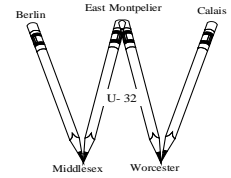


Washington Central Unified Union School District

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

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Montpelier, VT 05602
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Debra Taylor, Ph.D.
Interim Superintendent



Washington Central Unified Union School District Board Meeting Agenda

9.4.19 6:30PM

U-32 Middle/High School, Room 128/131, 930 Gallison Hill Rd, Montpelier

- 1.0 Call to Order
 - 1.1 Reception of Guests
 - 1.2 Agenda Revisions
 - 1.3 Public Comments
- 2.0 Administrator Voices
 - 2.1 Spotlight – U-32 Principal, Steven Dellinger-Pate – Tour and Update
 - 2.2 Superintendent’s Report – pg. 2
 - 2.3 Leadership Team Report – pg. 6
- 3.0 Consent Agenda
 - 3.1 Approve Minutes of 8.21.19 – pg. 10
- 4.0 Board Organization and Planning
 - 4.1 WCUUSD Annual Meeting Date (Discussion) – pg. 15
 - 4.2 Board Goals and Work Plan
 - 4.2.1 Community Mapping (Discussion) – pg. 16
 - 4.3 Book Reflection – Equity from the Board Room to the Classroom (Discussion) – pg. 19
 - 4.4 Board Committees (Discussion)
 - 4.4.1 Policy Committee Charge and Appointments (Action) – pg. 21
 - 4.5 Administrator Attendance at Meetings (Discussion)
 - 4.5.1 Monthly/ Biweekly/Ad hoc (Action)
 - 4.6 VSBA Membership (Action)
 - 4.6.1 Payment of VSBA Dues for FY 20 (Discussion/Action) – pg. 22
- 5.0 Finance (Discussion/Action)
 - 5.1 Approve Board Orders (Action)
 - 5.2 Board Fund Balance Transfers Report (Discussion) - pg. 33
 - 5.3 Approve Rumney Memorial School Playground Equipment Bid (Action) – pg. 36
 - 5.4 Authorize Finance Committee to Approve Rumney Memorial School Tractor Bid (Action)
- 6.0 Personnel
 - 6.1 Approve Hires (Action)
- 7.0 Future Agenda Items
 - 7.1 CV Fiber - Solar Power
 - 7.2 Student Representative to School Board (9/18 meeting)
 - 7.3 Possible Renaming of District
- 8.0 Reflection and Summary of Meeting – Next Steps for Board Members
- 9.0 Adjournment

Superintendent Report to the Washington Central UUSD Board

September 4, 2019

Opening of School Inservice Week and District-Wide Celebration

Teachers returned to school on August 19th and spent the first three days of the week participating in school based inservice sessions. The theme of our inservice sessions this week was unification. One common school-led activity included a self assessment of our school systems progress toward the goals set in our 2016-21 Washington Central Implementation Plan. The results are being compiled by school and will be shared at our upcoming Leadership Team Meeting on September 10.

On August 22, all staff participated in the district wide inservice celebration. A brief look at our busy morning that left staff fully engaged and very excited to begin the new year:

- Welcomed our two new principals, Gillian Fuqua of Doty and Casey Provost of Rumney, as well as new staff from each of our buildings.
- Honored the longevity of several staff members with 10, 15, 20, 25, 30, and 45 year service awards. Thanks to Scott and Flor for presenting awards to our staff!
- We also honored our outstanding teachers of the year: Ben Weiss from Rumney Memorial School and Christiana Martin, High School Social Studies Teacher from U-32. These educators will be honored at the UVM Outstanding Teacher Day Celebration on October 9.
- We thanked seventy-three educators who participated in curriculum and instruction improvement last year: eleven curriculum council members and sixty-two curriculum summer camp team members (thirteen in literacy, thirteen in math, six in global citizenship, five in artistic expression, seven in physical education and health, nine in transferable skills, and nine in project based summer school design). We also thanked fifty-four summer school staff members, forty-eight mentor teachers, and twenty-one math program pilots.

Excerpt from Superintendent District-wide Inservice Opening Remarks

Following are excerpts from my remarks as I led the staff through a three part journey that we will all embark upon together as Washington Central UUSD -- our newly unified school district - building on a renewed sense of pride based on our incredible accomplishments.

“First, our journey’s start has the momentum, direction, and optimism reflecting our past accomplishments. Second, our journey has come to a turning point, we’ve crossed some rough terrain. Third, our passage through the rough terrain is marked by strategic signposts, some areas of common effort that we can navigate together.

As we begin, first, we are proud of our accomplishments. Our journey’s start is filled with optimism, direction and momentum, which is based largely on our past accomplishments. But the momentum that is building in our creation of a new road together is growing with a sense of both purpose and optimism. We have accomplished a great deal and the school board and

community have faith in us. I believe we are on the path to even greater things, and I look forward to creating that path together as we walk. Today, we are challenged to provide every student with an education that will help them succeed in life, wherever the road of life may take them.

Second, our journey has come to a turning point, with some rough terrain to cross. Advances in education do not come from imitation; they come from innovation! No longer tied to the timebound variable achievement model of education--- instead we are embracing proficiency based education where time is variable and achievement is constant. We look ahead to the future. This is an exciting time as the class of 2020 will be the first high school class to graduate based on proficiencies. We can have courage at the turning point, and our journey down the road together can make a turn. And this other path is the way into the future, where excellence, equity and innovation exist for all students. The terrain is more challenging and more demanding, but it leads to a better day. Our goal is to maximize the potential of every student, and our professional responsibility is to motivate, inspire and lead with passion.

The third point about our journey together, highlights the way to bring about our brighter future as a school district - through a strategic emphasis. Clearly we need to change, and our change must be purposeful, strategic and sustained, not change for its own sake. The good news is that we are already engaged in a comprehensive five year implementation plan, initiated in 2016 through 2021. To achieve equity, we must shift the conversation toward continuous improvement.

By looking at student work and student data, we must ask ourselves questions of what we are teaching, how we are monitoring our students' progress, and in what ways we need to alter or tailor our approach to better teach the particular students we have. The momentum that we have and the strategies that we are employing together, give us the courage to move forward at this turning point. As a newly unified district we now have the opportunity to work collectively to achieve improved instruction and outcomes for all students. Yet it is the people here today, in this room, that give us the inspiration so that together we can get to a better place, we can envision the Washington Central Unified Union School District of the future, a place where all students are held to high expectations with success for all students.

As we begin the new school year, we undertake a difficult and most worthy journey together with optimism, and our collaboration, partnership. Our early accomplishments have created a momentum that is carrying us forward on the road that we are making together. Our journey now takes us to a turning point, one that challenges us at a fundamental level, inviting us to make a transformation. And as we choose the more promising path to a brighter future in our school district where ALL means ALL, we will move boldly and strategically toward our goal of equity, excellence and innovation for every child.

More than anything, this turning point is about mindset, our attitude and outlook about where we have been and where we are going. As you come back to school this fall, bring this mindset -- an openness to change, and a determination to be the difference for your students.

So, when I say, ALL means ALL, I am speaking of equity. To effectively serve our students and achieve equity in schools, we need to focus on the academic AND social emotional development of our students. We know now that equity in our school system is up to us. We know that equitable schools are essential – now and into our shared future. However, our work on trauma informs us that there are social emotional implications to our work in achieving equitable schools.

What is the connection? Resilience. Recently, I have studied the concept of resilience. This has resulted in personal reflection, mindfulness, and exploring core values. Our own work to develop and strengthen our resilience enables us to move from awareness to action – an empowering step towards creating equitable schools. We need to cultivate our resilience so that we can continue to do this work and emerge stronger and more compassionate in the face of the inevitable adversity that accompanies changing established systems. After we conclude our session this morning, you will work together to explore the self care wheel. With some help from your colleagues we hope you will make a plan – to take care of yourself so that you can better care for our students. Remember – Together we are better!!!”

First Week of School Highlights

Following a strong start through inservice sessions, planning and preparation, our students returned to school from the summer on Monday, August 26. I personally visited each school and classroom on the first day, welcoming our students and staff. Our school staff did an amazing job preparing our schools for the first day of school and the weather cooperated beautifully. Our leadership team report includes school specific highlights for your review. It is great to see our students returning to school so excited and ready to learn! I am thrilled that school has started again.

As of August 27, our student enrollment is as follows:

Berlin -	209
Calais -	130
Doty -	84
East Montpelier -	248
Rumney -	167
U-32 -	<u>770</u>

Total Enrollment:1602

Compared to last year, our district-wide enrollment has increased by 11 students.

Board Committee Update

We have scheduled the first meeting of our newly formed Board Finance Committee on September 12th and they will make their first report at the Board Meeting on September 18. The members of the Finance Committee include: Scott Thompson, Flor Diaz- Smith, and Vera Frazier. Flor and Vera will be co-chairs.

The Board Negotiations Committee will meet in September as a team. The committee members include board members Jonas Eno-Van Fleet, George Gross and Lindy Johnson. Other members include Susanna Culver and Chani Waterhouse (former board members). We have begun planning for an Interest Based Bargaining training/refreshers session for our Board Negotiations Committee and the Association Negotiations Team. We anticipate that this session will be held in October. All members of the board will be informed of the meeting and are welcome to attend.

Communications/Community Outreach Update

Since the last board meeting and in response to the board's request, we have been working with Front Porch Forum to provide "view only" access to all five town postings. Board members can access the forum using their u32 email address. Please contact Krista at Central Office if you need a reminder of how to access your u32 email account or set up forwarding of your messages to your personal account, if that would be more convenient for you.

I have continued to introduce myself to our Washington County Representatives and Senators and we now have a tentative date for a collective Town Clerk's luncheon in September.

WCUUSD Principal/Directors' Report to the Board
September 4, 2019

Hiring

Berlin hired two teachers: Grades 3/4- MaryBeth Downing, Grades 5/6- Jessica Egizi. Also, Berlin, Calais, Doty and Rumney are in the process of hiring a PreK-6 Athletic Director.

Calais recalled teacher Kelly MacMartin to teach 5/6 Math, hired Russ Newberry as our new evening custodian, and transitioned Callie Weller (previously in 3rd grade) to the PreK as lead teacher.

Doty hired PE teacher Mike Sutherby (shared with Rumney) and two para educators Beth Stern and Jill Drury. Calais nurse Maria Melekos is joining us two days a week.

East Montpelier is in the process of hiring two new paraeducators to work 1:1 with primary students.

Rumney hired a full-time nurse, Bonne Dunham, and a Physical Education Teacher (shared with Doty), Mike Sutherby.

U-32

- | | |
|-----------------------|--------------------------------------|
| • John Boyd | Special Educator |
| • Lauren Caswell | PE/Health Teacher |
| • Madeleine Dougherty | Alt Program Special Educator |
| • Chas Legge | PE/Health Teacher |
| • Darren McIntyre | Driver Education Teacher |
| • Charlotte Pitone | World Language Teacher |
| • Derek Spear | English Long-Term Sub for Alden Bird |

Changes

Randy Brown returning from a two-year leave of absence

Kate McCann returning from a one-year leave of absence

Shelley Vermilya *ChangeMakers* Equity Scholar-in-Residence w/Jody Emerson

UVM Graduate Intern

Anna Gerretson (*not here*) HS Social Studies w/Zach Gonzalez

Garrett Badeau HS Math w/Julie Kiefer

WCUUSD

The Technology Department is currently in the process of hiring for two open positions; one is a Network & Support Administrator, the other is a Technology Support Specialist (entry-level helpdesk).

Summer Facilities Work

Berlin focused on painting rooms, sealing sidewalks, installing a Gaga Pit, carpet cleaning, general maintenance, and fire panel repairs. A new phone system, along with new handsets, was installed.

Calais - in addition to general summer maintenance, Calais has completed the work on repairing/replacing some of the sand filter system for our septic. The roof to the septic building was compromised during removal and required us to bring in a local contractor to rebuild. A new phone system, along with new handsets, was installed.

Doty had no major work done this summer. The focus was on smaller tasks, repairing tiles, painting, putting in conduit for phone and computer cables, and beginning the process of re-keying exterior doors. We also began looking at our plans for new siding next summer and are looking into low/no

maintenance alternatives that will realize both immediate and future savings. A new phone system, along with new handsets, was installed.

East Montpelier also focused on painting a number of classrooms and common areas, re-lined the crosswalks and parking lots, and paved the exterior fire path along the perimeter of the building, in addition to general summer cleaning and maintenance.

Rumney had quite a bit of summer work completed and/or in process. Boiler/fin tube radiation/HVAC work started - with an estimated completion date of October 1. Bannister completed roof repairs, which were covered under warranty. Work was completed to raise condensers for walk-in coolers. The rain leader, that had caused hallway leaks, replaced. Repairs to two classroom sinks, new faucets ordered and will be installed when in. Updates to PreK playground that will bring us into ADA and licensing requirements. Annual maintenance: stripping and waxing floors, rug cleaning, routine painting and repair work throughout the building.

U-32 had three major projects this summer; the elevator was renovated, we installed a new hood in the kitchen to bring it up to code, and we are in the process of replacing the track, which should be done in early October. Additionally, we applied a fresh coat of paint to some of our classrooms and did the customary cleaning. A new phone system along with all new handsets was installed, supporting both U-32 and the Central Office building.

August In-Service

The first three days of our in-service were in our respective buildings, preparing our staff for the upcoming school year. While our agendas for these days looked slightly different and personalized, as a leadership team we agreed to have some common elements around the work we are doing on the Implementation Plan (Cat shared the culmination of this with you at the board meeting in Calais). We will review the results of the work we did in each of our buildings when we meet as a team later this month, in order to prepare for more focused work this coming year. We also agreed on common learning opportunities for our paraeducators, including training around trauma with Dave Melnick on November 11th.

Our final in-service day took place at U-32 where all of our staff joined together in the auditorium (thank you, Flor and Scott, for attending this!). After a morning of celebrating the great work we're doing around our district, we broke into small groups and spent the remainder of the morning focusing on these three objectives:

- Strengthening relationships within our school district
- Inspiring ourselves and each other as we prepare to welcome our students to a new school year
- Deepening our understanding of how we take care of ourselves in order to take care of our students as a foundation for social emotional learning.

By the end of our morning together each participant strengthened their understanding of self-awareness and self-care and made a commitment to work on one area in which they want to grow this coming year.

The feedback that we have received from participants so far is overwhelmingly positive:

- 70/72 agree or strongly agree that the objectives were relevant to their practice;
- 65/72 agree or strongly agree that the design of the activities, including schedule, group composition, activities, and materials, met their needs as a learner and allowed us to accomplish

our objectives; and

- 70/72 agree or strongly agree that they are committed to continuing this work at their schools.

ESY- Extended School Year

Once again, we had a successful Extended School Year program. From July 9-August 7 approximately 70-80 students attended the program. All elementary students were hosted at Berlin Elementary. The incoming 7th graders-high school students were at U-32.

Between consistent staff and substitutes, we had 48 employees that worked in some capacity throughout the program. We are very fortunate to have Kerra Holden, School Psychologist, provide the organization and oversight of this program. This is the second year that she has led the program for us. Aaron Boynton, Cat Fair, Alicia Lyford, and Kelly Bushey each took a week (or more) to be the administrator on call to support Kerra in the event a student, personnel, or parent matter arose. It takes many hands to coordinate and provide this very important opportunity for students each summer.

It is also important to highlight that we often have high school juniors or seniors and/or returning college students that join our team each summer. We even have one college student who had so much fun working with the students that upon returning to college decided to change her major to education!

Everyday that we were in session students were fed both breakfast and lunch. Thank you to Community Connections for taking the lead with the food program!

Project-Based Summer School

U-32 offered its first ever project-based summer school with fourteen students participating. The project focused on the feasibility of growing more food in our greenhouse and gardens for the food service program. Areas of focus included financial literacy, health, math, and science. Overall, the students who attended were glad that they had the opportunity to work toward their graduation requirements. The teachers and administrators plan to build on this first experience in the future. Thank you, board members, for your support.

Implementation Plan Work

#1 Clear Learning Targets

#2 Comprehensive and Balanced Assessment Systems

#3 High Quality Instruction and Interventions

One common school-led activity during our inservice sessions last week included a self assessment of our school systems progress toward the goals set in our 2016-21 Washington Central Implementation

Plan. The results are being compiled by school and will be shared at our upcoming Leadership Team Meeting on September 10. Next steps will be determined at that time. More information to come!

Teachers are preparing to administer local assessments in literacy and mathematics. The local comprehensive assessment plan for 2019-2020 has been shared with teachers. It contains information about the assessments that we will administer in September and October. The WCUUSD Curriculum Council, a group comprised of teachers and administrators from all of our schools, will complete the rest of the plan together as we strive to be even more responsive to students' and teachers' needs.

Upcoming Events

Berlin

- Picture Day, Sept. 11.
- Open House, Sept. 19, 6:00 PM.
- Whole school meeting, Sept. 25.
- 4 Shillings Shot Irish Band performance, Sept 27, 9:30 AM.

Calais

- Picture Day, August 29.
- Open House, Potluck BBQ on September 12.

Doty

- Open House and Community potluck, Sept 11, 5:30 PM
- Planting Hope residency, TBA - late September
- All school hike, October 4

East Montpelier:

- Planting Hope residency - Wednesday, August 28th.
- Parent Informational Night - Wednesday, September 11th at 5:30 pm.
- Picture Day will be - Thursday, September 12th.
- All-School Hike - Friday, September 27th.
- Harvest Festival - Saturday, October 5th.
- Open House - Wednesday, October 23rd.
- Monster Mash - Friday, October 26th.

Rumney

- Picture Day - Monday, September 9th.
- Instrument Rental Night - Wednesday, September 18th (5:00-6:15pm).
- Open House - Wednesday, September 25 (5:30-6:30pm).
- Kindergarten Screening - Thursday, September 26.
- All-School Hike - Friday, September 27.

U-32

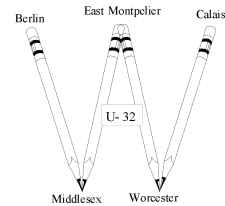
- Club Fair for students, September 4
- Open House, Sept. 5, 6:00 - 8:30 PM
- Our [Tandem Calendar](#) is a great place to learn about all the Co-curricular activities at U-32.

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Debra Taylor, Ph.D.
Interim Superintendent



Washington Central Unified Union School District Board Unapproved Minutes 8.13.19 6:30PM

Calais Elementary School Library, 321 Lightening Ridge Rd, Plainfield VT

Board Members Present: Scott Thompson, Jonas Eno-Van Fleet, Dorothy Naylor, Flor Diaz Smith, Lindy Johnson, Jaiel Pulskamp, Marylynne Strachan, George Gross, Vera Frazier

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

Others Present: David Delcore, Times Argus; ORCA videographer, Calais Selectboard Chair Denise Wheeler, Rick Kehne, Helena Kehne, Chris Tuller

1.0 Call to Order

1.1 Reception of Guests

1.2 Agenda Revisions & Board Comments: Scott Thompson suggested that the board tour the Calais School Building before the business portion of the meeting. Lindy Johnson suggested that as the board meets at each school building, the beginning of the meeting include a building tour.

1.3 Public Comments: Denise Wheeler indicated that it is hard to hear from so far back in the audience.

2.0 Administrator Voices

2.1 Spotlight – Calais Principal, Cat Fair: Cat Fair shared about the inservice activities in the school building - the children have not yet arrived; everyone is happily anticipating their arrival!

2.2 Superintendent's Report: Superintendent Taylor had provided a written report. She reiterated that her transition has gone really smoothly; she thanked the building principals and administrative assistants. Dorothy Naylor stated that she would like to see a condensed version of the superintendent's report, to include in Front Porch Forum.

3.0 Consent Agenda

3.1 Approve Minutes of **6.24.19, 6.26.19, 7.15.19, 8.1.19, 8.13.19: Flor Diaz Smith moved to approve the minutes. Seconded by Georg Gross. Discussion: Dorothy Naylor suggested a few edits for clarity. This motion carried unanimously.**

3.2 Approve Board Orders (board orders circulated, and the board approved this item later in the agenda.) Lindy Johnson suggested that action to approve board orders be moved to the *Finance* portion of the agenda. Dorothy Naylor stated that she appreciates having the board orders available ahead of time so that they can be reviewed in advance of the meeting. Scott Thompson indicated that the board will discuss this later during *Board Organization*.

4.0 Board Organization (Discussion/Agenda)

4.1 WCUUSD Annual Meeting Date: Scott Thompson wondered whether the board had already taken action to set an annual meeting date. Board members do not recall having made that decision. Some discussion followed about when to elect positions such as board treasurer and board clerk - these have been included on the town meeting ballot.

The U-32 informational meeting has traditionally been held on the Monday night before Town Meeting Day. The board noted the need to have an informational meeting before Town Meeting Day - and the need to allow for community participation in discussion. Rick Kehne suggested that the collective public forum and discussion will be critical leading up to Town Meeting Day. They will need to be inclusive.

4.1.1 Approve Annual Meeting Date (Action) - The board will address this at a later date. Some clarification is needed around parameters for setting the date.

4.2 Board Goals and Work Plan: Flor Diaz Smith had provided a preliminary work plan for the board.

4.2.1 Approve Board Goals and Work Plan (Action): **Marylynne Strachan moved to approve the Board Goals and Work Plan as presented. Seconded by Dorothy Naylor, this motion carried unanimously.**

4.3 Board Committees

4.3.1 Establish Finance Committee (Action) Dorothy Naylor moved to establish a Finance Committee. Seconded by Lindy Johnson. Scott Thompson suggested that the greatest priority for this committee would be to develop a budget by mid-January. The second priority would be to monitor the fiscal spending for the current year. He believes that this monitoring could indicate that the committee review the board orders. Dorothy Naylor indicated that even if she is not on the committee, she would like an opportunity to review the board orders in advance of the meetings. Vera Frazier stated that, regardless of committee work, she thinks the all board members need to have an opportunity to review. Lori Bibeau stated that Berlin Board had received the board orders by email in advance of the meeting, with the board packet; she can make this a matter of practice. Jaiel Pulskamp stated that she has not been receiving the meeting packet. Lori Bibeau will follow up and update the board about a timeline regarding how early board orders can be made available for review, in advance of the meeting.

Scott Thompson stated that, by the end of May, the hope is that the Finance Committee oversees the establishment of a capital spending plan for facilities. Debra Taylor suggested that the committee meetings can happen during the day rather than evenings.

The board discussed the possibility of three members on the Finance Committee. Scott Thompson asked whether there are board members who are interested in this committee. Scott Thompson, Vera Frazier, Flor Diaz Smith, Dorothy Naylor expressed interest. Vera Frazier and Flor Diaz Smith suggested co-chairing this committee. Since early mornings are the agreed upon meeting times, Dorothy Naylor opted out.

Dorothy Naylor moved the following; Lindy Johnson seconded; this carried unanimously: Membership: Flor Diaz Smith and Vera Frazier: co-chair, and Scott Thompson Charge: oversee development of FY21 budget by mid-January 2020; monitor current spending under FY20 budget; oversee development of a framework for long term capital planning and budgeting by end May 2020.

4.3.2 Establish Negotiations Committee (Action): **Vera Frazier moved to establish a Negotiations Committee. Seconded by Lindy Johnson, this motion carried unanimously.** Scott Thompson suggested that Chani Waterhouse and Suzanna Culver continue their long-serving membership on this committee. They have a lot of successful experience in the "Interest Based Bargaining Process," which is used. Debra Taylor indicated that a training around Interest Based Bargaining will be offered, likely in October. She invited board members to participate in the training. Denise Wheeler asked, from a process standpoint, how does the committee do its work without a quorum of the board? Scott Thompson shared that the committee follows open meeting law for meetings but also brings the final outcome to the full board for its action. George Gross expressed interest in being on this committee. Lindy Johnson expressed interest as well. Jonas Eno-Van Fleet expressed interest. The committee will choose a chair.

Vera Frazier moved the following; seconded by Lindy Johnson; motion carried unanimously:

Charge: negotiate agreements with teachers and non-teaching staff by mid-March 2020.

Membership: George Gross, Jonas Eno-Van Fleet, Lindy Johnson, members of public Suzanna Culver and Chani Waterhouse.

4.4 Board Meeting Calendar

4.4.1 Establish Board Meeting Calendar (Action): **Flor Diaz Smith moved to accept the board meeting calendar as presented. Seconded by Jaiel Pulskamp, this motion carried unanimously.** Lindy Johnson noted that January often involves more meetings, because of budget forums and informational meetings. Every first Wed., the board meets at U-32; every third Wed., the board meets at the various elementary school buildings. Debra Taylor will publish this information on the website.

4.5 Board Representative to Central Vermont Career Center Board

4.5.1 Appoint Board Representative (Action): Debra Taylor indicated that the director had reached out to her: meetings are on first Mondays, quarterly, from 4 - 5:30. Flor Diaz Smith expressed an interest. Marylynne Strachan offered to serve as alternate.

Jonas Eno-Van Fleet moved to appoint: Debra Taylor as administrator representative, Flor Diaz Smith as board representative; Marylynne Strachan as alternate. Seconded by Dorothy Naylor, this motion carried unanimously.

5.0 Finance (Discussion/Action)

5.1 Budget Process and Timeline (Action): Debra Taylor shared a proposed timeline with the board; she asked that in the future the board provide some input around parameters for the beginning of budget development. Rick Kehne suggested, when developing the budget, that the board pay careful attention to performance results, to structure the budget in a way that you

are able to carefully consider the separate entities. **Flor Diaz Smith moved to approve the budget process and timeline as presented. Seconded by Marylynne Strachan.** Discussion. Jonas Eno-Van Fleet asked Lori Bibeau if she suggests any changes to this document. She indicated that she helped prepare it based on what has happened historically and she looks forward to working together with administrators. **This motion carried unanimously.**

5.2 Purchasing Cards (Action): Debra Taylor shared the impetus for these cards, and some of the details. She had provided a letter of explanation to the board. Lori Bibeau explained that this will be rolled out in a very gradual and explicit way; she has been conferring with peers in the business field and with the auditor and treasurer. Denise Wheeler asked for Lori Bibeau to share information with her, for the town office to possibly consider.

Lindy Johnon moved to authorize the issuance of individual procurement cards to individual school districts, and to authorize Scott Thompson to sign the resolution in acceptance, on behalf of the board. Seconded by Flor Diaz Smith, this motion carried unanimously by nine board members in attendance.

The resolution reads as follows: "Whereas the Board of the WCUUSD municipality has the authority to enter into an agreement with the Bank of Montreal for purchasing cards; and (any other WHEREAS statements the board wishes to add are acceptable, but not required); NOW THEREFORE BE IT RESOLVED by the Board of the WCUUSD that the President/ Chairman/ Treasurer/ Clerk are authorized to enter into an agreement with the Bank of Montreal to secure procurement cards for each authorized employee of the municipality under such terms and conditions as approved by the Board.

The Board authorizes the municipality's Business Manager/ CFO to execute a p-card program agreement on its behalf.

(The resolution may include any other BE IT RESOLVED statements that the Board desires, but these are not required to participate)

Approved this 21st day of August 2019.

Ayes: 9

Nays: 0"

(Board Chair Scott Thompson signed and dated the document)

6.0 Personnel

6.1 Approve Hires (Action) **Jaiel Pulskamp moved; Dorothy Naylor seconded to approve hiring the following: Bonne Dunham, Charles Legge, Maria Melekos, Michael Sutherby. This motion carried unanimously.**

7.0 Future Agenda Items

7.1 CV Fiber

7.2 Solar Power

7.3 Student Representative to School Board

7.4 VSBA Membership (Scott Thompson suggests allowing a half hour on September 4th to discuss this as a board; he would like to discuss it seriously and professionally with good will, in the spirit of being constructive. If a decision is not made at that meeting, he would like to continue and hopefully conclude by September 18th.) Scott Thompson indicated that he will introduce the topic for discussion/ action.

Flor Diaz Smith will share information that has been germane from past discussions, with the board. Some discussion followed around inviting VSBA members to attend the meeting; Jonas

Eno-Van Fleet reviewed from the previous meeting they had attended, there were a couple of questions left unanswered. Flor Diaz Smith will follow up on these issues.

7.5 Annual Meeting Data

Lindy Johnson moved to approve the board orders in the amounts of \$926,263.82 and \$278,064.20. Seconded by Vera Frazier, this motion carried unanimously.

Rick Kehne stated that he believes Scott Thompson's opinion regarding VSBA should be stated and heard at the meeting. He feels that we need to get definite answers to some of the legal questions that were asked at the previous meeting.

Denise Wheeler stated that if a current board member is serving on the VSBA then she believes that is a conflict of interest. She asked about other options to VSBA. Debra Taylor indicated that the June board meeting minutes include information about discussion related to this topic.

Brief discussion followed about committee creation. Jaiel Pulskamp suggested that the board discuss possible committees at the next board meeting.

Scott Thompson noted that a future agenda item might be to rename the board.

Flor Diaz Smith suggested including book reflection on a future agenda.

Jonas Eno-Van Fleet stated that the item "Community Mapping" was on the calendar for August but has not been discussed yet.

Some discussion followed around Front Porch Forum and the difficulty of sharing one post with various towns. Debra Taylor can use the U-32 Front Porch Forum account to post to various towns.

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

Board members indicated that touring the building was a positive aspect of tonight's meeting. Lindy Johnson reminded the board that the room configuration should have the public closer so that they can hear.

Vera Frazier asked whether there is a timeline for principals' reports to the board. Debra Taylor indicated that she is working with the administrators to participate in a monthly written update. She invited feedback from the board about the format of the written reports.

Board members discussed whether to require administrators to attend two meetings per month. Lindy Johnson indicated that twice per month is a lot to ask of administrators.

The board would like to discuss this issue (administrators' attendance at meetings) at the next meeting.

9.0 Adjournment: The board adjourned by consensus at 8:57 p.m.

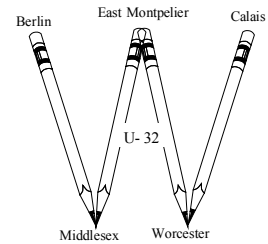
Respectfully submitted,
Lisa Stoudt, Board Recording Secretary

Washington Central Unified Union School District

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

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

Debra Taylor, Ph.D.
Interim Superintendent



MEMORANDUM

TO: WCUUSD Board of Directors
FROM: Debra Taylor, Ph.D., Superintendent
DATE: September 4, 2019
RE: Annual Meeting Date and Election of Officers

The WCUUSD Board Annual Meeting is scheduled on Town Meeting Day. This was determined by vote of the WCUUSD Board at their organizational meeting on April 8.

I have reached out to our town clerks concerning the logistics of holding the meeting on this date and determined that, with collaboration, it may be possible to do so early in the day so as not to conflict with individual town meetings.

If the board wishes to change the date it may do so by action of the electorate in a warned article. This vote may be scheduled this fall (November election) or at Town Meeting Day (affecting future annual meetings).

The business of the annual meeting includes election of district officers by registered voters present (including Clerk, Treasurer and Moderator). These officers are elected annually. All other questions and school director officers will be voted through Australian Ballot on Town Meeting Day.

Options for the Board's Consideration:

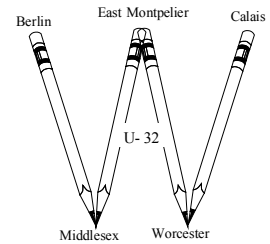
1. Continue to hold the District Annual Meeting on Town Meeting Day.
2. Request that the voters approve a change in the day of the meeting via Australian Ballot.
Timing of the vote?
 - a. November
 - OR
 - b. March
3. Continue to elect district officers at the District Annual Meeting.
4. Request that the voters approve a change to vote for these officers via Australian Ballot.
Timing of the vote?
 - a. November
 - OR
 - b. March

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Debra Taylor, Ph.D.
Interim Superintendent



MEMORANDUM

TO: WCUUSD Board of School Directors
FROM: Flor Diaz Smith, Vice Chair
DATE: September 4, 2019
RE: Community Mapping

We would like to secure your help in mapping our community. The purpose of this effort is to tap into the collective knowledge of all our communities to communicate about our district's efforts in support of the best public education. We may also use this to share information about the school budget and get input on the budget. One of our goals as we start writing our story together is Community Engagement and we want to make sure we have a strong community/school relationship. This is just one of the multiple steps we like to start with to try to achieve this long term goal.

Here are some categories of information that we would like to collect:

Find all the groups that regularly meet
Determine when and where they meet
Find Key people in the community to help us support public education.

- Historical Societies
- Transfer stations
- Stores or Coops
- Clubs and Organizations
- Labor and Farm organizations
- Professional Associations
- Potlucks
- Senior Groups
- Program Coordinators
- Movers and shakers or volunteers
- Private and Public Schools
- Local religious Institutions

Attached is a table for your use. As we gain more knowledge of each community and each other we can expand the table. We would like each board member to complete this information sheet for their town and return it to Debra Taylor for compilation by September 30.

[illegible]

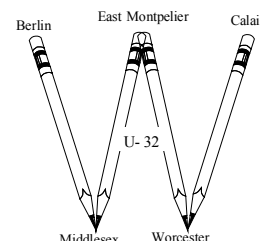
[illegible]

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Debra Taylor, Ph.D.
Interim Superintendent



MEMORANDUM

TO: WCUUSD Board of School Directors
FROM: Flor Diaz Smith, Vice-Chair
Debra Taylor, Ph.D., Superintendent
DATE: September 4, 2019
RE: Board Development – Proposal Outline for Book Study and Discussion

All board members and administrators have now received a copy of “Equity, From the Boardroom to the Classroom: Transforming Districts Into Professional Learning Organizations.” This book aligns with our mission and district implementation plan in that it describes how school districts can become professional learning organizations that can represent a democratic voice and continually improve their capacity to find innovative solutions to the needs of today’s students and schools. Improving our capacity to effectively govern aligns with the board goals of long term planning and improving educational and academic outcomes.

The Leadership Team will be prepared to participate in the discussion with the school board.

The proposal includes setting aside 30 minutes during each board meeting for discussion of this book. The following schedule details board discussion:

Date	Chapter(s)	Focus	Discussion
September 4	Please read and be prepared to discuss <u>Chapters 1 and 2.</u>	Chapter 1 explores the importance of organizational culture including persons responsible for building the culture, need for collaboration and teamwork and how the board affects culture. Chapter 2 defines the concept of PLO and PLC’s providing an overview of the models and components, including key concepts of focus on learning, results and collaboration. Philosophy of “Collaborative Governance”	Protocol and identify next steps and implications for our work.
September 18	Please read and be prepared to	Chapter 3 examines each of the various PLC teams as well as a discussion concerning the effective norms and components (strategic,	Protocol and identify next steps and implications for

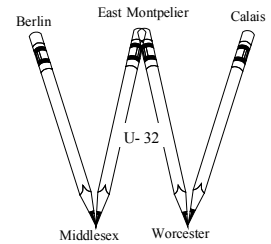
	discuss <u>Chapter 3.</u>	tactical, and operation) of a PLO and PLC's. This chapter also discusses the importance of governance team buy-in, learning team norms and the orientation of board members and staff regarding district expectations.	our work.
October 2	Please read and be prepared to discuss <u>Chapter 4.</u>	Chapter 4 examines why it is essential for the governance team to govern using the concept of "informed oversight" and why the governance team should insist on triangulation of data as well as how the governance team can effectively monitor PLOs, including PLC reports, stakeholder surveys and focus groups.	Protocol and identify next steps and implications for our work.
October 16	Please read and be prepared to discuss <u>Chapter 5.</u>	Chapter 5 discusses the advantages of becoming a PLO, including the positive impact it has on Board-Superintendent relationship, as well as how a PLO benefits students, staff and parents.	Protocol and identify next steps and implications for our work.
November 6	Please read and be prepared to discuss <u>Chapter 6.</u>	Chapter 6 discusses the role that community engagement plays in enhancing a school district's organizational culture.	Protocol and identify next steps and implications for our work.
November 20	Please read and be prepared to discuss <u>Chapters 7 and 8.</u>	Chapter 7 discusses the implementation stages of becoming a PLO, including the need for cultural audits and/or district continuum assessment surveys to monitor the success of sustaining the PLO culture. Chapter 8 discusses the importance of school board and superintendent leadership.	Protocol and identify next steps and implications for our work.
December 4	Please read and be prepared to discuss <u>Chapters 9 and 10.</u>	Chapter 9 makes the final case for adoption of the PLO model including a look at similar models such as the kaizen continuous improvement model and how PLOs can adapt to district size and meet state and federal guidelines and standards. Chapter 10 summarizes the book with insights of leading educational scholars.	Protocol and identify next steps and implications for our work.

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Debra Taylor, Ph.D.
Interim Superintendent



MEMORANDUM

TO: WCUUSD Board of Directors
FROM: Scott Thompson, Chair
Debra Taylor, Ph.D., Superintendent
DATE: September 4, 2019
RE: Policy Committee Charge and Appointments

Recommendation:

Enact the WCUUSD Policy Committee, establish charge and appoint members.

Policy Committee Charge:

Review all existing policies, make changes if necessary, and secure board approval by end June 2020. Draft new policies as necessary.

Membership:

Appoint members to the policy committee.

Snapshots from the VSBA Scrapbook

Excerpt from sworn affidavit of C.S. Thompson, May 1, 2019:

WCSU Superintendent Bill Kimball arranged a meeting for me with Vermont School Boards Association (VSBA) Executive Director Nicole Mace on September 2, 2015, in what felt like an attempt to get me “back with the program.” Ms. Mace said in essence, “You can write your Articles of Agreement however you want” in order to deal with the debt problem. I expressed doubt that 16 V.S.A. § 722, which provided the basis for sharing debt (and finances in general) in a merged district, could be overridden by Articles.

On Jan 22, 2017, at 7:21 PM, Scott Thompson <wienvermont@gmail.com> wrote:

Senate Education Committee meeting, U-32, 2:30-3:30 p.m. Friday 20 January 2017
Sen. Philip Baruth chairing

... I criticized the way implementation of Act 46 had hardened into a dogmatic insistence on consolidation that was out of step with the unpretentious, flexible tenor of the Act itself. I sketched out the history of our debt issue as emblematic of much that had gone awry with this dogmatic approach. The debt issue had opened our eyes to the reality that those people and institutions we’d normally look to for policy guidance, like VSBA or AOE (or — left unsaid — the legislature), knew no more than we did, and sometimes much less than we did about its effects in the real world. ...

It was only while listening to the testimony that came after ours that it dawned on me I’d crashed a “Confirm Our Preconceptions” party. The White River SU guy [VSBA president Geo Honigford] stunned me with his remark that deadlines should not be extended, because “unless a gun is held to their heads,” their towns will never act. Even Baruth recoiled at this: “Please don’t call it a gun!” So the White River guy said, “OK, a club then.”

...

On Jun 28, 2017, at 11:17 AM, Rama Schneider <rschneider@onsu.org> wrote:

The Orange North Supervisory Union Board of Directors at its regularly scheduled meeting of 06/27/2017 passed with unanimous approval the following motions:

The Orange North Supervisory Union Board of Directors formally requests that the Vermont School Boards Association (VSBA) and all of its representatives make clear in any communications regarding advocating a position that the VSBA advocacy is being done on behalf of the VSBA and does not necessarily represent the views of Vermont’s school boards. The ONSU board chair will convey this message to the VSBA.

The Orange North Supervisory Union Board of Directors formally requests that the Vermont School Boards Association (VSBA) consider providing advocacy/lobbying as a service that is not funded as part of the general dues. The ONSU board chair will convey this message to the VSBA.

The ONSU board authorizes Rama Schneider to contact other school boards/members with the content of the motions and results of the votes on the motions.

Rama Schneider
Williamstown, VT

On Jun 11, 2018, at 8:59 AM, Scott Thompson <sthompson@u32.org> wrote:

...

So many pots are bubbling these days, it's practically impossible for one person to monitor them all. I appreciate hearing about the great idea of Will [Baker]'s approaching Susanna [Culver] to draft up VSBA resolutions on debt and small schools grants. ...

As of Aug 27, 2019:

Districts that have suspended VSBA dues so far:

Windham NESU — Athens, Grafton, Westminster, Rockingham, and the Union HS

Other districts discussing suspension of VSBA dues:

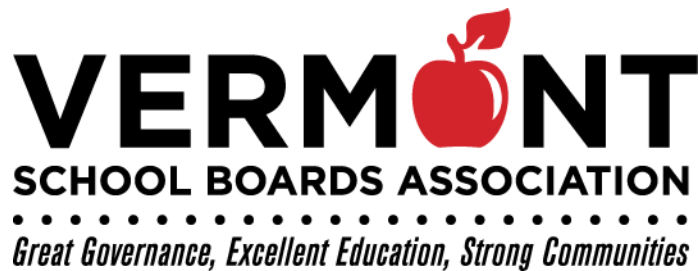
FNESU — Swanton, Franklin, Highgate, Missisquoi UHS

OSSU — Hardwick, Craftsbury, Wolcott, Greensboro, Stannard

VSBA finances

- Total membership dues hover in the vicinity of \$400,000 each year.
- Act 46 was signed into law in June 2015.
- The Act 46 Implementation Project (comprising VSBA, VSA, and VSBIT) was up and running immediately.
- VSBA went on to provide state-funded consultant services to about 50 SUs or groups of schools by the time the voluntary merger period closed in November 2017 (part way through its FY 18).
- Source: VSBA tax returns, at ProPublica Nonprofit Explorer: <https://projects.propublica.org/nonprofits/organizations/30211383>

FY	Total revenue	Total functional expenses	Net income
2011	549,261	580,255	-30,994
2012	621,008	622,326	-1,318
2013	586,117	612,613	-26,496
2014	662,518	695,875	-33,357
2015	845,387	823,945	21,442
2016	1,215,893	1,166,715	49,178
2017	1,267,992	1,243,929	24,063
2018	1,114,078	1,119,405	-5,327



Officers

Clarence Haynes
President
Middletown Springs

Neil Odell
Vice President
Norwich

Kim Gleason
Treasurer
Essex - Westford

Flor Diaz-Smith
Member-At-Large
East Montpelier

Louis Bushey
Member-At-Large
Barnet

Geo Honigford
Past-President
Royalton

Staff

Nicole Mace
Executive Director
nmace@vtsba.org

Susan Holson
Director of
Education Services
sholson@vtsba.org

Kerri Lamb
Director of Operations
klamb@vtsba.org

Sue Ceglowski
Director of Legal &
Policy Services
sceglowski@vtsba.org

To: Washington Central School District Board Members
From: VSBA Executive Committee
Re: VSBA Membership
Date: June 12, 2019

Dear WCSD Board Member,

Thank you for your letter inquiring about the benefits of membership in the VSBA. We have developed an FAQ for the purposes of responding to questions about the value of membership in the VSBA.

1. What are the benefits associated with membership in the VSBA?

The Vermont School Boards Association is a membership organization. Over half of the Association's revenue comes from dues paid by member districts. Dues to the VSBA assure that we have the staff available to provide the following services to all members:

- Comprehensive model policy manual (legally vetted and available on our website – helps avoid expensive legal fees at the local level)
- Free monthly webinar series (*School Board U Online*)
- New board member orientation
- Publication of the handbook *The Essential Work of School Boards*
- Training opportunities for board chairs and superintendents
- Workshops on a range of topics
- An annual conference with nationally-recognized speakers and experts in Vermont's education system
- Phone, email and in-person consultation around a range of issues, including board operations, legal questions, and collective bargaining
- Publication of the *Vermont Education Law Book*
- Regular communications on board operations, public policy changes, and significant education-related events through ongoing VSBA Updates, the bi-weekly Legislative Report during the legislative session, and our newsletter *From the Boardroom*
- Video tutorials and informational materials on our website
- Advocacy in the General Assembly, the Agency of Education, the State Board of Education and other education stakeholders

2 Prospect Street, Suite #4, Montpelier VT 05602
Tel. 1-800-244-VSBA or (802)223-3580 Fax: 802-223-0098

Visit our web site at: www.vtsba.org

- Representation on a wide array of statewide task forces and working groups, including:
 - Act 173 (Census-Based Special Education Funding) Advisory Group
 - Hazing, Harassment and Bullying Council
 - Building Bright Futures Advisory Council
 - Committee for Protecting Students from Sexual Exploitation
 - VT-NEA's Racial Justice Task Force
 - Vermont School Crisis Planning Team
 - Student-Staff Ratios Study Committee
 - Ethnic and Social Equity Standards Working Group

Last week you should have received a comprehensive brochure detailing the services we offer to our members and our 2019 calendar of board development activities.

SU/SDs that are not dues paying members are ineligible to submit resolutions or vote at the annual meeting. Boards/board members within these SU/SDs will also be ineligible to vote in regional elections to the VSBA board, serve on the VSBA board, and will no longer receive publications and resources (Legislative Reports, VSBA Updates, Newsletters, etc.) by direct mail or email. We also charge higher hourly rates for consulting services such as superintendent searches, strategic planning, board retreats, workshops etc. for non-members. Phone and email consultation will also not be available free of charge to non-members.

2. Where can I find the budget of the VSBA?

The VSBA board adopts a budget for the organization every August. We are on a September 1 – August 31 fiscal year. Our budget document and audited financial statements are provided to the membership at our annual business meeting every October. You can access the full report to the membership, which includes our current FY 19 operating budget, FY 18 financials, as well as the Executive Director's and President's reports [here](#).

3. What are the credentials, professional backgrounds and expertise of your staff and members of the Board of Directors?

The VSBA has a 24 member board of directors: a president, immediate past president and 22 regional representatives – 2 representatives elected by school board members from each of [11 regions](#). The professional backgrounds and experience of the VSBA board members can be found on the VSBA website [here](#). The VSBA records all board meetings so our members can observe the breadth and depth of the board's discussions. You can access all VSBA board meeting videos and minutes [here](#).

The VSBA has four full-time staff:

Nicole Mace, Executive Director, has a law degree and a masters degree in public policy as well as experience providing direct service in education and human services, including as a case manager serving struggling families. Nicole has been with the VSBA since 2011 and during that time has worked with school boards in every region of the state, facilitating retreats, developing policy manuals, providing superintendent evaluation services, and answering legal, policy and board operations questions. Nicole also served as a city councilor and deputy mayor for four years in Winooski.

Susan Holson, Director of Education Services, has a masters degree in business, and a lengthy career as a publisher of VT Kids magazine and an adjunct lecturer at Champlain College and the Community College of Vermont. Susan also served on school boards (elementary and union high school) in the Champlain Valley for over ten years. Susan has been with the VSBA since 2017 and has traveled all over the state providing board education services to districts of all sizes, including strategic planning, roles and responsibilities workshops, and board retreats.

Sue Ceglowski, Director of Legal and Policy Services, is an attorney with over twenty years' experience practicing law in Vermont. Sue has also been on her local school board in rural Pawlet for over a decade, including serving as the chair of the board and the supervisory union board. Sue has been with the VSBA since 2018, and over the past year has worked with boards from Guilford to Canaan providing superintendent evaluation and policy manual services. Sue is also responsible for overseeing the Vermont Education

Legislative Collaborative, a partnership of the VSBA, VSA, VPA, VCSEA, VASBO and VSBIT.

Kerri Lamb, Director of Operations, has been with the VSBA since 2001 and also served on her school board in Barre Town for four years. Kerri provides communications, marketing, financial and administrative services for the VSBA and has regular contact with school board members across the state.

In our work with partner organizations and state agencies, in addition to reflecting the perspectives of school board members and VSBA resolutions and positions, we typically bring legal and policy expertise to the table, deferring to others with greater expertise on operational issues. We believe this approach to be consistent with the roles and responsibilities of school boards.

4. What research is done to arrive at policy decisions and advocacy positions?

The VSBA is a membership organization. Our mission in a nutshell is to support school board members in the performance of their role and to serve as their collective voice in the public policy environment. That said, the VSBA has a complex and varied membership. It is rare for every school board or school board member to share the same perspective on any given policy issue. We actively seek input from our members through a variety of mechanisms, most importantly through small group discussions at our regional meetings and through the VSBA board's regional representatives.

The VSBA is governed by [bylaws](#), [resolutions](#) and policies. VSBA's policy positions reflect the organization's resolutions, which according to our bylaws must be approved by 60% of members at the annual meeting. Resolutions are "positions taken by the Association on issues of importance to Vermont school boards. They may include recommendations for action by the VSBA, local school boards, the Legislature, the Executive Branch...or other decision-making bodies."

Resolutions provide guidance to staff and the VSBA board when they are working in the public policy arena or developing programs and services for our members. They are approved at the annual business meeting of the Association each October. Every SU/SD in the state has the ability to cast a

vote at the annual meeting. Every school board that is part of a member SU/SD has the ability to submit resolutions for consideration by the membership.

In the absence of a resolution on a particular topic, the VSBA board provides guidance to VSBA staff. When deliberating a policy position, 24 school board members representing every part of the state share their perspectives before reaching a decision. With respect to the board's position on Act 46 delay, several VSBA board members are from districts that are a party to the lawsuit, so that perspective was represented at the table. The board will often invite outside presenters to help inform the board's deliberations, and will also ask staff to provide information to support the board's process.

While we have clear processes for taking positions, policymakers often hear from school board members who have a different perspective. We welcome all school board members to share their views with the VSBA and with policymakers.

5. WCSD Dues and Membership Benefits.

Recognizing that the long-term stability of the Association relies on a sustainable source of revenue from dues, in 2016 the VSBA membership approved the following changes to the dues structure:

1. Dues will be assessed by supervisory union or supervisory district.
2. Dues assessed to member supervisory unions/districts shall be calculated as follows:
 - a. 50% of the total amount to be raised by dues will be assessed equally across all member supervisory unions and/or supervisory districts.
 - b. 50% will be assessed based on the Average Daily Membership (ADM) within the member supervisory union/district.
3. Any increase or decrease in aggregate dues per supervisory union/district resulting from this change will be spread out over three fiscal years.

The new dues formula took effect in FY 2018. In some instances the change had a noticeable impact on the amount of dues paid by an SU/SD, particularly in SU/SDs with large student counts (Burlington, e.g.). The dues paid by WCSD under the new formula have decreased by 7% since FY 2016.

6. How do you respond to concerns about sharing office space with the Vermont Superintendents and Principals' Associations and collaborating with these and other education-related entities?

The VSBA has been a partner in 2 Prospect, LLC with the Vermont Superintendents Association and the Vermont Principals' Association since 1990. This entity owns the office building where each Association's offices are located, and also leases space to other groups, including the Vermont Council of Special Education Administrators (VCSEA), the Vermont Higher Ed Collaborative, and Green Mountain Self-Advocates. Having an ownership stake in the building with these other organizations has substantially reduced the costs associated with office space, which means that we can reduce the amount of dues we need to collect from our members.

The bigger question raised by some members appears to be the extent to which collaborating with other entities is good for our members. We believe that it is. First, we will never support a position held by another organization that is in conflict with our own positions and resolutions. Second, as members of the public education community we share many of the same interests, but we all have a different vantage point or perspective on any given issue. When we work together, we are able to ensure our positions are well-informed and are better able to coordinate our messages when we are aligned. In our experience, this makes us a more effective organization.

Recent examples of successful coordination with other education associations on legislative issues include our shared call for 100% state funding for the state's proposed mandatory lead testing in schools program, a delay of Act 173's special education funding changes due to concerns re: the impact on small rural schools, the Act 11 weighting study looking at whether to include rurality as a component of our education funding system, a school facilities working group designed to collect an inventory of school facilities statewide in an effort to reinstate state aid for school construction, and a thorough review of Act 166 due to concerns about equity and access in communities outside Chittenden County. More details on the bills we are tracking this legislative session can be found in the [*Education Legislative Report*](#).

Irrespective of your board's decision to retain membership with the VSBA, we want to thank you for your service to the students and taxpayers in your community. School boards' tireless efforts on behalf of children, taxpayers and communities contribute so much to the health and well-being of our democracy.

Sincerely,

Clarence Haynes, President
Geo Honigford, Past President
Neil Odell, Vice President
Kim Gleason, Treasurer
Lou Bushey
Flor Diaz-Smith

Cc: Nicole Mace, Executive Director

VSBA Service Member and Non-Member Rates
Adopted by the VSBA Board
May 8, 2019

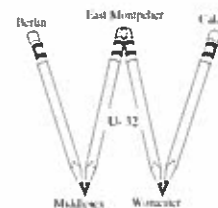
Service	Member Rate	Non-Member Rate
<i>Communications</i>	Free	Not available
<i>Board Chair/Supt Training</i>	\$90	\$180
<i>Annual Conference</i>	\$225	\$350
<i>Regional Meetings</i>	Free	Not available
<i>Essential Work Seminar</i>	\$50	\$100
<i>School Board Online</i>	Free	Not available
<i>Workshops/Retreats</i>	\$120/hr plus mileage	\$240/hr plus mileage
<i>Superintendent Search</i>	\$8,500	\$12,000
<i>Superintendent Evaluation</i>	\$1,000	\$2,000
<i>Strategic Planning</i>	\$5,000/\$7,500	\$7,500/\$10,000
<i>Policy Review</i>	\$600	\$1,200
<i>Policy Governance</i>	\$500/\$3,000/\$1,000	Not available

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Debra Taylor
Interim Superintendent



TO: WCUUSD School Board
FROM: Lori T. Bibeau, WCUUSD Business Administrator
RE: WCUUSD Beginning Balance Entries-July 1, 2019
DATE: August 29, 2019

Attached is a summary of the beginning entries for fund balance and other reserved items from the individual school districts and the supervisory union. The fund types are noted on the report. Here is a summary of the Fund Classifications used for schools:

- General Fund(1)-Operating Fund & Technology Fund
- Capital Projects(3)-Used to acquire or construct major capital facilities
- Permanent (5)-Restricted to use earnings not principal.
- Enterprise(6)-Fee charged for activities(Food Service, Community Connections, Self-funded Dental and Health Reimbursements)
- Trust(8)-Trustee Private Purpose funds(scholarships, estates, restricted donations)
- Agency(9)-Custodial funds(Student Activities)

The beginning balances transferred to WCUUSD were recorded as revenue to the respective funds in an account entitled: Transfer From Reserve Account. Per our auditor, the Agency Funds were recorded as reserved deposits payable. All deposits were made according to the prior restrictions authorized by the individual boards and as restricted by the donor.

The auditors are still working on the audit reports and any changes to the July 1 balances will be noted in a future financial report.

Washington Central Unified Union School District

Beginning Entries-Transfer from Reserve Accounts(Fund Balance & Restricted Funds)

Prepared By: Lori T. Bibeau, WCUUSD Business Administrator

1-Jul-19

<u>General Fund (1)</u>		<u>General Fund (1)</u>	
Transfer From Reserve Acct-Revenue	Operations	Technology	Combined Total
Berlin School District	\$70,217.27	\$11,151.00	\$81,368.27
Calais School District	\$38,086.33	\$17,884.00	\$55,970.33
East Montpelier School District	\$92,535.02	\$17,576.00	\$110,111.02
Middlesex School District	\$65,325.75	\$23,666.95	\$88,992.70
Worcester School District	\$27,169.57	\$9,150.00	\$36,319.57
U32 School District	\$734,169.11	\$35,555.00	\$769,724.11
Washington Central Supervisory Union	\$432,533.84	\$366,272.36	\$798,806.20
Totals	\$1,460,036.89	\$481,255.31	\$1,941,292.20

Transfer From Reserve Acct-Revenue	<u>Capital Projects Fund(2)</u>
Berlin School District	\$434,336.12
Calais School District	\$191,947.17
East Montpelier School District	\$878,621.35
Middlesex School District	\$268,560.18
Worcester School District	\$236,623.00
U32 School District	\$717,037.52
Washington Central Supervisory Union	\$98,970.04
Totals	\$2,826,095.38

Transfer From Reserve Acct-Revenue	<u>Permanent Fund(5)</u>
	<u>Various Names</u>
Berlin School District	\$0.00
Calais School District	\$0.00
East Montpelier School District	\$0.00
Middlesex School District	\$0.00
Worcester School District	\$5,381.19
U32 School District	\$0.00
Washington Central Supervisory Union	\$0.00
Totals	\$5,381.19

<u>Enterprise Funds(6)</u>				<u>Enterprise Funds(6)</u>	
Transfer From Reserve Acct-Revenue	Food Services	Community Connections	Dental Program	Health Reimbursement HRA	Combined Total
Berlin School District	\$62,887.53	\$0.00	\$0.00	\$0.00	\$62,887.53
Calais School District	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
East Montpelier School District	\$50,349.31	\$0.00	\$0.00	\$0.00	\$50,349.31
Middlesex School District	\$30,377.43	\$0.00	\$0.00	\$0.00	\$30,377.43
Worcester School District	\$25,158.40	\$0.00	\$0.00	\$0.00	\$25,158.40
U32 School District	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Washington Central Supervisory Union	\$0.00	\$84,777.60	\$179,613.13	\$390,257.26	\$654,647.99
Totals	\$168,772.67	\$84,777.60	\$179,613.13	\$390,257.26	\$823,420.66

<u>Trust Accounts(8)</u>	
Transfer From Reserve Acct-Revenue	Various Names
Berlin School District	\$0.00
Calais School District	\$0.00
East Montpelier School District	\$8,974.76
Middlesex School District	\$0.00
Worcester School District	\$3,126.24
U32 School District	\$66,451.11
Washington Central Supervisory Union	\$0.00
Totals	\$78,552.11

Transfer From Reserve Acct-Revenue	COMBINED TOTAL ALL FUNDS (1 to 8)
Berlin School District	\$578,591.92
Calais School District	\$247,917.50
East Montpelier School District	\$1,048,056.44
Middlesex School District	\$387,930.31
Worcester School District	\$306,608.40
U32 School District	\$1,553,212.74
Washington Central Supervisory Union	\$1,552,424.23
Totals	\$5,674,741.54

<u>AGENCY FUNDS (9)</u>	
DEPOSITS PAYABLE-AGENCY FUNDS	STUDENT ACTIVITIES
Berlin School District	\$13,327.43
Calais School District	\$4,832.11
East Montpelier School District	\$6,319.05
Middlesex School District	\$11,894.51
Worcester School District	\$3,865.02
U32 School District	\$85,292.25
Washington Central Supervisory Union	\$0.00
Totals	\$125,530.37

Rumney Preschool Playground Bid

August 30, 2019, 12:00

Bid Opening

Present: Kelly Bushey and Michelle Ksepka

The bid was advertised in the paper on Thursday, August 22, 2019. We received one bid from Pettinelli and Associates.

Pettunelli and Associates \$22,420.75

It is the recommendation to award the bid to Pettinelli and Associates.

Additional handouts at
the board meeting....

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