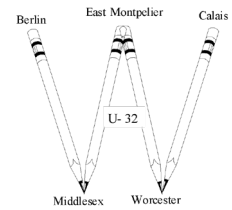


Washington Central Unified Union School District

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

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



**Washington Central Unified Union
School District
School Board Meeting
4.10.24 6:15-8:15 PM
Calais Elementary School
321 Lightening Ridge Rd.
Plainfield, VT**

Virtual Meeting Information

<https://tinyurl.com/35bcfk4j>

Meeting ID: 854 2261 7233

Password: 934313

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

- | | |
|--|------------|
| 1. Call to Order | 6:15 PM |
| 2. Welcome | 15 minutes |
| 2.1. Adjustments to the Agenda | |
| 2.2. Reception of Guests | |
| 2.3. Public Comments-Time limit strictly enforced, see note | |
| 3. Presentation: Social Emotional Learning: Calais Elementary | 15 minutes |
| 4. Board Operations (Discussion/Action) | 60 minutes |
| 4.1. Approve Revised FY25 Budget – pg. 4 | |
| 5. Personnel | 5 minutes |
| 5.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE – pg. 12 | |

- | | |
|---|------------|
| 6. Consent Agenda(Discussion/Action) | 10 minutes |
| 6.1. Approve Minutes of 3.11.24, 3.13.24, 4.3.24 – pg. 15 | |
| 7. Future Agenda Items | 5 minutes |
| 7.1. 2023-2024 Board Work Plan | |
| 8. 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



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

To: WCUUSD Board
From: Meagan Roy, Superintendent
Susanne Gann, Business Administrator
Re: FY25 Budget Proposals

The following information is being provided per request of the Board at its April 3, 2024 meeting. To review the information from April 3, please refer to the [April 3, 2024 Board packet](#).

Budget Proposals with Reduction Amounts

The chart below summarizes the reductions proposed at each spending level, with the amount of each reduction listed. As shared during the [April 3rd meeting](#), the leadership team worked within the Board-identified parameters and used the three lenses of Education Quality, Equitable Distribution of Resources and Student Need. The administration approached the development of these budgeting revisions by:

1. Ensuring that we can maintain programming for students as outlined in the Education Quality Standards and our common instructional agreements
2. Reviewing all functional areas for non personnel and administrative reductions
3. Reviewing previously proposed reductions that had been restored by the Board in past budget discussions; the proposals continue to fall within EQS and our instructional agreements
4. Proposing additional reductions in response to declining enrollment

In looking at the requested 10%, 8% and 6%, we deliberated at length about which reductions would be in which proposal. All proposals meet the above four criteria. The fund balance application increases with each proposal, which is also concerning for the district as it creates more financial risk and a bigger “cliff” for future budget development. We further prioritized reductions by thinking about each option this way:

The 10% reductions are driven by enrollment and/or are previous recommendations. These reductions do not modify programming for students.

The 8% reductions are also driven by enrollment, but have district-wide impact in terms of assigning FTE of staff once seniority implications have been identified. Program modifications (but not elimination) may occur.

The 6% reductions will result in further disruption to programming (e.g., the District Facilities Director’s work will be impacted by maintaining an increased focus at U-32).



Allied Arts Calculations

WCUUSD has common agreements for the provision of allied arts instruction to elementary students across the district. Those agreements are to provide the following for all students, K-6:

Music: 45 minutes/week
Art: 45 minutes/week
PE: 2, 45-minute sessions/week
Library/Media: 45 minutes/week

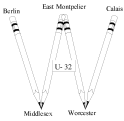
All elementary students will retain this level of service with all proposed reductions. As described on April 3rd, the reductions proposed in allied arts are responding to our decreased enrollment - we serve fewer students and operate fewer classrooms, therefore we are able to meet our service agreements with fewer staff. This has been true for a number of years.

Each elementary school will retain sufficient FTE to provide the above-referenced classes to students. All proposed reductions also maintain contractual obligations with regard to planning time and duty-free lunches. Although the final distribution of FTE will be completed as part of planning for next year, the estimated amount of FTE remaining per building is as follows:

School	FTE			
	Art	Music	Library	PE
Berlin	.4	.6	.8	.8
Calais	.2	.2	.4	.6
Doty	.2	.2	.4	.3
EMES	.4	.6	.9	.8
Rumney	.2	.3	.4	.4

Distribution of Resources

It may be helpful for the Board to see how resources are currently distributed across the system. The chart below is designed to illustrate what percentage of our students are served in our schools compared with the percentage of staffing resources they receive. As you will see, our smallest schools actually receive the greatest percentage of staffing resources. This is important for the Board to understand, as it hears from community members who believe that our smallest schools are not receiving adequate resources. This is true even with the proposed reductions - it



is in fact our larger schools that are not receiving the proportion of resources their enrollment would suggest. **The proposed reductions, in fact, create a more equitable distribution of resources than we currently have, while taking student need into account.** This chart illustrates that this imbalance is slightly improved with the proposed reductions, but will not be fully eliminated without reconfiguration.

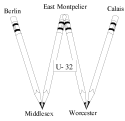
	Current		FY25 Proposals <i>Inclusive of <u>all</u> reductions</i>	
	% Total Enrollment (Weighted for Student Need)	% of Personnel Resources	% Total Enrollment (Weighted for Student Need)	% of Personnel Resources
Berlin	13.4%	13.6%	13.4%	14.1%
Calais	6.0%	8.9%	6.0%	7.8%
Doty	5.2%	6.9%	5.2%	6.6%
EMES	14.4%	14.4%	14.4%	15%
Rumney	8.1%	9.2%	8.1%	8.3%
U-32	52.8%	47.0%	52.8%	48.1%

Tax Rate Projections by Town

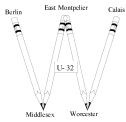
The Board requested tax rate calculations for each model, along with the original (failed) budget. These use an estimated property yield of \$9,785, which is based on information available to the AOE as of Friday, March 8, 2024. No updated yield has been provided since that date.

Estimated Change in Taxes on a \$100,000 House

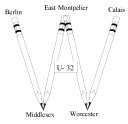
Towns	16.14% LES Increase (Equalized Tax Rate = \$1.5855)	10% LES Increase (Equalized Tax Rate = \$1.4992)	8% LES Increase (Equalized Tax Rate = \$1.4719)	6% LES Increase (Equalized Tax Rate = \$1.4446)
Berlin	\$459	\$340	\$302	\$264
Calais	\$328	\$208	\$171	\$133



East Montpelier	\$457	\$335	\$296	\$257
Middlesex	\$388	\$267	\$229	\$191
Worcester	\$261	\$152	\$117	\$83



10% Net Ed Spending <i>\$1.9 Million in add'l reductions</i>	8% Net Ed Spending <i>\$2.5 Million in add'l reductions</i>	6% Net Ed Spending <i>\$3.2 Million in add'l reductions</i>
<p><u>Fund Balance Application</u></p> <ul style="list-style-type: none"> - \$273,912 <p><u>Enrollment Related Reductions</u> <i>Ratios compliant with EQS</i></p> <ul style="list-style-type: none"> - Classroom teachers: <ul style="list-style-type: none"> - 1.0 Calais (\$92,968) - 3.6 U-32 (1.0 math; 1.0 English; .6 Social Studies; 1.0 middle level Social Studies) (\$396,236) - Administrative Assistant <ul style="list-style-type: none"> - 1.0 U-32 (anticipated vacancy) (\$57,570) - Elementary Allied Arts (no service decrease) <ul style="list-style-type: none"> - .8 Art (\$78,720) - .6 Library (\$54,359) <p><u>District Wide Line Adjustments</u></p> <ul style="list-style-type: none"> - -\$260,729 Line item reductions - -\$112,444 Interest expense reduction - -\$98,765 Capital fund transfer <p><u>Administrative Reductions</u></p> <ul style="list-style-type: none"> - 1.0 Director of Technology (anticipated vacancy) (\$100,000) <p><u>Previously Proposed Reductions</u></p> <ul style="list-style-type: none"> - FY24: <ul style="list-style-type: none"> - Rumney world language: -.5 Spanish (\$48,246) 	<p><u>Fund Balance Application</u></p> <ul style="list-style-type: none"> - \$485,291 <p><i>All previous reductions plus:</i></p> <p><u>Add'l Enrollment Related Reductions</u> <i>Ratios continue to be compliant with EQS</i></p> <ul style="list-style-type: none"> - Elementary Allied Arts (no service decrease) <ul style="list-style-type: none"> - .5 PE (\$36,289) - 1.0 Music (\$85,408) - .2 Nurse (Rumney) (\$22,016) - Transportation: Reduction of 2 routes (\$165,233) <p><u>Administrative Reductions</u></p> <ul style="list-style-type: none"> - Principal (EQS) (\$37,055) <ul style="list-style-type: none"> - .1 Doty Principal (leaves .8) - .1 Rumney Principal (leaves .9) - .1 Calais Principal (leaves .9) - Administrative assistant (\$14,466) <ul style="list-style-type: none"> - Rumney to 210 - Calais to 210 <p><u>Other</u></p> <ul style="list-style-type: none"> - .2 (U-32 Yoga) (\$24,338) <p>Total: \$2.5 Million</p>	<p><u>Fund Balance Application</u></p> <ul style="list-style-type: none"> - \$864,130 <p><i>All previous reductions plus:</i></p> <p><u>Building- Based Reductions</u></p> <ul style="list-style-type: none"> - U-32 Administration: <ul style="list-style-type: none"> - 1.0 Building & Grounds Director (\$111,460) - U-32 ESP <ul style="list-style-type: none"> - 2.0 ESP (unfilled vacancies) (\$143,674) <p>Total: \$3.21 Million</p>



- | | | |
|--|--|--|
| <ul style="list-style-type: none">- Doty: -.5 ESP (\$21,846)- Doty: -.5 Instructional Coach (\$56,461)- U-32: -1.0 instructional coach (\$114,078)- FY25:<ul style="list-style-type: none">- .9 Nurse (Calais/Doty) (\$92,674)- .8 Counselor (Calais/Doty) (\$87,848) <p>Total: \$1.9 Million</p> | | |
|--|--|--|

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT WARNING

The legal voters of the Washington Central Unified Union School District, a municipal corporation consisting of the Towns of Berlin, Calais, East Montpelier, Middlesex, and Worcester, Vermont are hereby notified and warned to meet in their respective towns at the polling places hereinafter named on Tuesday, May 7, 2024, to vote by Australian ballot on Article 1 as outlined below.

ARTICLE 1. Shall the voters of the Washington Central Unified Union School District approve the school board to expend \$_____ which is the amount the school board has determined to be necessary for the ensuing fiscal year?

Polling Places and Times:

Berlin Municipal Office 108 Shed Rd. Berlin 10:00 AM-7:00 PM

Calais Town Clerk's Office 3120 Pekin Brook Rd. Calais, VT 7:00 AM-7:00 PM

East Montpelier Elementary School 665 Vincent Flats Rd. in East Montpelier 7:00 AM-7:00 PM

Middlesex Town Clerk's Office 5 Church St. Middlesex, VT 7:00 AM-7:00 PM

Worcester Town Hall 12 Worcester Village Rd. Worcester, VT 10:00 AM-7:00 PM

A public hearing will take place on April 17, 2024 at 6:15 PM to provide information on the articles to be voted by Australian Ballot. The public hearing will be at U-32 Middle & High School 930 Gallison Hill Rd., Montpelier, VT 05602 in Rm 128/131. There will be a virtual option as well. Meeting Id: Password: Phone: 1-929-205-6099

Upon closing of the polls, the ballots shall be transported and delivered to the East Montpelier Elementary School on Tuesday May 7th at 665 Vincent Flats Road in the Town of East Montpelier where they will be commingled and counted by members of the Boards of Civil Authority of district towns under the supervision of the Clerk of the Washington Central Unified Union School District.

The legal voters of Washington Central Unified Union School District are further notified that voter qualification, registration, and absentee voting relative to said annual meeting shall be as provided in Sections 553 and 706 (u) of Title 16, and Chapters 43, 51, and 55 of title 17, Vermont Statutes Annotated

SCHOOL DIRECTORS

Melissa Tuller, WCUUSD Clerk

Flor Diaz-Smith, Chair (East Montpelier)

Daniel Keeney (Calais)

Ursula Stanley, Vice-Chair (Calais)

Chris McVeigh (Middlesex)

Diane Nichols-Fleming, Board Clerk (Berlin)

Joshua Sevits, (Middlesex)

Kealy Sloan (Berlin)

Mckalyn Garrity Leclerc (Worcester)

Jonathan Goddard (Berlin)

Natasha Eckart (Worcester)

Michelle Ksepka (Calais)

Amelia Contrada (East Montpelier)

Zach Sullivan (East Montpelier)

WCUUSD School Board
Superintendent Personnel Summary and Recommendations

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

2. Retirement

3. Re-Hires

4. Resignations

Jessica Wills – Assistant Principal – U-32

Kerra Holden – Director of Special Services

5. Extended Leave of Absence Request:

6. Change in FTE:

7. Long-Term Substitutes (23-24 School Year)

8. Change in Position (23-24)

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

Name: Jessica Wills

Date: 03/20/2024

School: U-32

Position: Assistant Principal

Reason for leaving (check one):

VOLUNTARY TERMINATION

X Another position with: People's Academy Middle School
New employer
Relocating/moving
New address (to forward tax information)
Retirement
Other--please specify: _____

INVOLUNTARY TERMINATION

_____ Position eliminated
_____ Other--please specify: _____

Comments: Jes gave notice on 3/20/24 that her last day at U-32 would be 6/30/24.

Last work day: June 30, 2024

Employee signature: per email (enclosed)

ADMINISTRATIVE USE ONLY:

Board action date: _____	Position posting date: _____
Employee eligible for rehire: _____	Yes _____ No _____ With conditions (specify): _____
Administrator signature: _____	
cc: Superintendent Personnel File Payroll Note: Send all documents in local personnel file to Administrative Assistant to Superintendent	

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

Name: _____ Date: _____

School: _____ Position: _____

Reason for leaving (check one):

VOLUNTARY TERMINATION

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

INVOLUNTARY TERMINATION

_____ Position eliminated
_____ Other--please specify: _____

Comments: _____

Last work day: _____

Employee signature: _____

ADMINISTRATIVE USE ONLY:

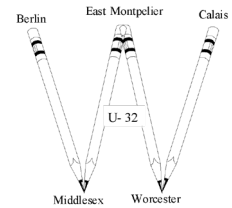
Board action date: _____	Position posting date _____
Employee eligible for rehire:	_____ Yes _____ No _____ With conditions (specify): _____
Administrator signature: _____	
cc: Superintendent Personnel File Payroll Note: Send all documents in local personnel file to Administrative Assistant to Superintendent	

Washington Central UniUnion School District

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1130 Gallison Hill Road
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Phone (802) 229-0553

Meagan Roy Ed.D.
Fax (802) 229-2761



Washington Central Unified Union School District School Board Meeting Virtual 3.11.24 6:00-7:15 PM

Board Members Present: Flor Diaz Smith, Ursula Stanley, Mckalyn Leclerc, Chris McVeigh, Joshua Sevits, Zach Sullivan, Diane Nichols-Fleming, Kealy Sloan, Daniel Keeney, Amelia Contrada, Natasha Eckart, Michelle Ksepka,

Others Present: Superintendent Meagan Roy, Principal Steven Dellinger-Pate, David Delcore, ORCA Media, Ellen Knoedler, Jody Emerson

1. **Call to Order:** Superintendent Roy called the meeting to order at 6:03 p.m.

2. **Board Reorganization (Action)**

2.1. Election of Officers: Ursula Stanley nominated Flor Diaz Smith for Board Chair. Seconded by Joshua Sevits. Superintendent Roy invited any other nominations. None was heard. Joshua Sevits stated that Flor Diaz Smith's work with VSBA, with the legislation, and her work with and support of the school administration is exemplary and he thanked her for her dedication. **This motion carried unanimously.** Flor Diaz Smith suggested waiting until the end of the meeting to hear public comments. Chris McVeigh suggested that we allow the public to make comments now, as we are facing a failed school budget vote and it would be prudent to hear their comments before we embark. Flor Diaz Smith invited public comment; none was heard. Chris McVeigh stated that certain officers are members of the Steering Committee. He stated that last year there was an overweighting of Middlesex representation on the Steering Committee; he would like to address this. Flor Diaz Smith suggested waiting until we get to committee appointments. Chris McVeigh stated that he would like to be sure there is balance. **Kealy Sloan nominated Ursula Stanley for Vice Chair. Seconded by Joshua Sevits. This motion carried unanimously. Chris McVeigh nominated Diane Nichols-Fleming for Clerk.** Diane Nichols-Fleming stated that Joshua Sevits had served as Clerk this past year. Joshua Sevits stated that he would be happy to serve again but that he understands the Middlesex representation as Chris McVeigh had noted. **Mckalyn LeClerc seconded this motion. Ursula Stanley nominated Joshua Sevits for Clerk. Seconded by**

Kealy Sloan. Both Diane Nichols-Fleming and Joshua Sevits accepted the nomination. Flor Diaz Smith invited board members to directly chat her in the virtual meeting to cast their votes for the Board Clerk. **The vote went to Diane Nichols-Fleming for Board Clerk. Ursula Stanley moved to keep the current board meeting schedule, first and third Wednesday of the month, the first being educational and rotating among the elementary schools; the second being the business meeting, held at U-32. Seconded by Michelle Ksepka, this motion carried unanimously.** Flor Diaz Smith noted that we would continue to have the option for the hybrid or virtual option for meeting attendance. Superintendent Roy will cross-reference the established board meetings to see if they fall on holidays, and if so, the board will plan accordingly.

- 2.2. Committee Appointments: Steering Committee:** (2nd Wednesday of the month 9 - 10 a.m. virtual meeting) Flor Diaz Smith noted that we will be looking for representation from Calais and from Worcester. **Natasha Eckart nominated Daniel Keeney from Calais and Mckalyn Leclerc from Worcester for the Steering Committee, in addition to the Board Chair and Vice Chair. Seconded by Michelle Ksepka, this motion carried unanimously.** The Steering Committee already has a meeting on the calendar for this Wednesday. Superintendent Roy will find out from Mckalyn Leclerc when she is available so that the committee can discuss a meeting date going forward that works for all members. **Policy Committee: Ursula Stanley nominated Chris McVeigh, Natasha Eckart, and Amelia Contrada to the Policy Committee. Seconded by Zach Sullivan, this motion carried unanimously.**

Negotiations Committee: Ursula Stanley nominated Chris McVeigh, Joshua Sevits, Diane Nichols-Fleming to the Negotiations Committee. Seconded by Mckalyn Leclerc, this motion carried unanimously.

Ed Quality Committee: Chris McVeigh moved to nominate Ursula Stanley, Diane Nichols-Fleming, Mckalyn Leclerc, Daniel Keeney, Zach Sullivan, and Flor Diaz Smith to the Ed Quality Committee. Seconded by Amelia Contrada, this motion carried unanimously.

Finance Committee: Amelia Contrada moved to nominate the following to the Finance Committee: Zach Sullivan, Michelle Ksepka, Ursula Stanley, Chris McVeigh, Diane Nichols-Fleming, Mckalyn LeClerc, Flor Diaz Smith, and Daniel Keeney. Seconded by Michelle Ksepka, this motion carried unanimously. This committee will continue to meet monthly on Tuesday morning as well as Wednesday before the board meeting. Flor Diaz Smith noted that we would continue to have a different committee composition for the Configuration Study Committee.

- 2.3. Appoint Career Center Representative: Ursula Stanley nominated Joshua Sevits as representative of the Career Center. Seconded by Chris McVeigh, this motion carried unanimously.**

Truancy Officers: Ursula Stanley moved the following:

- **Truant Definition: Absent from school without permission**

Truancy Officers: Berlin: Celia Guggemos, Calais: Cat Fair; Worcester: Gillian Fuqua; Middlesex: Karoline May; East Montpelier: Alicia Lyford; U-32: JB Hilferty. Seconded by Daniel Keeney, this motion carried unanimously.

The board agreed as a whole to use Roberts Rules for board meetings. **Daniel Keeney moved to adopt the Board Norms, subject to consensus to change as needed. Seconded by Chris McVeigh, this motion carried unanimously.**

Board communication practices: Flor Diaz Smith reviewed the board communication practices and asked board members if they had any questions or concerns about this statement of understanding about board communication practice.

Board retreat: Melissa Tuller will send a doodle poll to determine a date for the board retreat (typically in August.)

Daniel Keeney moved that the board continue to post agendas at each school, at each town office, and on the school website. Seconded by Ursula Stanley, this motion carried unanimously. Ursula Stanley moved to post the board minutes on the school website. Seconded by Mckalyn Leclerc, this motion carried unanimously. Kealy Sloan moved to designate Times Argus as our newspaper of record. Seconded by Zach Sullivan, this motion carried unanimously. Michelle Ksepka nominated Flor Diaz Smith as the voting delegate for statewide health insurance. Seconded by Zach Sullivan, this motion carried unanimously. Flor Diaz Smith asked board members to sign the Code of Ethics and return it to her at the board meeting on Wednesday (she will bring extra copies on Wednesday). Michelle Ksepka introduced herself; she lives in Calais, and both of her children have gone through U-32. She worked at Washington Central for 20+ years and now that she does not work in the district, she can serve on the board. Flor Diaz Smith welcomed her. She shared the VSBA new board registration and resources link. Superintendent Roy suggested planning a 90-minute virtual new board training offering on Thursday, March 16, 6-7:30 p.m. June 5, board meeting/ retreat with WCUUSD staff - (4-8 p.m.) location to be determined. Daniel Keeney asked about the Transportation Committee - he is a member but to date, he has not had a working role on that. Some discussion followed around the idea that the Finance Committee in its Reconfiguration work will take on the work that would have in the past gone to the Transportation Committee. Flor Diaz Smith again invited any public comment. None heard.

3. Adjourn: The board adjourned by consensus at 6:54 p.m.

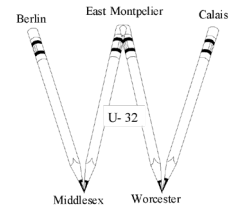
Respectfully submitted,
Lisa Grace, Board Recording Secretary

Washington Central UniUnion School District

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Montpelier, VT 05602
Phone (802) 229-0553
Fax (802) 229-2761

Meagan Roy Ed.D.
Superintendent



Washington Central Unified Union School District School Board Meeting U-32 930 Gallison Hill Rd, Montpelier, VT 3.13.24 In- Person /Virtual

Board Members Present: Flor Diaz Smith, Ursula Stanley, Jonathan Goddard, Mckalyn Leclerc, Chris McVeigh, Joshua Sevits, Zach Sullivan, Diane Nichols-Fleming, Kealy Sloan, Daniel Keeney, Natasha Eckart, Michelle Ksepka, Willow Mashkuri, Linnea Darrow

Others Present: Superintendent Meagan Roy, Susanne Gann, Jen Miller-Arsenault, Principal Steven Dellinger-Pate, ORCA Media, Celia Guggemos, Cat Fair, Amy Molina, Jes Wills, Kerra Holden, Scott Hess, Brian, Daniel Velez, David Delcore, David Hannigan, Erin Mullaney, Hollis St. Peter, Jane Dudley, Jen Donovan, Jill, Julia Pritchard, Lisa Hanna, Lisa LaPlante, Maria Melekos, Michael Sherwin, Tom Hamlin, Veronica Eldred, Jessica Fecura, John, Jane Dudley, Larry Gilbert, Tracy Liebowitz, Ainsley Burroughs, Allison Fayle, Ben, Beth Parker, Brian Albee, Brigitte Kalat, Brittany Perry, Cindy G, Daisy Scarzello, Denise Roy, Don, MMcglynn, MMclane, Samantha Jackson, Elizabeth Marks, Ella, Erin Mooney, Hannah Brown, Heather Clark-Warner, (several iphones), Jenn Ingersoll, Jessica Fecura, Kathryn Biggam, Laura Giammusso, Lisa Gariboldi, Lauren Chabot, Sarah Snow, Aanika Devries, Adrian Wade-Keeney, Annie Ledue, April Davis, Denise Roy, Tony Snow, Tyler Smith, Tamara Joslyn, Leigh Garrity, Carl Parton, Steven Ushakov, Carrie, Sarah Lund, Samantha Jackson, Heidi Dimick

1. **Call to Order:** Flor Diaz Smith called the meeting to order at 6:15.
2. **Welcome:** Flor Diaz Smith welcomed those present and spoke about new beginnings and the importance of working toward a positive future.
 - 2.1. **Adjustments to the Agenda:** none
 - 2.2. **Reception of Guests:** Flor Diaz Smith thanked all of those who attended.
 - 2.3. **Public Comments:** Larry Gilbert (East Montpelier): Thanked the board for its hard work. Stated that there is much to the budget that he does not understand. What parts of the budget are non-discretionary, which parts are discretionary? Short term- how to create a budget that will pass - longer term - how do we create a budget that will pass in coming

years? He noted the Career Center budget - this passed separately from our WCUUSD budget so we have no opportunity to go back to that budget. What are the long-term opportunities with Vermont legislators? So many Vermont school districts in this same position ought to create some momentum. Traci Leibowitz (Middlesex): spoke about her family being impacted by the proposal to combine Doty and Rumney pre-K and kindergarten. Families need to know what is coming/ what is likely. Bekah Mandell: Do we know the number of people who pay based on income versus pay based on property value? To get a sense of what is the cost for people and how it is shared amongst people. Another neighboring Vermont district had provided this information to voters. As we lose enrollment, is it time to take a hard look at administrative staff, versus the folks that work directly with our students every day? Could this offer some cost savings? Flor Diaz Smith thanked the public for their comments. She noted that some of the questions raised would be addressed during the board discussion.

3. Reports to The Board

- 3.1. Student Report:** Student representatives spoke about student happenings including the sports banquet and student activities and resources around Sexual Awareness Week. The Pep Squad is planning Winter Wellness activities. Diane Nichols-Fleming asked how student morale is. Willow Mashkuri stated that students are stressed out, some sicknesses are going around, and projects are due, but there is some positive energy around the change in weather and spring on the horizon.
- 3.2. Superintendent/Central Office Leadership Team (COLT) Report:** Superintendent Roy provided a written report. Kerra Holden shared about CPI training around de-escalation for students and a preventive approach, before escalating behaviors. She shared some data regarding a decrease in student behaviors.

4. Board Operations: Board members introduced themselves. Michelle Ksepka is a new board member!

- 4.1. Budget Revote Discussion:** Superintendent Roy had shared an outline for the board to consider, going forward. Flor Diaz Smith, Susanne Gann, and Superintendent Roy provided a memo: *Budget Revote Discussion*. She shared the proposed timeline:

- Adopt revised budget April 3, begin warning and printing ballots
- April 17 Board Meeting (informational mtg.)
- April 30 or May 7 vote (depending on whether ballots will be mailed)

We are not required to mail ballots but voters are allowed to request an absentee ballot by mail. Flor Diaz Smith stated that we have consulted with legal counsel about these proposed dates and the mail-in ballot issue. Joshua Sevits asked whether there is anything on the horizon with the legislature around budget timing, mailing, and printing that might change. Superintendent Roy stated that she senses that the legislature has turned their

attention to the next steps after the budget revote, and she does not believe there will be changes in the information that has been provided around the timeline, mailing, etc. for revote for the large number of failed budgets. Flor Diaz Smith asked board members whether they were comfortable with the timeline that has been presented. Chris McVeigh suggested that we have another board meeting between tonight's and the April 3rd meeting. Superintendent Roy suggested that if the board wants to schedule another board meeting, it would not be feasible to take place before April 3rd. Chris McVeigh stated that there may be a need for further consideration of the next budget draft that will be proposed. Flor Diaz Smith shared that the Steering Committee had met yesterday and would like to use the April 3 meeting to start the conversation early about moving forward to the future regarding configuration, and then share the proposed budget as well as what, for instance, a budget at 87% of this year's current budget would look like (for instance, if we do not pass a budget before the state's deadline), and/ or other budget scenarios such as tax rate percentage. Superintendent Roy stated that the starting place for the administration's work on the next budget draft would be based on conversations in the past regarding reductions during the budget development process. Joshua Sevits stated that we need to give the administration guidance and then they will decide based on the "Three Lenses" as guidance. He cautioned the board against indicating our preferences as to what is cut and urged the board to proceed with faith in the administration's decisions. The three considerations, as agreed earlier in the budget development process:

- Ed Quality
- Student Need
- Equitable Distribution of Resources

Diane Nichols-Fleming suggested answering the question of what is discretionary versus non-discretionary. She wonders whether we can get to a conversation about what percentage we are going to look at, based on discretionary pieces of the budget.

Superintendent Roy stated that it is not judicious for the board to tell the administration specifically which functional areas to cut. However, she stated that it would be important for the administration to know if there are absolute deal-breaker areas - e.g. if they were cut, the board would not approve the budget. What would be useful would be a percentage rate. It will be difficult in our current structure, and yet we understand that we need to make cuts and feel that we can in a way that meets student needs. Daniel Keeney stated regarding the Capital Plan that he is pleased that we have created a Capital Plan and have kept up with it. He asked, though, whether some things in the Capital Plan could be moved to a later year. He stated that we had a discussion earlier this year about appropriate staffing in the central office. He would like to understand some comparisons with similar-sized districts regarding central office staff. He asked the board to consider whether we would like to use any of the fund balance. Flor Diaz Smith stated that she does not think, with the facilities configuration we currently have, that we can go backward in the Capital Plan; it has taken a long time for us to get to a place where we are being proactive and preventive and not "putting out fires." Joshua Sevits stated that we could consider the same regarding the central

Office staffing patterns. We do not want to be “putting out fires” with central office staff working beyond their capacity, and therefore losing staff and retraining new hires. Natasha Eckart stated that it sounds like the only option is to reduce staff. If that were the only option then she would like to know that as a board, to prepare to consider the next draft. Superintendent Roy stated that 80% of our budget is staffing and the only way that she can see reducing the budget is by reducing staff. Ursula Stanley stated that we have discussed this budget for three years and each year we push it a year away. We need to remember beyond each meeting all of the information that is brought to us. Taking money from the Capital fund or the General fund (fund balance) would be a one-time solution and would not help us going forward. Mckalyn LeClerc stated that we are in an exceptional situation and it might be something that we have to consider (Capital fund or fund balance.) If we are considering reducing staff, what positions are currently open? Can we consider not filling those vacancies, or creatively filling those vacancies from within? She stated that, personally, “just cutting teaching positions” would not be acceptable to her. Can we look at other staffing solutions, such as sharing administrators? Chris McVeigh stated if staff is 80% of our budget, all staff should be created equal. When we have staff cuts, it has always been teachers, counselors, or nurses. He stated that he agrees that we will likely have to reduce staff - maybe through attrition but he would like to consider reducing staff equally across the board. He agrees that we should not dip into the fund balance. Zach Sullivan stated that the fund balance has built up because we have planned for more than we have needed to spend, and it would make sense that some of the fund balance should go back to the taxpayers if we have “overshot,” especially under these conditions. Ursula Stanley stated that some of the fund balance is due to not being able to fill vacant positions. Daniel Keeney stated that in light of the information about PCBs, he would like to reserve more of the Capital fund than he had originally thought coming into tonight’s meeting. Still, he thinks it is wise to consider it and the fund balance to some degree. Joshua Sevits stated that the board having the privilege of being able to hold the fund balance versus return it to the taxpayers each year is unique, and it behooves us to preserve that. Flor Diaz Smith stated that for three years we have known that this fiscal cliff is coming. We need to make progress as a team. Susanne Gann stated that we need some guidance around dollars so that we know what to come back with; what she is hearing is that the board would like the administration to consider the fund balance and the Capital fund. Give the administration a target. Flor Diaz Smith suggested that we provide a target, e.g. 10%, and allow and trust the administration to make the decisions about how to meet the target. Natasha Eckart stated that none of us are saying that we do not trust our administration; she would like to take that out of the conversation, as she does not believe any of us are coming from that place. For staffing considerations, we have never been brought reductions besides teachers, counselors, nurses, and paras; she would like as staffing reductions are brought for consideration, of the proposal to be broader than teachers, counselors, nurses, and paras. Diane Nichols-Fleming stated that she does not feel comfortable saying, for example, “Yes, 12% and whatever you bring on April 3rd will be

ok.” Willow Mashkuri stated that the behavioral and emotional needs of students now are very different than in years past and she sees the administrative positions as being critical. Michelle Ksepka stated that we need to give the administration a target. Without a starting place, they will be having an exercise in futility. Ursula Stanley stated that if we ask for a budget draft and upon receiving it, respond with “we don’t like this, try something else,” the administration does not appreciate the exercise, and we do not have the time for the back and forth. She agrees that we need to provide a target. Mckalyn Leclerc asked for clarification: who is on the leadership team? Superintendent Roy clarified central office administration, licensed administrative staff, and building principals. Chris McVeigh suggested that if we had some guidance around what percentage of staff are in each staffing category, then we could consider reductions with more information. Superintendent Roy stated that we have one big unknown cost, an unplanned expense, around PCBs in one of our buildings. Steven Dellinger Pate shared that we have a preliminary report but we do not know the whole picture yet. Susanne Gann reviewed the memo, explaining Local Education Spending Models, and Tax Rate Projections by Town. Zach Sullivan stated that he is not comfortable going above 10%. Staying below 10% puts all of our towns’ increases at less than 20%. Diane Nichols-Fleming stated that there is a “sticker shock” factor and she would like to put together an information sheet understanding the economics in our communities, and she would like to know which parts of the budget could not change. Susanne Gann: things that cannot change for example the Tech Center. We could potentially look at the inflationary percentage for fuel, for the supplies for pupils (in other words adjust the inflationary assumptions that are built into the budget). Some discussion followed around estimating costs for the work related to PCBs. The state has not allotted any money for the remediation of PCBs. We do not know the scope of the project yet. Kealy Sloan stated that it would be helpful when this budget comes back to include an explanation: a comparison from the previous budget (that failed) and this updated draft of a proposed budget. Larry Gilbert: it would be very unfortunate to go back to the voters and have them refuse the next proposal. He stated that he would need a really good explanation as to why 10% is as low as you can go. He stated that it is not his purview to speak to the specifics of the budget; however, he believes 10% might not be low enough. Leigh Garrity encouraged the board to consider the discussions that have taken place with the public about the issues that they hold near and dear - for example, all of the conversations around school nurse positions and school counselor positions. She hates to see the board rehash issues that have already been put to bed. Traci Leibowitz: When we go to vote, the tax increase is stated clearly; that is the sticker shock. She stated that, in Middlesex, seeing 21% was shocking. She stated that the chart included in the memo is hard to understand. Carl Parton (Berlin): Suggested, for example, 6%, 8%, and 10% options that the board can consider. Lisa Hanna stated that it is unsettling that it is clear that school staffing will be cut; she feels that this has not been explicitly stated. She stated that when we cut 10% of our budget by reducing staff that is student-facing, it would most certainly have an impact on our students, and we need to be transparent about that. Lauren Chabot stated that the teachers and staff at Doty School are

amazing and integral to our students. She would like for the school board and the administration to acknowledge how difficult this is for the staff. She asks that the administration be clear with staff so that they have some understanding of what is happening; she feels that communication has been “lacking” around this issue. She asked, have administrative contracts been signed at this point? She appreciates the board’s willingness to consider administrative positions. Shannon Miller stated that this budget is no one’s goal. It is an unfortunate situation. She expressed support for the administrative team. To insinuate that they are not “student-facing” is not accurate. She understands the position that we are in; nobody is taking these decisions lightly; there is not one person on the staff list that anyone is excited to reduce. Our role is to protect students; she is hoping for the best for our kids. Hannah Brown thanked the board for their unenviable job. She reiterated Natasha Eckart’s statement that disagreeing does not indicate a lack of trust. She stated that over the past few years, there have not been as many administrative reductions as there have been teaching position reductions. She stated that regarding what is happening with Rumney and Doty preschool, and kindergarten, she would like to have this talked about more “out loud.” She shared that this is what people are whispering about at the bus stops. Is Doty going to close? Is Calais going to close? She would like more clarity around that. Flor Diaz Smith asked board members to consider a parameter for the administration. Ursula Stanley asked, if we could ask the administration to come back to us with some ideas about reconfiguration. Superintendent Roy reminded the board that the Articles of Agreement indicate that there can be no closure of a school building without a vote of the electorate. This is not something that would happen for this budget.

6, 8, and 10% possibilities: Joshua Sevits suggested looking at the 6th grade students moving to 7th grade, and what might be the budget implications. Diane Nichols-Fleming reiterated that when we are considering reconfiguration we are considering more than cost savings, we are trying to consider all of the aspects including opportunities for students. Timeline: April 3: presentation of 6, 8, and 10% budgets. The board could consider those and act; or, the board could decide to schedule another meeting on April 10 to take action. This would have May 7 as the revote date and this would allow for an additional vote if needed. Diane Nichols-Fleming stated that this timeline does not provide opportunities for community input. Superintendent Roy stated that the Finance Committee had considered sending a survey to the community - a post-budget vote survey, asking, for example, what was your vote? What do you want the administration to know? She stated that we should begin to get information out that the vote date will be scheduled for May 7. **Chris McVeigh moved that we do not mail ballots for this round of the budget vote. Seconded by Mckalyn Leclerc.** Discussion: Flor Diaz Smith clarified that this would still allow people to ask for absentee ballots. **This motion carried unanimously.**

5. Finance Committee

- 5.1. Approve Physical Security Systems Project Bid:** Daniel Keeney moved that the Board approve awarding the WCUUSD 2024 Security System Project contract to Safety Systems of Vermont in an amount not to exceed \$430,531. Seconded by Zach Sullivan, this motion carried unanimously.

6. Personnel

- 6.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE:** Kealy Sloan moved to approve the resignation of David Mathies – EMES School Nurse. Seconded by Michelle Ksepka. Discussion: Flor Diaz Smith noted, with thanks and regret. This motion carried unanimously.
- 6.2. Superintendent Search Update:** Flor Diaz Smith shared that the interview questions have been finalized, the committee has reviewed applicants, and we are on track according to the timeline that had been created.

7. Consent Agenda

- 7.1. Approve Minutes of 2.21.24:** Michelle Ksepka moved to approve the minutes of February 21, 2024. Seconded by Chris McVeigh; this motion carried unanimously.
- 7.2. Approve Board Orders:** Diane Nichols-Fleming moved to approve the board orders for \$400,726.79. Seconded by Ursula Stanley, this motion carried unanimously.

Honi Bean Barrett formally requested clear communication, which includes a timeline for RIF: Reduction in Force notices. Leigh Garrity shared that in the past - having a meeting in each of the towns helped reach people and outreach to the community. She encouraged the board to consider that, even within this timeframe. Traci Leibowitz stated that making the change for 6th grade would be hard for students and families at this late date.

8. Future Agenda Items

- 8.1. 2023 -2024 Board Work Plan**

- 9. Executive Session:** At 8:18 p.m., Michelle Ksepka moved to go into Executive Session to discuss personnel issues, and to include Superintendent Roy. Seconded by Mckalyn Leclerc, this motion carried unanimously. At 8:34, the board came out of Executive Session.

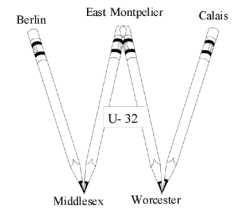
- 10. Adjourn:** At 8:34, the board adjourned by consensus.

Respectfully submitted,
Lisa Grace, Board Recording Secretary

Washington Central Unified Union School District

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

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Washington Central Unified Union School District School Board Meeting 4.3.24 6:15-9:15 PM ***Virtual***

Board Members Present: Flor Diaz Smith, Ursula Stanley, Jonathan Goddard, Mckalyn Leclerc, Chris McVeigh, Zach Sullivan, Diane Nichols-Fleming, Kealy Sloane, Daniel Keeney, Natasha Eckart, Michelle Ksepka, Amelia Contrada

Others Present: Superintendent Meagan Roy, Susanne Gann, Jen Miller-Arsenault, Principal Steven Dellinger-Pate, ORCA Media, Celia Guggemos, Karoline May, Cat Fair, Jes Wills, Kerra Holden, Daniel Velez, David Delcore, David Hannigan, Jen Donovan, Julia Pritchard, Lisa Hanna, Lisa LaPlante, Maria Melekos, Michael Sherwin, Ainsley Burroughs, Allison Fayle, Daisy Scarzello, Hannah Brown, Laura Giammusso, Lauren Chabot, Sarah Snow, Annie Ledue, April Davis, Samantha Jackson, Alden Bird, Jill Abair, Alicia Lyford, Allen Gilbert, Aly Mahoney, Amber Larrabee, Amy Young, Andy A, Ashley Smith, Bekah Mandell, Jeanie Phillips, Jenn Ingersoll, Jenna Howard, Jennifer Chambers, John Riley, Jordan Nobler, Kara Rosenberg, Karen Lieberman, Kari Bradley, Kate McCann, Kathryn Dodge, Katy Preston, KChesser, Kevin McCollister, Kim Sturgis, Kristin O'Connor, Larry Gilbert, Laura Lafaille, Lauralee Curavoo, Lawrence Miller, Leigh Garrity, Linda Emmons, Lisa Wilson, Liza, LP, Madeleine Dougherty, Marc, Mark, Mark Brown, Mary Carpenter, Mavis, Meg Allison, Meg Dawkins, Megan Mitchell, Meredith Crandall, Maggie McGlynn, Michelle Meacham, Morgan, Neha Shukla, Nicholle Schaeffer, NWS, Penny, Rachel Hernandez, Reagan Weiss, Robin, Ron, RTerri, Rubin Bennett, Shannon Miller, Shelley Vermilya, Sonya Rhodes, Susanne Gann, Susan Deforge, Suzanne Lowden, Talitha Landis-Marinello, Tony Snow, Traci Thompson, Tracy Curtin, Wendy Freundlich, Will Baker, Addie Wheeler, Annie Ledue, Arlyn Bruccoli, August, B Goodwin, Brigitte Kalat, Brittany Perry, Carl P, Carrie, C Ecklund, Chani Waterhouse, Danielle LaFleur Brooks, David Lawrence, Deborah Bloom, Denise Wheeler, Derek Dunning, Elijah Hawkes, Elizabeth Marks, Elizabeth Brown, Emily Palmer, Erica Rose, Erin Mooney, Erin Mullaney, Estero, Gillian Fuqua, Heather C-W, Heather McLane, Heidi Dimick, Jamie Bohn, Jarrod Weiss, Jean Cadorette, Jeff Dean, Jessica Heinz, Brittany Powell, John Brabant, Kari, Lauri Scharff, Noah Weinstein, Sharon S

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

2. **Welcome:** Flor Diaz Smith welcomed those present and made a statement about the commitment of the board and the work ahead.
 - 2.1. **Adjustments to the Agenda:** Flor Diaz Smith stated that we are going to table the presentation from Calais since we are having a virtual meeting (due to weather); the Calais presentation will take place at the May board meeting (at Calais.) **Ursula Stanley moved to approve this agenda adjustment. Seconded by Michelle Ksepka, this motion carried unanimously.**
 - 2.2. **Reception of Guests**
 - 2.3. **Public Comments-Time limit strictly enforced, see note:** Hannah Brown commented regarding the meeting procedure. She noted that there are interruptions from board members. She would appreciate it if board members can finish their thoughts and not be talked over. Jill Abair stated that she had shared an email with the board about concerns about proposed cuts in library positions. Bekah Mandell stated that the way this conversation is framed is important, to help the community understand that we are starting from a place of it being more expensive to educate children today to be part of a 21st-century world. She also stated that having these conversations without knowing how many people pay taxes based on income versus how many people pay taxes based on property is difficult. That is important information. She stated that cuts to foreign languages, library, and allied arts - these are penny-wise but pound-foolish. She asked about some of the line items in the budget - increases in tech and increases in the superintendent services. Honi Bean Barrett spoke about equity: equal programming and equal staffing. She stated that equity is different from equality. She stated that the differences in equity and equality between elementary schools and high school are quite massive. Erica Rose spoke about the proposal to cut FTE in art teachers while asking teachers to teach more art classes, especially those teachers who travel between schools. The quality of the art program will be jeopardized. She asked the board to reconsider this proposed cut to the program. Kathryn Dodge (student at Calais) spoke about concerns with the proposed decrease in FTE of school counselor and school nurse positions at Calais.
3. **Presentation:** Social Emotional Learning: Calais Elementary (tabled tonight)
4. **Presentation: Strategic Plan and Configuration Simulations:** Jeanie Phillips presented a slide deck of the Strategic Plan, based on the work to date. Configuration simulations were included as part of planning forward. A breakout discussion was planned; after fifteen minutes, groups returned and shared.
 - 4.1. **Public Comments:** Breakout Groups share:
 - The importance of small schools to small towns, which we need to take into account.
 - This seems like a good time to talk with Montpelier about their next steps.
 - Thinking about a burgeoning of resources with the idea of reconfiguration.
 - Concerns around busing; how long students are riding the bus.
 - Impacts on climate change (e.g. additional busing)
 - Excitement toward expanding opportunities and enrichment
 - Concerns around going too far, too fast, too big
 - Excitement around the idea of strengthening services in arts, music in larger schools.

- Concerns around transition of 6th grade to high school - what does this mean to teachers? Regarding licensure, employment etc. - this is a current stressor to teachers.
- Excitement around increase in opportunities
- Concerns around specifics: the devil is in the details. What does increase in opportunities mean?
- How are we making the decision about which schools to expand etc.? What are the criteria that we are looking at? The value of smaller schools.
- The idea of looking toward Montpelier was brought up.
- Make sure we have many voices at the table.
- Excitement about increased opportunities, especially for 6th graders at U-32; excitement about childcare.
- Concerns - how do we support communities? How to strengthen the bonds in our communities?
- Questions about class sizes? What are the optimal class sizes? When is a class too big?
- Concerns around logistics/ licensure for teaching staff.
- Excitement about the possibility of child care (for employees to access as well).
- Increased opportunities for students.
- Questions: how do we repurpose a school so that is still vibrant in the community?
- How do we make it so students do not feel like they are just “absorbed” into another school? (Renaming the school?)
- Concerns around transportation
- What will the experience be for children at a larger school?

5. **Presentation: Revised Budget:** Superintendent Roy and Susanne Gann provided a slide deck to present a revised proposed budget with various scenarios including percentage increases ranging from 6 to 10%.

5.1. Public Comments: Suzanne Lawden stated she was confused by lower enrollment meaning that students still enrolled in school do not warrant having a full time nurse. There are students who have serious health conditions; this creates risk and an unsafe environment for them. Meredith Crandall: both school counselor and school nurse positions are very essential for the health and the mental well-being of students. Traci Leibowitz asked the board to go in the direction of the most generous increase, allowing for fewer cuts. The board has not yet found the sustainable option; it is not wise at this point to make significant cuts. Once some of these programs go away, it is difficult to get them back. What are the transportation costs when considering consolidating preschool and kindergarten? Lauralee Curavoo: can we consider taking the least amount from our budget as we are planning for consolidation in the coming years? Concerned that we could lose good teachers, as well as administrators by reducing positions. Feels that the previous budget did not show overall support by board members in unity with each other. Whatever goes forward really needs to be sold to the community. It is not too far out of the box to consider cutting transportation to high school. Honi Bean Barrett: The ripple effect of the proposed cuts is hard to understand if you are not currently in the buildings. She spoke about collaboration between other staff in the building. These opportunities will be affected; duties for teachers will increase, creating less time to plan and collaborate. She urged the board to consider what reducing the nurse position will mean, e.g. other staff covering nurse duties under the license

of the school nurse. Aly Mahoney had provided a letter to the board about the importance of teaching librarians. She expressed concerns about stretching allied arts teachers further. She spoke about teacher burnout; she spoke about the difficulty for teachers to make connections with students when they have access to them twice a week or less, especially in light of absences, weather days, etc. Ainsley Burroughs expressed concerns about proposed cuts - many of which, community members have already rallied against. We are going to lose quality education if we settle on any of these budgets. She has heard the constituents ask things of the board. It does not feel that the board is responding. The community is not united in this budget because it does not feel that the board is united in this budget. Allen Gilbert - the number one thing you need to do is get a budget passed. The savings that consolidation was supposed to create have not materialized; the work of the board is very difficult. He urged the board to put this on hold, and create a budget with a 5% increase, which he feels will pass. John Brabant agrees with the suggestion of going forward with a 10% increase; then we need to have a conversation with Montpelier - they are in a worse situation than we are. He urged the board not to cut school nurse positions; he spoke from his personal experience as a parent. The stated education fund has become a slush fund to fund other efforts; our state needs to work to narrow where the education funds are being spent, inside our schools. He stated that he does not know why anyone would want to be a school teacher in this day and age. We are seeing what makes this country great, get hollowed out - please do not think radically. Shannon Miller has concerns about reducing allied arts teaching positions; she believes we will have a hard time filling those positions. She complimented Amy Young at Berlin School. She spoke about "selling" the vote for the budget. We have some work to do on marketing. What can we say to our communities with a united voice? To garner support? Cheryl Ecklund stated it is unbelievable, the cuts and slashes to programs such as allied arts. She stated her concerns with these proposed reductions. Meg Allison expressed concerns with reductions in positions, especially in the library positions. We realize there are changes needed in the future but these proposed reductions are premature. Rubin Bennett stated that defenses of positions and individuals is not appropriate; at the end of the day, this board has to create a budget that will pass. For two years, you have made promises to make cuts that you did not make. Now we are in a corner. These cuts are overdue; they are not premature. This board can't not do anything for another year. He discouraged the board from using fund balance. He encouraged the board to consider the 6% budget. This would have been less drastic had it been done over time - none of this comes as a surprise - we cannot keep kicking the can down the road.

Board Deliberation: Mckalyn Leclerc asked for clarification around Buildings and Grounds positions. Steven Dellinger-Pate provided clarification - creating a buildings and grounds director and a "lead custodian" in one of the budget scenarios. Daniel Keeney asked for information about the per bus route cost. He asked for a response to the proposal to cut transportation to the high school. Steven Dellinger-Pate indicated that the administration has not considered cutting transportation to the high school; it is felt that this would create difficulties for students accessing school. Kealy Sloan asked for estimated changes the tax table - can we see that as a percentage change? Chris McVeigh: re: 10% proposal - asked for clarification when considering the chart in the packet. He asked, could we mix and match where different cuts are coming from? Superintendent Roy indicated that the administration has tried to organize reductions through the lens of providing what students

need. Typically, the board provides a dollar amount and the administration considers the more specific staffing considerations. Michelle Ksepka asked for clarification around an increase to the superintendent's office. Superintendent Roy explained that this is due to an increase in the human resources position, which had been discussed and approved by the board earlier in the year. Michelle Ksepka stated that with the percentage decreases that were proposed, the superintendent's office did not show the same reduction that other departments show. Susanne Gann stated that there is not a lot of flexibility within the superintendent's office, for further reductions. Amelia Contrada asked for a comparison between slide 23 and the increases for the budget that was last proposed (and failed)? It could help with communicating more clearly to the community. We can reduce the cuts as much as possible and continue conversations with the community about reconfiguration. A good outcome of this budget failure is that there is more education among the community. She suggests waiting until April 10th to continue this discussion. Jonathan Goddard: considering the use of fund balance - if we use, e.g. \$923K and combine with the building and grounds position, this will create further reductions. He noted that the State of Vermont needs to figure out another way to fund education. Flor Diaz Smith stated that we could not wait for the legislature to figure it out. Discussion at the state level continues but we need to pass a budget before the end of this school year. Mckalyn Leclerc expressed concern that the health education position at Doty is filled by positions that are proposed to be reduced - she is concerned around student access to health education. Superintendent Roy stated that health education is a requirement, and we will provide it, possibly using a different model. Zach Sullivan stated that people rally to defend specific positions. He believes that in order to get something to pass, we need to look at scenarios that include the larger cuts. The proposed cuts are in response to declined enrollment. Daniel Keeney agrees with concerns about using fund balance. He worries about the lower percentage proposals because of the magnitude of positions proposed for reduction. He noted that whatever we agree to use from the fund balance, we need to plan to replenish in the years to come. Hopefully next year all of the contributing factors that created this perfect storm will not exist. He stated that he prefers the 9 or 10% option. Chris McVeigh asked for clarification around what is meant by "central office budget." He stated that ballots were not mailed because of the tight timeline that was created. He believes we can look at the different scenarios "a la carte" and create a combination of the different proposals. He would like to keep as many of the direct services to students as possible. That is where we get the most "bang for the buck." Maintain nurses, school counselors, and other arts positions. Flor Diaz Smith asked the board to consider the effect of "a la carte" - the effect on the administration in making changes to the proposed budget overall. Diane Nichols-Fleming asked why we are not looking broader. When considering vacancies, anticipated vacancies, is there an opportunity to consider structuring around the reality that we may not be able to fill said positions anyway in this hiring climate. Ursula Stanley leans toward 8% proposed budget. She stated that the board taking an "a la carte" approach to the budget proposals would undo the hours of work that the administration has done to get to these models. We know that every time we talk about decreasing or eliminating positions, they are real people, we know how hard it is. It is our job as a board to remember all of the people, who have expressed concern to the board, including those who are expressing concerns about tax increases being unsustainable, including those who are not present tonight. **Ursula Stanley moved to approve the 8% increase proposed budget. Seconded by Zach Sullivan.** Discussion: Diane Nichols-

Fleming stated that if we have identified that one of our core values is community engagement, we need to be open to what that engagement looks like. We had an amazing turnout tonight. She is feeling torn about whether she is ready to vote tonight. Flor Diaz Smith stated that there are also people who work in our community and live in our community who are not present tonight and have engaged with the board. Additionally, the budget vote speaks of the community's desire. Michelle Ksepka stated that she would support the 8% budget. Could we move the U-32 Buildings and Grounds position over, and keep the administration as they are? She offered a friendly amendment to the motion. That the bldg and grounds position be moved over and the building administrators be left where they currently are. Ursula Stanley stated that she is not accepting of the amendment.

Michelle Ksepka moved to amend the motion to move the U-32 Building and Grounds position out and to keep the building administration positions as they are. Seconded by Ursula Stanley. Discussion: Kealy Sloan stated that she does not understand the dollar amount implications to this amendment. Susanne Gann explained, specifically that the result would be an additional reduction to the 8% by \$59,939. Principal Dellinger-Pate stated that each proposed budget was carefully considered and that the intention was not to opt to take from one and add to another; he stated that at the 6%, there is a more substantial cut to programs and schools. Chris McVeigh stated that by offering these options you have indicated that these are positions we could do without if we needed to. Karoline May stated that if the board is going to take anything from the 8% reduction, she does not think taking the administration will land right with other staff; she would not feel right about it. She noted that every percentage we considered increased the impact, and is less desired by administration. **A vote was called on the amendment. The motion to amend was defeated.** Returning to the original motion of 8%: Discussion: **Chris McVeigh** would like to find the value of each of the proposed cuts; this provides context. **He moved to table this matter until we have this information, and would like to vote on April 10th in person at Calais. Seconded by Kealy Sloan.** Ursula Stanley indicated that because we had a motion on the floor, we could not make another motion. Point of order: Flor Diaz Smith stated that we have a motion to postpone the matter; this is allowed under Roberts Rules. Discussion: Kealy Sloan stated that she is hesitant to vote on a budget without sharing more information with the public. She feels that we need to do a better job of communicating with the public. Flor Diaz Smith stated that we as a board need to take action at this point; we have been discussing since September. She expressed concern about running out of time before the end of the school year. Ursula Stanley stated that we are elected and it is our job to pick the budget. We have heard from a variety of people over time, we have provided opportunities to discuss the budget since October. We need to pick one and then work on selling it. Natasha Eckart clarified; will we still meet our timeline if we wait until the April 10 meeting? She would like to have time to process information and input from tonight. Would like to be thoughtful about the decision. Would support the idea of postponing the vote until April 10th? Flor Diaz Smith clarified - we are not asking the administration to come back with an additional iteration of the budget. **A vote was called on the motion to table this vote until April 10. This motion carried.** Superintendent Roy clarified what the board would like for information: dollar amounts for reductions proposed on the chart.

Kealy Sloan asked to see 10% Net Ed spending without art and library cuts as a response to what community members expressed - can we explore that as a board? Daniel Keeney - administration's philosophy around the 10, 8 and 6% proposal - for clarity. Kealy Sloan asked, before we move on, can we take a straw poll to see what most are feeling? Would be good to get a sense. 10% - 7 board members 8% - 3 board members Amelia indicated that she too would like to consider the 10% version, without elementary allied arts position decreases.

(The remaining agenda items were not addressed, due to the late hour : 10 p.m.)

6. Board Operations (Discussion/Action)

6.1. Adopt a Revised Budget

7. Personnel

7.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE

8. Consent Agenda(Discussion/Action)

8.1. Approve Minutes of 3.11.24, 3.13.24

9. Future Agenda Items:

9.1. 2023-2024 Board Work Plan

10. Adjourn: The meeting adjourned by consensus at 10:00.

Respectfully submitted,
Lisa Grace, Board Recording Secretary

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	Superintendent/	Administration	Both regular/recurring reports and one-time reports happen here. One-time reports

Board	COLT Student Report		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