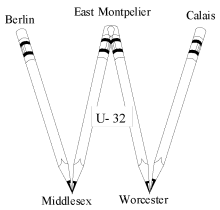
Washington Central Unified Union School District

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
5.6.26
6:15-9:15 PM
U-32
930 Gallison Hill Road
Montpelier, VT 05602
(In-Person & Virtual)

Virtual Meeting Information
https://tinyurl.com/t7z585zn
Meeting ID: 814 4689 7166
Password: 672065
Dial by Your Location: 1-929-205-6099

1. Call To Order

2. Welcome — 20 Minutes
   2.1. Adjustments to The Agenda
   2.2. Reception of Guest
   2.3. Public Comments:Time limit strictly enforced, see note

3. Presentation(Discussion): VSBA Facilitation of Board Roles — 120 Minutes
   3.1. Board Goals

4. Board Operations (Discussion/Action) — 20 Minutes
   4.1. VSBA Resolutions - pg. 5

5. Personnel (Discussion/Action): — 10 Minutes
   5.1. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE - pg. 20

6. Proposed Executive Session: Student Residency Requests — 10 Minutes

7. Proposed Executive Session: Personnel — 10 Minutes

8. Future Agenda Items: — 5 Minutes

9. Reflections: 10 Minutes

10. Public Comments: Time limit strictly enforced, see note 15 Minutes

11. 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 9.17.25

- **Public input** –Notify the community about public forums and opportunities for public comment at board meetings, and the ability to always submit written input.

- **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. If a board member feels a concern raised in public comment warrants further board discussion, they may request that the steering committee discuss and decide how the issue should be added to a future agenda.

- **Community dialogue** – The board will 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.
- **Inclusive time for thoughtful decisions** - 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.
- **Prepare for meetings and Receive materials in advance**-Board members come prepared, having reviewed the agenda and materials in advance
- **Announcements in reports** – Announcements from the administration will appear in the reports and not as discussion items.
- **Respect each other** – Listen, allow others to be heard, share concerns, assume positive intentions, be present, focus on shared solutions and celebrate successes.
- **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. Board members will address the topics up for debate and not the person.
- **Governance Reflection** - At the end of each board meeting, reflect on whether the board adhered to agreed protocols, processes, and policies.
- **Reflection** –At the end of each board meeting, board members will be allowed time to share their general reflections on the meeting.

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

VERMONT SCHOOL BOARDS ASSOCIATION

Great Governance, Excellent Education, Strong Communities

VSBA Resolution Kit

2026

Table of Contents

VSBA Bylaws Addressing Resolutions. 3

2026-2027 Key Dates. 4

Formulating Resolutions. 5

Sample Resolution. 6

Submitting Resolutions 7

Appendix. 8

Introduction

The resolutions process provides an opportunity for members of the Vermont School Boards Association (VSBA) to establish the organization's positions and beliefs. This annual process guides VSBA's advocacy efforts through the proposal of new positions and the continuation or discontinuation of those set to expire. Only school boards that are members of VSBA and the VSBA Resolutions Committee may submit resolutions for consideration. Once adopted, proposed resolutions direct VSBA to advocate either for or against a broad range of legislative and regulatory issues at both the state and federal levels.

VSBA Bylaws Addressing Resolutions

According to the VSBA Bylaws, resolutions are defined as "positions taken by the Association on issues of importance to Vermont school boards. They may include recommendations for action by the VSBA, local school boards, the Legislature, the Executive Branch, or any other decision-making bodies." Resolutions will remain in effect until the next annual meeting, at which time they may be repealed, continued, or amended by a vote of the membership.

This Resolution Kit is intended to provide a clear and helpful guide for creating and submitting proposed resolutions. A member board may submit its own proposals for resolutions and/or amendments to proposed resolutions for consideration on any topic. If your board is contemplating the submission of a proposed resolution, please review the information below and the 2025-2026 Resolutions.

All Proposed Resolutions and Amendments Must Be Received by June 15th to Be Considered

The Resolutions Committee meets from mid-June to the end of July to review and consider all proposed resolutions and amendments submitted by member boards and the VSBA Resolutions Committee.

Each proposed resolution shall be voted as a regular resolution or continuing resolution. Regular resolutions usually pertain to specific issues of current interest. Such resolutions are in place until the following year, at which point they can be continued, discontinued, or amended. Continuing resolutions are positions or statements of association that are of an ongoing nature and remain in effect until amended or repealed by the association.

The Resolutions Committee votes to take the position to pass, do not pass, or take no position on each resolution.

Votes from the Resolution Committee are submitted to the VSBA Board of Directors each August. The board then votes on the committee's recommendations for each proposed resolution, using the same three options and report.

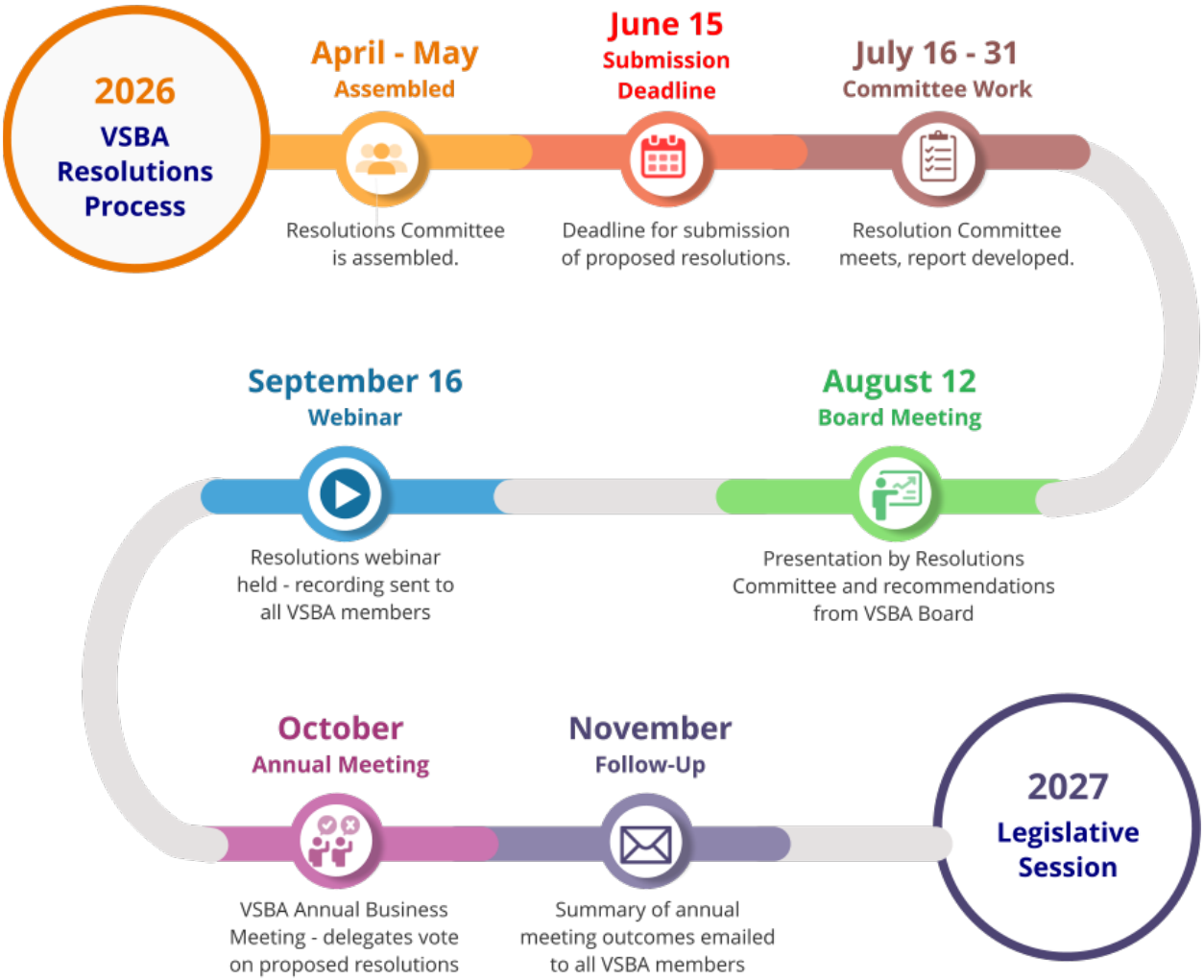
The board's vote will be shared with all member boards, and delegates will cast their votes during the VSBA Annual Business Meeting in October or November.

Regardless of the recommendations from the Resolutions Committee and the VSBA Board of Directors, all resolutions and amendments will be presented to the voting delegates for a vote on the association's final position.

Bylaws

Article XVI of the VSBA bylaws outlines the requirements for presenting additional resolutions and amendments during the annual meeting (Please refer to the Appendix below for more information).

Article X of the VSBA Bylaws states that the Resolutions Committee, as a committee of the board of directors, will consist "of the vice-president, who shall serve as chair, and one representative from each region. This committee will solicit and recommend positions to the board of directors for action by membership at the association's annual meeting."



Formulating Resolutions

A well-crafted resolution provides VSBA with a clearly stated goal while allowing flexibility to advocate for the association's positions and pursue solutions that meet member needs. Before drafting a resolution, check if there is currently a position addressing the issue by reviewing the VSBA 2025-2026 Resolutions. Current positions should not be repeated. Proposed changes to positions must be addressed through the resolutions process.

Tips for drafting a resolution:

1. **Statewide Significance:** The VSBA is a statewide organization, and so resolutions should have a statewide impact to reflect the needs of the membership as a whole.
2. **Timely and Responsive:** Proposed resolutions should address current events and issues. Consider the connection between the proposed resolution and the issue at hand.
3. **Clear Rationale**. Use "Whereas" statements to detail the reasoning for the measure. The rationale should be concise and persuasive in supporting the resolution.
4. **Single Resolved Clause:** Each resolution should include a single "Be it resolved" clause.
    - The "Be it resolved" clause is what delegates actually vote on, .
    - This is what directs the work of the association for the coming year.
5. **Clear Call to Action:** Specify the action you want VSBA to take, whether it's supporting or opposing a specific issue. Resolutions should be phrased broadly enough to give VSBA the flexibility needed to achieve the resolution's goal.

If you have questions, reach out to VSBA's Director of Policy Services & Legislative Affairs for assistance 802-223-3580.

Sample Resolution

(Rationale)

WHEREAS: 16 V.S.A. § 1075 defines a Vermont student's legal residence and responsibility and payment of education;

AND WHEREAS: in any given year a number of high school students change legal residence to a different district;

AND WHEREAS: 16 VSA § 822a provides mechanisms for public high school choice but does not allow a receiving school to guarantee placement for a current student whose legal residence should change, nor can the district count that student in their average daily membership (ADM) even if accepted through school choice lottery;

AND WHEREAS: studies have shown that by allowing for a student to retain placement even though a student changes residence, school stability policies can help a student avoid social, emotional, and cultural costs associated with a move to a new school;

AND WHEREAS: further educational and psychological research related to resilience identify school-based relationships, such as with peers and teachers, as an influential protective factor that helps mitigate potentially negative effects incurred through disruptions in placement continuity.

Statewide Significance

(Resolved Clause)

⇒ Single Resolved Clause

BE IT RESOLVED: For those entering or currently enrolled high school students whose fixed, permanent legal residence changes to a different fixed, permanent legal residence and who wish to remain in their current district, the General Assembly should provide an additional mechanism beyond 16 V.S.A § 822 to allow for students to complete their secondary education within the district where they were registered during any year in Grades 8-11. This mechanism should provide a process by which the current district retains the student in their ADM count, versus transferring the ADM to the new district of legal residence. Nothing in this mechanism shall apply to students eligible for homeless status, who are protected under law.

⇐ Clear Call to Action

⇒ Timely and Responsive

Submitting Proposed Resolutions

Required Steps:

- All proposed resolutions or amendments must be submitted using the Submission Form.
    - If any portion of the proposed resolution or amendment or rationale exceeds the space provided, please email any remaining information to acallan@vtvsba.org.
- A confirmation email regarding the receipt of your proposed resolution or amendment will be sent to you upon submission confirming your submission. If you do not receive one, please contact Amy Callan directly at acallan@vtvsba.org.
- Designate one contact person who has the authority to modify the resolution or amendment in consultation with the Resolutions Committee.
- The designated contact person must be available during the Resolutions Committee meeting in late June-July to respond to any committee member's questions regarding the proposed resolution. This person should not be a member of the Resolutions Committee. Include the name of the contact person, email address, and a daytime telephone number when submitting the resolution.

All proposed resolutions and amendments submissions must be received by 5 p.m. on June 15, 2026.

Submit a Resolution

We encourage you to submit your proposed resolution or amendment as early as possible. This allows VSBA staff to review the materials, contact you for clarifications, and answer any questions you might have.

Appendix

VSBA Staff
Sue Ceglowski, Executive Director
Amy Callan, Director of Operations
Sandra Cameron, Associate Executive Director
Debbie Singiser, Director of Board Services
Mark Koenig, Director of Policy Services and Legislative Affairs

ARTICLE XVI. RESOLUTIONS Resolutions are positions taken by the association on issues of importance to Vermont school boards. They may include recommendations for action by the VSBA, local school boards, the Legislature, the Executive Branch of Vermont government, or other decision-making bodies. The process for submitting and approving resolutions is as follows:

1. The president shall supply ample notice to the membership requesting that proposed resolutions be submitted to the chair of the resolutions committee no later than three (3) months before the annual meeting.

2. The resolutions committee shall meet prior to the annual meeting to consider all proposed resolutions it has received. The committee shall make a recommendation to "Pass" or "Do Not Pass" each resolution submitted by a member school board. In the alternative, the committee may submit a proposed resolution to the annual meeting with the statement that it “Takes No Position” on the proposal. All resolutions from member boards submitted to the resolutions committee as prescribed in paragraph A above, regardless of the position of the committee or the board, shall be placed by the board before the membership at the annual meeting. The committee may develop its own resolutions, which shall be included in its report to the board of directors, and, if approved by the board, shall be presented to the annual meeting as recommendations of the board. The committee shall prepare a report of resolutions and its recommendations which shall be presented to the board of directors. Each member board shall be notified of the recommendations made by the board of directors at least 30 days prior to the annual meeting.

3. Other resolutions may be presented at the annual meeting, provided they are in writing with sufficient copies for voting delegates and 60% of the voting delegates present at the beginning of the meeting are in attendance for consideration of such resolutions. A majority of the voting delegates present must approve a motion to allow the resolution to be introduced for discussion.

4. Amendments to resolutions must also be in writing and if the amendment is detailed in nature, sufficient copies for voting delegates shall be furnished.

5. When passed by sixty percent (60%) of the voting delegates, a resolution shall become a position or statement of the association. Each position shall be voted as a resolution or continuing resolution. Continuing resolutions shall be statements of association policy which are of an ongoing or permanent nature and shall be in effect until amended at a subsequent annual meeting of the association. Resolutions shall be statements of specific positions on behalf of the association and shall be in effect until the next annual meeting when they may be deleted, continued or amended by vote of the membership.

6. When a position has not been taken at the annual meeting, the board of directors may take a position on the question as a result of a vote of 60% of the members of the board present and voting at a regular or special meeting of the board. Notice of the discussion of any such position by the board shall be placed on the agenda prior to the meeting.

#1: Influencing the Hiring (Firing) Decisions

Title: Should the Board Try to Influence the Hiring (Firing) Decisions?

Scenario: A past board member applies for an open staff position. During a board meeting, many board members “inform” (with subtle pressure) the superintendent “what a great choice they’d be”. The superintendent conveys that he does not believe that pressure is appropriate and that it falls outside the board’s role.

What action, if any, should the board take?

What action, if any, should the superintendent take?

#2: Who Makes Unpopular Choices?

Title: Who Makes the Unpopular Choices?

Scenario: A school board is aware that the superintendent is about to reduce the number of Pre-K hours that will be offered in the district. It knows some parents will be unhappy with this decision.

What action, if any, should the board take?

What action, if any, should the superintendent take?

#3: Upset Community Members

Title: If Community Members are Upset, Does this Mean the Superintendent is Wrong?

Scenario: The superintendent has made a major change to the district's programming, to the consternation of some community members. Community members ask how the board could have allowed the superintendent to make that decision.

What action, if any, should the board now take?

What action, if any, should the superintendent take?

WCUUSD School Board

Superintendent Personnel Summary and Recommendations

1. **New Hire Nominations (for 26-27 school year)**
   Elijah Hawkes – U-32 Interim Principal
   Ilana Williams – 1.00 FTE, Classroom Teacher (MS Science) – U-32
   Sarah Berry – 1.00 FTE, Classroom Teacher (Music) – Calais/EMES
   Jenna Hallstrom – 1.00 FTE SLP - WCUUSD

2. **Retirement**

3. **Re-Hires**

4. **Resignations**
   Sarah Ainsworth, Rise Coordinator, U-32
   Sarah Cousins, SLP, WCUUSD
   Cairsten Keese, School Counselor, U-32
   Liza Semler, Work-Based Learning Coordinator
   William Poderzay, Special Education Teacher, WCUUSD

5. **Change in FTE:**

6. **Long-Term Substitutes (26-27 School Year)**

7. **Change in Position**

8. **Extended Leave of Absence**

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

ADMINISTRATOR NOMINATION

CANDIDATE RECOMMENDED TO THE BOARD: **Elijah Hawkes** Salary: $142,000	
POSITION: Interim Principal 2026-2027 School Year	**FTE:** 1.00
REASON FOR VACANCY: **X** Retirement/Resignation __ New Position __ Leave of Absence	
SCHOOL BUILDING: U-32 Middle/High School	
SEARCH COMMITTEE COMPOSITION: *(numbers and groups represented)*	_X__ Administrators _X__ Teachers _____ Support Staff ____ Parents/Community Members _____ Other:
EDUCATIONAL PREPARATION: *(College, degree, date obtained)*	Wesleyan University, Bachelor of Arts in English School of Public Affairs, Baruch College, CUNY – High School Leadership Development Program: School Administrator Supervisor Certificate & Masters Degree, MSEd.
PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION: *(objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)*	Elijah applied for the Interim Principal job posting for U-32 and was interviewed for the position. He visited U-32 on April 27th and received positive feedback from students and staff alike. He is currently serving in the role of Director of Leadership Certification Programs at Upper Valley Educators Institute and adjunct professor at St. Michael's College. He has served in the role of Principal at Randolph Middle/High School for ten years and a Principal at the James Baldwin School in NYC for six years.

(If the board has additional questions about the candidate or other applicants, this should be discussed in executive session due to privacy rights and should not include information that would not be asked as a part of an interview process such as marital status, where candidate lives, etc.)

NOMINATED BY: Steven Dellinger – Pate, Superintendent Date: April 30, 2026

RECOMMENDED BY: Steven Dellinger – Pate, Superintendent Date: April 30, 2026

BOARD APPROVAL DATE: _____

TEACHER NOMINATION

POSITION: Music Teacher	**FTE:** 1.00
REASON FOR VACANCY: **X** Retirement/Resignation __ New Position __ Leave of Absence	
SCHOOL BUILDING: East Montpelier Elementary School and Calais Elementary School	
SEARCH COMMITTEE COMPOSITION: *(numbers and groups represented)*	__2_ Administrators __4_ Teachers _2__ Support Staff ___ Parents/Community Members __ Other:
EDUCATIONAL PREPARATION: *(College, degree, date obtained)*	University of Vermont - BS in Music Education
PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION: *(objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)*	Conducted first round interviews on three candidates. Invited all three to participate in a demonstration lesson and a second round interview. One declined after accepting a position elsewhere. After two demonstration lessons and follow-up interviews, it was clear to the search committee that Sarah Berry would be the best match for both Calais and EMES. After conducting reference checks on Sarah, which were all positive, stating that she will need some support and mentorship, as this will be her first teaching experience. Sarah has enthusiasm for teaching and collaborating with colleagues. She brings great energy, a reflective nature, and a desire to meet students where they're at. She also has experience in both vocal and instrumental, as well as elementary general music.
CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD: *(resume and cover letter attached)*	**NAME: Sarah Berry** B00-B14, Step A - $54,224

(If the board has additional questions about the candidate or other applicants, this should be discussed in executive session due to privacy rights and should not include information that would not be asked as a part of an interview process such as marital status, where candidate lives, etc.)

NOMINATED BY: Alicia Lyford, Jarrod Weiss (Principals) Date: May 1, 2026

RECOMMENDED BY _____ 5/5/26
Superintendent *Date*

BOARD APPROVAL DATE: _____

TEACHER NOMINATION

POSITION: Speech Language Pathologist	**FTE:** 1.00
REASON FOR VACANCY: **X** Retirement/Resignation __ New Position __ Leave of Absence	
SCHOOL BUILDING: Rumney Memorial School & U-32	
SEARCH COMMITTEE COMPOSITION: *(numbers and groups represented)*	__2_ Administrators ___ Teachers ___ Support Staff ___ Parents/Community Members __ Other:
EDUCATIONAL PREPARATION: *(College, degree, date obtained)*	West Coast University, Master of Science, Speech Language Pathology University of Vermont, Bachelor of Science, Communications Sciences and Disorders
PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION: *(objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)*	Jenna came highly recommended to WCUUSD for hire. She has worked at the Gary Residence, BUUSD and the Stern Center for Language and Learning. Jenna is also a coach at U-32 for athletics.
CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD: *(resume and cover letter attached)*	**NAME: Jenna Hallstrom** M00-M14, Step B - $59,017

(If the board has additional questions about the candidate or other applicants, this should be discussed in executive session due to privacy rights and should not include information that would not be asked as a part of an interview process such as marital status, where candidate lives, etc.)

NOMINATED BY: Karoline May, Julia Pritchard (Administrators) Date: May 1, 2026

RECOMMENDED BY _____ 5/5/26
Superintendent *Date*

BOARD APPROVAL DATE: _____

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

TEACHER NOMINATION

POSITION: U-32 Science Teacher - Middle School	**FTE:** 1.00
REASON FOR VACANCY: **X** Retirement/Resignation __ New Position __ Leave of Absence	
SCHOOL BUILDING: U-32 Middle/High School	
SEARCH COMMITTEE COMPOSITION: *(numbers and groups represented)* _**x**__ Administrators _**x**__ Teachers ___ Support Staff _**x**__ Parents/Community Members _**x**__ Other: Students	
EDUCATIONAL PREPARATION: *(College, degree, date obtained)*	She holds a Bachelor of Arts and a Master of Science in Biology from the University of Vermont, as well as an anticipated Master of Arts in Teaching from Saint Michael's College.
PROCESS OVERVIEW AND REASONS FOR RECOMMENDATION: *(objective, not subjective, narrative of skills and experience of the recommended candidate & summary of reference check results)*	We considered 12 applications for the position and conducted 6 interviews with a search committee composed of educators, a student, a parent, and an administrator. Ilana Williams brings an extensive background in biological sciences and diverse educational experience ranging from elementary to higher education. Her classroom experience includes serving as a building substitute at the Sustainability Academy and completing her student teaching at Colchester High School, where she designed proficiency-based units and implemented Universal Design for Learning (UDL) principles. Furthermore, her scientific expertise is supported by her research in plant-fungal interactions and her experience teaching biology, ecology, and evolution labs at the university level. Her professional history demonstrates strong leadership and

	organizational skills, evidenced by her role as the founder and director of SUN Camps, where she managed budgeting, curriculum planning, and family communications. Based on her dual mastery of scientific research and pedagogical application, alongside her proven ability to foster positive classroom communities, we recommend Ilana Williams for the science teacher position. The reference checks for Ilana Williams from her supervisors, Todd McKenzie and Danielle Simons-Cheney, are exceptionally positive, highlighting her as a student-centered and highly effective educator. Both references emphasize her ability to build strong, supportive connections with students and her skill in differentiating instruction to meet various learner needs, including successfully re-engaging reluctant students. She is described as an "excellent teammate" who embeds herself into the school culture, actively seeks and implements feedback, and maintains a solid grasp of the curriculum with a professional classroom presence. Her cooperating teacher characterized her as the best intern she has ever had, and both references stated they would hire her again without hesitation.

CANDIDATE RECOMMENDED TO SUPERINTENDENT AND BOARD: **NAME: Ilana (Laney) Williams**

(resume and cover letter available on School Spring) M30, Step A - $60,793

(If the board has additional questions about the candidate or other applicants, this should be discussed in executive session due to privacy rights and should not include information that would not be asked as a part of an interview process such as marital status, where candidate lives, etc.)

NOMINATED BY Amy Molina 05/01//2026
Principal/Administrator *Date*

RECOMMENDED BY _____ 5/5/26
Superintendent *Date*

BOARD APPROVAL DATE: _____