

ORLEANS CENTRAL SUPERVISORY UNION  
**Lake Region Union Elementary-Middle School District  
Board of School Directors Meeting**

Date: July 11, 2022 Time: 6:00 pm  
Location: Brownington School and Virtual

Information to join the meeting:  
[meet.google.com/phe-stzu-ish](https://meet.google.com/phe-stzu-ish)

Join by phone  
(US) +1 617-675-4444 PIN: 793 327 111 6914#

OCSU Vision: All of our students will have choices for success throughout their lives.  
OCSU Mission: It is the mission of the Orleans Central Supervisory Union to provide an environment that celebrates diversity and creativity, promotes inclusion and integrity, and partners with parents and community members to give students access to a 21st century education.

Public School Board meetings provide a public comment option for every meeting. All topics bring more than one viewpoint and more than one viewpoint is welcome. We expect dialogue and interactions before, during and after board meetings to be civil, respectful and safe for everyone. Thank you for supporting your schools.

MINUTES
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**Attendance:**

**Public:** Iso, Fiona, and Davi Bock, Heather Clark, Susan Guilmette, Trisha Ingalls, Helena Vachon, Angela Daniels, Allison Novak, Dan Roock, Roderick Owens, Jacob Hastings, Michelle Hall, Meghan Perron, Katrina Griffin, Ann Creaven, Roderick Owens, Cory and Charlotte Caspar, Chris Farmer  
**Staff:** Sherrie Gentry, Crista Perkins, Penny Chamberlin, Jeff Coburn, Alyssa Hamilton, Jessica Thomas, April Brown, Jennifer Blake, Jenna Lawrence, Meghann Roberts, Joann Martin, Anne Locke, Lindsay McCargar, Helena Vachon  
**Board:** Amanda Ticehurst, Carmen Cook, Linda Micheniewicz, Megan Valley, Vicki Gentler, Toni Eubanks, Freddi Very, Dan Demaine, Krista Mayer, Neil Urie, and Debbie Brunelle

1. **Call to Order** 6:00 pm
2. **Additions or Deletions to the Agenda:** None
3. **Privilege of the Floor:** Iso Bock, 6th grade student at Glover, joined to discuss a proposal for a STEM proposal for utilizing a science educator from the Fairbanks Museum.
4. **Consent Agenda (Action):** Megan motions to approve bills and financial reports. Carmen 2nd. All in favor.  
Linda motions to amend post executive session action minutes from June 20 to read "an abuse of administrator" instead of "as abuse." Megan 2nd. All in favor.
5. **Business of the Board (Discussion and Possible Action)**
  - a. **Proposal for Staffing & Programming for the 2022-2023 school year.** Admin team has been working to address potential staffing issues. At this point, no students will be moved but some staff may be shared between schools and there will be combined classes in many schools. There is some frustration that there are no specifics. The admin team had not been able to discuss all the potential

assignments for the teachers and did not want to discuss them in public. There is some discussion about whether teachers' contracts are specific to a grade level or building. They are not but there are specific licensure requirements for elementary that are separate from middle school so that limits movement. Also, discussion of class size policy. Right now, the plan honors all the policy needs. There was also discussion about the support staff. The focus is on teaching staff first. Board would like to have a special meeting to have the detailed plan presented to the public next Thursday July 21 at Orleans at 6 pm. The STEM proposal will also be on the agenda.

- b. Nursing Proposal for two additional training days for DITEP training for nurses.** This training will help nursing identify students under the influence. Linda motions to approve up to \$1400 for the nurses to receive DITEP training. Vicki 2nd. All in favor.
- c. Review Draft Strategic Plan for 2023-2027;** prepare for adoption in August. Board feels that the plan mostly reflected the hard work that was done. The plan lays the groundwork for some action items for the board including committees, reestablishing board ties with local communities, and working on specific programs (i.e.. preschool). Also some discussion about whether specifically mentioning equity would be appropriate since it is not mentioned in the plan but was a main focus of school work the last few years. There was also discussion about whether to include "Consider merging into one district at some point in the future" in the High Performing School Boards section. The board agrees that having the EMS and high school boards have opportunities to work together is very beneficial but including the goal of merging is not appropriate at this time.
- d. Board member vacancy for Albany:** With Matt Kittredge being hired as Facilities Director, there is an opening for an Albany representative on the board. One person has expressed interest so far and more advertising will be done to get the word out on the opening.
- e. School Safety Discussion – contracted services vs. SRO.** A local company Border Security has reached out to Penny to offer their services. There is a previously scheduled threat assessment at LR and Orleans in August. Some discussion about whether there are SROs at other elementary schools and whether the board would have authority over whether they would carry weapons. Also, discussion about whether we have looked at whether SROs are effective and whether the community would have a say in whether SROs are placed in EMS schools. There will be lots of discussion before this happens and the board will vote on any proposal, but it will not be up for a community referendum. Also, discussion about how to teach students to effectively communicate safety issues since they are likely the best sources of information. Also, discussion of importance of looking at the full spectrum of why threats occur. Penny also has a proposal for a full assessment at all of our schools that will be brought to the board at a future meeting. There will definitely be plans in place to address school safety heading into next school year but at this point the details are still being worked on.
- f. Discuss process for accepting Memorial Donations to the schools.** There was an issue with a memorial at Albany that led to some tricky issues. Penny feels that there should be a process that involves the board and her office in addition to the local school administrator. For example, donating a tree or bench that requires maintenance needs to be considered. Also, there needs to be a record held centrally that details the donation, so it is remembered through time. There is an OCSU policy on gifts that could be fine-tuned to include a process including both administrators, the board, or any staff involved. Board will review this policy at a future meeting.
- g. Resignations:** none at this time
- h. Employment/Contracts** Vicki motions to accept the following hires. Megan 2nd. All in favor.
  - i. FYI: Samantha Friend, Kindergarten at Barton. Hired by Neil and Penny
  - ii. Jason Batchelder, Middle School Science. Jason is currently being placed in Glover

- iii. Natalie Gordon, Middle School Humanities. Natalie is currently being placed in Glover
- iv. Hire Steve Owens to help with new principal transition for FY23 for one day/week at a per diem rate of \$450/day. Steve will work with April Brown in Irasburg.

**6. Administrative Requests, Reports & Information (Discussion & Possible Action):**

**a. Facilities Director** None. Matt is starting later this month.

**b. Superintendent**

- i. Exit Survey for 2021-2022 discussion. Some discussion about curriculum concerns especially with phonics and other ELA programs. Some teachers expressed dissatisfaction with the curriculums they were told to teach and with the professional development around them. Also, lots of comments on salary issues. Some discussion of ways for teachers to communicate issues before they leave their positions in a confidential manner with the board. Past teachers shared that they have had a hard time getting access to the board and getting responses to their needs. There is some concern in the exit ticket that teachers feel that if they bring up issues they may be retaliated against. There was also concern that teachers might not have felt supported both by the community and administrators. There was some discussion about ways to show teachers that they are valued and supported. The exit ticket will be discussed more at future meetings and there are potential plans for a personnel committee that could delve into the issues raised more substantively.
- ii. Many grants were due on June 30 and required a lot of work from the Central Office. This is an area that will require more of Christa and Penny's time now that the Curriculum Director is vacant.
- iii. Many new superintendents in the area that Penny is getting to know.
- iv. Setting up new administrators with mentors.
- v. Meeting with PALs (teacher leaders). Teacher leaders are chosen in consultation with principals.
- vi. Some discussion about curriculum director/equity coordinator search. The board is concerned that the equity policy needs the curriculum director/equity coordinator to monitor progress. So far there are no applicants. Penny is working with Bev Davis and other retired administrators to help fill needs as they come up. Right now, we are not looking to take away from current teachers or administrators to fill this position.
- vii. Special Education discussion with AOE – update. There are several long unfilled vacancies for special educators and para educators that led Chad and Penny to reach out to Dan French for help. One issue is the program for certification in special education is completely full with a long waiting list. At this point there are no details to share about any potential pilot program but the state has committed to helping OCSU.
- viii. June 2022 Legislative Report. Some discussion of Act 173 and pupil weighting. Penny and Crista are working on putting together information on Act 173 and its long term impact. It looks like the impact of Act 173 may be minor in its initial phase but may change over the course of its 5-year implementation. There was some discussion about the North Country lawsuit over Act 173. OCSU is not joining the lawsuit. There was also discussion about pupil weighting. This is a complicated topic and will also have a long ramp up but could result in greater funds coming to OCSU.

**7. Board/Committee Reports**

- a. OCSU Board:** Reviewed continuous improvement plan, addendum to Wild Branch contract to improve communication, proposal for COFEC to use more space for preschool and moving central office to another space. 8th grade credits for algebra were also discussed. The LR board decided not to award high school credit for any 8th graders despite EMS feeling it was important. This will be discussed further once the new curriculum director is in place. There are issues of equity between the schools and access to taking algebra. Board would like to invite middle school math teachers to hear their point of view.

**b. Facility-Finance: None**

**8. Executive Session (if needed, pursuant to 1 V.S.A. sec. 313) –Dan motions to enter executive at 8:10 to discuss both a student Issue and an Employee Issue. Vicki 2nd. All in favor. Exited executive at 9:25.**

**a. Post Executive Session Action (if needed) No post executive action.**

**9. Future Agenda Items**

- a. School Choice Policy (August)
- b. Board Meeting – Virtual Options – continue or discontinue
- c. Presentation on Special Ed Funding and General Ed Funding (Fall)
- d. Committee Discussions (Aug/Sept)
- e. Strategic Plan (July & August)
- f. NESDEC (August)
- g. Board Representation at 8<sup>th</sup> Grade Graduations (Aug)
- h. Board Tours of Schools during Daytime Hours (Aug)

**10. Adjournment Megan motions to adjourn at 9:29 pm.**

Respectfully submitted,

Dan Demaine

*Note: Should discussion warrant and if the Board votes to do so, some agenda items may be discussed in Executive Session, pursuant to 1 V.S.A. Sec. 313.*

**Upcoming Meetings:**

- LRUHS Board – July 18, 2022 – 6:15 pm – Lake Region
- OCSU Board – August 3, 2022 – 6:00 pm – COFEC
- LRUEMSD Board – August 8, 2022 – 6:00 pm – Glover School
- LRUHS Board – August 15, 2022 – 6:15 pm – Lake Region
- OCSU Board – September 1, 2022 – 6:00 pm – COFEC
- LRUEMSD Board – September 12, 2022 – 6:00 pm – Barton School

**“Proceeding with Purpose”**

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**Fwd: security**

1 message

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Neil Urie <nurie@ocsu.org>

Tue, Jun 14, 2022 at 9:19 PM

To: Lisa Worden <lworden@ocsu.org>, Penny Chamberlin <pchamberlin@ocsu.org>

Hi Lisa and Penny,

Want to get school security on future Agenda, probably July. I received this email and we had someone speak during privilege of the floor.

Want to have NESDEC on most agendas going forward.

Neil

----- Forwarded message -----

From: **Mary King** <mary.king@borderstatesecurity.com>

Date: Wed, Jun 8, 2022, 5:25 PM

Subject: security

To: <nurie@ocsu.org>

Hello Neil,

I am writing to introduce our organization, Border State Security, as OCSU may be interested in our services. We are a licensed security agency located on Main Street in Newport. We were originally founded in 2016 as a healthcare security agency by former Newport Police Officer, Vincent Lewis, and have since expanded to also offer a School Security Officer (SSO) program. Our SSOs are trained through the National Association of School Resource Officers (NASRO). If you would like to learn more about our program and how it may benefit OCSU, please do not hesitate to reach out.

With the school tragedies that we read about every day, unfortunately some very close to home, having an SSO in all schools (or at least floating between several schools) would be beneficial. I'd be happy to forward further information about our program, or schedule a meeting or presentation with Border State Security president, Vincent Lewis.

Kind regards,

Mary King

Mary King, RN, BSN

Business Development Director

**BORDER STATE SECURITY**

194 Main Street, Suite 303

Newport, VT 05855

[www.BorderStateSecurity.com](http://www.BorderStateSecurity.com)

## Fwd: security

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David Blodgett <dblodgett@ocsu.org>  
To: Penny Chamberlin <pchamberlin@ocsu.org>

Thu, Jun 9, 2022 at 9:09 AM

Hi Penny,

I'm forwarding this on as an FYI in case they haven't contacted you.

Dave

----- Forwarded message -----

From: **Mary King** <mary.king@borderstatesecurity.com>  
Date: Wed, Jun 8, 2022 at 5:29 PM  
Subject: security  
To: <dblodgett@ocsu.org>

Hello David,

I am writing to introduce our organization, Border State Security, as OCSU may be interested in our services. We are a licensed security agency located on Main Street in Newport. We were originally founded in 2016 as a healthcare security agency by former Newport Police Officer, Vincent Lewis, and have since expanded to also offer a School Security Officer (SSO) program. Our SSOs are trained through the National Association of School Resource Officers (NASRO). If you would like to learn more about our program and how it may benefit OCSU, please do not hesitate to reach out.

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Kind regards,

Mary King

Mary King, RN, BSN

Business Development Director

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## Border Patrol/Security

3 messages

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Penny Chamberlin <pchamberlin@ocsu.org>

Thu, Jun 9, 2022 at 9:56 AM

To: Kirsten Smith <ksmith@ocsu.org>, "Harlow, Jennifer" <Jennifer.Harlow@vermont.gov>

Bcc: Penny Chamberlin <pchamberlin@ocsu.org>

Hi Kirsten and Jennifer, this group has been reaching out to me to discuss how they could provide support.

~~~~~

Mary King, RN, BSN

Business Development Director

### **BORDER STATE SECURITY**

194 Main Street, Suite 303

Newport, VT 05855

~~~~~

I am curious how this group fits or doesn't fit within our local sheriff's department and state police in our region?

Penny

Penny Chamberlin  
Superintendent  
Orleans Central Supervisory Union  
802-525-1204 ext. 134  
pchamberlin@ocsu.org

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---

Harlow, Jennifer <Jennifer.Harlow@vermont.gov>

Thu, Jun 9, 2022 at 9:56 AM

To: Penny Chamberlin <pchamberlin@ocsu.org>, Kirsten Smith <ksmith@ocsu.org>

Penny

We can discuss this more. They are unarmed security. Right now they are at the Hospital.

Jenn

Get Outlook for iOS

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**From:** Penny Chamberlin <pchamberlin@ocsu.org>

**Sent:** Thursday, June 9, 2022 9:56:40 AM

**To:** Kirsten Smith <ksmith@ocsu.org>; Harlow, Jennifer <Jennifer.Harlow@vermont.gov>

**Subject:** Border Patrol/Security

**EXTERNAL SENDER: Do not open attachments or click on links unless you recognize and trust the sender.**

[Quoted text hidden]

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**Penny Chamberlin** <pchamberlin@ocsu.org>  
To: "Harlow, Jennifer" <Jennifer.Harlow@vermont.gov>

Thu, Jun 9, 2022 at 8:09 PM

I would love to hear your thoughts. I didn't reach out to them, they are reaching out to me.

Sent from my iPhone

On Jun 9, 2022, at 9:56 AM, Harlow, Jennifer <Jennifer.Harlow@vermont.gov> wrote:

[Quoted text hidden]



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## Fwd: security

2 messages

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Neil Urie <nurie@ocsu.org>

Tue, Jun 14, 2022 at 9:19 PM

To: Lisa Worden <lworden@ocsu.org>, Penny Chamberlin <pchamberlin@ocsu.org>

Hi Lisa and Penny,

Want to get school security on future Agenda, probably July. I received this email and we had someone speak during privilege of the floor.

Want to have NESDEC on most agendas going forward.

Neil

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Date: Wed, Jun 8, 2022, 5:25 PM

Subject: security

To: <nurie@ocsu.org>

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Kind regards,

Mary King

Mary King, RN, BSN

Business Development Director

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**Penny Chamberlin** <pchamberlin@ocsu.org>  
To: Neil Urie <nurie@ocsu.org>

Wed, Jun 15, 2022 at 5:34 AM

Hi Neil, I have received emails from this group as well. I asked the sheriff's office about them. they said this group is not licensed. I will check with Rob Evans at the state level to see what he says about them as well.

**Penny**

[Quoted text hidden]

## Follow-Up

1 message

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Vinny Lewis <vinny.lewis@borderstatesecurity.com>  
To: Penny Chamberlin <pchamberlin@ocsu.org>  
Cc: Mary King <mary.king@borderstatesecurity.com>

Mon, Aug 8, 2022 at 12:10 PM

Hi Penny,

Per your request, I have attached our certifications, trainings, and cost structure. Please let me know if you have any questions.

Regards,

Vinny

Vincent Lewis, CAHSO, CHSS

President

### **BORDER STATE SECURITY**

194 Main Street, Suite 303

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Cell 802.624.0953

Pager 802.290.1029

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**BORDER STATE  
SECURITY**

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 **Certification Comparison and Cost.pdf**  
239K



# BORDER STATE SECURITY

August 8, 2022

Penny Chamberlin, Superintendent  
Orleans Central Supervisory Union  
130 Kinsey Road  
Barton, VT 05822

RE: SCHOOL SECURITY OFFICERS

Dear Ms. Chamberlin,

Thank you for taking the time to meet with me last week to discuss how Border State Security may be able to assist Orleans Central Supervisory Union with our School Security Officer (SSO) Program.

Per your request, I am providing the training and certifications that are required by our officers. You will find those listed on the following page followed by our billable rate for School Security Officers. One of the many qualities that Border State Security is known for is the amount of training and ongoing workshops that we provide to our officers. It is our hallmark and what stands us apart from other agencies.

If you would like to pursue our services, we would draw up a Memorandum of Understanding as well as a contract for your review and approval. Generally, it will take approximately two to three months from receiving a signed contract until services can begin. This is due 100% to the amount of time it takes to hire the caliber of officers that we do along with the amount of initial training we provide.

If you would like to move forward, please do not hesitate to reach out.

Respectfully,

Vincent Lewis

802.624.0953



[Vinny.Lewis@BorderStateSecurity.com](mailto:Vinny.Lewis@BorderStateSecurity.com)



[www.BorderStateSecurity.com](http://www.BorderStateSecurity.com)



194 Main Street, Suite 303; Newport, VT 05855





# BORDER STATE SECURITY

## Border State Security Healthcare Security Officer Trainings & Certifications

- |   |  |
|---|--|
| ▪ State Security Officer Course         | State of Vermont                                     |
| ▪ Licensed Security Officer             | State of Vermont                                     |
| ▪ Certified Healthcare Security Officer | International Assoc. of Healthcare Security & Safety |
| ▪ Basic Life Support                    | American Heart Association                           |
| ▪ AVADE® Workplace Violence Prevention  | Personal Safety Training, Inc.                       |
| ▪ AVADE® Active Shooter                 | Personal Safety Training, Inc.                       |
| ▪ Mental Health First Aid               | National Council for Behavioral Health               |
| ▪ Tactical Emergency Casualty Care      | National Association of EMTs                         |

## Border State Security School Security Officer Trainings & Certifications

- |  |   |
|--|---|
| ▪ State Security Officer Course          | State of Vermont                            |
| ▪ Licensed Security Officer              | State of Vermont                            |
| ▪ Basic Life Support                     | American Heart Association                  |
| ▪ AVADE® Workplace Violence Prevention   | Personal Safety Training, Inc.              |
| ▪ AVADE® Active Shooter                  | Personal Safety Training, Inc.              |
| ▪ Mental Health First Aid                | National Council for Behavioral Health      |
| ▪ Tactical Emergency Casualty Care       | National Association of EMTs                |
| ▪ 40-hour School Resource Officer Cert.  | School Safety Advocacy Council              |
| ▪ Crisis Management for School Incidents | School Safety Advocacy Council              |
| ▪ School Safety Specialist Certification | School Safety Advocacy Council              |
| ▪ School Safety Law and Liability Course | School Safety Advocacy Council              |
| ▪ Behavior Threat Assessment Training    | Vermont School Safety Center                |
| ▪ Armed Intruder Training in Schools     | Vermont School Safety Center                |
| ▪ De-escalation & Violence Prevention    | Vermont School Safety Center                |
| ▪ Emergency Planning for Schools         | U.S. Department of Homeland Security - FEMA |

802.624.0953



Vinny.Lewis@BorderStateSecurity.com



www.BorderStateSecurity.com



194 Main Street, Suite 303; Newport, VT 05855





# BORDER STATE SECURITY

## Billable Rate

Unarmed Officers     \$45/hour/per officer\*

Armed Officers        \$49/hour/per officer\*

\*In addition, if travel is required between schools during the day, mileage will be billed at the current IRS Mileage Rate.

802.624.0953



Vinny.Lewis@BorderStateSecurity.com



[www.BorderStateSecurity.com](http://www.BorderStateSecurity.com)



194 Main Street, Suite 303; Newport, VT 05855



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## School Security

5 messages

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Vinny Lewis <vinny.lewis@borderstatesecurity.com>

Fri, Jul 15, 2022 at 9:31 AM

To: Penny Chamberlin <pchamberlin@ocsu.org>

Hi Penny,

I am writing in regard to the recent article in the Barton Chronicle titled, *Board Discusses School Security*. You referenced "Border Security" in the article. If you were referring to us, we are "Border State Security." Many people make that misnomer, so no worries; however, I just wanted to let you know.

That said, I would be more than happy to meet with you to share a bit more about who Border State Security is, what we do, and what we can do for OCSU. We are a Vermont Small Business that has expanded services exponentially as our stellar reputation for hiring qualified, well-educated officers, has become well-known. Some of our officers hold advanced degrees. Incidentally, many years ago, I graduated from Lake Region before moving on to college.

Please let me know if you would like to meet or if you would like for me to deliver a brief presentation at your next meeting.

Regards,

Vinny

Vincent Lewis, CAHSO, CHSS

President

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**BORDER STATE  
SECURITY**

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**Penny Chamberlin** <pchamberlin@ocsu.org>  
To: Vinny Lewis <vinny.lewis@borderstatesecurity.com>  
Bcc: Penny Chamberlin <pchamberlin@ocsu.org>

Fri, Jul 15, 2022 at 9:59 AM

Hi Vinny, I would a chance to meet with you. I know several of your staff have reached out to me, board members and principals. I appreciate the outreach, but quite frankly we are in the middle of a staffing shortage and we are trying to fill positions.

In early August, I have some time to meet with you. Could you come to the Central Office in Barton? We could share dates and availability to put this visit together.

I am curious what background your officers have in relation to public education, working with minors, children as young as 5 years old, etc. There are many state laws and regulations that limit the role of SROs in public schools. So, I am curious where your team lands in the realm of public education and local and state law enforcement.

Can you give me some times on August 2, 3 or 4 you might be available?

Thank you, Penny

[Quoted text hidden]

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**Vinny Lewis** <vinny.lewis@borderstatesecurity.com>  
To: Penny Chamberlin <pchamberlin@ocsu.org>

Fri, Jul 15, 2022 at 12:05 PM

Hi Penny,

I am available to meet at your location on August 2<sup>nd</sup> from 8:00 AM to 2:00 PM or anytime on August 3<sup>rd</sup>.

[Quoted text hidden]

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**Penny Chamberlin** <pchamberlin@ocsu.org>  
To: Vinny Lewis <vinny.lewis@borderstatesecurity.com>

Fri, Jul 15, 2022 at 4:52 PM

Great, let's meet on Aug. 2nd at 11:00 a.m. at the Central Office on 130 Kinsey Road in Barton?

[Quoted text hidden]

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**Vinny Lewis** <vinny.lewis@borderstatesecurity.com>  
To: Penny Chamberlin <pchamberlin@ocsu.org>  
Cc: Mary King <mary.king@borderstatesecurity.com>

Fri, Jul 15, 2022 at 5:19 PM



I look forward to meeting with you then. I will send an Outlook meeting invite.

[Quoted text hidden]

## Border State Security

1 message

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Penny Chamberlin <pchamberlin@ocsu.org>

Tue, Aug 2, 2022 at 11:52 AM

To: David Blodgett <dblodgett@ocsu.org>, Neil Urie <nurie@ocsu.org>

I have met with the owner, Vinny Lewis. At this time, I do not recommend that the boards meet with this individual. I have concerns I would be happy to share with you.

I asked that he only email me in the future.

Penny

Penny Chamberlin

Superintendent

Orleans Central Supervisory Union

802-525-1204 ext. 134

pchamberlin@ocsu.org

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