

Colchester School Board
Meeting Agenda and Packet
December 20, 2022

**Colchester School District
Board of Education Meeting Agenda
January 3, 2023 - 7:00 P.M.
Colchester High School Library**

Agenda

- | | |
|--|--------------------|
| I. Call to Order | |
| II. Citizen Participation | |
| III. Black Lives Matter Flag | Action |
| IV. Approval of Letter of Support for Colchester Recreation Center Project | Action |
| V. Approval of Colchester School District Announced Tuition Rates | Action |
| VI. Second and Final Reading of Animal Dissection Policy: G4 | Action |
| VII. Second and Final Reading of Nondiscriminatory Mascots
And School Branding Policy: C2 | Action |
| VIII. FY'24 Budget Discussion | Information |
| IX. Approval of Consent Agenda | Action |
| X. Approval of Meeting Minutes: December 20, 2022 | Action |
| XI. Board/Administration Communication, Correspondence, Committee Reports | Information |
| XII. Future Agenda Items | Information |
| XIII. Adjournment | |

***Meeting Participation and Viewing Options**

Meetings are open to the public unless warned otherwise. Colchester citizens have an opportunity to speak or comment on any items listed on the agenda. For topics not listed on the agenda, public comment can be made during the Citizen's Participation agenda item. Please review the Public Comment Rules listed at www.csdyt.org/schoolboard prior to the meeting. If not attending in person, citizens may also participate in the meeting by emailing a prerecorded message to schoolboard@colchesters.org with "Citizens Participation" listed in the subject line. It must be received by noon on the day of the meeting, include your full name and phone number, and follow the Public Comment Rules. LCATV will provide live stream coverage via: www.lcatv.org/live-stream-3.



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Colchester Recreation Center

December 13, 2022



History of the Recreation Center Initiative

- First committee was formed in 2002
 - Community Survey Completed in 2001
 - Overwhelming support for a Recreation Center.
 - Identified Indoor Pool, Gymnasium, Exercise Space Amenities
- In March 2004, voters authorized the Town Selectboard to purchase 14 acres on East Lakeshore Drive with lake frontage in proximity to the Schools and Bayside Park for \$1.1M with bond financing over 20 years.
 - Amount owed as of 6/30/23 will be \$95,162; Bond will be paid off 6/30/2025.
- Colchester Planning Commission public survey identified a multi-generational recreation center would be the best use of the property and that “public use” should take priority.
- Second committee was formed in 2009
 - Committee ended when Selectboard shifted focus on facilities to serve the public.



Conceptual Design for Upper/Lower Bayside Park and Bayside/Hazelett - 2016

- Public input, community surveys funded by voter approved Recreation Impact Fees
 - Three focus group meetings
 - One community wide meeting and three Selectboard meetings
 - 3,200 random surveys distributed geographically
 - Additional online survey available to all

Conclusions

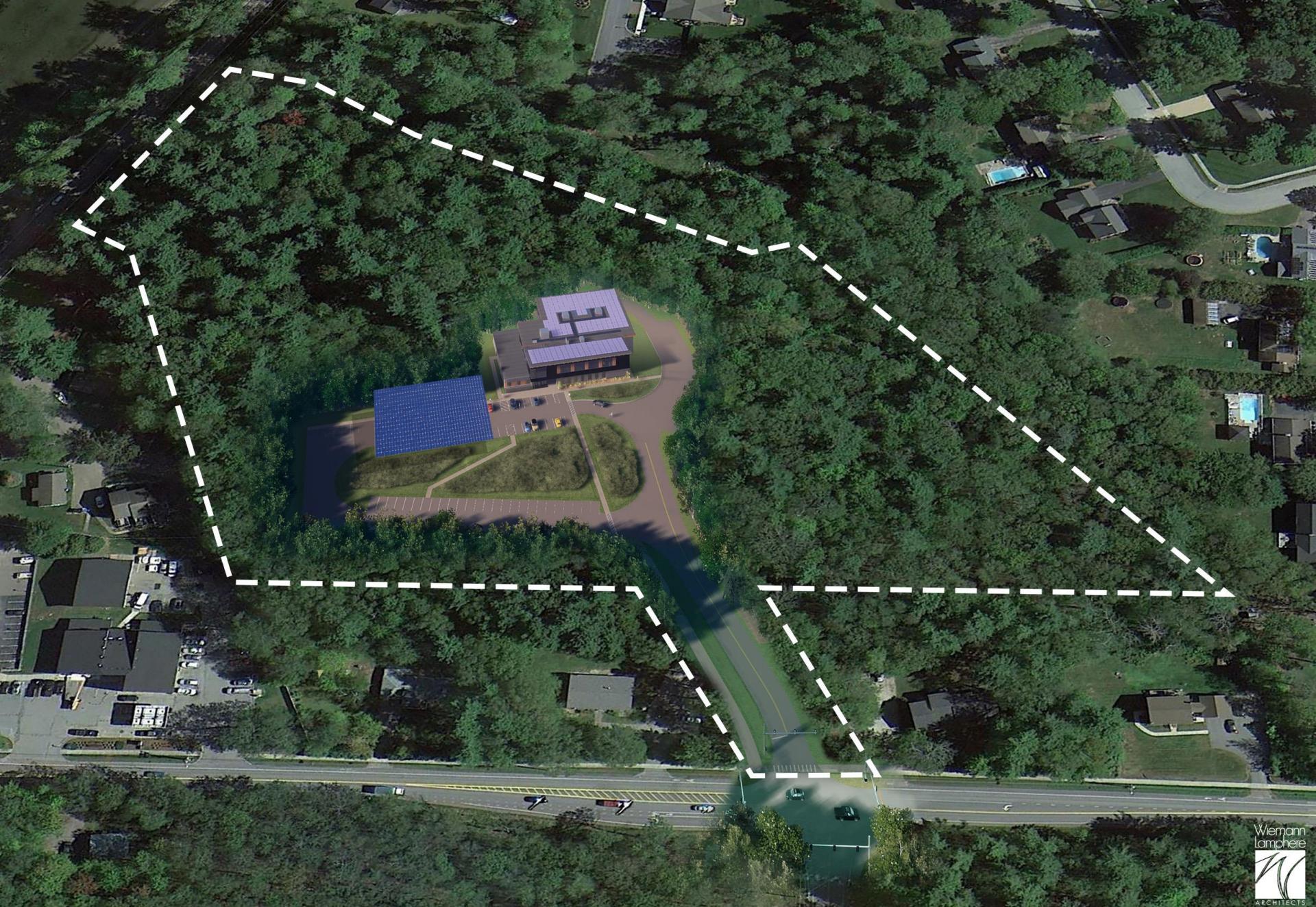
- 63 % identified an indoor pool
- 61 % identified exercise rooms
- 60 % identified exercise equipment
- 53 % identified gymnasium for basketball, volleyball, pickleball, etc., and fitness classes
- There is a demand and need for more recreation facilities and group gathering space.
- Businesses would benefit from a year round recreation facility bringing people to commercial center.
- Increased recreation opportunities are important for a community's health, economy, and social fabric.
- Recreation Center and an enhanced Bayside Park/Hazelett property will allow the Town of Colchester to provide year round recreation opportunities for all residents.



Master Plan for Upper/Lower Bayside Park and Bayside/Hazelett 2017-18

- More public input, specific amenities, and phasing, funded with voter approved Rec. Impact Fees.
- In September 2019, the Selectboard authorized Town staff to develop final plans and cost estimates for outdoor amenities at the Bayside/Hazelett Parcel. The funding for this comes from Rec Impact Fees paid by new development, NOT property taxes.
- In September 2020, we received the 50% designs and cost estimates for the construction of the park and outdoor amenities at the Bayside/Hazelett parcel. The cost was over \$6 million dollars. That exceeded our budget of roughly \$2 million.
- At that point, it was decided it didn't make fiscal sense to relocate amenities from one park to another at that cost when the ultimate goal was to make room for the long awaited Recreation Center.













Wiemann
Lamphere
ARCHITECTS


First Floor Lobby



Hallway to Classroom/Meeting Rooms



Multipurpose/Meeting Room



Gymnasium



Wiermann
Lamphere
WL
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Second Floor Entry to Track and Fitness



Fitness Room View #1



Fitness Room View #2



Overhead View of Fitness Space

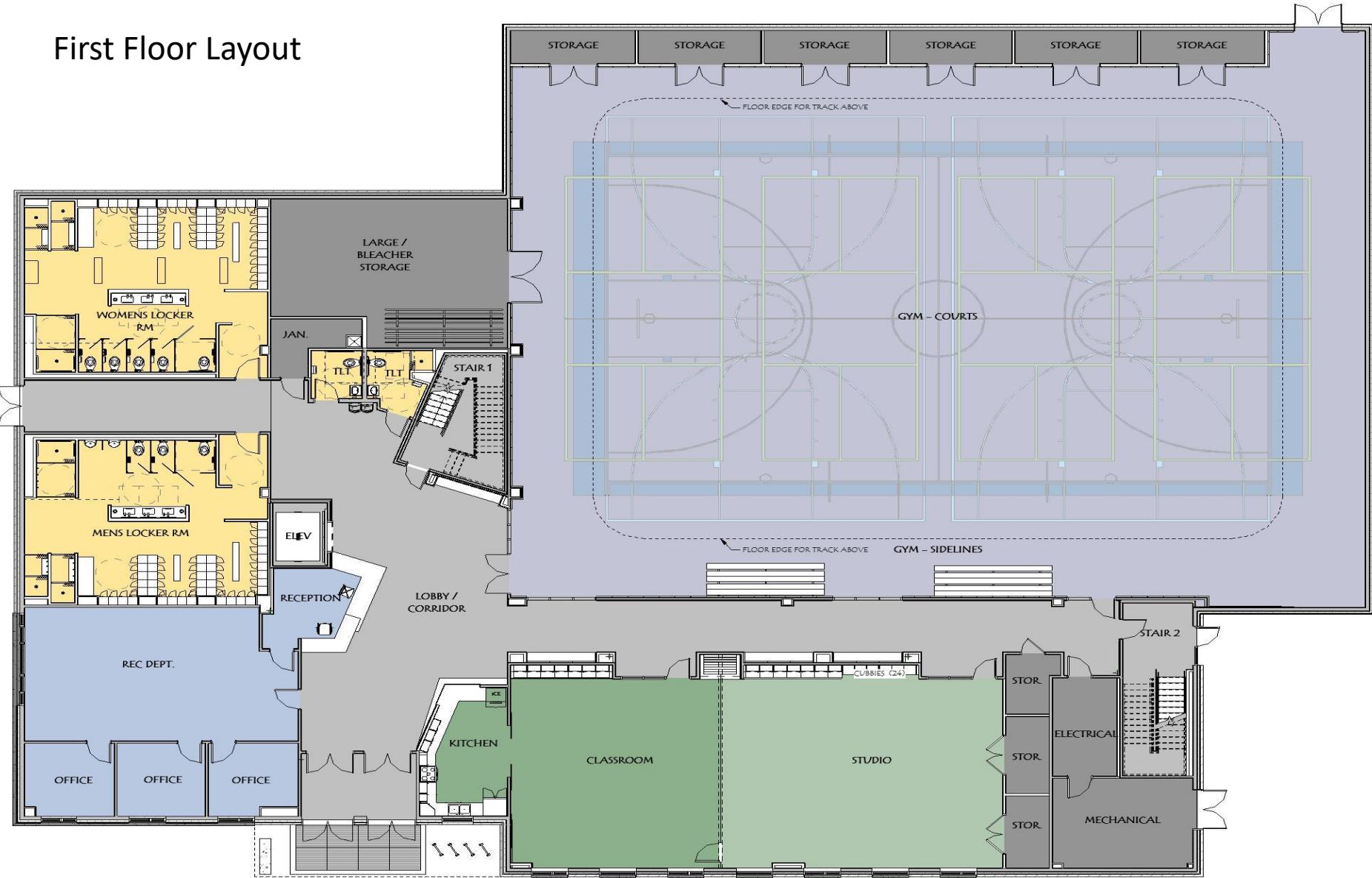


Elevated Running/Walking Track



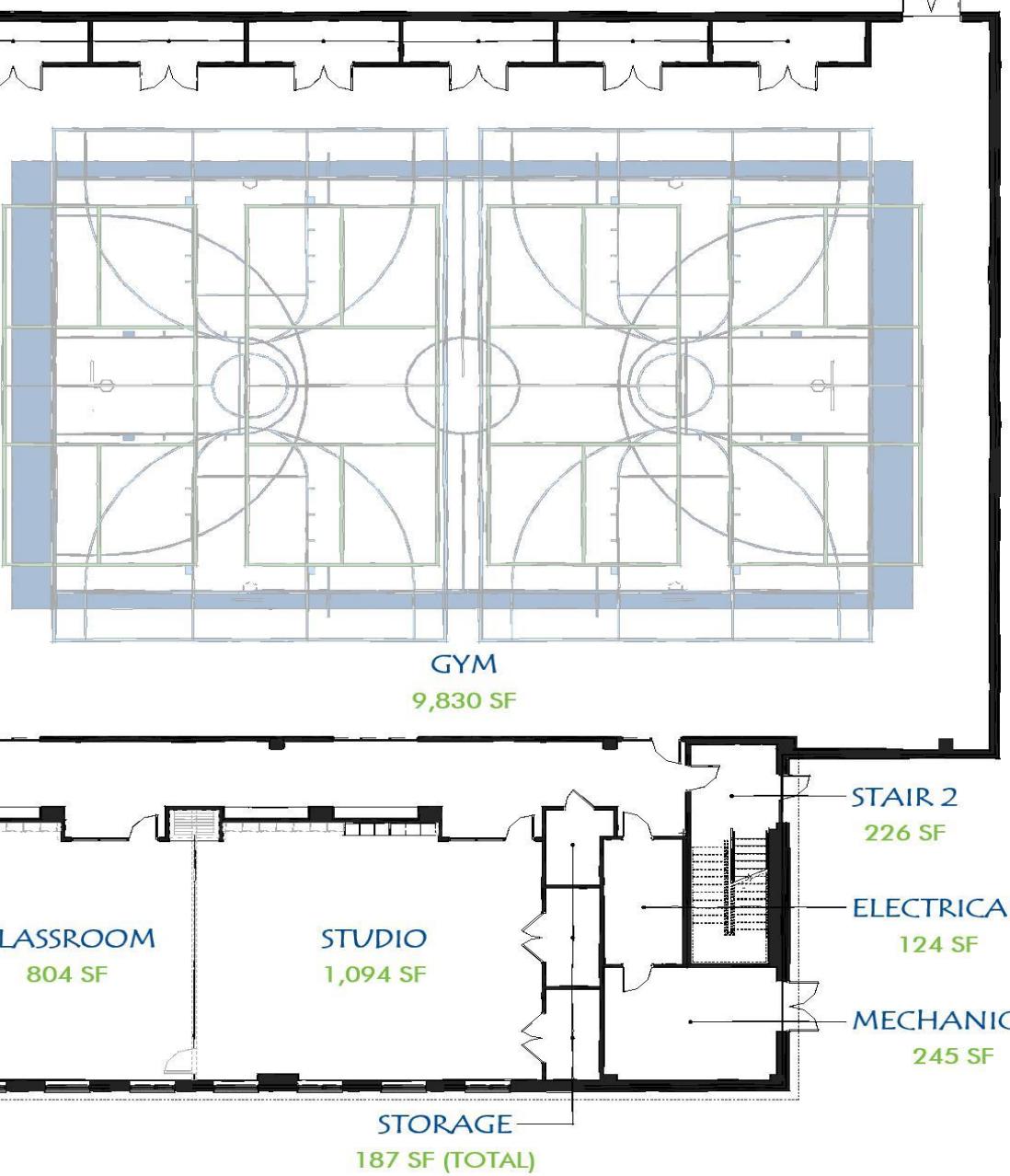
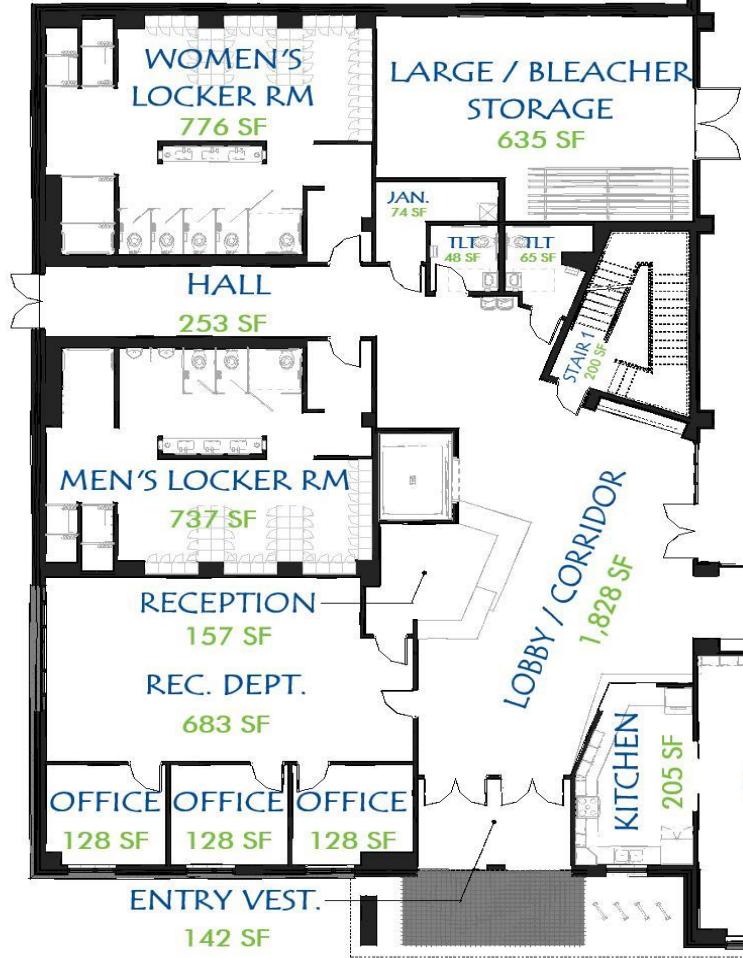
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ARCHITECTS

First Floor Layout

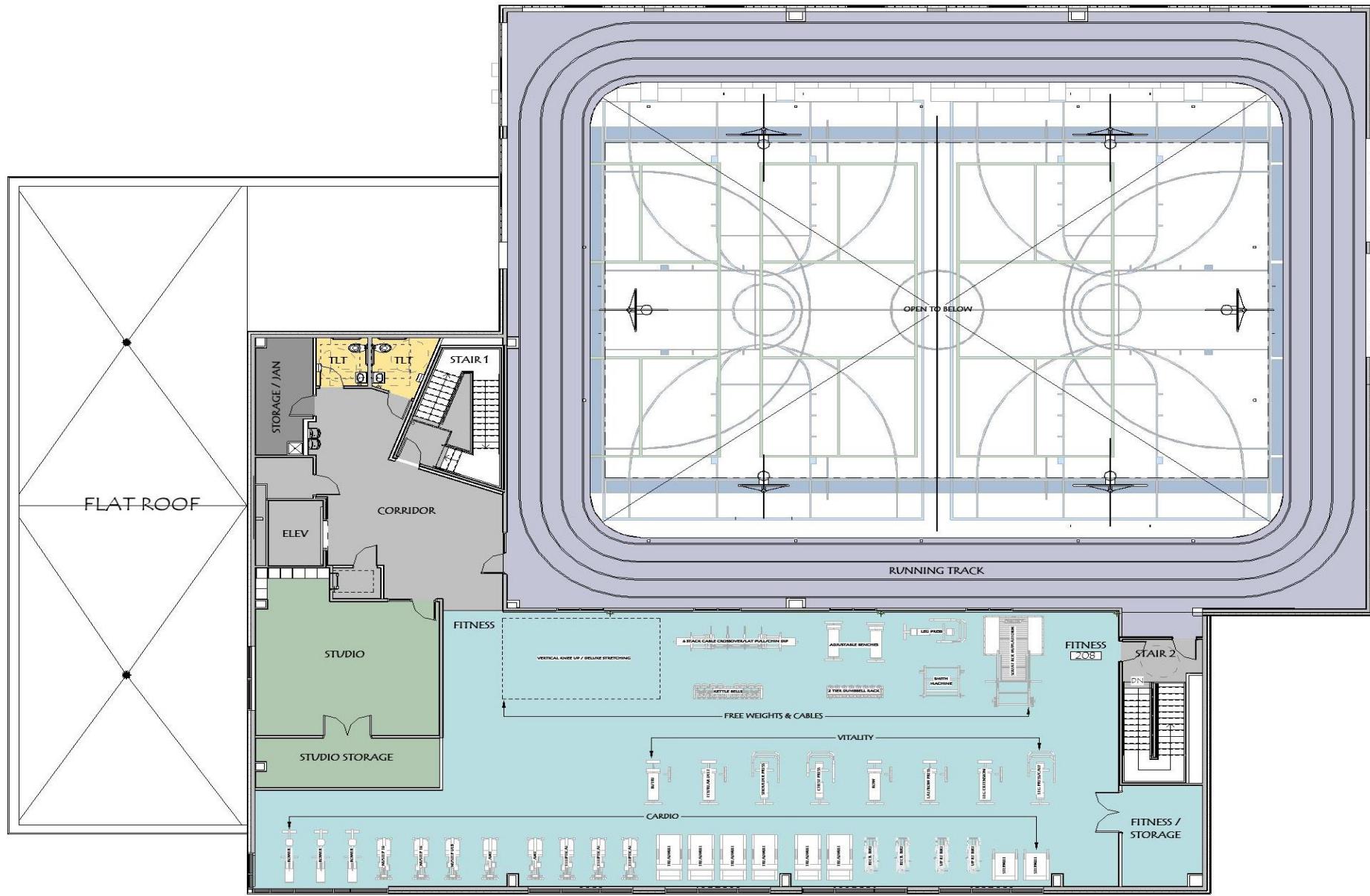


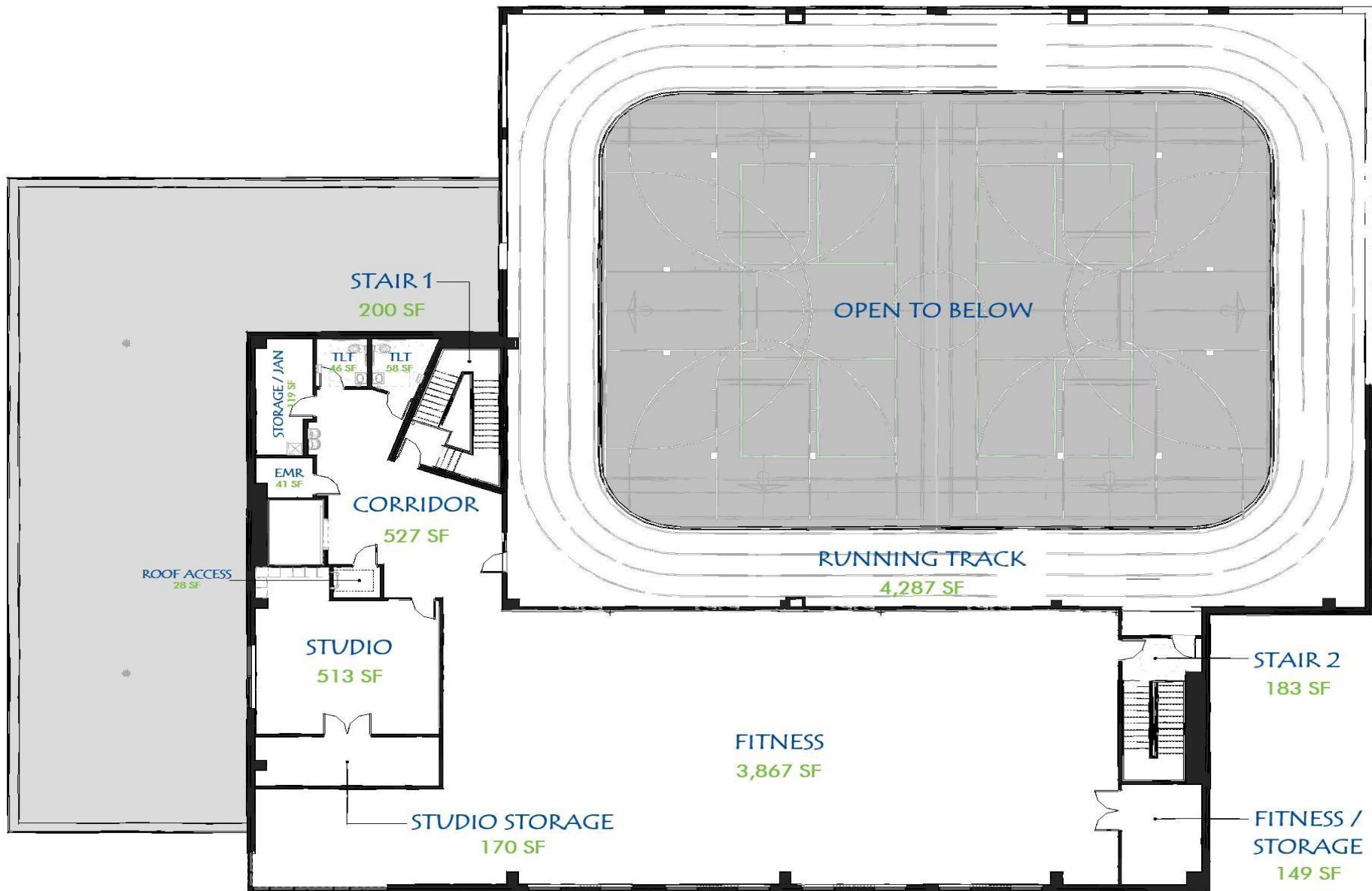
STORAGE
≈480 SF (TOTAL)

Total Square Footage: 29,427



Second Floor Layout



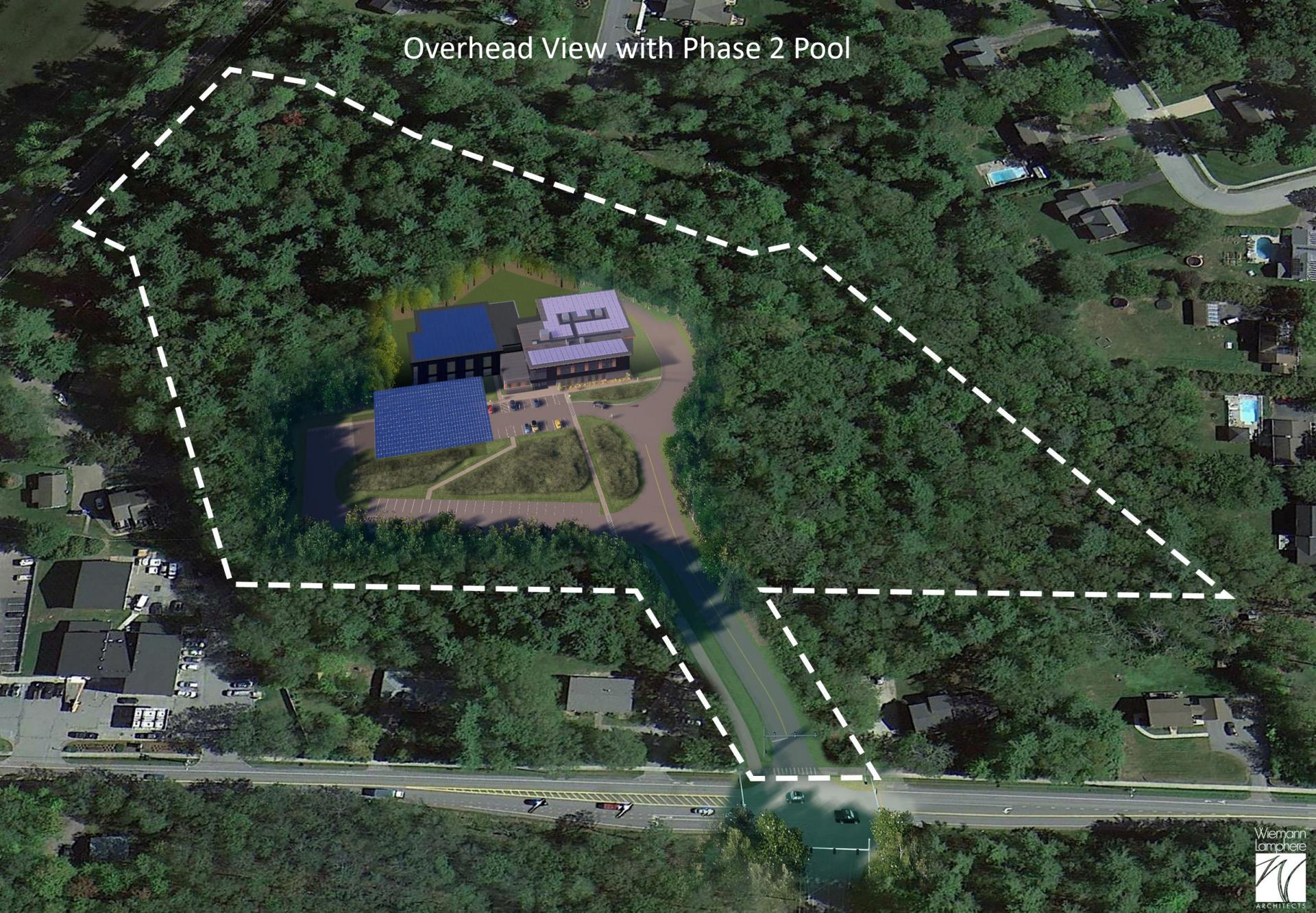




View from Entry Road with Phase 2 Pool



Overhead View with Phase 2 Pool





Capital Costs

Item	Cost
Site Development	\$2,978,000
Building & Equipment	\$11,703,000
Renewable Energy Solar Arrays	\$1,225,000
TOTAL	\$15,907,000

How will the recreation center be paid for?

The building will be paid with Local Option Tax (LOT) funds (1% sales tax revenue). There is \$9 million available in LOT funds. The remaining \$6,907,000 that is needed will be financed through a loan over 10 years. This loan will be paid with future LOT funds, however there will be no increase in LOT or other taxes.



LOCAL OPTION TAX (LOT) INFORMATION

HISTORICAL COLLECTIONS

FY2017	1,482,496
FY2018	1,594,775
FY2019	1,712,026
FY2020	1,697,377
FY2021	1,965,607
FY2022	2,174,827
FY2023, QTR1	615,058
 TOTAL	 <u>11,242,165</u>

Balance as of 11/18/22
\$8,087,946

**Estimated Balance
6/30/23
\$9,468,285**

REMAINING DEBT AS OF 6/30/23

	PRINCIPAL & INTEREST	FINAL PAYMENT
BELLWOOD DRAINAGE PROJECT	49,642	FY24
MUNICPAL BUILDING	1,618,011	FY28
BAYSIDE PROPERTY	95,162	FY25
TOTAL OUTSTANDING PAYMENTS		1,762,815

Town of Colchester, Local Option Tax Revenue Receipts and Projections

Fiscal Year	LOT Revenue ACTUAL / ESTIMATED *, **	Existing Debt Payments	Annual Funds available after Existing Debt Pmts.	Recreation Center Debt. Pmts. ****	Annual Funds available after Rec. Ctr. Debt Pmts
2016***	927,670	671,648	\$ 256,022		\$ 256,022
2017	1,482,496	643,136	\$ 839,360		\$ 839,360
2018	1,594,775	627,964	\$ 966,811		\$ 966,811
2019	1,712,026	594,463	\$ 1,117,563		\$ 1,117,563
2020	1,697,377	517,844	\$ 1,179,533		\$ 1,179,533
2021	1,965,607	502,314	\$ 1,463,293		\$ 1,463,293
2022	2,174,827	485,105	\$ 1,689,722		\$ 1,689,722
2023	2,240,072	467,912	\$ 1,772,160		\$ 1,772,160
2024	2,307,274	452,849	\$ 1,854,425	184,806	\$ 1,669,619
2025	2,376,492	383,885	\$ 1,992,607	904,950	\$ 1,087,657
2026	2,447,787	308,708	\$ 2,139,079	882,397	\$ 1,256,682
2027	2,521,221	312,334	\$ 2,208,887	859,844	\$ 1,349,043
2028	2,596,857	-	\$ 2,596,857	837,292	\$ 1,759,565
2029	2,674,763	-	\$ 2,674,763	814,739	\$ 1,860,024
2030	2,755,006	-	\$ 2,755,006	792,187	\$ 1,962,819
2031	2,837,656	-	\$ 2,837,656	769,634	\$ 2,068,022
2032	2,922,786	-	\$ 2,922,786	747,081	\$ 2,175,705
2033	3,010,469	-	\$ 3,010,469	724,529	\$ 2,285,940
2034	3,100,783	-	\$ 3,100,783	701,976	\$ 2,398,807
2035	3,193,807	-	\$ 3,193,807		\$ 3,193,807
2036	3,289,621	-	\$ 3,289,621		\$ 3,289,621
2037	3,388,310	-	\$ 3,388,310		\$ 3,388,310

*

8.1% Average increase in LOT over first five full years

*** Partial year

**

3.0% Future average annual lot projected conserva

**** Based on 12/12/22 VT BB rate: 3.27

Operating Pro-Forma

Revenue	FY 26	FY 27
Membership Revenue	\$583,034	\$597,610
Other Revenue	\$63,348	\$73,622
Total Operating Revenue	\$646,382	\$671,232
Expenses	FY 26	FY 27
Staff Wages, Benefits & Taxes	\$278,624	\$289,769
Utilities, Services & Supplies	\$217,538	\$226,240
Equipment & Capital	\$150,220	\$155,223
Total Operating Expenses	\$646,382	\$671,232

Will property taxes be used to pay for operating costs?

No, property taxes will not be used to pay for the operating costs of the Recreation Center.

How will the operating costs be paid for?

Memberships and facility use fees will cover the operating expenses



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Membership Rates

Annual Membership	Resident	Non-Resident
Adult (18-62)	\$600/\$50 month	\$780/\$65 month
Senior (62+)	\$504/\$42 month	\$604/\$51 month
Family	\$1200/\$100 month	\$1440/\$120 month
Youth (15-17)	\$360/\$30 month	\$432/\$36 month

3 month Membership	Resident	Non-Resident
Adult (18-62)	\$200	\$240
Senior (62+)	\$144	\$173
Youth (15-17)	\$105	\$126



Membership Rates

Daily Admission	Resident	Non-Resident
Adult (18-62)	\$15	\$18
Senior (62+)	\$12	\$15
Family	\$28	\$34
Youth (15-17)	\$10	\$12

10 punch pass	Resident	Non-Resident
Adult (18-62)	\$120	\$144
Senior (62+)	\$100	\$120
Youth (15-17)	\$80	\$96



Next Steps and Schedule

What are the next steps for this project to move forward?

The project requires Selectboard approval to be placed on the Town Meeting Day Ballot. And thereafter, voter approval at Town Meeting Day on March 7, 2023.

The question on the ballot will be the following:

Shall general obligation bonds or notes of the Town of Colchester in the amount of \$6,907,000, subject to available grants-in-aid, be issued under Section 703(c) of the Town Charter and Subchapter 1 of Chapter 53 of Title 24, Vermont Statutes Annotated, payable from the existing 1% local option sales tax over a period not to exceed ten years, and shall the Town use \$9,000,000.00, in previously collected local option sales taxes that are restricted to voter approved capital projects, for the construction of a Recreation Center?

If approved by the voters on Town Meeting Day, when will the project be completed?

With voter approval it is anticipated completion in the spring of 2025.



Summary

- Seeking Selectboard approval for \$15,907,000 to fund construction of the Colchester Recreation Center.
 - There is \$9 million in Local Option Tax (LOT) (1% sales tax) available in reserve for this project.
 - The remaining \$6,907,000 will be financed over 10 years which will be repaid with LOT funds.
 - There will be **NO** increase in property taxes to support or construct the facility.
 - Recreation Center operations will be funded by memberships and facility rentals.
 - There will be **NO** increase to the LOT (repayment is funded with existing 1% sales tax)
-
- **Community voted to purchase land for this use in 2004. Last land pmt. in FY 25**
 - **Studies, outreach, survey, and elected and appointed volunteer boards have endorsed this project.**
 - **There is a demand and need for more indoor recreation facilities and group gathering space.**
 - **Increased recreation opportunities are important for a community's health, economy, and social fabric.**



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Thank You!

COLCHESTER SCHOOL DISTRICT

POLICY: ANIMAL DISSECTION

DATE ADOPTED: Draft

POLICY STATEMENT

It is the intent of the Colchester School District to comply with the requirements of Act 154 of 2008 regarding the right of students to be excused from participating in or observing activities involving the dissection or vivisection of animals. Students enrolled in district schools shall have the right to be excused from participating in any lesson, exercise or assessment requiring the student to dissect, vivisect or otherwise harm or destroy an animal or any part of an animal, or to observe any of these activities, as part of a course of instruction.

DEFINITION

As used in this policy, the word “animal” means any organism of the kingdom animalia and includes an animal’s cadaver or the severed parts of an animal’s cadaver.

ALTERNATIVE EDUCATION METHOD

A student who is excused under this policy shall be provided with alternative methods through which he or she can learn and be assessed on material required by the course. The alternative methods shall be developed by the teacher of the course, in consultation with the principal if necessary.

DISCRIMINATION

No student shall be discriminated against based on their decision to exercise the right to be excused afforded by this policy.

PROCEDURES

The superintendent/principal shall develop and implement procedures to ensure compliance with the provisions of Act 154 of 2008. The procedures shall include provisions for the timely notification to each student enrolled in the course and to the student’s parent or guardian of the student’s right to be excused from participating in or observing the lesson and the process by which a student may exercise this right.

Legal Reference(s):

Act 154 of 2007-2008 Adjourned Session
16 V.S.A. §912

Last Adopted: September 6, 2016
Date Warned: December 2, 2022
First Reading: December 6, 2022
Second Reading: January 3, 2023

COLCHESTER SCHOOL DISTRICT

POLICY: NONDISCRIMINATORY MASCOTS AND SCHOOL BRANDING

DATE ADOPTED: **Draft**

PURPOSE

It is the policy of the Colchester School District to provide welcoming, positive, and inclusive learning environments for all students by prohibiting the use of discriminatory school branding, which undermines the educational experiences of members of all communities and perpetuates negative stereotypes.

I. DEFINITIONS

- A. **School** means a public school or an independent school approved under section 166 of Title 16.
- B. **School Board or Board** means the board of directors or other governing body of an educational institution when referring to an independent school.
- C. **School branding** means any name, symbol, or image used by a school as a mascot, nickname, logo, letterhead, team name, slogan, motto, or other identifier.

II. ADMINISTRATIVE RESPONSIBILITIES

The superintendent or designee shall:

- A. Periodically review and provide recommendations for necessary updates to the nondiscriminatory school branding policy as necessary.
- B. Assist the school board in its review of the district's school branding to ensure compliance with the policy following any school branding changes or updates to the policy.
- C. Assist the school board in ensuring the prohibition of school branding that directly or indirectly references or stereotypes the likeness, features, symbols, traditions, or other characteristics that are specific to either:
 - 1. The race, creed, color, national origin, sexual orientation, or gender identity of any person or group of persons; or
 - 2. Any person, group of persons, or organization associated with the repression of others.
- D. Develop a procedure for an individual to file a complaint that an element of school branding is in violation of the policy.

Date Warned: December 2, 2022
First Reading: December 6, 2022
Second Reading: January 3, 2023

III. COMPLAINTS

An individual may request an opportunity to appear before the Board for purposes of presenting the complaint, relevant facts, and further explanations. The Board shall hear the complaint in a fair and just manner. The Board shall render a decision within 45 days of the hearing, which must include a summary of facts and basis for the decision.

If the individual is unsatisfied with the Board's decisions, the individual may appeal the decision to the Secretary of Education. Appeals shall be filed within 30 days of the School Board's decision by sending a written notice of appeal to the Agency of Education.

CONSENT AGENDA

Board Meeting Date: January 3, 2023

Licensed Employees (Teacher/Administrator)

Contract Typ	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support

Non-Licensed Employees (Support Staff), Board Approval Required

Contract Typ	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support

Non-Licensed Employees (Support Staff), Informational

Contract Typ	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Support Staff	Courtney	Thibault	New Hire	Behavior Interventionist	35	MBS	Notice of New Hire	Jensen Radner	Yes	Yes
Support Staff	Kelsey	Sadewicz	Resignation	HR Coordinator	40	CO	Notice of Resignation			
Support Staff	Catherine	Anderson-Nguyen	Resignation	Spec. Ed Paraeducator	32.5	MBS	Notice of Resignation			
Support Staff	Olivia	Coon	New Hire	Behavior Interventionist	35	MBS	Notice of Hire	Christopher Coleman	Yes	Yes
Support Staff	Nicole	Bowen	New Hire	Behavior Interventionist	35	TBD	Notice of Hire for 23/24	TBD	Yes	Yes
Support Staff	Joy	Eidsheim	Resignation	Paraeducator	32.5	UMS	Notice of Resignation			

COLCHESTER SCHOOL DISTRICT

Board of Education Meeting
Colchester High School Library

Tuesday, December 20, 2022
7:00 p.m.

MINUTES (General Session)

The Colchester Board of Education held a regular board meeting on Tuesday, December 20, 2022, in the Colchester High School Library. Board members in attendance were Board Chair Lindsey Cox, Board Directors Nic Longo, Ben Yousey-Hindes, Felix Anderson, Laurie Kigonya, and Student Board Representative Olivia Dallamura. District administrators in attendance included Superintendent Amy Minor, Director of Curriculum Gwendolyn Carmolli, Director of Student Support Services Carrie Lutz, Director of Instructional Support Services Jean Shea, and Principals Carolyn Millham, Chris Antonicci, Jordan Burke, Michele Cote, and Andrew Conforti. There were four CSD employees in the audience.

I. Call to Order

Board Chair Lindsey Cox called the meeting to order at 7:00 p.m. and led in the Pledge of Allegiance.

II. Citizen Participation

None.

III. Approval of Contract Agreement with Colchester Education Association (CEA) Support Staff Unit Action

A contract agreement between the Colchester Education Association (CEA) Support Staff Unit and the School Board has been reached. The agreement is a three-year term with a continuation of the side letter from 2021-22 to add \$2/hour to all support staff personnel, a 5.95% increase in year two, and a 5.55% increase in year three. They also agreed on the addition of two paid holidays, the offering of dental insurance at all levels and an increase in life insurance, updates to the statewide health care language, the creation of a safety committee to develop protocols for student/family misconduct chaired by the superintendent, and updated language in several sections throughout the contract.

Director Anderson moved to approve the collective bargaining agreement with the Colchester Education Association Support Staff Unit for the years 2022-2025. The motion passed 4-0, with Board Chair Cox abstaining.

IV. Approval for Purchase of Classroom Audio Amplification Systems Action

In May of 2022, the board approved the purchase of amplification systems for all classrooms in CMS and CHS. This agenda item sought to gain approval to complete the project by purchasing systems for each classroom in MBS, PPS, and UMS. Carrie Lutz, director of student support services, explained that audio amplification systems increase the access of all learners, including those with auditory or attention challenges. They allow students to hear more clearly throughout the classroom and reduce the amount of repetition and missed instruction. The entire cost will be covered using two federal special education grants.

Director Longo moved to authorize the Director of Student Support Services to finalize the purchase and grant paperwork to purchase the audio amplification systems from Phonak for a cost of \$66,872.45. The motion passed unanimously.

V. Approval for Purchase of HVAC System for the Performing Arts Center **Action**

The district sought approval from the board for the installation of air conditioning in the Performing Arts Center (PAC) and the adjoining music room at CHS. The PAC is a space that is used by every CSD school, the town, and various community groups for large events. The age and efficiency of the current HVAC system makes it a challenge to regulate airflow and temperature when the PAC is filled. The district received two RFPs and it was recommended to go with the lowest bidder who could also complete the work in the desired timeframe. This project would be funded through the capital reserve account and should be completed by the end of June 2023.

Director Kigonya moved to authorize the Business and Operations Manager to finalize the bid process for the Performing Arts Center HVAC system. The motion passed unanimously.

VI. FY'24 Budget Discussion **Information**

Superintendent Amy Minor summarized enrollment numbers that were presented at the last board meeting and repeated the overarching budget goal is to increase achievement and engagement for all students. Connected to that goal, administrators requested to maintain all staffing and programming districtwide and potentially add time or positions in a few areas that are showing increased student need. At the previous meeting, the board asked to hear more about the district administrator's long-term staffing requests and the rationale for those positions. Some of the positions are already in place but funded through Elementary and Secondary School Emergency Relief (ESSER) funds and the hope would be to eventually transition those positions to the voter budget before the grant ends. Administrators gave a presentation that outlined the various job duties, explained the data that demonstrates student needs, and shared staff and student testimonials in support of the positions. These positions included math interventionists, a school counselor, a district psychologist, increased Target Graduation support, a Performing Arts Center technician, and teachers for reading, English learning, and fourth-grade. Superintendent Minor explained that the district is still waiting for several tax components from the state before they can provide estimated cost impacts of the positions discussed in the presentation. They have categorized the positions into three levels of priorities and will have estimates for what each would cost at the next meeting. The board asked several clarifying questions to the Central Office administrators, building principals, and staff members in attendance at the meeting.

VII. Approval of Consent Agenda **Action**

The board reviewed the following Consent Agenda. There were no licensed professionals listed, so no action was required by the board.

CONSENT AGENDA**Board Meeting Date: December 20, 2022****Licensed Employees (Teacher/Administrator)**

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support

Non-Licensed Employees (Support Staff), Board Approval Required

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support

Non-Licensed Employees (Support Staff), Informational

Contract Type	First Name	Last Name	Category	Position	FTE/Hours	Building	Agenda Information	Person Replacing	Budgeted	Admin Support
Support Staff	Trevor	Sohnen	Resignation	Spec. Ed Para	32.5	CMS	Notice of Resignation			
Support Staff	Aubrey	Stenta	Resignation	Paraeducator	32.5	UMS	Notice of Resignation			
Support Staff	Pamela	Lash	Transfer	Behavior Interventionist	33.5	CMS	Notice of Transfer	Caitlin Briggs	Yes	Yes
Support Staff	Jensen	Radner	Resignation	Behavior Interventionist	35	MBS	Notice of Resignation			
Support Staff	Anna	Thomson	New Hire	ELL Paraeducator	32.5	CMS	Notice of Hire	Pamela Lash	yes	Yes
Support Staff	Holly	Gingras	Resignation	Paraeducator	32.5	PPS	Notice of Resignation			

DRAFT

VIII. Approval of Meeting Minutes: December 6, 2022	Action
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Director Yousey-Hindes moved to approve the minutes from the meeting held on December 6, 2022. The motion passed unanimously.

IX. Board/Administration Communication, Correspondence, Committee Reports	Information
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- The annual Colchester Winter Carnival is February 3, 4, 5
- The Town Selectboard approved adding a ballot to fund construction for the Colchester Recreation Center. The board will review the financials of the center and decide at a future meeting if they would like to write a letter of support to the community.
- Town Meeting will be held in person in the CHS PAC on Monday, March 2.

X. Future Agenda Items	Information
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- FY24 Budget Development
- Continuation of policy review
- Announced Tuition for 2023-24

XI. Executive Session to Discuss a Student Matter	Action
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Board Chair Lindsey Cox requested a motion to add an executive session to discuss a student matter.

Director Anderson moved to enter executive session to discuss a student matter at 9:04 p.m. The motion passed unanimously.

Director Kigonya moved to exit executive session at 9:20 p.m.

XII. Adjournment

Director Anderson moved to adjourn at 9:21 p.m. The motion passed unanimously.

Recorder:

Meghan Baule
Recording Secretary

Board Clerk:

Ben Yousey-Hindes
Board Clerk