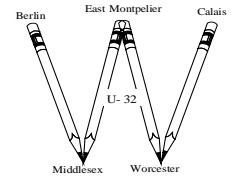


Washington Central Unified Union School District

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

11.20.19 6:30 – 9 PM

**Rumney Memorial School
433 Shady Rill Road, Middlesex**

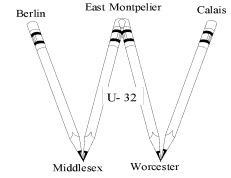
- 1.0 Call to Order
 - 1.1 Reception of Guests
 - 1.2 Agenda Revisions
 - 1.3 Public Comments
 - 1.4 CV Fiber
- 2.0 Spotlight – Rumney Principal, Casey Provost
- 3.0 Book Reflection – Equity from the Board Room to the Classroom Chapter 4-6 (Discussion)
- 4.0 Consent Agenda (Action)
 - 4.1 Approve Minutes of 11.6.19 - pg. 2
 - 4.2 Approve Board Orders
- 5.0 Reports (Discussion)
 - 5.1 Superintendent – pg. 7
 - 5.2 Student
 - 5.3 VSBA Conference
 - 5.4 Superintendent Search
- 6.0 Finance (Discussion/Action)
 - 6.1 Committee Report
 - 6.2 Budget – Draft 1 Presentation – pg. 9
 - 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 – pg. 17
- 8.0 Personnel (Action)
 - 8.1 Approve Hires
- 9.0 Board Operations
 - 9.1 Community Partnerships Reminder
 - 9.2 Cross VT Trail Project
- 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
- 12.0 Adjournment

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Washington Central Unified Union School District Board Unapproved Meeting Minutes

11.6.19 6:30 – 9 PM
U-32 Middle/High School, Room 128/131

unapproved

Board Members Present: Scott Thompson, Vera Frazier, Jonas Eno-Van Fleet, Jaiel Pulskamp, Lindy Johnson, Flor Diaz Smith, Chris McVeigh, George Gross, Dorothy Naylor, Student Representatives Mia Smith and Townes DeGroot

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, U-32 Assistant Principal Bill Deiss, Director of Curriculum and Instruction Jen Miller Arsenault, Director of Technology Keith MacMartin

Others Present: Senator Ann Cummings, Senator Anthony Pollina, Representative Kimberly Jessup, Representative Ken Goslant, Representative Janet Ancel, Representative Avram Patt, Representative Anne Donahue; Mack & Cindy Gardner-Morse, Calais; Corinne Stridsberg, Berlin; Meg Allison, Amy Koenigbauer, Bruce Pandya, Iona Bristol, Seeking Social Justice; Meg Falby, Are You Into It Consent Club; Alden Bird, U-32 teacher; Karen Lieberman, U-32 teacher; Eva Jessup, Amanda Brown, The U-32 Chronicle

1.0 Call to Order: Scott Thompson called the meeting to order at 6:35 pm. He welcomed those present, which included Washington Central area legislators.

1.1 Reception of Guests

1.2 Agenda Revisions: Debra Taylor noted that an Executive Session will be needed at the end of the meeting, for the purpose of discussing negotiations. The board agreed to this revision.

1.3 Public Comments: no public comments at this time.

2.0 Discussion with Washington Central Area Legislators: Scott Thompson thanked the legislators for attending tonight's meeting, and for the work that they carry out.

Senator Anthony Polina asked board members for a check-in about how the new board configuration is working.

Senator Ann Cummings reported that the Education Committee has on its agenda: special education; for the House: Pre-K; in the Department of Health and Human Services: trauma. She discussed the issue/ challenge of funding - for example, funding for staff salaries in fields related to trauma and mental health. Representative Janet Ancel asked the board for their input around the “trauma” issue, which she sees as more of a public health issue.

Regarding mental health supports in schools, she noted that there had been an increase in the budget for children’s mental health services in schools.

Kelly Bushey spoke about Act 173 - that the new funding formula provides a block grant that will be based on the spending from the past three years. She also spoke about the recent discussion around reconsidering and updating the special education rules and regulations.

Debra Taylor spoke about Act 166 - She stated that the Agency of Human Services and the Agency of Education currently both oversee early education, and that she has advocated for one or the other to take responsibility. She stated that the Act is silent around special education. She is planning to provide a written report for the legislators around issues related to Act 166.

Debra Taylor shared with the legislators a letter from a board member advocating for legislation around dyslexia.

Chris McVeigh asked whether there is any possibility that the legislature will take up the issue of debt around Act 46. Senator Cummings invited the board to draft a solution; she spoke about a December first deadline. Representative Ancel stated that a proposal from the board with general agreement would be a helpful starting place.

Representative Kimberly Jessup spoke about proficiency-based grading. She invited boards to hear from students, parents and teachers on this issue. The first class that will graduate with proficiency-based grading will be the Class of 2020. She noted some issues that have come across her desk: driver’s ed during the summer months, elementary school language instruction.

A parent spoke about elementary school reading proficiency, and about teacher training around phonemic awareness.

Representative Ancel thanked the board for including the legislators at this time in the year (before the snow falls.) She invited school boards to stay in touch with legislators.

Senator Polina encouraged board members, if they were to propose a solution to the debt issue around Act 46, to reach out to other school districts to collaborate on the proposal.

Legislators asked board members to reach out and to inform them, for example, when the board is discussing, taking action, wrestling with big issues. They explained that they are assigned to specific committees and do not often have opportunities to stay abreast of, for example, education issues; the board can help to keep them informed.

3.0 Spotlight U-32

3.1 Proficiency Based Graduation Requirements: Steven Dellinger-Pate and Jen Miller-Arsenault presented to the board: *Proficiency-Based Graduation Requirements (PBGRs)*. Discussion followed around topics related to PBGRs, including college applications and scholarships, and grade point averages.

4.0 Consent Agenda and Reports

4.1 Approve Minutes of 10.16.19 & 10.23.19: Chris McVeigh moved to approve the minutes of 10-16-19 and 10-23-19. Seconded by Vera Frazier. Discussion: Jonas Eno-Van Fleet noted that he had neglected to include the board's conclusion after coming out of Executive Session on October 16, 2019. The minutes were edited to include that detail. Motion carried.

4.2 Approve Board Orders: Dorothy Naylor moved to approve the board orders in the amounts of \$1,526,337.15, and \$37,864.44. Seconded by Chris McVeigh, this motion carried unanimously. Jonas Eno-Van Fleet asked for Lori Bibeau to plan in the future providing some training to board members about how to read the board orders.

4.3 Superintendent Report: Superintendent Taylor invited questions or comments about her written report. Jonas Eno-Van Fleet thanked Superintendent Taylor for her reflections about equity. Some discussion followed around this topic. Superintendent Taylor indicated that she is expecting a follow up report from the Integrated Field Review within a few weeks.

4.4 Leadership Team Report: Board members had reviewed this written report. No questions or comments followed.

4.5 Student Representative Report: Both Mia Smith and Townes DeGroot spoke about some of the student happenings, including some discussions during call-back around issues such as the Confederate flag as a hate symbol versus freedom of speech.

5.0 Book Reflection – Equity from the Board Room to the Classroom Chapters 4, 5 & 6: The board did not address this tonight. Board members had provided, and will consider, written feedback about the most recent reading assignment.

6.0 Policy

6.1 Committee Report: Chris McVeigh reported that at the most recent policy committee meeting, some proposed policies had been discussed. He invited some of the stakeholders and collaborators to discuss with the board.

Alden Bird, English teacher, spoke about the policy around “hate symbols.” He indicated that, after talking with students and giving this consideration as a teacher in the school day-to-day, he does not support a policy that bans or censors symbols. He feels that this topic is better addressed through open and civil communication, and empowering students to discuss and educate other students about these issues.

Chris McVeigh stated that there are differing opinions around this issue, but one of the questions is “who decides what defines a ‘hate symbol’?”

Townes DeGroot indicated that the goal of the policy is to make students feel safe in the school community. He noted that some students do not feel safe on a daily basis.

Steven Dellinger-Pate spoke about the current Hazing, Harassment, Bullying Policy. He noted that he is not sure the proposed policy adds to the existing policies.

Jonas Eno-Van Fleet spoke about the difference that he sees, between a Black Lives Matter flag and a Confederate flag.

Lindy Johnson asked about the scenario, for example, if a student had a bumper sticker on their car in the parking lot, or a confederate flag affixed to their car, would a policy apply?

Vera Frazier stated that she prefers leaving this in the hands of the administrators through the Hazing, Harassment, Bullying policy, to respond to each unique circumstance, and to provide opportunities for learning.

Jonas Eno-Van Fleet indicated that regardless of whether the board adopts a new policy, he hopes that the board is in agreement that a Confederate flag is considered a hate symbol and does not reflect the values of the board.

Steven Dellinger-Pate suggested that the board address this through the Hazing, Harassment and Bullying Policy and its procedures.

The topic of restorative practice, including education, was discussed to augment the current policy with an educational component.

Chris McVeigh asked whether the board would like to provide input or a task to the Policy Committee. Board members agreed to first address the current policy around Hazing, Harassment and Bullying.

Townes DeGroot asked the board to take on this issue with a sense of urgency.

Regarding the C50 Comprehensive Sexual Health Program policy: Meg Falby spoke to the board about this proposed policy which includes a condom accessibility component. Chris McVeigh will make some adjustments to this policy, based on discussion tonight and the board will have a first reading. Jonas Eno-Van Fleet thanked Meg Falby for her work, advocacy, and for presenting to the board tonight.

6.2 Approve First Reading of A1 Board Member Conflict of Interest, C50 Comprehensive Sexual Health Program, D34 Library Media Center Selection & Reconsideration Policies: **Flor Diaz Smith moved to approve the following policies, for first reading: A1 Board Member Conflict of Interest, C50 Comprehensive Sexual Health Program, D34 Library Media Center Selection & Reconsideration. Seconded by Dorothy Naylor, this motion carried unanimously.**

7.0 Board Organization and Planning

7.1 Amendment of WCUUSD Articles Vote Results

7.2 Community Mapping Project Reminder

8.0 Personnel

8.1 Approve Hires: **Lindy Johnson moved to approve the hiring of the following: Julie McKinstry, Lisa Hodgson, Marie Eddy, Alan Hefferon, Fernando Carvalhosa. Seconded by Jaiel Pulskamp, this motion carried unanimously.**

Superintendent Taylor thanked the community for the support of the amendment articles vote, and Jonas Eno-Van Fleet thanked David Delcore for the clear, concise article in the Times Argus.

9.0 Future Agenda Items

9.1 CV Fiber - Solar Power

9.2 Possible Renaming of District

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

Executive Session: At 9:57 pm Flor Diaz Smith moved to go into Executive Session for the purpose of discussing negotiations. Seconded by Lindy Johnson, this motion carried unanimously.

Chris McVeigh moved to come out of executive session, Lindy Johnson seconded.

Motion passed unanimously at 10:15 pm.

Chris McVeigh moved to adopt the administration's position on negotiations. Dorothy Naylor seconded. Motion passed unanimously at 10:15 pm.

Discussion about composition and number of members on the negotiations committee.

Flor Diaz-Smith moved to add Vera Frazier to the negotiations committee, Dorothy Naylor seconded. Motion passed unanimously at 10:18 pm.

Flor Diaz-Smith moved to go into executive session, Vera Frazier seconded.

Motion passed unanimously at 10:19 pm.

Lindy Johnson moved to come out of executive session, Jaiel seconded.

Motion passed unanimously at 10:25 pm.

Dorothy Naylor moved to accept the administration's recommendation not to provide a tuition waiver, Lindy Johnson seconded. Motion passed unanimously at 10:26 pm.

11.0 Adjournment: Meeting adjourned at 10:26 pm by consensus.

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

Superintendent Report to the Washington Central UUSD Board

November 20, 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, here is my current update:

1. Vice Chair, Flor Diaz-Smith and I attended the VSA/VSBA conference on November 7 and 8. The theme of the conference “From Vision to Practice” addressed governing and leading for student success. Conference keynote was Valerie Greenhill, President of EdLeader 21, the professional learning community dedicated to helping district and school leaders scale and sustain 21st century education practices system wide. Notable tools discussed included Portrait of a Graduate initiative, 4C’s Rubrics and 3 Year Roadmap. The portrait of a graduate exercise can advance school and district transformation work. This is an example of a process that our school district may utilize to focus our community engagement. Other notable workshop topics included: Community engagement, education funding weighting study, proficiency-based learning systems, student data privacy, student voice, capital planning and trends in higher education. A meaningful student performance demonstrated the power of student voice in leadership and governance. Workshops were interactive and allowed for communication and collaboration with school board members and superintendents districts statewide.
2. I was happy to express the board’s gratitude to the seven legislators that participated in the Board meeting on November 6. Topics discussed were as follows:
 - a. Challenges of PreK (Act 166) implementation
 - b. Supporting growing mental health student needs in schools
 - c. Concerns regarding Act 173 and funding shifts to local taxpayers
 - d. Act 46 - Post merger equity issues
 - e. Proposed dyslexia legislation
3. Thanks to the citizens in each of our member towns who supported the special meeting vote on November 5 which provide technical corrections to our articles of agreement.

Long Term Planning

Future negotiations meetings are scheduled for November 21 (Board only), November 25 and December 16.

Due to the school closing on November 12, the policy committee meeting was rescheduled to Tuesday, November 19 at 5:00 pm.

The first draft of the district budget (level service) has been completed. Development work has included gathering teacher input, administrative analysis, and development of an equity and quality framework to support future board decision making.

Educational and Academic Outcomes

Thanks to Jen and Steven for their informative presentation on the WCUUSD Proficiency-Based Graduation Requirements. The class of 2020 is the first to graduate under the new system and we have continuously been phasing in our system and good progress has been made. To review the presentation, please see this [link](#).

All principals and teachers are completing goal setting in the Teach Point system based on teacher and leadership standards and the WCUUSD implementation plan. Goals are student growth oriented and strength based.

Other Areas of Focus

I will be meeting with our two student representatives to the Board to garner their feedback on our meetings so far. I look forward to hearing their perspectives!

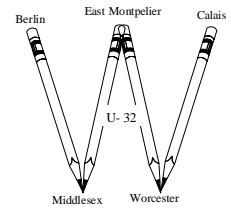
Our paras, bus drivers and some administrative assistants recently participated in a 6 hour PD opportunity with Dave Melnick of NFI Vermont regarding trauma informed practices. This training was well-received and we were excited to hear that the bus drivers were interested in more opportunities such as these! We are fortunate to be able to offer our support staff the opportunity to participate in further training by teaming with Castleton College through a course which offers two undergraduate credits and five more sessions with Dave for a deeper dive.

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Debra Taylor
Interim Superintendent



TO: WCUUSD Finance Committee & WCUUSD School Board
FROM: Debra Taylor, Interim Superintendent
Lori T. Bibeau, WCUUSD Business Administrator
RE: Budget Draft #1
DATE: November 14, 2019

Enclosed is the WCUUSD level service budget draft #1.

- Level Service Budget includes:
 - Current staffing salaries and benefits plus estimates for inflation.
 - Current year student information from the SPED Service Plan
 - Current contracts like busing, auditor etc.
 - Level budget and/or adjust non payroll expenses (Using historical information).
 - Capital Fund Support-Level funded
 - Food Service Support from operating budget-Level service
 - Technology Plan per multi-year budget.
 - Debt Service per schedules.
- Budget changes includes:
 - Principals solicit information from staff regarding books, supplies, equipment.
- Enclosed are the following documents for the Budget draft # 1
 - **October 1 Enrollment**
 - **Staffing Information by school-Level Staffing**
 - **WCUUSD Summary of Budget Changes FY 21 compared to FY20**
 - **WCUUSD Detailed Budget Report FY21 and FY20**

A budget training opportunity for board members will be scheduled for December (possibly December 4th). A future board meeting will also include a budget discussion for Capital Funds.

Budget Draft #2 will be prepared for the board meeting on December 18. It will include feedback from the Board and Washington Central Leadership Team for the following:

- Program changes-instructional services and special education services.
- Schools review student count information, staffing needs and make staffing FTE changes
- New initiatives-as requested/recommended
- Grants-adjust local budgets as needed.
- Revenue projections from the Agency of Education.

WCUUSD-Census Of All Students
As of 10/1/2019- FY19-20

GRADE	BERLIN*	CALAIS*	E. MONTPELIER*	RUMNEY*	DOTY*	TOTAL
ACT 166	13	10	20	9	4	56
EEE	10	0	6	2	1	19
PRE-K 3	6	6	11	11	7	41
PRE-K 4	8	14	13	9	5	49
K	26	12	19	16	9	82
1	13	5	28	17	11	74
2	23	7	31	23	7	91
3	24	15	29	21	9	98
4	25	19	33	18	12	107
5	29	22	20	20	10	101
6	30	18	31	24	12	115
TOTAL ELEMENTARY:	207	128	241	170	87	833
7	29	23	26	23	11	112
8	27	25	32	20	10	114
9	25	18	22	29	11	105
10	24	19	43	20	12	118
11	25	25	35	16	8	109
12	22	11	30	17	8	88
Exchange/Choice	0	0	0	0	0	22
Tuition						68
Waiver/Homeless	0	0	0	0	0	5
Estimate For Addl Students						
TOTAL U32:	152	121	188	125	60	741
COMBINED TOTAL:	359	249	429	295	147	1574

Washington Central UUSD								
Staffing Information Level Staffing								
As of 11/6/2019								
Enrollment October 1, 2019	Berlin	Calais	Doty	East Montpelier	Rumney	Elementary School Totals	U32	Totals
Enrollment Act 166	13	10	4	20	9	56	0	56
Enrollment PK	24	20	13	30	22	109	0	109
Enrollment K-6	170	98	70	191	139	668	0	668
Enrollment 7-12							741	741
Total Enrollment	207	128	87	241	170	833	741	1574
Fiscal Year 2019-2020								
Instructional Programs								
Prek Teachers(FTE)	0.84	0.84	0.42	0.84	0.84	3.78	0	3.78
Core/ClassroomTeachers (FTE)	10.00	5.70	4.00	10.00	8.00	37.70	47.30	85.00
Literacy Teacher/Interventionist (FTE)	2.00	0.50	0.50	0.00	1.00	4.00	0.00	4.00
Math Teacher/Interventionist (FTE)	1.00	0.50	1.50	1.00	0.80	4.80	0.00	4.80
Job Coaches-LiteracyDoty & EMES?	0.00	0.00	0.50	1.00	0.00	1.50	0.00	1.50
Behavior Coach (FTE)	0.00	0.00	0.00	1.00	0.00	1.00	0.00	1.00
Subtotal Instructional	13.84	7.54	6.92	13.84	10.64	52.78	47.30	100.08
Allied Arts Teachers (FTE)								
Art	0.80	0.40	0.20	0.50	0.60	2.50	4.30	6.80
Music	0.90	0.40	0.30	0.60	0.60	2.80	3.00	5.80
PE & Heath	0.80	0.60	0.30	1.00	0.70	3.40	6.00	9.40
World Language	0.00	0.00	0.00	0.00	0.50	0.50	5.40	5.90
Subtotal Allied Arts	2.50	1.40	0.80	2.10	2.40	9.20	18.70	27.90
Total Instructional & Allied Arts Teachers	16.34	8.94	7.72	15.94	13.04	61.98	66.00	127.98
Support Programs								
Guidance Counselors (FTE)	1.00	0.40	0.80	0.60	0.60	3.40	4.60	8.00
School Nurse (FTE)	1.00	0.50	0.40	1.00	1.00	3.90	2.00	5.90
Library	0.60	0.40	0.40	0.40	0.60	2.40	2.00	4.40
Technology Integration	0.40	0.40	0.00	0.60	0.20	1.60	0.00	1.60
Total Support Programs	3.00	1.70	1.60	2.60	2.40	11.30	8.60	19.90
Support Staff								
Prek Paraeducator(FTE)	0.80	0.80	0.33	0.80	0.64	3.37	0.00	3.37
Prek Behavior Interventionist(FTE) & PCA	1.00	0.00	0.00	0.80	0.40	2.20	0.00	2.20
Regular Ed Paraeducator(FTE)&Behavior	0.65	0.00	0.00	0.80	1.00	2.45	0.00	2.45
SPED Paraeducator Support Staff (FTE)	3.75	2.50	2.40	5.30	3.90	17.85	10.50	28.35
Behavior Interventionist & PCA-Staff	3.00	1.00	0.00	2.00	1.00	7.00	2.00	9.00
Total Support Staff	9.20	4.30	2.73	9.70	6.94	32.87	12.50	45.37
Administrative Staff								
Administrator FTE	1.00	1.00	1.00	1.00	1.00	5.00	4.20	9.20
Administrative Support Staff (FTE)	1.50	1.00	1.00	1.20	1.10	5.80	13.00	18.80
Total Administrative Staff	2.50	2.00	2.00	2.20	2.10	10.80	17.20	28.00
Other Staff								
Athletics	0.00	0.00	0.00	0.00	0.00	0	2.00	2.00
Custodial Maintenance (FTE)	3.00	2.27	1.00	3.00	2.00	11.27	14.50	25.77
Food Service (FTE)	2.00	1.00	1.08	1.71	1.86	7.65	6.00	13.65
Total Other Staff	5.00	3.27	2.08	4.71	3.86	18.92	22.50	41.42
Total Faculty and Staff (FTE)	36.04	20.21	16.13	35.15	28.34	135.87	126.80	262.67
Contracted Behavior Interventionist								
Behavior Interventionist-Contract	3.00	1.00	3.00	0.00	2.00	9.00	9.00	18.00
Subtotal Staff PCA/BI & Contracted BI's	7.00	2.00	3.00	2.80	3.40	18.20	11.00	29.20
Other Information FY19-20								
Special Educators (FTE)	3.00	1.50	1.35	3.00	3.00	11.85	9.00	20.85
Number of students on IEPs-Per KB Sheet	36	15	12	33	35	131	125	256
Speech Language Pathologist-Prek (FTE)	0.40	0.10	0.10	0.60	0.40	1.60	0.00	1.6
Speech Language Pathologist-K- Grad (FTE)	1.00	0.20	0.20	0.80	0.80	3.00	1.20	4.2
Total SLP	1.40	0.30	0.30	1.40	1.20	4.60	1.20	5.80

WCUUSD Budget FY2020-2021 CHANGE SUMMARY
Budget Draft 1-November 2019

	<u>ADJUSTED</u> <u>BUDGET 2020</u>	<u>INCREASE</u> <u>(DECREASE)</u>	<u>BUDGET</u> <u>% CHANGE</u>	<u>BUDGET 2021</u>
<u>SALARIES AND BENEFITS</u>				
<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%	
SUBTOTAL OTHER STAFFING CHANGES		\$160,646	0.47%	
TOTAL SALARY & BENEFITS	\$23,107,377	\$1,343,571	3.97%	\$24,450,948
<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	
TOTAL NONSALARY-w/o OTHER ITEMS	\$8,408,763	\$335,257	0.99%	\$8,744,020
SUBTOTAL BASE BUDGET INCREASE	\$31,516,140	\$1,678,828	4.96%	\$33,194,968
<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	\$1,218,045	3.60%	\$35,072,814
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%	
Miscellaneous Income		-\$15,800	-0.05%	
Special Education Reimbursements		\$253,314	0.75% *See Expenses Above	
Use of Fund Balance for Retirement		-\$12,720	-0.04%	
Subtotal Revenues		\$280,540	0.83%	
Net Impact on Taxes		\$937,505	2.77%	

BUDGET 2020-2021 VS BUDGET 2019-2020

%

Budget21/
Budget 20**DESCRIPTION****BUDGET 2020 BUDGET 2021 Increase(Decrease)****REVENUES**

TUITION-SCHOOL DISTRICTS & INDIVIDUALS	\$942,347	\$1,038,093	\$95,746
INVESTMENT EARNINGS INTEREST	\$323,755	\$283,755	-\$40,000
MISCELLANEOUS INCOME-OTHER	\$330,917	\$315,118	-\$15,800
EDUC. SPENDING REVENUES	\$27,091,430	\$28,028,935	\$937,505
MISC STATE REIMBURSEMENTS	\$639,490	\$639,489	-\$1
SPED EXPENDITURE REIMBURSEMENT	\$4,514,110	\$4,767,424	\$253,314

SUBTOTAL REVENUES**\$33,842,049 \$35,072,814 \$1,230,765****FUND BALANCE****\$12,720 \$0 -\$12,720****TOTAL REVENUES****\$33,854,769 \$35,072,814 \$1,218,045****3.60%****EXPENSES****INSTRUCTIONAL SERVICES**

SALARIES	\$8,179,768	\$8,418,171	\$238,402
MISCELLANEOUS BENEFITS	\$2,319,070	\$2,556,567	\$237,497
TUITION REIMBURSEMENT	\$197,042	\$197,042	\$0
PROFESSIONAL EDUCATION SVC	\$66,263	\$73,263	\$7,000
TUITION TO OTHER SCHOOL DISTRICTS	\$480,831	\$531,357	\$50,526
TRAVEL	\$14,700	\$15,100	\$400
GENERAL SUPPLIES	\$269,402	\$276,105	\$6,703
BOOKS AND PERIODICALS	\$80,793	\$83,593	\$2,800
EQUIPMENT	\$39,000	\$64,000	\$25,000
DUES AND FEES	\$700	\$700	\$0

TOTAL INSTRUCTIONAL SERVICES**\$11,647,570 \$12,215,897 \$568,328****4.88%****PRESCHOOL PROGRAM**

SALARIES	\$362,438	\$389,906	\$27,468
MISCELLANEOUS BENEFITS	\$89,755	\$117,979	\$28,224
TUITION REIMBURSEMENT	\$4,331	\$4,331	\$0
PROFESSIONAL EDUCATION SVC	\$32,927	\$112,927	\$80,000
TUITION TO PRIVATE SCHOOLS	\$148,325	\$148,325	\$0
GENERAL SUPPLIES	\$6,715	\$7,915	\$1,200

TOTAL PRESCHOOL PROGRAM**\$644,491 \$781,383 \$136,892****21.24%****GUIDANCE SERVICES**

SALARIES	\$740,565	\$773,088	\$32,523
MISCELLANEOUS BENEFITS	\$245,340	\$270,531	\$25,191
TUITION REIMBURSEMENT	\$3,575	\$3,575	\$0
GENERAL SUPPLIES	\$34,176	\$34,200	\$24
BOOKS AND PERIODICALS	\$2,260	\$2,260	\$0

TOTAL GUIDANCE SERVICES**\$1,025,916 \$1,083,654 \$57,738****5.63%****HEALTH SERVICES**

SALARIES	\$349,907	\$349,501	-\$406
MISCELLANEOUS BENEFITS	\$117,205	\$142,100	\$24,895
TUITION REIMBURSEMENT	\$2,300	\$2,300	\$0
TECHNICAL SERVICES	\$550	\$550	\$0
GENERAL SUPPLIES	\$6,235	\$6,535	\$300
BOOKS AND PERIODICALS	\$933	\$933	\$0

TOTAL HEALTH SERVICES**\$477,130 \$501,919 \$24,789****5.20%****LIBRARY SERVICES**

SALARIES	\$346,731	\$350,669	\$3,938
MISCELLANEOUS BENEFITS	\$110,446	\$116,869	\$6,423
TUITION REIMBURSEMENT	\$5,400	\$5,400	\$0
GENERAL SUPPLIES	\$19,401	\$19,901	\$500
BOOKS AND PERIODICALS	\$50,258	\$50,658	\$400

TOTAL LIBRARY SERVICES**\$532,236 \$543,497 \$11,261****2.12%****CURRICULUM SERVICES**

PROGRAM COSTS	\$253,501	\$259,369	\$5,868
TOTAL CURRICULUM SERVICES	\$253,501	\$259,369	\$5,868

2.31%

BUDGET 2020-2021 VS BUDGET 2019-2020

%

Budget21/
Budget 20DESCRIPTION

BUDGET 2020 BUDGET 2021 Increase(Decrease)

INSTRUCTIONAL -RELATED TECHNOLOGY SVCS

SALARIES	\$486,125	\$518,692	\$32,567
MISCELLANEOUS BENEFITS	\$95,839	\$104,041	\$8,202
TUITION REIMBURSEMENT	\$8,600	\$8,600	\$0
TECHNOLOGY RELATED R&M	\$32,516	\$32,516	\$0
RENTALS AND LEASES-COPIER	\$50,700	\$50,700	\$0
COMMUNICATIONS	\$113,400	\$136,400	\$23,000
SUPPLIES-TECHN RELATED	\$32,300	\$36,300	\$4,000
SUPPLIES-TECHN RELATED-SOFTWARE	\$234,324	\$234,324	\$0
EQUIPMENT	\$424,250	\$324,250	-\$100,000
TOTAL INSTR REL-TECHNOLOGY SVCS	\$1,478,054	\$1,445,823	-\$32,231

-2.18%

BOARD OF EDUCATION SVCS.

SALARIES	\$21,888	\$27,964	\$6,076
MISCELLANEOUS BENEFITS	\$2,243	\$2,624	\$381
OFFICIAL SVC TAX COLLECT.	\$15,150	\$850	-\$14,300
LEGAL SERVICES	\$25,000	\$25,000	\$0
INSURANCE	\$99,832	\$99,832	\$0
ADVERTISING	\$12,700	\$10,200	-\$2,500
GENERAL SUPPLIES	\$11,095	\$25,700	\$14,605
DUES AND FEES	\$23,765	\$15,765	-\$8,000
TOTAL BOARD OF EDUCATION SVCS.	\$211,673	\$207,935	-\$3,738

-1.77%

SUPERINTENDENT SERVICES

PROGRAM COSTS	\$528,273	\$554,670	\$26,397
TOTAL SUPERINTENDENT SERVICES	\$528,273	\$554,670	\$26,397

5.00%

OFFICE OF THE PRINCIPAL

SALARIES	\$1,394,199	\$1,417,005	\$22,806
MISCELLANEOUS BENEFITS	\$432,560	\$492,323	\$59,763
TUITION REIMBURSEMENT	\$21,200	\$21,200	\$0
PURCHASED PROF & TECHNICAL SERVICES	\$12,550	\$17,625	\$5,075
COMMUNICATIONS-POSTAGE	\$17,960	\$17,960	\$0
TRAVEL	\$4,600	\$5,100	\$500
GENERAL SUPPLIES	\$41,410	\$43,410	\$2,000
DUES AND FEES	\$7,386	\$7,475	\$89
TOTAL OFFICE OF THE PRINCIPAL	\$1,931,865	\$2,022,098	\$90,233

4.67%

FISCAL SERVICES

INTEREST ON SHORT-TERM DEBT	\$302,925	\$262,925	-\$40,000
PROGRAM COSTS	\$541,583	\$539,298	-\$2,285
TOTAL FISCAL SERVICES	\$844,508	\$802,223	-\$42,285

-5.01%

OPERATION AND MAINT.PLANT

SALARIES	\$1,179,139	\$1,216,820	\$37,681
MISCELLANEOUS BENEFITS	\$384,146	\$414,418	\$30,272
UTILITY SERVICES	\$42,350	\$42,100	-\$250
CLEANING SERVICES	\$87,355	\$87,355	\$0
REPAIR AND MAINTENANCE SERVICES &PROP	\$176,743	\$189,892	\$13,149
TRAVEL/GAS &BOTTLED GAS	\$10,640	\$10,640	\$0
SHARED SERVICES	\$10,000	\$0	-\$10,000
GENERAL SUPPLIES	\$140,294	\$129,294	-\$11,000
ELECTRICITY	\$311,220	\$299,710	-\$11,510
OIL	\$111,440	\$94,950	-\$16,490
OTHER ENERGY-WOOD CHIPS / WOOD PELLETS	\$121,129	\$166,129	\$45,000
EQUIPMENT	\$20,600	\$20,600	\$0
TOTAL OPER. AND MAINT.PLANT	\$2,595,056	\$2,671,908	\$76,852

2.96%

STUDENT TRANSPORTATION SV

STUDENT TRANSPORTATION SV	\$1,451,183	\$1,494,718	\$43,535
TOTAL STUDENT TRANSPORTATION SV	\$1,451,183	\$1,494,718	\$43,535

3.00%

BUDGET 2020-2021 VS BUDGET 2019-2020

BUDGET 2020-2021 VS BUDGET 2019-2020				%
DESCRIPTION	BUDGET 2020	BUDGET 2021	Increase(Decrease)	Budget21/ Budget 20
STUDENT TRANS-OTHER				
STUDENT TRANS-FIELD TRIPS	\$41,805	\$44,805	\$3,000	7.18%
TOTAL STUDENT TRANS-OTHER	\$41,805	\$44,805	\$3,000	
DEBT SERVICE				
REDEMPTION OF PRINCIPAL	\$1,374,466	\$926,910	-\$447,556	-27.07%
INTEREST LONG TERM DEBT	\$327,641	\$314,414	-\$13,227	
TOTAL DEBT SERVICE	\$1,702,107	\$1,241,324	-\$460,783	
FUND TRANSFER OUT				
FUND TRANSFER-CAPITAL	\$636,522	\$636,522	\$0	5.32%
FUND TRANSFER-FOOD SERVICE	\$109,403	\$149,115	\$39,712	
TOTAL TRANSFER TO OTHER FUNDS	\$745,925	\$785,637	\$39,712	
SUPPORT PROGRAMS-SP ED				
SALARIES	\$856,489	\$1,055,121	\$198,632	9.12%
MISCELLANEOUS BENEFITS	\$420,857	\$556,669	\$135,812	
PROGRAM COSTS	\$5,649,032	\$5,946,218	\$297,186	
TOTAL SUPPORT PROGRAMS	\$6,926,378	\$7,558,008	\$631,630	
ENGLISH LANGUAGE LEARNER				
PROGRAM COSTS	\$51,121	\$83,408	\$32,287	63.16%
TOTAL ENGLISH LANGUAGE LEARNER	\$51,121	\$83,408	\$32,287	
CO-CURRICULAR ACTIVITIES				
MISCELLANEOUS EXPENSES	\$765,978	\$774,537	\$8,559	1.12%
TOTAL COCURRICULAR ACTIVITIES	\$765,978	\$774,537	\$8,559	
TOTAL EXPENSES	\$33,854,769	\$35,072,814	\$1,218,045	3.60%

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.

Required**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT****Board of Directors' Policy****POLICY:** A1**WARNED:** 11.1.19**ADOPTED:** _____**EFFECTIVE:** _____**BOARD MEMBER CONFLICT OF INTEREST**

Members of the board recognize the ethical duty of all public officers to avoid conflicts of interest. In the case of school board members, this duty is extended by Vermont law to include a requirement that boards adopt policies and procedures to avoid the appearance of conflicts of interest. In order to comply with the obligations thus imposed, the board and its members will adhere to the following standards.

1. Board members will be familiar with the Vermont School Boards Association Codes of Ethics, and will observe their provisions.
2. Board members will be familiar with, and adhere to, those provisions of Vermont education law that define school board powers and govern board member compensation and public bidding processes.
3. A board member will do nothing intended to give the false impression that he or she has the authority to make decisions or take action on behalf of the board or the school administration.
4. A board member will not take any action that is intended to give the impression that he or she would represent special interests or partisan politics for personal gain.
5. A board member will not use his or her position on the board in any manner intended to unfairly promote personal fiduciary and/or financial interest or the fiduciary and/or financial interests of family members, friends or supporters.
6. A board member will not accept anything of value in return for taking particular positions on matters before the board.
7. A board member will do nothing intended to leave the impression that his or her position on any issue can be influenced by anything other than a fair presentation of all sides of the question.

When a board member becomes aware of involvement in a conflict of interest as defined in state law or this policy, he or she will declare the nature and extent of the conflict or appearance of conflict for inclusion in the board minutes, and will abstain from voting or participating in the discussion of the issue giving rise to the conflict.

When a conflict of interest claim against a board member is brought to the board in writing and signed by another board member or a member of the public, and the board member against whom the claim is made does not concur that a conflict in fact exists, the following board procedures will be followed.

1. Upon a majority vote of the remaining board members, or upon order of the chair, the board will hold an informal hearing on the conflict of interest claim, giving both the board member and the person bringing the claim an opportunity to be heard.
2. At the conclusion of the informal hearing, the remaining board members will determine by majority vote to take one of the following actions:
 - A. Issue a public finding that the conflict of interest charge is not supported by the evidence and is therefore dismissed.
 - B. Issue a public finding that the conflict of interest charge is supported by the evidence and that the member should disqualify him or herself from voting or otherwise participating in the board deliberations or decision related to that issue, as required by Vermont statute.
 - C. Issue a public finding that the conflict of interest charge is supported by the evidence, and in addition to disqualifying him or herself from voting or otherwise participating in the board deliberations or decision, the board member should be formally censured or subjected to such other action as may be allowed by law.

Legal References: 16 V.S.A. §§ 557, 558, 559, 563(20), 262(c)

**WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT**

Board of Directors' Policy

**LIBRARY MEDIA CENTER
SELECTION & RECONSIDERATION**

POLICY: D34

WARNED: 11.1.19

ADOPTED: _____

EFFECTIVE: _____

Introduction

The WCUUSD Library Media Centers will provide a broad range of educational materials to enrich and support the curriculum and to meet the needs of individual students and teachers. In addition to supporting the curriculum, the Library Media Center also provides materials designed to encourage students to seek information beyond daily assignments, read with discrimination and pleasure, personalize their learning on their path to proficiency, and to grow in understanding that books and libraries can serve them well throughout their lives. The certified School Librarian will provide students with a wide range of materials of diverse appeal. Materials should be available in a variety of formats and represent varying levels of difficulty and varying points of view. Should there be any complaint about Library media in our collection, it is our policy to provide a fair and impartial review as outlined in the administrative procedure.

Definitions

For the Purpose of this Policy:

1. **Media** include all materials considered part of the library collection.
2. **Library Media Center** is the space, room or complex of rooms and spaces designated as a library, media center, instructional materials center, or similar term managed by certified School Librarians and Library Media Staff.
3. **School Librarian** is an educator who meets the competencies of the School Librarian endorsement as articulated by the Vermont Agency of Education.
4. **Library Media Staff** is made up of but not limited to administrative assistants and paraprofessionals, whose job includes managing library materials

Responsibility & Implementation

1. Responsibility for the selection of all library materials is delegated to the School Librarian through the principal. The selection process involves open opportunity for consultation with administrators, faculty, and students.
Selection is based upon evaluation:
 - i. By the School Librarian

- ii. Through the use of resources which includes, but is not limited to: library journals, publications, professional development, and learning communities
2. In selecting materials the School Librarian is guided by: the principles incorporated in the School Library Bill of Rights, the Freedom to Read Statement, and the standards and best practices adopted by the American Association of School Librarians and the American Library Association. The WCUUSD school libraries embrace the ALA Library Bill of Rights except where required by law to comply with the Children's Internet Protection Act, USC Title XVII, §§1701 *et seq.*
3. The collection will be developed systematically ensuring equitable and inclusive access to:
 - Materials in a variety of formats (print, digital, etc.) which will support the curricular, academic interests, personal interests, and the personalized learning pathways of the diverse viewpoints and identities of the members of our learning and global communities.
4. Selection is an ongoing process overseen by the School Librarian which shall include the removal and/or replacement of materials using a variety of criteria which includes but is not limited to: outdated and/or inaccurate information, lost or worn materials which are still of value to our learning community, low circulation, etc.
5. All gift materials and donations will come under the same selection policy as those purchased by the library. If these gift materials cannot be used by the school, they will either be sold and the profits used for the Library Media Center or given to someone who can use them.
6. Library materials are communal property. Borrowers are expected to make arrangements with the School Librarian and/or the Library Media Staff for damaged or lost materials.
7. Should a citizen of a WCUUSD town have a complaint about any library media materials, the administrative procedure will be followed.

*Reference Materials: School Library Bill of Rights
Freedom to Read Statement
Standards and best practices adopted by the American Association of School Librarians and the American Library Association
Children's Internet Protection Act, USC Title XVII, §§1701 et seq.*