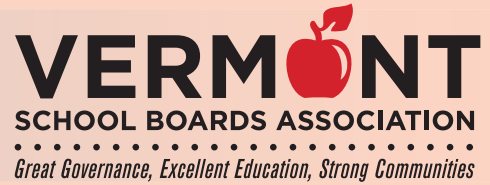


802.223.3580
www.vtvsba.org



Annual Business Meeting

October 20, 2022

Statement of VISION:

The Vermont School Boards Association envisions a state where every student has access to and is engaged in a world-class public education, where local boards provide student-focused oversight of education systems, and where educators, families, and communities are engaged partners, ensuring that the futures of all Vermont children are driven by their aspirations, not bound by their circumstances.

Statement of MISSION:

The VSBA exists to achieve our vision for public education by supporting all school boards to serve as effective trustees for education on behalf of their communities and by providing a strong collective voice toward enhancing the cause of public education in Vermont.

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VSBA Business Meeting AGENDA

- I. Call to order
- II. Approval of the 2021 Minutes (Action)
- III. President's Report (Accept)
- IV. Executive Director's Report (Accept)
- V. Treasurer's Report (Accept)
- VI. Bylaws Committee Report (Action)
- VII. Resolutions Committee Report (Action)
- VII. Other Business
- IX. Adjournment (Action)

2022-2023 VSBA BOARD

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VACANCY

Western Chittenden

VSBA 2021 MINUTES

Minutes – VSBA Business Meeting
Virtual Meeting via Zoom Webinar
November 4, 2021

Voting Delegates: Mark Koenig, Addison Northwest SD; Sonya Spaulding, Barre UUSD; Jim Salsgiver, Bennington-Rutland SU; Martine Gulick, Burlington SD; Mark Clough, Caledonia Central SU; Angela Arsenault, Champlain Valley SD; Andre Roy, Essex Westford SD; Michael Inners, Grand Isle SU; Eric Montbriand, Greater Rutland County SU; Russell North, Hartford; James Peyton, Kingdom East SD, Adrienne Raymond, Mill River UUSD; Rick Dooley, Milton SD; Donald Collins, Missisquoi Valley SD; Dave Sharpe, Mt Abraham UHS; Tom Cheney, Mt Mansfield UUSD; Bob Flint, River Valley Technical Center; Ann Dages, Rutland City; Bridget Burkhardt, South Burlington SD; Leon Johnson, Southwest Regional Tech Ctr; Richard Frantz, Southwest Vermont SU; Marc Schaubert, Windham Central SU; Amy McMullen, Windsor Southeast SU; Lisa Christie, Norwich SD; Jacquelin Christie, SAU 70; Ursula Stanley, Washington Central UUSD; Angela Colbeth, Orange East SU; William Mathis, Rutland Northeast SU; Kerry Amidon, Windham Southeast SU; Jack McCarthy, Maple Run, Tara Sweet, Franklin West SU.

Others in attendance: Sue Ceglowski, Sandra Cameron, Susan Holson, Kerri Lamb, Neil Odell, Kim Gleason, Flor Diaz-Smith, David Chandler, Brenda Hummel, Clare Wool, Danielle Corti, Elizabeth Burrows, Garrett Palm, Kevin Campbell.

29 voting delegates (60% = 18 needed to pass a resolution)

I. CALL TO ORDER

Neil Odell called the VSBA Business Meeting to order at 6:46pm.

II. MINUTES

1. Leon Johnson, Southwest Regional Tech Ctr moved to approve the minutes of the 2020 annual meeting
2. Andree Roy , Essex Westford SD seconded the motion
3. Motion passed unanimously

III. PRESIDENT'S REPORT

1. Angela Arsenault, Champlain Valley SD moved to accept the President's Report.
2. Second: Tara Sweet, Franklin West SU
3. Motion passed unanimously

IV. EXECUTIVE DIRECTOR'S REPORT

1. Andre Roy, Essex Westford SD moved to accept the Executive Director's Report.
2. Second: Amy McMullen, Windsor SE
3. Motion passed unanimously

V. TREASURER'S REPORT

1. Marc Shauber, Windham Central SU moved to accept the Treasurer's Report.
2. Second: Leon Johnson, Southwest Regional Tech Ctr
3. Motion passed unanimously

VI. BYLAWS REPORT

1. Dave Sharpe, Mt Abraham UHS moved to adopt the Bylaws changes recommended by the VSBA Board as set forth in the Bylaws Report in the meeting packet.
2. Second: Andre Roy, Essex Westford SD
3. Motion passed [27 yes, 0 no, 2 abstained]

VII. RESOLUTIONS

- A. Resolution 1 from Addison Northwest SD: BE IT RESOLVED: The VSBA uses its influence to support district business and finance managers, Superintendents, and school boards by advocating to the legislature and Agency of Education that any and all current plans for a single state-wide accounting software system be abandoned.
 1. BOARD RECOMMENDATION: PASS as a regular resolution
 2. Motion to adopt Resolution 1 as a regular resolution by Andre Roy, EWSD
 3. Second: Leon Johnson, Southwest Regional Tech Ctr
 4. Discussion ensued.
 - a. Adrienne Raymond, Mill River UUSD motioned to change the word "a" to the word "the" amending the proposed resolution to read: The VSBA uses its influence to support district business and finance managers, Superintendents, and school boards by advocating to the legislature and Agency of Education that any and all current plans for THE single state-wide accounting software system be abandoned.
 - b. Second: Leon Johnson, Southwest Regional Tech Ctr
 5. Motion to amend the resolution passed [27 yes, 2 no]
 6. No discussion of the motion as amended
 7. Motion passing resolution as amended: passed [27, 2 no]
- B. Resolution 2 from Addison Northwest SU: BE IT RESOLVED: the Vermont School Boards Association requests the General Assembly guarantee, through law, that all public and independent schools receiving public funds adopt and exercise, equal and equitable opportunities in admissions, programs and practices in order to operate in the state of Vermont, and That the state invigorate the moribund school approval processes for public and independent schools to assure operational, financial, and educational accountability and excellence.
 1. BOARD RECOMMENDATION: PASS as a continuing resolution
 2. Motion to adopt Resolution 2 as a continuing resolution by Michael Inners, Grand Isle SU
 3. Second: Don Collins, Missisquoi Valley SD
 4. Motion passed [25 yes, 1 no]

- C. Resolution 3 from Burlington + 8 boards: BE IT RESOLVED: Vermont School Boards Association fully supports the findings as presented in the Pupil Weighting Factors Report dated December 24, 2019. And furthermore, the Vermont School Boards Association requests the Vermont Legislature to thoughtfully and expeditiously establish an implementation plan for the Report's recommendations.
1. BOARD RECOMMENDATION: PASS as a regular resolution
 2. Motion to adopt Resolution 3 as a regular resolution by Marc Shauber, Windham Central SU
 3. Second: Jim Peyton, Kingdom East SD
 4. Discussion ensued
 5. Motion passed [22 yes, 5 no, 1 abstention]
- D. Resolution 4 from VSBA Resolutions Committee. Edit to Section II, Subsection L. Independent School, Prekindergarten and Afterschool Funding. Edits can be found in the handout.
1. BOARD RECOMMENDATION: PASS as a continuing resolution
 2. Motion to adopt Resolution 4 as a continuing resolution by Don Collins, Missisquoi Valley SD
 3. Second: Adrienne Raymond, Mill River UUSD
 4. Motion passed [25 yes, 1 no, 1 abstention]
- E. Resolution 5 from VSBA Resolutions Committee: Edits to Section III, Subsection I: Equity and Anti-Racism. Edits can be found in the handout.
1. BOARD RECOMMENDATION: PASS as a continuing resolution
 2. Motion to support board's recommendation by Leon Johnson, Southwest Regional Tech Ctr
 3. Second: Tom Cheney, Mt. Mansfield UUSD
 4. Motion passed [25 yes, 1 no, 1 abstention]
- F. Resolution 6 from VSBA Resolutions Committee: Edits to Section I, Subsection J: Appointments to Unified Boards. Edits can be found in the handout:
1. BOARD RECOMMENDATION: PASS as a continuing resolution
 2. Motion to support board's recommendation by Michael Inners, Grand Isle SU
 3. Second: Adrienne Raymond, Mill River UUSD
 4. Discussion ensued
 5. Motion passed [22 yes, 3 no, 2 abstentions]

Recategorizing Existing Resolutions

1. Motion to adopt changes as proposed by Marc Shauber
2. Second: Don Collins, Missisquoi Valley SD
3. Discussion ensued
4. Michael Inners motion to change status of II.F. as a continuing resolution
5. Second by Leon Johnson, Southwest Regional Tech Ctr
6. Discussion of amendment ensued
7. Vote to reclassify II.F. as a continuing resolution [2 yes, 22 no, 3 abstention]; amendment does not pass
8. Vote to approve proposed changes as presented this evening. Motion passed [25 yes, 0 no, 1 abstention]

VIII. OTHER BUSINESS

Neil Odell thanked Susan Holson for her contributions to VSBA as the Director of Education Services and wished her a happy retirement.

IX. ADJOURN

- A. Jim Peyton, Kingdom East SD moved to adjourn at 8:46pm
- B. Second: Dave Sharpe, Mt Abraham UHS

VSBA PRESIDENT

TO: VSBA Membership
FROM: Neil Odell
DATE: October 2022

To prepare to author this year's annual report I reviewed the work that the VSBA has done over the past year. That process reminded me of just how much our small little organization accomplishes each year. It's truly incredible what a staff of just 4 folks can get done over the course of 12 months, supporting boards and board members throughout Vermont. Here's a sampling of what we've accomplished over the preceding twelve months.

We continued to build on our equity work from last year. Through a generous donation from the Vermont Community Foundation we were able to offer several equity mini-grants to school districts throughout the state. In total, 15 school districts were awarded mini-grants covering projects such as a Juneteenth event, a collaboration with the Abenaki Arts and Education Center, the creation of affinity groups and a school cultural fair. A second set of mini-grants will be awarded this fall. In addition to the equity grants we partnered with Outright VT for a three session webinar series on creating LGBTQ inclusive school environments. The sessions were well attended and informative.

In March we welcomed Phil Gore to the VSBA as our new Director of Board Services. Phil has nearly 15 years of experience working in school board development and related school boards association services. Phil has hit the ground running, putting in many miles visiting and working with school boards all over the state. Phil's voice and experience was also very helpful to the VSBA board as we updated our Strategic Plan this year. Board members met in-person in the spring and began work to update the mission and vision of the organization. The result of this effort, which included feedback we received from all of you, are included in the updated by-laws which will be approved by membership at the annual meeting.

We participated in yet another action-packed Legislative session. Despite pledges from legislative leaders that they would limit education initiatives, this last session kept us on our toes. The VSBA provided input and testimony on a number of issues such as student weighting, PCBs, school meals, the teacher pension system and school mascots. We kept all of you informed through our weekly legislative blog and also provided an end-of-session report that included details on all of the education items that were enacted into law.

The VSBA also remained a go-to resource for various governance and education matters. VSBA board members served on numerous committees and taskforces including the Advisory Council on Literacy, the Act 1 Education Quality Standards working group and the Taskforce for School District Governance Standards. The VSBA Board also provided feedback to the Employer Commissioners as they negotiated the second agreement on statewide school employee healthcare benefits, and appointed new members to the Vermont Education Health Initiative (VEHI) board of directors.

One of the most-used services of the VSBA continues to be our model policy manual. Over this past year we provided numerous new and revised model policies made necessary by changing requirements and new statutes enacted by the Vermont Legislature . All of our model policies go through an extensive review process including vetting by education law attorneys and evaluation by the Vermont School Boards Insurance Trust (VSBIT). All of this work helps to defray time and costs for local school boards so that you can spend more time on important local issues.

We expanded on our training efforts this year with monthly webinars covering topics ranging from Roberts Rules of Order to Strategic Planning to Successful Communication Strategies. If you missed any of these sessions, all of the webinars are cataloged on our website and are a great resource for both new and experienced board members. We also hosted board chair and superintendent training sessions to make it easier for board chairs to remain compliant with Vermont's mandatory training requirements. On top of these general offerings the VSBA provided direct training to many boards during the year. If your board could benefit from some individual training please don't hesitate to reach out, we'd be happy to assist.

In closing, I would like to extend a heartfelt welcome to our newest VSBA board members who were just elected at our regional meetings. I look forward to working with you. To all of our members I hope that your schools and your boards are doing well. Please feel free to reach out to me at any time.

Sincerely,
Neil



Neil Odell
President, VSBA

VSBA EXECUTIVE DIRECTOR

TO: VERMONT SCHOOL BOARDS ASSOCIATION MEMBERS
FROM: SUE CEGLOWSKI, EXECUTIVE DIRECTOR
DATE: OCTOBER 2022

INTRODUCTION

This is my third report as Executive Director of the VSBA. It's an honor to serve in this position, supporting Vermont's school boards. I truly value the work we do together on behalf of public education in Vermont and I look forward to continuing that partnership in the coming year. Thank you for your dedication to Vermont's students during the past three very challenging years.

THE VSBA TEAM

VSBA's team is dedicated to supporting you by providing the information and tools school boards need in these rapidly evolving times. I am fortunate to be a part of this team of talented and dedicated professionals.

Sandra Cameron - Associate Executive Director (*she/her*)

Sandra joined the VSBA staff in December of 2019 as the Director of Public Policy and became the Associate Executive Director this year. Her primary roles at the Association are overseeing legislative work and serving on legislative committees, leading equity initiatives, updating the model policy manual, staffing the resolutions committee, and providing policy guidance to board members and administrators. Her experience as an early childhood special educator and administrator provides a solid background for analyzing public policy initiatives and proposals. Additionally, Sandra developed a student internship this summer and co-facilitated the VSBA's strategic planning process this year.

Phil Gore – Director of Board Services (*he/him*)

Phil joined the VSBA staff in March of 2022 as the Director of Board Services. He has 15 years of experience working in school board development and related school boards association services. A former Seattle area school board member, Phil has worked for the Texas and Washington school boards associations as well as National School Boards Association. He is a nationally recognized keynote speaker and researcher on school governance. Phil is the co-editor of *Improving School Board Effectiveness: A Balanced Governance Approach*, a book published by Harvard Education Press. His primary roles

at the VSBA are facilitating school board learning and development and providing boards with services such as self-assessment, strategic planning, superintendent evaluations and superintendent searches. In addition to helping boards with strategic planning, Phil co-facilitated the VSBA's strategic planning process this year.

Kerri Lamb – Director of Operations (*she/her*)

Kerri has been with the Association since 2001 and fulfills several critical roles for the association, including business operations, communications, event planning, personnel processes, and member services. She is instrumental in keeping VSBA running smoothly and efficiently.

The VSBA's most important task is to help you, our members, perform your duties effectively. We encourage you to use our services. You can find a complete description on the VSBA website. The following summary is intended to provide members with an understanding of the critical pieces of work accomplished during 2021-2022.

THE VSBA

Incorporated in 1961, the VSBA is a 501(c)(3) non-profit organization. The articles of incorporation state that the organization was established for the following purposes:

- To promote and stimulate interest in education
- To cooperate with other organized educational groups
- To assist school directors in promoting better educational opportunities for the children of Vermont

The vision and mission of the organization are in the association's bylaws. This year, the VSBA Board participated in a strategic planning process, creating a new vision and mission for membership's consideration at the annual meeting:

Draft Vision: The VSBA is the trusted leadership organization advancing the essential work of Vermont school boards so that each and every student is supported in their educational journey.

Draft Mission: Develop and provide systems and resources that support school boards and their members, informed through inclusive community engagement.

The VSBA is governed by a board of directors, consisting of 24 members: a president, immediate past president and 22 regional representatives – 2 representatives elected from each of 11 regions. The President is elected from among active board members at the August meeting of each year, to serve a term from November 1 to October 31 of the following year. This August, the VSBA board re-elected Neil Odell of Norwich to serve as President of the Association.

PUBLIC POLICY

The VSBA serves as the collective voice of school board members in the legislature and with administration officials, including the Agency of Education and the State Board of Education. We also serve as the staff for the Vermont Education Legislative Coalition, a partnership of the Vermont School Boards Association, the Vermont Superintendents Association, the Vermont Principals' Association, the Vermont Council of Special Education Administrators, Vermont School Boards Insurance Trust, the Vermont Association of School Business Officials, and the Vermont Curriculum Leaders Association. Working with these partner organizations, we ensure robust coverage of the legislative session and the production of the Legislative Blog and the Legislative Reports.

Legislative issues of primary interest to school board members this year included new and updated pupil weighting factors, funding for PCB testing, assessment, remediation, and removal in schools, universal school meals, nondiscriminatory school branding, mental health and well-being services to students and educators, federal relief funds, Vermont pension funds, and a rewrite of chapter 11 of title 16 covering the exploration, formation, and organization of union school districts and unified union school districts. The 2022 Education Legislative Reports provide a full recap of the legislative session, which lasted January through May 12, 2022.

Act 127 of 2022 requires each Vermont school district to meet school district quality standards adopted by rule of the Agency of Education. The quality standards will cover the business, facilities management, and governance practices of school districts. The Agency will begin the rulemaking process this winter.

Education Secretary French invited the VSBA to lead the initial draft in the development of proposed governance standards. The VSBA convened a task force of eleven school board members (one from each of the VSBA's regions) to develop proposed governance standards. The Task Force met four times and will complete its work in October. Feedback received at VSBA's regional meetings and through surveys have informed the task force's development of the proposed governance standards. Special thanks to the task force members for their commitment and time. The VSBA Board will consider the recommendations of the task force at its November meeting and forward proposed governance standards to Secretary French thereafter.

BOARD DEVELOPMENT

A major function of the VSBA is to provide orientation and professional development for board members to help them be as successful as possible in their role. Phil Gore leads us in organizing and delivering these services, and all staff are engaged in this core service.

This past year, we continued our monthly webinars, with a few more added. We held webinars for new members, continuing members, and joint webinars for board chairs and superintendents. Topics included effective meeting management, Policy Governance™, Strategic Planning, Robert's Rules of Order, and Effective Communication Strategies. Recent updates of The Essential Work of Vermont School Boards help ensure our content is timely and relevant with expanded sections on Educational Equity and Community Engagement.

Over the summer, we had increased demand for facilitating board retreats and assisting with areas such as operating protocols, goal setting, strategic planning, and superintendent evaluation. VSBA's expertise and member interest has helped make good governance a priority among Vermont school boards. Bringing in relevant and current research to examine and reinforce effective board practices, many school systems are benefiting from VSBA's guidance and ongoing support.

The Secretary of Education asking the VSBA to lead efforts in creating draft governance standards illustrates the respect the state has for our collective work. A work in progress, our support to assist school boards in improving in the research-informed standards, is already showing promise. Discussion and learning in our recent regional meetings, in-district board workshops, and during the Annual Conference demonstrate a willingness among our membership to engage in deeper work and help their peers do the same.

COMMUNICATIONS

Over the past year, VSBA communications have continued to be a priority. The overall approach to member communications is as follows:

- VSBA Weekly Updates – weekly communications on pertinent topics via email
- Postcards – targeted mailings to members regarding board development offerings
- Legislative Alerts - electronic alerts on legislative issues requiring immediate action
- Legislative Blog - regular updates on legislative action during the legislative session
- Legislative Reports - summaries of legislative action, published at the beginning, middle, and end of the legislative session
- From the Boardroom - a newsletter published two times yearly with information on topics of broad interest to board members
- Social Media Updates – posting items of interest to school board members on Facebook (Vermont School Boards Association) and Twitter (@vtvsba)

LEGAL AND POLICY SERVICES

Although we do not provide formal legal counsel, we provide guidance and information which can help point districts in the right direction and avoid the need for extensive legal expenses.

The Vermont Education Policy Service - a joint service of the VSBA and VSBIT - continues to provide updated model policies for all members. The VSBA office has answered countless policy questions and has provided direct consultation to boards seeking to update their policies. Recently, the VSBA collaborated with the Agency of Education to issue a new model policy to address Non-Discriminatory School Mascots and Branding. The VSBA also developed a new model policy on the Mitigation of Communicable Disease and a new model policy on Section 504 and ADA Grievance Protocol for Students and Staff. We are engaged in the ongoing process of reviewing and updating the model policy manual and are in the process of conducting one supervisory union policy manual review. For more information about these and other policy services, visit VSBA's model policy webpage and/or contact Sandra Cameron.

This year, a substantial number of requests for legal guidance and information have related to public comment periods, disruption of public meetings, committee requirements, Open Meeting Law, Public Records Act, elections, and the legal process for policy adoption.

VSBA SUPERINTENDENT EVALUATION SERVICE

The VSBA superintendent evaluation tool has been designed to reflect best practice, which is to use a rubric to determine levels of performance for the superintendent. The rubric was built on a common set of leadership expectations that are tied to professional standards and indicators. Each section of the rubric contains clear indicators with specific criteria to rate each performance level. The levels are scored on a scale of highly effective, effective, developing, and ineffective. The rubric evaluates superintendent performance in the following areas:

- Board and Superintendent Relationship
- Policy
- Business and Finance
- Community Relations
- Faculty & Staff Relationships
- Instructional Leadership

The tool can be customized with input from the school board and provides for the evaluation of 3-5 district-specific annual goals that have been identified by the superintendent and board. The VSBA assisted six supervisory unions/supervisory districts with superintendent evaluations this year.

VSBA SUPERINTENDENT SEARCH SERVICE

Perhaps the most important decision a board makes is to hire a qualified superintendent to lead and manage education throughout the Supervisory Union/District. VSBA offers its Superintendent Search Service for member districts that are experiencing transition at the highest administrative level to assist in finding the right leader for them. Working with school boards, the service assists with the formation of a screening committee, job posting, candidate evaluation, interviewing, and introducing final candidates to community stakeholder groups.

EQUITY AND INCLUSIVITY

We have exciting work happening in the equity arena. On the internal side, the VSBA staff is embarking on six months of coaching with a Diversity, Equity, Inclusion and Belonging specialist, funded by the Vermont Community Foundation grant. This work will include individual self assessments, personalized goals and coaching calls as well as monthly small group coaching for the whole staff.

Additionally, we are working with the Vermont Superintendents Association (VSA) and the Vermont Principals' Association (VPA) on monthly equity "problems of practice." This facilitated process involves our associations taking turns in presenting an equity issue related to our work, examining it through an equity lens, and receiving feedback from the other associations about possible ways to make improvements, with the goal of continual improvement.

On the external side, we are engaging the Arizona School Boards Association (ASBA) to provide in person training on their Leading for Equity resources for a group of 20+ stakeholders on November 7 and 8. This group of stakeholders will advise us on the adaptation of the Leading for Equity resources to Vermont. A smaller group will attend a third day of virtual training on November 18 and will become licensed to use the ASBA materials. Following this, ASBA will work with VSBA to customize materials to Vermont so that the VSBA will have resources to support Vermont school boards in leading for equity.

We are grateful that the Vermont Community Foundation has provided grant funds to support VSBA's equity work with our partners VSA and VPA over the past year. The grant allowed us to provide timely, expert consultation and resources for school board chairs facing challenges in leading more equitable and inclusive education communities. Additionally, we were able to provide fifteen equity mini-grants to school projects throughout the state and five equity mini-grants to support school boards in their work toward more equitable, anti-racist and inclusive communities.

VSBA DUES

The VSBA is a membership organization, with about half of the Association's revenue coming from dues paid by member districts.

In 2016, VSBA members approved the following dues formula:

1. Dues will be assessed by supervisory union/district, which means the technical definition of "member" will change from a "board of education" to a "supervisory union or supervisory district board."
2. Dues assessed to member supervisory unions/districts shall be calculated as follows:
 - a. 50% of the total amount to be raised by dues will be assessed equally across all member supervisory unions and/or supervisory districts.
 - b. 50% will be assessed based on the Average Daily Membership (ADM) within the member supervisory union/district.

Any increase or decrease in aggregate dues per supervisory union/district resulting from this change was spread out over three fiscal years. Fiscal year 2020 was the final year of the transition to the new dues structure.

In 2021, VSBA members approved the following language in the Bylaws related to dues:

On an annual basis, the VSBA Board of Directors will determine the amount of revenue to be raised by dues. The VSBA believes that it is important to manage the organization's finances in a manner that minimizes the financial burden on its membership. To that end, the VSBA intends to hold dues increases, over time, to a rate not exceeding the rate of increase in education spending in Vermont. Individual years can vary significantly

in terms of statewide education spending growth and of the needs of the membership for services from the VSBA. Therefore, to measure success against this goal, the VSBA will annually compare the cumulative growth in dues with the cumulative growth in education spending over the prior three fiscal years, and report such comparison to the membership with each year's proposed budget.

The comparison of the cumulative growth in dues with the cumulative growth in education spending over the prior three fiscal years is set forth on page 17 of this report. There was no increase in the total amount of dues raised during fiscal years 2018-2021. In fiscal year 2022, the total amount of dues raised was 1.3% higher than the previous four fiscal years. The total amount of dues to be raised in fiscal year 2023 is 5% higher than the dues received in fiscal year 2022. As indicated in the table on page 17 of this report, the cumulative growth in dues over the prior three fiscal years is 6.3% compared to a cumulative growth in education spending over the same time period of 10.1%.

PRIORITIES FOR THE COMING YEAR

As we look to the coming year, our priorities include the following:

- Advocate for a strong and dynamic public education system
- Provide school boards with systems and resources to lead for educational equity
- Contribute input to the Agency of Education on the school district quality standards regarding the business, facilities management, and governance practices of school districts
- Supply school boards with systems and resources to support their adoption of governance priorities, protocols and processes as described in the school district quality standards on governance practices

Thank you to all Vermont school board members for your dedication. Your steadfastness, your focus on students and your willingness to engage the community on complex issues highlight the important role school boards play in Vermont's education system. What you do makes a difference!

Respectfully submitted,



Sue Ceglowski (she/her)
Executive Director

VSBA FINANCES

Based on the following Profit/Loss & Budget Report and Balance Sheets provided to the VSBA Board of Directors and members, I would like to make the following comments:

Overall, the financial status of the VSBA is sound. As of 6/30/22 the VSBA carries a cash balance of \$550,672, and experienced a net income of \$53,228.

The following notes are intended to explain any line item with a significant variance from budget to actual, and offer additional information on the FY23 budgeted line items.

Jim Salsgiver
VSBA Treasurer

INCOME

- 1. Annual Conference** – We plan to have the annual conference live in FY23 but given recent history we decided to budget half way in the middle of a live conference and a virtual one.
- 2. Contract Database** – We no longer charge the annual subscription rate to member boards, however there are a couple of negotiation lawyers that will continue to pay for it. They chose not to use the database this year.
- 3. Dues** – This budget is based on a 5% increase. The bylaws breakdown of the dues can be found on the next page.
- 4. VSBA Searches** – We are budgeting for 2 searches.

EXPENSES

- 1. Benefits** – Increasing contribution to staff 403(b) from 5% to 10% to stay competitive with other education associations. Staff changes affected health benefit costs.
- 2. Contract Database** – Expecting to request some updates to the contract database.
- 3. NSBA Delegate Expense** – Anticipating more travel coming out of COVID. Travel costs have increased.
- 4. Staff Travel & Development** - Anticipating more travel coming out of COVID. Travel costs have increased.

VSBA Dues vs. Ed Spending & 3 year Cumulative Growth

	VSBA Dues	3 yr cumulative growth	Ed Spending	3 yr cumulative growth
FY17	1.00%		1.40%	
FY18	0.00%		3.40%	
FY19	0.00%		1.70%	
FY20	0.00%	0.00%	4.00%	9.10%
FY21	0.00%	0.00%	3.90%	9.60%
FY22	1.30%	1.30%	1.00%	8.90%
FY23	5.00%	6.30%	5.20%	10.10%

**VSBA Bylaws
ARTICLE IV. DUES**

Membership dues shall be assessed annually according to the following process:
Supervisory unions and supervisory districts shall be the entities upon which the VSBA calculates and assesses dues, unless the member is a private school.

On an annual basis, the VSBA Board of Directors will determine the amount of revenue to be raised by dues. The VSBA believes that it is important to manage the organization’s finances in a manner that minimizes the financial burden on its membership. To that end, the VSBA intends to hold dues increases, over time, to a rate not exceeding the rate of increase in education spending in Vermont. Individual years can vary significantly in terms of statewide education spending growth and of the needs of the membership for services from the VSBA. Therefore, to measure success against this goal, the VSBA will annually compare the cumulative growth in dues with the cumulative growth in education spending over the prior three fiscal years, and report such comparison to the membership with each year’s proposed budget.

Dues assessed to members shall be calculated as follows:

- 50% of the total amount to be raised by dues will be assessed equally across all member supervisory unions and/or supervisory districts.
- 50% will be assessed based on the Average Daily Membership (ADM) within the member supervisory union/district.

Prior to the annual meeting each year, the Executive Director shall estimate the projected revenue needed from member dues for the VSBA in the subsequent year, and shall make a recommendation to the Board of Directors regarding the amount by which the dues should be adjusted for the subsequent year.

The Executive Director shall thereafter prepare a report regarding such estimate, including an explanation of budgetary needs of the VSBA, and shall distribute the report to the membership of the VSBA at the annual meeting.

Any other changes to dues assessments and calculations shall be approved in advance by the membership at the annual meeting of the VSBA. Dues are payable by September 1.

Profit/Loss & Budget Report Income

	FY22		FY23
	Actual	Budget	Budget
Income			
Annual Conference	5,069	7,000	7,000
Board Development	24,839	23,000	23,000
Carried Forward	80,625	80,625	51,094
Contract Database	0	0	400
Dues	438,694	426,107	460,629
Interest	625	300	700
Other Income	0	0	0
Policy Service	600	900	600
Public Policy	26,475	18,000	26,000
Publications	36,122	33,285	35,250
VSBA Searches	56,120	8,500	17,000
VSBIT Service Agreement	292,000	292,000	292,000
Total Income	961,169	889,717	913,673

Profit/Loss & Budget Report Expense

Expense	FY22		FY23
	Actual	Budget	Budget
Annual Conference Exp	149	0	250
Audit & Tax Prep	5,300	5,300	6,500
Benefits	64,953	74,705	96,075
Board Appreciation	614	1,000	1,000
Board Development Exp	6,157	19,000	9,692
Board Expenses	3,748	10,500	8,500
Collective Bargaining Supports	184,166	207,000	152,000
Computer Services	2,523	4,000	4,000
Contract Database	3,000	3,000	4,500
Equipment Leases	1,729	7,000	6,000
Depreciation	1,145	0	
Misc.	1,092	200	1,000
New Equipment	1,931	3,000	3,000
Newsletter	782	7,000	5,000
NSBA Delegate Expenses	7,906	20,000	20,000
NSBA Dues	23,728	25,000	25,000
Office Space	22,766	22,440	24,996
Payroll Expenses	1,604	1,700	2,000
Payroll Taxes	32,667	36,006	39,748
Phone	4,315	5,000	5,000
Policy Service	0	0	0
Postage	2,071	2,800	2,000
Public Policy Analyst	18,332	11,000	15,413
Publications Exp	23,670	22,000	26,000
Salaries	333,715	351,319	395,500
Staff Travel & Development	19,333	25,000	30,000
Supplies	3,156	4,247	2,500
Taxes & Insurance	13,436	15,000	15,000
VSBA Searches	48,945	6,500	13,000
Total Expense	832,933	889,717	913,673
Net Income	128,236	0	0

**Vermont School Boards Association
 Balance Sheet Prev Year Comparison
 As of June 30, 2022**

	Jun 30, 22	Jun 30, 21
ASSETS		
Current Assets		
Checking/Savings	550,672.81	482,354.66
Accounts Receivable		
Accounts Receivable	24,003.20	31,879.00
Total Accounts Receivable	24,003.20	31,879.00
Other Current Assets		
Prepaid Expenses	15,983.86	37,153.67
Total Other Current Assets	15,983.86	37,153.67
Total Current Assets	590,659.87	551,387.33
Fixed Assets		
Accumulated Depreciation	-10,560.14	-9,415.14
Furniture & Equipment	12,134.54	11,075.25
Total Fixed Assets	1,574.40	1,660.11
Other Assets		
Prospect Street-Partnership	53,795.00	48,178.00
Total Other Assets	53,795.00	48,178.00
TOTAL ASSETS	646,029.27	601,225.44
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable	5,869.44	1,535.18
Other Current Liabilities		
Vacation Payable	18,956.33	31,914.97
Total Other Current Liabilities	18,956.33	31,914.97
Total Current Liabilities	24,825.77	33,450.15
Total Liabilities	24,825.77	33,450.15
Equity	621,203.50	567,775.29
TOTAL LIABILITIES & EQUITY	646,029.27	601,225.44

Added language
Deleted language

~~2021-2022~~ 2022-2023 VSBA Bylaws

ARTICLE I. NAME

The name of this corporation shall be the Vermont School Boards Association, Inc.

ARTICLE II.

VISION, MISSION, GOALS

Vision:

The Vermont School Boards Association envisions a state where every student has access to and is engaged in a world class public education, where local boards provide student focused oversight of education systems, and where educators, families, and communities are engaged partners, ensuring that the futures of all Vermont children are driven by their aspirations, not bound by their circumstances. The VSBA is the trusted leadership organization advancing the essential work of Vermont school boards so that each and every student is supported in their educational journey.

Mission:

The VSBA exists to achieve our vision for public education by supporting all school boards to serve as effective trustees for education on behalf of their communities and by providing a strong collective voice toward enhancing the cause of public education in Vermont. Develop and provide systems and resources that support school boards and their members, informed through inclusive community engagement.

Goals:

VSBA will support local school boards by:

1. advocating for high quality public education at the state and national levels;
2. providing education and training to prepare and assist board members to carry out their roles effectively;
3. researching issues, collecting and disseminating information
4. providing legal and policy services
5. providing a number of customized services to support boards in carrying out their roles.

The VSBA Board of Directors will annually review and revise established goals, as deemed necessary. Established goals will be made available to the membership.

ARTICLE III. MEMBERSHIP

Any supervisory union or supervisory district board or private school in the State of Vermont may become a member by notifying the executive director of its intentions and by paying the annual dues as provided in Article IV. Any school board within a supervisory union that is a regular member shall be eligible for all the regular benefits of membership, except as provided in Article VI – DELEGATES AND VOTES.

ARTICLE IV. DUES

Membership dues shall be assessed annually according to the following process:

Supervisory unions and supervisory districts shall be the entities upon which the VSBA calculates and assesses dues, unless the member is a private school.

On an annual basis, the VSBA Board of Directors will determine the amount of revenue to be raised by dues. The VSBA believes that it is important to manage the organization's finances in a manner that minimizes the financial burden on its membership. To that end, the VSBA intends to hold dues increases, over time, to a rate not exceeding the rate of increase in education spending in Vermont. Individual years can vary significantly in terms of statewide education spending growth and of the needs of the membership for services from the VSBA. Therefore, to measure success against this goal, the VSBA will

annually compare the cumulative growth in dues with the cumulative growth in education spending over the prior three fiscal years, and report such comparison to the membership with each year's proposed budget.

Dues assessed to members shall be calculated as follows:

- 50% of the total amount to be raised by dues will be assessed equally across all member supervisory unions and/or supervisory districts.
- 50% will be assessed based on the Average Daily Membership (ADM) within the member supervisory union/district.

~~Prior to the annual meeting each year, the Executive Director shall estimate the projected revenue needed from member dues for the VSBA in the subsequent year, and shall make a recommendation to the Board of Directors regarding the amount by which the dues should be adjusted for the subsequent year.~~ As a part of the annual Budget process, by March 31, the Executive Director shall estimate the projected revenue needed from member dues for the VSBA in the subsequent year. The Executive Director will recommend an amount to be raised by membership dues for the next fiscal year to the Finance Committee. The Finance Committee is charged with developing a full Budget proposal for consideration of the VSBA Board prior to the end of the current fiscal year.

The Executive Director shall thereafter prepare a report regarding such estimate, including an explanation of budgetary needs of the VSBA, and shall distribute the report to the membership of the VSBA at the annual meeting.

Any other changes to dues assessments and calculations shall be approved in advance by the membership at the annual meeting of the VSBA.

Dues are payable by September 1.

ARTICLE V. ASSOCIATION MEETINGS

The annual meeting of the association shall be each year at a time, date, and place to be set at least 8 months in advance by the board of directors. Other meetings of the association may be called by the president with concurrence of the board of directors. Each member board shall be notified of the date, time and place together with the agenda of the business meeting at least 30 days prior to the meeting date. If the meeting has been duly warned, the board representatives present, as designated under article VI, shall constitute a quorum.

ARTICLE VI. DELEGATES AND VOTES

Each regular member in good standing shall be entitled to one vote at the annual or special association meetings. Each regular member shall designate a delegate from its members to cast one vote on behalf of the member. Each regular member may be represented by as many school board members as it chooses, and those school board members shall determine the method for casting its one vote. When an individual casts a vote at a meeting, the member shall be presumed to have authority to vote for ~~his or her~~ **their** regular member entity. All school board members shall have the right of discussion.

The VSBA Board of Directors is authorized to adopt policies and procedures permitting attendance, participation and voting at association meetings through remote electronic communication. In no case shall an individual be permitted to participate or vote unless the individual is able to hear and/or see the proceedings as they happen substantially and concurrently with such proceedings.

ARTICLE VII. BOARD OF DIRECTORS

The board of directors shall consist of the president, vice president, treasurer, immediate past president, and two regional representatives from each of 11 regions. Each regional representative is elected at the regional meeting for a two- year term on a staggered schedule.

The board of directors shall administer the affairs of the association in accordance with bylaws approved by the association at the annual meeting or by vote of the board of directors in accordance with the stated objectives and purposes of the organization. The board of directors shall select the place of meetings and

be responsible for the programs of all meetings of the association, and shall direct the payment of claims and accounts against the association, including necessary expenses for members of the board of directors attending board meetings. A quorum shall consist of eight members which shall include at least two officers and at least one representative from six regions. The board shall meet upon the call of the president or upon written request of three members of the board, addressed to the executive director. Such written request shall state the purpose of the meeting and upon receipt the executive director shall issue the call for the meeting. Members of the board of directors shall be notified of all regular meetings at least 5 five days prior to any meeting. Members of the board of directors shall be notified of all special meetings at least 24 hours prior to any meeting.

Members of the VSBA Board of Directors fulfill two distinct roles.

- First, the board is responsible for oversight of the organization. It must assure that the organization has a clear vision and goals, is fulfilling its mission, is fiscally sound, and has a strong connection with the membership.
- Second, the regional representatives will develop a liaison relationship with boards in their area, promoting local board involvement in association activities and services, and hearing their concerns and input on matters of broad public policy.

The board shall meet at least five to six times annually, including in a planning retreat, or as needed, to fulfill its duties.

The board shall have the power to hire and fire the executive director, shall adopt the annual budget, shall adopt develop the vision and mission and goals of the organization for adoption by membership, as well as official policies. The board shall provide broad guidance for the executive director around public policy, in the absence of clear membership resolutions.

Vacancies

A VSBA officer's position (president, vice-president, treasurer, members at large) on the board of directors shall be treated as vacant if the holder of that position:

1. submits a written resignation, or
2. fails to attend three consecutive board meetings without notification to the president and without concurrence of the board of directors that the absence(s) are reasonable

Such a vacancy may be filled by the board of directors from among the current members of the board.

A regional representative's seat on the VSBA Board shall be treated as vacant if the holder of that position

1. submits a written resignation, or
2. fails to attend three consecutive board meetings without notification to the president and without concurrence of the board of directors that the absence(s) are reasonable

In the event a regional representative position is vacant, such a vacancy may be filled by the board of directors after consultation with the regional representatives.

If a region is not represented at three consecutive VSBA Board meetings by either regional representative without notification to the president and without concurrence of the board of directors that the absence(s) are reasonable, the board may declare both seats vacant and appoint regional voting representatives after consultation with member boards in that region.

ARTICLE VIII. OFFICERS AND THEIR DUTIES

There shall be a president, vice president, treasurer, two at-large members elected from the Board of Directors, and an immediate past president. Their duties shall be the usual duties of such officers. With the exception of the immediate past president, only those persons who are members of a school board shall be eligible to serve in the above offices. The president is elected from among active board members at the August meeting of each year, to serve a term from November 1 of one year until October 31 of the following year. If the election of a president creates a vacancy in a regional seat, that seat is filled at the next regional meeting in his or her their region. Should the current president of the association cease to be a local school board member that individual shall step down from the VSBA board leaving a vacancy that will be filled by

the board of directors from amongst its membership. The president shall serve as an ex-officio member of all committees. Officers will support their regional representatives in their outreach duties.

The following officers shall lead the organization and comprise the Executive Committee:

- The **president** shall lead the board, oversee meetings and the establishment of committees, serve as a spokesperson for the board, and head the Executive Committee.
- The **vice-president** will serve in the role of president upon the absence of the president and will perform such duties as are assigned.
- The **treasurer** shall provide board oversight of the finances to assure strong internal controls and to chair the finance committee.
- The **immediate past president** will serve on the Executive Committee.
- **Two at-large members** elected from the Board of Directors will serve on the Executive Committee.

Elections and terms of service are as follows:

- The president is elected by the board of directors from among its members at its August meeting, the term to take effect on November 1.
- The vice-president, treasurer, and two at-large members will be elected from among the members of the board of directors at the November meeting.
- The immediate past president will serve for one year after the expiration of their presidency.

ARTICLE IX. STAFF

The board of directors may engage such professional staff as they find necessary to conduct the business of the association and shall set compensation for said staff.

ARTICLE X. COMMITTEES OF THE BOARD OF DIRECTORS

The board may create such committees as it finds necessary to conduct the business of the association. Standing committees of the board may include, but are not limited to, the following:

- Resolutions Committee.** Consisting 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
- Finance Committee.** Consisting of the treasurer, who shall serve as chair, and at least two (2) members of the board of directors appointed by the president with the advice of the board of directors. The committee shall present a proposed budget to the board of directors and recommend adjustments to the board's financial monitoring policies as needed.
- Executive Committee** is comprised of the six officers (the president, who shall serve as chair, vice-president, treasurer, two at-large board members and the immediate past president.) The Executive Committee meets most months during the year to assure the timely conduct of the business of the association, including an annual performance review of the executive director and an annual review of the bylaws of the association. This committee will recommend bylaws changes to the board of directors for action by the membership at the association's annual meeting.

The Executive Committee is empowered to take action on behalf of the full board in all areas except those identified specifically in Article VII.

ARTICLE XI. REGIONAL ORGANIZATION

For organization and administrative purposes, the state shall be divided into eleven regions: Addison, Bennington, Kingdom South, Western Chittenden, Eastern Chittenden, Franklin/Grand Isle, Central Vermont, Kingdom North, Rutland, Windham, and Windsor. Regions are not defined solely by county, as no supervisory union shall be split between regions. A full listing of supervisory unions and VSBA regions can be found on the VSBA website.

Regional representatives shall be elected to two-year **staggered** terms from each of the eleven regions at the regional meeting preceding the annual meeting, with terms of office to begin at the conclusion of the annual meeting. In the event that a position of the regional representative becomes vacant, the vacancy

may be filled by the board of directors after consultation with the regional representatives. ~~If other vacancies occur, they will be filled by the board of directors~~ until the next regional meeting.

Only those persons who are members of a school board within a regular member entity in good standing shall be eligible to vote at a regional meeting and serve as a regional representative. The regional representative shall be responsible for promoting the interests of the association within their region as members of the board of directors. They shall have the responsibility for holding at least one regional meeting each year. The regional representatives will select which of them will serve on the Resolutions Committee.

ARTICLE XII. FISCAL YEAR

The fiscal year shall be from July 1 through June 30.

ARTICLE XIII. FINANCIAL REPORTS AND BONDS INSURANCE

The financial report of the Association and the auditor's report shall be presented at the annual meeting of the association. ~~Officers and the staff shall be bonded.~~ The Association shall maintain insurance coverage that is adequate in light of the activities undertaken by the Association.

ARTICLE XIV. ASSETS

All of the assets of this Association shall, during its existence, be deemed to be held in trust by the board of directors of the association for the purposes set forth in the objectives and purposes. In the event of a winding-up or dissolution of the association, after paying or adequately providing for the debts and obligations of the association, the board of directors shall dispose of any remaining assets by distributing them on a prorated basis, the same as used for dues assessment, to the member school districts to be used for education purposes.

ARTICLE XV. RULES OF ORDER

All meetings of the Association or of any committee shall be governed by the policies and bylaws of the Association and then by Robert's Rules of Order.

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:

- A. 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.
- B. 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.
- C. 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.
- D. Amendments to resolutions must also be in writing and if the amendment is detailed in nature, sufficient copies for voting delegates shall be furnished.
- E. 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.

- F. 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.

ARTICLE XVII. AMENDMENTS TO THE BYLAWS

These bylaws may be amended only at an annual meeting of the association or a special meeting duly called by the president and bylaws committee, and then by two-thirds of those members present and voting, providing all member boards shall have been notified of the changes at least 30 days prior to such a meeting.

ARTICLE XVIII. MEMBERSHIP LISTS

- A. Lists of school board members maintained by the association will not be released to individuals or organizations whose stated intentions are to promote commercial or partisan political interests.

VSBA RESOLUTIONS

2022-2023 VSBA Resolutions Board Report

According to the VSBA Bylaws, 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...or other decision-making bodies.” Resolutions provide guidance for staff and the VSBA board when they are working in the public policy arena or developing programs and services for VSBA members. Resolutions are not legislation.

All resolutions submitted by member boards will be submitted to the membership at our Annual Meeting, regardless of the recommendation of the Committee or the VSBA board. The VSBA Resolutions Committee and the VSBA Board make a recommendation to “Pass”, “Do Not Pass” or “Take No Position” on any resolution submitted by a member school district board. After careful consideration of resolutions submitted by member boards, the VSBA Resolutions Committee developed the following Resolutions Report and presented it to the VSBA board at the August board meeting.

Respectfully Submitted,
Flor Diaz Smith, Central Vermont Region, Committee Chair
Martine Larocque Gulick, Western Chittenden Region
Mark Clough, Kingdom South Region
Colleen MacKinnon, Eastern Chittenden Region
Dave Sharpe, Addison Region
Gaston Bathalon, Kingdom North Region
Marc Schaubert, Windham Region
Don Collins, Franklin Region
Jim Salsgiver, Bennington Region
Adrienne Raymond, Rutland Region
Amy McMullen, Windsor Region

2022-2023 Resolutions Submitted to The Vermont School Boards Association

Resolution Proposal #1

Missisquoi Valley School District Technical Education

WHEREAS: 16 V.S.A. § 1571 defines a “Regional career technical center school district” and “regional CTE center school district” as a district that maintains a regional career technical center under a governance structure approved by vote of the electorate pursuant to this subchapter.

AND WHEREAS: Vermont based contractors and Vermont homeowners frequently reference a severe shortage of persons seeking employment in skill areas such as plumbing, electrical and energy systems, as well as food service, healthcare and childcare;

AND WHEREAS: Many of the current licensed employees in these fields are nearing retirement age adding to the potential employment crisis in those trades.

AND WHEREAS: The current funding and governance models of regional technical education are often a “roadblock” for interested students and at odds with the goal of increasing opportunities and access for Career and Technical Education.

AND WHEREAS: The quality and access to technical education in Vermont is key to the individual success of many Vermont students as well as being of prime importance to a robust Vermont economy.

BE IT RESOLVED: That the general assembly should require the Agency of Education to identify and propose new models of funding and governance structures to improve the quality, duration and access to career technical education in Vermont.

BOARD RECOMMENDATION: Resolution withdrawn

Resolution Proposal #2

Missisquoi Valley School District Surety Bonds

WHEREAS: 16 V.S.A. §492 states that, “The powers, duties, and liabilities of the collector, treasurer, prudential committee, and clerk shall be like those of a town collector, treasurer, board of school directors, and the school board clerk, respectively. Before entering upon their duties, the collector and treasurer shall give a bond to the district conditioned for the faithful performance of their duties, in such sum as may be required.

WHEREAS: 16 V.S.A. § 706q states that, “Before entering upon the duties of their office, the board of school directors shall give a blanket bond and the treasurer shall give a personal bond to the district, conditioned upon the faithful performance of their duties. The treasurer’s bond shall be in such sum as the board of school directors shall require. The board of school directors’ bond shall be in such sum as shall be required by the Secretary of Education.”

AND WHEREAS: 24 V.S.A. § 832 states that, “Before the school directors, constable, road commissioner, collector of taxes, treasurer, assistant treasurer when appointed by the selectboard, clerk, and any other officer or employee of the town who has authority to receive or disburse town funds enter upon the duties of their offices, the selectboard shall require each to give a bond conditioned for the faithful performance of his or her duties:”

AND WHEREAS: It is the near universal practice in Vermont school districts and municipalities to utilize criminal liability insurance rather than a surety bond.

BE IT RESOLVED: The General Assembly should provide an additional mechanism in both 16 V.S.A. § 492, 706q and 24 V.S.A. § 832 that the school district or other municipality may choose to provide suitable crime insurance coverage in lieu of a blanket bond.

BOARD RECOMMENDATION: The MVSD withdrew this proposal due to the enactment of Acts 166, 176, 179 of 2022.

Resolution Proposal #3

Burlington SD

Section II, Subsection B(5) (amendment to current resolution)

Remediation Funds for PCB & Radon Contamination in Schools

WHEREAS: Polychlorinated Biphenyls (PCBs) are human-made chemicals that were used in building materials and electrical equipment before 1980;

AND WHEREAS: School buildings renovated or built before 1980 are likely to have PCBs in their building materials;

AND WHEREAS: In 2021, the Vermont legislature passed Act 74 requiring all schools built or renovated before 1980 to test their indoor air for PCBs by July 2024;

AND WHEREAS: The Vermont Department of Environmental Conservation (DEC) has the authority to require schools to make fixes that will lower exposure to PCBs, if levels are found at or above the school action level;

AND WHEREAS: Students in Burlington had to vacate their high school and technical center buildings and were left with no school for months;

AND WHEREAS: An emergency evacuation of a school building due to PCB contamination causes a crisis within a community;

AND WHEREAS: There are currently no state funds allocated for schools to identify sources of PCBs or to pay to make fixes to reduce exposure to PCBs;

AND WHEREAS: Radon is a radioactive gas that can cause lung cancer;

AND WHEREAS: The US EPA has protocols for Conducting Measurements of Radon and Radon Decay Products In Schools and Large Buildings (ANSI/AARST MALB 2014 WITH 1/2021 Revisions);

AND WHEREAS: The US EPA has Radon Mitigation Standards for Schools and Large Buildings (ANSI/AARST RMS-LB 2018);

AND WHEREAS: Section 12 of Act 72 (2021) requires that on or before June 30, 2023 all schools shall perform a radon measurement;

BE IT RESOLVED: The VSBA advocates that the Vermont legislature allocate funds to assist school districts with PCB and radon remediation, including districts whose contamination was discovered prior to the legislation and irrespective of costs covered by capital bonding.

BOARD RECOMMENDATION: PASS as a REGULAR RESOLUTION

Resolution Proposal #4

Burlington School District Section II (Finance), Subsection W Public Funds Accountability

WHEREAS: Vermont Supreme Court's 1997 decision in Chittenden Town School District v. VT Dept. of Education, establishes that under the Vermont Constitution, "...that a school district violates Chapter I, Article 3 when it reimburses tuition for a sectarian school [...] in the absence of adequate safeguards against the use of such funds for religious worship."

AND WHEREAS: All Vermont public schools are subject to the Vermont Public Accommodations act, 9 V.S.A. § 4502 (a), "An owner or operator of a place of public accommodation or an agent or employee of such owner or operator shall not, because of the race, creed, color, national origin, marital status, sex, sexual orientation, or gender identity of any person, refuse, withhold from, or deny to that person any of the accommodations, advantages, facilities, and privileges of the place of public accommodation."

AND WHEREAS: VSBA Resolution (2021-2022) II D, USE OF PUBLIC FUNDS [2000], states: "The VSBA does not support funding private independent educational institutions with public funds in districts that operate public schools for the education of local students, except at the discretion of local school boards. The VSBA opposes indirect public support to private independent educational institutions through the granting of tax credits or tax subsidies for tuition or expenses. Public education funds in Vermont districts that operate schools should be directed to the improvement of those public schools."

AND WHEREAS: School choice is engrained in and a beloved aspect of Vermont education;

AND WHEREAS: Tuition paid to private and independent schools by Public School Districts comes from the statewide education fund to which all taxpayers contribute;

AND WHEREAS: In non-operating districts or those that tuition certain grades, Parents and Guardians may choose to send their children to any public school in Vermont or to any school approved by the Board of Education to receive public funds;

AND WHEREAS: Diverting public school tax dollars to private and independent schools creates a circular problem where fewer funds are being invested in public schools; which in turn causes a reduction in the quality of education in our public schools; which then causes more students to choose to attend private and independent schools, draining ever more money from our public schools. Over time more and more Vermont children are denied the high quality education through taxpayer funded public schools to which they are entitled;

AND WHEREAS: The continued draining of public funds from the public education system for private institutions continues to increase the divide between the education one can get in public schools as compared to private and independent schools;

BE IT RESOLVED: The VSBA advocates that all rules, regulations, policies, quality standards, reporting requirements and laws regarding public schools in Vermont must apply to any school that receives funds from the statewide education fund, for any reason or for any purpose.

BOARD RECOMMENDATION: PASS as a CONTINUING RESOLUTION

Resolution Proposal #5

VSBA Resolutions Committee
Section I (Governance, Local and State), Subsection Q
Governance Standards

BE IT RESOLVED: The VSBA advocates for significant input on the school district quality standards adopted by rule of the AOE regarding the business, facilities management, and governance practices of school districts.

BOARD RECOMMENDATION: PASS as a REGULAR RESOLUTION

Resolution Proposal #6

VSBA Resolutions Committee
Section V (Miscellaneous), Subsection E
Universal Meals

BE IT RESOLVED: The VSBA supports Universal School Meals in Vermont schools. The funding should come from a source other than the education fund.

BOARD RECOMMENDATION: PASS as a REGULAR RESOLUTION

Review of Regular Resolutions

CODE	SUBJECT	Board Recommendation
I.L	TIMELY AND RELIABLE INFORMATION & IMPLEMENTATION (Chart of Accounts & Acting system)	Continue
I.M	MONITOR OUTCOMES FROM ACT 46 GOALS	Continue
I.O.	GOVERNANCE OF CAREER & TECHNICAL EDUCATION (CTE) SCHOOLS	Continue with the following amendment (proposal from MVSD): A study should be conducted to better understand the variety of CTE governing models, operations and budgeting structures that exist across the State. The study would examine any inconsistencies that impact student learning and outcomes, in addition to the ways that host districts and sending districts have a voice in the governance and operations of the CTE. <u>and identify and propose new models of funding and governance structures to improve the quality, duration and access to career technical education in Vermont.</u>
I.P.	AUSTRALIAN BALLOT FOR DISTRICT VOTES	Delete
II.E	COMMON LEVEL OF APPRAISAL	Continue
II.F.	REFORM THE EDUCATION TAX SYSTEM	Continue
II.O.	FAIRLY DISTRIBUTED PRE-EXISTING DEBT	Delete
II.P.	BROADBAND ACCESS FOR EDUCATION	Continue
II.T.	SHARED SCHOOL DISTRICT FINANCIAL SOFTWARE SYSTEM	Continue
II.U.	EDUCATION FINANCE	Continue
III.J.	SCHOOL STABILIZATION: STUDENT MOBILITY AND RESILIENCE	Continue (*correct typo in resolutions document)

**Vermont School Boards Association (VSBA)
 2021-2022 Resolutions**

The VSBA Bylaws, Article XVI E. states that 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.

*All resolutions are continuing unless they are marked with an asterisk (*) which signifies that this resolution will be in effect until the next annual meeting when it may be deleted, continued, or amended by vote of the membership.*

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I. GOVERNANCE, LOCAL AND STATE

A. THE ROLE OF LOCAL SCHOOL BOARDS

Education in Vermont is overseen by local school boards. Each local board serves as the Board of Trustees for education on behalf of the entire community. It is entrusted with assuring that the young people of the community receive a high-quality education and that taxpayers are receiving an excellent return on their investment of tax dollars.

B. THE ESSENTIAL WORK OF SCHOOL BOARDS

Each school board is responsible for leadership in the following areas:

Create a vision for education in the community. Answer the questions: What do you want students to know? What kind of experiences do you want them to have? What kind of long-term outcomes do you desire?

Establish policy parameters to carry out that vision. Establish the district's priorities. Define parameters for carrying out the educational program. Define any limitations to be placed on the administration.

Hire a superintendent to administer the district to achieve the vision. Provide the latitude to do the job. Hold the superintendent accountable for results.

Monitor progress toward the vision. Determine indicators which need to be monitored on a regular basis and assure a plan to regularly monitor performance.

Develop and adopt a budget to support the vision and monitor plan vs actual expenses. Assure the budget reflects the vision and the values of the district and the community.

Advocate for education within the community. Be sure your community understands the needs of the local education system and is supportive of the education being provided to young people. Encourage community involvement.

Meet other legal requirements—serving as a quasi-judicial board to resolve disputes on appeal and negotiating collective bargaining agreements with teachers and other staff.

Be sure the system is operated ethically. Acknowledge that members carry no power outside of the context of the board. Assure no actual or perceived conflicts of interest. Adopt and adhere to a code of conduct.

C. SUPERVISORY UNIONS

Vermont's system of education governance includes an array of district boards, union school boards, and tech center boards. Some boards have a fairly straightforward supervisory district designation, meaning that a single board hires a single superintendent. The vast majority of boards are part of a Supervisory Union where a number of districts are assigned to a single area for purposes of hiring a superintendent and improving the effectiveness and efficiency of all education services in the region. The VSBA is committed to supporting highly functional supervisory districts and supervisory unions which are able to assure equal education opportunity for all students in the region and which can attract and retain strong education leadership.

The General Assembly should examine the laws governing supervisory union board structure and the process for waiving the statutory requirements for SU board structure or composition, taking into account issues of fairness, equity and funding.

D. LOCAL DECISION MAKING [2003]

Local school boards have been given responsibilities by state statute to oversee public education in their districts and to make the important decisions necessary to assure the provision of high quality education in an efficient and effective manner. As local boards are accountable, they must be assured that there is no state interference in their decision-making responsibilities.

E. BOARD DEVELOPMENT

School boards have a large responsibility in overseeing the educational system in an increasingly complex environment. School board members should expect to have readily available opportunities for new member orientation and mentoring and for ongoing training. Board members have the duty to seek out and participate in these opportunities. The VSBA will work with the Vermont Superintendents Association to ensure high quality joint training opportunities are available to board chairs and superintendents so that they may fulfill their joint training responsibilities under Act 56 of 2013.

The Board of the VSBA should direct its staff to:

1. devote time to recruiting and training new school board members,
2. provide them with the tools they need to be directly, educationally engaged in their Districts,
3. encourage them to support creative and innovative educational practices which will foster in our students a broad, inclusive world view and will promote civic and cultural literacy.

F. ROLE OF THE STATE IN EDUCATION

The VSBA believes that the role of the State Board of Education and the State Agency of Education is:

1. To guide the creation of a broad design for the education system in a rapidly changing world where information is no longer confined to books or geographic locations. The broad design must include a focus on: assuring success for every student; supporting a new vision for teaching and learning; engaging and supporting families and communities; delivering and using world-class technology; and providing effective leadership.
2. To provide support for local boards in their efforts to design and implement the best possible educational program.
3. To promote equity of educational opportunity for students throughout Vermont.
4. To provide assistance when requested by individual school districts and local boards to help them meet statewide per-pupil spending goals.

In order to accomplish these goals, the Agency of Education must be properly staffed and resourced.

VSBA desires to be a strong partner with the State Board of Education in overseeing Vermont's education system. VSBA believes that the State Board should include an active school board member, an administrator and a teacher. The Governor should consult with the VSBA in the selection of the school board member.

G. CHARTER SCHOOL LEGISLATION

The VSBA supports public school innovation which can offer rich and diverse educational opportunities for all students. VSBA supports the recommendations of the 2001-2002 Charter School Study Commission that state that Vermont should not enact charter school enabling legislation because existing law allows for the establishment of new schools, programs or "schools-within-schools" that can readily accomplish many of the goals that larger, urban school systems in other states seek in charter schools. By drawing funds away from existing small public schools, charter school legislation may undermine the ability of public schools to serve the educational needs of Vermont's children.

While the existing law allows the granting of waivers to schools relative to meeting specific regulations, all publicly supported schools should adhere to state or comparable standards and administer the statewide assessments.

H. STUDENTS ON LOCAL SCHOOL BOARDS [2001]

VSBA believes that local school boards benefit from having an ongoing student voice in their discussions of all school matters that are not subjects of executive sessions. The VSBA encourages its members to include students as active participants in the consideration of educational issues, and favors the participation of students as board members. The VSBA will provide guidance and support to boards to achieve this objective.

I. ADDRESSING EQUITY, QUALITY AND COST EFFECTIVENESS

The VSBA supports initiatives that are designed to create greater equity in high quality learning opportunities and to achieve cost effectiveness. Such initiatives shall focus on the needs of the students and taxpayers of the State of Vermont. Any initiative that impacts our governance structure or funding system must be designed in a way that reflects our community values. School boards are in the best position to inform this process and must be fully engaged in this effort. The VSBA will work with the General Assembly and our members to support initiatives at the state, regional and local level that will address our challenges while maintaining and strengthening local communities.

J. APPOINTMENTS TO UNIFIED BOARDS [updated 2021]

Selectboards can provide valuable input to School Boards when there are needs to fill vacancies on unified union school district boards. Additionally, collaborations between school and town officials can only serve to benefit their communities. The VSBA supports the requirements of Act 154 of 2020 regarding a vacancy on the board of a unified union school district: if the vacancy is in a seat that is allocated to a specific town, the unified union school district board, in consultation with the selectboard, shall appoint a person who is otherwise eligible to serve as a member of the unified union school district board to fill the vacancy until an election is held at an annual or special meeting unless otherwise provided in accordance with the unified union school district's articles of agreement.

K. CIVIL DISCOURSE

The VSBA urges all educational stakeholders to (1) teach and model conflict resolution and consensus building as those skills are necessary for the health and wellbeing of tomorrow's society and (2) engage in civil discourse as we set a course for the future of our schools and communities.

Accordingly, harassment, coercion and intimidation must be viewed as a fundamental threat to the democratic principles upon which our republic is based. When directed towards elected officials or those running for elected office, violence, the threat of violence and other forms of harassment, coercion and intimidation are not just crimes against individuals, they are direct assaults upon our democratic system of self-governance. Accordingly, we, as elected officials in the State of Vermont, hereby call upon those in law enforcement at the local, state and federal levels to make the investigation of such crimes a top priority. We ask that all levels in law enforcement take such crimes seriously and that they work diligently to identify and prosecute all who would attempt to subvert and interfere with the political process by means of violence, threats of violence or by other forms of harassment, coercion and intimidation.

L. TIMELY AND RELIABLE INFORMATION & IMPLEMENTATION *

The VSBA will prioritize and use its influence to support Vermont School Boards in ensuring that Business Managers, Superintendents, and School Boards receive required, useful and timely information from the Agency of Education and that the implementation of the statewide Chart of Accounts and Accounting System will not become a burden on our education systems.

M. MONITOR OUTCOMES FROM ACT 46 GOALS *

The VSBA declares that the Secretary's adherence to the dictates of Act 46 to comprehensively compile and analyze data and present the report with the required conclusions and recommendations is a matter of the highest priority for its member school districts.

N. SCHOOL BOARD OFFICERS [2020]

The VSBA propose and promote to the Vermont legislature to update Title 16 to allow for school boards to remove and replace board officers after they are elected, via a fair and judicious process.

O. GOVERNANCE OF CAREER & TECHNICAL EDUCATION (CTE) SCHOOLS [2020] *

A study should be conducted to better understand the variety of CTE governing models, operations and budgeting structures that exist across the State. The study would examine any inconsistencies that impact student learning and outcomes, in addition to the ways that host districts and sending districts have a voice in the governance and operations of the CTE.

P. AUSTRALIAN BALLOT FOR DISTRICT VOTES [2020] *

State statute (17 V.S.A. § 2680) should be amended to provide school districts with the option to engage voters directly with Australian ballot questions without first conducting a district meeting in order to make a decision by Australian ballot.

II. FINANCE

A. EQUALIZATION [1984, updated 1997]

VSBA supports the maintenance of "...substantially equal access to a quality basic education..." for all of Vermont's children as required by the Vermont Supreme Court in its *Brigham* decision, and as legislatively promised in 16 V.S.A. §1.

It is the duty of the State of Vermont to ensure fiscal equity for all school districts to allow equal educational opportunities for all students. Significant state expenditure is required to equalize the financial resources of districts and maintain the educational opportunities of students.

B. CAPITAL SPENDING [2002, updated 2009]

1. **General Education Construction:** The moratorium on school construction aid should be removed. Schools require predictability and stability in state aid in order to plan successfully over the long term. The VSBA supports reinstatement of 30 percent or more in state reimbursement aid for all eligible capital expenses irrespective of school district consolidation status.
2. **School Building Consolidation:** The VSBA supports school building consolidation projects when the local school district or districts believe(s) the result will be greater cost effectiveness or improved educational outcomes for students. The VSBA supports extending indefinitely 50 percent state reimbursement aid for school building consolidation projects as provided under 16 V.S.A. § 3448(a)(7)(C).
3. **Technical Education Capital Expenses:** The moratorium on technical center construction aid should be removed.
4. **The General Assembly should establish funding mechanisms exclusively focused on the equitable procurement, development and utilization of technological assets, including connectivity, hardware, data, professional development and support.** Furthermore, the Agency of Education must develop adequate logistical support for districts to assist districts in achieving world-class technology and the associated transformation of teaching and learning.

C. ADULT STUDENTS IN TECHNICAL EDUCATION [1997]

The VSBA urges the General Assembly to fund 100% of the costs of educating, in technical education centers, persons over 21 years of age who lack high school diploma and are not enrolled for purposes of pursuing graduation from a high school or technical center.

D. USE OF PUBLIC FUNDS [2000]

The VSBA does not support funding private independent educational institutions with public funds in districts that operate public schools for the education of local students, except at the discretion of local school boards. The VSBA opposes indirect public support to private independent educational institutions through the granting of tax credits or tax subsidies for tuition or expenses. Public education funds in Vermont districts that operate schools should be directed to the improvement of those public schools.

E. COMMON LEVEL OF APPRAISAL *

That the VSBA calls upon the Governor and General Assembly to study the mechanics of the Common Level of Appraisal and its effect on education property tax rates.

1. We especially ask for consideration of the effect that calculation and application of the CLA has on small towns.
2. We ask for consideration of alternative methods of adjusting property values for taxation, including but not limited to developing a regional CLA or a rolling reappraisal system.
3. We ask for an examination of a more equitable system of calculating the CLA, which could include such approaches as:
 - a. Automatically excluding high value outliers from calculations;
 - b. Re-examining how properties are categorized;
 - c. Limiting the punitive impacts of annual changes in a community's CLA that result from local reappraisals.
4. We ask that this study consider the effect these recommendations would have on the Education Fund.

F. REFORM THE EDUCATION TAX SYSTEM *

The General Assembly should examine alternative funding sources for our education system that are more equitable and sustainable, rather than continue a system that predominantly relies on the property tax for revenue.

G. USE OF THE EDUCATION FUND [2009]

The VSBA strongly supports the intended limitations on the use of the Education Fund, and opposes any diversion of funds raised through the statewide property tax to programs not within the jurisdiction of public school districts or supervisory unions.

H. TEACHER PENSION PLAN

The VSBA requests the General Assembly to conduct a thorough analysis of the Vermont teachers' retirement system and to make recommendations and take action to ensure its sustainability over the long term, including consideration of conversion from a defined benefit to a defined contribution plan.

I. NO COST-CUTTING DOUBLE JEOPARDY

The VSBA calls on the General Assembly to avoid putting school districts under multiple cost-cutting strictures at the same time, for example: eliminating small schools grants along with further reduction of the excess spending penalty.

J. UNFUNDED MANDATES

All new educational requirements or programs mandated by the federal government or the State of Vermont should be fully funded by either the federal or state government.

K. STUDENT TRANSFERS

The General Assembly should provide a mechanism to allow for PreK through grade 8 student ADM transfers or tuition terms within a supervisory union on terms agreed to by sending and receiving school boards with approval of the Superintendent.

L. INDEPENDENT SCHOOL, PREKINDERGARTEN, and AFTERSCHOOL FUNDING [updated 2021]

Public dollars that support private independent schools, prekindergarten programs, and afterschool programs should carry with them the same obligations regarding quality, equity, efficiency, transparency and accountability that apply to public school districts. In order for an independent school (other than an independent school with a specific state purpose), prekindergarten program, or afterschool program to be eligible to receive public education funds, the school or program should:

1. Not discriminate or deny enrollment on the basis of race, creed, color, national origin, marital status, sex, sexual orientation, gender identity or disability;
2. Operate with an open admissions policy, meaning that it accepts all publicly-funded students on a space-available basis; and
3. Employ teachers and administrators that have licenses and endorsements required by professionals working in public schools.

In addition, independent schools should:

4. Be approved for special education services in *at least* four categories and arrange for special education services related to *any* disability category if required in an enrolled student's individual education plan;
5. Administer state assessments and make outcomes data available to the public in the same manner as public schools; and
6. Provide free and reduced lunch to all eligible students.

M. FEDERAL FUNDING FOR PreK-12 PROGRAMS

The VSBA urges Congress and the Administration to provide full and sufficient funds for public education including, but not limited to, Title I and IDEA, and to protect education as an investment critical to economic stability and American competitiveness.

N. COST CONTAINMENT

The statewide cost of PreK-12 education has been at the center of significant policy debates and interventions for the past decade. The VSBA offers the following recommendations to respond to concerns about costs while maintaining education quality:

1. *Statewide health insurance benefit for school employees:* In order to ensure equity and sustainability in the health care benefits available to all school employees, the General Assembly should adopt a process for the negotiation of health care benefits at the state level by a council of school board members to apply to contracts that expire in 2019.
2. *Study of state-funded retirement buy-out that conditions rehires on achieving ratios:* The VSBA recommends the creation of a stakeholder task force to explore the advantages and disadvantages of establishing a state-funded initiative in support of early or "on-time" retirement. Two conditions of a district's participation in the initiative would be a commitment to meet staff to student ratio targets by reducing total personnel through the retirement program, and a commitment to sustain these savings through future budgeting processes.
3. *Establish standards for fact-finders in the collective bargaining process:* The General Assembly should modify 16 V.S.A. §2007 to require neutral fact-finders to consider only a statutory list of legitimate measures of a community's ability to pay, rather than a pattern of area salary and health benefits that purports to demonstrate financial wherewithal but in fact does not.
4. *Guidelines for reserve funds and budget surplus amounts:* In light of the goals of affordability, transparency and accountability, the VSBA will work with the Agency of Education, the Vermont Superintendents Association and the Vermont Association of School Business Officials to establish guidelines on the appropriate amounts and uses of reserve funds and the treatment of budget surplus amounts. Guidelines should support best practices in amounts of, establishment of and utilization of reserve funds.
5. The VSBA advises the Vermont General Assembly to allow reasonable time for school districts to plan for cost containment legislation and refrain from passing legislation that affects budgets already adopted by school boards or approved by voters.
6. The VSBA supports the study and consideration of the costs associated with providing social services when making funding decisions.

O. FAIRLY DISTRIBUTED PRE-EXISTING DEBT *

To the extent possible, the VSBA will support all efforts to work toward equitable taxation within districts that were ordered to merge by the State Board of Education.

P. BROADBAND ACCESS FOR EDUCATION [2020] *

That providing universal access to high speed broadband services for every student and family in Vermont must be a goal of the highest order for the government of the State of Vermont. And, where access to such broadband services is available but cannot be reasonably afforded by families with students in our schools, that some form of financial support should be made available to those families (although not as an additional unfunded cost to the school districts) to ensure that the students in those families have the high speed broadband service necessary to support their education.

Q. HOLD HARMLESS STUDENT EDUCATION DURING A STATE OF EMERGENCY [2020]

Vermont's PK-12 students should be held harmless from reductions to the education funds available to school districts. Vermont's school districts should be given the necessary resources to operate their schools in a safe manner during a declared state of emergency in Vermont.

R. EMOTIONAL WELLNESS OF STUDENTS [2020, updated 2021]

The VSBA urges the General Assembly to expand funding support to local schools to increase the availability of mental health counseling, emotional wellness, and psychological supports. These efforts will further support schools to meet Vermont's Agency of Education's Education Quality Standards, specifically Healthy and Safe Schools through the Whole School, Whole Community, Whole Child model's domains 4 and 7.

S. FEDERAL AND STATE FUNDING OBLIGATIONS, EDUCATIONAL EQUITY, FUNDING ADEQUACY, UNFUNDED MANDATES [2020]

The school boards of Vermont request the state and federal governments provide the financial resources promised in pre-existing laws as well as provide for new burdens placed on public schools by the pandemic and beyond, and that the state and federal governments must provide this financial support in a manner that ensures our children receive the necessary academic, physical and emotional resources, not by privileges and advantages for some but by the opportunities we generously bestow upon all.

T. SHARED SCHOOL DISTRICT FINANCIAL SOFTWARE SYSTEM [2021] *

The VSBA uses its influence to support district business and finance managers, Superintendents, and school boards by advocating to the legislature and Agency of Education that any and all current plans for the single state-wide accounting software system be abandoned.

U. EDUCATION FINANCE [2021] *

The VSBA fully supports the findings as presented in the Pupil Weighting Factors Report dated December 24, 2019. And furthermore, the VSBA requests the Vermont Legislature to thoughtfully and expeditiously establish an implementation plan for the Report's recommendations.

III. INSTRUCTION

A. PERSONALIZATION & PROFICIENCY-BASED LEARNING

The VSBA believes that students learn best when they play an active and meaningful role in their education. The learning styles, interests, and aptitudes of each student should drive instruction and learning activities in every school, as opposed to standardized programs designed to prepare students to perform well on state standardized assessments.

All schools must provide equitable access to meaningful and rigorous learning experiences that will allow students to demonstrate proficiency in multiple ways.

The VSBA supports a study regarding whether the current construct of Vermont's Public High School Choice Law presents a barrier to the personalization of education or the expansion of opportunities for students, and further recommends that there be supports available for school districts to collaborate on joint endeavors to expand access to innovative educational programs.

B. STUDENT ASSESSMENT

The VSBA recognizes the value of standardized assessments as one tool to be used in evaluating student performance. It must be used in conjunction with other means of evaluation to present an accurate picture of student achievement. The VSBA does not support the use of standardized assessments alone to determine the success of schools, to evaluate teacher performance, to promote students from grade to grade or as a final "gate" to a high school diploma.

State standardized assessments should be designed to provide information about student growth over time, and should include interim assessments so that students and educators are able to measure student performance throughout a school year, rather than just once a year. The Vermont Agency of Education should also continue to support development and administration of local assessment plans which may include national norm-referenced achievement and/or aptitude tests as well as other locally administered evaluation methods. As the reliability of additional local assessments is assured, it may be of value to give more weight to local assessments in the State's Accountability System.

C. ESEA REAUTHORIZATION *[updated 2021]*

The federal Department of Education should provide adequate technical support, guidance, and resources to ensure that the Vermont Agency of Education as well as school districts are prepared to comply with ESSA's provisions. Specifically, Congress should appropriate funding to no less than 95% of the authorized funding level. Vermont's congressional delegation should continue to support state and local decision making in the ESSA rulemaking process.

The Agency of Education's work to implement Education Quality Reviews is crucial to successful ESSA implementation on the local level. The Agency of Education should make up-to-date data gathered in Education Quality Reviews readily accessible to school districts.

D. SCHOOL CHOICE

VSBA recognizes the varied learning styles and needs of students and supports the provision of multiple options for student learning in the public schools. The Association supports the maintenance of the parameters of Vermont's Public High School Choice Law and the thorough monitoring of its outcomes. VSBA urges the General Assembly to examine closely all ramifications of the law to understand the effects on those students who choose new schools and those who do not, as well as the impact on all schools.

Vermont needs to recognize the long history of school choice in many towns and to leave in place that status quo. VSBA is concerned that expanded school choice for all other towns could have significant unintended consequences. If this option is to be seriously considered, it requires extensive study with substantial involvement by VSBA.

E. EARLY EDUCATION

The VSBA encourages the General Assembly to create universal access to pre-kindergarten education, through a system that emphasizes equity, quality, and simplicity. School districts should play a central role in assuring quality and accountability in publicly funded early education programs.

F. SCHOOL CALENDAR

VSBA is supportive of school calendars that provide for more continuity of learning, better reflect the needs of all students and increase opportunities for professional learning and reflection throughout the school year. The VSBA urges regional superintendent groups to explore school calendars that reasonably distribute the pace of education to maximize student learning, provide opportunities for student interventions during the

school year, promote academic momentum for students, and allow for districts to partner with community organizations to provide enrichment, academic, and other skill-building opportunities throughout the year.

G. SCHOOL DISTRICT INNOVATION ZONES

VSBA supports legislation authorizing the creation of innovation zones to exempt supervisory unions and/or districts from specific regulation and policy in order to create models of world-class education systems that can be scaled across the state.

H. VERMONT'S DUAL ENROLLMENT PROGRAM

The VSBA supports a change to state law to allow access to Vermont's Dual Enrollment Program for Vermont resident students who reside in districts that do not operate a high school, whose tuition is publicly funded and who attend public schools in a state bordering Vermont.

I. EQUITY AND ANTI-RACISM [2020, updated 2021]

The VSBA is committed to the success of every student, regardless of race, ethnicity, religion, family economics, class, geography, ability, language, gender, sexual orientation, gender identity or initial proficiencies. VSBA will incorporate principles of equity within all policies, operations, practices, and resource allocations, which may include the use of an equity lens when responding to proposed legislation.

The VSBA should demonstrate and promote the unequivocal, collective responsibility for equitable and inclusive education environments by recognizing, responding, and speaking out against injustice and racial inequity. In support of this goal, the VSBA commits to the following: 1. promote and support implicit bias training for all faculty and staff in Vermont public schools, including athletic and co-curricular personnel, and officials across the state; and 2. promote professional learning for school leaders and school board members that include but not be limited to: Equity Literacy, Curriculum Audits, Review Protocols for Examining Bias in School Policies and Procedures, Culturally Responsive Instruction and School Culture, Student Leadership and Voice, and Examining Power and Privilege in Schools.

J. SCHOOL STABILIZATION: STUDENT MOBILITY AND RESILIENCE [2020] *

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 2020-2021 VSBA Board Resolutions Report 8 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.

K. EQUAL AND EQUITABLE OPPORTUNITIES IN ANY SCHOOL RECEIVING PUBLIC FUNDS [2021]

The VSBA requests the General Assembly guarantee, through law, that all public and independent schools receiving public funds adopt and exercise, equal and equitable opportunities in admissions, programs and practices in order to operate in the state of Vermont, and that the state invigorate the moribund school approval processes for public and independent schools to assure operational, financial, and educational accountability and excellence.

IV. LABOR RELATIONS

A. UPDATING VERMONT'S COLLECTIVE BARGAINING FRAMEWORK

The VSBA urges the General Assembly to transform the traditional collective bargaining framework in order to best respond to contemporary expectations for education and to elevate the teaching profession in ways that create conditions for innovative schools. The new framework should promote bargaining that is: student-centered, collaborative, evidence-based, flexible and transparent.

B. BINDING INTEREST ARBITRATION

The General Assembly should eliminate the right to strike and impose contracts by updating Vermont's collective bargaining process to be more in line with our New England neighbors. The new approach should not include mandatory binding arbitration because it would turn over important decisions that impact up to 80 percent of school budgets to out-of-state arbitrators generally unfamiliar with community issues and Vermont's education finance system.

C. VOTER RATIFICATION OF NEGOTIATED CONTRACTS

School Boards serve as trustees for education on behalf of the community – assuring that young people of the community receive a high-quality education and that taxpayers receive an excellent return on their investment. VSBA believes that the authority granted to school boards as the final decision makers on collective bargaining agreements should be unchanged.

D. UNEMPLOYMENT INSURANCE FOR EMPLOYEES IN SCHOOLS

School district employees accept employment in schools knowing that the work is available only during the school year. Schools cannot be responsible for providing unemployment compensation to those employees during school vacations and the summer months, when there is reasonable assurance that the work will continue when students return.

E. PROBATION FOR NEW HIRES

The General Assembly should amend 16 VSA 1752 to ensure that a probationary period is afforded to supervisory unions/school districts for all new hires. This will provide districts the time and flexibility to determine if the chosen candidate is the best fit for the district. It frees districts to take greater risks on candidates in order to find the best available employee.

F. REDUCTION IN FORCE

Seniority should not be the sole factor for determining which employees are subject to Reduction in Force actions. School boards in Vermont should negotiate Reduction in Force provisions in their master agreements that include clear standards and measures other than seniority – such as performance evaluations that include multiple sources of evidence to measure teacher performance – that will allow administrators to make Reduction in Force determinations that are in the best interests of students. These provisions should also state that if employees are recalled after a Reduction in Force, seniority will not be the sole factor for determination as to which employees are recalled to employment.

G. HEALTH CARE FOR SCHOOL EMPLOYEES [updated 2021]

Any legislative approach to addressing health care for school employees must: demonstrate that it will reduce costs to school districts over the near and long term; reflect the health insurance plan norms for the majority of Vermonters.

H. COMMISSION ON PUBLIC SCHOOL EMPLOYEE HEALTH BENEFITS [updated 2021]

The VSBA adopts the following requirements for appointing representatives to the Commission:

Statutory Requirements: each appointee shall have (1) an understanding of health care, (2) an understanding of employer-employee relations, and (3) a demonstrated willingness to work collaboratively. The term of each member of the Commission shall be six years provided that of the members first appointed by the VSBA, one appointee shall serve a term of two years and one appointee shall serve a term of four years.

Criteria for Selection: in selecting appointees, the VSBA shall give priority to applicants who provide regional representation, have experience on a negotiations council and demonstrate willingness to participate in training and professional development regarding negotiations.

Application Process: VSBA shall accept applications for appointment to the Commission via an online form. The deadline for submission of applications shall be November 1.

Selection Process: The VSBA Board of Directors shall appoint representatives to the Commission based on the above statutory requirements and criteria at its November board meeting.

The VSBA adopts the following process for ratification of an agreement entered into by the Commission:

The VSBA adopts the following requirements for ratification of an agreement entered into by the Commission:

Notification - Voting Delegates: By April 1 each supervisory union/supervisory district shall notify the VSBA of the name, telephone number and e-mail address of its voting delegate.

Informational Webinar: If the Commission enters into an agreement, the VSBA shall host an informational webinar for the voting delegates within ten calendar days after execution of the agreement.

Electronic Ballot: Within ten calendar days after the informational webinar, the VSBA shall conduct an electronic ballot. Delegates will be provided at least ten calendar days' notice of the day of the vote. Delegates will be able to cast their vote through the electronic system between 7 am and 7 pm on the day of the vote.

V. MISCELLANEOUS

A. SOCIAL AND MEDICAL SERVICES PROVIDED IN SCHOOLS

VSBA supports the delivery of social and medical services in public schools, by use of contracted services for which Vermont schools are reimbursed at full actual cost.

B. DATA COLLECTION & REPORTING

The passage of the federal Every Student Succeeds Act as well as state and local needs make the necessity for accurate and informative data more important than ever. The General Assembly should continue to fund the integration and close linkage of state and local information systems to maximize the efficiency and productivity of data collection, analysis and reporting at both levels.

1. The State Agency of Education should promulgate consistent and understandable definitions of data.
2. The Agency must analyze and coordinate all its requests for data from local districts to assure that all such data are needed and utilized in a way that improves student learning.
3. All requirements for information from local districts should be accompanied by a streamlined and easy-to-use mechanism for collection and submission with the goal of reducing the negative impact on local districts.

The VSBA strongly supports the protection of student privacy rights. Any data collection, maintenance or distribution system must be developed with the primary objective of protecting personally identifiable information about students.

C. FIREARM SAFETY ZONE

The VSBA supports the enacting of Firearm Safety Zone legislation that would prohibit the firing of any type of firearm within 500 feet of any preK-12 school campus. Appropriate and serious penalties should be included. Exemptions for pre-existing, regulated gun ranges and special events should also be included. The Gun Safety Zone is needed to promote the safety of children and staff from accidental injury and to prevent unnecessary anxiety and safety procedures from firearms discharging nearby schools from unidentified sources.

D. ENVIRONMENTAL IMPACT

The VSBA will consider the impact on the environment when deciding whether to support legislation and initiatives.



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