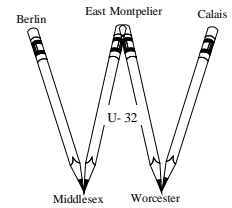


Washington Central Unified Union School District

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

8.21.19 6:30PM

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

- 1.0 Call to Order
 - 1.1 Reception of Guests
 - 1.2 Agenda Revisions & Board Comments
 - 1.3 Public Comments
- 2.0 Administrator Voices
 - 2.1 Spotlight – Calais Principal, Cat Fair
 - 2.2 Superintendent’s Report – pg. 2
- 3.0 Consent Agenda
 - 3.1 Approve Minutes of 6.24.19, 6.26.19, 7.15.19, 8.1.19, 8.13.19 – pg. 4
 - 3.2 Approve Board Orders – July
- 4.0 Board Organization (Discussion/Agenda)
 - 4.1 WCUUSD Annual Meeting Date
 - 4.1.1 Approve Annual Meeting Date (Action) – pg. 19
 - 4.2 Board Goals and Work Plan
 - 4.2.1 Approve Board Goals and Work Plan (Action) – pg. 20
 - 4.3 Board Committees
 - 4.3.1 Establish Finance Committee (Action)
 - 4.3.2 Establish Negotiations Committee (Action)
 - 4.4 Board Meeting Calendar
 - 4.4.1 Establish Board Meeting Calendar (Action) – pg. 23
 - 4.5 Board Representative to Central Vermont Career Center Board
 - 4.5.1 Appoint Board Representative (Action)
- 5.0 Finance (Discussion/Action)
 - 5.1 Budget Process and Timeline (Action) – pg. 24
 - 5.2 Purchasing Cards (Action) – pg. 26
- 6.0 Personnel
 - 6.1 Approve Hires (Action) – pg. 28
- 7.0 Future Agenda Items
 - 7.1 CV Fiber
 - 7.2 Solar Power
 - 7.3 Student Representative to School Board
 - 7.4 VSBA Membership
- 8.0 Reflection and Summary of Meeting – Next Steps for Board Members
- 9.0 Adjournment

Superintendent's Report to the WCUUSD Board
August 16, 2019

This year as we mark the change in our school board governance, transitioning from a supervisory union to unified union school district, I look forward to journeying with staff, teachers and board members as we strive to augment our school system's capacity to achieve our mission and aim to become a professional learning organization that can represent a democratic voice and continually improve our capacity to find innovative solutions to the needs of our students and schools.

As I eagerly await the beginning of the new school year, I wanted to share the work I have been doing in preparation for the upcoming year.

In my welcome back letter to parents/guardians I shared that the most meaningful factor to help students be successful is the concern, participation, and contribution of their parents. I encouraged them that in order to help their children meet their goals, we as a learning community need their involvement - whether it be through attending parent-teacher conferences, volunteering in school, or most importantly, reinforcing the importance of on-time school attendance, appropriate behavior and class participation, and completion of schoolwork.

Our aim is to build and strengthen a collaborative atmosphere that is dedicated to working in the best interest of our students. It takes more than our teachers, support staff, and administrators to accomplish this and we need families as a partner for our district to continue the work in reaching our shared goal of excellence for our students and community.

It is important for me to establish connections within the Washington Central area to get to know our community so I can facilitate the transition we are in and help as we move forward as a unified district. To that end, I have already met with local legislators, teacher and support staff association officers, the VTNEA regional representative, and the Washington Central Friends of Education. This is a continuing work and I intend to meet soon with the local town clerks, town road foremen, and more.

In my short time here, I have already been out to the schools to familiarize myself with the facilities, meet available staff, and connect with administrators, in addition to other opening of school preparations. As you're aware, we've shared in some important board visioning work and I have worked hard to become as up-to-date on past board discussions as possible.

Our Washington Central Leadership Team held a productive retreat in July where in the spirit of continuous improvement, we worked together in preparation for the new year as we provide educational leadership in service to all students, families, and employees that is grounded in the WCSU Theory of Action and Implementation Plan. In so doing, we recognize that we must establish, coordinate, and manage systems, and provide support to each other to be effective leaders in service to our communities. Some of the topics we addressed included: planning and calendaring

for 19-20, team building, social emotional learning, summer school, summer curriculum camp, going deeper in the implementation plan work, collaborative board report, comprehensive discipline plan and more!

Our summer facilities work was a focus as well. In Calais, the septic sand filter and pump replacement were completed. At Doty, exterior painting occurred. In East Montpelier, walkways on the side and rear building entrances were paved. In Rumney the oil boiler was replaced, the prek playground project and some needed entrance accessibility improvements were designed for fall installation. The U-32 track replacement is scheduled for completion in the fall. Also at U-32, an elevator has been replaced as well as a kitchen hood.

Some immediate topics I am researching at the board's request centers around suggestions for electric school bus engines, utilizing studded tires on school busses, and school safety.

Next week our teachers are returning for opening of school inservice. We look forward to welcoming our staff back to school on Monday August 19 and our students on Monday, August 26.

Yours in Education,

Debra Taylor, Ph.D.

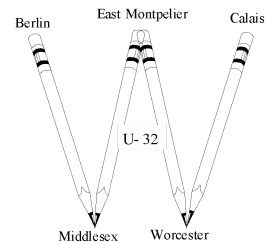
Superintendent

Washington Central Unified Union School District

Washington Central Supervisory Union

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

William Kimball
Superintendent



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

Washington Central Unified Union School District Board

Special Meeting - **Unapproved Minutes**

6.24.19 at 6:30 PM

U-32 Middle/High School Room 128/131

Present: Chris McVeigh, Scott Thompson, Jonas Eno-Van Fleet, ORCA videographer, Lori Bibeau, Marylynne Strachan, Jaiel Pulskamp, Helena Kehne, Elise Thorsen, Richard Kehne, David Book, Marianne Book, Allen Gilbert, David Lawrence

1.0 Receive Questions Regarding Fiscal Year 2019-2020 Budget and Proposed Amendments to Articles of Agreement

Scott Thompson asked those present, are there any people present who don't know how they plan to vote tomorrow night, and if so, would they rather ask questions or look at specific details that are of interest.

One community member asked whether we can talk more specifically about the amendments. Scott Thompson shared on the screen a copy of the actual ballot, and reviewed each article. Chris McVeigh explained that the state had provided default articles of agreement, but allowed for school districts to amend certain articles. The amendments that will be voted upon are proposed amendments.

Allen Gilbert asked for clarification: the voters will not have an opportunity to proposed amendments to the articles? Chris McVeigh stated that he doesn't believe there is anything that prohibits this; it's just the timeline that we are faced with. Allen Gilbert stated that, as voters, we have really been "shoved out into the cold" and that we need to get used to a more representative democracy rather than having a say. Mr. Gilbert stated that he believes the general public does not understand much of the repercussions of these changes. Some discussion followed around Australian ballot.

A gentleman in the audience asked whether we have any inclination about how our representatives feel about this. Brief discussion followed.

The presentation topic switched to the budget, tax impact for each town, and education spending per equalized pupil. Richard Kehne suggested that the unified boards begin to talk to each other, at least on a regional level, maybe even at the state level. He stated that he believes most of the towns in the state are not going to do well with Act 46.

Lori Bibeau reviewed the budget development process. Richard Kehne stated that, as a community member, he thinks we should be able to continue to consider the budget in a disaggregated way. He stated that the budgets need to maintain specific detail. Allen Gilbert asked if there are any reports that are needed, where per pupil spending amount per school is delineated. Lori Bibeau stated that there are changes coming; this is being defined at the moment by the state; she is not sure what it will look like in the end. Jonas Eno-Van Fleet stated that, at the budget development stage: *finance committee, local school board review and community comments*, this is where it will be important to have community input.

Discussion followed around expense categories as percentages of the total budget.

Richard Kehne stated that as much as the topic of “equity” is purported, he does not see that this budget reflects equity and there is no way he can support this budget. That being said, he thanked the board for the work and the effort to engage the community and operate as transparently as possible. He stated that we are faced with a “no win” situation.

Allen Gilbert noted that only six board members are present and that he believes the board will need to come together as a whole to have these difficult conversations.

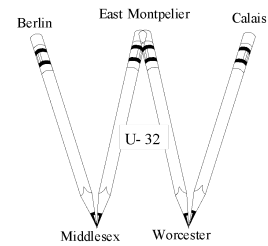
The forum ended at 7:58 p.m.

Respectfully submitted,
Lisa Stoudt, Board Recording Secretary

Washington Central Supervisory Union

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

William Kimball
Superintendent



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

Washington Central Unified Union School District Board

Meeting - Unapproved Minutes
6.26.19 at 6:30 PM

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

unapproved

Board Members Present: Scott Thompson, Marylynn Strachan, Flor Diaz Smith, Jonas Eno-Van Fleet, George Gross, Vera Frazier, Jaeil Pulskamp, Chris McVeigh

Administrators Present: Director of Special Services Kelly Bushey, Director of Curriculum, Instruction, & Assessment Jen Miller-Arsenault, Business Administrator Lori Bibeau, U-32 Principal Steven Dellinger-Pate, U-32 Assistant Principal Bill Deiss, Berlin Principal Aaron Boynton, Calais Principal Cat Fair, U-32 Assistant Principal Jody Emerson, EMES Principal Alicia Lyford, Incoming Doty Principal Gillian Fuqua

Others Present: Matthew DeGroot, Times Argus David Delcore, ORCA videographer

Before the meeting was called to order, the WCSU administrators checked in and shared about the upcoming curriculum camp.

1.0 Call to Order: Scott Thompson called the meeting to order at 6:38 p.m.

1.1 Reception of Guests: Scott Thompson welcomed the guests. Scott Thompson commented on the seating arrangements tonight, where the administrators are interspersed with board members around the table.

1.2 Agenda Revisions & Board Comments: Scott Thompson noted that after the budget update, Lori Bibeau will present information related to debt.

1.3 Public Comments & Correspondence: Scott Thompson reviewed that the board had received some communication about the recent solar energy/ net metering presentation, and from Central Vermont Fiber. He also noted that the issue of communication is a topic that requires discussion; however, he feels that this discussion should wait until the new Superintendent is on board.

Flor Diaz Smith stated that she is happy that the budget passed, and she thanked everyone for their efforts and support. She is grateful that school will open as planned in August. Scott Thompson noted that the public should be thanked as well, for showing up and participating in discussion; he stated that this is an example of democracy in action.

2.0 Consent Agenda

2.1 Approve Minutes of 6.12.19 and 6.18.19: **Vera Frazier moved to approve the minutes of June 12th and June 18th. Seconded by Flor Diaz Smith. This motion carried unanimously.**

2.2 Approve Board Orders: none

3.0 Discussion Agenda

3.1 Budget Update: Lori Bibeau noted that the budget passed in all towns except one, and all of the amendments passed. She noted that on June 12th the board had authorized a RAN: Revenue Anticipation Note; she will need board members' signatures tonight. Lori Bibeau stated that she is prepared on Monday to move money from the old entities into the new entities, as created by this new governance structure. She stated that the administrative assistants at each school have been amazing. Next week, the office will test the new payroll process, and she expects everything to go smoothly.

Lori Bibeau stated that she and Bill Kimball have written to Community Bank, NA and Vermont Municipal Bond Bank, to request an extension, for the execution of any documents or board actions regarding the assumption of debt, until the supreme court rules on the matter of the Act 46 lawsuit.

3.2 Meeting Protocols

3.2.1 Advisory Boards/Committees: Scott Thompson spoke to the issue of advisory boards and committees. He suggested an idea of a "troika," consisting of previous chair, current chair, and future chair. For example, he suggested next year, Flor Diaz Smith become chair, Jonas Eno-Van Fleet vice chair, and he, clerk; this would comprise the troika.

Scott Thompson shared the idea of having a budget development advisory committee, consisting of the board's local town representative as well as town community members, with the idea of creating a sort of expansion of responsibilities as well as a flow and transition of community members involved in board activity.

Jonas Eno- Van Fleet spoke about the desire to take advantage of collective knowledge as well as to maintain some semblance of local control, which has been an ongoing concern among communities.

Flor Diaz Smith suggested that the board use time at the retreat to flesh out some of these issues, including the idea of local advisory councils. George Gross stated that he would like to discuss more about selection of members for these councils. Board members discussed these topics. Steven Dellinger-Pate stated that there are a lot of models out there; he suggested that the board consider some that are already created. He also warned against an "advocacy" model where we are pitting towns against towns (board members against board members.)

Administrators and board members discussed the desire to thoughtfully move forward. Kelly Bushey noted that, regarding the need to move forward thoughtfully, one of the hardest topics, as well as one of the most urgent (time-wise) topics will be budget development. She noted that it's a brand new board but it is faced with a difficult task right away.

3.3 Retreat: Board members considered July 15th or 16th for a retreat date, for the board and the new superintendent. The second retreat with leadership team is scheduled for August 1st at noon (at U-32). Conclusion: Monday July 15th 5 - 8 p.m. at North Branch Nature Center. (Flor Diaz Smith will confirm the location.)

3.4 Communication: Jonas Eno-Van Fleet stated that Front Porch Forum is a difficult form for communication, because people in one town can't see posts from other towns. Scott Thompson noted that the board will discuss the topic of communication with Debra Taylor, the incoming superintendent. Vera Frazier stated that it is important to post things consistently. She would like to be sure that all of the meeting information is posted on every individual school website, as well as the WCSU website.

3.5 VSBA Resolutions: Flor Diaz Smith stated that the resolutions are due by July 15th. She suggested providing guidance to VSBA on creating resolutions regarding the following issues: property tax burden, and meeting goals of Act 46 (cost efficiencies, etc). She suggested that, even if the board does not decide to join VSBA in September, it would be worthwhile to provide input toward VSBA's development of resolutions. Chris McVeigh stated that we should suggest that they address the debt issues that arise from Act 46. Board members discussed the possibility of drafting resolutions for the board to consider on July 15th, when they gather for the retreat. Scott Thompson suggested that board members send ideas for resolutions to Flor Diaz Smith. She will circulate to board members in advance of the July 15th meeting (for perusal; not for ongoing discussion, which will wait until the board meets on July 15th).

4.0 Action Agenda

4.1 Approve Recommended Policies: Chris McVeigh asked for clarification around the Search and Seizure policy. He spoke about the topic of "reasonable suspicion;" he suggested removing "desks and lockers" from item A. Jonas Eno- Van Fleet suggested the following change to the verbiage in part C: "pursuant to the policy outlined in section 1, subsection B, they may also be searched." Jonas Eno- Van Fleet moved to amend the policy to make the change (as noted above). Seconded by Chris McVeigh, this motion carried unanimously.

Flor Diaz Smith moved to approve the recommended policies, with noted amendment. Seconded by Vera Frazier, this motion carried unanimously.

4.2 Authorize Chair to Sign Letter of Agreement for Superintendent of Record: Scott Thompson noted that the board will need to go into Executive Session for this item. Scott Thompson asked whether any administrators care to join this Executive Session. Flor Diaz Smith suggested inviting Kelly Bushey and Jen Miller-Arsenault to join. At 8:15 p.m., Chris McVeigh moved to go into Executive Session for the purpose of discussing a personnel issue, and to invite Kelly Bushey and Jen Miller-Arsenault. Seconded by George Gross, this motion carried unanimously.

Jaiel Pulskamp moved to come out of executive session at 8:47 p.m. Seconded by MaryLynne Strachan; motion carried unanimously.

Flor Diaz Smith moved to approve the chair to sign the letter of agreement for the superintendent of record, Chris McVeigh seconded. Motion carried unanimously.

4.3 Approve Resolution to VSBA: to be addressed on July 15th.

5.0 Future Agenda Items

6.0 Summary of Meeting – Next Steps for Board Members

Scott Thompson asked board members to get out there and talk to people, and that we can meet up and talk to each other. We just can't constitute a quorum without having warned a meeting, as per open meeting law.

7.0 Adjournment

Meeting adjourned by consensus at 8:50 p.m.

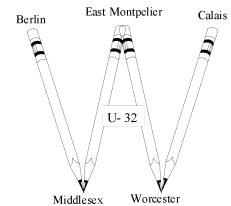
Respectfully submitted,
Lisa Stoudt, Board Recording Secretary

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



Washington Central Unified Union School District Board

Special Retreat Meeting
Unapproved Minutes
7.15.19 at 5-8 PM

805 Horn of the Moon Road, Montpelier

Board Members Present: Flor Diaz Smith, Jaeil Pulskamp, Scott Thompson, Marylynne Strachan, Jonas Eno-Van Fleet, George Gross, Jaeil Pulskamp, Chris McVeigh, Lindy Johnson

Administrators Present: Debra Taylor, Superintendent

Others Present: David Delcore, Times Argus

- 1.0 Call to Order: Scott Thompson called the meeting to order at 5:13 p.m.
1.1 Welcome & Introductions: Scott and the board welcomed Debra.

- 2.0 VSBA Resolutions (Discuss and Vote)
Flor Diaz Smith had drafted resolutions and gotten feedback from some board members.
1st - related to debt re: Act 46
2nd - related to goals of Act 46 (monitoring Act 46 benefit outcomes)

Flor Diaz Smith moved to approve the following resolutions for VSBA:

- **we would like to have a fair way of adjusting property taxes within a school district that takes into consideration the impact of pre-existing school debt has on small towns after Act 46 consolidation.**
- **we would like to help establish guidelines to monitor meeting the goals of Act 46 and report on efficiencies, cost benefits, or student outcomes**

Seconded by Marylynne Strachan, this motion carried unanimously.

Jaeil noted that she has been considering a resolution to adopt green initiatives in the schools. She noted that four of the towns in the WCSU had adopted a similar resolution last year; she suggested that the schools adopt a similar resolution. Board members agreed that this can be considered in the future for a VSBA resolution. Discussion followed about other state statutes and resolutions around, for instance, green cleaning products.

Scott Thompson stated that, in the interest of time, he would like to withdraw the proposal he had suggested (via email) that the board discuss.

3.0 Retreat Discussion

- 3.1 Opportunities: What possibilities do board members see going forward?
- 3.2 Constraints: What limits on such possibilities do board members foresee?
- 3.3 Priorities: Which opportunities to pursue first, given constraints?
- 3.4 Means: How might we best organize & deploy ourselves to achieve our priorities?

Scott Thompson stated that a work plan will be created for the year ahead, including: budget development, policy adoption, superintendent search 2020-21, negotiations, and other possibilities such as: inventory of capital assets, sustainability issues.

He asked board members for input around opportunities, constraints, priorities, means. Lindy Johnson stated that there is a lot of good that is currently going on; a lot that is “not broken.”

George Gross asked what is already in play as far as priorities, e.g., around facilities. What mechanisms are in place to disseminate information around these issues?

Discussion followed around facilities and maintenance plans, district-wide.

Chris McVeigh suggested that the board create subcommittees. Discussion followed around this topic. Scott Thompson shared that Superintendent Kimball had warned to “think twice” before creating committees, in light of open meeting laws. The board discussed the idea of “a committee of one.”

Board round robin followed regarding priorities: budget development under this new configuration (and including community input), transparency, mapping out board meetings and locations. Possibility of first meeting of the month at U-32; second meeting of the month rotating to elementary schools.

- an opportunity: greater integration of programs (e.g. music program at U-32)

Board members suggested the idea of having input from school administrators around such issues as: staffing, foodservice programs, class size. Debra Taylor suggested asking administrators to suggest topics around which to gather such information, as they are the people in the thick of it. The topic of equity was discussed. Topics discussed: foreign language, music programs.

Brief discussion followed around diversity and bullying.

- Project based learning, proficiency based learning
- Discussion of curriculum, district-wide
- opportunity: Central Vermont Career Center

Debra Taylor suggested adding board representation to Central Vermont Career Center to the next board agenda.

Discussion followed around preparing high school students to be successful in the world - for example, financial literacy, community service, again, proficiency based learning.

Scott Thompson stated that he intends to synthesize his notes from this evening and share with board members as a summary, so that the board can create priorities and plans to achieve said priorities.

Debra Taylor asked board members at a future meeting, to consider their priorities and to create a specific directive.

August 1, 12:00 - 3:00 - next board meeting/ retreat (with admin)

Flor Diaz Smith suggested creating a work plan in the meantime, to consider at the August meeting.

Debra Taylor asked the board whether there are any topics that they would like the admin team to address when they meet later this month.

-“futures” protocol

-comparisons across the district, re: resources

Flor Diaz Smith stated that the focus of the August meeting was not intended for sharing reports but more intended to discuss and determine how to work together with administration, going forward.

Lindy Johnson stated that a calendar of board meetings should be ready in draft form for the August meeting.

Third Wednesday in August (August 21) is next regular board meeting.

Board training: August 19 6 p.m. (backup August 13). Flor Diaz Smith will check with Lori Bibeau as well as VSBA to see if one of these dates work.

Scott Thompson, Flor Diaz Smith, and Jonas Eno-Van Fleet will meet next week with Debra Taylor (July 23 9 a.m.) to develop an agenda for the August board meeting. Debra Taylor suggested that a week before meeting dates is an appropriate deadline for board members to provide suggestions for agenda items.

4.0 Summary

5.0 Preview of Retreat with Leadership Team

The meeting adjourned by consensus at 8:25 p.m.

Respectfully submitted,

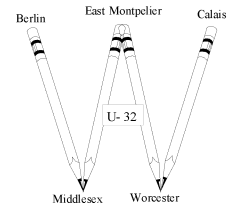
Lisa Stoudt, Board Recording Secretary

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



Washington Central Unified Union School District Board

Special Retreat Meeting
Unapproved Minutes
8.1.19 from 12-4PM

U-32 Middle/High School Room 18, 930 Gallison Hill Rd, Montpelier

Board Members Present: Flor Diaz Smith, Scott Thompson, Marylynne Strachan, Jonas Eno-Van Fleet, Jaeil Pulskamp, Chris McVeigh, Dorothy Naylor, Lindy Johnson (arrived at 2:40 p.m.)

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

Others Present: Dave Delcore, Times Argus

1.0 Call to Order: Scott Thompson called the meeting to order at 12:33 p.m. He thanked the administrative team for allowing the board to join their Administrative Retreat on the last of three days.

He stated that the board would like to take whatever the administrative team would like to share, in order to plan for the coming year and the future. Introductions were made.

Superintendent Taylor shared that the admin team had been meeting for the past three days, and that the goal for this afternoon as she understands it is to get acquainted, continue conversations, and to reflect on past successes in order to plan to go forward. She noted that at around 3:00, the administrative team will be leaving the meeting so that the board can carry out board action.

2.0 Discussion - WCUUSD Board and Administrators

2.1 Goals and Future Planning:

Jen Miller-Arsenault facilitated protocols: "What's In a Name?," the purpose of which is to get to know one another differently and to build community; and "Diversity Rounds," to explore the concept of diversity. The group worked together for two hours, using protocols to explore topics.

Flor Diaz Smith facilitated a discussion with the board about the possibility of a book study around the book: Equity, from the Boardroom to the Classroom (author Patrick Rice). Scott Thompson invited questions. The board agreed that reading this book would be a good impetus to begin discussion - Scott Thompson stated that this would not necessarily be a blueprint for the board, going forward, but might help the board shape its culture, going forward.

Discussion followed around the possibility of board members and administrators reading the book, to drive discussion around the work of the board. Superintendent Taylor stated that she can contact the author/ publisher to see if it might be possible to make copies to share for learning purposes. Jaeil Pulskamp suggested providing a synopsis or the most salient points, as she doesn't think reading the entire book is feasible for her right now. Dorothy Naylor stated that, from Figure 2.2 in the book, if a Venn Diagram has the school board in the center, with superintendent, principals, community, students/ parents, and teachers all intersecting with the board, she believes that this board would need to engage three: community, students/ parents, and teachers. Board members and administrators expressed interest in the book. Superintendent Taylor will follow up on getting access to copies.

At 3:06, the administrative team left the meeting; the board continued with its action agenda.

3.0 Summary

4.0 Action (Possible Executive Session)

Superintendent Taylor shared that the tuition waiver request discussion should take place in Executive Session.

4.1 Paraeducator Recall: Superintendent Taylor shared the information and impetus for the need to recall a paraeducator position. She noted that paraeducators provide 1:1 support as indicated in IEPs. The need is for four positions; this will involve three recalls and one job posting. Superintendent Taylor shared the financial implications of recalling/ hiring these positions. She noted that these positions are required by law, in order to comply with IEPs.

Flor Diaz Smith moved to accept the recall for three paraeducators and to hire an additional paraeducator position. Seconded by Lindy Johnson, this motion carried unanimously.

4.3 School Nurse FTE: Superintendent Taylor explained the need to increase school nurse position at Doty School. She had explored the possibility of sharing staff within the district to meet this need. She proposed using EPSDT funds for this position increase this year, and then to consider building into the budget for the 2020-21 school year.

Dorothy Naylor moved to increase the Doty School Nurse position to 0.40FTE. Seconded by Marylynne Strachan, this motion carried unanimously.

At 3:32, Lindy Johnson moved to go into Executive Session for the purpose of discussing a student issue. Seconded by Chris McVeigh, this motion carried unanimously.

Minutes of the conclusion of WCUUSD meeting August 1, 2019, taken by Board Clerk Jonas Eno-Van Fleet.

4.2 Tuition Waiver Request
MaryLynne Strachan left the meeting.

Flor Diaz Smith moved to come out of executive session at 3:50; seconded by Chris McVeigh; motion carried unanimously.

Chris McVeigh moved to follow the recommendation of the superintendent and deny the request for transfer from Doty to EMES. Seconded by Dorothy Naylor. This motion carried unanimously, with two abstentions.

Personnel Issue
Chris McVeigh moved to go into executive session at 4:00. Seconded by Dorothy Naylor. This motion carried unanimously.

Flor Diaz Smith moved to come out of executive session at 4:05. Seconded by Chris McVeigh. This motion carried unanimously. No action was taken.

Discussion of scheduling August 13 meeting.

5.0 Adjourn

Dorothy Naylor moved to adjourn; Jaiel Pulskamp seconded. Motion carried unanimously. Meeting adjourned at 4:09 p.m.

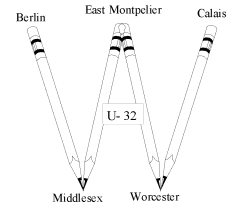
Respectfully submitted,
Lisa Stoudt, Board Recording Secretary

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



Washington Central Unified Union School District Board

Special Training Retreat

Unapproved Minutes

8.13.19 6:30PM

North Branch Nature Center, 713 Elm Street, Montpelier

Board Members Present: Scott Thompson, Jonas Eno-Van Fleet, Dorothy Naylor, Flor Diaz Smith, Lindy Johnson, Jaeil Pulskamp, Marylynne Strachan

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

Others Present: Susan Holson, VSBA Director of Education Services

1.0 Call to Order: Scott Thompson called the meeting to order at 6:38 p.m. He thanked Flor Diaz Smith for taking on the planning of this evening.

Dorothy Naylor shared her concerns about addressing privacy and sensitive issues in open meeting. She referred to the Executive Session that the board had gone into at the previous meeting.

2.0 Board Training: Flor Diaz Smith introduced Susan Holson.

Characteristics of Successful Boards

- Respectful listening/ dialogue
- Good communication with each other and community
- Well-structured meetings where significant work occurs
- Clarity of role, purpose and responsibilities
- Board members come to meetings prepared

Characteristics of Challenging Boards

- Lack of clarity regarding roles and responsibilities
- Individuals with attachment to specific outcomes/ conflicting interests

- Individuals with problematic motives or behavior
- Lack of trust

The role of a district school board: The school board acts as trustees on behalf of the community to provide oversight of public education.

She brought to the board's attention to online toolkit for school boards on the VSBA website. When speaking about engaging communities, she noted: 78% of Vermont households do not have school age children.

She spoke about a vision statement - one or two sentences, clear, aspirational.

Differentiation between mission statement and vision statement: mission statement is more grounded in the present; vision statement is looking into the future.

Roles: Board, Superintendent, Principal: Boards assure schools are well run - they do not run them.

Board: Sets clear goals, assures good communication between board and administration, establishes and monitors clear system for accountability

Superintendent: CEO, operations, educational leadership, accountable to Supervisory Union and District Boards

Principal: Instructional leadership and day to day school building operation, accountable to the Superintendent

Discussion followed around board members recognizing the validity of board decisions even if they don't agree with them.

"The board has one voice."

She reviewed the parameters of Executive Session.

Effective and Ethical Operations: The board chair: builds strong board team, creates strong connection with administration, organizes and conducts productive meetings, promotes lawful/ethical operations.

She noted that "board meetings are public meetings. They are not a meeting of the public." She spoke about the board aspiring to engage with the public in the public's space - meet them where they are, in the community.

Some discussion followed around this topic. Ms. Holson suggested that board meetings allow for public comment, and for clarifying questions from board members if needed, but not to have back and forth conversation. She spoke about other ways to communicate with the public, outside of board meetings, as this can derail board meetings.

Scott Thompson stated that the involvement of the public is part of the work of the board.

Ms. Holson discussed the image of a fire tower. The board needs to stay together atop the tower.

Jonas Eno-Van Fleet asked board members to consider, regarding a vision statement, what is it we want students to be able to do? Ms. Holson suggested some common phrases:
life long learners

global citizens
21st century students

Mr. Eno-Van Fleet asked for a more specific answer from teachers and administrators.

Dorothy Naylor spoke about Thomas Jefferson's quote re: education, that we are preparing students to be educated and free-thinking, not that we are preparing them to be, for instance, factory workers.

Jen Miller-Arsenault referred to the Student Learning Outcomes.

Susan Holson invited board members to visit the website and to contact her: sholson@vtvsba.org

8:00 p.m.

Superintendent Taylor presented information to the board about work for the upcoming year. Central Office administrators shared a brief overview of work from the previous year, and work going forward. Kelly Bushey shared some information for new board members about the Zenith program, as well as other current and upcoming special education related issues and initiatives. Lori Bibeau reviewed accomplishments from the past year, and work going forward. Jen Miller-Arsenault reviewed similarly, through the lens of Curriculum, Instruction and Assessment. Keith MacMartin spoke about technology services.

Superintendent Taylor stated that the entire leadership team will be meeting twice per month this year.

Lori Bibeau provided a brief overview of the budget development process. She had provided a draft timeline for the budget process. Debra Taylor suggested that the board put budget process approval on the action agenda for the next board meeting.

Dorothy Naylor stated that she does not use Twitter or Facebook, and she believes that others do not either, so she does not believe this should be the sole way of communicating information.

3.0 Adjourn: The board adjourned by consensus at 8:56 p.m.

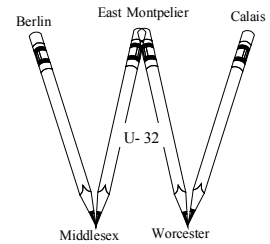
Respectfully submitted,
Lisa Stoudt, Board Recording Secretary

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 School Directors
FROM: Debra Taylor, Ph.D., Interim Superintendent
DATE: August 15, 2019
RE: Annual Meeting Date

It is necessary for the WCUUSD Board to establish the date of the annual meeting.*

At this meeting the district will present budget information to the community and conduct district business, such as the election of district officers.

The budget and board of school directors are considered by the voters via Australian Ballot on Town Meeting Day.

*Certification and Organizational Meeting (Revised: May 1, 2017) Page 8 of 8 16 V.S.A. § 706j(a)(5) states that the annual meeting "shall be not earlier than February 1 nor later than June 1."

Recommendation:

To hold the annual meeting on the third Wednesday of February at 7:00 pm at U-32.

(Please note: This year the date will be on February 19. If approved this will require a change of meeting location on the 2019-20 Board Meeting Calendar.)

PROPOSED WCUUSD BOARD GOALS and WORK PLAN

August 2019-July 2020

GOALS	AUGUST 2019	SEPTEMBER 2019	OCTOBER 2019	NOVEMBER 2019
#1- Broadening Communication With Community	<p>August 1 Retreat with Leadership Team.</p> <p>Make revisions to Board Goal Calendar as needed.</p> <p>Map our community again including: Community events, group representatives, location of community gatherings, food pantries and Senior Centers</p>	<p>-Vision Statement Set dates to engage community in different issues and start budget process of communication. Ideas:</p> <ul style="list-style-type: none"> • Open house • Budget forum • Concert • Check on other activities going on in towns 	<p>Review & start budgeting and set dates for community engagement. How to reduce cost but expand opportunities. Options?</p> <p>Superintendent Search</p>	<p>Budget Guideline FORUM?</p> <p>How do we share our budget goals with the community?</p> <p>Set time to share knowledge from VSBA conference.</p> <p>Superintendent Search</p>
#2- Long-Term Planning	<p>Make revisions to Board Goal Calendar as needed. Superintendent search. Committees as outlined by Scott: Facilities Negotiation Finance School Committee?</p> <p>August 13th Retreat - Board 101</p>	<p>The budget recommended by the board will support a quality and equitable education for all students. Thorough consideration of options to mitigate tax impact of school budget. Establish a process to align future initiatives with evaluation. Establish parameters and guidelines for Superintendent search. Bring on consultant for Supt search. Continue work on Policies.</p>	<p>Superintendent search committee start work. Review VSBA resolutions in anticipation of annual conference.</p> <p>Categorize the budget for long-term planning now. Get as much input on how we budget together. Look at multi-year plan with the new excess spending threshold in mind. Continue work on Policies.</p>	<p>Have the framework for a budget discussion Nov through- March. Understand staff to student ratios for this year. Equity plus opportunities. Address any new legislation or cost containment mandates. Understand the MTSS needs across our schools. Establish policy on school transfer or choice across schools.</p>
#3-Educational and Academic Outcomes	<p>Plan on monitoring dates and our goals in monitoring.</p>	<p>Understand the desired Learning Outcomes. Budget to support SLO's</p>	<p>Monitor Math goals we set for ourselves.</p>	<p>Evidence of student progress towards what success looks like.</p>

PROPOSED WCUUSD BOARD GOALS and WORK PLAN

August 2019-July 2020

GOALS	DECEMBER 2019	JANUARY 2020	FEBRUARY 2020	MARCH 2020
#1- Broadening Communication With Community	<p>Budget meeting December Ask for feedback. Incorporate input from community into budget.</p> <p>Superintendent search update</p>	<p>Check on who needs to run for the board this year and remind the communities we will have 1 more board member per town.</p> <p>Approve the budget by the 15th? Superintendent search update</p>	<p>Communicate the budget goals and \$ TOTAL to the community. Reach out.</p> <p>Get presentation ready for Town Meetings. Superintendent search update</p>	<p>Presentation for Town Meetings.</p> <p>Board reorganization</p> <p>Form a cross representational community group with the purpose of better understanding our community and reaching out to the un-engaged. Superintendent search Announce future superintendent? Vote on our new school district name.</p>
#2- Long-Term Planning	<p>Incorporate input from community into the budget, that matches goals.</p> <p>Superintendent search update</p>	<p>Incorporate input from community into the budget, that matches goals. Thorough consideration of options to mitigate tax impact Policy governance retreat? Report or budget to printers. Chair letter due January 1st to printers</p>	<p>Change template as needed for budget presentation and continue work on multi year planning.</p> <p>Continue working on PLO understanding and how to use it.</p>	<p>Review what worked and didn't work for the budgeting process. Propose changes.</p> <p>Look at facilities update & update Capital Plan as needed</p>
#3-Educational and Academic Outcomes	<p>Review SLOs through the principal's reports.</p>	<p>Review SLOs through the principal's reports.</p>	<p>Get Data - qualitative and quantitative.</p>	

PROPOSED WCUUSD BOARD GOALS and WORK PLAN

August 2019-July 2020

GOALS	APRIL 2020	MAY 2020	JUNE 2020	JULY 2020
#1- Broadening Communication With Community	Community engagement training	Celebrate accomplishments through the year and share with community? Celebrate our staff and administrators?	Decide on Retreat date	Hold board retreat
#2- Long-Term Planning	Look at Facilities update and update Capital Plan as needed		Schedule a retreat Continue work on multi-year budget - reflect on this at the retreat	Discuss at retreat
#3-Educational and Academic Outcomes	Get qualitative and quantitative data. Review Data Presentation from students or teachers?			Review at retreat

Retreat:

Focus on becoming Professional Learning Organization (Equity From the Boardroom to the Classroom) next steps.

Focus on Learning, Results and Collaboration!

WCUUSD BOARD MEETING CALENDAR 2019-2020 DRAFT 1

Berlin, Calais, East Montpelier, Rumney (Middlesex), Doty (Worcester) and U-32

AUGUST					SEPTEMBER					OCTOBER					NOVEMBER				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
			1	2	*	3	4	5	6		1	2	3	4					1
5	6	7	8	9	9	10	11	12	13	7	8	9	10	(11)	4	5	6	7	8
12	13	14	15	16	16	17	18	19	20	14	15	16	17	18	(11)	12	13	14	15
(19)	(20)	(21)	(22)	(23)	23	24	25	26	27	21	22	23	24	25	18	19	20	21	22
26	27	28	29	30						28	29	30	31		25	26	*	*	*
DECEMBER					JANUARY					FEBRUARY					MARCH				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
2	3	4	5	6			*	2	3						*	*	4	5	6
9	10	11	12	13	6	7	8	9	10	3	4	5	6	7	9	10	11	12	13
16	17	18	19	20	13	14	15	16	17	10	11	12	13	14	16	17	18	19	20
*	*	*	*	*	(20)	21	22	23	24	17	18	19	20	21	23	24	25	26	27
*	*				27	28	29	30	31	*	*	*	*	*	30	31			
APRIL					MAY					JUNE					* Indicates no school No meetings in July				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F					
		1	2	(3)					1	1	2	3	4	5					
6	7	8	9	10	4	5	6	7	8	8	9	10	11	12					
13	14	15	16	17	11	12	13	14	15	(15)	16	17	18	19					
*	*	*	*	*	18	19	20	21	22	22	23	24	25	26					
27	28	29	30		*	26	27	28	29	29	30								

WCUUSD Board meetings are held the first and third Wednesday of the month at 6:30pm.

Meeting Locations/Dates:

U-32 Middle/High	Every 1 st Wednesday of the month
Berlin Elementary	December 18, 2019/May 20, 2020
Calais Elementary	August 21, 2019/January 15, 2020/June 17, 2020
Doty Memorial	September 18, 2019/February 19, 2020
East Montpelier Elementary	October 16, 2019/March 18, 2020
Rumney Memorial	November 20, 2019/April 15, 2020

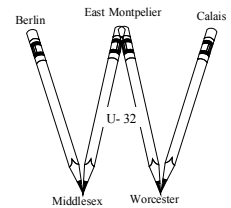
Committees are currently in the process of being formed. This calendar will be updated with meeting dates as they become available

Washington Central Unified Union School District

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

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

Debra Taylor, Ph.D.
Interim Superintendent



WCUUSD Draft Budget Process-August 13, 2019 **Prepared by: Lori T. Bibeau, WCUUSD Business Administrator**

September-October **Expense Budget Drafts developed by Central Office/WC Leadership Team**

- **Level Service Budget includes:**
 - Current staffing salaries and benefits plus estimates for inflation.
 - The 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-needs per project list.
 - Food Service Support from operating budget.
 - Technology Plan per multi-year budget.
 - Debt Service per schedules.
- **Budget changes includes:**
 - Program changes-instructional services and special education services.
 - Grants-using federal and state information-adjust local budgets as needed.
 - Schools review student count information, staffing needs and make staffing FTE changes -this happens multiple times before the budget process is complete.
 - Principals solicit information from staff regarding books, supplies, equipment.
 - New initiatives-as recommended.

November

The above work results in a first draft of the budget for the School Board

- The School Board provides feedback regarding the first budget draft.
- Using the board feedback, the Central Office and Leadership Team make changes to the budget for draft #2.

December

The above work results in a second draft of the budget for the School Board

- If information is received from AOE and meeting is after December 15th, second draft includes Revenue/Tax updates from AOE.
- The School Board provides feedback regarding the second budget draft.

January

The above work results in a third draft of the budget for the School Board

- Once tax estimates, equalized pupils and CLA are known, budget revisions are made per board targets.

January 15th-Last date to finalize budgets to allow time for warning and printing budgets for Town Meeting.

What's the same, what's different...

FY2020-2021

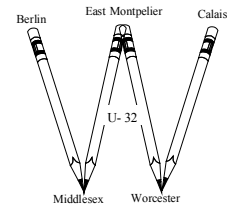
- Consider equity for staffing based on student needs.
- Develop resources needed to compare information by building.

Washington Central Unified Union School District

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

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

Debra Taylor
Interim Superintendent



TO: WCUUSD School Board
FROM: Debra Taylor, Interim Superintendent
Lori T. Bibeau, Business Administrator
DATE: August 15, 2019
RE: Purchasing Cards (P-Cards)

Attached is a copy of a resolution we are recommending the board authorize at the board meeting on August 21, 2019. This resolution would be the first step in completing an application for purchasing cards for the schools and the central office.

Here is more information regarding this matter:

- A purchasing card is a credit card used for school and district purchases. It is currently available and in use in 22 states.
- WCUUSD would be eligible for a rebate projected at 1.54% of card usage.
- Employees will no longer need to use personal credit cards for conferences and then receive reimbursements.
- WCUUSD has been denied credit due to lack of prior financial experience. The P-Card is designed for schools and municipalities. Credit will be based on the financial information prior to the merger.
- WCUUSD has used a variety of charge accounts and cards. Using a P-Card would streamline the process and provide better oversight for purchasing and transactions.

**Resolution Authorizing Issuance
Of
Individual Procurement Cards**

WHEREAS, the City Council or Board of the _____
municipality has the authority to enter into an agreement with the Bank of Montreal for purchasing cards; and (any
other WHEREAS statements the Council/Board wishes to add are acceptable, but not required).

NOW, THEREFORE, BE IT RESOLVED by the Council/Board of the _____ 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 Council/Board.

The Council/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 the Council/Board desires, but these are not
required to participate)

Approved this _____ day of _____ 20____.

Ayes_____

Nays_____

President/Chairman_____

Date_____

Washington Central Supervisory Union
Employee Nomination Form

120666

Name: Bonne Dunham

School: Rumney Employer (if different): _____

Position: School Nurse

Department/Area: Health

Type: ☒ Permanent ☐ One-Year Non-Renewable ☐ Temporary

Contract: ☐ Faculty ☐ Educational Support Personnel ☐ Non-Bargaining Unit

Reason for vacancy: ☒ Resignation/Retirement ☐ Leave of Absence ☐ New Position

[If leave of absence or resignation, name of terminated employee: Martha Israel

Educational Preparation:

College	Degree	Date Attained
<u>Excelsior, Albany, NY</u>	<u>AS Nursing</u>	<u>11-15-2013</u>

Empirical Apprenticeship 2002-2006 WomenCare; Voc Arts Michigan School of Trad

Midwifery 2002-2005; Internship - maternity care February 2005,

Experience: 1/2018 to present - Montpelier/Roxbury School Nurse sub; 3/2017 to present -
Lactation Consultant; 3/2006 to present - Self - Midwife/Lactation consultant; 7/2018-8/2018 -
Woodward Copper - Camp Nurse; 7/2017-8/2018 - Frenchwoods Performance Arts Camp - Camp
Nurse

Years of Related Experience: _____

Salary Schedule Placement:

AS/O Step OK 6/20/19 Start Date: 8-2019

Salary or Wage Rate:

\$ _____ Date of Board Appointment: _____

FTE: 1.0 Days / Year: 190 Hours / Day: _____

Interviewed by: Aimee Toth, Ben Weiss, Sharon Grossi, Amy Sumner, Nancy VanDine
Christa Dargatzis

This candidate is recommended for employment by: Bill Kimball, Superintendent

cc: (check as appropriate):

☒ PERSONNEL ☒ PAYROLL ☐ SPED ☐ UNION ☐ BUILDING PRINCIPAL

OK Debra Taylor 7/15/19

Washington Central Supervisory Union
Employee Nomination Form

60611 Interview
8/12/19
10:15 AM

Name: Charles "Chas" Legge

School: U-32

Employer: WCUUSD

Position: Physical Education Teacher

Type: ☐ Permanent ☒ One-Year Non-Renewable ☐ Pro-Rated Non-Renewable ☐ Temporary

Contract: ☒ Faculty ☐ Educational Support Personnel ☐ Non-Bargaining Unit

Reason for vacancy: ☒ Resignation/Retirement ☐ Leave of Absence ☐ New Position

[If leave of absence or resignation, name of terminated employee: Molly Butts

Educational Preparation:

College/Technical

Degree/Certificate

Date Attained

Lyndon State College, Lyndonville VT B.S. Physical Education/Athletic Coaching 2014

Experience: Aug 2017-current - Physical Education Teacher, Richford Elementary School, Richford VT; Jan-Jun 2017 - Long-Term Physical Education Teacher, Milton Middle School, Milton VT; Aug 2015-Feb 2016 - Substitute Teacher & Feb-Dec 2016 - Paraeducator, Milton Middle School, Milton VT; Mar 2015-current - Varsity Ultimate Frisbee Coach, Essex High School, Essex Junction VT; Dec 2015-Feb 2017 - Middle School Boys' Basketball Coach, Milton Middle School, Milton VT; Aug 2015-Nov 2016 - JV Football Assistant Coach, Milton High School, Milton VT; Aug-Dec 2014 - Student Teaching Physical Education Practicum, Essex Middle School, Essex VT; Aug 2011-May 2013 - Rugby Coach, Lyndon State College, Lyndonville VT.

Years of Related Experience: Years 2 yrs + 6 mo LT Sub

Salary Schedule Placement:

B00-14 Step C

Start Date:

August 19, 2019

Salary or Wage Rate:

\$46,227

Date of Board Appointment:

FTE: 1.0 Days / Year: 190 Hours / Day: n/a

Contract Comments:

Interviewed by: Jody Emerson, Lisa LaPlante, Brian Divelbliss, Peter Arsenault, Stephen Towne, JB Hilferty, Aurelia Farnham

This candidate is recommended for employment by: Debra Taylor

Cc (check as appropriate):

☒ PERSONNEL ☒ PAYROLL ☐ SPED ☒ UNION ☒ BUILDING PRINCIPAL

**Washington Central Supervisory Union
Employee Nomination Form**

Name: Maria Melekos

School: Doty Employer (if different): _____

Position: School Nurse

Department/Area: Health

Type: ☐ Permanent ☒ One-Year Non-Renewable ☐ Temporary

Contract: ☐ Faculty ☐ Educational Support Personnel ☐ Non-Bargaining Unit

Reason for vacancy: ☒ Resignation/Retirement ☐ Leave of Absence ☐ New Position

[If leave of absence or resignation, name of terminated employee: Martha Israel

Educational Preparation:

College	Degree	Date Attained
<u>Western Governors University</u>	<u>BS Nursing</u>	<u>6-25-19</u>

Experience: _____

Years of Related Experience: _____

Salary Schedule Placement:

B15+ Step I

Start Date:

8-19-19

Salary or Wage Rate:

\$22,442,80 (prorated from \$56,107)

Date of Board Appointment:

FTE: .4 Days / Year: 190 Hours / Day: 7.5

Interviewed by: _____

This candidate is recommended for employment by: DTaylor Superintendent

cc: (check as appropriate):

☒ PERSONNEL ☒ PAYROLL ☐ SPED ☐ UNION ☒ BUILDING PRINCIPAL

**Washington Central Supervisory Union
Employee Nomination Form**

Name: Michael Sutherby

School: Rumney and Doty Schools Employer (if different): _____

Position: Physical Education Teacher

Department/Area: PE

Type: ☐ Permanent ☒ One-Year Non-Renewable ☐ Temporary

Contract: ☒ Faculty ☐ Educational Support Personnel ☐ Non-Bargaining Unit

Reason for vacancy: ☒ Resignation/Retirement ☐ Leave of Absence ☐ New Position

[If leave of absence or resignation, name of terminated employee: Lauren Caswell transferred to U32

Educational Preparation:

College	Degree	Date Attained
<u>Bridgewater State University</u>	<u>Bachelor of Arts</u>	<u>January 2014</u>

Experience: 3 years as paraeducator, 4 years as preschool teacher, none as licensed PE teacher

0.7 FTE Rumney
0.3 FTE Doty

Years of Related Experience: 0

Salary Schedule Placement:

B00-14 Step 0

Start Date:

1st 8/26/19

Salary or Wage Rate:

\$43,752.00

Date of Board Appointment:

FTE: 1.0 Days / Year: 190 Hours / Day: 7.5

Interviewed by: _____

This candidate is recommended for employment by: Debra Taylor Superintendent

cc: (check as appropriate):

☒ PERSONNEL ☒ PAYROLL ☐ SPED ☐ UNION ☐ BUILDING PRINCIPAL