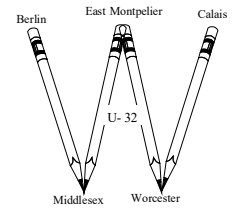


# Washington Central Unified Union School District

*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
Fax (802) 229-2761



## Washington Central Unified Union School District School Board Meeting (VIRTUAL ONLY) 2.15.23 5:15-9:15 PM

### Virtual Meeting Information

<https://tinyurl.com/33sjs7st>

Meeting ID: 880 3821 4979

Password: 255777

Dial by Your Location: 1-929-205-6099

1. Call to Order
2. Executive Session: Superintendent Evaluation 5:15-6:00 PM
3. Welcome 20 minutes
  - 3.1. Adjustments to the Agenda
  - 3.2. Reception of Guests
4. Budget Presentation – pg. 4 30 minutes
  - 4.1. Public Comments-Time limit strictly enforced, see note
5. Board Operations (Discussion/Action) 30 minutes
  - 5.1. Board Communication & Outreach Plan
  - 5.2. Preparation for Annual Meeting March 6, 2023
  - 5.3. Debrief with Phil Gore (Please read or review Chapter 8: Superintendent Evaluation)
6. Reports to the Board 15 minutes
  - 6.1. Student Report
  - 6.2. Superintendent/Central Office Leadership Team (COLT) Report - pg. 22
  - 6.3. Principal Report – pg. 26
  - 6.4. Central Vermont Career Center Report

- |  |            |
|--|------------|
| 7. Finance Committee (Discussion/Action)   | 15 minutes |
| 7.1. Discussion/Action   |            |
| 7.1.1. Award Bid for Calais Pellet Boiler – pg. 33                                     |            |
| 7.1.2. Award Bid for U-32 Parking Lot Project  |            |
| 7.1.3. Project Manager/Clerk of the Works Contract – pg. 34                            |            |
| 8. Consent Agenda (Discussion/Action)  | 5 minutes  |
| 8.1. Approve Minutes of 1.11.23, 1.18.23, 1.31.23, 2.1.23 – pg. 36                     |            |
| 8.2. Approve Board Orders  |            |
| 9. Personnel   | 10 minutes |
| 9.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE – pg. 57 |            |
| 9.2. Update on Vacancies   |            |
| 10. Future Agenda Items  | 5 minutes  |
| 11. Board Reflection   | 5 minutes  |
| 12. Public Comments  | 15 minutes |
| 13. Executive Session: Student Residency Request                                       | 10 minutes |
| 14. Executive Session: Negotiations  | 15 minutes |
| 15. Executive Session: Superintendent Evaluation                                       | 20 minutes |
| 16. Adjourn  |            |

NOTE: To ensure the board has time to conduct its business, the board will adhere to a strict 1.5 minute public comment time limit per person. Microphones will be muted when time is up. If there is not enough time on the agenda for all members of the public wishing to comment at the beginning of the meeting, there is additional public comment at the end of the meeting.

### WCUUSD Board Norms - Adopted November 18, 2020

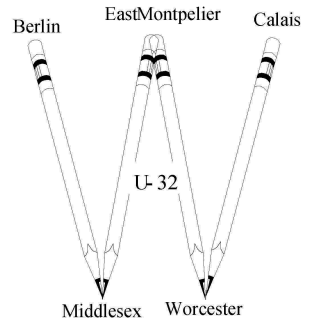
- **Public input** – Notify the community about public forums and opportunities for public comment at board meetings.
- **Community involvement during regular meetings of the board** – Every meeting will include at least one opportunity for public comment. Public comment is an opportunity for board members to listen and ask clarifying questions. If a board member feels a concern raised in public comment warrants further board discussion, they may request that the issue be added to a future agenda.
- **Community dialogue** – The board may periodically schedule community forums that allow for dialogue, questions and answers from the board or the district leadership team.
- **Stay on time** – Start and end on time. The chair may appoint a time-keeper.
- **All voices will be heard** – Every board member gets a chance to speak. Some topics warrant having each board member speak in turn to ensure full representation.
- **Reflection** – To allow time for reflection, the chair and agenda steering committee will plan time for complex or contentious issues to be discussed at more than one meeting before the board votes, except where a decision is urgent.
- **Announcements in reports** – Announcements from the administration will appear in the reports and not as discussion items.
- **Role of the board** – At the end of each board meeting reflect on whether the board remained focused on its policy-making and oversight role during the meeting, rather than operational details that are the responsibility of leadership team.
- **Respect each other** – Listen, allow others to be heard, share concerns, assume positive intentions, be present, and celebrate successes.

### AGENDA KEY

Agenda Section	Examples	Role/ Responsibility	Description
Call to Order	n/a	Board Chair or designee	Formal opening to meeting. Superintendent calls to order during annual reorganization
Public Comment			Opportunity for public comment on items not on the agenda. Board will adhere to a strict 1.5 minute public comment time limit per person. Microphones will be muted when time is up. If there is not enough time on the agenda for all members of the public wishing to comment at the beginning of the meeting, there is additional public comment at the end of the meeting.
Executive Session	Personnel Student Matter Negotiations		Only for discussion of items covered in VSA §313. Formal actions not taken in Executive Session
Reports to the Board	Superintendent/ COLT Student Report	Administration	Both regular/recurring reports and one-time reports happen here. One-time reports are determined by the Board workplan or requested by the will of the Board. Generally, reports invite clarifying questions but not formal discussion/action
Committee Reports	Finance Policy Education Quality	Board	Chair of the committee reports on substance of most recent committee meeting. Generally, reports invite clarifying questions; any discussion or action items would be listed in the respective section of the agenda
Discussion Items		Board with input from administration	Items on the agenda specifically for discussion of the Board. Chair can seek input from audience during discussions. Generally not intended for action (although nothing prevents the Board from taking an action)
Action Items	Personnel approvals	Board	Items formally on the agenda for Board action. Discussion can occur after a motion is on the table
Consent Agenda	Board Orders Minutes	Board	Designed for items that need proforma approval and/or are sufficiently routine. Board acts on all items in the Consent agenda and does not discuss any item unless it is pulled out during Agenda Adjustments

# *WCUUSD FY24 Budget*

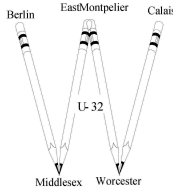
## Annual Meeting Presentation



March 6, 2023



# BUDGET DEVELOPMENT TIMELINE



**October 19th** Budget Training and  
Budget Assumption Approval

**November 2nd** Community Forum -  
Building a Vision Before Building a  
Budget

**November 16th** Budget Draft #1 -  
Level-service budget

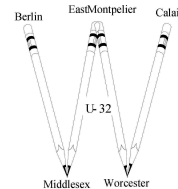
**December 21st** Community Forum  
Budget Draft #2 - review  
expanded-service requests

**January 18th** Community Forum  
Budget Draft #3 - approve final budget  
for warning

**March 6th & 7th** Annual Meeting and  
Town Meeting Day Vote



# GOALS FOR TONIGHT



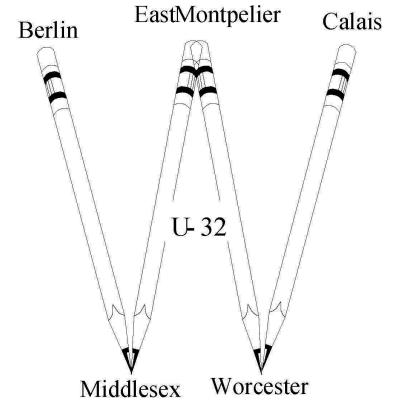
## *Provide our communities with an overview of the FY24 budget*

- ▷ **Review Mission & current areas of focus**
- ▷ **Understand our current instructional programming**
  - ▷ Enrollment outlook
  - ▷ Class size
  - ▷ Education Quality Standards
- ▷ **Level-Service Budget**
- ▷ **Tax Rate Information & Implications**



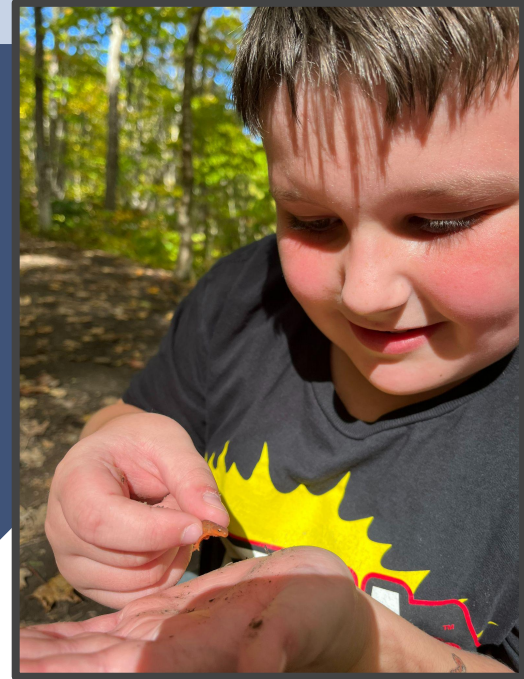
# Mission & Areas of Focus

*The “What”*



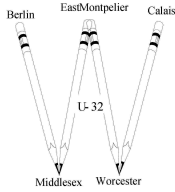
## “ WCUUSD Mission:

WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.





# WCUUSD 2022-23 Areas of Focus



## Academic Achievement

- First instruction
- Systems of Intervention

## Safe & Healthy Schools

- Restorative Practices
- Social-emotional learning

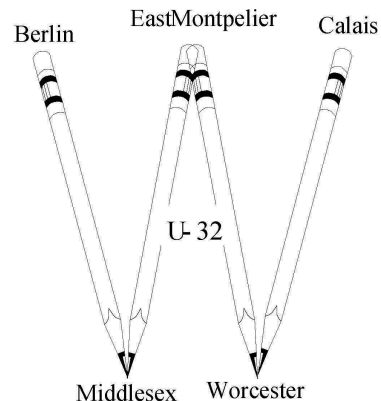
## Humanity & Justice

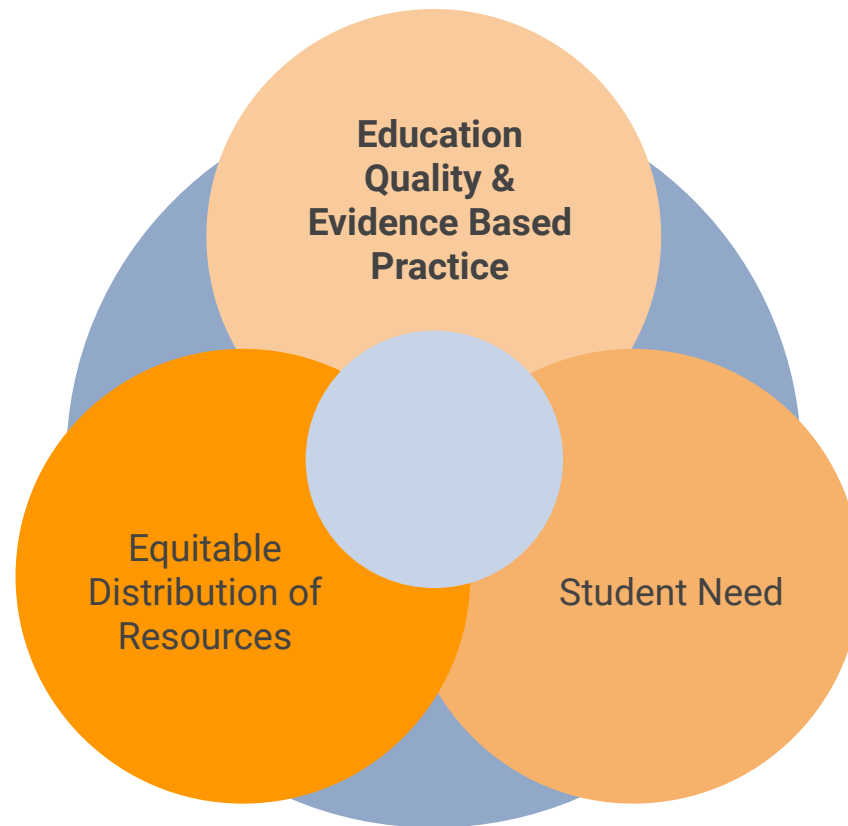
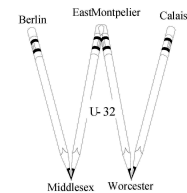
- Equity Book Study
- Humanity & Justice Coalition



# Budget Context

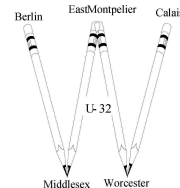
*Enrollment, class size, and education quality*







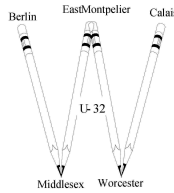
# ENROLLMENT REALITIES



	Berlin	Calais	Doty	EMES	Rumney	U-32	WCUUSD
FY20	207	128	87	241	170	741	1574
FY21*	194	112	71	228	135	747	1487
FY22	209	108	79	239	142	729	1506
Current (Oct 1)	182	93	72	213	120	715	1395
FY24	163	80	71	186	108	732	1340
FY25	159	79	74	178	100	708	1298
FY26	155	77	66	153	90	677	1218

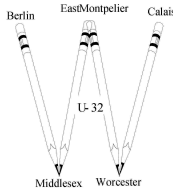


# Budget Process Recap



- **November, 2022:**
  - ▷ Level Service budget at 9.7%
  - ▷ Administration asked to develop budget at 6%
- **December, 2022:**
  - ▷ Draft #2 at 7.59% without structural changes
  - ▷ Administration asked to develop budget at 9.7% and 7.0%, including combined service opportunities (structural changes)
- **January, 2023**
  - ▷ Draft #3b without combined service reductions
  - ▷ Level service budget

# FY 2023-24 BUDGET REALITIES

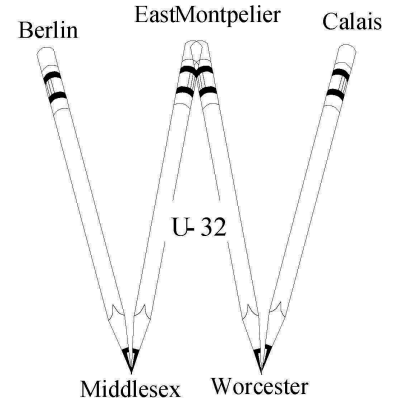


- Inflation & economic realities
- Declining enrollment
- Instructional time
- Funding changes (Act 173; pupil weighting)
- Sunset of ARP ESSER funds in FY 25
- Workforce challenges



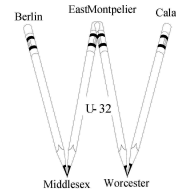
# Level-Service Budget

*Budget Costs for Current Programming  
(no reductions or additions)*





# Budget 9.98% Increase - Numbers



## Expenditures

FY 2023 = \$36,169,267

FY 2024 = \$38,921,331

\$ Increase = \$2,752,064

% Difference = 7.61%

The amount the district plans to spend.

## Revenues

FY 2023 = \$7,348,250

FY 2024 = \$7,224,092

\$ Decrease = -\$124,158

% Difference = -1.69%

The money the district anticipates receiving to offset expenditures.

## Local Education Spending

FY 2023 = \$28,821,017

FY 2024 = \$31,697,238

\$ Increase = \$2,876,221

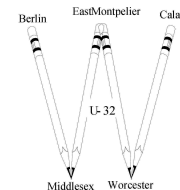
% Difference = +9.98%

The amount that needs to be raised by property taxes.





# Budget 9.98% Increase - Equalized Pupils



## Equalized Pupils

FY 2022 = 1,412.82

FY 2023 = 1,376.82

Decrease = -36.00

% Decrease = -2.55%

Equalized pupils is a two-year weighted average of the district's ADM.

## Local Spending / Equalized Pupil

FY 2022 = \$20,400

FY 2023 = \$23,022

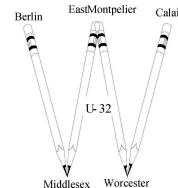
\$ Increase = +\$2,622

% Increase = +12.86%

Education spending per equalized pupil determines the equalized tax rate.



# 9.98% INCREASE TAX RATE PROJECTIONS



Budget Draft #4b: Equalized Homestead Tax Rate = \$1.4873

Towns	Common Level of Appraisal	Post Legislative Session  Tax Rates  FY 22-23	Estimated  Tax Rates  FY 23-24	Increase (Decrease)
Berlin	85.96%	\$1.614	<b>\$1.730</b>	\$0.116
Calais	79.99%	\$1.748	<b>\$1.859</b>	\$0.111
East Montpelier	82.97%	\$1.703	<b>\$1.793</b>	\$0.090
Middlesex	81.78%	\$1.705	<b>\$1.819</b>	\$0.114
Worcester	85.46%	\$1.690	<b>\$1.740</b>	\$0.050

Factors Used:

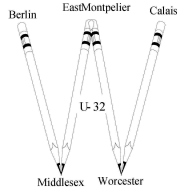
Equalized Pupils = 1,376.82

Property Yield = \$15,479  
(based on Dec. 1 Tax Letter)

Local Spending/Equalized  
Pupil = \$23,022

Equalized Tax Rate = \$1.4873

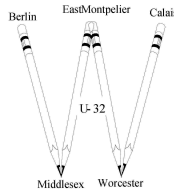
# 9.98% INCREASE PROJECTED INCREASE BASED ON HOME VALUE



Towns	\$100,000 House	\$200,000 House	\$300,000 House
Berlin	+\$116	+\$232	+\$348
Calais	+\$111	+\$223	+\$334
East Montpelier	+\$ 90	+\$180	+\$269
Middlesex	+\$114	+\$228	+\$343
Worcester	+\$ 50	+\$100	+\$150



# School and Career Center Ballots



## PLEASE VOTE

School Ballots for WCUUSD are being mailed to ALL, please vote absentee or in person!

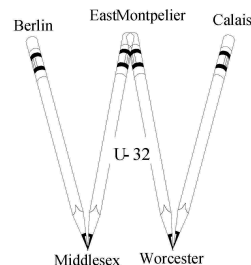
**Please request your absentee ballot for the Career Center to be mailed to you!**

The Central Vermont Career Center drafted and approved their first budget. This is the first year that we have had a direct input in the budget, each sending district had a voice and now each of the 18 towns will vote in the budget. We know that this creates some confusion for our voters. We all make up the Central Vermont Career Center School District. While the district is a new entity, the budget is still embedded in each town's annual school district spending just as it has been in the past.

Voting on the CVCC budget lends support to maintain quality programming through tuition dollars that all the sending Districts including WCUUSD have budgeted for and does not additionally impact your taxes.

“

***QUESTIONS? COMMENTS?  
DISCUSSION?***





---

***WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.***

---

### Legislative Update

We appreciated our community forum at the beginning of the month, as it gave us the opportunity to meet our legislators and discuss some of the pressing issues facing lawmakers. In order to best situate our Board in understanding legislative issues that may be relevant for us, we will make an effort to provide periodic legislative updates.

*[Act 1](#): An act relating to temporary alternative procedures for annual municipal meetings and electronic meetings of public bodies*

The first bill signed into law this session was intended to address some immediate needs of municipalities, school boards, and public bodies as they prepare for Town Meeting 2023. The law extends temporary authority until July 1, 2024 for a public body to hold electronic meetings without designating a physical location and without requiring staff to be physically present at that location. Act 1 also suspends the requirement for the mandatory, specified school district budget ballot language in 16 VSA Section 563(11)(D). Although this change was not made quickly enough to impact the ballot language in WCUUSD, it will impact us for subsequent budget votes.

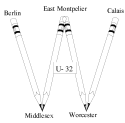
### *School Construction and PCBs*

Last spring, the Agency of Education released the Vermont [School Facilities Inventory and Assessment Report](#). This report was a preliminary step in the State's efforts and is soon to be followed by a more comprehensive assessment, which is due for completion in October of 2023. Our facilities director, Chris O'Brien, has been involved in informational sessions regarding this facilities assessment as well as updates on our PCB monitoring; he will be able to provide additional information as we learn more.

### *School Safety Legislation*

The Senate Education Committee is reviewing a draft school safety bill ([dr req 23-0756](#)). AOE Secretary French testified in Senate and House Education on the topic as well (see his [letter to both committees](#)). The bill proposes to require:

1. Public and independent schools to adopt a policy mandating options-based response drills;
2. Public schools to adopt all-hazards emergency operation plans;
3. Public and independent schools to adopt an access control and visitor management policy that, at minimum, requires that all school sites and offices lock exterior doors during the school day, and require all visitors sign in at a centralized location; and
4. Public and approved independent schools to create a behavioral threat assessment team to be composed of, at minimum, administrators, mental health professionals, a school counselor, a school nurse, and local law enforcement officials.



These recommendations are consistent with the recommendations coming out of WCUUSD's school safety assessment, and our newly formed district safety team is already working on implementing them. We anticipate being already in compliance with this legislation, should it move forward.

### *Universal School Meals*

The legislator continues to take testimony from a number of stakeholders regarding the continuation of universal school meals. As the Board will recall from budget conversations, the Education Fund is no longer supporting the additional cost of Universal School Meals, and this is not currently in the budget WCUUSD will bring to the voters. We will continue to monitor any legislation that comes out of these discussions.

### *PreKindergarten*

Proposed legislation that would provide publicly funded, full-day prekindergarten programming for all four year olds in Vermont has just recently been drafted and shared with education organizations. This legislation would require that all public schools who operate an elementary school operate a full day (school day) preschool program for four year olds. This is in the early stages, and we will continue to keep the Board informed.

### Staff Announcements

We are pleased to announce that we have hired Holly Poulin as our new Payroll & Benefits Specialist. Holly started work Monday, February 6, 2023 and has hit the ground running. She is working to become familiar with the team, the organization and payroll and benefits processes for the District. Holly has over 35 years of business experience across numerous industries including the service industry, childcare, manufacturing, immigration, construction, insurance, the justice system, and healthcare. Holly resides in Central Vermont where she enjoys her family and community as both are close to her heart. She enjoys camping in the summer and crafts in the winter. Please help us welcome Holly as the newest member of the Fiscal Services and Central Office Team. We are very excited to have her here!

### Finance Office Updates

We have contracted with Frontline Education, the District's vendor for attendance software, to add their Time and Attendance cloud software program to utilize in conjunction with what we currently use. Time and Attendance will ultimately replace the current paper timesheets and payroll summaries used for payroll processing. The intent of this transition is to reduce employee time and effort spent collecting and processing paper timesheets. The hope is this will create significant efficiencies, and opportunities which allow staff to use their time to support employees in different ways. The project is currently in the timeline development stage, working to identify when and how the District will roll out the system to each group of employees for use. We will keep you informed as the project progresses.

Chris O'Brien worked with building administrators in December to identify the next capital project needs for the Multi-year Capital Improvement Budget. Chris, Bill and Susanne have prioritized those projects based on the Board approved Capital Improvement Plan, and anticipate reviewing the prioritized



proposals, with rough estimates, with the Superintendent in March, presenting to the Leadership Team in April and Finance Committee and Board in May.

The current fiscal year financial update and fund balance report for the Board will be completed in April. Susanne meets with Building Administrators regularly to review and analyze the current budget to understand our actual spending. Projections on revenues and expenditures will be adjusted as appropriate, prior to reporting to the Board.

The month of January has required extra Finance Committee meetings and School Board meetings for the budget and bid awards. This requires staff preparation to get packets out to the Board in advance of the meetings. The warning is approved, annual report is compiled and information is distributed to individual Towns and posted on the website. Thank you to Melissa Tuller for all the support she provides over the course of the year, but especially during this time of budgets and bidding. Also, a big shout out and appreciation to Rosie Laquerre, District Clerk, for her careful review and preparation of the ballots for Town Meeting and her coordination with multiple towns and the printer for the mailing of those ballots

#### Budget Revote Processes

In the event that a school budget is rejected on Town meeting day, it can be very helpful for the Board to be prepared to meet vote warning requirements for subsequent budget votes. The following information will be reviewed and discussed by the Finance Committee, and is being shared with the full board for information and consideration.

#### **Per [17 VSA 2680\(c\)\(2\)](#):**

A budget revote can be warned and held in a condensed time frame.

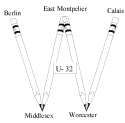
(2) If a budget voted on by an Australian ballot is rejected, the legislative body shall prepare a revised budget.

(A) The legislative body shall establish a date for the vote on the revised budget and shall take appropriate steps to warn a public informational meeting on the budget and the vote. The date of the public informational meeting shall be at least five days following the public notice. The date of the vote shall be at least seven days following the public notice.

(B) The vote on the revised budget shall be by Australian ballot and shall take place in the same locations that the first vote was taken; provided, however, that if that polling place is unavailable, the vote may be held at a different location, with notice posted of the meeting location at the original location.

(C) The budget shall be established if a majority of all votes cast are in favor. If the revised budget is rejected, the legislative body shall repeat the procedure in this subsection until a budget is adopted.

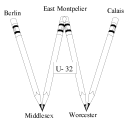




(D) Once a municipality votes to establish its budget by the Australian ballot system, the vote on the budget shall be taken by Australian ballot until the municipality votes to discontinue use of the system.

The Board is not obligated to utilize such an abbreviated timeline, and could choose to warn a revote in a more “typical” timeframe (30-40 days prior to the vote). This would still meet the statute.

The informational hearing may be held by remote means under the temporary provisions extended by the legislature.



---

***WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.***

---

**2022-2023 Priorities:**

- Academic Achievement & Student Outcomes
- Student Health & Safety
- Humanity, Justice & Equity Work

**Update on District Priorities:**

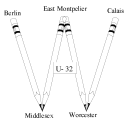
***Academic Achievement & Student Outcomes***

**Berlin:** We have been continuing to work to implement an MTSS model that puts some structure to how we progress monitor students. Teams meet monthly to review progress and decide next steps for student support, including academic intervention, social/emotional support, and EST planning.

**Calais:** Our librarian/tech integrationist, Stacey Rupp, has kicked off semester 2 with enrichment groups using project based learning. In keeping with some of the training we have received from Katie Novak on Universal Design for Learning (UDL) - these groups are approached from the tenet: All scholars working towards the same rigorous goals, but making choices that allow them to honor their strengths, challenge themselves, and follow their passions. Before the end of the school year, each student, K-6 will participate in a four week session of project based learning. To accomplish this, Stacey will be collaborating with classroom teachers during our team meeting blocks.

**Doty:** At our most recent staff meeting, we had a review of our progress monitoring systems and while we are keeping excellent data on intervention services that we are providing, we are looking to use our meeting time more efficiently. We have made some tweaks to our meeting format to meet that end. Even though all the changes for Act 173 have not been implemented, we have been following the new practices, producing rich bodies of evidence as we move toward special ed evals for students. Three of our staff members also went to a highly informative training on 504 plans on Tuesday and shared valuable information with the rest of the team regarding our responsibilities.

**EMES:** Our interventionists, special educators, and I have been meeting every other Monday this year to begin establishing structures and procedures that are aligned with Act 173. Most recently, our work has focused around identifying the supports and interventions given at Layers 3, 4, 5, and 6 specifically. Using the Data Tree model that Katie Novak shared with us in a recent UDL training, we are creating one for EMES that explicitly identifies decision making points for interventions for students in both reading and math. We also just wrapped up a series of staff meetings that focused on our recent winter assessment data, using a data driven discussion protocol. Teams looked at data from last spring through this winter and identified areas for growth both at the school



level and the individual classroom/student level. We have lots of areas to celebrate as well as areas we need to improve upon!

**Rumney:** We are engaging in discussions about how to improve the growth of students that are meeting and exceeding grade level expectations. Students that are below grade level are showing amazing growth, which highlights the benefit of having skilled special educators and interventionists. Our next area of focus (and one of my annual goals) is supporting teachers as they bring more accommodations into the classroom (level 1 and level 2 supports). While this is a shift in the practice, when done with the right amount of support and encouragement, we can make it seamless for our educators.

**U-32:** Our students are beginning to schedule classes for next year. This process begins with them working with their TAs to see where they are in their progress towards graduation proficiency and selecting courses that help them meet those proficiencies and prepares them to meet their post-high school goals. TAs also meet with the families of all 8th and 10th graders to review progress and prepare for high school courses, 8th grade, or for post-high school, 10th grade. Our students have many options and this is the time of year when they are really looking at their future.

#### **Update on District Priorities:** **Student Health & Safety**

**Berlin:** We were able to fill all of our positions in December. It feels like now we have our 'feet on the ground' and students are supported properly. It has helped staff in them feeling like they can do their job and not be stretched. It ultimately supports students and we're seeing a positive increase in so many areas (academic, behavior, emotional wellness).

**Calais:** Calais staff have recently taken the school-wide assessment survey (SAS) from PBiS. This assessment asks important questions about whether practices and procedures are clearly articulated in our building, along with questions about how important these procedures seem to be. Some key takeaways were:

- A Small number (3-5) positively and clearly stated student expectations of rules are defined - 81% In place, 91% Low Priority
- Student Behaviors are taught directly - 73% Partially in place, Tot: **92% Medium to high priority.**
- Consequences for problematic behaviors are defined clearly - 38% Partially in Place, 56% NOT, **100% Tot. Medium to High Priority.**
- Procedures for expected & unwanted behaviors are consistent with school wide procedures - **91% Partial or not in place, 100% Med. to High Priority**

Our school wide student support specialist, Uriah Proctor-Mattingly, led our most recent staff meeting where we examined some of this data and our team came to some



conclusions: we have clearly articulated expectations that all staff and students understand but we have some work to do in explicitly teaching those behaviors and ensuring a consistent response when students are not meeting those expectations. The results from the SAS, paired with our student discipline data and key learning from guidance lessons are helping Calais staff to focus on alignment of our responses to challenges that get in the way of learning.

**Doty:** In terms of physical health, Doty seems to be in a relatively quiet period (touch wood.) Students and staff alike have been battling various bugs as our immune systems deal with the post-Covid world. Through ongoing community building and communication, we are finding times and ways to build support for the social/emotional needs of our students. While we have seen a decrease in “big” behaviors, our students are showing signs of increased anxiety and non-specific dysregulation. Guidance lessons, social communication groups, and individual/group meetings with the school counselor are all happening in order to provide students the support they need. Equally importantly, we are examining our systems/structures to ensure that we aren’t inadvertently creating barriers or adding to student stress.

**EMES:** We continue to focus on the climate of our school through our weekly all-school PBIS meetings that happen on Wednesday afternoons. This past Wednesday our focus was on hallway expectations, both during periods of learning and during down time (lunch/recess, arrival and dismissal). As we near Valentine’s Day, our tradition at EMES has been to spread the EMES love by writing individual heart-notes to each student and adult in this building. The heart-notes will be hung on Monday afternoon so that everyone is welcomed with a personalized love-note when they arrive on Tuesday morning.

**Rumney:** We have had some illnesses going around and we had a few days of staffing shortages. These low staffing days are far fewer than what we experienced last year. Even better is that between them we have many days with no staff absences. This really helps staff morale, because staff need to feel confident in calling out sick when needed. The pressure that uncovered vacancies can cause is significant and we are fortunate to have had only a handful of days like that this year.

**U-32:** During Extended TA over the next month the Student Services team will be sending out a unique link to each student to complete the YSBIRT (Youth Screening, Brief Intervention, & Referral treatment) Snapshot Survey. This screening will help us identify students who are in need of support, and it will help us connect the student and their family to the supports they may need. We have a [FAQ](#) about the screening.  
Grades 11 & 12 will be surveyed on Feb 15th  
Grades 7 & 10 will be surveyed on Feb 22nd  
Grades 8 & 9 will be surveyed on March 8th



Our Teacher Advisors will be reading this [brief script](#) to your students after announcements/before they begin the screening during TA. We also have a [FAQ](#) for students who have other questions.

### **Update on District Priorities: *Humanity, Justice & Equity***

**Berlin:** Berlin's committee continues to meet every other week and is looking to plan a visit from high school groups. We look forward to their visits!

**Calais:** Our commitment to humanity, justice and equity has become embedded in our everyday practices. This can be observed anywhere from our approach to students struggling to meet behavioral expectations to our commitment that ALL students access enrichment. We are creating an environment with the belief that all students are capable of learning at high levels and systems that work strategically to identify and remove barriers to the learning.

**Doty:** This past month at Doty has seen a lot of conversation around students who identify as female and how they are often missed in terms of needing support. Teachers are collaborating and questioning whether we are incorrectly ascribing traits like "quirky" rather than looking for an underlying disability. Staff continue to participate in and enjoy the equity book groups.

**EMES:** I recently surveyed all EMES students in order to get direct feedback from them on our lunch and recess practices. We have made some recent shifts in our practices during this block of time and I am hoping to gather feedback from them on how these changes are working for them. I anticipate I will learn a lot from their feedback and will share the results with you once they're in! My hope is to revisit our practices as a school and make adjustments as needed.

**Rumney:** Shelley Vermilya is joining one staff meeting a month for conversations around equity, diversity, and inclusion. Shelley and I agreed that it is best when staff can self-select to attend and the content is designed based on feedback. This is especially important as staff know the work that is needed for their students, so having discussions around current situations is beneficial.

**U-32:** We are starting a new club at U-32 called MOST, Men of Strength. In 2000 Men Can Stop Rape created its youth development program, the Men of Strength (MOST) Club, now considered to be the country's premier primary violence prevention program for mobilizing young men to prevent sexual and dating violence through primary prevention and healthy masculinity. The MOST Club provides young men with a structured and supportive space to build individualized definitions of healthy masculinity that promote



healthy relationships. The Club employs a 22-week curriculum profiled by the National Crime Prevention Council as one of our nation's most promising "50 Strategies to Prevent Violent Domestic Crimes." You can learn more about the club in this [overview](#) and this [flier](#).

### Celebrations & Upcoming Events

**Berlin:** Our PBIS celebrations continue with fun events such as Beach Day, and upcoming, Tag Tournament, Comfy Clothes day, and Butler Boynton Day. We are also in the early stages of planning our spring theater production. We welcome back Erin Galligan-Baldwin and Taryn Noelle who will produce and direct the program!

#### Calais:

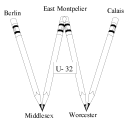
- Feb 2, Community Resource Fair and Movie Night sponsored by the Friends of Calais 6-8 pm. The turn out for this event was amazing (over a 100 community members) and the **presence by several of our board members was much appreciated. Thank you for sharing applications at your table for volunteer and substitute applications!**
- Feb 14, Bring a Friend to Lunch Day - Happy Valentines Day, student card exchange
- Feb 23, Coffee Talk with Ms. Cat in the library 8:45 am - 9:45 am
- Feb 27-Mar 7, February Break - **No School**
- Mar 7, Town Meeting Day at Calais Elementary

#### Doty:

- We will have our Valentine celebration on February 15 - my favorite moment in the year!
- We are also working on setting a date for a mud season pie breakfast - staff injuries and family emergencies have made scheduling tough!
- Classes are having Winter Wellness activities - cross country skiing and snowshoeing near school.

**EMES:** We have several upcoming events that we are looking forward to: I Love EM Lunch and a concert put on by U-32 students on Feb 17th, and our Spirit Week Feb 20 - 24. We are also making plans for Winter/Spring wellness days in the coming weeks/months. An area of celebration for us: Kindergarten teacher, Jillian Zeilenga was recently nominated through the [Life is Good Foundation](#) to be a "Captain Playmaker." Life is Good visited EMES a few years ago and provided PD to our staff around bringing optimism and joy into our school. Jillian spent a recent weekend in Boston with other Captain Playmakers and brought back some ideas for engaging our school in this important work. Jillian taught us two very cool team-building games this week during PD and staff meeting. It was so much fun to laugh and have fun together!

**Rumney:** Winter Wellness is in full swing and it is amazing to have this tradition back for our students. This year's selections are skating, gymnastics, and bowling. This



tradition started with a grant, and now we have incorporated this into every year's programming. It's been a great way to expand opportunities for students to be active during winter. There have been multiple requests for us to explore going skiing next year. We will be forming a committee to research what this would entail and to ensure all students could participate. It's all very exciting!

**U-32:** U-32's [newsletter is here](#)!! If you want to know more about what is going on at U-32 on a daily basis in areas of academic achievement, personal growth, and belonging, then please follow us on Facebook and Instagram, U-32 Learning Community, and @U-32learningcommunity respectively.

For more events at U-32, check out our [Tandem Calendar](#) or our student newspaper, [the Chronicle](#).

### Supervision & Evaluation Updates

**Berlin:** Second observations for new teachers are in progress or wrapping up this month. Also, Jen Miller-Arsenault and I had the opportunity to visit math classes this past month and review math program instruction.

**Calais:** In February we began a job embedded professional development block with support staff. We have so many new staff members supporting our most vulnerable population and supporting their own skill development is critical. I'm incredibly proud of the commitment our ESP staff members have shown to their professional learning and growth. I also want to call out the importance of collaboration across our buildings. We wouldn't have thought about this path without Alicia Lyford and Beth Parker sharing this initiative at EMES. **We work smarter together and our students benefit from it.**

**Doty:** Meagan joined me for some observation rounds which helped me significantly shift and improve my thinking and work in this area. My every other week meetings with teachers are now much more focused on specific, measurable goals and we are using the walkthroughs as opportunities to gather data and provide feedback on meeting those goals.

**EMES:** Jen M-A and I recently observed classrooms teaching both Foundations and Just Words lessons to students across the grades. It was exciting to see the procedures in place and the unique ways the teachers have found to engage students in this very structured, explicit instruction of phonics. One classroom played a competitive Jeopardy-type game while reviewing vocabulary terms while another student used a matchbox car to sound out the words he was learning to decode. It was great to collaborate around these observations and see how these new programs are being implemented across our building. Our K-2 teachers are also participating in PD together



on “How and Why of Brain Friendly High Frequency Word Instruction” through Shifting the Balance.

**Rumney:** I have thoroughly enjoyed collaborating with Jen Miller-Arsenault and Meagan Roy around walk-throughs. Through that collaboration, I decided to shift the focus and purpose of walk-throughs at Rumney. This will be really helpful in determining the importance among the competing priorities.

**U-32:** Our Administrative Team is closing in on our 100th observation of teachers and staff and we are seeing some great examples of quality discussions, engaged learning, and rigorous assessment. We also have several student interns that are starting their solo teaching assignments with the support of their U-32 cooperative teachers and their university advisors. We have been visiting them as they get started and it bodes well for the future of having new teachers, school counselors, and social workers.



## Washington Central Unified Union School District

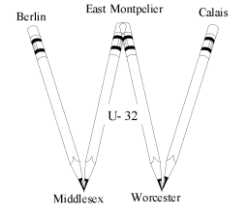
---

*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

---

1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
Fax (802) 229-2761

Meagan Roy Ed.D.  
Superintendent



**TO: WCUUSD Finance Committee & School Board**  
**FROM: Susanne Gann, WCUUSD Business Administrator**  
**RE: Calais Pellet Boiler Bid Award**  
**DATE: February 10, 2023**

---

**Summary:** Washington Central Unified Union School District advertised in the Times Argus and invited **ten** contractors to bid on the Calais Pellet Boiler, to replace the current wood chip boiler. Three contractors submitted bids on the project.

	Farrington	Lajeunesse	<b>Froling Energy</b>
Base Bid	\$385,520	\$329,900	<b>\$224,000</b>
Plus interior painting	\$ 3,500	\$ 7,474	<b>\$ 5,000</b>
Proposed Contract Sum with selected alternate	\$389,020	\$337,374	<b>\$229,000</b>

The low base bid on this project was \$229,000 provided by Froling, Inc. Including a 10% contingency, the proposed contract sum is estimated at \$251,900. This is within the allotted amount for contractors in the project budget of \$475,000 as approved by the Board at the November 8, 2022 meeting.

The Board will receive an updated Capital Improvement Project Plan and Five-year Budget in April, which will provide an opportunity to review the Capital Fund Balance and proposed uses over the next five years.

**Recommended Board Action:** The Board approve awarding the Calais Pellet Boiler Project contract to Froling Energy in an amount not to exceed \$251,900 (this includes the 10% contingency).

## Washington Central Unified Union School District

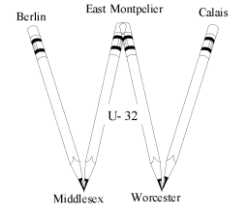
---

*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

---

1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
Fax (802) 229-2761

Jennifer Miller-Arsenault  
Interim Superintendent



**TO: WCUUSD Finance Committee & School Board**  
**FROM: Susanne Gann, Business Administrator**  
**RE: Project Manager / Clerk of the Works Contract**  
**DATE: February 10, 2023**

---

**Summary:** For many years, Bill Ford of WF Project Inspections has provided Owner Project Manager and Clerk of the Works services as an independent contractor for the District. Bill's expertise and knowledge in management of construction projects and coordination of contractors and District needs is extremely important to the successful completion of capital improvement projects. Bill's current contract ends this month.

A proposed contract not to exceed \$89,732 to cover the period from 2/10/23 through 2/9/24 is included in the packet. The contract confirms OPM/COW duties for the District on proposed 2023 construction projects plus planning for future capital improvements. The proposed hourly rate for his services is \$75 per hour, with an anticipated 936 hours of services, plus reimbursable expenses.

**Recommended Board Actions:** The Board authorize the superintendent to sign the contract with WF Project Inspections for his services as Owner Project Manager and Clerk of the Works through 2/9/24, not to exceed \$89,732.

January 23, 2023

Owners Project Manager/Clerk of the Works for WCUUSD  
Proposed Fee Schedule

This fee schedule is based upon contracted Owners Project Manager (OPM)/Clerk of the Works (COW) services. WF Project Inspections would be providing services as an independent contractor. Confirmation of the OPM/COW duties for the district for the term of one year based on averaging .5 FTE.

Services:

OPM/COW, Bill Ford invoiced at; \$75.00 per hour  
Reimbursables: Mileage & travel at two hours per site visit. Long distance communication, copies, photos, postage and handling at cost plus 10%

Proposed Fee Schedule:

Perform OPM/COW duties for the period February 10, 2023 through February 9, 2024 based on up to 936 hours of services for the “not to exceed” amount of \$89,732.

project budgets	school	Proposed 2023 WCUUSD construction projects plus planning for 2024 projects
\$0	district	Security – card/camera system
\$125,000	EMES	Woodchip boiler upgrades
\$125,000	U32	Woodchip boiler upgrades
\$475,000	Calais	Woodchip boiler replacement
\$2,090,354	U32	Paving, parking lot and sidewalks
\$6,875	Doty	AHU damper replacement
\$34,375	U32	Circulator pump replacement
\$1,237,500	U32	Energy recovery units
\$4,094,104		

Equipment provided by WFPI for use by the OPM/COW:

Laptop computer  
iPad and iPhone for project photos and communication

To be provided by the Owner:

1. Access to workspace with desk, chair, table, and power
2. Access to an internet connection & printer

I suggest the “not to exceed” fee so if the work to be accomplished moves along better than expected the owner can benefit from fewer hours expended by the OPM/COW and a lower cost for those services.



# Washington Central Unified Union School District

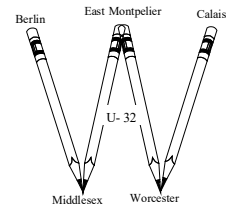
---

*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

---

1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
Fax (802) 229-2761

Meagan Roy Ed.D.  
Superintendent



## Washington Central Unified Union School District

### School Board Meeting

(Virtual Only)

Central Office

1130 Gallison Hill Rd. Montpelier, VT

1.11.23 6:15-7:30 PM

**Board Members Present:** Diane Nichols-Fleming, Ursula Stanley, Lindy Johnson, Daniel Keeney, Mckalyn Leclerc, Kari Bradley, Flor Diaz Smith, Maggie Weiss, Ursula Stanley, Jonas Eno-Van Fleet, Natasha Eckart Banning, Eric Andersen, Chris McVeigh, Joshua Sevits

**Administrators Present:** Superintendent Meagan Roy, **Jen** Miller-Arsenault, Principal Steven Dellinger-Pate, Technology Director Mark Kline, Susanne Gann, Alicia Lyford, Aaron Boynton, Amy Molina, Cat Fair, Gillian Fuqua, Karoline May, Kerra Holden, Lisa LaPlante

**Others:** ORCA Media, David Delcore, Michael Duane, David Lawrence, Michelle Ksepka, Allison Fayle, Aly, Amy Rose, Aya and Matthew Farland, April Davis, Arlyn Bruccoli, Ashley, Avery Cochran, Bekah Mandell, Ben Larrow, Beth Parker, Beth Stern, Bonnie Gadapee, Brittany Powell, Caitlin Howansky, Caroline Grace, Carrie Fitz, Callie Weller, Chani Waterhouse, Cheryl Ecklund, Chris Gendreau, Christina Pollard, Danielle Lafleur Brooks, David and Jimmy, Deanna Murray, Deborah Bloom, Dell Waterhouse, Dorinda Crowell, Elijah Hawkes, Eric, Erin Galligan-Baldwin, George Cook, Honi Bean Barrett, Jamie Bohn, Jane Coffey, Jen Donavan, Jen Frantz, Jenn Ingersoll, Jennifer Chambers, Jes, Jess Barewicz, Jill Drury, John and Emily and Kaia, John, Justin Redmond, Kathleen, Kathryn Biggam, Katy Preston, Katy Chabot, Kim Sturgis, Kristina, Lafaille Family, Leigh Garrity, Lisa Hanna, Liz Guilfoyle, Virginia Burley, Woden Teachout, Tony Snow, Taylor Brown, Tammy Joslin, Sue, Shauna, Amy Scribner, Dlc, Sarah Callahan, Sonya Rhodes, John, Owen, Lauren Chabot, Carrie Fitz, Meg Dawkins, Maureen McDermet, Shelby Quinn, Shelley Vermilya, Megan McLane, Jessica Abisla, Taylor Brown, Jill Abair, Kristina, Michael Braun Hamilton, Amy Young, Leah Jones, Mark Brown, Steve Coteus, Stacey Rupp, sadavis, Veronica Eldred, Ashley, Talitha Landis-Marinello, Sharon Spector, Lauren Frank, Heather McLane, Pamela Mallett, Melinda Audet, Norman Messier, Michael Sutherby, Rachel Salloway, Michael Sherwin, Tammy Joslyn, Michael Close, Priscilla Gilbert, megan, Katy Preston, Maggie McGlynn, J. Campbell, Susan Evans, Hannah, Traci, Kristin Freeman, Jasper Lorien, Mitchell and Kathy Nichols, Meg Allison, Caitlin Howansky,

Erica, Noah Weinstein, Robin Powers, Katharine Shapiro, Matthew Pelkey, Elijah Hawkes, Rachel Hernandez, Scilla, Sue, Diana Costello, Michael Levine, Patrick

1. **Call to Order:** Flor Diaz Smith called the meeting to order at 6:17 p.m.
2. **Welcome**
  - 2.1. **Adjustments to the Agenda:** Flor Diaz Smith reviewed the agenda and the protocol for public comment.
  - 2.2. **Reception of Guests**
3. **Presentation: Budget Draft # 3:** Superintendent Roy provided a slide deck reviewing the process to date and sharing (two versions of) Draft #3 of the Budget for FY24. #3a: 9.62% total increase; #3b: 6.95% total increase.
  - 3.1. **Public Comments-Time limit strictly enforced, see note:** Flor Diaz Smith invited participants to submit in writing to the board as well, as the time limits will be strictly enforced to allow as many as possible to speak. Honi Bean Barrett thanked Mckalyn Leclerc for attending the Doty School staff meeting. She spoke about some of the special qualities of Doty School. She invited the board to come visit the school. Christina Pollard, Pre-K teacher at Doty spoke about the special attributes of Doty and the community within the school; she spoke about the growth of the Pre-K program at Doty over the past years. She asked the board to preserve the Pre-K program at Doty. Arlyn Bruccoli, EMES thanked the board and administration team for their work. She spoke about the critical and ever changing role of the school librarian. Jill Abair spoke about the value of libraries and librarians. She spoke about the link between library staff and student achievement. Stacy Rupp spoke about the value of libraries and her experience at Calais Elementary School. Avery, a junior from Calais, spoke about her experience as a student in school libraries. Steve Coteus, a resident of Worcester expressed concerns with the proposed decrease in library position. Asked what will happen if projected student enrollment numbers are incorrect? What other cost savings are incorporated into this budget draft? Lauren Chabot, Worcester parent, spoke about her concerns with the proposal to combine Worcester Pre-K and 6th grade students with Middlesex. She stated that this restructuring has been developed without any input or discussion with the community. She stated that she will not support a budget that includes these changes. Aly spoke about concerns with potential cuts to library programs; she spoke about some of the activities and learning opportunities that occur in the library. Lauren Frank expressed concerns with the proposed cuts to positions and programs. Jessica Abisla spoke about the critical role of school nurse positions. Bekah Mandell, Middlesex parent stated that the proposed structural changes to the Rumney and Doty schools are huge considerations that should include a long community process. Deanna Murray spoke about concerns with cuts in library programs, foreign language programs, as well as the proposal to merge the Pre-K programs at Doty and Rumney. Mark Brown, Teacher at U32, and Calais resident spoke about concerns with cutting librarian positions/ programs. Encourages the board to use fund balance to address the coming school year and to have a plan for a longer community discussion about structural changes such as those propose.

Brittany Powell spoke about concerns with the Pre-K proposal at a time when affordable childcare is a huge issue statewide. Jasper Lorian as a student, spoke about the value of his experience at Calais library. Sarah Davis spoke about the value of the Doty Pre-K program. She noted that part of the reason her family moved to Worcester was for her child to attend preschool, and elementary school in her town. Caitlin Howansky, resident in Worcester expressed concerns with the proposals to cut staffing and programs at Doty. What are we as a society if we are not willing to spend our money on quality education for our youngest people? Meg Allison proposed full time library positions at all of the schools. She spoke about the value of these positions, and the unique nature of school libraries. Landis Marinello a student, spoke about the value of school libraries and librarian positions. Talithia Landis Marinello stated that she would like to see level service for next year - and let the tax payers vote. Amy Young stated that she would like to see us raise our libraries and library positions up rather than decrease or eliminate. She stated she would like to build us up rather than tear us down. She noted that the only way she can carry out her current role in Berlin library is by accessing a regular volunteer staff. Danielle Lafleur Brooks expressed her experiences with the school library at EMES and stated that the library is crucial to the school. Sarah Callahan spoke about the Pre-K program in Worcester; she stated that it would be devastating to the community to lose the program; she reiterated the concerns about access to affordable childcare. She stated that decreasing the school nurse positions does not support health and wellness in the schools. Chani Waterhouse stated that structural changes that are already happening and that are proposed will negatively impact community connectedness. She spoke about the needs of the families in Worcester. She asked the board not to rush into big structural changes without a great deal of discussion with the community, with an eye to community connectedness. Amy Rose expressed concerns around the budget proposing cuts and decreases. She noted that with the current state of inflation, she would expect the school budget to increase. She asked the board to please get more input before making these decisions. She stated that she is concerned with using the term "equity" in this context. Melinda Audet expressed concerns with the proposed plans for Pre-K and 6th grade programs at Worcester and Middlesex. Lisa Hanna, Worcester resident, thanked everyone for speaking, and without repeating what has already been stated, the question: with the proposed restructuring, how does this impact the remaining student body at Doty? Michael Levine stated that he is better off paying more in taxes each year to support strong schools than having the value of his home decrease because people are leaving our towns. He asked whether there has been consideration given to redrawing border lines for towns/ school attendance. He asked the board to not pursue such a big change without a more thorough process. Kathryn Biggam, Middlesex resident: feels that a larger conversation around the budget is needed, rather than potentially making cuts to programs. Kathleen, Worcester resident, stated that she has placed her child in private school because she is not satisfied with what is happening at WCUUSD. To think that we are considering further cuts to the programs and opportunities is upsetting to her, as she already feels that they are lacking. She recommended giving the tax payers an opportunity to vote on a more robust budget. **At 7:37 p.m. Flor Diaz Smith concluded the public comment portion.** Flor Diaz Smith suggested that some clarifications be made based on some of the questions that arose. Superintendent Roy spoke to the concept of a combined Pre-K program: there is a goal of creating a more robust program; the goal would be to serve all of the students and possibly serve more. She stated that our enrollment decline has sustained over time. We do not have evidence to suggest that we would have huge enrollment gains. What

would a sustainable health model look like? We would have to design it; there would be a process that includes engagement with our nurses and our staff. What would classes look like at Doty if grade 6 were to move? Not able to answer this explicitly at this time as it is more of a concept at this stage. She provided some explanation regarding decreases in library positions - this is not a reduction to library materials - the proposal would bring library staffing into alignment with education quality standards.

#### **4. Board Operations**

**4.1. Discussion of Budget Draft # 3:** Flor Diaz Smith stated that the Finance Committee met yesterday. She stated that the recommendation of the Finance Committee is Draft #3B. She invited discussion/ reflections from board members. Mckalyn Leclerc stated that the concept of students transitioning from Doty (Pre-K) to Rumney and then Doty to Rumney (6th grade) and then to U-32 does not feel sustainable. She worries that this is a larger conversation to have with our communities and it is a lot to decide in what feels like a rushed manner. She noted that Worcester is one of our most vulnerable communities. She asked to hear Gillian Fuqua's thoughts, as Doty Principal. She reiterated what others had stated: Doty preschool is an amazing program. Chris McVeigh noted that we have heard a strong outpouring from the Worcester community. The cuts proposed are for direct service positions that have a direct impact on students (e.g. library, Spanish program). He endorses, as was suggested by community members tonight - propose a level service budget and let the taxpayers vote. He stated that if we are considering reductions, we should not be considering reductions in positions that provide direct services to students. He suggested considering administrative cuts or other considerations such as athletics. He stated that we are making "value choices." Diane Nichols-Fleming stated, with no disrespect to the leadership team, this is a big shift where we are faced with making a huge decision very quickly. Feels like we need more time to have these conversations - hard conversations which we do need to begin - but at this time we have not had the opportunity to fully flesh this out and fully understand the proposed changes. She appreciates the creative thinking but she feels that we need more time to discuss. Kari Bradley stated that the presentation was very clear and he thanked the administration. He stated that the numbers are not as bad as he was afraid they would be. He noted that there is a statement from the leadership team that the programs as proposed are high quality and appropriate. He feels that we need to be more conservative than usual in budgeting as we look toward future trends. This year, everyone is paying more for a lot of aspects of daily life: groceries, utilities, etc. Some people's income will grow commensurately but many will not. He stated that we would be in a much different position if our communities were growing; but they are not. We need to match our spending with our student enrollment. Likely, we will be facing similar decisions next year and the year after that. Trends dictate that combined services are coming for us - we are going to be looking at those types of changes in the near future, for example, the creative possibility that all sixth graders going to U-32. We can view next year as an opportunity to try some combined programs on a limited basis and learn and grow from them. Natasha Eckart Banning stated that her son's sixth grade experience at Doty was the best year of his elementary experience at three different schools. She would hate to see 6th grade move out of Worcester. She noted that we need to think about creative solutions, but that it needs to be a bigger conversation. She appreciates community members indicating that they would like more opportunities to participate in larger conversations. Pushing these decisions further out will allow for more participation from our community. Joshua Sevits stated that he supports Budget Draft #3B, given

the declining enrollment. He asked, why move Worcester Pre-K students to Middlesex; why not the other way? After hearing what a wonderful program Doty offers. Superintendent Roy stated that we have great Pre-K programs at all of our schools, and the vision would be to create one great Pre-K program for the two communities, building on the successes that we already have. Daniel Keeney stated that we have received a great deal of written comments from people that did not speak at the meeting tonight. He stated, too, that there are many out there who are in support of our school budgets but have concerns about rising costs in daily living. He stated that he is interested in considering a level service budget. He stated that he agrees with what Kari Bradley had indicated, that the state funding situation looks fairly bleak going forward as well as our enrollment trends. He would like to see the possibility of full time Pre-K, 5 days a week, across the district. And, e.g., world language across the district. He noted that there could be some great opportunities from restructuring. Flor Diaz Smith asked Superintendent Roy to speak about the sun setting of ESSER funds. Superintendent Roy explained that ESSER funds will go away after FY24 and this is a huge chunk of money. Susanne Gann stated that at this time ESSER money is currently supporting over \$500K in programs/ positions. Flor Diaz Smith asked Superintendent Roy what would be the ramifications of a defeat of the budget at Town Meeting Day. Superintendent Roy stated that the timeframe would be extremely tight to turn around and create and have a vote on another budget version. She spoke about the ramifications on the RIF (reduction in force) notification to affected staff. Eric Andersen stated that he is leaning more toward a level funded (level service?) budget; he sees the importance of some of the programs and positions that have been discussed. Maggie Weiss thanked the administration for two budget models and for making the information accessible and palatable, and for all of the time that has been provided for answering questions in an ongoing way tonight. How can we prioritize collaborating with the larger community; how can we facilitate people living/ moving here? We need to do some major planning that is beyond the schools themselves. She stated that there are other community voices that were not heard tonight - those who struggle with food insecurity, with transportation issues, with affordability issues. She expressed concerns with staff morale. She stated that we have a history of communities that support our budgets. However, she worries about future years when we lose ESSER funds. She sees the critical role of school nurse in schools. She supports budget Draft #3a and would like to see how the community votes. Lindy Johnson stated that she keeps her eye on student enrollment; she has concerns with per pupil costs. She stated that we have great schools across the district. She worries about the budget being voted down - the impact it has on staff morale as well as the nearly impossible timeline it presents for staff to revise and prepare for another vote. She does not feel that we have spent enough time talking about some of the structural changes that have been proposed; however, she agrees that we need to consider creative solutions going forward. Ursula Stanley stated that as a board we have a responsibility of fiscal responsibility to our full community. Inflation has gone up, people are paying for more across the board, and now taxes are going to increase. She worries that people will be turned away from our communities. She supports the proposed structural changes, knowing they will be difficult. She would like to think of this as a pilot program looking toward the future. Jonas Eno-Van Fleet stated that he supports Draft #3a which is close to a level service budget. He does not think the proposed structural changes in version #3b are fair to the communities of Worcester and Middlesex without a much larger and longer term discussion. He would like to approach this with an abundance mindset versus a scarcity mindset. He would like to consider the difference between cuts in FTE due to student enrollment versus cuts in FTE to shave money off the budget. He would like to offer a



level-service budget and let the community vote. He hopes we will continue to have this level of community participation and input in discussions going forward. Flor Diaz Smith stated that we have had strong schools in our district for a long time. She stated that we might feel like the decisions are rushed but we have the best people in leadership at this time to make this rush happen. She worries that we are delaying the pain - the cliff will be wider and taller next year. She stated that when she comes back to what is best for kids, we are not giving less - we are doing the best we can with our resources - as a board we have to take risks and lead. She stated that we do not have everyone represented at the table tonight and it is our responsibility to keep all of our communities in mind while advocating for what is best for our kids. Flor Diaz Smith suggested, with the mixed feedback from board members, that we reconsider Draft #2 of the budget. Diane Nichols-Fleming stated that we often have these hard conversations at budget time, we resolve things for the budget and then we leave it. We need to remember all of these things that are coming up, and all of the voices that we have heard and those who are not represented. She feels that we are shutting down a lot without getting greater input into the discussion. We need to have these conversations but in a wider range, and not just at this "budget" season. Mckalyn Leclerc stated that it would be very helpful to know what programs exist in each of the schools. She asked if we can hear from Gillian Fuqua as Principal at Doty. Gillian Fuqua stated that in light of declining enrollment we were asked by the board to brainstorm some creative solutions. These proposals are from the brainstorming and are not fully fleshed out yet. She does not believe we are in a position to call them "pilot programs" at this point. She believes that the cliff is getting wider and taller in the future, but making the proposed cuts at this time would be more of a band aid. She supports the board members' ideas to take more time and fully flesh all of this out. Chris McVeigh asked whether ESSER funds were intended to help schools respond, long-term, to the pandemic. Superintendent Roy shared that they were always intended to be one-time funds. Jen Miller-Arsenault stated that the use of the funds was based on the needs assessment when the pandemic first struck. Superintendent Roy stated that the work going forward is to plan how to be structured and ready when the ESSER funds go away. Maggie Weiss stated that this is a wider issue in the community - people are no longer receiving funds, similar to what schools are facing as ESSER funds sunset - e.g. fuel assistance, food assistance, etc. Kari Bradley suggested that everyone give some consideration to Draft #3A and "Draft #3C" (revisiting Draft 2) create a shared document with questions for the administration, come together next week for the board meeting to continue the budget discussion/ consideration. Jonas Eno-Van Fleet reminded the board that Draft 3A does not exceed the excess spending threshold. He can't see himself supporting a budget that cuts services. Flor Diaz Smith suggested considering Draft #3B without the restructuring, as well as a level service budget. She asked for questions by the end of tomorrow, Thursday, January 12 so that the Superintendent's office can prepare the budget packet for next week's meeting. She asked for a memo explaining what Draft #3B without the restructuring would look like, more specifically. Ursula Stanley asked that if the questions are not able to be answered in advance of the board meeting, can paper copies of updated information be available on the day of the next board meeting next week?

- 4.2. Approve Announced Tuition: Daniel Keeney moved to announce for the year 2023-24 tuition: \$22,808 elementary, \$21,413 secondary. Seconded by Chris McVeigh. This motion carried unanimously.**

**5. Future Agenda Items**

**5.1. Board Goals and Calendar**

**5.2. Central Vermont Career Center Budgeting**

- 6. Public Comment:** Sarah Callahan stated that the 90 second time limit was difficult tonight; she is not sure enough focus and time was given to concerns around cutting school nurse positions. She feels that the school nurse position is a “mission critical” position. Sonya Rhodes thanked the board for reconsidering creating a pilot-type program and using Doty. She stated that Worcester is a special town with a community that includes people who are already experiencing financial stress. Patrick suggested, please upload Superintendent Roy’s presentations to the website; they are very helpful. He feels that the most salient metric is, with each budget, side by side comparisons of the tax impact based on home value (per \$100K). Kathleen shared again the experience of a Doty student – Pre-K at Rumney, grades K-5 at Doty, 6th grade at Rumney - she suggested, for equity, maybe consider taking turns with the schools, e.g. Pre-K at Rumney and 6th grade at Doty.

**7. Adjourn: The board adjourned by consensus at 9:27.**

Respectfully submitted,

Lisa Grace, Board Recording Secretary

# Washington Central Unified Union School District

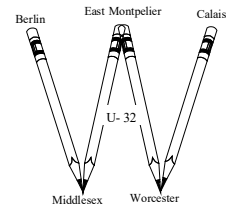
---

*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

---

1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
Fax (802) 229-2761

Meagan Roy Ed.D.  
Superintendent



**Washington Central Unified Union School District  
Community Forum  
(IN-PERSON w/ Virtual Option)  
East Montpelier Elementary School  
665 Vincent Flats Rd  
East Montpelier, VT  
Gymnasium  
1.18.23 6:15-8:00 PM**

**Board Members Present:** Jonathan Goddard, Diane Nichols-Fleming, Natasha Eckart Banning, Mckalyn Leclerc, Jonas Eno-Van Fleet, Chris McVeigh, Lindy Johnson, Maggie Weiss, Ursula Stanley, Kari Bradley, Daniel Keeney, Joshua Sevits, Eric Andersen, Flor Diaz Smith

**Administrators Present:** Susanne Gann, Mark Kline, Karoline May, Kerra Holden, Gillian Fuqua, Aaron Boynton, Steven Dellinger-Pate, Cat Fair, Amy Molina, Julia Pritchard, Lisa LaPlante, Superintendent Meagan Roy

**Others Present:** Michelle Ksepka, Michael Duane, Rubin Bennett, Beth Parker, Carla Messier, Anne Carter, Jenn Ingersoll, Christina Pollard, Allison Fayle, Honi Bean Barrett, Ellen Knoedler, Zach Sullivan, Kristin Freeman, Julie Moore, Bekah Mandell, Jen Campbell, Aly Mahony, Amber Larrabee, Anya Farland (Anya and Matthew), April Davis, Ashley Ballard, Krista Larrow, Beth Stern, Bonnie Gadapee, Callie, Carrie Fitz, Chani Waterhouse, Cheryl Ecklund, Danielle Laquerre, David Charles Lawrence, David Delcore, David Bennett, Deborah Bloom, Ella Lyford, Gary Parker, George Cook, Heather Clark-Warner, Jamie Bohn, Jane Coffey, Jen Frantz, Jennifer Chambers, Jes Wills, Jess Abisla, Jesse Frank, Jill Abair, John and Emily, Justin Redmond, Lafaille Family, Laura Giammusso, Lauren Chabot, Leigh Garrity, Lisa Wilson, Mark Brown, Mary Redmond, Matt Pelkey, Meg Allison, Megan McLane, Michael Close, Michael Sherwin, Michael Sutherby, Nicolle Schaeffer, Noah Weinstein, ORCA Media, Rupp Family, Sarah Callahan, Scott Hess, Shelby Quinn, Sonya Rhodes, Talitha Landis-Marinello, Tony Snow, Tyler Smith, Veronica Eldred, Will Baker

- 1. Call to Order:** Flor Diaz Smith called the meeting to order at 6:19 p.m.
- 2. Welcome:** Alicia Lyford welcomed everyone to East Montpelier Elementary School!

- 2.1. Adjustments to the Agenda:** Flor Diaz Smith proposed that the agenda be adjusted to allow for a presentation of the budget and allow public comments after. She also noted that the list of board minutes that are listed on the agenda for approval tonight are not accurate, so the action will be adjusted.
- 2.2. Reception of Guests:** Flor Diaz Smith welcomed everyone in attendance.
- 2.3. Public Comments** – Time limit strictly enforced, see note: (This occurred after the budget presentation. Please see below.)

### **3. Board Operations**

- 3.1. Budget FY 23-24:** Superintendent Meagan Roy presented a slide deck: *Budget Building FY24; Draft #4 for Adoption*. She stated that the board packet has more detailed information, and that the slides will be posted to the website. Meagan Roy reiterated the talking point from last week, that there is opportunity to provide a wealth of services to students in WCUUSD if we are to consider “scaling” the system across the district. She spoke about the impact of a failed budget. Having to administer Reductions in Force - that has a very significant impact on the staff. A failed budget can foster mistrust in the community - do they trust the first rendition of the budget? The job is to bring forward a budget that will deliver what our kids need, at a price tag that people can afford. She noted that there are people in our communities that also support education but have a different experience about tax impact than those who advocated for higher taxes to support the budget. She stated that the three lenses that influence budget consideration:

- education quality standards (the metrics in Vermont)
- equitable distribution of resources
- student need

She spoke again about student enrollment decline. Superintendent Roy explained that version 4A preserves the reductions that were proposed at the December meeting, without restructuring; keeps all schools within EQS (Education Quality Standards); moves toward more consistent staffing; minimizes cross-building program changes. Susanne Gann reviewed the comparative versions of the proposed budget drafts, as presented in the board packet. She explained that legislation is currently underway that might result in a change in the required language on the budget warning. Flor Diaz Smith stated: if the pandemic taught us anything, it taught us that we can do hard things. If we trust each other, trust our administrators, trust the data. If we do not make these hard decisions now, when and how? She stated that the board is working toward greater public engagement. Flor Diaz Smith invited public comments. She asked people who had had an opportunity to provide a comment at a past meeting, or who had provided an email, to please allow others to comment first.

**John and Emily:** (Middlesex) What is the dynamic for people who feel that they will be very burdened by a few hundred additional dollars per year of property tax? What is the opportunity for assistance from the state? What is the population? What is the real need of the people who are affected by the proposed increase?

**David Lawrence:** Thanked the board for their service. It is a thankless job and the board does it very well, trying to represent all of the community with civility.

**Talitha Marinello-Landis:** Expressed her support for a level service budget. She appreciates all of the involvement from the community; she would like to continue these conversations throughout the year. She expressed her concern that the changes that were proposed in the budget came as a surprise; she asked for more communication and community engagement.

**Sonya Rhodes:** offered her services on a committee to continue discussion about creative solutions. She stated that COVID-19 has made it difficult to settle into the merge that came from Act 46. She asked that we wait with regard to nursing positions, until we have a cogent plan in place. She stated that in her role as a teacher she is sometimes asked to stand in as school nurse and she is not equipped for that role.

**Rubin Bennett:** acknowledged the work that goes into budget development. Is CLA still on a 3 year rolling average? He noted that we will continue to feel “property tax pain.” He stated that there is a tax tsunami coming our way that will make this year look easy in retrospect. As painful as it is, we need to think forward to that. If the budget goes down, we have no idea why - all we have is a failed budget. He asked the board, once you have settled on a budget, you need to be active advocates. Please explore combined services. It is a huge opportunity and it will alleviate some of the pain that is coming our way. He stated that we saw, because of COVID-19, some of the combined services that are possible.

**Kristen Freeman:** supports taking more time to consider the combined services idea. Cutting Spanish feels like a “race to the bottom.” She expressed the importance of teaching students a second language at the time when their brains benefit. She would like to see Spanish expanded to the other schools. Our Spanish teacher is incredibly talented; it is heartbreaking to think about cutting the most talented and dedicated teachers. We cannot afford to feed our students less or lower quality food. She understands cuts are needed; consolidation is needed; would like to take more time. These cuts will not serve the long term problem. We need more time to think of a bigger picture plan.

**Julie Moore:** her experience as a school board chair- a failed budget vote leaves the board with no information as to why. The student enrollment numbers seem to be a trend. We have hard decisions to make; it is only going to get harder as time goes on. Failing to make hard choices this year will result in a cliff in a year or two to come.

**Beth Parker:** (WCUUSD teacher of 20 years) Worries very much about the impact of a failed budget. COVID-19 has created a lot of new challenges for people; we really need to think about the whole community and be very careful with this budget.

**Bekah Mandell:** expressed her support for a level service budget this year and have a larger conversation about structural changes next year. Questions: Why does there seem to be an opinion that a level service budget will get voted down? Why does there seem to be an opinion that one version will pass and one will fail? She noted that she has sent an email but hasn’t received a response; just wants to be sure the email has been received. When will the

process begin when we talk about structural changes going forward; how will people find out; how can people get involved?

**Jen Campbell:** Schools need robust, well rounded programs. That includes world language. Rumney has a very strong world language program and she believes it should be an opportunity for all of the students in all of the WCUUSD schools.

**Honi Bean Barrett:** Has been proud to be part of the district, as a parent and a staff member. The programs at the schools are not equal or equitable. Should we look at a program that can offer more equitable programs to all students? She indicated that she is concerned about job security; please remember what incredibly valuable staff members you have right now and please do all that you can to keep them.

Flor Diaz Smith asked board members to in a round robin style respond with their preferences of which budget draft. Meagan Roy addressed some of the questions that were asked by the community. Chris McVeigh asked, regarding Education Quality Standards - is this the template that explains staff to student ratio? Superintendent Roy stated that they are. Chris McVeigh asked for follow up about the Rumney food service program. How does a reduction in staff not have an impact on the food service program? Chris McVeigh noted that he is in favor of a level service budget. He asked, anecdotally, has there been communication from the community about concerns with a level service budget? He stated that he would support that budget, that does not result in reducing direct services to students. Eric Andersen expressed support for level service budget. He stated that more of the feedback that we have heard is not in support of cutting services. He spoke about concerns around the budget failing. He stated that the biggest issue will be how we present the budget that we approve and that we feel it provides the best for our students. Equality comes by bringing services/ adding services. Equality does not come by taking services away. He would like to see world language in all of the schools, and band or orchestra in all of the schools. Would like to consider combining services thoughtfully in a longer term process. To the benefit of students, to the benefit of the services they will receive, for example if combining services will result in meaning we can offer something (world language) to all of the schools. He stated that, regarding EQS, there is a difference between what numbers are indicated regarding ratios and what the people with "boots on the ground" feel is adequate. He stated that we have heard from the people with boots on the ground. Jonas Eno-Van Fleet stated that he feels both budgets are defensible and responsible. They are proposals that were put together by people with good faith. He stated that there are some voices and some people who are not represented here. He feels that Budget 4B is appropriate. In terms of trust of the community regarding a failed budget, he believes there will be some damage to the trust of the community if positions are cut. He stated that he hopes when we get down to the business of talking about planning forward, people will engage in the conversation. We all support what foreign language offers; we all support the arts. These proposals do not indicate that we do not support these programs. He reiterated that he supports 4B; he is not comfortable cutting services without a much longer conversation. Mckalyn Leclerc indicated that she supports a level service budget and she appreciates all of the hard work that has gone into this budget. She doesn't feel that the

financial difference is big enough to warrant cutting services. She looks forward to conversations and discussions in the future to consider long term plans. She stated it will be important to work toward an equitable solution to offering full time preschool.

Natasha Eckart Banning stated that if we do not pass a level service budget then we are not supporting the three principles that Flor Diaz Smith had presented to begin this round robin process. She feels strongly that making cuts to any of the services at this time is in direct opposition to the three guiding principles. With the changes that are coming to Ed Quality Standards through Act 1, she does not think we will be in a position to meet those standards if we cut services. She understands that there will be some changes that we have to make in the future. This is our chance to think outside of the box and think creatively. Taking the time to reach out to all of our stakeholders and think about where we can take our district. Let's fund what we have and take the time to think about where to take our district; not make the changes on the backs of our staff.

Diane Nichols-Fleming stated that she supports 4B. She worries about the lack of diversity of voices at the table. The caring about community doesn't start and stop at budget time. She stated that we need to engage with our community. She realizes that we need to have some hard conversations; starting now. We have an opportunity to be creative together; we can start now so that when we get to Fall 2023 we will have an understanding of how we arrive at a FY25 budget. Not everyone will be happy with the outcome but everyone will have had the opportunity to engage in the conversation. We know what our community can and can't afford but we also know what our children need. She asked for more time to engage in the conversation that is needed.

Jonathan Goddard supports a level service budget. Reflecting back on the past two years, conversations that we have had, it is remarkable how our district has come through the pandemic. He is so proud of the teachers, the support staff, the administrators. If he had his way we would have more nurses, more art, more theater. So the ones that we have, we need to keep. They are critically important. He stated that children and staff have suffered the effects of the pandemic and they are going to need support.

Joshua Sevits stated that he supports option "A". He stated that both options fulfill the parameters; he does not think Option "B" will pass, combined with other tax increases that are coming. He stated that he looks forward to visionary conversations in the future. If the board votes in support of Budget 4B, he will support it of course because he does not want the budget to fail. Daniel Keeney: Thinking about strategic planning - he thinks we are going to have to dive deep and fast and get to work, thinking forward. He expressed skepticism about meeting the EQS in WCUUSD. He expressed support for option "B." He stated that making cuts as presented would feel counterintuitive to strategic planning. He is going into this with eyes wide open, knowing that big changes will be coming soon.

Kari Bradley asked, how do we get the most learning for the buck, that our tax payers can afford? He asked the board to consider the long term trajectory. He stated that the enrollment projections at each school are shocking. We are likely to have three schools with 90 students or less. He stated, regarding strategic planning, given the future that we are facing, he does not see a way to avoid staff reductions. He supports 4A; he noted that the

reductions that are proposed are through the lens of the experts in education that are assuring us that the proposed educational model is appropriate for our children.

Ursula Stanley stated that some of our leadership team have raised kids and live in our communities. She stated that she supports the version “A”. The cliff isn’t getting any smaller. We can come up with all of the creative ideas possible and we will still be facing staff reductions. She noted that not all of our community are present and have a voice at the table; she has concerns about their ability to meet an increase in tax. Maggie Weiss supports version “B” but also feels that version “A” is defensible and responsible.

Lindy Johnson: Regarding the comments and the emails that we have received: stated that board members are not allowed to reply as individuals. She explained that the administration had prepared the budget drafts as the board had asked, the drafts were presented to the board on the board meeting day; it was not meant to be a “gotcha,” it was meant to be a draft based on board input, and for board and community discussion/ feedback at the meeting. She spoke about consolidation and the inevitability in the future. She stated that she supports either draft of the budget. Flor Diaz Smith thanked the superintendent and administration for their work on this budget. Diane Nichols-Fleming stated that while she realizes the recommendation from the leadership was version “A,” the majority of the board supports version “B.” We have heard everything, reflected, and feel it is important to move forward with the level service budget and thinking creatively going forward. Meagan Roy thanked the board for commitment to the conversation. She stated that the administration is very excited about strategic planning. She expressed that she is excited to hear a desire to be engaged in the process.

- 3.2. Budget Communications:** Kari Bradley stated that at this time we are in “campaign mode” the next time the board meets we will have a better idea of what channels we will use to communicate the budget; we will have some written pieces; we will likely have some video clips. He stated though at this point there is no reason that the board should not start communicating the budget in our own communities at this time. Maggie Weiss suggested that Flor Diaz Smith go on WDEV and reach out. Diane Nichols-Fleming stated that it would be useful to hear from the administrators how they like to communicate with families and community. Jonas Eno-Van Fleet suggested a QR code that would link to budget information and could be placed on signage throughout the community.

- 3.3. Budget Warning Language Draft # 2:** Jonas moved to approve the warning as printed with the following as Article 6: *Shall the voters of the Washington Central Unified Union School District approve the school board to expend \$38,921,331 which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$22,268 per equalized pupil. This projected spending per equalized pupil is 12.86 %*



*higher than spending for the current year. Seconded by Mckalyn Leclerc. This motion carried: roll call: Josh, Kari, Ursula, Flor vote “no;” everyone else voted in favor.* Chris McVeigh stated that incorporating and engaging the community in the strategic planning work from the beginning of the process will be critical. Meagan Roy stated that she has had an eye on deep community engagement as she puts into place the strategic planning. Board members signed the budget warning.

#### **4. Reports to the Board**

**4.1. Student Report:** (no students tonight.)

**4.2. Principal Report:** Ursula Stanley noted that she really appreciates the format of the written report; very predictable and readable. Board members indicated that they appreciate that each principal has a different “flavor” to their report. Mckalyn Leclerc stated that Doty had a blood drive today that was very well attended! Superintendent Roy explained the resource “My Path.”

**4.3. Central Vermont Career Center Report:** Flor Diaz Smith provided an overview from the written report. She invited questions or comments from board members.

#### **5. Finance Committee: Jonas Eno-Van Fleet moved that the Board authorize the allocation of \$69,747 additional capital reserve funds to the completion of the 2023 Mechanical Projects. Seconded by Ursula Stanley, this motion carried unanimously.**

**5.1. Award Bid for Energy Recovery Unit (ERU) Project:** Ursula Stanley moved The Board approve awarding the 2023 Mechanical Projects contract to Thomas Mechanical, Inc. in an amount not to exceed \$1,181,712 (this includes the 5% contingency). Seconded by Eric Andersen. Discussion: Ursula Stanley asked whether Chris is comfortable with this bid award. Susanne Gann stated that he is; they had gone through a pre-qualification process so they feel very confident. **This motion carried unanimously.**

#### **6. Policy Committee**

**6.1. Second Reading for Policy to be Adopted on January 18, 2023: C13 Homeless Students:** Chris McVeigh moved to approve this policy. Seconded by Jonas Eno-Van Fleet; this motion carried unanimously.

**6.2. Second Reading for Policy to be Adopted on January 18, 2023: C5 Weapons & Firearms:** Chris McVeigh moved to approve this policy. Seconded by Daniel Keeney. Discussion: Maggie Weiss asked for clarification around the language regarding the possession of a knife at school. Superintendent Roy explained: It is still against policy to possess a weapon; however, in the case of some, the administration has discretion to not have a board hearing. **Chris McVeigh moved to amend to add a quarterly reporting requirement within the policy so that the board is informed of how the administration responded to situations.** Kari Bradley suggested that this policy go back to the

committee. Diane Nichols-Fleming suggested that we consider policy C20 at the same time. Ursula Stanley asked to receive red-lined copies of edited policies. **Chris McVeigh withdrew the motion.** This will come to the board after the Policy Committee has reconsidered it.

- 6.3. Second Reading for Policy to be Adopted on January 18, 2023 A1 Board Conflict of Interest: Chris McVeigh moved to approve this policy. Seconded by Jonas Eno-Van Fleet; this motion carried unanimously.**

**7. Consent Agenda**

- 7.1. Approve Minutes of 12.21.22, 1.4.23, 1.12.23: Jonas Eno-Van Fleet moved to approve the minutes from Jan 4, 2023 and Jan 12, 2023 as presented. Seconded by Natasha Eckart Baning; this motion carried unanimously.** Minutes from 12.21.22 had been approved at a prior meeting.
- 7.2. Approve Board Orders: Lindy Johnson moved to approve the board orders from 12-22-22, to 1-18-23, in the amount of \$793,896.53. Seconded by Ursula Stanley, this motion carried unanimously.**

**8. Personnel**

- 8.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE: Lindy Johnson moved to approve Samantha Mishkin - Music Teacher (Rumney/East Montpelier) request to extend medical leave with a return date of 5.22.23. Seconded by Ursula Stanley, this motion carried unanimously. Lindy Johnson moved to approve a change in FTE: Mary Carpenter – (Calais Elementary Interventionist) to decrease from 1.0 FTE to .50 FTE for the remainder of FY 22-23. Seconded by Ursula Stanley, this motion carried unanimously.**
- 8.2. Update on Vacancies:** Superintendent Roy stated that we continue to have persistent unfilled positions in the custodial and foodservice staff, and special educator position.

**9. Future Agenda Items**

- 9.1.** Board Goals and Calendar
- 9.2.** Plan for Legislative Meeting (plan for February 1)
- 9.3.** Superintendent Performance Evaluation

- 10. Board Reflection:** Jonas Eno-Van Fleet stated that so much energy went into the budget over the past few months and we have come back to square one with the first draft. He stated that we learned so much through the process and it was a worthwhile endeavor. He feels that the process was handled very well, board, administrators, finance committee, great job all. Kari Bradley stated - let's think about the parameters that we set as a board for the administration, because we didn't follow two of them. Lindy Johnson stated - as we talk about getting the budget passed, we need to be clear that the Career Center budget is built into our budget; people will need some clarification on that. Flor Diaz Smith reminded board members to take care of what is needed for running for the board on Town Meeting Day.

**11. Public Comment**

**12. Adjourn: The board adjourned by consensus at 9:25 p.m.**

Respectfully submitted,  
Lisa Grace, Board Recording Secretary

# Washington Central Unified Union School District

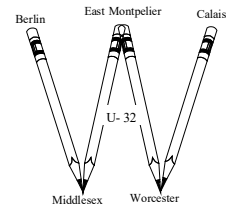
---

*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

---

1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
Fax (802) 229-2761

Meagan Roy Ed.D.  
Superintendent



**Washington Central Unified Union School District  
Special School Board Meeting  
\*\*Virtual Meeting Only\*\*  
Central Office  
1130 Gallison Hill Rd., Montpelier, VT  
Board Room  
1.31.2023 7:30 AM**

**Board Members:** Flor Diaz Smith, Jonas Eno-Van Fleet, Ursula Stanley, Eric Andersen, Kari Bradley, Natasha Eckart Banning, Joshua Sevits, Diane Nichols-Fleming

**Others:** Meagan Roy, Steven Dellinger-Pate, Jessica Wills, Lisa Laplante, Student Family Members

- 1. Call to Order:** Flor Diaz Smith called the meeting to order at 7:32 p.m.
- 2. Executive Session - Student Matter:** At 7:32 p.m., Jonas Eno-Van Fleet moved that the Board enter into Executive Session for the purpose of considering matters related to the discipline of students as authorized by 21 V.S.A. Section 313(a)(7) to include Meagan Roy, Steven Dellinger-Pate, Jessica Wills, Lisa Laplante, and Student Family Members. Seconded by Natasha Eckart Banning, this motion carried unanimously. At 7:48 a.m., Jonas Eno-Van Fleet moved to leave Executive Session. Seconded by Ursula Stanley, this motion carried unanimously. During Executive Session the Board discussed a Student Matter. Jonas Eno-Van Fleet moved to accept the Administration's recommendation regarding the related discipline in the confidential Student Matter. Seconded by Eric Andersen, this motion carried unanimously.
- 3. Adjourn:** At 7:49 a.m., Jonas Eno-Van Fleet moved to adjourn. Seconded by Eric Andersen, this motion carried unanimously.

Respectfully submitted,  
Jonas Eno-Van Fleet, WCUUSD Board Clerk

# Washington Central Unified Union School District

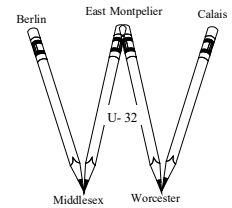
---

*WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.*

---

1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
Fax (802) 229-2761

Meagan Roy Ed.D.  
Superintendent



**Washington Central Unified Union School District  
Community Forum  
(IN-PERSON w/ Virtual Option)  
Doty Memorial School  
24 Calais Rd.  
Worcester, VT  
2.1.23 6:15-8:15 PM**

**Board Members Present:** Kari Bradley, Natasha Eckart Banning, Flor Diaz Smith, Mckalyn Leclerc, Daniel Keeney, Lindy Johnson, Ursula Stanley, Chris McVeigh, Maggie Weiss, Maya Elliot (student representative), Willow Mashkuri (student representative), Jonas Eno-Van Fleet, Joshua Sevits, Eric Andersen

**Administrators Present:** Meagan Roy, Aaron Boynton, Gillian Fuqua, Kerra Holden, Jen Miller-Arsenault, Steven Dellinger-Pate, Susanne Gann

**Legislators Present:** Anne Donahue, Ela Chapin, Ann Cummings, Ann Watson, Andrew Perchlick

**Others Present:** Bekah Mandell, Kim Bolduc

**1. Community Forum: Flor Diaz Smith called the meeting to order at 6:25. She thanked the legislators for joining the board; introductions were made.**

**1.1. Evening with our Legislative Representatives:** Legislators introduced themselves. Some of the topics that were discussed as legislators previewed issues that are currently on the agenda as the legislation is in session: universal meals (long term funding source), school staffing vacancies, affordable housing; school construction. Ann Cummings stated that much of her work is around: how to raise the money? She spoke about the childcare bill, housing - local planning, funding, building, workforce housing; also workforce - for example, if we provide childcare funding support for families, we still don't have the staff to fill the childcare facilities; trying to recruit young people to come to VT; CLA need and lack of enough appraisers; a lot of very complicated issues, a lot of heavy lifting to do re: money. Ela Chapin spoke about her work on the Judiciary Committee: looking at issues that affect families and children; reproductive health care as well as gender affirming health

care; issues around nondiscrimination in schools. Anne Donahue spoke about her work in Health and Human Services: field trip today at WCMH; workforce issues are prevalent in the mental health field as well. Ann Watson spoke about her work in Senate Natural Resources, as well as Government Operations: priorities around climate; bill allowing extension of COVID-19 provisions for meeting remotely; possible permanent changes to open meeting law; she spoke about unclaimed property at the state level - Berlin, Rumney and EMES are all in the database of unclaimed property; she encouraged administrators to follow up. Flor Diaz Smith invited questions or comments from the board. Maggie Weiss stated that the process for achieving licensure in VT - this is a challenge; this could affect the workforce. Are there considerations to address this? Anne Donahue noted that last year there had been some conversation around identifying barriers to licensure, especially in the mental health professions. Superintendent Roy stated that there had been some discussion in the past about moving teacher licensure from the Agency of Education to the Office of Professional Regulation. (OPR) Andrew Perchlick stated that there has been some discussion around allowing staff already in the field (e.g. Para educators) to gain licensure based on experience and with a less cumbersome process. Daniel Keeney asked about tax rate for second home owners. Ann Cummings explained that there are two categories: homestead and non-homestead; she is assuming there is a bill to divide the "non-homestead" category with more specificity. She spoke about the concept of income based education funding, and she spoke briefly about second home owners. She indicated that bills are moving more slowly this year. Mckalyn Leclerc stated that she is very much in favor of universal meals. She explained the challenges of federal COVID-19 funding coming to an end and resulting in a challenge to fund positions such as school nurses, etc. Anne Donahue expressed her frustration there is currently 0% increase in the proposed budget for designated agencies. Superintendent Roy stated that, in schools, we are not allowed to have waitlists; we are not allowed to *not* serve students - looking at how much funding schools are supporting because there are not designated agencies available to the extent that is needed; as schools we are required to meet the needs regardless. This is part of the ongoing conversation about schools taking on more and more in the social services realm. Joshua Sevits asked regarding childcare credit - will this be payment to parents, payment to centers? Ann Cummings answered that we don't know yet. She stated that the mental health services have been underfunded for years - COVID-19 brought this to the forefront. She spoke about childcare - what do we do with four year olds when they attend school on a part time basis? Re: universal meals - Ann Cummings asked, could we find a way to feed the kids that really need to be fed (versus everyone) without a stigma? e.g. using a "swipe card" that would be fairly anonymous. Andrew Perchlick indicated that the conversation about universal Pre-K continues. Kari Bradley stated that the most significant issue is the decline in student enrollment. Our population will decline by about 20% over the next three years if our trend continues. Housing and childcare are pieces of the puzzle; we represent thousands of people who care very much about these schools and we are on the precipice of huge change. Andrew Perchlick stated that he feels that being on the school board is tougher than being on the legislature. He believes that childcare in general as well as maternal/ paternal care leave are critical. Flor Diaz Smith expressed interest in building

capacity in career and technical centers. She reiterated that declining enrollment is a big worry; funding the school budget for 2024-25 is going to be a huge challenge. Re: childcare subsidies: She asked the legislators to keep in mind *all* of the families. Flor Diaz Smith invited the student representatives. Maya Elliot stated that she feels the universal meals are important, for all students, not only the ones who “can’t afford it” - now that lunch is universally free, she sees a lot more of her peers opting for meals. Willow Mashkuri spoke about mental health issues amongst high school students -they had sent a survey and received 92 responses; they are planning to present at the next school board meeting. Maya Elliot stated that she will share information from the survey with the legislators. Willow Mashkuri read aloud some of the responses from students. Ann Cummings stated that there are some college interns as well as the student pages, but aside from that there is not a lot of back and forth communication with the youth. Andrew Perchlick shared that the pages are being invited to provide testimony about their experiences at school. Maya Elliot asked the representatives to continue to have back and forth discourse with youth. Ann Watson shared that she is a teacher in Montpelier-Roxbury. Some discussion followed around the Youth Council at the state level. Chris McVeigh asked what is the best way for people to express their views with the legislators that is fruitful? Ann Cummings replied that finding time to meet in person during the work day is hard-email is a great way to reach out and begin a discussion. Andrew Perchlick suggested coming to the statehouse for 1:1 discussion; also that we did some town halls via zoom and in person last year. Ela Chapin shared that when the legislation is out of session is a more likely time to get a personal response - she suggested making phone calls and leaving messages with pages. Anne Donahue recommended that people indicate what town they are from, when they email. Ela Chapin explained that often we are a conduit to other committees. Superintendent Roy thanked the legislators for attending. She stated that February is board member appreciation and she expressed her gratitude to board members.

2. **Call to Order: (earlier)** Flor Diaz Smith would like to add “Budget Communication” to the agenda tonight.
3. **Approve the use of Fund Balance for Strategic Planning Consultation: Ursula Stanley moved to authorize the use of fund balance for the purpose of executing a contract for strategic planning consultation, not to exceed \$62,000. Seconded by Mckalyn Leclerc.** Discussion: Chris McVeigh asked whether this process will take place in time for the board to begin the process of discussion and planning to inform budget planning for 2024-25 and some of the topics such as consolidation of services etc. Kari Bradley stated that an outcome of this process will be a vision/ strategic plan - if a restructuring plan is called for, then that would be the next planning process. Superintendent Roy shared that Great Schools Partnership understands the magnitude of the amount of engagement that we want. Lindy Johnson stated that she has worked with Great Schools Partnership in the past and had a great experience. **This motion carried unanimously.**

#### **4. Reports**

- 4.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE:** **Lindy Johnson moved to approve the following: Jen Donovan –LTS Rumney Music, Emily Lanxner – LTS (pending provisional) for EMES Music, Max Segalla - LTS for U-32 English (1/9/23-3/10/23) Seconded by Daniel Keeney.** Eric Andersen asked whether the EMES Music long term sub situation has an impact on the volunteer for the band program. Superintendent Roy is not sure about that and will follow up with Alicia Lyford.
- 4.2. Budget Communication:** Flor Diaz Smith stated that the Steering Committee meets next week and will begin the video recording for budget communication/ explanation. Superintendent Roy shared that the legislation did pass law to change the verbiage in the ballot/ warning but WCUUSD's had already gone to the printer. Mckalyn Leclerc stated that it is very important that our communication about the budget be very clear about the percentage increase that is included in the language on the ballot.

- 5. Executive Session: Negotiations:** **At 7:49, Lindy Johnson moved to go into Executive Session for the purpose of Negotiations, Superintendent Evaluation, and Student Enrollment Request, and to include Superintendent Roy and Susanne Gann for the Negotiations conversation, and Superintendent Roy for Superintendent Evaluation and Student Enrollment Request. Seconded by Josh Sevits, this motion carried unanimously and the board went into Executive Session.**

#### **6. Executive Session: Superintendent Evaluation**

#### **7. Executive Session: Student Enrollment Request**

**At 9:40, Jonas Eno-Van Fleet moved to leave Executive Session. Seconded by Chris McVeigh, this motion carried unanimously.**

During Executive Session, the Board discussed Negotiation Strategy, Superintendent Evaluation, and a Student Enrollment Request. **Jonas Eno-Van Fleet moved to approve the administration's recommendation regarding the Student Enrollment Request. Seconded by Chris McVeigh, this motion carried 8-2, with one abstention.**

- 8. Adjourn:** **At 9:41 Jonas Eno-Van Fleet moved to adjourn. Seconded by Mckalyn Leclerc, this motion carried unanimously.**

Respectfully submitted,  
Lisa Grace, Board Recording Secretary  
and Jonas Eno-Van Fleet, Board Clerk



**WCUUSD School Board**  
**Superintendent Personnel Summary and Recommendations**  
**(as of February 10, 2023)**

**1. New Teacher Nominations (for 22-23 school year)**

**2. Retirement**

**3. Resignations**

**4. Extended Leave of Absence Request:**

Noelle Drown – Extended Leave April 1<sup>st</sup>-May 19th 2023, return to work May 22<sup>nd</sup>

**5. Change in FTE:**

**6. Long Term Substitutes (22-23 School Year)**

**7. Change in Position (22-23)**