

## Norwich School District

### MARION CROSS SCHOOL

Marion Cross School is a nurturing pre-K through 6th grade public school that:

- Promotes educational excellence and fosters a lifelong love of learning.
- Empowers all students to realize their intellectual, physical, emotional, creative, and social potential.
- Partners with families and the community to develop responsible local and global citizens who can adapt to a changing world.

### NORWICH SCHOOL BOARD

Michael Costa

Lisa Christie

Neil Odell, *Vice Chair*

Garrett Palm, *Chair*

Lily Trajman

### Want more in depth information?

Visit the SAU70 website Budgets page for the most up to date information and FY2025 Budget Books with Exhibits. All Districts are listed, just look up the District you'd like to review.



## Warrant for the 2024 Annual Meeting of the Norwich School District

**ARTICLE 1:** Elect a Moderator of the Town and School District meeting for one year.

*The moderator is voted upon annually and presides over the combined town and school district meeting.*

**ARTICLE 2:** Elect Town and School District Officers for terms starting in 2024.

*This year there are 2 seats coming up for election in March, one for a 2-year term and one for a 3-year term. As of now, both Neil Odell [3 year term] and Garrett Palm [2 year term] have filed to run for another term.*

**ARTICLE 39:** To authorize the Board of School Directors to borrow money by issuance of bonds or notes not in excess of anticipated revenues for the next fiscal year in accordance with the provisions of 16 VSA § 562(9).

*In the event that school district tax revenues are not received in a timely manner, the school district requests authorization from the electorate to borrow money to cover necessary expenditures.*

**ARTICLE 40:** Shall the voters of the Norwich Town School District determine and fix the salaries of the School Board members in the sum of \$500 each per year for a total of \$2,500 in accordance with the provisions of 16 VSA § 562(5)?

*The salary for school board members is voted upon annually. This figure is unchanged from last year.*

**ARTICLE 41:** Shall the voters of the Norwich Town School District approve the School Board to expend \$7,946,835, which is the amount the School Board has determined to be necessary for the ensuing 2024-25 fiscal year?

*While the gross expenditure amount of the Marion Cross School direct budget is due to increase \$700,365 or 9.66%, using the state's definition of net "Education Spending per pupil" (that is, net education spending, after the application of appropriate income, divided by the number of long term weighted average daily membership "LTW ADM") we will be decreasing by (1.25%) (which includes the Dresden Assessment due to decrease by (2.73%) or (\$224,461). Combined with the elementary assessments for the Norwich budget build and after revenues and fund balance, this results in a total increase of education spending of \$530,535*

*or 3.88%. Dresden has a couple of other articles including a small increase to Article #2 which if passed would add \$1,117 to the total. There is another Warrant Article [#3] in the Dresden School District for the Education Association's collective bargaining agreement, which if passed will increase the assessment by \$239,096. These changes would increase the year over year Dresden assessment by \$15,752 or 0.19%.*

*Assuming all Dresden articles pass and adding the assessment to Norwich elementary budget, total expenditures would be \$16,198,539 or 4.63%. Total education spending after offsetting revenues is \$14,436,517 or 5.64%. Applying the new, updated LTW ADM to the adjusted equalized spending, our per pupil figure is \$72 higher than last year or a 0.42% increase*

*Projecting the Norwich tax rate is more complicated this year due to the passage of Act 127 in 2022. The application of the new parameters did not work out as initially intended. Included in the Act was a 5% tax increase cap provision for the first 5 years. The intent was to give districts like Norwich time to significantly reduce their school budgets – since the essence of Act 127 is that it should cost less to educate the students in the Norwich community because far fewer of them meet the new pupil weighting criteria compared to other districts in Vermont. As budget season unfolded the Legislature realized that every District in Vermont was taking advantage of this cap which would have resulted in even more extreme tax increases. As a result, the Legislature is now introducing a bill that will remove the 5% cap and replace it with a "Tax Rate Discount" mechanism. The discount is based on the ratio of our student count before and after the implementation of the new student weightings from Act 127. The discount will apply, but be reduced every year for the next five years.*

*Based on the updated LTW ADM and ignoring any other changes or potential "discounts/caps", the projected equalized homestead tax rate based on a yield of \$9,775 [discussed 2.6.24] before CLA would increase by 19.85% to \$1,7818 an increase of \$0.2952. After applying the current CLA of 67.57% [subject to change] it would increase by 32.11% to \$2,6369 an increase of \$0.6409.*

*Now, if we apply the new proposed legislative bill's current projected "tax rate discount" for Norwich of \$0.19 [2.8.24] to the same set of information, the tax rate projection would be as follows: before CLA would increase by 7.07% to \$1,5918 an increase of \$0.1052. After applying the current CLA of 67.57% [subject to change] it would increase by 18.02% to \$2,3557 an increase of \$0.3597.*

Warrant for the 2024 Annual Meeting of the Norwich School District (continued)

This information can be viewed in Exhibit 3 of the Norwich Budget Book found on the SAU70 website and we will be updating it as well as all the other updated information as it becomes available.

In the VT Education Tax Rate Letter from the VT Tax Commissioner issued November 30, 2023 [https://go.boarddocs.com/nh/sau70/Board.nsf/goto?open&id=CXSJVX4EC42B], school district budgets were forecasted to grow by an average of 12.8%. Many districts are experiencing double-digit increases in statewide health insurance, contractual wage increases necessary to attract and maintain teachers and support staff, increasing costs of federally mandated special education service, loss of federal ESSER funding, increases in transportation costs as well as increased costs associated with ongoing mental and physical health of our students.

Locally, our budgets are experiencing many of the same pressures. Medical insurance has experienced another large increase for the current “mandated” driver for the 24-25 school year of 16.4% over last year’s rates. The increase has been partially offset by an increase of 1% in the support staff co-pay rate and election changes; the net effect is an increase of \$80,496. After multiple years of stalled contracts and late ratifications, the Teachers Union and Board came to agree-

ments on both the 2022-23 agreement [4/5/23] with 2.6% on base at a projected total increased cost with steps of \$123,950 [4.49% total] as well as the 2023-24 and 2024-25 agreements [8/1/23] with 2.10 % and 3.05% on base at a projected cost of \$130,365 [4.51% total] and \$135,172 [4.48% total] respectively. This budget has been adjusted and has been built with the three years’ worth of changes net of budgeted steps and any staffing turnover in the amount of \$316,186. Non-union wage increases were 2.5% for the current year and have been budgeted at 5.0% for 2024-25. Support Staff base changes are not included for the 2023-24 nor the 2024-25 school year as an agreement has not yet been reached; although steps have been included at the 2022-23 wage levels. The Supervisory Union’s assessment will be increasing by \$78,831 due to many changes within the SAU Budget and an adjustment in Norwich’s % of assessment which was projected too low for 2023-24. We have included building improvement costs that address the need for an additional 2nd floor bathroom, year 1 expenses of changing out our old boilers from oil to high efficiency propane models, flooring updates and painting. The boiler update plan can be reviewed in the Budget Book on the sau70.org website in the Budget section. Our first payments in the amount of \$115,646 will begin in the 2024-25 fiscal year for our septic update and playground projects that should be completed in the spring/summer of 2024.

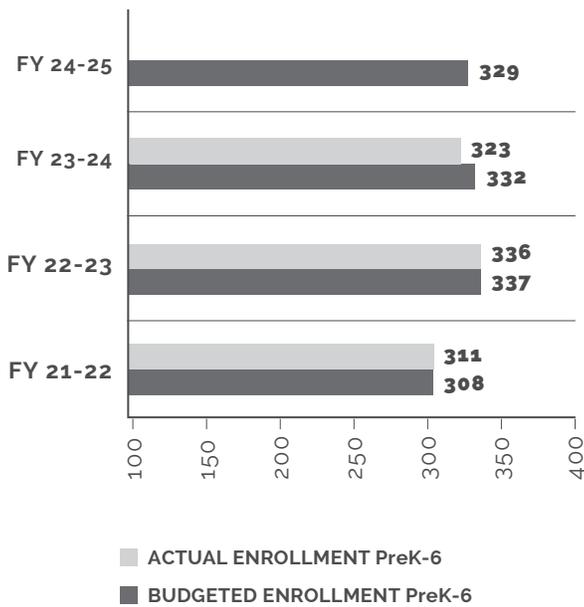
**NORWICH SCHOOL DISTRICT BUDGET SUMMARY**

BY MAJOR FUNCTION	2021-22	2022-23	2023-24	2024-25	\$CHG	%CHG
Regular Education	\$2,689,326	\$3,050,838	\$3,369,165	\$3,627,442	\$258,277	7.7%
Technology	122,825	134,131	142,923	226,329	83,406	58.4%
Special Education	1,228,181	1,216,152	1,320,490	1,258,905	(61,585)	-4.7%
Guidance	114,082	118,976	124,374	133,622	9,248	7.4%
Health Services	120,411	88,239	101,845	111,657	9,812	9.6%
Staff Development	71,852	88,336	89,036	84,894	(4,142)	-4.7%
Media (Library)	113,379	105,847	106,662	120,257	13,595	12.7%
School Board	32,287	32,352	32,446	52,194	19,748	60.9%
SAU Assessment	295,405	306,695	317,575	396,406	78,831	24.8%
School Administration	479,377	531,635	555,113	605,764	50,651	9.1%
Op & Maintenance of Plant	444,427	468,855	556,904	562,799	5,895	1.1%
Transportation	297,000	297,400	399,936	450,540	50,604	12.7%
Site & Bldg Improvements	138,300	123,000	117,000	187,380	70,380	60.2%
Debt Service	46,691	45,724	-	115,646	115,646	n/a
Interfund Transfers Out	15,000	13,000	13,000	13,000	0	0.0%
<b>TOTALS</b>	<b>\$6,208,543</b>	<b>\$6,621,180</b>	<b>\$7,246,470</b>	<b>\$7,946,835</b>	<b>\$700,365</b>	<b>9.66%</b>

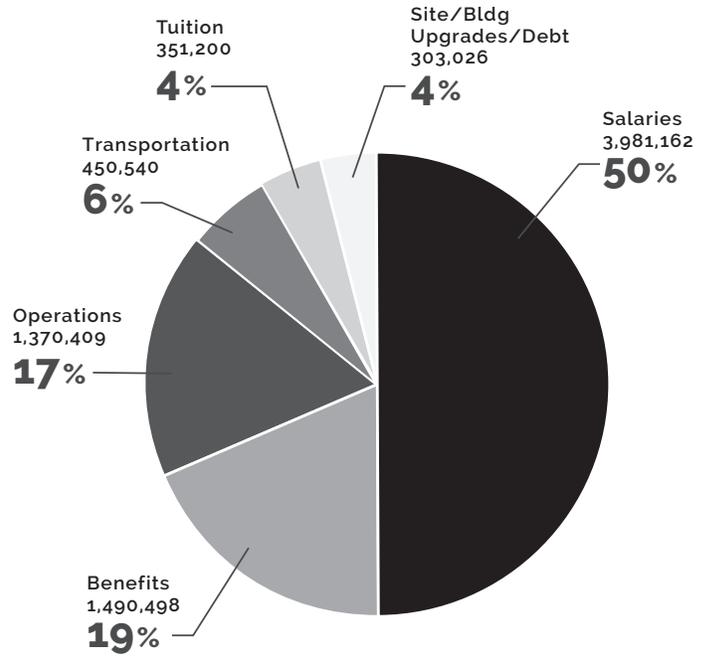
**BUDGETED STAFFING**

FTEs	FY 22	FY 23	FY24	FY25	% CHG
Classroom Teachers	19	22	22	21	-4.5%
Art, Music, PE, Specials Teachers	4.5	5.3	6.8	6.8	0.0%
Special Ed Certified Staff	4.8	4.4	4.0	4.0	0.0%
Other Staff	26.8	23.3	21.3	23.3	8.7%
<b>TOTAL STAFF FTEs</b>	<b>55.1</b>	<b>55.0</b>	<b>54.1</b>	<b>55.0</b>	<b>1.6%</b>

## Norwich Enrollment PreK-6



## Norwich FY25 Budget

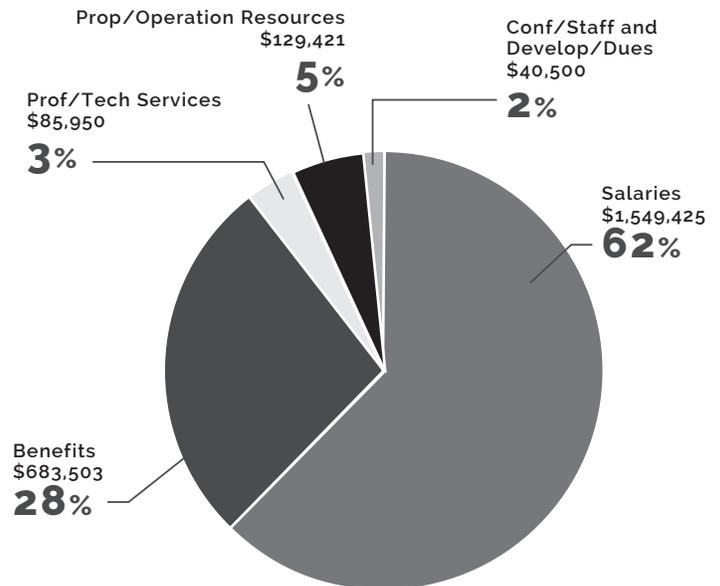


## SAU 70 FY25 Budget Information

Taken together, the Hanover, Norwich, and Dresden School Districts receive administrative services from School Administrative Unit #70, an umbrella organization formed under New Hampshire state law.

SAU70 provides services in the following departmental areas: superintendent's services, special education case management, technology support, accounting services, grants management oversight, human resource services and transportation coordination. The Supervisory Union's budget is increasing by \$260,432 which is being offset by a projected increase in fund balance of \$60,833 for an assessment increase of \$199,600 or 9.6%. The assessments are shared via a predetermined formula for the three member Districts and are already included in the Hanover, Dresden and Norwich budgets as built. The SAU 70 Budget was ratified by the SAU Board on November 28, 2023. Details of the SAU budget can be found at: <https://www.sau70.org/school-boards>. The SAU budget is not voted on separately by the district voters.

## SAU 70 FY25 Budget



SAU 70 FTEs	FY24	FY25	%CHG
<b>Superintendent's Office</b>			
Certified	2.00	2.00	0.0%
Other	1.00	1.00	0.0%
<b>Business/Finance Office</b>			
Certified	2.00	1.65	-17.5%
Other	2.00	2.00	0.0%
<b>Technology Dept</b>	4.00	5.00	25.0%
<b>Student Services Dept</b>			
Certified	2.00	2.00	0.0%
Other	1.00	1.00	0.0%
<b>Human Resources Dept</b>	3.00	3.00	0.0%
<b>TOTAL FTEs</b>	<b>17.00</b>	<b>17.65</b>	<b>3.8%</b>

DISTRICT ASSESSMENTS	2023-24	2024-25	B-B Inc/Dec
Dresden School District	\$1,237,487	\$1,303,140	\$65,653
Hanover School District	532,464	587,580	55,116
Norwich School District	317,575	396,406	78,831
<b>SUBTOTAL</b>	<b>\$2,087,526</b>	<b>\$2,287,126</b>	<b>\$199,600</b>

# Dresden School District

## DRESDEN SCHOOL BOARD

Antonia Barry  
Lisa Christie  
Michael Costa  
Kimberly Hartmann

Richard Johnson, *Chair*  
Benjamin Keeney  
Kelly McConnell  
Deborah Bacon Nelson

Neil Odell, *Vice Chair*  
Garrett Palm  
Lily Trajman  
Tara Velozo

## HANOVER HIGH SCHOOL

Hanover High School is an active learning community that provides broad academic and co-curricular programs. We engage students' minds, hearts and voices so that they become educated, caring and responsible adults. All students are given the opportunity to use their

- minds to pursue excellence, academic challenge and personal success
- hearts to respect and care for the emotional and physical well-being of themselves and others, and for the environment.
- voices to contribute to the democratic process and the common good.

## RICHMOND MIDDLE SCHOOL

Our mission is to inspire students to build the skills and compassion necessary to succeed in a complex world and, as they move toward greater independence, empower them to examine the impact their actions have on themselves, others, and the environment.

- For this school community to thrive, teachers, staff, parents, and students will work together to:
- Communicate effectively in a variety of ways
- Think critically and creatively to identify and solve a range of problems
- Contribute positively to the classroom, school, and broader community by
  - Participating in decision making
  - Valuing diversity
  - Taking responsibility for their own actions
  - Resolving conflicts peacefully

## Warrant for the 2024 Annual Meeting of the Dresden School District

**ARTICLE 1:** To elect by written ballot for one-year terms a Moderator, a Clerk, a Treasurer; an auditor for a two-year term and an Auditor for a one-year term.

*The positions noted above are voted on annually. The names of the candidates are as follows: Moderator—Tom Csatari; District Clerk—Carole Bibeau; and Treasurer—Cheryl Lindberg. The auditor positions are no longer actively used as the State of NH requires formal audits to be conducted annually.*

**ARTICLE 2:** Shall the District determine and fix the salaries of School District officers as follows: School Board members \$1,000 per member with additional \$300 for School Board Chair; School District Treasurer \$2,670; School District Clerk \$500; and School District Moderator \$300 in accordance with Article V-A of the NH/VT Interstate School Compact, and further raise and appropriate the amount of Fifteen Thousand, Seven Hundred, Seventy Dollars (\$15,770) to fund these salaries?

**The School Board recommends this article.**

*This article requests \$1,000 as the salary for School Board members, the stipend represents an increase of \$300 over last year. School Board member stipends have not been adjusted in over 10 years; this adjustment is commensurate with cumulative inflation. The salary for Moderator has been increased by \$150 to \$300 and there is a small increase for the Treasurer position. The Clerks stipend was increased a few years ago. This article's effect on the tax rate is negligible. The Dresden School Board is comprised of members that are elected to both the Hanover and Norwich School Boards. Norwich's assessment portion of this Dresden article is \$4,761 an increase over last year's article of \$1,117.*

**ARTICLE 3:** Shall the District vote to approve the cost items in the three (3) year collective bargaining agreement reached between the Hanover Education Association and the Dresden School Board, which calls for the following increases in salaries and benefits:

Year	Estimated Increase over status quo budget
2024-2025	\$791,970
2025-2026	716,680
2026-2027	467,930

and further, shall the District raise and appropriate the sum of Seven Hundred Ninety-One Thousand,

Nine Hundred and Seventy Dollars (\$791,970), such sum representing the estimated increase in teaching staff salaries and benefits for the 2024-25 fiscal year brought about by this collective bargaining agreement (majority vote required)?

**The School Board recommends this article and appropriation.**

**NOTE 1.** The sum necessary to pay the so-called status quo salaries and benefits for teaching staff if this article is defeated is included in the operating budget in Article 5.

**NOTE 2.** A favorable vote on this article shall be considered the approval of the cost items in all three (3) years of the proposed collective bargaining agreement.

*The details of the agreement can be reviewed on BoardDocs in the November 14, 2023 Dresden School Board Meeting under Item 10.B. The agreement includes clarification language surrounding the parameters for Unpaid Leave and Employment Beyond the Normal School Year. The cost of living increases are 5% [2024-25], 4% [2025-26, and 2% [2026-27]. The prior year cost of living increases under the current contract have been 2% per year. Norwich's portion of this Dresden assessment would be \$239,096.*

**ARTICLE 4:** Shall the District raise and appropriate the amount of Thirty Million, Two Hundred Fifty Thousand, and Five Hundred Nineteen Dollars (\$30,250,519), for the support of schools, for the payment of salaries for the teachers and other school employees, school district officials, and agents, and for the payment of the statutory obligations of the District for the 2024-25 fiscal year? This sum does not include the sums appropriated in any of the other articles.

**The School Board recommends this article.**

*The exhibits report the three categories of expenditures in the proposed Dresden budget. The three budget categories are Hanover High School, Richmond Middle School and District Wide (administrative, support and debt services). Norwich's projected portion of Dresden's base budget article after revenue offset is \$8,007,847, when added to the assessment amounts for Article 2, it results in a decrease of (\$224,461) or (2.73%).*

*If all Dresden Articles pass, the total projected assessment to Norwich after revenue offset is \$8,251,704 which is an increase of \$15,752 or 0.19%. We are unable to project a*



*tax rate ramification with certainty at this time due the changes that are currently being considered at the VT legislative level. We will post the updates as they become available on our website. The most up to date details for the 2024-25 proposed budget can be reviewed in the Dresden Budget Book with Exhibits on the SAU70 District website at [www.sau70.org](http://www.sau70.org) on the Business & Finance Dept. page under the Budgets section.*

**ARTICLE 5:** To transact any non-substantive business that may legally come before the discussion phase of the Annual meeting to be held on Thursday, February 29 at 7:00 pm in the Hanover High School Auditorium.

**HANOVER FINANCE COMMITTEE**

During public meetings on January 4 and 11, 2024, the Hanover Finance Committee voted unanimously to support the proposed FY25 Dresden School District Budget of \$30,250,519 (Article 4), new salaries for district officials (Article 2), and the collective bargaining agreement with teachers and other certified staff (Article 3, at a cost of \$791,970). With the last payment of the 2003 construction bond having now been made, the FY25 budget shows a dramatic decrease in debt service payments of \$2,002,292. After all costs are factored in, the Dresden budget will decrease by \$80,207 (-.3%). The Committee's full letter of support can be found in the District's Annual Report on the district's website at [www.sau70.org](http://www.sau70.org).

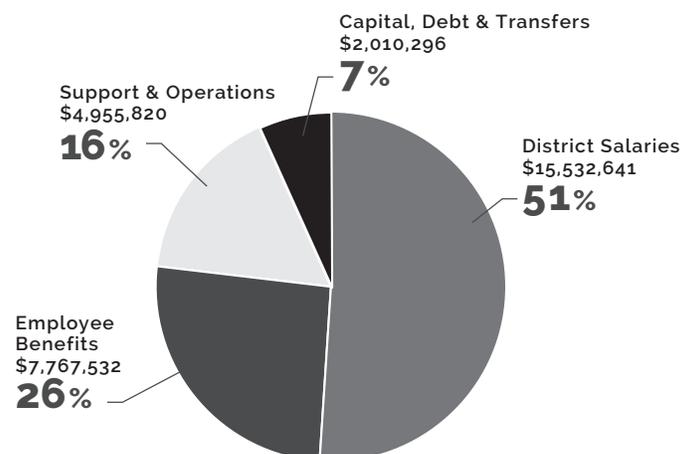
EXPENSES	RICHMOND MIDDLE		HANOVER HIGH	
	FY25 BGT	INCR (DECR)	FY25 BGT	INCR (DECR)
Regular Instruction	\$4,689,795	\$38,069	\$7,960,090	\$371,090
Technology	324,977	53,128	524,764	39,570
Special Education	1,769,951	(5,305)	2,033,524	79,655
Vocational Education	n/a	n/a	135,000	0.00
Co-Curricular/Athletics	41,791	(7,347)	1,132,135	27,685
Student Support Services	462,862	9,503	1,391,771	50,772
Staff Support Services	312,797	3,250	588,845	4,435
School Administration	760,161	101,030	1,861,747	92,830
Operation & Maint of Plant	678,539	26,377	1,238,532	64,652
Transportation	63,900	8,400	212,116	9,576
Site & Bldg Improvements	168,400	138,900	152,300	(43,700)
Interfund Transfer Out	21,600	(3,400)	57,600	0.00
<b>TOTALS</b>	<b>\$9,294,773</b>	<b>\$362,605</b>	<b>\$17,288,424</b>	<b>\$696,565</b>
Percent of Change		4.06%		4.20%

EXPENSES	DISTRICT WIDE	
	FY25 BGT	INCR (DECR)
Coord of Volunteers	\$12,092	(\$1,000)
Comp Tech	5,000	500
School Board Services	52,782	(12,987)
Supt Services	1,305,765	65,653
Bldg Maintenance	681,287	3,009
Debt Service	1,610,396	(2,002,292)
<b>TOTALS</b>	<b>\$3,667,322</b>	<b>(\$1,947,117)</b>
Percent of Change		-34.68%
<b>TOTALS RECAP</b>		
District Wide	\$3,667,322	(\$1,947,117)
Richmond Middle	\$9,294,773	\$362,605
Hanover High	\$17,288,424	\$696,565
<b>TOTALS</b>	<b>\$30,250,519</b>	<b>(\$887,947)</b>
Percent of Change		-2.85%
Article 2: Board/Officers Sal	\$15,770	\$15,770
Article 3: Hanover Ed Assoc	\$791,970	\$791,970
<b>TOTALS</b>	<b>\$31,058,259</b>	<b>(\$80,207)</b>
Percent of Change		-0.26%

ENROLLMENT & STAFFING	RICHMOND MIDDLE		HANOVER HIGH	
	FY25	%CHG	FY25	%CHG
<b>Budgeted Enrollments</b>	<b>365</b>	<b>2.53%</b>	<b>1,043</b>	<b>1.9%</b>
Teachers FTEs	46.7	0.00%	75.31	-0.1%
Other Staff FTEs	26.8	-0.56%	49.69	-1.8%
<b>Total Staff FTEs</b>	<b>73.45</b>	<b>-0.20%</b>	<b>125.00</b>	<b>-0.8%</b>

DISTRICT WIDE FTEs: Admin 2.0 (no change); Maintenance Techs 4.0 (no change)

**Dresden FY25 Budget**





Norwich School District  
 c/o School Admin Unit #70  
 41 Lebanon Street  
 Hanover, NH 03755

NON-PROFIT ORG  
 U.S. POSTAGE PD.  
 PERMIT #48  
 HANOVER, NH 03755

\*\*\*\*\*ECRWSSDDM\*\*\*\*

**DON'T FORGET  
 TO VOTE!**

**Tuesday, March 5th  
 7am—7pm  
 Tracy Hall, Norwich, VT**

**Residential Customer**

**Meet Your  
 School Districts**

**JOIN US!**

**Thursday, February 29, 2024** at 7:00 pm in the Hanover High School Auditorium, Hanover, NH for the Discussion Phase of the Dresden School Districts Annual Meeting.

**Monday, March 4, 2024** at 7:00 pm in Tracy Hall, Norwich for the Town Deliberative Session and Budget Discussion.

A virtual option will be available to attend via Zoom link and the information will be shared via the SAU70 District website at SAU70.org.

**VOTING!**

**Tuesday, March 5, 2024, from 7:00 A.M. to 7:00 P.M. in the Hanover High School Gymnasium in Hanover, NH** (for Hanover voters) and in **Tracy Hall in Norwich, VT** (for Norwich voters).  
 Absentee ballots will be available ahead of the in-person voting date.

The Hanover and Dresden School District Budget proposals support the strategic plan of SAU 70 with the following overarching goals:

**ACADEMIC GOAL**

To provide curriculum, instruction, and assessments that are rigorous, engaging, and equitable for all learners across the SAU70 School Districts.

**STUDENT SUPPORT GOAL**

To provide instruction, co- and extra-curricular programs, professional development and other forms of support, that include social emotional learning, mental and physical health and wellness, and community-building.

**FACILITIES GOAL**

To provide facilities, grounds, and environment that are sustainable, fiscally responsible, and that enhance our curricular and extracurricular goals for each student to achieve success.

**ORGANIZATIONAL GOAL**

To ensure that the leadership, governance, financial, and administrative functions of the organization support the attainment of the academic, student support, and facility goals established in this Plan.