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
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Washington Central Unified Union
School Board Meeting
10.21.26
6:30-9:15 PM
(In-Person & Virtual)
U-32 High School
930 Gallison Hill Rd
Montpelier, VT

Virtual Meeting Information
https://tinyurl.com/yyhsj6n3
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 strictly enforced; see note — 15 minutes

3. Reports — 45 minutes
   - 3.1. Superintendent/Central Office Leadership Team (COLT) Report
   - 3.2. CESA (Cooperative Educational Service Area) Report
   - 3.3. Merger Report
   - 3.4. Student Report
   - 3.5. Central Vermont Career Center Report
   - 3.6. Community School Report
   - 3.7. VSBA Report
   - 3.8. Humanity & Justice Coalition Report

4. Policy Committee (Discussion/Action) — 10 minutes
   4.1. Cell Phone Policy

5. Finance Committee (Discussion/Action) — 15 minutes
   5.1. Budget Parameter Discussion & Approval

6. Proposed Executive Session: Personnel

7. Board Operations: (Discussion/Action) — 45 minutes
   7.1. Reviewing District Quality Standards & Current Standards
   7.2. CVCC Lease
   7.3. Superintendent Search

8. Personnel (Discussion/Action) — 5 minutes
   8.1. Vacancy Updates
   8.2. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE

9. Consent Agenda (Discussion/Action) — 5 minutes
   9.1. Approve Minutes of 9.16.26, 10.7.26
   9.2. Board Orders

10. Future Agenda Items — 5 minutes

11. Board & Leadership Reflections — 10 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 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

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Superintendent

Entering our second week as Co-Interim Superintendents, we are rapidly orienting ourselves in district operations, governance structures, and community relationships. With nearly two Board meetings complete, our focus remains on establishing clear channels of communication, aligning leadership priorities, and diving into critical ongoing projects like district merger study requirements, regional administrative coordination and FY27 budget development.

We have established regular meetings with the Central Office and leadership teams. Each administrator will meet individually with either John or JoAn on a regular schedule. We feel grateful for the warm welcome during our recent community and staff meet and greet. We value the opportunity to meet educators, staff and community members.

John is actively getting up to speed on the Act 170 planning from the Superintendents' perspective and WCUUSD budget development process. John will be attending the upcoming Humanities and Justice meeting this week and JoAn will be representing the district in the Central Vermont Superintendents Association (CESA), with her first meeting scheduled for October 26th in Montpelier along with Alicia Lyford.

We had the chance to review the high quality presentation materials that Deb Singiser from VSBA delivered to the WCSUUSD in May 2026. We will use this information to orient our new school board members. When a date is set we will invite any other board member to join us if interested.

Request from Central Vermont Supervisory Union (CVSU)

We received communication from CVSU that the Paine Mountain School District (PMSD) is studying whether to continue operating grades 9-12 or to operate through grade 8 and tuition resident students in grades 9-12 beginning in the 2027-2028 school year. PMSD has invited WCUUSD into a regional conversation regarding this topic. No final decision has been made as there are many decision points and steps that need to be acted on. At this point, PMSD AND CVSU are collecting and analyzing data. They have requested a preliminary number of additional students U-32 could reasonably accommodate by grade in 2027-2028 as well as staff, facilities, special education, scheduling and technical education factors that would influence the estimate.

Looking Ahead

Both John and JoAn will attend the VSA/VSBA conference October 29 and 30th. John will be a presenter at one of the sessions and JoAn is looking forward to attending with many of the school board members.

Finance

The Finance office often works in multiple years, but at this time, in particular, we are deep into work on last year's financial reporting, this year and next year budgeting.

RHR Smith is on-site this week to perform the audit of the FY 26 financials. There has been a lot of preparation for this from Tom, Melissa and I including account reconciliation and document pulling. Thank you to the Team for their work on this.

Negotiations wrapped up with the Teacher's agreement ratification this past week. We will adjust pay for all employees on the 10/30 paycheck. We will calculate retro pay for ESP staff to be paid 11/6 and Teachers 11/20. Negotiations also impact current-year projections and estimates for the FY 28 budget. The newly negotiated amounts will now be used to create those projections.

The VSA/VASBO joint conference held October 7–8, 2026 at the Lake Morey Resort, was organized under the theme "Turning Policy Into Practice," the conference focused on the urgent necessity of aligning state policy shifts with local school district financial management. One topic, The Fiscal Triple Squeeze, is extremely relevant as we begin the budgeting for FY 28. Washington Central is confronting a structure that will constrain local operational flexibility due to increased student needs, declining revenue streams at both the state and federal levels, and increasing expenditures connected to collective bargaining obligations and inflation. This triple squeeze is made worse by taxpayers demanding budget stabilization or spending reductions. At the same time, the district faces non-negotiable cost increases driven by statutory obligations, contractual commitments, and state-mandated service delivery levels.

It was announced that the health insurance rate increase requested by our health insurance company, VEHI, is reported to be close to last year's increase, perhaps lower. This is good news. What we did not receive, as hoped, was the excess spending threshold, which means an estimate will be used until the number is published by the Vermont Agency of Education.

Human Resources

As of 10/15/2026, we have the following licensed personnel vacancies:

1.00 FTE School Psychologist (District Position)
1.00 FTE Special Education Teacher (District Position at U-32)
.10 FTE Library Media Specialist (Doty)

There are three long term sub positions that have been posted to cover some upcoming leaves of three teachers. .50 FTE SLP at EMES, 1.00 FTE Teacher at EMES and 1.00 FTE Library Media Specialist at CES, EMES, Doty.

As of 10/15/2026, U-32 is still recruiting for an Athletic Trainer. This position is a non-bargaining unit position.

Recommended

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT

Board of Directors' Policy

STUDENT CELL PHONE USE

POLICY: _____

WARNED: _____

ADOPTED: _____

EFFECTIVE: _____

Statement of Policy

It is the policy of Washington Central Unified Union School District to maintain a cell phone-free school environment to promote focus, improved mental health, and increased social cohesion among our students.

The goal of this policy is to enable both students and teachers to work free from distractions that impact learning by prohibiting student use of and access to cell phones and other prohibited devices during the academic day from arrival to dismissal.

Definitions

1. "Cell phone" means any device capable of using cellular technology to facilitate voice service through a commercial telecommunications company, regardless of whether the device can access internet services and electronic mail.
2. "Other prohibited device" means any non-school-issued personal electronic device that connects to cellular networks, the internet, or has wireless capabilities (e.g. smartwatches, earbuds, and smart glasses).
3. "Individualized health care plan" means a written document developed by a school nurse, in collaboration with parents, students, and other relevant professionals, to outline specific health care needs and management strategies tailored to the unique health condition of a student.
4. "Parent" means a parent of a student and includes legal guardians who are legally authorized to make education decisions for the student.
5. "School" means any public school, approved independent school, or career and technical education center located in Vermont.
6. "Student" means an individual currently enrolled in or registered at a school located in Vermont, as defined in (5).

Administrative Responsibilities

The superintendent, head of school, or designee shall establish procedures that outline:

1. The daily routines, staff responsibilities, and communication strategies to uphold the intent of this policy; 1 16 V.S.A. § 582 Definitions
2. An implementation plan for each school to provide storage of all students' cell phones and other prohibited devices;
3. How staff monitor compliance (e.g. prohibition includes restrooms, locker rooms, buses), where devices are stored, and how exceptions are communicated (including explanation in student handbook); and,

4. Details regarding supervision on field trips or how district-operated after-school programs handle student access to cell phones.

Exceptions

Students will be permitted to use a cell phone or other personal electronic device if they:

1. Require a cell phone/ personal electronic device as part of their individualized health care plan, individualized education program, or 504 plan, which shall be documented according to applicable state and federal law (or in a manner that the superintendent, head of schools, or designee deems appropriate);
2. Have been granted permission by an administrator for an academic, school-sponsored athletic, or co-curricular purpose, for the most limited use reasonably possible; or
3. Require a cell phone/ personal electronic device for compliance with the McKinney-Vento Homeless Assistance Act, 42 U.S.C. §§ 11431–11435. Each superintendent, head of school, or designee shall establish procedures for verifying exceptions as outlined above. With respect to accommodations documented in an individualized student plan (IEP or 504) or as required for compliance with the McKinney-Vento Homeless Assistance Act, the process shall give preference to the use of district-owned devices first.

Family and Guardian Communication During the School Day

The superintendent, head of school, or designee shall establish procedures to ensure families can communicate with students during the school day.

Enforcement Actions

The superintendent, head of school, or designee shall establish procedures which describe the sequence of consequences and the process for contacting parents or guardians when a student has violated the policy. Legal Citations 16 V.S.A. § 582 Definitions 16 V.S.A. § 583 Student use of cell phones and personal electronic devices in schools 16 V.S.A. § 822(a) School district to maintain public high schools or pay tuition.

Legal Citations

16 V.S.A. § 582 Definitions
16 V.S.A. § 583 Student use of cell phones and personal electronic devices in schools
16 V.S.A. § 822(a) School district to maintain public high schools or pay tuition

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DRAFT MEMO

To: WCUUSD Board
From: Flor Diaz Smith,
WCUUSD Finance Committee Chair
Re: Budget Parameters 2027-2028
Date: October 9, 2026

WCUUSD School Board members,

The Finance Committee met and would like to share the following budget parameters we discussed. Before we begin, I want to remind us that we approved an equity policy that defines educational equity as follows :

Educational equity occurs when each child receives what they need to develop to their full academic and social-emotional potential. Equity goes beyond formal equality where all students are treated the same. Working towards equity in schools involves:

- Expecting high outcomes for all participants in our educational system, and removing the predictability of success or failures that currently correlates with any social or cultural factor;
- Identify and remove inequitable practices, examining biases and creating inclusive multicultural school environments for adults and children;
- Providing every student with access to high quality culturally responsive educational experiences;
- Discovering and cultivating the unique gifts, talents and interests that every human possesses.

Keep in mind the definition above as you review the following budget parameters:

1. Continue to offer and further develop the Multi-Layered System of Supports (MLSS) to all students across all schools and Professional Development for Teachers. Strategic investment in building teacher capacity, so that the most vulnerable students will have what they need.
2. Frame budget to the Goals of our **Strategic Plan** and our **Core Beliefs**.
3. Ensure planning remains under the Excess spending threshold determined by the Vermont Agency of Education..
4. Develop a budget that meets Educational Quality Standards (EQS), promotes equitable distribution of resources, and addresses student needs, while minimizing net spending increases through strategic enrollment and program adjustments.
5. *Consider configurations that realize program quality improvements within the existing procedures for class sizes. (Class size policy)*
6. *Move towards long-term financial sustainability of our system (appropriate level of increase that we can sustain within our community).*
7. *Develop contingency plans for expense reduction options, in the event that the Board determines that the proposed spending leads to unfavorable tax implications.*

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The Finance Committee's discussion also considered the recent input we have received from our community. Much of this feedback aligns with the parameters outlined above, particularly the importance of meeting students' academic and social-emotional needs, supporting our most vulnerable learners, strengthening reading and math outcomes, preventing achievement gaps from widening, and ensuring that our educators have the resources they need to support all students. We also heard questions about administrative costs, transportation efficiency, staffing, class sizes, consistency from year to year and how decisions about significant expenses are made. As we move forward, it will be important to communicate consistently and transparently about these budget parameters and the rationale behind them. Throughout this process, we must remain focused on prioritizing resources equitably, responding to student needs, and balancing educational priorities with our responsibility to the community to maintain long-term financial sustainability. While some costs are difficult to control, we can be intentional about the decisions within our control and clearly communicate how those decisions align with our equity policy, strategic plan, and commitment to providing high-quality educational opportunities for every student.

These parameters will be used to guide our administrators as they develop the Next Budget Draft. Please review in advance for discussion at our meeting on October 21, 2026. The Finance Committee is looking forward to working and collaborating with all of you as we get started in our budget process.

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John Alberghini
JoAn Canning
Interim Co-Superintendents

TO: Board of Directors
FROM: Diane Nichols-Fleming, Chair
DATE: October 16, 2026
RE: District Quality Standards and Board Work Plan

The board reviewed District Quality Standards at our August 2025 retreat. We completed the self-evaluation and this was submitted to the state in November 2025.

The Vermont Agency of Education (AOE) is asking us to review and submit an updated self-evaluation. We had anticipated an earlier due date. The timeline has been adjusted, and the accompanying new documents release has been pushed to December 2026. The completed self-evaluation is now due in March 2027.

We will use the time on the agenda to become familiar with what we had noted in August 2025. This will also allow us to develop a common understanding.

This work will also connect to our board work plan. We will talk about next steps around reviewing and updating that document since we have not been able to find a common available time for a retreat.

Quality Standards: Beta Test Self-Evaluation, SY 2025-26

The District Quality Standards (DQS), adopted by the Vermont Agency of Education and effective as of July 2025, establish expectations for all Vermont school districts under 16 V.S.A. § 165. The Agency is launching a beta test of DQS self-evaluation tools and reporting processes, developed in collaboration with the field, across key areas including governance, facilities, assessment systems, continuous improvement, business operations, and data management.

This beta test phase will inform training and support for full self-evaluation implementation next year. Data collected during this beta phase will not be used for public evaluation of Supervisory Union/District (SU/SD) performance but will inform quality assurance efforts beginning in the 2026–2027 school year, as outlined in Rule 130 Quality Assurance.

Superintendents are asked to submit all self-evaluation data. Standard 113 (Governance) self-evaluation data **should be submitted by the superintendent** on behalf of each board in the SU/SD.

Please complete by **November 21st, 2025**.

Ensure your form is fully complete before submitting; the Agency is only accepting one self-assessment from each SU/SD. Please reach out if any edits or changes are necessary after data submission. You can review the rubrics through the PDF version or with this weblink.

For questions, please contact Ian Burfoot-Rochford at ian.burfoot-rochford@vermont.gov or Meghan "MJ" Jaird at meghan.jaird@vermont.gov.

Directions for Save and Resume Option

Click on “Save” at the end of the form. A pop-up screen will appear with the options of, "Copy your form link" or “Email me my link” then click on “Send”. If you select “Email me my link”, an email will be sent with the option “Resume Now” which will allow you to go back to the form to finish entering your data.

Directions for Submission

Finish entering your data then click on “Submit”. A confirmation email will be sent to the email listed along with a PDF of your submission.

Submitter's Name:

Steven	Dellinger-Pate
First	Last

Submitter's Email

sdpate@u32.org

Supervisory Union/District

Washington Central Supervisory District

Business Operations

Please make the following selections for the corresponding rubric referenced with the Standard on Business Operations.

111 Business Operations

	Beginning	Approaching	Proficient	Advanced
Standard 111.1.3 and 111.1.4: Budgeting and Accounting	○	○	◉	○
Standard 111.1.5: Budgeting and Accounting	○	○	◉	○
Standard 111.2.1: Risk Management and Internal Controls	○	○	○	◉
Standard 111.2.4: Risk Management and Internal Controls	○	◉	○	○
Standard 111.4.4: Data Management	○	◉	○	○

Standard 111.3.1, 111.3.2, and 111.3.3: Personnel Management

Please submit self-evaluation data for the Personnel Management Rubric for the SU/SD and, as applicable, each member school district within the SU.

Supervisory Union/District	School District Board	Standard 111.3.1, 111.3.2, and 111.3.3
Washington Central Supervisory District	WCUUSD	Approaching

Facilities Management and Safety

Please make the following selections for the corresponding rubric referenced with the Standard on Facilities Management and Safety.

112: Facilities Management and Safety

	Beginning	Approaching	Proficient	Advanced	N/A
Standard 112.1.1: Facilities Management	⦿	○	○	○	○
Standard 112.1.2: Facilities Management	○	○	○	⦿	○
Standard 112.2.1: Facilities Safety	○	○	⦿	○	○
Standard 112.2.2: Facilities Safety	○	○	⦿	○	○

Education Quality Standards

Please make the following selections for the corresponding rubric referenced with the Education Quality Standards.

2123; 2125: Education Quality Standards

	Beginning	Approaching	Proficient	Advanced
Standard 2123.2: Balanced Assessment	○	○	⦿	○
Standard 2125: Continuous Improvement	○	⦿	○	○
Standard 2125: Engagement	○	⦿	○	○
Standard 2125: SU/SD Support	○	⦿	○	○

Governance

As Superintendent, by providing my signature below, I assure that I am submitting DQS self-assessment data (Standard 113: Governance), on behalf of each member board within my SU/SD-school district(s) and supervisory board(s).

Steven Dellinger-Pate

Please make the following selections for the corresponding rubric referenced with the Governance Standards. Of note for the Governance rubric, and which can be seen in the language in the rubrics, the proficiency rating on the scale is cumulative. For instance, Proficient is only attainable in a row if each indicator within the Beginning and Approaching columns have been met.

Standard 113.1.4

This section is for SU/SD boards only.

For Standard 113.1.4: Please note two rows: Traditional Board Governance or a Policy Governance Board.

Policy Governance© Boards: Vermont school districts that have officially adopted and are actively using Policy Governance®. (Policy Governance® is a trademarked governance system created by John and Miriam Carver in the 1970s.)

Please indicate N/A for the column that does NOT represent the school board's governance structure.

Standard 113.1.4

	Beginning	Approaching	Proficient	Advanced	N/A
Standard 113.1.4 (Traditional Board Governance)	○	○	◉	○	○
Standard 113.1.4 (Policy Governance Board)	○	○	○	○	◉

Standard 113.1

In the case you are submitting data on a supervisory board, please type N/A in the School District columns.

Supervisory Union/District	School District Board	113.1.1	113.1.2	113.1.3
Washington Central Supervisory District	WCUUSD	Proficient	Proficient	Approaching

If you indicated N/A for any of the above standards, please provide rationale:

Standard 113.2

In the case you are submitting data on a supervisory board, please type N/A in the School District columns.

Supervisory Union/District	School District Board	113.2.1	113.2.2	113.2.3	113.2.4
Washington Central Supervisory District	WCUUSD	Proficient	Proficient	Beginning	Proficient

If you indicated N/A for any of the above standards, please provide rationale:

Standard 113.3

In the case you are submitting data on a supervisory board, please type N/A in the School District columns.

Supervisory Union/District	School District Board	113.3.1	113.3.2	113.3.3	113.3.4	113.3.5	113.3.6
Washington Central Supervisory District	WCUUSD	Proficient	Proficient	Approaching	Advanced	Approaching	Advanced

If you indicated N/A for any of the above standards, please provide rationale:

Thank You!

Please ensure that all self-evaluation data are included before officially submitting. Only one submission for each SU/SD will be accepted.

These data will be used in a state-wide report to be made available by the Agency in January 2026, as well as help to inform revisions and improvements to the DQS self-assessment tools, reporting process, training and support for full implementation next academic year.

You will receive a confirmation email upon submission which will include a feedback survey on this beta test.

VERMONT AGENCY OF EDUCATION

DISTRICT QUALITY STANDARDS

Rule Series 100

100 District Quality Standards

101 Statutory Authority

16 V.S.A. § 165(g); 2022 Acts and Resolves No. 127, Sec. 14

102 Statement of Purpose

As set forth in 16 V.S.A. § 165:

> (g) In addition to the education quality standards provided in section (a) of this section, each Vermont school district shall meet the school district quality standards adopted by rule of the Agency of Education regarding the business, facilities management, and governance practices of school districts. These standards shall include a process for school district quality reviews to be conducted by the Agency of Education. Annually, the Secretary shall publish metrics regarding the outcomes of school district quality reviews.

The purpose of these rules is to improve school district quality as a means to support the State's goal, set forth in 16 V.S.A. § 165(a), "that all Vermont children will be afforded educational opportunities that are substantially equal in quality" and enable them to achieve or exceed the education quality standards approved by the State Board of Education.

The State has ultimate responsibility for ensuring all students receive substantially equal access to a quality education. This responsibility originates from the Vermont Constitution and is more fully described in 16 V.S.A. § 1.

To fulfill its responsibility, the State delegates considerable authority to school districts, supervisory unions (SU/SDs), and superintendents. Therefore, the State has an obligation to provide public assurance that its delegated authority is being exercised in a manner that will likely achieve its responsibility. The State has an additional obligation to ensure that students in Vermont public schools are provided educational opportunities substantially equal to those provided in other public schools.

The standards provided in these rules describe core elements of a quality education delivery system. They also describe the role of the Agency of Education in providing the necessary support and oversight to attain those standards, so all students receive substantially equal access to a quality education.

These rules are in addition to and, unless otherwise specifically stated, do not supersede other Rules adopted by the Agency of Education or the State Board of Education.

103 Definitions

As used in this Rule 100 Series, words have the meaning as defined or intended in Title 16, Vermont Statutes Annotated; provided, however, that as used in this Rule Series, the term:

103.1 "Board" means the board of an SU/SD and, if applicable, the board of each member school district within an SU.

103.2 "Governance" means the system and methods by which the SU/SD is directed and overseen including the SU/SD's structure, the processes for making decisions and for ensuring accountability, and the ways in which goals are set and achieved, risk is assessed and mitigated, and performance is maximized.

103.3 "Priorities" means the SU/SD's goals that are identified as most important by its board.

103.4 "Processes" means structures established by the SU/SD to support consistency, clear expectations, organization, and shared understanding for how the work will be accomplished.

103.5 "Protocols" means the SU/SD's agreed-upon norms of behavior and interactions to promote transparency, predictability, and functional group dynamics.

103.6 "SU/SD" means a supervisory union, including a supervisory district (a single-district supervisory union), in connection with:

(a) The duties it performs on behalf of the supervisory union itself; and

(b) If applicable, the duties it performs on behalf of its member school districts or the duties for which it is responsible for ensuring performance on the member districts' behalf.

110 District Quality Standards

As required by 16 V.S.A. § 165(g), each SU/SD shall meet or exceed the following district quality standards.

111 Business Operations

111.1 Budgeting and Accounting

The SU/SD follows consistent and financially sound processes to effectively manage its budget, use resources most efficiently, and ensure transparency of financial operations.

111.1.1 The SU/SD prepares and presents an annual budget which ensures compliance with federal and other budgeting requirements and demonstrates a clear connection to established SU/SD goals and priorities and, if applicable, the goals and priorities of each member school district within the SU.

111.1.2 The SU/SD maintains accounting systems and records that ensure transparency and accountability for all funds, regardless of source, and provide complete, accurate, reliable, and timely data for reporting.
111.1.3 The SU/SD maintains accounting records in accordance with Generally Accepted Accounting Principles (GAAP) and Governmental Accounting Standards Board principles (GASB).
111.1.4 The SU/SD records and reports information consistent with the most current version of the Vermont Agency of Education Uniform Chart of Accounts within the SU/SD's accounting software.
111.1.5 The SU/SD employs grants management practices that enable it to effectively and efficiently spend its federal grant funds and prevent reversion of funds.

111.2 Risk Management and Internal Controls

The SU/SD maintains adequate internal controls to provide reasonable assurance the SU/SD and, if applicable, each member school district within the SU follow State and federal statutes and regulations.

111.2.1 The SU/SD completes required audits in accordance with established deadlines and communicates audit results with the SU/SD Board and, if applicable, the board of each member school district within the SU.
111.2.2 The SU/SD establishes, and complies with, a consistent records management process that adequately addresses all State, federal, and local requirements related to records and records retention.
111.2.3 The SU/SD takes adequate measures to safeguard protected information and other information designated as sensitive, consistent with applicable State and federal law.
111.2.4 The SU/SD implements and maintains effective procurement and contract administration processes.
111.2.5 The SU/SD has incorporated a risk management assessment, including liability insurance coverage and safe cybersecurity practices, into its operational processes.

111.3 Personnel Management

The SU/SD and, if applicable, each member school district within the SU employs staff in accordance with State and federal law and implements equitable and inclusive personnel practices that support effective recruitment and retention of staff.

111.3.1 The employer establishes clear and consistent policies and processes for equitable hiring of staff.

111.3.2 The employer ensures that all employees, volunteers, and other applicable staff have completed all required background check requirements in accordance with law.
111.3.3 The employer ensures that all positions that require professional licensing meet current licensing requirements throughout the duration of employment.

111.4 Data Management

The SU/SD ensures systems are in place for the efficient and purposeful collection, use, and sharing of data.

111.4.1 The SU/SD reports accurate and timely data as required by the Secretary of Education.
111.4.2 The SU/SD uses a single student information system for all public schools within the SU/SD as a data source for up-to-date educational records.
111.4.3 The SU/SD's student information system meets interoperability requirements as specified by the Secretary of Education.
111.4.4 The SU/SD demonstrates purposeful use of data in identifying needs, evaluating program effectiveness, and communicating the current state of educational outcomes.

112 Facilities Management and Safety

112.1 Facilities Management

The SU/SD adequately maintains and cleans the facilities for which the SU/SD or, if applicable, a member school district is responsible, and has developed the plans necessary to ensure current and future operations.

112.1.1 The SU/SD maintains a comprehensive school facilities Operations and Maintenance Manual (OMM) for each building and other facility for which the SU/SD or, if applicable, a member school district is responsible.

(a) The SU/SD ensures that educational and program facilities are accessible, clean, safe, secure, well-lit, well-maintained, and conducive to student learning, including having adequate access to technology.
(b) The OMM describes regular cleaning routines and maintenance tasks such as the periodic cleaning/changing of HVAC filters and other mechanical systems to ensure good air quality.
(c) The SU/SD updates the OMM as changes to facilities or staffing occur and provides training to staff on how to implement the OMM.

112.1.2 The SU/SD maintains a five-year Capital Improvement Plan (CIP) for each building and other facility for which the SU/SD or, if applicable, a member school district is responsible and updates it annually.

(a) The CIP describes future capital development and improvement needs, including the need for adequate-sized facilities based on enrollment projections.

(b) The CIP also addresses the following categories in addition to capacity:

(i) Safety and security infrastructure;

(ii) Accessibility;

(iii) Technology infrastructure;

(iv) Capacity to deliver STEAM (science, technology, engineering, arts, and math) programming; and

(v) Building systems' condition and performance, including energy efficiency improvements and indoor air quality to address the health and safety of students and employees.

112.1.3 The SU/SD designates a person with responsibility for facilities management with the SU/SD. The designee receives the necessary training and certification to ensure compliance with these standards.

112.2 Facilities Safety

The SU/SD ensures that the facilities for which the SU/SD or, if applicable, a member school district is responsible are safe, and maintains up-to-date operational plans to ensure staff and other stakeholders can respond to threats.

112.2.1 The SU/SD maintains a comprehensive Emergency Operations Plan (EOP) in the format prescribed by the Secretary.

(a) SU/SD leadership and, if applicable, the leadership of each member school district within the SU reviews and updates the EOP annually to ensure that it includes the essential processes, operations, and assignments that are required to plan, prepare, mitigate, respond to, and recover from an emergency or disaster.

(b) The SU/SD ensures that all drills, practice exercises, and other emergency processes required by the EOP are conducted at each building or other facility.

112.2.2 The SU/SD ensures that each building and other facility has adopted an appropriate approach to physical security measures to ensure each facility is a safe and secure environment.

112.2.3 The SU/SD ensures that all SU/SD staff and, if applicable, member school district staff within the SU/SD are trained in emergency operations including threat assessment protocols.

113 Governance

113.1 Governance Priorities

Through an equity lens, the Board of each SU/SD and, if applicable, of each member school district within the SU, adopts a vision and measurable goals to support continuous improvement and monitors student academic progress and wellness.

113.1.1 The Board follows an inclusive process to invite and incorporate community input into the vision and goals for the school system.

113.1.2 At least annually, the Board sets measurable goals and regularly reviews the progress toward those goals.

113.1.3 At least annually, the Board monitors student academic progress and wellness.

113.1.4 At least annually, the Board formally evaluates the performance of the superintendent, based in part on the superintendent's progress toward meeting agreed-upon goals.

113.2 Governance Protocols

The Board of each SU/SD and, if applicable, of each member school district within the SU adopts, reviews annually, and revises, as needed, operating protocols for how it does its work and annually reads foundational documents such as articles of agreement.

113.2.1 The Board annually assesses its performance, including adherence to agreed protocols, processes, and policies.

113.2.2 The Board annually reviews whether and/or how its actions and contributions have impacted the school system’s success in meeting goals.

113.2.3 The Board annually evaluates the effectiveness of community engagement and public communication efforts.

113.2.4 The Board undertakes its own continuous learning and development and provides members with opportunities for ongoing training and support to maintain and increase their skills and understanding.

113.3 Governance Processes

The Board of each SU/SD and, if applicable, of each member school district within the SU establishes and follows inclusive, transparent, and predictable methods to conduct its work.

113.3.1 The Board discusses, adopts, and revises policies on a regular basis to ensure the system is supporting and meeting the needs of every student.

113.3.2 The Board ensures its annual budget aligns with its stated priorities and provides an equitable distribution of resources to help meet the needs and goals of every student.
113.3.3 The Board ensures its members are aware of conditions set forth in negotiated agreements and contracts.
113.3.4 The Board ensures its members understand and comply with Vermont statutes and regulations relevant to board work and public education.
113.3.5 The Board stays apprised of proposed legislation and policy-making that may affect its school system and students.
113.3.6 The Board maintains an ongoing relationship with locally elected officials.

130 Quality Assurance

131 District Quality Review Process

131.1 Self-Evaluation

131.1.1 Annually, the SU/SD shall evaluate its performance under each District Quality Standard set forth in Rule 110 above and the following Education Quality Standards (State Board Rule Series 2000):

- SBE Rule 2120.6 Curriculum Coordination
- SBE Rule 2120.8 Local Graduation Requirements
- SBE Rule 2121.3 Needs Based Professional Learning
- SBE Rule 2121.4 Staff Evaluation
- SBE Rule 2121.5 Tiered System of Support
- SBE Rule 2122.2 Access to Instructional Materials
- SBE Rule 2123 State and Local Comprehensive Assessment System
- SBE Rule 2125 Continuous Improvement Plan

131.1.2 Annually, on or before a date determined and announced by the Agency, the SU/SD shall submit its self-evaluation electronically to the Agency.
131.1.3 The SU/SD shall conduct and submit its self-evaluation on a form developed by the Agency, which the Agency may update as necessary or as it deems advisable.
131.1.4 Based on the results of the SU/SD self-evaluation, the Agency may require the SU/SD to participate in training to improve its practices related to one or more District Quality Standards and/or Education Quality Standards listed above.

131.2 Three-Year Intermediate Reviews

131.2.1 The Agency shall evaluate each SU/SD's performance under the Education Quality Standards listed in 131.1.1 above by reviewing the State assessment proficiency scale scores of each SU/SD and each SU/SD's progress in achieving adequate growth in proficiency, including proficiency of historically marginalized student subgroups.

131.2.2 Not less than every three years, based on the evaluation in 131.2.1, the Agency shall identify for an intermediate review each SU/SD that the Secretary determines is not meeting Education Quality Standards or that is not making sufficient progress in improving student performance as required by 16 V.S.A. § 165(b). The Agency shall inform each SU/SD in writing whether it has been identified for intermediate review.

131.2.3 An SU/SD identified for an intermediate review will be evaluated by the Agency for compliance with the Education Quality Standards listed in 131.1.1 above. The Agency shall notify the SU/SD in writing of the outcome of its review not later than one year from the date of written identification in 131.2.2.

131.2.3.1 The notification shall identify any standard the SU/SD failed to meet.

131.2.3.2 The notification shall identify the specific actions the SU/SD must take to meet any standard it failed to meet and establish a deadline by which the action must be completed.

131.2.3.3 The notification shall identify the manner in which the SU/SD shall confirm that it has taken the identified actions (e.g., in writing, in an electronic meeting, at an in-person meeting).

131.2.3.4 The notification shall describe the technical assistance the Agency will provide to the SU/SD.

131.3 Enforcement

In order to ensure that students in Vermont public schools are provided educational opportunities substantially equal to those provided in other public schools, and to ensure that all Vermont public schools can demonstrate satisfactory ability to meeting the Education Quality Standards, the Secretary shall take the following actions:

131.3.1 If an SU/SD fails to take corrective actions identified in the Agency's notification issued under 131.2.3, then, within two years of the date of notification, the Agency may make a recommendation to the State Board for one or more of the following actions, pursuant to the process described in 16 V.S.A. § 165(b):

(a) the Agency shall continue to provide technical assistance for one more cycle of review;

(b) the State Board shall adjust supervisory union boundaries or responsibilities of the superintendency pursuant to 16 V.S.A. § 261;
(c) the Secretary shall assume administrative control of an individual school, school district, or supervisory union, including budgetary control to ensure sound financial practices, only to the extent necessary to correct deficiencies;
(d) the State Board shall close an individual school or schools and require that the school district pay tuition to another public school or an approved independent school pursuant to chapter 21 of Title 16; or
(f) the State Board shall require two or more school districts to consolidate their governance structures.

132 Publication of "Metrics Regarding the Outcomes" of District Quality Reviews

132.1 Within 60 days of the deadline established for submission of the original self- evaluation in 131.1 above, the Agency shall publish on its website each SU/SD's measurements under the district quality standards.
132.2 Within 7 days of the written identification in 131.2.2 above, the Agency shall publish on its website a list of SU/SDs identified for a three-year intermediate review.

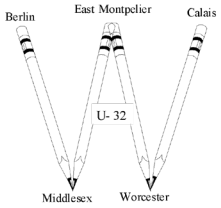
140 Effective Date

These rules will take effect on July 1, 2025.

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
9.16.26
6:15-9:15 PM
(In-Person & Virtual)
U-32
1130 Gallison Hill Rd
Montpelier, VT

Present: Flor Diaz Smith, Patrick Whelley, Ursula Stanley, Elizabeth Brown, Zach Sullivan, Diane Nichols-Fleming, Heidi Dimick, Marty McMahon, Julia Hewitt, Andrew Boye, Daniel Keeney, Michelle Ksepka, Judy Buchanan, Natasha Eckart, Jen Miller-Arsenault, Alicia Lyford, Susanne Gann, Karoline May, Heidi Dimick, Linda Gray, Kalita Lindig, Maia Stone, Karoline May, KRBrown, Lila Richardson, Matthew Thomas, Michael Sherwin, ORCA, Phoebe Stone, Veronica Fair, Alison Byrnes, Allison Fayle, David Delcore, Ellen Knoedler, Matthew Thomas, Bloom

1. **Call to Order: Diane Nichols Fleming called the meeting to order at 6:15 p.m.**

2. **Welcome**
   - **2.1. Adjustments to The Agenda:** Ursula Stanley noted that 5.2 is stricken and 5.1 will be "receive report" (as opposed to "review"). **Ursula Stanley moved to approve this adjustment. Seconded by Daniel Keeney, this motion carried unanimously.**
   - **2.2. Reception of Guests:**
   - 2.3. **Public Comments: Time strictly enforced; see note:** Linda Gray shared that the information on the agenda from Ed Quality is great information, and she hopes that the board will share this information widely with the community.

3. **Presentation: Board Budget Training:** Jen Miller-Arsenault and Susanne Gann provided a budget training slide deck: *WCUUSD Board Budget Training FY 2027-28 Budget Journey, September 16, 2026.* Jen Miller Arsenault shared that they have decided to provide this training in parts this year, as there is much information to process. They

invited questions or comments from the board. Ursula requested a PDF of the slideshow Daniel asked if we are anticipating any shift in CLA based on reappraisals. She is not aware but can follow up.

4. **Reports**

4.1. Superintendent/Central Office Leadership Team (COLT) Report: Jen Miller-Arsenault and Alicia Lyford had provided a written report. Diane invited questions or comments from board members. Natasha: If concerns about transportation are coming to board members, do you want us to send to you? Alicia: They should start at the building level and if there is not resolution then they can bring it to the superintendent. Natasha stated that she had heard from some that they would like for the superintendents to be aware of the transportation issues. Alicia said then to encourage them to send along.

Technology replacement plan: Daniel Keeney stated that as a board we may want to revisit the Technology policy through the lens of equity and with more intention. Natasha asked for information about the screens that have been put up around the school; she would like to know information about how this decision/ plan was made. Jen Miller Arsenault will follow up at a future meeting. Alicia Lyford spoke about the My Ride app. She explained what "live" means through the perspective of this app. "Live" does not mean that one can see where the bus is at any given moment; much of this is due to not having reliable cell service throughout WCUUSD. This feature is not turned on.

4.2. CESA (Cooperative Educational Service Area) Report

4.3. Act 170 Update

4.4. Student Report: Jen Miller-Arsenault stated that Elijah Hawkes is working with the student council to have a junior to join the board. The hope is that this will be onboard for the October board meeting.

4.5. Central Vermont Career Center Report: Diane Nichols-Fleming stated that there is a press release coming out tomorrow regarding the upcoming vote for career center sharing U-32 space. She believes there will be a lease to review at the October board meeting. Alicia Lyford shared that the Times Argus had reached out to Elijah Hawkes to ask for a public forum meeting at U-32 around the bond vote for CVCC.

4.6. Community School Report: Jen Miller-Arsenault stated that a report will be available next month. The leadership team has been meeting with the Community School Coordinator, working on developing the pillars.

4.7. VSBA Report: Flor Diaz Smith encouraged board meetings to attend the VSBA Annual Conference at the end of October. She suggested that the board make time at the October board meeting to consider the Governance Standards. There are rubrics available for the board to review last year's governance rubric and update based on the updated rubric. Flor Diaz Smith shared that there is a new draft policy for Hazing Harassment and Bullying and the board will need to have this in place by December

15th. She stated that in October VSBA meets to vote on resolutions. Natasha would like to add "Humanity Justice Coalition report" to the board agenda going forward.

5. **Ed Quality Committee**
   - **5.1. Receive Draft Student Monitoring Report Fall & Winter Data:** Ursula Stanley reviewed this report which had been provided as part of the board packet.
     - What stands out to you?
     - What questions do you have?
     - What do you see that connects to other reports about student outcomes?
     - What implications do you see for the full board?

     Flor Diaz Smith shared that we would like to use the summary sentence from the Ed Quality report as a parameter for the Finance Committee. Daniel Keeney asked whether there is a variable in the testing regarding consistency in test administration. What support do we give new teachers to orient them with this? Jen Miller-Arsenault stated that all teachers have mentors and the orientation for this testing depends on the grade level. She shared some examples of training. **Patrick Whelley moved to accept the Ed Quality report as presented. Seconded by Michelle Ksepka.** Discussion: Ursula had noted a few edits (e.g. MLSS: multi-layer systems of support, as well as adding Humanity Justice Coalition language into the report. **This motion carried unanimously.**
   - **5.2.** ~~Student Monitoring Report Spring 2026 Part 1 pg. 43~~

6. **Policy Committee:** Ursula Stanley shared that there is a policy review underway as contracted through VSBA; we will be using this to guide the work of the policy committee. Daniel Keeney asked what the timeline for this work is. Is this something that is renewed on a regular basis? Flor Diaz Smith stated that the idea is this is something you do once. Natasha Eckart asked whether this was discussed at any time with the Policy Committee. (The contract with VSBA.) Flor Diaz Smith stated that at the June meeting a small group was designated to work with Steven Dellinger-Pate on policy, including curriculum policy work. This contract with VSBA was discussed as a support to the committee's work.

7. **Finance Committee**
   - **7.1. Discuss FY 28 Budget Timeline:** Flor Diaz Smith shared that the Finance Committee met last week and presents this timeline. **Daniel Keeney moved to accept this FY28 Budget Timeline as presented. Seconded by Patrick Whelley.** Discussion: Patrick Whelley stated that in the past few years it feels like we are very rushed in January; he wonders if there is anything that can be moved up in the schedule so that we can have less of a rush in January. Susanne Gann stated that there is not a way to move the work up more quickly based on many outside factors. Zach Sullivan stated that there is an intention that the Finance Committee focus more explicitly on community engagement. Daniel Keeney suggested that we make the Finance Committee work plan

public. Flor Diaz Smith stated that once the board has approved the budget timeline then we will do so. Daniel Keeney reiterated Zach's statement about the Finance Committee wanting to engage the public as early as possible, and with transparency. Susanne Gann stated that the budget is not developed in a vacuum - it requires all of the administrators at the table; and she stated that at this time we do not have an interim superintendent. **This motion carried unanimously.**

8. **Board Operations**
   - **8.1. Approve Budget Development Timeline**: (please see action above)
   - **8.2. Affirm Policy Work Plan**: (tabled)
   - **8.3. Appoint Board Member Proxy for VSBA Annual Meeting**: Diane Nichols-Fleming asked if other board members are interested in this position. Ursula Stanley has done a great job in the past and is willing. **Michelle Ksepka moved to appoint Ursula Stanley as board member proxy for VSBA Annual Meeting. Seconded by Judy Buchanan, this motion carried unanimously.**
   - **8.4. VSBA Resolutions:** Ursula Stanley had provided a memo to the board to explain VSBA Resolutions. The board went through each resolution. Proposed Resolution:
     - **Flor Diaz Smith moved to approve Early College Resolution: Early College and its Impact on our Schools. Seconded by Daniel Keeney, this motion carried unanimously.**
     - Resolution Regarding the Equitable Treatment of Capital Debt in Calculations of Excess Spending. **Daniel Keeney moved that our position be to vote "yes" on this. Seconded by Zach Sullivan. This motion carried unanimously.**
     - Resolution Regarding Adequate Resources and Technical Assistance for ESSA School Improvement Designations. **Flor Diaz Smith moved to pass this resolution. Seconded by Ursula Stanley, this motion carried unanimously.**
     - Resolution Regarding AOE Data Accuracy in Federal Accountability Designations. **Ursula Stanley moved to pass this resolution. Seconded by Flor Diaz Smith. Michelle Ksepka abstained from this vote. A roll call vote was held. This motion carried.**
     - Resolution Regarding PreK Finance Reform and Funding Alignment. **Michelle Ksepka moved to pass this resolution. Seconded by Judy Buchanan, this motion carried unanimously.**
     - Resolution Regarding Teacher Workforce Development. **Flor Diaz Smith moved to pass this resolution. Seconded by Patrick Whelley, this motion carried unanimously.**
     - Resolution Supporting Adequate Funding for High-Needs Students. **Michelle Ksepka moved to pass this resolution. Seconded by Flor Diaz Smith, this motion carried unanimously.**

- Resolution Regarding High School Tuition Payments Made to Independent Schools. **Flor Diaz Smith moved to pass this resolution. Seconded by Michelle Ksepka.** Discussion: Some discussion followed around the responsibility to educate a student versus the responsibility to pay private school tuition for a student. Judy Buchanan wonders what will happen with school choice with all of the changes in public education legislation at this time. **This motion carried unanimously.**
- Resolution to Support Economic Diversity in Public School Redistricting Advancing Economic Equity and Opportunity. Flor Diaz Smith explained that there was discussion that this resolution came later in the process, referring to parameters and criteria that were already in place. Daniel Keeney asked how Act 170 deals with issues of economic diversity and population density. Marty McMahon feels that this is an important statement to make. **Ursula Stanley moved to pass the resolution. Seconded by Natasha Eckart. A role call was had: This motion carried with 4 votes of "nay" and 1 abstention.**
- Resolution to Support More Equitable Funding for Public Schools in Vermont: Advancing Fairness and Opportunity in Vermont's Education System. **Patrick Whelley moved to pass this resolution. Seconded by Natasha Eckart.** Discussion: Natasha Eckart asked why the VSBA Committee would recommend to not pass. Flor Diaz Smith stated that the feeling was that this was redundant. **A role call was had: This motion carried with two votes of "nay."**
- Resolution to Ensure an Adequate and Equitable Education Funding System. **Flor Diaz Smith moved to pass this resolution. Seconded by Judy Buchanan.** Discussion: Daniel Keeney asked why this would not also be considered redundant. What is this recommended to pass by the VSBA Committee? Flor Diaz Smith spoke about the committee's discussion of this resolution. **This motion carried unanimously. Flor Diaz Smith moved to pass the current resolutions/ continuing resolutions and bylaws (pages 61-70 of the board packet). Seconded by Ursula Stanley.** Discussion: Ursula Stanley explained these briefly. **This motion carried unanimously.**

8.5. Interview Berlin Candidate: Kalita Lindig introduced herself to the board and expressed her interest in representing Berlin to fill the board vacancy until Town Meeting Day 2027. Elizabeth Brown asked a question of Kalita related to curiosity and objectivity.

8.5.1. Proposed Executive Session: Candidate Selection: At 7:54, Daniel Keeney moved to go into Executive Session for the purpose of discussing employment of a public official. Seconded by Flor Diaz Smith, this motion carried unanimously. At 7:57 the board came out of Executive Session by consensus. Flor Diaz Smith moved to appoint Kalita Lindig as board member. Seconded by Daniel Keeney, this motion carried unanimously.

9. **Personnel**
   - **9.1. Vacancy Updates:** Jen Miller Arsenault shared some of the position vacancies. There are no hirings, resignations, leave of absence. She noted that we have a current vacancy for School Psychologist and for Special Educator, and Superintendent.
   - **9.2. Approve New Teachers, Resignations, Leave of Absence, and Changes in FTE**: (none tonight)

     Point of order: Marty McMahon pointed out that when the board went into Executive Session, those who are online did not hear anything or see anything or participate in the discussion/ vote. **At 8:09 p.m. Daniel Keeney moved to go into Executive Session for reconsideration of the appointment of a public official. Seconded by Michelle Ksepka, this motion carried unanimously. At 8:14, the board came out of Executive Session by consensus. Flor Diaz Smith moved to affirm the former motion made to appoint Kalita Lindig to the school board. Seconded by Daniel Keeney. This motion carried, with two abstentions.**

10. **Consent Agenda**
    - **10.1. Approve Minutes of 8.19.26, 9.2.26: Ursula Stanley moved to approve the minutes of August 19 and September 2, 2026. Seconded by Judy Buchanan, this motion carried unanimously.**
    - **10.2. Board Orders: Zach Sullivan moved to approve the board orders in the total amount of $3,572,916.07. Seconded by Judy Buchanan, this motion carried unanimously.**

11. **Future Agenda Items:** Diane Nichols Fleming reviewed this ongoing list.

12. **Board Reflections:** Flor Diaz Smith thanked Jen Miller-Arsenault and Alicia Lyford for their work as acting Superintendents. Natasha Eckart appreciated keeping the board meetings concise and would like to continue through the school year.

13. **Public Comments: Time limit strictly enforced, see note**: Linda Gray expressed appreciation for the concise board meeting; she noted that the board got a lot of work done

14. **Proposed Executive Session: Personnel: Daniel Keeney moved that the Board find that premature public discussion of the details and terms of employment for superintendents puts the Board at a substantial disadvantage. Seconded by Michelle Ksepka, this motion carried unanimously. At 8:23, Daniel Keeney moved that the board enter into Executive Session, to include Heidi Dimick, Jen Miller Arsenault, Alicia Lyford, and Kalita Lindig, for the consideration of employment of a public official. Seconded by Michelle Ksepka, this motion carried unanimously. At 8:52, the board came out of Executive Session. Daniel Keeney moved that the Board move forward with the employment of John Alberghini and Jo Ann Canning, and to authorize the chair to begin development of employment**

contracts with all deliberate speed. Seconded by Flor Diaz Smith, this motion carried unanimously. He further moved that the Board approve amendments to the letters of employment, as described in executive session, with our acting superintendents to extend until the signing of contracts with interim superintendents or September 30, 2026--whichever is sooner. Seconded by Judy Buchanan, this motion carried unanimously.

15. Adjourn: The board adjourned by consensus at 8:55 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.

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

Washington Central Unified Union
School Board Meeting
10.7.26
6:30-9:15 PM
(In-Person & Virtual)
East Montpelier Elementary School
665 Vincent Flats Rd.
East Montpelier, VT

Present: Superintendent JoAn Canning, Flor Diaz Smith, Patrick Whelley, Ursula Stanley, Elizabeth Brown, Zach Sullivan, Diane Nichols-Fleming, Heidi Dimick, Marty McMahon, Julia Hewitt, Andrew Boye, Daniel Keeney, Michelle Ksepka, Judy Buchanan, Natasha Eckart, Kalita Lindig, Chris McVeigh, Jen Miller-Arsenault, Alicia Lyford, Susanne Gann, Karoline May, Heidi Dimick, Maia Stone, Elijah Hawkes, Lisa LaPlante, Lila Richardson, Allison Fayle, David Delcore, Jodi Emerson, Ainsley Burroughs, Cynthia Gardner-Morse, David Lawrence, Dena Brown, Michael Sherwin, Noah Weinsten, Victoria Capitanelli, Linda Gray, Helen Sullivan, Corinne Cooper, Katie Marshall, Gianna Petito, Alex Jinks, Christine H., Anya Farland, Robert Fitch, Michael Duane, Janel Benoit Conner, Tore Heath, Emilie Connor, Kathleen Bookchin, Ellie Denton, David Hershey, ORCA

1. **<u>Call to Order</u>: Diane Nichols-Fleming called the meeting to order at 6:34 p.m.**

2. **<u>Welcome and Invitation for Community Engagement</u>**
   2.1. Collaborative Conversation: Diane Nichols-Fleming welcomed those present and provided a preview of the activity tonight. Alicia Lyford and Jen Miller-Arsenault facilitated this 90 minute engagement activity to begin the budget development process.

   Debriefing question: What are the possible opportunities and implications for our district?

   Elizabeth Brown: this format was helpful and she appreciated the opportunity to look from different lenses. She would like to find a way to do something similar to this as we dive deeper into the budget process.
   Diane Nichols-Fleming stated that she is committed to doing this as we continue to get more information and more specifics around the budget.
   Helen Sullivan: reminded the board that all decisions must be student centered.
   Christine H.: while focused on next year's budget, would like to be strategically thinking

about ten years down the road. What does high school look like for children who are currently in pre-K? How to be proactive.

General feedback: What worked well? What might we change?
Michael Sherwin: letting the online group participate in tonight's manner was helpful.
Emilie Connor: small groups were helpful; she found that 20 minutes was too short and would like the opportunity to go longer as needed.
Ursula Stanley: appreciated the format tonight with the 20 minute boundaries at each station. Would appreciate a buffer between, and planning for passing time.
Matt: would like to hear more about ways in which we might be able to have an understanding of why some of our budget items are not in line with other neighboring districts. He is hearing concerns from the community, they can't afford to live here.
A community member shared that she had learned about weighted student calculations. Would like to see us plan for the future, as the student population is likely not changing greatly in the future. Would like to make decisions now that will serve us well when our younger students reach high school.
Kathy Bookchin: thanked the board; she feels this is the first time she has a nice clear vision of the budget process, going into the budget development.

Alicia Lyford invited those present to provide feedback about what topics they would like to have addressed during future Collaborative Conversations. She thanked everyone for their participation.

Daniel Keeney invited people to attend the Tuesday 8:30 a.m. Finance Committee meeting where budget parameters will be discussed.

3. Board Operations

3.1. Discussion about Board Budget Parameters:

Diane Nichols-Fleming invited thoughts from board members for the Finance Committee to consider regarding budget parameters. Daniel Keeney shared that last year's budget presentation from November 2025 provides information about previous budget parameters.
Marty McMahon stated that he thinks we should look closely at EQS as a standard for budget parameters.
Natasha Eckart shared that there is not a lot of information about how we can affect things outside of our purview. She spoke about advocating for change at the legislative level, for example health care reform. How can we be advocates for impacting some of these state level budget issues? She shared that some boards around the state have partnered to write joint statements to send to the state legislature.
Patrick Whelley asked to see a level services budget, and if we need to change that, do so with some narrative. But to keep this in mind as we go so that people know what the deltas are.
Chris McVeigh stated that he would like to get some preliminary input from Susanne Gann and leadership, because given what are going to be significant financial cuts, it would be best to have this information up front. That way the board can prioritize our parameters.
Michelle Ksepka stated that the excess spending threshold is something that she has heard from many, and she believes this should be one of the parameters: not exceeding the threshold.

3.2. CVCC Lease:
Legal counsel had reviewed the lease. This had been shared with board members in advance of tonight's meeting. Jody Emerson shared that upon consulting with a realtor, the value of the campus is approximately $100K per acre and standard rent would be 2% of that.
Daniel Keeney asked if there is any process for valuing facilities use.
Jody Emerson stated that there are documents that explain how this has been determined with other facilities; she can share them. She shared that when Career Centers are on a host campus, that host campus sends the most students.
Daniel Keeney asked, is there a first year estimate of how many students would be using the U32 campus? Jody Emerson stated that she does not have that information yet.
Patrick Whelley suggested edit in the document: *U32 High School? U32 High and Middle School? Or simply U32.*
Zach Sullivan suggested an edit regarding the *sidewalk use referring to Montpelier;* he believes that is an error.
Chris McVeigh asked for copies of the last two rounds of building use agreements with Barre. Jody Emerson will provide that.
Diane Nichols-Fleming stated that the board will consider a copy with corrections, if we have a proposal around rent, at a future board meeting.

3.3. November 3 Vote Counting Process:
Diane Nichols-Fleming explained the voting process from the August vote. She explained that at the time she was acting District Clerk; she worked together with Rosie Laquerre to verify the vote. She assured those present that the votes were truly commingled.

The ballot about the lease for the career center will be a "yes" or "no" ballot. There was a question of using a hand count with justices of peace, or use the tabulator which was more time consuming for all present. **Marty McMahon moved to use hand count for that vote. It was seconded by Ursula Stanley.**

Discussion: Patrick Whelley clarified hand counting is the backup plan? If there is a discrepancy, is hand counting still the backup plan? He asked how long the district has been using a tabulator. Diane Nichols-Fleming stated that it has been at least a decade.
Daniel Keeney asked, even when hand counted, they will be commingled? Yes.
Chris McVeigh asked why hand counting is quicker than tabulator. Diane Nichols-Fleming stated that it took almost three hours with the tabulator and she does not think it would take that long to hand count the ballots.
Zach Sullivan stated that his experience with the tabulator was that it was taking a few seconds per ballot. Zach Sullivan asked about risk of error with hand counting. Do we have a sense of how big the risk is? Does it change the threshold at which you would be required to recount?
Flor Diaz Smith expressed concern around the timing, the national election, and the distrust in systems at this time. She feels it is tricky for the people involved in the election to change the system. She suggested that we lean on the system in place, even if it is more time consuming.
Ursula Stanley asked whether there is some independent verification system.
Corinne Stridsberg shared that when ballots are hand counted, two justices of peace count each stack of ballots, and then two other justices of peace count the same stack to verify.
A vote was called. This motion carried, with three votes of "nay." The hand count procedure will be followed.

4. **Executive Session: Personnel**
   Flor Diaz Smith moved to go into Executive Session at 8:46 p.m. and to invite Heidi Dimick. Seconded by Patrick Whelley, this motion carried unanimously.

   At 9:05 p.m., the board came out of Executive Session by consensus.

5. **Proposed Executive Session: Negotiations**
   Daniel Keeney moved that based on the fact that premature public discussion of employee contract negotiations would put the Board, district and taxpayers at substantial disadvantage, the Board move into Executive Session for the discussion of contract negotiations, to include JoAn Canning and Heidi Dimick. Seconded by Andrew Boye, this motion carried unanimously.

   At 9:20 p.m., the board came out of Executive Session by consensus.

   Patrick Whelley moved that the Board approve the ratified Teachers CBA. Seconded by Andrew Boye. A roll call vote was taken. Daniel Keeney and Natasha Eckart abstained from the vote. The following Board members voted in favor (none voted "nay."): Ursula Stanley, Patrick Whelley, Andrew Boye, Kalita Lindig, Michelle Ksepka, Flor Diaz Smith, Zach Sullivan, Chris McVeigh, and Marty McMahon. This motion carried.

6. **Public Comments**
   Time limit strictly enforced, see note (this occurred before Executive Session).
   Diane Nichols-Fleming invited public comment.
   David Lawrence asked whether there will be action after Executive Session. Diane Nichols-Fleming stated that there will likely be action taken after Executive Session but there will be no other business aside from that.

7. **Adjourn:** Ursula Stanley moved to adjourn at 9:20 p.m. Seconded by Michelle Ksepka, this motion carried unanimously.

Respectfully submitted,
Lisa Grace, Board Recording Secretary

Future Board Agenda Items

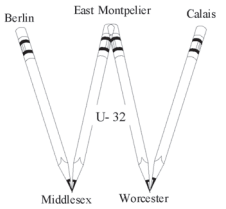
Date of Board Meeting	Agenda Items Suggested	Date Item was discussed
8.5.26	☐ Appoint to merger committee, ☐ CESA, ☐ Technology and student achievement, ☐ Lease agreement, ☐ Report on staff vacancies	
5.20.26	☐ Board Vacancies ☐ Definitive process for student movement between buildings and how to engage community throughout	
4.15.26	☐ Funding differences in Pre-K and criteria/parameters on how to move students between schools ☐ Technology in schools ☐ Voluntary Mergers ☐ Washington central Friends of Education ☐ Community Schools ☐ Board orientation ☐ Career Center discussion regarding U-32 ☐	
3.18.26	☐ Revisiting Public Comments parameters ☐ Board Self Evaluation ☐ Superintendent evaluation ☐ Maximize resources across the district and extending to the district as a whole to meet student needs	
3.11.26	☐ Discussion about added capacity for board communication and from Central Office	

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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Montpelier, VT 05602
Phone (802) 229-0553
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John Alberghini
JoAn Canning
Interim Co-Superintendents



TO: Board of Directors
FROM: Diane Nichols-Fleming, Chair
DATE: October 19, 2026
RE: Possible Agenda Revision and Additional Documents for packet

There will be a request for an agenda revision at Wednesday's meeting. This revision will be to add Board Work Plan review to our Board Operations. In anticipation of this revision to the agenda, please find the Board Work Plan attached. This plan is in the suggested new format that Sashly Felix had created prior to leaving her position.

We will review the format and the activities on the plan if the agenda is revised to provide space for this discussion. I have also included the previous year's work plan. We can compare that work and format and potentially choose which to use moving forward.

I have also attached the Charge to the Superintendent Screening Committee that we adopted on June 29, 2026. This will be reviewed and possibly revised at our meeting on Wednesday. This document should have been included in the original packet. I apologize for not doing that.

Washington Central Unified Union School District Superintendent Search - 2026

Charge to Screening Committee:

The WCUUSD Board of Directors will form and charge a single Screening and Interview Committee to:

- work in collaboration with VSBA consultant Elaine Pinckney
- review candidates,
- review and select questions/ scenarios for the prospective candidates
- select candidates for interview(s),
- interview candidates
- determine finalist(s), and
- recommend finalist(s) to the board, or
- repost the position
- attend training meetings and interviews in person
- participate in finalist visits to WCUUSD - by choice
- participate in visit to finalist(s) current site - if scheduled, and by choice

The board retains hiring authority, and as such appreciates the ambassadorial and representational facets of this committee.

The committee will be comprised of up to eleven members, distributed accordingly:

3 School Board
2 Faculty/ Staff
2 Leadership Team
1 Central Office Team
2 Parents/ Community
1 Student

The work of the Screening Committee will be completed when it provides its recommendation to the Washington Central Unified Union School District board.

Charge adopted by the board on June 29, 2026

Focus Areas	#1: Educational, Academic and Social Emotional Outcomes (Goals #1 and #2 Strategic Plan) #2: Communication and Engagement with the Community (Goal #3 Strategic Plan) #3: Long Term Planning				
	Presentation/Board Learning	**Reports**	**Discussion**	**Action**	**Committees**
August 6 *9:00-3:00* *Retreat* *(Board & Superintendent)* Four Corners Schoolhouse	Education Quality Standards Strategic Plan and Board Goals DQS			Board goals Board Workplan	*August 19 Tues.* Finance *August 20 Wed.* Configuration Budget timeline; year-round budgeting concept
August 20 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Learning/ School Board Member Orientation and Board Handbook Open Meeting Law	Superintendent/COLT Report		Affirm Board Workplan Affirm Superintendent Evaluation Process & Timeline	*September 3 Wed.* Policy Committee *September 3 Wed.* Configuration Comm.
September 3 *6:15 Community Meeting* ***In Person Location:*** *U-32*	With Configuration Committee Governance Considerations for a Merger - WCUUSD and MRPS (Tracy Wrend)				*September 9 Tues.* Finance Committee *September 10 Wed.* Steering Committee *September 11 Thursday* Ed Quality Committee

September 17 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Learning: Act 73 Board Budget Training	Superintendent/COLT Report (Superintendent goals) Community Schools Report PreK Task Force	Budget development timeline & priorities	Approve budget development timeline & priorities Affirm Policy Workplan cycle Appoint Board member Proxy for VSBA Annual Meeting	*October 1 Wed.* Policy Committee *October 15 Wed.* Configuration Comm.
October 8 *6:15 Community Meeting* ***In Person Location:*** *EMES*	Local Presentation: Community Meeting Topic: PreK Recommendations			Negotiations Communication & Engagement Planning Policy	*October 8 Wed.* Steering Committee *October 9 Thurs.* Ed Quality Committee *October 14 Tues.* Finance Committee *October 15 Wed.* Configuration Comm.
October 15 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*		Superintendent/COLT Report (Strategic Plan Update) Principal Report Student Report Career Center Report Community School Report	Review VSBA Resolutions	Policy	*November 5 Wed.* Policy Committee
November 5 *6:15 Community Meetings* ***In Person Location: All Schools***	Configuration Committee: Listening Sessions			Communication & Engagement Planning Policy	*November 11 Tues.* Finance Committee - Quarter 1 Financial Report *November 12 Wed.* Steering Committee *November 13 Thursday* *Ed Quality*

November 19 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Learning: Title I Budget draft #1	Superintendent/COLT Report Principal Report Student Report Career Center Report Community School Report Ed. Quality:Spring Data Report	Board feedback on FY27 budget draft #1 (Board parameters) Send Ballot Memo and ask Configuration Committee to attend.	Policy Send Letters to Select Boards Mailing Ballots.	*December 3 Wed.* Policy Committee
December 3 *6:15 Community Meeting* ***In Person Location:*** *Berlin*	Local Presentation: Community Meeting Topic:				*December 9 Tues.* Finance Committee *December 10 Wed.* Steering Committee *December 11 Thurs.* Ed Quality
December 17 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Budget Presentation	Superintendent/Central Office Report (Equity Indicators Draft) Principal Report Student Report Career Center Report Community School Report Ed Quality - Post-Secondary Report	Board feedback on FY27 budget draft	Policy Status of Mail in Ballots Approve participation in Winooski Valley School Choice Lottery	*January7 Wed.* Policy Committee
January 7 *6:15 Community Meeting* ***In Person Location:***	CVCC Budget presentation - Jody E. Local Presentation: Community Meeting Topic: Budget Input		Review of school board vacancies Budget warning language (including Clerk pay) Annual report format Superintendent	Approve school choice numbers Communication & Engagement Planning	*January 8 Thurs.* Ed Quality *January 13 Tues.* Finance Committee *January 14 Wed.* Steering Committee

Calais			Evaluation: Reflection on goals		
January 21 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Forum Topic Final Budget Presentation	Superintendent/COLT Report (Strategic Plan Update) Principal Report Student Report Career Center Report Community School Report	Budget communication	Final Draft Budget Budget warning language (including Clerk pay) Policy	*February 4 Wed.* Policy Committee
February 4 *6:15 Community Meeting* ***In Person Location:*** *Doty*	Local Presentation: Community Meeting Topic:		Executive Session: Superintendent Evaluation		*February 10 Tues.* Finance Committee *February 11 Wed.* Steering Committee: Superintendent Evaluation *February 12 Thurs.* Ed Quality
February 18 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Learning: Board Self Evaluation	Superintendent/COLT Report Principal Report Student Report Career Center Report Community School Report	Executive Session: Superintendent Evaluation	Policy Accept FY25 Audit report	*March 4 Wed* Policy Committee? (Board will need to reorganize, need to reschedule
March 2 ***Annual Meeting***	Board Budget Presentation				

March 11 **U-32**	Board Reorganization				
March 18 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Presentation of Strategic Plan Updates Board Learning	Superintendent/COLT Report (Strategic Plan Update) Principal Report Student Report Career Center Report Community School Report	Reflect on budget process FY 25 Audit Report		Finance (scheduled for March 10 Tues, Board to reorganize 3/11) Steering March 11 Wed. Ed Quality March 12 Thurs. *April 1 Wed.* Policy Committee
April 1 **5:00-6:00 New Board Members** *6:15 Community Meeting* ***In Person Location:*** ***U-32***	Local Presentation: Community Meeting Topic:		Superintendent Evaluation (Executive Session)	to do: Quarterly checking for Superintendent evaluation need to be agreed on. Climate Survey (work with LMC and Leadership) notes for chair transition from Flor to Diane) Join the LMC meetings first Monday of every month/ Join HJC) Committees:Communications/Policy/ Quality/	*April 8 Wed.* Steering Committee *April 9 Thurs.* Ed Quality Committee *April 14 Tues.* Finance
April 15 *6:15 Business Meeting* ***In Person***	Board Learning	Superintendent/Central Office Report (Quarterly Financial Report,) Principal Report		Policy 25-26 Calendar Approval Last Day of School,	*May 6 Wed.* Policy Committee

Location: *U-32 Rm 128/131*		Student Report Career Center Report Community School Report Ed Quality: SLO Report?		24-25	
May 6 *6:15 Community Meeting* ***In Person Location:*** **EMES**	Local Presentation: Community Meeting Topic:			Communication & Engagement Planning	*May 12 Tues.* Finance Committee *May 13 Wed.* Steering *May 14 Thurs.* Ed Quality
May 20 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Board Learning	Superintendent/COLT Report Principal Report Student Report Career Center Report Community School Report		Policy	*June 3 Wed.* Policy
June 3 *6:15 Community Meeting* ***In Person Location:*** ***Rumney***					*June 9 Tues.* Finance *June 10 Wed.* Steering Committee *June 11 Thurs.* Ed Quality Committee

June ?? *5:00-8:30 pm Board & Administrative Retreat* ***Location: TBD***					
June 17 *6:15 Business Meeting* ***In Person Location:*** *U-32 Rm 128/131*	Presentation	Superintendent/Central Office Report (Annual Drug & Alcohol Education Report (C2); Annual report on professional development plan (B21)) Principal Report Student Report Career Center Report Community School Report Ed Quality: Fall and Winter Report		Policy	

Board Work Plan



Date	Time	Location	Presentation/Learning	Discussion/Action	Meeting Type	Reports	Files
?????	6:15 - 9:15	TBD	CVCC Construction Project		Board Meeting		
Board Retreat			Strategic Plan Update Workplan development		Retreat		
8/19/2026	5:00 - 6:00	U-32			Ed Quality Committee		U-32 PCB Reports
8/19/2026	6:15 - 9:15	U-32	Budget Training: EQS and Centralized Services	Affirm Board Workplan Affirm Superintendent Evaluation and timeline	Board Meeting	Superintendent/COLT Report	
9/2/2026	5:00 - 6:00	U-32	Student Monitoring Reports	Revised Making Meeting Protocol, Approve Board Report (Winter 25/26)	Ed Quality Committee		Ed Quality Workplan
9/2/2026	6:15 - 9:15	U-32	Budget Training: CESA and School-based allocation and		Board Meeting		
9/8/2026	8:30-9:30	virtual			Finance Committee		Finance Workplan
9/16/2026	4:45 - 6:15	U-32			Policy Committee		Policy Timeline
9/16/2026	6:15 - 9:15	U-32		Approve Budget Development Timeline Affirm Policy Work Plan Appoint Board Member Proxy for VSBA Annual Meeting	Board Meeting	Superintendent/COLT Community Schools	
10/7/2026	8:30-9:30	virtual			Steering Committee		
10/7/2026	5:00 - 6:00	EMES	Student Monitoring Reports	Revised Making Meaning Protocol	Ed Quality Committee		Ed Quality Workplan
10/7/2026	6:15 - 9:15	EMES	Communty Meeting		Board Meeting	Principals Student	
10/13/2026	8:30-9:30	virtual			Finance Committee		Finance Workplan
10/21/2026	4:45 - 6:15	U-32			Policy Committee		Policy Timeline
10/21/2026	6:15 - 9:15	U-32		Policy Approvals	Board Meeting	Superintendent/COLT Career Center Community Schools	
11/4/2026	8:30-9:30	virtual			Steering Committee		
11/4/2026	5:00 - 6:00	Doty	Post Secondary Outsomes	Report to the Board	Ed Quality Committee		Ed Quality Workplan
11/4/2026	6:15 - 9:15	Doty	Community Meeting	Budget Draft #1	Board Meeting	Ed Quality Spring Data Report	
11/10/2026	8:30-9:30	virtual			Finance Committee		Finance Workplan
11/18/2026	4:45 - 6:15	U-32			Policy Committee	Principal Student	Policy Timeline
11/18/2026	6:15 - 9:15	U-32		Policy Approvals Send Letters to Select Boards to Approve Mailing Ballots	Board Meeting	Superintendent/COLT Career Center Community Schools	
12/2/2026	8:30-9:30	virtual			Steering Committee		

Board Work Plan



Date	Time	Location	Presentation/Learning	Discussion/Action	Meeting Type	Reports	Files
12/2/2026	5:00 - 6:00	Berlin		Approve Report to Board	Ed Quality Committee		Ed Quality Workplan
12/2/2026	6:15 - 9:15	Berlin	Community Meeting		Board Meeting	Principal Student	
12/8/2026	8:30-9:30	virtual			Finance Committee		Finance Workplan
12/16/2026	4:45 - 6:15	U-32			Policy Committee		Policy Timeline
12/16/2026	6:15 - 9:15	U-32		Policy Approvals Status of Mailing Ballots Approve participation in Winooski Valley School Choice Lottery	Board Meeting	Superintendent/COLT Career Center Community Schools	
1/6/2027	8:30-9:30	virtual			Steering Committee		
1/6/2027	5:00 - 6:00	Calais	Revised Making Meaning Protocol		Ed Quality Committee		Ed Quality Workplan
1/6/2027	6:15 - 9:15	Calais	Community Meeting	Mid Year Goal Review	Board Meeting	Principal Student	
1/12/2027	8:30-9:30	virtual			Finance Committee		Finance Workplan
1/20/2027	4:45 - 6:15	U-32			Policy Committee		Policy Timeline
1/20/2027	6:15 - 9:15	U-32		Final Draft Budget Budget Warning Language Policy Approval	Board Meeting	Superintendent/COLT Career Center Community Schools	
2/3/2027	8:30-9:30	virtual			Steering Committee		
2/3/2027	5:00 - 6:00	Rumney			Ed Quality Committee		Ed Quality Workplan
2/3/2027	6:15 - 9:15	Rumney	Community Meeting	Executive Session: Superintendent Evaluation	Board Meeting	Principal Student	
2/9/2027	8:30-9:30	virtual			Finance Committee		
2/17/2027	4:45 - 6:15	U-32			Policy Committee		Policy Timeline
2/17/2027	6:15 - 9:15	U-32	Board Self Evaluation	Executive Session: Superintendent Evaluation	Board Meeting	ED Quality SLOs Superintendent/COLT Community Schools Career Center Report	
3/3/2027	8:30-9:30	virtual			Steering Committee		
3/1/2027	6:15 - 9:15	U-32	**Annual Meeting**		Board Meeting		
3/17/2027	4:45 - 6:15	U-32	Board will have to reorganize before this meeting can happen		Policy Committee		Policy Timeline

Board Work Plan



Date	Time	Location	Presentation/Learning	Discussion/Action	Meeting Type	Reports	Files
3/17/2027	6:15 - 9:15	U-32	**Board Reorganization< Board Memeber Orientation/Board Handbook, Open Meeting Law**	Committee Selection	Board Meeting		
4/7/2027	8:30-9:30	virtual			Steering Committee		
4/7/2027	5:00 - 6:00	EMES	Student Monitoring Report	Review Report to full Board/Committee Goals for FY28	Ed Quality Committee		Ed Quality Workplan
4/7/2027	6:15 - 9:15	EMES	Community Meeting	Executive Session: Superintendent Evaluation / Board Goals	Board Meeting	Principal Student	
4/13/2027	8:30-9:30	virtual			Finance Committee		Finance Workplan
4/21/2027	4:45 - 6:15	U-32			Policy Committee		Policy Timeline
4/21/2027	6:15 - 9:15	U-32		Policy approvals, 27-28 School Calendar Approval, Last day of school 26-27	Board Meeting	Superintendent/COLT Career Center Community Schools	
5/5/2027	8:30-9:30	virtual			Steering Committee		
5/5/2027	5:00 - 6:00	Doty	Student Monitoring Report	Review Report to full Board/Committee Goals for FY28	Ed Quality Committee		Ed Quality Workplan
5/5/2027	6:15 - 9:15	Doty	Community Meeting		Board Meeting	Principal Student	
5/11/2027	8:30-9:30	virtual			Finance Committee		Finance Workplan
5/19/2027	4:45 - 6:15	U-32			Policy Committee		Policy Timeline
5/19/2027	6:15 - 9:15	U-32			Board Meeting	Superintendent/COLT Career Center Community Schools	
6/2/2027	8:30-9:30	virtual			Steering Committee		
6/2/2026	5:00 - 6:00	Berlin	CIP Review	Reflections, Set new goals/work plan	Ed Quality Committee		Ed Quality Workplan
6/2/2026	6:15 - 9:15	Berlin	Community meeting		Board Meeting	Principal Student	
6/8/2027	8:30-9:30	virtual			Finance Committee		Finance Workplan
6/16/2026	4:45 - 6:15	U-32			Policy Committee		Policy Timeline
6/16/2026	6:15 - 9:15	U-32			Board Meeting	Superintendent/COLT Career Center Community Schools	