

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

December 8, 2022 at 6:00 p.m.

In-Person: Spaulding High School Library, 155 Ayers Street, 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 |
| 6:30 | 5. Consent Agenda |
| | 5.1. Special Meeting Minutes - December 1, 2022 |
| 6:35 | 6. Current Business |
| | 6.1. New Hires [ACTION] |
| | 6.2. CVCCSD Budget Presentation |
| | 6.3. First Reading Notice of Non-Discrimination (A22) [ACTION] |
| | 6.4. First Reading Student Distribution of Literature (C27) [ACTION] |
| | 6.5. First Reading Selection of Library Materials (D22) [ACTION] |
| | 6.6. Rescind School Visits by Board Members (A33) [ACTION] |
| | 6.7. Rescind Board Relations with School Personnel (A34) [ACTION] |
| | 6.8. Discussion of Policy - Board Meetings, Agenda Preparation & Distribution (A20) |
| 7:45 | 7. Old Business |
| | 7.1. FY24 Budget Draft 2 |
| 8:15 | 8. Reports |
| | 8.1. Superintendent Report |
| | 8.2. Building Reports: BCEMS, BTMES, SHS, SEA |
| | 8.3. CVCCSD: Meeting Minutes: Met: November 7, 2022; Next Meeting: December 5, 2022 |
| | 8.4. Finance Committee: Met: November 2, 17 & 29; Next Meeting: December 15, 2022 |
| | 8.5. Facilities/Transp. Cmt: Met: November 14, 2022; Next Meeting: December 12, 2022 |
| | 8.6. Policy Committee: Met: November 21, 2022; Next Meeting: December 19, 2022 |
| | 8.7. Curriculum Committee: Met: November 3, 2022; Next Meeting: January 5, 2023 |
| | 8.8. Negotiations Committee: Met: November 8, 2022; Next Meeting: December 6, 2022 |
| 8:50 | 9. Other Business/Round Table |
| 9:00 | 10. Future Agenda Items |
| 9:15 | 11. Next Meeting Dates: December 20, 2022 Special Mtg, Central Office, 6:00 pm & via Google Meet
(December 22 Meeting moved to December 20 - Budget Only) |

9:20 12. Executive Session

13. Adjournment

PARKING LOT OF ITEMS

- A. Audit Presentation [Jan. 12]
- B. Revise Appointing Community Members to Committee Guidelines (Jan)
- C. Climate Survey Follow Up (Jan or Feb)
- D. Restructuring Plan [Terry 11/10]
- E. IT Presentation/Cyber Security [Nancy 10/27]
- F. CIA Plan Update (Quarterly: Nov (Dec 1) , Jan, April, June)
- G. Enrollment/Home Study (Quarterly: Nov (Dec 1), Jan, April, June)
- H. Barre City Before and After School Care Concept or Plan
- I. Expanded Special Education Report
- J. Revisit Decision Regarding Staff Resignation Letters
- K. FOIA Request Discussion

BOARD/RETREAT ITEMS

- A. Student Representative to Board [Alice 11/10]
- B. Procedures for Policies Discussion
- C. Meeting Norms
- D. Goals and Expectations for the Superintendent
- E. Committee Charge
- F. Board Procedures and Engagement/Community Input Procedures
- G. New Hire Process/Negotiations/Personnel Committee

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



CVCCSD Budget Overview

Fiscal Year 2024



Education that works.

Based in the heart of Vermont, the Central Vermont Career Center has served students throughout the Green Mountain State since 1969. Through a progressive outlook on education and the professional opportunities of a career-based education, our students learn the skills that lead to lifetime careers and academic excellence for a 21st century world.

Budget Development

As part of the District's ongoing effort to create a more equitable school system for students, families, and staff, we work to create an Equitable Budgeting and Staffing Model and annual process for allocating funding to our schools. Our goal is twofold:

1. Resources, including money, time, qualified staff, appropriate facilities, materials, instructional hardware and software, and academic and other supports – must be distributed in ways to ensure that all students achieve high academic standards;
2. To increase transparency and community participation in the [budget development process](#).

Conditions That Affect Budget Development for FY24

1. Student-Related Issues:

- CVCCSD class sizes (level and fairly predictable)
- Classroom Space Maximization
- Full-Day Schedule
- Introduction of General Education Teachers

2. State Regulations:

- State funded (Base Education Rate) FY24 announced at \$(INSERT \$\$) FY23 final rate was \$11,247.00; the announced rate is \$ higher or % higher.
- School Health Insurance/Benefits - projected 12.6% increase.

3. Economy:

- Increased liability insurances projected 7-9% increase.
- Exorbitant supply costs



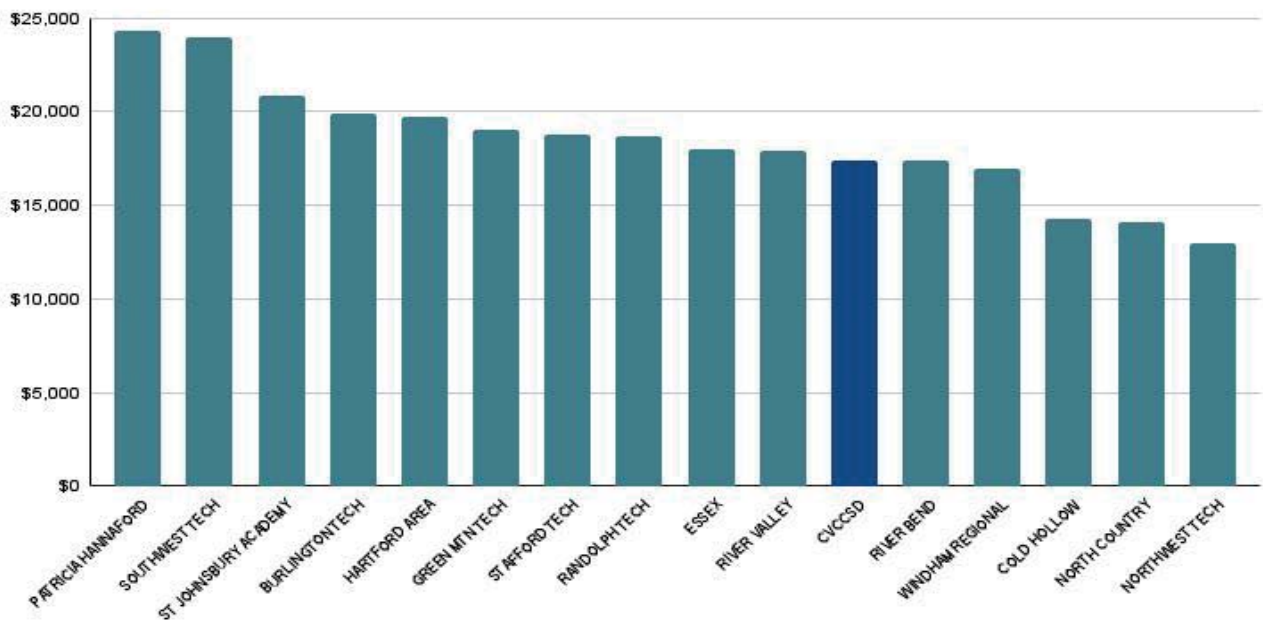
FY 24 Budget Facts



- Includes salary increases, as recommended by board, negotiated in Collective Bargaining Agreement (s).
- Health insurance premium increase projected at 12.7%.
- Add 2 FTE teacher(s) for classroom and/or academic support as we move to keep students here at CVCC for the full school day.
- Small line by line adjustments based on historical spending.
- Tuition (as announced)
 - FY22 144.19 FTEs
 - FY23 155.45 FTEs
 - FY24 160 FTEs (estimate)

CVCC Enrollment					
as of October 15 of Fiscal Year					
Program	FY22		FY23		FY24
	FTE	Headcount	FTE	Headcount	(Capacity, projected)
Automotive	18	18	14	14	16
Baking & Culinary	19	19	14	14	14
Building Trades	17	17	21	21	16
Cosmetology I			15	15	16
Cosmetology II	25	27	9	14	16
Design & Fabrication	0	0	3	3	10
Digital Media Arts	18	18	20	20	20
DMA II	3	4	9	10	10
Electrical	21	21	21	21	16
Emergency Services 1	12	12	10	10	14
Emergency Services 2	0	0	2	2	10
Exploratory	21	21	25	25	24
Medical Professions	7	7	10	10	12
Natural Resources	10	10	12	12	13
Plumbing & Heating	23	23	19	19	16
Totals	194	197	204	210	223

CTE Center Tuition Rates 22/23



Tuition - Actual cost of sending a student to CVCC

\$19,820 Anticipated Announced Tuition Amount (increase of 15%)

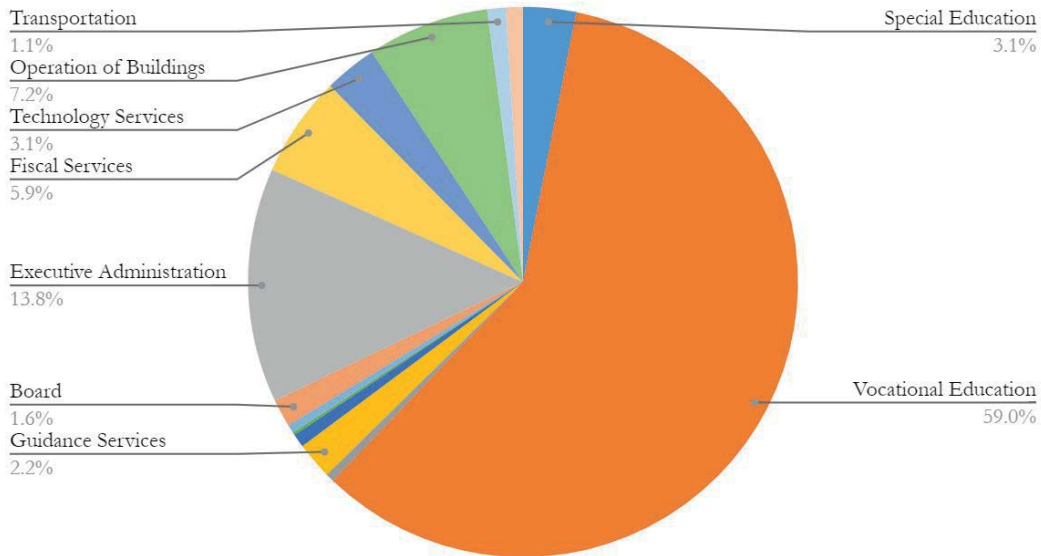
Less Revenues from Voc. Ed. Support Grant, State Tuition Reduction Grant, and State Salary Assistance Grants paid directly to CVCCSD

\$9,350 Anticipated Sending School Tuition per FTE

While CVCCSD will be educating your students for the full day, as a sending school, you will still retain a portion of your own funding for each student.

(i.e., if tuition at your school is \$20,000, you still retain \$10,650 in tuition dollars for each student sent to CVCC)

Budget by Function



FY24 Revenue Sources

1331 Tuition Students/Adults	\$ 30,000
3113 Voc Ed Support Grant	\$ 1,675,133
3305 State-Tuition Reduction	\$ 673,904
3309 State - Salary Assist.-Coop Coord.	\$ 26,250
3310 State - Salary Assist.-Guid. Coord.	\$ 34,000
3312 State - Salary Assist. - Voc. Dir.	\$ 60,000
3312 State - Salary Assist. -Assist Voc. Dir.	\$ 31,500
Balance Brought Forward	\$ -
Business Revenue	
(Automotive/Cosmo/Baking/Culinary)	<u>\$ 12,000</u>
Total Other Revenues	\$ 2,542,787
 Amount to be raised by tuitions	 \$ 1,496,070

VOTE!!

Thank you for

- Supporting the development of the Central Vermont Career Center School District.
- Preparing students for both career and college by giving them the skills for success in both.
- Supporting the Vermont workforce and economy.

Please continue your support of the Central Vermont Career Center.



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

CODE: A 22

1ST READING: 12/08/2022

2ND READING:

ADOPTED:

NOTICE OF NON-DISCRIMINATION

POLICY

The Barre Unified Union School District (BUUSD) will not unlawfully discriminate in its programs and activities against any person or group on any basis prohibited by federal or state law, and will provide equal access to designated youth groups.

The BUUSD shall make reasonable accommodations to the known qualifying physical or emotional disabilities of an applicant or employee, unless the BUUSD can demonstrate that the accommodation would impose an undue hardship on the operation of its program or activity.

~~The Superintendent, or his or her designee, shall prepare, and the Board shall approve, guidance to applicants and employees regarding requests for reasonable accommodations, including provisions for undue hardship.~~

Applicants for admission and employment, students, parents, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the BUUSD are hereby notified that this school district does not discriminate on the basis of race, color, religion (creed), ancestry, national origin, place of birth, sex, sexual orientation, gender identity, disability, age, political affiliation or marital status in admission or access to, or treatment or employment in, its programs and activities.

~~The Superintendent, or his or her designee, shall develop procedures necessary to ensure compliance and enforcement of this policy.~~

A person has been designated by the BUUSD to coordinate the district's efforts to comply with the regulations implementing Title VI, Title VII, Title IX, and Section 504 of the Rehabilitation Act of 1973, and other non-discrimination laws or regulations. The designated coordinator is identified in the procedure accompanying this policy along with information on how that person may be contacted.

Any person having inquiries concerning the BUUSD's compliance with the regulations implementing Title VI, Title VII, Title IX, Section 504 or other state or federal non-discrimination laws or regulations is directed to contact the non-discrimination coordinator described above.

Administrative Responsibilities

The superintendent or designee shall develop procedures to accompany this policy. This procedure shall designate a coordinator and information on how to contact the coordinator.

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

CODE: C 27

1ST READING: 12/08/2022

2ND READING:

ADOPTED:

STUDENT ~~SELF-EXPRESSION AND STUDENT~~ DISTRIBUTION OF LITERATURE

Policy

It is the policy of the Barre Unified Union School District (BUUSD) to allow limited distribution of non-school sponsored literature on school grounds or at school events by students. Accordingly, the ~~superintendent/principal/director~~ may allow students to distribute these materials so long as they are in compliance with this policy.

Definitions

1. **“Non-school sponsored literature”** means any printed, written, or electronic materials prepared by non-school organizations or individuals that are not made as a part of the curricular or approved extracurricular programs of the district. They include such things as fliers, invitations, announcements, pamphlets, posters, photographs, pictures, audio recordings, digital recordings, and electronic messages. Materials prepared under the supervision of school staff as part of classroom instruction or classroom activities are not restricted by this policy.
2. **“Distribution”** means circulating non-school sponsored literature in ways that include: handing to others on school property or during school-sponsored events; posting on school property such as walls, bulletin boards, and district web-sites; placing upon desks, tables, on or in lockers; or making available in the principal’s office.

Implementation

This policy prohibits the distribution of literature that:

1. Is obscene, vulgar, or profane, or harms the reputation of others;
2. Violates federal, state or local laws;
3. Advocates the use or availability of tobacco, alcohol or illegal drugs;
4. Incites violence;
5. Interferes with or advocates interference with the orderly operation of the schools;
6. Primarily seeks to advertise for sale products or services; or
7. Has fundraising as its primary purpose.

When a student wishes to distribute copies of non-school sponsored literature, the materials must include the name of the person or organization sponsoring the literature, and shall be submitted to the ~~superintendent/principal/director~~ to review ahead of time in order to confirm that the literature does not fall in one of the prohibited categories listed above. ~~Any future distribution of materials is dependent on the person/organization cleaning up litter resulting from distribution or posting.~~

~~Non-school related postings are limited to one designated area — a community bulletin board by the front offices. School supplies may not be used to create the materials, including printers, copiers, paper, markers, or other supplies.~~

The ~~superintendent/principal/director~~ does not need to review the literature ahead of time when the materials will be distributed by a student to other attendees of a student group meeting at school during non-instructional time. However, even in these cases, students must ensure that the materials do not fall into one of the prohibited categories.

Administrative Responsibilities

The ~~superintendent/principal/director~~ may place reasonable time, place, and manner restrictions on the distribution of non-school sponsored literature. However, the ~~A~~ administrator cannot use these restrictions or others to discriminate as to the point of view reflected in the materials.

Student Self-Expression

~~Students have a right to express themselves on school property and at school functions through speech or expressive actions, provided they do not materially and substantially interfere with the orderly operation of the school and the rights of others.~~

~~This policy prohibits student self-expression that:~~

- ~~A. Is obscene, vulgar, or profane, or harms the reputation of others;~~
- ~~B. Violates federal, state or local laws;~~
- ~~C. Advocates the use or availability of tobacco, alcohol or illegal drugs;~~
- ~~D. Incites violence; or~~
- ~~E. Interferes with or advocates interference with the orderly operation of the schools.~~

~~The situation in which students express themselves may affect the amount of freedom they are given in their speech. If the speech is part of a school-sponsored publication, when a reasonable person would think that the speech is endorsed by the school district, the school district may exercise more control. School district representatives may have editorial control over the style and content of student speech in school-sponsored activities, such as class work or a school newspaper, so long as their edits are reasonably related to legitimate school-related concerns.~~

BARRE UNIFIED UNION SCHOOL DISTRICT # 097
POLICY MANUAL

CODE: D-31 D 22

1ST READING: 12/08/2022

2ND READING:

ADOPTED:

SELECTING SELECTION OF LIBRARY MATERIALS

Policy

~~It is the policy of the Barre Unified Union School District (BUUSD) to provide students access to a wide variety of educational materials in individual classrooms and in the media center to support student learning.~~

The freedom to read is essential to our democracy. The school library plays an important role in helping students to inquire, to study and evaluate information, and to gain new understandings and knowledge. Therefore, library materials provided by the Barre Unified Union School District (~~District~~), regardless of technology, format, or methods of delivery, should be readily, equally, and equitably accessible to all students.

This policy exists to ensure that the District provides access to a diverse library collection, that supports students in the curriculum, their personal research, and recreational reading, and that sustains students' First Amendment Rights to access information and to read freely.

Definitions

For the purpose of this policy:

1. ***Library Materials*** ~~“Media”~~ include all materials considered part of the library collection, including but not limited to print, digital, and media production resources. Library materials may be found in both physical and virtual library spaces. ~~plus all instructional materials housed in resource centers and classrooms, if any, which are not text materials.~~
2. ***Educational Technology*** means instruction and/or preparation in the appropriate use of current technology to provide students with the knowledge and skills needed to communicate, solve problems, and to access, manage, integrate, evaluate and create information.
3. ***Diverse library collection*** means that the library collection intentionally contains content by and about a wide array of people and cultures to authentically reflect a variety of ideas, information, stories, and experiences, including those from traditionally marginalized and underrepresented communities.

~~“Media Center” is the space, room, or complex of rooms and spaces designated as a library, media center, instructional materials center, or similar term. It may include units not contiguous to the center where facilities so dictate. These units would include but not be limited to, resource centers, production centers, and television studios.~~

Access to Instructional Materials

Each school shall:

- a. provide a learning environment with sufficient supplies and infrastructure to allow for learning;
- b. develop, maintain, and expand as needed a library collection of print, digital and technology resources, administered by a certified library media specialist;
- c. ensure that the curriculum is supported by necessary digital and print resources;
- d. ensure that students, educators, administrators, and staff have access to an organized collection of digital and print materials sufficient and appropriate to support all students in meeting or exceeding the current state and national standards at no cost to the student;
- e. provide students access to the library on a regular basis to use materials for reading, research, and for instruction in the skills needed to select and use information effectively;
- f. provide access to a variety of up-to-date information, assistive, and other technology to support students in meeting or exceeding the standards;
- g. provide broadband internet service for students and educators to access educational resources;
- h. adopt and implement written policies on electronic resources, acceptable internet usage, and procedures for handling complaints for both staff and students;
- i. support a schedule that provides opportunities for a library media specialist to collaborate with educators as they integrate information research skills into their curriculum; and
- j. ensure that students are afforded the opportunity to learn the skills to locate, evaluate, synthesize, and to present information and ideas within content areas using technology integration.

Administrative Responsibilities

The superintendent or designee will develop and implement procedures that address the selection of library materials and the provision of access to those materials. The superintendent or designee will develop procedures to address:

- a. selection of materials;
- b. deselection of materials;
- c. donations of materials; and
- d. reconsideration of materials.

The superintendent or designee will ensure that the District provides services of a certified library media specialist to students and staff. Schools with over 300 students shall have at least one full-time library media specialist and sufficient staff to implement a program that supports literacy, information and technology standards. Schools with fewer than 300 students shall employ a library media specialist on a pro-rata basis.

Use of School Library Materials and Resources

The library media specialist may consult with faculty, the student body, community members and organizations to develop library collections that are diverse, inclusive, and representative of the history, contributions, and perspectives of ethnic groups and social groups.

At the discretion of the building principal, students, staff, and family members of the District may be allowed use of library materials and resources. However, such access shall not interfere with regular school use of those materials and resources.

Implementation

- ~~1. When selecting materials to be purchased for the media center, the media specialist will evaluate the existing collection and the school's/district's curriculum needs and will consult reputable, professionally prepared selection aids and other appropriate sources.~~
- ~~2. Recommendations for purchases will be solicited from members of the faculty and student body.~~
- ~~3. Materials obtained either by purchase or gift shall be judged by the criteria set forth in the policy on the selection of instructional materials and shall be accepted or rejected in accord with those criteria.~~
- ~~4. Selection is an ongoing process which shall include the removal of materials no longer appropriate and the replacement of lost and worn materials still of educational value.~~

~~Complaints related to the selection of library materials will be handled through the procedures for handling complaints.~~

**BARRE UNIFIED UNION SCHOOL DISTRICT #097
POLICY****CODE: A33****1ST READING: 9/12/2019****2ND READING: 10/10/2019****ADOPTED: 10/10/2019**

SCHOOL VISITS BY BOARD MEMBERS**Policy**

It is the policy of the Barre Unified Union School District to encourage school board members to become familiar with their schools, its programs and the needs of its staff and students.

Implementation

Individual board members may visit schools periodically to expand their knowledge of school programs and staff and student needs.

- Board members will complete background checks, similar to volunteers and employees
- School visits will follow prior notification to the principal
- Concerns raised as a result of school visits by board members will be directed to the Superintendent
- Board members will identify when they are visiting the school in their role as a board member, versus when they are visiting the school in another role (i.e.; as parent/guardian, relative or emergency contact, professional or organizational affiliation, etc.)
- Board members will follow all school policies and procedures

**BARRE UNIFIED UNION SCHOOL DISTRICT #097
POLICY****CODE: A34****1ST READING: 9/12/2019****2ND READING: 10/10/2019****ADOPTED: 10/10/2019**

BOARD RELATIONS WITH SCHOOL PERSONNEL**Policy**

It is the policy of the Barre Unified Union School District to encourage school board interactions with school personnel while respecting appropriate reporting relationships.

At School Board or Committee Meetings

The board will request the Superintendent to invite school personnel to school board or committee meetings regularly to discuss student achievement relative to their programs.

Relations with the Principal

The superintendent will develop guidelines for board relations with principals and other administrators. Guidelines for board relations with principals should take into account:

1. The responsibility of the superintendent to direct the administration and coordination of educational programs in the district;
2. The periodic need of board members for information most readily available from school principals; and
3. The need to maintain a distinction between the administrative role of the principal and the policy making role of the board.

Relations with Other School Staff

1. Individual board members will communicate with staff members on matters of school business only at the direction of the board as a whole.
2. Staff participation in the development of educational and personnel policies will be encouraged and facilitated by the board
3. Board members will adhere to procedures required by board policy and Vermont law related to collective bargaining and teacher evaluation.



**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

December 2, 2022

Dear BUUSD School Board,

For this month's report, I want to provide the latest information on our faculty and staff vacancies. A few of these below have been open and vacant since the spring, particularly those in special education. Others are due to a few recent resignations or leaves. All of these positions are posted on the [employment page](#) of the BUUSD website, [School Spring](#), [Indeed](#), [Handshake](#), Facebook, and other social media platforms.

This is a great opportunity to offer a shout out to BUUSD Hiring Coordinator and Assistant to the Director of Curriculum **Laura Potter**. Laura's creative and tireless efforts to get the word out that BUUSD is the place to be are really making a difference! The hiring climate is incredibly challenging in virtually all industries and fields right now, and any way we can be competitive and attractive to people looking to work in public education has to happen. Thank you Laura!

Current BUUSD Faculty and Staff Openings

You will see a list of all current vacancies in the BUUSD below.

Special Education (5 Licensed and 17 Support Openings)

Special Educator	SEA (offer pending!)
Special Educator	BCEMS
Special Educator	BCEMS
Special Educator	BTMES
Special Educator	BTMES (offer pending!)
Special Educator Case Mgr	Special Services*
Licensed Teacher Support	Special Services*
Behavior Interventionist	SHS
Behavior Interventionist	BCEMS (Non Special Education)
Paraeducators (15)	BCEMS and BTMES combined

* The case manager and teacher support person are posted as a creative way to potentially fill vacancies in our special education ranks. These positions are not *additional* vacancies; they simply could be potential options to fill at least a few of our five special educator openings.

Other Licensed Positions (4 Total)

Nutrition and Wellness Teacher	SHS (Long Term Sub)
School Nurse	BCEMS
Grade 5 ELA Teacher	BTMES (Currently being filled by an ELA Coach)
Grade 6 Math Teacher	BCEMS (Currently being filled by a Math Interventionist)

Facilities

Night Time Head Custodian BCEMS

Athletics

Winter Assistant Coaches SHS

Substitutes

Permanent Substitutes BUUSD*

Daily Substitutes BUUSD*

* These positions are permanently posted given the need. We aim to have 5 permanent substitutes at each school, and the need for daily substitutes is continuous across all three schools. Permanent sub vacancies are much easier to fill, but these folks are typically the first to be pulled into full time teaching vacancies. As a result, there is pretty much always a need to keep the permanent sub positions posted.

A few other updates:

Barre Equitable and Inclusive Communities Grant

The BUUSD is proudly joining the Barre City Police Department and various other local business and community leaders in offering our support to the City of Barre's grant application for the Equitable and Inclusive Communities grant sponsored by the Vermont League of Cities and Towns.

The project aligned with this grant, **Let's Talk About Justice, Diversity, Equity, Inclusion, and Belonging**, is clearly aligned with the BUUSD Strategic Plan goal of Equitable Access for all, and specifically the objective of "closing student learning gaps by addressing poverty, race, and gender learning barriers." I've included the support letter in the packet.

Barre City "Challenge and Triumph"

On the following pages, we are sharing a copy of an Op Ed that was in the November 18 issue of the Times-Argus. The piece was written by **James Saunders**. Mr. Saunders is a permanent substitute at BCEMS, and a highly valued member of the community. He experiences the day to day challenges of working in public schools today in the most real way possible.

As a former principal of BCEMS, I can speak to the enormous pride and joy I had in working with the faculty and staff of that wonderful school community. My years there were a privilege and a gift! Mr. Saunders' piece resonated with so many of us who have devoted years of our careers to working with the children of Barre City. It is an opinion piece and not always easy to read, but it is a fully candid and *real* take on the challenges and great triumphs of learning and working in public education in 2022. For all of our schools. I hope you can all take the time to read it.

Enjoy your weekend, and please let me know if you have any questions.

Chris



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

December 1, 2022

Dear Ms. Brownell,

I am writing to offer the full support of the Barre Unified Union School District in the City of Barre's grant application for the foundation's Equitable and Inclusive Communities grant sponsored by the Vermont League of Cities and Towns.

The project **Let's Talk About Justice, Diversity, Equity, Inclusion, and Belonging** is clearly aligned with our district's Strategic Plan goal of Equitable Access for all, and specifically the objective of closing student learning gaps by addressing poverty, race, and gender learning barriers. This is very exciting and timely work, and we are happy to put our full support behind it.

I would be happy to talk further about how we can participate in and support this project. Please do not hesitate to contact me with any questions you may have.

Sincerely,

Chris Hennessey
Superintendent of Schools
Barre Unified Union School District
120 Ayers Street
Barre, VT 05641
(802) 476-5011 ext. 1017

Saunders: Barre City Challenge and Triumph

Anyone who has lived in Barre for any significant length of time will undoubtedly have heard Barre City Elementary and Middle School has problems. A great many of these problems stem from the generational poverty that exists among many of its students.

Some of the specifics are daunting — homelessness; fentanyl deaths of more than a dozen parents during the past several years; home for others include cars, hotels, under a bridge, and so-called “residential homes” that are way stations for children who have been removed from their biological parents but still have the wherewithal to hope they will be adopted by somebody else.

Many students walk to their residences, an act requiring some degree of courage since it is generally known a student last year was assaulted on the walking trail adjacent to the school. The hoodies some students insist on wearing are not so much for warmth as to be as menacing as their 11-, 12- and 13-year-old bodies will allow them to appear in the face of potential danger.

The school is indeed complicated. There are many disciplinary problems, but most of the students are high achievers with unlimited potential. Some are unquestionably gifted. Just as the foundation for American music evolved out of the poverty-stricken Mississippi Delta, and incomparable craftsmanship evolved out of the congested hovels of Calcutta, quite a few of the students at BCEMS are talented beyond their years.

A current eighth-grader vows she will be an architect. Upon completing her regular classroom assignments, she settles into working on her passion, sketching three-dimensional buildings Frank Lloyd Wright would had to have found mind-boggling.

An eighth-grader last year, having now moved on to high school, is determined to compete in the Indianapolis 500. He has been preparing since he was age 7, when he and his father began building go-carts together.

Not surprisingly, other students aspire to participate in sports at the highest level. Meanwhile, they attack academic work with the same vigor with which they approach athletic endeavors.

Another student dreams of one day being a NASA geologist. In his spare time, he plunks out melodies on the piano by ear, having never had any formal music training. But his focus remains on studying rock formations on planets in outer space. He already sounds like a college professor as he explains how he has been able to locate planets that are light years away but “super habitable” since, as he puts it, “due to our destructive tendencies, we will need somewhere else to go” although the trip, of necessity, will take generations to complete.

Tasia Avery was promoted from Barre City in 2018. Ever since she was 4 years old, she has dreamed of being a lawyer. She held on to the dream even while enduring one of the most difficult childhoods imaginable. Currently enrolled as a Harvard University undergraduate, she plans to attend Yale University for law. If she continues to excel as an astrophysics major, she will make for one of the most intriguing law school applicants to have come along at any point in our nation’s history.

Her primary mentor at Barre City was Mrs. Leone who, in addition to teaching science, served as her surrogate parent. Teachers, administrators, administrative assistants, librarians, nurses, the substitute teacher supervisor, technical support staff, the maintenance crew, the athletics director, cafeteria staff, academic interventionists, behavioral specialists, counselors and Officer Fleury all function as a surrogate family, the only stability many students can claim for in their often-turbulent lives.

Working at the school exacts a heavy emotional toll. In fact, it is so draining that one wonders where staff find the strength to hold second jobs, including being a sales clerk, a gymnasium floor finisher, a maple syrup retailer, a coach for three teams, a cemetery maintenance man, a professional baker, and an assortment of other occupations in addition, in some cases, to being parents or hands-on grandparents. Of the 900 or so students attending BCEMS, about 60 are the children or grandchildren of staff. Education is a personal matter.

For the neediest students, there is a nearby facility that can give more individualized attention than BCEMS can provide, but the cost per student is prohibitive in the minds of many taxpayers who can't understand how such children are worth the price. Some sociologists call them "society's throwaways," fodder for our most undesirable jobs, if not fodder for our prison system, or fodder for an early grave.

Mr. Matthews, head of the Barre Unified Union School District faculty union, warns, "The price, though, must be paid one way or another. It is better to treat the symptoms before they accumulate and become a full-blown disease." When asked what is most needed, he replies, "Resources," with the succinctness of someone who is tired of beating around the bush.

An increase in property taxes is not the answer. Most homeowners are already struggling, what with inflation, medical costs, interest rates, gasoline and heating oil prices shooting through the roof.

Matthews specifies "state government must become more involved" or we will pay an even higher price in the form of an increase in teenage pregnancy, a never-before-seen escalation in crime, and a surge in drug addiction that will make the current depression-fueled opioid crisis look like an afternoon stroll in the park.

It is not easy to predict, as they are matriculating their way through the elementary and middle school years, which students will have the most profound, positive impact on society. We can only wander the metaphorical terrain much like Mr. Laflamme, the middle school principal, who, on a crisp fall morning, can be found combing the hallways before classes begin.

When a co-worker encounters him, inquiring, "How are you doing today?" the principal hesitates a moment and then pronounces, "I'm on the lookout for geniuses." He pauses again — only briefly this time — and adds as if in the natural order of things, "In fact, I've seen some already."

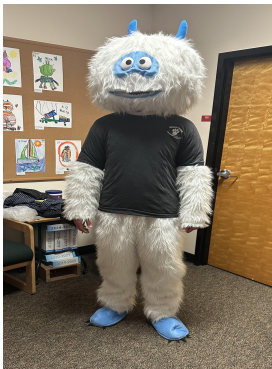
James Saunders is a Barre City Elementary and Middle School substitute teacher and lives in Plainfield.

Barre Town Middle & Elementary School



Building Report
December 8, 2022

- **Author Visit:** On Tuesday, November 8, 2022, Marv Klassen-Landis stopped by BTMES elementary classrooms to provide a preview of the literacy night that took place at BTMES on Wednesday, November 9, for all families and students across the district to enjoy. Check out Marv's webpage to learn more about him: <https://mklassenlandis.wixsite.com/marv>
- **Holiday Food Drive:** For the first time since COVID, we have brought back the Holiday Food Drive. This drive helps support our students and families who may have food insecurities. After one week, the Student Council has collected 352 items from 19 different TAs. We expect to have well over 600 items by the end of this week (and hopefully many, many more!)
- **Music Concerts:** We are so excited for our upcoming middle school music concerts! Grades 5 and 6 will showcase their musical talents on the evening of December 13th from 6-7pm and grades 7 and 8 will follow on the 14th at the same time.
- **PBIS:** Our elementary students have earned their first "Universal Celebration". Continuing to build awareness of the Growth Mindset and Power of YET, our celebration was "YET"i themed. This was held on Wednesday, November 9th, where the students were very excited to meet the BTMES "YET"i mascot! Each classroom was also given materials to return to class and have some time to create and make their own igloo for their "YET"i.



- **Scholastic Book Fair:** We completed our very successful Scholastic Book Fair the last week of October. We had a very lofty goal of selling 3,000 books, but we came very close by selling 2,625 books, and we still beat the number of books sold from our previous sale. We were also able to supply the library with some new books for their collections, and begin funding for a new sound system within our Crowley Gym, as well as other opportunities to support classroom library needs.



Spaulding High School

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Barre, Vermont 05641-4300

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Website: www.spauldinghs.org

Principal

Marlon Maylor, M. Ed.

Principal

Luke Aither, M. Ed.

Assistant Principal

Mari Goodridge Miller, MA, CAA

Tide Nation Update

Volume 1 - November 2022

Academics

The Sugarbush Student Achievement Program for the 2022-2023 season will recognize 43 SHS students. These students qualified during the 2021-22 school year by receiving Exemplary grades and will receive a Premium Pass for a discounted rate of \$199 +tax. SHS completed its second PAS (Planning for Academic Success), where students who are not meeting proficiency can demonstrate their learning.

Spaulding Students received several awards at the Central Vermont Career Center for quarter 1. Nine students won Student Choice Awards, and five received Teacher Choice Awards.

Staff

First, the PATH to Wellness program will start its annual Adventure in January. This year's Adventure is "Out of this World," which will help the staff achieve health and wellness goals.

Staff is working on course programming for next year.

SHS admin and staff are prepping for the construction project to begin during the winter break.

A Data Point

The hard work of Margo Austin has to be commended. As a result, Spaulding High School has had 73 senior students participate in community service activity as of November 2022.

Happenings / Athletics

Student Council is holding their annual holiday food drive competition between advisories from Monday, November 7, until Wednesday, December 21

SHS Senior Ian Longfellow just learned that Senator Leahy nominated him for an appointment to attend the United States Military Academy at West Point. Shoutout to him and J.R.OT.C. cadets and Teacher Sgt. Danny Boone.

Winter Ball is scheduled at Old Labor Hall on Saturday, December 10. This is being run by Project Graduation and tickets are \$20

Student Council has set up an online store to purchase Spaulding High School merch, including hoodies, sweatpants, T-shirts, hats, and more: <https://shs-studentcouncil.itemorder.com/shop/home/>

Winter sports practices have begun, with scrimmages starting on 12/3 and games on 12/10. Visit our website for more details: <https://www.spauldinghs.org/athleticsco-curricular/athletic-calendar>. We are also excited to announce that we are teaming with NFHS to stream home basketball games and wrestling meets. People can get a subscription which will allow them to watch our home, and many away, games/meets. NFHS streaming is at no cost to SHS and we will actually receive a check for 5% of the subscriptions for people who identify Spaulding as their primary school. Hockey will be streamed via CVTsports for home games and many away games can be seen on LiveBarn.

CVCCSD Board Meeting

Monday, November 7, 2022 · 6:00 – 8:00pm

155 Ayers St., Suite 2, Room 136, Barre, VT 05641

Google Meet joining info

Video call link: <https://meet.google.com/kye-ttio-pzf>

Or dial: (US) +1 929-249-4763 PIN: 691 480 392#

DRAFT MEETING MINUTES**Video Recording****Board Members Present**

Jill Remick, Chair - MRPS

Flor Diaz Smith - WCUUSD

Terri Steele - WCUUSD

Lyman Castle - MRPS

J. Guy Isabelle - BUUSD

Jim Halavonich - HUUSD

Jonathan Young - HUUSD

Janna Osman - Twinfield

Jason Monaco - Cabot (6:07)

Board Members Absent

Alice Farrell - BUUSD

Administration Present

Jody Emerson - CVCCSD Superintendent/Director

Michelle Leeman - Business Manager

Guest Present

Christina Currier - Cosmetology Instructor

Ari Lattanzi - Natural Resources Instructor

Amera - Cosmetology II Student/State Board Representative/Student Leader

1. **Call to Order: Ms. Jill Remick called the Monday, November 7, 2022, Regular meeting to order at 6:02 p.m., which was held via video conference and at the Central Vermont Career Center Rm. 136**
 - 1.1. Reception of Guests
 - Christina Currier - Cosmetology Instructor
 - Ari Lattanzi - Natural Resources Instructor
 - 1.1. Review Board [agreements/norms](#)
2. **Comments for Items Not on the Agenda**
 - 2.1. Agenda Revisions/Board Comment:
 - No revisions or comments were made to the agenda.
 - 2.2. Public Comments & Correspondence
 - No public comments and/or correspondence.
3. **Consent Agenda (Discussion/Action)**
 - 3.1. [Minutes from 10/03/22](#): **On a motion by Janna Osman, seconded by Guy Isabelle, the Committee unanimously voted to approve the Minutes of the October 10, 2022, Regular Meeting. (Started video recording late)**
 - 3.2. Student Appointees to Board: Student Appointee Amara introduced herself to the board. She is a current cosmetology student.
 - 3.3. Program Presentations: Board members took a tour of the spaces in Natural Resources and Cosmetology.
 - 3.3.1. Natural Resources - Ari Lattanzi: Instructor gave an overview of the program in the 2022 - 2023 school year. The Natural Resources lab is outside the classroom and in the community. This program's challenge is to expose students to all of the

career options while creating in-depth content in the natural resources/science field. Ms. Lattanzi gave an overview of her career in the field. Students who have expressed their intentions of joining this program would be the fact that students get outside and learn in the field. Students have recently gleaned 500 pounds of beets and 1000 pounds of potatoes. Students also harvested apples and collaborated with Culinary and Baking to make apple cider. Ms. Lattanzi presented the curriculum map for this program to the board. The goal is to connect with more farms in the area for the next school year. Students will also be gaining their Game of Logging (tier 2) Industry Recognized Credentials and Wilderness First Aid in the winter. Lattanzi shared with the board careers in the Natural Resources field that students can expect to earn with those careers. The board asked if the instructor has talked about what her students have planned for a career after the program. Many students are undecided while a few want to be game wardens. The Natural Resources program will be hosting a plant sale during the Open House event on November 17th. Ms. Lattanzi shared plans for students to be able to participate in the FastForwards program with CCV for Intro to Environmental Studies and VTC Intro to Horticulture. She would hope to expand the Co-op opportunities with local employers. The board brainstormed connections with Vermont Compost contacts and local farms. Ms. Lattanzi will create a pamphlet for the board about what types of opportunities she would be looking for in order to give co-op students the ability to work in the field.

3.3.2. Cosmetology 2 - Christina Currier: Ms. Currier has been with the same group of Cosmetology for two years. For the second year, she works with her students to create the salon as they would if they were their own business. The first year is about building on their foundations in microbiology, anatomy, chemistry, safety, sanitization, and basic cosmetology skills. This program works with outside clients and gives them the ability to work on customer service skills. During days when students have clients in, two students are appointed as the manager for that day. This year Mrs. Currier is also incorporating Desairology, hair, and makeup preparation for those who have passed away into the program. She is working with CCV and the Funeral Directors Association on this unit. Students will test for their State Board exam. There are two tests students need to take, the written and skills exam. This exam is held in two days and could be in multiple locations. Students have the ability to gain hours toward licensure in class. Next year, Mrs. Currier will hold her barbering license which can be offered to students. There are currently 14 students enrolled in the program. The cap for this program is 16 students. Mrs. Currier discussed how much students can expect to make when entering the cosmetology field. Mrs. Currier is starting to see more male students take interest in the program. Adding the barbering title as part of the program may open more doors to male students attending the program. With the barbering and desairology options coming to the program, there is a possibility to expand into the adult education department. Student Amera shared with the board her experience as a Cosmetology student. She described the balance between bookwork and hands-on experience. She explained how they are starting to learn what direction they want to go in the cosmetology field. The student talked about how she is learning from her program the importance of customer service and giving back to the community. The student talked about their experience with learning about managing a business and conflict resolution with CCV. Amera expressed how her instructor pushes her to learn more than expected and to go outside her comfort zone in order to learn and the benefits behind this. The cosmetology salon is open to the community.

3.4. Advisory Boards

3.4.1. The board reviewed the different advisory boards per programs currently at the Central Vermont Career Center. Programs meet with their advisory board twice a year per state requirement. These are open meetings, must be warned, and the public may attend if they desire. Currently, the advisory boards do not receive the board's meeting minutes. The board discussed sending the board's meeting minutes to each advisory board member. To join the committees, instructors reach out to community members to invite them to the board. The board discussed how to diversify each board.

3.5. Policy review

3.5.1. E20: Use of Facilities and Equipment

On a motion by Guy Isabelle, seconded by Flor Diaz Smith, the Committee unanimously voted to approve E20 Policy: Use of Facilities and Equipment.

3.5.2. Exposure Management Plan

On a motion by Guy Isabelle, seconded by Flor Diaz Smith, the Committee unanimously voted to approve the Exposure Management Plan.

3.6. Request for additional Space

3.6.1. Ms. Jody Emerson reported to the board that in order to have a full day at CVCC, there would be a need for an additional classroom. In conversations with the BUUSD, CVCC will gain one additional space. More discussions would be had in hopes to gain more space.

3.7. Committee Reports

3.7.1. Finance & Facilities - 10.11.22 4 p.m.

3.7.1.1. Budget Timeline/Budget Draft(s) - The committee met and gave input to Ms. Leeman and Ms. Emerson on the budget timeline/draft. The board reviewed the timeline and draft. Ms. Leeman explained each draft. Next year there is an anticipated 7.2% increase next fiscal year in salary. There will be an increase of 12.5% in insurance for the next fiscal year. CVCC receives grants to support increases. This increase will only increase tuition by approximately \$700. The board discussed getting the information to voters and the community. Ms. Leeman and Ms. Emerson met to discuss this topic of outreaching to the public. Mailings will be sent out to voters to help educate them about this topic. There is also an inclusion in the increase for two general education teachers in order to move to a full-day schedule. Instructors who are partially paid by grants will be fully funded by CVCC next fiscal year. The Design and Fabrication instructor is currently funded fully by a grant. Next fiscal year, the instructor will be partially funded by CVCC. More discussions will be held around this issue in December.

3.7.2. Program Quality - 11.07.22 5 p.m. - The program quality committee will be presenting in January about the standards in each program. This committee is also going to assemble a list of questions to give to guidance counselors at sending schools in regard to program quality at CVCC.

3.7.3. Negotiations - 10.17.22 6 p.m. - The negotiations committee will be meeting on 11/8/2022. This committee works with Jody Emerson and the Barre Educators Association to discuss negotiations.

3.8. Superintendent's Report - Jody Emerson reported to the board about the partnership between Vermont Heating and Ventilation in order for a Master Plumber to come in and train the Plumbing and Heating students. The open house will be on November 17th, 2022 from 5:30 p.m. to 7:30 p.m. The Granite Museum will also be open to showcase Design and Fabrication.

- 3.9. Accounts payable - The board reviewed the accounts reports. The school has invested in GoGuardian to monitor computer use. This system is in place and is a safety tool for students. This system gives CVCC the ability to block any sites that are not school appropriate.
- 3.10. Financial System - The board revisited the RFP for a new financial system. Tyler Technology is the program that is being recommended by Business Manager Michelle Leeman. The cost for this would be \$57,000 dollars. This system will support what is needed for the center. The board discussed the recommendation for Tyler Technology. The board approved the purchase of the Tyler Technology financial system for the next fiscal year.
- 3.11. 2nd December Board Meeting - There will be a second meeting date in December to discuss the finalization of the budget. The board decided on Monday, December 12, 2022.
- 3.12. Staffing/Personnel update - No staffing or personnel updates are needed at this time.

4. Future Agenda Items

- Commingling ballots
- Board development
- Ideas for additional/new space for CVCC
- Placement into the workforce from programs - current process (Invite Coop Coordinator)
- Future CVCC Student Schedule & implications
- Superintendent Evaluation
- Program Presentations (Throughout school year)
- Marketing plan

5. *Reflection & Summary of Meeting/Next Steps: Jody and Flor attended the VSPA conference to advocate the importance of CVCC and technical education.*

The next CVCCSD School Board Meeting will be held December 5, 2022, from 6:00 p.m. to 8:00 p.m. at the Central Vermont Career Center in Rm. 136

6. Executive Session: No executive session was held at this time.

7. Adjournment (End recording): **Call to Order: Ms. Jill Remick called to adjourn the Monday, November 7, 2022, Regular meeting at 8:30 p.m., which was held via video conference and at the Central Vermont Career Center Rm. 136**

*Respectfully Submitted,
Stephanie Olsen*

DRAFT

BARRE UNIFIED UNION SCHOOL DISTRICT FINANCE COMMITTEE MEETING

Spaulding High School Library and Via Video Conference – Google Meet
November 17, 2022 - 6:00 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Nancy Leclerc (BT) - Chair
Terry Reil (BT) – Vice Chair
Michelle Hebert
John Lyons, Jr.
Paul Malone (BC)
Sarah Pregent (BC)

COMMITTEE MEMBERS ABSENT:

OTHER BOARD MEMBERS PRESENT:

Tim Boltin
Alice Farrell
Chris Parker
Sonya Spaulding

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Luke Aither, SHS Co-Principal
Josh Allen, Communications Director
Stacy Anderson, Director of Special Services
Jamie Evans, Facilities Director
Karen Fredericks, Director of Curriculum, Instruction, and Assessment
Mary Goodridge Miller, SHS Assistant Principal
Pierre Laflamme, BCEMS Principal
Carol Marold, Director of Human Resources
Marlon Maylor, SHS Co-Principal
Ted Mills, BTMES Assistant Principal
Jennifer Nye, BTMES Principal
Erica Pearson, BTMES Principal
Lisa Perreault, Business Manager
Brenda Waterhouse, BCEMS Principal

PUBLIC MEMBERS PRESENT:

Dave Delcore, Times Argus	Mel Battah	Shadi Battah	Martha Blaisdell	Stacy Boltin
Michael Boutin	Alan Burnor	Brandon Campo	Michael Deering, II	Cassandra Demarais
Nathaniel Fredericks	Alice Harding	Carol Hebert	Sarah Helman	Jacob Hemmerick
Josh Howard	Ellen Kaye	Prudence Krasofski	Randall Kuhlman	Lisa Liotta
Joelen Mulvaney	Sue Paxman	Dean Preston	Donald Routhier	Tina Routhier
William Toborg	Ryan Torres	Jan Trepanier	Pierre Trepanier	R. Lee Walther
Jackie Wheeler	Mindy Woodworth	Ashley Young	802 ***-**04	

1. Call to Order

The Chair, Mrs. Leclerc, called the Thursday, November 17, 2022 BUUSD Finance Committee meeting to order at 6:00 p.m., which was held at the Spaulding High School Library and via video conference.

2. Additions and/or Deletions to the Agenda

On a motion by Mr. Reil, seconded by Mr. Malone, the Committee unanimously voted to approve the Agenda as presented.

3. Public Comment

None.

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4. Approval of Minutes

4.1 Meeting Minutes From November 2, 2022

On a motion by Mr. Reil, seconded by Mr. Lyons, the Committee unanimously voted to approve the Minutes of the November 2, 2022 BUUSD Finance Committee meeting.

5. New Business

5.1 Listening Session: Community Input on FY24 Budget

Mrs. Leclerc thanked community members for their attendance. It was noted that Luke Aither will be this evening's moderator and time keeper. Mr. Hennessey thanked community members for their attendance and provided an overview of a Power Point Presentation titled "Budget Listening Session" (which was displayed on screen). The presentation included the District's Vision & Mission, Draft 1 (an increase of 8.65% for salary and benefits, facilities, safety and cyber security), the definition of "equalized pupil", basic information on local tax rates, how to calculate the annual homestead educational tax rate, income sensitivity adjustments (for approximately 66% of tax payers), and voting information. Mr. Aither advised regarding the 'Rules of the Road' for this evening's meeting. The listening portion of the meeting commenced.

Questions/Comments include:

Which COVID related programs are going to cease/to continue, or are going to be added to the budget?

How much money is being budgeted for the Foundation Program for Literacy?

What is the budget increase if the budget is level funded, knowing that the budget must also account for the rise in salaries and benefits?

Given the challenges of hiring staff, when does the District no longer budget for positions that have remained unfilled for an extended period of time? How many of these types of positions exist?

When does the District anticipate that the educational effects of COVID will be sufficiently addressed, and trends and expenses will settle back to pre-COVID rates?

Has the influx of staff to deal with behavior issues been effective, and if not, why? What is not working and what is the plan?

What would the budget be with higher salary increases for the negotiated contract? When does the District expect to settle the contract?

Concern regarding behavior related issues

Does the property tax credit impact the budget or the tax rate?

Are test scores improving and if so, are they improving at a sufficient rate? What is a sufficient rate? If scores are not sufficiently improving, what is being done to improve educational outcomes, other than increasing the budget?

What is going to be done to remediate the asbestos issue (in the SHS ceiling tiles)?

Concern regarding intensive behavioral needs and the lack of support staff to work with these children to assure that students and staff members are safe and that academics can continue in the classrooms. What is the budget impact to provide the necessary interventions to handle these situations?

What is the actual 'cash value' of the 8.65% increase?

It was noted that the District has had two years of large surpluses (2 to 3 million dollars each year). A request was received for the District to provide a summary of how these surplus monies were used and if those uses mitigated budget increases or tax bills.

What is the current budget surplus and what are the plans for that surplus?

What is the anticipated student enrollment for next year and how does that compare to past years, and does it correlate with the budget?

Concern that some teachers lack the ability to work effectively and build relationships with autistic students, and a request that additional training be provided to teachers.

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Support for funding investments for students and concern that the cost per pupil is one of the lowest in the state.

Concern/alarm at the rate the school budget is increasing. Concern that due to inflation, many community members are struggling, and that some may need to move because they can no longer afford property taxes.

A suggestion that the District considering contracting with outside agencies for behaviorally challenged students.

A query regarding what SPED services are paid by Medicaid and where does the Medicaid money go?

Concern that the salary increase percentage for administrators (principals' offices & Superintendent) is greater than the increase percentage for general instruction.

A question regarding how the SPED budget is arrived at and why it is increasing when it has had a surplus because of vacant positions. Can the SPED budget be voted on separately? Are SPED surpluses being used as a slush fund for general education? Will the technology increase be used so that parents and community members can see what is being taught in the schools?

An expression of gratitude for this evening's meeting and opening up discussion to the public, and for the increase to the sub line.

The belief that incorporating grant funded positions into the budget is beneficial.

A query regarding the difference between the anticipated salary increase and the increase reflected in the budget.

Concern that the new salary metrics for principals and other administrators is above the budgeted amount and that these increases were given without Board guidance or approval. What is being done to cover the impact of these increases and how to cover the cost in the years going forward? Are these increases similar to those in Chittenden County and if so why?

Positions added during COVID were supposed to be absorbed through attrition. Is that happening?

What are the numbers that need to be received from the State (to finalize the tax impact) and how do these numbers impact the budget?

Concern that many community members are struggling to heat their homes, and that a large budget increase is not wise.

Concern that there have been multi-million dollar surpluses the past two years, yet the District wants to increase the budget.

A suggestion that the District 'tighten its belt' like so many other businesses and community members need to do.

Why is the budget constantly increasing when the student population is dropping?

A suggestion that the District look into more Federal Funding.

A suggestion that salaries be increased for support staff, who can receive the same amount of pay for jobs that do not involve the responsibility of caring for children.

How much money is in the Capital Improvement Fund? How much is 'earmarked' for designated projects? How much does the District propose to use from this fund and for what?

The importance of investing in children and what does the District have to show for a 'return on investment' from previous years?

Support for staff and students and willingness by some to pay more in taxes in an effort to support students. The importance of community support.

Concern over behavior issues and lack of support for students, whose behaviors are disrupting entire classrooms, negatively impacting the learning for all students. A concern that more positions are being added when the District can't fill the current positions.

A question regarding the 10% reduction in the Pre-k line item, and what progress is being made with pre-k students.

Support for additional monies, but only if it results in positive change.

Support for increases in teacher salaries.

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Teacher salaries are ‘set in stone’ as they are in the teachers’ contract.

How are students in SPED counted in the equalized pupil formula?

Why is the line item for the BTMES SRO less than the SRO line items at BCEMS and SHS?

Why are many line items (in the 2023 and 2024 budgets) budgeted higher than the 2022 actuals ?

Concern over the lack of personnel for providing services to students in SPED.

Concern that the budget is a bit misguided, as there are much higher increases for administrators than for teachers and support staff.

What is the barrier to providing services to SPED students?

Mrs. Leclerc polled the members of the Finance Committee regarding their thoughts on the budget. Input included; information relating to how various numbers (e.g. CLA etc) impact the tax rate, the issues that will arise if previously ESSER funded positions are not absorbed through attrition, the issue of the timing of budget votes which will most likely occur prior to the signing of a new contract with teachers, the need to recognize that these are serious times with serious problems, that everyone is ‘all in it together, and the Board needs to take time to absorb and contemplate the best way to formulate a budget, recognition that this is a unique year (including pandemic recovery, a challenging economy, and record inflation), the need to find a balance on investing in our schools and the communities’ ability to pay, acknowledgement that in the Barre community, the average household income is lower than any of the surrounding districts, enrollment trends, the challenge of the many unknowns (State provided numbers), not knowing if workforce challenges will improve, the need to find new and innovative ways to educate students in a cost effective manner, appreciation for participants/feedback, and the announcement that there is a FAQs page on the web site.

Mrs. Leclerc provided a brief overview of Budget Draft #1, advising that 55% wages, 20% health benefits, and 25% miscellaneous.

Mrs. Leclerc advised that the numbers do not reflect the actual increases for teachers as they have not been negotiated yet.

Mrs. Leclerc advised regarding the HVAC Project at SHS which has come in \$267,000 over the \$7,000,000 ESSER funded allocation. The District recently learned of asbestos in ceiling tiles at SHS which may add another \$450,000 to the project.

6. Old Business

Mr. Allen advised that the budget development survey went out last Friday (11/11/22). Thus far there are 282 responses. The survey closes on Friday (11/18/22). Mr. Allen will begin compiling information on Monday (11/21/22) and will post the data to the web site. Paper copies of the survey are available at tonight’s meeting.

7. Other Business

None.

8. Items for Future Agendas

- 10-Year Strategic Plan
- Financial Component of SHS Asbestos Issues
- FY24 Budget
- Review Updated 5-Year Capital Plan

9. Next Meeting Dates

Tuesday, November 29, 2022 at 6:00 p.m., at the Spaulding High School Library and via video conference.

Thursday, December 15, 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 Mr. Lyons, the Committee unanimously agreed to adjourn at 7:20 p.m.

Respectfully submitted,

Andrea Poulin

DRAFT

**BARRE UNIFIED UNION SCHOOL DISTRICT
FACILITIES AND TRANSPORTATION COMMITTEE MEETING**
Spaulding High School Library and Via Video Conference – Google Meet
November 14, 2022 - 6:00 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Giuliano Cecchinelli, II, Chair – (BC)
Terry Reil, Vice Chair - (BT)
Mary Jane Ainsworth (BT Community Member)
Tim Boltin - (BC)
Andrew McMichael (BC Community Member)

COMMITTEE MEMBERS ABSENT:

Vacant Position (BT)

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Luke Aither, SHS Co-Principal
Jamie Evans, Facilities Director

OTHER BOARD MEMBERS PRESENT:

Nancy Leclerc Sonya Spaulding

GUESTS PRESENT:

Eric Lafayette (EEI)

1. Call to Order

The Chair, Mr. Cecchinelli, called the Monday, November 14, 2022 BUUSD Facilities and Transportation Committee meeting to order at 6:01 p.m., which was held in the Spaulding High School Library and via video conference.

2. Additions and/or Deletions to the Agenda

None.

3. Public Comment

None.

4. Approval of Minutes

4.1 Approval of Minutes – October 11, 2022 BUUSD Facilities and Transportation Committee Meeting

On a motion by Mr. Reil, seconded by Ms. Ainsworth, the Committee unanimously voted to approve the Minutes of the October 11, 2022 and October 25, 2022 BUUSD Facilities and Transportation Committee meetings.

4.2 Approval of Minutes – October 25, 2022 BUUSD Facilities and Transportation Committee Meeting

Approved under Agenda Item 4.1.

5. New Business

5.1 Transportation Alternatives for SEA

Mr. Reil requested this agenda item based on his review of warrants that indicate a high need for transportation, and the associated costs. It was noted that much is paid for mileage for employees to transport students. The SEA Program currently has 2 vehicles and has requested a third. Mr. Reil would like to explore alternatives that may be more efficient. Student schedules do have an impact on how transportation is provided. Mr. Aither advised that the District should avoid as much as possible, staff members transporting students (liability issues). Mr. Aither cautioned that the more vehicles the SEA Program has, the more drivers that are needed. Mr. Reil is concerned that while staff members are providing transportation, if they are instructional or interventional type staff, they are not in the school performing their regular duties. Mr. Reil supports the need and the goal to transport students, but he believes it is worth holding discussion to determine if there are more efficient ways to provide transportation. Mr. Aither advised that if outside individuals perform transportation (e.g. Uber), those drivers would need to pass a background check. Mr. Evans advised that the vehicles are also used to transport students to outside activities during the day.

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5.2 Procedures for Outside Contractors

Mr. Evans noted the importance of having written procedures, advised that he and Mrs. Perreault have been finalizing these procedures and that the procedures will be added to the web site in the near future. Mr. Cecchinelli queried regarding procedures for each of the schools regarding outside vendors accessing those buildings. Mr. Evans will find out where all of the other buildings' procedures are posted and will report back next month. It was noted that all procedures should be posted on the web site in one central location.

5.3 Building "To Do" Visionary List

Mr. Evans advised that he does not believe administrators have had time to create Visionary Lists. This item will be added to the Parking Lot. Mr. Aither advised that SHS administrators have started a list, but the list will be a fluid document that is updated as items are identified. It was suggested that the lists be 'shared' documents that are available for viewing on line.

5.4 Capital Project Reserves Fund/Asbestos Tile Discussion

A copy of a letter to Jamie Evans from KD Associates, Inc. (dated 11/02/22) was distributed.

Mr. Evans provided a brief overview, advising that EEI hired an outside contractor to perform various testing. In April 1987, test results indicated that there was 0% asbestos in the ceiling tiles at SHS. Recent testing indicates a 2.5% asbestos level in ceiling tiles. The building has been inventoried to identify all rooms with the older ceiling tiles that contain asbestos. Mr. Evans advised that there are funds available to cover the cost of remediation, but noted that choices will need to be made regarding what to move forward with. Mr. Lafayette addressed the Committee, advising that he was surprised by the test results, but noted that the plan did include replacing a lot of the ceiling tiles (so some of the cost is already figured into the project), but noted that demolition of the existing tiles (that contain asbestos) is more costly. The cost for abatement is approximately \$100,000 and is covered by the project contingency (approximately \$250,000). The areas of more concern are the areas where ceiling tile replacement was not planned for (e.g. sprinkler installation). One alternative would be to install sprinkler piping on the walls rather than on the ceilings. Mr. Lafayette and Mr. Evans have documented all of the areas that would require abatement and the total cost for all of the areas is approximately \$450,000 (excluding the stage area in the auditorium). Mr. Lafayette has a 'map' of the work that would need to be performed for 100% abatement. The lighting project will need to be modified if it is determined that abatement will not be performed.

Mr. Lafayette provided an overview of three options. In response to a query regarding availability of additional of ESSER funds, it was noted that Mrs. Perreault has reached out to the AOE and they have advised that there are no additional ESSER funds available. Mr. Evans advised that it would be more cost effective and efficient to complete all abatement at one time to assure that other future maintenance (installation of phone jacks, etc) can be performed quickly without the need for special permits and the abatement processes. Mr. Evans spoke with the company that performed the testing and they have provided a letter that can be sent out to the community advising that there are no safety concerns at this time, as long as the tiles are not disturbed (the same as the floor tiles). Mr. Evans is working with the Communications Department regarding distribution of the letter. Mr. Evans advised that there is approximately \$225,000 of ESSER funds (in-house) that could be used for this abatement project. Mr. Evans suggested that during the budget process, if the square foot allowance is increased from 75¢ to \$1.00, SHS would have \$175,000 - \$210,000 that could be put towards this project. Given the magnitude of the sprinkler and lighting/ventilation projects it is doubtful that other projects would be worked on during the next two years. Mr. Reil cautioned that discussion was held regarding use of Capital Improvement Funds for the lighting project, and use of those funds would require a review and prioritization of other projects (that would need to be postponed). Use of additional Capital Improvement funds for asbestos remediation will further impact/delay other projects. Mr. Reil requested a copy of the documentation that breaks down various components/costs. Mr. Evans advised that the stage area (in the auditorium) was purposefully left out of this project, as it is expected that the stage area will be part of a separate project. Mr. Evans will forward a copy of the documentation to Committee Members and Mrs. Poulin. In response to a query, Mr. Lafayette advised that he plans to mobilize on site shortly after Christmas, with abatement starting on January 2, 2023. It was confirmed that the additional \$450,000 in expenses is for abatement that is outside of the 'HVAC' area. In response to a query, Mr. Lafayette advised that he hasn't totally 'phased out' the plan for the sprinkler and lighting components. Mr. Lafayette advised that most of the quotes are based on performing work outside of the summer break timeframe. Brief discussion was held regarding the need to plan for abatement in areas of the school that are not part of the HVAC/Lighting projects. Mr. Cecchinelli queried regarding why asbestos abatement does not fall within the parameters of qualifying for additional ESSER funding. Mr. Evans has not been advised regarding the reasons, but noted that in earlier talks with the AOE, they advised that issues discovered during the project would be covered by ESSER funds. Next steps include; discussion by the Finance Committee, the Board, and additional discussion by the Facilities Committee.

6. Old Business

6.1 Updated Figures for Lighting Leases

A copy of a letter to Santander Bank, N.A. from Lynn, Lynn, Blackman & Manitsky, P.C. (dated 10/31/22) was distributed.

A copy of a letter to Lisa Perreault from Efficiency Vermont (dated 10/28/22) was distributed.

Mr. Evans provided a brief overview of the documents. It was noted that the lighting project will 'pay for itself' in approximately ten years and afterward, the savings in electricity will be true savings. Mr. Evans advised he hopes to perform lighting upgrades at BCEMS and BTMES in the next few years. Lights removed from SHS can be saved for use in other buildings, until such time as they are converted to LED. Mr. Evans advised that given the recent age of the BCEMS building, that building might be a good candidate for retrofitting (of lighting).

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7. Other Business

Mr. Cecchinelli advised that he will be stepping down as Chair after this meeting, but he will continue to serve on the Committee. Mr. Cecchinelli believes that Vice Chair, Mr. Reil will fulfill the role of Chair. Mr. Cecchinelli was thanked for his years of service.

8. Items to be Placed on Future Agendas

- Update on 5-Year Plan
- Transition Discussion (10-Year Plan)
- EEI Update
- Asbestos Remediation Update
- SEA Transportation (with Jason Derner)

Parking Lot:

- Building Visionary Lists (Mr. Reil 11/14/22)

9. Next Meeting Date

The next meeting is Monday, December 12, 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 Ms. Ainsworth, the Committee unanimously voted to adjourn at 6:55 p.m.

Respectfully submitted,

Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT POLICY COMMITTEE MEETING

Spaulding High School Library and Via Video Conference – Google Meet
November 21, 2022 – 6:00 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Chris Parker, Chair (BT)
Alice Farrell (BT)
Thomas Kelly (BC Community Member)
Jon Valsangiacomo – (BT Community Member)

COMMITTEE MEMBERS ABSENT:

Giuliano Cecchinelli, II, Vice Chair (BC)
Tim Boltin (BC)

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

ADMINISTRATORS AND STAFF PRESENT:

Chris Hennessey, Superintendent
Luke Aither, SHS Co-Principal

GUESTS:

Michael Boutin Andy McMichael Sue Paxman

1. Call to Order

The Chair, Ms. Parker, called the Monday, November 21, 2022, meeting to order at 6:00 p.m., which was held at the Spaulding High School Library and via video conference - Google Meet.

2. Additions and/or Deletions to the Agenda

None.

3. Public Comment

Sue Paxman addressed the Board, regarding Policy C10 (Policy on the Prevention of Harassment, Hazing, and Bullying of Students. Ms. Paxman, referring to BTMES only, advised of her belief that there is definitely bullying going on and that she will provide proof at a later date. Ms. Paxman does not believe the policy is being adhered to.

4. Approval of Minutes

4.1 Approval of Minutes – October 17, 2022 Policy Committee Meeting

On a motion by Mrs. Farrell, seconded by Mr. Valsangiacomo the Committee voted 3 to 0 to approve the Minutes of the October 17, 2022 Policy Committee Meeting. Mr. Kelly abstained.

5. New Business

5.1 Review of BUUSD Policy Manual Index

A copy of the BUUSD Policy Manual Index (dated 11/18/22) was distributed.

It was noted that a 'Procedure' column has been added to the document. The column will be updated to indicate when procedures are created and linked to policies as appropriate. It was noted that some policies contain procedures when required by law, and the column should be updated to reflect that. It was noted that use of the column will need to be refined to indicate additional information, e.g. procedures by school (as necessary – some procedures are district wide, some are building specific). Mrs. Gilbert was thanked for her efforts in tracking VSBA changes and keeping the documented updated.

5.2 VSBA Model Policies

A copy of the VSBA Model Policy Index was distributed.

A document titled 'VSBA Policy Work – BUUSD Status – Updated 11/15/22' was distributed.

Ms. Parker queried regarding whether the VSBA Index is duplicative. Brief discussion was held. It was noted that the VSBA Index is sometimes updated prior to the BUUSD Index. Ms. Farrell queried regarding personalization of policies (at the District level). It was noted that VSBA policies have been modified as appropriate and that more 'personalization' is defined in Procedures. It was noted that changes to VSBA Model policies do require legal vetting.

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5.3 Notice of Non-Discrimination Policy (A22) (Recommended) VSBA Updated 09/12/22

Copies of the BUUSD and VSBA policies were distributed.

A copy of an email from Mr. Hennessey to the Policy Committee (dated 11/18/22) was distributed. The email provides information regarding why VSBA is making policy amendments or recommendations.

Ms. Parker provided a brief overview of the changes. Brief discussion was held regarding the changes. It was noted that Mr. Hennessey sent an e-mail (to Committee Members) regarding the reasons for VSBA policy changes. Mr. Hennessey will provide Mrs. Gilbert with a copy of the email so that it can be posted as an addendum.

On a motion by Mr. Valsangiacomo, seconded by Mrs. Farrell, the Committee voted 3 to 0 to present a First Reading of Policy A22 (Notice of Non-Discrimination) to the Board. Mr. Kelly abstained.

5.4 School Visits by Board Members Policy (A33) (Consider) VSBA Removed

A copy of the Policy was distributed.

Ms. Parker advised regarding the reasons VSBA believes this policy is no longer necessary. Brief discussion was held and it was noted that the District does retain copies of rescinded policies. It was noted that all Board and Committee Members are required to have background checks. Procedures relating to school visits will remain in place.

On a motion by Mrs. Farrell, seconded by Mr. Valsangiacomo, the Committee unanimously voted to recommend that the Board rescind Policy A33 (School Visits by Board Members).

5.5 Board Relations with School Personnel Policy (A34) (Consider) VSBA Removed

A copy of the Policy was distributed.

Ms. Parker advised regarding the reasons VSBA believes this policy is no longer necessary. Brief discussion was held. It was noted that even if the policy is rescinded, procedures/guidelines can remain on the website. Procedure discussion will occur at the Board meeting.

On a motion by Mr. Valsangiacomo, seconded by Mrs. Farrell, the Committee unanimously voted to recommend that the Board rescind Policy A34 (Board Relations with School Personnel) and that the Board hold discussion regarding retaining procedures on the District's website.

5.6 Students Who Are Homeless Policy (C13) (Required) VSBA Updated 09/12/22

Copies of the BUUSD and VSBA policies were distributed.

Ms. Parker provided an overview of the VSBA amendments. It was noted that the VSBA policy did not 'catch' all of the 'first person' changes. Brief discussion was held and the Committee agreed to make some minor amendments to assure consistency within the policy (change 'homeless students' to 'students who are homeless'). Mr. Hennessey will advise VSBA regarding the perceived oversight. In response to a query from a community member, it was noted that the Committee cannot discuss individual student matters. In response to a query, it was noted that the schools assist students (regardless of housing status) with many different issues (hygiene, supplies, laundry, etc.). Mr. Aither suggested that the policy be reviewed and edited to assure 'people first' language. Mr. Hennessey will advise VSBA regarding the findings of the Committee (regarding 'first person' language).

The Committee agreed to have the policy edited, and to bring it back to the Committee level at the 12/19/22 meeting.

5.7 Student Distribution of Literature Policy (C27) (Recommended) VSBA Change 10/03/22

Copies of the BUUSD and VSBA policies were distributed.

Ms. Parker advised regarding the VSBA amendments. Brief discussion was held and the Committee agreed to make minor edits (remove the word 'Director' where it appears in the policy).

On a motion by Mr. Valsangiacomo, seconded by Mrs. Farrell, the Committee agreed to amend the policy as discussed, and to present Policy C27 (Student Distribution of Literature) to the Board for a First Reading.

5.8 Selection of Library Materials Policy (D22) (Recommended) (VSBA Change – Replaces D31)

Copies of the BUUSD and VSBA policies were distributed.

Ms. Parker provided an overview of the changes from VSBA. This policy is now a 'recommended' policy, rather than a policy 'to consider'. If Policy D22 is adopted, Policy D31 can then be rescinded. Brief discussion was held, including creation of procedures that are required by policies. Mr. Hennessey advised that the District currently has capacity issues which are delaying the creation of procedures. Discussion was held regarding the timeframe for procedure creation. Mr. Aither advised that the procedure committee is trying to prioritize procedure development and that all policies have procedures, but they are not necessarily in the same format or

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location. Mr. Aither advised that the schools have operational procedures in place. It was suggested that the 'Procedures' column (on the Policy Index) be split in two (Operational Procedures and Formally Documented Procedures). Mrs. Farrell queried regarding how the District will respond if someone challenges the availability of procedures (are they readily available?). Mr. Kelly queried regarding the method/process for access to procedures, and what procedures are being added or deleted. Mrs. Farrell suggested that the Policy Committee's discussion of procedure development be provided to the Board so that the Board will not need to hold discussion on that matter. Ms. Parker advised that she will be providing an overview at the Board meeting and welcomes additional input from Committee Members.

On a motion by Mr. Valsangiacomo, seconded by Mrs. Farrell, the Committee unanimously voted to present the Board with a First Reading of Policy D22, and to recommend that Policy D31 be rescinded after Policy D22 is adopted.

5.9 Title I, Part A: Parent and Family Engagement (E1) Required (VSBA Change 09/24/21)

Copies of the BUUSD and VSBA policies were distributed.

Mr. Hennessey advised that administrators are not ready to present at this time and there is not much to discuss at this point.

Mr. Hennessey believes that the policy should be ready for presentation at the December meeting. Mrs. Farrell asked if the lack of this policy will have any impact on the CFP grant application. Mr. Hennessey will look into this matter. Brief discussion was held regarding the process for completing the work necessary to move forward with this policy. Policy E1 will be added to the December agenda.

6. Old Business

None.

7. Other Business

In response to a query regarding the status of the inquiry to VSBA (for policy review/comparison of BUUSD Policies to VSBA Policies), Mr. Hennessey advised that he has not yet reached out to Sandra Cameron.

8. Future Agenda Items

December:

- E1 - Title I, Part A: Parent and Family Engagement Policy (Old Business)
- C13 – Students Who are Homeless Policy (Old Business)
- C15 – Student Conduct and Discipline Policy
- B20 – Personnel Recruitment, Selection, Appointment, and Background Checks Policy
- C2 – Student Drugs and Alcohol Policy
- C22 – Student Athletics, Clubs, and Activities Policy
- D23 – Selection of Instructional Materials Policy

9. Next Meeting Date

The next meeting is Monday, December 19, 2022 at 6:00 p.m. at the Spaulding High School Library and via video conference.

10. Adjournment

On a motion by Mrs. Farrell, seconded by Mr. Valsangiacomo the Committee unanimously agreed to adjourn at 7:06 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
November 3, 2022 - 6:00 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

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

COMMITTEE MEMBERS ABSENT:

Chris Parker (BT)

ADMINISTRATORS PRESENT:

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

OTHER BOARD MEMBERS PRESENT:

Tim Boltin
Terry Reil

COMMUNITY MEMBERS PRESENT:

James Carpenter Josh Howard Sue Paxman William Toborg Hayes Walker

1. Call to Order

The Chair, Mrs. Pregent, called the Thursday, November 3, 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. Additions and/or Deletions to the Agenda

None.

3. Public Comment

James Carpenter addressed the Committee, advising that he is attending the meeting, to advocate for reinstatement of the PSTL Program (Problem Solving Through Literacy) at Barre Town School. Mr. Carpenter advised that at the last meeting at which he addressed this Program, he left the meeting feeling that the PSTL Program is something that should be looked at again at BTMES. The meeting at which it was discussed included community and Board Member feedback that lauded the Program and the benefits it provides to students. Mr. Carpenter provided an overview of some of the benefits of the program and requested that the Committee or the Board reach out to constituents who either had students in the PSTL Program, or were students themselves. Mr. Carpenter is disappointed to see that the PSTL Program has been removed from the Committee's Parking Lot and advised that its removal gives the impression that this Committee and the Board hope the Program 'goes away quietly'. Mr. Carpenter noted that the Program was cut without teacher, student, or community input. Mr. Carpenter advised that at a recent meeting, someone announced that the 'teacher no longer wanted to teach the program'. This is misinformation. Mr. Carpenter advised that he was the teacher for this Program and he has always advocated for the Program. Mr. Carpenter advised that though BCEMS has enjoyed a reading enrichment program for the past three years, BTMES has not. Mr. Carpenter advised that in spite of numerous inquiries, no one has been able to tell him why PSTL was cut. Mr. Carpenter noted that this Program has been a cornerstone of BTMES for 25 years. Mr. Carpenter noted that as the District commits more and more money towards areas and positions that have very little or no interaction with students, and will not impact student learning, test scores, or enjoyment of school, Mr. Carpenter requests that the Committee and the Board consider putting some of those funds back towards engaging, enriching, student centered programs (like PSTL). Mr. Carpenter thanked the Committee for their time. It was noted that PSTL was originally suspended due to COVID (students could not be co-mingled). Spring of 2020 was the last time PSTL was held. This is the 3rd year that the school has been without the Program. Mr. Carpenter advised that after COVID restrictions were lifted, no one could/would advise him regarding why the Program was not reinstated, and additionally advised that the (his) position of 'Reading Enrichment' is still in the budget, though he was moved into a regular 7th grade ELA teacher position. Mrs. Pregent is of the understanding that the Program was still in the budget. Mr. Hennessey would like Ms. Pearson in attendance for discussion of this Program. This item will be added to the next Agenda.

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4. Approval of Minutes -

4.1 October 6, 2022 Curriculum Committee Meeting Minutes

On a motion by Mr. Malone, seconded by Mrs. Leclerc, the Committee unanimously voted to approve the minutes of the October 6, 2022 BUUSD Curriculum Committee Meeting.

5. New Business

5.1 Curriculum Department Organization Flow Chart

An organizational flow chart was distributed.

Ms. Fredericks provided an overview of the flow chart which advises on how her position interacts with administrators, Instructional Coaches, Teacher Leaders, Interventionists, the Grants and Data Coordinator, and an administrative assistant. Ms. Fredericks provided an overview of the responsibilities of each position listed in the flow chart, and advised regarding the number of positions at each school. Ms. Fredericks answered questions from the Committee. Mrs. Leclerc queried regarding the start and end time at SHS. Mr. Hennessey advised that students are dismissed at 2:45 and teachers are expected to be at the school for an additional 20 minutes (3:05 p.m.). Teachers are present to give students assistance from 2:45 until 3:05. Mrs. Leclerc queried regarding the change in student dismissal time and if it shortens the instruction time for students. Mr. Hennessey advised that the student day is part of the Collective Bargaining Agreement, as well as the contract (and is done in minutes), and doesn't shorten the academic day, but creates different opportunities for students to access teachers. It was noted that there are different ways in which students can access help and support from teachers, including; before and after school, as well as on PAS days.

5.2 Percentages: Student Drop-out Rates and School Completion Rates

An untitled document containing statistics relating to Spaulding High School was distributed.

Ms. Fredericks provided an overview of the local data included in the report which was generated on 06/02/22. It was noted that most of the categories had fewer than 5 students, and therefore data could not be provided (due to the risk of identifying individual students). Overall, there were 86% of students who graduated or were returning. It was noted that drop out data is difficult to define as many districts report data differently. Ms. Fredericks provided a brief overview of the data provided by the AOE (dated 10/26/22).

5.3 Use of Diagnostic Assessment Data to Assist Teachers with Identifying Student Needs

A document titled 'Diagnostic Assessment Data to Assist with Identifying Student Needs'

Ms. Fredericks is presenting the data on behalf of a faculty member. Ms. Fredericks provided definitions of some of the terms contained in the document and advised how the assessments assist with identifying strengths and weaknesses. The assessments can be utilized for students who are above or below grade level. Ms. Fredericks believes the data pertains to 35 third grade students. Data is presented for the Fall of 2021 and the Spring of 2022. Ms. Fredericks advised that this assessment provides data for very specific skills, and informs instruction. Lengthy discussion was held including; far fewer students needing interventions (compared to last year), deficiencies in a previous program and how a new program (more phonics based) is benefiting students, additional information relating to the data, and various assessments by grade, including additional diagnostics based on assessment results. Mr. Hennessey advised that SBAC testing will no longer occur and that information relating to its replacement will be forthcoming. Ms. Fredericks answered questions from the Board. Ms. Paxman queried regarding programs for students who excel. Mrs. Pregent advised regarding previous discussion of embedded honors and AP classes at the high school. Ms. Fredericks reported that differentiation is used in grades Pre-k through 2, and advised regarding what is available for the remainder of elementary school grades and the middle school, including the WIN (What I Need) block. In response to a query, it was noted that there is not cohesion between the schools (BCEMS and BTMES). Mrs. Leclerc requested that additional information be provided at a future meeting (for those needing interventions and those who excel). Ms. Aldrich-Whalen, Mrs. Battah, and Mrs. Pregent advised regarding their students' experiences. Mrs. Poulin voiced concern regarding the total amount of academic time that was lost by shortening the school day at SHS (from 3:05 dismissal to 2:45 dismissal). Mr. Malone believes it's important that the District not hold back learning from the 'high flyers' especially students at the high school level that will be continuing on to higher education and qualify for scholarships at SHS. Mrs. Leclerc is concerned regarding equity, serving all students equally (those who need assistance and those who excel).

6. Old Business

None.

7. Items for Future Agendas

January:

- Fall Climate Survey
- PSTL Program
- WIN Programs – Presentation/Details

February:

- DSA – Developmental Spelling Analysis – February

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- Consolidated Federal Programs – TBD

Restorative Classrooms will be added to a future Board Meeting (BCEMS Principals will be asked to provide information in their Building Report).

Mr. Howard requested that the Committee discuss homogenous classrooms.

Mrs. Pregent will send Mr. Howard information regarding proficiency assessments. This matter was discussed at the August meeting.

Mrs. Battah queried regarding holding discussion of staff training for students with autism.

SHS Schedule – Information will be put in the Building Report

Ms. Fredericks advised regarding upcoming literacy nights; November 9, 2022 at BTMES and November 16, 2022 at BCEMS. These events are open to all families.

8. Next Meeting Date

The December 1, 2022 meeting is cancelled.

The next meeting is Thursday, January 5, 2023 at 6:00 p.m. at the Spaulding High School Library and via video conference.

9. Adjournment

On a motion by Mr. Malone, seconded by Mrs. Battah, the Committee unanimously voted to adjourn at 7:37 p.m.

Respectfully submitted,

Andrea Poulin

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BARRE UNIFIED UNION SCHOOL DISTRICT NEGOTIATIONS COMMITTEE MEETING

Via Video Conference – Google Meet
November 8, 2022 - 5:00 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Sarah Pregent (BC) – Chair
Terry Reil (BT) – Vice Chair
Sonya Spaulding (BC)
Paul Malone (BT)

COMMITTEE MEMBERS ABSENT:

None

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Lisa Perreault, Business Manager
Carol Marold, Director of Human Resources

OTHER BOARD MEMBERS PRESENT:

None

COMMUNITY MEMBERS PRESENT:

J. Scott Cameron

1. Call to Order

The Chair, Mrs. Pregent called the Tuesday, November 8, 2022, BUUSD Negotiations Committee meeting to order at 5:02 p.m., which was held via video conference.

2. Additions and/or Deletions to the Agenda

None.

3. Public Comment

None.

4. Approval of Minutes -

None.

5. New Business

5.1 2022-2023 Negotiations

On a motion by Mr. Malone, seconded by Mr. Reil, the Committee unanimously found that premature general public knowledge of the items proposed for discussion (deliberations re: planning and strategy related to Labor Relations Agreements) would clearly place the BUUSD at a substantial disadvantage should the discussion be made public.

Mrs. Spaulding was not present for the vote.

On a motion by Mr. Reil, seconded by Mr. Malone, the Committee unanimously voted to enter into Executive Session, with the Superintendent, Director of Human Resources, Business Manager, and Mr. Cameron, Attorney in attendance, at 5:04 p.m., under the provisions of 1 VSA section 313 to discuss the items proposed for negotiation.

Mrs. Spaulding was not present for the vote.

The Committee held a planning and strategy session to deliberate with regard to the 2022-2023 contract negotiations.

On a motion by Mr. Malone, seconded by Mr. Reil, the Committee unanimously voted to exit Executive Session at 6:38 p.m.

6. Next Meeting Date

The next committee meeting is tentatively scheduled for Tuesday December 6, 2022, at 6:00 p.m. via video conference.

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7. Adjournment

On a motion by Mr. Malone, seconded by Mr. Reil, the Committee unanimously voted to adjourn at 6:39 p.m.

Respectfully submitted,
Sarah Pregent