

# 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 Board Meeting  
3.19.25  
6:15-9:15 PM  
(Virtual Only)  
U-32 Middle & High School  
930 Gallison Hill Rd  
Montpelier, VT**

**Virtual Meeting Information**

**<https://tinyurl.com/c48fty3u>**

**Meeting ID: 849 3594 9997**

**Password: 297072**

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

1. Call To Order
2. Welcome 5 minutes
  - 2.1. Adjustments to The Agenda
  - 2.2. Reception of Guests
  - 2.3. Public Comments-Time limit strictly enforced, see note
3. Presentation: Strategic Plan Updates 45 minutes
  - 3.1. Q & A
4. Reports 15 minutes
  - 4.1. Superintendent/Central Office Leadership Team (COLT) Report – pg. 4
  - 4.2. Student Report
  - 4.3. Central Vermont Career Center Report
  - 4.4. VSBA Report

- |  |            |
|--|------------|
| 5. Board Operations ( Discussion/Action)   | 45 minutes |
| 5.1. Reflect on Budget Process   |            |
| 5.2. Configuration Committee Update  |            |
| 5.3. Board Vacancies   |            |
| 6. Finance Committee ( Discussion/Action)  | 15 minutes |
| 6.1. Should the Board approve the Berlin Volunteer Fire Department’s request to transfer its tenancy of land on Berlin Elementary School property to the Town of Berlin? – pg. 6 |            |
| 7. Policy Committee ( Discussion/Action)   | 30 minutes |
| 7.1. Second Readings   |            |
| 7.1.1. C51 Sanctuary School Policy - pg.11   |            |
| 7.1.2. C71 Emergency Medication – pg. 14   |            |
| 7.1.3. Repeal C30 Student Medication – pg. 16  |            |
| 8. Personnel (Discussion/Action)   | 5 minutes  |
| 8.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE  |            |
| 9. Consent Agenda (Discussion/Action)  | 5 minutes  |
| 9.1. Approve Minutes of 2.19.25, 3.3.25, 3.12.25 – pg. 17  |            |
| 9.2. Board Orders  |            |
| 10. Future Agenda Items  | 5 minutes  |
| 10.1. Board Evaluation   |            |
| 10.2. Advocating as a Board  |            |
| 10.3. Superintendent Evaluation  |            |
| 11. Board Reflections  | 5 minutes  |
| 12. Public Comments, Time limit strictly enforced, see note  | 15 minutes |
| 13. Adjourn  |            |

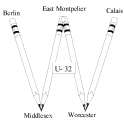
NOTE: To ensure the board has time to conduct its business, the board will adhere to a strict 1.5 minute public comment time limit per person. Microphones will be muted when time is up. If there is not enough time on the agenda for all members of the public wishing to comment at the beginning of the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

**WCUUSD Board Norms - Adopted November 18, 2020**

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

**AGENDA KEY**

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



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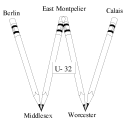
**FINANCE AND OPERATIONS**

**Federal Funding:** The District currently has approximately \$2.2 million in federal funds that support special education, interventions, social emotional learning and child nutrition programs. The FY 26 budget was developed with the anticipation that some cuts to federal funding would occur next year, due to depletion of carry forward funds. The projected budgets currently total \$2,001,113. The potential impact of executive orders from the federal government are currently being monitored. There is currently no order that specifically affects our funding; however, our partners at the Agency of Education have identified Medicaid funding and Child Nutrition Program funding as possible areas of concern.

<b>Grant / Funding</b>	<b>Projected Budget</b>	<b>Positions Funded</b>
IDEA	\$592,002	Special Educators, Psychologist, SLP and OTs
Titles I, II and IV	\$494,513	Interventionists and Instructional Coach
Medicaid	\$358,296	Behavior Professionals, Behavior Interventionist, School Counselor and Medicaid Clerk
Child Nutrition Program	\$556,302	Reimbursement on breakfast and lunch

**Capital Improvement Projects:** The bid opening for the FY 26 Capital Improvement projects is scheduled for 3/25/25. The Board will receive information and a recommendation to award the bid at the 4/2/25 meeting, in order to notify the contractor as quickly as possible. If the lowest bid is outside of the budgeted amount for the project, the finance committee will receive the information first on 4/8/25 to discuss options and the full Board will receive the information and a recommendation on 4/16/25. Contractor availability and the cost of materials continues to be a concern that the capital project planning team is monitoring.

**Food Service:** The Food Service Team for the District has begun monthly meetings to collaborate on production and processes and to conduct mandatory training to meet the annual requirements for food service employees. This, combined with weekly visits from the Food Service Director will ensure that the District Child Nutrition Program is meeting all state and federal requirements and developing consistent practices for service delivery.



With the award of a Local Foods Incentive grant of \$20,917.20 for the FY 2024-25 school year as a baseline year, the Team, with the leadership of the Food Service Director, has increased focus on sourcing foods locally. The goal is for the District to be eligible to apply for the grant in subsequent years, which requires us to make at least 15% of food purchases from locally sourced foods.

The District was recently awarded a \$5,475 Fresh Fruit and Vegetable Grant from the state Child Nutrition Program. The Food Service Director will continue to work with each of the sites to identify possible uses of the Fresh Fruit and Vegetable Grant, and apply for more funding as appropriate.

### **STUDENT SUPPORT SERVICES**

I am writing to update you on the ongoing initiatives within our Special Services Department that continue to enhance our support for students with disabilities and strengthen our educational community.

#### **Monthly Special Educator Meetings**

We are continuing our monthly meetings for all special educators within the District. These meetings, held in person, provide a valuable opportunity for collaboration, professional development, and sharing best practices. Our goal is to ensure that special educators are well-supported and equipped with the tools and knowledge needed to best serve our students.

#### **Extended School Year (ESY) Planning**

We have begun the planning process for this year's Extended School Year (ESY) services. Once again, the services will be hosted at U-32 and EMES. This program is vital for students who require additional instructional time to maintain progress toward their goals, and we are excited to continue offering this opportunity to our students.

#### **VTCAP Testing Accommodations Coordination**

In collaboration with the Director of Curriculum, Instruction, and Assessment, we are leading the coordination of VTCAP testing accommodations for students with disabilities. Ensuring that these accommodations are in place is a key step in fostering equity and access for all students during state assessments.

#### **Educational Support Team Development**

Jen Miller-Arsenault and I are continuing our work to support and strengthen our Educational Support Team (EST) model.

### History and Current Reality:

MRPS and Washington Central are neighboring districts that share many activities and friendships both in and out of school. Montpelier High School and U-32 are just four miles apart. The conversation regarding merging these two districts has been a constant question within the communities of both districts. The last merger study occurred in 1990. It was determined that merging would not be mutually beneficial at that time.

Most recently the governor of Vermont has challenged the legislature to increase the scale of districts and school buildings across the state in order to achieve a potential property tax decrease for residents. Legislation has been introduced that would merge districts across the state. How to do this and how many districts are questions that remain unanswered.

Despite the uncertainty in the statewide efforts, the interest in fewer districts has been established by both the governor's office and the legislature. MRPS and WCUUSD are two likely partners for a merger.

### Questions for Consideration:

What would MRPS and WCUUSD need to understand in order to determine if moving forward to a merged district makes sense?

Would the MRPS and WCUUSD boards of directors like to conduct an informal study to ascertain the feasibility of a merged district?

[Current Statute](#) detailing the role of the school board in potential merger studies. This is likely to change with new legislation.

### Potential Informal Feasibility Study:

The purpose of an informal feasibility study is to educate school boards from both districts of the similarities/differences between districts, strengths/challenges to a new district structure, facility considerations between the districts, financial situations of both districts, and student opportunities a merged district could create/maintain. Regardless of what the legislature ultimately decides, knowing this information prior to a potential merger may be influential in eventual high-stakes decision-making for the school boards.

Information an informal feasibility study could contain (to be added to by school board):

#### *Tier One: Need*

- Statewide & regional context and opportunities for a merged district

- Summarize existing facilities
  - Inventory of properties & their capacity
  - Value of properties
  - Renovation needs
  - Capital plan
- Staffing
  - Comparison of staffing levels/positions
  - Class size
- Current grade structures
- Current and projected enrollment
- Transportation
- Financial Situations
  - Debt services
  - Fund balances
  - Tax history
  - Estimated future property tax if merged
- Analysis of high level pros/cons of merger
  - Include potential process & timeline, if possible
- Feasibility of including other districts in merger configuration such as Twinfield, CVCC and other surrounding districts. If possible, multiple options of merger configurations involving neighboring districts in central Vermont.
- Compare and contrast current articles of agreement
- Other considerations prior to merging
- Core Values of each district
  - Strategic Plan of each District

*Tier Two: Nice to Have*

- Learning Outcomes of each district
- Comparison of student opportunities - could include, but not limited to:
  - Multi Layer System of Supports implementation
  - Flexible pathway opportunities
  - Elementary and middle level programming
    - Inclusive of annual special programming (eg. artist in residence)
  - Advanced course offerings
  - Possibility for expanding offerings
  - Third space
  - Before and after care
- Recommendations for communication and community engagement

Tentative deadline for report to WCUUSD and MRPS boards of directors: June 1, 2025.

AMENDMENT

The Agreement for use of water from a certain well in the Town of Berlin between the State of Vermont and Town of Berlin School Board dated January 25, 1971, is amended to read as follows:

The State of Vermont, acting through its Agency of Transportation as successor to the Department of Highways, hereby grants to the Second Party the right to grant to the Berlin Volunteer Fire Department, Inc. the right to use water from the well designated in enumerated paragraph 1 of this Agreement, in accordance with a certain lease between the Second Party and the Berlin Volunteer Fire Department, Inc., dated August 31, 1989, a copy of which is attached hereto. In all other respects, this Agreement for use of water shall remain in full force and effect.

IN WITNESS WHEREOF, the State of Vermont has caused its name to be subscribed this 17<sup>th</sup> day of November, A.D., 1989, by its Secretary of Transportation, for the Agency of Transportation.

IN PRESENCE OF:

STATE OF VERMONT  
AGENCY OF TRANSPORTATION

By: Paul R. Philbrook  
Its Secretary  
/s/ Paul R. Philbrook

STATE OF VERMONT

Washington County, ss.

At Montpelier, this 17<sup>th</sup> day of November, A.D., 1989, personally appeared Paul R. Philbrook, Secretary of the Agency of Transportation, and acknowledged the foregoing instrument by him sealed and subscribed to be his free act and deed and the free act and deed of the State of Vermont.

Before me,

Diane Blakeslee  
Notary Public  
/s/ Diane Blakeslee

IN WITNESS WHEREOF, the Town of Berlin School Board has caused its name to be subscribed this 23<sup>rd</sup> day of October, A.D., 1989.

IN PRESENCE OF:

TOWN OF BERLIN SCHOOL BOARD  
Nancy Cannon L.S.  
Daryl A. Jernigan L.S.  
Peter Johnson L.S.  
Paul R. Borste L.S.  
Rosemary Morse L.S.

STATE OF VERMONT

Washington County, ss.

At Berlin, this 23rd day of October, A.D., 1989, personally appeared town of Berlin School board, and acknowledged the foregoing instrument by them sealed and subscribed to be their free act and deed and the free act and deed of the Town of Berlin School board.

Before me, s/ William L. Hull  
Notary Public

APPROVED AS TO FORM  
DATED: 10-11-89  
s/ Thomas A (Illegible)  
ASSISTANT ATTORNEY GENERAL

AGREEMENT, continued:

LEASE AGREEMENT

This Lease Agreement is made by and between the Town of Berlin School Board, (hereinafter referred to as Lessor), AND the Berlin Volunteer Fire Department, Inc., (hereinafter referred to as Lessee), a nonprofit corporation organized and existing under the laws of the State of Vermont.

W I T N E S S E T H :

WHEREAS, the Lessor and Lessee recognize the need for a new fire station facility to better serve the needs of the Town of Berlin, and

WHEREAS, the Lessor has been granted the authority by the school District to enter in to a lease relating to a portion of the real estate owned by the district, and

WHEREAS, the Lessee desires to erect a fire station on such property and has taken the necessary steps to procure State and local approval for such a facility.

NOW THEREFORE, in consideration of the terms, conditions, covenants and agreements hereinafter contained, Lessor does hereby let, lease and demise unto the Lessee, and Lessee hereby rents from the Lessor, the following described premises in the Town of Berlin, county of Washington and State of Vermont, to wit:

Being a part of the same land and premises conveyed to the Town of Berlin in Warranty Deed of Clarence A. Pike dated June 7, 1966 and recorded in the Town of Berlin Land Records at Book 36, Page 375.

Being a parcel of land containing 1.28 acres, more or less, which premises are more particularly described in a survey entitle "Survey Plat of Property to be Leased from the Town of Berlin by the Berlin Volunteer Fire Department, Inc., in Berlin, Vermont" compiled July 26, 1989, by the American Survey Company, and which Survey is recorded in the Land Records of the Town of Berlin, in Map Records 89-14.

1. The term of this Lease shall be for 50 years to commence on the 1st day of September, 1989, and, unless sooner terminated as hereinafter provided, shall end on the 31st day of August, 2039.

2. During the term of this Lease Agreement, the Lessee may erect a building on said premises for use as a fire station facility, including the interior storage of fire fighting equipment.

a. Such use of the building and property shall be in compliance of all laws, rules, and regulations of the Town of Berlin, the State of Vermont, and the United States Government, as now enacted or may be hereinafter enacted.

b. Such building shall be erected in conformity with plans as approved by the Town of Berlin Planning Commission and by the Town of Berlin School Board. There shall be no modifications to such structure without the prior written consent of the School Board.

c. Such building shall be maintained by the Lessee in a neat, clean and sanitary condition, including the removal of snow, ice and rubbish from said property. The Lessee shall also bear the expense and cost of all utilities and shall hold the Lessor harmless from any obligation thereon.

3. During the term of this Lease Agreement, the Lessee shall not deposit, handle, dispose, treat, maintain or store any toxic or hazardous waste materials upon said premises in violation of applicable State or Federal Statutes or Regulations. The Lessee shall defend, indemnify and save the Lessor harmless from any claims, causes of actions, penalties, fines or other assessments, or the expense and cost of cleanup arising out of or in connection with said hazardous or toxic materials upon said premises caused by the Lessee in violation of the law. This provision shall not preclude the Lessee from having on the premises gasoline or gasoline products and fire fighting fuels reasonably necessary for the operation of Lessee's business. The Lessee, nonetheless, agrees that the indemnification provisions of this Paragraph apply to such products.

4. During the term of this Lease Agreement, the Lessee at its sole cost and expense, and for the benefit of the Lessor, shall carry and maintain the following types of insurance in the amounts specified:

a. Fire and extended coverage insurance covering the leased premises (including all buildings and improvements thereon) against loss or damage by fire and against loss or damage by other risks now or hereafter embraced by "extended coverage", so-called, in an amount not less than full replacement cost and in amounts sufficient to prevent either Lessor or Lessee from becoming co-insurers under the policies.

b. Comprehensive public liability insurance, including property damage, insuring the Lessor against liability for injury to persons or property occurring in or about the leased premises or arising out of the ownership, maintenance, use, or occupancy thereof. The liability under such insurance shall not be less than One Million Dollars (\$1,000,000.00) for any one person injured or killed, and not less than One Million Dollars (\$1,000,000.00) for any one accident and not less than Five Hundred thousand (\$500,000.00) for personal property damage per accident.

All insurance policies maintained by Lessee pursuant to the terms of this Lease shall name Lessor and Lessee as insureds as their respective interests may appear and shall be written as primary policies which do not contribute to and are not in excess of coverage which Lessor may carry. All such insurance policies shall, if possible, require the insurance carriers to provide the Lessor with at least fifteen (15) days written notice prior to termination or cancellation of any policy. At the commencement of the term of this lease and thereafter not less than fifteen (15) days prior to the expiration date of any policy required hereunder, Lessee shall deliver to Lessor certificates of insurance.

5. THE Lessee shall defend, indemnify and hold harmless the Lessor against all allegations, claims, suits, damages, cause or causes of actions, judgments, orders or decrees, or liability for injury to or death of any person or damage to any property caused by negligence or misconduct of the Lessee, its agents or employees, including the payment of all costs, expenses, attorneys fees, and damages incurred or paid by the Lessor as a result of litigation commenced by or against the Lessee to which the Lessor is made a party, but, for which the Lessor is not at fault.

Agreement, continued:

6. Lessee shall not assign or sublet any interest in the leased premises without the prior written approval of the Lessor, which approval shall be within the sole discretion of the Lessor.

7. The Lessee shall be responsible for the expense of installing a water line and water pump to connect the well located on the State of Vermont Highway Right of way to the fire station to be erected on the leased premises and from the fire station to the Berlin Elementary School. Thereafter, the maintenance of said water line from the well to the fire station shall be the responsibility of Lessee and from the fire station to the Berlin Elementary School, it shall be the responsibility of the Lessor.

The Lessee acknowledges that it has been advised of the existence of the agreement recorded at Book 39, Page 225 of the Berlin Land Records, by and between the State of Vermont and the Town of Berlin School Board, including the limitations in that agreement that relate to the use of water.

Before Lessee commences the work called for in this Paragraph, Lessee will obtain in writing and in a form suitable for recording in the Land Records of the Town of Berlin, permission from the State of Vermont for Lessee's use of water consistent with the terms of this agreement and which will not terminate the Lessor's right to such water pursuant its agreement with the State of Vermont.

8. The Lessee shall be responsible for the extension of the existing sewer line, including the installation of a sewer pump to serve the fire station facility, and thereafter, the Lessee shall be responsible for the maintenance of such sewer line and pump from the fire station to the school.

9. During the term of this Lease Agreement, should the Lessee be in default or breach of any term or condition of the Agreement, and should Lessee fail to cure said default or breach within 30 days after receipt of written notice from the Lessor of said default or breach, or within a reasonable time, or the cure reasonably would require more than 30 days, then the Lessor, in its sole discretion, shall have the option:

- a. To cure said default or breach and recover from the Lessee the cost and expense of the same, or
- b. To terminate the Lease upon 10 days written notice to the Lessee.

10. Upon the expiration of this Lease Agreement or sooner termination if any, Lessee shall surrender possession of the leased premises to the Lessor and at Lessee's expense, restore said premises to a condition that is consistent with the land retained by Lessor adjoining the leased premises and in no event to less than building grade level.

11. In the event the Town of Berlin School Board is authorized by a vote of the members of the School District, to sell its real estate, including the lease premises, this lease shall terminate.

12. Any activities, including fund raisings, taking place on the leased premises to which members of the general public are invited, shall be conducted in conformity with School Board policy and regulations relating to activities on School District property.

13. The Lessor has been given the authority by the School District to enter into a lease for a term of up to 99 years. It is not the intent of the parties to preclude a lease for a term greater than that of the present agreement, but rather, to allow for such agreements in the future, subject to mutual agreement of the parties.

14. The Lessee shall pay to the Lessor annual rent of One Dollar (\$1.00).

15. The Lessee shall be responsible for any and all taxes, including the property transfer tax, which may be assessed against the leased premises during the term of this Lease.

16. The Lessee shall be the sole and exclusive owner of the leasehold and leasehold improvements erected on the leased premises and upon termination of this Lease, shall remove the same consistent with the terms of this agreement. The Lessor shall have access to the building to be erected on the premises for purposes of assuring compliance with the terms of this Lease upon reasonable notice to the Lessee.

17. Waiver by Lessor of the Lessee's default or breach shall not constitute a waiver in the event of a subsequent default or breach.

18. If any term or provision of this Lease Agreement shall be invalid or unenforceable, the remainder of this Lease Agreement shall not be affected thereby, and said other terms and provisions of this Lease Agreement shall be valid and enforceable to the fullest extent permitted by law.

19. This Lease Agreement contains the entire agreement of the parties hereto. Any amendment to this Lease Agreement shall be in writing and signed by the parties hereto.

20. This Lease Agreement shall be binding upon the parties hereto, their respective successors and assigns.

Dated at Berlin, County of Washington and State of Vermont this 31st day of August, 1989.

WITNESSES:  
s/ Linda T Howard  
s/ Brian J. Grearson

BERLIN SCHOOL BOARD  
BY s/ Paul R. Bowles DIRECTOR  
BY s/ Rosemary Morse DIRECTOR  
BY s/ David A. Janawicz DIRECTOR

WITNESSES:  
s/ Linda T Howard  
s/ Brian J Grearson

BERLIN VOLUNTEER FIRE DEPARTMENT, INC.  
BY s/ David K Miller ITS PRESIDENT  
BY s/ James W Kirwan ITS TREASURER

STATE OF VERMONT, WASHINGTON COUNTY, SS. This 31 day of August A.D.1989, Paul R. Bowles, Rosemary Morse, and David A. Janawicz Directors of the Berlin School Board, personally appeared, and they acknowledged this instrument, by them sealed and subscribed, to be their free act and deed.

s/ Brian J Grearson  
NOTARY PUBLIC

Agreement, continued:

STATE OF VERMONT WASHINGTON COUNTY, SS

This 31 day of August A.D. 1989, David Miller and James W. Kirwan President and Treasurer of the Berlin Volunteer Fire Department, Inc., personally appeared, and they acknowledged this instrument, by them sealed and subscribed, to be their free act and deed.

s/ Brian J. Grearson  
NOTARY PUBLIC

RECEIVED FOR RECORD November 30 A.D. 1989 at 12 o'clock 55 Minutes PM.

Attest Wacoby B Hartman  
Town Clerk

AMENDMENT

The Agreement for use of water from a certain well in the Town of Berlin between the State of Vermont and Town of Berlin School Board dated January 25, 1971, is amended to read as follows:

The State of Vermont, acting through its Agency of Transportation as successor to the Department of Highways, hereby grants to the Second Party the right to grant to the Berlin Volunteer Fire Department, Inc. the right to use water from the well designated in enumerated Paragraph 1 of this Agreement, in accordance with a certain lease between the Second Party and the Berlin Volunteer Fire Department, Inc., dated August 31, 1989, a copy of which is attached hereto. In all other respects, this Agreement for use of water shall remain in full force and effect.

IN WITNESS WHEREOF, the State of Vermont has caused its name to be subscribed this 17th day of November, A.D., 1989, by its Secretary of Transportation, for the Agency of Transportation.

IN PRESENCE OF:

STATE OF VERMONT AGENCY OF TRANSPORTATION

BY: s/ Paul R Philbrook  
Its Secretary  
/s/ Paul R. Philbrook

STATE OF VERMONT  
Washington County, ss.

At Montpelier, this 17th day of November, A.D., 1989, personally appeared Paul R. Philbrook, Secretary of the Agency of Transportation, and acknowledged the foregoing instrument by him sealed and subscribed to be his free act and deed and the free act and deed of the State of Vermont.

Before me, s/ Diane Blakeslee  
Notary public  
/s/ Diane Blakeslee

IN WITNESS WHEREOF, the TOWN OF Berlin School Board has caused its name to be subscribed this 23rd day of October A.D., 1989.

IN PRESENCE OF:

TOWN OF BERLIN SCHOOL BOARD  
s/ Doug Emmons L.S.  
s/ David A Janawicz L.S.  
s/ Peter C. Schober L.S.  
s/ Paul R Bowles L.S.  
s/ Rosemary Morse L.S.

STATE OF VERMONT  
Washington County, ss.

At Berlin, this 23rd day of October, A.D., 1989, personally appeared Town of Berlin School Board, and acknowledged the foregoing instrument by them sealed and subscribed to be their free act and deed and the free act and deed of the Town of Berlin School Board.

Before me, s/ William L Hull  
Notary Public

APPROVED AS TO FORM:  
DATED: 10-11-89

s/ Thomas (illegible)  
ASSISTANT ATTORNEY GENERAL

RECEIVED FOR RECORD January 3 A.D. 1990 at 9 o'clock 40 Minutes AM

Attest Wacoby B Hartman  
Town Clerk



BLUE FLAME GAS CORP

77 SO MAIN ST  
PO BOX 611  
BARRE, VT 05641  
479-3306

JCT OF 117 & GOV PECK RD  
PO BOX 287  
RICHMOND, VT 05477  
434-2912

UNDERGROUND LP TANK INSTALLATION AGREEMENT

CUSTOMER: Berlin Fire Dept ACCOUNT NUMBER: 300358  
ADDRESS: RD 4 Box 2015 DATE: 02/14/90  
Mansfield, VT 05262

THIS IS TO ACKNOWLEDGE THAT One (1) 1000 - One Thousand GALLON  
LP GAS BULK TANK(S), SERIAL # 479349 BURIED  
UNDERGROUND, BELONGS TO BLUE FLAME GAS CORP., So. Barre, VT  
ANY CHARGE FOR THIS INSTALLATION IS NONREFUNDABLE.

WHEN THE TANK(S) ARE REMOVED, THE CUSTOMER SHALL BE RESPONSIBLE  
FOR FILLING THE EXCAVATION, GRADING, SEEDING OR ANY OTHER WORK NEC-  
ESSITATED BY THE REMOVAL, AND SHALL DEFEND AND HOLD THE COMPANY HARM-  
LESS FROM ANY AND ALL DAMAGES AND LIABILITIES WHICH MAY RESULT FROM  
SAID REMOVAL.

THIS TANK IS PLACED ON PROPERTY IN THE TOWN OF Berlin,  
STATE OF VT, AND RECORDED IN THE TOWN OR COUNTY RECORDS  
AT \_\_\_\_\_, BOOK # \_\_\_\_\_, PAGE # \_\_\_\_\_, IN THE NAME  
OF \_\_\_\_\_.

Joe Deane  
WITNESS

SIGNED  
[Signature]  
BLUE FLAME GAS CORP.

Celine D. Rodhe  
WITNESS

[Signature]  
CUSTOMER

RECEIVED FOR RECORD August 8 A.D. 1990 at 1 o'clock 35 minutes PM

Attest Norothy B. Hartman  
Town Clerk

**Recommended**

**WASHINGTON CENTRAL UNIFIED  
UNION SCHOOL DISTRICT**

**Board of Directors' Policy**

**POLICY TO ENSURE SAFETY &  
RESOURCES FOR FAMILIES IMPACTED  
BY IMMIGRATION ENFORCEMENT**

<b>POLICY:</b>	<u>C51</u>
<b>WARNED:</b>	<u>2.19.25</u>
<b>ADOPTED:</b>	<u>2.19.25</u>
<b>EFFECTIVE:</b>	<u>2.19.25</u>

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**POLICY:**

In order to provide a public education, regardless of a child's or family member's immigration status, absent any applicable federal, state, or local law, regulation, ordinance or court decision, the Washington Central Unified Union School District shall establish itself as a safe place for its students and their families to seek help, assistance, and information if faced with fear and anxiety about immigration enforcement efforts; Furthermore:

1. The Superintendent will offer all K-12 schools, be established as resource and information sites for immigrant students and families. Community based organizations and legal services organizations who provide resources for families facing deportation; will have access to school facilities under the District's Building Use policy for community organizations doing immigration rights work such as know your rights trainings and resource and information sites as described above.
2. The Superintendent will have available in-language Know Your Rights resources for students and family members to cover their rights regarding interactions with law enforcement and immigration agents.
3. District personnel will not inquire about or record a student's or a family member's immigration status, and pursuant to the Family Education Rights and Privacy Act ("FERPA") and The Health Insurance Portability and Accountability Act "HIPAA", will not disclose, without parental consent, the immigration status of any student or other personally identifiable information.
4. Neither the school nor any district employee will initiate any communication to federal agencies or officials concerning confidential information about a student or a student's family member, including but not limited to: information about gender identity; sexual orientation; status as a survivor of domestic violence; survivor of sexual assault; crime witness; recipient of public assistance; actual or perceived immigration or citizenship status; national origin; school discipline record; and all information included in an individual's or household's income tax records, is prohibited, unless permission is granted by the student if 18 years of age or student's parent or guardian.
5. The District will refuse all voluntary information sharing with immigration agents across all aspects of the District possible under the law.

6. Any request by immigration agents for information or to access a school site shall be initially denied and immediately forwarded to the Superintendent for review and a decision on whether to reverse the denial and allow access to the site, and/or a decision on whether the information will ensure District compliance with Plyler v. Doe and other applicable laws. The request must be provided with adequate notice so that the Superintendent can take steps to provide for the emotional and physical safety of its students and staff.  
Furthermore,
  - a) Should an immigration agent request access to a school site, the Superintendent will ask for the immigration agent's credentials, ask the agent why the agent is requesting access, and ask to see a warrant signed by a federal or state Judge and copy the warrant produced.
  - b) Immigration agents must provide written authority from ICE instructing them to enter District property and for what purpose as well as a warrant signed by a federal or state Judge which specifies the name of the person under arrest, and the Superintendent or designee shall copy the paperwork provided.
7. The District will not enter into agreements with state or local law enforcement agencies, ICE, or any other federal agency for the enforcement of federal immigration law, except as required by law.
8. Neither the District nor its staff, faculty, employees, agents, or site-based officers will honor or comply with or otherwise reveal information in response to ICE detainers or other ICE requests within district sites absent a duly executed judicial warrant.
9. The Superintendent or designee will ensure that students are aware of opportunities to gain access to college, in-state tuition, financial aid, scholarships, internships and career opportunities, regardless of their status.
10. The Superintendent or designee will report to the United We Dream hotline at 1-844-363-1423 if an immigration raid occurs at the school or ICE (or direct partners of ICE) violate its policy to stay off school grounds.
11. The Superintendent or designee will identify multilingual staff and/or volunteer community members that are willing and well-equipped to assist in an emergency situation. This list will be made available to students, family members, and caregivers.
12. The Superintendent shall ensure that all teachers, school administrators, and other staff gain timely awareness of this policy and notification in the appropriate languages spoken by students throughout the District to be distributed to families to fully inform them of their rights in the District;
13. The Superintendent shall develop a procedure for implementation of this policy that is inclusive of guidance for teachers, administrators and other staff on how to respond to ICE personnel who are requesting information about students and families and/or are attempting to enter school property. The procedure shall also include steps for notifying families about ICE efforts to gain information about students and families, and how to support students whose family members have been displaced because of ICE. This plan shall be communicated to all school district families in all supported languages.

## **Definitions**

“Citizenship or immigration status” means all matters regarding questions of citizenship or nationality of the United States or any other country, the authority to reside in or otherwise be present in the United States, the time or manner of a person’s entry into the United States, a person’s past or present immigration status under federal law, or any other civil immigration matter administered or enforced by the Department of Homeland Security or other federal agency charged with the administration or enforcement of civil immigration law.

- “Immigration agent” shall mean an agent of the U.S. Department of Homeland Security, such as the U.S. Immigration and Customs Enforcement or U.S. Customs and Border Protection, any individuals authorized to conduct enforcement of civil immigration laws under 8 U.S.C. §1357(g) or any other federal law, other federal agents charged with enforcement of civil immigration laws, and any successors.

- “Enforcement actions” include checkpoints; arrests; interviews; searches; surveillance; obtaining records, documents, and similar materials; and other actions for the purposes of civil immigration law administration or enforcement.

Appreciation to these organizations who helped create this model policy:

ACLU of California

Advancement Project

Asian Americans Advancing Justice-California (AAAJ-CA)

Americans Advancing Justice-Los Angeles (AAAJ-LA)

National Immigration Law Center (NILC)

Services, Immigrant Rights, and Education Network (SIREN)

**Recommended**

**WASHINGTON CENTRAL UNIFIED  
UNION SCHOOL DISTRICT**

**Board of Directors' Policy**

**POSSESSION & ADMINISTRATION  
OF EMERGENCY & NON-EMERGENCY  
MEDICATION**

<b>POLICY:</b>	<u>          C71          </u>
<b>WARNED:</b>	<u>          2.19.25          </u>
<b>ADOPTED:</b>	<u>                                  </u>
<b>EFFECTIVE:</b>	<u>                                  </u>

**Policy**

The Washington Central Unified Union School District (District) shall have procedures in place to ensure compliance with laws and regulations governing the possession, administration, and storage of all prescription medications needed by students at school or during school sponsored activities.

**Definition:**

“**Health care professional**” means a physician licensed pursuant to 26 V.S.A. Chapters 23 and 33, an advanced practice registered nurse licensed to prescribe drugs and medical devices pursuant to 26 V.S.A. Chapter 28, or a physician assistant licensed to prescribe drugs and medical devices pursuant to 26 V.S.A. Chapter 31.

**Administrative Responsibilities:**

The superintendent or designee will develop a procedure governing the possession, administration and storage of emergency and non-emergency medication needed by any student during the regular school day or during school sponsored activities. The procedure will comply with the following:

1. In an emergency, epinephrine may be given by the school nurse, or a person designated and trained by the school nurse.<sup>1</sup>
2. Medication may be given by the school nurse, or a person designated and trained by the school nurse, upon written orders from a medical provider, and upon written request or documented permission when written permission is not possible (ie: a phone call) from a student's parent or guardian that the School District comply with the medical provider's order. The medical provider's orders must detail the name of the drug, route of administration, dose, and the time interval the emergency medication is to be given, diagnosis and reason for giving.
3. Other than emergency medication authorized by the Commissioner of Health, medication must be brought to school in a container labeled by the pharmacy or medical provider and stored by the school nurse or designee in a secure storage place.

<sup>1</sup> Act 175 of 2008, codified as 16 V.S.A. § 1387, requires that public and approved independent schools have procedures in place to ensure that students with life-threatening allergies or with asthma are permitted to possess and self administer emergency medication at school, on school grounds, at school sponsored activities, on school provided transportation, and during school related programs. The Act does not require the adoption of a school board policy. This model is intended to provide guidance to school boards and administrators who choose to revise current policies on emergency medication or who wish to adopt new board policies on this subject.

<sup>1</sup> See, 16 V.S.A. § 1388 Stock supply and emergency administration of epinephrine auto-injectors

<sup>1</sup> See, 16 V.S.A. § 1387(b). Parents must provide annual written authorization and documentation from the student's physician as to the need for emergency medication. Parents must also annually develop, in consultation with the school nurse

4. Students with life-threatening allergies or with asthma, whose parents or guardians have complied with all of the requirements outlined in 16 V.S.A. §1387, shall be permitted to possess and self-administer emergency medication at school, on school grounds, at school-sponsored activities, on school-provided transportation, and during school-related programs.<sup>2</sup>

The school shall:

1. Provide an opportunity for communication with the pupil, parent or guardian, and medical provider regarding the efficacy of the emergency medication administered during school hours.
2. In the case of emergency medication possessed by students with life-threatening allergies or with asthma, the school shall provide forms for parents to submit authorizing possession of the emergency medication and releasing the school from liability as a result of any injury arising from the student’s self-administration of the emergency medication.

<i>VSBA Version:</i>	<i>October 7, 2024</i>
<i>Date Warned:</i>	
<i>Date Adopted:</i>	
<i>Legal Reference:</i>	<i>16 V.S.A. §1387 (Possession and self-administration of emergency medication) 16 V.S.A. § 1388 (Stock supply and emergency administration of epinephrine auto-injectors) 26 V.S.A. chapters 23, 26, 28, 31, 33</i>
<i>Cross Reference</i>	<i>Student Alcohol and Drugs Wellness &amp; Comprehensive Health</i>

<sup>2</sup> See, 16 V.S.A. § 1387(b). Parents must provide annual written authorization and documentation from the student’s physician as to the need for emergency medication. Parents must also annually develop, in consultation with the school nurse or designee, a plan of action for the school and student to follow when possessing emergency medication, and must sign a statement releasing the school and its agents from liability as a result of any injury arising from the student’s self-administration of the emergency medication.

**WASHINGTON CENTRAL UNIFIED  
UNION SCHOOL DISTRICT**

**Board of Directors' Policy**

<b>POLICY:</b>	<u><b>C30</b></u>
<b>WARNED:</b>	<u><b>5.15.20</b></u>
<b>ADOPTED:</b>	<u><b>6.3.20</b></u>
<b>EFFECTIVE:</b>	<u><b>6.13.2020</b></u>

**STUDENT MEDICATION**

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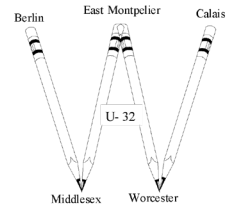
Washington Central Unified Union School District recognizes that some students are able to attend school because of the effective use of prescription and over the counter medication in the treatment of chronic or acute disabilities or illnesses. It is more desirable for medication to be administered at home; however, any student who needs to take medication during the regular school day must comply with school procedures. It is the policy of the Washington Central Unified Union School District to have procedures in place to assure that medication required by students during the school day will be administered and maintained in a safe manner as directed by the school nurse in collaboration with the student's parent/guardian and health care provider.

# Washington Central Unified Union School District

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

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



**Washington Central Unified Union  
School Board Meeting  
2.19.25  
6:15-9:15 PM  
(Virtual and In-Person)  
U-32 Middle & High School  
930 Gallison Hill Rd  
Montpelier, VT**

**Present:** Flor Diaz Smith, Elizabeth Brown, Zach Sullivan, Daniel Keeney, Ursula Stanley, Chris McVeigh, Mckalyn Leclerc, Patrick Whelley, Natasha Eckart, Julia Hewitt, Kealy Sloan, Diane Nichols-Fleming, Linnea Darrow, Michelle Ksepka, Amelia Contrada

Superintendent Steven Dellinger-Pate, Principal Becca Tatistcheff, Jen Miller-Arsenault, Julia Pritchard, Lisa LaPlante, Principal Alicia Lyford, Principal Celia Guggemos, Principal Jarrod Weiss, Principal Karoline May, Susanne Gann, Heidi Dimick, Principal Gillian Fuqua, Amy Molina

**Others:** Honi Bean Barrett, Lila Richardson, Allison Fayle, ORCA Media, David Lawrence, Jen Campbell, Marilyn Martin, Noah Weinstein, Sonya Rhodes

**1. Call to Order: Flor Diaz Smith called the meeting to order at 6:15 p.m.**

**2. Welcome**

**2.1. Adjustments to the Agenda:** Patrick Whelley would like to discuss communication about the budget to the general community. Flor Diaz Smith explained that this is encompassed in the agenda tonight under “Annual Meeting Board Roles.”

**2.2. Reception of Guests:**

**2.3. Public Comments-Time limit strictly enforced, see note:** None at this time

**3. Presentation: Math Presentation (Doty/U-32):** Gillian Fuqua presented a slide deck: *Focus on Mathematics 2024-25* from the perspective of Doty School.

Mckalyn Leclerc asked to clarify when you state that there is no difference in disaggregated data between students with free and reduced lunch and others. Gillian Fuqua stated that with a 40% poverty population in the Doty community, she would have expected to see similar data trends

and in this data, it is not evident. Ursula Stanley noted that Ed Quality Committee had also noticed that fourth grade seems to be a place where math performance lags, overall.

Elizabeth Brown stated that it would be interesting to see Social/ Emotional data next to academic data, to see if there is any correlation. She would also be interested to see how instruction varies depending on the class size.

Diane Nichols-Fleming stated that, even though in this group, the data is not disaggregated, within the school when considering data, it is, so they are able to dive deeper into specific trends.

Zach Sullivan stated that it would be good to look at data overall, regarding poverty level, and IEP without disaggregating at a more micro level.

Principal Becca Tatistcheff presented a slide deck: *Focus on Mathematics 2024-2025*, from the perspective of U-32.

Diane Nichols-Fleming wondered if it would be helpful to see actual numbers as opposed to, for example, 49% of students. If it were a small group of students (8), we could look at it and decide how to provide supports and interventions.

Elizabeth Brown stated, when considering the group of students who receive special education services, she would be more interested in seeing their rate of growth rather than their comparison to grade level peers.

Jen Miller-Arsenault stated that, in general, the data trends have been consistent over the past several years.

Natasha Eckart stated that she appreciates considering “street data” as she does not value the use of standardized testing results; she appreciates more of the “real life” data.

**3.1. Community Q & A:** Flor Diaz Smith invited community input. None was heard at this time.

#### **4. Reports**

**4.1. Superintendent/ Central Office Leadership Team (COLT) Report:** Steven Dellinger-Pate had provided a written report. Jen Miller-Arsenault shared some information about student performance in social emotional learning. Diane Nichols-Fleming asked, what is the response or what is the responsibility based on results of social emotional learning. How can the board support this? Jen Miller-Arsenault stated that, for one, a commitment to ongoing professional learning is important. She stated that as the results from the social emotional assessments are analyzed, the board would be kept apprised.

**4.2. Principal Report:** Jarrod Weiss shared the work around Humanities and Justice Coalition at Calais Elementary. Alicia Lyford shared the recent work around curriculum and data at East Montpelier Elementary. Celia Guggemos from Berlin shared the work around PBIS.

- 4.3. **Student Report:** Linnea Darrow shared student happenings, including sporting events and the Winooski Valley Jazz Festival. The board thanked Linnea for the student report and for joining the board discussions.
- 4.4. **Central VT Career Center Report:** Patrick Whelley reminded board members to request an absentee ballot if they intend to vote via absentee. He spoke about some of the seats that are open. He noted that Lyman Castle of Montpelier is hoping for a write in vote. He noted that a Washington Central seat is open. Daniel Keeney asked for a snippet of news from CVCC to include in Front Porch Forum post.
- 4.5. **VSBA Report:** Flor Diaz Smith provided a brief update from VSBA.

## 5. Board Operations

- 5.1. **Update on the Context of State Education:** Steven Dellinger-Pate invited board members to send him an email or ask him directly, questions they might have around the legislation around education, including federal funding. He stated that, recently, it seems that “Title funds” will not go away; they tend to have bipartisan support.

Flor Diaz Smith spoke about the Vermont Superintendents Association’s proposal. Patrick Whelley asked whether there is a realistic timeline at this time.

Superintendent Dellinger-Pate stated that he believes the first bill to come will likely be related to education funding. He stated that the AOE’s weekly field memos are the best source of updated information.

Flor Diaz Smith stated that she would continue to update the board as the VSBA responds to the legislation. Zach Sullivan stated that it would be helpful to understand more of the detail that will be affected by this. For example, weighted student numbers.

- 5.2. **Configuration Committee Update:** Daniel Keeney shared that the group made progress-reaching consensus on a definition for “configuration.” We are focused on an emphasis for program-based modeling; focusing on program goals and any evaluation of configuration proposals will be evaluated through that lens. We are creating a table of criteria (thank you to Kealy Sloan for this work). This will be the measuring stick that we use to consider models. The committee discussed the need for community input sessions, beginning in April, on a monthly basis.
- 5.3. **Annual Meeting Board Roles:** Flor Diaz Smith provided an update of communication around the budget and town meeting day. A trifold was mailed; posts are being made on Front Porch Forum.

Patrick Whelley stated that we need to simplify the message and we need to have a positive message about the budget that will enable an education for our students and our community. He stated that the messages are very focused on numbers, taxes, enrollment, etc. and he realizes that we need to inform, but now is not the time to hand-wring and rehash the difficulty. We need to celebrate the good things that will come from passing this budget. Board members invited him to speak at the annual informational meeting!

Diane Nichols-Fleming suggested there be three messages. (1) A blast of excitement, (2) The impact on taxes, (3) Some of the other information. Therefore, they are shorter and more manageable, but leading with excitement.

Some discussion followed around whether board members are allowed to say, "Vote for our budget." Is it acceptable to say, "I appreciate your support for this budget?" Flor Diaz Smith stated that the most important thing is to get people to vote! Elizabeth Brown stated that one thing that would be helpful is the idea that, with the support of the budget, we can do this.... share some of the things that are happening at our schools at the micro level. For example, one from each school to make it more connected to the people that it affects.

## 6. Finance Committee:

**6.1. Review and Approve Project Manager Contract: Ursula Stanley moved to authorize the superintendent to sign the contract with WF Project Inspections for his services as Owner Project Manager and Clerk of the Works through 2/9/26, not to exceed \$57,287. Seconded by Elizabeth Brown.** Discussion: Michelle Ksepka asked, is this the last year for this contract? (yes) She recalled during budget discussion that this position is under consideration for reduction. **This motion carried unanimously.**

## 7. Policy Committee

### 7.1. First Readings

**7.1.1. Sanctuary School Policy:** Natasha Eckart introduced this policy, to make sure that the procedures that have already been put into place by our district are put into the form of policy, as a commitment to the safety of our students and families.

Flor Diaz Smith stated that this draft policy has been shared with legal counsel, but we have not heard back yet. She would like to have a first reading and wait to hear back. Natasha Eckart stated that the language from this is very similar to the policy that was passed in Winooski and a number of organizations have vetted it.

Diane Nichols-Fleming asked, should we get a call from ICE, wanting to enter our building, do we have a procedure to address this. Steven Dellinger-Pate answered that yes we do have a process in place, but not to share in public forum.

Patrick Whelley asked could we vote on this policy with the agreement that we will consider legal counsel later.

Ursula Stanley asked, with the procedures we have in place and other policies, is there any chance of contradicting any others? She would like to see the same references to previous policies and legal precedents in the policy as per usual.

Mckalyn Leclerc stated that she feels that we should pass this policy tonight with the agreement that we will come back to this as needed after legal vetting. She feels it is important to express this support to families at this time, as the next time we meet is three weeks away and much can happen in three weeks.

Elizabeth Brown asked how does the procedure that is in place interact with this draft policy. Are we currently providing resources to our families in this domain? Steven Dellinger-Pate stated that we provide resources to families in many different domains and the procedures that we have in place align with this policy draft.

Chris McVeigh asked the board to consider passing this policy now and then coming back later as needed after legal vetting, as we are currently facing an unprecedented circumstance. Adopt the policy as it is; if we need to amend it in the future, we will do that to address any legal concerns that counsel may have.

Daniel Keeney suggested that we adopt, and also solicit feedback and not assume that we will amend it to include the matrix of affected procedures/ references to legal statute etc. as per usual in policy format.

**Chris McVeigh moved to adopt the policy to ensure and put it on our agenda for our next meeting for additional consideration. Seconded by Mckalyn Leclerc, this motion carried unanimously.**

- 7.2. C71 Emergency Medication (this is a new policy that replaces a previous):** Patrick Whelley asked about designation for administering epinephrine. Is the nurse required to do the training or does the nurse certify that the person is trained? Will follow up before the second reading. Elizabeth Brown stated that preschool teachers are required to be trained to administer this medication.

For the second reading, will reference what the policy is that this replaces. Will also work out the language around administering epinephrine.

Diane Nichols-Fleming stated that the procedures would be critical as well, especially in light of reducing the full time status of school nurses. Discussion followed around offering training widely. Superintendent Dellinger-Pate shared that it is common practice to train widely when, for example, a teacher has a student in the class who might require epinephrine. The board would like to check language in the policy around “emergency” versus “non-emergency.”

- 7.3. Board of Education Resolution:** Chris McVeigh suggested that this be tabled until the next meeting. Natasha Eckart would like to address this tonight. **Chris McVeigh read aloud the resolution. He moved to approve this resolution. Seconded by Julia Hewitt, this motion carried unanimously.**

- 8. Negotiations Committee Update:** Diane Nichols-Fleming noted that the group met on Monday to begin the work.
- 9. Transportation Committee Update:** Michelle Ksepka shared that the committee met recently. She shared that we have less than 500 students riding our buses, over a three-week average and 1000 who have signed up for bus transportation. It costs approximately \$80K per bus.

Diane Nichols-Fleming asked if the committee is looking into what the barriers are for the ones who are not riding as she would like to have a better understanding of why. Michelle Ksepka stated that, based on her previous position, she realizes that parents sign up their children for transportation but only some of them actually use transportation. Mckalyn Leclerc stated that it would be helpful to be able to designate if students ride some days of the week, but not all. Michelle Ksepka stated that the bigger issue is the families who sign up for use of transportation but do not use it. Some discussion followed around bus ridership and the desire to provide an equitable opportunity to families. Patrick Whelley stated that some of the discussion also related to length of bus ride, possible ways to cluster bus stops, etc. Natasha Eckart stated that bus transportation is a critical option to some families regardless of whether they use the bus a few days a week or all five, morning and afternoon.

## **10. Personnel**

### **10.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE:**

**Natasha Eckart moved to approve Jennifer Stanworth – U-32 School Nurse. Seconded by Michelle Ksepka, this motion carried unanimously. Natasha Eckart moved to approve the resignation of Lydia Faesy – East Montpelier Nurse, with appreciation. Seconded by Michelle Ksepka, this motion carried unanimously. Natasha Eckart moved to approve the extended leave of absence for Annalissa Kirby – requesting extended leave of absence through end of the 24-25 School year. Seconded by Michelle Ksepka. Discussion: This position is a special educator at Berlin School. This motion carried unanimously.**

**10.2. Job description for Community School Coordinator: Ursula Stanley moved to approve the job description for WCUUSD Community School Coordinator as presented. Seconded by Amelia Contrada. Discussion: Natasha Eckart asked why is this position non-bargaining. Becca Tatistcheff shared that this is a grant-funded position and has potential for supervision for after school staff. Clarification: should not indicate “ESP.” Patrick Whelley noted that the job description indicates that it does not have supervisory responsibilities. Steven Dellinger-Pate stated that this job description would come back after a year if the position were no longer grant funded and if supervision is to be included. Communities Schools Foundation grant is the funding source. Natasha Eckart expressed concern that this position does not have the benefit of being under the negotiated agreement. Patrick Whelley asked if it is possible to move a position under the bargaining agreement after it have been filled. The answer was yes. This motion carried with one abstention (Natasha Eckart).**

## **11. Consent Agenda:**

**11.1. Approve Minutes of 2.5.25: Mckalyn Leclerc moved to approve the minutes of February 5, 2025. Seconded by Ursula Stanley, this motion carried unanimously.**

**11.2. Approve Board Orders: Daniel Keeney moved to approve the board orders, totaling \$846,464.82.**

**1-23-25 to 2-19-25: \$789,864.40**

**1-23-25 to 2-19-25 \$9,496.29**

**1-23-25 to 2-19-25 \$4,7104.13**

**Total: \$846,464.82**

**Seconded by Diane Nichols-Fleming, this motion carried unanimously.**

## **12. Future Agenda Items**

- 12.1.** Board Evaluation
- 12.2.** Advocating as a Board
- 12.3.** Superintendent Evaluation

**13. Board Reflection:** This was not done due in part to the late hour and the need for two Executive Sessions.

**14. Public Comment:** Lila Richardson asked is there a Coffee and Conversation meeting tomorrow at Doty? Superintendent Dellinger-Pate will reschedule since he is testifying in Montpelier tomorrow.

Bekah Mandel stated, regarding the budget and being sure that all students get what they need, the governor's proposals do not address cost drivers, the "cliffs," inequities. Publicschoolsvt.org has a great deal of information and data. She shared that there is an event on Tuesday Feb 25, a rally and sledding party to keep the focus on kids. She stated that the conversation has been derailed (all about taxpayers) - forgetting about the kids.

**15. Executive Session: Superintendent Evaluation: At 9:09 p.m., Diane Nichols-Fleming moved to enter Executive Session for the purpose of discussing the evaluation of the Superintendent under the provisions of Title 1, Section 313(a)(3) of Vermont Statutes (Evaluation of a public officer or employee)" and to include Steven Dellinger-Pate. Seconded by Michelle Ksepka, this motion carried unanimously. The board left Executive Session at 10:00 PM. Moved by Ursula Stanley and Seconded by Elizabeth Brown. The motion carried unanimously. No Action was taken.**

**16. Executive Session: Personnel: At 10:00 PM Diane Nichols-Fleming moved to enter Executive Session for the purpose of discussing a personnel issue and to include Steven Dellinger-Pate. Seconded by Patrick Whelley. The motion carried unanimously. The Board left Executive Session at 10:10 PM moved by Ursula Stanley and seconded by Natasha Eckart. The motion carried unanimously. No action was taken.**

**17. Adjourn: The meeting adjourned at 10:10 PM. Moved by Julia Hewitt and seconded by Mckalyn Leclerc. The motion carried unanimously.**

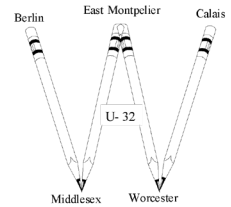
Respectfully submitted,  
Lisa Grace, Board Recording Secretary  
and Diane Nichols-Fleming, Board Clerk

## Washington Central Unified Union School District

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

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



**Washington Central Unified Union  
Informational Meeting  
3.3.25  
5:30-6:30 PM  
(Virtual and In-Person)  
U-32 Middle & High School  
930 Gallison Hill Rd  
Montpelier, VT**

**Present:** Flor Diaz Smith, Zach Sullivan, Ursula Stanley, Chris McVeigh, Superintendent Steven Dellinger-Pate,

**Others:** ORCA Media, Marilyn Martin, Edie, Monica Cerminara, Syliva Parker, Scott Hess, Julia, Zurowski, Linda, Mark Friesen, Denise Roy, Ellen Knoedler, Hoyt Battey, Emily Levin, “iphone,” David Lawrence, Linda, Lila Richardson, Jessie Leyse, Amber Larrabee, Caitlin Howansky, Chris Winters, Ross Mroczek

1. **Call to Order:** Flor Diaz Smith called the meeting to order at 5:30 p.m. She welcomed those present and stated that the goal is to inform people of the budget development and final, board-approved budget, and to answer any questions.
2. **Present Proposed WCUUSD Budget and Articles of District Warning:** Flor Diaz Smith began the presentation: *FY26 Budget Presentation*.

Linda asked what was the result of the visits to the communities and the “listening” Superintendent Dellinger-Pate spoke about, for example, the topic of school nurse coverage. This is an example of decrease in positions but also planning and being sure that student needs are met.

Question: When are recommendations and findings from the Configurations Committee expected? Flor Diaz Smith stated that the committee has met and has begun its work; a backward plan has been created; she invited people to refer to the Configurations Committee webpage that shares the work of the committee. The deadline for decision-making is still set for December 2025.

Superintendent Dellinger-Pate stated that one of the bigger themes is what programs do we want for our children/ families? E.g. before and after school care. He answered a question about a grant to explore Community School Model - making connections between our school and our local communities. (Some of the goals include improving attendance, access to health care...)

Flor Diaz Smith stated that there are ways for the community to be involved in the discussions of the Configurations Committee, and in the discussions around Community School Model.

Ross Mroczek asked is there any reason why the information is shared so close to the time of voting. Is there a way to share information earlier? Flor Diaz Smith and Chris McVeigh spoke about the time constraints that are involved in developing the budget and the legal constraints in warning in advance, etc. Mr. Mroczek stated that it has not been clear and there may be opportunities to improve on this. He asked, what happens tomorrow if the vote fails? What are a few things that will be done to address this? Superintendent Dellinger-Pate stated that, as was true last year, everything would be on the table to reduce overhead, for example, increasing class sizes.

**3. Adjourn: The meeting adjourned at 6:26 p.m.**

Respectfully submitted,

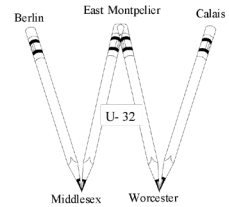
Lisa Grace, Board Recording Secretary

# 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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1130 Gallison Hill Road  
Montpelier, VT 05602  
Phone (802) 229-0553  
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**Washington Central Unified Union  
School Board Meeting  
3.12.25  
6:15-8:15 PM  
(Virtual and In-Person)  
U-32 Middle & High School  
930 Gallison Hill Rd  
Montpelier, VT**

**Present:** Flor Diaz Smith, Elizabeth Brown, Zach Sullivan, Daniel Keeney, Ursula Stanley, Chris McVeigh, Mckalyn Leclerc, Patrick Whelley, Natasha Eckart, Julia Hewitt, Kealy Sloan, Linnea Darrow, Michelle Ksepka

**Administrators:** Superintendent Steven Dellinger-Pate, Jen Miller-Arsenault, Gillian Fuqua, Lisa LaPlante

**Others:** Lila Richardson, ORCA Media, Allen Gilbert, Melissa Tuller, Noah Weinstein

**1. Call to Order: Superintendent Dellinger-Pate called the meeting to order at 6:16 p.m.**

He noted that an item would be added to the agenda: 2.4 (Discussion) Consider RFP for consultant work with Montpelier.

**2. Board Reorganization**

**2.1. Election of Officers: Ursula Stanley nominated Flor Diaz Smith as board chair.**

**Seconded by Chris McVeigh. No other nominations were heard. This motion**

**carried unanimously.** At this point, Flor Diaz Smith facilitated the meeting as board

chair. She congratulated everyone for their work resulting in passing the school budget.

She thanked Melissa Tuller, District Clerk, for her work. She presented her with flowers

as a gesture of gratitude.

**Michelle Ksepka nominated Ursula Stanley as board vice chair. Seconded by Daniel Keeney. No other nominations were heard. This motion carried unanimously.**

**Kealy Sloane nominated Diane Nichols-Fleming as board clerk. Seconded by Chris McVeigh. No other nominations were heard. This motion carried unanimously.**

## **2.2. Committee Appointments:**

**Steering Committee:** Flor Diaz Smith noted that we try to have representation from each town. **Mckalyn Leclerc moved to appoint Elizabeth Brown (Calais), Natasha Eckart (Worcester), Ursula Stanley Middlesex), Diane Nichols-Fleming (Berlin), Flor Diaz Smith (East Montpelier). Seconded by Daniel Keeney, this motion carried unanimously.**

**Policy Committee:** **Natasha Eckart moved to appoint Chris McVeigh, Natasha Eckart, Ursula Stanley, Mckalyn Leclerc, and Amelia Contrada. Seconded by Michelle Ksepka, this motion carried unanimously.**

**Negotiations Committee:** **Elizabeth Brown moved to appoint Chris McVeigh, Diane Nichols, Michelle Ksepka, and Patrick Whelley. Seconded by Ursula Stanley, this motion carried unanimously.**

**Ed Quality Committee:** (second Thursday of the month? 5-6 p.m.) The other option is to have the meeting on the night of a board meeting, carousel style. Some discussion around when to have the Ed Quality Committee meetings. **Patrick Whelley moved to appoint Daniel Keeney, Ursula Stanley, Zach Sullivan, and Flor Diaz Smith. Seconded by Chris McVeigh, this motion carried unanimously.**

**Finance Committee:** **Chris McVeigh moved to appoint Chris McVeigh, Zach Sullivan, Daniel Keeney, Ursula Stanley, and Flor Diaz Smith. Seconded by Michelle Ksepka, this motion carried unanimously.**

**Transportation Committee:** **Ursula Stanley moved to appoint Patrick Whelley, Michelle Ksepka, and Chris McVeigh. Seconded by Kealy Sloan, this motion carried unanimously.**

**Communications Committee:** **Chris McVeigh moved to appoint Kealy Sloan, Patrick Whelley, Elizabeth Brown, and Julia Hewitt. Seconded by Ursula Stanley, this motion carried unanimously.**

Flor Diaz Smith asked Linnea Darrow if she is interested in participating in one of the committees. Linnea will follow up, depending on the time of the meeting.

- 2.3. Appoint Career Center Representative: Daniel Keeney moved to appoint Patrick Whelley as representative to the Central Vermont Career Center. Seconded by Chris McVeigh, this motion carried unanimously.**

**Board meetings:** 1st - community engagement; 3rd - regular board meeting. **Elizabeth Brown moved to make the regular established board meetings on the first and third Wed of each month; the first rotates at each school, the second at U-32, all having a virtual option. Seconded by Kealy Sloan.** Discussion: Superintendent Dellinger-Pate noted that some of the dates would need adjustment due to falling on holidays. **This motion carried unanimously.** Daniel Keeney asked to make an effort to reach out to PTNOs or friends of the community where we meet to see if we can coordinate a community gathering to coincide with the 1st board meetings. For example, send our tentative schedule to these groups; also, the Communication Committee can take a part in reaching out. **Ursula Stanely moved to accept the holidays as listed in the memo, and to include Juneteenth, Yom Kippur and Passover. Seconded by Julia Hewitt, this motion carried unanimously.**

**Ursula Stanley moved to accept Truancy Officers for each school: Berlin: Celia Guggemos, Calais: Jarrod Weiss Worcester: Gillian Fuqua; Middlesex: Karoline May; East Montpelier: Alicia Lyford U-32: JB Hilferty Seconded by Zach Sullivan, this motion carried unanimously.**

**Chris McVeigh moved to operate under Robert's Rules. Seconded by Kealy Sloan, this motion carried unanimously.**

**Board Norms:** Flor Diaz Smith noted that we would update the norms at the retreat. **Patrick Whelley moved to adopt the board norms as accepted November 18, 2020, and to update at the board retreat in 2025. Seconded by Julia Hewitt, this motion carried unanimously.**

Board members discussed the "Board Communications Practices":

- *The Chair is spokesperson for the full Board and Superintendent is the spokesperson for the District*
- *Best practice is to copy Superintendent and chair on email communications.* Daniel Keeney suggested that we consider a more comprehensive document to explain practices.

Annual Board Work Session: Flor Diaz Smith stated that the potential dates are August 6 or August 7th. Mckalyn Leclerc expressed a preference for Wednesday, August 6.

**Location for posting agendas: Daniel Keeney moved to designate for posting agendas: Each School, WCUUSD website, Town, Front Porch Forum. Posting of Minutes: WCUUSD Website. Seconded by Patrick Whelley.** Discussion: Chris McVeigh asked whether Front Porch Forum should be designated. Some discussion followed about what the Communications Committee posts on FPF. Natasha Eckart stated that she feels it is important to post the agenda on FPF. Patrick Whelley noted that in an effort to “meet people where they are,” many of our people use Front Porch Forum. Discussion followed, with differing opinions about including FPF on the designated list or posting. Steven Dellinger-Pate suggested that the responsibility to post agenda to FPF could be at central office, just as agendas are emailed to town clerks, etc. **This motion carried with one vote of “nay.”** Julia Hewitt stated that she has heard a desire to post videos from committee meetings. Steven Dellinger-Pate stated that the open meeting law does not require that we video record or share video recordings of committee meetings, as they are considered advisory meetings. Some discussion followed around tasking administrative assistants with another follow-up duty after meetings if posting video recordings of each committee meeting becomes practice. Julie Hewitt stated that she believes we should post the video recordings in the spirit of full transparency. Natasha Eckart suggested that we make it known on the website that video recordings are available if people request them. This option to request video recording will be added to the website, as discussed.

**Designate Newspaper of Record: Chris McVeigh moved to designate newspaper of record: Times Argus. Seconded by Michelle Ksepka, this motion carried unanimously.**

**Appoint board-voting delegate for statewide health insurance: Daniel Keeney moved to appoint Kealy and Flor Diaz Smith as board-voting delegate for statewide health insurance. Seconded by Kealy Sloan. This motion carried with one abstention.**

Board members considered the Code of Ethics for School Board Members. Board members had the option to sign this document.

Board Development and other board information: Flor Diaz Smith had shared some links to board relevant information and resources in her memo to the board, dated March 12, 2025, *Board Reorganization /Operational and General Information*.

**2.4. Information about discussion with Montpelier Roxbury:** Steven Dellinger-Pate shared that he and Flor had met with Libby Bonesteel (Montpelier Roxbury School District) and their board co-chairs. There have been discussions of mergers since 1990. He stated that, given the challenges that we face with size and configuration, and given their challenges with building spaces, there is agreement that it is a good time to discuss this topic. As likely partners as a merger, it might be wise to begin to gather some information. He noted that the legislation that may be coming in the future might make all of this a moot point. He shared the discussion of an informal study to see the feasibility of a merged district, considering, for example:

- current statewide/ regional context
- summary existing facilities
- staffing comparisons
- grade structures
- enrollment
- transportation
- financial situations of each district
- high-level pro/ con list
- feasibility of other districts, other surrounding districts (e.g. Twinfield)
- current articles of agreement
- other considerations
- core values in each district

He stated that this is strictly informational for the board's consideration tonight. There is more information to come at the next board meeting. The hope is to have an RFP/ bid for a consultant. The ask will be for the board to approve half of the cost of consultant work. Flor Diaz Smith stated that this is a way for us to be proactive and take charge of our future. Zach Sullivan stated that it is beneficial to do the planning rather than waiting until after the fact, responding to a mandate. Kealy Sloan stated that it is something the communities are calling for and it is better for us to discuss and be proactive. Chris McVeigh noted that there had been an issue around governance with Roxbury and Montpelier and it will be important to keep this in mind. Chris McVeigh asked, if there were other districts that are expressing interest why wouldn't we be involving them from the outset? Steven Dellinger-Pate stated that it gets exponentially more complicated with other districts so the thought was to begin with these two. He noted we are not talking "just high schools;" we are including elementary schools in the considerations. Daniel Keeney stated that it would be wise to keep our legislators in the loop, and to not have assumptions on each sides, to prevent being in a position to have to "undo" work. Be communicative with the public and with the legislature as well. Steven Dellinger-Pate noted that the majority of the focus at this time would be gathering information. Flor Diaz Smith

noted that the VSBA website offers a lot of updated information on legislative happenings.

3. **Public Comments - Time limit strictly enforced, see note:** No public comments at this time

4. **Executive Sessions:**

4.1. **Student Residency Request: At 7:39 p.m. Ursula Stanley moved that the Board enter into Executive Session for the purpose of considering matters related to a residency exception request as authorized by Title 1 V.S.A Section 313 (a)(7) to include Steven Dellinger Pate. Seconded by Kealy Sloan, this motion carried unanimously. At 7:52, the board came out of Executive Session in motion by Ursula Stanley and seconded by Michelle Ksepka. Ursula Stanley moved to accept the recommendation of the administration regarding the student residency request. Seconded by Natasha Eckart, this motion carried unanimously.**

4.2. **Contracts 1 VSA Paragraph 313(a) (1): At 7:54 p.m., Ursula Stanley moved to find that premature general public knowledge regarding the contract clearly places the board at a substantial disadvantage. Seconded by Michelle Ksepka, this motion carried unanimously. At 7:56, Ursula Stanley moved to enter executive session for the purpose of discussion of contracts as authorized by Title 1 313 (a) (1) to include Superintendent Steven Dellinger-Pate and Principal Gillian Fuqua. Seconded by Daniel Keeney, this motion carried unanimously.**

5. **Adjourn: The board adjourned by consensus at 8:45 p.m.**

Respectfully submitted,

Lisa Grace, Board Recording Secretary