


BARRE SUPERVISORY UNION  
REGULAR BOARD MEETING

Barre Supervisory Union  
Conference Room  
120 Ayers St., Barre, VT

August 18, 2016  
6.00 p.m.

AGENDA

- 
1. **Call to Order**
  2. **Additions or Deletions to the Agenda**
  3. **Public Comment**
  4. **Approval of Minutes**
    - 4.1 Regular Meeting - July 21, 2016
  5. **New Business**
    - 5.1 Resign/Retire/New Hire
    - 5.2 FY18 Budget Development
    - 5.3 Rescind Policy F24 – Hazing
    - 5.4 Rescind Old Fiscal Policies DA, DB, DBJ, DBK, DCA, DCB, DDA, DE, DFA, DFAA, DH, DIC, DID, DIE, DJ, DJC, DJG, DJH, DK, DL, DN
    - 5.5 Appointment of Negotiations Committee
  6. **Old Business**
    - 6.1 Sub Pay SU
    - 6.2 Act 46 Update
    - 6.3 Transportation Plan Approval
  7. **Other Business as Needed**
  8. **Reports to the Board**
    - 8.1 Superintendent
    - 8.2 Committee Reports
    - 8.3 Financials
  9. **Executive Session (if needed)**
    - 9.1 Labor Relations Agreement
  10. **Adjournment**

Reminders:

Next Supervisory Union #61 Board Meeting:  
Next Barre City School Board Meeting:  
Next Spaulding High School Board Meeting:  
Next Barre Town Elementary School Board Meeting:

September 15, 2016  
September 12, 2016  
August 22, 2016  
August 17, 2016

## **BARRE SUPERVISORY UNION BOARD**

### **BOARD MEETING NORMS**

- ~ Keep meetings short and on time**
- ~ Honor the board's decisions**
- ~ Stick to the agenda**
- ~ Everyone gets a chance to talk before people take a second turn**
- ~ Keep remarks short and to the point**
- ~ Respect others and their ideas**

4.1

**BARRE SUPERVISORY UNION #61 SCHOOL DISTRICT**  
**REGULAR BOARD MEETING**  
Barre Supervisory Union – Conference Room  
July 21, 2016 - 6:00 p.m.

**MINUTES**

**BOARD MEMBERS PRESENT:**

Chad Allen (BT) - Chair  
Giuliano Cecchinelli, II (BC) – Vice Chair  
J. Guy Isabelle (SHS) - Clerk  
Joe Blakely (SHS) – arrived at 6:07 p.m.  
Brenda Buzzell (BT)  
Carlotta Perantoni (SHS)  
Tyler Smith (BC)  
Sonya Spaulding (BC)

**BOARD MEMBERS ABSENT:**

**ADMINISTRATORS PRESENT:**

John Pandolfo, Superintendent

**GUESTS PRESENT:**

Video Vision Tech

**1. Call to Order**

The Chair, Mr. Allen, called the Thursday, July 21, 2016, meeting to order at 6:05 p.m., which was held at the Barre Supervisory Union Central Office in the Conference room.

**2. Additions and/or Deletions to the Agenda**

None.

**3. Public Comment**

Mrs. Buzzell commended Mr. Pandolfo for his recent letter to the Editor regarding clarification of how tax rates are set. Brief discussion was held regarding the process for setting the tax rate and how it is conveyed to cities and towns.

**4. Approval of Minutes**

**4.1 Approval of Minutes – May 10, 2016 Regular Meeting**

On a motion by Mr. Isabelle, seconded by Mrs. Perantoni, the Board unanimously voted to approve the Minutes of the May 10, 2016 Regular Meeting.

**4.2 Approval of Minutes – June 21, 2016 Tri-Board Meeting**

On a motion by Mrs. Spaulding, seconded by Mr. Cecchinelli, the Board unanimously voted to approve, as amended, the Minutes of the June 21, 2016 Tri-Board Meeting. Brief discussion was held regarding prior approval of these minutes by the BTMES and SHS Boards. The minutes will be presented to the BCEMS Board at their next meeting.

**5. New Business**

**5.1 Approval of Special Education New Hires**

A document titled 'BSU SPECIAL EDUCATION TEACHERS NEW-2016' was distributed. Mr. Pandolfo advised that Act 153 requires Special Education Employees be hired at the SU level and that all Special Education hiring should be approved by the SU Board. The distributed document identifies Special Educator employee hires that were approved by the district Boards. These new hires need to be approved by the SU Board. On a motion by Mrs. Buzzell, seconded by Mr. Smith, the Board unanimously voted to authorize the hiring of Karla Eberlein, Melinda Schmalz, Sara Thompson, Judith Watt, Kathleen Matthews, Jayne Parker, and Lynne Themistocles.

**5.2 VEHI Petition**

A letter from Rick Scott pertaining to a request to change VEHI bylaws was distributed. A corresponding petition form was also distributed. Mr. Pandolfo provided background information including the lack of VSBA representation on the current Board, and advised that he recommends that the Board authorize him to sign the petition for both Medical and Dental and vote for that change at the upcoming meeting. On a motion by Mrs. Buzzell, seconded by Mrs. Perantoni, the Board unanimously voted to authorize

the Superintendent to sign on the District's behalf, the petition to change the bylaw to change the structure of the VEHI Board and to vote to support the change.

### **5.3 October Tri-Board Meeting Planning**

A revised version of the document titled 'Tri-Board Retreat Follow-up and Planning for October Tri-Board Meeting' was distributed. Mr. Pandolfo advised that the July 12, 2016, follow-up meeting with Harry Frank was very productive. Mr. Pandolfo provided a brief overview of the document that was prepared to assist with planning of the next retreat. Mr. Pandolfo recommends having Mr. Frank facilitate upcoming Tri-Board meetings in October and February. The Board agreed to use Mr. Frank as facilitator. No motion was necessary. The Board will review the planning documents and provide feedback to Mr. Pandolfo.

## **6. Old Business**

### **6.1 Act 153 Transportation Report Approval**

A copy of a letter to Ms. Rebecca Holcombe, dated July 22, 2016 was distributed. Mr. Pandolfo requested SU Board approval for the Transportation Plan to be submitted to Rebecca Holcombe. The plan needs to be submitted to the Secretary of the Vermont Agency of Education by August 1, 2016. The report was drafted and has been reviewed by Business Manager, Lisa Perreault. Mrs. Buzzell provided an overview of the decision of the BTMES Board, which was based on hard data provided by Mrs. Perreault. Mrs. Buzzell advised that the BTMES Board is making the recommendation to move forward with contracted busing services. Mr. Pandolfo has been in contact with BTMES transportation employees to advise of the change and the timeframe for its implementation. It is hopeful that the remaining bus driver position can be filled before the start of the 2016/2017 year. Mr. Allen advised of one minor change to the letter. On a motion by Mrs. Buzzell, seconded by Mr. Cecchinelli, the Board unanimously voted to submit the Transportation Plan as amended.

## **7. Other Business as Needed**

None.

## **8. Reports to the Board**

### **8.1 Superintendent**

A copy of the Superintendent's report dated July 21, 2016 was distributed for review and discussion. The report included information pertaining to the Superintendent's Office, the Business Office, Curriculum, Special Services, Technology, Early Education, and Human Resources. A revised Act 46 Timeline and Draft of Articles of Agreement were also distributed. Mr. Pandolfo advised that the SHS solar plan was progressing and should be live soon. The Solar Agreement contains a new appendix which documents the distribution. The percentage of power supporting the SU is now calculated as 2.36% (85.52% SHS and 15.11 % CVCC). Mr. Pandolfo provided an overview of Act 46 activity, including; a slight modification to the timeline, progress on the draft of the final report and Articles of Agreement, revised savings projections (not significant after incentives are done), creation of subcommittees (for FAQs, a second survey, and communication strategies), revisiting the Article relating to Board make-up, and positive information provided to the community via the Times Argus. It was reiterated that the district schools do not have 900 students, and are not exempt from Act 46 legislation. Mrs. Perantoni stressed that Act 46 is about quality of education and equitable opportunities for all children. Brief discussion was held regarding the consolidation of 'roof funds' at the time of consolidation. The amount from each district will be identified. Brief discussion was held regarding Article 17 and the possible ceding of BTMES athletic fields to the Town of Barre. It was noted that the Town currently maintains the fields, which differs from BCEMS and SHS, where the schools maintain the athletic fields. Mr. Allen highlighted the significant amount of time spent on Articles 14 and 15 (School Restructuring and Redistricting/Choice). The Board discussed communication strategy. Mrs. Spaulding reiterated that much information can be obtained by visiting the link on the SU site. Additionally, Mrs. Spaulding advised that she is preparing an informational document to be sent with the summer school mailing. Mrs. Perantoni volunteered to assist with public outreach and education during the Barre Heritage Festival. Mrs. Buzzell suggested that a 'bulleted' informational document be available for distribution and that an insert in the Washington World may be a positive way to inform the community regarding Act 46. It was noted that the Communication Strategy Sub-Committee has a very extensive list of ways to assist with community outreach. A copy of the BSU Administrative Retreat (06/15/16 - 06/17/16) Agenda and survey results were distributed.

### **8.2 Committee Reports**

**Policy Committee** - A copy of the 'Barre Supervisory Union Policy Manual Index' was distributed. Mr. Pandolfo provided a brief overview. The district level policy committees have not been meeting. The new VSBA site has been reviewed to identify a list of required policies. It was noted that there are some policies that exist at the district level, but not at the SU level. District policies need to be aligned with SU policies. If Act 46 consolidation is approved, district policies will be obsolete as of July 1, 2017. Mrs. Perantoni suggested that district level policy work be suspended until after the Act 46 vote in November 2016, but that the SU continue working on required policies. It was noted that very meticulous work needs to be performed to ascertain which policies can/need to be worked on. The SU Policy Committee will meet in August, for potential Board action in September.

### **8.3 Financials**

Three documents were distributed; 'Barre Supervisory Union FY16 Expenditures/Year-end Projection' report (dated July 11, 2016), 'Barre Supervisory Union General Fund Expenditures - FY16', and 'Barre Supervisory Union and Member District Schools Annual

working papers and other information to be provided by client June 30, 2016'. The SU has a projected surplus of \$1,113. Mr. Allen queried regarding the Technology encumbrance total of \$27,000. Mrs. Spaulding queried regarding the Technology Team Salary line item. It was noted that the \$28,000 remaining in that line item was most likely due to an unfilled position. A request was made to have 'Technology Staff Needs' added to the August Agenda.

**9. Executive Session as Needed**

**9.1 Labor Relations Agreement**

The item proposed for discussion in Executive Session is the Labor Relations Agreement.

On a motion by Mrs. Buzzell, seconded by Mrs. Perantoni, the Board unanimously agreed to find that premature general public knowledge of the items proposed for discussion would clearly place the Barre Supervisory Union at a substantial disadvantage should the discussion be public.

On a motion by Mrs. Perantoni, seconded by Mr. Isabelle, the Board unanimously voted to enter into Executive Session at 7:15 p.m. under the provisions of 1 VSA section 313 to discuss the items proposed for discussion, and agreed to invite the Superintendent, Mr. Pandolfo to join in Executive Session.

The remaining information was provided by the Superintendent.

On a motion by Mrs. Perantoni, seconded by Mr. Blakely, the Board unanimously voted to exit Executive Session at 7:30 p.m.

On a motion by Mrs. Spaulding, seconded by Mr. Blakely, the Board unanimously voted to support conducting contract negotiations in open session.

It was announced that the next Regular Meeting of the SU Board will be held on August 18, 2016.

**10. Adjournment**

On a motion by Mr. Blakely, seconded by Mr. Smith, the Board unanimously voted to adjourn at 7:30 p.m.

Respectfully submitted,  
*Andrea Poulin*

5.1

BSU – New Hires

New – 2016

At BCEMS

Spencer Horchler – EEE Speech Pathologist

**Barre Supervisory Union**  
**BCEMS/BTMES/SHS-CVCC**  
**Budget Development Schedule for FY 2018**  
**DRAFT 8/9/16**

<b>August</b>		<p>Superintendent/Business Manager discuss schedule and determine meeting dates.</p> <p>Share DRAFT Budget Development Schedule with Board Chairs.</p>
<b>Sept.</b>	Indiv. Meetings w/ Admin.	<p>Business Manager /Superintendent meet with Administrators/Directors to review previous budgets, provide data for current planning to extent available (e.g. negotiations, projected enrollments, projected health costs, Act 46 tax implications).</p> <p>Discuss with Boards their goals, direction for administration.</p> <p>Enrollment/programs/personnel needs and changes will be discussed.</p>
<b>Oct. Board Mtgs.</b>		<p>On-going administrative budget development. Tri-Board meeting to address implications of Act 46 vote on budget development.</p> <p>Boards continue discussion regarding goals, process, highlights, health ins., technology, facility, etc.</p> <p>Boards encourage community involvement.</p>
<b>Nov. Board Mtgs.</b>		<p>Full draft budget presentation to the boards with review of "unknowns" and potential implications of Act 46 consolidation. VOTE Outcome to drive; Budget Development and recommendations for special articles. Board(s) encourages community involvement.</p>
<b>Dec. Board Mtgs.</b>		<p>Updates as information becomes available from AOE. BARRE SU Budget Approved or BARRE DISTRICT BUDGET DEVELOPMENT CONTINUES.</p>
<b>Jan. Board Mtgs.</b>		<p>BOARD APPROVAL FOR BUDGET(S)... Board provides public forums/presentations for information and budget awareness.</p>

**BARRE SUPERVISORY UNION DISTRICT #61  
POLICY**

**CODE: F24**

1<sup>ST</sup> READING: 9/11/2014  
2<sup>ND</sup> READING: 10/9/2014  
ADOPTED: 10/9/2014

**Hazing Prevention**

**1. POLICY**

It is the policy of the Barre Supervisory Union that all its schools provide safe, orderly, civil and positive learning environments. Hazing has no place in the district schools and will not be tolerated. Accordingly, the Supervisory Union adopts the following policy and procedures to prohibit hazing and will ensure the enforcement thereof.

**2. DEFINITIONS**

"Hazing" means any act committed by a person, whether individually or in concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization which is affiliated with any school or program operated by the Supervisory Union; and which is intended to have the effect of, or should reasonably be expected to have the effect of, humiliating, intimidating or demeaning the student or endangering the mental or physical health of the student. "Hazing" also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts. Hazing may occur on or off school grounds.

**Examples of hazing include:**

- a. Any type of physical brutality such as whipping, beating, striking, branding, electrical shocks, placing a harmful substance on or in the body, or other similar activity; or
- b. Any type of physical activity such as sleep deprivation, exposure to the elements, confinement in a small space, or other activity that creates or results in an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student; or
- c. Any activity involving consumption of food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects a student to an unreasonable risk of harm; or
- d. Any activity that induces, causes, or requires a student to perform a duty or task, which involves the commission of a crime or an act of hazing.

Hazing shall not include any activity or conduct that furthers the legitimate curricular, extracurricular, or military training program goals provided that the goals are approved by the Schools and provided that the activity or conduct furthers those goals in a manner that is appropriate, contemplated by the Schools, and normal and customary for similar public school programs. An example of this exception might be reasonable athletic training exercises.



"Organization" means a fraternity, sorority, athletic team, association, corporation, order, society, corps, cooperative, club, or other similar group, whose members primarily are students of the Schools, and which is affiliated with the Schools.

"Pledging" means any action or activity related to becoming a member of an organization.

"School Administrator" means a superintendent, principal/head of a school/director of a technical center or his/her designee.

"Staff Member" means any person employed directly by or retained through a contract with the Schools, an agent of the school, a school board member/member of the board of trustees, including a school administrator, coach or supervisor of a co- or extra-curricular team or activity, teacher, student teacher, school nurse, guidance counselor, intern or volunteer. For purposes of this policy, "agent of the school" includes supervisory union staff.

"Student" means any person who: (1) is registered in or in attendance at any school or program operated by the Schools; (2) has been accepted for admission into any school or program operated by the Schools where the hazing incident occurs; or (3) intends to attend any school or program operated by the Schools during any of its regular sessions after an official academic break.

### **3. NOTIFICATION OF HAZING POLICY**

Annually, prior to commencement of curricular and co-curricular activities, the Schools shall provide notice of this policy and procedures to students, custodial parents or guardians of students, and staff members. Notice to students shall be in age-appropriate language and include examples of hazing. At a minimum, this notice shall appear in any publication of the Schools that sets forth the comprehensive rules, procedures and standards of conduct for the school. [e.g., the student handbook]

The Schools shall use its discretion in developing and initiating age-appropriate programs to effectively inform students about the substance of the policy and procedures in order to help prevent hazing. Each coach or supervisor of a co- or extra-curricular activity shall orally explain to participants the prohibition against hazing, the reasons for the prohibition, and the potential consequences to participants and, in the case of a club or an athletic team, to the club or team itself.

### **4. PROCEDURES FOR REPORTING OF HAZING AND FILING COMPLAINTS**

Annually, two or more individuals within each school or program operated by the Schools shall be designated to receive hazing complaints. The names, positions and availability of these individuals shall be publicized. [e.g., in the student handbook]

Students who believe that they have been subjected to an incident of hazing, or who have reason to believe that conduct that may constitute an incident of hazing might or did occur should report

such belief to either of the individuals designated to receive such complaints, or to any staff member or school administrator. The initial report may be written or oral.

Staff members who have received such a report from a student or who otherwise have reason to believe that conduct that may constitute an incident of hazing might or did occur shall take prompt and appropriate remedial action to stop or prevent the conduct and shall report such report or belief to either of the individuals designated to receive hazing complaints or to the school administrator.

If the report is made orally, the designated employee or the school administrator shall make a written record of the report. The designated individual(s) shall immediately inform the school administrator of any reports or complaints of hazing.

It shall be a violation of this policy for a person to retaliate against a student or other person for reporting a suspected incident of hazing or cooperating in any investigation or disciplinary proceeding regarding an incident of hazing.

It is possible that an incident of hazing might also fall within the definition of abuse, neglect, or exploitation as those terms are defined in 33 V.S.A. §4912(2) and 33 V.S.A. §6902(1), (6) and (7). To the extent a staff member is a mandatory reporter of suspected child abuse or neglect or abuse of disabled adults, reporting a suspected incident of hazing to the school administrator does not relieve the reporter of any obligations additionally to report such suspicions to the commissioner of the Vermont Department for Children and Families as set forth in 33 V.S.A. §§4913 and 4914 or to the commissioner of the Vermont Department of Disabilities, Aging, and Independent Living as set forth in 33 V.S.A. §§6903 and 6904.

Because it is also possible that incidents of hazing, under certain circumstances, may also constitute acts of harassment, the Schools shall publicize the availability of the Vermont Human Rights Commission and the federal Department of Education's Office of Civil Rights to receive complaints of harassment if the complainant reasonably believes that they have been subjected to, or are about to be subjected to, unlawful harassment based on the complainant's membership in a protected class pursuant to 9 V.S.A. §4500 et seq.

## **5. PROCEDURES FOR INVESTIGATION OF REPORTS OF HAZING**

The school administrator, upon receipt of a report or complaint of hazing, promptly shall cause an investigation to commence. The investigation shall be timely and thorough and the findings and conclusions of the investigation shall be reduced to writing. Unless there are exceptional circumstances, the investigation shall be concluded within ten school days.

## **6. DISCIPLINARY ACTION**

It is not a defense in a disciplinary proceeding under this policy that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**FISCAL MANAGEMENT**

The annual budget serves as a control to direct expenditures. The Barre Supervisory Union District's accounting system will provide an accurate record of all financial transactions. The financial status of the District will be reported to the Board with monthly revenue and expenditure reports.

Necessary internal control systems will be established and constantly maintained to adequately safeguard the assets of the Barre Supervisory Union District as outlined in the Business Office procedures and policy manual.

All accounting systems and practices used by the Barre Supervisory Union District will be in conformance with State standards, Handbook II R and GAAP (Generally Accepted Accounting Principles).

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**ANNUAL OPERATING BUDGET**

The Superintendent along with the administrative staff will assume responsibility for preparing the annual school budget for presentation and review by the Barre Supervisory Union Board. The Superintendent shall establish a calendar to provide for such involvement.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**BUDGET IMPLEMENTATION:**

The Barre Supervisory Union District budget serves as the control to direct and limit expenditures. Overall responsibility for this control rests with the Superintendent who will establish the procedures for budget control and reporting through the district.

The total amounts which may be expended during the fiscal year for the operation of the Barre Supervisory Union District are set forth in the budget. The total amount budgeted as the expenditure for each department is the maximum amount which may be expended for that classification of expenditures during the fiscal year, except as authorized by the Barre Supervisory Union Board.

The Board places the responsibility for administering the operating budget, once adopted, with the Superintendent. In order to allow the Superintendent to administer and control the budget in an effective and efficient manner, the following principles will be followed:

1. All expenditure of funds for the employment and assignment of personnel must meet legal requirements of the Education Code of the State of Vermont and adopted Board policies.
2. All purchases must be made in accordance with the requirements of the adopted Board policy.
3. All budget actions must be consistent with other Vermont laws and with other policies of the Board.
4. Appropriate financial reports will be given to the Board monthly for control purposes.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**EXPENDITURES:**

All expenditures will be expended under the categories that most accurately describe the purposes for which the money will be spent and in accordance with the adopted budget. The Board will authorize expenditures by signing warrants. A designee of the Board may be authorized to sign warrants on behalf of the Board. Only one person is needed to sign the warrant.

Authorization is given to the Superintendent to pay any and all bills as approved by warrants signed by the Board of School Directors.

The checks used by the Barre Supervisory Union District #61 will be prenumbered.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**TAX ANTICIPATION NOTES:**

It may be necessary to borrow funds at the beginning of each fiscal year in anticipation of the collection and receipt of taxes levied or assessments for that fiscal year.

If such borrowing takes place, the bid procedures as outlined in the purchasing policy (DJC) must be followed.

Authorization of such borrowing shall be sought from voters at the Annual Meeting. Approval for borrowing shall be established by the Board at a duly warned School Board meeting.

Any funds obtained through such notes shall be kept in full compliance with all Federal and State tax codes.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**TAX AND DEBT LIMITATION LONG TERM DEBT:**

On occasion it is necessary to finance capital construction projects with long term debt instruments.

If such borrowing takes place, the bid procedures as outlined in the purchasing policy (DJC) must be followed.

Authorization of such borrowing shall be sought by the Board from voters in compliance with VSA Title 24, Sections 1753, 1755, and 1756. Notification of any vote to enter into long term debt will be made for three (3) consecutive weeks in the local newspaper prior to any vote. Approval for borrowing shall be established by the Board at a duly warned School Board meeting.

Any funds obtained through long term debt shall be kept in full compliance with all Federal and State laws and tax codes.



DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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### **GRANT AND FOUNDATION FUNDING**

- 1.0 The Barre Supervisory Union District recognizes the importance of public and private grant funding for school improvement and development. The district encourages the staff and administration to solicit this type of support. To protect district liability the following guidelines should be followed:
  - 1.1 Any grant or foundation application that exceeds \$10,000 (ten thousand dollars) needs Barre Supervisory Union Board approval.
  - 1.2 Any grant or foundation project that will require an additional financial commitment of the District will require Barre Supervisory Union Board approval.
  - 1.3 All local, State and Federal guidelines for reporting expenditures will be followed for the duration of any Grant/Foundation period.
  - 1.4 All grant applications will be signed by the Superintendent.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**NON-ASSESSMENT REVENUES:**

Receipts from non-assessment sources may be collected by the Barre Supervisory Union District. Such sources may include, but are not limited to, student activities, rental of facilities, tuition, impact fees and interest. The Superintendent shall be responsible for ensuring that necessary internal control systems are in place. Payment schedules for any funds due to the District will be approved by the Superintendent and documented. Any accounts receivable balances will be monitored and documented.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**INVESTMENT:**

The Board considers an investment program a critical ingredient of sound fiscal management. The Board authorizes an investment program to supplement other revenues for the support of the district's educational program.

The investment program will be administered in a way that will ensure:

1. The continuous process of temporary investing of all fund balances and monies available for investment purposes;
2. The maintenance (revised following each cash transaction) of a yearly cash flow chart that will provide data to assist proper planning and decision making regarding amount, duration, and type of investments;
3. The use of an open competition system and/or quotes to obtain the maximum yield possible on all investments from both in-district and out-of-district financial institutions;
4. That all vendors using school district funds provide a statement to the district of their collateral in the form of a list of their securities pledged at market value; and
5. That all district investments will be in compliance with the law.

This investment policy applies to all financial assets of the School District. These funds are accounted for in the district's annual financial report. The objective of the district's investment policy is to ensure safety, liquidity, and yield to the school district's investments, in that order of priority. In order to maximize investment opportunities, accurate, ongoing cash flow analysis will be maintained. Employees of the school district who participate in the investment process shall act responsibly as custodians of the public trust and avoid any transaction that might impair public confidence.

Investment instruments authorized for purchase by the district are limited to the following unless specifically authorized by the School Board:

- Obligations of the United States or its agencies and instrumentalities
- Certificates of deposit
- Repurchase agreements

Certificates of deposit may only be purchased from a bank that carries a risk based capital ratio that meets FDIC minimum standard unless they are fully collateralized. Under no circumstances will the district purchase a CD from an institution with a ratio that is less than 5% (total capital). Banks will be required to forward their risk based capital ratios to the district within 30 days after the close of business of the calendar quarter.

With the exception of overnight repurchase agreements, the district must have perfected security interest (3rd party custodian) in the securities purchased with a repurchase agreement.

Management responsibilities for the investment program are delegated to the Superintendent and implemented through the Business Manager. Considering the importance of the investment operation, the investment officer(s) shall remain current in his/her knowledge of investment operation and techniques. The system of internal controls for investments shall be reviewed annually by the district's independent auditor.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**USE OF SURPLUS FUNDS:**

Any fund balance which the district has at the end of each fiscal year shall be carried forward to offset the amount of school assessments to be collected by taxes and be consistent with local charter provisions.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**BONDED EMPLOYEES AND OFFICERS:**

The Barre Supervisory Union District shall provide a Blanket Employee Bond to cover all employees and Board members.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**FINANCIAL REPORTS AND STATEMENTS:**

**Monthly Reports:**

The Business Manger will prepare monthly financial statements for the district. Such reports will contain information showing budget, expenditures, encumbrances, revenues, and balances. These reports will be reviewed by the Barre Supervisory Union District Board of Directors at a duly warned meeting and action will be recorded in the official minutes.

**Fiscal Authority:**

It is a responsibility of the Barre Supervisory Union District's Board of Directors to assure that all funds held in any accounts are adequately protected.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**INVENTORIES:**

Inventories will be maintained for items owned by the Barre Supervisory Union District following general accounting practices.

The Superintendent will cause inventories to be taken and forward one copy to the Business Manger.



DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**AUDITS:**

The Barre Supervisory Union District Board will select an independent certified public accountant to conduct an audit of the books. This audit will include all funds directly or indirectly controlled by the Board.

The audit will also comply with the Single Audit Act as required by Federal Law. Upon completion of the audit, the results will be made available to the Board of School Directors at a duly warned meeting. A copy of the audit report will be made available to any party requesting said copy at cost.

The auditing firm will be selected after review of qualifications and fees, and will be engaged under contract and may be engaged for multiple years.

BARRE SUPERVISORY UNION  
BARRE CITY ELEMENTARY AND MIDDLE SCHOOL DISTRICT  
BARRE TOWN MIDDLE AND ELEMENTARY SCHOOL DISTRICT  
SPAULDING UHS #41 AND BARRE TECHNICAL CENTER

CODE: DJ

1<sup>st</sup> Reading: May 8, 2014

2<sup>nd</sup> Reading: June 12, 2014

CAPITALIZATION POLICY

**Purpose**

To establish a formal policy for the accounting of the capital assets of the District(s) in accordance with IRS regulations.

**Policy**

The Barre Supervisory Union Business Manager shall maintain an inventory of the capital assets of the District(s). Addition and disposition of capital assets shall be recorded on a continual basis. The Business Manager shall determine appropriate criteria and procedures to implement this policy.

**Reporting**

The Business Manager shall provide a current capital assets inventory to the District(s) auditors on an annual basis.

**Definitions**

**Capitalization** - Barre Supervisory Union and its member school districts will capitalize all assets that have both an individual purchase price or production value of \$5,000 or more, and an expected useful life of more than one year.

**Capitalization method and procedure** - All Capital Assets will be recorded at historical cost as of the date acquired. If historical cost is not applicable, as would be the case with donated items, the capital asset will be recorded at fair market value.

**Recordkeeping** - Invoices substantiating an acquisition cost of each unit of property, appraisal documents (or documentation showing how fair market was determined) and documentation of disposition will be kept for the life of the asset.

**Depreciation** - Barre Supervisory Union and its member schools will depreciate (write off / expense) the value of the asset over its useful life (which is more than one year). Barre Supervisory Union will utilize the straight-line, full-month method for depreciation.

DRAFT: 6/11/98

First Reading: 9/10/98, 5/8/2008

Second Reading/Adopted: 10/8/98, 6/5/2008

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**EXPENDITURES: PURCHASING POLICY / BIDDING REQUIREMENTS:**

The Superintendent shall be responsible for ensuring that all purchases made by the school system or any of its components take advantage of the best price possible while ensuring quality and must be consistent with VSA Title 16, Section 559.

1. Purchases and contracts for equipment, materials, supplies, and/or services, except for personnel services, shall be made in the following manner:
  - A. For purchases and contracts from \$5000 to ~~\$10,000~~ \$15,000 the Superintendent or designee shall solicit bids/quotes from at least three suppliers. A tabulation of solicitations made and quotes received shall be kept on file.
  - B. For purchases and contracts in excess of ~~\$10,000~~ \$15,000 the Superintendent or designee shall invite bids from least three vendors if available. Prior to inviting bids/quotes, specifications of what is needed shall be drawn up. A tabulation of bids received shall be kept on file.
2. Non-competitive purchases are permissible only when an emergency exists and delay might cause unreasonable problems in the delivery of educational programs, injury, death, or destruction of property. If an award is made without competition, a formal report shall be included in the file.
3. If a purchase or contract is awarded to other than the low bid, a report must be filed stating the reason for the action.

The Business Manager will serve as purchasing agent for the district and will develop the necessary procedures and forms for the requisition and purchase of materials, supplies, equipment, and services. All purchasing transactions will be authorized on properly signed purchase orders administered through the business office. Unauthorized purchases or commitments of district funds are illegal and will be the responsibility of the person making the commitment.

Under no circumstances shall any employee of the district accept compensation or gifts from vendors in return for purchasing their products.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**VENDOR RELATIONS:**

It is essential that the functions of pricing and supplier/contractor selection be carried out objectively and ethically. Therefore:

1. Employees who are not authorized to negotiate purchases will not indicate district preference to suppliers/contractors for any product or service or source of supply.
2. Employees who are in a position to recommend purchases and services and sources of supply and/or negotiate with suppliers and contractors will not:
  - A. Solicit or accept gifts, gratuities, loans, or favors from present or perspective suppliers/contractors.
  - B. Perform any work or service for remuneration for a supplier/contractor except as disclosures of conflict of interest are properly made.
  - C. Give preferential treatment to friends, relatives, or former district employees.
  - D. Disclose information about bids or other confidential matters not approved for general release.
  - E. The district's purchasing activity is designed solely to serve the school system. Purchases will not be made through the district for individuals unless authorized by the Board.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading Adopted: 10/8/98

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**LEASING:**

The school system may lease appropriate pieces of equipment, vehicles, goods or services. The Superintendent or designee is responsible for obtaining lease information.

Leases that are consistent with the approved budget shall be entered into by the Superintendent.

Lease arrangements not in the approved budget must be authorized by the Board of School Directors and signed by the Superintendent.

All leases shall be governed by the bidding requirements as outlined in Policy DJC.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**PAYMENTS / WARRANTS:**

A majority of the Board of School Directors will sign each warrant for payment with the exception of payroll warrants which may be authorized by resolution.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**PERSONNEL AND PAYROLL:**

The Barre Supervisory Union District's personnel system will provide accurate records of all district employees. The system will meet all the requirements of the bargaining agreement, Board policies, and State and Federal Laws.

Any employee contracts that are in addition to the positions called for in the annual budget must be brought to the attention of the Board.

Employee deductions from payroll shall be allowed, within the limitation of the computer software in use by the Barre Supervisory Union District.

Employees shall not receive payroll advances.

**PAYROLL PROCEDURES**

The Superintendent is authorized to certify payrolls, and the District Treasurer is authorized to issue checks on his/her signature alone in accordance with the duly certified payroll.

All salaries, supplements, and compensation for extra duties will be paid through the district finance office.

Compensation records reflecting an accurate history of wages and related benefits will be kept for each district employee.

The Superintendent and District Treasurer and their staff will develop and implement expeditious payroll procedures that meet all requirements of the law.

DRAFT: 6/11/98  
First Reading: 9/10/98  
Second Reading/Adopted: 10/8/98

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**PROPERTY DISPOSAL:**

The Board may declare district personal property as surplus and authorize its disposal when such property is no longer useful to the district, unsuitable for school use, too costly to repair, or in order to preserve storage space.

The Superintendent will inform the Board of School Director's when Barre Supervisory Union District #61 property that has a value over \$250 is declared non-usable. The Superintendent will determine the best method of disposal and have authorization to dispose of these items.

The disposal of real estate and buildings may be done only as prescribed by State Statutes.



# Vermont Sub Rates

District	School District	Teachers	Licensed	LT	Licensed LT Para	Bus Driver	Interventionist	Nurse	Support Staff
10	Milton	\$84.00	\$75.00	\$85.00	\$100.00	\$65.00	\$65.00	\$20.00/Hour	\$9.80
11	St. Johnsbury	\$84.00			\$72.00				
13	Chittenden Central	\$80.00	\$100.00	None	\$235.95	\$15.82	\$20.00/Hour	\$235.95	\$14.08
14	Chittenden South*	\$12.86/hour		Per HR	\$12.86	\$21.29/hour	\$12.86	\$25.00/Hour	Per HR
16	South Burlington	\$80.00		\$85.00		\$16.57/Hour	\$16.07/Hour	\$200.00	
27	Bradtford	\$70.00						\$100.00	
27	Thetford	\$75.00						\$100.00	
27	Waits River	\$80.00						\$125.00	
27	Oxbow	\$75.00						\$80.00	
28	Randolph	\$75.00	\$90.00					\$75.00	
29	Orange East	\$80.00			\$12-\$13			\$100.00	
29	Williamstown	\$80.00			\$14-17.85			\$100.00	
30	Orange	\$75.00						\$100.00	
32	U32*	\$77.50	\$92.50					\$153.50	First Step
35	Orleans	\$80.00						\$170.00	
41	Washington	\$12.10			\$11.00				
41	Plainfield	\$12.10						Contract	
43	Northfield	\$73.00		\$140.00					
45	Montpelier	\$80.00			\$203.00			\$125.00	
61	BSU - Elem. & Middle	\$73.00	\$73.00	\$108.00	194.00 LT	\$73.00		\$145.00	\$14.50
61	BSU SHS/CVCC	\$17.50/hour	\$17.50/Hour	\$17.50/Hour	\$17.50/Hour	NA	\$17.50/Hour	\$17.50	\$17.50/Hour
61	1st Proposal	\$80.00	ED Certified \$85.00	LT or Perm. \$110.00	Licensed LT PA \$195.00	Bus Driver NA	BI \$80/\$85	Nurse \$145.00	Support Staff Lic. Day Sub \$90.00

\*Requires ED Sub Training

\*\*\$82.50 w/ED Training

BC FY 17 \$289,900.00

Days at \$73 3697

Days at \$80 3374

4/18/2016

## Current BSU Rate Notes:

A comparable day (6 Hours) at SHS = \$105.00

SHS may pay by hour for 3 blocks=\$78.75

SHS Perm. Subs are paid \$140.00

BCEMS Perm. Subs are paid \$110.00

BTMES does not have perm. subs

BT FY 17 \$183,000.00

Days at \$73 2507

Days at \$80 2288

SHS FY 17 \$132,000.00

Days at \$79 1671

Days at \$80 1650

Our belief is that sub rates have not changes in 10+ years.

61

# BARRE SUPERVISORY UNION DISTRICT #61

*John Pandolfo*  
**Superintendent of Schools**

120 Ayers Street  
Barre, VT 05641  
phone: 802-476-5011  
fax: 802-476-4944 / 802-477-1132  
www.bsuvt.org

*Doing whatever it takes to ensure  
success for every child.*

Barre City Elementary and  
Middle School

Barre Town Middle and  
Elementary School

Central Vermont Career Center

Spaulding High School

*Richard McCraw, M.Ed.*  
Director of Curriculum,  
Instruction, and Assessment

*Lisa Perreault*  
Business Manager

*Donald E. McMahon, M.Ed.*  
Director of Special Services

*Diane Stacy*  
Director of Technology

*Sandra Cameron, M.Ed., MOT*  
Director of Early Education

*Jamie Evans*  
Director of Facilities

August 18, 2016

TO: The Members of the Barre Supervisory Union Board

RE: Superintendent's Report

Please accept the following report to the Supervisory Union Board:

1. Superintendent's Office

- a. I am attaching two letters related to the Every Student Succeeds Act (ESSA), one from the State Board of Education to school officials and school board members, and the other from Vermont Secretary of Education Rebecca Holcombe to the Secretary of Education in Washington, DC. These letters respond to the content of the Act and rules the federal government has proposed to implement the Act.
- b. All four boards in our SU have now passed the petition to modify the structure of the VEHI Board of Directors and I have sent the signed petition to the originator.
- c. The BSU PreK-12 Admin Team will have a full day retreat scheduled for August 18. I will update the board at our meeting on highlights of that retreat.
- d. Preparations are underway for the opening of the school year. All board members are invited to the opening kick-off in the Spaulding HS Auditorium on Wednesday, August 24 at 8:00 a.m.

2. Business Office:

- a. Year-end closing and reporting continue to keep us busy in the business office. Setting up new staff in the payroll system, grant management, and procedural/system development, are ongoing. To date we have met all deadlines and our goal is to be prepared for the auditors when they arrive next month. Although meeting deadlines is important, it is my belief and observation that the finance office is not adequately staffed. With the level of operational responsibilities, financial management and planning, and local, state, and federal mandates our team continues to be challenged by the reduction of an accounting staff member.
- b. Attached is the DRAFT FY18 Budget Development Schedule. It is hard to believe we are already talking about this. We will be getting an early start given the Act 46 Committee's movement and the potential impact a positive vote will have on the budget development process. The Superintendent and I will begin meeting with administrative teams early in September.

### 3. Curriculum

- a. We are in the thick of planning professional development for the coming school year, especially for the August in-service days. Among the areas of emphasis are proficiency-based learning and assessment (Spaulding), development of number sense (K-8), and preparation for implementation of the new EMTSS system in pre-K (for more on which, see the Early Education report).
- b. We are also working to continue work begun in recent years on making schools more trauma-aware. This takes different forms in different buildings depending on identified needs.
- c. Work on grants continues to take more time than it seems should be necessary. Agency of Education requirements continue to evolve, and that evolution always take more time than what came before. Some grant investments that have traditionally been approved are no longer acceptable, and we are responding as best we can. Some changes will be in full force for the FY18 grant, and you will hear more about that as we move into budget season.
- d. We are working to replace Beth Hulbert in her role as Math Curriculum Specialist. Interviews will have taken place by the time you read this, after which there should be more to report.
- e. New teacher orientation is planned for August 19 and 22. As is customary, it will include an overview of BSU, an introduction to administrators, and a brief orientation to the Infinite Campus system.
- f. Finally, we are moving forward to improve the use of data at various levels of BSU. You will hear more about that as plans take more firm shape.

### 4. Special Services

- a. All special education positions at Barre City and Barre Town have now been filled; we are working on finalizing para-educator and BI staffing.
- b. At Spaulding HS, the recent resignation of Employment Specialist Jennifer Olson and the opening in the ACT program with the departure of Jason Derner (to become the CVCC Assistant Director) leave two positions still to be filled.

### 5. Technology:

- a. Infrastructure - the Tech Team continues completing the "permanent" (as opposed to temporary setups) installation of switches and wireless access points throughout the district. USAC (eRate) just awarded us funds on July 25th to purchase core switch upgrades. This equipment has been ordered. We are planning and performing the transition of multiple production servers from Windows 2003 OS to Windows 2012 OS servers, upgrading the SQL servers at the same time; in some cases the application software will also be upgraded.
- b. Moving - summer always includes multiple temporary and permanent equipment moves to accommodate everything from cleaning to new office spaces such as those at BCEMS and CVCC.
- c. Cleaning and checking Promethean Boards and Projectors and Chromebook carts - Many of our projectors are over six years old and new bulbs do not cure the projection issues. Since we prefer that everyone return to equipment that works, we are testing all Promethean setups and replacing malfunctioning projectors. The keyboards and cases of all chromebooks are being cleaned.
- d. Desktop/Laptop Replacement equipment - the Tech Team is extremely busy installing and imaging replacements for our oldest equipment. All labs are also being re-imaged so computers will be operating optimally when school starts.

6. Early Education

- a. eMTSS - BSU PreK has been selected as an Early Multi-tiered System of Support (eMTSS) cohort site. The AOE will fund and coordinate a professional to train and provide on-site coaching and data analysis at both early education programs over the next two years. Year one will focus on social-emotional strategies; year two will move into literacy and math. eMTSS will consume the majority of our staff development this year.
- b. New Regulations - Both schools are ready for implementation of the new "Community-based Childcare and Preschool Program Regulations" going into effect on September 1st. The maintenance crew at both schools has been incredibly supportive and productive over the summer to make this happen. Family handbooks will go home with each child and will be updated and will be posted on school websites
- c. Community-based PreK Partners - BSU now partners with nine community-based Prek programs as far away as Williston. There are currently 19 families applying for tuition, though we anticipate approximately 45 in FY17. August 1st was the deadline for the first monthly invoice from programs; 2 programs met the deadline.
- d. Student Data Management - Infinite Campus is ready for partner programs to begin entering attendance at the start of the year; training begins August 10th.

7. Human Resources:

a. **Recruiting**

We have completed the phase out of School Spring posting system and have completely transitioned to our Talent Ed system. We are excited to be able to cast a wider net when posting positions. Our open positions are now seen on numerous recruitment sites, i.e. School Spring, VT Job link, Indeed.com, Monster.com, and our own BSU Website.

Since July 1, we have filled 9 positions, posted 20 new positions and 17 positions remain open.

b. **AESOP**

Roll-out has begun, and teachers and staff have received their login information for our new automated absence request and sub placement system. Three of the four Sub Coordinators (AESOP Campus Administrators) are new to the District. Our professional development training strategy is to set up coaches for each school to support the Coordinators as they provide teacher and staff AESOP hands on training.

**District Substitute Teachers**

The new AESOP Sub Manual is nearly complete. At the end of the 2016 school year the District employed 125 substitutes. Letters of interest for the 2016-17 year were sent in mid July to last year's substitutes. As of this date 60 are returning.

Since school ended in June we have hired 10 new substitutes. We expect our outside hiring to increase as we get closer to the beginning of school. A number of last year's subs will trickle in. We are estimating starting the year with 90-100 subs.

- c. We continue to partner with Early Education to get ready for the new EE regulations that will affect HR. Most recently, we are working with Special Services and Early Education to set up a coordinated district CPR/First Aid training plan. We will be required to train more people, but our per head cost will go down significantly.
- d. Work continues on job descriptions. Administrators are in their final stages. We also continue to move forward on the office support organization reviews and job descriptions. We would like to have these completed by the end of August.

8. Facilities:

- a. Summer break facility projects are well under way and nearing completion. A new woodchip boiler install at BCEMS is in progress with initial startup in the autumn months.
- b. A renewed main front entrance to the city elementary & middle school will provide a safer access point for students and staff of the school.
- c. Updating continues at the high school science department to make all rooms NEASC compliant.
- d. Annual improvements to all buildings include new flooring, new service equipment, security upgrades and overall freshening of interior and exterior spaces.

Respectfully Submitted,



John Pandolfo  
Superintendent of Schools  
on behalf of the Barre SU Central Office Administrative Team



219 North Main Street, Suite 402, Barre, VT 05641  
(p) 802-479-1030 | (f) 802-479-1835

## MEMORANDUM

TO: Superintendents, Principals, Teachers and School Board Members  
FROM: State Board of Education  
SUBJECT: Federal Every Student Succeeds Act (ESSA)  
DATE: July 29, 2016

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In December 2015, the federal government reauthorized the Elementary and Secondary Education Act, formerly known as the No Child Left Behind Act. The new version is named the Every Student Succeeds Act (ESSA) and is to be phased in through 2017-18.

From a policy perspective, it is a continuation of many of the failed features of NCLB. It is troubling and problematic in continuing an over-reliance on standardized testing and prescribing a narrow definition of learning. As important and essential as basic learning, recent national and international events remind us that a sound education must also include the quality of our civic life, our caring for each other, robust learning opportunities and the advancement of the health of our society.

To put this in perspective, the State Board's strategic goals are to:

- *Ensure that Vermont's public education system operates within the framework of high expectations for every learner and ensure that there is equity in opportunity for all.*
- *Ensure that the public education system is stable, efficient, and responsive to ever-changing population needs, economic changes and ever changing 21st century issues.*

While the original purpose of the federal law was to raise the performance of our neediest, the federal prescription has shifted and only imperfectly matches our goals. The chronic underfunding of the federal law denies equal opportunities and the narrow accountability system denies a comprehensive vision of the needs of the twenty-first century. Secretary King urges us to provide a well-rounded education while the House appropriation committee cut \$1.3 Billion from the budget. (The biggest proposed reduction, at this time, is in special education).

Yet, these limited and diminishing dollars are critical for many of our schools. They provide up to 11% of the budget in our highest poverty districts. We are mindful that Vermont taxpayers pay our share of federal taxes and ESSA returns some of these tax dollars to support greater equity. As ill-funded as the federal program is, we have no available resources to fill the gap.

At the same time, the federal program must align with our Education Quality Standards and

the Integrated Field Reviews. We must design our work so that federal policy is minimally disruptive to our strong efforts to improve equity and improve quality. We note the federal regulations may require a "single school indicator number." Some states are proposing broader and more sophisticated mechanisms. We must hold on to the more appropriate Education Quality Standards which are most validly evaluated through a combination of empirical measures and qualitative field reviews.

The federal data criteria are based on sound measurement concepts (rigorous, reliable, possible to disaggregate at the student level) but these rigid requirements do not capture the full breadth and depth of what is necessary for high quality, equitable education.

Furthermore, ESSA is built on a framework that requires identification of the lowest scoring five percent of schools which will be identified for "Comprehensive Support." No matter how diplomatically phrased, this is a continuation of the shaming and punishment approach which proved so unsuccessful in NCLB. However, this labeling brings with it resources for improving services for students. While, the State Board is aware that some of the most powerful learning in the state is happening in schools that serve a large proportion of students living in poverty, students who are learning English, or students with disabilities, we know that the ESSA criteria will result in wrongly identifying schools with the greatest burdens and the least capacity. Unfortunately, these scores measure the inequities in our society more than the quality of our schools.

While the federal rules are not yet finalized, it is our hope that we will be able to drive these funds to the neediest areas and schools in the most positive, efficient and effective way. In a time when fragmentation, tragedies and separation afflicts our nation and the world, we embrace all of Vermont's children as our children knowing that the success and prosperity of the state, our neighbors, and ourselves depends on the quality and equality educational experiences we provide our children.

July 2016

John B. King, Jr., Secretary of Education  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, D.C. 20202

Re: Comments on Proposed Rules and Regulations

Dear Secretary King,

The Vermont State Board of Education thanks you for the opportunity to respond to the ESSA proposed rules. Our Board is proud to represent a state where the people support a strong state funding system, enjoy schools that foster high student performance and register narrow equity gaps as compared with the nation. Nevertheless, the opportunity gap is our most pressing concern and is the number one goal in our strategic plan.

With these traditions and values in mind, we have strong concerns and reservations about ESSA. Fundamentally, if we are to close the achievement gap, it is imperative that we substantively address the underlying economic and social disparities that characterize our nation, our communities and our schools. With two-thirds of the score variance attributable to outside of school factors, test scores gaps measure the health of our society more than the quality of the schools.

Consequently, the continuation of a test-based, labeling and "assistance" model (broadly seen as punishment) has not only proven ineffective, but has had a corrosive effect on the confidence of the people. The encouragement of privatization has been harmful to local democracy, has further segregated a too fragmented nation and has diluted rather than focused valuable resources.

Regarding the draft regulations, we think they go well beyond the role of the federal government as specified in ESSA. The regulations need to be brought into conformity with the parameters authorized in law.

We share comments on several specific elements of law and rule:



*Education and Accountability is More Than Test Scores: The Narrowness of the Measures* – The plan relies on what we can easily measure, rather than on what is important. By requiring that test scores in two subjects and graduation rates be given preferential weight, we discourage schools from supporting truly broad opportunities to learn and the skills necessary for a healthy society. In a world where violence and terrorism command the news, the education of our youth to participate in a strong civic life in a democracy is a fundamental skill. Similarly, we must equip students with the capabilities to address critical imperatives like global warming, environmental degradation and growing global inequality.

It is a given that all of our children need to be able to read, write and do math. Yet it has been a half a century since James Coleman showed us that higher poverty schools tend to be lower scoring schools. It is just as clear that these neediest of schools feel the pressures and censure of accountability most acutely. We also know these schools are most likely to narrow their focus to the subset of learning that matters most for accountability purposes. This creates a hidden equity gap as students in our least affluent schools are the most likely to suffer from a narrowed curriculum. The result of this approach is the segregation of our schools into rich and varied programs for some and narrow, restricted education for the less fortunate.

The solution is found in ambitious, broad academic standards for all students that reflect the comprehensive goals of education. While we appreciate your nod toward the humanities, these words ring hollow when faced with an underfunded system which punishes based on basic skills test scores. Unless our programs are adequately supported, they will neither close the opportunity gap nor build a better society or a stronger nation.

*Summative Labels/Ranking Schools by a Single Score* – ESSA requires states to inform the public on the status of education – which has seen more than a century of state practice in our town reports. But the proposed federal rules propose combining all measures into a single score. The result is an invalid measure with a false precision claiming to be transparent. Schools and students have many purposes which cannot be validly measured so simplistically. It provides the public little value to combine job placement rates with test scores and community service, for example. Such single mushed-together ratings mask, rather than reveal, areas that need attention.

More dangerously, with this single measure being so highly test-based, the interaction of test scores with background factors systematically and invalidly penalizes the disadvantaged. The result is that our neediest children are stigmatized through negative labels while we deny them the essential resources.

For understandable reasons, the federal government places a greater emphasis on empirical measures which can be computerized, averaged, and garnished with an elegant display of admirable psychometric properties. Limiting our vision to scalable attributes, risks the danger of not measuring valuable and important school factors. Thus, a narrow fealty to statistical rules ensures that the single score is an invalid measure. For instance, it gives us no hint as to whether our graduates will be productive citizens contributing to the common good.

*Lock-Stepping/Lack of flexibility*– The statute places undue emphasis on students graduating on time. And, ESSA still requires all students to take the grade-level tests. Any parent of two or more children knows that children are not inter-changeable. Some students need more time, greater support and more resources to reach the same goal. Our task is to meet our children

where they are, and move them to where they need to be. Students who are learning English may need more time to perform well on tests. We want our best teachers eager to embrace the privilege of serving our newest Americans, just as we want them to embrace the privilege of supporting and teaching our least privileged students, and equipping them to participate in our civic and economic life. The emphasis on "on-time graduation" and "grade level" proficiencies is contrary to everything we know about child development. It may foreclose more important life-goals for some of our students, discourage or devalue the efforts of their teachers, and be detrimental to the broader social good.

*Disaggregation*— According to ESSA, test scores must be disaggregated by schools by demographic groups. This is often referred to as "shining a light" on a problem. It is pointless, even harmful, if this illumination is not accompanied by adequate resources and programs to resolve the inequities. The federal government has never matched their requirements with the money. It is time to quit blaming the victims of our neglect.

Further, Vermont has limited racial and linguistic diversity. Because of the relatively small number of students of color in most of our schools, we will not be able to report subgroup data in most schools by race and ethnicity.

We must employ all available and useful data but we must also be mindful of the limitations of statistical models. Disaggregated data only becomes valid and sensible for very large schools and districts. Introducing solutions that aggregate data across grade levels and across schools interjects noise in the system, and fails to control for "third variables." Thus, in most cases, we cannot validly and fairly attach high stakes consequences to these models. Instead, we urge statements from you on the proper use and limitations of data so as to guide continuous improvement rather than simply making summative pronouncements.

*Cut scores* — Because of our very small schools, collecting and analyzing data using more sophisticated statistical methods is foreclosed. We are interested in growth over time and this is best measured through the use of continuous scale scores rather than cut scores. Having at least three categories is an ineffective half-measure. It detracts from meaningful discussion of growth and progress. We must use the full range of our limited data. The overemphasis on proficiency levels distorts true underlying patterns of performance, and will distort the measure of equity gaps.

*Minimum N* - The minimum n question is a technical one of validity and reliability. Smaller n sizes allow further disaggregation but at the cost of the validity of any inferences based on that measure. This is an acute problem in Vermont schools, which have small testing groups and extremely small subgroups. Psychometrically suspect numbers do not enhance the valid identification of needs or growth. Nor should these indicators be manipulated by introducing data from other locations to pad the n sizes. The result is an invalidly constructed measure that has the effect of under-estimating both gains and losses.

#### Conclusions —

The logic of ESSA is the same as NCLB. It is to identify "low performing schools." Its operating theory is pressuring schools in the belief that the fear of punishment will improve student learning. It assumes poor achievement is a function of poor will. If we learned anything from NCLB, it is that that system does not work. It did not narrow gaps and did not lead to meaningful improvements in learning. If ESSA is similarly restrictive, we can expect no better.

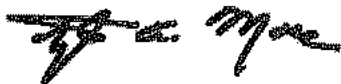
This thinking perpetuates a disabling narrative about public schools. We ask for leadership from Washington that celebrates the glories of what we can accomplish rather than unrelenting dirges.

We are dismayed that the federal government continues to commoditize education and support charter and private schools which segregate children and show no particular learning advantage. We are disturbed that the federal government continues to underfund its commitment to our most vulnerable children, who are disproportionately served by public schools. We are disappointed that the federal government could not embrace and promote a more expansive understanding of the purpose and value of public schools in creating a strong citizenry.

We take note of the \$1.3 billion budget cut approved by the House Appropriations Committee. While you have recently called for a broader "well-rounded" education, you suggest that these initiatives be paid for out of the funds that were just slashed. The federal government is ill-credentialed to call on more from states while providing less.

The Vermont State Board of Education feels it is time we commit to attacking the underlying challenges of poverty, despair, addiction and inequity that undermine school performance, rather than blaming the schools that strive to overcome the very manifestations of our greater social troubles. In the rules and the implementation of ESSA, we urge the federal government to both step-back from over-reach and narrowness; and step-up to a new re-framing, broadening and advancing of the promises of what we can achieve for the children and for the nation.

Sincerely,

A handwritten signature in black ink, appearing to read "Stephan A. Morse". The signature is stylized with a large, sweeping initial "S" and a long, horizontal stroke extending to the right.

Stephan A. Morse, Chair  
Vermont State Board of Education



State of Vermont  
219 North Main Street, Suite 402  
Barre, VT 05641  
[education.vermont.gov](http://education.vermont.gov)

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Agency of Education

July 27, 2016

John B. King, Jr., Secretary of Education  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, D.C. 20202

Re: Comments on Proposed Rules and Regulations

Dear Secretary King,

**Comment on US Education Department's Proposed Rule on the Elementary and Secondary Education Act of 1965, as Amended by the Every Student Succeeds Act-Accountability and State Plans Regarding Sec. 200.30(e)**

***Summary of Regulation***

Proposed § 200.30(e) would require the dissemination of the State report cards no later than December 31 each year, beginning with report cards based on information from the 2017-2018 school year. If a State is unable to meet this deadline for the 2017-2018 school year for some or all of the newly required information under section 1111(h)(1)(C) of the ESEA, as amended by the ESSA, proposed § 200.30(e) would allow the State to request from the Secretary a one-time, one-year extension for reporting on such required elements of the report cards. A State would be required to submit an extension request to the Secretary by July 1, 2018, and include evidence demonstrating that the State cannot meet the deadline, as well as a plan and timeline for how the State would publish the newly required information by December 31, 2019.

***Issue***

Preparing expenditure data for the report card cannot be accomplished by December 31 based on information from the prior year. Vermont does collect expenditure and revenue data in August after the year is completed but school district audits are not due to the state until March 31 following the close of the year. Expenditure and revenue data cannot be reconciled with the audits until after that date. A one year extension will address the problem in the first year. However, the problem would remain every year.



**Recommendation:**

Vermont suggests a June 30 date for financial information that must be included in the report card or the ability to use prior year data. For example, if report cards are due by December 31, 2019 for the academic year of 2018-19, the financial data included would be for 2017-18.

**Comment on US Education Department's Proposed Rule on the Elementary and Secondary Education Act of 1965, As Amended by the Every Student Succeeds Act-Accountability and State Plans Regarding Sec. 200.35*****Summary of Regulation***

This section requires the State and its LEAs to annually report per-pupil expenditures of Federal, State, and local funds on State and LEA report cards, disaggregated by source of funds. It also requires the States to develop a single, statewide procedure that LEAs must use to calculate and report LEA-level per-pupil expenditures of Federal, State, and local funds, and a separate single, statewide procedure that LEAs must use to calculate and report school-level per-pupil expenditures of Federal, State, and local funds.

***Issue***

In the 2015 Acts of the Vermont General Assembly, No. 46, § 42, Vermont's Supervisory Unions were named Local Education Agencies "for purposes of determining student performance and application of consequences for failure to meet standards and for provision of compensatory and remedial services pursuant to 20 U.S.C. §§ 6311-6318" (16 VSA §43(c)." There are two types of supervisory unions in Vermont. The first is one composed of a single district (16 VSA § 11(a)(24) also called a supervisory district (16 VSA § 11(a)(24). The second type of supervisory union is composed of multiple districts, each with an independent School Board and electorate.

Vermont school governance is also in transition. Provisions in the 2015 Acts of the Vermont General Assembly, No. 46 created a two-step process for merging the state's school districts into larger governance units. The first is a voluntary process that essentially provides incentives for districts within a supervisory union to merge into one district. The second step requires the state's education secretary to submit a plan to the State Board of Education on June 1, 2018 merging districts where possible that have not already merged and that furthers the goals of the Act. On November 30, 2018 the State Board of Education must accept the Secretary's plan or amend it as it deems necessary and issue an order merging districts that have not merged and realigning supervisory unions where necessary. This process will mean that many existing districts and supervisory unions (LEAs) will end and new ones will be created.

The state is also required to create a new financial management system for school districts to be on-line by July 1, 2019. This new system, providing the state provides sufficient funding for its full implementation, will permit easier transmission of fiscal data and more robust expenditure and revenue data of the districts. The current system is lacking and our collection of expenditure data is not broken out by fund type. Tracking the student performance of LEAs during this period and any reliance on per pupil expenditure data, especially if it needs to be reported by fund type, will be impractical and not useful.

Assuming that the provision of the Act creating district mergers and the new financial management system are implemented as planned and on the dates currently established, Vermont will be in a better position to comply with this proposed regulation. However, multi

district supervisory unions will still exist. Such supervisory unions will still be LEAs for accountability and federal reporting purposes. Relying on per pupil expenditure data to determine the equitable allocation of resources will still be problematic.

The districts comprising the supervisory union will remain political subdivisions of the state, will have separately elected school boards, and will have budgets adopted by the electorate of the district. The LEA (supervisory union) will not have authority to allocate state/local funds among the districts comprising the supervisory union. The component districts will be small notwithstanding mergers. Even when looked at from the supervisory union level many will be small and make statistical comparisons challenging. The Vermont student population has declined since 1997 when the K-12 public school enrollment was 103,000 and as of last fall was at 77,000.

Variations in teachers' salaries and determinations by local boards as to staffing numbers will also create significant variations in per pupil spending. The LEA will have no authority to make staffing changes among its member districts because this remains under the authority of the local board.

There are virtually no local funds in Vermont school districts. After the Vermont Supreme Court declared the state's aid to school districts unconstitutional in 1997, the State's Legislature created a system whereby all of the districts would be state funded. Vermont no longer has a local property tax or any other local tax to fund schools. All school funding taxes were made state taxes. By law the state distributes funding to its districts based on the budget proposed by the district school board and adopted by the local voters.

The mechanism in the system intended to keep spending under control is the variable homestead property tax. While still a state tax, the homestead property tax a district resident is assessed varies with the districts adopted education spending for each of its "equalized" pupils. Pupils are counted in each district using a weighting system averaged over the two prior years and the result is referred to as the equalized pupil count. All districts with the same budgeted spending per equalized pupil will have the same homestead property tax rate. As the spending goes higher the rate goes higher in a direct proportion.

The statement that follows is not true for Vermont. "The proposed requirement to include title VII (Impact Aid) funds as State and local funds, rather than Federal funds, in disaggregated reporting is appropriate because these funds compensate LEAs for the fiscal impact of Federal activities by partially replacing revenues that LEAs do not receive due to the exemption of Federal property from local property taxes." Title VII funds distort funding in Vermont because the state does not have a local property tax. The exemption of taxing Federal lands does not mean a loss of revenue to any district. Districts with federal lands are funded by the state based on the locally adopted budget as are all other districts. Any loss of tax revenue would be to the state since all property taxes for school districts are state taxes but districts with federal lands are held harmless by the state funding system

#### **Recommendation:**

Statute has placed an expectation that per pupil funding be tracked. Rules and regulations speak to this and we cannot offer a suggestion for how to address it. Vermont intends to seek a waiver of this provision given the information shared above. Other states will likely find

themselves in a similar situation as the accounting procedures and data collection required to comply do not yet exist and expending limited resources on poor data analysis is inefficient.

Sincerely,



Dr. Rebecca Holcombe  
Secretary of Education  
State of Vermont

cc: U.S. Senator Bernard Sanders, State of Vermont  
U.S. Senator Patrick Leahy, State of Vermont  
U.S. Representative Peter Welch, State of Vermont  
Chris Minnich, Executive Director, Council of Chief State School Officers  
Peter Zamora, Director of Federal Relations, Council of Chief State School Officers  
U.S. Senator Lamar Alexander, State of Tennessee

# Barre Supervisory Union

## BSU FY16 Expenditures/Year-end Projection

### August 10, 2016

Account Description	FY16 BUDGET	Year to Date	Encumbrances	Total Projected Expenditures	OVER / UNDER BUDGET
	7/1/15-6/30/16	7/1/15-6/30/16	7/1/15-6/30/16	7/1/15-6/30/16	Projected
TOTAL 2210 Curriculum Development	\$147,799.00	\$129,481.00	\$0.00	\$129,481.00	\$18,318.00
TOTAL 2225 Technology	\$556,680.00	\$523,398.00	\$0.00	\$523,398.00	\$33,282.00
TOTAL 2310 Board of Education	\$45,665.00	\$59,975.00	\$0.00	\$59,975.00	(\$14,310.00)
TOTAL 2319 Board - Other Services	\$0.00	\$5,494.00	\$0.00	\$5,494.00	(\$5,494.00)
TOTAL 2320 Superintendent's Office	\$281,169.00	\$326,232.00	\$0.00	\$326,323.00	(\$45,154.00)
TOTAL 2421 Early Ed Administration	\$3,300.00	\$1,090.00	\$0.00	\$1,090.00	\$2,210.00
TOTAL 2520 Business Office	\$393,142.00	\$428,173.00	\$0.00	\$428,173.00	(\$35,031.00)
TOTAL 2600 Operation & Maint.	\$59,305.00	\$53,285.00	\$0.00	\$53,285.00	\$6,020.00
TOTAL 010 ADMINISTRATION	\$1,487,060.00	\$1,527,128.00	\$0.00	\$1,527,219.00	(\$40,159.00)
TOTAL 2420 Special Education Administration	\$40,760.00	\$37,314.00	\$0.00	\$37,314.00	\$3,446.00
TOTAL 2711 Special Education Transportation	\$0.00	\$7,000.00	\$0.00	\$7,000.00	(\$7,000.00)
TOTAL 211 SPECIAL ED - REIMBURSABLE	\$40,760.00	\$44,314.00	\$0.00	\$44,314.00	(\$3,554.00)
GRAND TOTAL	\$1,527,820.00	\$1,571,442.00	\$0.00	\$1,571,533.00	(\$43,713.00)
TOTAL 1191 BC SHARED STAFF SERVICES	\$0.00	\$185,328.00	\$0.00	\$185,328.00	\$0.00
TOTAL 1192 BT SHARED STAFF SERVICES	\$0.00	\$121,915.00	\$0.00	\$121,915.00	\$0.00
TOTAL 1193 SHS SHARED STAFF SERVICES	\$0.00	\$155,966.00		\$155,966.00	\$0.00
TOTAL 030 SHARED STAFF SERVICES	\$0.00	\$463,209.00	\$0.00	\$463,209.00	\$0.00
				\$2,034,742.00	

### FY16 Revenue/Year-end Projection

Account Description	FY16 BUDGET	YTD Revenue	Total Projected Revenue
Interest	\$0.00	\$1,551.00	\$1,551.00
BCEMS Assessment	\$491,623.00	\$491,623.00	\$491,623.00
SHS Assessment	\$453,322.00	\$453,322.00	\$453,322.00
CVCC Assessment	\$97,077.00	\$97,077.00	\$97,077.00
BTMES Assessment	\$445,408.00	\$445,408.00	\$445,408.00
Audit Reimbursement			\$41,860.00
Miscellaneous Revenue		\$1,205.00	\$1,205.00
Prior Yr. Revenue			
BCEMS Shared Serv.		\$185,328.00	\$185,328.00
SHS Shared Serv.		\$155,966.00	\$155,966.00
BTMES Shared Serv.		\$121,915.00	\$121,915.00
Prior Yr. Surplus Revenue	\$40,390.00		\$40,390.00
TOTAL	\$1,527,820.00	\$1,953,395.00	\$2,035,645.00

BSU UNAUDITED SURPLUS/(DEFICIT)

\$903.00



# Barre Supervisory Union GENERAL FUND REVENUE

Report # 18353

Statement Code: BOARD REV

Account Number / Description	ADOPTED BUDGET 7/1/2015 - 6/30/2016	Y-T-D REVENUE 7/1/2015 - 6/30/2016	REMAINING BALANCE 7/1/2015 - 6/30/2016
<b>00 BARRE SUPERVISORY UNION</b>			
100-000-1510-4000-00 BSU - INTEREST REVENUE	0.00	(1,551.08)	1,551.08
100-000-1990-4000-00 BSU - MISCELLANEOUS REVENUE	0.00	(1,204.70)	1,204.70
100-000-5400-4001-00 BSU PRIOR YEAR FUND BAL SURPLUS REV	(40,390.00)	0.00	(40,390.00)
100-030-1191-4000-00 BC - SHARED STAFF REVENUE	0.00	(185,328.38)	185,328.38
100-030-1192-4000-00 BT - SHARED STAFF REVENUE	0.00	(121,914.73)	121,914.73
100-030-1193-4000-00 SHS - SHARED STAFF REVENUE	0.00	(155,966.35)	155,966.35
<b>TOTAL 00 BARRE SUPERVISORY UNION</b>	<b>\$(40,390.00)</b>	<b>\$(465,965.24)</b>	<b>\$425,575.24</b>
<b>11 BARRE CITY SCHOOL</b>			
100-000-1931-4001-11 BSU ASMT FROM BCEMS	(491,623.00)	(491,623.00)	0.00
100-101-2310-4000-11 BC BOARD AUDIT ASMT	0.00	(10,260.00)	10,260.00
<b>TOTAL 11 BARRE CITY SCHOOL</b>	<b>\$(491,623.00)</b>	<b>\$(501,883.00)</b>	<b>\$10,260.00</b>
<b>12 BARRE TOWN SCHOOL</b>			
100-000-1931-4002-12 BSU ASMT FROM BTMES	(445,408.00)	(445,408.00)	0.00
100-101-2310-4000-12 BT BOARD AUDIT ASMT	0.00	(11,250.00)	11,250.00
<b>TOTAL 12 BARRE TOWN SCHOOL</b>	<b>\$(445,408.00)</b>	<b>\$(456,658.00)</b>	<b>\$11,250.00</b>
<b>41 SPAULDING HIGH SCHOOL</b>			
100-000-1931-4003-41 BSU ASMT FROM SHS	(453,322.00)	(453,322.00)	0.00
100-103-2310-4000-41 SHS BOARD AUDIT ASMT	0.00	(16,687.00)	16,687.00
<b>TOTAL 41 SPAULDING HIGH SCHOOL</b>	<b>\$(453,322.00)</b>	<b>\$(470,009.00)</b>	<b>\$16,687.00</b>
<b>42 CVCC - CENTRAL VERMONT CARRER CENTER</b>			
100-000-1931-4004-42 BSU ASMT FROM CVCC	(97,077.00)	(97,077.00)	0.00
100-300-2310-4000-42 CVCC BOARD AUDIT ASMT	0.00	(3,663.00)	3,663.00
<b>TOTAL 42 CVCC - CENTRAL VERMONT CARRER CENTER</b>	<b>\$(97,077.00)</b>	<b>\$(100,740.00)</b>	<b>\$3,663.00</b>
<b>GRAND TOTAL</b>	<b>\$(1,527,820.00)</b>	<b>\$(1,995,255.24)</b>	<b>\$467,435.24</b>

# Barre Supervisory Union

## BARRE SUPERVISORY UNION BUDGET - FY16

Report # 18354

Statement Code: BOARD EXP

Account Number / Description	ADOPTED BUDGET 7/1/2015 - 6/30/2016	Y-T-D EXPENSES 7/1/2015 - 6/30/2016	ENCUMB 7/1/2015 - 6/30/2016	BALANCE REMAINING 7/1/2015 - 6/30/2016
<b>00 BARRE SUPERVISORY UNION</b>				
<b>010 BSU ADMINISTRATION</b>				
<b>2210 CURRICULUM DEVELOPMENT</b>				
100-010-2210-5110-00 BSU CURRICULUM - DIRECTOR SALARY	86,700	87,000	0	(300)
100-010-2210-5112-00 BSU CURRICULUM - STAFF SALARIES	21,482	22,046	0	(564)
100-010-2210-5128-00 BSU CURRICULUM - HEALTH INS BUYOUT	1,000	600	0	400
100-010-2210-5210-00 BSU CURRICULUM - HEALTH INS	13,163	0	0	13,163
100-010-2210-5220-00 BSU CURRICULUM - FICA & MED	8,276	8,365	0	(89)
100-010-2210-5230-00 BSU CURRICULUM - LIFE INS.	360	432	0	(72)
100-010-2210-5240-00 BSU CURRICULUM - PENSION	1,074	1,102	0	(28)
100-010-2210-5250-00 BSU CURRICULUM - W/COMP INS.	844	855	0	(11)
100-010-2210-5270-00 BSU CURRICULUM - STAFF TUITION REIMB	3,450	0	0	3,450
100-010-2210-5280-00 BSU CURRICULUM - DENTAL INS.	750	750	0	0
100-010-2210-5321-00 BSU CURRICULUM - SCHL CURRIC STIPEND	7,600	5,410	0	2,190
100-010-2210-5580-00 BSU CURRICULUM - TRAVEL & CONF	1,500	2,211	0	(711)
100-010-2210-5610-00 BSU CURRICULUM - SUPPLIES	1,200	522	0	678
100-010-2210-5810-00 BSU CURRICULUM - DUES & MEMBER FEES	400	188	0	212
<b>TOTAL 2210 CURRICULUM DEVELOPMENT</b>	<b>\$147,799</b>	<b>\$129,481</b>	<b>\$0</b>	<b>\$18,318</b>
<b>2225 TECHNOLOGY</b>				
100-010-2225-5110-00 BSU TECHNOLOGY - DIRECTORS SALARY	71,400	73,848	0	(2,448)
100-010-2225-5112-00 BSU TECHNOLOGY - TECH TEAM SALARIES	276,242	248,114	0	28,128
100-010-2225-5117-00 BSU TECHNOLOGY - SUMMER / TEMP WAGE	4,000	16,417	0	(12,417)
100-010-2225-5128-00 BSU TECHNOLOGY - HEALTH INS PAYOUT	1,800	3,000	0	(1,200)
100-010-2225-5210-00 BSU TECHNOLOGY - HEALTH INS.	30,057	36,369	0	(6,312)
100-010-2225-5220-00 BSU TECHNOLOGY - FICA & MED	27,477	25,020	0	2,457
100-010-2225-5230-00 BSU TECHNOLOGY - LIFE INS.	951	1,296	0	(345)
100-010-2225-5240-00 BSU TECHNOLOGY - PENSION	16,080	15,978	0	102
100-010-2225-5250-00 BSU TECHNOLOGY - W/COMP INS.	3,005	2,663	0	342
100-010-2225-5270-00 BSU TECHNOLOGY - STAFF TUITION REIMB	4,800	0	0	4,800
100-010-2225-5280-00 BSU TECHNOLOGY - DENTAL INS.	1,378	1,875	0	(497)
100-010-2225-5330-00 BSU TECHNOLOGY - CONTR PROF SRVC	12,000	9,809	0	2,191
100-010-2225-5336-00 BSU TECHNOLOGY - SHARED SRVC (SHS)	500	0	0	500
100-010-2225-5430-00 BSU TECHNOLOGY - REPAIR & MAINT	1,000	865	0	135
100-010-2225-5530-00 BSU TECHNOLOGY - COMMUNICATIONS	34,990	24,011	777	10,202
100-010-2225-5580-00 BSU TECHNOLOGY - TRAVEL & CONF	5,000	107	0	4,893
100-010-2225-5581-00 BSU TECHNOLOGY - STAFF TRAINING	5,200	5,070	0	130
100-010-2225-5610-00 BSU TECHNOLOGY - SUPPLIES	2,000	1,476	0	524
100-010-2225-5612-00 BSU TECHNOLOGY - INK / TONER	2,000	1,396	0	604
100-010-2225-5640-00 BSU TECHNOLOGY - REF BOOKS / MANUAL	800	364	0	436
100-010-2225-5650-00 BSU TECHNOLOGY - AUDIO / VISUAL SUPPL	1,000	797	0	203
100-010-2225-5670-00 BSU TECHNOLOGY - SOFTWARE	3,000	2,338	0	662
100-010-2225-5673-00 BSU TECHNOLOGY - INFINITE CAMPUS LIC	28,000	28,173	0	(173)
100-010-2225-5730-00 BSU TECHNOLOGY - EQUIPMENT	14,000	14,397	0	(397)

# Barre Supervisory Union

## BARRE SUPERVISORY UNION BUDGET - FY16

Report # 18354

Account Number / Description	ADOPTED BUDGET 7/1/2015 - 6/30/2016	Y-T-D EXPENSES 7/1/2015 - 6/30/2016	ENCUMB 7/1/2015 - 6/30/2016	BALANCE REMAINING 7/1/2015 - 6/30/2016
100-010-2225-5731-00 BSU TECHNOLOGY - REPLACEMENT EQUIP	10,000	10,015	0	(15)
<b>TOTAL 2225 TECHNOLOGY</b>	<b>\$556,680</b>	<b>\$523,398</b>	<b>\$777</b>	<b>\$32,505</b>
<b>2310 BOARD OF EDUCATION</b>				
100-010-2310-5110-00 BSU BOARD - MTG MINUTE WAGES	2,000	0	0	2,000
100-010-2310-5220-00 BSU BOARD - FICA & MED TAXES	153	0	0	153
100-010-2310-5250-00 BSU BOARD - WORKERS' COMP INS.	25	0	0	25
100-010-2310-5320-00 BSU BOARD - CONTR ED SERVICES	0	600	0	(600)
100-010-2310-5330-00 BSU BOARD - CONTRACTED PROF SRVC	2,500	2,330	0	170
100-010-2310-5341-00 BSU BOARD - BSU AUDIT SERVICES	16,500	11,500	0	5,000
100-010-2310-5342-00 BSU BOARD - BCEMS AUDIT SERVICES	0	10,260	0	(10,260)
100-010-2310-5343-00 BSU BOARD - BTMES AUDIT SERVICES	0	11,250	0	(11,250)
100-010-2310-5344-00 BSU BOARD - SHS AUDIT SERVICES	0	16,687	0	(16,687)
100-010-2310-5345-00 BSU BOARD - CVCC AUDIT SERVICES	0	3,663	0	(3,663)
100-010-2310-5360-00 BSU BOARD - LEGAL SERVICES	1,000	1,544	0	(544)
100-010-2310-5540-00 BSU BOARD - ADVERTISING	1,000	1,444	0	(444)
100-010-2310-5610-00 BSU BOARD - SUPPLIES	500	697	0	(197)
100-010-2310-5840-00 BSU BOARD - CONTINGENCY SERVICES	21,937	0	0	21,937
100-010-2310-5890-00 BSU BOARD - AWARDS & RECOGNITION	50	0	0	50
<b>TOTAL 2310 BOARD OF EDUCATION</b>	<b>\$45,665</b>	<b>\$59,975</b>	<b>\$0</b>	<b>\$14,310</b>
<b>2319 BOARD OTHER SERVICES</b>				
100-010-2319-5330-00 BSU BOARD ACT 46 - CONTR PROF SRVC	0	2,868	0	(2,868)
100-010-2319-5331-00 BSU BOARD ACT 46 - MTG MINUTES SRVC	0	1,500	0	(1,500)
100-010-2319-5610-00 BSU BOARD ACT 46 - MTG SUPPLIES	0	1,126	0	(1,126)
<b>TOTAL 2319 BOARD OTHER SERVICES</b>	<b>\$0</b>	<b>\$5,494</b>	<b>\$0</b>	<b>\$5,494</b>
<b>2320 SUPERINTENDENT OFFICE</b>				
100-010-2320-5110-00 BSU SUPERINTENDENT - SALARY	120,000	115,000	0	5,000
100-010-2320-5112-00 BSU SUPERINTENDENT - STAFF SALARIES	83,073	109,074	0	(26,001)
100-010-2320-5113-00 BSU SUPERINTENDENT - VAC/SICK PAYOFF	0	903	0	(903)
100-010-2320-5120-00 BSU SUPERINTENDENT - RECEPTIONIST SU	1,800	3,684	0	(1,884)
100-010-2320-5210-00 BSU SUPERINTENDENT - HEALTH INS.	26,039	38,093	0	(12,054)
100-010-2320-5220-00 BSU SUPERINTENDENT - FICA & MED	15,166	16,686	0	(1,520)
100-010-2320-5230-00 BSU SUPERINTENDENT - LIFE INS.	471	637	0	(166)
100-010-2320-5240-00 BSU SUPERINTENDENT - PENSION	4,034	5,354	0	(1,320)
100-010-2320-5250-00 BSU SUPERINTENDENT - W/COMP INS.	1,565	1,783	0	(218)
100-010-2320-5270-00 BSU SUPERINTENDENT - STAFF TUITION REI	0	2,700	0	(2,700)
100-010-2320-5280-00 BSU SUPERINTENDENT - DENTAL INS.	1,096	1,283	0	(187)
100-010-2320-5320-00 BSU SUPERINTENDENT - CONTR ED SRVC	0	800	0	(800)
100-010-2320-5330-00 BSU SUPERINTENDENT - CONTR PROF SRV	10,500	6,826	0	3,674
100-010-2320-5360-00 BSU SUPERINTENDENT - LEGAL SRVC	500	309	0	191
100-010-2320-5430-00 BSU SUPERINTENDENT - REPAIRS & MAINT	750	525	0	225
100-010-2320-5440-00 BSU SUPERINTENDENT - LEASE AGREEMEN	1,375	1,937	0	(562)
100-010-2320-5540-00 BSU SUPERINTENDENT - ADVERTISING	2,000	2,572	0	(572)

# Barre Supervisory Union

## BARRE SUPERVISORY UNION BUDGET - FY16

Report # 18354

Account Number / Description	ADOPTED BUDGET 7/1/2015 - 6/30/2016	Y-T-D EXPENSES 7/1/2015 - 6/30/2016	ENCUMB 7/1/2015 - 6/30/2016	BALANCE REMAINING 7/1/2015 - 6/30/2016
100-010-2320-5550-00 BSU SUPERINTENDENT - PRINTING	100	0	0	100
100-010-2320-5580-00 BSU SUPERINTENDENT - TRAVEL & CONF	1,000	1,700	0	(700)
100-010-2320-5582-00 BSU SUPERINTENDENT - MTG EXP	500	1,840	0	(1,340)
100-010-2320-5610-00 BSU SUPERINTENDENT - SUPPLIES	5,500	5,662	0	(162)
100-010-2320-5640-00 BSU SUPERINTENDENT - BOOKS & MANUAL	500	274	0	226
100-010-2320-5730-00 BSU SUPERINTENDENT - EQUIPMENT	1,000	4,051	0	(3,051)
100-010-2320-5810-00 BSU SUPERINTENDENT - DUES & FEES	4,000	4,630	0	(630)
100-010-2320-5890-00 BSU SUPERINTENDENT - AWARDS	200	0	0	200
<b>TOTAL 2320 SUPERINTENDENT OFFICE</b>	<b>\$281,169</b>	<b>\$326,323</b>	<b>\$0</b>	<b>\$ (45,154)</b>
<b>2423 EARLY ED ADMIN</b>				
100-010-2423-5580-00 BSU EARLY ED ADMIN - CONF & TRAVEL	1,250	464	0	786
100-010-2423-5610-00 BSU EARLY ED ADMIN - SUPPLIES	800	236	0	564
100-010-2423-5730-00 BSU EARLY ED ADMIN - EQUIPMENT	750	0	512	238
100-010-2423-5810-00 BSU EARLY ED ADMIN - DUES & FEES	500	390	0	110
<b>TOTAL 2423 EARLY ED ADMIN</b>	<b>\$3,300</b>	<b>\$1,090</b>	<b>\$512</b>	<b>\$1,698</b>
<b>2520 BUSINESS OFFICE SERVICES</b>				
100-010-2520-5110-00 BSU BUSINESS OFFICE - MANAGER SALARY	80,000	94,000	0	(14,000)
100-010-2520-5112-00 BSU BUSINESS OFFICE - STAFF SALARIES	174,878	184,059	0	(9,181)
100-010-2520-5128-00 BSU BUSINESS OFFICE - HEALTH INS PAYOUT	2,000	0	0	2,000
100-010-2520-5210-00 BSU BUSINESS OFFICE - HEALTH INS.	47,162	60,300	0	(13,138)
100-010-2520-5220-00 BSU BUSINESS OFFICE - FICA & MED	19,152	19,769	0	(617)
100-010-2520-5230-00 BSU BUSINESS OFFICE - LIFE INS.	840	975	0	(135)
100-010-2520-5240-00 BSU BUSINESS OFFICE - PENSION	13,650	14,131	0	(481)
100-010-2520-5250-00 BSU BUSINESS OFFICE - W/COMP INS.	1,953	2,139	0	(186)
100-010-2520-5260-00 BSU BUSINESS OFFICE - UNEMPLOYMENT I	4,915	3,100	0	1,815
100-010-2520-5270-00 BSU BUSINESS OFFICE - STAFF TUITION REIM	1,600	0	0	1,600
100-010-2520-5280-00 BSU BUSINESS OFFICE - DENTAL INS.	1,874	1,788	0	86
100-010-2520-5320-00 BSU BUSINESS OFFICE - CONTRACTED	0	2,171	0	(2,171)
100-010-2520-5330-00 BSU BUSINESS OFFICE - CONTR PROF SRVC	0	2,999	0	(2,999)
100-010-2520-5400-00 BSU BUSINESS OFFICE - ADS SUPPORT	11,970	11,525	0	445
100-010-2520-5430-00 BSU BUSINESS OFFICE - REPAIR & MAINT	750	525	0	225
100-010-2520-5440-00 BSU BUSINESS OFFICE - RENTALS & LEASES	2,919	5,005	0	(2,086)
100-010-2520-5521-00 BSU BUSINESS OFFICE - PROP & LIAB INS.	7,104	6,953	0	151
100-010-2520-5530-00 BSU BUSINESS OFFICE - TELEPHONE	3,000	833	0	2,167
100-010-2520-5531-00 BSU BUSINESS OFFICE - POSTAGE	7,500	7,110	0	390
100-010-2520-5580-00 BSU BUSINESS OFFICE - TRAVEL & CONF	4,000	1,194	0	2,806
100-010-2520-5610-00 BSU BUSINESS OFFICE - SUPPLIES	4,000	6,970	0	(2,970)
100-010-2520-5612-00 BSU BUSINESS OFFICE - INK & TONER	0	940	0	(940)
100-010-2520-5670-00 BSU BUSINESS OFFICE - SOFTWARE	375	0	0	375
100-010-2520-5730-00 BSU BUSINESS OFFICE - EQUIPMENT	1,500	790	0	710
100-010-2520-5810-00 BSU BUSINESS OFFICE - DUES & FEES	500	125	0	375
100-010-2520-5811-00 BSU BUSINESS OFFICE - BANK SRVC FEES	1,500	772	0	728

# Barre Supervisory Union

## BARRE SUPERVISORY UNION BUDGET - FY16

Report # 18354

Account Number / Description	ADOPTED BUDGET 7/1/2015 - 6/30/2016	Y-T-D EXPENSES 7/1/2015 - 6/30/2016	ENCUMB 7/1/2015 - 6/30/2016	BALANCE REMAINING 7/1/2015 - 6/30/2016
<b>TOTAL 2520 BUSINESS OFFICE SERVICES</b>	<b>\$393,142</b>	<b>\$428,173</b>	<b>\$0</b>	<b>\$(35,031)</b>
<b>2600 PLANT OPERATION &amp; MAINTENANCE</b>				
100-010-2600-5330-00 BSU FACILITIES - CONTR PROF SRVC	1,000	120	0	880
100-010-2600-5411-00 BSU FACILITIES - WATER & SEWAGE	950	971	0	(21)
100-010-2600-5423-00 BSU FACILITIES - CONTR CUSTODIAL SRVC	10,100	0	0	10,100
100-010-2600-5430-00 BSU FACILITIES - REPAIR & MAINT	2,500	5,836	0	(3,336)
100-010-2600-5450-00 BSU FACILITIES - CONSTRUCT / RENOVATIO	20,000	28,075	0	(8,075)
100-010-2600-5611-00 BSU FACILITIES - BUILDING/MAINT SUPPLIE	3,000	3,220	0	(220)
100-010-2600-5622-00 BSU FACILITIES - ELECTRICITY	8,755	7,890	0	865
100-010-2600-5624-00 BSU FACILITIES - FUEL OIL	13,000	7,173	0	5,827
<b>TOTAL 2600 PLANT OPERATION &amp; MAINTENANCE</b>	<b>\$59,305</b>	<b>\$53,285</b>	<b>\$0</b>	<b>\$6,020</b>
<b>TOTAL 010 BSU ADMINISTRATION</b>	<b>\$1,487,060</b>	<b>\$1,527,219</b>	<b>\$1,289</b>	<b>\$(41,448)</b>
<b>030 SHARED STAFF SERVICES</b>				
<b>1191 BC SHARED STAFF SERVICES</b>				
100-030-1191-5118-00 BC - SHARED STAFF WAGES	0	157,222	0	(157,222)
100-030-1191-5128-00 BC - SHARED STAFF IN LIEU OF INS.	0	300	0	(300)
100-030-1191-5210-00 BC - SHARED STAFF HEALTH INS	0	13,695	0	(13,695)
100-030-1191-5220-00 BC - SHARED STAFF FICA & MED	0	11,669	0	(11,669)
100-030-1191-5230-00 BC - SHARED STAFF LIFE INS	0	220	0	(220)
100-030-1191-5250-00 BC - SHARED STAFF W/C INS	0	1,229	0	(1,229)
100-030-1191-5280-00 BC - SHARED STAFF DENTAL INS	0	523	0	(523)
<b>TOTAL 1191 BC SHARED STAFF SERVICES</b>	<b>\$0</b>	<b>\$184,858</b>	<b>\$0</b>	<b>\$(184,858)</b>
<b>1192 BT SHARED STAFF SERVICES</b>				
100-030-1192-5118-00 BT - SHARED STAFF WAGES	0	104,801	0	(104,801)
100-030-1192-5128-00 BT - SHARED STAFF IN LIEU OF INS.	0	100	0	(100)
100-030-1192-5210-00 BT - SHARED STAFF HEALTH INS	0	7,883	0	(7,883)
100-030-1192-5220-00 BT - SHARED STAFF FICA & MED	0	7,804	0	(7,804)
100-030-1192-5230-00 BT - SHARED STAFF LIFE INS	0	190	0	(190)
100-030-1192-5250-00 BT - SHARED STAFF W/C INS	0	818	0	(818)
100-030-1192-5280-00 BT - SHARED STAFF DENTAL INS	0	319	0	(319)
<b>TOTAL 1192 BT SHARED STAFF SERVICES</b>	<b>\$0</b>	<b>\$121,915</b>	<b>\$0</b>	<b>\$(121,915)</b>
<b>1193 SHS SHARED STAFF SERVICES</b>				
100-030-1193-5118-00 SHS - SHARED STAFF WAGES	0	123,931	0	(123,931)
100-030-1193-5210-00 SHS - SHARED STAFF HEALTH INS	0	20,624	0	(20,624)
100-030-1193-5220-00 SHS - SHARED STAFF FICA & MED	0	8,961	0	(8,961)
100-030-1193-5230-00 SHS - SHARED STAFF LIFE INS	0	317	0	(317)
100-030-1193-5240-00 SHS - SHARED STAFF PENSION	0	1,643	0	(1,643)
100-030-1193-5250-00 SHS - SHARED STAFF W/C INS	0	967	0	(967)
100-030-1193-5280-00 SHS - SHARED STAFF DENTAL INS	0	658	0	(658)
<b>TOTAL 1193 SHS SHARED STAFF SERVICES</b>	<b>\$0</b>	<b>\$157,101</b>	<b>\$0</b>	<b>\$(157,101)</b>

# Barre Supervisory Union

## BARRE SUPERVISORY UNION BUDGET - FY16

Report # 18354

Account Number / Description	ADOPTED BUDGET 7/1/2015 - 6/30/2016	Y-T-D EXPENSES 7/1/2015 - 6/30/2016	ENCUMB 7/1/2015 - 6/30/2016	BALANCE REMAINING 7/1/2015 - 6/30/2016
<b>TOTAL 030 SHARED STAFF SERVICES</b>	<b>\$0</b>	<b>\$463,874</b>	<b>\$0</b>	<b>\$(463,874)</b>
<b>211 SPECIAL ED - REIMBURSABLE</b>				
<b>2420 SPED ADMIN</b>				
100-211-2420-5112-00 BSU SPED - STAFF SALARIES	22,707	23,177	0	(470)
100-211-2420-5210-00 BSU SPED - HEALTH INS.	6,581	6,581	0	0
100-211-2420-5220-00 BSU SPED - FICA & MED	1,737	1,632	0	105
100-211-2420-5230-00 BSU SPED - LIFE INS.	60	72	0	(12)
100-211-2420-5240-00 BSU SPED - PENSION	1,135	1,159	0	(24)
100-211-2420-5250-00 BSU SPED - W/COMP INS.	177	181	0	(4)
100-211-2420-5270-00 BSU SPED - STAFF TUITION REIMB	1,600	0	0	1,600
100-211-2420-5280-00 BSU SPED- DENTAL INS.	188	187	0	1
100-211-2420-5430-00 BSU SPED - REPAIRS & MAINT	750	575	0	175
100-211-2420-5440-00 BSU SPED - RENTALS & LEASES	1,375	0	0	1,375
100-211-2420-5531-00 BSU SPED - POSTAGE	250	0	0	250
100-211-2420-5540-00 BSU SPED - ADVERTISING	250	354	0	(104)
100-211-2420-5580-00 BSU SPED - TRAVEL & CONF	2,000	1,454	0	546
100-211-2420-5610-00 BSU SPED - SUPPLIES	500	189	0	311
100-211-2420-5612-00 BSU SPED - INK & TONER	50	0	0	50
100-211-2420-5640-00 BSU SPED - REF BOOKS / MANUALS	200	164	0	36
100-211-2420-5670-00 BSU SPED - SOFTWARE	50	0	0	50
100-211-2420-5730-00 BSU SPED - EQUIPMENT	300	1,015	0	(715)
100-211-2420-5810-00 BSU SPED - DUES & FEES	850	574	0	276
<b>TOTAL 2420 SPED ADMIN</b>	<b>\$40,760</b>	<b>\$37,314</b>	<b>\$0</b>	<b>\$3,446</b>
<b>2740 VEHICLE SERVICING &amp; MAINT</b>				
100-211-2740-5730-00 BSU - TRANSPORTATION EQUIP	0	7,000	0	(7,000)
<b>TOTAL 2740 VEHICLE SERVICING &amp; MAINT</b>	<b>\$0</b>	<b>\$7,000</b>	<b>\$0</b>	<b>\$(7,000)</b>
<b>TOTAL 211 SPECIAL ED - REIMBURSABLE</b>	<b>\$40,760</b>	<b>\$44,314</b>	<b>\$0</b>	<b>\$(3,554)</b>
<b>TOTAL 00 BARRE SUPERVISORY UNION</b>	<b>\$1,527,820</b>	<b>\$2,035,407</b>	<b>\$1,289</b>	<b>\$(508,876)</b>
<b>GRAND TOTAL</b>	<b>\$1,527,820</b>	<b>\$2,035,407</b>	<b>\$1,289</b>	<b>\$(508,876)</b>