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## 2008-2009 Warren School Professional Faculty

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CAROLYN ADAMS, *Music*. B.A., Crane School of Music/Potsdam College (Music Ed., Writing). 16 years of professional experience. 40% contract.

PAM BARNES, *Early Ed. Special Educator*. B.S., Miami (Ohio) University (Speech & Language Pathology & Audiology). M.Ed. (Special Education/Early Education), University of Vermont. 29 years prof. experience. 60% contract.

FRANCES BLAIR, *Nurse*. R.N. Royal Victoria School of Nursing. 40% contract. 8 years professional experience.

JENNIFER BOLAND, *Counselor*. BA, University of Denver (Psychology), MA, Marywood Univ. (Psychology). MSW, Marywood Univ. 21 years professional experience.

LEIGH CLARK, *Physical Education*. B.A., Johnson State College (Physical Education & Health). M.Ed. University of Vermont (Adapted Physical Education). 27 Years professional experience. 45% contract.

RONI DONNENFELD, *Kindergarten Teacher*. B.A., University of Denver (Education). M.Ed., University of Vermont (Education). 33 years professional experience. Full time.

ELLEN DRYSDALE, *Librarian*. B.A., Allegheny College (Speech & Communication). 16 years of professional experience. 40% contract.

TIM FITZSIMMONS, *Grade 4 Teacher*. B.A., St. Lawrence University (Government and History). M.A., Boston University (Elementary Education). 3 years professional experience. Full time.

GINA GAIDYS, *Grade 1 Teacher*. B.A., University of Rhode Island (Elementary Education). 8 years professional experience. Full time.

WHITNEY JONES, *Grade 1-2 Teacher*. B.S., University of Vermont (Elementary Education). 4 years professional experience. Full time

IRENE KEITHCART, *Special Education/Title 1*. B.A., Mercer University (Education, Psychology). M.Ed., University of Georgia (Education, Emotional Disturbance). 27 years prof. experience. 40% contract.

CHERYL KINGSBURY, *Special Education/Title 1*. B.A., Johnson State College (Elementary Education). M.Ed., Union Institute University/Vermont College (Special Education). 7 years professional experience. 65% contract.

ANDRA KISLER, *Pre-School Teacher P4*. B.S., Vermont College (Early Education). 11 years professional experience. 50% contract.

PRUDENCE M. KRASOFSKI, *Grade 2-3..* B.S., University of Vermont (Elementary Education). 10 years professional experience. Full time.

ANDREAS LEHNER, *Principal*. B.A., Haverford College (English). M.A.T., Harvard Graduate School of Education. Ed. D., University of Massachusetts (Admin.). 42 years professional experience. Full time.

ANI LUTZ, *Speech/Language Pathologist*. B.A., University of Rochester (Linguistics and Psychology). M.A., University of Illinois (Speech and Hearing Science). 14 years professional experience. Full time.

HEATHER O'HARE, *Pre-School Teacher (50%) and Art Teacher (35%), P3*. B.A., University of Vermont (Art Education). 5 years professional experience. 85% contract.

HEIDI RINGER, *Grade 5-6*. B.A., Burlington College (Middle Level Education). M.Ed., University of Vermont (Curriculum and Instruction). 27 years professional experience. Full time.

KATIE SULLIVAN, *Grade 3-4*. B.A., Pennsylvania State University (Environmental Ed.). M.Ed., University of Vermont (Math Curriculum and Instruction). 24 years of professional experience. Full time.

ELIZABETH BLOOMFIELD TARNO, *Grade 5-6*. B.A., Middlebury College (Religion & Sociology). M.Ed., St. Michael's College (Education). 15 years professional experience. Full time.

ANNE YOULDEN, *Special Education/Title 1*. B.S. Bridgewater State College (Special Education, Elementary Education). 10 years of professional experience. Full time.

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## Notes on 2009-2010 Warren School Budget

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### HIGHLIGHTS OF THE PROPOSED BUDGET

- The elementary school budget yields a reasonable 3.4% increase in per-student spending.
- But the residential property tax rate shows a 3.4% *decrease* -- dropping \$.042 -- from \$1.206 to \$1.164. A rare increase in the "Common Level of Appraisal" contributes to this benefit.
- And again, Warren will spend less per student than the other three Valley schools, in part because the state "equalized pupil" calculation shows a small but meaningful increase.
- The budget continues the successful early education initiatives – full-day Kindergarten, and half-day Preschool classes for 3- and 4- year olds.
- The budget also continues the programs that have supported a high level of academic achievement (as measured on the statewide tests). And the Foreign Language program lives on.
- Act 68 provides a cap on residential property tax for households with income under \$88k. A Warren household earning \$50k will pay no more than \$1,290 in homestead property taxes; a household with \$87,999 will not pay more than \$2,270.

Please note that the tax rate projections and income sensitivity estimates provided here are based on information that was current as we went to press in late January 2009. Between now and Town Meeting, the Legislature may vote to change the homestead and non-residential tax rate and/or otherwise change the current funding formula. We will provide any needed corrections on Town Meeting Day.

### INFORMATION ABOUT ACTS 68 AND 82

In 2004, the Vermont Legislature changed the school funding laws with Act 68, a slightly disguised version of Act 60. It still includes the state-wide property tax that places a heavy burden on Warren's school tax rate.

Properties on the town grand list were divided into "homestead" and "non-residential" (commercial and second home) categories. Non-

residential properties in Warren will pay a flat statewide property tax of \$1.28. That tax rate is unaffected by school spending.

The tax on homestead properties is based on a statewide property tax of \$0.86 adjusted for the amount of local education spending over \$8,544 per "equalized" pupil, and then for the common level of appraisal. If the Harwood and Warren Elementary budgets are approved as presented, the homestead tax rate will be \$1.164.

Here's how the taxes are calculated: the total P-6 budget of \$1,889,813 (A) is reduced by the amount of expected revenue and the 2008 surplus. The result (B) is the amount of "education spending" in Warren - \$1,514,982. That amount is divided by (C) the "equalized number of pupils" to get (D) the local cost per pupil. The calculation of students is based on the two-year average daily membership (preschool students are pro-rated), with adjustments for students from families eligible for food stamps and limited English proficiency; high school students weigh in at 113%. The total is then adjusted by an equalization factor intended to put all communities on an equal footing. For 2009, the "equalized number of pupils" P-6 will be 122.88 (accounting for 49.4% of the total school population), and 125.77 Harwood (50.6%).

The adjusted combined cost per pupil (D + E) are then divided by the baseline \$8,544 per pupil to generate an adjustment factor; multiplying the adjustment factor by the basic \$0.86 statewide property tax rate yields (F) the adjusted P-12 tax rate of \$1.232. That rate will then be divided by (G) the "common level of appraisal" – the state's assessment of the difference between local property appraisals and the actual fair market value. For 2008, the CLA in Warren actually increased, from 104.4 to 105.8 – an unusual but beneficial situation. Dividing \$1.232 by the common level appraisal yields (H) the adjusted Homestead tax rate of \$1.164.

Warren residents with household incomes under \$88,000 can take advantage of the "income sensitivity" feature of Act 68, which caps the amount of property tax on their homestead property. Calculate this amount by dividing your total household income by 100, and multiplying it by 2.58 – a household in-

A. Total Elementary	\$1,889,813
Less	
Revenue	-\$350,842
Fund balance (2006)	-\$23,989
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B. Local Education Spending	\$1,514,982
C. Equalized Pupils PK-6 (49.3%)	122.88
Equalized Pupils 7-12 (50.7%)	125.77
D. Elem Cost per Pupil	\$12,329
E. HUHS Cost per Pupil	\$12,162
F. Equalized P-12 tax rate	\$1.232
G. Common Level of Appraisal	1.0583
H. Adjusted Homestead tax rate	\$1.164

<u>Property Tax Cap Example #1:</u>	
Household income:	\$50,000
Divided by 100:	\$500.00
Multiply by 2.58:	\$1,290
<u>Property Tax Cap Example #2:</u>	
Household income:	\$87,999
Divided by 100:	\$879.99
Multiply by 2.58:	\$2,270

come of \$50,000 would cap the property tax at \$1,290; a household with income of \$87,999 would pay no more than \$2,270.

The tax rate for non-residential property is set by the state at \$1.35, which adjusted for the CLA is \$1.276. That rate is not affected by school spending.

## WARREN ELEMENTARY SCHOOL BUDGET FOR 2009-2010

### REGULAR EDUCATION

This section of the budget pays salaries and benefits for classroom teachers, and the costs of supplies, books, and equipment for those classrooms.

The budget is based on a projected P - 6 enrollment of 158 students. In the graded classrooms, the average class size will be 16. For the 2008-9 school year, we determined that expected enrollments required us to add back one of the three classroom teaching positions cut over the previous five years. That need continues into the 2009-10 school year. Grades 1-2 will have three classrooms with an average size of 15 students; grades 3-6 have four classrooms with an average size of 16.4.

The budget includes one full-day Kindergarten session, and two half-day Preschool sessions, one for three-year-olds and one for four-year-olds. Our Business Manager has determined that the additional enrollment generated by the preschool classes actually *lowers* our per-pupil cost, so our preschool program not only benefits children and families, it also benefits our taxpayers!

### TEACHER SALARIES

Teacher salaries are established by collective bargaining with the Washington West Education Association, including the Warren, Waitsfield,

Fayston, Moretown, and Waterbury-Duxbury School Districts. The current teachers' contract was negotiated jointly in 2007 for a three-year period ending in 2010.

Teacher compensation reflects the belief that a teacher's value to the school increases with his/her professional experience and training.

The salary schedule provides a financial incentive for professional improvement, and places salary caps at each level that can only be passed by further training.

For the last two years, the average teacher salary in Warren has been *lower* than the state-wide average. In 2006-7, Warren teachers earned an average salary of \$44,153 compared to the state average of \$47,644. In 2007-8, it was \$48,261 vs \$49,521. Please note that changes in our average salary figure are partly the results of changes in our staff .

In 2008-2009, we had 10 full time and 12 part time teachers. Their salaries are listed in the following table.

*The salaries of professional teachers are comparable to those earned in other professions that require a college degree, professional training, and a state license to practice, such as doctors, dentists, lawyers, or engineers.*

**Full-time teachers:**

Salary Range	# Teachers	Salaries
\$30-40,000	1	\$35,858
\$41-45,000	4	\$42,046, \$44,521, \$45,758 (2)
\$46-50,000	0	
\$51-55,000	3	\$52,252 (2), \$ 55,064
\$56,000+	2	\$59,122, \$68,426

**Part-time teachers:**

Salary Range	# Teachers	FTE %	Salaries
\$10-15,000	1	35-40%	\$13,417
\$16-20,000	6	35-50%	\$16,323, \$17,313, \$19,166, \$19,293 (2), \$20,404
\$21-25,000	2	40-45%	\$23,762, \$25,942
\$26-30,000	1	70%	\$30,332
\$30,000+	2	55-60%	\$33,332, \$41,055,

Teachers will pay 13% of the “dual-option” managed health insurance premium. Fortunately, we expect Blue Cross/ Blue Shield rates to remain unchanged in 2009-10. Coverage for a single person will cost taxpayers \$5,521 per year, and family coverage will cost \$14,548.

Teachers are expected to pursue professional improvement through courses and workshops; the *Professional Development* line provides funding estimated to meet the Board’s contractual obligations.

The *Purchased Services* line pays for a small portion of the enrichment programs, visiting artists, and special activities that extend and enhance the educational opportunities for children. The bulk of these costs are paid by parents and from funds raised by the PTO. The town recreation fund pays for the ski program and the primary unit learn-to-swim program.

The school provides fourth, fifth and sixth graders the opportunity to learn to play a musical instrument. Parents pay a portion of the cost of these after-school lessons.

*Equipment Repair* includes the cost of leasing and maintaining a photocopier.

*Materials & Equipment* includes the costs of books, workbooks, teaching materials, instructional videos, and consumable supplies used by the children. We have also budgeted funds to purchase science curriculum materials we need to improve student learning in this important area.

*Early Education salaries* include half time teachers for the P3 and P4 classes, and part-time aides to support those programs. Prior to opening our own P3 classroom, we paid for a few students to attend qualified community-based preschool programs (such as Springhill School in

Waitsfield and Waitsfield Child Care Center), under terms of the Washington West Preschool Partnership. Under the current school finance system, the preschool programs actually *reduce* our cost per pupil compared to operating the school without them, because the additional student enrollments reduce our per-pupil cost. It would actually raise our tax rate if we eliminated preschool!

**SPECIAL EDUCATION, COMPENSATORY EDUCATION & SPEECH**

The mission of the Warren School is to prepare every student for a lifetime of learning, and therefore to help every student succeed in acquiring the necessary skills. As required by law, the Special Education program provides students with identified learning disabilities the help they need to learn successfully. Compensatory Education (“Title 1”) services include classroom support and small-group tutoring sessions for students whose test scores & teacher assessments indicate a need.

Staffing in these areas includes 2.85 “Learning Resource Specialist” teachers -- one full time and three part time -- who teach children under the special, compensatory, and essential early education programs. Approximately 1.6 of these teachers’ time is for special education. State law also requires that we provide *Essential Early Education* testing, evaluation, and special services to help ensure that all children start school ready to learn. The school provides special education services under the *Family, Infant and Toddler Program* for children in the birth to 3-year-old category who are “at risk”.

Our Speech and Language Pathologist works full-time with both special needs and regular education students, providing a range of services that include articulation issue, speech-impediments, and deficits in oral communication.

Also included in both salary lines are six assistant teachers who provide extra help for students in both Compensatory and Special education program as required under their Individual Educational Plans (IEP’s). The level of staffing changes with the needs of the school population.

The *Testing & Services* line pays for services that are required by IEP’s; the amount required varies from year to year with the needs of the individual students being served. The *Testing* line also includes our estimate of the number of students we will have to evaluate for special education services.

Note that changes in student placements can have a significant impact on the amount of funding allocated to Special Ed., EEE and Compensatory Ed.

The budgets for these areas show the actual costs of the programs. We also show, directly below, the \$201,315 in State and Federal funding that we expect to offset some of these costs. These amounts are also shown in the *Revenues* section of the budget.

#### SCHOOL COUNSELOR AND HEALTH SERVICES

Services of the school counselor and the school nurse are presented here. For 2009-10, their workweeks will include 2 full days each.

#### INSTRUCTION IMPROVEMENT

The *Inservice Fund* is available for workshops and other costs associated with staff and organizational development programs.

#### LIBRARY/AV

The library section includes the professional school librarian, who is employed two days a week at the Warren School, and a library assistant whose efforts are divided between library and technology tasks (see below). The library is open for students throughout the week. Funding for books is based on adding one title per student per year.

#### EDUCATIONAL TECHNOLOGY

The salary of the Technology Coordinator (*a.k.a.* Library assistant) is included here. He works with students and teachers on computer education and computer maintenance. The *Equipment* line pays for necessary hardware. School email and Internet access via DSL service from Green Mt. Access in Waitsfield benefits from a 60% discount federal E-rate program; it is included in the telephone line in Building Services.

The Equipment line does include funding for the final payment on a three year equipment lease for a mobile computer lab, for the first payment on a new lease to replace some old equipment, and for maintenance on the Internet filtering required, but not funded, by federal legislation.

#### SCHOOL BOARD

Warren School Board members receive an annual stipend of \$500. Funding is also provided for a secretary to take the minutes of its meetings. The Board has made a "best-guess" estimate for legal and advertising expenses, which are always difficult to predict.

#### SUPERVISORY UNION

These funds pay Warren's share of the cost of the Superintendent of Schools and his office. The Supervisory Union budget is determined and voted by the Washington West Board of Directors in January. The office now includes a full time special education coordinator and a full time coordinator of curriculum and assessment, and a part-time technology specialist. Warren's share of these expenses is based on our enrollment as a percentage of the total Washington West enrollment.

#### ADMINISTRATION

Salary of the principal and the administrative assistant are paid from this section, as well as supplies, postage, and office equipment.

#### FISCAL SERVICES

The Washington West *Business Manager* provides important financial management services. *Accounting Services* provided by the bookkeeper pay the bills and maintain the School's records. An independent *Audit of*

our books is conducted annually, the results of which are provided to the Town Auditors and summarized elsewhere in this report. The selection of an auditor is based on competitive bids.

#### OPERATION OF PLANT

This section pays for the services of our full time custodian and a part time assistant, along with the fuels needed to heat and light the building and the services needed to maintain it. Increased energy costs are reflected in this line. The electricity line shows an increase because the town funding that used to offset a portion of that cost is now included in the "rental" payment in the revenues section. The "contracted services" line includes funds for maintenance of heating, alarm, and sprinkler systems, plumbing and electrical repairs, wastewater system monitoring and maintenance, and water testing. The "Special Projects" line includes \$2,100 needed to pay for improvements to help bring our sprinkler system into compliance with safety standards, and \$2,500 to paint the north side of the building. The Town provides for lawn mowing; any further grounds maintenance is generously provided by volunteers.

#### TRANSPORTATION

This section pays the salaries of the bus drivers and the costs of operating and maintaining Warren's two regular school buses.

In the 2005-2006 school year, we replaced both school buses because of the old equipment's maddening unreliability and punishing maintenance costs. The Board decided to keep one of the old buses as a spare, and traded in the second.

The *Bus Purchase* line shows the additional cost of payments on the two new buses. Our transportation costs are subject to a 44.5% state reimbursement. (See *Revenue* section of the budget).

#### SCHOOL LUNCH

The students and adults who eat the meals pay most of the costs of operating the school breakfast and lunch programs, helped by a significant subsidy from the federal government and a local subsidy amounting to \$9,000. The government also provides "commodity" foods (flour, cheese, meat, canned and dried fruit, pasta and rice), which are fully utilized in the operation of our program. Local foods are used as much as possible. School lunches in Warren are the least expensive of the Washington West schools; many would say they're also the tastiest.

#### DEBT SERVICE

The Warren School is debt free (other than the bus purchases mentioned above), but we have budgeted \$5,000 to pay the interest on short-term borrowing to meet our expenses before tax revenue becomes available in November.

#### SPECIAL ARTICLES

The Board is not making any Special Article requests this year. The *Building Reserve Fund* was established to provide for major building repairs, for

replacement of capital equipment, and for un-funded building contingencies. As of 6/30/08, the Building Reserve balance was \$17,782.

The *Technology Reserve Fund* is used to update and expand the technology that's available for educating children, implementing the school's technology plan. As of 6/30/08, the Technology Fund had a balance of \$6,872.

#### HARWOOD

As of 2007, the Harwood budget is separate from the elementary budget. A per-pupil cost is calculated for the education of Middle & High School students, and a separate tax rate is established for that population. The elementary and secondary rates are then blended based on the percentage of PK-12 students in each program. This year, 49.4% of the "equalized" students (122.88) attend the elementary; 50.6% (124.98) are secondary.

In 2008-9, Warren's share of the Harwood budget was \$1,475,326. Since the Harwood budget is voted by Australian ballot on Town Meeting Day, the Warren School District voters will have to act on the elementary budget without knowing what the actual Harwood tax rate will be.

#### REVENUES

This section lists revenues expected to reduce the amount to be raised by property taxes. *Local Revenues* include expected tuition payments from other towns for children attending our Preschool programs, an estimate of interest income, and the "rental" fee for community use of the building -- including the Summer Learning Program, the Warren After School program, Friday playgroups, special meetings, etc. We calculate the percentage of the time the building is used by the community -- 32.9% -- and then apply that rate to the Building Operation and Maintenance expenses (not including telephone).

*Federal and State revenues* provide support for Special Education, Compensatory Education, and Early Education at the elementary school. The Special Ed Intensive amount varies with expenditures. Support for middle and high school programs are now paid to Harwood. We also receive reimbursement of 47% of the expenses for elementary and high school *student transportation* to and from school. For 2009-10, our increased enrollment means we no longer qualify to receive supplemental "Small School Grant" funding.

*Fund balances* carry forward when the school receives more income than expected and/or spends less than was budgeted. We're happy to report that we finished the 2007-8 school year with \$23,989 in unexpended funds.

#### AUDIT

A professional audit of the School District's FY 08 finances was conducted by Angolano & Company. A pdf file of the audit is available at [www.warrenschooldistrict.org](http://www.warrenschooldistrict.org). Printed copies are available upon request at the school. Questions about the audit or other financial information should be addressed to Michelle Baker, Business Manager, Washington West Supervisory Union, 1673 Main St., Waitsfield. 496-2272