

**BARRE UNIFIED UNION SCHOOL DISTRICT
BOARD MEETING**

Spaulding High School Library and Via Video Conference – Google Meet
May 24, 2023 - 6:00 p.m.

MINUTES

BOARD MEMBERS PRESENT:

Giuliano Cecchinelli, II (BC) – Chair
Chris Parker (BT) – Vice Chair
Paul Malone (BT) - Clerk
Michael Boutin (BC)
Nancy Leclerc (At-Large)
Ben Moore (BC)
Terry Reil (BT)
Emily Reynolds (BT)
Sonya Spaulding (BC)

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent – departed the meeting at 9:54 p.m.
Luke Aither, SHS Co-Principal
Stacy Anderson, Director of Special Services
Jason Derner, Alternative Education Administrator
Karen Fredericks, Director of Curriculum, Instruction, and Assessment
Carol Marold, Director of Human Resources
Kristin Morrison, BCEMS Assistant Principal
Jennifer Nye, BTMES Principal
Erica Pearson, BTMES Principal
Brenda Waterhouse, BCEMS Principal

GUESTS PRESENT:

Dave Delcore – Times Argus	Peter Anthony	Sandra Batchelder	Melissa Battah	SFC Daniel Boone
Erika Dolan	Alice Farrell	Goddard Graves	Suzy Graves	Alice Harding
Sarah Helman	Jacob Hemmerick	Mariah Jacobs	Ellen Kaye	Prudence Krasofski
Lisa Liotta	Joelen Mulmaney	Mary Newton	Brody Priddy	Jan Trepanier
Lily Schoenig	Pierre Trepanier	Ahmed Yachfine	Angela Yachfine	Rayanne Yachfine

1. Call to Order

The Chair, Mr. Cecchinelli, called the Wednesday, May 24, 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.

3. Additions and/or Deletions to the Agenda

Brief discussion was held regarding moving multiple agenda items to the consent agenda, and a concern regarding discussion of new hires in open session. In response to a query, Mr. Cecchinelli advised that the discussion proposed for executive session pertains to specific individuals and is not general in nature.

On a motion by Mrs. Spaulding, seconded by Mr. Malone, the Board voted 7 to 1 to approve the Agenda as presented. Mrs. Leclerc, Mr. Malone, Mr. Moore, Ms. Parker, Mr. Reil, Ms. Reynolds, and Mrs. Spaulding voted for the motion. Mr. Boutin voted against the motion.

4. Public Comment for Items Not on the Agenda

4.1 Public Comment

A copy of an e-mail from Jasmine Wimble was distributed.

Joelen Mulvaney read a prepared statement pertaining to historical and current bias and discrimination, and encouraged the Board to support anti-bias policies and curriculum.

Goddard Graves addressed the Board regarding the ‘conspiracy and act of felonious violence’ against his grandchildren on their way home from school. Mr. Graves queried regarding knowledge of the ‘ugly, premediated, violent, criminal act’, of which many people (including staff) were aware of (the morning of the incident). Mr. Graves queried regarding how staff, administrators, and the Board feel was done wrong, what could have been done differently, and what can be done to work on the climate that made this incident possible. Mr. Graves advised of month’s long, documented harassment against one of his grandchildren. Mr. Graves believes perpetrators are learning that they can get away with their behavior, and the others (majority of students/parents), are learning that no one will take action to protect them. Mr. Graves requested that the Board take concrete action to address the ongoing issues of bullying and harassment.

Ahmed Yachfine advised that he does not believe the ‘see something, say something’ efforts at the school are effective, as he does not believe there are adequate consequences for those committing violent acts. Mr. Yachfine believes the victims are in attendance tonight, seeking action, but believes the perpetrators are not in attendance because they know they were in the wrong.

Melissa Battah addressed the Board advising that she is aware of some anti-bullying curriculum at BTMES, but the issues of ethnicity and race are not being addressed. Mrs. Battah has concerns regarding the safety of her own children, and believes the topic needs to be seriously addressed now, including training for staff/faculty, and curriculum for students.

Suzie Graves addressed the Board, advising of her experience teaching, and as a school board member; stressing that policies were in place to see that bullying/harassment, ethnic, and racism issues were addressed in a positive manner, with positive learning. Mrs. Graves queried regarding the efficacy of current policies and requested that the Board take action to see that bullying/harassment/racism issues are addressed.

Liz Yachfine (parent of the students that were attacked), advised that one of her sons has been bullied from ‘day one’ and that she does not believe the school has adequately addressed the on-going issues. Ms. Yachfine believes that the current practices do not address the needs of the ‘bullies’ or the victims, she does not believe the current policy is working, and she requested that the Board take action to review and change the policy to assure that it is working.

Mr. Hennessey thanked community members for speaking at this evening’s meeting and advised that he welcomes a conversation (in a smaller setting) with representatives of the family.

Ellen Kaye addressed the Board, requesting additional discussion on those who are carrying out the bullying and racist acts, including discussion of ‘who’ is doing the bullying, what interventions are being put in place for them, and who is ‘looking the other way’. Ms. Kaye believes discussion of this topic needs to include not just the victims, but the ‘actors’ as well.

4.2 Student Voice

Mr. Aither introduced SFC Daniel Boone (JROTC Instructor), and Cadet Lily Schoenig, who proceeded to provide an overview of a recent student led, curriculum based overnight field trip to Massachusetts (including a presentation that was displayed on-screen). Additionally, SFC Boone, advised regarding other JROTC activities including; next year’s trip to Philadelphia/Gettysburg, participation at a Memorial Day Service at BCEMS, participation in the upcoming Memorial Day Parade, participation of the Honor Guard at the Veterans Cemetery in Randolph, VT, and an awards/promotion ceremony. SFC Boone highlighted that a JROTC student (Ian) was recently accepted to West Point (the 3rd JROTC student in three years to be accepted into a Service academy). SFC Boone noted that the JROTC Program has been without a senior instructor for the past two years, but is now in the process of hiring an individual to fill that role (Lieutenant Colonel Paul Stafford, USA, Retired). With this addition to staff, the JROTC Program will have the full number of instructors it is supposed to have. In response to a query, SFC Boone advised of the number of JROTC students who have received scholarships to attend other (non-Service) institutions. The JROTC Program, which started in 1996, and is the oldest JROTC program in the state, currently has 33 students, and is slated to have 48 students next year.

5. Consent Agenda

5.1 Approval of Minutes – May 10, 2023 Regular Meeting

On a motion by Mrs. Spaulding, seconded by Mrs. Leclerc, the Board unanimously voted to approve the Minutes of the May 10, 2023 Regular Meeting.

6. Building Reports

6.1 Building Reports For BCEMS, BTMES, SHS, and SEA

Building Reports from BCEMS, BTMES, SHS and SEA were distributed.

Mrs. Spaulding is pleased that staff and students at SEA are working to create a student council. Mrs. Leclerc echoed Mrs. Spaulding’s sentiment regarding the formation of a student council. In response to a query, Mr. Derner clarified that the current middle school students at SEA (6), are in addition to the 49 high school students, and advised that next year there will be 10 incoming freshman and 8 incoming 7th/8th grade students. In response to a query, Mr. Derner confirmed that most students at SEA did take the VTCAP Assessment. Mr. Malone lauded Ms. LaFrancis for bringing back work based learning opportunities that were lost during the

pandemic. Mr. Moore also supports the work based learning program and advised of a recent event he attended. Mrs. Leclerc thanked those who worked to create the Master Schedule, and queried regarding a list of AP courses. It was noted that all AP courses for 23/24 are listed, and that some courses alternate between years. Brief discussion was held regarding marketing and enrollment for SHS and whether the school has a strong marketing presence. Mr. Aither advised regarding two marketing events that occur and include a student presence (including athletes and JROTC). Mr. Aither advised that SHS does not have ‘swag’ (due to budget constraints), but the ‘storied tradition’ of going to Spaulding brings a lot of families over. The Scholarship Program is also a big draw. In response to a query, Mr. Aither advised that the number of new students listed in the report includes students who are moving to Barre from other areas and are not school choice students. In response to a query, Mr. Aither clarified that there were 5 SHS students (not the entire French Class) that joined students from Stowe on a recent trip to Canada. Financial aid was available to any student who wished to participate in the trip. Mrs. Leclerc requested that students from Work Based Learning and from field trips, present to the Board regarding their experiences. In response to a query, Mr. Aither advised that Board Members are welcome to attend ‘Step-up’ Night (an event for incoming freshman). Mrs. Leclerc lauded all spring sports players for their efforts and determination. The STEM Program has been expanded to the STEAM Program, and has additional space dedicated for the Arts portion of the program. It was confirmed that if SHS does not have enough players to form a team, students are able to play sports with teams from other schools. SHS graduation will be held on Saturday, June 17, 2023 at 11:00 a.m. on Pendo Field. In the event of inclement weather, graduation will be held inside and tickets will be limited. There are approximately 140 students graduating. In response to a query, Mrs. Nye advised that there is a combined boys/girls running club. Mrs. Leclerc is pleased to see that field trips are being held again, and apologized that she was not able to attend staff appreciation breakfasts, but she very much appreciates the efforts and work they do to keep the schools running smoothly. Mr. Boutin echoed Mrs. Leclerc’s sentiments. In response to a query, Mrs. Waterhouse provided additional information relating to Gaga Pits. BTMES 8th Grade Step-up/Graduation will be held on June 20, 2023. BCEMS currently has a conflict, and is still in the scheduling process. Board Members are encouraged to attend all of the ceremonies. Mrs. Waterhouse extended an invitation to Board and community members, to attend the BCEMS Memorial Day Event on Thursday, May 25, 2023 at 10:00 a.m. (both JROTC and the SHS Band will be participating).

6.2 Superintendent Report

A copy of the Superintendent’s Report (dated 05/19/23) was distributed.

A document titled ‘New Hires, Resignations, and Retirements: Current BUUSD Faculty and Staff Openings as of May 19’ (2023) was distributed.

Mr. Hennessey thanked administrators for attending this evening’s meeting, and recognized Karen Fredericks for planning a successful Math Night at BCEMS. Mr. Hennessey advised that Board Members should familiarize themselves with information related to the McKinney-Vento Act, and emphasized that the loss of the hotel voucher program will have a significant impact on the District. Brief discussion was held regarding the housing crisis and various options that may become available to assist those without housing. Mr. Hennessey believes the District is ‘ahead of the game’ in the hiring process, and he believes some of the openings listed on the report may be filled or are close to being filled. An updated report will be produced in June. Mr. Malone voiced concern regarding the number of faculty moving on, particularly from BTMES middle school, and queried regarding whether there might be something significant going on. Mr. Hennessey advised that there will now be a smaller pool of candidates (from within VT) because contracts and/or letters of intent have been signed. Mrs. Leclerc reiterated the concern that BTMES middle school has been ‘hit hard’ with resignations. Mr. Hennessey advised that often people leave jobs for personal or personnel related issues, but he cannot provide specific information. It is hoped that exit interview/survey information will help provide additional information. Brief discussion was held regarding the exit survey process. Exit survey information that can be shared, will be shared with the Board. Mrs. Leclerc suggested that perhaps a one on one exit survey might be beneficial for the Board to understand the ‘what and why’ for why staff are leaving. Mr. Reil queried regarding the turnover percentage (average is 20%). Mrs. Marold believes the percentage is close to the average. In response to a query from Mr. Moore, Mr. Hennessey reported that he has been interviewing a more experienced pool of candidates (rather than those fresh out of college) and there are fewer licensure issues this year. Mr. Moore would like to see new staff members (new teachers, and teachers new to the District) provided with good supports. Brief discussion was held regarding test scores (which are not currently available as testing is ongoing), and last year’s SBAC results which have been embargoed by the State. State results will be available once released by the State. It was noted that the entire state has been having issues with the new testing system. Mr. Reil queried regarding what steps are being taken (around the state) to resolve testing issues. Mr. Reil noted that given that the past 2 years’ worth of SBAC data has not been provided (embargoed), and it is not known if the new test data will be available, how does the District adequately monitor student progress? Ms. Fredericks advised that local testing and hopefully the new testing system (VTCAP), will provide some good data, and noted that there will now be longitudinal data available (4 years’ worth).

7. Current Business

7.1 Special Education Rule Changes Presentation

A document titled ‘Changes to Vermont’s Special Education Rules – BUUSD Board – May 24, 2023’ was distributed.

Mrs. Anderson provided an overview of her experience and proceeded to give a presentation regarding changes to Special Education Rules (Act 173). The presentation was shared on screen. The presentation included information pertaining to; why rules were changed, a change to the implementation timeline, changing from ‘tiers’ to ‘layers of support’, parental input, the specific learning disability and special education definitions, criteria for specific learning disabilities, exclusionary factors, changes in verbiage to SPED eligibility forms, and adverse effects. Mrs. Anderson answered questions throughout the presentation.

The Board recessed at 8:15 p.m., and reconvened at 8:20 p.m.

7.2 New Hires

The resumes and BUUSD Notification of Employment Status Forms for Daphne Zencey (SHS Social Studies), Eric Recchia (SHS Science Teacher), Christopher Beman (SEA Special Educator), Rachel Kellett (BTMES 6th grade Math), Jarrod Weiss (BTMES 8th grade Social Studies), Keith McCloskey (BTMES 6th grade Social Studies), Gregory Gallagher (SHS Social Studies), and Rebecca Busker (SHS Assistant Principal) were distributed.

Mr. Hennessey provided an overview of the candidates and answered questions from the board, including, but not limited to; missing licensure/endorsement information, a request for information on the number of teachers working under provisional licenses (will be provided at a later date), and a request for copies of the revised job descriptions for administrators.

On a motion by Mr. Boutin, seconded by Ms. Parker, the Board voted 7 to 1 to approve the hiring of Daphne Zencey, Eric Recchia, Christopher Beman, Rachel Kellett, Jarrod Weiss, Keith McCloskey, Gregory Gallagher, and Rebecca Busker (SHS Assistant Principal).

Mr. Boutin, Mrs. Leclerc, Mr. Malone, Mr. Moore, Ms. Parker, Ms. Reynolds, and Mrs. Spaulding voted for the motion. Mr. Reil voted against the motion.

7.3 Warrant Approvals (05/10/23 and 05/18/23)

Copies of the BUUSD Accounts Payable Warrants for 05/10/23 - \$215,160.49 and 05/18/23 \$974,277.15 were distributed.

On a motion by Mrs. Spaulding, seconded by Mrs. Leclerc, the Board unanimously voted to approve the Accounts Payable Warrants as presented.

8. Old Business

8.1 Second and Final Reading Personnel Recruitment, Selection, Appointment, and Background Checks Policy (B20)

A copy of the policy was distributed. A copy of a document titled 'Model Procedures on Personnel Recruitment, Selection, Appointment, and Background Checks' (B20-P) was distributed.

Mr. Boutin moved to approve the Second and Final Reading of the Personnel Recruitment, Selection, Appointment, and Background Checks Policy (B20) as presented.

Ms. Parker moved to approve the Second and Final Reading of the Personnel Recruitment, Selection, Appointment, and Background Checks Policy (B20) with the Option section added back in. Ms. Reynolds seconded the motion.

Mr. Reil called Point of Order. A motion was on the floor and there was not an opportunity for that motion to be seconded. The second motion cannot be introduced at this time. Mr. Reil seconded the motion by Mr. Boutin, to approve the Second and Final Reading of the Personnel Recruitment, Selection, Appointment, and Background Checks Policy (B20).

Lengthy discussion was held regarding inclusion or exclusion of the 'Optional' section. It was noted that the Policy Committee had recommended leaving the 'Optional' section in. The optional section, if included, requires that the District provide employees with training in non-discrimination, bias, and anti-racism as part of the BUUSD onboarding process. Training is currently not mandated by this policy, but is performed as part of onboarding procedures. Mr. Hennessey advised that the District does require individuals to complete this training, but it is unknown if it is listed as a requirement in another policy. There is no known circumstance where an employee has refused the training.

Ms. Parker called the question. The motion was seconded by Mrs. Spaulding. The Board voted 4 to 4. The motion, which requires a 2/3 majority failed.

Mr. Moore, Ms. Parker, Ms. Reynolds, and Mrs. Spaulding voted for the motion. Mr. Boutin, Ms. Leclerc, Mr. Malone, and Mr. Reil voted against the motion.

Additional discussion was held regarding the 'Optional' section of the policy, including why VSBA flagged the section as optional, what instructions are included in the procedures, the Policy Committee's recommendation, concern over the verbiage 'anti-racism', community input supporting inclusion of the 'Optional' section, concern that the Board, given earlier discussion under Public Comment, is debating/divided over including the 'Optional' section, and a suggestion to postpone voting until it is determined if there is another policy requiring the defined training.

On a motion by Mr. Boutin, seconded by Mr. Reil, the Board voted 4 to 3 against the motion to approve the Second and Final Reading of the Personnel Recruitment, Selection, Appointment, and Background Checks Policy (B20) as presented.

Mr. Boutin, Mrs. Leclerc, and Mr. Reil voted for the motion.

Mr. Moore, Ms. Parker, Ms. Reynolds, and Mrs. Spaulding voted against the motion.

Mr. Malone abstained.

On a motion by Ms. Parker, seconded by Ms. Reynolds, the Board voted 5 to 4 to approve the Second and Final Reading of the Personnel Recruitment, Selection, Appointment, and Background Checks Policy (B20), with inclusion of the 'Optional' section, and agreed to adopt said policy.

Mr. Cecchinelli, Mr. Moore, Ms. Parker, Ms. Reynolds, and Mrs. Spaulding voted for the motion.

Mr. Boutin, Mrs. Leclerc, Mr. Malone, and Mr. Reil voted against the motion.

8.2 FY23 Admin Contracts

Mr. Malone advised that there are a number of administrator contracts that have not come before the Board and those contracts need to be finalized. Mr. Malone advised that the positions that received funds without Board approval need to be discussed. Mr. Malone suggested that some discussion be held in Executive Session, as some individuals may be named. Mr. Cecchinelli advised that it was his understanding that discussion under this agenda item, was to vote on contracts that are already in place. Mr. Malone reiterated that there needs to be a vote by the Board, and that has not happened. Mr. Reil advised that he is not aware of which contracts would be voted on and how far back the issue goes, thus he is not comfortable voting on a 'blanket' motion, and he believes there needs to be a full accounting of which contracts fall under this category (never approved by the Board). Mrs. Spaulding noted that the discussion is for FY23 contracts and the FY23 year is almost over. Ms. Parker noted that the item is not listed as an action item and nothing is included in the packet for Board review. Mr. Hennessey advised that the salary increases have been in place for over a year, and he believes the question is how to put this issue to rest for past contracts and going forward. Mr. Hennessey believes some discussion needs to be held in Executive Session. Mr. Malone reiterated that Board approval was required for the contracts (prior to signature), and the Board never voted (there is no record of the Board voting). Mr. Malone would like to approve the past contracts and follow the proper process going forward. Mr. Reil agrees that the contracts should be presented at a future meeting and that statute is very clear that the Board needs to approve the contracts. In response to a query from Mrs. Spaulding, Mr. Hennessey advised that he has not reached out to legal counsel regarding retroactive action on the FY23 contracts. Mrs. Leclerc sees two issues; contracts that were not approved by the Board and a Salary Metric that was not approved by the Board. Mr. Hennessey will reach out to legal counsel and agreed to share the correspondence with the Board. Mr. Malone requested that legal counsel be in attendance at a Board meeting at which these issues will be discussed. Mr. Hennessey will check with legal counsel regarding their availability. This item will be added to a future agenda.

8.3 Board Committee Discussion

Mr. Malone advised that it is his understanding that Committees are the work horses, and make recommendations to the Board and that lengthy discussion by the Board is not normally routine. Mrs. Spaulding believes that it is the Board's responsibility to ask questions, as not all Board Members can attend all committee meetings. Lengthy discussion was held regarding the roles and responsibilities of committees and the Board, what is working and what is not, transparency, possible improvements that could be made to the process, and possible next steps, including possible discussion of this matter at each individual committee. It was agreed that individual committees will hold discussion on this matter.

9. Committee Reports

9.1 Finance Committee

Minutes from the 05/15/23 meeting were distributed.

The next meeting is Monday, June 19, 2023 at 6:00 p.m. in the Spaulding High School Library and via video conference.

9.2 Facilities & Transportation Committee

Minutes from the 05/01/23 meeting were distributed.

Mrs. Spaulding queried regarding a possible typo in the minutes.

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

9.3 Policy Committee

Minutes from the 05/17/23 meeting were distributed.

The next meeting is Wednesday, June 21, 2023 at 6:00 p.m. in the Spaulding High School Library and via video conference.

9.4 Curriculum Committee

Minutes from the 05/03/23 meeting were distributed.

The next meeting is Wednesday, June 7, 2023 at 6:00 p.m. in the Spaulding High School Library and via video conference.

9.5 Negotiations Committee

Minutes from the 05/11/23 meeting were distributed.
The next meeting is Friday, May 26, 2023 at 9:00 a.m.

9.6 CVCCSD Board

Minutes from the 05/08/23 meeting were distributed.
The CVCCSD Board will hold a retreat on June 12, 2023.

The next meeting is June 12, 2023.

10. Other Business/Round Table

Mr. Boutin advised that he has visited all of the schools, and highlighted the morning arrival breakfast process at BTMES.

Mr. Boutin advised he spoke with all of the principals and everyone was very welcoming.

Mr. Malone advised that he would like to revisit the issue of having an SRO at SHS (this item is not in the budget), and other security needs.

Mrs. Leclerc queried regarding who to reach out to for access to the anti-racism training video used by employees. Mr. Hennessey will ask Mr. Ajanma to share the video with Board Members. Mrs. Leclerc queried regarding adding anti-racism training to the Professional Development policy.

Ms. Parker voiced appreciation to administrators for including the reinstatement of events, programs, and field trips in their Building Reports (a return to normal).

Mr. Reil congratulated Ian for being accepted to West Point. Mr. Reil would like to revisit the idea of having an ADHOC committee to discuss the ongoing bullying and harassment issue.

Mr. Hennessey thanked the family who attended the meeting to share their experience with bullying/racism, and advised that the District takes this matter seriously.

11. Future Agenda Items

June 14, 2023 meeting:

- FY23 Admin Contracts
- Question & Answer Session with Legal Council (ties to Parking Lot Item D) – needs to be confirmed / Leave in Parking Lot
- ADHOC Behavioral Committee Discussion (Combine this with Parking Lot Item J)
- Youth Risk Behavior Survey Results
- First Readings of Policies
- CIA Plan Update (Parking Lot Item E– leave in Parking Lot for next quarter’s update)
- Enrollment/Home Study Report (Parking Lot Item F – leave in Parking Lot for next quarter’s update)
- Count of Provisional and Emergency Licenses and Review of General Plans for Teachers under P/E Licenses
- Superintendent Evaluation Completion
- Approval of Retreat Minutes

Add to Parking Lot:

- Discuss Removing Articles 3 and 4 (added by MB – May 2023)
- Discus Board Stipends (added by MB – May 2023)
- Discuss Combining of Middle School Athletics (added by SS – May 2023)

Remove From Parking Lot:

- I – Special Education Student Count/Evaluations etc.

12. Next Meeting Date

The next meeting is Wednesday, June 14, 2023 at 6:00 p.m. at the Spaulding High School Library and via video conference.

13. Executive Session as Needed

13.1 FY24 Admin Contracts

FY24 Admin Contracts was proposed as an item for discussion in Executive Session. Brief discussion was held regarding appropriateness of holding this discussion in Executive Session. The Board was advised that the discussion was not general discussion, but rather is going to be specific to individuals and does qualify for Executive Session

On a motion by Mrs. Spaulding, seconded by Ms. Parker, the Board unanimously agreed to find that premature general public knowledge of the item proposed for discussion, specifically FY24 Admin Contracts, would clearly place the Barre Unified Union School District at a substantial disadvantage should the discussion be public.

On a motion by Mrs. Spaulding, seconded by Mr. Boutin, the Board unanimously voted to enter into Executive Session, with Mr. Hennessey and Mrs. Marold in attendance, at 9:53 p.m. under the provisions of 1 VSA section 313 to discuss the item proposed for discussion.

The remaining information was provided by the Board Clerk.

Mr. Hennessey departed the meeting at 9:54 p.m. and was not present in Executive Session.

On a motion by Mr. Boutin, seconded by Mrs. Leclerc, the Board unanimously voted to exit Executive Session at 11:11 p.m.

On a motion by Mr. Boutin, seconded by Mrs. Spaulding, the Board unanimously voted to approve the non-contracted salaries at 3%, as discussed in Executive Session.

14. Adjournment

On a motion by Mrs. Leclerc, seconded by Ms. Parker, the Board unanimously voted to adjourn at 11:13 p.m.

Respectfully submitted,
Andrea Poulin