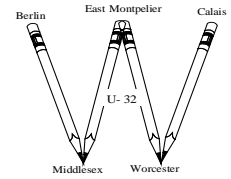


Washington Central Unified Union School District

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

Debra Taylor, Ph.D.
Interim Superintendent



Washington Central Unified Union School District Board

Meeting Agenda ****REVISED****

12.4.19 6:30 – 9 PM

U-32 Middle/High School, Room 128/131

TIME (in minutes)

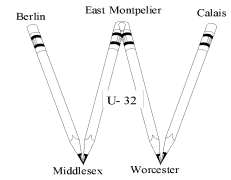
5	1.0	Call to Order
	1.1	Reception of Guests
	1.2	Agenda Revisions
	1.3	Public Comments
10	2.0	Spotlight – U-32 Principal, Steven Dellinger-Pate
30	3.0	Book Reflection – Equity from the Board Room to the Classroom Chapter 7 (Discussion)
5	4.0	Consent Agenda (Action)
	4.1	Approve Minutes of 11.20.19 - pg. 2
	4.2	Approve Board Orders
10	5.0	Reports (Discussion)
	5.1	Superintendent – pg. 6
	5.2	Leadership – pg. 8
	5.3	Student
	5.4	Superintendent Search – pg. 11
	5.5	Negotiations
50	6.0	Finance (Discussion/Action)
	6.1	Budget
	6.1.1	Short-Term Capital Investment – pg. 15
	6.1.2	Budget Draft #1a
15	7.0	Policy (Discussion/Action)
	7.1	Policy Committee Report – pg. 20
	7.2	First Reading of A2 Policies and Procedures, A20 Board Meetings, Agenda Preparation & Distribution, F46 Flag Raising Policies – pg. 23
	7.3	Second Reading of C50 Comprehensive Sexual Health Services Policy – pg. 27
	7.4	Resolution Regarding Hate Symbols – pg. 28
1	8.0	Personnel (Action)
	8.1	Approve Hires (if needed)
10	9.0	Board Operations
	9.1	Possible Renaming of District
5	10.0	Future Agenda Items
	10.1	Solar Power Discussion
10	11.0	Board Reflection and Summary of Meeting – Next Steps for Board Members
4	12.0	Adjournment

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

Debra Taylor, Ph.D.
Interim Superintendent



Washington Central Unified Union School District Board

Unapproved Meeting Minutes

11.20.19 6:30 – 9 PM

Rumney Memorial School
433 Shady Rill Road, Middlesex

Board Members Present: Scott Thompson, Jonas Eno-Van Fleet, Jaiel Pulskamp, Lindy Johnson, Flor Diaz Smith, Chris McVeigh, Dorothy Naylor, Student Representative Mia Smith

Administrators Present: Superintendent Debra Taylor, Doty Principal Gillian Fuqua, Rumney Principal Casey Provost, Berlin Principal Aaron Boynton, Calais Principal Cat Fair, Business Administrator Lori Bibeau, EMES Principal Alicia Lyford, Director of Student Services Kelly Bushey, U-32 Principal Steven Dellinger-Pate, U-32 Assistant Principal Jody Emerson, Director of Curriculum and Instruction Jen Miller Arsenault, Director of Technology Keith MacMartin

Others Present: ORCA videographer, Times Argus David Delcore, Adrienne Magida of Middlesex, Kyle Landis-Marinello of Middlesex, David Healy CV Fiber representative, Greg Western Cross VT Trails representative, Patrick Wood of Middlesex

1.0 Call to Order: Scott Thompson called the meeting to order at 6:36 p.m.

1.1 Reception of Guests: Scott Thompson welcomed those present.

1.2 Agenda Revisions: Scott Thompson noted that he would like to move the Cross VT Trail discussion to earlier on the agenda: 1.5. He also suggested inserting an action item: 7.2: *Amicus* - he had sent a document to board members in advance of the meeting. He noted that an Executive Session will be needed at the end of the meeting, for discussing personnel issues. He stated that, after the meeting adjourns, he, Flor Diaz Smith and Jonas Eno-Van Fleet will plan an agenda for the next board meeting; this will be an open discussion and anyone is welcome to attend. Lindy Johnson would like to discuss one of the bills in the board warrants. This discussion will take place during the Finance agenda item.

1.3 Public Comments: none

1.4 CV Fiber: David Healy, Calais delegate on the CV Fiber board, spoke to the board about the work of creating more widespread, equitable access to the internet. Keith

MacMartin spoke to the board about the challenge of providing adequate internet access to all of the school campuses. The board is in support of continuing discussions with CV Fiber.

1.5 Cross VT Trail Project: A representative for this project asked whether the board would take some sort of action to reaffirm the support for the trails that the previous U-32 board had stated. **Chris McVeigh moved to reaffirm the prior action taken by the U-32 Board to provide easement to Cross VT Trail project. Seconded by Dorothy Naylor, this motion carried unanimously.**

2.0 Spotlight – Rumney Principal, Casey Provost: Principal Provost provided a guided tour of the Rumney School building.

3.0 Book Reflection – *Equity from the Board Room to the Classroom* Chapter 4-6 (Discussion): Alicia Lyford facilitated a book discussion protocol around chapters 4 through 6. After the activity, groups briefly shared/ processed. Each group had taken notes on chart paper; the notes will be transcribed onto a shared document.

Scott Thompson: what we aspire to is a system where all stakeholders are able to work/ study/ learn in a culture that allows for a sense of security and enough personal safety to allow for risk taking and trying new things/ pushing boundaries.

Gillian Fuqua: recognizing the importance of relationships - we are made up of new board members, new administrative team members - we have so much “newness” - what action steps can we take to move from this state of “newness” to the ideal?

Flor Diaz Smith: spoke about the difference between a “school system” and a “system of schools.” We have all of the parts, we just need to get them all into place.

4.0 Consent Agenda (Action)

4.1 Approve Minutes of 11.6.19: **Flor Diaz Smith moved to approve the minutes of 11-6-29. Seconded by Chris McVeigh, this motion carried unanimously.**

4.2 Approve Board Orders: Flor Diaz Smith shared that each town clerk office had provided information about election costs. Lindy Johnson stated that she doesn’t think the board ever had an opportunity to discuss this issue. She had reviewed past minutes and did not see any discussion with any specific details or decisions. Some discussion followed. The school district is considered a municipality as of July 1st; this led to some discussion over who is responsible for the expenses of elections. Board members agreed that the policy committee should address this issue.

Chris McVeigh moved to authorize board orders in the amounts of \$476,403.64, and \$31,619.00 with the caveat: in these warrants are costs for town elections that were incurred up until the creation of the WCUUSD board; this is a one time expenditure and is not meant to establish any precedent going forward. Seconded by Dorothy Naylor, this motion carried unanimously.

5.0 Reports (Discussion)

5.1 Superintendent: Superintendent Taylor had provided a written report. She invited questions or feedback.

5.2 Student: Mia Smith shared some of the recent school events.

5.3 VSBA Conference: Flor Diaz Smith shared from the recent conference that she and Superintendent Taylor had attended. Debra Taylor shared that she had attended a workshop on community engagement.

5.4 Superintendent Search: Dorothy Naylor, chair of the committee, shared that the committee has begun to plan how to engage the community in the hiring process. She noted that an ad has been placed in Schoolspring, and will be placed in the Times Argus. The committee right now is considered a steering committee, and is not necessarily the same configuration that will comprise the interview committee. The members of the steering committee are: Dorothy Naylor, Flor Diaz Smith, Steven Dellinger Pate, Lori Bibeau, Scott Thompson, Chris McVeigh, Chrissy George, Kate McCann.

Lindy Johnson asked - what is the steering committee's role? Scott Thompson - to take care of the mechanics of the search. Dorothy Naylor - wanting to cover all the bases and involve as many as possible, without making it extremely complicated.

Alicia Lyford asked why there is no representation from any of the five elementary schools on this committee. Flor Diaz Smith stated that they are welcome to have representation on the committee. Principal Lyford stated that this is the first time the elementary principals are hearing about the committee, so they might not be prepared tonight to respond. Dorothy Naylor stated- the next meeting is Monday, November 25th at 8 a.m. - she invited a representative from the elementary principals to attend and join the committee. Flor Diaz Smith shared that the committee has reached out to Deborah Wolfe for assistance with community engagement.

6.0 Finance (Discussion/Action)

6.1 Committee Report: Flor Diaz Smith shared the minutes from the most recent Finance Committee meeting.

6.2 Budget – Draft 1 Presentation: Debra Taylor presented the first draft of the budget, which represents level service. Lori Bibeau explained this draft in more detail. This first draft represents a 3.6% increase from the current year budget. The second draft will be presented to the board on December 18th.

Debra Taylor stated that a budget forum is scheduled for December 4th, before the next board meeting. Board members discussed the need to add meetings for budget discussion. **Lindy Johnson moved to add January 8, 2021, 6:30 to the board calendar (U-32) for budget discussion. Seconded by Flor Diaz Smith, this motion carried unanimously.**

Kyle Landis-Marinello stated that if there are proposed cuts to programs, this is the information that should be shared with parents and community as soon as possible.

Chris McVeigh moved to authorize the Finance committee to review and accept bids for vehicles. Seconded by Jonas Eno-Van Fleet, this motion carried unanimously.

6.3 Budget 101 – Board Training

7.0 Policy (Discussion/Action)

7.1 Second Reading of A1 Board Member Conflict of Interest, C50 Comprehensive Sexual Health Program, D34 Library Media Center Selection & Reconsideration Policies: Chris McVeigh shared that the C50 policy is not ready for a second reading yet, as there have been some recommended edits. This policy is tabled for now.

Flor Diaz Smith moved to approve second reading for the following policies: A1 Board Member Conflict of Interest, and D34 Library Media Center Selection & Reconsideration. Seconded by Dorothy Naylor, this motion carried unanimously.

7.2 Amicus : Scott Thompson read an opinion from Scott Cameron. **Chris McVeigh moved to reaffirm the WCSU board's 2017 decision to join as a friend of the court on the side of Grimm (vs Gloucester). Seconded by Dorothy Naylor.** Discussion: Lindy Johnson expressed concerns around whether any costs are affiliated with this action. Jonas Eno-Van Fleet indicated that November 20th is Transgender Remembrance Day, so this action by the board is timely. This motion carried unanimously.

8.0 Personnel (Action)

8.1 Approve Hires: **Flor Diaz Smith moved to approve the hire of Mary Wheeler, as presented. Seconded by Chris McVeigh. This motion carried unanimously.**

9.0 Board Operations

9.1 Community Partnerships Reminder: Debra Taylor is going to facilitate the board's work on this initiative.

9.2 Cross VT Trail Project (this was discussed earlier in the meeting.)

10.0 Future Agenda Items

10.1 Possible Renaming of District

10.2 Solar Power Discussion

11.0 Board Reflection and Summary of Meeting – Next Steps for Board Members

Scott Thompson shared that he, Flor Diaz Smith and Jonas Eno-Van Fleet had met informally with their counterparts on the Montpelier-Roxbury board on Nov. 11. There was no agenda for the meeting, just a shared desire to open lines of communication that may eventually lead both districts to work better together in ways yet to be determined.

At 9:37 p.m., Jonas Eno-Van Fleet moved to go into Executive Session for the purpose of discussing personnel issues. Seconded by Dorothy Naylor, this motion carried unanimously.

At 10:23 p.m., Jonas Eno-Van-Fleet moved to exit Executive Session. Seconded by Chris McVeigh. Motion carried unanimously.

12.0 Adjournment: The board adjourned by consensus at 10:24 p.m.

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

Superintendent Report to the Washington Central UUSD Board December 4, 2019

Broadening Communications with Community

Whether directed to parents or community members, regular communication about our schools and programs are necessary and must be strategic and ongoing. In response to the Board Goal of Broadening Communication With Community, I'd like to share the Thanksgiving message I sent to all staff prior to Thanksgiving:

Dear Washington Central Family,

During the Thanksgiving season, when we traditionally take time to give thanks, I write to express my heartfelt gratitude to all who help make our school system a great place to teach and learn.

I am thankful to serve our wonderful system of schools as Superintendent. I am grateful to our School Board for their wisdom and leadership, who give selflessly of their time, skills and talents, so all students have opportunities to learn and grow.

Thank you to our parents and guardians for having faith in our schools and for entrusting us with your wonderful children. Your children come with strong values, respect, tolerance, and appreciation.

I appreciate our volunteers who engage with us as partners. I witness a continuous demonstration of time, energy and generosity each day.

Thank you to our school professionals for your dedication to educational and organizational excellence. Thank you for striving to meet every expectation and for your ongoing professionalism and cooperation.

Finally, I am grateful for our talented, athletic, creative, inquisitive, optimistic and resilient students who inspire us every day.

During Thanksgiving, I encourage you to be inspired by the season of giving with acts of kindness and graciousness. Please take care in your travels

In early December, the next full page of the Times Argus piece will be published. We will be focusing on community connections and engagement...how the greater Washington Central community supports our students by providing internships, work-based learning opportunities, and training to help them prepare for college or a career after graduation.

Long Term Planning

Teacher negotiations were held on November 25. It was great to engage in the Interest Based Bargaining process with our team. The following summary statement was prepared jointly by the team for dissemination to all board members and staff:

We reviewed board and association issues. We proposed some amendments to the ground rules. We discussed how to create more transparency in the contract around salary. We discussed recall.

Our next meeting will be held on December 16 at 5:30 pm at U-32. These meetings are held in executive session.

While the policy committee meetings have been rescheduled due to weather, we held a meeting on November 25th to pick up where we left off. Depending on instruction from the committee, there may/may not be policies up for review and approval at your next board meeting.

Continued discussions regarding the district budget and capital projects have been the priority for the leadership team these past few weeks.

Educational and Academic Outcomes

The Leadership Team continues to focus on equity into action across the school system. This has helped to frame our budget work and review research based practices to advance equity across the school system.

All administrators have completed a goal setting process with the Superintendent and progress toward goals will be revisited in December. We are mindful of the need to support our student achievement - one year of growth for each student per year. The Superintendent draft goals were presented to the school board on November 20.

Each day we continue to work as a team as we support student learning, teacher development and enhanced partnerships with parents and community. All of these actions support our efforts to augment our student achievement.

Other Areas of Focus

Have a wonderful Thanksgiving break with your families and loved ones. I am thankful for each and every one of you and the time we spend together in Washington Central.

WCUUSD Leadership Team Report to the Board

December 2019

SEL/Trauma Informed

On November 11 our paraeducators, along with some of our bus drivers and administrative assistants, attended a daylong training with Dave Melnick, LICSW from NFI Vermont. Over 50 people participated! The focus was on the impact of stress on the developing brain and how we see this in the students that we serve.

Out of the approximate 50 people that participated, 14 of our support staff have volunteered to participate in an undergraduate class that will be co-taught by Dave Melnick and our very own, Kelly Bushey, WCUUSD Director of Special Services!

Amanda Franz and Abbi Jaffe from The Everything Space in Montpelier also joined the training with Dave Melnick. This spring they will offer a graduate level course titled *Growing Resilience: Being Trauma Informed*. The course will be another way for folks to access this important information, with a particular emphasis on the impact of trauma on the nervous system. We continue to encourage board members to venture on this journey with us and learn about this very important work that has a significant impact on the students in which we serve.

Overall, we all appreciate that this time of year can be particularly stressful for students and families. Accordingly, we continually remind and encourage the faculty, staff, students, and parents (board members too!) about the importance of self care. We must take care of ourselves in order to bring our best selves to students and families every day.

Facilities Updates

U-32: A second flagpole has been installed in order to provide space for other flags requested to fly by our student groups according to our flag procedures.

Doty: The final touches on the paperwork for the windows and siding project should be finished in the next week or so. Pending board action, this means the project is close to being ready for bids!

Upcoming events

Berlin:

- December 5, 2019, 4:00 - 5:00 p.m., FTS Meeting
- December 12, 2019, 6:30 - 8:00 p.m., PTNA - Set up for Holiday Bazaar - Volunteers Needed!
- December 13, 2019, All Day, PTNA Holiday Bazaar
- December 16, 2019, 11:10 a.m., Whole School Meeting - led by Mrs. Downing's class

Calais:

- 5/6 Chorus and Band Concert, December 3
- Vision Screening, December 4
- PTNO Meeting, December 9

- Gifts for Giving, December 12
- Artist in Residence with Yes! Theater Company, December 16-20

Doty:

- December 7, Pie Breakfast and Silent Auction
- Week of December 16 - Exploratory classes for students
- December 18 - Grade 3 and 4 sing for Community Lunch
- December 19, Gifts for Giving

EMES:

- PBIS Giving Back Assembly: Friday, December 13th
- Author's Tea: Friday, December 13th
- Gifts for Giving: Tuesday, December 17th (snow date December 18th)
- EMES Staff Holiday Self Care Celebration: Wednesday, December 18th
- Pre-K Holiday Celebration: Friday, December 20th

U-32:

- Stage 16 performance of "Free to be you and me," December 6-7
- 7th Grade Lotus Lake days, December 12-13
- Our [Tandem Calendar](#) is a great place to learn about all the Co-curricular activities at U-32.

Rumney:

- Artist Residency (Rumney and U-32 Alumnus, Ethan Fielder), December 9-20
- All-School Meeting, December 18
- Band and Chorus Concert, January 21

Support for our Families/Communities During the Holiday Season

The Comfort Inn, across the road from the school in Berlin, kindly donates 12 Thanksgiving meals for us to distribute to families. In December we have a mitten tree in the lobby which helps families with specific requested needs. Our PTNA conducts an annual Holiday Bazaar where families and community members can donate items. Then on a day in December, all students can choose items for their families and loved ones at no cost and parents wrap the items for students. This promotes kindness, giving, and thinking of others.

Calais and East Montpelier work with the East Montpelier Fire Department on their holiday food drives which includes delivery of everything needed for a Thanksgiving feast in November and holiday meals and gifts in December. We are fortunate to have such a caring and connected community!

EMES provides assistance to families during the holidays through donations and some fundraising. We also receive occasional contributions from families to the EMES Cares Fund which is used to help with some other needs throughout the year. The Fire Department and the Old Meeting House provide Thanksgiving and Christmas meals and food to families. Staff members at EMES have picked and purchased clothing and gifts for children from a giving tree we hang yearly. The Fire Department has partnered with the local Boy Scout Troop to purchase

gifts and clothing for families in East Montpelier and Calais. Last year we received requests for help from 13 families (31 children).

During the months of November and December, EMES participates in a “giving back” unit through our weekly PBIS lessons. Students work together to give back to our community in a variety of ways. Toy collections, blankets and treats for the local humane society, and a food drive are just some of the ways they are giving back this year.

Doty recognizes that the holidays can be a stressful time for students, especially those affected by trauma. November is Gratitude Month at Doty as research shows that expressing gratitude decreases depression and increases feelings of self worth. Counseling and teaching staff are also regularly meeting to discuss our at risk students as well as to gauge the overall “temperature” of the student body. The fifth and sixth graders also worked with the local food shelf and organized a food drive for Thanksgiving.

Rumney students have collected over 500 non-perishable food items and goods to donate to the Middlesex Food Shelf. A group of sixth grade students partnered with a staff member to make this possible and delivered the donations to the Food Shelf before Thanksgiving.

At U-32, two of our TAs are collecting new and gently used toys, games, books, puzzles, etc to support Washington County families in need this holiday season. Donations are being collected in our atrium near the front office. Our “Giving Tree” program is described below. The Zenith program celebrated their Thanksgiving with a meal prepared by students for staff, family and other care-givers. The food was excellent and the conversation over lunch was as exciting as any family Thanksgiving.

Central Office has participated in U-32’s “Giving Tree” program for the past few years. Participants donate new clothes, books, toys or grocery store gift certificates to families based on suggestions from parents and guardians. This year Central Office has been invited to support Another Way’s efforts to provide warm socks, mittens, hats, and dental hygiene kits to community members who are experiencing homelessness. Additionally, we are sharing the various service projects each school participates in with our office as a way to give options of how we can continue to serve our schools.

Superintendent Search Committee Meeting Minutes

November 25, 2019

Present: Mark Andrews, Steven Dellinger Pate, Lori Bibeau, Dorothy Naylor, Flor Diaz Smith, Kate McCann, Chrissy George, Carla Messier, Scott Thompson, Chris McVeigh (via telephone), Aaron Boynton, Alicia Lyford, Matt DeGroot.

Agenda Item	Discussion	Follow up (Person Responsible)
Call to order	Dorothy called the meeting to order at 8:00 am	Carla will now take minutes for meetings.
Discussion Agenda	<p>1. Approve 11/18/19 Minutes</p> <p>Dorothy opened the floor to review the minutes from 11/18/19 meeting. XXX motioned to accept minutes, Scott Thompson seconded, voted on and passed unanimously.</p>	
Agenda Item	Discussion	Follow up (Person Responsible)
	<p>2. Community Engagement update</p> <p>Discussion began with an update from Flor regarding the WCFE. Will not be able to develop a full community engagement in time for the Dec 4 meeting. They have not been able to meet as a group to get a plan together. Would be better to be part of the Dec 11 meeting.</p> <p>Continued discussion on how WCFE plan to assist in the forum and bringing community to the meetings. Mark will facilitate the meeting with WCFE. Committee members are encouraged to attend as well. WCFE will be meeting before the Dec 2 Search committee meeting and plan to have representation at this meeting.</p> <p>Time/date of meetings and warning the schedule is critical. Will combine the Dec 11 meeting with the budget meeting. Scheduled for 5:30 at U-32.</p> <p>Need to make sure that advance notice is provided and explains the objective of the Superintendent Search process.</p> <p>Next Board meeting will be Dec 18.</p>	
	<p>3. Review, modify, approve Faculty and Student Engagement Questions. Update on meeting times.</p>	

	<p>As some invitees to the meeting were coming in, Mark asked for everyone to introduce themselves and help us all become acquainted. Invited guests were Matt DeGroot, Alicia Lyford, Aaron Boynton.</p> <p>Discussion of the five questions to refine and make clear what we are asking. Need to make sure the questions are clear why this important to all stakeholders, what this search is really about, not just hiring someone.</p> <p>Discussed the word “engagement” and what other terms we can use that may be more understandable for all – children to parents, faculty, staff and other community members.</p> <p>The job description and advertisement that has been placed will be sent to the WCLT so that they have the information to work with in developing their forums at their building and with their faculty, staff and students.</p>	<p>Flor will report with further action from WCFE at next meeting</p>
	<p>4. Confirm Engagement meetings with Central Office and District Leadership teams.</p> <p>Discussion began with the question of having deadlines for Principals to provide dates/times for their building forums which can be included in a district wide communication to be posted on multiple platforms to the community.</p> <p>The five questions will be used to help with the forums content. Will committee members be at these forums or will Mark be a facilitator to the process? Had set up Dec 4 to Dec 18 as the window of time for the survey and comments. Discussion continued with concerns that the communication needs to come from the Board to all and be prior to the survey beginning. Concluded that the survey would start Dec 6 instead to allow for this communication to be sent to all.</p> <p>Continued discussion on forums to be at each town school to get the most opportunity for community to be involved. Use the PTNO meeting as a conduit? Each building will decide their process and timing. WCFE is one of our best opportunities to help engage more of the</p>	<p>Scott and Dorothy will compose the letter that will be the main communication to the community regarding the search process, community involvement and calendar outlining the dates and times of the forums.</p> <p>Dec 3 – date of forums from all principals</p> <p>Forums to take place week of Dec 9 to 13</p> <p>Dec 11 forum at U-32</p> <p>Letter to community from Board</p>

	<p>community and we need their help to do so.</p> <p>Questions were raised as to how this information will be collected – google docs for the minutes of each forum. To include staff comments, student feedback. Student engagement will be at the discretion of the Principal to provide the appropriate level of information to help provide the importance of the search and what it means for them.</p> <p>All information collected will be aggregated and then tabulated and prioritized from the whole. Will provide the survey link in newsletter, on the website, IC and other avenues to get the greatest exposure.</p> <p>Brief discussion of an interactive TV set up for the meetings that would allow those unable to attend the meeting to be part of the process through this option.</p> <p>Continued discussion of how we need to be clear on what we need, not just a search process. Broader vision of what the purpose is for having a superintendent search. How to communicate this in a way all will be willing to comment and attend. Tie the process to our “culture and what we need to lead us forward”.</p> <p>Decision was made that the Board will provide the central message and disseminate this information to the community at large (schools, town, faculty/staff, children and parents). Front Porch forum, school website, newspapers, and other potential options.</p> <p>Meetings will be the week of December 9th in all buildings.</p> <p>Dec 3rd is the deadline for Principals to inform the committee of the dates / times of their forums to be included in the communication and calendar. Scott / Dorothy to write the letter and note the calendar dates in the communication.</p>	
Agenda Item	Discussion	Follow up
	<p>5. Review, modify, approve google survey. (see draft survey sent earlier) Establish survey launch time and survey results review process.</p>	

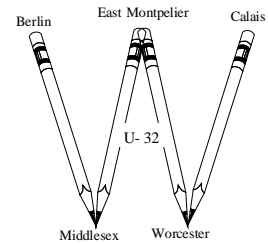
	Balance of items on the agenda will be included in the December 2 meeting. Time ran out for this meeting.	
	6. Brainstorm first round interview “warm-up” questions. (see google doc sent earlier)	
Action Item	7. Other	
Plan Next Steps	Further work on draft survey, interview questions.	
Next Meeting Date	Monday, December 2, 2019 8 – 9:30 am	Central Office, Gallison Hill
Adjourned	Meeting adjourned at 8:58 am	

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

Debra Taylor, Ph.D.
Interim Superintendent



MEMORANDUM

TO: WCUUSD Board of School Directors
FROM: Debra Taylor, Ph.D.
DATE: November 26, 2019
RE: Capital Projects Report

On November 14, the Finance Committee received a report from John Hemmelgarn, Black River Architects, and Bill Ford, Consultant and Clerk of the Works for WCUUSD projects.

Mr. Hemmelgarn and Mr. Ford conducted site visits including walkthroughs and meetings with principals and maintenance personnel at each school.

The report prepared provided 2020 Priority Capital Improvement Summary which included the type of expenses, rationale for project, rough cost estimate and prioritization.

Next the board reviewed the WCUUSD Capital Funds Report as of November 14, 2019 noting July 1, 2019 balances and anticipated contributions included in the level service budget.

Further discussion regarding capital reserve funds versus bonds ensued. Mr. Ford noted that it is time to initiate projects for next summer. Ideally, bids should go out by the second week of January.

The report and suggested prioritization is currently under review by the Leadership Team. Board action on summer projects will be sought at the next regular board meeting on December 18.

WCUUSD Capital Funds
As of November 14, 2019

Fiscal Year 2019-2020	July 1 Balances	FY2019-2020	Combined Total	(Encumbrances & Payments to Date) Usage FY 1920	Estimate for July 1 2020
Berlin	\$434,336.12	\$25,000.00	\$459,336.12	-\$65.00	\$459,271.12
Calais	\$191,947.17	\$43,000.00	\$234,947.17	-\$102,820.00	\$132,127.17
East Montpelier	\$878,621.35	\$71,522.00	\$950,143.35	-\$35,374.00	\$914,769.35
Middlesex	\$268,560.18	\$40,000.00	\$308,560.18	-\$138,151.00	\$170,409.18
Worcester*	\$236,623.00	\$0.00	\$236,623.00	-\$564.00	\$236,059.00
U32	\$717,037.52	\$874,490.00	\$1,591,527.52	-\$1,110,255.00	\$481,272.52
WCSU	\$98,970.04	\$20,000.00	\$118,970.04	\$0.00	\$118,970.04
Total-Capital Fund	\$2,826,095.38	\$1,074,012.00	\$3,900,107.38	-\$1,387,229.00	\$2,512,878.38

Fiscal Year 2020-2021	July 1 Balances	Level Service FY2020-2021	Combined Total	(Encumbrances & Payments to Date) Usage FY 2021	Estimate for July 1 2021
Berlin	\$459,271.12	\$25,000.00	\$484,271.12	\$0.00	\$484,271.12
Calais	\$132,127.17	\$43,000.00	\$175,127.17	\$0.00	\$175,127.17
East Montpelier	\$914,769.35	\$71,522.00	\$986,291.35	\$0.00	\$986,291.35
Middlesex	\$170,409.18	\$40,000.00	\$210,409.18	\$0.00	\$210,409.18
Worcester*	\$236,059.00	\$0.00	\$236,059.00	\$0.00	\$236,059.00
U32	\$481,272.52	\$437,000.00	\$918,272.52	\$0.00	\$918,272.52
WCSU	\$118,970.04	\$20,000.00	\$138,970.04	\$0.00	\$138,970.04
Total-Capital Fund	\$2,512,878.38	\$636,522.00	\$3,149,400.38	\$0.00	\$3,149,400.38

* Note: Worcester previously contributed \$70,000 to the capital fund in historical budgets.

Summer 2020 Priority Capital Improvement Summary

WCUUSD

October 10, 2019

* 2020 construction unless noted otherwise.
2020 construction assumes planning and bidding prior to budget vote,
otherwise many line items become 2021 construction.
All 2021 construction assumes budgeting and planning in 2020
with bidding in Winter 2021.

Master

DRAFT

Which type of expense is this?	Why does this need to be done?												
Code/Best practice	ADA				Cost Key			Site Key		2020 priority			
Equipment	Aesthetics				\$	\$5,000	\$12,500	\$20,000	BES	Berlin	30000	!!!!	Urgent
Expanded programs/services	End of useful life				\$	\$5,000	\$12,500	\$20,000	CES	Calais	20000	!!!	High
Failure of existing	Energy Efficiency				\$	\$5,000	\$12,500	\$20,000	DMS	Doty	15000	!	Low/Medium
Ongoing maintenance	Fire Safety				\$	\$5,000	\$12,500	\$20,000	EMES	E Montpelier	40000		
Planned/scheduled replacement	Health and welfare				\$	\$5,000	\$12,500	\$20,000	RMS	Rumney	25000		
Rainy Day/unforeseen	IT				\$	\$5,000	\$12,500	\$20,000	U32	U32	100000		
	Program accomodation				\$	\$5,000	\$12,500	\$20,000					
	Security concern				\$	\$5,000	\$12,500	\$20,000					
	Space Needs				\$	\$5,000	\$12,500	\$20,000					

Scope Item	Description	Type	Category - Primary	\$ - \$\$\$\$\$	Cost Low	Cost Median	Cost High	School	Funded?	Admin. HIGH	Consultant	Construction*
Fencing	At rear of playground	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	BES	No		!!!	
Interior painting	Kindergarten CR	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	BES	No		!!!	
Masonry repair	Kitchen corner, entrance columns	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	BES	No		!!!	
Playground access	repave to create ramps at 3 locations	Code/Best practice	ADA	\$	\$5,000	\$12,500	\$20,000	BES	No		!!!	
Repave	Drive, bus loop, sidewalks	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	BES	No	X	!!!	
Water service entrance	Extend 4" service in to building	Code/Best practice	Health and welfare	\$	\$5,000	\$12,500	\$20,000	BES	No		!!!	
Improve parking lot	Pave existing gravel, new lighting	Failure of existing	Program accomodation	\$	\$5,000	\$12,500	\$20,000	BES	No	X	!	2021
Stormwater treatment	Not required - desired by Town	Code/Best practice	Health and welfare	\$	\$5,000	\$12,500	\$20,000	BES	No		!	2021
Update fire alarm panel	Existing expensive to service	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	BES	No		!	
Utility infrastructure demolition	Well, woodchip bunker	Code/Best practice	Health and welfare	\$	\$5,000	\$12,500	\$20,000	BES	No		!	
Cafeteria roof	Includes insulation to stop damming	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	CES	No	X	!!!	2021
Card Reader access	None existing	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	CES	No	X	!!!	2021
Entrance canopy	Enlarge and manage roof drainage	Code/Best practice	Health and welfare	\$	\$5,000	\$12,500	\$20,000	CES	No		!!!	2021
Interior security barrier	Control access to interior spaces	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	CES	No		!!!	2021
Lobby restrooms	Renovate and make accessible	Code/Best practice	ADA	\$	\$5,000	\$12,500	\$20,000	CES	No		!!!	2021
Ventilation	Replace aging air handlers	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	CES	No		!!!	2021
Alarm/camera system	None existing	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Ceiling tile	Replacement ongoing	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Exterior door	Replace at kitchen/music room corridor	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Gym floor	Current VCT in adequate condition	Code/Best practice	Program accomodation	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Lighting retrofit	Ongoing	Ongoing maintenance	Energy Efficiency	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Paving and sealing	Walkways, basketball court	Planned/scheduled replacement	Prolong facility life	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Security cameras	Exterior and entrance locations	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Window glazing	Broken seals becoming more frequent	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Woodchip boiler	Still working, getting old (1991)	Planned/scheduled replacement	Health and welfare	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Boiler room fire doors	2 doors, hardware	Code/Best practice	Fire Safety	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!!	
AHU damper replacement	Currently not adjustable	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!	
Card Reader access	None existing	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	DMS	No	X	!!!	
Door hardware	Levers with security function for CR's	Code/Best practice	Security concern, ADA	\$	\$5,000	\$12,500	\$20,000	DMS	Grant pending	X	!!!	
Exterior envelope - siding	Siding, windows, doors and insulation	Failure of existing	Energy Efficiency	\$	\$5,000	\$12,500	\$20,000	DMS	Yes	X	!!!	
Hot water cross connection	Eliminate hot water from cold taps	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!	
Interior security barrier	Second set of controlled doors	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!	
Ongoing maint. catch-up	Flooring, ceilings, painting, etc.	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	DMS	No	X	!!!	
Playground hcp access	On grade landings/ramps	Code/Best practice	ADA	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!	
Site drainage	Ponding water in front of building	Code/Best practice	Health and welfare	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!	
Ventilation	Non-operational @ nurse, balance rest	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!	
Boiler room equipment	Expansion tank, day tank, pump(s), etc.	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	DMS	No		!	
Grease interceptor	For kitchen pot sink	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	DMS	No		!	

Lighting retrofit	Convert to LED, low voltage controls	Code/Best practice	Energy Efficiency	\$\$	\$20,000	\$60,000	\$100,000	DMS	No		!	
Playground entrance canopy	At primary wing under eaves	Code/Best practice	Prolong facility life	\$	\$5,000	\$12,500	\$20,000	DMS	No	X	!	
Water heater	Replace in boiler room - high risk if fails	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	DMS	No		!	
Gym sound system	Upgrade	Failure of existing	Program accomodation	\$	\$5,000	\$12,500	\$20,000	EMES	No		!	
Lighting retrofit	Convert to LED, low voltage controls	Code/Best practice	Energy Efficiency	\$\$	\$20,000	\$60,000	\$100,000	EMES	No		!	
Security cameras	Exterior and entrance locations	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	EMES	No		!	
Storm drainage	Surfacing pipe across ballfields	Code/Best practice	Program accomodation	\$\$\$	\$100,000	\$300,000	\$500,000	EMES	No		!	2021
Woodchip boiler	Still working, getting old (1965, 1989)	Planned/scheduled replacement	Health and welfare	\$\$	\$20,000	\$60,000	\$100,000	EMES	No		!	2021
ADA restrooms	Primary wing corridor	Code/Best practice	ADA	\$\$	\$20,000	\$60,000	\$100,000	RMS	No		!!!	2021
Building envelope	Siding, insulation, windows, painting	Failure of existing	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	RMS	No	X	!!!	2021
Door hardware	Security function on CR doors, closers	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	RMS	No		!!!	
Gym Roof	Rest of roof recently replaced	Failure of existing	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	RMS	No	X	!!!	2021
Lobby doors	Doors, frame, hardware	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	RMS	No	X	!!!	
Sidewalks	Rebuild with regrading, drainage, curbs	Failure of existing	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	RMS	No	X	!!!	2021
Counters/sinks	Make primary wing accessible	Code/Best practice	ADA	\$	\$5,000	\$12,500	\$20,000	RMS	No		!	
Flooring	Primary wing repairs/partial replacement	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	RMS	No		!	
Gym acoustics	For community use	Expanded programs/services	Program accomodation	\$\$	\$20,000	\$60,000	\$100,000	RMS	Yes		!	
Gym floor	Existing VCT in poor condition	Failure of existing	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	RMS	No		!	
Lighting retrofit	Primary wing	Code/Best practice	Energy Efficiency	\$\$	\$20,000	\$60,000	\$100,000	RMS	No		!	
Pre-K playground	Access, fencing, equipment	Code/Best practice	ADA	\$	\$5,000	\$12,500	\$20,000	RMS	Yes		!	
Storage shed	Replace containers	Code/Best practice	Program accomodation	\$\$	\$20,000	\$60,000	\$100,000	RMS	No		!	
Ventilation	Replace gym/primary wing ERV's	Planned/scheduled replacement	Energy Efficiency	\$\$	\$20,000	\$60,000	\$100,000	RMS	No		!	
Seating wall	remove falling brick and concrete	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	U32	No	X	!!!!	
Electrical power distribution	Kitchen /cafeteria - ungrounded	Code/Best practice	Fire Safety	\$\$	\$20,000	\$60,000	\$100,000	U32	No	X	!!!	
Gym Improvements	Winches, padding, batting cage, etc.	Failure of existing	Health and welfare	\$\$	\$20,000	\$60,000	\$100,000	U32	No		!!!	
Kitchen ceiling	Replace with suspended panels	Code/Best practice	Health and welfare	\$	\$5,000	\$12,500	\$20,000	U32	No	X	!!!	
Repave	parking lot, sidewalks	Failure of existing	End of useful life	\$\$\$\$\$	\$1,000,000	\$1,500,000	\$2,000,000	U32	No	X	!!!	2021
Roof	Partial - above 2000 addition	Planned/scheduled replacement	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	U32	No	X	!!!	
Seating wall	repair/replacement	Failure of existing	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	U32	No	X	!!!	2021
Air compressor replacement	Replace old equipment - still running	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Atrium stairs	Repair broken nosings	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Auto-scrubber	Riding floor cleaner	Equipment	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Bathroom handsinks	Ongoing - nearly complete	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Control system	Replace	Planned/scheduled replacement	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	U32	No		!	
Dugouts	Softball, similar to new baseball dugouts	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Electrical Phase protection	To be available for quick repalcement	Rainy Day/unforeseen	Health and welfare	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Events lobby doors	Replace 3 sets	Failure of existing	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	U32	No		!	
Exterior wall panels	Repair damaged panels - ongoing	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Exterior Windows	Replace - ongoing	Ongoing maintenance	Health and welfare	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Flooring	Weight Room	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Flooring	Main office carpet	Ongoing maintenance	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	U32	No		!	
Furniture	Replace - ongoing	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
HVAC equipment	20 year HVAC review/upgrade	Planned/scheduled replacement	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	U32	No		!	
Ice maker	Replace - near end of useful life	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Lawn mower	Zero turn	Equipment	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	U32	No		!	
Lighting retrofit	Onging conversion to LED	Code/Best practice	Energy Efficiency	\$\$	\$20,000	\$60,000	\$100,000	U32	Yes		!	
Main entry doors	Repair	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Mech. controller replacement	Ongoing	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Misc exterior doors	Replace	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Operable CR partitions	Wearing out - some repairs req'd soon	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Painting	Ongoing	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Recessed walk-off grate	Replace inserts	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Replace AC	Main ofice	Planned/scheduled replacement	Energy Efficiency	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Replace circulator pump	Pump #1	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Security/camera system	Expand and upgrade	Code/Best practice	Security concern	\$\$	\$20,000	\$60,000	\$100,000	U32	Yes		!	

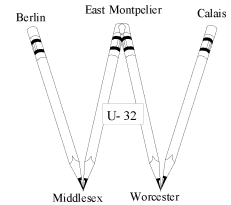
Stormwater treatment	Act 64 requirement	Code/Best practice	Health and welfare	\$\$\$	\$100,000	\$300,000	\$500,000	U32	No	X	!	2022
Toilet partitions	Partial replacement - plan for remaining	Planned/scheduled replacement	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	U32	Yes		!	
VFD drive replacement	Ongoing - nearly complete	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	

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

Debra Taylor, Ph.D.
Interim Superintendent



WCUUSD Policy Committee Unapproved Minutes

11.26.19
5 – 7 pm

1130 Gallison Hill Road, Montpelier

In attendance: Chris McVeigh, Jaiel Pulskamp, Marylynne Strachan, board members; Aaron Boynton, Berlin Principal; Jody Emerson, U-32 Assistant Principal; Debra Taylor, Interim Superintendent; David Delcore, Times Argus; Meg Allison, U-32 Librarian

1. Call to Order

5:04pm by Chris McVeigh

Motion to move Item 3.2 up to the beginning of the meeting made by Ms. Strachan, seconded by Ms. Pulskamp; passed unanimously.

3.2 Hate Symbols

The committee has not adopted a policy but are drafting a resolution addressing hate symbols. The draft was reviewed at this meeting. Ms. Allison appreciated the strong statement from the board on this subject. She shared with the committee some endorsements that student Bruce Pendaya received that might help with the language for this resolution. The committee suggested changing hurtful to harmful in the last sentence of the first paragraph, and changing the first sentence of the second paragraph as follows: "...student's rights to a safe educational environment, the WCUUSD Board directs administrative officials to vigorously.."

The board will review the language and bring back to the next policy meeting.

2. Approve Minutes of 10.22.19

Motion was made by Ms. Strachan to approve the Minutes of 10/22/19 as written, seconded by Ms. Pulskamp; motion passed unanimously

3. Updates

3.1 Comprehensive Sexual Health Program Policy

Dr. Taylor reported that the proposed policy is a combination of curriculum and procedures. She passed out a revised version.

Feedback from the Health Teacher was to make the following changes:

'STD' to 'STI' throughout the document; replace "intercourse" with "sexual experience" in the fourth sentence; under the Implementation section change the first sentence to read "shall make condoms available..." and add "and other personnel".

Other changes as follows:

Under Implementation section, change the first sentence to begin alphabetical list with A. and add "B. The district shall provide information about proper condom use that is inclusive of all students. This information shall be created or approved by the district's School Health Advisory Committee or other appropriate school-community planning group. C. Barrier methods will be made available provided funding from community partners exists."

Chris suggested sending this out to all parents on an annual basis, such as added to the Student Handbook or a link to a newsletter.

3.2 Hate Symbols

See above

3.3 Library Media Procedure

The committee reviewed the Library Media Procedure. No changes were made.

3.4 Elementary School Choice

The Chair brought up some issues with choice regarding transportation. Discussion was that any student should be able to go to any school in the district, but it might be difficult as a practical matter. Would there be a certain number of slots available at each school? Mr. Boynton stated that there are a lot of irons in the fire with the merger work and the board is working on a lot, including logistical and precedent-setting pieces that may favor one school over another. If all schools are working towards equity, hopefully this would not become an issue. He would need more information before coming down on one side. Ms. Emerson noted that some schools are close to each other and therefore would be easier, but there are possible logistical issues regarding other schools. School proximity decisions are different than school choice. It was reiterated that a school choice policy wouldn't go into effect until the year after next, if it is adopted. Dr. Taylor noted that the policy can limit the number of students that can move between schools. She doesn't know of any school that has completely solved the transportation issue. Ms. Pulskamp wondered about getting community input but Ms. Strachan would like to have more details before bringing it to the public. She would like to get some information from other districts who have provided transportation. Mr. Boynton suggested having the committee provide three different options in order to solicit feedback. The Chair suggested targeting April to revisit this issue and come up with some options.

4. Requested Review

4.1 Flag Policy

The committee reviewed the U-32 policy that was in effect last year but has not been adopted by the new WCUUSD board. The requests for a flag flying must be submitted and reviewed annually. The committee reviewed the draft procedures provided by Ms. Emerson. Ms. Taylor suggested adding the board criteria from the policy to the procedures. The committee would like to make this a district policy and change the language to include all schools in the district. The committee is comfortable with requiring an annual review of flags. Ms. Emerson suggested sending out a reminder to teacher advisors each Spring. She will also research flag etiquette before the next meeting.

5. Review Existing Policies

5.1 Section A – Board

5.1.1 Current

Review of A2 Policies and Procedures - committee agreed with the language as written and will sent to board for first reading.

5.1.2 Additional

Discussion was held regarding A20 Board Meetings, Agenda Preparation and Distribution. Following changes were approved: Replace first sentence under Regular Meeting Schedule with “Board will determine regularly scheduled meetings.” The third sentence under Agenda Preparation will continue as “...discretion of the board chair and superintendent, unless a majority of board members attending the meeting note to add an agenda item to the next regularly scheduled board meeting.” Under Agenda Distribution, change the amount of days the agenda & supporting materials will be distributed to the board from three to five days. Also, add “on the district website” in the second sentence, after “....the agenda is posted...”

The Chair would like to make some draft changes to the rest of the recommended policies before the next meeting.

5.2 Section B – Personnel

5.2.1 Current – tabled to a future meeting

5.2.2 Additional - tabled to a future meeting

6. Adjourn

The board adjourned by consensus at 7:05pm.

Minutes taken by Kristi Flynn

Recommended**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT****Board of Directors' Policy****POLICY:** A2**WARNED:** 12.2.19**ADOPTED:** _____**EFFECTIVE:** _____**POLICIES AND PROCEDURES**

PURPOSE

It is the purpose of this policy to prescribe the creation and maintenance of a set of documents that embody the important principles, values, practices and standards of the school. Policies serve to inform and guide all people connected with the school. It is the intent of the Board to outline direction and goals for the successful operation of the school through adoption of policies. It is also the purpose of this policy to ensure that those documents are available to the public.

POLICY

- A. The school board should adopt and maintain policies to carry out its purposes or pursuant to any of its authorities under law.
- B. Policy development that affects all schools will be coordinated through the WCUUSD Policy Committee. Any person residing in or employed by the school district may suggest policies by submitting suggestions in writing to the School Board Chair or Policy Committee representative. The Board, acting as a whole or through the Policy Committee will seek appropriate public comment and administrative guidance for policy development and revision.
- C. Administration will provide procedures to a policy, along with the policy, whenever a policy issue has been raised.
- D. At a minimum, public notice on intent to adopt a policy shall be given at least 10 days prior to adoption at a regularly scheduled or special school board meeting.
- E. In general, policies shall be adopted according to the following process:
 - 1. A policy shall be warned for a first reading at a regular board meeting. The proposed policy, and any background information, will be distributed to board members prior to the meeting. The proposed policy shall also be made available to the public.
 - 2. At the first reading of the policy, the board may reject, revise, or approve the policy as written. If revised or approved, the policy shall move to a second reading at the board's next regular meeting.
 - 3. The second reading of the proposed policy shall be warned on the agenda for the following meeting. Copies of the policy, and any background information, shall be distributed to board members prior to the meeting. The proposed policy shall also be made available to the public. At the second reading of the policy, the board may reject, revise, table, or approve the policy as written.
 - 4. If the policy is approved at the second reading with no or only minor revisions, the policy shall be considered duly adopted.
 - 5. If the policy is rejected at the second reading, the policy shall be considered "dead."
 - 6. If the policy is revised at the second reading and the revisions are major (i.e., content is substantially changed), the policy shall move to a third reading at the board's next regular meeting. The same

procedures for warning the policy shall be followed.

7. If there is a third reading of the policy, the third reading shall be warned on the agenda for the board's following meeting. Copies of the policy, and any background information, shall be distributed to board members prior to the meeting. The proposed policy shall also be made available to the public. At the third reading of the policy, the board may reject, table, or approve the policy as written. If rejected, the policy shall be considered "dead." If approved, the policy shall be considered duly adopted. If tabled, the policy may be taken off the table and reconsidered only after the reconsideration has been warned and board members have been provided a copy of the draft policy. The proposed policy shall also be made available to the public. When taken off the table, the policy shall be considered at the same level of reading as it was when tabled.

F. Each policy shall have a title and should state its date of adoption and effective date.

G. Policies shall be numbered in accordance with the system established by the Vermont School Boards Association.

DISSEMINATION

Immediately following adoption, all policies will be distributed to board members, the principals and WCUUSD Central Office. All policies will be posted on the district website. Where appropriate or required, policies will be included in staff and/or family handbooks. It will be the responsibility of the principal to ensure that staff and students are familiar with applicable policies.

PROCEDURES

A. The Superintendent shall maintain and implement procedures that:

1. Are consistent with policy;
2. Establish guidance and standards of behavior for faculty, staff and students, provide explanations of how those standards are enforced, and establish consequences for failing to follow those standards; and
3. Provide detailed procedures and operational rules concerning the administration of the school.

B. The Superintendent shall, in timely fashion, notify the school board when s/he has developed any new procedure. At its discretion, the board may order a review of any rule or procedure.

Recommended

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT

Board of Directors' Policy

BOARD MEETINGS, AGENDA PREPARATION, and DISTRIBUTION

POLICY: A20

WARNED: 12.2.19

ADOPTED: _____

EFFECTIVE: _____

Policy

All Board meetings will be held in compliance with Vermont's open meeting laws, 1 V.S.A. §§310 et seq.

Regular Meeting Schedule

Board will determine regularly scheduled meetings. The meeting schedule will be published and made available by the superintendent to any person on request.

Special and emergency meetings will be called by the chair on his or her own initiative or when requested by a majority of the board and shall be warned appropriately. Only items on the agenda may be acted upon at these meetings.

Conduct of Board Meetings

Meetings will be conducted in accordance with Robert's Rules of Order, Newly Revised. One or more members of the board may attend and participate in a regular, special or emergency meeting by electronic or other means so long as the requirements of 1 V.S.A. §312(a)(2) are met.

Executive Sessions

Executive sessions of the board will be convened only for the purposes stated in 1 V.S.A. §313. The minutes of any meeting where an executive session takes place will reflect the specific statutory reason for convening the executive session. Board members will not make public the confidential issues discussed during an executive session.

Agenda Preparation

The superintendent will prepare proposed agendas for all meetings of the board after consultation with the board chair. Items of business may be suggested by any board member, staff member, student, or citizen of the district. The inclusion of items on proposed agendas will be at the discretion of the board chair and superintendent, unless a majority of board members attending the meeting vote to add an agenda item to the next regularly scheduled meeting. An item may only be added or removed from a meeting agenda as the first order of business at the meeting. Other adjustments to an agenda may be made at any time during the meeting.

Agenda Distribution

The proposed agenda, together with supporting materials, will be distributed to board members by the superintendent five days prior to regular meetings and as soon as practicable before special and emergency meetings. At least 48 hours prior to a regular meeting and 24 hours prior to a special meeting, the superintendent shall ensure that the agenda is posted on the district website, in the municipal clerk's office and two other designated physical locations in the municipality. In addition, proposed meeting agendas will be made available to any interested person upon specific request.

Legal Reference(s): 1 V.S.A. §§310 et seq. (Public meetings)

16 V.S.A. §554 (School board meetings)

**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT**

Board of Directors' Policy

POLICY: F46

WARNED: 12.2.19

ADOPTED: _____

EFFECTIVE: _____

FLAG RAISING

Policy

It is the policy of WCUUSD that permission may be granted by the School Board for flags, other than the United States and Vermont flag, to be flown on school grounds.

Criteria the Board will include to make decisions on flying flags:

- The request to fly the flag must come from student groups, which must be able to articulate the importance of flying the flag.
- The flag must represent ideas that are linked to and support the current District Mission, Goals and Student Learning Outcomes.
- The flag must bring no harm to other groups of students.
- The request to fly a flag other than the United States and Vermont flag must be made annually to the School Board. The School Board may dictate the length of time a flag is to be flown.
- If appropriate the Board will invite comment from the community, including students, about the proposal.

School administration, in consultation with the School Board and school community, will develop operating procedures that include criteria for reviewing requests from student groups to raise flags.

COMPREHENSIVE SEXUAL HEALTH SERVICES

Purpose

As required by state law and regulations of the State Board of Education, it is the intent of the Washington Central Unified Union School District to implement a program promoting lifelong sexual health. This includes comprehensive sexual health education and the provision of, or referrals to, age appropriate sexual health services. These activities create an effective sexually transmitted infections (STI), human immunodeficiency virus (HIV), and pregnancy prevention program. Research shows that well-designed, well-implemented school-based STI prevention programs can significantly reduce sexual risk behaviors among students. Outcomes of such programs include a delay in first sexual experience, a decrease in the number of sex partners, and an increase in condom or contraceptive use. There is no evidence that participation in such programs increases the likelihood of students engaging in sexual activity.

Policy Statement

It is the policy of the school district to establish goals for comprehensive sex education, sexual health services and other school based activities that are designed to promote improved student outcomes and reduce risky sexual behavior.

Implementation of Condom Availability

- A. As part of a comprehensive sexual health program, the school district shall make condoms available at U-32 Middle/High School grades 7-12 from school nurses, health educators and other personnel as deemed appropriate by administration.
- B. The district shall provide information about proper condom use that is inclusive of all students. This information shall be created or approved by the district's school health advisory committee or other appropriate school-community planning group.
- C. Barrier methods will be made available provided funding from community partners exists.

Parental Requests

Any pupil whose parent/guardian shall present to the school principal a signed statement that the teaching of sexual health education conflicts with the parents' religious convictions shall be exempt from such instruction, and no child so exempt shall be penalized by reason of that exemption. (V.S.A. 16 § 134).

Legal Reference(s): 16 V.S.A. § 906
16 V.S.A. § 131
16 V.S.A. § 134
18 V.S.A. § 4226

WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT

RESOLUTION: HATE SYMBOLS

Board of Directors'

WARNED: 12.2.19

RESOLUTION

ADOPTED: _____

Washington Central Unified Union School District strives to create a learning environment conducive to student achievement, creativity and exploration. An environment in which students use their opportunities to experience their power to create and change themselves and their environment. Hate symbols indefensibly dishonor those goals. Yet, free speech values protect, but do not extol, the right to be wrong. Censorship may punish or suppress harmful speech but it does not change minds.

To unwaveringly protect all student's rights to a safe educational environment, the WCUUSD School Board directs administrative officials to vigorously and promptly enforce our Prevention of Harassment, Hazing, and Bullying Policy to thwart and respond to the undeniably harmful effects with which hate symbols sully our educational community.

Additional handouts at
the board meeting....



State of Vermont
Agency of Administration
Office of the Secretary
Pavilion Office Building
109 State Street, 5th Floor
Montpelier, VT 05609-0201
www.aoa.vermont.gov

[phone] 802-828-3322
[fax] 802-828-3320

Susanne R. Young, Secretary

December 2, 2019

Rep. Johnson, Speaker of the House
Sen. Ashe, President Pro Tempore
Vermont State House
115 State Street
Montpelier, VT 05633-0004

Re: 2019 Education Tax Rate Forecast

Dear Speaker Johnson and President Pro Tempore Ashe:

Attached you will find the annual letter from the Commissioner of the Vermont Department of Taxes. As you know, the Commissioner, after consultation with the Agency of Education, the Secretary of Administration and the Joint Fiscal Office, is required by 32 V.S.A. § 5402b to annually calculate and forecast a property dollar equivalent yield, an income dollar equivalent yield, and a non-homestead tax rate.

One of the key performance indicators we use to measure how effectively State government is helping to make Vermont more affordable for families is the percent of household income (HHI) spent on state taxes and fees. It is our view that if the percent of a household's income captured by government is increasing, government is having a regressive economic impact on households. The fact that projected education cost increases continue to exceed the rate of growth in education fund revenues – and the rate of growth in household income – remains a cause for significant concern, particularly as the number of students in Vermont's schools continue to decline.

This is why the Governor devoted much time and attention to this challenge in his first legislative biennium. As you no doubt recall, there was a great deal of conversation around the structural sources of the ongoing tax pressures, including health care costs. One of the bigger pressures on education spending for FY21 is the cost of health care for district employees. Of the expected \$72 million increase in the education payment, about \$28 million would cover local school districts' portions of premium increases. That figure won't be finally determined until the conclusion of the negotiations of a statewide teachers' health benefit.

To be clear, the Governor supports increasing education spending where we can demonstrate that it yields added value, and equity, for students. Given the state of Vermont's declining student population and performance scores, it's difficult to argue the escalating tax rates do much more than maintain a status quo

of rising costs and growing inequity. We need to work together to ensure the investment Vermonters are making is yielding more equitable opportunities and better outcomes for our kids.

The Governor continues to believe that structural reform is essential to making our education system better for kids, and more affordable for taxpayers. We are very open to working with you to address these challenges and making Vermont's education system the very best in the country.

Respectfully,



Susanne Young

Secretary of Administration



State of Vermont
Department of Taxes
133 State Street
Montpelier, VT 05633-1401

Agency of Administration

December 2, 2019

Rep. Johnson, Speaker of the House
Sen. Ashe, President Pro Tempore
Vermont State House
115 State Street
Montpelier, VT 05633-0004

Dear Speaker Johnson and President Pro Tempore Ashe:

The Commissioner of the Vermont Department of Taxes, after consultation with the Agency of Education, the Secretary of Administration and the Joint Fiscal Office, is required by 32 V.S.A. § 5402b to calculate and forecast a property dollar equivalent yield, an income dollar equivalent yield, and a nonhomestead tax rate annually. This letter is submitted in fulfillment of the statutory obligation. The Department of Taxes, Department of Finance and Management, Agency of Education, and the Joint Fiscal Office prepared consensus forecasts on various components of the Education Fund Operating Statement for Fiscal Year (FY)2021 so that the required analysis could be performed. Many thanks go to the exceptional staff who performed this essential work.

5402b(a)(2) Mandated Forecast

In the statutorily mandated calculation and recommendation under 32 V.S.A. 5402b, the Commissioner must assume the following¹:

1. The homestead base tax rate is \$1.00 per \$100.00 of equalized education property value;
2. The applicable percentage under 32 V.S.A. 6066(a)(2) is 2.0;
3. The statutory reserves under 16 V.S.A. § 4026 are maintained at five percent; and
4. The percentage change in the average education tax bill applied to homestead property, nonhomestead property, and taxpayers who claim a property tax credit is the same.

¹ And for FY21, "the Commissioner shall disregard any undesignated surplus in the Education Fund" (Act 46, 2019)

Applying these statutory assumptions, the yields and non-homestead rate in the table below would support all forecasted FY21 education fund uses and maintain the statutory reserves under 16 V.S.A. §4026 at five percent. Additionally, the percentage change in the average bills for non-homestead property, homestead property, and those who claim a credit² under 32 V.S.A. §6066(a) are projected to be equal under these yields and nonhomestead rate.

Homestead Yields and NH Rate	FY2020 (for comparison)	FY2021
Homestead Property	\$10,648	\$10,883
Income	\$13,081	\$13,396
Nonhomestead Property	\$1.594	\$1.654

Average Rates

If the forecasted yields and rate in this letter were adopted, the average 2020-2021 (FY2021) equalized property tax rates would be as follows:

	FY2020 (for comparison)	FY2021
Homestead Property	\$1.512	\$1.567
Income	2.47%	2.55%
Nonhomestead Property	\$1.594	\$1.654

These rate increases, in conjunction with forecast appreciation in property value and growth in income, would lead to an average increase of more than 6% in education property taxes for all payers.

Education Spending Growth

Total education spending is forecast to grow while the number of pupils continues to decline. On a per-pupil basis, the expected growth in spending is forecast to be 5.53% on average.

	FY2020 (for comparison)	FY2021	Rate of Growth
Total Education Spending (\$Millions) ³	\$1,426.1	\$1,497.6	5.01%
Equalized Pupil Count ⁴	87,839	87,412	-.49%
Average Equalized Per Pupil Spending	\$16,235	\$17,133	5.53%

² Those who claim a credit will pay FY21 taxes based on their 2020 household income

³ Projected total education spending for property tax rate purposes as defined by 16 V.S.A. § 4001 (6)

⁴ "Equalized pupils" is a weighted number. Actual student enrollment is lower

Other Considerations

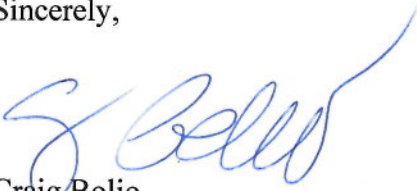
This forecast is calculated as prescribed in statute with the information available to date. There are always variables, concerns and opportunities to consider when we look beyond the prescribed forecast above. We face a challenging landscape for FY21, and I hope the following points will provide policymakers and voters information to make their best decision:

- Per pupil spending is what determines homestead tax rates, not total spending. Locally voted spending amounts are still the primary determinant of a town's tax rate. The more per pupil spending goes up, the more tax rates will go up.
- Virtually all taxpayers in a town will experience an increase on their FY21 bills if the town's education property tax rates go up versus the current year. Even taxpayers who receive a property tax credit the following year would experience property tax rate increases from higher school spending because an increase in per pupil spending increases the income percentage taxpayers are expected to pay before a property tax credit is applied.
- If all districts could restrain budget growth to about 1.4% cumulatively (1.9% per pupil), average statewide rates could stay the same as the current year. Average tax bills would still increase 2.16% under that scenario due to rising proper values and incomes. The yields going up mean that a single (small) district could increase per pupil spending by 2.2% and have the same equalized (before the common level of appraisal⁵ is applied to a town) tax rate as the current year even if all other districts increase per pupil spending by the forecasted 5.53%.
- Penny rule of thumb for FY21: One penny on the tax rate translates to \$20 on a \$200,000 house and one penny on both homestead and nonhomestead rates raises about \$8.7M. Roughly 2/3rds of residents pay based on income, and absent intervention, their rates move proportionally with property rates.

⁵ The CLA is the measure of how close a municipality's local appraisals are to the actual Fair Market Value. The CLA is used to equalize education taxes statewide with the goal of having properties of equal value pay equal amounts of school taxes.

The 6% forecasted growth in education property tax is almost double the expected grand list growth of 3% and more than double the expected income growth of 2.5%. If these forecasted yields are ultimately adopted, it would result in the largest education property tax increase in the past 10 years. However, while the forecast is concerning, it is not inevitable. In the 2017 letter, the FY19 rates were forecasted to increase by over 9 cents, but school districts passed budgets that helped the state avoid such a significant increase. There is work ahead for all of us to help get Vermont on a more sustainable path, and this Administration is ready to work collaboratively with you to make our education system both more efficient and more valuable and equitable for our children.

Sincerely,



Craig Bolio
Acting Commissioner, Department of Taxes

cc: Susanne Young, Secretary, Agency of Administration
Daniel French, Secretary, Agency of Education
Adam Greshin, Commissioner, Department of Finance and Management
Rep. Janet Ancel
Sen. Ann Cummings
Rep. Kathryn Webb
Sen. Philip Baruth
Stephen Klein, Joint Fiscal Office
Luke Martland, Legislative Council

The Education Fund and Education Finance

Dec. 1, 2019

The Education Fund and education finance in general is extremely complex, making policy change and decisions equally complex. The Vermont Department of Taxes has assembled the following facts to help interested Vermonters be better equipped to understand the financial underpinnings of many of these important issues.

Education Fund Revenues and Expenses

The Education Fund's revenue and expenses total over \$1.7 billion, making it significantly larger than the General Fund.

Property Taxes

Property taxes contribute just 67% of the total Education Fund revenues, broken down as follows:

- \$447M (26%) of total revenue comes from the homestead property tax.
 - \$694M (41%) comes from the nonhomestead property tax .
- Only the homestead property tax rate is affected by local education spending decisions. The nonhomestead rate is set at the statewide level and not locally adjusted by school district spending, although it does reflect total spending statewide.
- Any property not occupied as a principal residence is classified as "nonhomestead." That term was changed from "nonresidential" because many people thought it was property owned by individuals who are not residents of Vermont, which is incorrect.

Other Revenue Sources

Here are the other major Revenue Sources for Education Fund costs (dollar amount going to education in parenthesis):

- 100% of Vermont's Sales and Use Tax is now dedicated to the Education Fund (\$436M)

- 33% of Vehicle Purchase and Use Tax (\$38M)
- 25% of Meals/Rooms and Alcohol Tax is now dedicated to the Education Fund (\$48M)
- 100% of lottery revenue (\$29M)

Expenses

Total expenses might not match total revenues in any given year because of the presence of balancing items, such as payments into the statutory reserve or carryovers from the prior fiscal year.

- The single largest cost in the Education Fund is the Education Payment: \$1.43B, funding the voter approved school spending of all local budgets.
- Next largest cost is the Special Education Aid to local schools, at \$213M
- Transportation Aid, Small School Support and Technical Education Aid to districts total about \$42M combined.
- The annual "Normal" pension contribution is paid out of the Education Fund. However, over \$140M of educator retirement cost (pensions and post-employment benefits) is paid out of the General Fund annually to close the gap of the unfunded liability.

Local Spending and Decision Making

- An analysis by the Vermont League of Cities and Towns reported that less than 18% of registered voters voted on Town Meeting.
- Local needs and decisions produce widely disparate levels of per pupil spending throughout the state. The highest spending school districts spend around \$22,000 per pupil, while the lowest districts spend around \$12,000 per pupil.
- A school district's total budget increase or decrease has little predictive value in determining the effect on the property tax rate. Among items under local control, it is the per pupil spending that has the biggest impact on the district's property tax rate.

Vermont's Income Sensitivity Program

- Analysis by the Department of Taxes showed there are up to 21 steps necessary for taxpayers to determine the impact of their district's school budget on their individual homestead property tax bills.
- Vermont's income sensitivity program effectively divides education property taxpayers into four groups:
 1. Those whose property taxes are capped by law
 2. Those who pay based on their income
 3. Those who pay on a combination of income and property value
 4. Those who pay purely based on their property value
- Most homeowners (68%) pay an income-sensitized property tax, meaning their total property tax bill is reduced by a state payment, called a property tax credit (PTC).
- PTCs are capped at \$8,000 (\$5,600 towards education property taxes and \$2,4000 towards municipal taxes)
- A typical income-sensitized property tax payer might pay approximately 2.5% of their income in education property tax. For instance, a family with household income of \$60,000 (just above the median tax filer income in Vermont) could expect to pay around \$1,500 in annual property tax. This generally holds true whether they live in a \$200K home or a \$400K home.
- For homeowners with household income below \$47,000, an extra PTC is available to offset the cost of municipal taxes as well. This cost is an expense of the General Fund and is roughly \$17M for FY20. A homeowner with \$20,000 of household income living in a \$300,000 home is likely to pay no more than \$900 in total property taxes.
- The total Education Fund foregone revenue of the income sensitivity program is approximately \$170M, which equates to over 40 cents of the statewide average homestead education property tax rate of \$1.51.
- The 32% of Vermont homestead owners who are not income-sensitized pay over half (53%) of the homestead property tax. Those paying based on income (68%) pay 47% of the total homestead property tax.

Most of this analysis is based on anticipated fiscal year 2020 totals as they appear in the Dec 1, 2019, Education Fund Outlook.



State of Vermont
Department of Taxes
133 State Street
Montpelier, VT 05633-1401

Agency of Administration

For Immediate Release

Contact: Kate Strousse
Executive Assistant
Vermont Department of Taxes
(802) 828-3763 or Kate.Strousse@vermont.gov

Commissioner of Taxes Releases FY2021 Education Yield Letter

Montpelier, Vt.,— Acting Commissioner of Taxes Craig Bolio has released the statutorily required education tax rate letter which forecasts the education tax yields for resident homeowners and the nonhomestead tax rate (formerly called “nonresidential”) for the upcoming fiscal year (FY) 2021. Using statutorily prescribed calculations, the Agency of Education, Department of Taxes, Department of Finance and Management, and Joint Fiscal Office collaborate to establish the yields and rate.

The forecasted FY21 homestead property yield is \$10,883 compared to \$10,648 for FY20 (the current property tax year). The forecasted FY21 income yield is \$13,396 compared to \$13,081 for FY20 and impacts credit claims submitted in the spring of 2021. The increase in the forecasted homestead property yield would result in an average homestead tax rate increase of 5.5 cents. The statewide base nonhomestead tax rate is forecast to be \$1.654 in FY21, a six-cent increase from FY20.

Statewide education spending is forecast to grow by \$71.5 million while the equalized pupil count is projected to decline by 427, creating a 5.53% increase in average equalized per pupil spending. This rate of growth is nearly double the expected growth in tax year 2020 property values (3%) or income (2.5%), and is the primary cause of the projected rate increase. Because of the forecasted increases to education spending, coupled with property value appreciation and income growth, the average bill across the state would increase by more than 6%. Moreover, as in all years, changes in each district’s per pupil spending will result in very different property tax impacts across the state, as locally voted spending amounts are still the primary determinant of a town’s homestead education tax rate.

The forecast this year leads to challenges for affordability. However, if districts can restrain budget growth to less than 1.4% cumulatively (1.9% per pupil), average rates could stay the same as last year. Additional resources for understanding education tax rates are available on the department’s website at <http://tax.vermont.gov/property-owners/understanding-property-taxes/education-tax-rates> and from the Vermont school boards association at <http://www.vtvsba.org>.

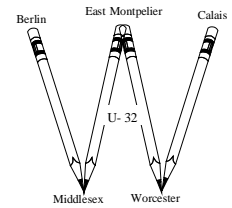


Washington Central Unified Union School District

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

Debra Taylor
Interim Superintendent



TO: WCUUSD School Board
FROM: Debra Taylor, Interim Superintendent
Lori T. Bibeau, WCUUSD Business Administrator
RE: Capital Planning
DATE: December 4, 2019

In reviewing the latest Capital Project plan, direction is needed for budgeting and planning purposes.

Here is a summary of the information regarding WCUUSD Capital Funds:

- The original balances dated July 1, 2019 were restricted by building.
- The Capital budget document on page 16 of the board packet, shows by building, an estimate of how this fiscal year is projected to end at this time.
- Future budget allocations, by building, are at the discretion of the WCUUSD Board.
- This fall, Black River Design was hired to develop a WCUUSD preliminary project list. It is included on pages 17-19 in the Board packet.
- Prior to the merger, some projects were identified by the local boards. If they have not yet been completed, they will be included on this list.
- The Leadership Team is reviewing this list and providing input on any items missing or if there is any updated information.
- Using the median column, the initial report identifies \$8,232,500 for capital needs.
- Based on the preliminary work, we believe further planning and prioritization is needed.

Here is a summary of some pertinent bond information:

- The U32 first bond is paid off this fiscal year \$462k. The second U32 Bond will be paid off in Budget FY21-22 \$159k
- Current interest rates are estimated at 2.68% for a 20 year bond.
- Bonds payments are excluded from the Excess Spending Threshold tax formula, while capital fund transfers are not excluded.

Since most of the buildings do not have adequate funds to complete the 2021 list, we are working on prioritizing the list.

- There are two items identified as urgent by Black River Design. One at Doty and the other at U32.
- Using the cost median column, the totals for FY 20-21 are:
 - Berlin \$600,000
 - Calais \$840,000
 - East Montpelier \$360,000
 - Middlesex \$720,000
 - Worcester \$0 and (Urgent) \$12,500=\$12,500
 - U32 \$1,800,000 and (Urgent) \$12,500=\$1,812,500
- **Grand Total of \$4,345,000**

Funds Needed Beyond Projected Balances:

- Berlin \$140,729
- Calais \$707,873
- East Montpelier \$0
- Middlesex \$549,591
- Worcester \$0
- U32 \$1,331,227
- **Grand Total of \$2,729,420**

After reviewing this with the WCLT it is recommended that we take the time necessary to compile more information prior to making Capital decisions.

WCUUSD Budget FY2020-2021 CHANGE SUMMARY
Budget Draft 1A-December 4, 2019

	ADJUSTED BUDGET 2020	DRAFT 1A INCREASE (DECREASE)	BUDGET % CHANGE	BUDGET 2021
SALARIES AND BENEFITS				
<u>Negotiated Items</u>				
Salary Estimate		\$762,766	2.25%	
Benefits Related to Salary Estimate		\$75,105	0.22%	
Health Insurance @ 12.9% Increase with current coverage		\$340,910	1.01%	
Miscellaneous Benefit Changes		\$4,144	0.01%	
SUBTOTAL NEGOTIATED ITEMS		\$1,182,925	3.49%	
<u>Other Staffing Changes</u>				
Staffing Changes Fy19-20		\$160,646	0.47%	
Special Education Programs-Staffing Changes-Recommended by WCLT		\$181,198	0.54% *See Revenues Below	
Academic Programs-Staffing Changes-Recommended by WCLT		\$543,390	1.61%	
SUBTOTAL OTHER STAFFING CHANGES		\$885,234	2.61%	
TOTAL SALARY & BENEFITS	\$23,107,377	\$2,068,159	6.11%	\$25,175,536
<u>NONSALARY ITEMS</u>				
Auditor Savings Due to Merger		-\$12,985	-0.04%	
Board of Education VSBA Dues & Chgs		-\$9,075	-0.03%	
Interest Expense		-\$40,000	-0.12% *See Revenues Below	
Technology Services-Fiscal Software		-\$100,000	-0.30%	
School-wide Expenses, Books, Supplies, Equipment, Prek Services		\$152,940	0.45%	
Fund Transfer Food Program		\$39,712	0.12%	
Transportation Services		\$43,535	0.13%	
Technical Education Tuition(+tuition 10.6% from current year actual)		\$50,926	0.15%	
Special Education Programs-Tuition & Prof Svcs		\$210,204	0.62% *See Revenues Below	
Special Education Programs-Contracted Services-Recommended by WCLT		\$36,971	0.11% *See Revenues Below	
TOTAL NONSALARY-w/o OTHER ITEMS	\$8,408,763	\$372,228	1.10%	\$8,780,991
SUBTOTAL BASE BUDGET INCREASE	\$31,516,140	\$2,440,387	7.21%	\$33,956,527
<u>OTHER ITEMS</u>				
Debt Service-Bond Payment	\$1,702,107	-\$460,783	-1.36%	\$1,241,324
Capital Fund -Transfer	\$636,522	\$0	0.00%	\$636,522
TOTAL OTHER ITEMS	\$2,338,629	-\$460,783	-1.36%	\$1,877,846
Combined Total WCUUSD Expenses	\$33,854,769	\$1,979,604	5.85%	\$35,834,373

Revenues that Offset Expense Increases(Decreases):

Tuition Income-Level Budget @53 Students with 2% Increase	\$95,746	0.28%
Interest Income	-\$40,000	-0.12% *See Expenses Above
Miscellaneous Income	-\$15,800	-0.05%
Special Education Reimbursements	\$253,314	0.75% *See Expenses Above
Special Education Reimbursements/Revenues to offset WCLT Recommended Changes	\$66,043	0.20% *See Expenses Above
Use of Fund Balance for Retirement	-\$12,720	-0.04%
Subtotal Revenues	\$346,583	1.02%

Net Impact on Taxes	\$1,633,021	4.82%
----------------------------	--------------------	--------------

WCUUSD**List of Budget Considerations****12/4/2019 Meeting**

KEY: X =Budget year of consideration

				Updated	
	FY20-21	Future Consideration	Estimated Cost	Estimated Cost	Offset to costs
Special Education Programs-Contracted Services	X		\$36,971	\$36,971	\$8,083
Special Education Programs-Staffing Changes	X		\$181,198	\$181,198	\$57,960
EEE Teacher	X		\$36,000	\$36,000	
Elementary Classroom Teacher	X		\$45,000	\$45,000	
Instructional Interventionists-Works with Students	X		\$225,000	\$225,000	
Behavior Support	X		\$50,000	\$50,000	
High Quality Instruction/Coaches	X	X	\$90,000	\$180,000	
Community Connections	X		\$60,000	\$60,000	
Work-Based Learning Coordinator-If Full-time	X		\$37,390	\$37,390	
Additional Capital Fund Transfer		X	\$0	TBD	
Boyz Girls First		X	\$0	\$10,000	
Change Staff schedules Grades 4-6 for Departmentalization		X	\$0	\$0	
Custodian		X	\$0	\$25,000	
Food Services-.25 Price Reduction		X	\$0	\$38,018	
Food Services-Free For All-Low Estimate		X	\$0	\$397,576	
Health Education Teacher		X	\$0	\$90,000	
Health Services-Nurse		X	\$0	\$9,000	
Home School Coordinator		X	\$0	\$90,000	
Increase instructional day by .5 hour		X	\$0	\$217,376	
Preschool Coordinator		X	\$0	\$54,000	
Purchase a Literacy Program		X	\$0	\$90,000	
Strings Program		X	\$0	\$90,000	
Wellness Fun Fitness Fridays-Was EPSDT Grant		X	\$0	\$12,700	
World Languages		X	\$0	\$135,000	

Total Expense Change

	\$761,559	\$2,110,230	\$66,043
Expense Incr	2.25%	Revenue Incr	0.20%
		Net Increase	2.05%

Summer 2020 Priority Capital Improvement Summary

WCUUSD

October 10, 2019

* 2020 construction unless noted otherwise.
2020 construction assumes planning and bidding prior to budget vote,
otherwise many line items become 2021 construction.
All 2021 construction assumes budgeting and planning in 2020
with bidding in Winter 2021.

Master

DRAFT

Which type of expense is this?	Why does this need to be done?											
Code/Best practice	ADA											
Equipment	Aesthetics											
Expanded programs/services	End of useful life											
Failure of existing	Energy Efficiency											
Ongoing maintenance	Fire Safety											
Planned/scheduled replacement	Health and welfare											
Rainy Day/unforeseen	IT											
	Program accomodation											
	Security concern											
	Space Needs											

Cost Key				Site Key			2020 priority	
\$	\$5,000	\$12,500	\$20,000	BES	Berlin	30000	!!!!	Urgent
\$	\$20,000	\$60,000	\$100,000	CES	Calais	20000	!!!	High
\$\$\$	\$100,000	\$300,000	\$500,000	DMS	Doty	15000	!	Low/Medium
\$\$\$\$	\$500,000	\$750,000	\$1,000,000	EMES	E Montpelier	40000		
\$\$\$\$	\$1,000,000	\$1,500,000	\$2,000,000	RMS	Rumney	25000		
				U32	U32	100000		

Scope Item	Description	Type	Category - Primary	\$ - \$\$\$\$\$	Cost Low	Cost Median	Cost High	School	Funded?	Admin. HIGH	Consultant	Construction*
Fencing	At rear of playground	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	BES	No		!!!	
Interior painting	Kindergarten CR	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	BES	No		!!!	
Masonry repair	Kitchen corner, entrance columns	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	BES	No		!!!	
Playground access	repave to create ramps at 3 locations	Code/Best practice	ADA	\$	\$5,000	\$12,500	\$20,000	BES	No		!!!	
Repave	Drive, bus loop, sidewalks	Failure of existing	End of useful life	\$	\$20,000	\$60,000	\$100,000	BES	No	X	!!!	
Water service entrance	Extend 4" service in to building	Code/Best practice	Health and welfare	\$	\$5,000	\$12,500	\$20,000	BES	No		!!!	
Improve parking lot	Pave existing gravel, new lighting	Failure of existing	Program accomodation	\$\$\$	\$100,000	\$300,000	\$500,000	BES	No	X	!	2021
Stormwater treatment	Not required - desired by Town	Code/Best practice	Health and welfare	\$\$\$	\$100,000	\$300,000	\$500,000	BES	No		!	2021
Update fire alarm panel	Existing expensive to service	Planned/scheduled replacement	End of useful life	\$	\$20,000	\$60,000	\$100,000	BES	No		!	
Utility infrastructure demolition	Well, woodchip bunker	Code/Best practice	Health and welfare	\$	\$20,000	\$60,000	\$100,000	BES	No		!	
Cafeteria roof	Includes insulation to stop damming	Failure of existing	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	CES	No	X	!!!	2021
Card Reader access	None existing	Code/Best practice	Security concern	\$	\$20,000	\$60,000	\$100,000	CES	No	X	!!!	2021
Entrance canopy	Enlarge and manage roof drainage	Code/Best practice	Health and welfare	\$	\$20,000	\$60,000	\$100,000	CES	No		!!!	2021
Interior security barrier	Control access to interior spaces	Code/Best practice	Security concern	\$	\$20,000	\$60,000	\$100,000	CES	No		!!!	2021
Lobby restrooms	Renovate and make accessible	Code/Best practice	ADA	\$	\$20,000	\$60,000	\$100,000	CES	No		!!!	2021
Ventilation	Replace aging air handlers	Failure of existing	Health and welfare	\$\$\$	\$100,000	\$300,000	\$500,000	CES	No		!!!	2021
Alarm/camera system	None existing	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Ceiling tile	Replacement ongoing	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Exterior door	Replace at kitchen/music room corridor	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Gym floor	Current VCT in adequate condition	Code/Best practice	Program accomodation	\$	\$20,000	\$60,000	\$100,000	CES	No		!	
Lighting retrofit	Ongoing	Ongoing maintenance	Energy Efficiency	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Paving and sealing	Walkways, basketball court	Planned/scheduled replacement	Prolong facility life	\$	\$20,000	\$60,000	\$100,000	CES	No		!	
Security cameras	Exterior and entrance locations	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Window glazing	Broken seals becoming more frequent	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	CES	No		!	
Woodchip boiler	Still working, getting old (1991)	Planned/scheduled replacement	Health and welfare	\$	\$20,000	\$60,000	\$100,000	CES	No		!	
Boiler room fire doors	2 doors, hardware	Code/Best practice	Fire Safety	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!!	
AHU damper replacement	Currently not adjustable	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!	
Card Reader access	None existing	Code/Best practice	Security concern	\$	\$20,000	\$60,000	\$100,000	DMS	No	X	!!!	
Door hardware	Levers with security function for CR's	Code/Best practice	Security concern, ADA	\$	\$5,000	\$12,500	\$20,000	DMS	Grant pending	X	!!!	
Exterior envelope - siding	Siding, windows, doors and insulation	Failure of existing	Energy Efficiency	\$\$\$	\$100,000	\$300,000	\$500,000	DMS	Yes	X	!!!	
Hot water cross connection	Eliminate hot water from cold taps	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!	
Interior security barrier	Second set of controlled doors	Code/Best practice	Security concern	\$	\$20,000	\$60,000	\$100,000	DMS	No		!!!	
Ongoing maint. catch-up	Flooring, ceilings, painting, etc.	Failure of existing	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	DMS	No	X	!!!	
Playground hcp access	On grade landings/ramps	Code/Best practice	ADA	\$	\$20,000	\$60,000	\$100,000	DMS	No		!!!	
Site drainage	Ponding water in front of building	Code/Best practice	Health and welfare	\$	\$20,000	\$60,000	\$100,000	DMS	No		!!!	
Ventilation	Non-operational @ nurse, balance rest	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	DMS	No		!!!	
Boiler room equipment	Expansion tank, day tank, pump(s), etc.	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	DMS	No		!	
Grease interceptor	For kitchen pot sink	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	DMS	No		!	
Lighting retrofit	Convert to LED, low voltage controls	Code/Best practice	Energy Efficiency	\$	\$20,000	\$60,000	\$100,000	DMS	No		!	
Playground entrance canopy	At primary wing under eaves	Code/Best practice	Prolong facility life	\$	\$5,000	\$12,500	\$20,000	DMS	No	X	!	
Water heater	Replace in boiler room - high risk if fails	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	DMS	No		!	
Gym sound system	Upgrade	Failure of existing	Program accomodation	\$	\$5,000	\$12,500	\$20,000	EMES	No		!	
Lighting retrofit	Convert to LED, low voltage controls	Code/Best practice	Energy Efficiency	\$	\$20,000	\$60,000	\$100,000	EMES	No		!	
Security cameras	Exterior and entrance locations	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	EMES	No		!	
Storm drainage	Surfacing pipe across ballfields	Code/Best practice	Program accomodation	\$\$\$	\$100,000	\$300,000	\$500,000	EMES	No		!	2021

Woodchip boiler	Still working, getting old (1965, 1989)	Planned/scheduled replacement	Health and welfare	\$\$	\$20,000	\$60,000	\$100,000	EMES	No		!	2021
ADA restrooms	Primary wing corridor	Code/Best practice	ADA	\$\$	\$20,000	\$60,000	\$100,000	RMS	No		!!!	2021
Building envelope	Siding, insulation, windows, painting	Failure of existing	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	RMS	No	X	!!!	2021
Door hardware	Security function on CR doors, closers	Code/Best practice	Security concern	\$	\$5,000	\$12,500	\$20,000	RMS	No		!!!	
Gym Roof	Rest of roof recently replaced	Failure of existing	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	RMS	No	X	!!!	2021
Lobby doors	Doors, frame, hardware	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	RMS	No	X	!!!	
Sidewalks	Rebuild with regrading, drainage, curbs	Failure of existing	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	RMS	No	X	!!!	2021
Counters/sinks	Make primary wing accessible	Code/Best practice	ADA	\$	\$5,000	\$12,500	\$20,000	RMS	No		!	
Flooring	Primary wing repairs/partial replacement	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	RMS	No		!	
Gym acoustics	For community use	Expanded programs/services	Program accomodation	\$\$	\$20,000	\$60,000	\$100,000	RMS	Yes		!	
Gym floor	Existing VCT in poor condition	Failure of existing	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	RMS	No		!	
Lighting retrofit	Primary wing	Code/Best practice	Energy Efficiency	\$\$	\$20,000	\$60,000	\$100,000	RMS	No		!	
Pre-K playground	Access, fencing, equipment	Code/Best practice	ADA	\$	\$5,000	\$12,500	\$20,000	RMS	Yes		!	
Storage shed	Replace containers	Code/Best practice	Program accomodation	\$\$	\$20,000	\$60,000	\$100,000	RMS	No		!	
Ventilation	Replace gym/primary wing ERV's	Planned/scheduled replacement	Energy Efficiency	\$\$	\$20,000	\$60,000	\$100,000	RMS	No		!	
Seating wall	remove falling brick and concrete	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	U32	No	X	!!!!	
Electrical power distribution	Kitchen /cafeteria - ungrounded	Code/Best practice	Fire Safety	\$\$	\$20,000	\$60,000	\$100,000	U32	No	X	!!!	
Gym Improvements	Winches, padding, batting cage, etc.	Failure of existing	Health and welfare	\$\$	\$20,000	\$60,000	\$100,000	U32	No		!!!	
Kitchen ceiling	Replace with suspended panels	Code/Best practice	Health and welfare	\$	\$5,000	\$12,500	\$20,000	U32	No	X	!!!	
Repave	parking lot, sidewalks	Failure of existing	End of useful life	\$\$\$\$	\$1,000,000	\$1,500,000	\$2,000,000	U32	No	X	!!!	2021
Roof	Partial - above 2000 addition	Planned/scheduled replacement	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	U32	No	X	!!!	
Seating wall	repair/replacement	Failure of existing	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	U32	No	X	!!!	2021
Air compressor replacement	Replace old equipment - still running	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Atrium stairs	Repair broken nosings	Failure of existing	Health and welfare	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Auto-scrubber	Riding floor cleaner	Equipment	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Bathroom handsinks	Ongoing - nearly complete	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Control system	Replace	Planned/scheduled replacement	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	U32	No		!	
Dugouts	Softball, similar to new baseball dugouts	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Electrical Phase protection	To be available for quick repalcement	Rainy Day/unforeseen	Health and welfare	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Events lobby doors	Replace 3 sets	Failure of existing	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	U32	No		!	
Exterior wall panels	Repair damaged panels - ongoing	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Exterior Windows	Replace - ongoing	Ongoing maintenance	Health and welfare	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Flooring	Weight Room	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Flooring	Main office carpet	Ongoing maintenance	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	U32	No		!	
Furniture	Replace - ongoing	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
HVAC equipment	20 year HVAC review/upgrade	Planned/scheduled replacement	End of useful life	\$\$\$	\$100,000	\$300,000	\$500,000	U32	No		!	
Ice maker	Replace - near end of useful life	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Lawn mower	Zero turn	Equipment	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	U32	No		!	
Lighting retrofit	Onging conversion to LED	Code/Best practice	Energy Efficiency	\$\$	\$20,000	\$60,000	\$100,000	U32	Yes		!	
Main entry doors	Repair	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Mech. controller replacement	Ongoing	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Misc exterior doors	Replace	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Operable CR partitions	Wearing out - some repairs req'd soon	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Painting	Ongoing	Ongoing maintenance	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Recessed walk-off grate	Replace inserts	Failure of existing	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	No		!	
Replace AC	Main ofice	Planned/scheduled replacement	Energy Efficiency	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Replace circulator pump	Pump #1	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	
Security/camera system	Expand and upgrade	Code/Best practice	Security concern	\$\$	\$20,000	\$60,000	\$100,000	U32	Yes		!	
Stormwater treatment	Act 64 requirement	Code/Best practice	Health and welfare	\$\$\$	\$100,000	\$300,000	\$500,000	U32	No	X	!	2022
Toilet partitions	Partial replacement - plan for remaining	Planned/scheduled replacement	End of useful life	\$\$	\$20,000	\$60,000	\$100,000	U32	Yes		!	
VFD drive replacement	Ongoing - nearly complete	Planned/scheduled replacement	End of useful life	\$	\$5,000	\$12,500	\$20,000	U32	Yes		!	

From the original WCUUSD Articles of Agreement re: board membership:

The terms of office for the initial members of the New Union District Board elected...

Town	Term ending Spring 2020	Term ending Spring 2021	Term ending Spring 2022
Berlin	1	1	
Calais	1		1
East Montpelier		1	1
Middlesex	1	1	
Worcester	1		1

From the amended Articles of Agreement passed by voters on 6.25.19:

Immediately following the School District Annual Meeting of 2020, the Board of School Directors shall be expanded to include five (5) additional members elected for a total of fifteen (15) members, with 3 members from each town. The additional members will be elected at the 2020 annual School District Meeting. All members will be voted on by the entire electorate. Votes of the entire electorate shall be counted together (comingled) without being first counted at the town level.

The terms of office for the additional member shall be as follows:

Berlin – term ending 2022

Calais – term ending 2021

East Montpelier – term ending 2023

Middlesex – term ending 2022

Worcester – term ending 2021

*Except as provided for the election of the initial members of the New Union Board in **Article 10(B)**, each New Union District Board member shall serve for a period of three (3) years or until his or her successor is elected and qualified, as required by Vermont law.*

Each member of the New Union Board who serves after the expiration of terms of the initial Board members, shall be elected at an annual or special meeting of the New Union District. Terms of office shall begin and expire on the date of the New Union District's annual meeting. In the event the New Union District's annual meeting precedes Town Meeting Day, the terms of each Board member shall begin and expire on Town Meeting Day.

If the voters amend this Article 11, the amendment shall ensure that the terms of office are staggered as required by law.