

**Subject:** Re: PUBLIC RECORDS REQUEST  
**From:** Karen Conroy <karen.conroy@stjbsd.org>  
**Date:** Mon, 10 Apr 2023 09:04:06 -0400  
**To:** Marina Brown <catskillmarina@gmail.com>  
**CC:** Britton Durham <bdurham@stjbsd.org>, Lydia Cochrane <lcochrane@stjbsd.org>, Jeremy Ross <jross@stjbsd.org>  
**X-Account-Key:** account1  
**X-UIDL:** Gmailld1876b4474158c710  
**X-Mozilla-Status:** 0013  
**X-Mozilla-Status2:** 10000000  
**Delivered-To:** catskillmarina@gmail.com  
**Received:** by 2002:a05:7000:c41d:b0:4a0:6b8b:434f with SMTP id jt29csp100595mab; Mon, 10 Apr 2023 06:04:24 -0700 (PDT)  
**X-Received:** by 2002:a17:907:7f05:b0:8b1:fc:b06d with SMTP id qf5-20020a1709077f0500b008b100fcb06dmr8429745ejc.77.1681131861704; Mon, 10 Apr 2023 06:04:21 -0700 (PDT)  
**ARC-Seal:** i=1; a=rsa-sha256; t=1681131861; cv=none; d=google.com; s=arc-20160816; b=XPZAsu6SnxHrmpjHgnvIKsw08rsuhBrE/ovqTjffT3uE0r7ISw2UJAYMoFDvAwqp6q xDR1AVxhyMDojV8Q1T4/9XCvTJWEsjPftgYtq1zElfsdK8mvBAbasU6urB4UEmoY6cYh abod4gB/gTHL1j/YvkDhtjE /LfOrtARcZD8UjazNYQhTwrCtzopne/E8h44c112iQKuK rHiMHZrcw/5O44ElN4bbtpUVEngSrl5wzYyq1lltmUcM11gvCFnud/fjkgNgHO0J34VY mQ1vbWY8jCljB0UCn9/7gw6s9sRCW5IESQcxTlqzMX/XNoLQfyzQ8Z6+P4L86FTgPzI xWTQ==  
**ARC-Message-Signature:** i=1; a=rsa-sha256; c=relaxed/relaxed; d=google.com; s=arc-20160816; h=cc:to:subject:message-id:date:from:in-reply-to:references:mime-version:dkim-signature; bh=xDIT9RXEBA8C2lPlvdWl6yqj6diMH1ZkLwUQUb+s4H8=; b=TKA82k7PBgq9cdweUZXM02PftUmByOmPeLmEvfEy6Hp78ixyfZraxny2DBjdvhKir+ iM4U3VWVVeSBOPlkRm1zXAJEOx5dOUNUbtP55DvtqddqH6EH7C68iagDspVz73DUCqlmT kDrndbFayQGUu+s5tLmUtmSqf/9zGpHqiDisRjZpaV9wp5TEYgYURHIZhMXixQApRc4 4jwMAVd2/aSLO9u8AKBoNjQMI5Rqt8jRB0F13GHPQPT09Tp5SWH2yskYAAAW00/K49jg+ ddAYRFP2RkrGquqoB2oTvWQDF5ubXPGfHU52+jO7NvwdfNdGkvJbn3WDvJLTMHrWddX C1HA==  
**ARC-Authentication-Results:** i=1; mx.google.com; dkim=pass header.i=@stjbsd-org.20210112.gappssmtp.com header.s=20210112 header.b=I9ll4dun; spf=neutral (google.com: 209.85.220.41 is neither permitted nor denied by best guess record for domain of karen.conroy@stjbsd.org) smtp.mailfrom=karen.conroy@stjbsd.org  
**Return-Path:** <karen.conroy@stjbsd.org>  
**Received:** from mail-sor-f41.google.com (mail-sor-f41.google.com. [209.85.220.41]) by mx.google.com with SMTPS id pg18-20020a170907205200b0094a7666cd3esor1403512ejb.39.2023.04.10.06.04.20 for <catskillmarina@gmail.com> (Google Transport Security); Mon, 10 Apr 2023 06:04:21 -0700 (PDT)  
**Received-SPF:** neutral (google.com: 209.85.220.41 is neither permitted nor denied by best guess record for domain of karen.conroy@stjbsd.org) client-ip=209.85.220.41;  
**Authentication-Results:** mx.google.com; dkim=pass header.i=@stjbsd-org.20210112.gappssmtp.com header.s=20210112 header.b=I9ll4dun; spf=neutral (google.com: 209.85.220.41 is neither permitted nor denied by best guess record for domain of karen.conroy@stjbsd.org) smtp.mailfrom=karen.conroy@stjbsd.org  
**DKIM-Signature:** v=1; a=rsa-sha256; c=relaxed/relaxed; d=stjbsd-org.20210112.gappssmtp.com; s=20210112; t=1681131860; h=cc:to:subject:message-id:date:from:in-reply-to:references:mime-version:from:to:cc:subject:date:message-id:reply-to; bh=xDIT9RXEBA8C2lPlvdWl6yqj6diMH1ZkLwUQUb+s4H8=; b=I9ll4dunP00tMxT5ZAgudGt5Yd8LerTSjDuQLIVXqLeLTI4PoeUSb4KOAC5bRD9duA btBAZ1H8cdAqhESB01AP9IM4aWRGfQKUmq8nRp6L60fSt8MwRvDSajvEH41F6BfqnuUuq YcXvV93plOnUBRktZEKvgaiw0U9akCvAsX49IVefSqW3tqWF8nAsQRrZ/j5k1/nPMGX fQzec8xfYjd6yNjBohd34bxjB4L8ELsm+mj1gHdLCITXULG074oiM3koEteHsGL86B 7LU4prQj0KmNzrA9sIDIDHaeECc+9Fwbh+j3ekOpGBQjYo/w8a3XGBCvh0w69eSgH2qW yjjw==  
**X-Google-DKIM-Signature:** v=1; a=rsa-sha256; c=relaxed/relaxed; d=1e100.net; s=20210112; t=1681131860; h=cc:to:subject:message-id:date:from:in-reply-to:references:mime-version:x-gm-message-state:from:to:cc:subject:date:message-id:reply-to; bh=xDIT9RXEBA8C2lPlvdWl6yqj6diMH1ZkLwUQUb+s4H8=; b=mNoOfg4tWM3PYhPnj39sT61h5znLjBoOBTcuQG/L4Ez4qhdjID4rhMS62DsdnmZRH+ dYaMxtzFCGPFqMlJCbP9dBoHYOUptjB9/q+y8jfxUWAALbWPK7gvM/9VVWF2N1DyilLc hCuuMdyu4OgN2f+rjdgYr9d3WeyrRbFBij7LBBGNNkvhSCTpnRMrm9kanucV5pQr21j vICDKceVTrH2qaPkzZjWW/IkuooQRLtCxp5emMEtF8ePjWoDR8+28QU581QtX3/dHX bVbwRQCXBohiYZJSSaPnlm8LE7zM1Qkrml6G/5NzBsUTTGoTJ9Wd/sPttKVkw13RxtI pQnA==  
**X-Gm-Message-State:** AAQBx9doXkZQsW4pswCxd3F+rNk12TjDmLmQhe+50dHTIUtHyo6+M4Jn hjiZyt7EWc0qjjiGnGWVYOhORSARfXjalUU6eaMhXUEXc/8z0cizXq9CdReAGwA2raK3j33Tpxk CugdGzLbSADac2yhau07Ys/mXinRcNrPPDvxi3+zAuM/nQ3PXl/UyyLpNfqqfKSZ9uy+dHrESx3x r/+FEeL3Tww6exio7BBU/Vbg==  
**X-Google-Smtp-Source:** AKy350brCaqa9He99eWcypAwkElNlEaCaFrW/nyhmqdoH0e8SSOIGkCjdAxtg3RIPGAyra5xdmeS2mNwgj2nhgRugXc=  
**X-Received:** by 2002:a17:906:ee84:b0:948:9d51:f398 with SMTP id wt4-20020a170906ee8400b009489d51f398mr2767455ejb.13.1681131857332; Mon, 10 Apr 2023 06:04:17 -0700 (PDT)  
**MIME-Version:** 1.0  
**References:** <69c46e99-65da-9228-5d47-ea5e49239de2@gmail.com>  
**In-Reply-To:** <69c46e99-65da-9228-5d47-ea5e49239de2@gmail.com>  
**Message-ID:** <CAHybE93zOx6b8WCE-T-qeKd2CQ1nA-7\_BR6+nka3\_7tGcsdELw@mail.gmail.com>  
**Content-Type:** multipart/mixed; boundary="000000000000002ed4ed05f8fb037b"

Good Morning Marina,

Thank you for reaching out to the St. Johnsbury School District. I understand you have made the same request to several other members of the district. Please accept this response on behalf of all those that you have notified in the district. I have attached the current master agreements for our staff which outlines their available leave. There are two negotiated agreements, one for the teachers and the other for our paraprofessional staff. We do not have any COVID policies that mandate that an employee stay home. Please let me know if you need any additional information.

Sincerely,  
Karen

Karen E. Conroy  
Superintendent

St. Johnsbury School District  
161 Western Avenue, Suite #2  
St. Johnsbury, VT 05819  
(802) 745-2791

On Thu, Apr 6, 2023 at 10:34 PM Marina Brown <[scatskillmarina@gmail.com](mailto:scatskillmarina@gmail.com)> wrote:

Dear Superintendent Conroy:

Under the Vermont Public Records Law, Å§315 et seq., I am requesting an opportunity to inspect or obtain copies of policies that would lead to employee termination for exceeding the number of allowed sick days. Additionally i am requesting copies of any policies that would mandate sick employees to stay home to avoid spreading contagion.

I would strongly prefer that these records be provided in digital format or be posted on your transparency page for the public to view directly.

If there are any fees for searching or copying these records, please inform me if the cost will exceed \$20. However, I would also like to request a waiver of all fees in that the disclosure of the requested information is in the public interest and will contribute significantly to the publics understanding of the School employment policies and policies for the prevention of contagious diseases. I am a citizen journalist who is gathering this information in the public interest This information is not being sought for commercial purposes however it may be shared with commercial media.

The law requires a response to this request within 2 days, or within 10 days for extraordinary circumstances. If you expect a significant delay in fulfilling this request, please contact me with information about when I might expect copies or the ability to inspect the requested records. If you deny any or all of this request, please cite each specific exemption you feel justifies the refusal to release the information and notify me of the appeal procedures available to me under the law. Thank you for considering my request.

Sincerely,  
Marina Brown for VTLeaks

---

Attachments:

---

2022-2024 Master Agreement Para.pdf	6.6 MB
2022-2024 Master Agreement Teachers.pdf	9.2 MB

---