

**AGENCY OF EDUCATION
Barre, Vermont**

TEAM: School Governance Team

ITEM: Will the State Board of Education find that the proposed unified union school district formed by all member districts of the **ADDISON RUTLAND SUPERVISORY UNION** (ARSU), which would be its own supervisory district, and alternatively the proposed formation of a modified unified union school district is “in the best interests of the State, the students, and the school districts,” and will the State Board therefore vote to approve the attached report of the Addison Rutland Supervisory Union Act 46 Study Committee?

RECOMMENDED ACTION:

1. That the State Board of Education finds:

a. that the proposed formation of a new unified union school district by all member districts of the ARSU, which would be its own supervisory district, is “in the best interests of the State, the students, and the school districts” pursuant to 16 V.S.A. § 706c(b); and alternatively

b. that the proposed formation of a new modified unified union school district within the ARSU is “in the best interests of the State, the students, and the school districts.”

2. That the State Board of Education votes to approve the attached report of the ARSU Study Committee.

3. That the State Board of Education votes to approve the temporary assignment of the new unified union school district, if approved, to the ARSU for the purpose of receiving administrative and other transitional assistance. Assignment would be for the interim period beginning on the date on which the unified union school district becomes a legal entity pursuant to 16 V.S.A. § 706g and ending on July 1, 2018, and would not modify the governing structure of the existing system.

STATUTORY AUTHORITY: 16 V.S.A. § 706c; Act 46 of 2015; Act 153 of 2010, Secs. 2-4, as amended; Act 156 (2012), Sec. 17, as amended

BACKGROUND INFORMATION: The ARSU consists of six towns/villages: Benson, Castleton, Fair Haven, Hubbardton, Orwell, and West Haven. There are seven active school districts within the ARSU, including two union school districts, and six publicly-operated schools. There is also one inactive district, Castleton, that is a member of both union school districts. Together with the supervisory union board, there are a total of eight governing boards in the ARSU.

There are five distinct models of governance in the ARSU and the school districts educate their resident students in a variety of configurations:

Elementary and Middle School:

- Benson School District – operates PK – grade 8
- Fair Haven School District – operates PK – grade 8
- Orwell School District – operates PK – grade 8
- Castleton-Hubbardton Union Elementary/Middle School District #42
 - operates PK – grade 5
 - operates grades 6 – 8
- West Haven School District – tuitions all PK – grade 8 to Fair Haven

High School:

- Fair Haven Union High School District #16 – operates grades 9 – 12 (Benson, Castleton, Fair Haven, Orwell, and West Haven)
- Hubbardton School District – tuitions grades 9 – 12

The combined average daily membership of all districts within the ARSU in FY2016 was 1363.46 and in FY2017 (preliminary) is 1375.87.

The ARSU has a long history of collaborating to provide for the education of its students. In addition to the two union school districts, a variety of services and supports have been consolidated within the supervisory union including food service, curriculum, professional development, educator and support staff master agreements, and accounting and technology services.

In 2015 and early 2016, a study committee formed by all school districts within ARSU prepared a proposal to create a unified union school district that would be its own supervisory district. The State Board of Education approved that proposal on January 19, 2016 and it was presented to the voters of each town school district on April 12, 2016. The voters in five town districts approved the proposal. The voters in the sixth town district, Orwell, voted not to approve the proposal both in the original vote and in a subsequent reconsideration vote on June 21, 2016.

A new study committee formed by all town school districts, on their own behalf and, where applicable, representing the Castleton-Hubbardton Union Elementary/Middle School District and the Fair Haven Union High School District, now proposes to create a new unified union school district (New Unified District) by merging all districts in the ARSU.

Alternatively, the Study Committee recommends creation of a modified unified union school district pursuant to the criteria, processes, and timeline in Act 153, as amended; Act 156, Sec. 17, as amended by Act 56, Sec. 3 (2013); and Act 46.

The Study Committee does not identify any school districts as “necessary” to the proposal pursuant to 16 V.S.A. § 706b(b)(1).

The Study Committee identifies the following eight school districts as “advisable” to the proposal pursuant to 16 V.S.A. § 701b(b)(2): The Castleton-Hubbardton Union Elementary/Middle School District; the Fair Haven Union High School District; and the town school districts of Benson, Castleton (inactive), Fair Haven, Hubbardton, Orwell, and West Haven.

I. Slate Valley Unified Union School District

If approved by the State Board and the voters of all six town school districts before July 1, 2017, the New Unified District would be eligible for incentives and protections under Act 153, Secs. 2-5, because it would be a unified union district formed by the merger of at least four existing districts. In addition, it would be independently eligible for those incentives and protections because its average daily membership would exceed 1,250.

The New Unified District, which would be known as the Slate Valley Unified Union School District, would provide for the education of all resident PK-12 students by operating one or more schools for each grade. The proposal would unify the eight existing school districts and the supervisory union into a single supervisory district responsible for operating all elementary, middle, and high schools. It would replace all current governing bodies, including the supervisory union board, with one unified union school board.

The New Unified District would be governed by an eighteen-member school board. Members would be allocated to the individual towns in numbers set forth in Article 9, but would be elected “at-large” by the voters of the entire New Unified District.

For the first year of operation, elementary and middle school students would attend school in their town of residence. West Haven students would continue to attend the Fair Haven Grade School and Hubbardton students would continue to attend the elementary and middle schools located in Castleton. The Unified Board could adjust school attendance lines and school configuration after the New Unified District’s first year of operation.

After July 1, 2019, the Unified Board would adopt a process by which parents could request intra-district elementary school choice.

Hubbardton students who are enrolled in a public or approved independent high school (grades 9-12) during the 2017-2018 school year would be “grandfathered” and would have the option to continue to have their tuitioned paid by the New Unified District to the same public or approved independent school through June 30, 2021.

A currently operating elementary school building could not be closed during the first four years of full operation. Thereafter, a building could be closed only if closure is approved by at least 75% of the Unified Board and by the voters of the town in which the building is located.

Current community use policies and procedures would stay intact for the first four years of operation and could be changed thereafter only by a 75% vote of the Unified Board.

A vote of at least 75% of the Unified Board would be needed to repurpose a school building for purposes other than direct instruction.

If a school building (other than the three building currently operated as union schools) is closed and would no longer be used for public education purposes, then town in which the school building is located would have the right of first refusal and could purchase the property for \$1.00, provided that the town agreed to use the property for public and community purposes for a minimum of five years. The proposal includes provisions addressing use for these purposes for fewer than five years. If a building currently operated by the Castleton-Hubbardton Union School District is closed, then it would be sold to the towns under mutually-agreeable terms to be used for public and community purposes for a minimum of five years.

All future votes on the budget, Board membership, and other public questions would be by Australian ballot.

The electorate of each potentially merging district will vote on March 7, 2017 whether to approve creation of the New Unified District. If the voters in each of the six town school districts vote in favor of the proposal, then the eight existing school districts will merge and the New Unified District will begin full operation as a unified union schools district on July 1, 2018.

II. Slate Valley *Modified Union* Education District

If the voters in at least four of the town school districts vote in favor of the proposal but either one or two of the town school districts does not vote in favor of the proposal, then a modified unified union school district (MUUSD) will be formed and will begin full operation on July 1, 2018 – provided, however, that (1) voters in both the Castleton and Hubbardton town school districts must vote in favor of the proposal for either town to be a PK-12 member of the MUUSD; and (2) both must approve the proposal for either to be counted as one of the four or five districts required to form the MUUSD.

If the MUUSD is created, then it would be a PK-12 district providing (1) PK-12 education for the four or five towns that voted to approve the merger and (2) grade 9-12 education for students residing in a district that did not approve merger *if that district* is currently a member of the Fair Haven Union High School District (*i.e.*, all town districts other than Hubbardton).

Due to the variety of governance structures in the current ARSU, there are several potential configurations of SU membership if the MUUSD is formed: *For example:*

- If either Castleton or Hubbardton or both do not approve the proposal but all other town districts approve it, then there would be four member districts in the SU:
 - SV MUUSD (PK-12 for Benson, Fair Haven, Orwell, and West Haven, and 9-12 for Castleton)
 - Castleton-Hubbardton Union School District (PK-8)
 - Hubbardton Town District (9-12 tuitioning)
 - Castleton Town District (inactive district)
- If West Haven does not approve the proposal but all other town districts approve it, then there would be two member districts in the SU:
 - SV MUUSD (PK-12 for Benson, Castleton, Hubbardton, New Haven, and Orwell, and 9-12 for West Haven)
 - West Haven Town District (PK-8 tuitioning)
- If one or two of the remaining three town districts (Benson, Fair Haven, or Orwell) does not approve the proposal, then:
 - SV MUUSD (PK-12 for all yes-voting towns and 9-12 for the one or two no-voting towns)
 - One or two town school districts in the no-voting districts (PK-8)

Each town district that does not approve the proposal would continue to provide for the education of the resident students for which it is organized, elect representatives to its school board, and adopt its own school budget.

Although most of the proposed Articles of Agreement for the New Unified District would apply to the MUUSD, the Study Committee's proposal includes detailed information concerning board membership, board votes, assessment for services, and other issues that are specific to the MUUSD's operations. See Articles 17-18 for more details.

If (1) an MUUSD is formed and (2) the voters of any district that does not approve the proposal on March 7 vote again no later than June 30, 2018 to join the MUUSD, then the MUUSD would be presumed to consent to admission of that district and there would be no need for a subsequent vote of the MUUSD to comply with 16 V.S.A. § 721.

* * *

The Study Committee observes that the "strong history of collaboration and trust [among] board members, administration and staff" has supported existing collaborative efforts in the ARSU. It believes that the creation of a unified PK-12 school district "would only enhance the overall quality of education for the students in [the] six communities [and] would allow ... more flexibility for students, staff, programming, athletics and the arts."

The Committee's report and appendices examine a number of factors, including demographic data, teacher salaries, enrollment, spending per equalized pupil, student-administrator and

student-teacher ratios; and student assessment results. It also discusses the current inability to provide disaggregated data publicly due to small student numbers in existing districts and the related FERPA considerations.

POLICY IMPLICATIONS: By enacting Act 46, which incorporated the provisions of Act 153 (2010), the General Assembly declared the intention to move the State toward sustainable models of education governance designed to meet the goals set forth in Section 2 of the Act. It was primarily through the lens of those goals that the Secretary has considered whether the Study Committee's proposal is "in the best interests of the State, the students, and the school districts" pursuant to 16 V.S.A. § 706c.

EDUCATION IMPLICATIONS:

The Study Committee identified a range of potential educational benefits of merger, including the enhanced ability to:

1. Consolidate action plans into one unified district-wide plan
2. Create professional development programs that are intensive, ongoing and focused on classroom practice with onsite coaching based on the teaching and learning needs of the teachers
3. Expand opportunities in languages, health education, family and consumer science, and other enrichment opportunities to all schools in the district
4. Create a centralized data collection and storage system that will improve instructional practice, highlight the need for specialized interventions, and track the progress of each learner, and that will support improvements in communication between educators and parents

FISCAL IMPLICATIONS:

Although the ARSU has experienced savings due to prior collaborative efforts, the Study Committee identified approximately \$300,000 in one-time savings from, *e.g.*, the sharing of maintenance, technology position, nursing, and special education services and the elimination of duplicative financial audits. It also anticipated that there would be cost savings by increased purchasing power and a stronger negotiating position through the economies of scale.

See the Appendices including incorporated narrative for a more detailed exploration of educational and fiscal elements of the proposal and *see* the Committee's Worksheet for an overview of those elements in the proposal that address the goals identified by Act 46, Section 2.

The Study Committee's proposal is aligned with the goals of the General Assembly as set forth in Act 46 of 2015 and with the policy underlying the union school district formation statutes as articulated in 16 V.S.A. § 701.

STAFF AVAILABLE:

Donna Russo-Savage, Principal Assistant to the Secretary,
School Governance

Brad James, Education Finance Manager



219 North Main Street, Suite 402
Barre, VT 05641 (p) 802-479-1030 | (f) 802-479-1835

Study Committee Worksheet for All Phases of Voluntary Merger

Please submit this to the Agency with the Study Committee Report

Current Supervisory Union or Unions (list each)	Potentially Merging Districts Pursuant to 16 V.S.A. § 706b(b)(1)-(2) (list each)	Is the District:	
		Necessary	Advisable
Addison Rutland Supervisory Union			
	Benson School District		YES
	Castleton Hubbardton School District		YES
	Fair Haven School District		YES
	Fair Haven Union High School District		YES
	Hubbardton School District		YES
	Orwell School District		YES
	West Haven School District		YES
	Castleton School District		YES

Type of Merger	
<i>Please refer to the related eligibility worksheets to determine baseline eligibility for each merger type.</i>	(column reserved for agency use)
<input type="checkbox"/> Accelerated Merger (Act 46, Section 6)	
A Regional Education District (RED) or one of its variations (Act 153 (2010) and Act 156 (2012)) <ul style="list-style-type: none"> <input checked="" type="checkbox"/> RED (Act 153, Secs. 2-3, as amended by Act 156 , Sec. 1 and Act 46, Sec. 16) <input type="checkbox"/> Side by Side Merger (Act 156 , Sec. 15) Districts involved in the related merger: <ul style="list-style-type: none"> <input type="checkbox"/> Layered Merger (Union Elementary School District) (Act 156, Sec. 16) <input checked="" type="checkbox"/> Modified Unified Union School District (MUUSD) (Act 156, Sec. 17, as amended by Act 56 (2013), Sec. 3) 	
<input type="checkbox"/> Conventional Merger – merger into a preferred structure after deadline for an Accelerated Merger (Act 46, Section 7)	

Dates, ADM, and Name	
Date on which the proposal will be submitted to the voters of each district (16 V.S.A. § 706b(b)(11)): March 7, 2017	
Date on which the new district, if approved, will begin operating (16 V.S.A. § 706b(b)(12)): July 1, 2018	
Combined ADM of all “necessary” districts in the current fiscal year: 1,375.67	
Proposed name of new district: Slate Valley Unified Union with a fallback of Slate Valley Modified Unified Union	

Please complete the following tables with **brief, specific** statements of how the proposed union school district will comply with the each of the listed items. *Bulleted statements are acceptable.*

The Proposed School District is in the Best Interest of the State, Students, and School Districts – as required by 16 V.S.A. § 706c		
<p><u>Goal #1:</u> The proposed union school district will provide substantial equity in the quality and variety of educational opportunities.</p> <p><i>Act 46, Sec. 2(1)</i></p>	<ul style="list-style-type: none"> • Establish common goals for all students • One action plan common to all • Flexibility of programs • Maximizing resources • Better coordination of programs • Easier scheduling 	
<p><u>Goal #2:</u> The proposed union school district will lead students to achieve or exceed the State’s Education Quality Standards, adopted as rules by the State Board of Education at the direction of the General Assembly.</p> <p><i>Act 46, Sec. 2(2)</i></p>	<ul style="list-style-type: none"> • Centralized curriculum throughout the new district • Continuity across all grade levels • Professional development that is intensive, ongoing, focused on improving classroom instruction. • Accountability for all 	
<p><u>Goal #3:</u> The proposed union school district will maximize operational efficiencies through increased flexibility to manage, share, and transfer resources, with a goal of increasing the district-level ratio of students to full-time equivalent staff.</p>	<ul style="list-style-type: none"> • Staff flexibility based on licensure, skills, needs, training and talents • Student teacher ratio consistency through one policy for all • More opportunities for students • 1 board vs. eight boards • 1 audit vs. eight audits • 1 tax rate across all communities • 1 budget vs. eight budgets • Shared maintenance resources 	

<p><i>Act 46, Sec. 2(3)</i></p>	<ul style="list-style-type: none"> • Shared nursing services • Shared technology services 	
<p><u>Goal #4:</u> The proposed union school district will promote transparency and accountability.</p> <p><i>Act 46, Sec. 2(4)</i></p>	<ul style="list-style-type: none"> • Streamline data systems • Focus on enrollment trends, graduation rates and other trends • Use of data for instructional and resource allocations • A single 18 member board having equal representation from every community 	
<p><u>Goal #5:</u> The proposed union school district will deliver education at a cost that parents, voters, and taxpayers value.</p> <p><i>Act 46, Sec. 2(5)</i></p>	<ul style="list-style-type: none"> • Economies and efficiencies of scale in operations • 1 budget and 1 tax rate for all • Lowers the possibility of exceeding the excess spending threshold. 	
<p><u>Regional Effects:</u></p> <p>What would be the regional effects of the proposed union school district, including: would the proposed union school district leave one or more other districts geographically isolated?</p> <p><i>Act 46, Section 8(a)(2)</i></p>	<ul style="list-style-type: none"> • For us it would unify all separate entities into one • Focus will be what is best for all our students PreK to 12 • All Schools would still be in the same geographic location as they are now. • No schools will be left isolated. • If 1 or 2 school districts vote no we will become a Modified Unified Union School District and continue to work together in that framework vs. a total unified framework. 	

Articles of Agreement – as required by 16 V.S.A. § 706b(b)(3) - (10), (13)

(3) The grades to be operated by the proposed union school district

The grades, if any, for which the proposed union school district shall pay tuition

- PreK to 12

- None

(4) The cost and general location of any proposed new schools to be constructed

The cost and general description of any proposed renovations

- None needed at this time

- None needed at this time

(5) A plan for the first year of the proposed union school district's operation for:

(A) the transportation of students
 (B) the assignment of staff
 (C) curriculum

The plan must be consistent with existing contracts, collective bargaining agreements, and other provisions of law, including 16 V.S.A. chapter 53, subchapter 3 (transition of employees)

- (A) Currently there is one transportation company for the whole district which we contract with. That will continue under the new unified or modified union formation.
- (B) Assignment of staff will be the same. There will be no major changes. The new board will follow the current master agreement until a new one is renegotiated. Negotiations is currently underway now for a new successor agreement. Should we unify bargaining will commence within 90 days of the establishment of the new board.
- (C) Curriculum will be continuous and centralized. Currently all curriculum is housed on a central data share for easy access for all staff. Curriculum is aligned to the common core standards and quality standards.

<p>(6) The indebtedness of the proposed merging districts that the proposed union school district shall assume.</p>	<ul style="list-style-type: none"> • Fair Haven Grade School is currently the only school that has debt to bring forward. It totals \$695,000 of principal from a previous heating and ventilation project. The annual payment for Fair Haven’s debt is approximately \$100,000 (including principal and interest) which would decrease each year. The annual debt payment (principal and interest) would be an estimated ¾ of a cent on the unified union tax rate or approximately \$7.80 on a home valued at \$100,000. 	
<p>(7) The specific pieces of real property owned by the proposed merging districts that the proposed union school district shall acquire, including:</p> <ul style="list-style-type: none"> * their valuation * how the proposed union school district shall pay for them 	<ul style="list-style-type: none"> • The insured value of the properties are as follows: • Fair Haven Town School District School: \$10,684,400 • Fair Haven Town School District Cottage Street Building: \$121,900 • Castleton Village School: \$4,110,100 • Castleton Elementary School: \$11,953,300 • Fair Haven Union High School: \$16,611,600 • Benson Town School District School: \$4,429,600 • Orwell Town School District School: \$2,991,100 • Orwell Town Hall: \$730,100 • Orwell Bus Garage: \$119,400 • No later than June 30, 2018, the forming districts will convey to the union school district all of their school-related real and personal property, for \$1.00, and the union school district will assume all capital debt associated therewith. 	
<p>(8) <i>[repealed 2004 Acts and Resolves No. 130, Sec. 15]</i></p>		

<p>(10) The term of office of directors initially elected, to be arranged so that one-third expire on the day of each annual meeting of the proposed union school district, beginning on the second annual meeting, or as near to that proportion as possible</p>	<ul style="list-style-type: none"> • The new unified union will use an at-large hybrid model to provide equal representation for each town and determine board representation with 18 members. • <u>Town:</u> <u>Number of Board Members</u> • Benson 3 members • Castleton 3 members • Fair Haven 3 members • Hubbardton 3 members • Orwell 3 members • West Haven 3 members • Total: 18 Board Members 	
<p>(13) Any other matters that the study committee considers pertinent, including whether votes on the union school district budget or public questions shall be by Australian ballot <i>(please list each matter separately)</i></p>	<ul style="list-style-type: none"> • <u>Town:</u> <u>1 year term</u> <u>2 year term</u> <u>3 year term</u> • Benson 1 1 1 • Castleton 1 1 1 • Fair Haven 1 1 1 • Hubbardton 1 1 1 • Orwell 1 1 1 • West Haven 1 1 1 • Total: 6 6 6 	
	<ul style="list-style-type: none"> • Vote will take place on Tuesday, March 7, 2017 by Australian ballot in each community. 	

SLATE VALLEY
UNIFIED UNION DISTRICT
FINAL REPORT
AND
ARTICLES OF
AGREEMENT

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ACT 46 STUDY COMMITTEE MEMBERS

Glen Cousineau	Orwell School Board Member and ACT 46 Study Committee Chair
David Carpenter	Community Member representing Orwell
Amy Munger	Benson School Board Member
Amy Hults	Fair Haven Union High School Board Member representing Benson
David Carrabino	Fair Haven School Board Member
Michael Bache	Fair Haven School Board Member
Julie Adams	Fair Haven School Board Member
Roy Eckler	Fair Haven Union High School Board Member representing Fair Haven
Pete DeCarolis	Fair Haven Union High School Board Member representing Castleton
Robin Schoenfeld-Fox	Community Member representing Castleton
Toni Lobdell	Castleton Hubbardton School Board Member representing Castleton
Tina Stevens	Community Member representing Castleton
Thomas Spangenberg	Castleton Hubbardton School Board Member representing Hubbardton
Richard Wilson	West Haven School Board Member

ACT 46 STUDY COMMITTEE CONSULTING STAFF

Ronald Ryan	Superintendent of Schools for Addison Rutland Supervisory Union
Cheryl Scarzello	Director of Finance for Addison Rutland Supervisory Union
Christopher Cole	Information Technology Coordinator for Addison Rutland Supervisory Union

MINUTE TAKER

Patricia Davenport

ACT 46 STUDY COMMITTEE LEAD EDUCATION CONSULTANT

Stephen Sanborn

ACT 46 STUDY COMMITTEE LEGAL SUPPORT

Christopher Leopold, Attorney

EXECUTIVE SUMMARY OF ADDISON RUTLAND SUPERVISORY UNION STUDY COMMITTEE

2015 – 2016 School Year History

The Addison Rutland Supervisory Union School Districts of Benson, Castleton, Fair Haven, Hubbardton, Orwell and West Haven spent a lot of time and effort during the 2015-2016 school year to initiate and approve an ACT 46 Study Committee consisting of fourteen members to look at what options would make sense for all our districts. The Study Committee decided at the time that the “Accelerated Plan” was the best option for the communities because it provided the most tax benefits and incentives overall. In developing the articles of agreement the caveat was that all towns were “necessary”. The Study Committee felt our board members worked well together and that all the districts in Addison Rutland should be made necessary to proceed. The plan was then approved by the State Board of Education on January 19, 2016 and put to the voters to decide upon. A vote was held on April 12, 2016. The vote count had the following results per town.

- Benson 115 yes 47 no passed
- Castleton 263 yes 127 no passed
- Fair Haven 158 yes 129 no passed
- Hubbardton 66 yes 13 no passed
- Orwell 121 yes 211 no failed
- West Haven 32 yes 12 no passed

The Orwell Community was the only town that voted no, therefore the vote to merge the new Slate Valley Unified Union School District under the accelerated model failed. There was a petition filed in Orwell at the town clerk’s office on May 6, 2016 to have a revote in Orwell. That revote happened on June 21, 2016. The vote count had the following results for Orwell.

- Orwell 166 yes 204 no failed revote

Even though the vote margin was closer the vote did not pass and therefore ended the accelerated merger option for the districts. At that point the ACT 46 committee was dissolved.

2016 – 2017 School Year History

After a short deep breath the Addison Rutland Supervisory Union Board and the six individual school boards for the towns wanted to continue with looking at other options and moving forward with another plan; especially knowing that five of the six towns voted yes to move forward on the last vote. On August 10, 2016 the six individual boards met and voted to form a new ACT 46 Study Committee. The Study Committee again consisted of fourteen members with eight of the members returning from the first study committee and six new members added. The Committee wanted to reeducate themselves on the different options available so our first meeting they invited the Agency of Education representatives, Donna Russo-Savage and Brad James along with Vermont School Boards Association ACT 46 contact, Josh Gorman to attend and give the committee an overview of plans and timelines. The meeting was informative and helpful for all members especially the new members. The Study Committee after reviewing their options voted to move forward with a Regional Education District/Unified Union School District option with a fall back of a Modified Unified Union School District. The Study Committee agreed to keep the new name from the last plan and call it The Slate Valley Unified Union School District or The Slate Valley Modified Unified Union School District. The Study Committee was sensitive to concerns and reasons why Orwell voted “no” the first time around. As the Study Committee worked through the Articles of Agreement they made some significant changes from the first time around. 1) All school Districts will be “advisable” rather than “necessary”. Because the committee has set everyone as advisable in their plan, each of the six school boards needed to vote to put this plan out to the voters to act on. Part of the reason for this was to keep everyone on the same playing field. It also allows for those towns wanting to move forward to form a unified union school district the opportunity to be able to do that. 2) Another change was in the articles of agreement for the closing of schools. The Study Committee has changed the wording to allow the new language to state that 75% or more of the Board of Directors and a positive vote of the municipality would be the only way to close a school. This language is also being considered to be imbedded in the warning.

3) The new board composition was a concern the first time around. Originally it was set up using proportionality of each town. The Study Committee has decided to use a hybrid model this time around and give every town three members creating an eighteen member board. Members of this new board would be voted on by every town. These changes will hopefully show flexibility and the intent to want to work together as a whole for the benefit of all our students.

As we move through this process there are concerns. One being that our first choice would be to have everyone on board as one new Unified Union School District. If that isn't possible our fall back is a Modified Unified Union School District where we would have four or five school districts merging together rather than all six. The process is doable but not our preferable model. We are also in a state of flux due to the change in political status in the state, from the Governor on down. The question that looms is will those political changes create some significant changes in the whole ACT 46 Process? We have been told by legislators in the Rutland Region that we should see no significant changes. Time will tell as the political regime settles in.

Based upon a strong history of collaboration and trust with our board members, administration and staff there has been a lot of work completed in our current system structure regarding centralization of services. In our current system we have already centralized transportation, teacher's agreement, support staff agreement, food service, special education services, curriculum, professional development, as well as accounting and technology services. Therefore, it makes sense for our communities to join together as one unified union school district to support the best interests of our students. Our study committee believes the formation of a unified school district for Pre-Kindergarten through grade 12 would only enhance the overall quality of education for the students in our six communities. It would allow us more flexibility for students, staff, programming, athletics and the arts. All students will have access to a rich array of high quality learning opportunities within an aligned PK – 12 education system. The creation of a unified union school district would allow West Havens' Pre-K to 8 students to attend the Fair Haven Grade School for the first year of operation. The Board of School Directors shall adopt a school policy providing a process for parents or guardians to request that their child attend another elementary school within the union school district. Hubbardton students in grade 9-12 currently have school choice; however the majority of 9-12 grade students in Hubbardton attend Fair Haven Union High School. Under a new unified union school district, all Hubbardton students would have to attend Fair Haven Union High School. Hubbardton students who are currently attending other schools at the time of this unified union school district transition would be grandfathered and allowed to finish in the current school they are attending. All students in grades 9-12 will have access to public high school choice through Vermont's public high school choice system. Each community feels that schools are the heart of the community and values and supports quality public education for their students. Overall, the creation of a unified school district would strengthen the quality and opportunities, it would promote achievement of high standards, and it would create efficiencies and flexibility, provide taxpayer value and promote transparency and accountability.

There would be tax reductions estimated in each community ranging from 4 cents to 8 cents depending on the town for the first year of operation however, after that there still will be tax reductions but difficult to predict how much when we do not have the information to predict the future.

Public Forums were held in each of our towns as listed below. They were well received and generated meaningful dialogue to inform the Study Committee whether they should change anything with the articles of agreement before submitting to the Agency of Education. The Act 46 Study Committee met after the community forums finalize the draft Articles of Agreement to put before the voters, pending Agency of Education and Vermont State Board approval.

Should we have a successful vote of all towns on March 7, 2017 along with the proper waiting period we will then on July 1, 2018, when the Union School District becomes fully operational and begins to provide educational services to students, of Benson, Castleton, Castleton-Hubbardton, Hubbardton, Fair Haven, Fair Haven Union High School, Orwell, and West Haven School Districts shall cease all educational operations and shall remain in existence for the sole purpose of completing any outstanding business not given to the Union School District under these articles and state law. Such business shall be completed as soon as practicable, but in no event any later than December 31, 2018. The Addison-Rutland Supervisory Union shall cease all operations within a reasonable timeframe of the completion of all outstanding business of its member school districts, but in no event any later than January 31, 2019.

Ultimately the Study Committee decided to proceed because we believed that unification provided the best opportunities for increasing educational opportunities and equity in our region.

ACT 46 COMMUNITY FORUM PRESENTATIONS SCHEDULE

WEDNESDAY, NOVEMBER 30, 2016	WEST HAVEN TOWN HALL	5:30 P.M.
WEDNESDAY, NOVEMBER 30, 2016	HUBBARDTON TOWN HALL	7:30 P.M.
TUESDAY, DECEMBER 6, 2016	BENSON TOWN HALL	5:30 P.M.
TUESDAY, DECEMBER 6, 2016	ORWELL TOWN HALL	7:30 P.M.
TUESDAY, DECEMBER 8, 2016	FAIR HAVEN ELEMENTARY SCHOOL	6:30 P.M.
WEDNESDAY, DECEMBER 14, 2016	CASTLETON HUBBARDTON ELEMENTARY SCHOOL	6:30 P.M.

Articles of Agreement

The Study Committee recommends that the following Articles of Agreement be adopted by each necessary and/or advisable school district for the creation of a Pre-Kindergarten through Grade 12 unified union school district to be named Slate Valley Unified Union School District, hereinafter referred to as the “Unified Union School District” or “Union School District”.

Article 1 – Advisable School Districts

The School Districts of Benson, Castleton, Castleton-Hubbardton Union School District, Hubbardton, Fair Haven, Fair Haven Union High School District, Orwell, and West Haven are advisable for the establishment of the Slate Valley Unified Union School District. The above referenced school districts that are not union school districts are hereinafter referred to as the “town districts”. There are no additional school districts being recommended at this time. The interest of the voters of the two union school districts are represented by the voters in the member town districts.

If all of the town districts vote to approve the merger, the Slate Valley Unified Union School District will commence full educational operations and services on July 1, 2018 under the provisions of Act 46.

In the event that the majority of the town districts vote to approve the merger, but one or two town districts votes against merger, pursuant to Act 156 (2012), Sec. 17, as amended, a Modified Unified Union School District (MUUSD) will be formed. In this case, the MUUSD shall be named the Slate Valley Modified Unified Union School District. Notwithstanding the above, due to their membership in the Castleton-Hubbardton Union School District, the Castleton Town School District and the Hubbardton Town School District must both vote to approve a merger in order for either town school district to become a PreK-12 member of a MUUSD. As such, neither town school district’s vote shall be included in the “majority of districts voting to approve the merger,” as defined in this paragraph, unless both districts vote to approve the merger. The Articles governing the Unified School District shall govern the MUUSD except as specifically provided in Articles 17-19 and Appendix A.

if a new unified union school district or MUUSD is created, then the districts merging to create that district including the existing union districts as appropriate, are referred to herein as the “forming districts”.

Article 2 – Grades Operated

The Union School District will provide Pre-kindergarten through grade twelve education to all of the students in the Union School District. Hubbardton students enrolled or attending a public or approved independent high school (grades 9-12) during the 2017-2018 school year at the expense of the Hubbardton School District as tuitioned high school students shall be “grandfathered”. Such Hubbardton students shall be permitted the option to continue to attend at the same public or approved independent school as tuition students at the expense of the Union School District. Except as specifically approved by the Union District’s Board of School Directors, and consistent with the state law, the tuitioning of “grandfathered” high school students shall cease on June 30, 2021.

Article 3 – Employee Contracts, Recognition and Collective Bargaining

The Union School District School Board will comply with 16 VSA Chapter 53, subchapter 3, regarding the recognition of the representatives of employees of the respective forming districts as the representatives of the employees of the Union School District and will commence negotiations pursuant to 16 VSA Chapter 57 for teachers and 21 VSA Chapter 22 for other employees. In the absence of new collective bargaining agreements on July 1, 2018, the School Board will comply with the pre-existing master agreements pursuant to 16 VSA Chapter 53, subchapter 3. The School Board shall honor all individual employment contracts that are in place for the forming school districts on June 30, 2018 until their respective termination dates.

Article 4 – School Construction and School Facilities

No new school buildings are necessary to, or proposed for the formation of, the Union School District. Pursuant to the provisions of Article 8, the Union School District will assume ownership and operation of existing school facilities of the forming districts commencing July 1, 2018.

Article 5 – Transportation

The Union School District School Board shall determine, in accordance with state and federal law, the transportation services to be provided to students in the Union School District.

Article 6 – Standardization of Curricula

The forming districts of the Union School District recognize the benefits to be gained from establishing district-wide curricula as well as their obligation to do so, and to otherwise standardize their operations on or before July 1, 2018.

Article 7 – Funds, Indebtedness and Special Funds

A. Capital Debt

The Union School District shall assume all capital debt as may exist on June 30, 2018, including both principal and interest, of the forming school districts that join the Union District.

B. Operating Fund Surpluses, Deficits and Reserve Funds

The Union School District shall assume any and all operating deficits, surpluses, and fund balances of any of the forming districts that may exist at the close of business on June 30, 2018. In addition, reserve funds will be transferred to the Union School District on June 30, 2018 and will be applied for such established purposes unless otherwise determined through the appropriate legal procedures.

C. Restricted Funds

The forming school districts will transfer to the Union School District any preexisting specific endowments or other restricted accounts, including student activity and related accounts that may exist on June 30, 2018. Scholarship funds, endowments or similar accounts, held by school districts prior to June 30, 2018, that have specified conditions of use will be used in accordance with said provisions.

Article 8 – Real and Personal Property

A. Transfer of Property to Union School District. No later than June 30, 2018, the forming districts will convey to the Union School District all of their school-related real and personal property, for One Dollar, and the Union School District will assume all capital debt associated therewith.

B. Community Use & Relationships to School Buildings. The Union School District recognizes the long term financial investments and community relationships that each town has with its school building(s). The Union School District will encourage appropriate use of the building by the students and community according to the policies and procedures of the Union School District as overseen by the building principal. Current written community use policies and procedures will be maintained for each town elementary district's school building for the first four years of new ownership. Changes to written community use policies and procedures after the first four years shall require a 75% majority vote of the Unified School District Board after three (3) warnings.

C. Subsequent Sale of Property to Towns. In the event that, and at such subsequent time as, the Union School District Board of School Directors determines, in its discretion, that any of the real property, including any land and/or buildings, conveyed to it by one or more of the forming districts except as provided in D and E is or are unnecessary to the continued operation of the Union School District and its educational programs, the Union School District shall convey such real property, for the sum of One Dollar, and subject to all encumbrances of record, the assumption or payment of all outstanding bonds and notes and the repayment of any school construction aid or grants as required by Vermont law, to the town in which it is located.

The conveyance of any of the above school properties shall be conditioned upon the town owning and utilizing the real property for community and public purposes for a minimum of five years. In the event a town elects to sell the real property prior to five years of ownership, the town shall compensate the Union School District for all capital improvements and renovations completed after the formation of the Union School District and prior to the sale to the town. In the event a town elects not to acquire ownership of such real property, the Union School District shall, pursuant to Vermont statutes, sell the property upon such terms and conditions as established by the Union School District Board of School Directors.

D. Subsequent Sale of Castleton Hubbardton Property. In the event that, and at such subsequent time as, the Union School District Board of School Directors determines, in its discretion, that any of the real property, including any land and/or buildings, conveyed to it by the Castleton-Hubbardton Union Elementary School or the Castleton-Hubbardton Village School, the Castleton-Hubbardton Union School District shall convey the property to the towns of Castleton and Hubbardton. In such instance, the towns of Castleton and Hubbardton shall reach a

mutual agreement regarding the use of said properties and/or buildings.

The conveyance of any of the above school properties shall be conditioned upon the town(s) owning and utilizing the real property for community and public purposes for a minimum of five years. In the event a town(s) elects to sell the real property prior to five years of ownership, the town(s) shall compensate the Union School District for all capital improvements and renovations completed after the formation of the Union School District and prior to the sale to the town(s). In the event Castleton and Hubbardton elect not to acquire ownership of such real property, the Union School District shall, pursuant to Vermont statutes, sell the property upon such terms and conditions as established by the Union School District Board of School Directors.

- E.** Subsequent Sale of Fair Haven Union High School Property. In the event that, and at such subsequent time as, the Union School District determines that any real property, including land and buildings, conveyed to it by the Fair Haven Union High School District is unnecessary to the continued operation of the Union School District and its educational programs, the Union School District shall, pursuant to Vermont statutes, sell the property upon such terms and conditions as established by the Union School District Board of School Directors.
- F.** Closure of K-8 Schools. The Union School District shall not close any schools within its boundaries during the first four years it is fully operational and providing educational services. Thereafter, a vote of 75% or more of the Board of Directors and a positive vote of the municipality by Australian Ballot in which the school is located, shall be required to approve the closure of a school. Prior to holding a vote on whether to close a school the Board shall hold three (3) public hearings regarding the school's closure. At least one (1) of the public hearings shall be held in the community in which the school is located. If after conducting public hearings, the Board of Directors intends to vote on whether to close a school, it shall give public notice of its intent to hold a vote on whether to close a school, stating the reason for the closure, at least ten days prior to the vote.
- G.** A vote of 75% of the Board of Directors of the Unified Union School District Board would be needed to repurpose a school building for educational purposes other than direct student instruction.

Article 9 – Board of School Directors

A forming town district's representation on the Union School District Board of School Directors will be determined as an at-large "hybrid model". Membership on the Union School District Board is apportioned to each town. Apportionment does not have to be proportional to the town's population. Voters in member towns vote on the same slate of candidates. The ballot is categorized to represent each town's apportioned seats on the Union School District Board of School Directors.

At no time will a town/village corresponding to a pre-existing member school district have less than one board member with a single vote of one on the board of school directors.

The initial membership on the eighteen (18) member Union School District Board of School Directors will be as follows:

Number of School Board Members by Town

Town	Board Members
Benson	3
Castleton	3
Fair Haven	3
Hubbardton	3
Orwell	3
West Haven	3

Article 10 – Election and Terms

The Union School District Board of School Directors will be elected for three-year terms, except for those initially elected at the time of the formation of the Union School District. In the initial Union School District election, board member terms of office will be as follows:

Distribution of Initial One-Year, Two-Year and Three-Year Terms:

Town/District	1 Year Term	2 Year Term	3 Year Term
Castleton	1	1	1
Fair Haven	1	1	1
Orwell	1	1	1
Benson	1	1	1
Hubbardton	1	1	1
West Haven	1	1	1

Pursuant to the provisions of 16 VSA §706j (b), elected school directors shall be sworn in and assume the duties of their office. The term of office for School Directors elected at the March 7, 2017 election shall be one, two, or three years respectively, with the first (one year) terms expiring at the Union School District's annual meeting in spring of 2018, as established under 16 VSA §706j. Thereafter, terms of office shall begin and expire on the date of the Union School District's annual meeting.

Article 11 – Vote to Establish Union District and Election of School Directors

The proposal forming this Union School District will be presented to the voters of each town school district on March 7, 2017. The candidates for the new Union School District Board of School Directors will be elected on the same date, as required by law. Nominations for the office of union school director representing any district/town shall be made by filing with the clerk of that school district/town proposed as a member of the union, a statement of nomination signed by at least 30 voters in that district or one percent of the legal voters in the district, whichever is less, and accepted in writing by the nominee. A statement shall be filed not less than 30 nor more than 40 days prior to the date of the vote.

Article 12 – Establishment of Union School District and Operation Authority

Upon an affirmative vote of the electorates of the school districts, and upon compliance with 16 VSA §706g, the Union School District shall have and exercise all of the authority which is necessary in order for it to prepare for full educational operations beginning on July 1, 2018. The Union School District shall, between the date of its organizational meeting under 16 VSA §706j and June 30, 2018, develop school district policies, adopt curriculum, educational programs, assessment measures and reporting procedures in order to fulfill the Education Quality Standards (State Board Rule 2000), prepare for and negotiate contractual agreements, set the school calendar for Fiscal Year 2019, prepare and present the budget for Fiscal Year 2019, prepare for Union School District Annual Meeting(s) and transact any other lawful business that comes before the Board, provided, however, that the exercise of such authority by the Union School District shall not be construed to limit or alter the authority and/or responsibilities of the School Districts of Benson, Castleton, Castleton-Hubbardton, Hubbardton, Fair Haven, Fair Haven Union High school, Orwell, and West Haven.

The Union School District shall commence full educational operations on July 1, 2018.

Article 13 – Annual Budget and Australian Ballot Voting

The Union School District Board of School Directors shall propose annual budgets in accordance with 16 VSA Chapter 11. The annual budget vote, the election of board members, and other public questions shall be conducted by Australian ballot pursuant to 17 VSA Chapter 55. The ballots shall be comingled.

Article 14 – Forming Districts Cease to Exist

On July 1, 2018, when the Union School District becomes fully operational and begins to provide educational services to students, the forming districts shall cease all educational operations and shall remain in existence for the sole purpose of completing any outstanding business not given to the Union

School District under these articles and state law. Such business shall be completed as soon as practicable, but in no event any later than December 31, 2018. In the event that all of the school districts identified in Article 1 vote YES, the Addison-Rutland Supervisory Union shall cease all operations within a reasonable timeframe of the completion of all outstanding business of its member school districts, but in no event any later than January 31, 2019.

Article 15 – School Attendance and Enrollment During the First Year

For at least the first year that the Union School District is fully operational (July 1, 2018 – June 30, 2019) and providing educational services, students will attend elementary school and middle school according to their town of residence; provided however, with parental consent, the Board of School Directors may adjust student enrollment based upon individual student circumstances and needs of the Union School District. For purposes of this article only, students residing in West Haven will attend Fair Haven Grade School. Parents in any town may petition the board to have their student(s) attend another elementary school in the unified union that best meets the needs of the student. After the first year of operation the boundary lines and school configurations within the union school district may be adjusted for all students. After July 1, 2019, the Board of School Directors shall adopt a school policy providing a process for parents or guardians to request that their child attend another elementary school within the Union School District.

Article 16 – Input on Policy and Budget Development

The Union School District school board shall provide opportunity for local input on policy and budget development. Structures to support and encourage public participation within the Union School District will be established by the Union School District Board of School Directors on or before June 30, 2018.

Article 17 – Non-Member District(s)

If a MUUSD is formed pursuant to Article 1, if any town school district that vote against merger shall be referred to as Non-Member Districts (NMD). Board representation in the MUUSD will be as represented in the chart under Article 9, including full proportional representation from each NMD except if the non-member district was not a member of the Fair Haven Union School District prior to creation of the MUUSD. Board members from the NMD will have voting powers for all general MUUSD actions and decisions involving grades 9-12, but will recuse themselves from votes on any unique PreK-8 program or building decisions within the MUUSD.

Article 18 – Non-Member District(s); Relation to Supervisory Union

If all town districts vote to approve the merger (or join within one year under Article 19), the Unified School District shall succeed and assume the functions of the Addison Rutland Supervisory Union ("ARSU"), and the Unified School District will function as a supervisory district as per 16 VSA §261(c) and Act 46 (2015), Sec. 6.

In the event that a majority of town districts vote to approve the merger but either one or two districts vote against merger, the ARSU shall perform the functions of a supervisory union for both the Modified Unified Union School District (MUUSD) and the Non-Member Districts (NMD). The governance of the ARSU shall be as follows:

- A.** Each elected representative on the MUUSD Board shall also serve as a member of the ARSU governing Board.
- B.** In addition, each NMD school board shall appoint one representative from its board who will serve as a member of the ARSU governing Board provided, however, that if Hubbardton is an NMD then it shall have one seat on the SU Board and the provisions of Paragraphs C and D of the Article 18 shall not apply to it.
- C.** The ARSU shall use weighted voting on supervisory union business. The representative appointed from an NMD to the ARSU and the ARSU member(s) elected to the MUUSD board from the corresponding town shall each have a fractional vote so that their combined votes equals the number of representatives from the community on the MUUSD Board. (For example, if a town has three elected representatives on the MUUSD Board and the town is an NMD, then one more person would be appointed by that NMD's school board, and each of these four persons would have three-fourths of a vote on supervisory union matters). The representatives from all other communities shall each exercise one vote. In this manner, voting on SVSU matters represents the same representation by town as reflected in the composition of the eighteen-member MUUSD Board.

D. The Boards of the MUUSD and the ARSU shall conduct joint meetings with a single agenda, provided that weighted voting described in this Article is used for all supervisory union matters, and that representatives appointed by the NMD may not vote on MUUSD matters as set forth in Article 17. When charging or assessing an NMD for services provided by the MUUSD or ARSU, the charge or assessment may be made on the basis of the actual cost incurred by the MUUSD or ARSU for providing the service to the NMD. The calculation of the actual cost of charges or assessments to an entity that is not a member may be based upon any relevant factors, including:

1. The cost associated with collecting the underlying data and preparing the separate calculation and assessment for an NMD, which cost would not be needed in the absence of the provision of services to an NMD;
2. Reasonable charge for the embedded cost associated with the standby capacity to provide the service to a NMD;
3. The incremental costs of providing specific service to a NMD. Charges or assessments may also be made on the basis of a reasonable allocation proxy. Charges or assessments to a NMD may be made on a different basis from the costs allocated to the MUUSD.

Charges or assessments may be made on the basis of a reasonable estimate, subject to adjustment when actual costs are known. The MUUSD and the ARSU Boards shall determine the standards for determining charges or assessments. Expectations are that the MUUSD will not subsidize a NMD and that charges will reflect fairness to the ARSU, MUUSD and any NMD. Charges or assessments will comply with state law and applicable accounting standards.

Article 19 – Subsequent Admission

A district that does not vote to approve the Unified School District will have until June 30, 2018 to reconsider joining the District by voting in favor of joining. For the purpose of compliance with 16 VSA §721, the District consents to admission. Thereafter, admission will be determined by state statutes which require favorable votes by both the Non-Member District and voters of Slate Valley Modified Unified Union School District.

Appendices

Appendix A: What Happens if a School District Votes No?

Vermont Act 156 (2012), Sec. 17 describes the creation of a Modified Union School District. This section allows approval of a merger if a majority – but not all – elementary school districts that send students to a union high school vote in the affirmative. A Modified Unified Union School District (MUUSD) is a PreK-12 district providing grades 9-12 for all member towns, and grades PreK-8 for towns approving the merger. Towns voting NO will continue to operate their own elementary schools as Non-Member Districts (NMD). For Hubbardton (9-12) and West Haven (PreK-8) these concepts apply generally however, #2 below does not apply to Hubbardton - if it is an NMD then Hubbardton will not be a member of the MUUSD for any grades.

If the articles pass with 1 or 2 towns voting NO, the following applies:

1. A town voting NO will continue to operate its existing elementary district as an NMD. It will continue to elect its own elementary school board, vote on its elementary school budget, and pay its own elementary school expenses.
2. A town voting NO will be members of two school districts, a) its existing elementary school district serving grades PreK-8, and b) the MUUSD for grades 9-12.
3. A town voting NO and sending grades 9-12 to the MUUSD will have representation on the MUUSD school board (as described in Articles 9 and 10) and its voters will vote on the entire PreK-12 Union District budget. Its Board members, however, will recuse themselves from votes on any unique Union District PreK-8 program or building decisions.
4. A town voting NO and sending only grades 9-12 to the MUUSD will pay a proportional share of the MUUSD expenses using state approved formulas.

5. The ARSU will provide supervisory union services to the NMD such as curriculum, special education, superintendent, transportation, and business office according to state law. The ARSU will bill the NMD for these services. In addition to its elected representatives on the SVSU Board, the elementary school district board for a Town voting NO shall appoint a representative to the ARSU Board. There shall be weighted voting so that the NMD community's total number of votes is the same in both the Union District and the ARSU (as described in Article 18).
6. The MUUSD is designed to facilitate program and resource sharing among schools, larger economies of scale, and school choice possibilities for Union District students. These changes, for better or worse, will not accrue to the NMD.
7. The NMD will not receive the state tax incentives provided to those who form the MUUSD. This is true only for the PreK-8 budget - because the town would be part of the MUUSD for 9-12 (except Hubbardton), and because the new district tax rate is unified, the town would still get tax benefits for 9-12 (except Hubbardton).
8. A town voting NO may re-consider and decide by vote of the electorate by March 8, 2018, to join the MUUSD. Thereafter, the merger process as currently governed by state law requires affirmative votes first by the NMD to request membership and then by the voters of the MUUSD to accept the new member.

Appendices

Appendix B: Cost Benefit Analysis and Narrative

The following data was developed using a financial model. The model relies on a set of inputs based on historical data. The model was created for the purpose of illustration and is not intended to be used to forecast future actual tax rates. The model does not take into account policy decisions, management decisions or legislative decisions.

The historical information below was used to develop some of the following assumptions:

- * Decrease in equalized pupils each year is 1.85%
- * Increase in education spending each year is 2.23%
- * Decrease in education grand list each year is .81%
- * Yield remains the same each year at \$9,701
- * Common level of appraisal remains the same each year at current FY17 rates
- * Small school grants are lost in FY20 by Benson (FY17 - \$116,436) and Orwell (FY17 - \$109,868)
- * Hold harmless protection granted to 4 (Benson, Castleton, Hubbardton and West Haven) of 6 towns in FY17, is lost in FY21

It should be noted that historically West Haven's homestead tax rate has been volatile. In FY17 which is the first year of actual data from which the future years were modeled, West Haven's homestead tax rate was \$1.10. In FY16 West Haven's homestead tax rate was \$1.54 or 29% higher.

With full implementation we estimate moderate one-time savings that would be realized over time of approximately \$300,000.00. The saving could be the result of eliminating one maintenance position, one technology position, one nursing position, various special education staff, and audit cost savings.

The new unified union district will receive an approximate \$120,000 merger incentive grant to assist with the transition period. The first study committee used \$19,434 of the Act 156 Union School District Analysis grant that it was awarded in FY16. The second study committee received another Act 156 Union School District Analysis grant of which \$4,650 has been expended to date. It is estimated at this time that a total of \$10,000 will be expended which would leave approximately \$120,000 as a merger incentive grant for the newly merged district.

The opportunity to share resources across the new unified union will be realized.

Each individual school district once unified into a new pre-kindergarten to 12 district will see tax rate reductions through tax incentives for the first four years of the merger.

EQUALIZED PUPILS							Average
	FY12	FY13	FY14	FY15	FY16	FY17	Change
Benson	112.45	112.27	110.11	102.58	94.42	92.54	-3.82%
Cast-Hubb	382.13	380.00	369.09	377.13	372.68	366.11	-0.85%
Fair Haven	333.14	330.62	329.85	325.87	324.30	311.58	-1.33%
Hubbardton	32.93	32.09	32.64	30.37	27.28	27.13	-3.80%
FHUHS	503.60	473.80	455.09	470.57	482.09	485.45	-0.73%
Orwell	119.80	129.26	130.14	121.40	115.15	129.35	1.55%
West Haven	30.50	28.44	26.43	24.23	24.23	24.88	-3.99%
Total	1,514.55	1,486.48	1,453.35	1,452.15	1,440.15	1,437.04	-1.85%

EDUCATION SPENDING							Average
	FY12	FY13	FY14	FY15	FY16	FY17	Change
Benson	1,258,060	1,354,080	1,393,875	1,285,170	1,242,501	1,314,990	0.89%
Cast-Hubb	4,513,165	4,697,510	4,915,339	4,997,845	5,065,583	5,063,720	2.33%
Fair Haven	3,637,720	3,836,300	4,033,565	4,075,000	4,222,142	4,345,785	3.62%
Hubbardton	435,844	331,760	489,330	476,635	419,784	434,055	-0.08%
FHUHS	6,160,770	6,003,525	6,443,980	6,345,120	6,394,245	6,582,025	1.33%
Orwell	1,276,840	1,385,735	1,364,165	1,423,085	1,539,979	1,657,565	5.36%
West Haven	300,800	302,365	270,145	233,845	370,105	238,470	-4.54%
Total	17,583,199	17,911,275	18,910,399	18,836,700	19,254,339	19,636,610	2.23%

EDUCATION GRAND LIST							Average
	FY12	FY13	FY14	FY15	FY16	FY17	Change
Benson	536,360	535,454	508,190	508,992	482,804	501,856	-1.32%
Castleton	1,953,720	1,958,987	1,911,900	1,894,726	1,923,569	1,993,820	0.41%
Fair Haven	1,115,064	1,114,309	1,056,139	1,048,595	1,010,433	1,014,345	-1.88%
Hubbardton	492,231	496,563	472,546	470,591	458,993	428,633	-2.73%
Orwell	959,007	973,576	954,213	963,015	916,943	926,908	-0.68%
West Haven	178,731	171,395	174,445	168,528	148,272	159,696	-2.23%
Total	5,235,113	5,250,284	5,077,433	5,054,447	4,941,014	5,025,258	-0.81%

Projected Homestead Tax Rates if Merger Occurs in FY19 Based on Model Assumptions

RED, effective FY19	FY17	FY18	FY19	FY20	FY21	FY22	FY23	Total
Benson								
Homestead Tax Rate	\$1.5588	\$1.6236	\$1.5489	\$1.6385	\$1.7310	\$1.8265	\$1.9251	
Tax \$ (homestead)	\$782,293	\$808,213	\$764,783	\$802,471	\$840,907	\$880,113	\$920,110	
Tax savings due to unification	\$0	\$0	\$70,163	\$102,996	\$94,535	\$86,349	\$78,385	\$432,428
Tax \$ on \$200K home	\$3,118	\$3,247	\$3,098	\$3,277	\$3,462	\$3,653	\$3,850	
Tax savings on \$200K home	\$0	\$0	\$284	\$421	\$389	\$358	\$328	\$1,780
Castleton								
Homestead Tax Rate	\$1.4474	\$1.5115	\$1.4596	\$1.5441	\$1.6312	\$1.7212	\$1.8141	
Tax \$ (homestead)	\$2,885,855	\$2,989,248	\$2,863,226	\$3,004,450	\$3,148,217	\$3,295,010	\$3,444,725	
Tax savings due to unification	\$0	\$0	\$225,001	\$186,015	\$148,031	\$110,459	\$73,486	\$742,992
Tax \$ on \$200K home	\$2,895	\$3,023	\$2,919	\$3,088	\$3,262	\$3,442	\$3,628	
Tax savings on \$200K home	\$0	\$0	\$229	\$191	\$153	\$115	\$77	\$767
Fair Haven								
Homestead Tax Rate	\$1.2092	\$1.2595	\$1.2135	\$1.2837	\$1.3562	\$1.4310	\$1.5082	
Tax \$ (homestead)	\$1,226,546	\$1,267,219	\$1,211,048	\$1,270,729	\$1,331,622	\$1,393,685	\$1,456,975	
Tax savings due to unification	\$0	\$0	\$98,101	\$81,765	\$65,688	\$49,962	\$34,487	\$330,004
Tax \$ on \$200K home	\$2,418	\$2,519	\$2,427	\$2,567	\$2,712	\$2,862	\$3,016	
Tax savings on \$200K home	\$0	\$0	\$197	\$165	\$134	\$103	\$71	\$670
Hubbardton								
Homestead Tax Rate	\$1.4420	\$1.5171	\$1.4412	\$1.4484	\$1.5302	\$1.6146	\$1.7017	
Tax \$ (homestead)	\$618,089	\$645,012	\$607,779	\$605,868	\$634,900	\$664,492	\$694,666	
Tax savings due to unification	\$0	\$0	\$58,577	\$82,573	\$76,344	\$70,334	\$64,499	\$352,326
Tax \$ on \$200K home	\$2,884	\$3,034	\$2,882	\$2,897	\$3,060	\$3,229	\$3,403	
Tax savings on \$200K home	\$0	\$0	\$278	\$395	\$368	\$342	\$316	\$1,698
Orwell								
Homestead Tax Rate	\$1.3387	\$1.3944	\$1.4192	\$1.5012	\$1.5860	\$1.6735	\$1.7638	
Tax \$ (homestead)	\$1,240,852	\$1,282,011	\$1,294,244	\$1,357,935	\$1,423,021	\$1,489,367	\$1,557,017	
Tax savings due to unification	\$0	\$0	\$30,186	\$65,219	\$47,285	\$29,636	\$12,359	\$184,684
Tax \$ on \$200K home	\$2,677	\$2,789	\$2,838	\$3,002	\$3,172	\$3,347	\$3,528	
Tax savings on \$200K home	\$0	\$0	\$66	\$144	\$105	\$67	\$28	\$410
West Haven								
Homestead Tax Rate	\$1.0957	\$1.1289	\$1.1854	\$1.2446	\$1.3068	\$1.3722	\$1.7549	
Tax \$ (homestead)	\$174,979	\$178,821	\$186,249	\$193,967	\$202,011	\$210,403	\$266,903	
Tax savings due to unification	\$0	\$0	(\$1,493)	(\$3,101)	(\$4,823)	(\$6,670)	(\$56,441)	(\$72,528)
Tax \$ on \$200K home	\$2,191	\$2,258	\$2,371	\$2,489	\$2,614	\$2,744	\$3,510	
Tax savings on \$200K home	\$0	\$0	(\$19)	(\$40)	(\$62)	(\$87)	(\$742)	(\$950)
TOTALS								
Tax \$ Raised in Town	\$6,928,614	\$7,170,525	\$6,927,328	\$7,235,419	\$7,580,678	\$7,933,070	\$8,340,395	\$52,116,030
Tax savings due to unification	\$0	\$0	\$480,535	\$515,467	\$427,059	\$340,071	\$206,774	\$1,969,907

Projected Homestead Tax Rates if Merger Does Not Occur Based on Model Assumptions

No Change	FY17	FY18	FY19	FY20	FY21	FY22	FY23	Total
Benson								
Homestead Tax Rate	\$1.5588	\$1.6236	\$1.6910	\$1.8488	\$1.9256	\$2.0057	\$2.0891	
Tax \$ (homestead)	\$782,293	\$808,213	\$834,946	\$905,467	\$935,442	\$966,461	\$998,495	
Tax \$ on \$200K home	\$3,118	\$3,247	\$3,382	\$3,698	\$3,851	\$4,011	\$4,178	
Castleton								
Homestead Tax Rate	\$1.4474	\$1.5115	\$1.5743	\$1.6397	\$1.7079	\$1.7789	\$1.8528	
Tax \$ (homestead)	\$2,885,855	\$2,989,248	\$3,088,227	\$3,190,465	\$3,296,249	\$3,405,469	\$3,518,211	
Tax \$ on \$200K home	\$2,895	\$3,023	\$3,149	\$3,279	\$3,416	\$3,558	\$3,706	
Fair Haven								
Homestead Tax Rate	\$1.2092	\$1.2595	\$1.3118	\$1.3663	\$1.4231	\$1.4823	\$1.5439	
Tax \$ (homestead)	\$1,226,546	\$1,267,219	\$1,309,149	\$1,352,494	\$1,397,310	\$1,443,648	\$1,491,462	
Tax \$ on \$200K home	\$2,418	\$2,519	\$2,624	\$2,733	\$2,846	\$2,965	\$3,088	
Hubbardton								
Homestead Tax Rate	\$1.4420	\$1.5171	\$1.5801	\$1.6458	\$1.7142	\$1.7855	\$1.8597	
Tax \$ (homestead)	\$618,089	\$645,012	\$666,355	\$688,440	\$711,244	\$734,827	\$759,164	
Tax \$ on \$200K home	\$2,884	\$3,034	\$3,160	\$3,292	\$3,428	\$3,571	\$3,719	
Orwell								
Homestead Tax Rate	\$1.3387	\$1.3944	\$1.4523	\$1.5733	\$1.6387	\$1.7068	\$1.7778	
Tax \$ (homestead)	\$1,240,852	\$1,282,011	\$1,324,429	\$1,423,154	\$1,470,306	\$1,519,003	\$1,569,376	
Tax \$ on \$200K home	\$2,677	\$2,789	\$2,905	\$3,147	\$3,277	\$3,414	\$3,556	
West Haven								
Homestead Tax Rate	\$1.0957	\$1.1289	\$1.1759	\$1.2247	\$1.2756	\$1.3287	\$1.3838	
Tax \$ (homestead)	\$174,979	\$178,821	\$184,757	\$190,865	\$197,188	\$203,733	\$210,462	
Tax \$ on \$200K home	\$2,191	\$2,258	\$2,352	\$2,449	\$2,551	\$2,657	\$2,768	
TOTALS								
Tax \$ Raised in Town	\$6,928,614	\$7,170,525	\$7,407,864	\$7,750,886	\$8,007,738	\$8,273,141	\$8,547,170	\$54,085,936

Projected Equalized Homestead Tax Rates

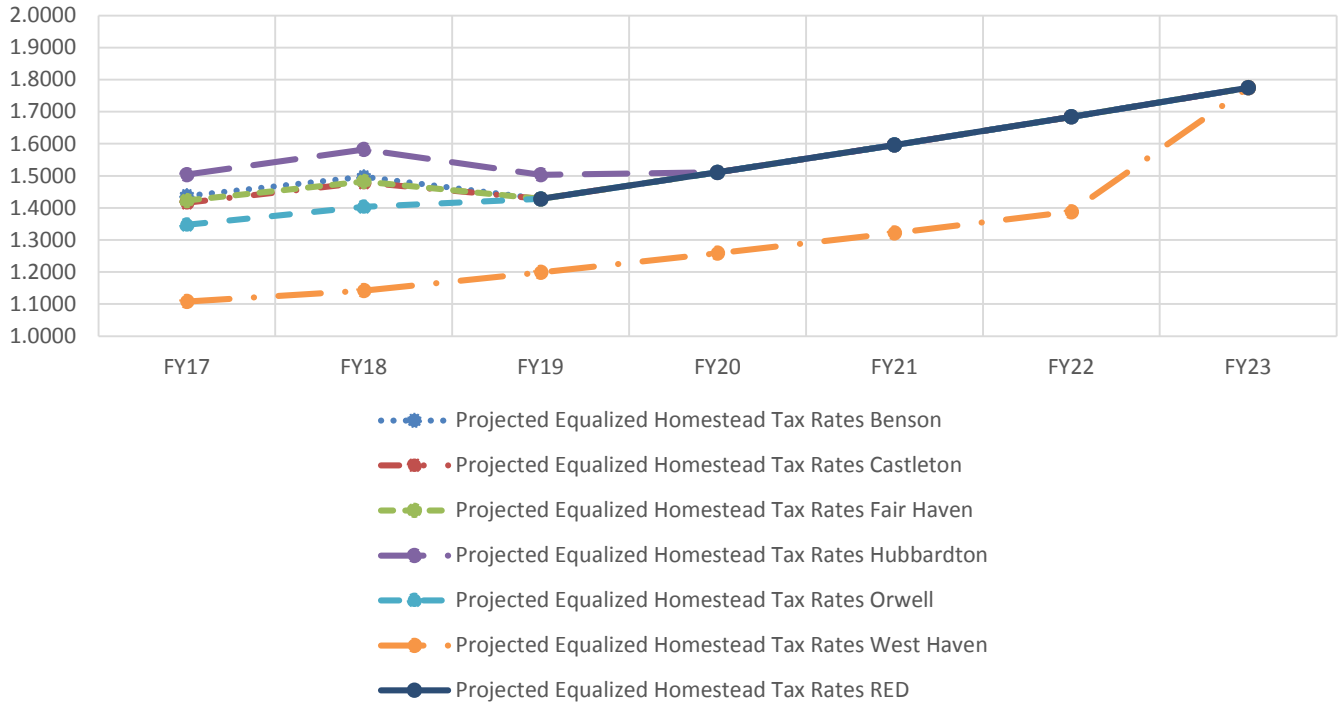
Projected Homestead Tax Rates for Districts if Merged Starting in FY19

	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Benson	1.4372	1.4969	1.4281	1.5107	1.5960	1.6840	1.7749
Castleton	1.4161	1.4789	1.4281	1.5107	1.5960	1.6840	1.7749
Fair Haven	1.4230	1.4821	1.4281	1.5107	1.5960	1.6840	1.7749
Hubbardton	1.5040	1.5823	1.5032	1.5107	1.5960	1.6840	1.7749
Orwell	1.3472	1.4031	1.4281	1.5107	1.5960	1.6840	1.7749
West Haven	1.1082	1.1418	1.1989	1.2588	1.3217	1.3878	1.7749
RED			1.4281	1.5107	1.5960	1.6840	1.7749

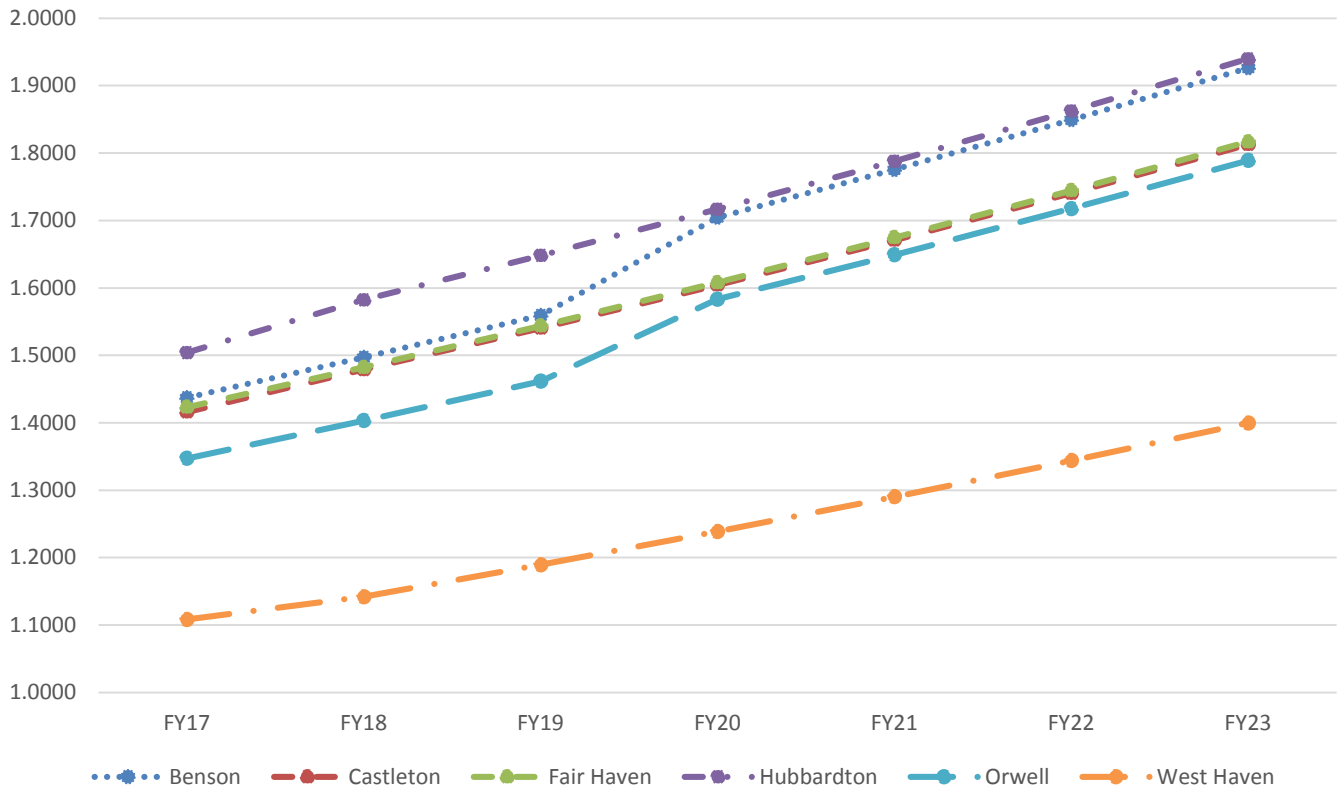
Projected Unmerged Homestead Tax Rates

	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Benson	1.4372	1.4969	1.5591	1.7046	1.7754	1.8493	1.9262
Castleton	1.4161	1.4789	1.5403	1.6043	1.6710	1.7405	1.8128
Fair Haven	1.4230	1.4821	1.5438	1.6079	1.6747	1.7444	1.8168
Hubbardton	1.5040	1.5823	1.6481	1.7166	1.7879	1.8622	1.9397
Orwell	1.3472	1.4031	1.4615	1.5832	1.6490	1.7176	1.7890
West Haven	1.1082	1.1418	1.1893	1.2387	1.2901	1.3438	1.3996

PROJECTED CONVENTIONAL RED MERGER STARTING IN FY19 - HOMESTEAD TAX RATES

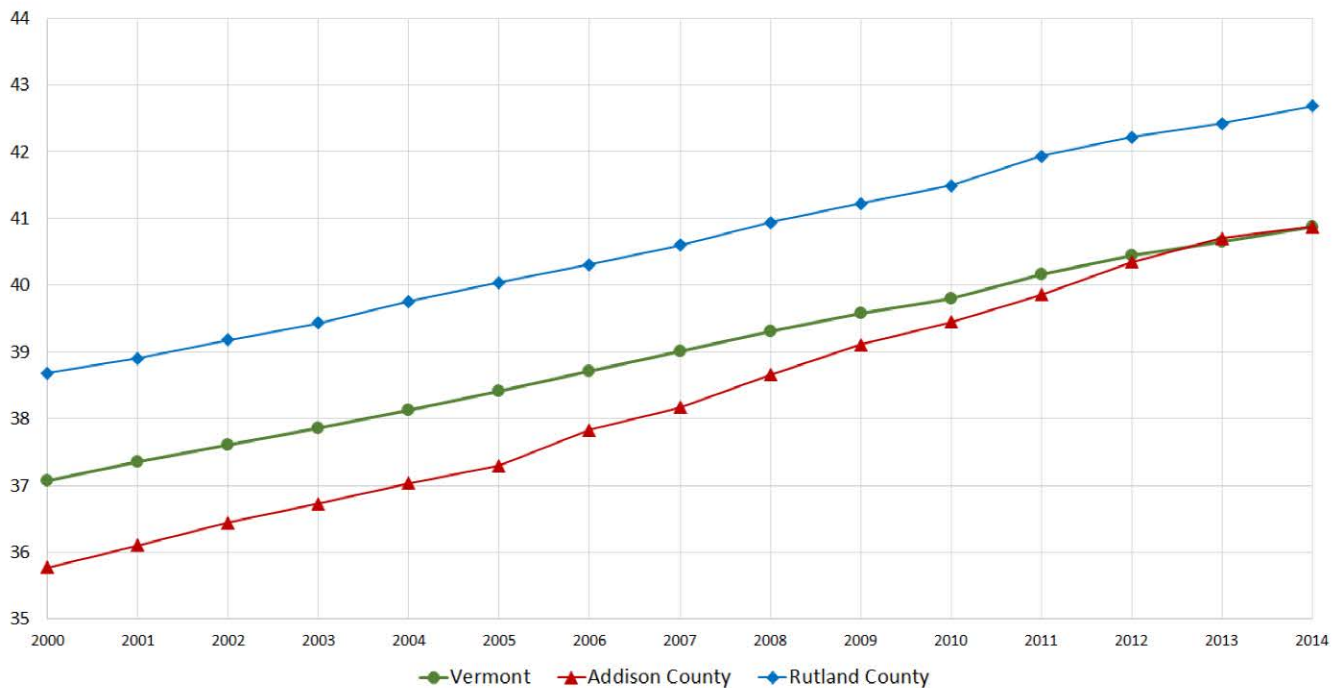


Projected Unmerged Homestead Tax Rates



Data Charts for ACT 46

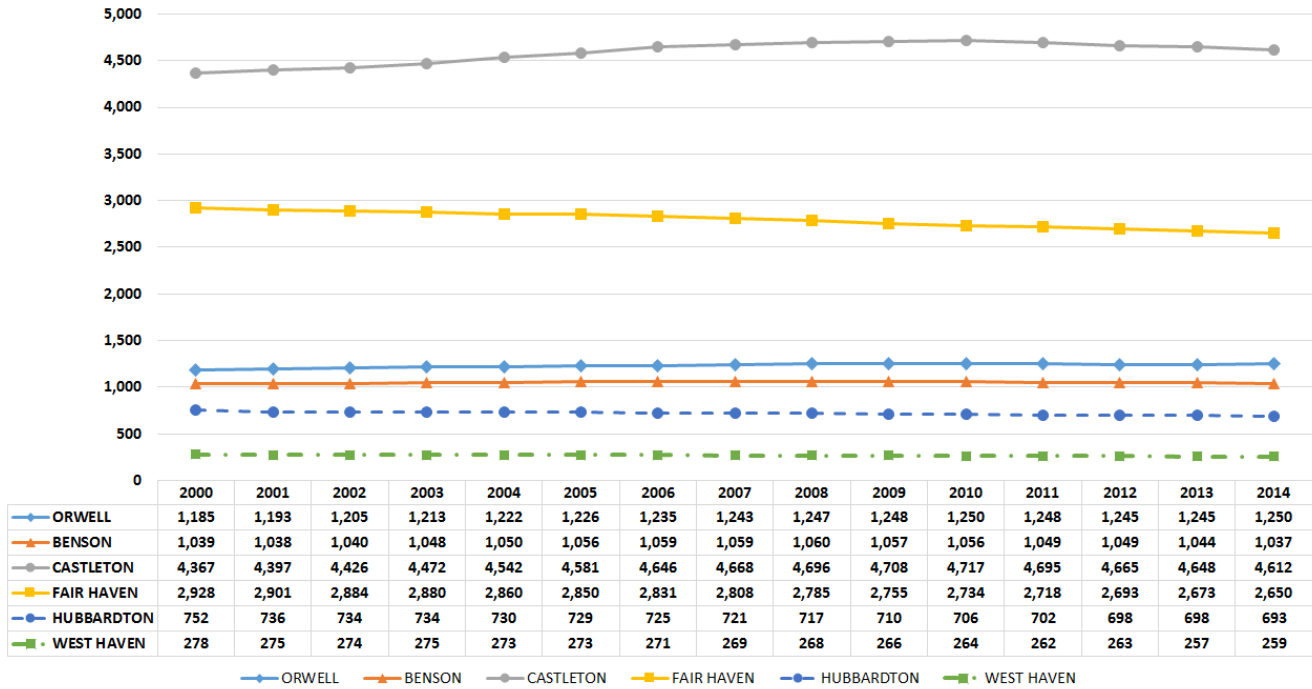
Approximate Average Age of the County Population



This chart shows the approximate average age of the populations of Addison County, Rutland County and the State of Vermont. In each case the average age of each population group is increasing year to year. The average age of Addison County and Rutland County are both increasing faster than for the State of Vermont overall. The source of this data is from the State of Vermont Department of Health Agency of Human Services.

<http://healthvermont.gov/research/pop/VermontPopulationData.aspx>

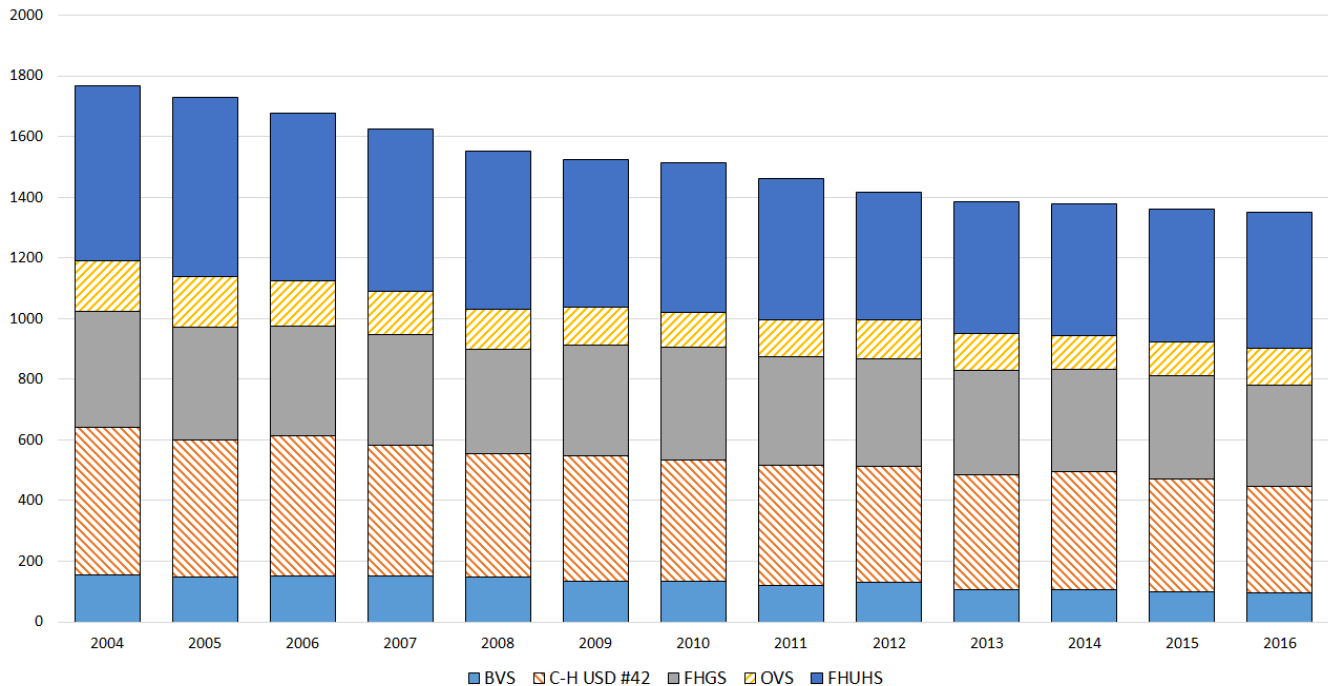
Town Population (Addison-Rutland Supervisory Union)



This chart shows the year to year populations of the towns that make up the Addison-Rutland Supervisory Union. The populations of Castleton and Orwell have increased, while the populations of Fair Haven, West Haven, and Hubbardton have decreased. The population of Benson has remained level. The source of this data is from the State of Vermont Department of Health Agency of Human Services.

<http://healthvermont.gov/research/pop/VermontPopulationData.aspx>

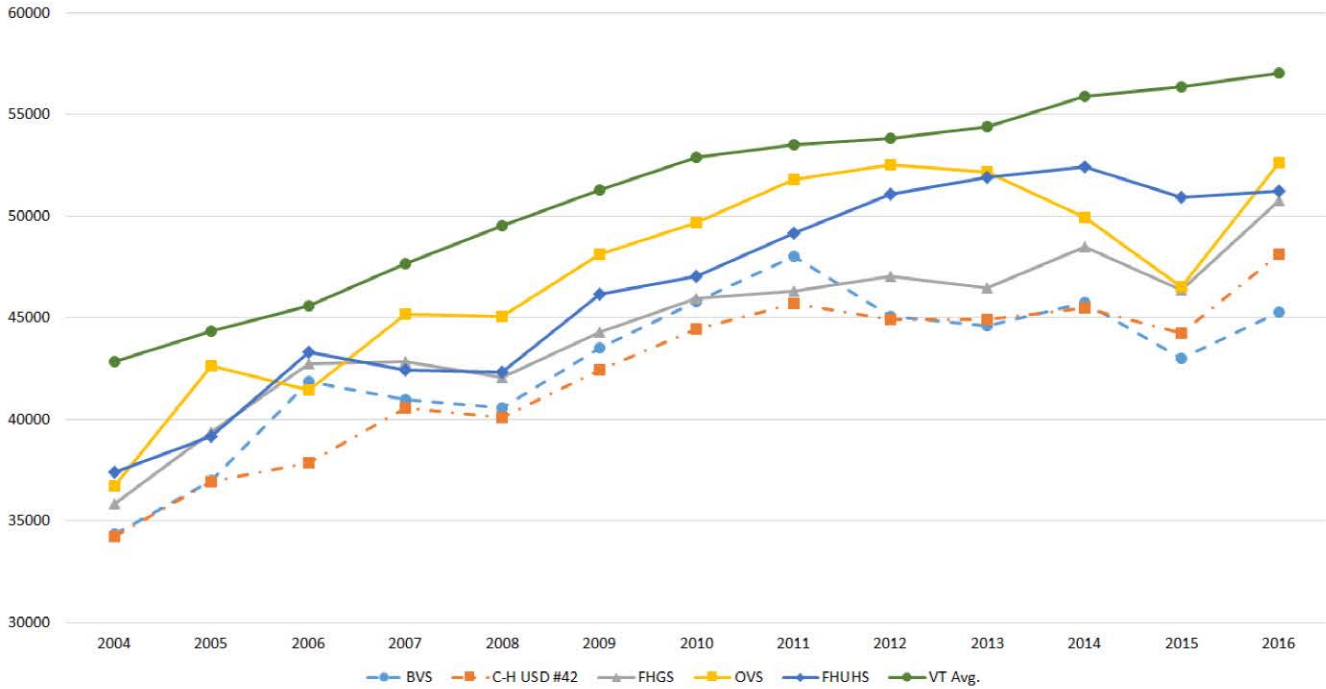
Enrollment Data



This chart shows the decline in school enrollment for the Addison-Rutland Supervisory Union. The overall trend is lower enrollment from year to year. The source for this data is from The Vermont Agency of Education School Report Page.

<http://edw.vermont.gov/REPORTSERVER/Pages/ReportViewer.aspx?%2fPublic%2fSchool+Report>

Average Teacher Salary



This chart shows the average teacher salary by school within the Addison-Rutland Supervisory Union. All schools in the SU have lower average teacher salaries than the State of Vermont average. In more recent years the rate of increase in the average teacher salary has decreased. The source of this data is the Vermont Agency of Education School Report page.

<http://edw.vermont.gov/REPORTSERVER/Pages/ReportViewer.aspx?%2fPublic%2fSchool+Report>

Appendices

Appendix C: School Choice, School Configuration and School Enrollment

School Choice

The creation of a unified union school district would allow West Haven’s Pre-Kindergarten to Grade 8 students to attend the Fair Haven Grade School for the first year of operation.

For at least the first year that the Union School District is fully operational and providing educational services, students will attend elementary school and middle school according to their town/district of residence; provided however, with parental consent, the Board of School Directors may adjust student enrollment based upon individual student circumstances and needs of the Union School District. For purposes of this article only, students residing in West Haven shall be considered residents of Fair Haven for determining school attendance.

After July 1, 2018, the Board of School Directors will have the authority to adjust school attendance boundary lines and school configurations within the Union School District. The Board of School Directors shall adopt a school policy providing a process for parents or guardians to request that their child attend another elementary school within the Union School District.

All Hubbardton Grades 9-12 students will be allowed to have “grandfather status” and shall be permitted the option to continue to attend as tuition students from the Union District the same public or approved independent school. Except as specifically approved by the Union District’s Board of School Directors, and consistent with the state law, the tuitioning of “grandfathered” high school students shall cease on June 30, 2020. At that time all students will attend Fair Haven Union High School.

Public school choice is currently available to all high school students in Vermont within capacity limits specified in statute and put in place by local school boards. No changes are planned at this time.

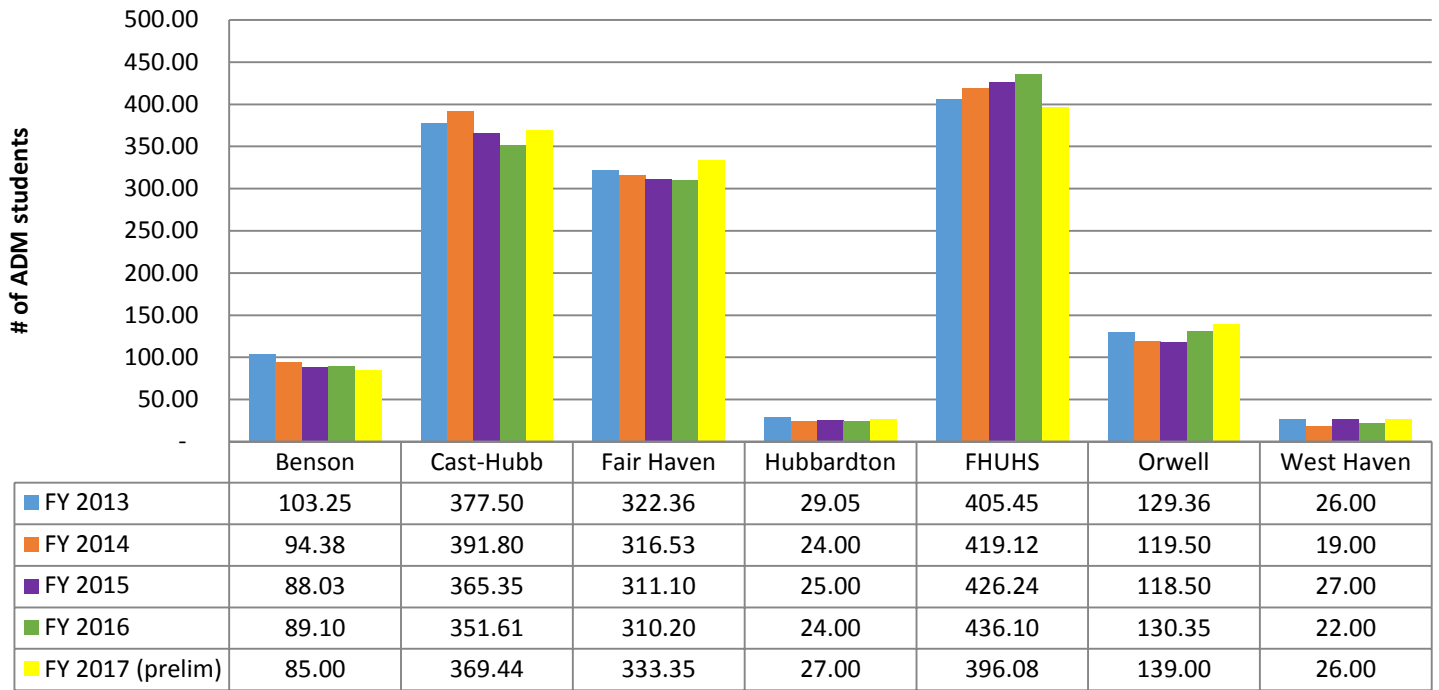
School Configuration

The current school configuration in our district is as follows:

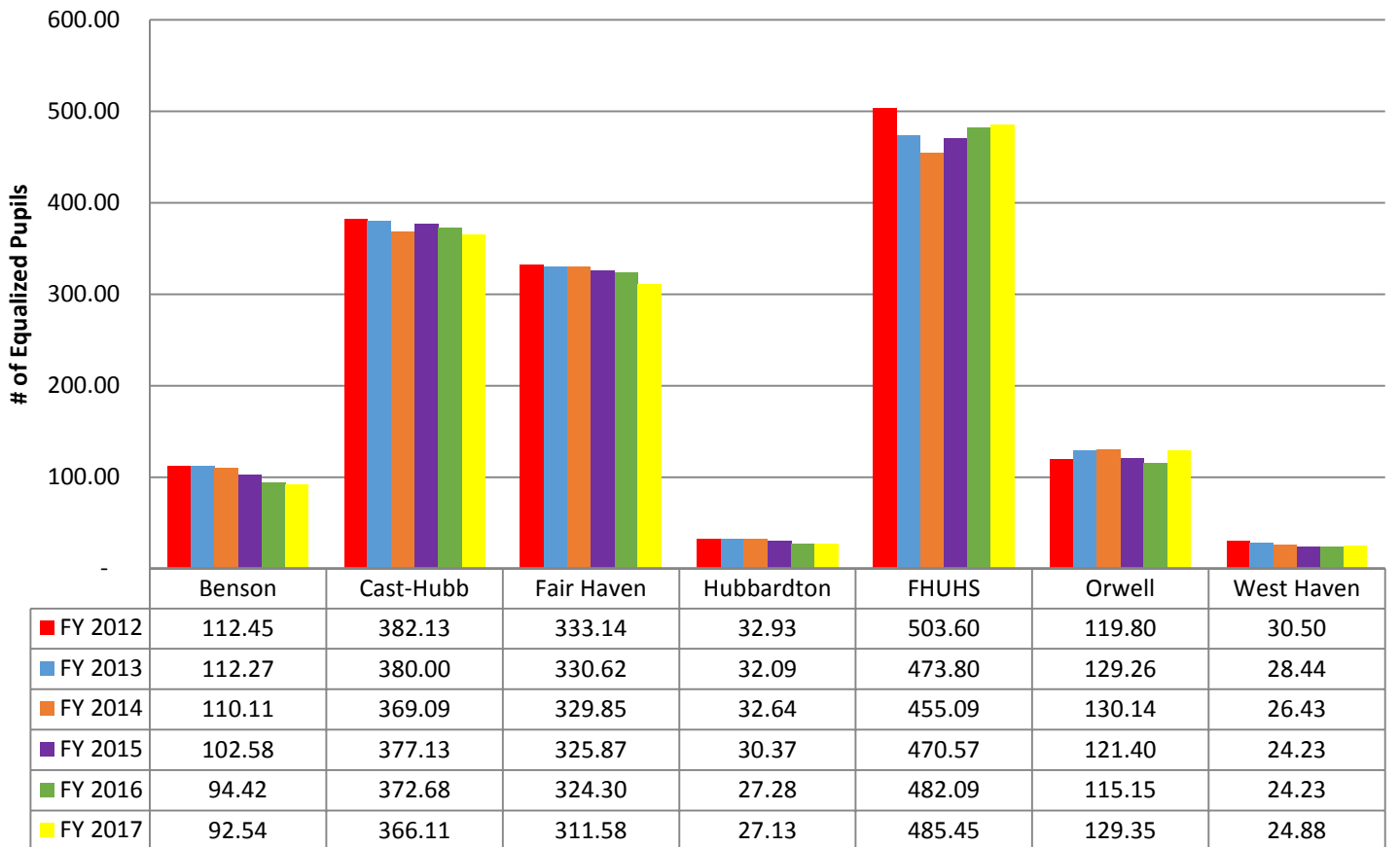
Benson Village School	PreK through grade 8	87 students
Castleton Elementary School	PreK through grade 5	262 students
Castleton Village School	Grades 6 through 8	118 students
Fair Haven Grade School	PreK through grade 8	364 students
Fair Haven Union High School	9 through 12	416 students
Orwell Village School	PreK through grade 8	<u>139 students</u>
	Total	1386 students

The chart below reflects the average daily membership over the last three years for the schools in the Addison Rutland Supervisory Union.

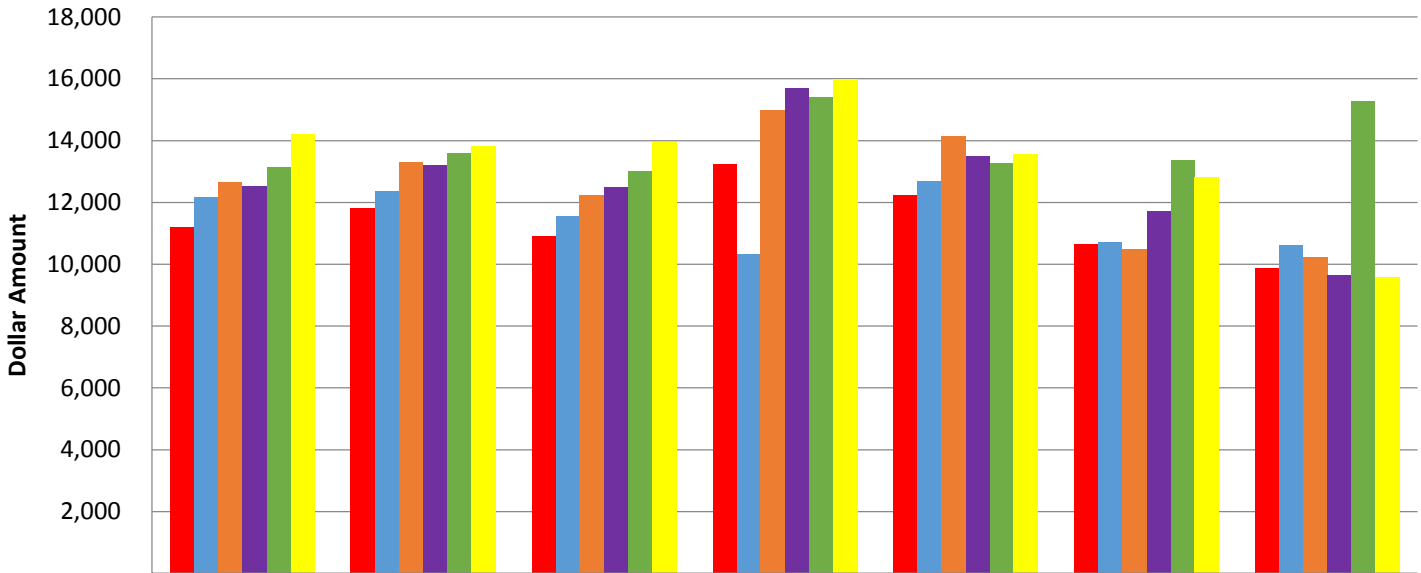
Average Daily Membership



Equalized Pupils



Ed Spending per Equalized Pupil



	Benson (operating Prek to 8)	Cast-Hubb (operating Prek to 8)	Fair Haven (operating Prek to 8)	Hubbardton (9 to 12 tuitioning)	Fair Haven Union HS (operating 9 to 12)	Orwell (operating Prek to 8)	West Haven (Prek to 8 tuitioning)
■ FY 2012	11,188	11,811	10,919	13,235	12,232	10,658	9,862
■ FY 2013	12,163	12,362	11,573	10,338	12,679	10,721	10,632
■ FY 2014	12,659	13,317	12,228	14,992	14,160	10,482	10,221
■ FY 2015	12,528	13,199	12,493	15,694	13,484	11,722	9,651
■ FY 2016	13,159	13,592	13,019	15,388	13,264	13,374	15,275
■ FY 2017	14,210	13,831	13,948	15,999	13,559	12,815	9,585

Student Enrollment as of November 1, 2016

	Benson	C/H	*FH	Orwell	Total
PreK	17	46	51	22	
K	3	31	46	11	
1	9	37	27	13	
2	5	31	34	16	
3	5	52	28	8	
4	10	33	39	15	
5	10	32	34	14	
6	11	40	39	14	
7	7	43	30	12	
8	10	35	36	14	
Ungraded	0	0	0	0	
Total	87	380	364	139	970

***FHUHS**

9	103
10	96
11	106
12	111
Total:	<u>416</u>

District Total: **1386**

*Enrollment for Fair Haven Grade School includes West Haven Students

*Enrollment for Fair Haven Union High School includes Hubbardton Students who tuition into the school

Appendices

Appendix D: School Closure, Efficiencies, Flexibility, Taxpayer Value, Transparency and Accountability

School Closure

The Union School District shall not close any schools within its boundaries during the first four years it is fully operational and providing educational services. Thereafter, a vote of 75% or more of the Board of Directors and a positive vote of the municipality by Australian Ballot in which the school is located, shall be required to approve the closure of a school. Prior to holding a vote on whether to close a school the Board shall hold three (3) public hearings regarding the school's closure. At least one (1) of the public hearings shall be held in the community in which the school is located. If after conducting public hearings, the Board of Directors intends to vote on whether to close a school, it shall give public notice of its intent to hold a vote on whether to close a school, stating the reason for the closure, at least ten days prior to the vote.

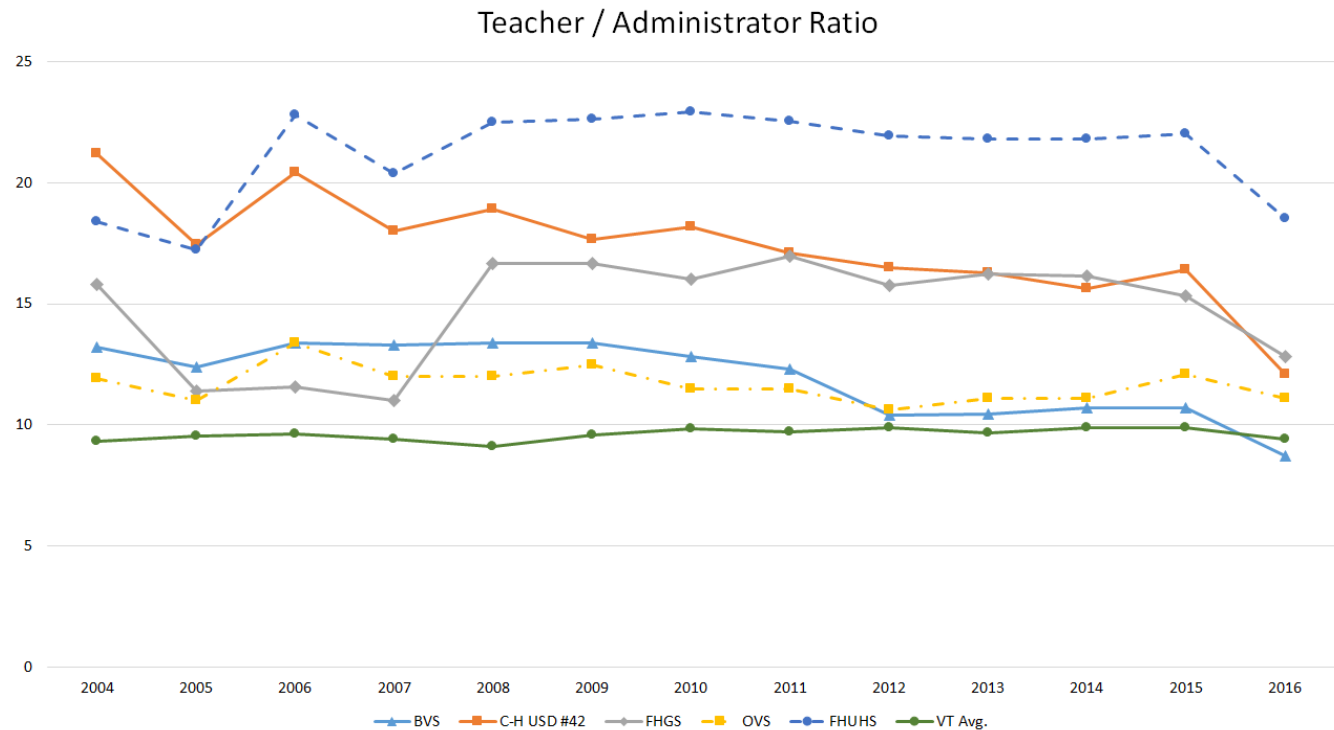
Efficiencies, Flexibility and Taxpayer Value

Much of the savings in Addison Rutland Supervisory Union has already been realized through prior consolidation efforts such as Transportation, Food Service, special education, one collective bargaining agreement for teachers etc. We are only a single supervisory union consolidating our schools into one unified union, whereas multiple supervisory unions consolidating tend to bring in greater savings overall. With full implementation we estimate a moderate savings realized over time of approximately \$300,000.00.

Transparency and Accountability

Teacher and Non Teacher Staffing

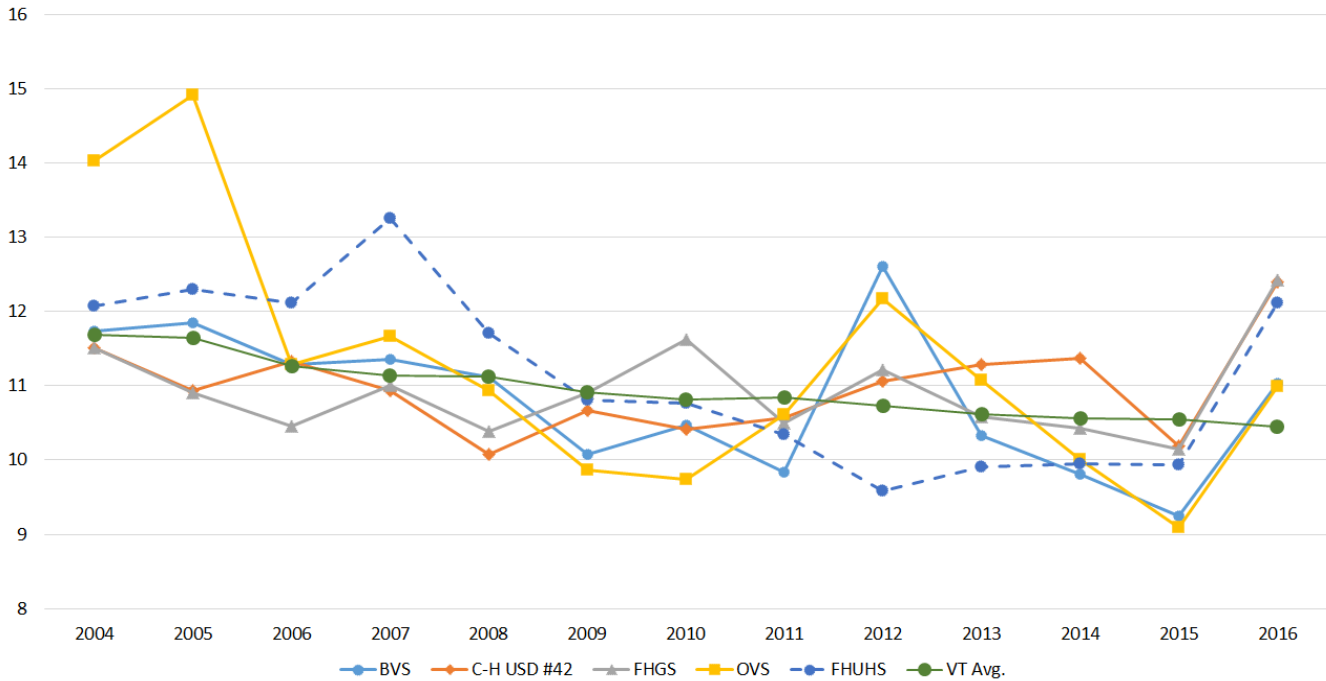
A unified union district structure will allow flexibility to adjust staffing assignments based on student needs and staff expertise and licensing. Teachers could be reassigned where the greatest needs are across all schools within the new unified union district. It will also provide greater opportunity to equalize class sizes across the new district for specific grade levels through staffing reallocation. The new unified union will also have greater flexibility in the allocation of non-unionized staff. Staffing can be reassigned where the greatest student needs are across all schools with the new district. Data below provides current insight into what is happening now.



This chart shows the year to year Teacher to Administrator Ratio. While the state average is relatively steady, we can see that the ratio is significantly higher for the schools in the Addison-Rutland Supervisory Union and variation in this ratio from school to school is greater as well. The source of this data is from the Vermont Agency of Education School Reports page.

<http://edw.vermont.gov/REPORTSERVER/Pages/ReportViewer.aspx?%2fPublic%2fSchool+Report>

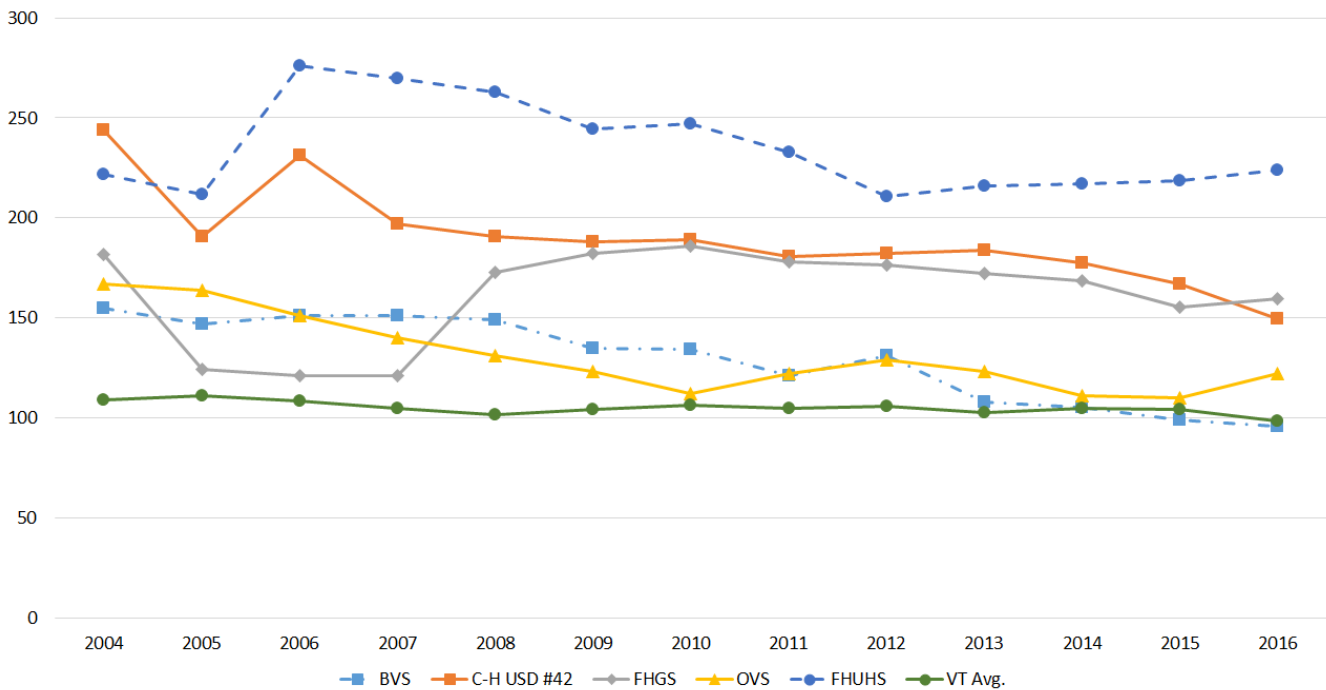
Student / Teacher Ratio



This chart shows the Student to Teacher Ratio for the schools in the Addison-Rutland Supervisory Union. The overall trend is that year to year there are fewer students for every teacher in the classroom. This trend for schools in the Addison-Rutland Supervisory Union is consistent with the state average. The data is from the Vermont Agency of Education School Report page.

<http://edw.vermont.gov/REPORTSERVER/Pages/ReportViewer.aspx?%2fPublic%2fSchool+Report>

Student / Administrator Ratio



This chart shows the Student to Administrator Ratio. While this ratio decreases slightly year to year for the State of Vermont overall, the ratio is significantly higher and the decrease is more pronounced for the schools in the Addison-Rutland Supervisory Union. The source for this data is from the Vermont Agency of Education School Report page.

<http://edw.vermont.gov/REPORTSERVER/Pages/ReportViewer.aspx?%2fPublic%2fSchool+Report>

Appendices

Appendix E: Technology and Student Data

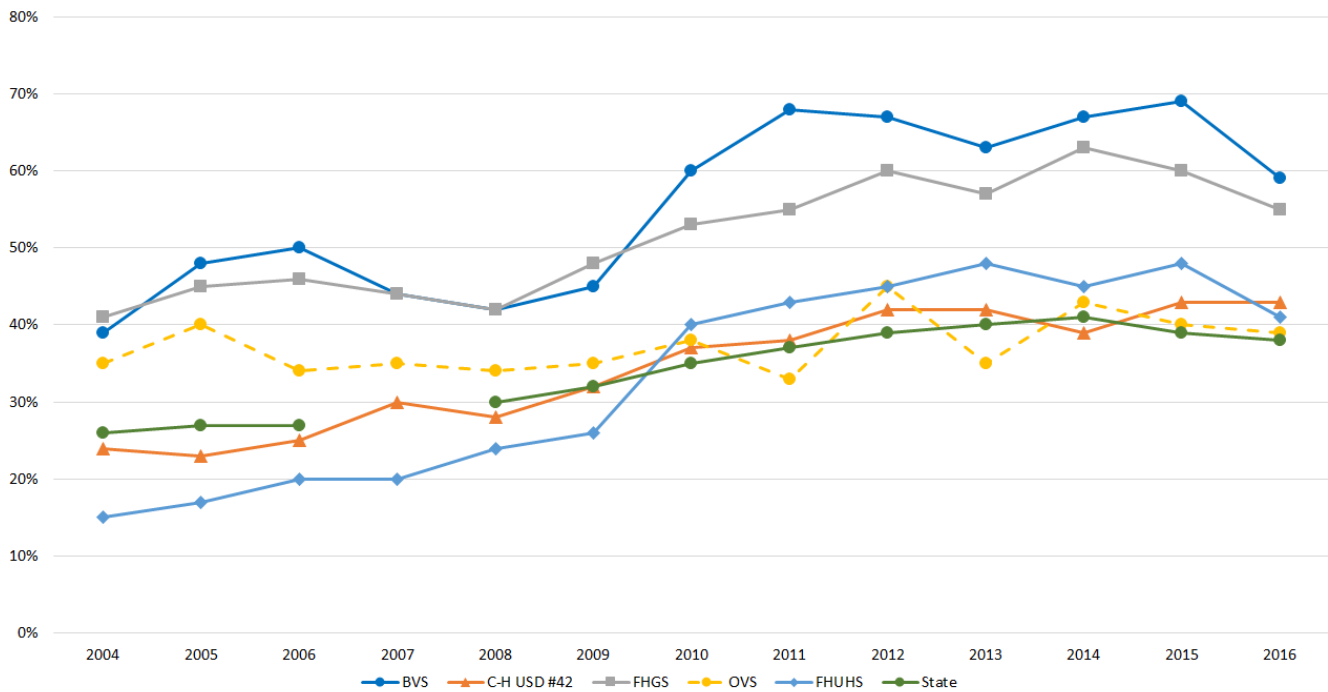
Technology

The creation of a new unified union district will create quality and opportunity in the operations of information technology. By merging into a single unified district the technology department would be more flexible and be able to share the diverse background and knowledge of our staff. In our current form, staff is assigned at the school level without the ability to move among other schools in the Supervisory Union. A unified district would be able to achieve greater staff efficiencies that would add value for our taxpayers. While we currently plan and implement technology as a collective team throughout the Addison-Rutland Supervisory Union, we still have some level of inconsistency. A streamlined approach as one unified union district would allow us to implement to all schools equally. This will in return create more opportunity for all of our students and allow for the achievement of higher standards.

Student Data

The creation of a new unified union district will allow for better implementation of standardized data collection and reporting methods. With the implementation of standardized collection methods and through the use of a centralized storage system, data collection and reporting will become more efficient. The anticipated results will be improvements in an educator's ability to use data to improve instructional practice, improvements in the ability of our special educators to use data to highlight the need for specialized interventions and track the progress of the learner, and improved communication between educators and parents. Data below provides current insight into student results and specifics.

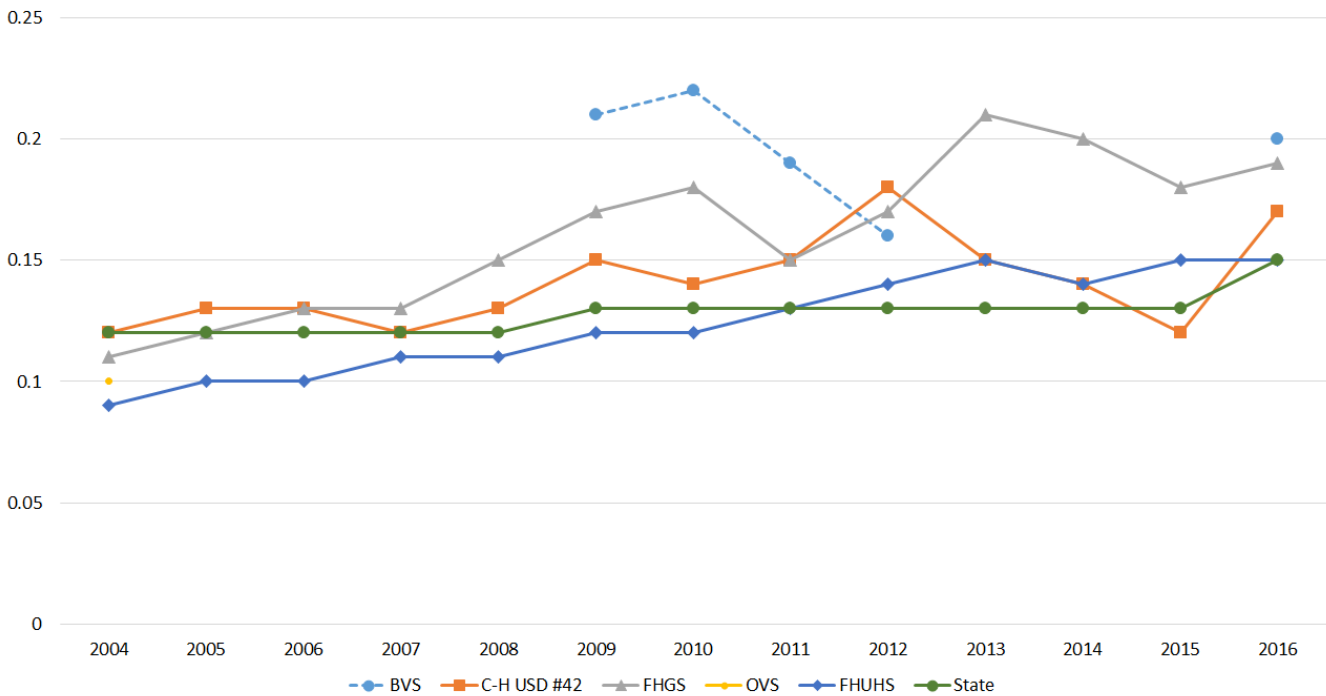
Percent of Students Receiving Free and Reduced Lunch



This chart shows the percentage of students for each school in the Addison-Rutland Supervisory Union that are receiving free or reduced lunch. This percentage at some schools is increasing at the same rate as for the State of Vermont while for other schools the percentage is increasing at a greater rate than the State of Vermont. This data may point to stagnant wages, loss of jobs, or a combination of factors. In all cases, the percentage of free and reduced lunch students is currently higher in the Addison-Rutland Supervisory Union than the Vermont State Average. The source of this data is the Vermont Agency of Education School Report page.

<http://edw.vermont.gov/REPORTSERVER/Pages/ReportViewer.aspx?%2fPublic%2fSchool+Report>

Percent of Students on an IEP

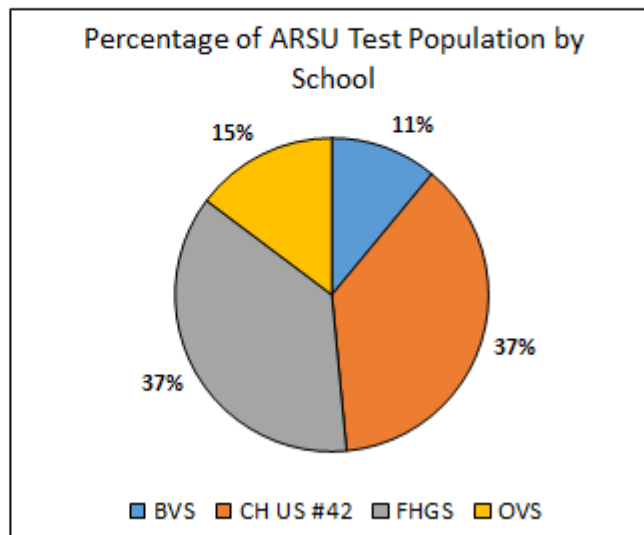


The above chart shows the percentage of students for each school in the Addison-Rutland Supervisory Union on an IEP which represents students receiving special services. In most cases for ARSU the rate of increase in need for special services is greater than the rate of increase in the Vermont State Average. Data points not shown on this chart are due to FERPA requirements to protect student information. The number of students is too low to be reported. The source of the data for this chart is the Vermont Agency of Education School Report page.

<http://edw.vermont.gov/REPORTSERVER/Pages/ReportViewer.aspx?%2fPublic%2fSchool+Report>

Percentage of Test Population by School

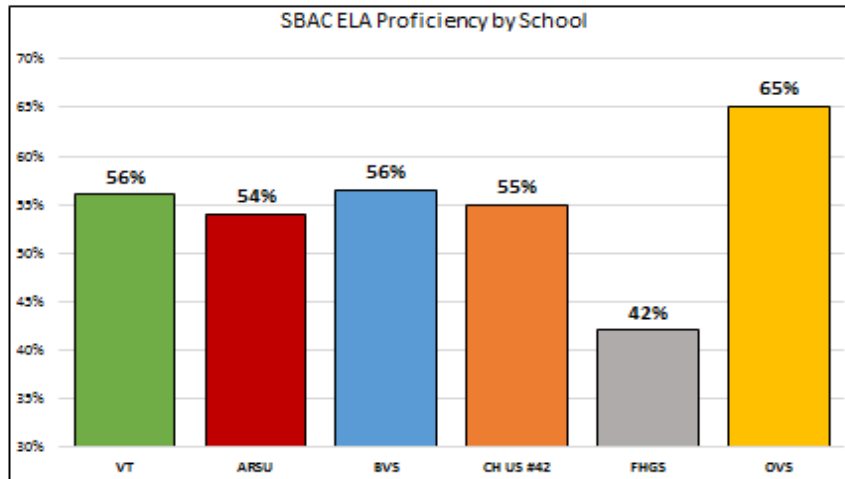
School	Students Tested
BVS	62
C-H US#42	211
FHGS	207
OVS	83



The table on the left shows the total number of students participating in the SBAC test from each school in the Addison-Rutland Supervisory Union. The chart on the right represents the percentage of students in ARSU taking the SBAC test from each school. These charts show the overall breakdown and contribution to the district average performance data from each member school. They convey the idea that the K-8 population of ARSU is made up of two school populations that are smaller and two school populations that are larger relative to each other. The source of this data is the district report from the American Institutes for Research SBAC report.

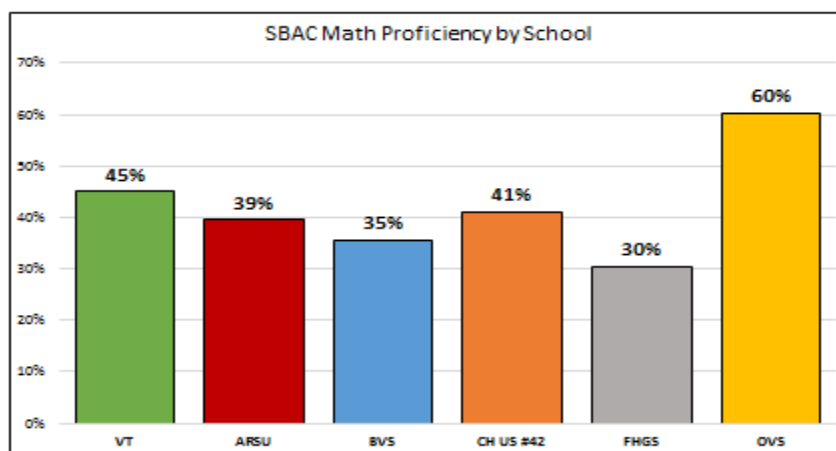
The following charts represent the performance of students at each ARSU school broken down by grade. It should be understood that these data represent a snapshot in time of the level of proficiency achieved by each specific group of students. The data shown here is for the “all” students group. Where the words “Public Data Not Available” appear, the number of students in that group are too small to be reported due to FERPA considerations. Disaggregates of data for groups such as FRL, IEP, ELL, etc. were not made because, in many cases, the numbers of these groups were too small to be reported publicly due to FERPA considerations. In general, the performance of FRL or SpED students is lower than the performance of non-FRL or non-SpED students within the same cohort group. Numbers for other aggregate groups such as ELL or ethnic minorities are too small to be statistically significant within ARSU.

ELA Proficiency (2015 - 2016 SBAC Data)



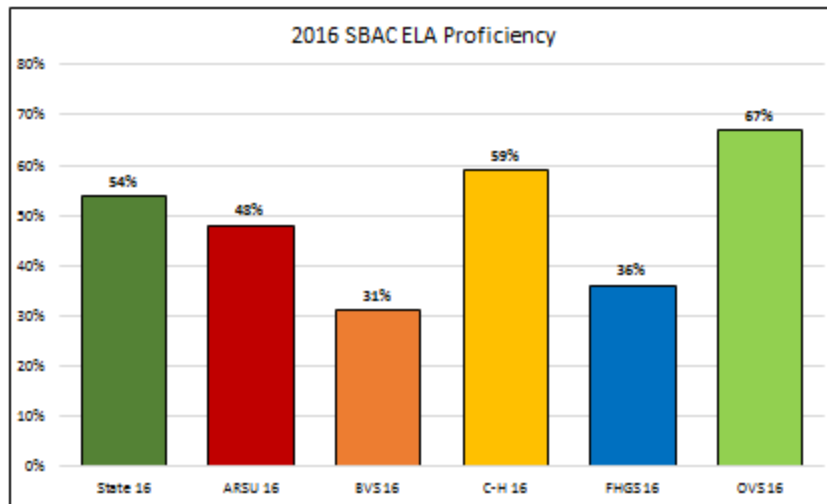
This chart shows the average student proficiency level in English Language Arts for the State of Vermont, the Addison-Rutland Supervisory Union, and each of the schools that make up the Addison-Rutland Supervisory Union. The source of this data is the district report from the American Institutes for Research SBAC report.

Math Proficiency (2015 - 2016 SBAC Data)



This chart shows the average student proficiency level in Mathematics for the State of Vermont, the Addison-Rutland Supervisory Union, and each of the schools that make up the Addison-Rutland Supervisory Union. The source of this data is the district report from the American Institutes for Research SBAC report.

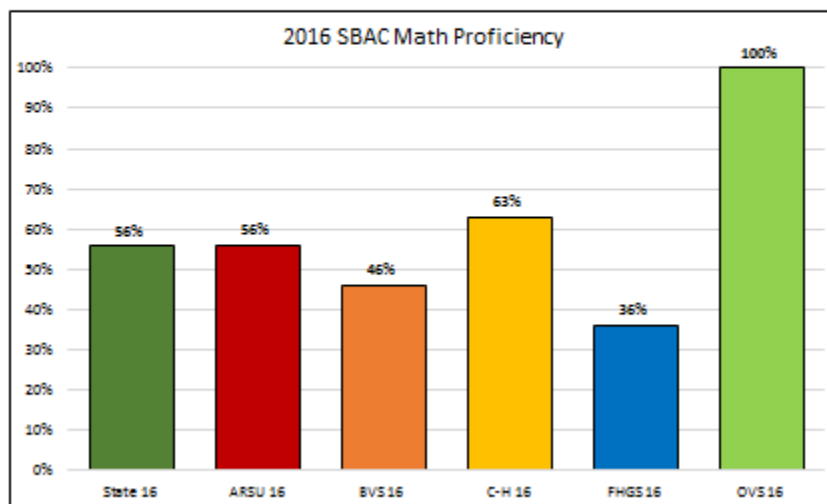
Grade 3 ELA



This chart shows the average level of proficiency in English Language Arts for students in grade 3. The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

Grade 3 Math

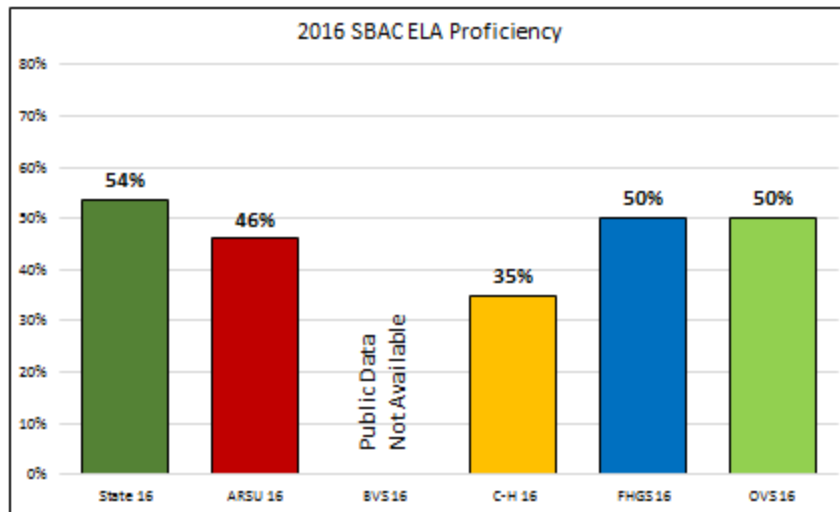


This chart shows the average level of proficiency in Math for students in grade 3.

The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

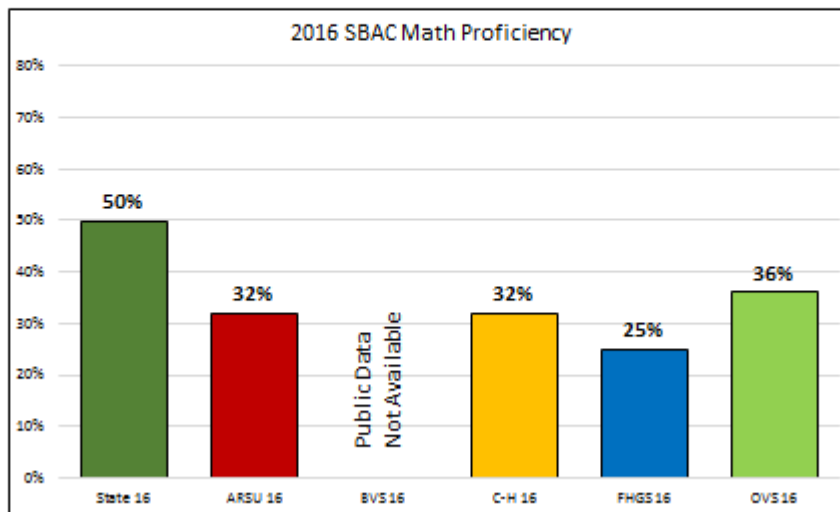
Grade 4 ELA



This chart shows the average level of proficiency in English Language Arts for students in grade 4. The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

Grade 4 Math

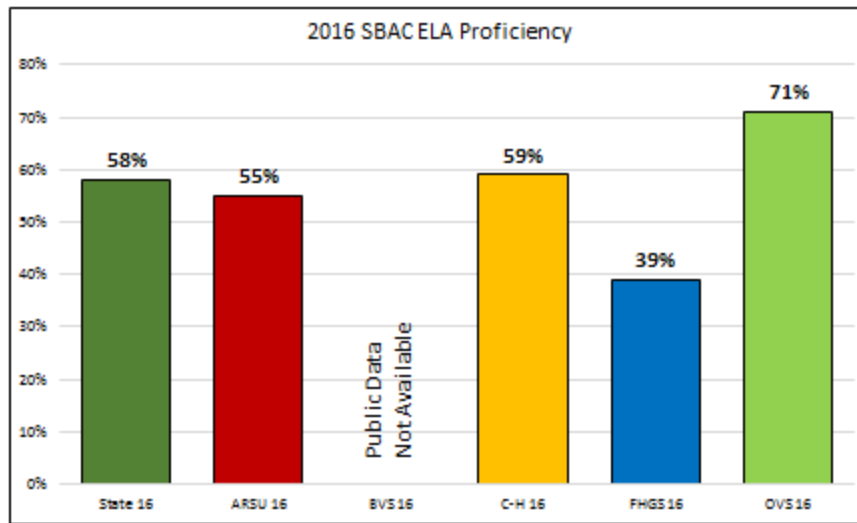


This chart shows the average level of proficiency in Math arts for students in grade 4.

The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

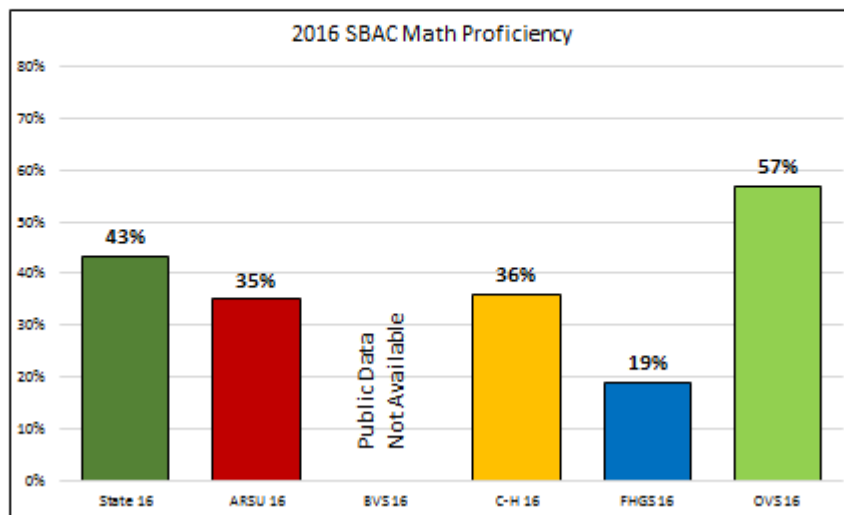
Grade 5 ELA



This chart shows the average level of proficiency in English Language Arts for students in grade 5. The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

Grade 5 Math

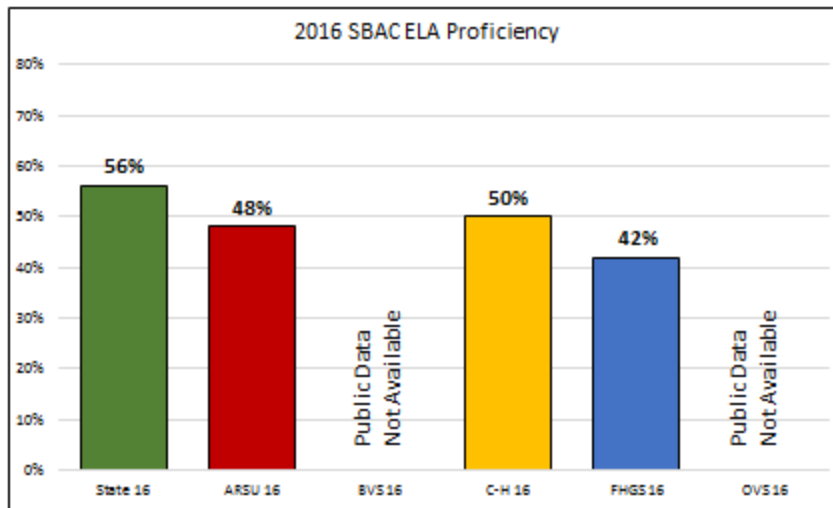


This chart shows the average level of proficiency in Math for students in grade 5.

The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

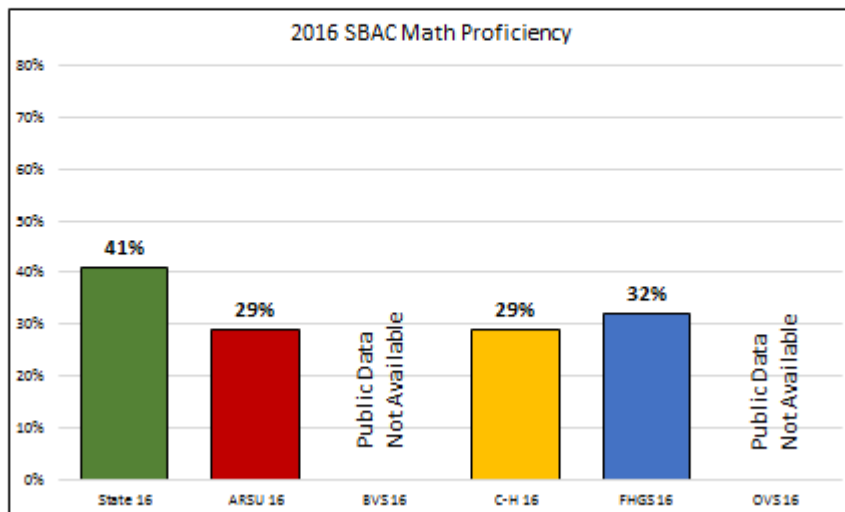
Grade 6 ELA



This chart shows the average level of proficiency in English Language Arts for students in grade 6. The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

Grade 6 Math

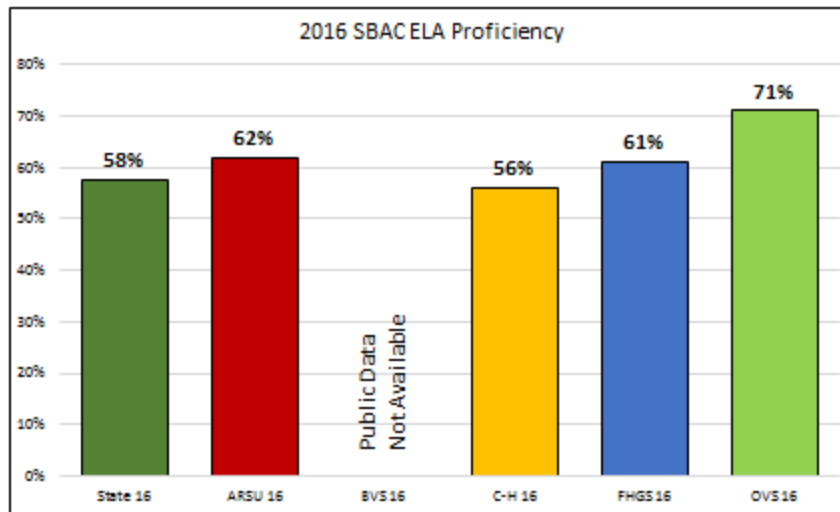


This chart shows the average level of proficiency in Math for students in grade 6.

The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

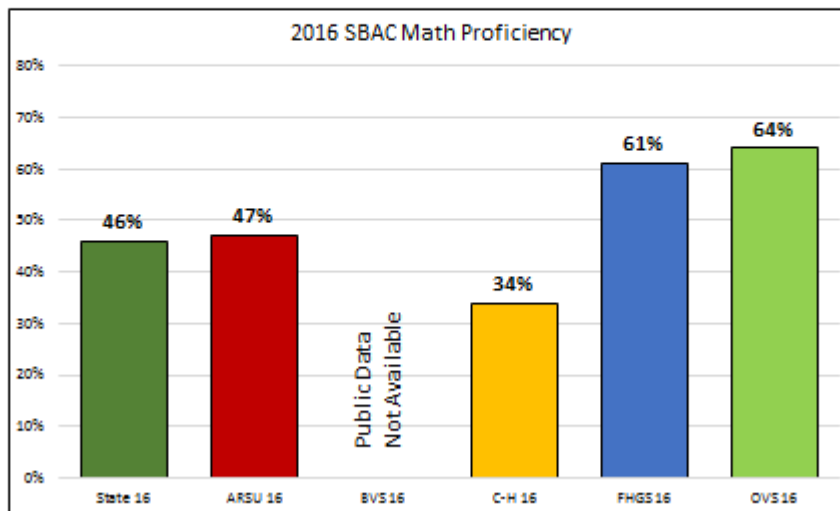
Grade 7 ELA



This chart shows the average level of proficiency in English Language Arts for students in grade 7. The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

Grade 7 Math

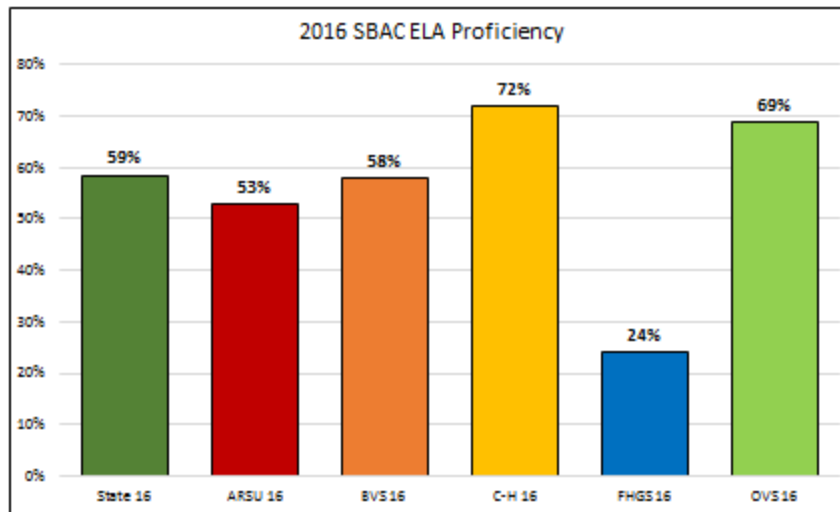


This chart shows the average level of proficiency in Math for students in grade 7.

The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

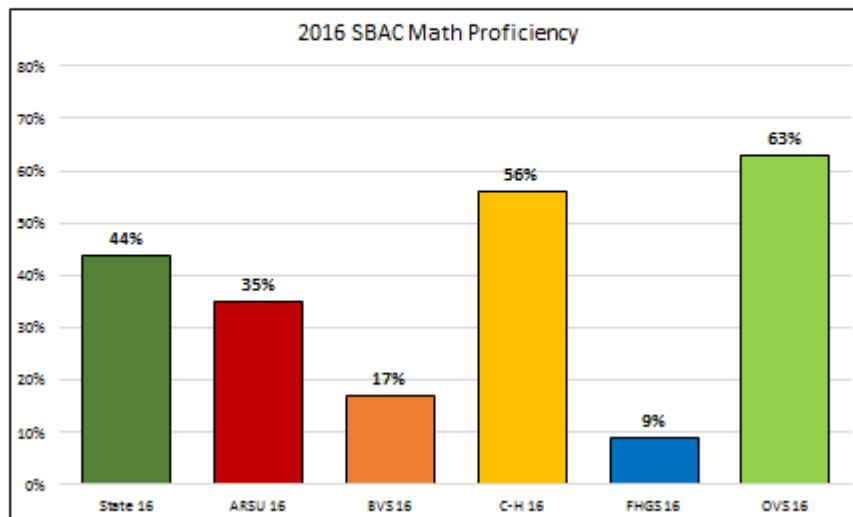
Grade 8 ELA



This chart shows the average level of proficiency in English Language Arts for students in grade 8. The source of this data is the public release file from the Vermont Agency of Education.

<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

Grade 8 Math

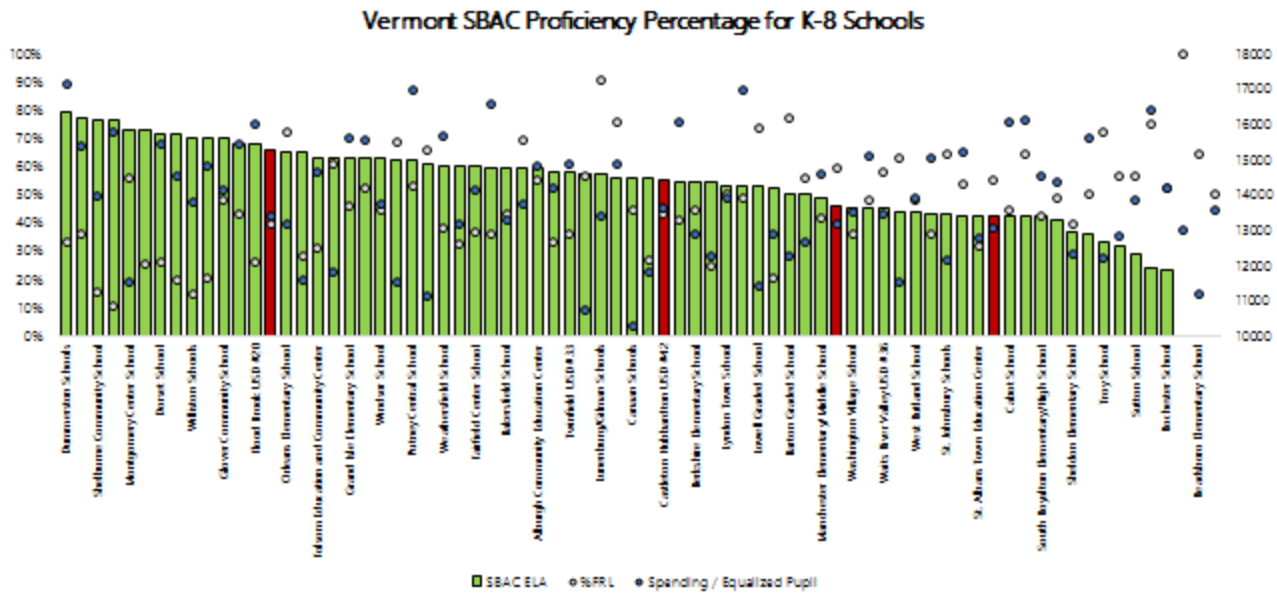


This chart shows the average level of proficiency in Math for students in grade 8.

The source of this data is the public release file from the Vermont Agency of Education.

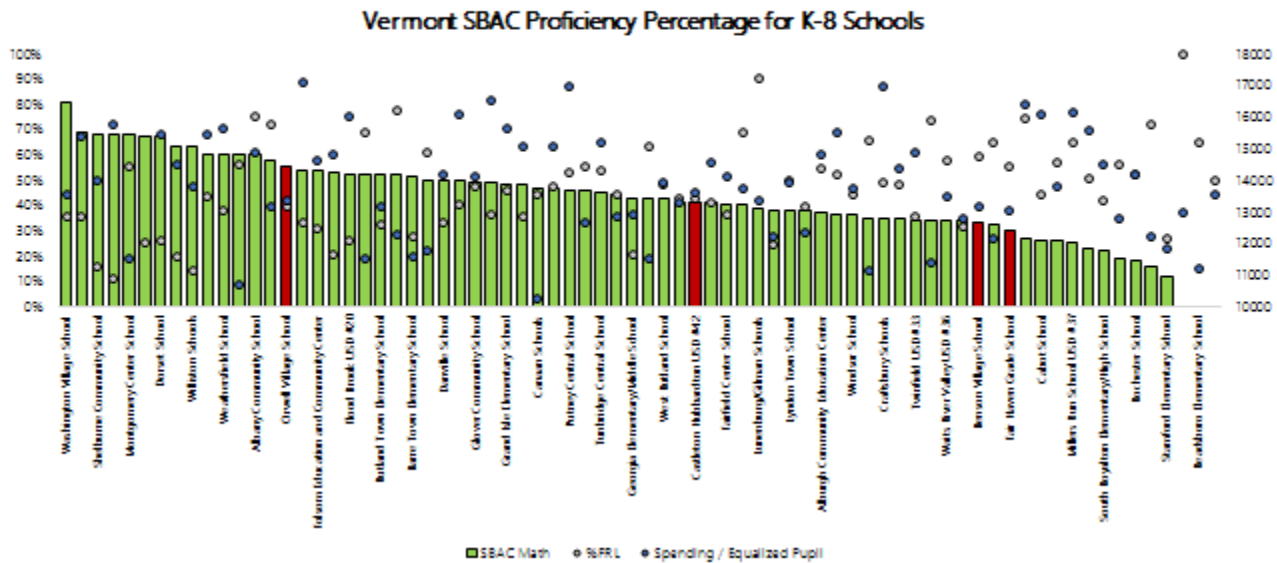
<http://education.vermont.gov/data-and-reporting/educational-performance/english-language-arts-and-math>

K-8 English Language Arts



This chart shows a ranking of Kindergarten through Grade 8 schools based on average proficiency in English Language Arts by school. The schools that make up the Addison-Rutland Supervisory Union are highlighted in red. Superimposed on this chart are the percentage of free and reduced lunch for each school shown as red dots, and the spending per equalized pupil for each school represented by blue dots. There appears to be a mild negative correlation between the percentage of free and reduced lunch and the percentage of proficiency as measured by the SBAC test. The sources for this data are from the Vermont Agency of Education.

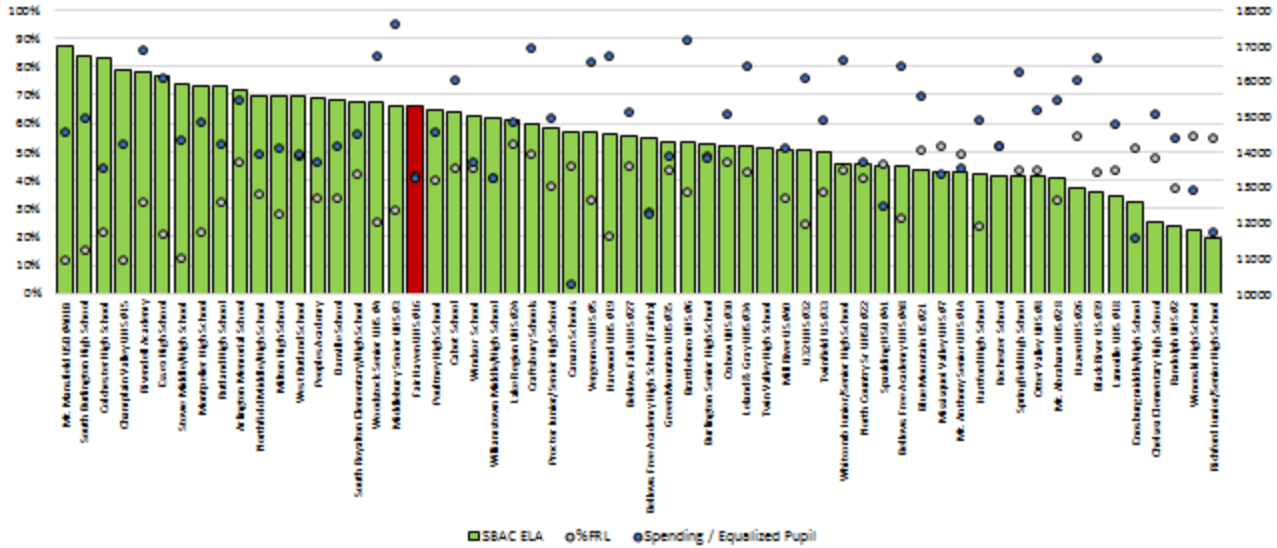
K-8 Mathematics



This chart shows a ranking of Kindergarten through Grade 8 schools based on average proficiency in Math by school. The schools that make up the Addison-Rutland Supervisory Union are highlighted in red. Superimposed on this chart are the percentage of free and reduced lunch for each school shown as red dots, and the spending per equalized pupil for each school represented by blue dots. There appears to be a mild negative correlation between the percentage of free and reduced lunch and the percentage of proficiency as measured by the SBAC test. The sources for this data are from the Vermont Agency of Education.

9-12 English Language Arts

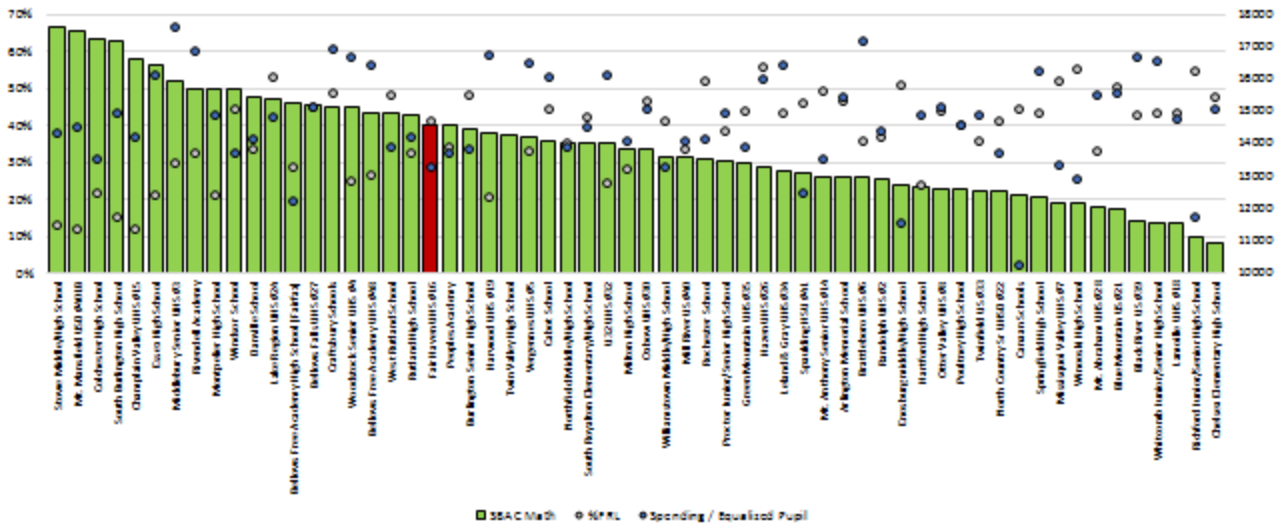
High School Comparison Chart - 2016 SBAC Data



This chart shows a ranking of high schools based on average proficiency in English Language Arts by school. The schools that make up the Addison-Rutland Supervisory Union are highlighted in red. Superimposed on this chart are the percentage of free and reduced lunch for each school shown as red dots, and the spending per equalized pupil for each school represented by blue dots. There appears to be a mild negative correlation between the percentage of free and reduced lunch and the percentage of proficiency as measured by the SBAC test. The sources for this data are from the Vermont Agency of Education.

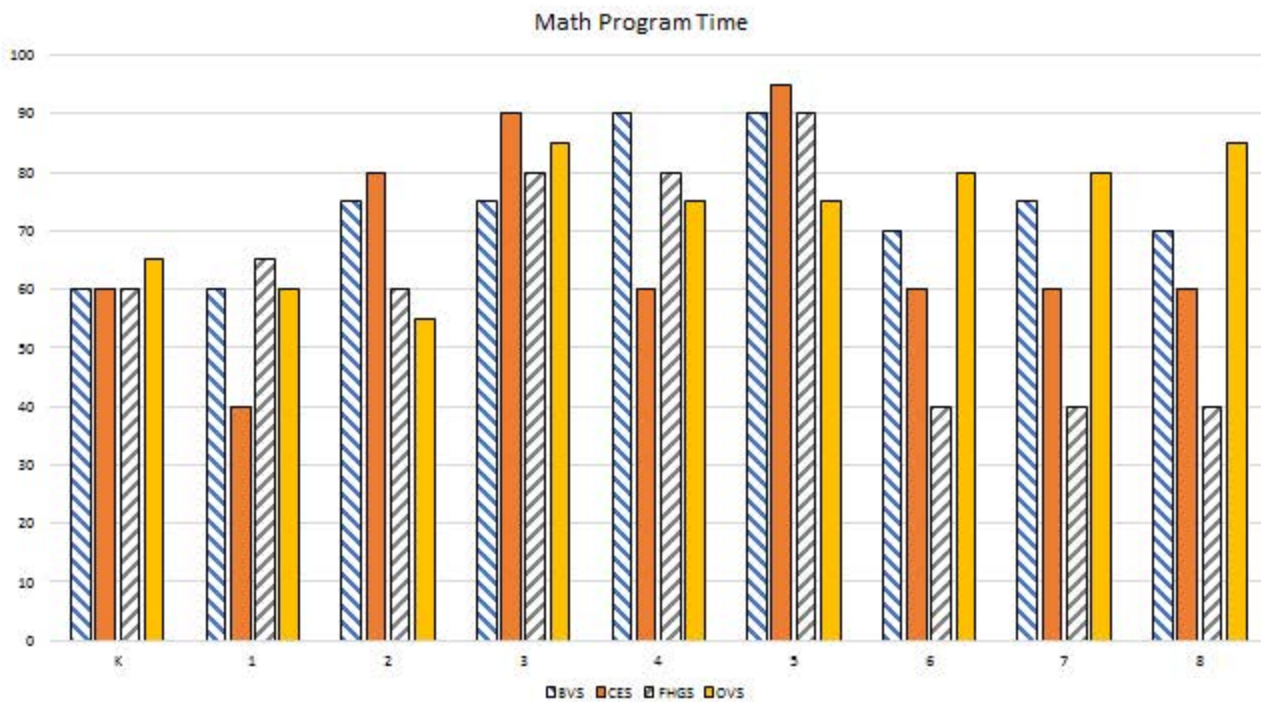
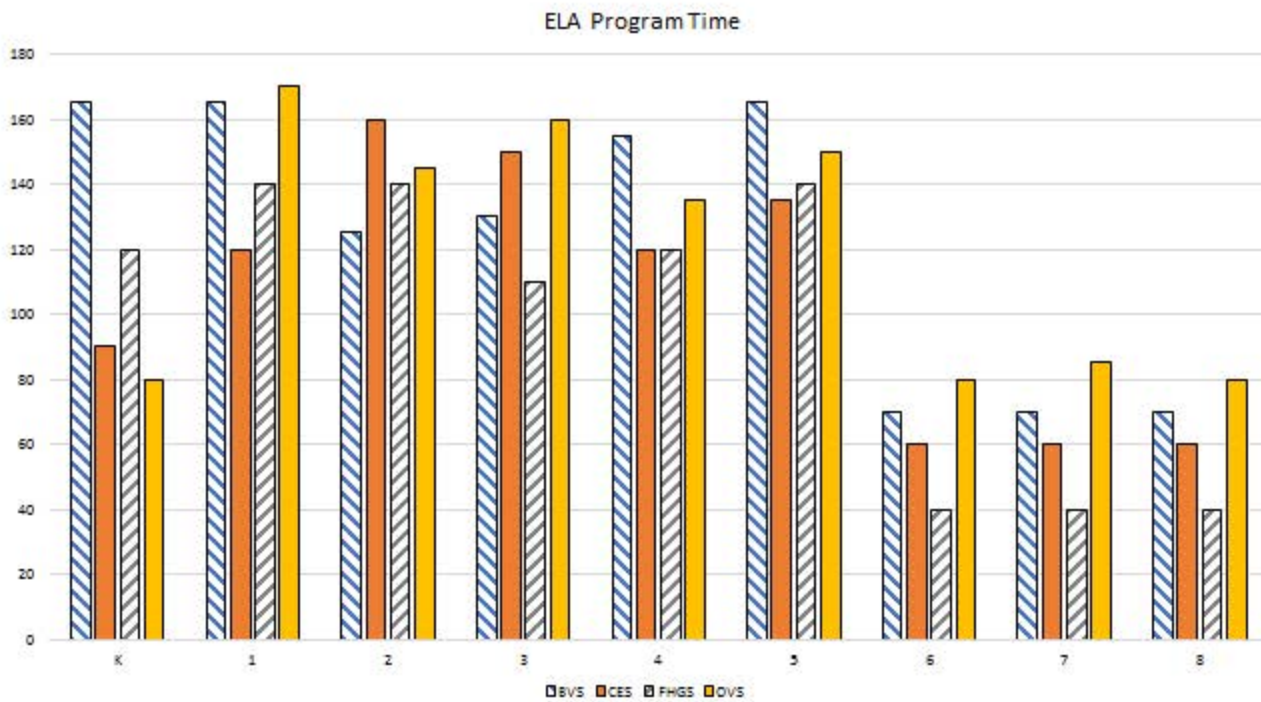
9-12 Mathematics

High School Comparison Chart - 2016 SBAC Data

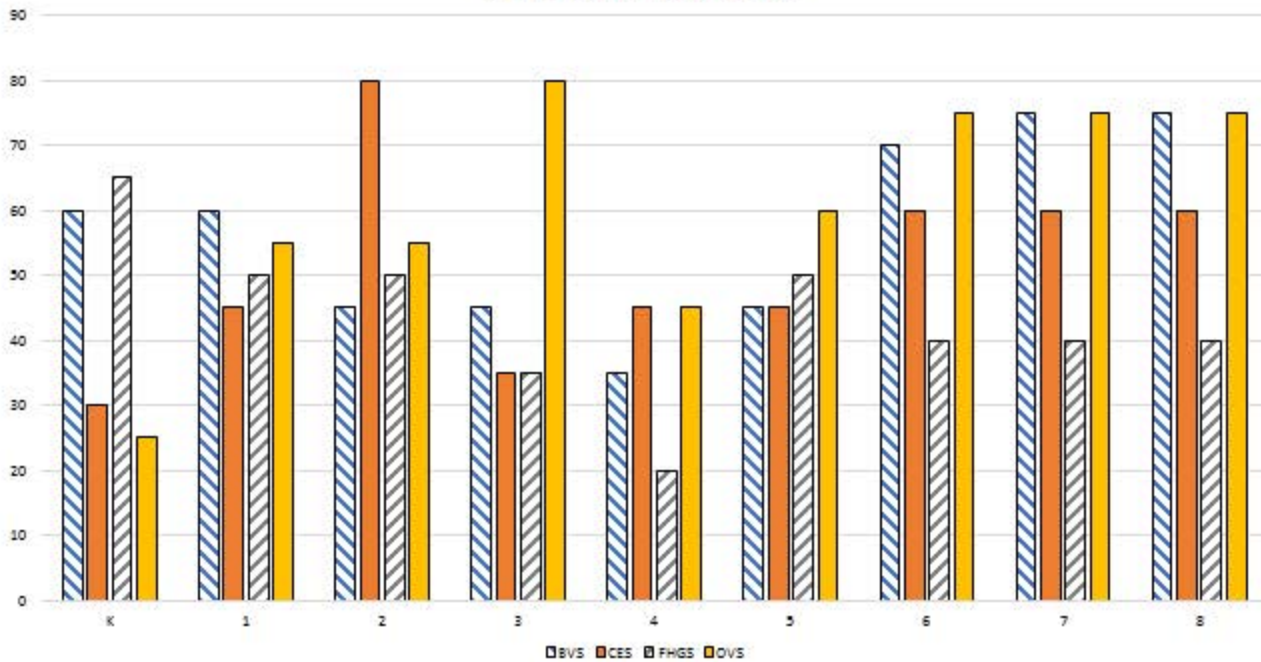


This chart shows a ranking of high schools based on average proficiency in Math by school. The schools that make up the Addison-Rutland Supervisory Union are highlighted in red. Superimposed on this chart are the percentage of free and reduced lunch for each school shown as red dots, and the spending per equalized pupil for each school represented by blue dots. There appears to be a mild negative correlation between the percentage of free and reduced lunch and the percentage of proficiency as measured by the SBAC test. The sources for this data are from the Vermont Agency of Education.

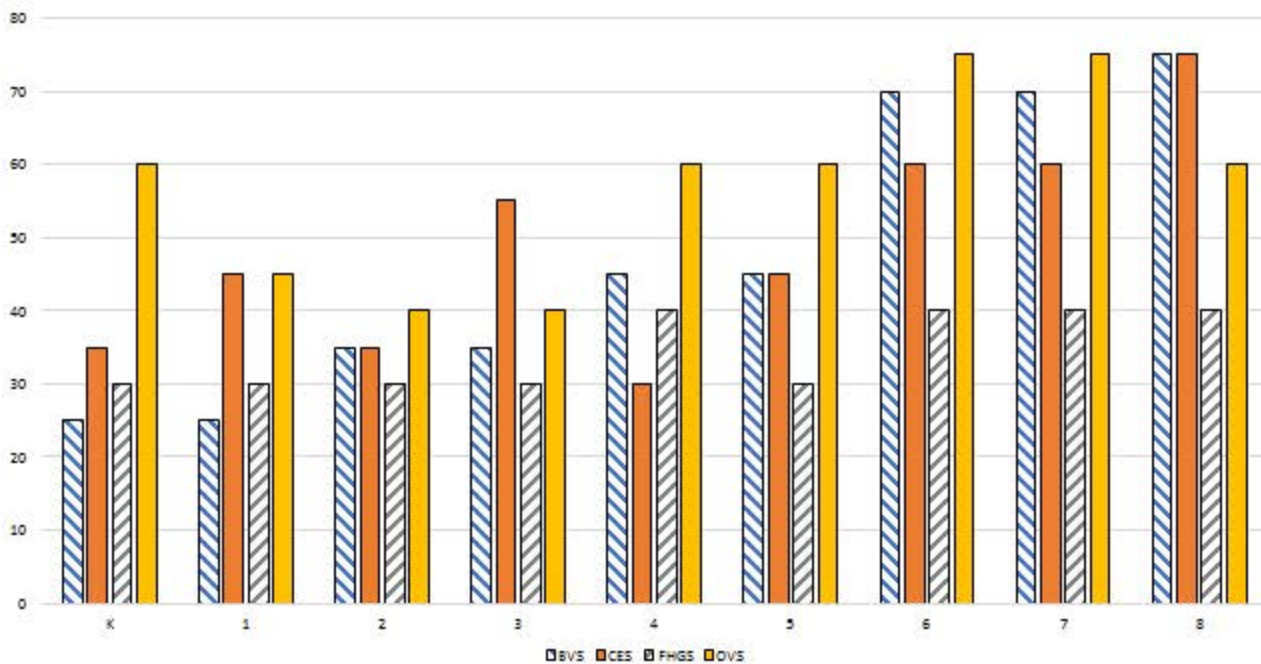
The charts below show the discrepancies in time allocated per school for English Language Arts; Math; Social Studies and Science. By forming a unified union school district these discrepancies can be reduced significantly and/or eliminated over time.



Social Studies Program Time



Science Program Time



Centralized Contracting

A larger unified union school district will allow for increased purchasing power and a stronger negotiating position through economies of scale. Advertising will be done specifically as a unified district saving money on multiple ads for each school.

Our present system has the following areas centralized. **Centralized Transportation:** Currently in our present Supervisory Union system we have fully implemented centralized transportation effective July 1, 2014. Previously each of our Town School Districts either owned & operated or separately contracted services for transportation. Now we have one contract for the whole Supervisory Union. The Supervisory Union adopted an equalized pupil method for assessing costs. **Union Agreements:** In the past years, each school district negotiated their own master agreements with different language and different salary schedules. Now all the teachers in our current Supervisory Union negotiate together under one centralized master agreement. We continue to work at standardizing the language within this agreement and in the most recent agreement we were successful at achieving one centralized salary schedule. Negotiations have started again for another successor agreement.

Food Service: Previously each school bid out their food service separately which resulted in two different management companies in our Supervisory Union. Now we have bid out the food service program and centralized it under the Supervisory Union effective July 1, 2015. **Special Education Teachers:** Previously special education teachers were hired by the individual school districts. Now all special education teachers are employees of the Supervisory Union effective July 1, 2015. **All other Special Education Costs:** The Agency of Education had granted ARSU a waiver through the end of June 2017 to centralize all other special education costs except Instructional Assistants. Those costs have now been brought into the Supervisory Union budget for FY 18. **Curriculum:** Our Supervisory Union has centralized and standardized curriculum and professional development opportunities through the leadership of a Curriculum and Staff Development Coordinator. **Accounting:** All financial systems including all payroll, accounts payable, accounts receivable and other financial duties are all centralized at the Supervisory Union level. **Technology:** All student information and Network Systems are operated at the Supervisory Union level. All Technology equipment purchasing and bidding is done at the Supervisory Union level.

Therefore the formation of a new Unified Union District will allow us to take what we have done as a system and fine tune the above areas under one unified entity. We will focus on one individual action plan for continuity for all students. We will continue our district mission and vision by focusing on the academic excellence of every student by empowering them with the means for the successful completion of district, state, and national education standards and by challenging them to be productive members of society. All of our students will be engaged in rigorous, authentic, experiential, individualized learning that is supported or accelerated to ensure that they meet or exceed standards. The creation of a new Unified Union District will allow our full commitment to a comprehensive system of support to assure each student has the opportunity to develop the skills and talents necessary for college and career readiness. Our belief statements are as follows:

We Believe:

- Building strong relationships is necessary for success.
- The community is an essential resource for the schools; the schools are an essential resource for the community.
- All learning expectations are clearly and consistently communicated.
- Student progress is demonstrated through multiple measures of assessment.
- Our intent is to create a learning culture focused on proficiency rather than student-to-student comparisons.
- Quality *Habits of Work* are an essential part of students' pathways to success, and are taught and assessed.
- Students have multiple opportunities to acquire knowledge and skills, show what they know and can do, and excel.
- Projects and daily lessons are built around learning targets, which are stepping stones towards meeting essential knowledge needed for college, career, and life. Learning targets are discussed with students, so they have a clear picture of what they are learning through doing the work.
- All teachers create a climate inspiring success for every student.
- Technology is utilized to enhance, support, and individualize instruction.
- Data based decisions are essential for driving instruction and allocating resources.

Quality and Opportunity: Achievement of High Standards

All students in the new Unified Union District will continue to access a rich array of high quality learning opportunities within an aligned Pre-Kindergarten to 12 education system.

All students in Grades 9-12 will continue to have access to public high school choice through Vermont's public high school choice program.

A unified district will enable every student greater access to the vast array of extracurricular choices (athletics, clubs, educational programs, band, choral, music). Coordination will become easier, more flexible and allow for better scheduling of all events.

A unified district governance structure will allow the schools in the Addison-Rutland Supervisory Union to better serve our students' needs from the start of their education through graduation. A unified system could set priorities and allocate resources where needed regardless of the grade level. A unified system would enable staff to focus more on education quality and allow us to adapt to the ever-changing demands of educating students.

The unification of Act 46 allows a district to embrace the twin goals of excellence and equity—high expectations for all students. Student learning is the concern and responsibility of everyone, focusing on student learning goals through building consensus to reach agreed common goals. Centralized curriculum allows for continuity across schools and across grades as teachers will know what children were supposed to cover in elementary when they hit middle school, for instance. This standardization also provides a means of holding people accountable for teaching as all involved, share scope and sequence, and common skills and themes.

A Pre-Kindergarten through Grade 12 unified union district allows us to consolidate action plans into one district plan to move the vision and calibrate our understanding of quality teaching and learning. This also allows ARSU to create professional development programs that are intensive, ongoing and focused on classroom practice. This includes onsite coaching based on the teaching and learning needs of the teachers to implement high quality instruction to meet the needs of ALL learners. Professional learning communities are developed and supported to build teacher knowledge and skills and to change instruction across the system. A unified system would also align common professional development days, and early release days for alignment, pacing, scoring calibration, and report card rubric work.

A unified district will support student learning by using data effectively. Use data as evidence to monitor results, for making instructional and resource allocation decisions, and for accountability. Common release and professional development days will provide time and training in the use of data and helps schools in gathering and interpreting data. The evidence used to monitor equity, make decisions about alignment, and target professional development efforts will be more systematized in a Pre-K through 12th Grade District.

A unified district allows for strategic allocation of resources. It will improve ARSU's ability to provide, allocate, reallocate, and find resources to ensure quality instruction. It will allow us to provide additional resources—financial as well as human and social capital—to support low performers. It will give us some autonomy over staffing, schedules, and budgets within parameters. Act 46 opens up the availability of more educators with specialized skills. The same would be true of potential expanded opportunities in languages, health education, family and consumer science, and other enrichment opportunities.

Act 46 allows for more policy and program coherence. It will improve ARSU's ability to develop and implement policies and strategies that promote equity and excellence. ARSU will review and revise those policies and strategies to ensure coherence among programs and practices linked to district goals.

January 9, 2017

Christopher B. Leopold
leopold@wrightjoneslaw.com

Ronald Ryan, Superintendent
Addison Rutland Supervisory Union
49 Main Street
Fair Haven, VT 05743

Re: Proposed Slate Valley Unified Union School District Board Membership

Dear Ron:

I am writing regarding the proposal by the Act 46 Study Committee on behalf of the school districts of Benson, Castleton, Castleton-Hubbardton, Fair Haven, Fair Haven Union High School District, Orwell and West Haven to form a unified union school district. Specifically, you have asked us to review the proposed board membership of the Slate Valley Unified Union School District ("Slate Valley" or "Unified School District") and the requirements of the Equal Protection Clause of the United States Constitution.

Members of the Act 46 Study Committee formed under 16 VSA §706, have drafted Articles of Agreement for the formation of the Unified School District pursuant to the provisions of Act 46. Article 8 of the Articles of Agreement establishes the number of board members from each town in the proposed unified union. The proposed board of school directors follows the statutory requirement that each proposed member district in a unified union be afforded at least one representative. State statute provides the proposed board may not exceed 18 members, each member district shall be entitled to at least one representative, and representation shall be proportional to population. 16 VSA 706b(9). The composition of the initial eighteen-member school board is as follows: Benson – 3 members, Castleton – 3 members, Fair Haven – 3 members, Hubbardton – 3 members, Orwell – 3 members, and West Haven – 3 members. The representation model utilizes what is commonly characterized as an at large "hybrid model."

The at large "hybrid model" proposed by the Study Committee in Article 9 has been implemented by union and unified union school districts in Vermont since 1975. This model was sanctioned and approved by the federal court in *Barnes v. Mount Anthony Union High School District*, 418 F.Supp. 845 (D. Vt. 1975). The *Barnes* Court held that when all school directors to be elected at large the entire school districts electorate adherence to strict proportionality is not required. The Study Committee's proposed board representation proposal and population circumstances are very similar to the *Mount Anthony* case – a very large community joining with communities with much smaller populations. In Slate Valley, there are eight town school districts with wide variations in population. The at large "hybrid model" provides a recognized mechanism to ensure that a resident from each town is elected to the Board.

School board representatives are specifically tied to the management of local affairs. In order to further the State's goal of unifying school districts, conversations need to occur between districts with established relationships. Often this will mean a grouping of districts with a wide variation in population that does not lend itself well to precise mathematics. In an effort to maintain the political subdivision of the member school district representation and continue to allow for progress towards unification, it is reasonable to conclude that mathematical exactness must be set aside. This is consistent with the Court's continued flexibility afforded to municipal government schemes.

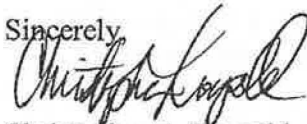
The U.S. Supreme Court has accepted at large voting systems as constitutional. *Dallas County, Alabama v. F.D. Reese*, 421 U.S. 477 (1975). Also see *Dusch v. Davis*, 387 U.S. 112 (1967). Although the Supreme Court decisions accepting disproportionality where representatives are elected "at large" do not specifically involve school districts (the *Dusch* and *Dallas County, Alabama* cases referenced above), these principles were applied to a school district board in *Baker v. Regional High School District No. 5*, 432 F. Supp. 535 (D. Conn., 1977). In that case, the U.S. District Court of the District of Connecticut, following the Supreme Court decisions in *Dusch* and *Dallas County, Alabama*, held that a plan for at large election of all nine school board members by the qualified electors of the district, with the requirement that three representatives come from each town, was not unconstitutional, even though one town contained 55 percent of the population of the district.

Several State Attorneys General have also reached the conclusion that where the "at large" method of election is used, proportionality is not required – even where there is a designated number of representatives from each of the member districts. See *Delaware Attorney General Opinion No. 87-104*, 1987 W.L. 2245344 (Del. A.G., 1987) and *Washington State Attorney General Opinion No. 6*, 1990 W.L. 505772 (Wash. A.G., 1990).

Based upon the above, it is our determination that there is a reasonable legal basis for a court to conclude that the proposed board representation model satisfies the requirements of the Equal Protection Clause of the U.S. Constitution.

Please feel free to contact me with any questions.

Sincerely,



Christopher B. Leopold

c: Donna Russo-Savage, Agency of Education

*SLATE VALLEY UNIFIED
UNION PROPOSAL
Act 46*

Creating a unified union school district for Benson, Castleton, Castleton-Hubbardton Union, Fair Haven Union, Fair Haven, Hubbardton, Orwell and West Haven.

Vermont State Board of Education Presentation: January 17, 2017

ADDISON RUTLAND SUPERVISORY UNION SCHOOL DISTRICT MAP



TIMELINE SUMMARY

- All six school boards voted unanimously on August 10, 2016 to form its second Study Committee which would look at the options in the current phases of ACT 46 governance structures.
- The 14-member committee has met seven times through August to December.
- All meetings were **open to the public.**
- A website was developed **housing all of the information considered by the committee** in its deliberations <http://www.arsu.org/act46>
- During the months of November, 2016 and December, 2016 all six towns held public community forums to share the draft articles and to listen to community members' questions, goals, and concerns.

WHAT CAN ACT 46 DO FOR US?:

- Provide tools boards can use to better align shared resources behind core goals.
- Provide some protection to small districts in our S.U. that currently are unable to control costs or shield themselves from fluctuations in ADM.
- Facilitate our ability to measure quality, equity and other components of the Education Quality Standards rules of the State Board of Education.

ACT 46 GOALS:

- Move state towards sustainable education governance models
- Encourage and support local decisions and actions that:
 - Provide substantial equity in the quality and variety of education opportunities
 - Lead students to meet or exceed state Educational Quality Standards
 - Maximize operational efficiencies through greater flexibility to manage, share, and transfer resources, with a goal of increasing district-level student-to-staff ratios
 - Promote transparency and accountability
 - Are delivered at a cost valued by parents, voters, and taxpayers

WHAT HAS ADDISON RUTLAND SUPERVISORY UNION CONSOLIDATED?

- Transportation
- Teachers Agreement
- Support Staff Agreement for the Unionized Members
- Food Service
- Special Education Teachers
- All other Special Education costs accept Special Education Instructional Assistants.
- Curriculum
- Professional Development
- Accounting
- Technology

ADDISON RUTLAND SUPERVISORY UNIONS CURRENT STRUCTURE

- 6 Towns (Benson, Castleton, Fair Haven, Hubbardton, Orwell & West Haven)
- 6 School Buildings
- 3 Elementary Schools PK-8
- 1 Union Elementary School PK-8 (one building PK-5 and one building 6-8)
- 1 Union High School 9-12
- 42 Elected School Board Members
- 17 appointed to Addison Rutland Supervisory Union Board
- 8 School Boards, 8 School Budgets & 6 Different Education Tax Rates
- 1386 Students
- 10,549 Residents

BENEFITS OF A UNIFIED UNION COULD INCLUDE:

- Leveraging the talents, resources and expertise of our teachers and support staff.
- Greater consistency in the preparation of PreK-8 students for each school, resulting in a more seamless 9-12 transition for students.
- Opportunities for consistency in implementing Vermont's Education Quality Standards for teaching, learning, and accountability.
- More choice among the elementary schools to fit family needs.
- 1 budget, not 8; 1 board, not 8.
- Centralized positions and services to support all schools.
- Reduced duplication of effort by boards.
- One policy, procedural manual and action plan for all.
- Tax incentives for four years.
- Economies and efficiencies of scale in operations.
- Eliminates the need for equalized pupil "hold harmless" protection.
- Tax rate stability over time.
- Protection from reorganization by State Board of Education in 2019.

OPERATIONAL CHALLENGES

- Loss of local boards, identity, and control.
- Real estate ownership and indebtedness.
- Greater control to the new board and to the state.
- Focus of thinking from “my school”, “my town” to “our schools – our kids”.
- Transition could be complicated.
- Will Act 46 be changed?

REGIONAL EDUCATION DISTRICT/UNIFIED UNION SCHOOL DISTRICT MODEL WITH A FALL BACK OF A MODIFIED UNIFIED UNION

This is the model that the Study Committee is presenting.

Every town is advisable.

Incentives:

- Homestead tax rate reduction of \$.08/\$.06/\$.04/\$.02 in the first four years of operation.
- New district will keep any small schools grants currently received by any of the merging districts.
- Transition facilitation grant of \$120,000, or 5% of the base education amount multiplied by the new district's ADM, whichever is less.
- Keep the 3.5% hold-harmless protection for declining enrollment, which otherwise will be eliminated in FY 2021.
- Exempt from the requirement to repay a portion of state construction aid upon sale of a school building.

THE PROPOSED (18) MEMBER UNION SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS WILL BE AS FOLLOWS:

TOWN	BOARD MEMBERS
Benson	3
Castleton	3
Fair Haven	3
Hubbardton	3
Orwell	3
West Haven	3

Projected Homestead Tax Rates if Merger Occurs in FY19 Based on Model Assumptions

RED, effective FY19	FY17	FY18	FY19	FY20	FY21	FY22	FY23	Total
Benson								
Homestead Tax Rate	\$1.5588	\$1.6236	\$1.5489	\$1.6385	\$1.7310	\$1.8265	\$1.9251	
Tax \$ (homestead)	\$782,293	\$808,213	\$764,783	\$802,471	\$840,907	\$880,113	\$920,110	
Tax savings due to unification	\$0	\$0	\$70,163	\$102,996	\$94,535	\$86,349	\$78,385	\$432,428
Tax \$ on \$200K home	\$3,118	\$3,247	\$3,098	\$3,277	\$3,462	\$3,653	\$3,850	
Tax savings on \$200K home	\$0	\$0	\$284	\$421	\$389	\$358	\$328	\$1,780
Castleton								
Homestead Tax Rate	\$1.4474	\$1.5115	\$1.4596	\$1.5441	\$1.6312	\$1.7212	\$1.8141	
Tax \$ (homestead)	\$2,885,855	\$2,989,248	\$2,863,226	\$3,004,450	\$3,148,217	\$3,295,010	\$3,444,725	
Tax savings due to unification	\$0	\$0	\$225,001	\$186,015	\$148,031	\$110,459	\$73,486	\$742,992
Tax \$ on \$200K home	\$2,895	\$3,023	\$2,919	\$3,088	\$3,262	\$3,442	\$3,628	
Tax savings on \$200K home	\$0	\$0	\$229	\$191	\$153	\$115	\$77	\$767
Fair Haven								
Homestead Tax Rate	\$1.2092	\$1.2595	\$1.2135	\$1.2837	\$1.3562	\$1.4310	\$1.5082	
Tax \$ (homestead)	\$1,226,546	\$1,267,219	\$1,211,048	\$1,270,729	\$1,331,622	\$1,393,685	\$1,456,975	
Tax savings due to unification	\$0	\$0	\$98,101	\$81,765	\$65,688	\$49,962	\$34,487	\$330,004
Tax \$ on \$200K home	\$2,418	\$2,519	\$2,427	\$2,567	\$2,712	\$2,862	\$3,016	
Tax savings on \$200K home	\$0	\$0	\$197	\$165	\$134	\$103	\$71	\$670
Hubbardton								
Homestead Tax Rate	\$1.4420	\$1.5171	\$1.4412	\$1.4484	\$1.5302	\$1.6146	\$1.7017	
Tax \$ (homestead)	\$618,089	\$645,012	\$607,779	\$605,868	\$634,900	\$664,492	\$694,666	
Tax savings due to unification	\$0	\$0	\$58,577	\$82,573	\$76,344	\$70,334	\$64,499	\$352,326
Tax \$ on \$200K home	\$2,884	\$3,034	\$2,882	\$2,897	\$3,060	\$3,229	\$3,403	
Tax savings on \$200K home	\$0	\$0	\$278	\$395	\$368	\$342	\$316	\$1,698
Orwell								
Homestead Tax Rate	\$1.3387	\$1.3944	\$1.4192	\$1.5012	\$1.5860	\$1.6735	\$1.7638	
Tax \$ (homestead)	\$1,240,852	\$1,282,011	\$1,294,244	\$1,357,935	\$1,423,021	\$1,489,367	\$1,557,017	
Tax savings due to unification	\$0	\$0	\$30,186	\$65,219	\$47,285	\$29,636	\$12,359	\$184,684
Tax \$ on \$200K home	\$2,677	\$2,789	\$2,838	\$3,002	\$3,172	\$3,347	\$3,528	
Tax savings on \$200K home	\$0	\$0	\$66	\$144	\$105	\$67	\$28	\$410
West Haven								
Homestead Tax Rate	\$1.0957	\$1.1289	\$1.1854	\$1.2446	\$1.3068	\$1.3722	\$1.7549	
Tax \$ (homestead)	\$174,979	\$178,821	\$186,249	\$193,967	\$202,011	\$210,403	\$266,903	
Tax savings due to unification	\$0	\$0	(\$1,493)	(\$3,101)	(\$4,823)	(\$6,670)	(\$56,441)	(\$72,528)
Tax \$ on \$200K home	\$2,191	\$2,258	\$2,371	\$2,489	\$2,614	\$2,744	\$3,510	
Tax savings on \$200K home	\$0	\$0	(\$19)	(\$40)	(\$62)	(\$87)	(\$742)	(\$950)
TOTALS								
Tax \$ Raised in Town	\$6,928,614	\$7,170,525	\$6,927,328	\$7,235,419	\$7,580,678	\$7,933,070	\$8,340,395	\$52,116,030
Tax savings due to unification	\$0	\$0	\$480,535	\$515,467	\$427,059	\$340,071	\$206,774	\$1,969,907

PROPOSED SLATE VALLEY UNIFIED UNION VOTE

- Vote will take place on the proposal for a unified school district along with the election of school directors of the new board on Tuesday, March 7, 2017!
- For more information, visit <http://www.arsu.org/act46>

Thank You!