



Barre Unified Union School District

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

Chris Hennessey, M.Ed.
Superintendent of Schools

A rock solid education for a lifetime of discovery

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MEMORANDUM

TO: **Barre Unified Union School District Policy Committee**
Chris Parker - Chair, Alice Farrell - V. Chair, Giuliano Cecchinelli II, Tim Boltin, Jon Valsangiacomo,
Thomas Kelly

DATE: February 16, 2023

RE: BUUSD Policy Committee Meeting
February 20, 2023 @ 6:00 p.m.
In-Person: Spaulding High School Library, 155 Ayers St, Barre
Remote Options: Meeting Link: meet.google.com/dmf-dowp-dyg
Phone: (US)+1 929-266-2537 PIN: 179 047 596#

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

AGENDA

1. Call to Order
2. Additions/Changes to Agenda
3. Public Comment
4. Approval of Minutes
 - 4.1. Meeting Minutes of January 30, 2023
5. New Business
 - 5.1. BUUSD Policy Index Review
 - 5.2. VSBA Policy Notes
 - 5.3. Selection of Instructional Materials (D23) (Recommended)
 - 5.4. Rescind Selection of Instructional Materials (D32)
6. Old Business
 - 6.1. Personnel Recruitment, Selection, Appointment, and Background Check (B20) (Recommended)
7. Other Business
8. Items for Future Agenda
9. Next Meeting Date: March 20, 2023, 6:00 pm, SHS Library or via Google Meet
10. Adjournment

Parking Lot of Items:

- A. Communicable Disease Mitigation Measures for Students and Staff (F27) (Recommended) (VSBA New Replaces F33)
- B. Title I, Part A: Parent and Family Engagement (E1) (Required) [Cmt added 12/2022]

Under Review by VSBA

- A. Educational Support System (D21) (Recommended)
- B. Transgender and Gender Nonconforming Students (C28) (Recommended)
- C. Student Medication (C30) (Consider)
- D. Student Assessment (C33) (Consider)
- E. School-Community Relations (E30) (Consider)
- F. Visits by Parents, Community Members or Media (E32) (Consider) (Not BUUSD Policy)
- G. Staffing and Job Descriptions (B30) (Consider)(Not adopted By BUUSD 1/28/21)
- H. Educator Supervision & Evaluation: Probationary Teachers (B31) (Consider) (Not adopted By BUUSD 1/28/21)
- I. Personnel Files (B32) (Consider) (Not adopted By BUUSD 1/28/21)
- J. Fiscal Management & General Financial Accountability (F20) (Bd Adopted 5/2022; VSBA under review again)
- K. Financial Reports and Statements (F21) (VSBA under review; not BUUSD Policy)
- L. Capitalization of Assets (F23) (Recommended)

BOARD/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

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BARRE UNIFIED UNION SCHOOL DISTRICT POLICY COMMITTEE MEETING

Spaulding High School Library and Via Video Conference – Google Meet
January 30, 2023 – 6:00 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT:

Chris Parker, Chair (BT)
Giuliano Cecchinelli, II, Vice Chair (BC)
Tim Boltin (BC)
Alice Farrell (BT)
Thomas Kelly (BC Community Member)
Jon Valsangiacomo – (BT Community Member)

COMMITTEE MEMBERS ABSENT:

OTHER BOARD MEMBERS PRESENT:

Sonya Spaulding

ADMINISTRATORS AND STAFF PRESENT:

Chris Hennessey, Superintendent
Luke Aither, SHS Co-Principal
Pierre Laflamme, BCEMS Principal

GUESTS:

1. Call to Order

The Chair, Ms. Parker, called the Monday, January 30, 2023, 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

On a motion by Mrs. Farrell, seconded by Mr. Boltin, the Committee unanimously voted to approve the Agenda as presented. Mr. Cecchinelli was not present for the vote.

3. Public Comment

None.

4. Approval of Minutes

4.1 Approval of Minutes – December 19, 2022 Policy Committee Meeting

On a motion by Mrs. Farrell, seconded by Mr. Boltin the Committee unanimously voted to approve the Minutes of the December 19, 2022 Policy Committee Meeting. Mr. Cecchinelli was not present for the vote.

5. New Business

5.1 Review of BUUSD Policy Manual Index

A copy of the BUUSD Policy Manual Index (dated 01/30/23) was distributed.

Mr. Aither advised that he has added some new columns to the document. These columns pertain to procedures and have been shaded out if they do not pertain to procedures written by administrators. A key/legend has also been added to the document. Ms. Parker advised that the document has been updated by Mrs. Gilbert, to reflect policies being reviewed by VSBA, etc.

5.2 VSBA Policy Notes

A document titled VSBA Policy Notes - BUUSD Policy Committee was distributed.

Ms. Parker advised that the notes included in the packet provide information relating to policies being discussed this evening.

Mr. Hennessey requested feedback from the Committee regarding the usefulness of this information being included in the packet.

Mr. Cecchinelli requested a few changes to the document key (to provide additional clarity).

5.3 Board Meetings, Agenda Preparation and Distribution Policy (A20) (Recommended)

A copy of the policy was distributed.

Ms. Parker provided a brief overview, advising that the policy has been updated to reflect that the physical location of all Board meetings is now the Spaulding High School Library.

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On a motion by Mrs. Farrell, seconded by Mr. Boltin, the Committee unanimously voted to present the Board with a First Reading of the amended Board Meetings, Agenda Preparation and Distribution Policy (A20).

5.4 English Learners Policy (C4) Required

Copies of the BUUSD and VSBA policies were distributed.

Ms. Parker provided a brief overview of the VSBA policy amendments. Brief discussion was held regarding the amendments, including discussion of formatting changes and confirmation that some of the wording in the definitions section is required by Federal law. Brief discussion was held regarding similar verbiage in the Homeless Students policy. The Board approved a First Reading of that policy last week.

On a motion by Mr. Cecchinelli, seconded by Mrs. Farrell the Committee unanimously voted to present the Board with a First Reading of the amended English Learners Policy (C4).

5.5 Personnel Recruitment, Selection, Appointment, and Background Check Policy (B20) (Recommended)

A copy of the policy was distributed.

Ms. Parker advised that this policy was sent to legal counsel for review (as requested at last month's meeting). The policy has been amended to be consistent with information provided by legal counsel. The Committee held lengthy discussion, including; other policies or procedures that may exist (relating to required training), current software utilized for many types of training, utilization of the policy as part of the 'on-boarding' process, the policy's relevance to many forms of discrimination/bias (gender, sexuality, identity, special education etc.), the 'costs of background checks' section of the Selection section, events/circumstances that disqualify individuals for employment, discussion of the various abuse 'registries' utilized as part of the background check process, and whether or not the policy needs to be more specific when identifying registries being used. It was noted that some individuals are required to be on registries regardless of conviction status. It was noted that some registries are available to the public and some are not.

The Committee agreed to make minor amendments to the draft policy, to send the draft policy back to legal counsel for review and possible additional edits, and to add the policy (B20) to the February Agenda.

5.6 Student Athletics, Clubs, and Activities Policy (C22) (Recommended)

Copies of Policies C22, C23, and C24 were distributed.

Ms. Parker provided an overview of the VSBA recommendation regarding consolidation of numerous policies and noted that the 'equity consultant' is the VSBA consultant, not the District's. Discussion included; section II D, 1 - 4 of Policy C23 (which is not included in Policy C22) and whether this information is necessary in the policy or could be included in student handbooks. Mr. Aither advised that this section has been beneficial in the past. The Committee discussed if Policy C22 (Section 2, B, 4) addresses the concern. Mr. Aither is concerned that the section in Policy C22 does not address the requirement for parental permission or require adoption of rules to prohibit lewd and obscene speech. Mrs. Farrell queried regarding any link between Policy C23 and Policy E20 (Community Use of School Facilities). It was noted that Policy C22 does refer to 'community-sponsored and not related to curriculum' activities and states that those activities are addressed in the District's policy on Community Use of Facilities. The Committee agreed to amend that sentence by adding 'Policy E20' at the end of the sentence.

On a motion by Mr. Cecchinelli, seconded by Mr. Valsangiacomo, the Committee unanimously voted to present the Board with a First Reading of the amended Student Athletics, Clubs, and Activities Policy (C22).

6. Old Business

None.

7. Other Business

Mrs. Poulin advised that Mrs. Spaulding requested that the Committee discuss Policies D32 and D23. The policies are both titled Selection of Instruction Materials. VSBA's new Policy D23 was reviewed by the Committee in December and it was decided to put the new policy on hold until VSBA writes model procedures, and that Policy D32 will be rescinded after Policy D23 is adopted. VSBA removed Policy D32 on 05/11/22. VSBA indicated that D32 was removed because "language in model policy no longer aligned with statute – possibly revisit at a later date". VSBA revisited the issue in November 2022 and wrote the new policy (D23). It is Mrs. Poulin's understanding that VSBA believes it is better to be without a policy, than to have a policy that is not aligned statute, and is concerned that the District is leaving this policy (D32) in effect while it waits for VSBA to write procedures for D23. Concern was voiced that the VSBA website does not include more detailed information regarding how Policy D32 no longer aligns with statute. Mrs. Farrell will contact VSBA for details regarding how D32 is no longer aligned with statute. Policies D32 and D23 will be added to the February Agenda.

Mr. Aither advised that the Drug and Alcohol Policy (C2) being put forth for a Second Reading and adoption, has an incomplete definition of the word 'drugs', and queried regarding adding that policy to February's agenda. Mr. Aither would prefer to make

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changes to the policy before it is fully adopted. It was noted that the policy is slated for adoption next week, and the Committee will not have met prior to that meeting. Ms. Parker believes that the District was going to make a recommendation to the VSBA that they amend the model policy to properly define 'drugs'. Ms. Parker suggested that the Board move forward with the policy adoption and amend it in the future when VSBA amends the model policy.

Brief discussion was held regarding a VSBA policy audit. The audit will most likely not occur until the summer of 2023.

8. Future Agenda Items

February:

- B20 - Personnel Recruitment, Selection, Appointment, and Background Check Policy (Recommended)
- D23 and D32 – Selection of Instruction Materials (D23 VSBA new Policy 11/01/22 / D32 VSBA deleted policy 5/11/22)

9. Next Meeting Date

The next meeting is Monday, February 20, 2023 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. Boltin the Committee unanimously agreed to adjourn at 7:13 p.m.

Respectfully submitted,
Andrea Poulin

2/20/2023
67 Adopted Policies

SECTION	BUUSD CODE	PROCEDURES										LAST VSBA MP UPDATE	CHECKED WITH VSBA UPDATE...	TITLE	VSBA REQUIRE/RECOMMEND/CONSIDER	BUUSD 1st READ DATE	BUUSD APPROVAL DATE	COMMENTS/ACTION	BSU CODE
		Operational					Formally Documented												
		BTMES	BCEMS	SHS	SEA	BUUSD	BTMES	BCEMS	SHS	SEA	BUUSD								

(SH - Student Handbook; FH - Faculty Handbook; WS - Website; O-Other)

A										BOARD OPERATIONS									
	A1											10/11/2019	5/18/2020	Board Member Conflict of Interest	Required	5/9/2019	6/13/2019		B3
	A20											3/3/2020	5/18/2020	Board Meetings, Agenda Preparation & Distribution	Recommend	2/23/2023		Board requested changes - To cmt 1/30/23; Sent to Board 1st Read	
	A21											3/3/2020	5/18/2020	Public Participation at Board Meetings	Recommend	9/12/2019	10/10/2019	Giuliano requested review; To cmt 10/17; Legal Council should review policy.	
VSBA List - Done	A22											9/12/2022	11/21/2022	Non-Discrimination	Recommend	12/8/2022	1/12/2023		C6
	A23											3/3/2020	5/18/2020	Community Engagement and Vision	Recommend	9/12/2019	10/10/2019		
	A24											3/3/2020	5/18/2020	Board/Superintendent Relationship	Recommend	9/12/2019	10/10/2019		
	A30											10/16/2021	1/11/2022	Role and Adoption of School Board Policies	Consider	8/25/2022	9/22/2022		A1
VSBA List - Done	A31											1/17/2022	1/11/2022	Board Member Education	Consider	8/25/2022	9/22/2022		
Adopted	8																		

B										PERSONNEL									
VSBA List - Done	B1											4/18/2022	8/8/2022	Substitute Teachers	Required	8/25/2022	9/22/2022		D6
	B2											10/11/2019	5/18/2020	Volunteers and Work Study Students	Required	5/9/2019	6/13/2019		D7
	B3											3/3/2020	6/2/2020	Alcohol & Drug-Free Workplace	Required	5/9/2019	6/13/2019	BUUSD version has an "Employer Responsibility" section that VSBA MP doesn't	D8
	B4											10/11/2019	6/2/2020	Drug & Alcohol Testing: Transportation Employees	Required	5/9/2019	6/13/2019		D11
	B5											10/20/2020	11/12/2020	Prevention of Employee Harassment	Required	12/17/2020	1/14/2021		D12
	B7											10/11/2019	6/2/2020	Tobacco Prohibition	Required	5/9/2019	6/13/2019	BUUSD version has some add'l language which can be considered for deletion	E8
	B8											6/25/2020	11/12/2020	Electronic Communications between Employees and Students	Required	1/14/2021	1/28/2021		B40
VSBA - Pending Cmt Work	B20											11/1/2022	11/15/2022	Personnel Recruitment, Selection, Appointment, & Background Check	Recommend	1/28/2021	2/11/2021	VSBA Change 11/1/22 - To Cmt 12/19 - seek legal advise and refine wording - return to Cmt 1/30/23; Return to legal counsel for wording in #5 then back to cmt 2/20/23	
	B21											3/3/2020	5/18/2020	Professional Development	Recommend	7/22/2021	8/12/2021		D2
	B22											3/3/20	3/11/2021	Complaints About Personnel	Recommend	1/27/2022	2/10/2022		
Adopted	10																		

C										STUDENTS									
VSBA - Cmt Done	C1											2/8/2022	4/18/2022	Student Records	Required	4/28/2022	5/12/2022		F5
VSBA List - Done	C2											11/2/2022	11/15/2022	Student Drugs & Alcohol	Required	1/26/2023	2/9/2023		F7
	C3											10/11/2019	6/2/2020	Transportation	Required	5/9/2019	6/13/2019	BUUSD version differentiates for no transportation at SHS	F9
VSBA - Pending Cmt Work	C4											12/9/2020	12/10/2020	English Learners	Required	2/23/2023		VSBA Change 12/5/22 - To Cmt 1/30/23 - To Board 1st Read 02/23/2023	F19
	C5											9/22/2022	1/17/2022	Firearms	Required	1/27/2022	2/10/2022		F21
	C6											10/11/2019	5/18/2020	Participation of Home Study Students	Required	5/9/2019	6/13/2019		F23
VSBA List - Done	C7											2/15/2022	4/18/2022	Student Attendance	Required	4/28/2022	5/12/2022		F25
VSBA List - Done	C8											1/17/2022	4/18/2022	Pupil Privacy Rights	Required	4/28/2022	5/12/2022		F27
	C9											10/11/2019	4/18/2022	Nutrition And Wellness	Required	4/23/2020	5/14/2020	BUUSD version differs from VSBA MP based on recommendation of SHAC	F28
	C10						WS - C10-P	WS - C10-P	WS - C10-P	WS - C10-P	WS - C10-P	12/2/2015	5/18/2020	Policy on the Prevention of Hazing, Harassment and Bullying of Students	Required	5/9/2019	6/13/2019		F20
	C11											10/3/2022	5/18/2020	Student Freedom of Expression in School-Sponsored Media	Required	5/9/2019	6/13/2019		F34
	C12											9/1/2020	11/12/2020	Prevention of Sexual Harassment As Prohibited by Title IX	Required	1/14/2021	1/28/2021		C-10; C10P
VSBA List - Done	C13											9/12/2022	11/12/2020	Homeless Students	Required	1/26/2023	2/9/2023		
VSBA List - Done	C14											1/31/2022	2/21/2022	Policy on Section 504 and ADA Grievance Protocol for Students and Staff	Required	8/25/2022	9/8/2022		
VSBA List - Done	C15											11/15/2022	11/15/2022	Student Conduct and Discipline	Required	1/26/2023	2/9/2023		C20
	C21											3/3/2021	11/2/2020	Search and Seizure of Students by School Personnel	Recommend	11/12/2020	12/3/2020		F4
VSBA - Pending Cmt Work	C22											11/1/2022	11/15/2022	Student Athletics, Clubs, and Activities	Recommend	2/23/2023		VSBA Change - New policy # replaces C23 & C24 - 11/1/22 - To Cmt 12/19 - Back to Cmt 1/30/23; To Board 1st Read	C23 & C24
Pending Rescind if C22 Adopted	C23											11/2/2022	10/10/2022	Student Clubs & Activities	Recommend	5/27/2021	6/10/2021	VSBA Removed 11/15/22	F33
Pending Rescind if C22 Adopted	C24											9/18/2013	5/18/2020	Interscholastic Sports	Recommend	5/9/2019	6/13/2019	VSBA Removed 11/15/22	F12
	C25											3/3/2020	6/2/2020	Admission of Non-Resident Tuition Students	Recommend	5/9/2019	6/13/2019		F14
VSBA List - Done	C27											10/3/2022	11/1/2022	Student Self-Expression and Student Distribution of Literature	Recommend	12/8/2022	1/12/2023		F29
VSBA - Under Review	C28											3/3/2020	12/10/2020	Transgender and Gender Nonconforming Students	Recommend	1/28/2021	2/11/2021		

BARRE UNIFIED UNION SCHOOL DISTRICT POLICY MANUAL INDEX

2/20/2023
Adopted
67 Policies

		PROCEDURES																		
		Operational					Formally Documented													
SECTION	BUUSD CODE	BTMES	BCEMS	SHS	SEA	BUUSD	BTMES	BCEMS	SHS	SEA	BUUSD	LAST VSBA MP UPDATE	CHECKED WITH VSBA UPDATE...	TITLE	VSBA REQUIRE/RECOMMEND/CONSIDER	BUUSD 1st READ DATE	BUUSD APPROVAL DATE	COMMENTS/ACTION	BSU CODE	
		(SH - Student Handbook; FH - Faculty Handbook; WS - Website; O-Other)																		
VSBA - Under Review	C29											7/21/2020	9/22/2020	District Equity Policy	Recommend	6/10/2021	6/24/2021			
VSBA - Under Review	C30											6/30/2008	5/18/2020	Student Medication	Consider	5/9/2019	6/13/2019		F6	
VSBA - Under Review	C33											2/10/2016	5/18/2020	Student Assessment	Consider	5/9/2019	6/13/2019		F22	
	C40											N/A	N/A	Entrance Age for Admission to Kindergarten	Does Not Exist	5/9/2019	6/13/2019		F35	
	C41											N/A	N/A	Intra-District School Transfer	Does Not Exist	4/23/2020	5/14/2020		F36	
	C42											N/A	N/A	Searches, Seizures, and Interrogation of students by Law Enforcement or other Non-School Personnel	Does Not Exist	5/9/2019	6/13/2019	To Cmt - 12/20 - Reviewed 12/20/21 by Cmt - no changes	F11	
	C44											N/A	N/A	Anti-Racism Policy	Does Not Exist			New Local Policy; has been vetted; Not VSBA - No work to be done at this time.		
VSBA List - Done	C70											1/25/22	2/21/22	Use of Restraint and Seclusion	Recommended	10/27/22	11/10/2022		C34	
Adopted	26																			

D

INSTRUCTION

	D1											3/3/2020	6/2/2020	Proficiency Based Learning	Required	5/9/2019	6/13/2019	BUUSD version differs from VSBA MP based on recommendation of admin	G20
	D3											8/1/2019		Acceptable Use of Electronic Resources & the Internet	Required	11/11/2021	12/2/2021	Adopted and updated on website	G11
	D4											12/3/2015		Title I Comparability	Required	5/9/2019	6/13/2019	Awaiting VSBA Revision	G12
	D5											10/11/2019	6/2/2020	Animal Dissection	Required	5/9/2019	6/13/2019		G13
	D6											10/11/2019	5/18/2020	Class Size	Required	4/23/2020	5/14/2020		G14
	D7											10/11/2021	11/8/2021	Special Education	Required	12/2/2021	12/16/2021		D40
	D20											9/18/2013	5/18/2020	Curriculum Development and Coordination	Recommend	5/9/2019	6/13/2019		G1
VSBA - Under Review	D21											9/18/2013		Educational Support System	Recommend	5/9/2019	6/13/2019		G7
VSBA List - Done	D22											5/11/2022	12/8/2022	Selection of Library Materials	Recommend	12/8/2022	1/12/2023		
VSBA - Pending Cmt Work	D23											11/1/22	11/15/2022	Selection of Instructional Materials	Recommend			VSBA Change 11/1/22 - Replaces D32 - To Cmt 12/19 - Hold until VSBA has written Model Procedures. To Cmt 2/20/23	D32
Pending Rescind - Cmt. Work	D32											5/11/22	6/2/2020	Selection of Instructional Materials and Sensitive Issues	Consider	5/9/2019	6/13/2019	VSBA Removed 5/11/22 it doesn't align with Statute; New policy coming at later date. We did not rescind maybe should have. VSBA new policy D32 - To Cmt 2/20/23	G5
Adopted	10																		

E

SCHOOL-COMMUNITY RELATIONS

VSBA - Pending Admin/Cmt Work	E1											9/24/2021	11/8/2021	Title I, Part A Parental Involvement	Required	5/9/2019	6/13/2019	VSBA Changes 9/24/21, Admin Edit Return to Cmt 12/19 - Remain in parking lot, more work needed.	H7
	E20											12/21/2020	1/12/2021	Community Use of School Facilities	Recommend	5/9/2019	6/13/2019	Cmt 2/15/21 - No changes; website updated w/o Legal Notices/Footnotes.	H3
VSBA - Under Review	E30											8/1/09	6/2/2020	School-Community Relations	Consider	5/9/2019	6/13/2019		H30
VSBA - Under Review	E32											8/1/09	11/8/21	Visits by Parents, Community Members or Media	Consider			Not BUUSD Policy	
Adopted	3																		

F

NON-INSTRUCTIONAL OPERATIONS

	F1											8/1/2019	5/18/2020	Travel Reimbursement Policy	Consider	5/9/2019	6/13/2019		E11
VSBA List - Done	F2											8/15/2022	9/12/2022	Policy on Non-Discriminatory Mascots and School Branding	Required	10/27/2022	11/10/2022		
VSBA - Under Review	F20											3/25/2009	5/18/2020	Fiscal Management & General Financial Accountability	Recommend	4/28/2022	5/12/2022		E1
VSBA - Under Review	F21											2/25/2009	10/12/2022	Financial Reports and Statements	Recommend			Not BUUSD policy	
	F22											9/17/2020	11/12/2020	Electronic Communications Use and Retention	Recommend	1/28/2021	2/11/2021		
VSBA - Under Review	F23											11/3/2016	5/18/2020	Capitalization of Assets	Recommend	9/12/2019	10/10/2019		E23
	F24											11/6/2016	5/18/2020	Prevention of Conflict of Interest in Procurement	Recommend	5/9/2019	6/13/2019		E24
	F25											10/24/2019	11/8/2021	Access Control	Recommend	1/27/2022	2/10/2022		
	F26											10/24/2019	4/19/2021	Security Cameras (Electronic Surveillance Policy)	Recommend	10/27/2022	11/10/2022		F41
VSBA - Pending Cmt Work	F27											2/17/22 new	3/15/22 changed	Communicable Disease Mitigation Measures for Students and Staff (Recommended)	Recommend			NEW VSBA Policy 2/17/22 - Replaces F33 - To Cmt: 5/16/22 - Will seek additional info and revisit at a later date. Not currently BUUSD Policy. VSBA made changes on 3/15/22 . In Parking Lot	F33

BARRE UNIFIED UNION SCHOOL DISTRICT POLICY MANUAL INDEX

2/20/2023
67 Adopted Policies

SECTION	BUUSD CODE	PROCEDURES										LAST VSBA MP UPDATE	CHECKED WITH VSBA UPDATE...	TITLE	VSBA REQUIRE/RECOMMEND/CONSIDER	BUUSD 1st READ DATE	BUUSD APPROVAL DATE	COMMENTS/ACTION	BSU CODE	
		Operational					Formally Documented													
		BTMES	BCEMS	SHS	SEA	BUUSD	BTMES	BCEMS	SHS	SEA	BUUSD									
(SH - Student Handbook; FH - Faculty Handbook; WS - Website; O-Other)																				
VSBA - Pending Rescind if F27 Adopted	F33											3/25/2009	5/18/2020	HIV Policy	Consider	5/9/2019	6/13/2019	VSBA replacing with F27 - 3/15/22; Rescind after F27 is Adopted	F32	
	F40											N/A	N/A	Scholarship Awards Policy	Does Not Exist	5/9/2019	6/13/2019		E31	
Adopted	10																			

RESCINDED/NOT ADOPTED POLICIES

Removed	A25											8/5/2020	9/22/2020	Delegation of Authority During State of Emergency Due to COVID-19 Pandemic	Recommend	10/8/2020	10/22/2020	Recommended policy during COVID.	
Rescinded 4/14/22	A32											10/21/2021	1/11/2022	Board Goal-Setting & Evaluation	Consider	9/12/2019	10/10/2019	VSBA Removed 10/21/21. Rescinded by Board 4/14/22	
Rescinded 12/8/22	A33											5/11/2022	11/21/2022	School Visits By Board Members	Consider	9/12/2019	10/10/2019	VSBA Removed; To cmt 11/21 - Bd Rescind 12/8/2022	
Rescinded 12/8/22	A34											5/11/2022	11/21/2022	Board Relationships With School Personnel	Consider	9/12/2019	10/10/2019	VSBA Removed; To cmt 11/21 - Bd Rescind 12/8/2022	
Rescinded 11/14/19	B6											10/1/2019	Removed	Health Insurance Portability and Accountability Act Compliance	Required	-	-	This policy was deleted in October 2019. The VSBA reasoning for deletion of the policy is that the policy is covered under statute. To Cmt 4/18/22 - Removed by VSBA	
VSBA - Under Review; Not Adopted	B30											3/29/09	12/10/2020	Staffing and Job Descriptions	Consider	Not Adopting	Not Adopting	Committe and Board Opted to Not Consider 1/28/2021. Under review again by VSBA	
VSBA - Under Review; Not Adopted	B31											3/29/09	12/10/2020	Educator Supervision & Evaluation: Probationary Teachers	Consider	Not Adopting	Not Adopting	Committe and Board Opted to Not Consider 1/28/2021. Under review again by VSBA	
VSBA - Under Review; Not Adopted	B32											3/29/09	12/10/2020	Personnel Files	Consider	Not Adopting	Not Adopting	Committe and Board Opted to Not Consider 1/28/2021. Under review again by VSBA	
VSBA - Not Adopted	B33											3/39/09	12/10/2020	Resignations	Consider	Not Adopting	Not Adopting	Committe and Board Opted to Not Consider 1/28/2021.	
Not Adopted	C22											3/25/2009	3/11/2021	Student Activities (Elementary)	Recommend	Not Adopting	Not Adopting	To Cmt 3/15/21, not current BUUSD Policy; Cmt 4/26/21; To Bd 5/27 recommend not adopt. Board agreed to not adopt 5/27/21 Under review again by VSBA	
VSBA - Not Adopted	C26											9/18/2013	8/31/2021	Tuition Payment	Recommend	Not Adopting	Not Adopting	Recommendation to Board to not adopt to Board 11/11. Board agreed to not adopt.	
VSBA - Rescinded 11/10/22	C31											6/14/2022	5/18/2020	Admission of Resident Students	Consider	5/9/2019	6/13/2019	VSBA Removed. To cmt 10/17; Board to Rescind 11/10 - Approved to Rescind	F13
VSBA - Rescinded 11/10/22	C32											2/10/2016	5/18/2020	Eighteen Year-Old Students	Consider	5/9/2019	6/13/2019	VSBA Removed. To cmt 10/17; Board to Rescind 11/10 - Approved to Rescind	F18
Rescinded 11/10/22	C34											3/3/2020	6/2/2020	Restraint and Seclusion	Consider	5/9/2019	6/13/2019	To Cmt - 5/16/22. VSBA replacing with C70; Rescind after C70 is Adopted; To cmt 10/17; To Board to Rescind 11/10 - C70 adopted C34 Rescinded.	C23
Rescinded 11/10/22	C43											N/A	N/A	STI and Pregnancy Prevention Policy	Does Not Exist	6/10/2021	6/24/2021	Luke requested review - Change in wording - To cmt 10/17; To Board to Rescind 11/10 - Approved to Rescind	F31
Rescinded 11/14/19	D2											10/1/2019	Removed	Grade Advancement, Promotion, Acceleration, and Retention of Students	Required	-	-	Deleted in October 2019. This policy, which used to be required by statute, is no longer applicable because of Proficiency Based Grading/Graduation Requirements. To Cmt 4/18/22 - Removed by VSBA	
Rescinded after COVID	D22											5/11/2022	9/22/2020	Modes of Instruction During State of Emergency Due To COVID-19 Pandemic	Recommend	12/8/2022		VSBA Change 5/11/22; Bd 2nd read - 01/12/23	D31
Rescinded 6/23/22	D30											July 2020	6/2/2020	Field Trips	Consider	4/23/2020	5/14/2020	Removed by VSBA - Cmt. Review 11/16/2020 - Committee will discuss in the spring 2021. (BUUSD version differs from VSBA MP based on recommendation of admin) VSBA Removed July 2020 - To Cmt 5/16/22; Rescinded by Board 6/23/22	G3
Rescinded 1/12/2023	D31											5/11/22	6/2/2020	Selecting Library Materials	Consider	5/9/2019	6/13/2019	VSBA Removed 5/11/22; replaced with D22	G4
VSBA - Not BUUSD	D33											5/11/22	Not BUUSD	Local Action Plan		-	-	VSBA Removed - Not BUUSD Policy	
Rescinded 12/16/2021	D40											N/A	N/A	Special Education	Does Not Exist	12/2/2021	Rescinded 12/16/21	To Board: Rescinded D40 - Board Adopted D7 12/16/21	G15
Not Adopted	E31											7/2020		Parental Involvement	Removed	none	none	VSBA Removed 7/2020 - BUUSD never adopted.	
VSBA Rescinded 6/23/22	F30											3/25/2009	5/18/2020	Budgeting	Consider	5/9/2019	6/13/2019	VSBA Removed 5/11/22; Replaced by F20; Board adopted 5/12/22	E2
Not Adopted	F31											7/1/2020		Emergency Closings	Removed	None	None	VSBA Removed 7/2020 - Never adopted by BSU	
Not Adopted	F32											3/25/2009	11/8/2021	School Crisis Prevention and Response	Consider			To Cmt: 12/20/2021 Table - Luke Modify, have vetted, and return. VSBA Removed 8/2022; Not BUUSD Policy	

BARRE UNIFIED UNION SCHOOL DISTRICT POLICY MANUAL INDEX

	2/20/2023
67	Adopted Policies

SECTION	BUUSD CODE	PROCEDURES										LAST VSBA MP UPDATE	CHECKED WITH VSBA UPDATE...	TITLE	VSBA REQUIRE/RECOMMEND/CONSIDER	BUUSD 1st READ DATE	BUUSD APPROVAL DATE	COMMENTS/ACTION	BSU CODE		
		Operational					Formally Documented														
		BTMES	BCEMS	SHS	SEA	BUUSD	BTMES	BCEMS	SHS	SEA	BUUSD										
		(SH - Student Handbook; FH - Faculty Handbook; WS - Website; O-Other)																			
Rescinded 4/28/22	F41												F26	3/11/2021	Video Surveillance Policy	F26	5/9/2019	6/13/2019	Committee 4/26/21; Rescinded by Board 4/28/22	E32	

VSBA Policy Notes BUUSD POLICY COMMITTEE

2022-2023

POLICY EDIT KEY (Edits in Policies being discussed)		
Added Text - <u>Underlined</u>	Deleted Text - Strikethrough	Moved/Shifted Text - Highlighted

February 20, 2023 Meeting

5.3 D23 (Selection of Instructional Materials) D32 (code changed to D23 as a recommended model policy) - Selection of Instructional Materials: formerly a model policy "for consideration," D23 will now be categorized as "recommended" due to the requirements outlined in the VT State Board of Education Rules. The VSBA collaborated with the VT Curriculum Leaders Association on the revisions. Please note that VSBIT will be developing model procedures to accompany this model policy.

- Policy has been on hold pending the underlined sentence above.
- **Recommendation:** Add the underlined sentence to the end of the policy so the policy can move forward for first reading. Board approves the policy, not procedures. Once procedures are available it can be revisited if needed.

5.4 D32 (Selection of Instructional Materials) [removed 5/11/22] - language in model policy no longer aligned w/ statute. D23 will replace this policy. VSBA website has conflicting dates of when removed - boxed section has 5/11/2022; listed section has 11/2/2022.

- Since VSBA did rescind D32 due to it not aligning with statute before providing D23 we should have also rescinded it.
- Rescind before D23 gets adopted or leave as it is and rescind after, even though it doesn't currently align with the statute?

6.1 B20 (Personnel Recruitment, Selection, Appointment & Background Checks) (Recommended - VSBA Change 11/1/2022)

entire content of this model policy has been reviewed and the revisions include suggested revisions from our (VSBA) equity consultant.

- Committee reviewed feedback from legal counsel at 1/30 mtg feedback was reflected in updated copy of the policy
 - Additional changes made at 1/30 mtg: added at very end of policy section "as part of the BUUSD onboarding process"; under Selection section #1 completed CHOOSE part; #3 added and/or before sex offense.
 - Discussion about language in #5 of the Selection section. Should it also reference abuse registry in the last sentence? Committee agreed to send it back to legal counsel as first review by counsel indicated no changes needed for definitions.

Additional Legal Counsel Feedback (B20 #5) for 2/20/23 Meeting:

That line is out of the statute, 16 VSA § 255(i): "A person convicted of a sex offense that requires registration pursuant to 13 V.S.A. chapter 167, subchapter 3 shall not be eligible for employment under this section."

You can add others if you want those things to be an absolute bar to employment, but only the sex offense registration calls for that under the statute. My thought is that you can still decide not to hire someone if they appear on another abuse registry.

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

CODE: D-32 D 23

1ST READING: 5/9/2019

2ND READING: 6/13/2019

ADOPTED: 6/13/2019

SELECTION OF INSTRUCTIONAL MATERIALS AND SENSITIVE ISSUES

Policy

It is the policy of the Barre Unified Union School District (BUUSD) to provide students with a broad variety of instructional materials to support individual student learning. As such, instructional practices will include a range of evidenced-based instructional practices that most effectively improve student learning, as required by national and Vermont guidance and locally collected and analyzed student data. Instructional practices will promote personalization for each student, and enable each student to successfully engage in the curriculum and meet the graduation requirements that are aligned with mandated Vermont Standards.

Implementation

The District shall use the standards issued by the State Board of Education as the basis for the development and selection of curriculum, methods of instruction, locally developed assessments, and the content and skills taught and learned in school.

The board will ensure the written and delivered curriculum that each school implements the SU/SD's written and delivered curriculum, which will be:

- a. aligned with the standards approved by the State Board of Education;
- b. coordinated across all grades to prepare students for graduation;
- c. coordinated across the SU/SD, including sending high schools and technical centers;
- d. informed by ongoing review of new research and evidence, changing learning opportunities, and updates to the standards approved by the State Board of Education;
- e. designed to enable all students to achieve the graduation requirements; and
- f. integrated with technology across all disciplines

Instructional materials will be selected by professional staff in accordance with the following criteria and procedures:

1. Instructional materials should enrich and support the current curriculum, taking into consideration the varied interests, abilities, and maturity levels of students served.
2. Instructional materials should stimulate growth in factual knowledge, literary appreciation, aesthetic values, and ethical standards.
3. Instructional materials should provide a background of information which will enable students to make intelligent judgments in daily life.
4. Instructional materials should present opposing sides of controversial issues so that, with guidance, young citizens may develop the practice of critical thinking.
5. Instructional materials should be representative of different racial, religious, ethnic, and cultural groups, emphasizing their valuable contributions to American heritage and should be free from sex role stereotyping to the extent possible.

- ~~6. Books and instructional materials should be chosen for values of interest and enlightenment of all the students of a community and to encourage students to read regularly. A book will not be excluded because of the race, nationality, or the political or religious views of the author.~~
- ~~7. Since books and instructional materials are selected to provide for the interest and needs of the school community and the school program, they may be selected cooperatively by teachers, principals/directors, and librarians, sometimes with the assistance of students and parents.~~
- ~~8. In the selection of books and other instructional materials, consideration should be given to factual accuracy, authoritativeness, balance, and integrity. Aesthetic values also must be considered in selection of materials.~~
- ~~9. Books and instructional materials will be viewed by members of the staff to assure their timeliness and continued appropriateness.~~
- ~~10. The superintendent has ultimate authority under 16 V.S.A. §563 (14) to preview and approve instructional materials.~~

Each school shall enable students to engage annually in rigorous, relevant and comprehensive learning opportunities that allows them to demonstrate proficiency in:

- a. literacy (including critical thinking, language, reading, speaking and listening, and writing);
- b. mathematical content and practices (including numbers, operations, and the concepts of algebra and geometry by the end of grade 10);
- c. scientific inquiry and content knowledge (including the concepts of life sciences, physical sciences, earth and space sciences and engineering design);
- d. global citizenship (including the concepts of civics, economics, geography, world language, cultural studies and history);
- e. physical education and health education as defined in 16 V.S.A. §131;
- f. artistic expression (including visual, media and performing arts); and
- g. transferable skills (including communication, collaboration, creativity, innovation, inquiry, problem solving and the use of technology).

Further, each school with a pre-kindergarten early education program shall offer high-quality programs as outlined in State Board Rule 2600.

Teaching About Controversial/Sensitive Issues

Controversial and sensitive issues are defined as those problems, subjects, or questions about which there are significant differences of opinion, for which there are no easy resolutions, and discussions of which generally create strong feelings among people. Although there may be disagreement over what the facts are and what they mean, subjects usually become controversial and sensitive because of the different values people use in applying the facts as known.

- ~~1. Controversial and sensitive issues shall be handled as they arise in the classroom and shall not be avoided in order to restrict or restrain the academic freedom, as defined in the master agreement, between the teachers and board of school directors, of either the teacher or the student.~~
- ~~2. Teacher initiation of controversial and sensitive issues should have direct relevance to the topic being discussed.~~
- ~~3. In handling a controversial or sensitive issue, the teacher shall not suppress a student's view, value and/or belief on that issue as long as the expression of that view, value, or belief is not derogatory, malicious, or abusive toward other students' views.~~

- ~~4. Instructional materials should present differing sides of controversial and sensitive issues.~~
- ~~5. The purpose of classroom teaching methodologies shall be to present differing sides of controversial and sensitive issues so that teachers guide young citizens in the practices of critical discussion, thinking, and reading.~~
- ~~6. In the course of a student's education in the BUUSD, topics may be presented which could cause discomfort in light of a student's or families' personal beliefs. If this occurs, students and/or their parents/guardians may request an alternative experience. This request should be made to the student's teacher.~~

Administrative Responsibilities

The superintendent or designee will develop procedures addressing access to instructional materials to ensure that each school:

- a. provides a learning environment with sufficient supplies and infrastructure to allow for learning;
- b. develops, maintains, and expands as needed a collection of print, digital and technology resources, administered by a certified library media specialist;
- c. ensures that the curriculum is supported by necessary digital and print resources;
- d. ensures that students, teachers, administrators and paraprofessionals 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. provides 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. provides access to a variety of up-to-date information, assistive, and other technology to support students in meeting or exceeding the standards;
- g. provides broadband Internet service for students and educators to access educational resources;
- h. adopts and implements written policies on electronic resources, acceptable internet usage, and procedures for handling complaints for both staff and students;
- i. supports a schedule that provides opportunities for a library media specialist to collaborate with teachers as they integrate information research skills into their curriculum; and
- j. ensures 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.

The superintendent or designee shall ensure the implementation of developmentally appropriate curriculum which is aligned with Vermont's Early Learning Standards in any prequalified public prekindergarten program.

The superintendent or designee will develop procedures to 1) address the selection of instructional materials within the context of the alignment with mandated state standards and 2) respond to requests for reconsideration of instructional materials. All concerns regarding the selection of instructional materials shall be directed to the superintendent for handling consistent with those procedures.

Please note: VSBIT will be developing model procedures to accompany this model policy.

BARRE UNIFIED UNION SCHOOL DISTRICT # 097 CODE: D 32
POLICY MANUAL

1ST READING: 5/9/2019
2ND READING: 6/13/2019
ADOPTED: 6/13/2019

SELECTION OF INSTRUCTIONAL MATERIALS AND SENSITIVE ISSUES

Policy

It is the policy of the Barre Unified Union School District (BUUSD) to provide students with a broad variety of instructional materials to support student learning.

Implementation

Instructional materials will be selected by professional staff in accordance with the following criteria and procedures:

1. Instructional materials should enrich and support the current curriculum, taking into consideration the varied interests, abilities, and maturity levels of students served.
2. Instructional materials should stimulate growth in factual knowledge, literary appreciation, aesthetic values, and ethical standards.
3. Instructional materials should provide a background of information which will enable students to make intelligent judgments in daily life.
4. Instructional materials should present opposing sides of controversial issues so that, with guidance, young citizens may develop the practice of critical thinking.
5. Instructional materials should be representative of different racial, religious, ethnic, and cultural groups, emphasizing their valuable contributions to American heritage and should be free from sex-role stereotyping to the extent possible.
6. Books and instructional materials should be chosen for values of interest and enlightenment of all the students of a community and to encourage students to read regularly. A book will not be excluded because of the race, nationality, or the political or religious views of the author.
7. Since books and instructional materials are selected to provide for the interest and needs of the school community and the school program, they may be selected cooperatively by teachers, principals/directors, and librarians, sometimes with the assistance of students and parents.
8. In the selection of books and other instructional materials, consideration should be given to factual accuracy, authoritativeness, balance, and integrity. Aesthetic values also must be considered in selection of materials.
9. Books and instructional materials will be viewed by members of the staff to assure their timeliness and continued appropriateness.
10. The superintendent has ultimate authority under 16 V.S.A. §563 (14) to preview and approve instructional materials.

Teaching About Controversial/Sensitive Issues

Controversial and sensitive issues are defined as those problems, subjects, or questions about which there are significant differences of opinion, for which there are no easy resolutions, and discussions of which generally create strong feelings among people. Although there may be disagreement over what the facts are and what they mean, subjects usually become controversial and sensitive because of the different values people use in applying the facts as known.

1. Controversial and sensitive issues shall be handled as they arise in the classroom and shall not be avoided in order to restrict or restrain the academic freedom, as defined in the master agreement, between the teachers and board of school directors, of either the teacher or the student.
2. Teacher initiation of controversial and sensitive issues should have direct relevance to the topic being discussed.
3. In handling a controversial or sensitive issue, the teacher shall not suppress a student's view, value and/or belief on that issue as long as the expression of that view, value, or belief is not derogatory, malicious, or abusive toward other students' views.
4. Instructional materials should present differing sides of controversial and sensitive issues.
5. The purpose of classroom teaching methodologies shall be to present differing sides of controversial and sensitive issues so that teachers guide young citizens in the practices of critical discussion, thinking, and reading.
6. In the course of a student's education in the BUUSD, topics may be presented which could cause discomfort in light of a student's or families' personal beliefs. If this occurs, students and/or their parents/guardians may request an alternative experience. This request should be made to the student's teacher.

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

CODE: B 20

1ST READING: 01/28/2021

2ND READING: 02/11/2021

ADOPTED: 02/11/2021

**PERSONNEL RECRUITMENT, SELECTION, APPOINTMENT, AND
BACKGROUND CHECKS**

Policy

It is the policy of the Barre Unified Union School District (BUUSD) to select for employment only persons of good character who have the skills and other qualifications necessary to fulfill job requirements while complying with the provisions of federal and state law regarding the recruitment, selection, and employment of school district employees and contractors. The District shall make reasonable efforts to recruit candidates from diverse backgrounds to enhance the educational experience of students.

Persons subject to criminal record checks and abuse registry checks under this policy include all those recommended for full-time, part-time or temporary employment in the school district, including student teachers, and those contractors and employees of contractors who may have unsupervised contact with students and are subject by law to criminal record and abuse registry checks including hate crimes, abuse registry, report checks prior to or in the course of employment.

The superintendent may request a name and date of birth or fingerprint-supported check of the criminal record of any current employee who has previously undergone a check at any time during the course of the record subject's employment in the capacity for which the original check was required.

The district shall ensure that adults employed in the schools maintained by the district receive orientation, information or instruction on the prevention, identification and reporting of child abuse as required by state law. The district will also provide opportunities for parents, guardians, and other interested persons to receive the same information.

[OPTIONAL] The BUUSD will ensure that employees receive training in non-discrimination, bias, and anti-racism as part of the BUUSD onboarding process.

Definitions

1. The term "criminal record" as used in this policy shall have the same meaning as defined in 16 V.S.A. § 252(1).
2. The term "unsupervised" as used in this policy shall have the same meaning as defined in 16 V.S.A. § 252(4).
3. The term "abuse registry" as used in this policy shall include the Vermont Child Protection Registry maintained by the Vermont Department for Children and Families and the Vulnerable Adult Abuse Registry maintained by the Vermont Department of Disabilities, Aging and Independent Living.
4. The terms "employ" or "employment" as used in this policy shall, as the context requires, apply to individuals who are, or are being considered for, full-time, part-time or temporary employment in

the school district, including student teachers and those contractors and employees of contractors who may have unsupervised contact with students.

Recruitment

1. The board seeks to strengthen recruitment of educators within historically excluded groups.
2. All personnel will be recruited by the district's administrative staff under the immediate direction of the superintendent.
3. Written or electronic applications will be required of candidates for employment. The application will include a warning to the applicant that falsification of information on the application or during the application process will be grounds for dismissal if the applicant is hired. The district will make reasonable efforts to give equitable access to the application process.
4. After the initial written or electronic application process is complete, applicants selected for an interview will be required to provide a statement identifying any criminal charges brought against the applicant, including the date of each charge, the court where the charge was filed and the disposition of the charge. The statement shall also include a warning to the applicant in bold print that falsification of information or the omission of information on the statement may constitute grounds for dismissal if the applicant is hired. In reviewing a criminal background check, the district will consider issues of historical inequity. Any job offer shall be made contingent on the candidate successfully completing the school district's background check process.

Selection

1. It is the policy of the board to select employees solely on the basis of character, professional qualifications, and critical job requirements. Employees will be selected in a manner that does not unlawfully discriminate. The superintendent shall require that all applicants, as a condition of employment consideration, cooperate fully with background investigations, supplying references and releases so the district can contact previous employers. Applicants the superintendent is prepared to recommend for employment will be expected to provide fingerprints, releases, and other information necessary to conduct background investigations. The costs of such checks will be borne by the [~~CHOOSE:~~ prospective employee ~~OR~~ the school district]. All offers of employment shall be contingent on the candidate's successful completion of the background investigation process and a finding that the information provided by the applicant during the pre-employment process was accurate, complete, and truthful.
2. The superintendent shall request a criminal record check through the Vermont Criminal Information Center (VCIC) on any candidate the superintendent intends to appoint or is prepared to recommend for appointment. Requests will be made for fingerprint-supported criminal records from the FBI as well as criminal records from the state of Vermont and any state in which the superintendent knows the applicant has resided, or been employed. The superintendent shall maintain such records in accordance with state law.
3. The superintendent shall also request information through any available abuse registry to determine whether there are any substantiated abuse/neglect charges and/or sex offense against an applicant before appointing or nominating a candidate for employment. The superintendent shall maintain such records in accordance with state law.
4. Employment conditioned on the completion of a background check may be terminated if it is determined that the employee failed to respond truthfully to questions about criminal activity or prior employment. In any event the Superintendent shall forward the information received from VCIC to the person about whom the request was made and inform the person of their rights to challenge the accuracy of the record and to determine the disposition of the record under 16 V.S.A. §§ 255(f), (g).

5. Providing a safe learning environment for students is a primary consideration in district employment decisions. The district will base such decisions on all relevant information, qualifications, and circumstances. Unfavorable background check information is not an automatic bar to employment, nor is a background check with no unfavorable information a guarantee of employment. However, no person convicted of a sexual offense requiring registration on the Vermont comprehensive sex offender registry shall be employed by the school district or supervisory union.

Appointment

1. The appointment of licensed employees will be made by the board subject to the nomination of candidates by the superintendent of schools.
2. Subject to any pre-employment screening processes approved by the board, the superintendent shall appoint all non-licensed employees to be employed by the school district or supervisory union.
3. Contracts of employment or other notification of employment will be conditional pending receipt of criminal records check information and evaluation of that information.
4. Upon completion of a criminal records check, the superintendent shall:
 1. notify the person subject to the check about the district's protocol for maintenance of criminal history files, and
 2. ask the person subject to the check to indicate if the record should be maintained or destroyed after the retention period specified in the District's user agreement with VCIC.
5. Employees who have been employed for fewer than two years in Vermont public schools are considered probationary teachers and may be offered a probationary contract.
6. All offers of employment may be withdrawn based on the criminal records check report or upon a finding that the information provided by the applicant during the pre-employment process was inaccurate, incomplete, or untruthful.