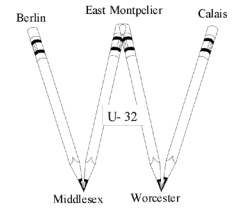


Washington Central Unified Union School District

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



Washington Central Unified Union School District School Board Meeting U-32 Rm 128/131 930 Gallison Hill Rd. Montpelier, VT 6.21.23 5:30-8:15 PM

Virtual Meeting Information

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

Meeting ID: 880 3821 4979

Password: 255777

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

1. Call to Order
2. Welcome 15 minutes
 - 2.1. Adjustments to the Agenda
 - 2.2. Reception of Guests
 - 2.3. Public Comments-Time limit strictly enforced, see note
3. Presentation and Discussion: Post-Secondary Outcomes 30 minutes
4. Reports to the Board 15 minutes
 - 4.1. Superintendent/Central Office Leadership Team (COLT) Report – pg. 4
 - 4.2. Central Vermont Career Center Report
5. Finance Committee (Discussion/Action) 15 minutes
 - 5.1. Discussion/Action
 - 5.1.1. Award Revenue Anticipation Note (RAN) and Reinvestment Bid – pg. 7
 - 5.1.2. Authorize Scope, Budget, and Bid Document Development for FY-2024-25 Projects – pg. 8
 - 5.1.3. Authorize Superintendent to Award Bids for Wood Chips – pg. 12
6. Policy Committee (Discussion/Action) 15 minutes
 - 6.1. First Reading and Adoption for Policies: F3 Fire and Emergency Preparedness; F4 Access Control and Visitor Management – pg. 13

- 6.2. Second Reading and Adoption for Policy: C29 District Equity Policy – pg. 18
7. Board Operations 10 minutes
 - 7.1. Berlin Nature Trails – pg. 20
 - 7.2. IDEA-B Local Education Agency Plan (LEAP) Assurances – pg. 21
 8. Consent Agenda (Discussion/Action) 5 minutes
 - 8.1. Approve Minutes of 5.24.23 – pg. 31
 - 8.2. Approve Board Orders
 9. Personnel 10 minutes
 - 9.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE – pg. 40
 - 9.2. Update on Vacancies
 10. Future Agenda Items 5 minutes
 - 10.1. WCUUSD Board Retreat, August 8th
 - 10.2. 2023-2024 Board Calendar
 11. Non-Discriminatory Mascots & Branding (Discussion/Action) – pg. 55 45 minutes
 - 11.1. Traditions Protocol
 - 11.2. Public Comments
 - 11.3. Action
 12. Executive Session: Student Residency Exception Request 5 minutes
 13. Executive Session: Negotiations 20 minutes
 14. Board Reflection 5 minutes
 15. Adjourn

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

WCUUSD Board Norms - Adopted November 18, 2020

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

AGENDA KEY

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



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Staff Transitions & Thank Yous

The end of the school year is also a time when we, unfortunately, say goodbye to long time colleagues and contributors to our organization. Our schools celebrate those faculty and staff leaving their buildings for other adventures; and as a district, WCUUSD would like to acknowledge two exiting members of our team. Aaron Boynton, Berlin principal, will be leaving Washington Central to take a principal position at Bristol Elementary school; and Michelle Ksepka, District Operations Manager, will be heading to Lamoille North Supervisory Union as their new Data Manager. Both Aaron and Michelle have contributed much to our leadership team and the district as a whole during their tenure. We will miss them, but wish them well in their new adventures.

Early Education in WCUUSD

Early Education programming (Preschool) is coordinated at the district level and led by Jen Miller-Arsenault (Director of Curriculum, Instruction & Assessment) and Kim Bolduc, Early Education Coordinator. We operate preschool programs at each of our five elementary schools. Over the past number of years, we have worked toward creating equity and consistency of programming in each school. This is important so that we can have a consistency of experience for children and families across our system. It also, frankly, provides us the ability to react to changes in enrollment across our schools. Standardizing schedules also allows us to provide more consistent instruction and intervention services, coordinate professional learning opportunities, meet Act 166 requirements and partner more effectively with Community Schedule.

In the Spring, we shared with families that the PreK schedules across all five of our schools will be the same beginning in the 2023-2024 school year. Programs will run from Tuesday - Friday for 2.5 hours per day/session. Morning and/or afternoon sessions are offered based on enrollment and staffing requirements. This represents a change for some of our programs, who previously operated fewer, longer sessions each week. We believe this change provides more days of instructional contact for our students; it is true that the days are shorter, but well within evidence-based practice models for early education.

Across Vermont, there have been ongoing conversations at the legislative and policy level about Vermont's current construct of universal PreK. The law at this time only guarantees 10 hours per week of universal PreK. WCUUSD supports the current efforts to contemplate expansion to full day programming in schools, and looks forward to longer term conversations about the length of our day. Until then, we are pleased to offer high quality PreK programming in keeping with Vermont's current law, in each of our elementary



buildings. We look forward to providing the Board regular updates and information about how we serve our youngest learners in WCUUSD.

Strategic Planning

During the week of June 5th, we wrapped up the last organized events for Phase I of the Strategic Planning Process. This phase of the process was designed to identify high-level priorities ("hopes and dreams") for Washington Central schools and our district as a whole. It may be helpful to remind the Board of the various engagement opportunities that occurred during this phase:

- Community conversations (virtual and in person)
- Survey to solicit the same input as the community conversations (pushed out directly to families/caregivers as well as regularly on social media platforms)
- Faculty/staff survey
- School-based events (for individual conversations and to distribute the survey)
- Student input (via TA discussions)

All of the surveys closed for input on the last day of school so that the data can be pulled and analyzed over the next several months. During Phase II, the Strategic Planning Steering Committee will use this synthesized data to begin to consolidate the high level input into early drafts of a Vision and Core Beliefs. They will then take those early themes and bring them back to stakeholders for additional input and refinement (this time via focus groups and other more personal conversations). These feedback loops will help make sure we have the Vision right, and will help us be able to develop strategic goals for the district. The Strategic Planning Steering Committee will be meeting over the summer to continue to develop engagement strategies for Phase II. It will be important for the Board to think about what its role is in this input phase..

I want to highlight one of the activities that occurred at the end of the school year in order to center student voice in this first phase. Our student representative to the Strategic Planning Steering Committee, Yolanda Bansah, helped design a short discussion for U-32 students that occurred during their final advisory of the year. Some powerful input came from these discussions, and will be critical to help frame our early vision drafts. During Phase II we will be designing feedback from multiple student groups across the system (including elementary schools).

Monthly Business Office Reflections

Payroll Systems

Our payroll and benefits team have been working through the final reconciliation of employee contracts in preparation for the issuance of summer checks. All summer biweekly contract payments for school year employees will be made on Friday, June 16, 2023, and final contract pay checks will be issued Friday, June 23, 2023. This information is shared with all employees along with an updated paycheck schedule for FY 2023-24.

This is also the time of year when the team audits employee leave time to ensure that payroll and the Frontline system match. Any necessary adjustments will be included in the



summer check payment. This is a step that will be eliminated as we transition to the new time clock system. That implementation team continues to work hard to identify potential issues that will need to be addressed when switching everyone over to the new system. We hope to have it ready for a smooth roll out to year-round employees in July and school-year employees in August. We continue to be impressed by the system's capabilities and excited about the improvements in the payroll process that will result from this transition.

End of Fiscal Year Updates

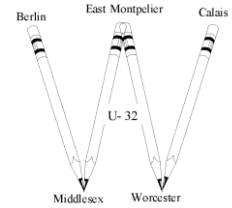
The Fiscal Services Team continues to work with school staff to close out the FY 2022-23 financial records at the end of this month. This involves ensuring that purchase orders are closed out and any outstanding invoices at the end of the year are recorded as a liability. This is a critical step for our team to be able to prepare year-end fiscal information that will be brought to the Board.

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Meagan Roy Ed.D.
Superintendent



TO: WCUUSD Finance Committee & School Board
FROM: Susanne D. Gann, WCUUSD Business Administrator
RE: Award Revenue Anticipation Note & Investment Bid
DATE: June 9, 2023

Summary: The District invited seven local financial institutions to bid on the annual revenue anticipation note and investment of funds for Washington Central UUSD for the period July 3, 2023 – June 28, 2024. Three bids were received and results are below.

Lending Institution	Loan Interest Rate	Reinvestment Rate	Estimated Net Profit (Cost)
Union Bank	3.80%	4.25%	\$124,806
Community Bank, N.A.	3.25%	3.70%	\$100,756
Community National Bank	4.05%	4.35%	\$109,078

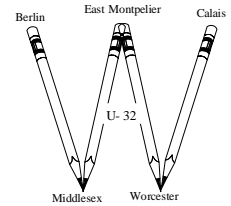
Recommended Board Action: The Board approve the revenue anticipation note for an amount not to exceed \$3,306,745 and investment bid with Union Bank and authorize the Board Chair to sign the loan documents on behalf of the Board.

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Meagan Roy Ed.D.
Superintendent



TO: WCUUSD Finance Committee & School Board
FROM: Susanne D. Gann, Business Administrator
RE: Authorize Scope, Budget and Bid Document Development for FY 2024-25 Projects
DATE: June 9, 2023

Summary: At the May 24, 2023 meeting, the School Board approved the revised Capital Improvement Plan and Five-year Budget. The capital improvement projects planned for completion in FY 2024-25 have an anticipated total cost of \$1,226,000. The next step in the planning process for these projects, as well as the Doty generator project for this fall, is to develop the scope, budget and bid documents.

Recommended Board Action: The Board authorize the use of capital reserve funds, not to exceed \$30,000, to develop the necessary scope, budget and bid documents for the Doty generator project in FY 2023-24 and FY 2024-25 approved capital improvement projects.

Washington Central Unified Union School District
Five-year Capital Improvement Budget - Proposed Amendment 05/10/2023
FY 2022-2023 through FY 2027 - 2028

Project Description	Building	Actual	Budget	Budget	Budget	Budget	Budget
		FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026	FY 2026-2027	FY 2027-2028
Storm Water	U-32	\$ 405,338	\$ -	\$ -	\$ -	\$ -	\$ -
AHU Updates	U-32	\$ 259,250	\$ -	\$ -	\$ -	\$ -	\$ -
Roof Replacement	U-32	\$ 277,488	\$ -	\$ -	\$ -	\$ -	\$ -
Security - Card / Camera System	Calais, Doty, EMES,	\$ 300,000	\$ -	\$ -	\$ -	\$ -	\$ -
Bathroom - Partitions and Sinks*	U-32	\$ 456,087	\$ -	\$ -	\$ -	\$ -	\$ -
Counters/Sinks and Bathrooms - ADA compliant *	Rumney	\$ 134,320	\$ -	\$ -	\$ -	\$ -	\$ -
Soft costs on Combined Projects*	Multiple	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Softball Dugouts	U-32	\$ 46,002	\$ -	\$ -	\$ -	\$ -	\$ -
Scoreboards - Field Hockey, Softball, Baseball and electrical*	U-32	\$ 9,219	\$ -	\$ -	\$ -	\$ -	\$ -
Windows - Exterior Window Replace Frames	U-32	\$ 36,243	\$ -	\$ -	\$ -	\$ -	\$ -
Ventilation - Kindergarten*	Calais	\$ 36,764	\$ -	\$ -	\$ -	\$ -	\$ -
Door Hardware*	Doty	\$ 32,215	\$ -	\$ -	\$ -	\$ -	\$ -
ADA access to rear entrance / exit*	Berlin	\$ 24,451	\$ -	\$ -	\$ -	\$ -	\$ -
Field Hockey Field Refurbishment	U-32	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ -
Boiler - woodchip replacement	Calais	\$ 475,000	\$ -	\$ -	\$ -	\$ -	\$ -
Boiler - woodchip upgrades	E. Montpelier	\$ 125,000	\$ -	\$ -	\$ -	\$ -	\$ -
Boiler - woodchip upgrades	U-32	\$ 125,000	\$ -	\$ -	\$ -	\$ -	\$ -
Paving - Parking Lot & Sidewalks	U-32	\$ -	\$ 2,090,354	\$ -	\$ -	\$ -	\$ -
Boiler - Circulator pump replace #1	U-32	\$ -	\$ 34,375	\$ -	\$ -	\$ -	\$ -
HVAC - Energy Recovery Unit (ERU) 20 year upgrade	U-32	\$ -	\$ 1,348,497	\$ -	\$ -	\$ -	\$ -
Security - Card / Camera System	Berlin, U-32	\$ -	\$ 300,000	\$ -	\$ -	\$ -	\$ -
HVAC - AHU Damper Replacement, currently not adjustable	Doty	\$ -	\$ 6,875	\$ -	\$ -	\$ -	\$ -
Interior Door Replacement	E. Montpelier	\$ -	\$ 8,371	\$ -	\$ -	\$ -	\$ -
Playground swings and slide	E. Montpelier	\$ -	\$ 43,183	\$ -	\$ -	\$ -	\$ -
Clerk of the Works-Allocate to projects	Multiple	\$ -	\$ 89,732	\$ -	\$ -	\$ -	\$ -
Playground	Berlin	\$ -	\$ -	\$ 100,000	\$ -	\$ -	\$ -
Fire Alarm Panel update	Berlin	\$ -	\$ -	\$ 100,000	\$ -	\$ -	\$ -
Bathrooms (2) - Lobby, renovate and make ADA accessible	Calais	\$ -	\$ -	\$ 125,000	\$ -	\$ -	\$ -
Door - Exterior, replace at kitchen/music room corridor	Calais	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -
Windows - glazing, broken seals becoming more frequent	Calais	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -
Exit/Entrance - playground hcp access, on grade landings/ramps	Doty	\$ -	\$ -	\$ 100,000	\$ -	\$ -	\$ -
Exit/Entrance - playground access canopy at primary wing under eaves	Doty	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -
Boiler room - equipment, expansion tank, day tank, pumps, etc.	Doty	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -
Hot water cross connection, eliminate hot water from cold taps	Doty	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -
Doors - Interior security barrier, second set of controlled doors	Doty	\$ -	\$ -	\$ 100,000	\$ -	\$ -	\$ -
Drainage - Site pooling water in front of building	Doty	\$ -	\$ -	\$ 100,000	\$ -	\$ -	\$ -
Sound System - Gym, upgrade	E. Montpelier	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -
Doors - hardware, security function on classroom doors, closers	Rumney	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -

Washington Central Unified Union School District
Five-year Capital Improvement Budget - Proposed Amendment 05/10/2023
FY 2022-2023 through FY 2027 - 2028

Project Description	Building	Actual	Budget	Budget	Budget	Budget	Budget
		FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026	FY 2026-2027	FY 2027-2028
Doors - Lobby, frame, hardware	Rumney	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -
Stairs - Atrium, repair broken nosings, failure of existing	U-32	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -
Fields - refurb Baseball field	U-32	\$ -	\$ -	\$ 150,000	\$ -	\$ -	\$ -
Doors - Exterior replacement	U-32	\$ -	\$ -	\$ 120,000	\$ -	\$ -	\$ -
Windows - Exterior Window Replace Frames	U-32	\$ -	\$ -	\$ 69,000	\$ -	\$ -	\$ -
Clerk of the Works-Allocate to projects	Multiple	\$ -	\$ -	\$ 82,000	\$ -	\$ -	\$ -
Utility Infrastructure Demolition, well, woodchip bunker	Berlin	\$ -	\$ -	\$ -	\$ 100,000	\$ -	\$ -
Water Service Entrance, Extend 4" service into building	Berlin	\$ -	\$ -	\$ -	\$ 20,000	\$ -	\$ -
Flooring - Gym, current VCT in adequate condition	Calais	\$ -	\$ -	\$ -	\$ 100,000	\$ -	\$ -
Paving and sealing, walkways, basketball court	Calais	\$ -	\$ -	\$ -	\$ 20,000	\$ -	\$ -
Lighting retrofit, convert to LED, low voltage controls	Doty	\$ -	\$ -	\$ -	\$ 100,000	\$ -	\$ -
Grease interceptor, for kitchen pot sink	Doty	\$ -	\$ -	\$ -	\$ 40,000	\$ -	\$ -
Lighting retrofit, convert to LED, low voltage controls	E. Montpelier	\$ -	\$ -	\$ -	\$ 100,000	\$ -	\$ -
Building envelope, siding, insulation, windows, painting	Rumney	\$ -	\$ -	\$ -	\$ 500,000	\$ -	\$ -
Lighting retrofit, convert to LED, low voltage controls	Rumney	\$ -	\$ -	\$ -	\$ 100,000	\$ -	\$ -
Windows - Exterior Window Replace Frames	U-32	\$ -	\$ -	\$ -	\$ 34,500	\$ -	\$ -
Clerk of the Works-Allocate to projects	Multiple	\$ -	\$ -	\$ -	\$ 45,000	\$ -	\$ -
Storage shed, replace containers	Rumney	\$ -	\$ -	\$ -	\$ -	\$ 100,000	\$ -
Wall - Exterior, seating repair/replace	U-32	\$ -	\$ -	\$ -	\$ -	\$ 500,000	\$ -
Flooring - main office carpet	U-32	\$ -	\$ -	\$ -	\$ -	\$ 100,000	\$ -
Lighting retrofit, ongoing conversion to LED	U-32	\$ -	\$ -	\$ -	\$ -	\$ 100,000	\$ -
Windows - Exterior Window Replace Frames	U-32	\$ -	\$ -	\$ -	\$ -	\$ 34,500	\$ -
Electrical phase protection to be available for quick replacement	U-32	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ -
Wall - Exterior panels, repair damaged panels	U-32	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ -
Flooring - weight room	U-32	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ -
Ice Maker - replace	U-32	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ -
operable CR partitions, some repairs required	U-32	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ -
recessed walk-off grate, replace inserts	U-32	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ -
HVAC - replace AC in Main Office	U-32	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ -
Clerk of the Works-Allocate to projects	Multiple	\$ -	\$ -	\$ -	\$ -	\$ 45,000	\$ -
Generator	Doty	\$ -	\$ 95,000	\$ -	\$ -	\$ -	\$ -
Lighting retrofit, convert to LED, low voltage controls	Berlin	\$ -	\$ -	\$ -	\$ 15,000	\$ -	\$ -
Lighting retrofit, convert to LED, low voltage controls	Calais	\$ -	\$ -	\$ -	\$ 126,500	\$ -	\$ -
Regrade soccer field	Calais	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50,000
Replace electrical panels	Calais	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 33,500
Flooring - entire school except bathrooms, gym and library	Doty	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 150,000
Pellet Boiler heating system	Doty	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 280,000
Flooring - Gym refurbishment	U-32	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 67,200

Washington Central Unified Union School District
Five-year Capital Improvement Budget - Proposed Amendment 05/10/2023
FY 2022-2023 through FY 2027 - 2028

Project Description	Building	Actual	Budget	Budget	Budget	Budget	Budget
		FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026	FY 2026-2027	FY 2027-2028
Replace bleachers	U-32	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,000
Total Capital Improvement Project Budgets		\$ 2,792,377	\$ 4,016,387	\$ 1,226,000	\$ 1,301,000	\$ 1,019,500	\$ 610,700

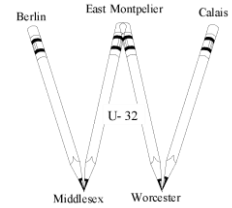
Capital Fund Balance	Actual FY 2022-2023	Budget FY 2023-2024	Budget FY 2024-2025	Budget FY 2025-2026	Budget FY 2026-2027	Budget FY 2027-2028
Beginning Capital Fund Balance	\$ 5,256,769	\$ 3,359,633	\$ 1,052,874	\$ 767,191	\$ 623,177	\$ 772,545
Plus General Fund Transfers to the Capital Reserve Fund	\$ 880,000	\$ 901,234	\$ 1,000,000	\$ 1,225,000	\$ 1,225,000	\$ 1,225,000
Plus Interest Income	\$ 15,241	\$ 12,893	\$ 1,617	\$ 289	\$ 68	\$ 815
Plus Possible Grant Funding	\$ -	\$ 795,501	\$ -	\$ -	\$ -	\$ -
Subtotal Fund Balance & Revenues	\$ 6,152,010	\$ 5,069,261	\$ 2,054,491	\$ 1,992,479	\$ 1,848,245	\$ 1,998,361
Less Actual Expenditures to Date	\$ 1,922,551	\$ 148,502	\$ -	\$ -	\$ -	\$ -
Subtotal Projected Fund Balance at End of Current Year	\$ 4,229,459	\$ 4,920,759	\$ 2,054,491	\$ 1,992,479	\$ 1,848,245	\$ 1,998,361
Less Current Outstanding	\$ 869,826	\$ 3,867,885	\$ 1,226,000	\$ 1,301,000	\$ 1,019,500	\$ 610,700
Less 5% Inflationary Factor on Future Projects	\$ -	\$ -	\$ 61,300	\$ 68,303	\$ 56,200	\$ 35,348
Projected Ending Capital Fund Balance	\$ 3,359,633	\$ 1,052,874	\$ 767,191	\$ 623,177	\$ 772,545	\$ 1,352,313
Less East Montpelier Capital Reserve Funds	\$ 781,035	\$ 729,481	\$ 709,481	\$ 609,481	\$ 609,481	\$ 609,481
Projected Capital Fund Balance Available for Future Projects	\$ 2,578,598	\$ 323,393	\$ 57,710	\$ 13,696	\$ 163,064	\$ 742,832

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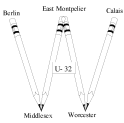


TO: WCUUSD Finance Committee & School Board
FROM: Susanne Gann, WCUUSD Business Administrator
RE: Award bids for wood chips
DATE: June 9, 2023

Summary: The District invited seven local vendors to bid on the wood chips for Washington Central UUSD for the period July 1, 2023 – June 30, 2024. This is for delivery to East Montpelier Elementary School and U-32 Middle and High School for an anticipated amount of 1,640 tons. Three bids were received and results are below.

Vendor	Cost per ton	Total Estimated Annual Cost
Cousineau Forest Products	\$72	\$118,080
IM Trucking	\$80/ton	\$131,200
Limlaw Pulp Wood	\$130 for EMES and \$120 for U-32	\$198,200

Recommended Board Action: The Board award the bid to supply fuel for the wood chip boilers at WCUUSD for the Fiscal Year 2023-24 to Cousineau Forest Products for \$72/ton.



To: WCUUSD Board
From: Policy Committee
Re: Information for June 21 Policy Discussions

6.1 First Reading & Adoption: F3 Fire & Emergency Preparedness Drills and F4 Access Control & Visitor Management:

At the end of the legislative session, the general assembly passed [S138](#): An Act Related to School Safety. The Governor signed the bill into law shortly after the session ended. The Act has two important policy requirements: Boards must adopt policies on Fire & Emergency Preparedness and Access Control & Visitor Management *no later than August 1, 2023*.

The two policy drafts in the packet are directly derived from the VSBA model policies, with changes recommended by the Committee as noted in the redlined drafts.

Because of the timeline for the new law, these policies must be passed by August 1. The policy committee recommends that the Board take provisional action at this meeting, even though this is only the first reading by the Board. This is because of the requirement under 16 VSA Section 563(1): “*Board policies shall be adopted at regular or special school board meetings. A school board shall give public notice of its intent to adopt a board policy, stating the substance of the proposed policy, at least ten days prior to its adoption.*” Our attorney recommends that we provisionally approve the policies, and then re-warn and affirm/ratify the decision at the August business meeting.

6.2 Second Reading & Adoption: C29 District Equity Policy

The Board had its first reading of the policy in May. No changes were suggested at that time. The policy committee recommends adoption of the district equity policy.

Required

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT

Board of Directors' Policy

Fire and Emergency Preparedness Drills

POLICY: F3

WARNED: June 8, 2023

ADOPTED: _____

EFFECTIVE: _____

Statement of Policy

It is the policy of the Washington Central Unified Union School District (District) to require each school site to conduct options-based response drills in the fall and spring of each academic year, and to adopt and maintain an all-hazards emergency operations plan, as part of the District's overall school safety plan.

Definitions

1. **Options-based Response Drill:** For the purpose of this policy, options-based response drill means that there are different actions educators and students can take if confronted by an active shooter/intruder.
2. **School site:** school building(s) operated by the school district.

Administrative Responsibilities

The superintendent or designee will ensure that:

1. Each school site in the district conducts age-appropriate, options-based response drills, including fire drills, in the fall and spring of each academic year. The district must evaluate which approach is best and adapt that approach to the developmental level of their students, including for students with disabilities, language barriers, and mobility needs.
2. The options-based response drills follow the guidance issued by the Vermont School Safety Center and the Vermont School Crisis Planning Team, which includes trauma-informed best practices for implementing options-based response drills.
3. Parents and guardians are notified not later than one school day before an options-based response drill is conducted.
4. Completion of the biannual drills is reported to the Agency of Education in a format approved by the Secretary.
5. On or by July 1, 2024, an all-hazards emergency operations plan is adopted and maintained for each school site. This plan must be reviewed and updated annually and in collaboration with local emergency first responders and local emergency management officials. **The Board shall be informed of any changes made to the plan after its review.**

<i>VSBA Review Date</i>	
<i>Date Warned</i>	
<i>Date Adopted</i>	
<i>Legal References</i>	16 VSA §§ 1480,1481
<i>Cross References</i>	Access Control and Visitor Management Security Cameras

DISCLAIMER: This model policy has been prepared by the Vermont School Boards Association for the sole and exclusive use of VSBA members, as a resource to assist member school boards with their policy development. School Districts should consult with legal counsel and revise model policies to address local facts and circumstances prior to adoption, unless the model policy states otherwise. VSBA continually makes revisions based on school districts' needs and local, state and federal laws, regulations and court decisions, and other relevant education activity.

Required

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT

Board of Directors' Policy

Access Control and Visitor Management

POLICY: F4

WARNED: June 8, 2023

ADOPTED: _____

EFFECTIVE: _____

Statement of Policy

It is the policy of the Washington Central Unified Union School District (District) to provide a safe environment for students and employees while facilitating access to school buildings, premises and equipment by authorized users. ~~All members of the District are responsible for the safety and security of the district's physical space and assets. The safety and security of the district's physical space and assets is a shared responsibility of all members of the District.~~

Definitions

1. **School site:** school building(s) operated by the school district.

Administrative Responsibilities

The Superintendent, or designee, will develop procedures to ensure:

1. Access control procedures are established to address the design, administration and management of access control systems and measures. The superintendent, or designee, must determine and assign access-control privileges based on the specific needs and requirements of the district and the electronic identification/access badge.
2. All school site and district office exterior doors are locked during the school day.
 - a. ~~[OPTIONAL] The district recognizes the need to leave _____ structure unlocked as needed for _____ purpose [agricultural, recreational, or other reasonably practical purposes directly related to the school's mission or curriculum].~~
3. Regulation of visits to the school by parents, community members or news media.
4. All visitors check in at a centralized location prior to gaining full access to the school or office site.
5. Each school site maintains a log showing the names of visitors and the date, time and purpose of each visit.

<i>VSBA Review Date</i>	
<i>Date Warned</i>	
<i>Date Adopted</i>	
<i>Legal References</i>	16 VSA §1484
<i>Cross References</i>	Security Cameras Fire and Emergency Preparedness Drills

DISCLAIMER: This model policy has been prepared by the Vermont School Boards Association for the sole and exclusive use of VSBA members, as a resource to assist member school boards with their policy development. School Districts should consult with legal counsel and revise model policies to address local facts and circumstances prior to adoption, unless the model policy states otherwise. VSBA continually makes revisions based on school districts' needs and local, state and federal laws, regulations and court decisions, and other relevant education activity.

Required/Recommended

WASHINGTON CENTRAL UNIFIED
UNION SCHOOL DISTRICT

Board of Directors' Policy

District Equity Policy

POLICY: C29
May 19, 2023

WARNED: _____

ADOPTED: _____

EFFECTIVE: _____

Purpose:

The Washington Central Unified Union School District is dedicated to taking concrete actions that provide a safe and supportive learning environment that is free of barriers; one that affirms the identity of each of us and acknowledges and celebrates differences to create a sense of belonging for each person connected to our schools. The school district is committed to creating inclusive educational opportunities that are relevant both historically and culturally, addressing the impacts of bias, prejudice, and discrimination while building more opportunity for us to thrive. Our commitment is to the development of cultural humility and personal growth that is best supported in a climate that respects differences and provides a sense of belonging and inclusion.

Definition of Educational Equity:

Educational equity occurs when each child receives what they need to develop to their full academic and social-emotional potential. Equity goes beyond formal equality where all students are treated the same. Working towards equity in schools involves:

- Expecting high outcomes for all participants in our educational system, and removing the predictability of success or failures that currently correlates with any social or cultural factor;
- Identify and remove inequitable practices, examining biases and creating inclusive multicultural school environments for adults and children;
- Providing every student with access to high quality culturally responsive educational experiences
- Discovering and cultivating the unique gifts, talents and interests that every human possesses

Policy Implementation:

To realize this commitment to equity, the District will:

- Systematically use District-wide and individual school-level data, disaggregated by race, ethnicity, language, ability, gender, and socioeconomic background to inform District decision-making
- Provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology and other educational resources that respect their individual identities, cultures, backgrounds, abilities and experiences;

- Monitor and evaluate the individual needs of schools and distribute resources and personnel based on those needs;
- Incorporate the voice, culture and perspectives of students, staff, families, and communities that reflect student demographics and support and enhance student success;
- Identify and counteract biased practices that perpetuate achievement disparities and opportunity gaps;
- Provide ongoing and continuous professional development at all organizational levels to support employees to effectively engage in culturally responsive practices and delivery of quality culturally relevant instruction;
- Incorporate the principle of equity into the District's strategic plan and identify measurable outcomes to prepare all students for post-secondary education opportunities, career, and life.
- Apply an Equity Lens Tool and a transparent equity process to policies, procedures, handbooks and practices throughout the district in all decision making and monitoring

The Superintendent shall identify outcome indicators as necessary to monitor this policy. The Superintendent and Leadership Team shall provide an annual status report to the Board. This policy is a living document, subject to review and revision by the WCUUSD Policy Committee.

The Humanity & Justice Coalition will act in an advisory capacity to the Superintendent and Leadership Team to support the work of educational equity within the Washington Central Unified Union School District. Any recommendations the Coalition makes shall be timely shared with the WCUUSD Board.

Vermont Housing and Conservation Board
58 East State Street
Montpelier, VT 05602
Attn: Emily Phillips, Associate Housing Director

Dear Emily,

Berlin Elementary School will be located within walking distance of Fox Run, a new housing site proposed by Downstreet Housing and Community Development. The Washington Central Unified Union School District, which serves the Town of Berlin, intends to work with the Town to explore the development of a new walking trail from the existing school nature trails to the Berlin Mall Road in order to provide safe public trail access. The expanded trail would be a benefit to our students and the local community.

Sincerely,

LOCAL EDUCATION AGENCY PLAN

ASSURANCES

FOR THE INDIVIDUALS

WITH DISABILITIES

EDUCATION ACT

PART B

FOR FISCAL YEAR 2024

Please upload the completed Local Education Agency Plan to the Vermont AOE Grants Management. All 10 pages must be uploaded. The plan must be uploaded as a single PDF.

SUPERVISORY UNION/SCHOOL DISTRICT:

IDEA-B GRANT APPLICATION FOR FY 2024

LEAP ASSURANCES TABLE OF CONTENTS

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Assurances Regarding Implementation during
State Fiscal Year 2024
for
Part B of the
Individuals with Disabilities Education Improvement Act,
As Passed in 2004
With implementing federal regulations effective October 13, 2006
and
Act 173 State Board of Education Rules Effective July 1, 2022

For the purposes of implementing provisions of the Individuals with Disabilities Education Improvement Act (IDEA) of 2004, the

(Type name of supervisory union or school district)

assures that throughout the period of the grant award, this supervisory union/school district will comply with the requirements of the IDEA-B, Subpart C- Local Educational Agency Eligibility. An LEA is eligible for assistance under Part B of the Act for a fiscal year if the Agency submits a plan that provides assurances to the State Educational Agency that the LEA meets each of the conditions in §§300.201 through 300.213, authority: 20 U.S.C. 1413(a).” (34 CFR § 300.200).

The supervisory union/school district assures that it will provide the Agency with information necessary to complete the Annual Performance Report. This will enable the Agency to carry out its duties under Part B of the Act, including providing information relating to the performance goals and indicators that the Agency must annually report to the Secretary of the U.S. Office of Education and the public. (34 CFR §§ 300.211 and 300.157)

The supervisory union/school district assures that all personnel necessary to carry out Part B of the Act are appropriately and adequately prepared, subject to the requirements of 34 CFR § 300.156 (related to personnel qualifications) and section 2122 of the Elementary and Secondary Education Act (ESEA). (34 CFR § 300.207)

Assurances concerning purchase of instructional materials:

(a) The supervisory union/school district assures that if it chooses to coordinate with the National Instructional Materials Access Center (NIMAC), when purchasing print instructional materials, it must acquire those instructional materials in the same manner, and subject to the same conditions as the Agency under §300.172.

(b) Rights of supervisory union/school district.

- (1) Nothing in this section shall be construed to require an LEA to coordinate with the NIMAC.
- (2) If the supervisory union/school district chooses not to coordinate with the NIMAC, the supervisory union/school district provides an assurance to the Agency that it will provide instructional materials to blind persons or other persons with print disabilities in a timely manner.
- (3) Nothing in this section relieves a supervisory union/school district of its responsibility to ensure that children with disabilities who need instructional materials in accessible formats, but are not included under the definition of blind or other persons with print disabilities in §300.172(e)(1)(i) or who need materials that cannot be produced from NIMAS files, receive those instructional materials in a timely manner. (34 CFR § 300.210) (Authority: 20 U.S.C. 1413(a)(6))

The supervisory union/school district assures that it will cooperate in the Secretary's efforts under section 1308 of the ESEA to ensure the linkage of records pertaining to migratory children with disabilities for the purpose of electronically exchanging, among the States, health and educational information regarding those children. (34 CFR § 300.213) (Authority: 20 U.S.C. 1413(a)(9))

The supervisory union/school district assures that it will make available to parents of children with disabilities and to the general public all documents relating to the eligibility of the agency under Part B of the Act. (34 CFR § 300.212) (Authority: 20 U.S.C. 1413(a)(8))

The supervisory union/school district assures that in providing for the special education of children within its jurisdiction it shall have in effect policies, procedures, and programs that are consistent with the IDEA of 2004, Vermont statutes, and the State Board of Education's special education regulations, policies and procedures. (34 CFR § 300.201) (Authority: 20 U.S.C. 1413(a)(1))

Option to Adjust Local Maintenance of Effort Requirement:

The supervisory union

_____ elects

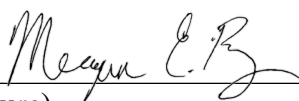
_____ elects not

to exercise the provision under 34 CFR § 300.205 for fiscal year 2022-2023 concerning the adjustment of local maintenance of effort requirement. For any fiscal year in which the allocation of the IDEA-B basic grant funds for the supervisory union exceeds the allocation for the previous fiscal year, the supervisory union may reduce the level of expenditures from other funds by not more than 50 percent of the increase. If the supervisory union elects to reduce the level of expenditures as allowed above,

- the supervisory union **shall** use an amount of local funds equal to the reduction in maintenance of effort to carry out activities authorized under the Elementary and Secondary Act of 1965 as amended and
- the amount of funds so used decreases the amount of funds that the supervisory union can use for early intervening services as defined in IDEA 2004 for students grades K-12 with emphasis on grades K-3.

Limitation on the exception to the local maintenance of effort requirements: If the Vermont Agency of Education has determined that the supervisory union is not meeting the requirements of IDEA Part B, including the targets in the state's performance plan, the SEA shall prohibit the supervisory union from reducing its maintenance of effort as allowed above for any fiscal year. (34 CFR §300.205(c))

(Type name of the Superintendent who has authority to make all assurances above
on behalf of the school board)



(Signature)

(Date)

Use of IDEA Part B Funds

Excess Cost Provision §300.202

In order for a supervisory union to be eligible to use IDEA-B funds, it must spend the average per pupil expenditures for its elementary and secondary special education students from State and “local” (Education Spending) funds. The supervisory union assures the amount it will spend from IDEA-B funds will be in excess of the average per pupil expenditure amount and will be used for providing special education and related services to children with disabilities. In order to make this assurance, the supervisory union has reviewed the information submitted on the “Supplement to IDEA-B Local Education Agency Plan for FY 2023” and ascertained that the supervisory union will be able to document compliance with the excess cost provision for FY 2024. The supervisory union assures it will submit the required documentation prior to the close of the grant year.

General Requirements Concerning Use of Grant Funds

The budget which is in a separate document indicates how this supervisory union proposes to use “IDEA-B Flow Through” funds for children ages 3 up to the 22nd birthday, for the period July 1, 2023 through June 30, 2024. These funds cannot be used for costs incurred prior to the date the Agency of Education receives this application in substantially approvable form. A separate budget is submitted for IDEA-B PreSchool funds for children ages 3 up to the 6th birthday. Both budgets detail how the funds will be spent and how those expenditures relate to providing special education and related services for children with disabilities or other expenditures allowed under the IDEA.

Proportionate Share Funding Requirement

For both the IDEA-B Basic and PreSchool Flow Through Grants, an amount is required to be set aside for children enrolled in private or independent schools by their parents when the school is located within the geographic boundaries of the supervisory union. The portion of the supervisory union’s IDEA-B FY 2024 Basic and PreSchool allocation that must be used for the provision of special education and related services to parentally placed students eligible for special education is calculated as the number of eligible parentally placed students to the total number of eligible students.

The amount to be budgeted for services to parentally placed students include the portion calculated above of the FY 2024 allocation and any carryover of the proportionate share funds from FY 2023 allocation. Budget items relating to use of these proportionate share funds in the FY 2024 application must indicate how the supervisory union plans to serve privately placed eligible students with disabilities on services plans.

Participating Districts

Identify the chairperson of Supervisory Union and each member School District and give the name and address of each district on whose behalf this application is being submitted (**attach additional sheet, if necessary**). Use the first box for the supervisory union/district and the rest for the member school districts.

Name of Supervisory Union	Name of School District
Name of Board Chairperson	Name of Board Chairperson
Address of Above Person	Address of Above Person
Address (Continued) Phone #	Address (Continued) Phone #

Name of School District	Name of School District
Name of Board Chairperson	Name of Board Chairperson
Address of Above Person	Address of Above Person
Address (Continued) Phone #	Address (Continued) Phone #

Name of School District	Name of School District
Name of Board Chairperson	Name of Board Chairperson
Address of Above Person	Address of Above Person
Address (Continued) Phone #	Address (Continued) Phone #

Participating Districts (continued)

Identify the chairperson of Supervisory Union and each member School District and give the name and address of each district on whose behalf this application is being submitted (**attach additional sheet, if necessary**). Use the first box for the supervisory union/district and the rest for the member school districts.

Name of School District	Name of School District
Name of Board Chairperson	Name of Board Chairperson
Address of Above Person	Address of Above Person
Address (Continued) Phone #	Address (Continued) Phone #
Name of School District	Name of School District
Name of Board Chairperson	Name of Board Chairperson
Address of Above Person	Address of Above Person
Address (Continued) Phone #	Address (Continued) Phone #
Name of School District	Name of School District
Name of Board Chairperson	Name of Board Chairperson
Address of Above Person	Address of Above Person
Address (Continued) Phone #	Address (Continued) Phone #

Non-Participating Districts

Identify the chairperson and give the name and address of any member school districts in the Supervisory Union, which has voted Not to participate in the submission of this application. *

Name of School District	Name of School District
Name of Board Chairperson	Name of Board Chairperson
Address of Above Person	Address of Above Person
Address (Continued) Phone #	Address (Continued) Phone #

*(A decision not to accept IDEA-B funds does not absolve a district from its responsibility to meet the requirements of the Individuals with Disabilities Education Improvement Act of 2004.)

Statement of Authorization

This is to certify that the school board(s) of the participating school districts comprising the _____ Supervisory Union/District has/have duly authorized the Superintendent of Schools to accept and administer IDEA-B grants.

(Signature of Chairperson of Supervisory Union/District School Board)

(Date)

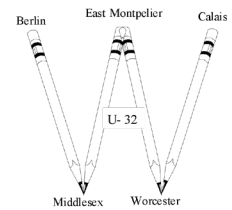
(Typed Name of Chairperson)

Washington Central Unified Union School District

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

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

Meagan Roy Ed.D.
Superintendent



Washington Central Unified Union School District School Board Meeting (Virtual Only) 5.24.23 5:45-9:15 PM

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

Others: Superintendent Meagan Roy, Steven Dellinger-Pate, Jessica Wills, Mark Kline, Cari Wilson, Student Family Members, Mark Kline, Aaron Boynton, Allison Fayle, Avery Cochran, Barbara Elliott, Cat Fair, Dan Gauthier, David Delcore, Jasper, Jen Miller-Arsenault, Karoline May, Kerra Holden, Kim Bolduc, Willow Mashkuri, Maya Elliott, Meg Allison, Michelle Ksepka, ORCA Media, Rose London, Shelley Vermilya, Susanne Gann, Wilder Brown

- 1. Call to Order:** Flor Diaz Smith called the meeting to order at 5:53. For this part of the meeting, the following were present: **Board Members:** Flor Diaz Smith, Jonas Eno-Van Fleet, Chris McVeigh, Kari Bradley, Jonathan Goddard, Maggie Weiss, Lindy Johnson, Mckalyn Leclerc, Natasha Eckart, Ursula Stanley **Others:** Meagan Roy, Steven Dellinger-Pate, Jessica Wills, Mark Kline, Cari Wilson, Student Family Members
- 2. Executive Session: Student Hearing:** At 5:53 p.m., Jonas Eno-Van Fleet moved that the Board enter into Executive Session for the purpose of considering matters related to the discipline of students as authorized by 21 V.S.A. Section 313(a)(7) to include Meagan Roy, Steven Dellinger-Pate, Cari Wilson, and Jessica Wills. Seconded by Chris McVeigh, this motion carried unanimously. At 6:23 p.m., Jonas Eno-Van Fleet moved to leave Executive Session. Seconded by Chris McVeigh, this motion carried unanimously. During Executive Session the Board discussed a Student Matter. Jonas Eno-Van Fleet moved to accept the Administration's recommendation regarding the related discipline

in the confidential Student Matter. Seconded by Mckalyn Leclerc, this motion carried unanimously.

3. **Welcome:** Flor Diaz Smith welcomed everyone to the meeting. She noted that U-32 had celebrated prom this past weekend and it was wonderful to see the juniors and seniors gather for the prom. Flor Diaz Smith read the statement from the Humanity and Justice Coalition. She provided a reminder to keep a growth mindset; be inclusive, honest and intentional, and grow together. Ask yourselves this question: How am I an agent of change to achieve our mission/ vision of Washington Central? or to move toward the vision of the Humanity and Justice Coalition?

3.1. Adjustments to the Agenda: no adjustments to the agenda

3.2. Reception of Guests

4. Presentation and Discussion

4.1. Student Flag Request: Avery, a U-32 junior, spoke about the Seeking Social Justice group (SSJ) at U-32 and stated that 70% of student's support raising the flag as presented. She noted that many students feel that we still have a long way to go in supporting LGBTQ students. Jasper spoke to the board about student involvement over the past year; they stated that it is a good exercise to check in every year with the board to follow the protocol for student flag request, because it keeps the work in the forefront and continues the conversation and education: keeps it real, keeps it alive, keeps reminding us that it is more than a flag; that there is action that needs to support as well. Wilder Brown spoke on behalf of the student flag request and reiterated the student comments that had come before. Mckalyn Leclerc shared that her sixth grade child at Doty had enjoyed the visit from SSJ and is excited about the middle school SSJ. Flor Diaz Smith thanked those for presenting. **Ursula Stanley moved to approve the request to fly the Pride flag. Seconded by Jonathan Goddard, this motion carried unanimously.**

4.2. Mascot Follow Up: Superintendent Roy updated the board as had been requested, about the process that would be required in order to designate a new mascot for U-32. She stated that she and Steven Dellinger-Pate had created a "mock up" to try to define or outline what the process might look like. She shared that much of the selection of a new mascot would be student driven. Steven Dellinger-Pate stated that the process will take the better part of a year. He stated two parts: gather information about what mascot is selected, and then "vet" the mascot. He had estimated the cost of changing the mascot, for example, uniforms for sports teams. He stated that changing the colors would be an insurmountable task. The mascot would be changed but the colors would stay the same. Chris McVeigh asked who would be involved in the "vetting" process? Principal Dellinger-Pate stated that it would need to be a representative group of people including students, staff, and community members. Superintendent Roy stated that the board

would have a role as well, as the board would need to assure that we are following the policy. Chris McVeigh asked how would the final choice be made? Would it be one choice or multiple choices? Principal Dellinger-Pate guessed that it would be the top few choices, they would be vetted, and then voted upon. Jonathan Goddard asked what is the level of student support for changing the mascot? What is their feeling? Superintendent Roy reviewed that the survey data that was presented at the previous board meeting showed that, overall, there is not a large number of students who are tied to the mascot and not a large number of students who feel that it needs to change. Mckalyn Leclerc asked for clarification of the process: is the board going to discuss this now? Flor Diaz Smith stated that now will be the time for public comment and the board will discuss this later in the meeting (as indicated under Board Operations.)

- 5. Public Comments:** Kim Bolduc asked what are the bylaws? Is this a student vote? Is this written in the bylaws? Flor Diaz Smith stated that the board will follow policy; she had provided a link to the policy. Kim Bolduc stated that, as a business owner, as a tax payer, and as a parent, she would like to know more information at the beginning of the process, about the cost - and share this with the public. She is concerned that people do not have a lot of discretionary income at this time. She suggested that we do more polling of the community to see what is their feeling about this. She asked the board to not move too quickly on this; to really take its time and give careful consideration. Dan Gauthier stated, as a former coach, a tax payer and a parent in the community, he expects the board members as elected positions, to engage the community; he noted that he had read a lot of “I” statements in the Times Argus article. He would like to have other stakeholders considered in the matter; not only students. He is curious about the process. Rose London stated that she is fine with the mascot as it is; she does not see a need to change it, unless there was some objection made? She was not aware of any objection. Jasper noted that we should consider the perspective/ perception of other schools who visit U-32. The name itself has a prejudiced connotation and other schools may not understand the history of how we chose the name of our mascot.

6. Reports to the Board

- 6.1. Student Report:** Willow and Maya shared some of the student happenings – sporting events are well attended due to the spring/ sunny weather. There are a lot of senior events going on right now, being the end of the year. Maya shared that the show “Pippen” had a good run; Willow and Maya shared about the Art Show which is planned for next Friday, June 2nd. Maya shared that SSJ has been touring around the elementary schools and sharing about the club; they spoke with teachers in the elementary schools as well and answered any of their questions. Tomorrow is the Pep Rally! Willow gave a tour through the school to show the hallways that each class decorated for spirit week. Maya shared about “Word of Mouth” which is a regular student performance; she shared about the Pilot program’s final presentations. Willow and Maya shared about the prom; it was a very successful and fun evening and all of the students made it home

safely! Maya stated that she has been working on connecting students with the school board. The board said goodbye to Maya, as it is her last board meeting.

- 6.2. Superintendent/Central Office Leadership Team (COLT) Report:** Superintendent Roy had presented a written report. She highlighted that the board had been asking in an ongoing way about staff vacancies and hiring; she noted that there are several personnel hires on the action agenda tonight. She stated that we currently have about half as many vacancies as we had last year at this time. The number of staff who have either asked for extensions or have not signed contracts for next year is about on par with years prior. She highlighted from the report, regarding an Options Based Response safety system. Staff will begin training in June. She anticipates that legislation will be passed that will require this safety training. She shared that we have some transitions coming - a Principal transition at Berlin and a central office staff transition (Michelle Ksepka.) Chris McVeigh asked about student participation in the training that was discussed. Superintendent Roy shared that the student training will vary by grade/ age, based on level of development. Superintendent Roy stated that what makes Options Based response different is that we are trained to know our options and have some agency in how we respond. She offered that the board view the same training in which staff will participate. Maggie Weiss would like as a board to understand what the students and teachers are receiving for training. Flor Diaz Smith acknowledged the departures of Principal Boynton, Michelle Ksepka, and Maya Elliot.
- 6.3. Principal Report:** Board members were invited to respond to this written report. Lindy Johnson asked whether the state testing process has gone more smoothly. Jen Miller- Arsenault shared that the process did get better and go more smoothly over time. She stated that there are still some makeup tests planned at U-32 but are expected to be complete by next week. Flor Diaz Smith invited comments from principals about the book talks which were recently completed. Jen Miller-Arsenault provided a brief review. She expects a debriefing and then some discussion about next steps to present to the Humanity and Justice Coalition.
- 6.4. Central Vermont Career Center Report:** Flor Diaz Smith shared that graduation is Thursday, June 15th. She shared briefly on behalf of CVCC.
- 6.5. VSBA Update:** Flor Diaz Smith provided a quick update.

7. Board Operations

- 7.1. Policy F2 Mascots:** Flor Diaz Smith asked - what additional information does the board need? Chris McVeigh stated that we have had student input; he would have expected more public comment tonight; he shared that two letters have been received from the community. He asked how widely publicized has this been? If it has been publicized widely, then he would assume that there is not a lot of strong opinion about this. He is on the fence about whether we need more public input. Lindy Johnson stated that the information that had been shared earlier in the board meeting was enough information from her perspective. There seems to be a plan to go forward; she did not think the board would be making decisions tonight. Joshua Sevits stated that he would be

interested to know what happens if a member of the community makes a report to the state? Would the decision be taken away from the board? He appreciates the work that Superintendent Roy and Principal Dellinger Pate had provided and he feels that he has enough information at this time from the students and from the public. Mckalyn Leclerc clarified - is the role of the board to determine whether the mascot violates our policy? She is not sure we have gotten representative response from the community; she stated that she has spoken with some community members and alumni. Superintendent Roy shared how this discussion had been publicized which is typical of previous publication of board agendas. Ursula Stanley stated that she has enough information. She stated that the impacted group is a minority group; she is not comfortable with seeking the majority's opinion. Kari Bradley stated that he feels we have all of the information that we need, but it would be prudent to inform the community that this is on the table, as far as a respectful process. Chris McVeigh asked for clarification about the process of making a complaint to the state. Superintendent Roy stated that the law indicates that the decision be in the hands of the board. Her understanding of the complaint to the state is around disagreement overall that the decision making be in the hands of the boards. She shared that according to legal counsel, at this point, the initial written complaint that had been submitted by a group is effectively "withdrawn," as the WCUUSD Board had replied and offered a hearing and there was no follow up. Jonathan Goddard stated that he feels it is important to get a better feeling from the community; he does not have an idea at this time how the Berlin community feels about this; he would like to have a better sense. Diane Nichols-Fleming stated that this issue is about the policy. Our policies stand as they are. We can hear from a lot of other people but ultimately it is going to come down to our understanding of, and application of, policy. Ursula Stanley stated that we all have a duty to make sure that we take a hard look at information that is provided, keeping in mind that there are biases in the story telling. Mckalyn Leclerc stated that we all agree that "raiding" is violent, but does it represent oppression or discrimination? Chris McVeigh asked, are we voting tonight? He asked, is there a difference between the name "Raiders" and the mascot which seems to be a knight. He suggests putting this on the next agenda and inviting public input. Joshua Sevits stated that it is wise to point out the question from public comment: what else are we asking of our community? He thinks we have more time to consider this further. Ursula Stanley suggested that the board vote tonight or in June and discontinue "kicking the can." Eric Andersen stated that he is considering the community perspective as well as the original intent: there are both positive and negative aspects. Flor Diaz Smith invited the board to consider where are we now? What do we want to be going forward? It is OK to be open to different things; it doesn't mean we are canceling or negating the past. She suggested that the board can wait to make this decision in June and communicate again with our communities about the agenda item. The board could decide to take more time moving forward with the process, if that is the decision, to not compete with the strategic planning. Maya Elliot

stated that she does not think everyone has a good idea of what has transpired; for example, that we were contacted by the NAACP regarding our mascot. She suggested that if the board waited until June, there might be an opportunity for more student input, with a greater understanding of the context. Kari Bradley suggested that we wait until June but take a definitive step at that point. He suggested providing information in the board packet in preparation for the meeting. He agrees with the idea of not competing with strategic planning. Mckalyn Leclerc reminded the board to stay clear on our task right now, which is to answer, does this violate the policy? The feedback to elicit from the community and our students would be “is it oppressive and discriminatory”? Chris McVeigh asked the students, if they gather more student feedback, to please let the board know how the information is gathered, and if possible provide some written comments. He suggests separating the two processes - taking board action and then as appropriate, planning the process moving ahead. Flor Diaz Smith reiterated the board’s next steps: June 21, include a motion as part of the memo to the board, and inform the public and students of this agenda item.

7.2. Student Flag Request: This was acted upon earlier in the meeting.

7.3. Ed Quality Committee Charge: **Ursula Stanley moved that the board adopt the recommended Ed Quality Committee Charge from the board packet. She read the charge aloud. Seconded by Kari Bradley.** Chris McVeigh asked, is there value in having the Ed Quality Committee make recommendations about moving in other directions when current programs aren’t working. Ursula Stanley stated that she sees the committee’s charge to monitor and support the administration’s work in that realm. Maggie Weiss asked what are the changes in this version? Kari Bradley stated that the original charge included strategic planning. **This motion carried unanimously.**

7.4. Ed Quality Proposed Monitoring System: **Ursula Stanley moved that the board adopt the recommended system for monitoring student achievement. Seconded by Lindy Johnson.** Discussion: Maggie Weiss stated that this looks really robust and she thanked the committee. Daniel Keeney asked if there is space for other types of monitoring that don’t fall within this proposed plan; for example, alternative pathways. Ursula Stanley stated that this monitoring system represents half of our work as a committee. There is space and time to work on other topics (such as his suggestion). Superintendent Roy shared that when the board creates its work plan, a cycle of presentations will be part of the planning, and this could include alternative pathways, or personalized learning plans. **This motion carried unanimously.**

8. Finance Committee

8.1. Discussion/Action

8.1.1. Review Capital Improvement Project Plan and Five-Year Budget: **Daniel Keeney moved to approve the amended capital improvement plan. Seconded by Ursula Stanley, this motion carried unanimously.**

- 8.1.2. Accept Annual Fiscal Management Questionnaire:** Ursula Stanley moved to accept the Annual Fiscal Management Questionnaire as presented. Seconded by Eric Andersen, this motion carried unanimously.
- 8.1.3. Authorize Superintendent to Sign Contracts and Accept Grants for WCUUSD:** Eric Andersen moved to authorize the Superintendent to sign all contracts and accept grants on behalf of Washington Central Unified Union School District effective throughout FY 2023 - 2024. Seconded by Daniel Keeney, this motion carried unanimously.
- 8.1.4. Blanket Authorization for Board Warrants/Check Orders:** Daniel Keeney moved to authorize the Blanket Authorization for Board Warrants (included in packet) effective throughout FY 2023-24. Seconded by Eric Andersen. Discussion: Chris McVeigh asked, what is the difference between this authorization and how we currently practice? Susanne Gann stated that all warrants will still come to the board for approval; this is no change in practice from previous years. This motion carried unanimously.
- 8.1.5. School District Clerk Vacancy Update:** Flor Diaz Smith stated that this has been posted in Front Porch Forum; the hope is to hold interviews at the June board meeting.

9. Policy Committee

- 9.1. First Reading for Policy to be Adopted on June 21, 2023: C29 District Equity Policy; C70 Seclusion and Restraint Policy:** Chris McVeigh stated that the District Equity Policy (C29) is likely to be a work in progress but he invited board members to provide input or feedback to the policy as presented. Diane Nichols-Fleming stated that she appreciates the “track changes” format and she also appreciates the changes that are made in this iteration. Ursula Stanley stated that she appreciates some of the changes in language in this policy. This policy will come to the board for adoption at the June meeting. **Lindy Johnson moved to adopt C70: Seclusion and Restraint Policy. Seconded by Diane Nichols-Fleming, this motion carried unanimously.**

10. Consent Agenda

- 10.1. Approve Minutes of 4.19.23, 5.3.23:** Chris McVeigh moved to approve the board minutes from April 19, 2023, and May 3, 2023. Seconded by Kari Bradley; this motion carried unanimously.
- 10.2. Approve Board Orders:** Lindy Johnson moved to approve the board orders dated 4-13-23 through 5-17-23, in the amount of \$958,366.19. Seconded by Ursula Stanley, this motion carried unanimously.

11. Personnel

- 11.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE:** Ursula Stanley moved to approve the following new hires: Richard “Jay” Terrien

U-32 Music Teacher, Noah Fink – U-32 Special Education Teacher, Sarah Fisher Snow – U-32 Special Education Teacher - Zenith Program, Dakota Garrow – Physical & Health Education Teacher, Ainsley Burroughs - Calais Classroom Teacher, Danielle Kent - EMES SLP, Alexander Donelson-U-32 Math Teacher, Jason Woodard - U-32 Science Teacher, Jennifer Chambers - Calais/Berlin Special Education, Scott Benerofe - U-32 Science Teacher. Seconded by Daniel Keeney, this motion carried unanimously. Flor Diaz Smith thanked Superintendent Roy and the Administrative Team. **Ursula Stanley moved to approve the retirement of Julie Kiefer – U-32 Math Teacher, with thanks for her service to our district. Seconded by Daniel Keeney, this motion carried unanimously.** Ursula Stanley moved to approve the rehire of Honi Bean Barrett. **Seconded by Daniel Keeney, this motion carried unanimously.** Ursula Stanley moved to accept the following resignations, with thanks. **James Warden – Calais Classroom Teacher, Stacey Rupp - Calais Librarian/Technology Integrationist, Erin Wysolmerski - U-32 Science Teacher, Jessica Abisla - Doty School Nurse. Seconded by Daniel Keeney, this motion carried unanimously.** Ursula Stanley moved to approve the following extended leaves of absences: **Kimberly McKellar – U-32, Mary Carpenter - Calais .3 FTE extended leave. Seconded by Daniel Keeney, this motion carried unanimously.**

- 11.2. Update on Vacancies:** Superintendent Roy provided an update to the process for the hire for Berlin Principal. We have hired a consultant, Jay Nichols; the committee will meet on the week of June 5th; interviews the week of June 12th. She shared committee makeup which includes community members. She invited a board member from Berlin to join the committee if there is interest. Kari Bradley asked what is the involvement of Superintendent Roy in the process; she reviewed her role. Lindy Johnson asked whether this will be considered an interim or a permanent hire. Superintendent Roy stated that if a candidate is not chosen in the first round, then we may shift to an interim position. She anticipates at this time that the intent is to hire a permanent position, depending on the candidate pool.

- 12. Future Agenda Items:** Superintendent Roy shared the work plan going forward. Interview District Clerk, action re: mascot, approve Equity Policy.

- 13. Board Reflection:** Diane Nichols-Fleming stated that she misses not meeting in person. She feels that the dialogue is different when we are remote versus in person. Mckalyn Leclerc stated that she enjoyed the amount of student input/ student voice at this meeting. Eric Andersen appreciates the decorum and respect in the conversations about mascot - we have varying opinions but are able to have deep and meaningful conversation about the topic.

- 14. Public Comments:** Patrick Wood stated that the strategic planning process is based on an assumption of declining enrollment. He would like for the community to have information about the board's projected enrollment - please make public all of the analysis related to declining

enrollment. He stated, regarding Board Clerk, a portion of the job is related to elections, an important part of that would be to make public information about those who are running for positions, as part of the democratic process. Kim Bolduc thanked the board for the time they put into their roles. She stated that the process for public engagement is intimidating; this may have contributed to the lack of public participation in the discussion tonight. She noted that the agenda tonight indicated that there would be discussion; she suggests that the next agenda clearly communicate intended action, and that it is made clear that the action will be around the board's role regarding the policy related to this issue (mascot).

15. Executive Session: At 8:51, Jonas Eno-Van Fleet moved to go into Executive Session for the purpose of discussing negotiations, because prior knowledge would put the board at a disadvantage, and to invite Susanne Gann and Superintendent Roy. Seconded by Chris McVeigh, this motion carried unanimously.

16. Executive Session: Personnel: Lindy Johnson motioned to go into Executive Session for a Personnel Issue. Ursula Stanley seconded. During Executive Session the Board discussed a Personnel Issue. The Board authorized the chair to sign a contract with the Superintendent as discussed.

17. Adjourn: The board adjourned by consensus

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

WCUUSD School Board
Superintendent Personnel Summary and Recommendations
(as of June 16, 2023)

1. New Teacher Nominations (for 23-24 school year)

Nathaniel Schwartz - Library/Technology Integrationist – Calais
Lydia Faesy – Nurse - Doty
Michelle Lynch – PT Pre-K Teacher - Rumney
Christina Pollard - Interventionist - Doty

2. New Principal Nomination (For FY 23-24 School Year)

Celia Guggemos - Berlin Principal

3. Retirement

Robin Gannon – Classroom Teacher – EMES

4. Re-Hires

5. Resignations

Aaron Boynton – Principal – Berlin
Jeremy Avoli – Physical Education/Health Teacher – U-32 Mary
Bove – English Teacher – U-32
Julie-Marie Bristol – Special Education Teacher – Berlin/Calais
Deanna Murray - Pre-K Teacher – Rumney
Sandra Wetzel – Special Education Teacher – Berlin
Shannon Miller - Classroom Teacher – Berlin
Jake Ploof – School Counselor – U-32

6. Extended Leave of Absence Request:

7. Change in FTE:

8. Long Term Substitutes (22-23 School Year)

9. Change in Position (22-23)

**Washington Central Unified Union School District
Employee Nomination Form**

Name: Celia Guggemos

School: Berlin Elementary School Department/Area: _____

Position: Principal

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

Type: ☒ Permanent ☐ Pro-Rated Non-Renewable/ Leave Replacement
☐ Temporary ☐ Long-Term Substitute
☐ Other:

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

[Name of employee replacing for leave of absence or resignation]: Aaron Boynton

Educational Preparation:

College	Degree	Date Attained
<u>St Michael's College</u>	<u>BA - Education</u>	<u>May 2010</u>
<u>Southern NH University</u>	<u>M.Ed.</u>	<u>June 2016</u>

Experience: Principal, Fayston School (4 years); Elementary Education Teacher - Kindergarten (9 years)
Waddington Educational Leadership Program

Years of Related Experience: 4

Salary Schedule Placement:	Start Date:
<u>Step</u>	<u>July 1, 2023</u>

Salary or Wage Rate:	Date of Board Appointment:
<u>\$ 105,000</u>	<u>June 21, 2023</u>

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

Interviewed by: Search facilitated by Jay Nichols; Committee: Meagan Roy, Ashlyn Smith, Amy Young, Addie Wheeler, Blaise Smith, George Gross, Kerra Holden, Alicia Lyford

This candidate is recommended for employment by: Meagan Roy, Superintendent

cc: (check as appropriate):

☒ PERSONNEL ☒ PAYROLL ☐ SPED ☐ UNION ☒ BUILDING PRINCIPAL

**Washington Central Unified Union School District
Employee Nomination Form**

Name: Nathaniel Schwartz

School: Calais

Department/Area: _____

Position: Technology Integrationist; Library

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

Type: ☒ Permanent ☐ Pro-Rated Non-Renewable/ Leave Replacement
☐ Temporary ☐ Long-Term Substitute
☐ Other: _____

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

[Name of employee replacing for leave of absence or resignation]: Stacey Rupp

Educational Preparation:

College	Degree	Date Attained
Portland State University	Bachelor of Science Psychology	06/14/2015

UWET

Masters in Education

ant. 05/2023

Experience: _____
Elem Ed
On File _____

Years of Related Experience: _____

Salary Schedule Placement:

Start Date: August, 2023

MS-M14 Step A

Salary or Wage Rate:

Date of Board Appointment: _____

\$ 49,720⁰⁰

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

Interviewed by: Cat Fair, Jamie Bohn, Maria Melikos, Sandy Savard, Laura Lea Curavoo

This candidate is recommended for employment by: Meagan Roy Superintendent

cc: (check as appropriate):

☐ PERSONNEL ☐ PAYROLL ☐ SPED ☐ UNION ☐ BUILDING PRINCIPAL

**Washington Central Unified Union School District
Employee Nomination Form**

Name: Lydia Faesy

School: Doty Department/Area: Nurse

Position: School Nurse

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

Type: ☐ Permanent ☐ Pro-Rated Non-Renewable/ Leave Replacement

☐ Temporary ☐ Long-Term Substitute

☒ Other: One year contract at 1.0 (.5 local, .5 ESSR)

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

[Name of employee replacing for leave of absence or resignation]: Jessica Abisla

Educational Preparation:

College	Degree	Date Attained
<u>Bastyr University</u>	<u>Doctor of Medicine</u>	<u>June 1994</u>
<u>UVM</u>	<u>BSN</u>	<u>May 1986</u>

Experience: _____

Years of Related Experience: 30+

Salary Schedule Placement: M30+ Step D Start Date: August 2023

Salary or Wage Rate: \$71,388⁰⁰ Date of Board Appointment: _____

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

Interviewed by: Gillian Fuqua, Chris Pollard, Maureen McDermott

This candidate is recommended for employment by: Meagan Roy, Superintendent

cc: (check as appropriate):

☒ PERSONNEL ☒ PAYROLL ☐ SPED ☐ UNION ☐ BUILDING PRINCIPAL

**Washington Central Unified Union School District
Employee Nomination Form**

Name: Christina Pollard

School: Doty

Department/Area: Instruction

Position: Interventionist

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

Type: ☐ Permanent ☒ Pro-Rated Non-Renewable/ Leave Replacement

☐ Temporary ☐ Long-Term Substitute

☐ Other:

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

[Name of employee replacing for leave of absence or resignation]: Ben Larrow

Educational Preparation:

College

Degree

Date Attained

Resume on file - current Pre K Teacher

Experience: 2007-2008 - NC 2nd grade - including intervention work with LLL and other students
2008-2012 - Private Pre-K - provided early intervention as well as classroom experience

Years of Related Experience: 7 years - Pre K

Salary Schedule Placement:

Start Date:

B00-B14 Step H

August 2023

Salary or Wage Rate:

Date of Board Appointment:

\$ 28,466.00 (\$56,932.00 annual per FY23 grid)

FTE: 0.5

Days / Year: _____

Hours / Day: _____

Interviewed by: Gillian Fuqua, Chris Pollard, Sonya Rhodes

This candidate is recommended for employment by: Meagan Roy, Superintendent

cc: (check as appropriate):

☒ PERSONNEL

☒ PAYROLL

☐ SPED

☐ UNION

☐ BUILDING PRINCIPAL

**Washington Central Unified Union School District
Employee Nomination Form**

Name: Michelle Lynch

School: Rumney Memorial School Employer (if different): _____

Position: Part-time Pre-Kindergarten Teacher

Department/Area: Pre-Kindergarten

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: Deanna Murray

Educational Preparation:

College	Degree	Date Attained
<u>Castleton University</u>	<u>Teacher certification program</u>	<u>May 2021</u>

<u>Saint Michael's College</u>	<u>Graduation coursework</u>	<u>December 2019</u> ✓
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<u>University of South Carolina- Spartanburg</u>	<u>Early Childhood Education</u>	<u>December 2008</u> ✓
--	----------------------------------	------------------------

Experience: Michelle was also 1st and 2nd grade virtual teacher. Prior to that, she served in multiple long-term substitute roles.

BOO - +12 credits

Years of Related Experience: (TBD by superintendent based on resume) 6 1/2 ~ 7 yrs

Salary Schedule Placement:

Start Date: August 24, 2023

BOO - B14 Step

Salary or Wage Rate:

Date of Board Appointment:

\$ 23,911.44 FY23
(56,932 Annual)

FTE: .42 Days / Year: _____ Hours / Day: _____

Interviewed by: Karoline May, Bess Powers, Maggie McGlynn, Christa Danyew, Kim Bolduc, parent representative

This candidate is recommended for employment by: Meagan Roy, Superintendent

cc: (check as appropriate):

☒ PERSONNEL ☒ PAYROLL ☐ SPED ☐ UNION ☒ BUILDING PRINCIPAL

**WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT
EMPLOYEE TERMINATION FORM**

Name: Aaron Boynton Date: _____

School: Berlin Position: Principal

Reason for leaving (check one):

VOLUNTARY TERMINATION

XXXX Another position with: Bristol
_____ Relocating/moving _____
_____ Retirement _____
_____ Other--please specify: _____

INVOLUNTARY TERMINATION

_____ Position eliminated
_____ Other--please specify: _____

Comments: _____

Last work day: 6-30-23

Employee signature: _____

ADMINISTRATIVE USE ONLY:

Board action date: _____ Position posting date _____

Employee eligible for rehire: _____ Yes
_____ No
_____ With conditions (specify): _____

Administrator signature: _____

cc: Superintendent Personnel File Payroll

Note: Send all documents in local personnel file to Administrative Assistant to Superintendent

**WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT
EMPLOYEE TERMINATION FORM**

Name: Julie Marie-Bristol Date: _____

School: Berlin Position: Special Ed Teacher

Reason for leaving (check one):

VOLUNTARY TERMINATION

XXXX Another position with: unknown
_____ Relocating/moving New employer
_____ Retirement New address (to forward tax information)
_____ Other--please specify: _____

INVOLUNTARY TERMINATION

_____ Position eliminated
_____ Other--please specify: _____

Comments: _____

Last work day: 6-20-23

Employee signature: _____

ADMINISTRATIVE USE ONLY:

Board action date: _____ Position posting date _____

Employee eligible for rehire: _____ Yes
_____ No
_____ With conditions (specify): _____

Administrator signature: _____

cc: Superintendent Personnel File Payroll

Note: Send all documents in local personnel file to Administrative Assistant to Superintendent

**WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT
EMPLOYEE TERMINATION FORM**

Name: Sandra Wetzel Date: _____

School: Berlin Position: Special Ed Teacher

Reason for leaving (check one):

VOLUNTARY TERMINATION

XXXX Another position with: Harwood
_____ Relocating/moving New employer
_____ Retirement New address (to forward tax information)
_____ Other--please specify: _____

INVOLUNTARY TERMINATION

_____ Position eliminated
_____ Other--please specify: _____

Comments: _____

Last work day: 6-20-23

Employee signature: _____

ADMINISTRATIVE USE ONLY:

Board action date: _____ Position posting date _____

Employee eligible for rehire: _____ Yes
_____ No
_____ With conditions (specify): _____

Administrator signature: _____

cc: Superintendent Personnel File Payroll

Note: Send all documents in local personnel file to Administrative Assistant to Superintendent

**WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT
EMPLOYEE TERMINATION FORM**

Name: Shannon Miller Date: _____

School: Berlin Position: Classroom Teacher

Reason for leaving (check one):

VOLUNTARY TERMINATION

XXXX Another position with: _____
New employer
____ Relocating/moving _____
New address (to forward tax information)
____ Retirement _____
____ Other--please specify: _____

INVOLUNTARY TERMINATION

____ Position eliminated
____ Other--please specify: _____

Comments: _____

Last work day: 6-20-23

Employee signature: _____

ADMINISTRATIVE USE ONLY:

Board action date: _____ Position posting date _____

Employee eligible for rehire: _____ Yes
_____ No
_____ With conditions (specify): _____

Administrator signature: _____

cc: Superintendent Personnel File Payroll

Note: Send all documents in local personnel file to Administrative Assistant to Superintendent

**WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT
EMPLOYEE TERMINATION FORM**

Name: Deanna Murray Date: _____

School: Rumney Position: Pre K Teacher

Reason for leaving (check one):

VOLUNTARY TERMINATION

XXXX Another position with: unknown
_____ Relocating/moving New employer
_____ Retirement New address (to forward tax information)
_____ Other--please specify: _____

INVOLUNTARY TERMINATION

_____ Position eliminated
_____ Other--please specify: _____

Comments: _____

Last work day: 6-20-23

Employee signature: _____

ADMINISTRATIVE USE ONLY:

Board action date: _____ Position posting date: _____

Employee eligible for rehire: _____ Yes
_____ No
_____ With conditions (specify): _____

Administrator signature: _____

cc: Superintendent Personnel File Payroll

Note: Send all documents in local personnel file to Administrative Assistant to Superintendent

**WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT
EMPLOYEE TERMINATION FORM**

Name: Robin Gannon Date: 3/1/23
School: EMES Position: Teacher

Reason for leaving (check one):

VOLUNTARY TERMINATION

_____ Another position with: _____
New employer
_____ Relocating/moving _____
New address (to forward tax information)
☒ Retirement _____
_____ Other--please specify: _____

INVOLUNTARY TERMINATION

_____ Position eliminated
_____ Other--please specify: _____

Comments: _____

Last work day: 6/20/23 Last day of school
Employee signature: Robin Gannon

ADMINISTRATIVE USE ONLY:

Board action date: _____	Position posting date: _____
Employee eligible for rehire:	<div style="display: flex; align-items: center;"><div style="text-align: center; width: 40%;">X _____ _____</div><div style="width: 60%;"><p>Yes</p><p>No</p><p>With conditions (specify): _____</p></div></div>
Administrator signature: <u>Alicia Ayford</u>	
cc: Superintendent Personnel File Payroll	
Note: Send all documents in local personnel file to Administrative Assistant to Superintendent	

**WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT
EMPLOYEE TERMINATION FORM**

Name: Jeremy Avoli

Date: April 11, 2023

School: U-32

Position: PE/Health Teacher

Reason for leaving (check one):

VOLUNTARY TERMINATION

☐ Another position with: _____

New employer

☐ Relocating/moving _____

New address (to forward tax information)

☐ Retirement _____

☒ Other--please specify: Not known

INVOLUNTARY TERMINATION

☐ Position eliminated _____

☐ Other--please specify: _____

Comments: _____

Last work day: End of 2022-2023 school year

Employee signature: See email resignation

ADMINISTRATIVE USE ONLY:

Board action date: _____ Position posting date: April 5, 2023

Employee eligible for rehire: ☐ Yes
☐ No
☐ With conditions (specify): _____

Administrator signature: 

cc: Superintendent Personnel File Payroll

Note: Send all documents in local personnel file to Administrative Assistant to Superintendent

RECEIVED
JUN - 2 2023

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT
EMPLOYEE TERMINATION FORM

Name: Mary Bove Date: May 31, 2023
School: U-32 Position: English Teacher

Reason for leaving (check one):

VOLUNTARY TERMINATION

XX Another position with: Mt Abraham Unified SD, Bristol VT
 Relocating/moving New employer
 Retirement New address (to forward tax information)
 Other--please specify: _____

INVOLUNTARY TERMINATION

 Position eliminated
 Other--please specify: _____

Comments: _____

Last work day: End of 2022-2023 school year

Employee signature: Declined Letter of Intent

ADMINISTRATIVE USE ONLY:

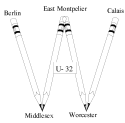
Board action date: _____ Position posting date TBD

Employee eligible for rehire: XX Yes
_____ No
_____ With conditions (specify): _____

Administrator signature: 

cc: Superintendent Personnel File Payroll

Note: Send all documents in local personnel file to Administrative Assistant to Superintendent



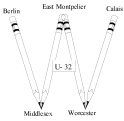
WCUUSD exists to nurture and inspire in all students the passion, creativity and power to contribute to their local and global communities.

To: WCUUSD Board
From: Flor Diaz Smith, WCUUSD Board Chair
Kari Bradley, WCUUSD Board Vice Chair
Meagan Roy, Superintendent
Re: Non-Discriminatory Mascot and Branding Discussion Action

When the board discussed this issue at our last meeting, there was a general concern that the mascot is not consistent with the requirements of our new policy. Specifically the policy requires that mascots "not be associated with the repression of others." We will make a decision at our June 21st meeting and consider the implications of what we have learned so far from the report, the draft transition plan presented to us and the students and public input that has been shared with us alongside the impacts of continuing to use the mascot, logo or branding material. For a recap of the process as of today, please read our Superintendent's [Letter](#).

In preparing for this conversation, please consider [policy F2](#) and review the questions below that we have adapted from the "Traditions Protocol" to use as an equity lens tool. This tool was developed in conjunction with our Humanity & Justice work and is designed to look at an existing practice or tradition through an equity lens. We believe this can help us in determining compliance with the policy and help us frame the conversation.

We are committed to making a decision in a thoughtful and respectful manner. We have made our humanity and justice work one of the core pillars of our district and are committed to making sure that all our students are welcomed in our schools.



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

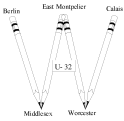
1. Identify the Name and mascot

RAIDERS - KNIGHT

2. Ask yourself: "What is the identity of U32? What is the purpose of this mascot and name?"
3. Use this rubric for deeper reflection:

	Yes	No	Not sure
Is the name or mascot free of bias.			
Does this mascot or name deepen relationships with and among all students.			
This name or mascot activity disrupts systems of oppression.			
This name or mascot activity centers multiple perspectives and avoids marginalizing or oppressing others.			

4. What do students have to say about this?
5. Consider the following:



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- a. Which aspects of the existing name can ensure the prohibition of school branding that directly or indirectly references other characteristics, references or stereotypes the likeness, features, symbols, traditions, or other characteristics that are specific to this name or branding might we keep as we actualize our commitment to humanity and justice?
- b. Which aspects of this branding might we tweak or modify as we actualize our commitment to humanity and justice?
- c. Which aspects of this branding might we stop or abandon as we actualize our commitment to humanity and justice?

After considering these questions here is a sample motion to consider. We will decide the final motion at the June 21, 2023 meeting.

SAMPLE MOTION

I move to determine that, after reviewing the Raider mascot and associated imagery, the Board finds that while the Raider has no history of discriminatory imagery, it **is** found to be in violation of Policy F2 because it *"...directly or indirectly references or stereotypes the likeness, features, symbols, traditions, or other characteristics that are specific to...any person, group of persons, or organization **associated with the repression of others***. The Board will ask Administration to engage in a thoughtful process of re-naming ourselves with deep input from students. This will occur after the Strategic Planning Process.