participated in 18 different Board trainings since March.

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Mrs. Leclerc advised that she takes her role on the Board very seriously and she too has participated in much Board training, and advised that she has asked questions, and does so in an effort to learn and perform her responsibility as a Board Member, making informed decisions.

Mrs. Spaulding, speaking as a community member, read a prepared statement, regarding the ‘turmoil of the past few weeks’, advising regarding ‘her side of the story’, expressing concern that many assumptions have been made, but no one has approached her to hear ‘her truth’, concern that the ‘messages’ from administrators and staff are being disregarded and the need for the Board to work together for the good of the District.

4.2 Student Voice

None.

5. Consent Agenda

5.1 Approval of Minutes – August 25, 2022 Regular Meeting

On a motion by Mr. Reil, seconded by Mrs. Farrell, the Board unanimously voted to approve the Minutes of the August 25, 2022 Regular Meeting.

6. Current Business

6.1 New Hires

The resume and BUUSD Notification of Employment Status Form for Rachel Sterling (BCEMS Elementary Special Educator) was distributed. Mr. Hennessey provided an overview of the candidate, and answered questions from the Board including, but not limited to concerns regarding oversight of Math instruction. Mr. Hennessey needs to verify the job responsibilities assigned to Rachel Sterling. It was noted that there are currently six Case Manager openings. Mrs. Gilbert was lauded for her efforts in securing provisional and emergency licenses.

On a motion by Mrs. Pregent, seconded by Mr. Cecchinelli, the Board voted 7 to 1 to approve the hiring of Rachel Sterling. Mr. Boltin, Mr. Cecchinelli, Mrs. Farrell, Mrs. Leclerc, Ms. Parker, Mrs. Pregent, and Mr. Reil voted for the motion. Mr. Malone voted against the motion.

6.2 Strategic Plan Discussion

A document titled ‘Vision, Mission & Beliefs’ was distributed.

The Strategic Plan was displayed on screen and Mr. Hennessey advised that a short walk-through of the Plan would be provided. Mr. Pope addressed the Board and provided a historical overview of how the Plan was crafted which included public forums and focus groups. All decisions being made within the District need to tie back to the Strategic Plan. Mr. Hennessey advised that the Strategic Plan is based on the District’s mission and vision, which is fueled by the District’s beliefs. Board Members were polled regarding which belief they find the most pertinent. The Strategic Plan includes five key goals; Equitable Access, Communications & Relationships, Curriculum & Career Pathways, Student Wellness, and Student Engagement. Ms. Fredericks addressed the Board advising of a ‘handout’ created by the Communications Director. The document identifies; Strategic Objectives, Action Steps, and Benchmarks (utilized to measure success) for each of the five key goals. Ms. Fredericks provided an overview of the information provided in the handout. The Board was advised regarding more detailed information (a road map) that includes a timeline with indicators for completed work, work in progress, and future work. Board and community members are encouraged to view the document in its entirety. The complete Strategic Plan is available on the BUUSD web site. Community and Board Member feedback was received and staff members answered questions from the Board. It was noted that the Strategic Plan is an excellent tool to be used to hold folks accountable.

The Board recessed from 8:10 p.m. until 8:15 p.m.

6.3 Salary Metric Discussion

A document titled ‘BUUSD Salary Schedules’ (dated 09/02/22) was distributed.

A copy of a letter from Mr. Hennessey to the School Board was distributed.

Three spreadsheets were also distributed; FY22 Vermont Principal Salary Survey, FY22 Vermont Central Office Survey, and FY22 Superintendent Survey.

Mr. Hennessey provided some context regarding the process of creating the salary metric, advised regarding the reasons for creating the metric, how the increases will be paid for in FY23, and the assumptions he was working under when creating the metrics. It was confirmed that the Board did not approve the new metric, though the Superintendent believes that salary increases are delegated to the Superintendents to make. Mr. Malone believes that salaries for contracted personnel must be approved by the Board and that it is the duty of the Board to approve those salaries. Mr. Malone queried regarding establishing salaries based on non-school work experience, and where that provision is located in the Master Agreement (as was previously stated). Mr. Hennessey advised that the District is currently performing an audit of all the contracts since the last year Superintendent Pandolfo worked in the District.

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Mr. Hennessey advised that the Master Agreement does not define 'past experience' and that perhaps something should be added in the next contract. Mr. Malone advised that he has reviewed past hiring practices, and those do not show that credit is given for past non-school experience. Mr. Malone went on record that he does not believe using monies that come out of health insurance, breakage, grants, etc., is a good practice because those factors are not a 'given' going forward. Mr. Malone would like the Board to approve any metric increases going forward and it is his belief that that method complies with the law. Mr. Malone queried the use of a step system for certain employees, e.g. Behavioral Interventionists, who could in theory, end up making as much as principals. In response to a query from Mrs. Leclerc, it was noted that in the past there was no metric and that administrator salaries were negotiated. Mr. Hennessey reiterated the urgent need to hire and retain employees. Mrs. Farrell is concerned that individuals with very little experience are being paid as much as individuals with a lot of experience and is concerned that the local economy cannot sustain these types of raises and she believes individuals should be paid based on their education and experience. Mr. Reil would like to know the actual 'rules' regarding how salaries are determined and expressed concern regarding changes to the metric since it was originally presented. Mrs. Pregent advised that she was surprised that the metric is being discussed, as she believes it was previously discussed in an Executive Session and she thought the Board was in agreement that it be used. Mrs. Pregent believes the Board sets the budget and that as long as the Superintendent is working within the budget, she is unclear why there are concerns being raised. Mr. Hennessey provided additional information regarding some positions that are sometimes hourly and sometimes salary. Mrs. Pregent queried regarding removing unfilled positions from future budgets. It was noted that there are trust issues.

It was agreed that clarity in the form of a written legal opinion is necessary regarding Board approval of salaries and the necessity of Board approval prior to any contracts being signed by the Chair. It was agreed that the Board will approve the phrasing of questions being sent to legal counsel and that counsel's response will be sent to all Board Members. Mr. Hennessey will take responsibility of seeking a legal opinion regarding statute, the setting of salaries and signing of contracts, but will first send out a draft of the questions to all Board Members so that the phrasing of the questions can be approved. A query was made regarding clarification of salary increases being enacted after a contract has been signed with a different salary.

~~—6.4 Reflections on Feedback from Staff and Superintendent~~

6.5. Board Values and Goals for Budget Development.

Mrs. Farrell advised she wants the budget to follow the Strategic Plan. Mrs. Spaulding advised that usually, Board Members advise of more specific values and goals, e.g. increase percentage limits, etc. Additional input included; a budget that reflects that the District wants to attract and retain highly qualified staff, guidance from the Board to the Negotiations Committee, a flat or reduced budget for FY24, discussion of unfilled positions, efficiency in purchasing, and standardized purchasing, use of surplus monies (to offset expenses or any increase in the budget, to complete large necessary projects, and to be used to expand the SEA Building to accommodate more students), for administrators to look for areas that could be reduced (be cost conscious), a review of numbers as soon as possible, creation of a budget that voters will want to approve, ways to inspire students, investments in before/after-school programming and investments in summer services

7. Old Business

7.1 Second and Final Reading Substitute Teachers Policy (B1)

A copy of the policy was distributed.

On a motion by Mrs. Leclerc, seconded by Mr. Boltin, the Board unanimously voted to table discussion of Agenda Items 7.1, 7.2, and 7.3 until the September 22, 2022 meeting.

7.2 Second and Final Reading Role and Adoption of School Board Policies Policy (A30)

A copy of the policy was distributed.

Agenda Item tabled under Agenda Item 7.1.

7.3 Second and Final Reading Board Member Education (A31)

A copy of the policy was distributed.

Agenda Item tabled under Agenda Item 7.1.

7.4 Second and Final Reading Policy Section 504 and ADA Grievance Protocol for Students and Staff Policy (C14)

A copy of the policy was distributed.

Ms. Parker provided a brief overview of the required policy, and advised regarding previous discussion and updates to the policy since the First Reading.

On a motion by Mr. Reil, seconded by Mrs. Leclerc, the Board unanimously voted to approve the Second and Final Reading of the 'Policy Section 504 and ADA Grievance Protocol for Students and Staff' Policy (C14), and agreed to adopt said policy.

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8. Other Business/Round Table

Mrs. Farrell queried regarding the status of PBIS training and inquired regarding any assistance that may be needed. In response to a query from Mrs. Farrell, it was noted that parents should contact the Director of Curriculum for broad level questions and teachers for classroom level questions (syllabus related). Mrs. Leclerc believes it would be beneficial to post curriculum/syllabus information on the District web site.

Mr. Reil thanked Mrs. Anderson for providing clarifying information relating to special education and the number of students who qualify for special education.

Mr. Cecchinelli queried regarding whether or not Board Members are considered Mandated Reporters. This question will be posed to legal counsel (Pietro Lynn).

Mrs. Pregent requested that some surplus funds be dedicated to a site study for the athletic fields at SHS, which could in turn; provide some guidance to the SHS Foundation to start some fundraising for improving the athletic facilities.

Ms. Parker expressed gratitude to the Board advising that she thinks there was good discussion this evening, and thanked community members for attending this evening.

Mrs. Spaulding wants legal clarification regarding public commentary and whether or not members of the public can 'call out' Board Members by name. Barre Town Community Members were reminded of the opening on the Finance Committee.

Mr. Hennessey advised that he received a text praising this evening's discussion on the Strategic Plan.

Mrs. Poulin read from Robert's Rules relating to 'naming of names', and advised that she has heard a lot of serious changes being made during public comment (harassment and bullying etc by Board Members). Mrs. Poulin is present in every meeting and she does not believe there have been conversations that meet that criteria, and she wants folks to understand that if they attach names to such charges and cannot factually substantiate those charges, they are putting themselves in a very precarious position, possibly opening themselves up to slander suits.

9. Future Agenda Items

For September 22, 2022:

- New Hires
- Second and Final Reading Substitute Teachers Policy (B1)
- Second and Final Reading Role and Adoption of School Board Policies Policy (A30)
- Second and Final Reading Board Member Education (A31)
- Board Values and Goals for Budget Development
- Interview Barre Town Community Members for Finance Committee Opening – Appointment of new Member
- Behavioral Task Force Reporting/Student Behavior & Discipline
- Committee Reports
- Building Reports

October:

- Educational Performance Update

Add to Parking Lot:

- Community Input Regarding Budget Priorities

Remove From Parking Lot:

- (M) Reconstitution of PTA/PTOs

10. Next Meeting Dates

Thursday, September 22, 2022 at 6:00 p.m. at BCEMS in the James Taffel Library and via Google Meet
Thursday, October 13, 2022 at 6:00 p.m. at the SEA Building and via Google Meet

11. Executive Session as Needed

11.1 Personnel – Superintendent Evaluation

11.2 Two Student Matters

11.3 Board Evaluation

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Items proposed for discussion in Executive Session include a Personnel Matter – Superintendent’s Evaluation, two Student Matters and Board Evaluation.

On a motion by Mr. Malone, seconded by Ms. Parker, the Board unanimously voted to enter into Executive Session, with Mr. Hennessey in attendance (for Agenda Items 11.1 and 11.2), at 10:14 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

On a motion by Mr. Boltin, seconded by Mr. Malone, the Board unanimously voted to exit Executive Session at 1:18 a.m.

12. Adjournment

On a motion by Mr. Reil, seconded by Mr. Malone, the Board unanimously voted to adjourn at 1:18 p.m.

Respectfully submitted,
Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT EMERGENCY BOARD MEETING

Spaulding High School Library and Via Video Conference – Google Meet
August 31, 2022 - 6:00 p.m.

MINUTES

BOARD MEMBERS PRESENT:

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

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Josh Allen, Communications Director
Stacy Anderson, Director of Special Services
Karen Fredricks, Director of Curriculum, Instruction, and Assessment
Carol Marold, Director of Human Resources
Marlon Maylor, SHS Co-Principal
Kristin Morrison, BCEMS Assistant Principal
Brenda Waterhouse, BCEMS Principal

GUESTS PRESENT:

Dave Delcore – Times Argus	Pamela Ahearn	Pete Aldrich	Rachel Aldrich-Whalen	Glenda Allen
Peter Anthony	Bridgett Apfel	Sarah Attig	Leslie Babic	Melissa Battah
Kelsey Bedard	Cassie Bell	Kim Benson	Martha Blaisdell	Sophia Boltin
Stacy Boltin	Mike Boutin	Mary Bowers	Sue Brennan	Danielle Brizzolara
Lauren Buck	Sandra Cameron	James Carpenter	Erin Carter	Kristina Charissakis
Tyson Chouinard	Hayden Coon	Judie Copping	Tana Cosgrove	Mike Deering, II
Jordan Doctor	Erika Dolan	Nora Duane	Brendan Eaton	Eliana
Michael Emmons	Nicole Gallup	Mary Gaudreau	Michael Greig	Alice Harding
Karen Heath	Sarah Helman	Darby Hiebert	Sarah Hill	Josh Howard
Holly Hoyt	Mary Ann Huang	Jenny Hyslop	Guy Isabelle	Katie Jarvis
Stefanie Kingzett	Shannon Kirkpatrick	Samantha Knudsen	Thomas Koch	Brandy Kolling
Prudence Krasofski	Colleen Kresco	Laura Lagerstedt	Kerri Lamb	Kelsey LaPerle
Jake Larrabee	Patrick Leene	Sherry Lewton	Shelby Lindley	Phayvanh Luekhamhan
Jeff Maher	Kristen Martin	Ben Matthews	Molly McFaun	Dan Morrison
Allison Moyes	Matt Mulligan	Milika Neddo	Victoria Pompei	Michael Pope
Renato Revoredo	RenatoSG	Merrin Rousseau	Tim Sanborn	Vika Simons
Cohen Slayton	Heather Slayton	Kevin Spaulding	Megan Spaulding	Jill Sweet
Therese Taylor	Rachel Thomas	Melissa Tobin	William Toborg	Sean Toohey
Jan Trepanier	Jessica Van Orman	Rachel Van Vliet	Tyler Watkins	Cameo Wells
Michael Whalen	Jesse Willard	Connie Willard Godin	Jonathan Williams	Mindy Woodworth
Ashley Woodworth	Jan Z	Phone # ending 68 (unknown)		

1. Call to Order

The Chair, Mrs. Spaulding, called the Wednesday, August 31, 2022, Emergency meeting to order at 6:00 p.m., which was held in the SHS 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.

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Mrs. Spaulding thanked community members for their attendance, read the public participation guidelines, and advised that she will not be entertaining public comment on Agenda Item 3 (Additions or Deletions with Motion to Approve the Agenda) .

3. Additions and/or Deletions to the Agenda

Mrs. Pregent queried regarding the calling of an Emergency Meeting when there are no action items listed on the Agenda, the need for the meeting and whether items could be addressed at a Special Meeting. Mrs. Spaulding advised she is not aware why the meeting was called and deferred to Mrs. Farrell to provide clarity regarding why this meeting was called. Mrs. Farrell advised that it has been brought to the Board's attention that there is a matter that requires immediate 'interest' and that there may not be any action taken this evening, but that information may be collected in Executive Session that could result in a decision at or after Executive Session.

Mrs. Spaulding recognized Jenny Hyslop to speak. Ms. Hyslop addressed the Board querying regarding the standards/conditions for requesting an emergency meeting.

Mr. Cecchinelli read from Open Meeting Laws, the criteria for calling an Emergency Meeting.

Mrs. Spaulding urged those who are interested to review a Board policy that indicates the Chair can call a meeting, or a majority of the Board can request a meeting. Mrs. Spaulding advised that Ms. Hyslop should pose her question during Agenda Item 4.

On a motion by Mr. Boltin, seconded by Mr. Reil, the Board voted 6 to 2 to approve the Agenda as presented. Mr. Boltin, Mr. Cecchinelli, Mrs. Farrell Mrs. Leclerc, Mr. Malone, Mr. Reil voted for the motion. Ms. Parker and Ms. Pregent voted against the motion.

4. Public Comment for Items Not on the Agenda

4.1 Public Comment

Community members Matt Mulligan, William Toborg, Rachel Aldrich-Whalen, Rachel Van Vliet (on behalf of the Barre Educators Association), Dan Morrison, Jenny Hyslop, Tyler Watkins, Heather Slayton, Sophia Boltin, Stacy Boltin, Melissa Battah, Megan Spaulding, Kristen Martin, Michael Boutin, Sarah Helman, Dan Spaulding, Thomas Koch, Cassie Bell, Brendan Eaton, Marrin Rousseau, Jon Valsangiacomo, Martha Blaisdell, and one additional individual who was not identified, addressed the Board. Lengthy input ensued, including; concerns related to safety/safe spaces, reactive responses, Board Member responsibility for promotion of an unsafe meeting environment, concern that the Agenda does not promote items to contribute to transparency, a concern that some individuals are trying to prevent transparency, lack of availability of curriculum related information, and the reading of a copy of an email sent to Board Members regarding the perceived toxic climate of Board meetings. After brief discussion, Mrs. Spaulding cautioned speakers against naming individuals in complaints and advised that specific complaints against Board Members can be emailed to the Board, and the Board will 'take up' those issues as a private matter. Public comment resumed and included; a request from the Barre Educators' Association for clarification on what unforeseen occurrence or condition requiring emergency action triggered this Emergency Meeting, support for staff and leadership of the school system, concern that some Board Members are a distraction from Board work, that some Board Members are 'misbehaving', concern regarding the nature of the discussion to be held in Executive Session, concern that the actions of the Board are stressing staff and administrators, concern over a bullying incident that caused a student to remove them self from school, concern of ongoing bullying issues, concern that the 2 minute public speaking rule is not enforced consistently, concerns that community concerns relating to bullying and classroom behaviors are not being taken seriously by some members of the Board, support for the portion of the Board that supports addressing issues, concern that the reason for the emergency meeting has not been announced, concern over perceived micromanagement, an accusation of harassment and bullying by board members, a request for the Board to perform some self-reflection and additional training, a belief that 'arguments', questions, and concerns are normal board behavior, that it is not normal for a Chair to aggressively stir up members of the community, or try to silence board members, that it is not normal for an executive officer to be organizing and colluding with the Chair to drum up discontent amongst employees, that it is not normal for an executive officer to be sharing emails from a board member to drum up discontent within the ranks, and that what is happening behind the scenes is also not normal, an urge to consider how the Board can become a normal board, concern that there is a constant effort to belittle the Superintendent, concern that board members are pushing personal agendas, and micromanaging, concern regarding the comments made by the Superintendent last week, that the school board represents the people, and a query of whether the Superintendent thinks the school board reports to him or the other way around, a request that the Board do what is right for students, support for the Superintendent, board dysfunction, the belief that disagreement is good for a board and facilitates learning and educating of individuals, that opposing sides need to be respectful, that the board's negativity is reflecting on the community, appreciation for the positive things Board Members have been involved with, and a query regarding why the Board is going into Executive Session.

Mr. Reil advised that today, August 31st is International Overdose Awareness Day and announced that there is a large event this evening at the State House in Montpelier. Mr. Reil is making this announcement in memory of his son Jeffrey, who died from an overdose.

DRAFT

In an effort to provide clarification regarding Emergency Meetings, Mrs. Leclerc read information from The Vermont State Education Law Book.

In response to a query, Mrs. Spaulding advised that as required, the Board will be announcing why they are proposing to meet in Executive Session.

4.2 Student Voice

None.

5. Executive Session

Mrs. Farrell moved to move to Executive Session for Discussion of Performance Issues Related to the Contract with the Superintendent and the District. Mrs. Farrell withdrew the motion.

Discussion of Performance Issues Related to the Contract of the Superintendent with the District was proposed for discussion in Executive Session.

On a motion by Mr. Boltin, seconded by Mr. Reil, the Board voted 5 to 3 to agree to find that premature general public knowledge of the item proposed for discussion would clearly place the Barre Unified Union School District at a substantial disadvantage should the discussion be public. Mr. Boltin, Mrs. Farrell Mrs. Leclerc, Mr. Malone, and Mr. Reil voted for the motion. Mr. Cecchinelli, Ms. Parker and Ms. Pregent voted against the motion.

On a motion by Mrs. Farrell, seconded by Mrs. Leclerc, the Board voted 5 to 3 to enter into Executive Session, with District Counsel Sean Toohey in attendance, at 7:07 p.m. under the provisions of 1 VSA section 313 to discuss Performance Issues Related to the contract of the Superintendent with the District. Mr. Boltin, Mrs. Farrell Mrs. Leclerc, Mr. Malone, and Mr. Reil voted for the motion. Mr. Cecchinelli, Ms. Parker and Ms. Pregent voted against the motion.

On a motion by Mr. Boltin, seconded by Mr. Reil, the Board unanimously voted to exit Executive Session at 9:45 p.m.

Mrs. Spaulding advised that no action is being taken this evening.

It was clarified for the Board (for future meetings) that there is no legal requirement to post 'Action' on Agenda Items, for action to be taken in meetings. If a motion is made and seconded, a vote must be held.

6. Adjournment

On a motion by Mr. Reil, seconded by Mr. Boltin, the Board unanimously voted to adjourn at 9:46 p.m.

Respectfully submitted,
Andrea Poulin



VERMONT EDUCATION HEALTH INITIATIVE

ANNUAL MEETING LAKE MOREY INN FAIRLEE, VT

**October 21, 2022
8:15 AM**

AGENDA

- 1. Roll Call of Members**
- 2. Proof of Notice of Meeting or Waiver of Notice**
- 3. Reading of Prior Annual Meeting Minutes**
- 4. Reports of Officers and Directors**
- 5. Information Exchange**
- 6. Adjournment**



INSTRUCTIONS FOR EXHIBIT B VEHI PROXY OR CERTIFICATE OF AUTHORITY

- **In order to vote at the VEHI Annual Meeting on October 21, 2022, Exhibit B must be completed prior to the meeting.**
- If you will be sending a person to the Annual Meeting to represent you, complete the first selection, option **(a)**, by checking the box and listing the name of your representative, their title. **This person must be present, with a copy of this form, in order to vote.**
- If you will not be attending or sending a representative to the Annual Meeting but wish to cast a vote, complete the second selection, option **(b)**, by checking the box and in doing so, naming the VEHI Board as a proxy to cast a vote on your behalf.
- If your school district is a participating member of **both** the VEHI Health Program **and** VEHI Dental Program, a separate Exhibit B form must be filled out for each program.
- **In either case, sign and date the bottom of the form and either bring it to the meeting or mail it ahead to:**

**VEHI
Annual Meeting
52 Pike Drive
Berlin, Vermont 05602**



EXHIBIT B

VEHI PROXY OR CERTIFICATE OF AUTHORITY

LET IT BE KNOWN THAT: **Barre Unified Union SD**, member of the VEHI Health
(Name of Member School District/Supervisory Union)
Program, a body corporate and politic, created and existing under the laws of the State of
Vermont, does hereby:

Certificate of Authority

(a) appoint as its authorized representative to appear and vote on its behalf at any and all meetings of the members of the Vermont Education Health Initiative, or any adjournment thereof, the following person:

Chris Hennessey Superintendent
Name Title

Email: Chennbsu@buusd.org

Note: If option (a) is selected, the person listed above must attend in-person to vote.
OR

Proxy

(b) appoint as its true and lawful attorney, the Board of Directors of the Vermont Education Health Initiative, by majority vote, with the power of substitution for it and in its name to vote at the Annual Meeting of the Vermont Education Health Initiative, to be held on the 21st day of October, 2022 or at any adjournment thereof, with all the powers it should possess if personally present through its authorized representative.

Please sign and date this section once you have chosen (a) or (b):

Dated at _____, Vermont, this ____ day of _____, 20__.

This action is valid for one year [365 days] from the date of enactment, or until it is superseded by subsequent action of the member filed with the Trust.

Name of Member Supervisory District/Supervisory Union

BY: _____

TITLE: _____



**VERMONT SCHOOL BOARDS INSURANCE TRUST
ANNUAL MEETING
LAKE MOREY INN - FAIRLEE, VT**

**October 21, 2022
8:00 AM**

AGENDA

- 1. Roll Call of Members**
- 2. Proof of Notice of Meeting or Waiver of Notice**
- 3. Reading of Prior Annual Meeting Minutes**
- 4. Reports of Officers and Directors**
- 5. Election of Directors**
- 6. Information Exchange**
- 7. Adjournment**



INSTRUCTIONS FOR EXHIBIT B VSBIT PROXY OR CERTIFICATE OF AUTHORITY

- **In order to vote at the VSBIT Annual Meeting on October 21, 2022, Exhibit B must be completed prior to the meeting.**
- If you will be sending a person to the Annual Meeting to represent you, complete the first selection, option **(a)**, by checking the box and listing the name of your representative and their title. **This person must be present, with a copy of this form, in order to vote.**
- If you will not be attending or sending a representative to the Annual Meeting but wish to cast a vote, complete the second selection, option **(b)**, by checking the box and in doing so, naming the VSBIT Board as a proxy to cast a vote on your behalf.
- If your school district is a participating member of **both** the VSBIT Multi-Line Program **and** the VSBIT Unemployment Program, a separate Exhibit B form must be filled out for each program.
- **In either case, sign and date the bottom of the form and either bring it to the meeting or mail it ahead to:**

VSBIT
Annual Meeting
52 Pike Drive
Berlin, Vermont 05602



To: Jamie Evans
Barre Unified Union School District
Barre, VT 05641
jevanbsu@buusd.org

Date: 9-8-22

Re: Spaulding HS

Dear Mr. Evans,

While we are doing the proposed HVAC upgrades to Spaulding HS, we think it makes logistical sense to convert the buildings lighting to LED. The proposed LED's will have dimming capability in each classroom and will have substantial energy savings. These savings if paid for over time, can be done in a way to minimize the budget impact for this potential improvement. Please review the break out pricing below

Project 1 Career Tech Center

Career Tech Center Project Cost \$186,000

Estimated Annual Savings \$12,500 Energy and 3,000 maintenances
Potential Rebate from Efficiency Vermont \$15,000

Estimated Annual 15 year lease payment at 4% interest = \$15,338

Project 2 Remainder of High School

Spaulding HS Cost \$533,000

Estimated annual Savings Energy \$36,400 Estimated Maintenance Savings \$11,000

Potential Rebate from Efficiency Vermont \$85,000

Estimated Annual lease payment 15 years at 4% Interest = \$47,835

**BARRE UNIFIED UNION SCHOOL DISTRICT # 097
POLICY****CODE: B 1****1ST READING: 08/25/2022****2ND READING: 09/22/2022****ADOPTED:**

SUBSTITUTE TEACHERS**Policy**

It is the policy of the Barre Unified Union School District (BUUSD) to employ substitute educators who will meet the minimum qualifications outlined by Vermont Standards Board for Professional Educators (VSBPE) Rule, as well as the additional requirements established by this policy.

Qualifications

No person will be placed on the qualified substitute list unless that person has graduated from high school.

Unlicensed Persons

An unlicensed person may be employed as a substitute teacher for up to 30 consecutive calendar days in the same assignment. The Superintendent may apply to the Vermont Standards Board for Professional Educators or its designee for emergency or provisional licenses as provided in VSBPE Rules 5350 and 5360.

Licensed Educators

A substitute teacher who is licensed but not appropriately endorsed for the position of employment may fill a position for thirty consecutive calendar days in the same assignment. The superintendent may apply to the Vermont Standards Board for Professional Educators or its designee for an additional thirty days for specific substitute teachers, or for provisional licenses as provided in VSBPE Rule 5350.

Administrative Responsibilities

A list of qualified substitute teachers, organized by grade level and subject, will be developed by the superintendent or designee for all schools in the District.

The superintendent or designee will provide substitute teachers with information on the prevention, identification, and reporting of child sexual abuse, as required by 16 V.S.A. § 563a.

Each teacher under contract will compile a packet of information containing pertinent information for the substitute teacher as defined by the principal.

Substitute teachers will be paid wages as determined by the superintendent from year to year. Distinctions in pay level may be made based on the need for the substitute teacher to prepare lessons and assess and record student progress, on the length of service and on the credentials of the substitute teacher.

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

CODE: A30

1ST READING: 08/25/2022

2ND READING: 09/22/2022

ADOPTED:

ROLE AND ADOPTION OF SCHOOL BOARD POLICIES

POLICY

It is the intent of the Barre Unified Union School District (BUUSD) board to outline direction and goals for the successful, consistent, and efficient operation of the district through the adoption of policies. BUUSD policies will be in writing, codified, and made available to the public and will be in compliance with Vermont and federal law and regulations.

DEFINITIONS

- **Policies** guide the school board, administrators and other district employees, students, parents/guardians and community members by stating district goals and establishing parameters for administrative action.
- **Procedures** (also referred to as rules or regulations) are developed by the superintendent or designee to provide for the management of the public schools in the SU/SD by describing how tasks will be carried out and board policies will be implemented.

POLICY DEVELOPMENT

In order to ensure efficient development and implementation of school board policies in the Barre Unified Union School District, the BUUSD Board, or a subcommittee thereof, will determine when BUUSD Policies should be developed or revised. The Superintendent or designee will assist the BUUSD Board in determining the need for policy development or revision in specific areas and will advise the BUUSD Board on policy content.

Comment and information may be sought in areas such as the following:

1. The specific need for the policy
2. The scope of the policy with regard to establishing appropriate roles for the board and the administration
3. The effect of the proposed policy on administrators, students, teaching staff and the community
4. Samples of similar policies of other boards
5. Applicable provisions of state and federal law

6. The anticipated costs and benefits of implementing, enforcing and evaluating the proposed policy

POLICY ADOPTION

Policies will be adopted by the BUUSD Board using the following steps:

- a. The policy is developed or revised by the BUUSD Policy Committee
- b. A 1st Reading is passed by the BUUSD Board
- c. A 2nd Reading/Adoption is passed by the BUUSD Board

POLICY DISSEMINATION, ADMINISTRATION & REVIEW

Dissemination - When policies are adopted, the Superintendent will publish and make them available to the public, students, and school personnel. A copy of the BUUSD Policy Manual will be available on the BUUSD website. The student handbooks will include BUUSD Policies related to student activities and conduct. The teacher handbooks will include BUUSD Policies related to teachers' responsibilities.

Administration - BUUSD Policies will be administered through procedures and directives of the Superintendent and administrators.

Review - The superintendent will advise the BUUSD Board when revisions to adopted policies are required or otherwise appropriate. In addition, the BUUSD Board, or subcommittee thereof, will develop a policy review schedule to ensure that all BUUSD Policies are reviewed at least once every five years and, if necessary or appropriate, revised or repealed in response to changing legislation or other altered circumstances.

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

CODE: A31

1ST READING: 08/25/2022

2ND READING: 09/22/2022

ADOPTED:

BOARD MEMBER EDUCATION

Policy

It is the policy of the Barre Unified Union School District to encourage and support board members' efforts to remain knowledgeable about their roles and the issues with which they deal.

Implementation

Individual board members will take advantage of opportunities to understand their roles, educational issues in general, school programs, Vermont Agency of Education functions and legislative activities. In developing professional training for school board members, the board may consider topics such as educational equity, dispute resolution, conflict of interest. The superintendent and board chair will be responsible for assuring that information on leadership development opportunities is available to all members. New members will participate in a district orientation session and other opportunities designed to familiarize themselves with all aspects of board operation.

At least annually, the chairs of each school board within a supervisory union/supervisory district, the chair of the supervisory union/supervisory district board, and the superintendent will jointly participate in at least eight (8) hours of professional training that addresses educational leadership, roles and responsibilities of the SU/SD board, school district boards and the superintendent, Vermont Open Meeting Law, Vermont law regarding access to public records, collective bargaining, and education funding and school finance laws.

Members who take part in workshops and seminars offered by the Vermont School Boards Association and other organizations will be reimbursed for travel and other expenses related to participation in training activities provided prior approval is obtained from the board, and funds for these purposes are available.

**Barre Unified Union School District
FY24 Budget Development Schedule
REVISED, September 2, 2022**

August	<p>Superintendent/Business Manager/Administrators discuss schedule and determine meeting dates. Budget Development Schedule presented to Board.</p>
Sept.	<p>Business Manager /Superintendent meet with Administrators/Directors individually and in group meetings to review previous budgets to actuals, consider COVID-19 impact and ESSER funding, provide data for current planning to extent available (e.g. negotiations, projected enrollments, projected health insurance, assumptions and considerations). Board shares with administrators their values and goals for the FY24 spending plan.</p>
Oct.	<p>On-going administrative budget development meetings together and with individual admin. teams/directors. Board continues discussion regarding vision, mission, and strategic plan connection to process, highlights, salary/wages, health ins., technology, facility and community involvement.</p>
Nov. Board Mtg.	<p>Expenditure draft budget presentation to the board with review of “unknowns”. Board discusses recommendations for special articles, if any.</p>
Dec. Board Mtg.	<p>Updates as information becomes available such as equalized pupils, tax commissioner’s announced property yield, CLA, special ed and transportation revenue projections. Communication Specialist develops the budget brochure. Superintendent/Board schedule listening session during one of the scheduled Board meetings.</p>
Jan. 12 Board Mtg.	<p>APPROVAL OF BUUSD BUDGET Budget Warning and Annual Meeting Warnings are provided to the Board for approval. If approved each member signs the warnings at the meeting. Superintendent’s Executive Assistant emails signed warnings to the Town and City Clerks for Ballots, Communication Specialist, and building principals for posting. January 26 or 27: Signed Warnings are sent to the Times Argus for posting. (Must be Warned in newspaper 30 days prior to Town Meeting Day.</p>
February	<p>Board Chair and Superintendent attend meetings with Barre City Counsel and Barre Town Select Board. Superintendent, Board, and Communication Specialist provides public forums/presentations to community.</p>
March	<p>March 7, Town Meeting Day </p>

Draft Meeting Schedule:

September 15, 2022-Regular Finance Meeting

October 20, 2022-Regular Finance Meeting

November 3, 2022-Date change for Finance Meeting, prepare to present expense budget to Board November 10th

December 8th-Possible Board Listening Session

December 15, 2022-Regular Finance Meeting, prepare to present to Board on December 22nd

January 5th, 2023-Date change for Finance Meeting, prepare for Board meeting, approval of budget and warnings on January 12th

Finance Committee recommendations

Board shares with administrators their values and goals for the FY24 spending plan:

- 1)
- 2)
- 3)
- 4)

Recommendations for Special Articles:

Projected Surplus: \$1,800,000

Tax Stabilization-\$1,557,961 (less \$700,000 revenue for FY23)=\$857,961

Capital Projects-\$747,020

- 1)
- 2)



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

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

A rock solid education for a lifetime of discovery

120 Ayers Street, Barre, VT 05641
Phone: 802-476-5011
Fax: 802-476-4944 or 802-477-1132
Website: www.buUSD.org

September 16, 2022

Dear BUUSD School Board,

As I write this, we are putting the finishing touches on our third week of school, and Spaulding High School is gearing up for Homecoming Weekend with a Pep Rally today, a bonfire tonight and the games and all the festivities this weekend. Such activities have been sorely missed the last few years! We are experiencing our first "normal" opening to a school year since 2019, and it has really been a joy to see our students, staff, and community reengage with each other in ways that make our experiences and relationships with our schools so memorable and fulfilling.

This return to normalcy has been so welcome, but I am compelled to inform you that we are still facing a big post-Covid challenge that is shared by many communities in Vermont: staffing shortages, particularly within Special Education. You are all aware of the incredibly successful effort our teams took on to attract and secure talented professionals for the many open positions we were facing at the end of the last school year. By the week before school started in late August, all classroom positions were filled with licensed teachers, or plans were at least in place to have them filled. Unfortunately however, we were less successful in filling our many openings for Special Education case managers and support staff. We have begun the school year with six unfilled case manager positions to go along with the stubbornly high number of unfilled paraeducator and BI positions that most school districts have been facing for years.

How are we managing this? Very simply, our administrators, teachers, behavior teams, academic interventionists, and various support staff are stepping in to meet our special education students' needs every day. Numerous interventionists have taken on the roles of case management and delivery of services, and everyone else is doing everything they can to ensure our most needy students are both fully engaged and safe at school each day. It's important to remember that case management and delivery of services is a full time job for a person with specialized skills and training, and these folks are taking all of this on *in addition* to their own already challenging full time jobs. I have not been surprised by people's flexibility and team spirit here, but it's worth acknowledging nonetheless.

To be fully transparent, we are all concerned about the sustainability of this. Having people spread so thin is definitely having an impact on our ability to function both academically and operationally to the degree we expect, particularly at our PreK-8 schools. Director of Special Services Stacy Anderson and I are working closely with our BUUSD colleagues and outside agencies to come up with creative and collaborative strategies and solutions to meet the needs of all of our students, but there will be no easy answers for this dilemma.

I know this is hard news to hear, but it's important that we share this situation with you. A number of you have already reached out to building principals to check in with them and visit the schools, and I cannot

say enough how incredibly welcome this has been! Please continue to check in with principals and others to hear their stories and share your ideas. We will get through this, but there is no doubt we will need your full support to do so.

I only have a few other updates to share this month:

"Barre Community Coalition" Update As you know, new Barre City Police Chief Braedon Vail reached out to our team upon starting his job this summer to collaborate in ways that would help our community. Chief Vail has already met with the BCEMS and SHS teams twice (in July and August), and the plan is to meet monthly going forward. We are very excited about the possibilities of this relationship! Chief Vail was a member of a similar team in his previous community of Harford, VT, and I'd like to share a link to this group with you here to give you an idea of what we're envisioning. Take a look:

[Hartford Community Coalition](#)

The idea here is that our community will band together to collaborate on ways in which we can "support and promote the wellness of individuals and families" in Barre. The schools and local police will ideally be only two participants in what will hopefully be a full community effort. Please take a look at how the Hartford group works, and I will welcome your thoughts (and participation!)

CVCC Lease Update CVCC Director/Superintendent Jody Emerson met with Lisa Perrault, Jamie Evans, and me this week to discuss the CVCC lease. The four of us discussed the lease in detail, particularly Section 10 which addresses "Alterations, Improvements, and Additions." I am happy to report that we have resolved our mutual areas of concern and now have the lease in the hands of legal counsel to finish up. We anticipate having this ready for the board by early next week, and we will include it in the addendum.

This Week's BUUSD School Showcase I always like to end my report with the latest school showcase, because it gives all of us an opportunity to keep perspective on what's most important! For all of the tough news above, I continue to be thrilled to go into our schools every day and see and hear what our students are experiencing. The latest message to the community in case you missed it (and please note that we will continue to emphasize our Strategic Plan in all of these updates):

"Dear BUUSD Community,

"Our Strategic Plan Guides the Work of Every Member of Our Community."

I got to experience an extraordinarily fun and engaging math lesson with some 3rd graders this morning, and I want to share it with you. Director of Curriculum and Instruction **Karen Fredericks** joined me in BCEMS 3rd grade teacher **Carey Miller's** classroom for about an hour today, and we got to see our new math program, Illustrative Mathematics, in action. Take a look here:

[September 15 School Showcase](#)

What you saw here is very exciting, and it connects perfectly to one of the key goals of our Strategic Plan: *Curriculum and Career Pathways*. Some of you may remember a showcase last year where we visited BTMES 3rd grade ELA teacher **Merrin Rousseau's** group, and there are a lot of similarities here; students learning from each other, making mistakes together, and taking ownership for their learning with the guidance of a highly skilled teacher. It was very inspiring to be a part of it today!

I hope you enjoyed this look into one of our classrooms!"

That's a good place to end, and I hope to see you at Pendo Field for the SHS-Rice game tomorrow! A link to all communications from my office can be found on our website here: [2022-23 Superintendent Updates](#).

I welcome your thoughts and questions. I am honored to be leading my colleagues and serving the Barre community as your superintendent, and I thank you for your support.

Respectfully,

Chris

Barre Town Middle & Elementary School



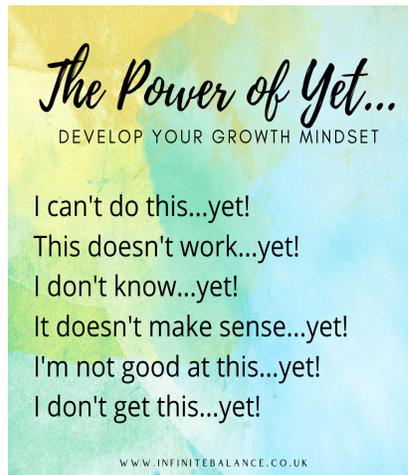
Building Report
September 22, 2022

Beginning of the year assessments: We are wrapping up our beginning of the year assessments in the areas of math and literacy. This data will help drive instructional planning and differentiating instruction to help meet everyone's needs.

Crops by Kids Garden: Be sure to swing by the garden to pick some fresh veggies! Students in grades K-2 will work with our garden coordinator, Deb Curtis, to help "put the garden to bed" after our first frost.

Coffee with the Principals: Join BTMES Principals for a cup of coffee and casual conversation on Tuesday, September 27 from 8:15 - 9:15 in the Bill Kirkland Dining Room.

PBIS: Our PBIS Team has developed our theme for recognition including the framework of the "Power of Yet" growth mindset. Our elementary classrooms have each designed their own "YET"i that will be used and displayed as they continue to grow and accomplish their "yets". Students and staff are very excited about the opportunity to highlight individual classroom success while also working toward our universal celebrations. The "YET"i figures and messages incorporating the word "YET" will continue to be used around the building to reinforce the importance of this growth mindset. (Photo below states: "So "YET"i for a new year of LEARNING")



Routines/Expectations: At the beginning of every school year, and at intervals throughout the academic year, our teachers spend time teaching our students classroom and school wide routines and procedures. They also spend time teaching expectations of behavior. The teaching and reteaching of these routines and expectations help create a solid foundation for our school community while empowering our students to understand how their social, emotional, and academic needs are met at school. At Barre Town, our routines, procedures, and expectations are tied to the BTS Way, which stands for be respectful, take responsibility, and stay safe.

Barre City Elementary & Middle School

September 22, 2022

Dear Barre Unified Union School District Board,

The school year is now well underway. There have been flashes of brilliance as well as systemic challenges that we continue to work through.

A fair question was raised at the last Board meeting (September 8) and it is one that deserves an answer and remains at the heart of the work we are doing: What are we doing differently this year with regards to Behaviors and Bullying? This question has been asked several times in meetings, on social media, and in conversations with staff and community members alike. There is a general notion that the egregious negative behaviors are interfering with the education of students who are showing up ready to learn.

Our Guidance Counselors are exploring ways to embed targeted anti-Bullying curricula in classroom settings, offering direct support to teachers to build a comprehensive tool kit. This needs to be ongoing, sustained work and cannot exist as a stand alone or message delivered once to the students. It needs to be woven into our Social Contract and part of clearly known and stated expectations for students and staff alike. This work is in conjunction with rededicating resources and energy into PBIS and sound Developmental Designs practices, both of which are structured to provide consistent expectations and practices in the learning environments. The principals will continue to define responses to incidents, strengthening how our community embodies “Kind, Safe and Responsible.”

We have met with prospective members of a reinvigorated Parent-Teacher Organization, offering two sessions to launch the work. Many responded to our surveys indicating interest in being a part of this group. While actual attendance at the meetings was low, the few present generated a long list of ideas and events. These ideas were guided by the District’s Strategic Plan, particularly in the area of increasing student and community engagement.

One hope of those in attendance has been echoed in several conversations that the principals have had with other parents (in the drop off line, in face-to-face meetings etc.): We need to find ways to invite the community back into our building. An era of COVID restrictions and increased security measures have kept people out of our facility. It is difficult to display the learning in the classrooms and on our campus when the building is closed to them. We will continue to develop and support events such as a Winter concert as they are essential for our students and the community.

Lastly, The Elementary School will be hosting an Open House on September 22nd from 4:30 PM to 6 PM. (The Middle School held a meet and greet for students and caregivers prior to the school year starting. We will plan in the future to hold Open House as a campus-wide event.) We will also be holding our first PAWS (People Accessing Wholebeing Support) event, which is a fall clothing exchange.

We believe that it takes our whole community working together to build the success we want for our children today and for their futures. We will continue to share about our events and encourage members of our community to reach out at any time with questions, concerns and/or ideas; together, we can ensure a great school community for our children.

Respectfully submitted, Brenda Waterhouse and Pierre Laflamme

SEA School Board Report

9/15/2022

As we are about to wrap up the 3rd full week of school at the SEA, most students are settling into our new schedule and there is a bustle of activity everywhere. Students start the day with breakfast and then attend an hour of Project based learning (PBL) activities in areas such as woodworking, automotive/welding, Art & Photography, Gardens & Greenhouses, Music, and Service Learning. After PBL, Students move into our 6 block schedule that allows for manageable short class blocks to cover the coursework required for graduation as well 2 elective blocks with high interest offerings for students including; Art, Basketball, Civic Action, Field Sports, Financial Literacy, Music, Street Law, Walk and Talk, Wood Shop, and Yoga. We have been seeing increased engagement with the addition of electives in student schedules in both the elective classes as well as the core classes after students have been able to access higher preference opportunities.

The SEA has continued its partnership with Vermont Youth Conservation Corps (VYCC) this fall. Last year we partnered with VYCC to rehabilitate the trail from the pavilions near playground 2000 to the waterfall on Stevens Branch. This year we are working with them to build a bicycle pump track at the SEA and support a couple of VYCC's other local projects. These projects offer student opportunities for service learning as well as exploring proficiencies in science, math, and civics.

One of our main focuses this year is to continue our efforts to build a positive culture in our school community, continue to make connections with the greater community, and ensure that our school is a place where all our students can feel safe and supported. This is not always an easy task with our population of students and the factors outside of our control that affect them inside and outside of school. We continue to develop and hone our practices and structures to address inappropriate behavior. All while providing the social emotional learning and skill building to encourage lasting change in unproductive and maladaptive thinking and behaviors.

The SEA is hosting the October School Board meetings, we look forward to seeing you all at our building and giving you a tour, an explanation of our programming, and a glimpse of our vision for the future of our programming. We will see you then!

Sincerely,

Jason Derner

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Mr. Evans noted that funding will be a large topic of discussion (including donations). Mr. Reil suggested that the Storm Water Mitigation project also be incorporated into athletic field renovation discussions, as there is most likely an impact to the fields. Mr. Aither advised that he did ask Mr. Cipriano to provide a list of quick/easy updates, as well as more visionary projects. Mr. Evans advised that he has conceptual drawings for the athletic fields as well as the report from Patricia Meriam and he can distribute copies of these prior to the next meeting. Mrs. Ainsworth suggested that Mr. Cipriano give a presentation to the Board. The Committee agreed to add these projects to the October Agenda.

6. Old Business

6.1 HVAC Project Update

A letter to Jamie Evans from Energy Efficient Investments, Inc., dated 09/08/22 was distributed.

Mike Davey addressed the Committee and provided an update on the HVAC Project. EEI has selected new air handling units (currently being sized by the electrical and mechanical engineers), and the mechanical engineer should have duct work drawings completed by the middle of September. It is anticipated that by the end of September, a complete package (mechanical, structural and electrical prints) will be available for the Committee's review. At that point, EEI can send the package to the AOE for their review. After AOE review, the various components can be bid out to local contractors. Pricing will be finalized and hopefully, a contract can be approved by the Board before the end of the year. If all goes according to this plan, construction can begin before the end of 2022. In addition to the AOE, all information will be sent to the Vermont State Fire Marshall's Office (including sprinkler drawings, which have been updated to reflect new Code).

Mr. Davey provided an overview of the lighting upgrades proposed in the distributed letter. Current lighting needs to be taken down to install duct work, so that would be a good time to replace lighting. Mr. Davey advised that installation of LED lighting is proposed under a lease option. Lighting is motion activated and dimmable. Savings on electric usage will cover the cost for the lighting upgrade. Mr. Davey has included two lighting options (the Career Center portion of the building and the remaining portion of SHS). If purchased through a lease option (for 15 years) there should be little or no budgetary impact. Other options include making a down payment and financing over fewer years, or financing for fewer years without a down payment (which would result in some budget impact). Mr. Davey can provide detailed financial information at Thursday's Finance Committee meeting. Some districts opt not to fund the entire amount and lease for a shorter term. Mr. Davey advised that Efficiency Vermont is offering a \$100,000 rebate and is pushing to have the project started by the end of 2022 and completed by the end of 2023. Board approval in October is optimal to assure the project can get started before the end of the year. Mr. Davey advised that work would most likely be started in areas that do not require duct work and Mr. Davey believes it would be unlikely that Efficiency Vermont would penalize the District if completion ran a little late due to the other work being performed. Mr. Davey advised regarding how proposed lighting savings was calculated. Mr. Evans recommends that lighting upgrades be completed throughout the entire building (both of the proposed projects). Brief discussion was held regarding discussion that will need to be held by the Finance Committee. Mr. Davey advised that the projected lifespan of LED lights in classrooms is approximately 20 years. Brief discussion was held regarding the need for the Finance Committee to also review these projects. Mrs. Perreault is aware of the project proposal and can provide additional information (related to financing) at the Finance Committee meeting. Brief discussion was held regarding the timing of Facilities and Finance Committee meetings, and it was suggested that perhaps monthly Finance meetings be held prior to Facilities Committee meetings.

On a motion by Mr. Reil, seconded by Mrs. Ainsworth, the Committee unanimously voted to recommend that the Board review for consideration, the lighting proposal submitted by EEI.

6.2 Summer Projects Update

Mr. Evans provided a recap of summer work/projects. In addition to routine cleaning and maintenance the following projects were completed or are near completion;

SHS: Replacement of flooring in 6 classrooms and some hallways, renovation to two 'single user' restrooms, creation of one single user ADA compliant restroom (near the lobby area), and replacement of the 'far exterior doors' to the main entrance.

BCEMS: Replacement of flooring in 4 classrooms, boiler room work (replacement of piping and victalic fittings), and renovation of a couple of restrooms.

BTMES: Replacement of flooring in approximately 12 classrooms, and completion of a large amount of roofing. All roofing is now completed and is covered by a 20 year warranty.

Central Office: Paved the parking lot.

SEA: No major projects were necessary.

It was noted that BCEMS roofing could not be performed due to unavailability of supplies. It is anticipated that BCEMS roofing work will be completed next year.

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7. Other Business

It was suggested that Maintenance personnel and Administrators create a 'visionary' list of projects they would like to see in the future. Changes/improvements may tie to the Strategic Plan, e.g. Student Engagement - more outdoor classroom areas. Mr. Cecchinelli suggested that perhaps this sort of list could be worked on using a rotation similar to the rotation previously used for safety grant monies. Mr. Hennessey will send a 'kick-off' email to Administrators regarding the creation of a 'Visionary List'.

Brief discussion was held regarding transportation for SHS students and included confirmation that there is not enough student interest and that there is a shortage of buses and bus drivers. SHS will be conducting research regarding reasons for absenteeism and if the reasons are transportation related, something of a smaller scale will be considered.

Brief discussion was held regarding the possibility of swapping the order of Committee meetings (Finance prior to Facilities each month). Discussion of this matter may be addressed with the Board.

Brief discussion was held regarding the need for any policies or procedures (a check list of sorts) that might be necessary relating to outside contractors working in the District.

8. Items to be Placed on Future Agendas

October:

- SHS Athletic Fields and Auditorium Upgrades – Preliminary Discussion - (including Storm Water Mitigation)
- Budget Priorities
- HVAC Update

Add to Parking Lot:

- Visionary Needs and Wish Lists by Building – Requested by TR – Added September 2022
- Procedures/Check List for use of Contractors – Requested by TR – Added September 2022

Remove from Parking Lot:

- Bus Survey for SHS Families – not enough interest from families
- Athletic Entrance at SHS (this will be incorporated with Athletic Field Upgrades)

9. Next Meeting Date

Due to the Columbus Day holiday, the Committee agreed to cancel the Monday 10/10/22 meeting.

The next meeting is Tuesday, October 11, 2022 at 6:00 p.m., at the Spaulding High School Library and via video conference.

10. Adjournment

On a motion by Mr. Reil, seconded by Mr. Boltin, the Committee unanimously voted to adjourn at 7:15 p.m.

Respectfully submitted,
Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT CURRICULUM COMMITTEE MEETING

Spaulding High School Library and Via Video Conference – Google Meet
September 1, 2022 - 6:00 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Sarah Pregent (BC) – Vice Chair
Melissa Battah (BT Community Member)
Nancy Leclerc (At-Large)
Paul Malone (BT)
Chris Parker (BT)

COMMITTEE MEMBERS ABSENT:

Rachel Aldrich-Whalen (BC Community Member)

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Karen Fredericks, Director of Curriculum, Instruction, and Assessment

OTHER BOARD MEMBERS PRESENT:

Terry Reil

COMMUNITY MEMBERS PRESENT:

David Delcore, Times Argus	Jean Haeger	Darby Hiebert	Josh Howard	Tara Martin
Ben Matthews	Rachel Van Vliet	William Toborg		

1. Call to Order

The Superintendent, Mr. Hennessey, called the Thursday, September 1, 2022, BUUSD Curriculum Committee meeting to order at 6:00 p.m., which was held at the Spaulding High School Library and via video conference.

2. Organize

Mr. Hennessey called for nominations for the position of Committee Chair. It was clarified that community Committee Members have equal voting privileges, but cannot be elected to the position of Committee Chair.

Mrs. Leclerc nominated Mr. Malone for the position of Committee Chair. Mr. Malone seconded the motion. On a vote of 2 to 3, the motion failed. Mrs. Leclerc and Mr. Malone voted for the motion. Mrs. Battah, Ms. Parker, and Mrs. Pregent voted against the motion.

On a motion by Mrs. Battah, seconded by Ms. Parker, the Committee voted 3 to 1 to elect Mrs. Pregent as Chair of the Curriculum Committee. Mrs. Battah, Ms. Parker, and Mrs. Pregent voted for the motion. Mrs. Leclerc voted against the motion. Mr. Malone abstained.

Mrs. Pregent facilitated the remainder of the meeting.

On a motion by Mrs. Battah, seconded by Mrs. Leclerc, the Committee unanimously voted to elect Mr. Malone as Vice-chair of the Curriculum Committee.

3. Additions and/or Deletions to the Agenda

Add 6.4 Commencement Speech From District Kick-off. This item will be taken out of order (after 5.1).

On a motion by Mrs. Leclerc, seconded by Ms. Parker, the Committee unanimously voted to approve the Agenda as amended.

4. Public Comment

In response to a query, it was noted that discussion of SBAC scores occurred at a prior meeting.

In response to a query regarding a previous discussion related to ‘blind surveys’, it was noted that a staff-wide survey falls under the purview of the Board.

Mr. Howard queried regarding an update on Student Performance data.

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Mr. Toborg requested that members of the public have on-line access to information regarding curriculum, including the syllabi and information regarding what books and instructional materials are being used (for all grades). Mr. Hennessey advised that he believes this request would be best addressed at the building level.

5. Approval of Minutes -

5.1 August 4, 2022 Curriculum Committee Meeting Minutes

On a motion by Mrs. Leclerc, seconded by Ms. Parker, the Committee unanimously voted to approve as amended, the minutes of the August 4, 2022 BUUSD Curriculum Committee Meeting.

6. New Business

6.1 Great Schools Partnership, Extensive Summary of Support FY23 (Consultant Jean Haeger)

A document titled 'BUUSD Great Schools Partnership Support 2022 – 23' was distributed.

Ms. Haeger provided an overview of the document, advising of the three areas of development slated for the 2022-2023 academic year, including Goals, Curriculum Development (and cohesion), Administrative and Instructional Leadership, and Supporting Structures for Professional Learning Facilitation. Ms. Haeger proceeded to provide more detailed information on the three defined areas of work and advised of some of the feedback provided by participants in previous work groups/professional development sessions. Ms. Haeger read some of the end-of-year survey responses and advised of participation data from various surveys.

Ms. Haeger and Ms. Fredericks answered questions from the Committee, including queries relating to ongoing supports for staff, the number of facilitators, expansion of the program to the high school, and alignment with the Strategic Plan.

6.2 Feedback from Facilitator Training

A document titled 'BUUSD Facilitator Training August 16, 2022 – Feedback Survey Responses' was distributed.

Ms. Fredericks provided an overview of the data received from the most recent training, noting that there was a 100% response rate (13 responses), and that participants reported that training was a good experience and felt it was time well spent. Ms. Fredericks provided information relating to the definition of 'equity' to meet the needs of all students and assure that all students meet proficiency. It was noted that Curriculum Leaders meet twice a month, PLG Facilitators once a month and all meetings close with some form of feedback gathering.

6.3 New Math Program

Ms. Fredericks advised regarding a link to 'Illustrative Mathematics', and advised that this Program will replace the Engaged New York Math and Connected Math Programs (for K – 8). Middle and Elementary staff are 'on-board' with implementation of the new program. This program does have a high school component which can be explored at a later time. The program is more teacher-friendly and is more interactive for students. Ms. Fredericks advised that there are 'entry points' for all students (low floor / high ceiling – engagement for students of all abilities). The program offers consistent formative assessments (exit questions) as well as unit assessments. The Program also includes 'parent and family extensions' to help parents assist their students. ESSER funds were used to purchase this program. Ms. Fredericks answered questions from Committee Members, advising that 'parent nights' will be reintroduced this year, the program is highly rated, teachers have had training on this program, and that additional training opportunities will be available throughout the year. Ms. Fredericks advised regarding how the Program was selected. In response to a query, Ms. Fredericks advised that she will be in contact with the high school Math Department Head for confirmation that this program will be adequate to prepare students for their move to the high school.

6.4 Commencement Speech From District Kick-off

Ms. Fredericks read the Commencement Speech from the District Kick-off meeting, which was held in the SHS Auditorium to approximately 600 employees. A copy of the speech will be submitted to Mrs. Gilbert for posting as an addendum.

7. Old Business

None.

8. Other Business

None.

9. Items for Future Agendas

October Meeting:

- SEL/MTSS Update
- Setting Goals for Growth within the 5-Year Education Action Plan
- Discussion of Blended Classes/AP Students and Enrichments for Elementary/Middle School Students

November Meeting:

- Review Results from January 2022 Staff Survey
- Fall Climate Survey – National Survey Through PBIS (for students, parents & faculty)

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- Drop-out and School Completion Data

Add to Parking Lot:

- Setting Goals for Growth Within 5-Year Education Action Plan

Remove from Parking Lot:

- Plan to Assist Teachers in Understanding Data
- Report on How Planning To-Date Has Impacted Student Learning

The Committee agreed to make changes to Parking Lot formatting:

- Label items alphabetically
- Add 'Requested Date' to each item

10. Next Meeting Date

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

10. Adjournment

On a motion by Mr. Malone, seconded by Mrs. Leclerc, the Committee unanimously voted to adjourn at 7:44 p.m.

Respectfully submitted,
Andrea Poulin