

Matthew C. Fedders
Superintendent of Schools

Andrea M. Wasson
Director of Special Services



Renee D. Badeau
Director of Curriculum

Christopher F. Locarno
Director of Finance & Facilities

Committed to cultivating within all our students the knowledge, skills, and character essential to becoming purposeful, productive and engaged members of their world.

November 9, 2022

Jennifer Deck Samuelson
Chair, Vermont State Board of Education

Dear Ms. Samuelson,

The Central Vermont Supervisory Union received your request for specific, fact-based data that demonstrates how assigning Lincoln to our SU will or will not “afford increased efficiency or greater convenience and economy” and will or will not “facilitate Pre Kindergarten through grade 12 curriculum planning and coordination.” Please consider this CVSU’s response to your request.

The Central Vermont Supervisory Union continues to have concerns around the option of merging Lincoln School District with CVSU. As stated in our September 16, 2022 letter to the Vermont State Board of Education (appendix I), CVSU has clearly demonstrated that a merger between LSD and CVSU will not “afford increased efficiency or greater convenience and economy” and will not “facilitate Pre Kindergarten through grade 12 curriculum planning and coordination for the following reasons:

- The business, human resources, education programming, and administrative staffing at CVSU does not provide the necessary bandwidth to support LSD without additional administrative staff at the SU.
- Due to the geographic distance between CVSU and LSD, there are zero increased efficiencies and great potential for a negative impact on convenience and economy.
- Costs for separate transportation, food services, and special education services and contracts will have a negative fiscal impact on budgets and offer zero efficiency, convenience, or economy.
- Curriculum alignment and coordination will require several years of intensive work to coordinate and align curriculum with the anticipated costs of additional administrative staff at the SU to support this work

To support our concerns, CVSU looked further at the budget implications that could impact our existing towns if they were to be merged with LSD. The greatest impact that was not conveyed to the SBE in our original letter (appendix I) is the impact of salaries on our existing towns.

The salary structure in LSD provides for higher salaries and a greater rate of moving to the highest step on the salary schedule. A merger will most likely require the CVSU and LSD bargaining units to

negotiate a single contract for bargaining units. The fact that LSD pays employees approximately 8-16% higher than CVSU employees, it is likely CVSU will need to negotiate a higher salary for current employees, thus impacting the tax rate of our current towns. The town's of Northfield, Williamstown, Orange, and Washington should not have to increase tax rates simply to align to the salaries of LSD employees.

Employee Compensation

The employee compensation structures are vastly different between CVSU and LSD. Whereas CVSU teachers will earn a salary of \$81,968, employees must work a total of 32 years in CVSU to reach the highest step in pay. In LSD however, employees only need to work 18 years to reach the highest salary.

Teacher Bargaining Unit

CVSU:	Low End Salary Column: BA Step: 1 Salary: \$42,915	High End Salary Column: MA+45 Step: 17 Salary: \$81,968
LSD:	Column: BA Step: 1 Salary: \$47,067	Column: MA+30 Step: 18 Salary: \$89,004
Difference:	+ \$4,152 in LSD + 9.7% in LSD	+ \$7,036 in LSD + 8.5% in LSD

*CVSU's teacher salary structure has 17 steps and 7 columns (appendix A). One year of service does not equal one step. Steps are earned every 2-3 years (appendix C). It takes 32 years of service to reach step 17 of the salary schedule.

*LSD's teacher salary structure has 18 steps and 6 columns (appendix B). One year of service equals one step. It only takes 16 years to reach the high end of the salary schedule.

ESP Bargaining Unit

CVSU:	Low End Hourly Paraprofessional AA Step: 1 Hourly: \$16.80	High End Hourly Paraprofessional AA Step: 16 Hourly: \$22.61
LSD:	Low End Hourly Paraprofessional AA Step: 1 Hourly: \$17.82	High End Hourly Paraprofessional AA Step: 5 Hourly: \$20.67

Difference: + \$2.85 hourly in LSD + \$3.20 hourly in LSD
 + 16% in LSD + 16% in LSD

*CVSU’s ESP salary structure has 16 steps (appendix D). One year of service equals one step. It takes 16 years to reach the high end of the salary schedule.

*LSD’s ESP salary structure has 5 steps (appendix E). One year of service equals one step. It only takes 5 years to reach the high end of the salary schedule.

*LSD’s salary increases by 3% in 2023-24 and another 3% in 2024-25

*CVSU is entering negotiations for the 2023-2026 school year in December 2022. Salary increases for the 23-24, 24-25, and 25-26 school years have not been established.

*CVSU is anticipating a salary increase as part of this year’s negotiations, but cannot even begin to contemplate a 10-20% salary increase to reach the salaries offered in LSD.

Co-Curricular/Extra-curricular Assignments

Both CVSU and LSD have a salary schedule for extra duty assignments.

CVSU	Low End Assignment Category 6 Step 1 Stipend: \$751	High End Assignment Category 1 Step 4 Stipend: \$4,506
LSD	Low End Assignment Category 6 Step 1 Stipend: \$1,167	High End Assignment Category 1 Step 3 Stipend: \$5,368
Difference:	+\$416 in LSD + 55% in LSD	+\$862 in LSD + 19% in LSD

*CVSU’s Extra Duty Schedule (appendix F) has 6 categories and 4 steps.

*LSD’s Extra Duty Schedule (appendix G) has 6 categories, but only three steps.

Each district has a different list of extra duty assignments. CVSU would anticipate the need to negotiate to find a common list of duties that warrant additional pay.

Budget Assumptions

The LSD preliminary budget, developed by CVSU’s business office does not identify any efficiencies that would provide greater convenience or economy.

Food Services in CVSU is a contracted service with the Abbey Group. The Abbey Group does not operate any school cafeterias close to LSD and the closest district in which they operate is Slate Valley Unified School District. Expanding the current CVSU contract with the Abbey Group would not offer any efficiency as cafeteria resources and staff could not be shared between schools due to distance.

LSD currently receives food services from Mount Abraham USD. CVSU assumes it would need to contract with MAUSD for food services or seek a separate contract for LSD. Preliminary calculations indicate that CVSU would need to subsidize food services at LSD by approximately \$59,300 to pay for operating costs in FY24 (Appendix J).

Transportation in CVSU is contracted with Student Transportation of America. LSD's transportation is provided through a MAUSD contract with Bet-Cha Transit. CVSU assumes it would need to contract with MAUSD, Bet-Cha Transit, or another transportation provider to provide transportation services to LSD. LSD currently operates three bus routes on a daily basis (appendix H) Due to the distance between CVSU and LSD, school buses cannot be used between LSD and CVSU.

In developing a preliminary budget for LSD, CVSU met with the MAUSD business officials and received information from the LSD Board to get a complete picture of LSD's operating expenses. CVSU used the 2022 Tax Rate and CLA listed on the VT Property Tax website as well as the 2022 equalized pupil count provided by MAUSD. The excessive spending penalty was not applied to the budget document, however CVSU anticipates LSD will spend approximately \$27,000 per pupil and incur the excess spending penalty in FY24 if the state institutes this penalty in the coming year.

In calculating the final impact of the LSD budget on the tax rate, we have calculated an increase of over \$.50, from \$1.48 in FY23 to over \$2.00 in FY24 (appendix K). CVSU acknowledges that the Property Tax Yield will increase and the CLA and equalized pupil count will change, thus requiring an adjustment in our projections, however it is safe to say, LSD will incur a substantial tax increase by merging with CVSU.

In addition to the basic budgetary assumptions listed above, the merger of LSD with CVSU will have a negative impact on Title I funding across the SU. The federal government disburses money to school districts based on the number of low-income children in each district as determined by census data. LSD's student population does not qualify for Title I funding. The Title I funding formula is fundamentally based on the count of "formula-eligible" children within the SU. By adding LSD to CVSU, and its large population of "non-formula eligible" children, there is a potential that the SU's Title I allocation will be reduced. As CVSU uses much of its Title I grant for additional staffing, any adjustment to the SU's Title I award will require funding to shift to local funds, thus impacting the budgets of existing CVSU member districts.

Curriculum Planning and Coordination

CVSU has evaluated the efforts that will be needed to facilitate Pre Kindergarten-12 curriculum planning and coordination.

CVSU utilizes the Orton-Gillingham approach to reading as part of a structured literacy model of reading instruction. CVSU has invested considerably in OG training for teachers and support staff. To

coordinate curriculum planning, LSD reading teachers would need to invest in several years of intensive professional development and support to implement the OG structured literacy program. CVSU has adopted the Ready Math curriculum for math instruction and has partnered with All Learners Network for intensive professional development in math instruction. As mentioned in CVSU's letter to the State Board on September 16, (Appendix I), CVSU does not have the current capacity to implement and support the implementation of these efforts at an additional school. CVSU would most likely need to invest in additional administration to facilitate and support the intensive work that will need to take place over the next two years to align CVSU and LSD's curriculum.

In order to facilitate a Pre Kindergarten-12 curriculum that is coordinated and aligned across the SU, LSD would need to commit to implementing these programs as part of their instructional program. In September, I met with Lincoln Community School Principal, Tory Riley, and members of the LSD Board. Through this discussion, it was clear that LSD was not looking to align curriculum with their new SU, but were rather hoping that there could be some flexibility in curriculum across schools. As one of the requirements of an SU board is to facilitate Pre Kindergarten-12 curriculum planning and coordination, aligning curriculum between LSD and CVSU would be essential in our work as a unified supervisory union.

Central Vermont Supervisory Union remains adamantly opposed to a merger with Lincoln School District. CVSU administration has invested considerable time and effort evaluating a potential merger. Unfortunately, the differences between CVSU and LSD, including rates of pay, capacity of the SU, need for separate contracts and services, and geography conclude that this partnership will not meet the statutory intentions of affording increased efficiency or greater convenience and economy, nor will this partnership facilitate Pre Kindergarten through grade 12 curriculum planning and coordination.

Sincerely,

A handwritten signature in black ink, appearing to read "Matthew Fedders". The signature is fluid and cursive, with a long horizontal stroke at the end.

Matthew Fedders
Superintendent

CVSU

Salary Schedule
2022-2023

Appendix A-3

Step	B		B+15		B+30		M		M+15		M+30		M+45	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	1.000	42,915	1.045	44,846	1.090	46,777	1.135	48,709	1.180	50,640	1.225	52,571	1.270	54,502
2	1.040	44,632	1.085	46,563	1.130	48,494	1.175	50,425	1.220	52,356	1.265	54,287	1.310	56,219
3	1.080	46,348	1.125	48,279	1.170	50,211	1.215	52,142	1.260	54,073	1.305	56,004	1.350	57,935
4	1.120	48,065	1.165	49,996	1.210	51,927	1.255	53,858	1.300	55,790	1.345	57,721	1.390	59,652
5	1.160	49,781	1.205	51,713	1.250	53,644	1.295	55,575	1.340	57,506	1.385	59,437	1.430	61,368
6	1.200	51,498	1.245	53,429	1.290	55,360	1.335	57,292	1.380	59,223	1.425	61,154	1.470	63,085
7	1.240	53,215	1.285	55,146	1.330	57,077	1.375	59,008	1.420	60,939	1.465	62,870	1.510	64,802
8	1.280	54,931	1.325	56,862	1.370	58,794	1.415	60,725	1.460	62,656	1.505	64,587	1.550	66,518
9	1.320	56,648	1.365	58,579	1.410	60,510	1.455	62,441	1.500	64,373	1.545	66,304	1.590	68,235
10	1.360	58,364	1.405	60,296	1.450	62,227	1.495	64,158	1.540	66,089	1.585	68,020	1.630	69,951
11	1.400	60,081	1.445	62,012	1.490	63,943	1.535	65,875	1.580	67,806	1.625	69,737	1.670	71,668
12			1.485	63,729	1.530	65,660	1.575	67,591	1.620	69,522	1.665	71,453	1.710	73,385
13					1.570	67,377	1.615	69,308	1.660	71,239	1.705	73,170	1.750	75,101
14							1.655	71,024	1.700	72,956	1.745	74,887	1.790	76,818
15							1.695	72,741	1.740	74,672	1.785	76,603	1.830	78,534
16							1.735	74,458	1.780	76,389	1.825	78,320	1.870	80,251
17							1.775	76,174	1.820	78,105	1.865	80,036	1.910	81,968

Base \$ 42,915

Vertical increase 4.00% Index change 0.040

Horizontal Increase 4.50% Index change 0.045

MAUSD/LSD APPENDIX A

Salary Schedule 2022-2023

<u>Step</u>	<u>BA+0</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA+0</u>	<u>MA+15</u>	<u>MA+30</u>
1	47,067	48,973	50,880	52,786	54,692	56,598
	<i>1</i>	<i>1.0405</i>	<i>1.081</i>	<i>1.1215</i>	<i>1.162</i>	<i>1.2025</i>
2	48,973	50,880	52,786	54,692	56,598	58,504
	<i>1.0405</i>	<i>1.081</i>	<i>1.1215</i>	<i>1.162</i>	<i>1.2025</i>	<i>1.243</i>
3	50,880	52,786	54,692	56,598	58,504	60,411
	<i>1.081</i>	<i>1.1215</i>	<i>1.162</i>	<i>1.2025</i>	<i>1.243</i>	<i>1.2835</i>
4	52,786	54,692	56,598	58,504	60,411	62,317
	<i>1.1215</i>	<i>1.162</i>	<i>1.2025</i>	<i>1.243</i>	<i>1.2835</i>	<i>1.324</i>
5	54,692	56,598	58,504	60,411	62,317	64,223
	<i>1.162</i>	<i>1.2025</i>	<i>1.243</i>	<i>1.2835</i>	<i>1.324</i>	<i>1.3645</i>
6	56,598	58,504	60,411	62,317	64,223	66,129
	<i>1.2025</i>	<i>1.243</i>	<i>1.2835</i>	<i>1.324</i>	<i>1.3645</i>	<i>1.405</i>
7	58,504	60,411	62,317	64,223	66,129	68,035
	<i>1.243</i>	<i>1.2835</i>	<i>1.324</i>	<i>1.3645</i>	<i>1.405</i>	<i>1.4455</i>
8		62,317	64,223	66,129	68,035	69,942
		<i>1.324</i>	<i>1.3645</i>	<i>1.405</i>	<i>1.4455</i>	<i>1.486</i>
9		64,223	66,129	68,035	69,942	71,848
		<i>1.3645</i>	<i>1.405</i>	<i>1.4455</i>	<i>1.486</i>	<i>1.5265</i>
10			68,035	69,942	71,848	73,754
			<i>1.4455</i>	<i>1.486</i>	<i>1.5265</i>	<i>1.567</i>
11			69,942	71,848	73,754	75,660
			<i>1.486</i>	<i>1.5265</i>	<i>1.567</i>	<i>1.6075</i>
12			71,848	73,754	75,660	77,567
			<i>1.5265</i>	<i>1.567</i>	<i>1.6075</i>	<i>1.648</i>
13				75,660	77,567	79,473
				<i>1.6075</i>	<i>1.648</i>	<i>1.6885</i>
14				77,567	79,473	81,379
				<i>1.648</i>	<i>1.6885</i>	<i>1.729</i>
15					81,379	83,285
					<i>1.729</i>	<i>1.7695</i>
16					83,285	85,191
					<i>1.7695</i>	<i>1.81</i>
17						87,098
						<i>1.8505</i>
18						89,004
						<i>1.891</i>

APPENDIX - A3

**Placement Schedule for New Hires
2020 - 2023 (FY21 - FY23)**

New Hires will be placed on step based on their Years of Experience (YOE) as shown below.

Step	B YOE	B+15 YOE	B+30 YOE	M YOE	M+15 YOE	M+30 YOE	M+45 YOE	Step
1	0	0	0	0	0	0	0	1
2	1-2	1-2	1-2	1-2	1-2	1-2	1-2	2
3	3-4-5	3-4-5	3-4-5	3-4-5	3-4-5	3-4-5	3-4-5	3
4	6-7	6-7	6-7	6-7	6-7	6-7	6-7	4
5	8-9	8-9	8-9	8-9	8-9	8-9	8-9	5
6	10-11	10-11	10-11	10-11	10-11	10-11	10-11	6
7	12-13	12-13	12-13	12-13	12-13	12-13	12-13	7
8	14-15	14-15	14-15	14-15	14-15	14-15	14-15	8
9	16-17	16-17	16-17	16-17	16-17	16-17	16-17	9
10	18-19	18-19	18-19	18-19	18-19	18-19	18-19	10
11	20+	20-21	20-21	20-21	20-21	20-21	20-21	11
12		22+	22-23	22-23	22-23	22-23	22-23	12
13			24+	24-25	24-25	24-25	24-25	13
14				26-27	26-27	26-27	26-27	14
15				28-29	28-29	28-29	28-29	15
16				30-31	30-31	30-31	30-31	16
17				32+	32+	32+	32+	17

Wage Schedule 2022-2023

Vertical Increment: 2.00%		Work Classification									
		\$16.80	\$17.34	\$17.88	\$18.43	\$19.50	\$16.80	\$17.34			
Step		Paraeducator AA	Paraeducator BA	Administrative Assistant or Secretary	IT Level I	IT Level II	Custodian	Maintenance			
FY23 Base		\$16.80	\$17.34	\$17.88	\$18.43	\$19.50	\$16.80	\$17.34			
1		\$16.80	\$17.34	\$17.88	\$18.43	\$19.50	\$16.80	\$17.34			
2		\$17.14	\$17.68	\$18.24	\$18.79	\$19.89	\$17.14	\$17.68			
3		\$17.48	\$18.04	\$18.60	\$19.17	\$20.29	\$17.48	\$18.04			
4		\$17.83	\$18.40	\$18.98	\$19.55	\$20.70	\$17.83	\$18.40			
5		\$18.19	\$18.77	\$19.36	\$19.94	\$21.11	\$18.19	\$18.77			
6		\$18.55	\$19.14	\$19.74	\$20.34	\$21.53	\$18.55	\$19.14			
7		\$18.92	\$19.52	\$20.14	\$20.75	\$21.96	\$18.92	\$19.52			
8		\$19.30	\$19.91	\$20.54	\$21.17	\$22.40	\$19.30	\$19.91			
9		\$19.69	\$20.31	\$20.95	\$21.59	\$22.85	\$19.69	\$20.31			
10		\$20.08	\$20.72	\$21.37	\$22.02	\$23.31	\$20.08	\$20.72			
11		\$20.48	\$21.13	\$21.80	\$22.46	\$23.78	\$20.48	\$21.13			
12		\$20.89	\$21.56	\$22.23	\$22.91	\$24.25	\$20.89	\$21.56			
13		\$21.31	\$21.99	\$22.68	\$23.37	\$24.74	\$21.31	\$21.99			
14		\$21.74	\$22.43	\$23.13	\$23.84	\$25.23	\$21.74	\$22.43			
15		\$22.17	\$22.88	\$23.59	\$24.31	\$25.74	\$22.17	\$22.88			
16		\$22.61	\$23.33	\$24.07	\$24.80	\$26.25	\$22.61	\$23.33			

Appendix A
(Salary Schedules)

2022-2023

Administrative Assistants (Registrars, Receptionists)				
Step	Index	HS Diploma or Associates	Index	Bachelors
1	1	\$20.00	1.04	\$20.80
2	1.04	\$20.80	1.08	\$21.60
3	1.08	\$21.60	1.12	\$22.40
4	1.12	\$22.40	1.16	\$23.20
5	1.16	\$23.20	1.2	\$24.00

Behavior Assistants (Planning Room Director)				
Step	Index	HS Diploma or Associates	Index	Bachelors
1	1	\$19.42	1.04	\$20.20
2	1.04	\$20.20	1.08	\$20.97
3	1.08	\$20.97	1.12	\$21.75
4	1.12	\$21.75	1.16	\$22.53
5	1.16	\$22.53	1.2	\$23.30

Educational Assistants (General Educational Assistants, Special Education Assistants, Library Assistants)				
Step	Index	HS Diploma or Associates	Index	Bachelors
1	1	\$17.82	1.04	\$18.53
2	1.04	\$18.53	1.08	\$19.25
3	1.08	\$19.25	1.12	\$19.96
4	1.12	\$19.96	1.16	\$20.67

5	1.16	\$20.67	1.2	\$21.38
---	------	---------	-----	---------

Facilities Employees (Custodians, Maintenance Utility, Maintenance Technician, Grounds)				
Step	Index	HS Diploma or Associates	Index	Bachelors/Certificate
1	1	\$17.82	1.04	\$18.53
2	1.04	\$18.53	1.08	\$19.25
3	1.08	\$19.25	1.12	\$19.96
4	1.12	\$19.96	1.16	\$20.67
5	1.16	\$20.67	1.2	\$21.38

Specialists (Maintenance Utility II, SLPA, Communications Facilitator, Safety and Wellness Coordinator)				
Step	Index	HS Diploma or Associates	Index	Bachelors/License
1	1	\$24.09	1.04	\$25.05
2	1.04	\$25.05	1.08	\$26.02
3	1.08	\$26.02	1.12	\$26.98
4	1.12	\$26.98	1.16	\$27.94
5	1.16	\$27.94	1.2	\$28.91

APPENDIX B

Co-Curricular Salary Schedule

Base FY22	\$46,682											
	Group 1	Salary	Group 2	Salary	Group 3	Salary	Group 4	Salary	Group 5	Salary	Group 6	Salary
1 Year	0.09	\$4,201	0.075	\$3,501	0.055	\$2,568	0.045	\$2,101	0.035	\$1,634	0.025	\$1,167
2 Years	0.1	\$4,668	0.085	\$3,968	0.065	\$3,034	0.055	\$2,568	0.045	\$2,101	0.03	\$1,400
3 Years	0.115	\$5,368	0.1	\$4,668	0.08	\$3,735	0.07	\$3,268	0.06	\$2,801	0.035	\$1,634

Group Assignments for Co-Curricular Activities

Fall Activities	Group	Winter Activities	Group	Spring Activities	Group	Yearly Activities	Group
Head Varsity Football	2	Varsity Boys Basketball	1	Varsity Baseball	2	Band	4
Head JV Football	4	JV Boys Basketball	3	JV Baseball	4	Chorus	4
Assistant Football (2.5)	4	JV-B Boys Basketball	4	Varsity Softball	2	Project Graduation Coordinator	4
Varsity Boys Soccer	2	Varsity Girls Basketball	1	JV Softball	4	Yearbook Coordinator	4
JV Boys Soccer	4	JV Girls Basketball	3	Varsity Track Coach (2)	2	Newspaper	5
Varsity Girls Soccer	2	JV-B Girls Basketball	4	Assistant HS Track Coach	4	Scholar's Bowl	5
JV Girls Soccer	4	Varsity Wrestling	1	Varsity Girls Lacrosse	2	Lead Class Advisor (.25 for each Class)	6
Varsity Field Hockey	2	Assistant Wrestling (.5)	3	MS Boys Lacrosse	5	Environmental Action Group Coordinator	5
JV Field Hockey	4	MS Wrestling	5	MS Girls Lacrosse	5	Community Council Coordinator	5

Varsity Cross Country	2	MS Boys Basketball (2)	5	MS Track Coach (2)	5		
Assistant Cross Country	4	MS Girls Basketball (2)	5	MS Baseball Coach (2)	5		
Middle School Cross Country	5	Indoor Track Head Coach	2	MS Softball Coach	5		
Middle School Field Hockey	5	Indoor Track Assistant Coach	4	Spring Rowing Coach (.5)	5		
Middle School Boys Soccer (2)	5	Winter Run Club	6	Spring Musical Director	2		
Middle School Girls Soccer (2)	5	Varsity Nordic Ski Coach	1	Assistant Spring Musical Director	4		
Fall Rowing Coach (.5)	5	Middle School Nordic Ski Coach	5				
Bass Fishing Coach	6						
Golf Coach	2						
Fall Musical Director (2)	2						
Assistant Fall Musical Director (2)	4						

[Back to Table of Contents](#)

Select Language | ▼

[Transportation](#) » Lincoln Bus Routes

Lincoln Bus Routes

Please remember these are approximate times and students should be out waiting at least 5 minutes before time shown.

Bus #RP-2 Approximate Route Times (Joe)

- 7:18 Intersection of Grimes & County Roads
- 7:21 South Lincoln Road
- 7:23 French Settlement Road
- 7:28 Top of French Settlement Road
- 7:31 South Lincoln Road
- 7:37 East River Road



Bus #8 Approximate Route Times (Katrina)

- 7:05 Downingsville Road(Atkins Farm)
- 7:08 Wolf Lane (Downingsville Road)
- 7:10 Purington Road E. (Downingsville Road)
- 7:15 Bull Run(Quaker Street)
- 7:20 Quaker Street
- 7:25 Zeno Road (Quaker Street)
- 7:30 Colby Hill Road
- 7:45 West River Road
- 7:50 Forge Hill (Bottom)

Bus #1 Approximate Route Times (Judy)

•  4 Gove Hill Road
Schools


Staff Directory


Board

 26
Calendar

Bus Routes

Bristol Bus Routes

Lincoln Bus Routes

Monkton Bus Routes

New Haven Bus Routes

Starksboro Bus Routes

- 7:07 Intersection of Quaker Street & Elder Hill Road
- 7:09 Forge Hill Lane
- 7:12 Forge Hill Road
- 7:13 West River Road
- 7:20 Intersection Green Road/York Hill Road
- 7:21 York Hill Road
- 7:22 West Hill Road
- 7:22 Brown's Road
- 7:24 West Hill Road
- 7:28 Notch Road
- 7:32 Ripton/Lincoln Line Turnaround
- 7:33 Ripton Road



Schools



Staff Directory



Board



Calendar

Matthew C. Fedders
Superintendent of Schools

Andrea M. Wasson
Director of Special Services



Renee D. Badeau
Director of Curriculum

Christopher F. Locarno
Director of Finance & Facilities

Committed to cultivating within all our students the knowledge, skills, and character essential to becoming purposeful, productive and engaged members of their world.

September 16, 2022

Oliver Olson, Chair
Vermont State Board of Education
1 National Life Drive, Davis 5
Montpelier, VT 05602-2501

RE: Request for Written Comment on Central Vermont Supervisory Union's Willingness and Ability to Accept Lincoln School District.

Dear Chair Olson,

The Central Vermont Supervisory Union (CVSU) has received your request for written comment regarding our Supervisory Union's ability and willingness to absorb the Lincoln School District (LSD) as a member school district of CVSU beginning in July 2023.

In preparation of this letter, CVSU's superintendent met with the principal and two board members of the newly formed LSD to gather information and learn more about LSD's needs and CVSU's capacity to absorb LSD as a member district. The meeting was amicable and CVSU left with a general understanding of the needs and priorities of LSD.

What became apparent as the meeting progressed is that many of the efficiencies that we would hope to gain from merging can not be realized due to the geographical distance between LSD and CVSU, and the additional central office staff that may be required to take on an additional district.

Transportation services would most likely require separate contracting. Due to distance, there is no possibility that contracted buses could be shared between districts. This will most likely result in a separate contract for transportation in LSD with little to no efficiency realized.

Food services fall into the same category. CVSU would need to look for a different structure from other SU schools to provide food services to students daily. This is within our ability to contract for separate services, but it will not provide any efficiency to CVSU or LSD.

Special education services and related service providers of CVSU would be unable to provide services to LSD without the expense and impact of traveling 2-hours round trip to provide services. CVSU would need to work with independent contractors, remote providers, and school districts closer to LSD for such services, thus reducing the efficiencies that could be realized under an SU structure. Further, the supervision of special education

programs and services would require regular onsite visits and participation in IEP meetings by CVSU's special education director. Although the SU realizes that virtual consultation and meeting participation is always available, this form of communication is not ideal to ensure appropriate supervision and support of all special education programs and services in LSD.

Despite any capacity CVSU has to absorb LSD, CVSU and its member districts are opposed to bringing LSD into CVSU. We have not identified avenues that would allow LSD and current member districts of CVSU to realize any additional efficiencies through this merger. Further, there is concern that the forced addition of LSD and their lack of proximity to CVSU would prompt one of our two existing districts to exercise the same right as LSD and seek to withdraw from CVSU. If Paine Mountain were to seek withdrawal from the district, CVSU would be comprised of Echo Valley School District and Lincoln School District. Two small districts with over 45-miles and multiple school districts between these two towns, and a collapse of all efficiencies that were created by forming CVSU initially.

CVSU further analyzed all areas of SU operations in determining its ability to absorb another district into the SU.

Business Operations

CVSU's business department is comprised of one Director of Finance and Operations and two bookkeepers. With a total SU enrollment of approximately 1,300 students, the business office is well-suited to support the payroll, contracts, accounts receivable, and accounts payable of the SU's six schools and its staff. Disrupting the current balance between staffing and needs of the district may require additional central office staff, thus reducing any efficiencies of this merger.

Human Resources

CVSU's human resource department consists of one HR specialist to handle all services related to hiring, orientation, benefits, and leave for employees. Although LSD's staff is relatively small, any additional staff may put the SU in a position to hire additional central office staff to address the increase of employees in the SU. Again, reducing any efficiencies that may have been realized.

Educational Services

CVSU's educational services department has two administrators of curriculum and one administrator of special education. This level of staffing has been appropriate for the instructional oversight of the six schools currently in CVSU. Any addition of schools, especially outside of our region, may require additional staffing to ensure appropriate oversight of LSD's instructional and special education programs. Once again reducing any efficiencies that may be realized.

Other Administrative Functions

In a small SU, all other administrative functions are a shared responsibility of SU staff under the direction of the superintendent. In reviewing the SU's capacity to take on the various administrative needs and responsibilities that occur throughout the school year, the merger with LSD will increase these needs beyond what can reasonably be accomplished by the current administration, thus leaving the concern that additional supervisory union staff will be required to assume these functions for LSD.

If the purpose of Act 46 is to create more sustainable and efficient school governance structures, improve education and equity, by creating larger and more efficient school governance structures, and improve access to

quality PreK-12 education for all Vermont students, merging LSD into CVSU will not meet these goals. CVSU is currently the right size to accomplish the goals of Act 46 for the communities we serve. Other than sharing in the administrative costs of the SU administration, we believe each of our school districts will take on more burden and realize fewer efficiencies than anticipated.

Thank you for the opportunity to share Central Vermont Supervisory Union's position on our willingness and ability to absorb Lincoln School District into our SU. As stated above, we do not believe we have the ability to absorb LSD and we are less than willing to accept them as a member district of the Central Vermont Supervisory Union.

Sincerely,

A handwritten signature in black ink that reads "Matthew Fedders". The signature is written in a cursive style with a large, looped initial "M".

Matthew Fedders
Superintendent of Schools

CVSU projection for LSD food services

Chris Luciano Version Based on Information Originally Provided by LSD in October 2022:

Function	Amount:	TEAM
4400	110,794	110,794
Food Service	18,000	18,000
Wages and Benefits	90,794	90,794
Food and Related Supplies	20,000	20,000
	110,794	110,794

Food Service Support \$ 18,000
 Wages and Benefits \$ 90,794
 Food and Related Supplies \$ 20,000
 Total \$ 110,794

need to investigate what an accurate number would be, but it is offset by revenue so should be net zero effect on budget

NOTES: 1) FY19-20 and 20-21, not applicable because of COVID. 2) Salary increases in 2022-23 and two people with family insurance plans. FY 21-22 insurance plan for one employee was for single person.

Information provided 11.7.22 by Floyd Davison - More accurately reflects Actual Food Subsidy Expense Report for LINCOLN School

Chris Used this in Draft #8 (11.8.22) looks more accurate and use base don historical knowledge of food programs

Function	Actual	Actual	Actual	Budget
REVENUE	17-18	18-19	21-22	22-23
AIDE/CLIP Reimb			60,300.00	
USDA Food			5,000.00	
Adult Meals/Catering			1,400.00	
Reimb			2,000.00	
501 Contribution			95,300.00	
EXPENSE			126,000.00	
Salaries/Wages			45,000.00	55,000.00
Insurance/Benefits			36,000.00	50,000.00
Food		26,600.00	35,000.00	40,000.00
Utilities		1,500.00	1,500.00	1,500.00
USDA Foods		5,000.00	5,700.00	6,000.00
Travel/Per Diem		500.00	1,000.00	1,000.00
Supplies		3,540.00	3,300.00	2,000.00
Equipment		1,800.00	1,700.00	2,000.00
		700.00	800.00	1,000.00
		41,040.00	118,000.00	138,500.00

Free	Need	Enroll	%
19	23	116	30%
15	17	118	27%
14	18	116	29%
17	18	117	30%
20	20	118	32%
19	20	118	33%
21	18	119	33%
22	18	119	34%
22	18	119	34%
24	16	119	34%

Free	Need	Enroll	%
8	6	77	18%
11	2	71	17%
11	2	73	17%
11	2	75	17%
11	2	77	17%
11	2	77	17%
11	2	77	17%
11	2	78	17%
11	2	78	17%
12	2	84	20%

Free	Need	Enroll	%
10	13	103	26%
10	2	88	14%
11	12	88	20%
11	12	88	20%
12	11	81	20%
12	7	84	23%
12	7	84	23%
12	7	84	23%
12	7	84	23%
12	7	84	23%

Free	Need	Enroll	%
14	12	107	24%
16	13	116	26%
18	14	116	26%
13	12	106	24%
14	13	106	25%
14	13	106	25%
15	13	106	25%
15	13	106	25%
15	13	107	25%
15	13	107	25%

Free	Need	Enroll	%
20	14	117	28%
16	13	116	28%
16	14	116	28%
18	14	116	28%
20	13	115	28%
20	11	115	27%
19	13	115	28%
18	13	115	28%
21	13	116	29%
21	13	116	29%

46.3 0.2260154

158.3 0.2546569

115.7 0.270109

118 0.3127841

Lincoln COMMUNITY SCHOOL DISTRICT - FY2024 (2023 -2024) School District Budget
11.9.2022 Budget DRAFT #1 - FOR DISCUSSION / REVIEW ONLY
FIGURES SHOWN ARE FOR DISCUSSION & THEORY ONLY!

<https://tax.vermont.gov/property/education-property-tax-rates>

In This Scenario - Two (2) things to note:
1) The FY23 Yield shown is not correct - it changed durring 2022 Legislative Session
2) Used 2022 CLA and Property Tax from site above.

Description:	<u>Column A</u>	<u>Column B</u>	<u>Column C</u>	<u>Column C = Column C - Column A (FY24 - FY23)</u>	Description:
		<i>Lincoln FY23 (2022 -2023) Budget ** Including Special Article**</i>	<i>Lincoln FY24 (2023 -2024) Budget ** Including Special Article** What was sent</i>	<i>Lincoln FY24 (2023 - 2024) Budget Draft 11.9.22 ** Including Special Article** Team Budget</i>	
Budgeted Expenditures Line #1	\$0	\$3,916,438	\$5,194,504	\$5,194,504	Budgeted Expenditures Line #1
Budgeted Revenues (Non-Tax Revenue) Line #10	\$0	\$99,700	\$99,700	\$99,700	Budgeted Revenues (Non-Tax Revenue) Line #10
Local Education Spending Line #14	\$0	\$3,816,738	\$5,094,804	\$5,094,804	Local Education Spending Line #14
Equalized Pupils Line #15	187.98	187.98	187.98	0.00	Equalized Pupils Line #15
Education Spending per Equalized Pupil Line #16	\$0	\$20,304	\$27,103	\$27,103	Education Spending per Equalized Pupil Line #16
Excess Spending Penalty	\$0.00	\$0.00	\$0.00	\$0.00	Excess Spending Penalty
Adjusted Ed Spending Per Equalized Pupil:	\$0	\$20,304	\$27,103	\$27,103	Adjusted Ed Spending Per Equalized Pupil:
Property Yield (16 VSA 4011)	\$13,314	\$13,314	\$13,314	\$0	Property Yield (16 VSA 4011)
District Spending Adjustment Line # 28	0.000%	152.501%	203.567%	203.567%	District Spending Adjustment Line # 28
Base Statewide Equalized Homestead Tax Rate	\$1.00	\$1.00	\$1.00	\$0.00	Base Statewide Equalized Homestead Tax Rate
Local Equalized Homestead Tax Rate Line # 31	\$1.4870	\$1.5250	\$2.0357	\$0.5487	Local Equalized Homestead Tax Rate Line # 31
Tax Rate Reduction Incentive Year 5 of 5 (FY22) (\$0.02)(Final Year)	\$0.0000	\$0.0000	\$0.0000	\$0.000	Tax Rate Reduction Incentive is done (FY23) (\$0.00)(Last year FY22)
Projected Local Equalized Homestead Tax Rate Line # 31 With Incentive Calculated In:	\$1.4870	\$1.5250	\$2.0357	\$0.5487	Projected Local Equalized Homestead Tax Rate Line # 31 With Incentive Calculated In:

ORANGE Common Level of Appraisal Line # 32	100.17%	100.17%	100.17%	0.00%	ORANGE Common Level of Appraisal Line # 32
ORANGE - Projected Residential Education Tax Rate With CLA - Line # 32	\$1.487	\$1.522	\$2.032	\$0.545	ORANGE - Projected Residential Education Tax Rate With CLA - Line # 32
Description:	<i>Lincoln FY23 (2022 -2023) Budget ** Including Special Article**</i>	<i>Lincoln FY23 (2022 -2023) Budget ** Including Special Article**</i>	<i>Lincoln FY24 (2023 - 2024) Budget Draft 11.9.22 ** Including Special Article**</i>	Budget to Budget \$\$\$ Increase (Decrease)	Description:

CLA stands for "Common Level of Appraisal." It is a method of ensuring that each town is paying its fair share of education property tax to the state's Education Fund.

In 1997 the Vermont Legislature passed Act 60 in an effort to equalize education funding across the state. Before Act 60 was passed, the amount a town could raise to fund its schools was limited by the amount of property value in the town. Because of that, levels of school funding and therefore educational opportunity varied widely across the state. Act 60 shifted education funding to the state level, creating a statewide education property tax rate and a state "Education Fund" to collect the revenue. This new arrangement of shared education funding responsibility made it necessary to check the accuracy of the town grand lists since they are maintained by town listers, not the state. If the grand list in a town did not reflect fair market value, then the town would have ended up sending more or less tax revenue than its fair share to the statewide Education Fund. Since towns don't reappraise every year, and real estate markets are constantly changing, a correction factor, or "Common Level of Appraisal," was developed to equalize what is paid in education property taxes across towns. The Common Level of Appraisal (CLA) for every Vermont town is the primary result of the Equalization Study performed by the Tax Department every year. The equalization study compares the ratio of the grand list listed value to the sale price for all the arms-length sales in the town over the prior three-year period. The study considers sales price as the best measurement of fair market value. If grand list values are generally less than sale prices for the recent sales, the town will end up with a CLA less than one hundred percent. If grand list values are generally more than sale prices for the recent sales, the town will end up with a CLA of more than one hundred percent. Once the CLA is determined, it is used to adjust the homestead and non-homestead education tax rates. The CLA doesn't change taxpayer's property values, only the education tax rate in a town - an example of indirect equalization.

Lincoln School District
Draft - 10.24.2022 (CL / FD / TW)
Draft #2 - 11.4.22 - Updated health to reflect 13% Increase
Draft #3 - 11.8.2022 - Updated with correct food service subsidy per FD

Function	Function Description	Amount:	TEAM (TW / FD / CL) Amount:	NOTES TO Budget
4300	Rev - State	\$ 18,000	\$ -	
4400	Rev - Federal	\$ 6,000	\$ -	
4100	Rev - Local	\$ 200	\$ -	
4100	Rev - Local	\$ 3,000	\$ -	
4100	Rev - Local	\$ 2,500	\$ -	
4100	Rev - Local	\$ 20,000	\$ -	
	Fund Balance	\$ -	\$ 20,000	
	Interest Income	\$ -	\$ 200	
	Miscellaneous	\$ -	\$ 11,500	Combined Their LSD Forestry / Miscellaneous / Rental
	SPED: Mainstream Block Grant	\$ -	\$ -	
	SPED: Sped Intensive	\$ -	\$ -	
	SPED: Extraordinary Reimbursement	\$ -	\$ -	
	SPED: State Placed Student Reimbursement	\$ -	\$ -	
	SPED: EEE Grant	\$ -	\$ -	
	SPED: Prior Year	\$ -	\$ -	
	Loan Proceeds	\$ -	\$ -	
	Small Schools Grant	\$ -	\$ 18,000	
	Transportation Aid	\$ -	\$ 50,000	Portion of SU Transportation Revenue back to LSD
	Other Revenue	\$ -	\$ -	
	Tier 1 Revenue Total:	\$ -	\$ -	
	ACT 68 Funding:			
	Education Spending Grant	\$ -	\$ 4,996,954	
	Due from State Tech Ed Funding	\$ 97,850	\$ 97,850	
	Sub Total ACT 68 Funding:	\$ -	\$ -	
	Federal and State Funding:			
	Title I	\$ -	\$ 5,194,504	
	Other Sub-Grants	\$ -	\$ 5,194,504	
	Total LSD (Prek - Grade 12) Revenue Budget:	\$ 147,550	\$ 5,194,504	
		\$ 3,916,438	\$ 5,194,504	
		\$ (3,768,888)	\$ 0	

Expenditures:

Function	Function Description	Account Description	Amount:	TEAM (TM / FD / CL) Amounts	
1100	Regular Education - Classroom Instructions	Wages and Benefits	\$ 748,860	\$ -	I broke the staff out below and I DID NOT Include the SpEd Para - That'll be in SU Assessment
1100	Regular Education - Classroom Instructions	Wages and Benefits	\$ -	\$ 509,932	Only the 4.0 FTE Classroom Teachers
1100	4.0 FTE Teachers ONLY!	Wages and Benefits	\$ -	\$ 108,912	Only the 2.0 FTE Support Staff - Para's
1100	Regular Education - Classroom Instructions	Wages and Benefits	\$ -	\$ 104,347	Only the 1.0 FTE Intervention / Coach Teacher Only
1100	Regular Education - Classroom Instructions	Purchased Services	\$ 3,500	\$ 3,500	
1100	Regular Education - Classroom Instructions	Supplies	\$ 15,000	\$ 15,000	
1100	Regular Education - Classroom Instructions	Substitutes	\$ 10,000	\$ 10,000	
1100	Regular Education - Classroom Instructions	Dues and Fees	\$ 1,500	\$ 1,500	
2200	Regular Education - Classroom Instructions	Wages and Benefits	\$ 14,084	\$ 14,084	
2200	Guidance - .20 FTE	Purchased Services	\$ 4,500	\$ 4,500	
2200	Guidance	Supplies	\$ 1,000	\$ 1,000	
2200	Guidance	Dues and Fees	\$ 500	\$ 500	
2200	Nurse - .40FTE	Wages and Benefits	\$ 28,128	\$ 28,128	
2300	Nurse	Supplies	\$ 7,500	\$ 7,500	
2300	Nurse	Dues and Fees	\$ 500	\$ 500	
2300	Student Support, Regular Education	Other Purchased Services	\$ 38,000	\$ 38,000	
2220	Library - .40FTE	Wages and Benefits	\$ 28,128	\$ 28,128	
2220	Library	Supplies	\$ 10,000	\$ 10,000	
2220	Library	Dues and Fees	\$ 500	\$ 500	
2800	Administration	SU Assessment	\$ -	\$ 1,200,000	SU Costs including: SpEd, Transportation, Technology, Business Office, Supt
2400	Administration - Principal & Admin Asst (2.0 FTE)	Wages and Benefits	\$ 253,283	\$ 240,714	Just Salary and Benefits for the 2.0 FTE
2400	Administration - PD Coach Only	Wages and Benefits	\$ -	\$ 30,117	PD Coach
2400	Administration	Supplies	\$ 1,000	\$ 1,000	
2400	Administration	Dues and Fees	\$ 750	\$ 750	
2500	Fiscal Services	Debt Service	\$ 144,851	\$ 144,851	*Includes TAN interest
3100	Food Service Subsidy	Food Service Subsidy	\$ -	\$ 59,300	See next Tab (Cell D24)
1100	Regular Education - Classroom Instructions	Universal PK	\$ 57,750	\$ -	*\$3500 per student, assume 16.5 students
1100	Regular Education - Classroom Instructions	Universal PK	\$ -	\$ 60,824	*FY23 cost is \$3,656 per student, assume 16.5 students per LSD
1300	Tech Center	Tech Center Tuition	\$ 250,000	\$ -	*assumes 10 FTE for 6 semester rolling average \$25K per student. PAHCC for FY23 is \$24,348.
1300	Tech Center	Tech Center Tuition	\$ -	\$ 145,630	10.0 FTE * \$14,563 (\$24,348 - \$9,785) - FY23 figures **
1300	Tech Center	AOE BLOCK	\$ -	\$ 97,850	10.0 FTE * \$9,785 - FY23 Dollar Figure

1100	Regular Education - Classroom Instructions	Professional Development	\$ 25,000	\$ 25,000	*Includes tuition reimbursement
2230	Technology	Technology	\$ 40,000	\$ 40,000	* tech purchased services, software annual fees, chromebooks, repairs
2400	Administration	Treasurer/Secretary	\$ 4,500	\$ 4,500	
1100	Regular Education - Classroom Instructions	Tuition - Secondary	\$ 1,691,000	\$ -	*Assuming 89 students @ \$19k tuition. MAUSD Tuition for FY23 is \$19,357
1100	Regular Education - Classroom Inst.	Tuition - Secondary	\$ -	\$ 1,808,912	*Assuming 89 students @ MAUSD FY23 Tuition is \$19,358 * 5% for FY24
1100	Regular Education - Classroom Instructions	Tuition - Contingency	\$ 40,000	\$ 40,652	* 2 additional students @ \$19,358 *5% for FY24
1400	Athletics and Extracurricular	Athletics and Extracurricular	\$ 12,000	\$ 12,000	
1400	Athletics and Extracurricular	Mentor Coordinator Stipend	\$ 7,000	\$ 7,000	
1400	Athletics and Extracurricular	21 C Subsidy	\$ 7,000	\$ 7,000	
1400	Facilities - Lead Custodian (1.0 FTE)	Wages and Benefits	\$ 76,818	\$ 76,818	
2601	Facilities - Part Time Custodian (.50 FTE)	Wages and Benefits	\$ -	\$ 41,056	Added .50FTE based on ISSA standards (CI)
2600	Facilities	Utilities	\$ 65,000	\$ 65,000	
2600	Facilities	Supplies, Equipment, Purchas	\$ 110,000	\$ 110,000	
2400	Administration	Miscellaneous	\$ 1,500	\$ 1,500	
2800	SU Assessment	Transportation Assessment	\$ -	\$ -	Included in SU Assessment above of \$1.2 million
2400	Administration	Board Expenditures	\$ 7,500	\$ 7,500	
2400	Administration	Insurance (W/C, Liability)	\$ 20,000	\$ 20,000	
2400	Administration	Advertising	\$ 4,000	\$ 4,000	
2400	Administration	Supplies	\$ 3,000	\$ 3,000	
2400	Administration	Misc. (Dues and Fees, etc)	\$ 1,500	\$ 1,500	
2400	Administration	General Legal Fees	\$ 12,500	\$ 12,500	
2400	Administration	Contingency - Other	\$ 20,000	\$ 20,000	
2400	Administration	Transfer to Reserves	\$ 20,000	\$ 20,000	
2999		Total Expenses	\$ 3,916,438	\$ 5,194,504	