

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

March 09, 2023 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 (Superintendent)
- 6:05 2. Organize (Data Sheet)
- 7:15 3. Pledge and Mindfulness Moment
- 7:20 4. Additions or Deletions with Motion to Approve the Agenda
- 7:25 5. Comments for Items Not on the Agenda
 - 5.1. Public Comment
 - 5.2. Student Voice
- 7:35 6. Consent Agenda
 - 6.1. Regular Meeting Minutes - February 23, 2023
- 7:40 7. Current Business
 - 7.1. New Hires [**ACTION**]
- 7:50 8. Old Business
- 8:00 9. Other Business/Round Table
- 8:10 10. Future Agenda Items
- 8:15 11. Next Meeting Dates: March 23, 2023, Spaulding High School Library/via Google Meet
April 13, 2023, Spaulding High School Library/via Google Meet
- 8:20 12. Executive Session
- 13. Adjournment

PARKING LOT OF ITEMS

- A. Student Led Survey Results (3/23)
- B. Special Education Changes (3/23)
- C. Pre-K Changes (3/23)
- D. Heritage Festival POs (3/23)
- E. First Reading of Policies (A20, C22, C4, D23) (3/23)
- F. Rescind Policy (D32) (3/23)
- G. CIA Plan Update (Quarterly: April 13, June 8)
- H. Enrollment/Home Study (Quarterly: April 13, June 8)
- I. Restructuring Plan [Terry 11/10]

- J. Expanded Special Education Report
- K. Revisit Decision Regarding Staff Resignation Letters
- L. Special Education Student Count/Evaluations etc. (past, current, future) (start at Curriculum Cmt)
[Alice 2/23]
- M. What can the Board do to Assist with Bullying issues/Disruptive Behaviors [Alice 12/8/22]

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

BOARD REORGANIZATION MEETING DATA SHEET

BOARD: BUUSD BOARD

DATE OF REORGANIZATION MEETING: 3 / 09 / 23

PRE-Meeting Activity:

- ALL BOARD MEMBERS STARTING A NEW TERM HAVE COMPLETED AN OATH OF ALLEGIANCE AND OFFICE WITH TOWN OR CITY CLERK PRIOR TO MEETING: YES: _____ NO: _____
- Reviewed the Essential Work of the School Board on the VSBA website: Yes _____ No _____
(emailed to members prior to the meeting)

Meeting Activities: (Superintendent calls the meeting to order)

ELECT BOARD CHAIR: _____ (Leads remainder of meeting)

ELECT BOARD VICE-CHAIR: _____ (optional, but best practice)

ELECT BOARD CLERK: _____

REGULAR BOARD MEETING DAY(S)/TIME(S):

BOARD RETREAT DATE: _____

COMMITTEES (Assign at least 3 Board Members per Committee; Community members will be interviewed and selected at the next Board meeting if a 2-year term is complete.)

- Distribute the standing committee charges
- Discuss and/or make changes to the charges
- Vote on a chairperson for each committee.

FINANCE (Board Members): _____

FINANCE (Community Members): Michelle Hebert (BT)(yr 2); John Lyons Jr. (BC)(yr 2)

Day of Month/Time _____

FACILITIES (Board Members): _____

FACILITIES (Community Members): Mary Jane Ainsworth (BT)(yr 2); Andy McMichael (BC)(yr 2)

Day of Month/Time _____

CURRICULUM (Board Members): _____

CURRICULUM (Community Members): Melissa Battah (BT)(yr 2); Rachel Aldrich (BC)(yr 2)

Day of Month/Time _____

POLICY (Board Members): _____

POLICY (Community Members): Jon Valsangiacomo (BT)(yr 2); Thomas Kelly (BC)(yr 2)

Day of Month/Time _____

NEGOTIATIONS: _____ (Scheduled as Needed)

CVCCSD Board (1 BUUSD Member): _____

District Spokesperson (Superintendent/Board Chair): Chris Hennessey/ _____

AUTHORIZE CHAIR TO SIGN EMPLOYEE CONTRACTS: YES: _____ NO: _____ If no, Who? _____

AUTHORIZE CHAIR TO SIGN OTHER CONTRACTS: YES: ___ NO: ___ If no, Who? _____

Approve Business Manager, Assistant Business Manager, and Superintendent to sign Accounts Payable & Payroll Warrants: YES: ___ NO: ___ If no, Who? _____

LOCATIONS FOR POSTING AGENDAS & MINUTES: Each School Building, Offices of Town & City Clerks, Front Porch Forum, BUUSD website, Central Office Building, Facebook Pages.

AGREEMENT ON THE USE OF ROBERT’S RULES OF ORDER: YES: ___ NO: ___

DISCUSS CODE OF ETHICS: YES: ___ NO: ___

DISCUSS EXECUTIVE SESSION: YES: ___ NO: ___

DISCUSS OPEN MEETING LAW YES: ___ NO: ___

IDENTIFY COMMUNICATION PRACTICES: YES: ___ NO: ___

DISCUSS BOARD DEVELOPMENT OPPORTUNITIES: YES: ___ NO: ___

DISCUSS LOCAL AND STATEWIDE EDUCATION ADVOCACY RESPONSIBILITIES: YES: ___ NO: ___

DESIGNATED NEWSPAPER(S): Times Argus

BOARD PACKET FORMAT: Electronic and Paper

Appoint the Negotiations Committee Chair as the SU/SD’s Voting Delegate for Statewide Health Care Bargaining:
_____ (name filled in after chair is selected)

Under the process approved at the 2018 VSBA annual meeting, each SU/SD has the ability to cast one vote to ratify the agreement reached by the statewide healthcare bargaining commission. Please be sure to add appointment of the SU/SD’s voting delegate for statewide health insurance to the first meeting of your SU/SD board, as the ratification process requires each SU/SD to notify VSBA of the name, telephone number and email address of its voting delegate by April 1.

If the commission enters into an agreement, the VSBA will host an informational webinar for the voting delegates within ten calendar days after execution of the agreement. Within ten calendar days after the informational webinar, the Vermont School Boards Association shall conduct an electronic ballot. Delegates will be provided at least ten calendar days’ notice of the day of the vote. Delegates will be able to cast their vote through the electronic system between 7 am and 7 pm on the day of the vote.



Before First Meeting: Oath of Office

All Newly Elected Board Members

- First-time members
- Re-elected members

Before entering duties

Administered by Municipal Clerk

VERMONT
SCHOOL BOARDS ASSOCIATION

Election of Officers

Superintendent

- Opens meeting

Newly Elected Board Chair

- Promotes development of a strong board team
- Establishes a strong connection with the administration
- Organizes and conducts productive meetings
- Promotes lawful and ethical operations

Board Chair

- Leads remainder of meeting



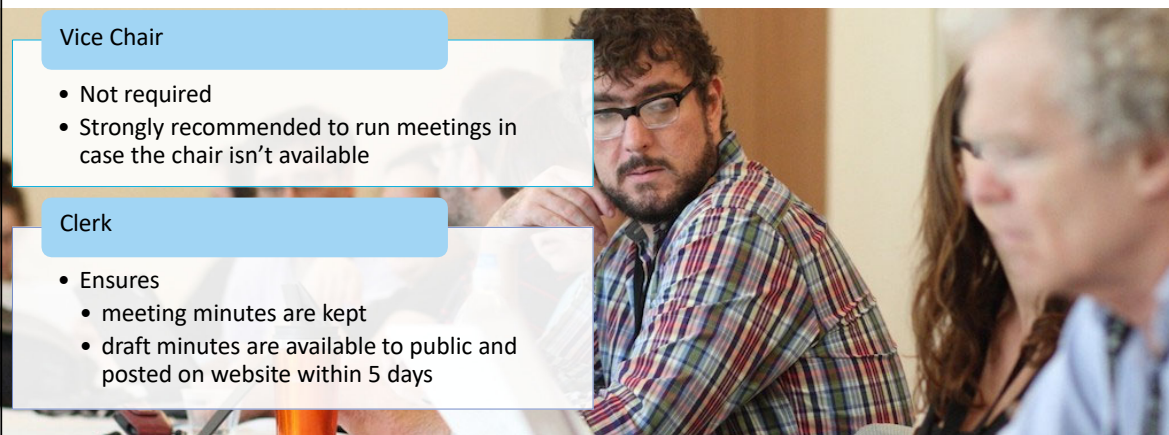
Elect Other Officers

Vice Chair

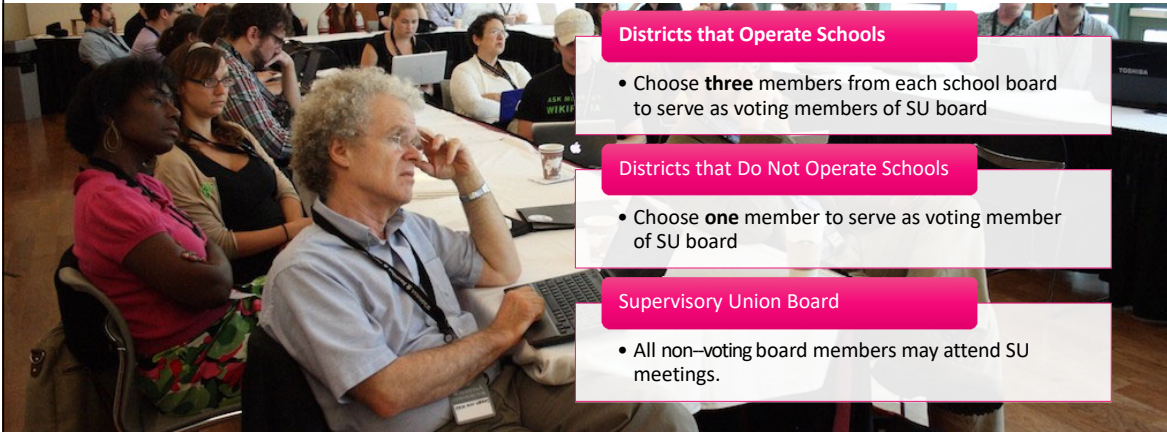
- Not required
- Strongly recommended to run meetings in case the chair isn't available

Clerk

- Ensures
 - meeting minutes are kept
 - draft minutes are available to public and posted on website within 5 days



Select Supervisory Union Board Representatives



Districts that Operate Schools

- Choose **three** members from each school board to serve as voting members of SU board

Districts that Do Not Operate Schools

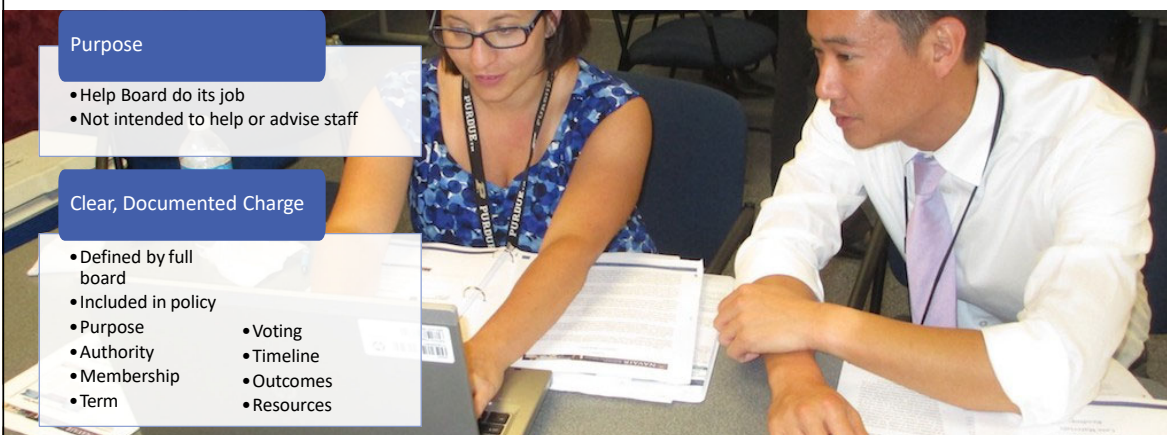
- Choose **one** member to serve as voting member of SU board

Supervisory Union Board

- All non-voting board members may attend SU meetings.



Committees



Purpose

- Help Board do its job
- Not intended to help or advise staff

Clear, Documented Charge

- Defined by full board
- Included in policy
- Purpose
- Authority
- Membership
- Term
- Voting
- Timeline
- Outcomes
- Resources



Community Members on BUUSD Board Committees Procedure

Annually on February 1st, the BUUSD Board of Directors will solicit for two weeks, interested persons who wish to serve as a community member for open or available seats on standing BUUSD Committees. The standing committees include the Policy, Finance, Curriculum, and Facilities Committees.

The appointments will be for a period of two years and will begin on April 1st of the appointment year and expire on the March 31st of the second year.

Interested persons shall submit a letter of interest to the BUUSD Board of Directors and shall be a registered voter. The Board will interview, discuss, and appoint community members to the committees at the second Board meeting in March.

A single community member from each community, Barre City and Barre Town, will be appointed to each standing committee. Additionally, a community member that has pertinent subject matter experience, whose knowledge could benefit the committee, may be consulted by the committee as needed.

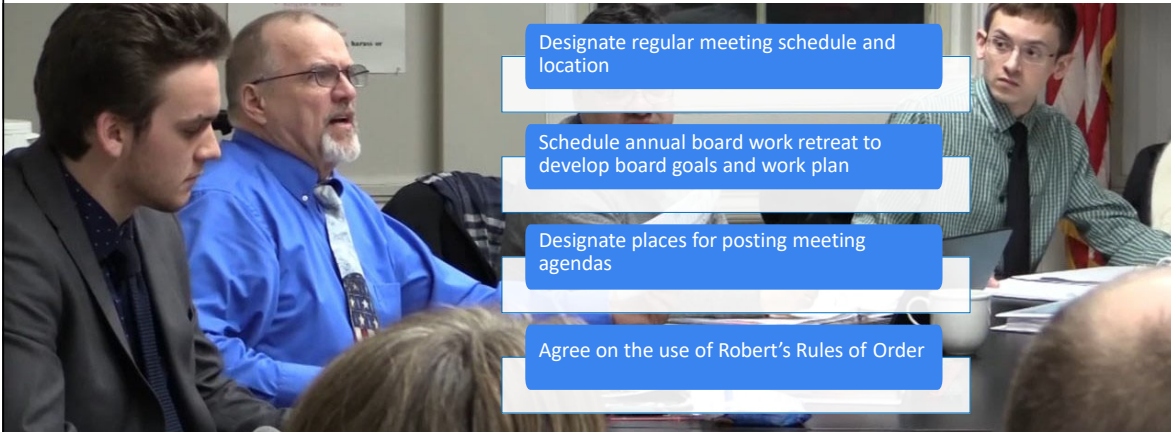
Community members that have been appointed to the committee by the BUUSD Board shall have voting privileges. Community members serving on committees may not hold the position of Chair or Vice-Chair. Community members will be required to complete a background check and fingerprinting before assuming their position on the committee.

If an appointed community member is no longer able to serve the remainder of their term, they are encouraged to resign so another community member may fill the empty seat on the committee. If a committee seat is not filled during the initial March appointments, that seat may be filled at any time during the existing term by the Board once a community member has expressed interest and is interviewed and appointed. An appointment to an open or vacated seat will be for the original term or the remainder of the resigning member's term. The same guidelines as above will apply for filling open or vacated seats.

Community members may serve on multiple committees and there are no limits to the number of terms/years a community member may apply and serve on a committee or committees, although they will need to submit a letter of interest and be appointed each year. Community members serving on the board's committees will be unpaid volunteers.

Approved February 9, 2023

Operational Decisions



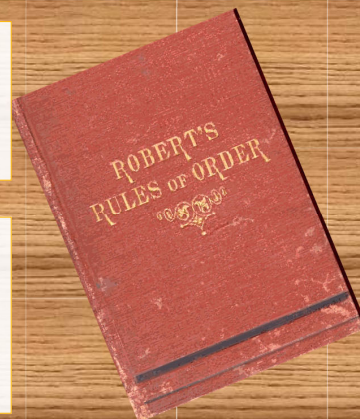
Robert's Rules

Required by Law

- Boards must operate under Robert's Rules of Order
- May opt for Robert's Rules for Small Boards but must agree to do so

Robert's Rules for Small Boards

- 12 or fewer members
- More informal
- Requires formal motion but no second
- Discussion permitted without motion pending
- Chair may vote



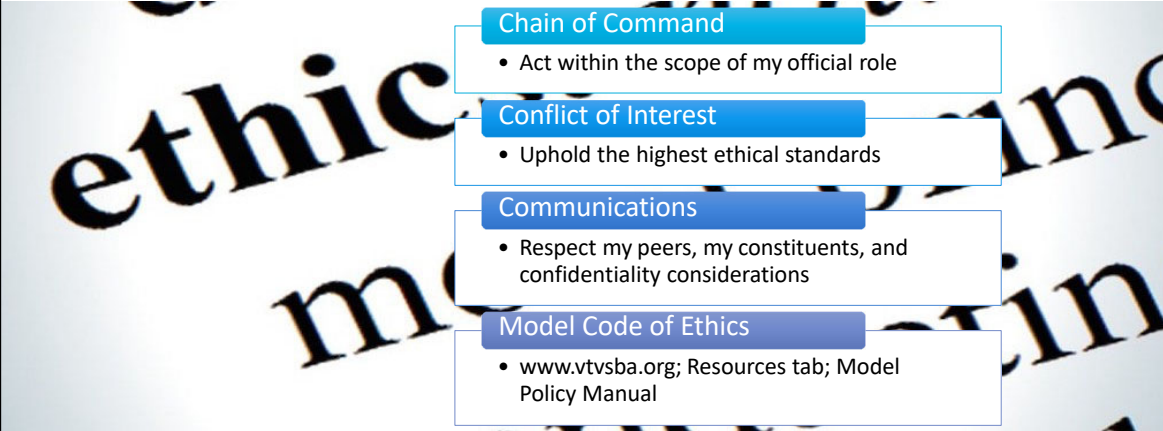
Robert's Rules of Order

Motions Chart Based on Roberts Rules of Order Newly Revised (10th Edition)


State law requires that “A school board meeting shall be conducted in accordance with the Vermont Open Meeting Law and Robert’s Rules of Order.” Use the Robert’s Rules chart below when the Board is running a meeting or conducting a formal public hearing. The chart will help the Board chair and members maintain an effective deliberation and decision making process. Boards with fewer than twelve members may choose to operate less formally using the Robert’s Rules for Small Boards system outlined on the next page.

§	YOU WANT	YOU SAY	INTERRUPT	2ND	DEBATE	AMEND	VOTE
21	Close meeting	Move to adjourn	No	Yes	No	No	Majority
20	Take break	Move to recess for...	No	Yes	No	No	None
19	Register complaint	Point of order	Yes	No	No	No	None
18	Make follow agenda	Call for the orders of the day	Yes	No	No	No	None
17	Lay aside temporarily	Move to lay the question on the table	No	Yes	No	No	Majority
16	Close debate	Move the question	No	Yes	No	No	2/3
15	Limit or extend debates	Move that debate be limited to...	No	Yes	No	Yes	2/3
14	Postpone to a certain time	Move to postpone the motion to ...	No	Yes	Yes	Yes	Majority
13	Refer to committee	Move to refer the motion to ...	No	Yes	Yes	Yes	Majority
12	Modify wording of motion	Move to amend the motion by ...	No	Yes	Yes	Yes	Majority
11	Kill main motion	Move the motion be postponed indefinitely	No	Yes	Yes	No	Majority
10	Bring business before assembly (a main motion)	Move that (or “to”)...	No	Yes	Yes	Yes	Majority

Code of Ethics



- Chain of Command**
 - Act within the scope of my official role
- Conflict of Interest**
 - Uphold the highest ethical standards
- Communications**
 - Respect my peers, my constituents, and confidentiality considerations
- Model Code of Ethics**
 - www.vtvsba.org; Resources tab; Model Policy Manual



Communications



- Designate Official Media**
 - For publishing meetings of the electorate
- Engage and Inform Community**
- Respond to Inquiries**
 - Press
 - Other interested parties
- Share Successes**
 - Students
 - Staff
 - Schools
- Select Chief Spokesperson**





Code of Ethics for Vermont School Board Members

As a member of my local school board, I will remember that my primary concerns must be the educational welfare of the students in my district and excellent return on investment for taxpayers. I agree to conduct myself in accordance with the following commitments. I will:

Act within the scope of my official role:

- Act only as a member of the board and not assume any individual authority when the board is not in session, unless otherwise directed by the board
- Give no directives, as an individual board member, to any school administrator or employee, publicly or privately
- Avoid making commitments that may compromise the decision-making ability of the board or administrators

Act within the scope of my fiduciary role:

- Ensure prudent use of the district's assets, including facilities, people, and good will.
- Ensure that the district follows applicable laws, policies and resolutions or actions adopted by the board.
- Refrain from engaging in activities that harm the district's ability to pursue its mission.
- Provide oversight to ensure activities of the district advance its effectiveness and sustainability.

Uphold the highest ethical standards:

- Not receive anything of value, by contract or otherwise, from the school district or supervisory union unless it is received:
 - as a result of a contract accepted after a public bid
 - in public recognition of service or achievement
 - as a board stipend reimbursement or expense allowed by law for official duties performed as a member of such board;
- Not solicit or receive directly or indirectly any gift or compensation in return for making a recommendation or casting a vote;
- Agree to recuse and remove myself from board deliberation and votes when necessary to avoid the appearance of conflict of interest;
- Not agree to the hiring of a superintendent, principal, or teacher already under contract with another school district unless assurance is first secured from the proper authority that the person can be released from his or her contract

Respect my peers and constituents, and uphold confidentiality:

- Voice opinions respectfully and treat with respect other board members, administrators, school staff, and members of the public;
- Maintain confidentiality of information and discussion conducted in executive session and uphold applicable laws with respect to the confidentiality of student and employee information;
- Attend all regularly scheduled board meetings insofar as possible.

I agree to abide by the expectations outlined in this Code of Ethics and will do everything in my power to work as a productive member of the leadership team.

Signature

Date

District Policies and Procedures



A school board meeting is a public meeting. It is not a meeting of the public.

Public Comment

Handling Complaints

Model Policy Manual

- www.vtvsba.org

Board Development



Whole Board:

- Identify and assign responsibilities
- Create an annual plan/calendar

New Board Members

- Meet with board chair and superintendent

Advocacy



Stay Informed

- Designate board "reporter"
- VSBA Education Legislative Report
- VSBA Legislative Alerts

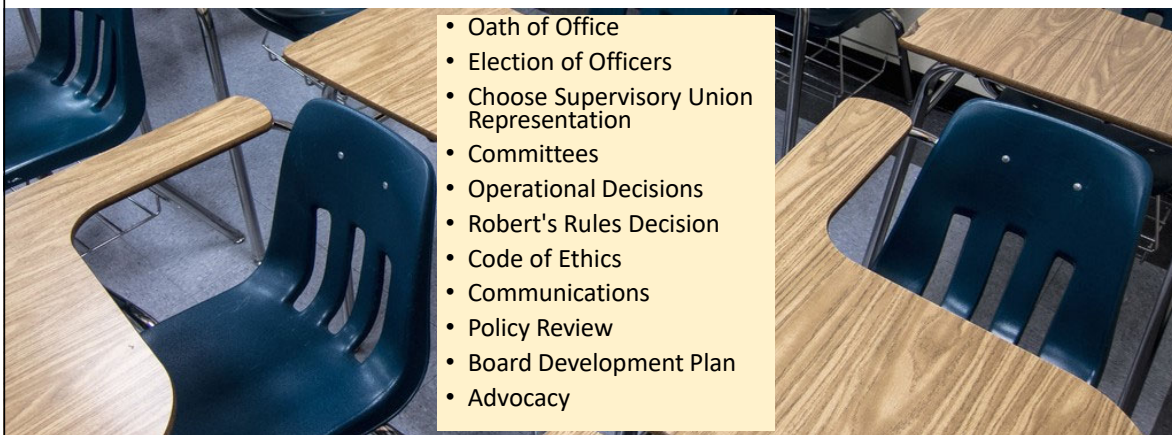
VSBA Resolutions

- Develop
- Discuss
- Vote

Engage with VSBA Regional Representatives



Summary



- Oath of Office
- Election of Officers
- Choose Supervisory Union Representation
- Committees
- Operational Decisions
- Robert's Rules Decision
- Code of Ethics
- Communications
- Policy Review
- Board Development Plan
- Advocacy





Executive Session Tips for Board Members

Nicole L. Mace
Vermont School Boards Association
May 2015

According to 1 V.S.A. §313, a board may only go into executive session upon a motion and vote to do so. The motion must state the “nature of the business of the executive session,” be supported by a majority of the board, and be recorded in the minutes. Boards may not enter executive session without first meeting in open session and then voting to enter executive session.

Because a vote is required to enter executive session, we do not recommend that executive session be a standing item on every agenda. If the board knows it plans to discuss a topic that falls under one of the allowable reasons to enter closed session, then on the agenda for that meeting the board should indicate the nature of that specific topic and an intent to vote to enter executive session.

Boards may only enter executive session to discuss a limited number of topics. One category requires the public body to make a specific finding that “premature general public knowledge would clearly place the...public body or person involved at a substantial disadvantage.” The topics that require this specific finding to be made are:

- contracts;
- **labor relations agreements with employees;**
- arbitration or mediation;
- grievances, other than tax grievances;
- pending or probable civil litigation or a prosecution, to which the public body is or may be a party;
- confidential attorney-client communications made for the purpose of providing professional legal services to the body

For example, just because a board intends to discuss a contract with a bus company does not mean they can automatically vote to enter executive session. Rather, first they need to determine that discussing the contract in open meeting would place the board or company involved at a substantial disadvantage.

Other permissible reasons to enter executive session are:

- The negotiating or securing of real estate purchase or lease options
- The employment or evaluation of a public officer or an employee – provided, however, that the public body shall make a final decision to hire or appoint a public officer or employee in an open meeting and shall explain the reasons for its final decision during the open meeting

- A disciplinary action against a public officer or employee, except if such an individual seeks a public hearing after formal charges are brought
- A clear and imminent peril to the public safety
- Discussion or consideration of records or documents that are not public documents under the access to public records act, provided that when the board discusses the exempted record it may not also discuss the general subject to which the record or document pertains
- The academic records or suspension or discipline of students
- Municipal or school security or emergency response measures, the disclosure of which could jeopardize public safety

Because the statute requires that the motion to enter executive session state the "nature of the business to be discussed", we recommend boards give reasons that are more specific than "legal issues" or "personnel matters". This is consistent with the interpretation of the Secretary of State.

Rather, we recommend the board make a motion to enter executive session that cites one of the statutorily permissible reasons. Here are some examples:

- "I move to enter executive session for the purpose of discussing the evaluation of an employee."
- "I move to enter executive session for the purpose of discussing an employee's contract, because doing so in public session will clearly place that employee at a substantial disadvantage."
- "I move to enter executive session for the purpose of discussing the suspension of a student."

While in executive session, a board may only discuss the subject matter referenced in the motion to enter the session. Attendance in executive session is limited to members of the board, and in its discretion "its staff, clerical assistants and legal counsel, and persons who are subjects of the discussion or whose information is needed." 1 V.S.A. §313(b). Minutes are not required to be taken, and we do not recommend that they be taken.

A board cannot take any action in executive session, except actions related to the securing of real estate options. Ultimate action on all other items must be taken by motion and vote in open session. The motion for that vote should provide enough information (subject to confidentiality considerations) to allow members of the public to understand the nature and substance of the action taken.

3.B. VERMONT OPEN MEETING LAW

According to 16 V.S.A. §554, school boards must follow Vermont’s open meeting law (1 V.S.A. §§310-314). Under that law, all meetings of a public body are declared to be open at all times. No resolution, policy, appointment, or formal action will be valid unless it was taken or made at an open meeting. A meeting is defined as a quorum of the members of a school board gathered for the purpose of discussing the business of the Board or for the purpose of taking action. This means that all school board meetings, including meetings of committees and subcommittees, must be open to the public and must give reasonable opportunity for public participation.

The public must be given notice of a school board meeting. The amount and type of notice required depends on the type of meeting held. The following chart highlights these differences:

Meeting Type	Notice to Board		Agenda	Minutes
	Members	Notice to Public & Media		
Regular Time & place stated in board policy or bylaw.	No legal requirement	No legal requirement but must be provided to media and concerned persons upon request.	Posted to the website, in the municipal office and at least two other public places 48 hours before meeting. It also is available to media and concerned persons upon request.	Posted to the website and available within 5 days of meeting indicating: Members present Other active participants Motions made & their disposition Results of votes, with record of each member’s vote if roll call requested by board.
Special Not fixed by policy or bylaws, called for a specific purpose	Written or oral notice 24 hrs in advance unless waived	Publicly announced (give to news media) at least 24 hours prior to meeting; posted in municipal clerk’s office and 2 other locations in town. An individual may request in writing to be notified of special meetings.	Posted in same location as regular meeting, 24 hours before meeting. (Can only discuss items posted on warned agenda)	Same as regular meeting.
Emergency To respond to unforeseen occurrence or condition requiring immediate attention.	No legal requirement.	Public notice of meeting given as soon as possible before the meeting.	Posted in same locations as regular meeting as soon as possible. (Can only discuss items posted on warned agenda)	Same as regular meeting.
Electronic One or more members of the public body may participate in a meeting electronically	At least one member of public body (or designee) must be physically present at each designated location	24 hours notice in municipal office and 2 designated places Designate physical location(s) for the public to participate	Same.	Same.

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BARRE UNIFIED UNION SCHOOL DISTRICT BOARD MEETING

Spaulding High School Library and Via Video Conference – Google Meet
February 23, 2023 - 6:00 p.m.

MINUTES

BOARD MEMBERS PRESENT:

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

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Luke Aither, SHS Co-Principal
Stacy Anderson, Director of Special Services
Jason Derner, Alternative Education Administrator
Jamie Evans, Facilities Director
Karen Fredericks, Director of Curriculum, Instruction, and Assessment
Pierre Laflamme, BCEMS Principal
Carol Marold, Director of Human Resources
Marlon Maylor, SHS Co-Principal
Mari Miller, SHS Assistant Principal
Ted Mills, BTMES Assistant Principal
Kristin Morrison, BCEMS Assistant Principal
Rebekah Mortensen, Assistant Director of Special Services
Jennifer Nye, BTMES Principal
Erica Pearson, BTMES Principal
Lisa Perreault, Business Manager
Brenda Waterhouse, BCEMS Principal
Ashley Young, Assistant Business Manager

GUESTS PRESENT:

Dave Delcore – Times Argus	Martha Blaisdell	Jeff Blow	Stacey Boltin	Michael Boutin
Cassandra Demarais	Pragya Donovan	Nathaniel Fredericks	Andrew Frey	Sarah Helman
Josh Howard	Mariah Jacobs	Prudence Krasofski	Amber Larrabee	Colleen LeFebvre
John Lyon	Dan Morrison	Dean Preston	Lori Robinson	Daniel Spaulding
William Toborg	Emily Wheeler	Mindy Woodworth		

1. Call to Order

The Chair, Mrs. Spaulding, called the Thursday, February 23, 2023, Regular meeting to order at 6:00 p.m., which was held at the Spaulding High School Library and via video conference.

2. Pledge and Mindfulness Moment

The Board recited the Pledge of Allegiance. The Board held a Mindfulness Moment. Mrs. Spaulding read the Meeting Norms. Mrs. Spaulding thanked community members for their attendance and read the public comment guidelines.

3. Additions and/or Deletions to the Agenda

Delete Agenda Item 6.2
Delete Agenda Item 6.3
Delete Agenda item 6.4
Building Reports will be taken out of order.

DRAFT

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

4. Public Comment for Items Not on the Agenda

4.1 Public Comment

A copy of an email from Jeff Blow to the Board Chair (dated 02/14/23) was distributed.

In response to multiple queries regarding Point of Order, Mrs. Poulin provided an overview of why Point of Order is called and the steps to be taken when Point of Order is called. It was noted that political endorsements are not allowed as they are not business of the Board. Mrs. Spaulding believes that only elected Board Members should call point of order. Mr. Boutin advised of his belief that individuals can attend Board meetings anonymously. Mrs. Spaulding read the letter from Mr. Blow. Mrs. Leclerc voiced concern regarding the reading of a letter that was not included in the packet and why the email was not forwarded on to the entire Board. The e-mail from James Carpenter will be read under Agenda Item 7.1 FY24 Budget.

4.2 Student Voice

None.

5. Consent Agenda

5.1 Approval of Minutes – February 9, 2023 Regular Meeting

On a motion by Mrs. Farrell, seconded by Mrs. Leclerc, the Board unanimously voted to approve the Minutes of the February 9, 2023 Regular Meeting, and the Minutes of the February 6, 2023 Special Meeting.

5.2 Approval of Minutes – February 6, 2023 Special Meeting

Approved under Agenda Item 5.1.

6. Current Business

6.1 New Hires

The resume and BUUSD Notification of Employment Status Form for William Lucero (BCEMS Special Educator) was distributed. Mr. Hennessey provided an overview of the candidate and answered questions from the Board.

On a motion by Mrs. Pregent, seconded by Mr. Reil, the Board unanimously voted to approve the hiring of William Lucero.

~~**6.2 First Reading Board Meeting, Agenda Preparation, and Distribution Policy (A20)**~~

A copy of the policy was distributed.

~~**6.3 First Reading Student Athletics, Clubs, and Activities Policy (C22)**~~

A copy of the policy was distributed.

~~**6.4 First Reading English Learners Policy (C4)**~~

A copy of the policy was distributed.

7. Old Business

7.1 FY24 Budget

A document titled 'FY24 Budget, Draft 4, Version 2, UPDATE 02/22/23' was distributed.

A copy of a letter from the Superintendent to the Board dated 02/22/24 was distributed.

A document titled 'AFSCME APPENDIX A - WAGES – Base Rate of Pay Schedule' was distributed

A document titled 'Para-Educator – 2022 – 2023 (Effective As Of July 1, 2022 For New Hires' was distributed.

A document titled 'SD#97 2022 – 2023 Salary Schedule' was distributed.

A document titled 'BUUSD Non Contracted Hourly Schedule – FY23 – Final/FY24 Draft' was distributed.

A document titled 'Non Contracted Salary' was distributed.

A document titled 'BUUSD Non Contracted Salary Schedules – FY23 – Final/FY24 Draft' was distributed.

A copy of an email from James Carpenter was distributed.

Mr. Hennessey and Mrs. Perreault provided a brief overview of some of the new reductions that will allow for reinstatement of items previously slated for elimination (including K – 8 clubs and athletics). Mr. Reil advised regarding some additional potential cuts identified by members of the Finance Committee. These reductions, include elimination of 4 positions that have remained unfilled for years), and could result in reinstatement of positions slated for elimination by administrators (IT Technician, IT Clerical Position, 3 Technology Integrationists, Sports Programs and transportation, Clubs and Co-Curricular activities and the Board Secretary). Mr. Reil believes these possible changes need to be discussed. Lengthy discussion was held, including; risks associated with eliminating some para-educator positions, the need to provide services with or without para-educators (utilizing other staff members or contracted services), confirmation that no school-year para-educators are funded by ESSER, and concern regarding low wages for para-educators.

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Mrs. Spaulding read an email from James Carpenter. Mr. Reil voiced concern that being out of compliance due to unfilled positions, has been ongoing for years, yet is only being raised during budget discussions, and reiterated that these positions have remained unfilled for years. Mr. Malone voiced extreme concern that administrators did not provide information to the Board that was requested by the Finance Committee in early January, that the cuts the Superintendent said took 3 days to make were not provided for 30 days, thus delaying discussion, and he believes this is insubordinate behavior. Additionally, Mr. Malone advised that administrators are not returning phone calls and providing requested information. Mr. Malone advised that the Board had until 01/30/23 to approve a budget, but did not receive information until 02/03/23. Mr. Malone stressed that administrators have a duty to provide information as requested, and that the issues surrounding the FY24 budget process, can never be allowed to happen again. Mr. Malone advised that it makes no sense to have 30 to 40 open slots in the District, yet administrators say that existing staff need to be fired to stay within the budget. Mr. Malone noted that he was informed by an outside source that one administrator is a finalist to work in another district, and queried why the Board was not advised regarding this matter. Mrs. Leclerc advised that she has received conflicting information regarding the number of para-educators, and queried regarding what information drove the decision to reduce the number of open para-educator positions by 6, rather than another number. Mr. Hennessey advised that he and administrators discussed elimination of para positions, and noted that para-educators are currently in negotiations. Mrs. Leclerc advised that she is trying to reconcile how administrators can say that 6 positions can be eliminated, yet also say that no positions can be eliminated without putting the District in legal jeopardy. It was noted that elimination of the \$91,000 10-year note (lighting project) was not reflected in the budget. Mrs. Perreault believes this was a ‘timing’ issue. Mrs. Perreault has been ‘flabbergasted’ at how this year’s budget process has proceeded, advising that administrators asked the Board for a directive early on, and didn’t receive input until December and even then, there was no clear directive (consensus) from the Board. Mr. Malone agrees that the Board should have provided clear direction early on, and reiterated his frustration that the 1.5% budget was not presented for 30 days. Additional discussion was held regarding the timeframe and the various percentages that were presented. Mrs. Farrell suggested that a more thorough review of the budget process occur at a Finance Committee meeting and requested that the Board move on to the next agenda item. Mrs. Leclerc expressed appreciation that the schools are making a good ‘comeback’ from the pandemic. Mrs. Pregent appreciates the time it takes to reduce the budget and expressed her appreciation to administrators for their work on the budget. Mrs. Pregent advised that the cuts being proposed are perceived as ‘fluff’ and that she believes it makes sense to see the cuts that were presented. Ms. Parker is concerned by unfilled positions cutting of unfilled positions, and how students’ needs will be met. Mrs. Spaulding does not believe that at this point, anyone is pleased with the budget. Mrs. Spaulding advised regarding the District’s Annual Meeting and Budget Informational Session on 03/06/23. Ms. Parker requested that these meetings be added to the District Calendar.

8. Reports

8.1 Superintendent Report

A copy of the Superintendent’s Report (dated 02/17/23) was distributed.

Mr. Hennessey responded to comments that were made under Agenda Item 7.1, advising that administrators did not have a clear understanding of parameters from the Board, that it was a timely process to arrive at a 1.5% budget, and he does not believe there was ill intent on anyone’s part. Mr. Hennessey advised regarding the information included in the Superintendent’s Report. Mr. Hennessey advised regarding resignations from Harry Marek, Josh Allen, Pierre Laflamme, Melissa Lindhiem, and Joann Adams (retirement). Ms. Adams was thanked for her years of service and wished well in retirement. Mr. Reil queried regarding reporting of resignations and retirements. Mrs. Leclerc queried regarding possible new positions, including the HHB Coordinator position. Mr. Hennessey advised that a Behavioral Specialist position was shifted to an HHB Coordinator position. Mr. Hennessey provided additional information pertaining to the salary metrics provided in the report. Mrs. Leclerc queried regarding struggles with the FY24 1.5% increase when the FY23 budget increase of 1.95% did not seem to be so controversial or difficult.

8.2 Building Reports; BCEMS, BTMES, SHS, SEA

Copies of the Building Reports were distributed.

BCEMS – Mr. Laflamme thanked outgoing Board Members for their time and service. Mrs. Waterhouse advised that parent/teacher conferences could not be held today, and advised that individuals interested in registering for YMCA after-school care may contact her or Mr. Leflamme for assistance. Parent/Teacher Conferences have been rescheduled for 03/16/23. In response to query regarding PBIS training, Mrs. Waterhouse advised that training is on-going.

BTMES – Mrs. Nye and Ms. Pearson had nothing to add to the report. In response to a query regarding ‘cold pockets’ in the school, Ms. Pearson advised that a heating issue was resolved during the last cold snap, and that like most larger buildings temperatures fluctuate throughout the building. Mrs. Leclerc advised regarding the upcoming lip sync competition.

SHS – There is nothing to add to the report. Mr. Hennessey reported that all winter sports teams have had very successful season.

SEA – Mr. Derner advised that there are potentially 9 incoming students (for next year – incoming 9th graders). Mr. Derner apologized for his conduct the last time he was addressing the Board. In response to a query regarding assessment of reading levels, Mr. Derner advised that there is no ongoing measurement, but advised that most students join the SEA Program with significant deficiencies in math and reading. Mr. Derner will look into this matter further, noting that the English teacher does perform testing when students join SEA. Mrs. Pregent appreciates the information regarding the transition program for students, which allows them to

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build skills in preparation for employment and life after school. In response to a query regarding student population, Mr. Derner advised there are currently 47 students enrolled at SEA and an attendance rate of approximately 75% to 78%. Mr. Derner was thanked for his apology.

8.3 CVCCSD Board Report

Minutes from the February 6, 2023 CVCCSD Board Meeting were distributed.

Mrs. Farrell provided an overview of the minutes including; a presentation by Brandon Morris (Electrical Instructor), the Superintendent's evaluation, re-envisioning of CVCCSD, student applications, and the FY24 budget.

8.4 Finance Committee

Minutes from the February 16, 2023 meeting were distributed.

The next meeting is Thursday, March 16, 2023 at 6:00 p.m. in the Spaulding High School Library and via video conference.

Mrs. Leclerc provided a brief overview of the meeting which focused mainly on the FY24 budget, FY23 year-end projections, and the warrant process.

8.5 Facilities & Transportation Committee

Minutes from the February 13, 2023 meeting were distributed.

The next meeting is Monday, March 13, 2023 at 6:00 p.m. in the Spaulding High School Library and via video conference.

Mr. Reil provided an overview of the meeting, including; updates to SHS facilities, possible room shifts to allow CVCCSD to utilize more space, restroom concerns, a review of past maintenance projects, bidding and outside vendor procedures, transportation, an update on the HVAC Project, storm water remediation, and a tour (HVAC construction area) that will be held prior to the next meeting. Funding sources for storm water remediation are unknown at this time.

8.6 Policy Committee

The next meeting is Monday, March 20, 2023 at 6:00 p.m. in the Spaulding High School Library and via video conference.

Ms. Parker advised regarding upcoming First Readings that will be presented to the Board. Ms. Parker advised that earlier this week, the Committee discussed D32, D23, B20, and a way in which to retain a policy on the teaching of sensitive issues.

8.7 Curriculum Committee

Minutes from the February 2, 2023 meeting were distributed.

The March 2, 2023 meeting is cancelled.

Mrs. Pregent provided an overview of the minutes including; an overview of spelling analysis, professional development, and utilization of outside personnel (vs in-house personnel) for professional development. Brief discussion was held regarding the release of SBAC data (which has been embargoed by the State).

The next meeting date is to be determined.

8.8 Negotiations Committee

Minutes from the February 8, 2023 meeting were distributed.

Mrs. Pregent advised that the Committee met to discuss strategies and details. The Committee met with BEA representatives on 02/22/23 and will be meeting with them again on 03/22/23.

The next Negotiations Committee meeting date is to be determined

9. Other Business/Round Table

Mr. Malone queried regarding presentation of information relating to ESSER funds and queried regarding use of Tax Stabilization Funds for the FY24 budget, noting that this has not been approved by the Board.

On a motion by Mrs. Farrell, seconded by Mr. Malone, the Board voted 7 to 1 to approve utilizing \$700,000 from the Tax Stabilization Fund, as revenue for the FY24 budget. Mrs. Pregent voted against the motion.

Mrs. Leclerc is looking forward to upcoming basketball and hockey games, advising that she looks forward to seeing the reinstatement of fun activities for the students (field trips, art show, etc.). Mrs. Leclerc congratulated Olivia Badger for being selected to serve as a Vermont Statehouse Page.

Mrs. Farrell advised regarding the upcoming Barre Heritage Festival, and Mrs. Marold's request for supplies for that event. Mrs. Farrell would like the supply request added to a future agenda.

Mrs. Pregent queried regarding the reorganization meeting being held on 03/09/23 (2 days after the election).

Mr. Boltin advised that the budget is worked on every year, and he believes this year the process has been dragged out.

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Mrs. Pregent and Mr. Boltin were thanked for their service on the Board.

Mrs. Spaulding congratulated and recognized impressive student athletes; Rebecca McKelvey, Nick Kidder, and Coy Lyford.

Mr. Hennessey advised regarding the District Art Show (at Aldrich Library), and commended Art teachers for working with students on this exhibit.

10. Future Agenda Items

March 9, 2023:

- Board Reorganization

March 23, 2023:

- New Hires
- First Readings of Policies
- Special Education Changes
- Pre-K Changes
- Heritage Festival Discussion

Add to Parking Lot:

- Student Led Survey Results (added by Mr. Cecchinelli Feb 2023)

Remove from Parking Lot:

D. Barre City Before and After School Care Concept or Plan

Modify Parking Lot Item:

G. Change 'Special Education Student Count' to 'Special Education Student Count / Evaluations etc.' (Discuss at Curriculum Committee prior to presentation to the Board)

11. Next Meeting Dates

Thursday, March 9, 2023 at 6:00 p.m. at the Spaulding High School Library and via video conference.

Thursday, March 23, 2023 at 6:00 p.m. at the Spaulding High School Library and via video conference.

12. Executive Session as Needed

12.1 Superintendent Evaluation

12.2 Report on FOIA Investigation

Items proposed for discussion in Executive Session include the Superintendent's Evaluation and a Report on the FOIA Investigation. Ms. Parker will not be in attendance for Executive Session. Mrs. Farrell will provide the end of meeting notes.

On a motion by Mrs. Pregent, seconded by Mrs. Leclerc, the Board unanimously voted to enter into Executive Session, with Mr. Hennessey in attendance (for portions of the session), at 8:19 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion.

The remaining information was provided by the Vice Chair, Mrs. Farrell.

On a motion by Mrs. Leclerc, seconded by Mr. Malone, the Board unanimously voted to exit Executive Session at 9:50 p.m. Ms. Parker was not present for the vote.

13. Adjournment

On a motion by Mr. Malone, seconded by Mrs. Leclerc, the Board unanimously voted to adjourn at 9:52 p.m.

Ms. Parker was not present for the vote.

Respectfully submitted,
Andrea Poulin