

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

Spaulding High School Library and Via Video Conference – Google Meet
April 10, 2024 - 6:00 p.m.

MINUTES

BOARD MEMBERS PRESENT:

Michael Boutin (BC) – Chair
Giuliano Cecchinelli, II (BC) – Vice Chair
Sonya Spaulding (BC)- Clerk
Nancy Leclerc (At-Large)
Terry Reil (BT)
Emily Reynolds (BT)
Garrett Grant (BC)
Alice Farrell (BT)
Catherine Whalen (BT)

BOARD MEMBERS ABSENT:

ADMINISTRATORS PRESENT:

Chris Hennessey, Superintendent
Karen Fredericks, Director of Curriculum and Assessment
Stacy Anderson, Director of Special Services
Carol Marold, Director of Human Resources
Reed McCracken Interim Administrator - SEA
Kristin Morrison, Assistant Principal
Melissa Greenwood, Assistant Principal
Jennifer Nye, Principal
Eric Person, Principal
Brenda Waterhouse, Principal
Mari Goodridge Miller, Assistant Principal
Jodi Emerson, CVCCSD Superintendent

GUESTS PRESENT:

Julie Burns	Dr. Brandon Campo	David Delcore	Cassandra Desmarais	Erika Dolan	Mary Fifield
Karen Heath	Darby Hiebert	Sarah Hill	Sharon Jacobs	Ellen Kaye	Prudence Krasofski
Colleen Kresco	Kerri Lamb	Jody Leone	Lisa Liotta	Joan McMahon	Roberta Melnick
Chris Moran	Raylene Meunier	Karen Moran	Joelen Mulvaney	Adam Munroe	Christine Parker
Amy Richard	Merrin Rousseau	Wendy Sell	Megan Spaulding	John Ulrich	Rachel Van Vliet
Lindsey Wells	Megan Spaulding	Tracy Wrend	Michael Gilbar	Jackie Wheeler	Brody Priddy
Paul Malone	Bern Rose				

1. Call to Order

The Chair, Mr. Boutin, called the Wednesday, April 10, 2024, 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.

3. Additions and/or Deletions with Motion to Approve the Agenda

Add Superintendent Search Items under (8) take out of order under #5.
Add Dayco, Inc Roofing Bid (7.6)
Change 7.5 Conflict of Interest Complaint to Conflict of Interest Claim

On a motion by Mrs. Spaulding to approve the Agenda as amended, seconded by Mr. Grant

Mrs. Leclerc made a motion to amend the motion and remove 8.1 Committee Charge, the motion failed 6 to 2

Mrs. Spaulding, Ms. Reynolds, Mr. Cecchinelli, Mr. Grant, Mrs. Farrell, Mrs. Whalen, voted against the motion.

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

Mrs. Leclerc made a motion to remove 6.4 New Hires and 6.5 Enrollment/Home Study out of Consent Agenda and put those under New Business, the motion passed 6 to 2

Mrs. Spaulding, Mr. Cecchinelli, Mrs. Leclerc, Mr. Reil, Mrs. Farrell, and Mrs. Whalen voted for the motion.

Mr. Grant and Ms. Reynolds, voted against the motion.
The Board unanimously voted to approve the Agenda as amended.

4. Public Comment for Items Not on the Agenda

4.1 Public Comment

Bern Rose as a Curriculum Committee member nominated Mrs. Farrell for chair and she praised her for a really meaningful discussion and the work she put in to prepare for that discussion. Also she expressed concern about some committees not being filled and why some Board members aren't joining committee meetings?

Jodi Emerson, CVCCSD Superintendent - Addressed the Board about needing space for their welding program. Facilities request submitted in February to the superintendent was denied. She's aware there were good reasons for that. Instructor would be a SHS graduate, ready to go. Sixteen students ready to enroll with a waitlist. They desperately need space. Outside facilities would be Cabot or Waterbury and both would be hard to supervise and welding is a high risk program.. They had identified the maintenance shop in house as a potential site and she understands building and grounds needs that space to work on things and get them back out into the district. They have an April 30th deadline from AOE. The Board will set up a special meeting and Jodi will provide documents for discussion.

4.2 Student Voice

None

5. Faculty/Staff - Reports/Presentations

5.1 CIA Plan Update

Mrs. Fredericks, Director of Curriculum was present. Presentation will take place at the next Curriculum committee meeting. Quick questions and feedback were allowed with the expectation a deeper look will take place at the committee level.

Mrs. Leclerc made a motion to move the CIA Plan Update to the Curriculum Committee to look at and come back to the Board with some recommendations for the improvement of the student's education, seconded by Mrs. Farrell, motion passed 5 to 3.

Mr. Cecchinelli, Mrs. Leclerc, Mr. Reil, Mrs. Farrell, and Mrs. Whalen voted for the motion.
Mrs. Spaulding, Mr. Grant and Ms. Reynolds, voted against the motion.

5.2 Special Education Staff/Child Count Data Report

Mrs. Anderson, Director of Special Services was present. No presentation took place but quick questions and feedback were allowed. Changes in numbers from the November report to this one were confusing. Mrs. Leclerc will connect directly with Mrs. Anderson.

Item 8 taken out of order

8. Old Business - Superintendent Search

8.3 Review Timeline - Taken out of order

There are no changes in the anticipated timeline as long as the board appoints committee members and has a plan for going forward on community input tonight. It's still possible to meet an end of May timeline for a finalist to be before the board assuming all goes well.

8.1 Committee Charge

Mr. Boutin requested if there were any interested Board members to serve on this committee. Mrs. Leclerc questioned seeing names already, are we jumping ahead, how did that come about? Mr. Boutin stated that's part of the appointment and would come after this. Mrs. Leclerc is interested in being on the committee. Mrs. Spaulding questioned, Mrs. Leclerc does not have materials but has something with names on it. How do we not have materials but she has something with names on it.

Mr. Reil called point of order

Mrs. Spaulding asked the Board Chair to clarify. Mr. Boutin explained that information was in an email he provided earlier. Mrs. Spaulding added, "So Board members do have documentation".

Mr Reil repeated Robert's Rules requiring documents to be in the packet not just provided to only Board members. Community also has the right to see this stuff so they can make important decisions if they so choose to show up and participate without finding this information at the last minute. Mrs. Spaulding interrupted with "perfect"

Mr. Reil called Point of Order; Mrs. Leclerc called Point of Order.

Mrs. Farrell would like to be on this committee. Mr. Boutin's preference would be to have 3 board members. Mr. Grant volunteered to be on the committee.

Mrs. Van Vliet questioned the number of teachers on the committee. Currently it is asking for 1 and she's hoping for at least an additional teacher.

Mrs. Leclerc made the motion to approve the Committee Charge with three board members, seconded by Mr. Grant, Motion passed unanimously.

8.2 Appoint Committee Members

The consultant recalled, from the last meeting, discussion included a much larger committee, similar to the committee used last time. The board opted for a smaller committee structure that could be nimble and move fairly quickly for a good chance of attracting a good candidate and having a superintendent in place by July 1st. That's at least part of the rationale for the board's decision to go with that committee size. Processes were discussed for getting committee membership outside of the board. The process we discussed and the board opted to use was the consultant reaching out to union leadership and a "senior staff member" in that category of employee. They were asked to work with their peers to nominate someone to serve on the committee. The consultant was able to reach out to them on Friday and they did an incredible job of doing that work and getting it back to her in time for tonight's meeting. Their recommendations are, Mary Bowers - Teacher at BT, Miranda Green - Para at BT, Brenda Waterhouse - BC Principal, and Lisa Perreault - Central Office. The consultant shared, every interaction with staff has been met with a high level of professionalism and commitment to the district. The Consultant is confident in trusting their nominations.

Mrs. Spaulding made the motion to approve the recommendations for the following appointments to the Superintendent Search Committee - Mary Bowers, Miranda Green, Brenda Waterhouse, Lisa Perreault, Nancy Leclerc, Alice Farrell, and Garret Grant, seconded by Mr. Cecchinelli, Motion passed 7 to 1, Mr. Reil voted against the motion.

Clarification on how these people were chosen was requested. It was shared previously that she worked with the union leadership to make those decisions. Mrs. Leclerc is concerned with Lisa Perreault being chosen and having the available time needed due to the current work for the budget revote. Mrs. Perreault isn't present but Mr. Hennessey knows she expressed interest in being on the committee. The consultant added that her information to them included a copy of the approved charge and information about the time commitment and a potential scheduling requirement for fulfilling the role.

Multiple community members shared questions/concerns around how community members would have involvement. The consultant replied it's the next step in the agenda. To talk about some ways to ensure that we get voice perspective and involvement from a broader array of stakeholders in terms of contributing their preferences regarding the skills, strengths, and qualities they'd like to see in a superintendent. Also discussed, at the last meeting, possible ways community members, students, parents, faculty and staff to engage with finalists and to have a voice in the process at a later stage. Typically once we get to a pool of finalists, it's drafted for that to happen. Broad community survey, Greet and meet with students, staff, parents and community members.

8.4 Approve Skills and Attribute Survey

Draft BUUSD Superintendent Skills and Attributes Survey was shared.

Google Survey through all communication platforms used by BUUSD (Infinite Campus - school community, Facebook pages, Front Porch Forum. Legal notice in Times Argus). The survey invites people to complete it and give some input on their priority for some skills and attributes of the next superintendent. Introductory paragraph stating the board is launching a search and wants feedback. Includes a link to the Superintendent Search landing page: <https://www.buUSD.org/superintendent-search>. Will be anonymous, no names or emails collected. Asks who the respondent is and has a list of skills and attributes that might be important for the Superintendent process. Last question is a short answer for respondents to include any additional information. The consultant read through the list of skills and attributes and the board will email any additional they'd like by Monday at noon. Closing date of the survey would be April 22nd if it's out in the next couple of days.

Mr. Grant made a motion to approve the survey as is and allow for some time until Monday at noon to make any additional suggestions and the consultant will have the final say on that, seconded by Mrs. Farrell, motion passed 5 to 3.

**Mr. Cecchinelli, Mr. Reil, Mr. Grant, Mrs. Farrell, and Mrs. Whalen voted for the motion.
Mrs. Spaulding, Mrs. Leclerc, and Ms. Reynolds, voted against the motion.**

8.5 VSBA Contract

Mrs. Leclerc shared that the contract was signed and not presented to the Board, a third party is not mentioned, and would like to know if our legal council vetted it. Mrs. Spaulding added it was in the previous packet that VSBA contracts with outside consultants.

Mrs. Spaulding made a motion that we authorize a chair to ratify the contract for VSBA, seconded by Ms. Reynolds, motion passes 5 to 3.

Mrs. Leclerc made a motion to amend the motion to have this contract vetted by our legal council, seconded by Mr. Reil, motion failed 5 to 4.

Mrs. Spaulding, Mr. Cecchinelli, Mr. Grant, Ms. Reynolds, and Mrs. Whalen voted for the motion for the chair to ratify the contract.

Mrs. Leclerc, Mr. Reil, and Mrs. Farrell, voted against the motion for the chair to ratify the contract.

Mrs. Leclerc, Mr. Reil, Mrs. Farrell, and Mrs. Whalen voted for the motion to amend the motion.

Mrs. Spaulding, Mr. Cecchinelli, Mr. Grant, Ms. Reynolds, and Mr. Boutin, voted against the motion to amend the motion.

6. Consent Agenda

6.1 Special Meeting Minutes - March 20, 2024 and March 21, 2024

6.2 Regular Meeting Minutes - March 27, 2024

6.3 Warrant Approval – March 28, 2024, April 3, 2024

~~6.4 New Hires~~

~~6.5 Enrollment/Home Study Reports~~

6.6 FY25 School Calendar

Mr. Boutin ran through the consent agenda items. Approval of Special meeting minutes of March 20 and March 21, 2024. Regular meeting minutes of March 27, 2024. Approval of Warrants from March 28 and April 3, 2024. Approval of FY25 School Calendar.

Mrs. Spaulding made a motion to approve the Consent Agenda, seconded by Mr. Grant, motion passed unanimously.

March 20 minutes 3.2 and 3.3 not addressed, need to be removed. March 27, 2024 minutes throughout 7.2 and 7.4 change NASDAQ to NESDEC. FY25 School Calendar - Thanksgiving week is a week later and will be corrected in the posted copy on the website. March 20 minutes Mr. Cecchinelli left at 3:15 p.m. not 2:16 p.m. Question was raised if Warrants should be in consent agenda as Robert's Rules mentions financial information should not be in a consent agenda. Will verify.

7. Current Business

7.1 FY25 Warning Approval

Copy of the Warning for revote was distributed

Mrs. Spaulding made a motion to approve the FY25 Warning for revote, seconded by Mrs. Farrell, motion passed 6 to 2

Mrs. Spaulding, Mr. Cecchinelli, Mr. Grant, Ms. Reynolds, Mrs. Farrell, and Mrs. Whalen voted for the motion.

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

7.2 Code of Ethics for School Board Members

Action Memo and documents were distributed.

Many mixed emotions about this form. Many requests to leave past incidents behind and move forward. Mrs. Whalen mentioned VSBA has a guideline for boards and we should develop the board vision. VSBA developed a whole program. Getting the board united in a better flow will make our work going forward more efficient and easy. Taking the time and investing in the people of this board is a top priority. We need a smooth working order between us all. No compromise or commitment to anything at this time but the Chair agreed to plan a special meeting and move Mrs. Whalen's request up.

Five minute break taken

7.3 Exit Interviews/Resignation Letters

Action Memo and documents distributed

Resignation letters from individuals in the district, some who have been here the entirety of their career and some with shorter times here to allow those folks, rather than just going out the door, have an opportunity to meet with the board and offer any suggestions, constructive criticism or whatever that might be. Hear that in person. Resignation letters from any and all staff until recently have always been part of the packet provided to Board members. That also gives an interesting insight into why individuals may be leaving. Whether they're going on furthering their career, moving away or generally dissatisfied. Whatever the situation might be, give us the opportunity to take that information and use it in a positive way to do whatever might be necessary to make things better, keep them the same, but to hear from staff so the staff is recognized as having a voice.

Mrs. Leclerc made a motion to instruct the superintendent to advise resigning staff that they can have an opportunity to speak directly to the board in executive session prior to leaving the district and to instruct the HR to include resignation letters in the board packet for approval, seconded by Mrs. Whalen, motion passed 5 to 4

Mrs. Leclerc amended her motion to change resigning staff to resigning administrators, seconded by Mrs. Farrell, motion passed unanimously. Ms. Reynolds wasn't present.

Mrs. Farrell, Mrs. Leclerc, Mr. Reil, Mrs. Whalen and Mr. Boutin voted for the initial motion with the amended language. Mrs. Spaulding, Mr. Cecchinelli, Mr. Grant, Ms. Reynolds, , voted against the initial motion with the amended language.

7.4 Civil Discourse Discussion

Action Memo and documents distributed

Respectful conversations are mentioned in all the forms and treating others the way you want to be treated. Hoping board can agree on having civil discourse. Presented for conversation and discussion. Several Board members provided opinions, thoughts and seemed to be in agreement with being respectful and that the information provided is important.

7.5 Conflict of Interest ~~Complaint~~ Claim

Action Memo and documents distributed

The Chair will not be calling for a hearing on this and would like to know if the Board wants to have a hearing on this particular claim.

Mr. Reil made a motion to hold an informational hearing on the conflict of interest claim on Sonya not stating that she is our Regional VSBA representative, seconded by Mrs. Leclerc, motion failed 4 to 3

The Chair was asked to explain why he decided it's not appropriate. He based his decision on Pietro's opinion "If Mrs. Spaulding is unpaid for her service as a VSBA Board member any advocacy for VSBA would appear to be belief in the organization as opposed to some impermissible interest in the organization. I would not consider her to be a conflict of interest absent some showing that Mrs. Spaulding has a financial stake in the relationship with VSBA".

Mrs. Leclerc's claim included the board member failing to disclose her role with VSBA as well as asking for further clarification on a conflict of interest and was denied that to discuss with legal counsel. Mrs. Leclerc sought outside legal counsel who deal with school boards and explained the minute the board member made a motion to vote for the VSBA that she's a board member on and did not disclose it automatically creates a conflict of interest. Mrs. Leclerc proceeded with her reasons for a hearing.

Ms. Reynolds called Point of Order

Mr. Boutin shared conflict of Interest Policy is what's in question and if we're holding a hearing.

Mrs. Spaulding called Point of Order

Question on Mrs. Leclerc being able to second the motion if she and Mrs. Leclerc can't vote. It was determined policy doesn't reference the motion, just the vote.

Mr. Cecchinelli called the question, seconded by Mr. Grant, vote passes 5 to 4.

Mrs. Spaulding, Mr. Cecchinelli, Mr. Grant, Ms. Reynolds, and Mr. Boutin voted yes to Mr. Cecchinelli's called the question. Mrs. Leclerc, Mr. Reil, Mrs. Whalen, and Mrs. Farrell, voted no to Mr Cecchinelli's call the question.

Mrs. Whalen, Mrs. Farrell, and Mr. Reil voted for the motion to hold an informational hearing.

Mr. Grant, Ms. Reynolds, Mr. Cecchinelli, and Mr. Boutin voted against the motion to hold an informational hearing.

Mrs. Spaulding and Mrs. Leclerc could not vote.

7.6 RFP Roofing Bid

RFP documents distributed

Funding will be from the Capital Reserve Fund and it will finish up the Barre City roof project. This is not affected by the FY25 budget.

Mrs. Farrell made a motion to approve the Dayco roofing bid, seconded by Mrs. Whalen, motion passed unanimously.

7.7 New Hires

New Hire forms and Resumes for each candidate were distributed

Mrs. Hennessey shared six new hires. Austin Fay - Gr. 3 ELA/Social Studies teacher at Barre Town. Cornell Graduation most recently serving as an interventionist at Union Elementary in Montpelier; Chantelle Michelli - Barre City ECO teacher for middle school. She's an ECO Coordinator from Providence, RI. Michelle O'Donnell - SHS Science Team, new teacher out of UVM. Finished her student teaching at U32. Laura Sanders - School Psychologist for Barre Town, Castleton Graduate, interned at Barre Town. High praise given to Jesse White (BC Psychologist) and Kristin Porrazzo (BT Psychologist) who mentored her. Kim Summerton from Oregon, Math Specialist with experience in interventionist with at risk kids. New Math teacher at SEA. Sara Ulrich - 4th grade Math/Science teacher for Barre Town. Recently taught elementary at Northfield and Waits River. All are licensed or licensable. Happy to welcome them aboard.

Mrs. Leclerc made the motion to hire Austin Fay, Chantelle Michelli, Michelle O'Donnell, Laura Sanders, Kim Summerton, Sara Ulrich, seconded by Mr. Grant, motion passed unanimously.

7.8 Enrollment/Home Study Reports

Documents titled "Enrollment" and "Home Study" were distributed

Clarification of Home Study was given about these numbers representing state approved students.

Feedback from Mrs. Leclerc:

BC from June 23 down by 20 students; Home Study is up by 8

BT is up by 23 students; Home Study is up by 8

SHS is down by 77 students; Home Study is 4

Mr. Hennessey doesn't have a good take on Spaulding numbers but he can certainly find that out. He will send an email after he meets with administrators tomorrow.

~~8. Old Business - Superintendent Search~~

~~8.1 Committee Charge~~

~~8.2 Appoint Committee Members~~

~~8.3 Review Timeline~~

~~8.4 Approve Skills and Attribute Survey~~

~~8.5 VSBA Contract~~

9. Round Table

Mr. Grant shared Monday at the library they had a solar eclipse viewing party and he had a good time walking around downtown Barre City and seeing all the other events going on. It was really fun and the weather couldn't have been better.

Mr. Cecchinelli - Full disclosure I am sitting at a rectangular table.

Mrs. Farrell - Central VT Regional Planning Commission has an internship open this summer so anyone who might be interested in assisting them can contact the Central VT Regional planning commission or myself. Tree Plenish Program offsets the carbon footprint for Spaulding High School and you get some really nice trees. She has 6 oak trees, 3 Ironwoods and will be adding some American Rosebuds.

Mrs. Spaulding - Went to see Clue the Musical and it was awesome, really enjoyed it. Audience participation part and a friend was not going to participate and ended up following along. It was fun and amazing.

Mrs. Leclerc - Wanted to mention she was very excited to have Mrs. Emerson speak tonight and bring forth the need for a space for these sixteen students. I just think it's wonderful and I hope we can help her out because it's going to be so important for all these students. Especially the ones that are interested in that program. If there's anything as an individual I can do but I hope the board really steps up and works with her.

Mr. Boutin - Part of the retreat process maybe we need to have a murder mystery? Last week I went down to the central office and talked to a couple people and wanted to say thank you to them. I did love the solar eclipse. It was absolutely amazing. It's the second time I've been able to witness it and I can't wait until 2044 when I go down to Florida and witness it again, if I'm still alive which you never know, maybe 2033 when I go up to Alaska for it. Although that's pretty chilly up there.

10. Future Agenda Items

- Recruit Recording Secretary
- Resignation Approvals
- Legal Information Requested

11. Next Meeting Dates

Add Special meeting April 18, 2024 (CVCC Facilities Request - Welding Program)

Canceled - April 24, 2024, Spaulding High School Library and via Video Conference (Google Meet) (vacation week).

May 8, 2024, Spaulding High School Library and via Video Conference (Google Meet)

12. Executive Session

12.1 Administrator Contracts 1 VSA 313 (a)

On a motion by Mrs. Spaulding finds the premature general public knowledge regarding the contracts being discussed clearly places the board at a substantial disadvantage because the board was disclosing motion for findings, seconded by Mr. Grant, motion passes 6 to 2; Mrs. Leclerc abstained and Ms. Reynolds was not present.

Mr. Grant made a motion to go into executive session to discuss contracts 1 VSA 313 (a) inviting in the Superintendent and HR Director, seconded by Mrs. Spaulding, motion passes 6 to 2; Mrs. Leclerc abstained and Ms. Reynolds was not present.

Mrs. Leclerc made a motion to exit the executive session, seconded by Mrs. Whalen, motion passed unanimously.

13. Adjournment

On a motion by Mrs. Farrell, seconded by Mrs. Leclerc, the Board unanimously voted to adjourn at 9:50 p.m.

Respectfully submitted,

Tina Gilbert