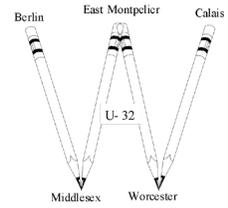


# Washington Central Unified Union School District

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

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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  
930 Gallison Hill Rd. Montpelier, VT  
11.15.23 6:30-9:30PM**

## **Virtual Meeting Information**

**<https://tinyurl.com/4r6esvsd>**

**Meeting ID: 863 7083 8599**

**Password: 625478**

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

1. Executive Session - Student Discipline (6:00 PM)
2. Call to Order 6:30 PM
3. Welcome 15 minutes
  - 3.1. Adjustments to the Agenda
  - 3.2. Reception of Guests
  - 3.3. Public Comments-Time limit strictly enforced, see note
4. Presentation: Budget Draft # 1 45 minutes
  - 4.1. Public Input
5. Reports to The Board 15 minutes
  - 5.1. Student Report
  - 5.2. Superintendent/Central Office Leadership Team (COLT) Report – pg. 4
  - 5.3. Principals Report – pg. 7
  - 5.4. Central Vermont Career Center Report
  - 5.5. VSBA Report
  - 5.6. Education Quality Update

- 6. Finance Committee (Discussion/Action) 15 minutes
  - 6.1. Configuration Study Report Out
  - 6.2. Review and Approve Pre-Qualification Criteria for 2024 Capital Improvement Projects – pg. 13
  - 6.3. Review and Approve Scope and Budget for Berlin Fire Alarm Panel – pg. 15
  - 6.4. Review and Discuss FY 2024-25 Budget Draft # 1 – pg. 16
  - 6.5. Discuss Budget Parameter # 5
  
- 7. Policy Committee (Discussion/Action) 15 minutes
  - 7.1. First Reading of Policies
    - 7.1.1. B20: Personnel, Recruitment Selection, and Background Checks – pg. 28
    - 7.1.2. D34: Library Media Center Selection & Reconsideration – pg. 32
    - 7.1.3. A2: Policies and Procedures – pg. 36
    - 7.1.4. A20: Board Meetings, Agenda Preparation & Distribution – pg. 39
    - 7.1.5. A22: Notice of Non-Discrimination – pg. 41
  - 7.2. Second Reading for Policies to be Adopted on November 15, 2023
    - 7.2.1. C3 Transportation – pg. 43
    - 7.2.2. C6 Home Study Students – pg. 44
  
- 8. Board Operations (Discussion/Action) 40 minutes
  - 8.1. Board Feedback on FY25 Budget Draft # 1
  - 8.2. Strategic Plan Update
  - 8.3. District Clerk – pg. 45
  
- 9. Consent Agenda(Discussion/Action) 10 minutes
  - 9.1. Approve Minutes of 10.18.23. 11.1.23 – pg. 46
  - 9.2. Approve Board Orders
  
- 10. Future Agenda Items 5 minutes
  - 10.1. 2023-2024 Board Work Plan
  - 10.2. Communication and Engagement Planning
  
- 11. Board Reflection 5 minutes
  
- 12. Executive Session: Student Residency Request 10 minutes
  
- 13. Executive Session: Negotiations
  
- 14. Adjourn

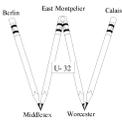
NOTE: To ensure the board has time to conduct its business, the board will adhere to a strict 1.5 minute public comment time limit per person. Microphones will be muted when time is up. If there is not enough time on the agenda for all members of the public wishing to comment at the beginning of the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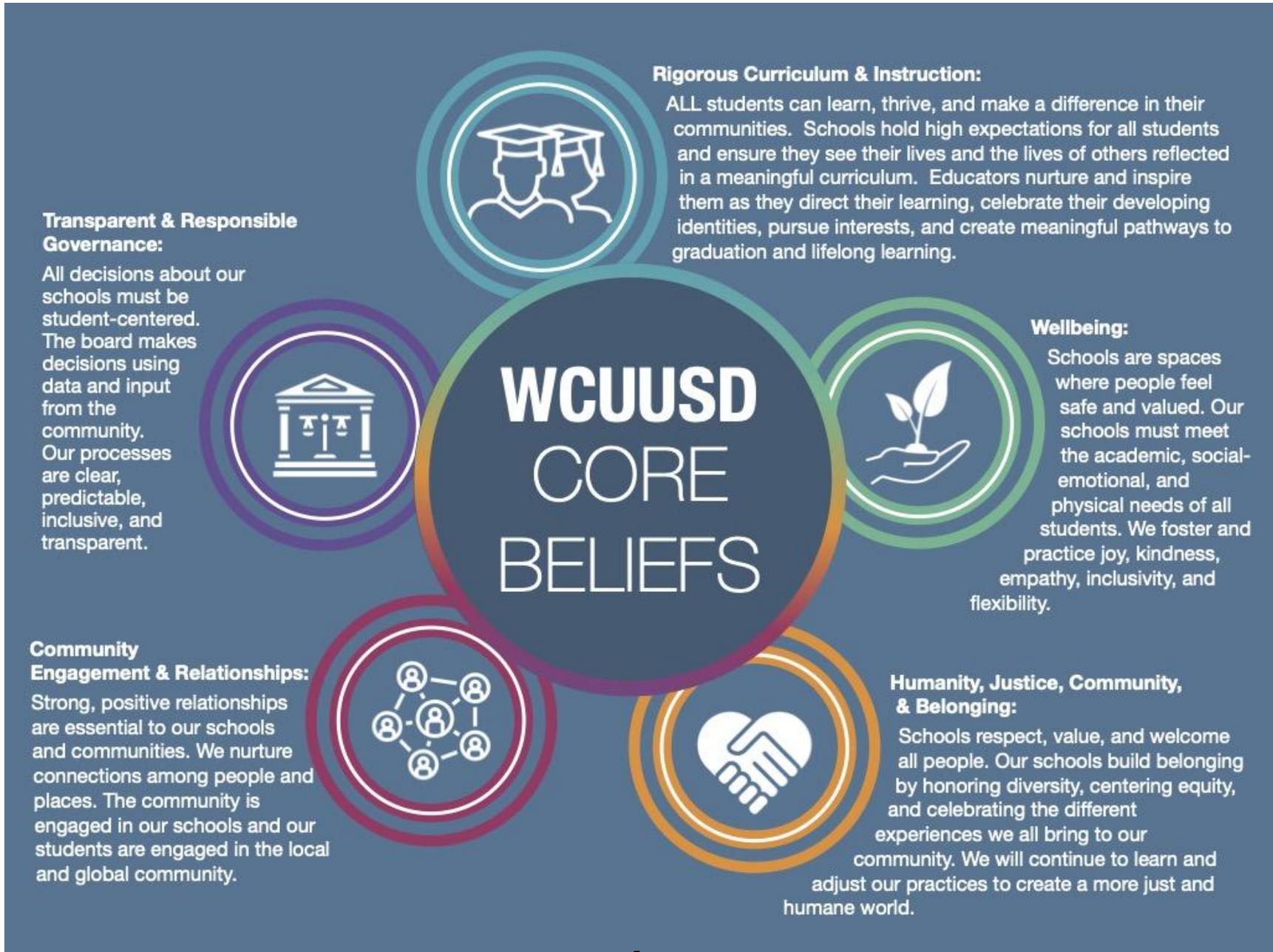
Strategic Planning Updates - Moving Toward Action

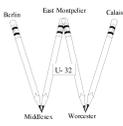
## Washington Central Timeline



Over the past several weeks, the Strategic Planning Steering Committee has been working to consolidate, analyze, and summarize the data that came out of Phase 2. This data was gathered from surveys and focus groups and asked individuals to give feedback on our draft Core Beliefs and begin to think about and share input on what goals and action steps the district might take to realize those core beliefs in our schools. As a result, the committee has completed a third revision of the Vision & Core Beliefs (included below), with language that is more accessible, actionable, and concise. We are also in the process of conducting student focus groups at all five of our schools, which will further inform the vision, core beliefs, and goals/action steps..

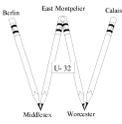
So far, subgroups have come together to draft goals for Community Engagement and Transparent & Responsible Governance. Workgroups for the remaining core beliefs continue next week, and we will be soliciting feedback on those as well.





### Configuration Study

In October, the finance committee reviewed data about Washington Central's enrollment, class size, education quality data and program offerings (for a full review of that data you can review in the [policy packet materials](#) from October 18th). The group used a Data Mining Protocol to review what they were seeing, ask questions, generate themes and discuss the implications. This data review was meant to give the committee information on which to ground a brainstorming session that will occur at this week's meeting.



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**2022-2023 Priorities:**

- Academic Achievement & Student Outcomes
- Student Health & Safety
- Humanity, Justice & Equity Work

**Update on District Priorities:**

***Academic Achievement & Student Outcomes***

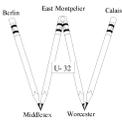
**Berlin:** Our staff has spent much of their PD time focused on strong implementation of Layer 1 instruction. We have spoken about creating effective Layer 2 instructional supports so that teachers can track the work that they are doing for students on a daily basis. We are continuing our regular PD around Act 173.

**Calais:** Our Kid Talk teams focus on teaming and collaboration as we better identify how the implementation of Act 173 will look at Calais. We are engaging in regular professional development on Act 173 and our approach to multi-layered systems of support (MLSS). We are particularly focused on how students move through the layers.

**Doty:** Our team meetings are dovetailing with my every other week meetings with teachers so that we are able to identify concerns and follow-up in a timely fashion. In math, students are beginning to use Fluency Flight and we are pleased that we can customize for each student to target appropriate levels and skills.

**EMES:** After analyzing our fall assessment data, we have focused our time in PD this month on ensuring all students have access to robust Layer 1 instruction, as well as data-driven identification for students who need something in addition to universal instruction. One of our PD coaches, Beth Parker, has been working with all classroom teachers on setting up systems in their classrooms to ensure that Layer 2 intervention is happening for those who need it. This looks a bit different depending on grade level and content area. We continue to engage in deep conversations around our current practices and have identified areas for growth as we learn more about the implications of Act 173. One example of this is the use of data trees in both literacy (phonics) and math in the identification of students who need Layers 3 and 4 intervention with our interventionists.

**Rumney:** During the month of October, our staff meeting time was dedicated to learning about Acadience (our new literacy assessment). We are excited to have an assessment that matches our literacy practices. Grade-level teams had deeper discussions around Act 173. We feel confident that our work last year prepared us for the expectations of this



year, and we want to progress in our documentation of supports that occur in the classroom (Layers 1 and 2).

**U-32:** We continue to work on building a stronger Layer 1 in our MLSS system by looking at improving our instruction and teaching more executive functioning skills. We are utilizing our extended advisory time on Wednesdays to teach students specific skills.

**Update on District Priorities:**  
***Student Health & Safety***

**Berlin:** Staff are working closely with our behavior support specialists to engage in appropriate de-escalation techniques. Engaging in this work as small teams and as a larger staff is increasing our collective efficacy towards the goal of a kind, and family centered learning environment.

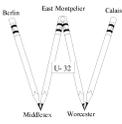
**Calais:** We are getting ready to work with our local fire department to support families in need during the Thanksgiving and Holiday season. We also have a local community member who has done some grant writing that is helping us to establish a backpack program. This program allows families to access additional food/snacks on a weekly basis.

Additionally, Calais's school safety team has been meeting regularly and will shortly begin engaging in "table talk" exercises - meaning, we will discuss our potential response to different scenarios.

**Doty:** Black River Design is coming on Friday to measure for our revamped entryway which will allow us to more easily control visitor access to the building. We are also going to be getting a covered ramp for the playground. Currently, the playground door is on the eave edge of the roof and we get snow and ice on our ramp. This will allow for significantly safer transitions indoors and out as well as being ADA compliant.

**EMES:** We practiced another fire drill in October and our school safety team continues to meet regularly. Jodi Parker, administrative assistant, and I also participate on our district safety team, which has met several times this fall. As a staff, we practiced what an evacuation would look like if there were ever a need to evacuate out our windows. Michael Sherwin, Behavior Coach, and I demonstrated what three different options for a window evacuation would look like and asked individuals to practice and problem-solve if they were ever to have to do this with students in their own spaces. We also purchased and distributed emergency blankets for each space in the event that we would need to break glass in order to exit.

EMES is also working with our local fire department to provide meals for Thanksgiving as well as winter clothing and gifts for the upcoming holiday season.



**Rumney:** Shannon Knowles, Rumney’s administrative assistant, is part of our school’s safety team and the district safety team. Shannon is ensuring that all drills and evacuations are reported to the state. She also helps me remember to do a monthly evacuation when the weather is decent. This year we are announcing all drills to teachers. In the past, we felt it was important that everyone know how to respond when it is unexpected (and everyone always did very well). This year, with the addition of options-based drills (one in the Fall, one in the Spring), we decided to prioritize the emotional safety of knowing when a drill is expected.

**U-32:** With the recent shooting of a school bus we have spent time in our Advisories where they discussed the following questions:

Prompts:

1. After hearing the facts of what occurred, what are your feelings about what happened?
2. What fears about the future do you have because of what happened?
3. Who has helped you feel better when you feel worried?
4. What strategies do you have to help you feel better?
5. What strengths have you seen in yourself and in others as people get through this situation?
6. What gives you hope during difficult times?
7. How will you take care of yourself as you leave the circle today?

Students are encouraged to speak with a school counselor, social worker, TA, or other trusted adult if they continue to have concerns or needs.

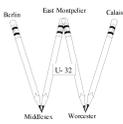
**Update on District Priorities:**

***Humanity, Justice & Equity***

**Berlin:** Our Humanity and Justice team has been meeting weekly to discuss our next steps here at Berlin. Shelley Vermilya has been a wonderful resource to our inhouse team. Most recently we have planned a morning inservice for our support staff.

**Calais:** We are working to identify a regular time to meet and collaborate with our equity scholar in residence, Shelley Vermilya. In the interim, we have met with our 5/6 students this month to discuss our core values and beliefs as a focus group for our strategic planning process. The discussion was rich and very focused on our commitment to justice and humanity. One student was quoted as saying: “We need rigorous learning, but you can’t do that unless you feel respected. That comes from #3 (Humanity, Justice, Community, and Belonging).”

**Doty:** Shelley Vermilya has been visiting weekly. She and our nurse and school counselor have been working on outlining and concretizing our sexual citizenship curriculum and teaching. Our plan is to introduce the rest of the staff to this work in the beginning of 2024.



**EMES:** Our first and second grade students are collecting food for a Thanksgiving Food Drive to support our local food shelf. In addition, our Pre-K class is collecting goods for our local humane society.

We continue our work with Shelley Vermilya with the focus for the month of November being on understanding and expanding on whose story is being told when it comes to Thanksgiving. Our librarian, Arlyn Bruccoli, is working with classroom teachers to expand on reading and discussion material for all students around this topic.

**Rumney:** Shelley Vermilya is joining Rumney every Monday for a “lunch bunch”. Each week is an opportunity to have deep discussions around how to improve our practices and systems. Last week we discussed holidays and how slight shifts in practice can hold traditions in ways that are inclusive.

**U-32:** One of our Wednesday teacher PLC sessions is Building Anti-Racist White Educators, [BAR WE](#). This group comes together to discuss current issues and strategies for teaching students of color as white educators.

### Celebrations & Upcoming Events

#### Berlin:

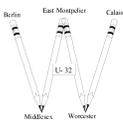
- November 10th, Parent/Teacher Conferences—no school for students
- November 15th –Harvest Luncheon
- November 22-24, School break
- November 27th - first week of Basketball

#### Calais:

- November 9th, Friends of Calais meeting from 6:30-8:00 at Town Hall
- November 10th, Parent/Teacher Conferences - no school for students
- November 13th, All School Morning Meeting in recognition of Veterans Day
- November 22-24, School break
- November 27th - first week of Basketball

#### Doty:

- November 10th, Parent/Teacher Conferences - no school for students
- November 14th, All School Morning Meeting celebrating Kindness Day.
- November 20th, Doty will be visited by VT Supports Veterans to learn about their program and to make holiday cards for service members.
- November 22-24, School break
- November 27th - first week of Basketball



**EMES:** We had a very successful Harvest Festival and Monster Mash in October, which brought in over \$2500 to go towards an Artist in Residency, which we are hoping to engage with later this winter. We have the following upcoming events to look forward to:

- Harvest Feast on November 16th
- PBIS staff Thanksgiving luncheon on November 20th
- PTNO staff Thanksgiving breakfast on November 21st
- Gifts for Giving on December 19th

**Rumney:** This year staff decided to shift our All School Meeting design. We kicked off our monthly meetings with our traditional costume parade and added a new flare: meeting in a big circle at the end of the parade. Moving forward, each of our meetings will be in a circle and community members will be invited to join our circle. The intent is to represent Rumney's vision to be "a joyful community that is inclusive and guides children toward curiosity, resilience, and compassion."

Upcoming events:

- November 10th: Family Conferences and In-Service Day
- November 30th: All School Meeting
- December 22nd: All School Meeting

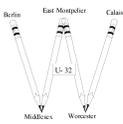
**U-32:** There are so many activities happening at U-32 so the best place to see what is going on is to take a look at our [Tandem Calendar](#). Parent/Teacher/Student conferences were held on November 10.. Fall sports have wrapped up and winter sports are about to get going.

### Supervision & Evaluation Updates

**Berlin:** Berlin is in the full swing of evaluations. We have completed our Goal Setting conferences and we are in the process of formally evaluating a lesson with our new teachers. Spending time with teachers and students in the classroom is one of the highlights of my work.

**Calais:** Calais has a number of new staff members. With the conversations around self assessment and goal setting in October behind us, we are moving into some of the formal observations for teachers who are new or new to us in Washington Central. These formal observations are a unique opportunity to see all of the elements that go into good instruction from planning, to setting up expectations, delivering high quality instruction that is responsive to learners, and reflection or assessment. You hope to see these things with walkthroughs but there is nothing richer than being able to see the whole package.

**Doty:** Throughout the month of November, teacher supervision will focus on providing teachers with the support and learning they need to provide lessons that are engaging, rigorous, and differentiated. In particular, we have been focusing on deepening our understanding of how to best serve students who struggle with working memory and processing speed.



**EMES:** I am excited to share that I recently participated in two days of excellent PD that was provided by the VT NEA with two of our ESP para educators. The focus for these days was around creating a mentoring program for ESP staff, and ten districts from around the state participated in this work with us. We created our “Why” statement, as well as identified goals and action steps. Our hope is that EMES will create and pilot a mentoring program with our ESP that we can share with the district in years to come.

I have also had the pleasure of formally observing four new teachers recently, which is always such a joy for me.

**Rumney:** Teachers completed their self-assessments and annual goals. I met with 14 teachers in October and have a few upcoming goals meetings. ESP will be completing their goals and meeting with me on Friday, November 10. As of November 1, I completed 22 classroom visits, 7 of which included a written Walk-Through. In addition, I visited all interventionists and special educators at least once in October, which was my goal. I will be teaching 90 minutes of math each day for the next six months, so I’m working to get my schedule arranged so walk-throughs can continue to occur regularly.

**U-32:** The Admin Team at U-32 has visited over 70 classrooms and are beginning the first formal observations of first and second year teachers. Our goals as an Admin Team are to identify areas of growth from across our classrooms so we can provide professional development that meets our teachers’ needs and supports our students’ learning. We are also about to start our mid-year check in for teachers and their progress on the goals they set at the beginning of the year.

# Washington Central Unified Union School District

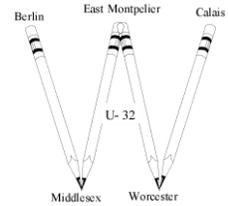
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Meagan Roy Ed.D.  
Superintendent



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**TO: WCUUSD Finance Committee & School Board**  
**FROM: Susanne Gann, WCUUSD Business Administrator**  
**RE: Prequalification Criteria for 2024 Capital Improvement Projects**  
**DATE: November 10, 2023**

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Vermont Bid law requires the school board to establish pre-qualification criteria that contractors must meet to be included on a selected list of pre-qualified bidders for the 2024 Combined Capital Projects. We recommend the Board establish the following pre-qualification criteria:

1. maintains a clear and stable organizational structure;
2. holds licenses and/or registrations appropriate to the work to be performed;
3. has sufficient experience or expertise with related projects;
4. has sufficient financial capacity;
5. does not maintain a current construction load that would interfere with its ability to perform the work;
6. has positive references from credible and knowledgeable sources; and
7. has experience in successfully completing competitively bid school projects of similar size and type;
8. has a proven ability to keep past projects within budget;
9. has a proven ability to keep past projects on schedule;
10. has a track record of successful construction projects in the area within the last five years;
11. has knowledge of and experience with the location and local subcontractors;
12. has an established commitment to this area;
13. has an ability to obtain performance and bid bonds;
14. has demonstrated quality of workmanship and ability to control/encourage quality in subcontracted work;
15. has a track record of fairness on change orders after the bid and during the construction phases;
16. has a track record of sound project management, coordination with subcontractors, timely submittal of required documentation, and attention to responding to the concerns of the owner during construction;
17. has a proven ability to maintain safe working conditions;

18. has a proven ability to safely and efficiently work around school children and activities;
19. has a proven ability to close out project after reaching project substantial completion;
20. has proven follow-up on completed projects;
21. has a willingness to return to correct warranted items.

**Recommended Board Action:** The Board establish the recommended prequalification criteria that contractors must meet to be included on a selected list of pre-qualified bidders for the 2024 Combined Capital Projects.

# Washington Central Unified Union School District

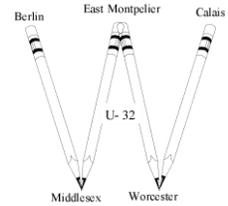
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Meagan Roy Ed.D.  
Superintendent



**TO: WCUUSD Finance Committee & School Board**  
**FROM: Susanne Gann, WCUUSD Business Administrator**  
**Chris O'Brien, Director of Facilities**  
**RE: Review and Approve Scope and Budget for Berlin Fire Alarm Panel**  
**DATE: November 13, 2023**

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**Summary:** At the June 21, 2023 meeting, the School Board authorized the development of the scope and budget for capital projects, including the replacement of the Berlin Fire Alarm Panel. The estimate for this project, developed in 2019, was \$100,000. Engineering Services of Vermont was engaged to provide the preliminary scope and an updated budget. The updated estimate received, including soft costs and contingency is \$113,894. The additional \$13,894 is within the current amount reserved in the Capital Improvement Fund Balance through FY 2024-25.

**Recommended Board Action:** The Board authorize an additional allocation of \$13,894 from the capital reserve funds for the replacement of the Berlin Fire Alarm Panel to be completed in FY 2024-25 and approve the District moving forward with bid document development and bidding as necessary.

# Washington Central Unified Union School District

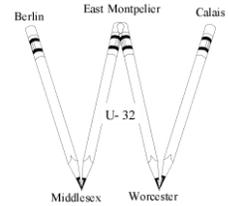
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Meagan Roy Ed.D.  
Superintendent



**TO: WCUUSD Finance Committee & School Board**  
**FROM: Meagan Roy, Superintendent**  
**Susanne Gann, WCUUSD Business Administrator**  
**RE: FY 25 General Fund Budget Draft #1**  
**DATE: November 15, 2023**

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**Review:** At the **October 18<sup>th</sup>** Board meeting, the Board participated in a budget training to review the budget process, Vermont education finance and provide an early estimate of the Local Education Spending for FY 2024-25, which was expected to increase 12.89% to \$35,782,907. The Board held a Community Input Session on **November 1st**, based on the theme: Connecting the Vision to the Budget. The focus of this presentation and discussion was to:

1. review early estimates for the baseline budget.
2. understand the District's Vision, Values & Strategic Plan to fully understand what the budget needs to support.
3. review impacts on the budget and what we need to be aware of as we plan for FY 25, including the sunset of ARP ESSER grant funds, changes in VT education funding, rising costs and declining enrollment.
4. provide the community with an opportunity to learn and to give input on the budget, and what to consider as it is developed.

**Board Parameters:** The principles that guide our budget decisions are outlined in the Board Parameters.

- Further development of MLSS.
- Support accelerated growth for students from historically marginalized identities.
- Support our 3 pillars: Academic Achievement, Safe & Healthy Schools, Humanity & Justice.
- Support investments in school security.
- Consider configuration changes that realize program quality improvements.
- Remain under the spending threshold – Act 127 requires a review of the district's tax rate if spending per pupil (LTW ADM) increases by more than 10%.
- Net impact under the October inflation rate (final rate still unknown).
- Frame budget decisions around Education Quality Standards (EQS), Equitable Distribution of Resources among all District schools, and Student Needs.

**Proposed FY 2024-25 Budget:** Included in this packet is the recommendation of the Leadership Team for the FY 2024-25 budget developed with direction from the Board, and input received from Community and Staff (see the Comparative Summary Sheet for the breakdown):

- Salary updates, including step and column movements.
- Health insurance increase of 16.4% based upon premium rates filed by the Vermont Education Health Initiative (VEHI) to the Vermont Department of Financial Regulation (DFR) for approval for FY 25.
- Dental insurance contribution increased to \$720/person based upon prior board action.
- VMERS employer contribution estimated increase of .25% to a 7% employer contribution, based upon notice received from the Vermont State Treasurer’s office.
- Estimates for Special Ed student needs for out of district placements, transportation and other services.
- Current contracts for auditors and insurance plus estimates for inflation.
- Transportation based upon contract terms.
- Estimated inflationary increases for professional services, supplies, utilities, heating fuel, wood chips and wood pellets.
- Debt service payments updated per the debt service schedule.
- Capital Fund transfer increased based upon an amount identified when developing the multi-year capital improvement plan in the spring.
- Funding includes request to provide current software programs and continued cybersecurity strengthening efforts.
- The ARP ESSER grant funds will be fully expended at the end of FY 24. This removes funding for Interventions, Nurses and School Counselors.
- This budget includes the following personnel changes:

Berlin

- Reduce 1.0 Classroom Teacher
- Reduce 1.0 School Counselor
- Add 1.0 BCBA (.5 funded through Project SERV)

Calais

- Reduce .4 Library/Media
- Reduce .6 School Counselor
- Reduce .3 Math Interventionist
- Reduce .4 School Nurse

Doty

- Reduce .5 School Nurse
- Reduce .2 School Counselor

East Montpelier

- Reduce 1.0 Classroom Teacher

Rumney / Doty

- Reduce 1.0 Classroom Teacher (Combined Kindergarten)
- Reduce .42 Preschool Assistant

Rumney

- Reduce 1.3 Paraeducators (based on Special Education needs)

U-32

- Reduce 1.0 School Counselor
- Add 1.0 SAP Counselor (partially funded through SAP grant)
- Reduce 2.0 Paraeducators

**Next Steps:**

1. The School Board reviews and discusses the proposed Budget.
2. The School Board provides the Leadership Team with additional guidance to continue to inform the budget process.
3. The School Board continues to work to inform and engage the community in the budget process.
4. Special Ed Student needs continue to be reviewed and updated.
5. Administration continues to firm up revenue and expenditure estimates.
6. The next budget presentation on December 20, 2023 will provide tax estimates made based on information from the AOE and the Tax Commissioner (due December 1). This should include the Long-term Weighted Average Daily Membership updates and the estimated Property Yield. The Common Level of Appraisal information will not be available until January.

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT  
 COMPARATIVE SUMMARY  
 FY 2023 - 2024 BUDGET vs. FY 2024-2025 BUDGET DRAFT #1

	BUDGET 2023-24	\$ INCREASE (DECREASE)	BUDGET 2024-25	BUDGET % CHANGE
<b>SALARIES AND BENEFITS</b>				
Salaries		\$ 1,673,322		4.30%
Benefits		\$ 952,014		2.45%
<b>TOTAL SALARY &amp; BENEFITS</b>	<b>\$ 27,724,230</b>	<b>\$ 2,625,336</b>	<b>\$ 30,349,566</b>	<b>6.75%</b>
<b>NONSALARY ITEMS</b>				
Estimated Inflationary Costs		\$ 213,699		0.55%
Transportation		\$ 202,083		0.52%
Debt Service		\$ (22,018)		-0.06%
Fund Transfer - Capital		\$ 120,783		0.31%
Fund Transfer - Food Service		\$ 97,034		0.25%
Special Education		\$ 89,987		0.23%
<b>TOTAL NONSALARY ITEMS</b>	<b>\$ 11,197,101</b>	<b>\$ 701,568</b>	<b>\$ 11,898,669</b>	<b>1.80%</b>
<b>TOTAL EXPENSE INCREASES / (DECREASES)</b>	<b>\$ 38,921,331</b>	<b>\$ 3,326,904</b>	<b>\$ 42,248,235</b>	<b>8.55%</b>
<b>REVENUE CHANGES</b>				
Tuition		\$ (85,652)		-0.22%
Miscellaneous Revenues		\$ (62,800)		-0.16%
Small Schools Grant		\$ (171,302)		-0.44%
Special Ed Revenues		\$ (461,321)		-1.19%
<b>TOTAL REVENUE INCREASES / (DECREASES)</b>	<b>\$ 7,224,092</b>	<b>\$ (781,075)</b>	<b>\$ 6,443,017</b>	<b>-10.81%</b>
<b>LOCAL EDUCATION SPENDING INCREASE (DECREASE)</b>	<b>\$ 31,697,239</b>	<b>\$ 4,107,979</b>	<b>\$ 35,805,218</b>	<b>12.96%</b>

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT  
 FY 2023-2024 BUDGET vs. FY 2024-2025 BUDGET DRAFT #1

<u>DESCRIPTION</u>	ACTUAL 2022	ACTUAL 2023	FINAL BUDGET 2024	DRAFT #1 BUDGET 2025	\$ Increase (Decrease)	% Increase (Decrease)
<b>REVENUES</b>						
TUITION REVENUES	\$ 1,001,446	\$ 1,080,352	\$ 1,006,411	\$ 920,759	\$ (85,652)	
INVESTMENT EARNINGS INTEREST	\$ 224,206	\$ 164,129	\$ 218,729	\$ 218,729	\$ -	
MISCELLANEOUS INCOME-OTHER / FUND TRANSFERS	\$ 366,371	\$ 306,628	\$ 265,276	\$ 202,476	\$ (62,800)	
<b>EDUC. SPENDING REVENUES</b>	<b>\$ 27,792,291</b>	<b>\$ 28,821,017</b>	<b>\$ 31,697,239</b>	<b>\$ 35,805,218</b>	<b>\$ 4,107,979</b>	
MISC STATE REIMBURSEMENTS	\$ 777,748	\$ 904,062	\$ 875,802	\$ 704,500	\$ (171,302)	
SPED EXPENDITURE REIMBURSEMENT	\$ 4,109,047	\$ 4,869,348	\$ 4,857,875	\$ 4,396,553	\$ (461,321)	
<b>SUBTOTAL REVENUES</b>	<b>\$ 34,271,109</b>	<b>\$ 36,145,535</b>	<b>\$ 38,921,331</b>	<b>\$ 42,248,235</b>	<b>\$ 3,326,904</b>	
FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>TOTAL REVENUES</b>	<b>\$ 34,271,109</b>	<b>\$ 36,145,535</b>	<b>\$ 38,921,331</b>	<b>\$ 42,248,235</b>	<b>\$ 3,326,904</b>	<b>8.55%</b>
<b>EXPENSES</b>						
<b>INSTRUCTIONAL SERVICES</b>						
SALARIES	\$ 7,986,320	\$ 8,579,736	\$ 9,150,066	\$ 9,468,593	\$ 318,527	
MISCELLANEOUS BENEFITS	\$ 2,227,080	\$ 2,415,680	\$ 2,825,505	\$ 3,127,112	\$ 301,607	
TUITION REIMBURSEMENT	\$ 184,272	\$ 161,039	\$ 117,363	\$ 114,229	\$ (3,134)	
PROFESSIONAL EDUCATION SVC	\$ 84,424	\$ 64,989	\$ 127,690	\$ 127,690	\$ -	
REPAIRS AND MAINT SVCS	\$ -	\$ 6,732	\$ -	\$ -	\$ -	
TUITION TO OTHER SCHOOL DISTRICTS	\$ 490,159	\$ 561,305	\$ 639,173	\$ 639,173	\$ -	
TRAVEL	\$ 5,345	\$ 11,398	\$ 14,100	\$ 14,100	\$ -	
GENERAL SUPPLIES	\$ 227,276	\$ 245,946	\$ 249,134	\$ 253,233	\$ 4,099	
BOOKS AND PERIODICALS	\$ 42,637	\$ 49,388	\$ 64,484	\$ 65,984	\$ 1,500	
EQUIPMENT	\$ 9,885	\$ 33,766	\$ -	\$ -	\$ -	
DUES AND FEES	\$ 567	\$ 9,966	\$ 1,200	\$ 1,200	\$ -	
<b>TOTAL INSTRUCTIONAL SERVICES</b>	<b>\$ 11,257,965</b>	<b>\$ 12,139,945</b>	<b>\$ 13,188,715</b>	<b>\$ 13,811,314</b>	<b>\$ 622,599</b>	<b>4.72%</b>
<b>PRESCHOOL PROGRAM</b>						
SALARIES	\$ 373,865	\$ 369,637	\$ 383,291	\$ 384,935	\$ 1,644	
MISCELLANEOUS BENEFITS	\$ 137,477	\$ 138,602	\$ 178,869	\$ 143,685	\$ (35,184)	
TUITION REIMBURSEMENT	\$ 785	\$ 1,289	\$ 15,215	\$ 12,489	\$ (2,726)	
PROFESSIONAL EDUCATION SVC	\$ 11,710	\$ 6,364	\$ 13,000	\$ 13,000	\$ -	
TUITION TO PRIVATE SCHOOLS	\$ 139,723	\$ 145,300	\$ 148,512	\$ 153,440	\$ 4,928	
GENERAL SUPPLIES	\$ 2,517	\$ 8,770	\$ 6,315	\$ 6,315	\$ -	
BOOKS AND PERIODICALS	\$ 1,194	\$ -	\$ 1,400	\$ 1,400	\$ -	
<b>TOTAL PRESCHOOL PROGRAM</b>	<b>\$ 667,271</b>	<b>\$ 669,962</b>	<b>\$ 746,602</b>	<b>\$ 715,264</b>	<b>\$ (31,338)</b>	<b>-4.20%</b>

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT  
 FY 2023-2024 BUDGET vs. FY 2024-2025 BUDGET DRAFT #1

<u>DESCRIPTION</u>	ACTUAL 2022	ACTUAL 2023	FINAL BUDGET 2024	DRAFT #1 BUDGET 2025	\$ Increase (Decrease)	% Increase (Decrease)
<b>GUIDANCE SERVICES</b>						
SALARIES	\$ 716,463	\$ 748,386	\$ 764,471	\$ 967,538	\$ 203,067	
MISCELLANEOUS BENEFITS	\$ 220,268	\$ 221,044	\$ 266,298	\$ 405,610	\$ 139,312	
TUITION REIMBURSEMENT	\$ -	\$ 514	\$ 4,068	\$ 7,526	\$ 3,458	
PROFESSIONAL EDUCATION SVC	\$ 3,635	\$ 11,636	\$ 7,700	\$ 7,700	\$ -	
TRAVEL	\$ 595	\$ 402	\$ 1,125	\$ 1,125	\$ -	
GENERAL SUPPLIES	\$ 23,016	\$ 26,410	\$ 29,502	\$ 30,809	\$ 1,307	
BOOKS AND PERIODICALS	\$ 4,956	\$ 527	\$ 1,010	\$ 1,210	\$ 200	
<b>TOTAL GUIDANCE SERVICES</b>	<b>\$ 968,933</b>	<b>\$ 1,008,918</b>	<b>\$ 1,074,174</b>	<b>\$ 1,421,518</b>	<b>\$ 347,344</b>	<b>32.34%</b>
<b>HEALTH SERVICES</b>						
SALARIES	\$ 346,971	\$ 406,041	\$ 354,599	\$ 431,949	\$ 77,350	
MISCELLANEOUS BENEFITS	\$ 147,886	\$ 153,925	\$ 194,258	\$ 215,073	\$ 20,815	
TUITION REIMBURSEMENT & PD	\$ 3,840	\$ 5,873	\$ 4,068	\$ 4,068	\$ -	
PROFESSIONAL SERVICES	\$ -	\$ 368	\$ 550	\$ 650	\$ 100	
GENERAL SUPPLIES	\$ 11,115	\$ 11,712	\$ 12,157	\$ 16,138	\$ 3,980	
BOOKS AND PERIODICALS	\$ 948	\$ -	\$ 1,085	\$ 1,085	\$ -	
<b>TOTAL HEALTH SERVICES</b>	<b>\$ 510,760</b>	<b>\$ 577,918</b>	<b>\$ 566,717</b>	<b>\$ 668,963</b>	<b>\$ 102,245</b>	<b>18.04%</b>
<b>CURRICULUM SERVICES</b>						
SALARIES	\$ 187,726	\$ 273,698	\$ 283,374	\$ 352,104	\$ 68,730	
MISCELLANEOUS BENEFITS	\$ 34,669	\$ 40,454	\$ 46,032	\$ 63,283	\$ 17,251	
TUITION REIMBURSEMENT & pd	\$ 815	\$ 5,088	\$ 4,882	\$ 5,899	\$ 1,017	
PURCHASED PROF & TECHNICAL SERVICES	\$ 150	\$ -	\$ -	\$ -	\$ -	
TRAVEL	\$ 355	\$ 1,848	\$ 2,000	\$ 2,000	\$ -	
GENERAL SUPPLIES	\$ 46	\$ 771	\$ 5,000	\$ 5,000	\$ -	
BOOKS AND PERIODICALS	\$ 788	\$ 2,994	\$ 1,200	\$ 1,200	\$ -	
DUES AND FEES	\$ 1,247	\$ 1,336	\$ 1,000	\$ 1,000	\$ -	
<b>TOTAL CURRICULUM SERVICES</b>	<b>\$ 225,795</b>	<b>\$ 326,188</b>	<b>\$ 343,488</b>	<b>\$ 430,486</b>	<b>\$ 86,998</b>	<b>25.33%</b>
<b>INSTRUCTIONAL STAFF TRAINING</b>						
EMPLOYEE TRAINING/DEVELOPMENT	\$ 79,184	\$ 85,391	\$ 91,413	\$ 95,983	\$ 4,571	
<b>TOTAL INSTR REL-TECHNOLOGY SVCS</b>	<b>\$ 79,184</b>	<b>\$ 85,391</b>	<b>\$ 91,413</b>	<b>\$ 95,983</b>	<b>\$ 4,571</b>	<b>5.00%</b>
<b>LIBRARY SERVICES</b>						

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT  
 FY 2023-2024 BUDGET vs. FY 2024-2025 BUDGET DRAFT #1

<u>DESCRIPTION</u>	ACTUAL 2022	ACTUAL 2023	FINAL BUDGET 2024	DRAFT #1 BUDGET 2025	\$ Increase (Decrease)	% Increase (Decrease)
SALARIES	\$ 339,097	\$ 376,070	\$ 358,452	\$ 406,540	\$ 48,088	
MISCELLANEOUS BENEFITS	\$ 97,215	\$ 105,470	\$ 115,993	\$ 133,640	\$ 17,647	
TUITION REIMBURSEMENT	\$ 4,170	\$ 1,684	\$ 4,554	\$ 3,457	\$ (1,097)	
PROFESSIONAL ED SERVICES	\$ -	\$ 1,300	\$ -	\$ 1,300	\$ 1,300	
TRAVEL	\$ -	\$ 295	\$ -	\$ -		
GENERAL SUPPLIES	\$ 15,691	\$ 11,539	\$ 23,072	\$ 17,073	\$ (5,999)	
BOOKS AND PERIODICALS	\$ 45,281	\$ 49,586	\$ 49,459	\$ 52,895	\$ 3,436	
EQUIPMENT	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>TOTAL LIBRARY SERVICES</b>	<b>\$ 501,454</b>	<b>\$ 545,943</b>	<b>\$ 551,530</b>	<b>\$ 614,905</b>	<b>\$ 63,375</b>	<b>11.49%</b>
<b>INSTRUCTIONAL -RELATED TECHNOLOGY SVCS</b>						
SALARIES	\$ 528,850	\$ 553,750	\$ 575,446	\$ 677,904	\$ 102,458	
MISCELLANEOUS BENEFITS	\$ 97,491	\$ 100,241	\$ 99,059	\$ 112,251	\$ 13,192	
TUITION REIMBURSEMENT	\$ 1,044	\$ -	\$ 20,221	\$ 13,221	\$ (7,000)	
PROFESSIONAL SERVICES	\$ 186,421	\$ 67,073	\$ 76,000	\$ 176,000	\$ 100,000	
RENTALS AND LEASES-COPIER	\$ 50,619	\$ 60,210	\$ 65,184	\$ 65,184	\$ -	
COMMUNICATIONS	\$ 92,543	\$ 106,185	\$ 140,570	\$ 145,156	\$ 4,586	
TRAVEL	\$ -	\$ 1,345	\$ -	\$ 7,000	\$ 7,000	
SUPPLIES-TECH RELATED	\$ 20,847	\$ 42,535	\$ 23,345	\$ 23,345	\$ -	
SOFTWARE	\$ 411,515	\$ 410,754	\$ 454,000	\$ 400,000	\$ (54,000)	
EQUIPMENT	\$ 188,186	\$ 346,851	\$ 330,000	\$ 330,000	\$ -	
<b>TOTAL INSTR REL-TECHNOLOGY SVCS</b>	<b>\$ 1,577,515</b>	<b>\$ 1,688,944</b>	<b>\$ 1,783,825</b>	<b>\$ 1,950,061</b>	<b>\$ 166,236</b>	<b>9.32%</b>
<b>BOARD OF EDUCATION SVCS.</b>						
SALARIES	\$ 22,782	\$ 27,000	\$ 30,120	\$ 36,220	\$ 6,100	
MISCELLANEOUS BENEFITS	\$ 1,830	\$ 2,817	\$ 2,869	\$ 3,490	\$ 621	
PURCHASED PROF & TECHNICAL SERVICES	\$ 15,750	\$ 10,663	\$ 19,991	\$ 23,210	\$ 3,219	
LEGAL SERVICES	\$ 50,110	\$ 31,576	\$ 58,449	\$ 63,124	\$ 4,676	
INSURANCE	\$ 129,308	\$ 113,015	\$ 124,027	\$ 130,228	\$ 6,201	
POSTAGE	\$ 1,885	\$ 2,507	\$ 2,199	\$ 2,375	\$ 176	
ADVERTISING	\$ 2,710	\$ 965	\$ 7,500	\$ 7,500	\$ -	
GENERAL SUPPLIES	\$ 17,578	\$ 15,235	\$ 19,000	\$ 19,000	\$ -	
BOOKS AND PERIODICALS	\$ -	\$ 2,047	\$ 1,654	\$ 1,786	\$ 132	
EQUIPMENT	\$ 5,700	\$ -	\$ -	\$ -	\$ -	
DUES AND FEES	\$ 7,858	\$ 8,242	\$ 11,000	\$ 11,000	\$ -	
<b>TOTAL BOARD OF EDUCATION SVCS.</b>	<b>\$ 255,511</b>	<b>\$ 214,067</b>	<b>\$ 276,809</b>	<b>\$ 297,934</b>	<b>\$ 21,126</b>	<b>7.63%</b>

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT  
 FY 2023-2024 BUDGET vs. FY 2024-2025 BUDGET DRAFT #1

<u>DESCRIPTION</u>	ACTUAL 2022	ACTUAL 2023	FINAL BUDGET 2024	DRAFT #1 BUDGET 2025	\$ Increase (Decrease)	% Increase (Decrease)
<b>SUPERINTENDENT SERVICES</b>						
SALARIES	\$ 468,545	\$ 366,739	\$ 362,335	\$ 510,047	\$ 147,712	
MISCELLANEOUS BENEFITS	\$ 140,119	\$ 130,700	\$ 140,103	\$ 196,512	\$ 56,409	
TUITION REIMBURSEMENT & PD	\$ 8,745	\$ 7,584	\$ 7,322	\$ 9,356	\$ 2,034	
PURCHASED PROF & TECHNICAL SERVICES	\$ 11,790	\$ 10,804	\$ 21,200	\$ 21,200	\$ -	
COMMUNICATIONS-POSTAGE	\$ 6,141	\$ 17,934	\$ 5,500	\$ 5,500	\$ -	
PRINTING AND BINDING	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ -	
TRAVEL	\$ 868	\$ 1,595	\$ 7,000	\$ 7,000	\$ -	
GENERAL SUPPLIES	\$ 16,894	\$ 24,358	\$ 15,000	\$ 15,000	\$ -	
BOOKS AND PERIODICALS	\$ 400	\$ 268	\$ 750	\$ 750	\$ -	
DUES AND FEES	\$ 7,180	\$ 7,405	\$ 8,375	\$ 8,375	\$ -	
<b>TOTAL SUPERINTENDENT SERVICES</b>	<b>\$ 660,683</b>	<b>\$ 567,385</b>	<b>\$ 569,085</b>	<b>\$ 775,240</b>	<b>\$ 206,155</b>	<b>36.23%</b>
<b>OFFICE OF THE PRINCIPAL</b>						
SALARIES	\$ 1,475,504	\$ 1,544,118	\$ 1,595,520	\$ 1,689,246	\$ 93,726	
MISCELLANEOUS BENEFITS	\$ 502,551	\$ 471,754	\$ 522,144	\$ 543,586	\$ 21,442	
TUITION REIMBURSEMENT	\$ 14,669	\$ 10,608	\$ 42,714	\$ 42,979	\$ 265	
PURCHASED PROF & TECHNICAL SERVICES	\$ 12,267	\$ 4,797	\$ 11,800	\$ 11,800	\$ -	
COMMUNICATIONS-POSTAGE	\$ 13,675	\$ 13,777	\$ 17,460	\$ 18,560	\$ 1,100	
TRAVEL	\$ 1,924	\$ 4,482	\$ 4,800	\$ 4,800	\$ -	
GENERAL SUPPLIES	\$ 46,246	\$ 47,976	\$ 50,094	\$ 50,094	\$ -	
DUES AND FEES	\$ 10,524	\$ 10,986	\$ 8,150	\$ 8,150	\$ -	
<b>TOTAL OFFICE OF THE PRINCIPAL</b>	<b>\$ 2,077,361</b>	<b>\$ 2,108,498</b>	<b>\$ 2,252,682</b>	<b>\$ 2,369,215</b>	<b>\$ 116,533</b>	<b>5.17%</b>
<b>FISCAL SERVICES</b>						
SALARIES	\$ 407,683	\$ 349,147	\$ 362,853	\$ 420,636	\$ 57,783	
MISCELLANEOUS BENEFITS	\$ 127,025	\$ 105,351	\$ 139,341	\$ 150,633	\$ 11,292	
TUITION REIMBURSEMENT & PD	\$ 5,011	\$ 6,733	\$ 15,255	\$ 15,255	\$ -	
PURCHASED PROF & TECHNICAL SERVICES	\$ (16,409)	\$ 37,094	\$ 11,500	\$ 11,500	\$ -	
AUDITING SERVICES	\$ 30,406	\$ 34,413	\$ 42,102	\$ 48,417	\$ 6,315	
TRAVEL	\$ 1,535	\$ 2,378	\$ 2,500	\$ 2,500	\$ -	
GENERAL SUPPLIES	\$ 3,561	\$ 967	\$ 3,000	\$ 3,000	\$ -	
DUES AND FEES	\$ 1,012	\$ 1,171	\$ 500	\$ 500	\$ -	
INTEREST ON SHORT-TERM DEBT	\$ 207,837	\$ 120,209	\$ 242,421	\$ 261,815	\$ 19,394	
<b>TOTAL FISCAL SERVICES</b>	<b>\$ 767,661</b>	<b>\$ 657,460</b>	<b>\$ 819,472</b>	<b>\$ 914,256</b>	<b>\$ 94,784</b>	<b>11.57%</b>

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT  
 FY 2023-2024 BUDGET vs. FY 2024-2025 BUDGET DRAFT #1

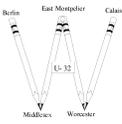
<u>DESCRIPTION</u>	ACTUAL 2022	ACTUAL 2023	FINAL BUDGET 2024	DRAFT #1 BUDGET 2025	\$ Increase (Decrease)	% Increase (Decrease)
<b>OPERATION AND MAINT.PLANT</b>						
SALARIES	\$ 1,287,061	\$ 1,305,065	\$ 1,445,066	\$ 1,678,868	\$ 233,802	
MISCELLANEOUS BENEFITS	\$ 444,320	\$ 434,476	\$ 606,400	\$ 629,101	\$ 22,701	
UTILITY SERVICES	\$ 24,261	\$ 28,674	\$ 44,950	\$ 44,950	\$ -	
CLEANING SERVICES	\$ 73,677	\$ 84,664	\$ 77,580	\$ 84,630	\$ 7,050	
REPAIR AND MAINTENANCE SERVICES &PROP	\$ 348,413	\$ 314,732	\$ 321,852	\$ 339,490	\$ 17,638	
COMMUNICATIONS	\$ -	\$ 2,627	\$ -	\$ 500	\$ 500	
TRAVEL/GAS &BOTTLED GAS	\$ 8,733	\$ 10,611	\$ 10,924	\$ 14,302	\$ 3,378	
GENERAL SUPPLIES	\$ 157,373	\$ 190,941	\$ 152,547	\$ 178,165	\$ 25,618	
ELECTRICITY	\$ 355,203	\$ 333,712	\$ 300,653	\$ 369,547	\$ 68,894	
OIL	\$ 148,038	\$ 171,821	\$ 157,376	\$ 131,000	\$ (26,376)	
OTHER ENERGY-WOOD CHIPS / WOOD PELLETS	\$ 85,496	\$ 58,995	\$ 147,496	\$ 141,563	\$ (5,933)	
EQUIPMENT	\$ 24,558	\$ 127,708	\$ 117,600	\$ 120,600	\$ 3,000	
DUES AND FEES	\$ -	\$ 90	\$ -	\$ -	\$ -	
<b>TOTAL OPER. AND MAINT.PLANT</b>	<b>\$ 2,957,133</b>	<b>\$ 3,064,115</b>	<b>\$ 3,382,442</b>	<b>\$ 3,732,715</b>	<b>\$ 350,272</b>	<b>10.36%</b>
<b>STUDENT TRANSPORTATION SV</b>						
SALARIES	\$ 6,991	\$ 5,639	\$ 6,143	\$ 7,459	\$ 1,316	
BENEFITS	\$ 2,142	\$ 1,926	\$ 2,522	\$ 2,914	\$ 392	
STUDENT TRANSPORTATION SV	\$ 1,636,070	\$ 1,623,239	\$ 1,608,666	\$ 1,810,749	\$ 202,083	
<b>TOTAL STUDENT TRANSPORTATION SV</b>	<b>\$ 1,645,202</b>	<b>\$ 1,630,804</b>	<b>\$ 1,617,331</b>	<b>\$ 1,821,122</b>	<b>\$ 202,083</b>	<b>12.49%</b>
<b>STUDENT TRANS-OTHER</b>						
STUDENT TRANS-FIELD TRIPS	\$ 20,210	\$ 50,251	\$ 45,105	\$ 45,105	\$ -	
<b>TOTAL STUDENT TRANS-OTHER</b>	<b>\$ 20,210</b>	<b>\$ 50,251</b>	<b>\$ 45,105</b>	<b>\$ 45,105</b>	<b>\$ -</b>	<b>0.00%</b>
<b>DEBT SERVICE</b>						
REDEMPTION OF PRINCIPAL	\$ 927,136	\$ 773,231	\$ 772,608	\$ 772,855	\$ 247	
INTEREST LONG TERM DEBT	\$ 292,705	\$ 329,080	\$ 248,590	\$ 226,325	\$ (22,265)	
<b>TOTAL DEBT SERVICE</b>	<b>\$ 1,219,841</b>	<b>\$ 1,102,311</b>	<b>\$ 1,021,198</b>	<b>\$ 999,180</b>	<b>\$ (22,018)</b>	<b>-2.16%</b>
<b>REFUND PRIOR YEAR</b>						
REFUND PRIOR YEAR TUITION	\$ 45,538	\$ -	\$ -	\$ -	\$ -	
<b>TOTAL REFUND PRIOR YEAR</b>	<b>\$ 45,538</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT  
 FY 2023-2024 BUDGET vs. FY 2024-2025 BUDGET DRAFT #1

<u>DESCRIPTION</u>	ACTUAL 2022	ACTUAL 2023	FINAL BUDGET 2024	DRAFT #1 BUDGET 2025	\$ Increase (Decrease)	% Increase (Decrease)
<b>FUND TRANSFER OUT</b>						
FUND TRANSFER-CAPITAL	\$ 2,225,000	\$ 880,000	\$ 901,234	\$ 1,022,017	\$ 120,783	
FUND TRANSFER-FOOD SERVICE	\$ 149,115	\$ 149,115	\$ 50,371	\$ 147,405	\$ 97,034	
FUND TRANSFER-COMMUNITY CONNECTIONS	\$ 40,000	\$ -	\$ 50,000	\$ 50,000	\$ -	
<b>TOTAL TRANSFER TO OTHER FUNDS</b>	<b>\$ 2,414,115</b>	<b>\$ 1,029,115</b>	<b>\$ 1,001,605</b>	<b>\$ 1,219,422</b>	<b>\$ 217,817</b>	<b>21.75%</b>
<b>SUPPORT PROGRAMS-SPECIAL EDUCATION</b>						
SALARIES	\$ 1,174,993	\$ 1,494,003	\$ 1,540,403	\$ 1,783,339	\$ 242,936	
MISCELLANEOUS BENEFITS	\$ 540,105	\$ 652,608	\$ 919,363	\$ 1,265,933	\$ 346,570	
STATE PLACED STUDENT COSTS	\$ 96,205	\$ 46,496	\$ 154,316	\$ 154,316	\$ -	
STATE PLACED STUDENT COSTS 504	\$ -	\$ 29,790	\$ -	\$ -	\$ -	
SPECIAL EDUCATION PROGRAMS	\$ 2,029,147	\$ 1,953,942	\$ 2,683,841	\$ 3,104,528	\$ 420,687	
EXTRAORDINARY PROGRAM	\$ 1,429,944	\$ 1,680,756	\$ 1,878,113	\$ 1,546,581	\$ (331,532)	
SUMMER PROGRAM	\$ 108,055	\$ 109,957	\$ 93,663	\$ 93,663	\$ -	
ZENITH(WITHOUT CLASSROOM TEACHERS)	\$ 159,523	\$ 79,181	\$ 183,418	\$ 183,418	\$ -	
PSYCHOLOGICAL SERVICES(INCL SUMMER PROG)	\$ 116,396	\$ 45,656	\$ 148,163	\$ 148,163	\$ -	
SLP SERVICES	\$ 516,042	\$ 509,235	\$ 552,454	\$ 552,454	\$ -	
OT SERVICES	\$ 28,764	\$ 39,507	\$ 32,603	\$ 32,603	\$ -	
PT SERVICES	\$ -	\$ -	\$ -	\$ -	\$ -	
TRANSPORTATION(NOT SUMMER)	\$ 99,885	\$ 98,218	\$ 69,179	\$ 69,179	\$ -	
EEE	\$ 8,919	\$ 44,752	\$ 10,403	\$ 11,235	\$ 832	
<b>TOTAL SUPPORT PROGRAMS-SPECIAL EDUCATION</b>	<b>\$ 6,307,980</b>	<b>\$ 6,784,101</b>	<b>\$ 8,265,919</b>	<b>\$ 8,945,412</b>	<b>\$ 679,493</b>	<b>8.22%</b>
<b>SPED ADMINISTRATION</b>						
SALARIES	\$ 300,650	\$ 306,313	\$ 323,321	\$ 352,851	\$ 29,530	
MISCELLANEOUS BENEFITS	\$ 81,617	\$ 88,042	\$ 94,535	\$ 117,732	\$ 23,197	
TUITION & PD	\$ 5,870	\$ 12,298	\$ 7,729	\$ 7,729	\$ -	
INSURANCE	\$ 3,500	\$ -	\$ 3,500	\$ 3,500	\$ -	
COMMUNICATIONS	\$ -	\$ -	\$ 4,775	\$ 4,775	\$ -	
ADVERTISING	\$ 398	\$ 674	\$ 500	\$ 500	\$ -	
TRAVEL	\$ 958	\$ 1,208	\$ 2,450	\$ 2,450	\$ -	
SUPPLIES	\$ 134	\$ -	\$ 4,446	\$ 4,446	\$ -	
SUPPLIES-SOFTWARE	\$ 5,390	\$ 5,214	\$ 6,000	\$ 6,000	\$ -	
DUES AND FEES	\$ -	\$ 3,275	\$ 645	\$ 645	\$ -	
<b>TOTAL SPED ADMINISTRATION</b>	<b>\$ 398,516</b>	<b>\$ 417,024</b>	<b>\$ 447,901</b>	<b>\$ 500,628</b>	<b>\$ 52,727</b>	<b>11.77%</b>

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT  
 FY 2023-2024 BUDGET vs. FY 2024-2025 BUDGET DRAFT #1

<u>DESCRIPTION</u>	ACTUAL 2022	ACTUAL 2023	FINAL BUDGET 2024	DRAFT #1 BUDGET 2025	\$ Increase (Decrease)	% Increase (Decrease)
<b>ENGLISH LANGUAGE LEARNER</b>						
SALARIES	\$ 58,672	\$ 60,166	\$ 63,174	\$ 68,795	\$ 5,621	
MISCELLANEOUS BENEFITS	\$ 17,368	\$ 19,368	\$ 19,672	\$ 21,997	\$ 2,325	
TUITION REIMBURSEMENT	\$ 165	\$ -	\$ 1,627	\$ 1,627	\$ -	
TRAVEL	\$ -	\$ 1,965	\$ 1,000	\$ 1,000	\$ -	
<b>TOTAL ENGLISH LANGUAGE LEARNER</b>	<b>\$ 76,205</b>	<b>\$ 81,498</b>	<b>\$ 85,473</b>	<b>\$ 93,419</b>	<b>\$ 7,946</b>	<b>9.30%</b>
<b>CO-CURRICULAR ACTIVITIES</b>						
MISCELLANEOUS EXPENSES	\$ 710,971	\$ 763,160	\$ 789,845	\$ 826,093	\$ 36,248	
<b>TOTAL COCURRICULAR ACTIVITIES</b>	<b>\$ 710,971</b>	<b>\$ 763,160</b>	<b>\$ 789,845</b>	<b>\$ 826,093</b>	<b>\$ 36,248</b>	<b>4.59%</b>
<b>TOTAL EXPENSES</b>	<b>\$ 35,345,804</b>	<b>\$ 35,512,999</b>	<b>\$ 38,921,331</b>	<b>\$ 42,248,235</b>	<b>\$ 3,325,196</b>	<b>8.54%</b>



**To:** WCUUSD Board  
**From:** Policy Committee  
**Re:** Information for Policy Discussions

The following policies are being presented to the Board for a First Reading and discussion. subject to review because of revisions that were made to the AOE or VSBA models that our policies reference. The policy committee reviewed the changes made and are offering the following for first reading:

**7.1.1 First Reading: B20 Personnel Recruitment, Selection, Appointment and Background Checks**

B20 was updated by the VSBA in 2022 in order to bring it into compliance with the supreme court case regarding affirmative action. Specifically, the changes make clear that school districts can seek to diversify their workforce through the *recruitment* process, but protected characteristics like race, religion, national origin, gender, gender identity or sexual orientation cannot be considered in connection with hiring decisions. In addition, this policy removes language that previously allowed criminal record check information to be required as part of the application process (it remains required for hiring).

**7.1.2 First Reading: D34 Library Media Center Selection & Reconsideration**

This policy was selected for review and updating after the Great Schools Partnership identified it as important to prioritize. The policy committee reviewed the district’s current policy, current procedures, the VSBA model policy and a model policy from the Great Schools Partnership to develop the policy being offered for first reading and discussion.

**7.2.1 Second Reading: C3 Transportation**

No changes were recommended to this policy after the October 18th discussion. The policy committee is recommending adoption of this policy (clean copy is in the packet).

**7.2.2 Second Reading: C6 Home Study Students**

No changes were recommended to this policy after the October 18th discussion. The policy committee is recommending adoption of this policy (clean copy is in the packet).

**Recommended**

**WASHINGTON CENTRAL UNIFIED  
UNION SCHOOL DISTRICT**

**Board of Directors' Policy**

**PERSONAL RECRUITMENT,  
SELECTION, APPOINTMENT AND  
BACKGROUND CHECKS**

**POLICY:**           **B20**          

**WARNED:**           **2.14.20**          

**ADOPTED:**           **4.1.20**          

**EFFECTIVE:**           **4.11.20**          

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**Policy**

It is the policy of the Washington Central Unified Union School District to select for employment only persons of good character who have the skills and other qualifications necessary to fulfill job requirements while complying with the provisions of **federal and** state law regarding the recruitment, selection, and employment of school district employees and contractors. **The District shall make reasonable efforts to recruit candidates from diverse backgrounds to enhance the educational experience of students.**

Individuals applying for the following employment positions are subject to criminal record checks and abuse registry checks under this policy: all those recommended for full-time, part-time or temporary employment in the school district, including student teachers, and those contractors and employees of contractors and sub-contractors, who may have unsupervised contact with students and are subject by law to criminal record and abuse registry checks, **including hate crimes**, prior to or in the course of employment.

The superintendent may request a name and date of birth or fingerprint-supported check of the criminal record of any current employee who has previously undergone a check at any time during the course of the record subject's employment in the capacity for which the original check was required.

The district shall ensure that adults employed in the district's schools receive orientation, information or instruction on the prevention, identification, and reporting of child abuse as required by state law, **and will ensure that employees receive training in non-discrimination, bias, and anti-racism.** The district will also provide opportunities for parents, guardians, and other interested persons to receive the same information.

**Definitions**

1. The term "criminal record" as used in this policy shall have the same meaning as defined in 16 V.S.A. § 252(1).
2. The term "unsupervised" as used in this policy shall have the same meaning as defined in 16 V.S.A. § 252(4).

3. The term “abuse registry” as used in this policy shall include the Vermont Child Protection maintained by the Vermont Department for Children and Families and the Vulnerable Adult Abuse Registry maintained by the Vermont Department of Disabilities, Aging and Independent Living.
4. The terms “employ” or “employment” as used in this policy shall, as the context requires, apply to individuals who are, or are being considered for, full-time, part-time or temporary employment in the school district, including student teachers and those contractors and employees of contractors and sub-contractors, who may have unsupervised contact with students.

### Recruitment

1. The board is committed to securing the services of the best personnel available. **For licensed positions, only individuals who meet applicable state licensing requirements, or are eligible for waiver, will be employed.**
2. ~~The board seeks to strengthen recruitment of educators within historically excluded groups. The board actively seeks diverse candidates. The board seeks applicants in accordance with its policy pertaining to non-discrimination. The district will attempt to provide an educational experience enhanced by the professional contributions of representatives of different races, physical conditions, sexes, ethnic backgrounds and age groups. We will make every effort to advertise widely to reach a diverse group of applicants. Every two years the administration will report on its participation in a training to avoid implicit bias in the recruitment and selection process with a goal of increasing the diversity of our employees~~
3. All personnel will be recruited by the district's administrative staff under the immediate direction of the superintendent.
4. Written or electronic applications will be required of candidates for employment. The application will include a **warning to the applicant that falsification of information on application or during the application process will be grounds for dismissal if the applicant is hired.** The district will make reasonable efforts to give equitable access to the application process. ~~statement signed by the candidate listing the dates, locations and dispositions of any convictions, including findings of guilt, pleas of nolo contendere or guilty, for criminal violations. The application will also include a warning to the applicant that falsification of information on the application or during the application process will be grounds for dismissal if the applicant is hired.~~
5. After the initial written or electronic application process is complete, applicants selected for an interview will be required to provide a statement identifying any criminal charges brought against the applicant, including the date of each charge, the court where the charge was filed and the disposition of the charge. The statement shall also include a warning to the applicant in bold print that falsification of information or the omission of information on the statement may constitute grounds

for dismissal if the applicant is hired. In reviewing a criminal background check, the district will consider issues of historical inequity. Any job offer shall be made contingent on the candidate successfully completing the school district's background check process.

## Selection

1. It is the policy of the board to select employees on the basis of character, professional qualifications, and critical job requirements. **The District shall not consider protected characteristics, like race, religion, national origin, gender, gender identity or sexual orientation, in connection with hiring decisions.** Employees will be selected in a manner that does not unlawfully discriminate. The superintendent shall require all applicants, as a condition of employment consideration, to cooperate fully with background investigations, supplying references and releases so the district can contact previous employers. ~~For~~ Applicants the superintendent is prepared to recommend for employment will be expected to provide fingerprints, releases and other information necessary to conduct criminal record background investigations. The costs of such checks will be borne by the district. All offers of employment will be conditioned upon satisfactory completion of the background investigation and a finding that the information provided by the application during the preemployment process was accurate, complete and truthful.
2. The superintendent shall request a criminal record check through the Vermont Criminal Information Center (VCIC) on any candidate they intend to appoint or to recommend for appointment. Requests will be made for fingerprint-supported criminal records from the FBI as well as criminal records from the state of Vermont and any state in which the superintendent knows the applicant has resided or been employed. The superintendent shall maintain such records in accordance with state law.
3. The superintendent shall also request information through any available abuse registry to determine whether there are any substantiated abuse/neglect charges or sex offense convictions against an applicant before appointing or nominating a candidate for employment. The superintendent shall maintain such records in accordance with state law.
4. Employment conditioned on the completion of a background check may be terminated if it is determined that the employee failed to respond truthfully to questions about criminal activity or prior employment. In any event the superintendent shall forward the information received from VCIC to the person about whom the request was made and inform the person of their rights to challenge the accuracy of the record and to determine the disposition of the record under 16 V.S.A. §§255(f), (g).
5. Providing a safe learning environment for students is a primary consideration in district employment decisions. The district will base such decisions on all relevant

information, qualifications, and circumstances. Unfavorable background check information is not an automatic bar to employment, nor is a background check with no unfavorable information a guarantee of employment. However, no person convicted of a sexual offense requiring registration on the Vermont comprehensive sex offender registry shall be employed by the school district.

### **Appointment**

1. The appointment of licensed employees will be made by the board subject to the nomination of candidates by the superintendent of schools.
2. Subject to any pre-employment screening processes approved by the board, the superintendent shall appoint all non-licensed employees to be employed by the school district or supervisory union.
3. Contracts of employment or other notification of employment will be conditional pending receipt of criminal records check information and evaluation of that information.
4. Upon completion of a criminal records check, the superintendent shall:
  - a notify the person subject to the check about the district's protocol for maintenance of criminal history files, and
  - b ask the person subject to the check to indicate if the record should be maintained or destroyed after the retention period specified in the district's user agreement with VCIC
5. Employees who have been employed for fewer than two years in Vermont public schools are considered probationary teachers and may be offered a probationary contract.
6. All offers of employment may be withdrawn based on the criminal records check report or upon a finding that the information provided by the applicant during the pre-employment process was inaccurate, incomplete, or untruthful.

*Legal Reference(s): 16 V.S.A. §§251 et seq. (Criminal record checks)  
16 V.S.A. §242(3) and 563 (12) (Responsibility for hiring)  
Act 1 of 2009 (Adjourned Sess.)  
Act 108 of 2010*

**Recommended**

**WASHINGTON CENTRAL UNIFIED  
UNION SCHOOL DISTRICT**

**Board of Directors' Policy**

**LIBRARY MEDIA CENTER  
SELECTION & RECONSIDERATION**

**POLICY:**           D34          

**WARNED:**           11.1.19          

**ADOPTED:**           11.20.19          

**EFFECTIVE:**           11.25.19          

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**Introduction**

The WCUUSD Board recognizes that it is the primary objective of the instructional program and the library media centers to implement, enrich, and support teaching and learning, and the education programs in our schools. By accessing a wide range of materials at all levels of difficulty which offer a diversity of appeal and presentation of different points of view, our students will expand their knowledge and hone their skills.

The WCUUSD supports the free exchange of ideas as a vital element of our democracy and in our public schools. Access to instructional and library media materials that foster critical thinking and respectful civil discourse are important to our students as they prepare to be responsible and involved citizens in our democracy.

To assist with the selection of materials, the Board endorses the Library Bill of Rights, as adopted by the American Library Association. The Library Bill of Rights asserts that the responsibility of the school library is to:

- Provide materials that will enrich and support the curriculum, taking into consideration the varied interests, abilities and maturity levels of the students served
- Provide materials that will stimulate growth in factual knowledge, literary appreciation, aesthetic values, and ethical standards
- Provide a background of information that will enable students to make intelligent judgements in their daily lives
- Provide materials on opposing sides of controversial issues so that young citizens may develop with guidance the practice of critical reading and thinking
- Provide materials which are representative of the many religious, ethnic, and cultural groups and their contributions to our American heritage
- Place principle above personal opinion and reason above prejudice in the selection of materials of the highest quality in order to assure a comprehensive collection appropriate for the users of the library.

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

## **Definitions**

For the Purpose of this Policy:

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

## **Responsibility & Implementation**

1. ~~While the Board retains its authority to approve the selection of instructional materials, it recognizes the educational expertise of its professional staff and the need for staff to be involved in the recommendation of instructional materials. The Board delegates responsibility for the selection of instructional materials and library-media resources to the professionally trained personnel employed by the District, subject to the criteria and procedures for selection and the Board policy on challenged materials. Responsibility for the selection of all library materials is delegated to the School Librarian through the principal. The selection process involves open opportunity for consultation with administrators, faculty, and students.~~
  - a. Selection is based upon evaluation:
    - i. By the School Librarian
    - ii. Through the use of resources which includes, but is not limited to: library journals, publications, professional development, and learning communities
2. In selecting materials the School Librarian is guided by: the principles incorporated in the School Library Bill of Rights, the Freedom to Read Statement, and the standards and best practices adopted by the American Association of School Librarians and the American Library Association. The WCUUSD school libraries embrace the ALA Library bill of Rights

except where required by law to comply with the Children's Internet Protection Act, USC Title IVII, §§1701 *et seq.*

3. The collection will be developed systematically ensuring equitable and inclusive access to:
  - a. Materials in a variety of formats (print, digital, etc.) which will support the curricular, academic interests, personal interests, and the personalized learning pathways of the diverse viewpoints and identities of the members of our learning and global communities.
4. Selection is an ongoing process overseen by the School Librarian which shall include the removal and/or replacement of materials using a variety of criteria which includes but is not limited to: outdated and/or inaccurate information, lost or worn materials which are still of value to our learning community, low circulation, etc.
5. All gift materials and donations will come under the same selection policy as those purchased by the library. If these gift materials cannot be used by the school, they will either be sold and the profits used for the Library Media Center or given to someone who can use them.
6. Library materials are communal property. Borrowers are expected to make arrangements with the School Librarian and/or the Library Media Staff for damaged or lost materials.
7. ~~Despite the care taken to select materials for student and teacher use and the qualifications of the persons who select the materials, the Board recognizes that occasional objections may be raised by students, parents/guardians, employees or residents of the District. Challenges from individuals not in one of those identified groups will not be considered. In the event a complaint is made, the following procedures will apply: Should a citizen of a WCUUSD town have a complaint about any library media materials, the administrative procedure will be followed.~~
  - a. ~~All complaints about Library Media Center materials shall be brought to the immediate attention of the School Librarian who will contact the complainant to discuss the complaint.~~
  - b. ~~If the complainant is not satisfied, they may submit a request for review of library media center materials to the Principal.~~
  - c. ~~Upon receipt of the request, the Principal will form a committee made up of the School Librarian, a member of the professional staff and a community member. All sides of the question will be discussed thoroughly and a decision rendered. The media review committee will read and view the material in question, weigh its contested element against existing selection criteria, and write a report explaining the action taken. The Principal is responsible for sending a copy of the report and decision to the complainant and the Superintendent. The report will be provided to the complainant within 30 school days of the original request. Additional time may be requested by the principal.~~
  - d. ~~Should the complainant remain unsatisfied, they may take the complaint to the Superintendent. The Superintendent will review the committee's report to determine if the policy and procedures were followed. The Superintendent will respond to the complainant in writing.~~
  - e. ~~Should the complainant still remain unsatisfied, they may take the complaint to the School Board. The board shall hear the complaint in a fair and just manner. The Board shall render a decision within 45 school days of the hearing, which must include a summary of facts and basis for the decision. The Board's decision will be final.~~

f. Access to challenged material shall not be restricted during the complaint process.

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

**Recommended**

WASHINGTON CENTRAL UNIFIED  
UNION SCHOOL DISTRICT  
  
Board of Directors' Policy  
  
POLICIES AND PROCEDURES

**POLICY:**           A2            
**WARNED:**           12.2.19            
**ADOPTED:**           1.15.20            
**EFFECTIVE:**           1.25.20          

**Recommended**

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**PURPOSE**

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

**DEFINITIONS**

- **Policies** guide the school board, administrators and other district employees, students, parents/guardians and community members by stating district goals and establishing parameters for administrative action.
- **Procedures** are developed by the superintendent or designee to provide for the management of the public schools in the District by describing how tasks will be carried out and board policies will be implemented.

**POLICY**

- A. The school board should adopt and maintain policies to carry out its purposes or pursuant to any of its authorities under law.
- B. Policy development that affects all schools will be considered through the WCUUSD Policy Committee. Any person residing in or employed by the school district may suggest policies by submitting suggestions in writing to the school board chair or policy committee representative. The board, acting as a whole or through the policy committee will seek appropriate public comment and administrative guidance for policy development and revision.
- C. Administration will provide procedures to a policy, along with the policy, whenever a policy issue has been raised.
- D. At a minimum, public notice on intent to adopt a policy shall be given at least 10 days prior to adoption at a regularly scheduled or special school board meeting.
- E. In general, policies shall be adopted according to the following process:

1. A policy shall be warned for a first reading at a regular board meeting. The proposed policy, and any background information, will be distributed to board members prior to the meeting. The proposed policy shall also be made available to the public.
  2. At the first reading of the policy, the board may reject, revise, or approve the policy as written. If revised or approved, the policy shall move to a second reading at the board's next regular meeting.
  3. The second reading of the proposed policy shall be warned on the agenda for the following meeting. Copies of the policy and any background information, shall be distributed to board members prior to the meeting. The proposed policy shall also be made available to the public. At the second reading of the policy, the board may reject, revise, table or approve the policy as written.
  4. If the policy is approved at the second reading with little or only minor revisions, the policy shall be considered duly adopted.
  5. If the policy is rejected at the second reading, the policy shall be considered "dead."
  6. If the policy is revised at the second reading and the revisions are major (i.e., **constant content** is substantially changed), the policy shall move to a third reading at the board's next regular meeting. The same procedures for warning the policy shall be followed.
  7. If there is a third reading of the policy, the third reading shall be warned on the agenda for the board's following meeting. Copies of the policy, and any background information, shall be distributed to board members prior to the meeting. The proposed policy shall also be made available to the public. At the third reading of the policy, the board may reject, table, or approve the policy as written. If rejected, the policy shall be considered "dead." If approved, the policy shall be considered duly adopted. If tabled, the policy may be taken off the table and reconsidered only after the reconsideration has been warned and board members have been provided a copy of the draft policy. The proposed policy shall also be made available to the public. When taken off the table, the policy shall be considered at the same level of reading as it was when tabled.
- F. Each policy shall have a title and should state its date of adoption and effective date.
- G. Policies shall be numbered in accordance with the system established by the ~~A~~ Vermont School Boards Association.

### **DISSEMINATION**

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

### **REVIEW**

The superintendent will advise the board when revisions to adopted policies are required or otherwise appropriate. In addition, the superintendent will develop a policy review schedule to ensure that all policies are reviewed at least once every three to five years and, if necessary or appropriate, revised or repealed in response to changing legislation or other altered circumstances.

### **PROCEDURES**

Policies will be administered through procedures and directives of the superintendent of schools and members of the management team. The superintendent shall, in a timely

fashion, notify the school board when they have developed any new procedure. At its discretion, the board may order a review of any rule or procedure.

~~A. The superintendent shall maintain and implement procedures that:~~

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

**Required/Recommended**

WASHINGTON CENTRAL UNIFIED  
UNION SCHOOL DISTRICT

Board of Directors' Policy

BOARD MEETINGS, AGENDA  
PREPARATION

<b>POLICY:</b>	<u>A20</u>
<b>WARNED:</b>	<u>12.2.19</u>
<b>ADOPTED:</b>	<u>1.15.20</u>
<b>EFFECTIVE:</b>	<u>1.25.20</u>

**Recommended**

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**Policy**

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

**Regular Meeting Schedule**

Board will determine regularly scheduled meetings. The meeting schedule will be published and made available by the superintendent to any person on request. Special and emergency meetings will be called by the chair on their own initiative or when requested by a majority of the board and shall be warned appropriately. Only items on the agenda may be acted upon at these meetings.

**Conduct of Board Meetings**

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

**Executive Sessions**

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

**Agenda Preparation**

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

**Agenda Distribution**

The proposed agenda, together with supporting materials, will be distributed to board members by the superintendent five days prior to regular meetings and as soon as practicable before special and emergency meetings. At least 48 hours prior to a regular meeting and 24 hours prior to a

special meeting, the superintendent shall ensure that the agenda is posted on the district website, in the municipal clerk's office and two other designated physical locations in the municipality. In addition, proposed meeting agendas will be made available to any interested person upon specific request.

*Legal Reference(s):* 1 V.S.A. §§310 et seq. (Public meetings)  
16 V.S.A. §554 (School board meetings)

**Recommended**

**WASHINGTON CENTRAL UNIFIED  
UNION SCHOOL DISTRICT**

**Board of Directors' Policy**

**NOTICE OF NON-DISCRIMINATION**

<b>POLICY:</b>	<u>A22</u>
<b>WARNED:</b>	<u>12.13.19</u>
<b>ADOPTED:</b>	<u>2.5.20</u>
<b>EFFECTIVE:</b>	<u>2.15.20</u>

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**Policy**

The board will not unlawfully discriminate in its programs and activities against any person or group on any basis prohibited by federal or state law, and will provide equal access to ~~the Boy Scouts and other~~ designated youth groups.

The district shall make reasonable accommodations to the known physical or **emotional disabilities of an** ~~mental limitations of an otherwise qualified handicapped~~ applicant or employee unless the district can demonstrate that the accommodation would impose an undue hardship on the operation of its program or activity.

~~The superintendent or their designee shall prepare for board review and approval guidance to applicants and employees regarding requests for reasonable accommodations, including provisions for undue hardship.~~

Applicants for ~~admission and~~ employment, students, parents, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the Washington Central Unified Union School District are hereby notified that this district does not discriminate on the basis of race, color, religion(creed), ancestry, national origin, place of birth, sex, sexual orientation, **gender identity**, disability, age, political affiliation or marital status in admission or access to, or treatment or employment in, its programs and activities. ~~and provides equal access to the Boy Scouts and other designated groups.~~

A person has been designated by the WCUUSD to coordinate the district's efforts to comply with the regulations implementing Title VI, Title IX, and Section 504 of the Rehabilitation Act of 173, and other non-discrimination laws or regulations. The designated coordinator is identified in the procedure accompanying this policy along with the information on how that person may be contacted.

Any person having inquiries concerning the WCUUSD's compliance with the regulations implementing Title VI, Title IX, Section 504 or other state or federal non-discrimination laws or regulations is directed to contact the non-discrimination coordinator described above.

### Administrative Responsibilities

The superintendent or designee shall develop procedures to accompany this policy. This procedure shall designate a coordinator and information on how to contact the coordinator.

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~~1 Federal regulations implementing Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), the Age Discrimination Act, and the Boy Scouts Act contain requirements for recipients of federal funds to issue notices of non-discrimination. These regulations require that recipients notify students, parents and others that they do not discriminate on the basis of race, color, national origin, sex, disability and age, and, if applicable, that they provide equal access to the Boy Scouts of America and other designated youth groups. 2 See 34 C.F.R. § 104.12(a). 3 See 34 C.F.R. § 104.12(b) & (c) for requirements related to reasonable accommodations and factors to be considered when determining when a requested accommodation would create an undue hardship. The inclusion of this provision in this model policy is based on a finding by the federal Office of Civil Rights that a Vermont school district's policy on non-discrimination was not in compliance with Section 504 of the Rehabilitation Act of 1973 because it did not include these provisions. 4 Discrimination against an employee on the basis of political affiliation is prohibited by the Vermont Municipal Labor Relations Act. 21 V.S.A. § 1726(a)(7)~~

<i>Legal Reference(s):</i>	<i>9 V.S.A. §4502 (Public accommodations)</i>
	<i>21 V.S.A. §§495 et seq. (Employment practices)</i>
	<i>21 V.S.A. §1726 (Unfair labor practices)</i>
	<i>20 U.S.C. §§1400 et seq. (IDEA)</i>
	<i>20 U.S.C. §§1681 et seq. (Title IX, Education Amendments of 1972)</i>
	<i>29 U.S.C. §206(d) (Equal Pay Act of 1963)</i>
	<i>29 U.S.C. §§621 et seq. (Age Discrimination in Employment Act)</i>
	<i>29 U.S.C. §794 (Section 504, Rehabilitation Act of 1973)</i>
	<i>42 U.S.C. §§2000d et seq. (Title VI of the Civil Rights Act of 1964)</i>
	<i>42 U.S.C. §§2000e et seq. (Title VII of the Civil Rights Act of 1964)</i>
	<i>42 U.S.C. §§12101 et seq. (Americans with Disabilities Act of 1990)</i>





November 2, 2023

Dear WCUUSD School Board ,

I am writing to you to express my interest in serving as the WCUUSD District Clerk. For those of you that don't know I am a resident of Calais and also have two children in the District.

In my role as the Administrative Assistant to the Superintendent for WCUUSD, I have acquired some experience and am familiar with the process leading up to elections.

In the past few years, I have posted the Annual warning, and worked with the former District Clerk to ensure that the ballots are prepared appropriately. While I have not commingled the ballots for the election previously, I am willing to take on the challenge to expand my knowledge surrounding the election process.

Thank you for considering me for the District Clerk position.

Sincerely,



Melissa Tuller

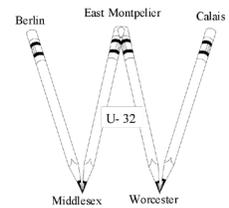
# Washington Central Unified Union School District

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

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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 Special School Board Meeting **\*\*Virtual Meeting Only\*\*** **10.18.2023 6:15-8:15 PM**

**Board Members:** Flor Diaz Smith, Chris McVeigh, Kari Bradley, Maggie Weiss, Mckalyn Leclerc, Ursula Stanley, Daniel Keeney, Zach Sullivan, Amelia Contrada, Natasha Eckart, Jonas Eno-Van Fleet, Jonathan Goddard, Kealy Sloan

**Others: Superintendent:** Superintendent Meagan Roy, Steven Dellinger-Pate, Jen Miller-Arsenault, Kerra Holden, ORCA Media, David Delcore, Karoline May, David Lawrence, Student representatives: Willow Mashkuri & Linnea Darrow, Mark McDermotts, S. Bador, Michael Sherwin, Susan DeForge, Susanne Gann, Tammy Hoermann, Brian Fischer, Cat Fair, David Hannigan, Dena Cox, Jen Campbell, Celia Guggemos, Beckah Mandel, Alicia Lyford, April B, April Davis, Michael Dindo, Tracy Martin, Maria, Honi Bean Barrett, Jill Drury, Lesley Fitch,

**1. Call to Order: Flor Diaz Smith called the meeting to order at 6:16 p.m.**

**2. Welcome**

**2.1. Adjustments to the Agenda**

**2.2. Reception of Guests**

**2.3. Public Comments:** Brian Fischer explained concern around board's proposal to engage an outside agency to provide foodservice rather than the existing foodservice team. He stated that the team has been working since August without a contract. He outlined several concerns in response to the COLT report and to the Finance Committee's report. He encouraged the board to have further conversation with stakeholders before making a decision. Lesley Fitch expressed rejection to any proposal that would replace our current foodservice program with a for-profit foodservice company. Linnea and Willow spoke about the foodservice issue, in support of the current configuration, especially for Brian Fischer.

**2.4. Presentation: Board Budget Training:** Superintendent Roy presented a slide deck: Overview, History, Process, to provide information about budget development. Superintendent Roy invited questions from board members: Chris McVeigh asked what is the dollar value for staff that will go from ESSER funds to the local budget? (answer: around \$500K) Daniel Keeney asked how this increase compares to last year's "level service" budget draft. Diane Nichols-Fleming expressed appreciation for sharing clear information about the threshold. Mckalyn Leclerc asked for an explanation of the 10% reference: Susanne Gann explained that an over 10% increase (in some configuration) will trigger a tax rate review. Chris McVeigh asked, is the new budget formulation likely that we will approach the threshold that triggers a tax rate review? Superintendent Roy: no we do not think we will approach that. Susanne Gann stated that we do not know yet what this year's long-term weighted enrollment is. Ursula Stanley asked - do we know when we will know the long-term weighted student number? Susanne Gann is hoping we will have this in November but does not know. Daniel Keeney requested that the slide deck be shared electronically.

### **3. Reports to The Board**

**3.1. Student Report:** Willow and Linnea provided a report of student happenings.

**3.2. Superintendent/Central Office Leadership Team (COLT) Report:** Superintendent Roy invited questions or feedback from the board. She highlighted a grant application that is underway that potentially has a hiring impact. Chris McVeigh asked whether the personnel action is contingent upon Project Serve. Superintendent Roy stated that she would like for the board to approve the position regardless of this particular grant; the intent is to fund the position via grant monies. Chris McVeigh asked, in response to the public comment about food service, he does not see this on the agenda this evening. Superintendent Roy stated that this is only at the Finance Committee level of discussion/ consideration at this point.

**3.3. Principals Report:** Superintendent Roy invited questions or feedback from this report.

**3.4. Central Vermont Career Center Report:** Flor Diaz Smith stated that they continue to work on creating a full-day schedule for next year. All of the advisory committees met this past week; the work of the CVCC board is budget development at this time. Chris McVeigh asked if there is any update on the voting process for the CVCC budget this year. Flor Diaz Smith stated that the voting process will be the same this year as last.

**3.5. VSBA Update:** Flor Diaz Smith provided an update.

### **4. Education Quality**

**4.1. Education Quality Monitoring Report:** Ursula Stanley reviewed the October 2023 written report from the Education Quality Committee. She invited questions from board members: what do you notice? Kari Bradley commented that proficiency levels are lower than we would like them to be; however, there is impressive growth demonstrated in the data. Chris McVeigh - appreciates the format of the report, including definitions. He asked whether there is any information available about a connection between the results as shared and practice going forward? Chris McVeigh asked about changes in the evaluation process. Ursula Stanley stated that this will be our baseline data, as we are using new

assessment methods; going forward we will be able to compare future assessment data to this baseline data. She explained that comparing past assessment data with this current data will be a challenge. Jen Miller Arsenault explained that we have made significant changes in proficiency indicators so comparing the past data would be like comparing “apples to oranges.” She shared that the AOE is working to see if there is a way to compare new state assessment to past SBAC data. Kealy Sloan stated that providing context around the data is helpful especially to those who are new to looking at this data. Ursula asked board members: What questions does this bring up? Do you agree with the analysis that the committee made? She asked: What other implications for the full board do you see, besides those that are stated in the report? Kari Bradley - our guidance to the administration about closing the achievement gap, we would like to maintain this area of focus on our radar for a long time going forward as these things take time. Chris McVeigh - can we ask the admin to identify what additional resources they would need in order to achieve our goals? Ursula Stanley stated that the hope is that this will come to the board in November in the budget proposal. Chris McVeigh would like to know from the administration what resources are needed to achieve the stated goals. Kari Bradley- adding the disaggregated (overall) graph equivalents would be helpful, especially in monitoring the second part of the goal. Ursula Stanley expressed appreciation for the input and feedback, and she stated appreciation for the work of the Ed Quality Committee.

## **5. Finance Committee (Discussion/Action)**

- 5.1. FY 25 Capital Improvement Project Budget Update and Approval:** Ursula Stanley moved to authorize the allocation of \$127,502 additional capital reserve funds to the completion of the projects as identified above and approve the District moving forward with the bid document and bidding as necessary. Seconded by Daniel Keeney. This motion carried unanimously.
- 5.2. Award U-32 Exterior Door Replacement Bid:** Chris McVeigh moved to approve awarding the U-32 Exterior Door Replacement Project contract to Acme Glass, Inc. in an amount not to exceed \$117,254, to be completed in FY 2023-24. Seconded by Daniel Keeney, this motion carried unanimously.
- 5.3. Review and Approve FY 25 Dental Premiums:** Ursula Stanley moved to set the calendar year 2024 Dental Insurance Premiums as follows: Single Plan \$720; 2-Person Plan \$1,080; Family Plan \$1,680. Seconded by Zach Sullivan. Daniel Keeney explained that due to conflict of interest, he will abstain from this vote. This motion carried, with one abstention.
- 5.4. Update from Configuration Study:** Flor Diaz Smith shared that the committee had met before this meeting. The committee had considered the data included in the finance committee packet, and had used a protocol to facilitate discussion. The committee will move ahead with a brainstorming session at the next meeting. She shared that the meeting went very well, the protocol was facilitated by Jeanie Phillips.

6. **Policy Committee:** Chris McVeigh explained that there is a revision to the Transportation policy, adopting much of the VSBA model policy. He invited questions from board members, for the first reading of this policy. He explained that again the committee recommends adopting the VSBA model language for the C6: Home Study Students policy. He expects both of these policies to be on the agenda at the next meeting for adoption. He invited questions from board members. Daniel Keeney asked, what, if any state laws, apply to us as far as making co-curricular activities available to home-study students. Superintendent Roy explained that we allow home-study students to participate in extracurricular activities; additionally, they may participate in courses at school as long as at least 60% of their curriculum is via home-study.
  - 6.1. **First Reading: C3 Transportation**
  - 6.2. **First Reading: C6 Home Study Students**
  
7. **Board Operations**
  - 7.1. **Board Vacancies:** Flor Diaz Smith shared a chart explaining board vacancies, including vacancies in March. She asked, if any board members are not planning to run for the board in March, she would appreciate advance discussion. Kari Bradley indicated that his seat is up for renewal in March and he does not intend to run. Chris McVeigh stated that his seat is up for renewal as well, and he is undecided at this time about whether he will run.
  
8. **Consent Agenda**
  - 8.1. **Approve Minutes of 10.4.23, 10.11.23: Ursula Stanley moved to approve the minutes of October 4 and October 11, 2023.** Discussion: Zach Sullivan suggested an edit from a board action item, changing wording from “as requested” to “if requested.” **Seconded by Chris McVeigh, this motion with noted change was carried unanimously.**
  - 8.2. **Approve Board Orders: Ursula Stanley moved to approve board orders from 9-21-2023 through 10-18-2023 in the amount of \$828,764.34. Seconded by Diane Nichols-Fleming, this motion carried unanimously.**
  
9. **Personnel**
  - 9.1. **Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE: Diane Nichols-Fleming moved to accept a new teacher, Jen Donovan, interventionist, 0.5 FTE for FY24 only. Seconded by Amelia Contrada, this motion carried unanimously. Diane Nichols-Fleming moved to accept the resignation of Mahala Largent and to wish her well. Seconded by Chris McVeigh, this motion carried unanimously.**
  - 9.2. **Personnel Request - Grant Funded: Chris McVeigh moved to approve a budget amendment to add a 1.0 BCBA/Behavioral System Specialist position, pending funding. Seconded by Kealy Sloan.** Discussion: Daniel Keeney asked whether this position title is similar in other schools, and do we have vacancies in other schools? Superintendent Roy indicated that because of this grant funding, the position is defined specifically, and there are not vacancies related to this type of position in other buildings. Dan Keeney asked, as this is a grant funded position, is the intent to continue to fund the position? Superintendent Roy stated that 12 months of funding would come from this grant; after that, there would be considerations for other sources of funding. Chris

McVeigh asked for clarification - is this position for direct services or for global support? Superintendent Roy stated that the primary goal for the position will be to wrap around identified students; however, there will be an overall benefit, universally. **This motion carried unanimously.**

**10. Future Agenda Items**

**10.1. 2023-2024 Board Work Plan:** Board members reviewed the work plan. The board meeting on November 1st will be at Doty.

**11. Board Reflection:** Some discussion followed about public comment. Superintendent Roy clarified that public comment at the beginning and end of the agenda is for items that are not on the agenda. It is the board's prerogative to accept public comment during action items at other times in the agenda. Flor Diaz Smith stated that she will add this to the Steering Committee's agenda to discuss.

**12. Public Comment:** Bekah Mandell stated that it would feel more meaningful for members of the public to be able to speak during board meetings as items come up on the agenda. She hopes that the board will consider this. She asked how the percentage of general funds has changed over the years; this would be useful to understand when considering the budget. She asked do we know how many property tax owners in WCUUSD towns pay based on income; is it different, town to town? Flor Diaz Smith noted that these questions will be recorded and hopefully answered at a future date.

**13. Adjourn: Ursula Stanley moved to adjourn at 8:08. Seconded by Zach Sullivan, this motion carried unanimously.**

Respectfully submitted,  
Lisa Grace, Board Recording Secretary

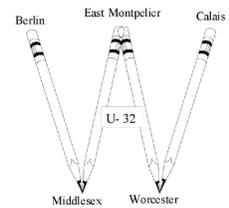
# Washington Central Unified Union School District

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Meagan Roy Ed.D.  
Superintendent



## Washington Central Unified Union School District School Board Meeting Doty Elementary School Worcester, VT 11.1.23 6:15-8:15 PM

**Board Members:** Flor Diaz Smith, Chris McVeigh, Kari Bradley, Maggie Weiss, Mckalyn Leclerc, Ursula Stanley, Daniel Keeney, Zach Sullivan, Amelia Contrada, Natasha Eckart, Jonas Eno-Van Fleet, Jonathan Goddard, Kealy Sloane, Josh Sevits 2 student representatives: Willow Mashkuri & Linnea Darrow,

**Others: Superintendent:** Superintendent Meagan Roy, Steven Dellinger-Pate, Jen Miller-Arsenault, Kerra Holden, ORCA Media, Gillian Fuqua, Michael Sherwin, Jill Drury, Julie McKinstry, Noah Weinstein, Sarah Davis, Jessica Wills, Susanne Gann, Chani Waterhouse, Bekah Mandel, Lydia Faesy, Meredith Crandall, Catherine Coteur, Sonya Rhodes, Larry, Allison Fayle, Lisa Hanna, Honi Bean Barrett

1. **Call to Order:** Flor Diaz Smith called the meeting to order at 6:15 p.m.
  
2. **Welcome:** Flor Diaz Smith welcomed those present; she reflected on some of the events in recent days.
  - 2.1. **Adjustments to the Agenda:** Flor Diaz Smith stated that she would like to add an action item, after Executive Session, to ratify teachers' contract. **Jonas Eno Van-Fleet moved to amend the agenda to add an action item to ratify teacher's contract. Seconded by Mckalyn Leclerc, this motion carried unanimously.**
  - 2.2. **Reception of Guests**
  - 2.3. **Public Comments-Time limit strictly enforced, see note**

3. **Local Presentation: Social Emotional Learning (SEL):** Gillian Fuqua presented a slide deck: *Social-Emotional Learning and Supports at Doty*.

4. **Community Input, Budget: Connecting Our Vision to Budget Realities:** Student representatives shared some of the happenings at U32. Willow Mashkuri spoke about the experience that students had with the recent incident with a school bus and gunfire. She stated that we as a community are failing; there is so much pain that people go through and we can be there for each other. she quoted “We don’t heal in isolation but in community.” The board shared a slide deck *Connecting Vision with Budget: Community Input Forum*. Some questions arose during the presentation:

Q: Does state mandate that you need a maximum amount of students in a class?

Superintendent: the EQS provides guidelines

Q: What determines whether a student requires an individual Para educator? Superintendent shared that an individual’s IEP is based on data and the student’s disability, etc.

Q: Is Community Connections paid through the school budget? Susanne - primarily funded through fees that users pay but supported by other funding

**Facilitated community forum:** The group broke into two: the online participants went into a “breakout room,” and the in-person attendants stayed in the gymnasium. The online group was facilitated by Jen Miller-Arsenault and Kari Bradley. Separate notes were taken.

**What did you learn from this overview: How does that learning impact the Board’s work?**

Chani Waterhouse: The board has big decisions that have to be made.

Scott would like to know what we are contemplating cutting? What will be the impact to the district?

Bekah: Some parameters that impact a level service budget. Doesn’t feel right to cut services to students because of factors that are outside of this room - are there other creative options for funding so that we are not forcing students to “lose” remains curious for the context around how people are paying taxes - based on income? based on property value? curious about enrollment trends. November 15th feels like a date that we are facing a cliff, especially for Doty staff.

Meredith Crandall: the board has a lot of big decisions to make; the numbers are really important, hopes that the board will think creatively as much as possible, in how to deal with numbers but also how to keep the community and the relationships in mind, and strong.

Lydia (school nurse) - hopes we keep track of what kids need; there is a great deal of need here in this community of children.

Lisa Hanna: The magnitude looms large. Feeling as a community member, not sure what is on the table; hard to weigh in without some of that knowledge.

Flor Diaz Smith stated that there is nothing on the table at this time.

**Developing the budget requires the School Board to make choices. Given what you've heard tonight, what do you think the Board should consider as they develop this budget?**

Chani: Has been on the strategic planning steering committee: a couple of resources - we are not set up in a way that supports youth to partner with adults in their education - sharing power/ decision making with youth (this has shown up in the strategic planning process); also we are not set up in a way to have communication flow from the students and families that are having the greatest struggle - we hear most from people who have more wellness. (are there models of schools that have engaged successfully with folks that struggle the most). Community connectedness is such a significant factor. Having the community elementary schools is an invaluable structure in supporting that community connectedness; hopes that we will continue to look for alternatives to closing schools.

Lisa H: wishing and hoping and dreaming that we can move to a place where we think differently about community engagement. We don't provide avenues for our community who are struggling the most (to engage). Can we seek other models?

Scott: I grew up in NJ; my graduating class was 1000 students; really wishes that he had grown up in an environment like this - it is a wonderful, unique, small network. Teachers are amazing

Honi Bean Barrett: Behind each data point is a person or a child - coming from a family, part of a bigger community. We are way more than numbers; please keep that in your heart.

Michael Duane: In reviewing the schedule - tonight is November 1; first budget draft is November 15th, and nothing is on the table. Can you give more generalities about how the first draft will be developed in two weeks, starting with a clean slate at this time?

Superintendent Roy: We have three lenses - we have a process for how we digest the information we get from community, from staff, budget ambassadors (including students): delivering quality education (best practice and EQS); how we distribute resources; student need (and taking into consideration the different needs in each of our building).

Lisa Hanna: Is the goal to reduce a certain amount?

Superintendent Roy: The board had provided some parameters initially (for example, inflation rate approximately 3%)

Honi Bean Barrett: who is on the budget committee? Superintendent Roy - the Finance Committee is a subcommittee of the board. She explained the newer structure of “Budget Ambassadors” (separate from Finance Committee) - bringing volunteers from the schools into the process earlier (we have representation from four of the schools at this time). Honi Bean Barrett asked, how many times are these groups going to meet between now and when the first budget draft is presented in two weeks? Flor Diaz Smith explained the scheduled times for the Finance Committee.

Ellen Knoedler shared that committee meetings are open to the public. Are Strategic Planning meetings open? Superintendent Roy - Strategic Planning is not a meeting of the board - it is considered open, but is not warned according to open meeting law requirements. Budget Ambassadors is a tool that administrators have created - the community’s opportunity to engage is through these types of processes (tonight’s forum)

Chani Waterhouse: can anything be shared about configuration conversations and long term savings that might be realized, e.g. through conversations with Montpelier?

Flor - have decided to come together in the spring and decide where to go next to have a meaningful conversation - both school districts are working on similar issues at this time. Flor explained that we are trying to build a path toward change in the future, we can’t sustain huge changes all at once - for example, considering the feedback from the configuration study will inform work going into the future.

Mckalyn Leclerc: Do we know more information about the 10% parameter over per pupil spending? and how it would align with the cost of living increase? Mckalyn invited the public that if there are specific things that are important, please share with board members - e.g., a full time nurse in each school, world languages, etc.

Superintendent Roy shared that there will be a survey shared with the community, for continued input.

## **5. Board Operations**

**5.1. Communication and Engagement Planning:** Flor Diaz Smith shared that we would like to focus on the board and budget development/ budget communication part of this document. Kari Bradley will create an overview/ shared statement for Front Porch Forum from tonight’s meeting. Daniel Keeney stated that we need to reiterate the difference between the configuration study committee, the finance committee and the budget planning. Ursula Stanley restated what was brought up earlier - that we don’t always hear from everybody in our communities, especially those that are disadvantaged; we need to continue to work on this. Diane Nichols-Fleming: heard a lot of anxiety about what is unknown. Reiterate that we are working as quickly as we can to share information as it is available. Linnea Darrow: The point about not hearing from everyone that is disadvantaged; we need to keep trying to reach out to people and invite them to communicate their needs.

## 6. Personnel

**6.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE: Ursula Stanley moved to approve the hiring of Nicole Mintken. Seconded by Diane Nichols-Fleming, this motion carried unanimously. Ursula Stanley moved to approve the extended leave of absence request from Cairsten Keese. Seconded by Natasha Eckart, this motion carried unanimously. Ursula Stanley moved to approve the hiring of long term substitute Dillon Burns for the 2023-24 school year. Seconded by Daniel Keeney, this motion carried unanimously.**

## 7. Future Agenda Items

### 7.1. 2023-2024 Board Work Plan

- 8. Board Reflection:** Jonas Eno-Van Fleet thanked those who come to school board meetings and have their voices heard. Daniel Keeney stated the presentation from Gillian and the comments about the importance of community keep coming back to the problems that we are facing and that much of it comes down to how we define our community. Reimagining our community is a big piece of our job. Joshua Sevits heard an ask for “creativity” several times - the leadership will think creatively and we need to realize it and recognize it when it comes to us, and help the community understand it. Reiterate what was said by Flor Diaz Smith - seismic change is not healthy, this is a long process of change. Kari Bradley asked if it is fair to say that the board needs to revisit the parameters that were set. Flor Diaz Smith stated it was stated as a “soft parameter.” Chris McVeigh asked would it be helpful for the administration to have a range? Zach Sullivan said as soon as we put a number out there, that’s what people focus on - how do we share the other things that we consider in the process, not just the bottom line number? Ursula Stanley reflected on last year when the administration came back to the board and said we are not able to stay within the parameters; that is what she thinks of when she thinks of “soft parameters.”
- 9. Executive Session: Negotiations: At 7:56, Chris McVeigh moved to go into Executive Session to discussion Negotiations and to invite Superintendent Roy and Susanne Gann. Seconded by Mckalyn Leclerc, this motion carried unanimously. At 8:22 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 negotiation strategy. Jonas Eno-Van Fleet moved to approve the 2023-24 - 2025-26 collective bargaining agreement reached with the Washington Central Educators’ Union teachers’ bargaining unit. Seconded by Diane Nichols-Fleming, this motion carried unanimously with one abstention. Daniel Keeney declared a conflict of interest and his intent to abstain from the vote.**

**10. Executive Session: Student Residency Request: At 8:26, Jonas Eno-Van Fleet moved to go into Executive Session for the purpose of discussing a student residency request, to include Superintendent Meagan Roy. Seconded by Diane Nichols-Fleming, this motion carried unanimously. At 8:51, Jonas Eno-Van Fleet moved to leave Executive Session. Seconded by Ursula Stanley, this motion carried unanimously. During Executive Session, the Board discussed a student residency request. Jonas Eno-Van Fleet moved to approve the student residency request. Seconded by Chris McVeigh, this motion carried 8-6.**

**11. Adjourn: At 8:54, Jonas Eno-Van Fleet moved to adjourn. Seconded by Ursula Stanley, this motion carried unanimously.**

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