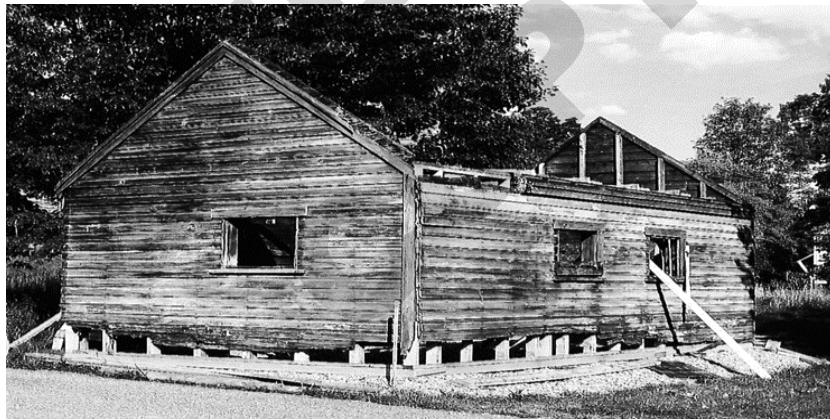


2018

Hardwick Town Report



Three Stages of the Railroad Section Tool House Restoration
Photo Courtesy of Hardwick Historical Society

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If you are interested in a copy of the audit, you can call the Town Clerk's office at (802) 472-5971 to have a copy mailed, or you can come to the Town offices at the Memorial Building on Church Street. You can also gain access to the Town Report or audit reports online by going to the Town's website at www.hardwickvt.org. If you would like a copy of Hardwick Electric Department audit report mailed to you, please call Hardwick Electric at (802) 472-5201 or you can pick up a copy at their offices located on North Main Street.

Cover Photo Notation:
Hardwick's Railroad Section Tool-House,
based on an article by Taylor Meyer for the
Hardwick Historical Society Journal, Vol. 6, Issue 4.

The Lamoille Valley Railroad, later known as the St. Johnsbury and Lake Champlain Railroad, passed through Hardwick in 1872 and was completed in 1877. Through the years it served as both a passenger and a freight line. Passenger service ended in 1956. The State of Vermont purchased the line in 1973, and freight service continued until the railroad's closing in 1994.

The glory days of the mighty railroad passed into history, and they left, along the track bed behind West Church Street, the Hardwick Section Crew's tool house, rotting into the ground, neglected for decades with boarded up windows, the only light leaking into the structure coming from the holes in the roof. The 26' x 15' house may have remained standing only because of the chimney that supported it from the center. When it was in working order, the house was the shelter that sustained the crews who maintained the rails and kept the trains moving, connecting Hardwick to the world.

A section tool house, built next to a section of railroad, stored equipment for maintaining a section of railroad and served as the base of operations for the section crews. Every section (a stretch of track from three to ten miles long) of railroad in Vermont had one.

Ken Williams, a fourteen-year employee of the railroad can remember when the section house was in operation. The house had two rooms, and Williams recalled that the left side opened to a storage area, and the right side was where tools, like spike pullers, track bolts, joint bars, jacks, shovels and other tools lined the walls. A stove provided heat for both the workers and the 4' x 8' maintenance car that was stored next to it. Section crews usually had two to four men. Williams said that the Hardwick crew maintained the line from Hardwick to the Fisher Bridge in Wolcott.

When the railroads ceased to operate, they ceased to need section crews and the tool houses to support it, and they routinely left the wooden structures to rot. Though Vermont once had 150-200 section houses along its hundreds of miles of railroad, a VTrans historian reported that Hardwick's is one of only four left. It seemed worth saving.

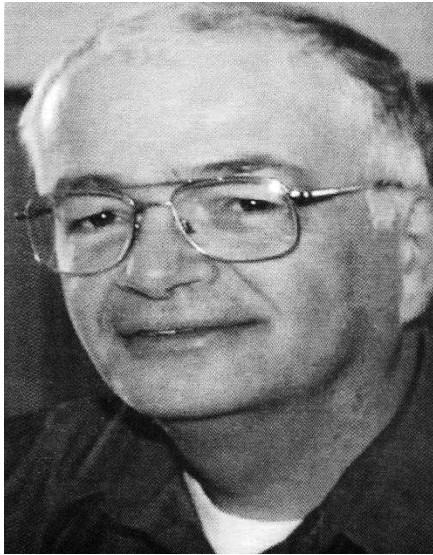
In 2016, VTrans transferred ownership to the Town of Hardwick, putting the relic's fate into the hands of the Hardwick Historical Society (HHS) and others wanting to save it and put it to some other purpose. Mario Fradette volunteered his services to move the tool-house from its original location to a small piece of Town-owned land just east of the Depot. In the spring of 2017, he removed the badly-rotted roof and doors (the floor was beyond saving), cut the four walls apart, laid the pieces onto a flat-bed truck, and hauled them to the Depot. There the town crew had laid down a bed of gravel on which to set the building. Fradette replaced rotten wood then erected the walls on the foundation of gravel. He added a roof before winter set in. In the summer of 2018, Fradette finished the inside of the building and rebuilt or replaced the doors and windows. On October 6, the HHS dedicated the reclaimed building and cut the ribbon on its two new uses. The eastern room will serve as an information center for the trail-head to be developed as the Lamoille Valley Rail Trail goes through. The western room will house the HHS's collection of railroad artifacts.

Dedication

In 2018, the Town of Hardwick said goodbye to two citizens who gave tirelessly their time and expertise -- Dan Hill and Roger LeCours. Here we express our admiration and thanks for everything they gave to the community.

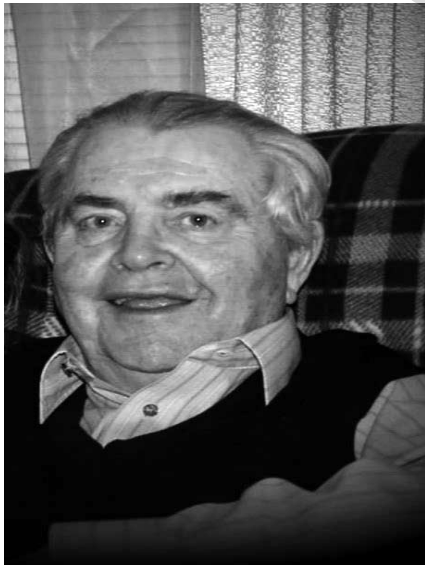
Daniel Potter Hill 1949-2018

Daniel Potter Hill loved three things above all else in life: his family, Hardwick, and baseball. He also loved to laugh, especially at the unexpected, and he loved to tease. In September 1997, Dan became Hardwick's Town Manager and served until June, 2007. He didn't like pretense, so he said what he thought in a straight forward way. At his retirement, people lauded him for having strongly promoted economic growth in Hardwick, especially in regard to the industrial park. He also received high praise for his leadership and professionalism, bringing Hardwick's governmental bodies to a level of professionalism that had not been there. Others praised how tight a rein he kept on the use of taxpayers' dollars while leveraging state and federal grants to improve the town's infrastructure. While a student at Hardwick Academy, Class of 1967, Dan played on two state champion baseball teams, which he talked about often. Also, while a student at Hardwick Academy, he met Diane Strong of Walden, his high school sweetheart and then wife for nearly 50 years. They had two sons and made family the center of their world. When Dan's two sons were young, he began coaching baseball, coaching from the Little League level up to varsity baseball at Hazen Union. After graduating high school, Dan attended Champlain College and graduated in 1969 with an Associate's degree in Accounting. For 24 years, he managed the "Weighting Division" at St. Johnsbury Trucking, before becoming Town Manager. Born on September 5, 1949 in St. Johnsbury, he was the youngest of four sons of the late William and Doris Hill; he passed away September 19, 2018.



Roger LeCours 1936-2018

One of Roger J. LeCours' greatest pleasures in life was being a grandfather. Known as "Pa" to his grandchildren and great-grandchildren, he delighted in being surrounded by his family for weekly Sunday night dinners. Roger was born in Hardwick on May 27, 1936, one of twelve children of Anselme and Violette (Dion) LeCours. He attended grade school at Hardwick Center School, graduated from Hardwick Academy in 1954, and went on to earn a Master's Degree in Education from the University of Vermont. In 1962, Roger married Patricia Tucker in Barre, Vermont. They had two children. Much of Roger's career was in journalism. He wrote for all Vermont's major newspapers, and he founded and published his own newspaper, *The Hardwickian*, between 1975-1979. Roger also had a career in education, teaching at both Lamoille Union and Hazen Union. Outside the classroom, he served as the librarian at Hardwick Elementary, Norwich University, and Hazen Union. He served as Town Moderator from 1990 to 2004, preceded by Dave Dow and succeeded by Orise Ainsworth. He kept a steady hand on the tiller for fourteen years. Roger passed away on Wednesday, September 26, 2018.



Town Officials

All terms expire Town Meeting 2019 unless otherwise noted

Moderator.....Orise Ainsworth
Town Clerk, Term expires 2019.....Alberta Miller
Town Treasurer, Term expires 2019.....Alberta Miller

Select Board

Term expires 2019.....Lucian Avery
Term expires 2019.....Shari Cornish
Term expires 2019.....Eric Remick
Term expires 2020.....Danny Hale
Term expires 2021.....Elizabeth Dow

Listers

Term expires 2019.....Jean Hackett
Term expires 2020.....Janet Howard
Term expires 2021.....Caitlin Strong

Auditors

Term expires 2019.....Vacant
Term expires 2020.....Ivan Menard
Term expires 2021.....Michael Morin

Recreation Committee Members

Committee Chair.....Joe Brosseau
Committee Vice Chair.....Derek Williams
Committee Sec/Treasurer.....Mallory Greaves
Committee Member.....Rhonda Hess
Committee Member.....Nicole Miller
Committee Member.....Holly Bolio
Coordinator.....Susanne Gann

Town of Hardwick Officials

Delinquent Tax Collector.....Town Manager
Town Agent.....Karen Holmes
Surveyor of Wood, Bark & Lumber.....Lucian Avery
Tree Warden.....Lucian Avery
Town Grand Juror.....George Whitney
Trustee of Public Funds.....George Whitney
Trustee of Public Funds.....Mario Fradette
Trustee of Public Funds.....Lorraine Hussey

Cemetery Trustees

Main Street.....Trustees
Maple Street.....Trustees
Fairview.....Trustees
Sanborn.....Select Board
West Hill.....Select Board
Hardwick Street.....Select Board
Hardwick Center.....Select Board

Library Trustees

Term expires 2019.....George Hemmens
Term expires 2019.....Joyce Mandeville
Term expires 2019.....Kathleen Sampson
Term expires 2020.....Vacant
Term expires 2020.....Daphne Kalmar
Term expires 2021.....Jodi Lew-Smith
Term expires 2021.....Judith Ruskin

Fire Department

Chief.....Tom Fadden
1st Assistant Chief.....Perley Allen
2nd Assistant Chief.....David Hale
Captain.....Mike Gravel
1st Lieutenant.....Mike Hall
2nd Lieutenant.....Ken LaCasse
3rd Lieutenant.....Charles Bartlett
Foreman.....Lindsey O'Steen
Assistant Foreman.....Rick Sullivan
Pipeman.....Dave Colburn
Assistant Pipeman.....Dana Camp
Ax Man.....Devon Whipple
Safety Officer.....Davey Chase
Training Officer.....Tom Fadden/Perley Allen
Secretary/Treasurer.....Jennifer Bellavance
Dispatcher.....Lamoille County Sheriff

School Directors

Term expires June 30, 2019.....Kevin Moore, Jr.
Term expires June 30, 2019.....Katharine Ingram
Term expires June 30, 2019.....Jennifer Laundry
Term expires June 30, 2019.....Stephen Fortmann
Term expires June 30, 2021.....Jennifer Fliegelman

Hazen Union Directors - Hardwick

Term expires 2019.....Amy Holloway
Term expires 2020.....M. Tod Delaricheliere
Term expires 2021.....Ceilidh Galloway-Kane
Term expires 2021.....Andrew Meyer

Hardwick Electric Commissioners

Term expires June 30, 2019.....Dave Mitchell
Term expires June 30, 2019.....Roger Prevost
Term expires June 30, 2020.....Lynne Gedanken
Term expires June 30, 2021.....Gina Campoli
Term expires June 30, 2021.....Nat Smith

Hardwick Planning Commission

Term expires June 30, 2019.....Cynthia Grant
Term expires June 30, 2019.....Dave Gross (Chair)
Term expires June 30, 2020.....Diane Grenkow
Term expires June 30, 2020.....Kenneth Davis(Vice Chair)
Term expires June 30, 2021.....Jim Lewis
Term expires June 30, 2021.....Joyce Mandeville
Term expires June 30, 2021.....Vacant

Hardwick Development Review Board

Term expires June 30, 2019.....Kate Brooke
Term expires June 30, 2019.....Cheryl Michaels
Term expires June 30, 2020.....John Page (Vice Chair)
Term expires June 30, 2020.....John Mandeville (Chair)
Term expires June 30, 2021.....Ruth Gaillard
Term expires June 30, 2021.....Edward Keene
Term expires June 30, 2021.....Helm Notterman

WARNING
TOWN OF HARDWICK ANNUAL TOWN MEETING
MARCH 5, 2019

The legal voters of the Town of Hardwick, Vermont are hereby notified and warned to meet at the Hardwick Elementary School in said Town of Hardwick on Tuesday, March 5, 2019 at 10:00 o'clock in the forenoon to act on the following business:

(Election of Town Select Board, Town Clerk, Town Treasurer, Hardwick Town School District Directors, and Union School District No. 26 Directors shall be voted on by Australian ballot. The polls will be open from 9:00 a.m. until 7:00 p.m.). If special accommodations are necessary because of physical disabilities, please contact the Town Clerk's Office (472-5971).

Article 1. To elect a moderator to govern said Town Meeting and for the year ensuing.

Article 2. Shall the Town accept the Town Report, year ending June 30, 2018?

Article 3. To elect all Town Officers and School District Directors as required by the public laws of Vermont and the Town Charter. (Select Board, Town Clerk, Town Treasurer, Hardwick Town School District Directors, and Union School District No. 26 Directors, to be voted by Australian Ballot).

One Lister.....	3-year term
One Auditor.....	3-year term
First Constable.....	1-year term
Second Constable.....	1-year term
One Town Agent.....	1-year term
Surveyor of Wood, Bark and Lumber.....	1-year term
Tree Warden.....	1-year term
Cemetery Trustees.....	1-year term
(Main Street, Maple Street, Fairview, Sanborn, Hardwick Street)	
Fire Dept. Officers (voted as one vote)	1-year term
One Library Trustee.....	1-year remaining on a 3-year term
One Library Trustee.....	3-year term
One Library Trustee.....	3-year term
One Library Trustee.....	3-year term
Grand Juror.....	1-year term
Trustee of Public Funds.....	1-year term

Trustee of Public Funds.....	1-year term
Trustee of Public Funds.....	1-year term
Fence Viewers.....	1-year term

Article 4. Shall the Town have its current taxes collected by the Town Treasurer?

Article 5. Shall the Town vote a budget of three million three hundred fifty-nine thousand six hundred sixteen dollars (\$3,359,616.00) to meet the expenses and liabilities of the Town and authorize the Select Board to set a new tax rate sufficient to provide the same?

Article 6. Shall the Town vote to create a Conservation Commission pursuant to 24 V.S.A. § 4501?

Article 7. Shall the Town appropriate a sum of money not to exceed four thousand five hundred dollars (\$4,500.00) for the support of the Greensboro Nursing Home?

Article 8. Shall the Town appropriate a sum of money not to exceed three thousand five hundred dollars (\$3,500.00) for the support of A.W.A.R.E.?

Article 9. Shall the Town appropriate a sum of money not to exceed one thousand five hundred dollars (\$1,500.00) for the support of the Lamoille Family Center?

Article 10. Shall the Town appropriate a sum of money not to exceed three thousand dollars (\$3,000.00) for the support of the Hardwick Historical Society?

Article 11. Shall the Town appropriate a sum of money not to exceed three thousand one hundred sixty-one dollars (\$3,161.00) for the support of the Northeast Kingdom Human Services?

Article 12. Shall the Town appropriate a sum of money not to exceed three thousand dollars (\$3,000.00) for the support of Hardwick Area Community Justice Center?

Article 13. Shall the Town appropriate a sum of money not to exceed two thousand five hundred dollars (\$2,500.00) for the support of Hardwick Area Food Pantry?

Article 14. Shall the Town appropriate a sum of money not to exceed two thousand six hundred dollars (\$2,600.00) for the support of Caledonia Home Health Care and Hospice?

Article 15. Shall the Town appropriate a sum of money not to exceed three thousand dollars (\$3,000.00) for the support of the Hardwick Community Television (Channel 16)?

Article 16. Shall the Town appropriate a sum of money not to exceed three thousand four hundred dollars (\$3,400.00) for the support of Rural Community Transportation?

Article 17. Shall the Town appropriate a sum of money not to exceed three thousand five hundred dollars (\$3,500.00) for the support of Northeast Kingdom Arts Council (the Hardwick Town House)?

Article 18. Shall the Town appropriate a sum of money not to exceed four thousand five hundred dollars (\$4,500.00) for the support of the Northeastern Kingdom Council on Aging?

Article 19. Shall the Town appropriate a sum of money not to exceed two thousand one hundred dollars (\$2,100.00) for the support of the North Country Animal League?

Article 20. Shall the Town authorize the Select Board, for the period of one year, to enter into contracts with new industrial and commercial owners, lessees, bailees, of real property, or with existing or new owners, lessees, bailees or operators who construct, acquire or renovate industrial and/or commercial real property, including additions to existing property for the purpose of fixing and maintaining the municipal rate applicable to such real property or for the purpose of fixing the amount of money which shall be paid as an annual municipal tax upon such real property pursuant to the provision of Title 24, VSA, Section 2741?

Article 21. Shall the Town authorize the Select Board, for the period of one year, to enter into contracts with operators of agricultural real property, or with existing or new owners, lessees, bailees, or operators who construct acquire or renovate, or who intend to construct, acquire or renovate agricultural real property for the purpose of fixing and maintaining the valuation of such real property in the Grand List for the purpose of fixing and maintaining the municipal rate applicable to such real property or for the purpose of fixing the amount in money which shall be paid as an annual municipal tax upon such real property pursuant to provisions of Title 24, VSA, Section 2741?

Article 22. To transact any other nonbinding business proper to be brought before said meeting.

The legal voters of the Town of Hardwick are further notified that voter qualifications, registration and absentee voting relative to said Annual Town Meeting shall be as provided in Chapters 43, 51 and 55 of Title 17, Vermont Statutes Annotated.

Dated at Hardwick, Vermont this 17th day of January, A.D. 2019.

Eric Remick, Chair
Danny Hale, Vice Chair
Shari Cornish
Elizabeth Dow
Lucian Avery

Hardwick Town Clerk's Office. Received for record this 18th day of January, 2019 at 8 O'clock 00 minutes a.m., the instrument of which the foregoing is a true copy.

Attest: Alberta A. Miller, Town Clerk

In the past, when the final two business articles have come up for a vote at Town Meeting, there have been questions regarding what they mean. We wanted to take this opportunity to see if we could simplify the language. The purpose of Articles 20 & 21 in the 2019 Town Meeting Warning is to authorize the Hardwick Select Board to enter into agreements with new and existing businesses to help stabilize their Grand List Values over a period of years to make the improvements to their Hardwick properties more affordable. The first of the two Articles is referring to

the stabilization of Industrial Properties and the second refers to agricultural, forest land and open space land.

An example would be:

An industrial property is purchased for \$100,000.00 and the purchaser wants to put an additional \$500,000.00 into the property for improvements and/or for the expansion of said property. The Select Board could agree to slowly increase the Grand List Value over time to help the new owner afford to improve the business.

The first year the Grand List Value could stay at \$100,000.00, then over the next 10 years, the value could be adjusted upward by 10% each year until the full value of the property was being assessed. These types of stabilization contracts are offered to encourage new businesses and the expansion of existing businesses. Ultimately, the contracts help to make the local business expansion more affordable.

A Proposal to Establish a Conservation Commission for the Town of Hardwick:

There are just over 100 Towns in Vermont that currently have Conservation Commissions. We don't yet have one in Hardwick, even though our Town Plan has strongly recommended the formation of one since 1990. State law explains what Conservation Commissions can do and requires that they be made up of 3 to 9 members (to start with, we hope to have at least 5). Once a Conservation Commission is established, the Hardwick Select Board would appoint the members. The major goal of Conservation Commissions is to establish community responsibility for its natural resources. They have no regulatory power, but may advise the town, the Planning Commission, and residents, as well as undertake diverse activities to foster wise use of the town's natural resources. We intend that this new commission will be a complement to existing town boards. Some examples of work a new Conservation Commission in Hardwick could do:

- Apply for state grants available to Conservation Commissions
- Host community educational events on environmental issues
- Support the completion of a natural resource inventory for Hardwick
- Engage in activities to improve the health of the Lamoille River (monitoring, clean-up, etc.) including restoration plantings along the river to control erosion and bolster fish habitat
- Work on mapping and removal of invasive species
- Organize street-tree planting for our streetscapes
- Promote the establishment and maintenance of pollinator habitat

In our area, there are Conservation Commissions in Greensboro, Craftsbury, Cabot, Woodbury and Elmore. In nearby towns, they have undertaken projects such as: working on an Emerald Ash Borer Preparedness Plan (Danville); conducting a natural resource inventory (Calais); organizing a speaker series, tree and shrub sale and street tree plantings (Plainfield); drafting a pamphlet to educate the public on the needs of various wildlife species (Marshfield); and monitoring for invasive plants and insects (Peacham). Forming a Conservation Commission in Hardwick would help maintain the special natural resources that we all care about. It would bring community members together to learn new things and participate in projects that will benefit the Town. We are asking for \$300 to cover any start-up expenses, such as the \$50 membership to join the Association of Vermont Conservation Commissions. We are eager to get to work, and ask for your support in establishing a Conservation Commission in Hardwick.

*Rachel Kane
Judy Bellairs*

FY2020 Estimated Tax Rate based on Proposed FY2020 Budget

and Impact on a \$100,000 home

FY2020 Estimated Tax Rate

FY 2020 Proposed Property Tax	\$2,291,095.50
Estimated Grand List July 1, 2019	\$184,411,500.00
FY 2020 Estimated Tax rate	\$0.01242
Value per \$100	\$1.2424
FY2019 Municipal Tax rate	\$0.01236
Value per \$100	\$1.2360

Impact on a \$100,000 home

Estimated FY2020 municipal tax liability on a \$100,000 home	\$1,242.38
FY2019 tax liability on a \$100,000 home	\$1,236.00
Increase (decrease) in FY2020 before appropriations	\$6.38

Impact on a \$100,000 home with all appropriations

Estimated value of appropriations	\$0.00	\$40,261.00
Proposed property taxes with appropriations	\$2,291,095.50	\$2,331,356.50
FY2020 Estimated Tax rate with appropriations	0.01242	0.01264
Value per \$100	\$1.24	\$1.26
Estimated FY2020 municipal tax liability on a \$100,000 home	\$1,242.38	\$1,264.21
Increase (decrease) in FY2020 with appropriations	\$6.38	\$28.21

Estimated increase in Tax Rate reflected in actual dollars/100 \$0.0064 \$0.0282

Percent Increase (decrease) in Property Tax rate from FY2019 to FY2020 **0.52%** **2.28%**

Impact of Appropriations on Tax Rate

Article 7.	Greensboro Nursing Home	\$4,500.00
Article 8.	A.W.A.R.E.	\$3,500.00
Article 9.	Lamoille Family Center	\$1,500.00
Article 10.	Hardwick Historical Society	\$3,000.00
Article 11.	Northeast Kingdom Human Services	\$3,161.00
Article 12.	Hardwick Area Community Justice Center	\$3,000.00
Article 13.	Hardwick Area Food Pantry	\$2,500.00
Article 14.	Caledonia Home Health Care and Hospice	\$2,600.00
Article 15.	Hardwick Community Television	\$3,000.00
Article 16.	Rural Community Transportation	\$3,400.00
Article 17.	Northeast Kingdom Arts Council	\$3,500.00
Article 18.	Northeast Kingdom Council on Aging	\$4,500.00
Article 19.	North Country Animal League	\$2,100.00

The total requested appropriations are **\$40,261.00**. If all of the requested appropriations are approved, we would need a tax rate of approximately \$.0282 cents. **This means that you will be paying \$21.83 on your 2019-2020 tax bill for every \$100,000 of Grand List Value.**

2019-2020 HARDWICK TOWN BUDGET

Projected Revenues

	Actual	Budget	SB PROPOSED	\$	%
	2017-2018	2018-2019	2019-2020	DIFF.	DIFF.
School Tax Admin Fee	\$5,590	\$5,500	\$5,500	\$0	0.00%
PILOT	\$69,525	\$80,000	\$71,288	(\$8,712)	-10.89%
Current Use Hold Harm	\$146,898	\$144,000	\$150,916	\$6,916	4.80%
Delinquent Charges	\$25,064	\$30,000	\$25,000	(\$5,000)	-16.67%
Trailer Lease Revenue	\$1,894	\$600	\$800	\$200	33.33%
Tax Sale Interest	\$697	\$650	\$500	(\$150)	-23.08%
Zoning Permits	\$2,320	\$3,250	\$2,500	(\$750)	-23.08%
Licenses and Fees	\$3,155	\$2,500	\$3,000	\$500	20.00%
Recording Fees	\$18,015	\$17,850	\$18,000	\$150	0.84%
Dog Licenses	\$2,118	\$3,350	\$2,100	(\$1,250)	-37.31%
DMV fees	\$579	\$620	\$575	(\$45)	-7.26%
State Highway Aid	\$143,124	\$143,000	\$143,000	\$0	0.00%
Copying Fees	\$5,066	\$4,750	\$4,750	\$0	0.00%
Greensboro Police Contract	\$214,377	\$228,458	\$230,879	\$2,421	1.06%
COPS Grant	\$0	\$59,815	\$57,892	(\$1,923)	-3.21%
Hardwick PD Ticket Rev	\$7,314	\$8,250	\$7,500	(\$750)	-9.09%
Outside Services-PD	\$1,450	\$1,050	\$1,050	\$0	0.00%
Sale of Equipment	\$1,000	\$0	\$0	\$0	0.00%
Insurance Pay-out	\$82,166	\$0	\$0	\$0	0.00%
Efficiency VT Reimbursement	\$1,225	\$0	\$0	\$0	0.00%
Interest on Investments	\$1,469	\$150	\$1,500	\$1,350	900.00%
Miscellaneous Revenue	\$2,479	\$250	\$1,000	\$750	300.00%
Water Transfer	\$124,070	\$137,773	\$151,550	\$13,777	10.00%
Sewer Transfer	\$124,070	\$137,773	\$151,550	\$13,777	10.00%
Fireworks Donations	\$2,650	\$0	\$2,650	\$2,650	265.00%
Room Rent	\$200	\$0	\$0	\$0	0.00%
Police SIU Revenue	\$24,000	\$24,000	\$24,000	\$0	0.00%
PD Vest Grant	\$1,267	\$728	\$900	\$172	23.63%
Gov Highway Safety Grants	\$9,827	\$15,000	\$9,500	(\$5,500)	-36.67%
VCDP Grant Admin Revenue	\$3,566	\$0	\$0	\$0	0.00%
Lister Education Grant	\$270	\$270	\$270	\$0	0.00%
VLCT Grant	\$500	\$0	\$0	\$0	0.00%
Green Up Day Grant	\$400	\$350	\$350	\$0	0.00%
Total Revenues	\$1,026,343	\$1,049,937	\$1,068,520	\$18,583	1.77%
Total Budget	\$2,938,042	\$3,208,240	\$3,359,616	\$151,376	4.72%
Property Taxes	\$2,151,897	\$2,158,302	\$2,291,096	\$132,794	6.15%

Budget Summary

Highway/Garage	\$ 777,391	\$ 835,856	\$ 903,875	\$ 68,019.00	8.14%
Police Department	\$ 866,467	\$ 1,016,107	\$ 1,024,664	\$ 8,557.00	0.84%
Office Expenses	\$ 342,326	\$ 378,089	\$ 407,179	\$ 29,090.00	7.69%
Payroll (Part-time & Elected)	\$ 56,139	\$ 59,045	\$ 61,516	\$ 2,471.00	4.18%
Fire Department	\$ 56,587	\$ 53,309	\$ 53,477	\$ 168.00	0.32%
Line Items	\$ 772,503	\$ 777,364	\$ 830,143	\$ 52,779.00	6.79%
Memorial Building	\$ 32,885	\$ 39,337	\$ 36,775	\$ (2,562.00)	-6.51%
Public Safety	\$ 19,408	\$ 24,436	\$ 22,191	\$ (2,245.50)	-9.19%
Fire Station	\$ 14,378	\$ 17,399	\$ 15,726	\$ (1,673.00)	-9.62%
Town House	\$ 4,701	\$ 4,388	\$ 3,281	\$ (1,107.00)	-25.23%
Historical Depot	\$ 713	\$ 2,597	\$ 600	\$ (1,997.00)	-76.90%
Old Senior Center Bldg	\$ 327	\$ 313	\$ 189	\$ (124.00)	-39.62%
Total Budget	\$ 2,943,825	\$ 3,208,240	\$ 3,359,616	\$ 151,375.50	4.72%

2019-2020 HARDWICK TOWN BUDGET

Highway Department

	ACTUAL	BUDGET	SB's PROPOSED	\$	%
	2017-2018	2018-2019	2019-2020	DIFF.	DIFF.
Public Works Salaries	\$266,596	\$277,380	\$285,701	\$8,321	3.00%
Part-Time Public Works	\$0	\$0	\$0	\$0	0.00%
Overtime	\$24,505	\$30,185	\$31,090	\$905	3.00%
Sewer Operator	\$4,974	\$4,859	\$5,005	\$146	3.00%
Social Security Expense	\$21,597	\$23,529	\$25,343	\$1,814	7.71%
Workers' Compensation	\$26,910	\$26,640	\$31,191	\$4,551	17.08%
Unemployment Insurance	\$575	\$557	\$562	\$5	0.90%
VLCT/PACIF	\$26,010	\$23,793	\$27,244	\$3,451	14.50%
Health Insurance	\$76,087	\$83,703	\$105,265	\$21,562	25.76%
Dental/Vision/Life/Disability	\$6,559	\$6,651	\$8,259	\$1,608	24.18%
Retirement Expense	\$16,501	\$16,916	\$18,473	\$1,557	9.20%
Operating Expense/Supplies	\$17,667	\$20,000	\$19,000	(\$1,000)	-5.00%
Permits/Fees	\$0	\$3,500	\$3,000	(\$500)	-14.29%
Telephone/Internet	\$951	\$950	\$950	\$0	0.00%
Low Band Radio	\$1,042	\$1,042	\$1,042	\$0	0.00%
Culverts	\$4,707	\$2,500	\$4,000	\$1,500	60.00%
Uniforms	\$4,704	\$4,750	\$4,750	\$0	0.00%
Line Painting/Crosswalks	\$983	\$1,500	\$1,000	(\$500)	-33.33%
Road Signs	\$0	\$500	\$500	\$0	0.00%
Radio Service	\$0	\$0	\$0	\$0	0.00%
Streetscape Maintenance	\$1,375	\$1,000	\$1,500	\$500	50.00%
Storm Drains	\$1,516	\$1,500	\$1,500	\$0	0.00%
Safety/Training	\$1,652	\$1,500	\$600	(\$900)	-60.00%
Building Maint./Repair	\$541	\$600	\$0	(\$600)	-100.00%
Equipment Repair	\$31,250	\$35,000	\$35,000	\$0	0.00%
Equipment Expense	\$27,656	\$35,000	\$35,000	\$0	0.00%
Gasoline Fuel	\$2,387	\$3,000	\$3,000	\$0	0.00%
Diesel Fuel	\$32,677	\$37,500	\$37,500	\$0	0.00%
Heating Fuel - Garage	\$7	\$1,500	\$5,000	\$3,500	233.33%
Utilities - Garage	\$4,716	\$4,100	\$4,800	\$700	17.07%
Summer Gravel	\$28,603	\$30,000	\$35,000	\$5,000	16.67%
Ditch Stone	\$0	\$8,000	\$8,000	\$0	0.00%
Hydroseeding	\$0	\$4,000	\$4,000	\$0	0.00%
Mud Season Material	\$0	\$10,000	\$10,000	\$0	0.00%
Chloride	\$22,644	\$19,000	\$22,000	\$3,000	15.79%
E. Hardwick Sidewalks	\$599	\$700	\$600	(\$100)	-14.29%
Contract Mowing	\$6,000	\$6,000	\$6,000	\$0	0.00%
Paving/Patching	\$3,679	\$4,000	\$4,000	\$0	0.00%
Downtown Beauty	\$2,637	\$1,500	\$2,000	\$500	33.33%
Street Sweeping	\$3,500	\$4,000	\$4,000	\$0	0.00%
Winter Sand	\$29,140	\$27,000	\$30,000	\$3,000	11.11%
Salt	\$76,444	\$72,000	\$82,000	\$10,000	13.89%
Totals	\$777,391	\$835,856	\$903,875	\$68,019	8.14%

2019-2020 HARDWICK TOWN BUDGET

Police Department

	SB's				
	ACTUAL	BUDGET	PROPOSED	\$	%
	2017-2018	2018-2019	2019-2020	DIFF.	DIFF.
Base Payroll	\$419,990	\$443,591	\$449,010	\$5,419	1.22%
Overtime	\$47,190	\$56,931	\$55,000	(\$1,931)	-3.39%
Part-Time Officers	\$3,017	\$5,500	\$12,000	\$6,500	118.18%
Social Security Expense	\$34,643	\$38,711	\$42,202	\$3,491	9.02%
Workers' Compensation	\$37,647	\$41,990	\$48,498	\$6,508	15.50%
Unemployment Insurance	\$831	\$798	\$777	(\$21)	-2.63%
VLCT/PACIF	\$50,276	\$46,403	\$45,350	(\$1,053)	-2.27%
Health Insurance	\$121,351	\$134,057	\$121,610	(\$12,447)	-9.28%
Dental/Vision/Life/Disability	\$10,205	\$11,726	\$13,089	\$1,363	11.62%
Retirement Expense	\$45,367	\$47,514	\$50,905	\$3,391	7.14%
K-9 Expense	\$511	\$1,000	\$0	(\$1,000)	-100.00%
Office Supplies	\$5,139	\$7,000	\$7,000	\$0	0.00%
Training	\$2,988	\$5,000	\$5,000	\$0	0.00%
Memberships	\$280	\$400	\$400	\$0	0.00%
Legal Expenses	\$788	\$0	\$1,000	\$1,000	100.00%
Internet Communications	\$4,677	\$4,500	\$4,700	\$200	4.44%
Dispatch Services	\$32,089	\$33,349	\$34,683	\$1,334	4.00%
Telephone	\$4,428	\$4,500	\$4,500	\$0	0.00%
Vehicle Maintenance	\$7,845	\$6,500	\$7,000	\$500	7.69%
Advertising	\$718	\$200	\$300	\$100	50.00%
Radio Service	\$360	\$1,000	\$1,000	\$0	0.00%
Investigation Expense	\$530	\$1,500	\$1,500	\$0	0.00%
Uniforms (Cleaning)	\$1,345	\$1,200	\$1,400	\$200	16.67%
Uniform Purchases	\$2,456	\$3,500	\$4,000	\$500	14.29%
Gasoline	\$14,575	\$15,000	\$15,000	\$0	0.00%
Tires	\$2,281	\$2,500	\$3,000	\$500	20.00%
Education	\$0	\$500	\$500	\$0	0.00%
Equipment	\$3,454	\$4,000	\$5,500	\$1,500	37.50%
Total PD Operating Exp.	\$854,980	\$918,870	\$934,924	\$16,054	1.75%
SIU Grant Salary & Soc Sec.	\$357	\$3,000	\$2,000	(\$1,000)	-33.33%
SIU Expenses	\$717	\$750	\$750	\$0	0.00%
COPS Grant (New Officer)	\$0	\$78,531	\$77,190	(\$1,341)	-1.71%
Governor's HW Safety Grant	\$6,303	\$7,500	\$7,500	\$0	0.00%
Governor's Equipment Grant	\$1,804	\$6,000	\$0	(\$6,000)	-100.00%
VLCT Grant	\$500	\$0	\$500	\$500	0.00%
Vest Grant	\$1,806	\$1,456	\$1,800	\$344	23.63%
Total Special PD Expenses	\$11,487	\$97,237	\$89,740	(\$7,497)	-7.71%
Total PD Expenses	\$866,467	\$1,016,107	\$1,024,664	\$8,557	0.84%

2019-2020 HARDWICK TOWN BUDGET

Office Expenses

	ACTUAL	BUDGET	SB's PROPOSED	\$	%
	2017-2018	2018-2019	2019-2020	DIFF	DIFF
Town Manager's Office	\$156,252	\$164,151	\$170,251	\$6,100	3.72%
Town Clerk's Office	\$77,796	\$76,522	\$85,030	\$8,508	11.12%
Social Security Expense	\$17,249	\$18,411	\$20,422	\$2,011	10.92%
Workers' Compensation	\$63	\$1,270	\$1,464	\$194	15.28%
Unemployment Insurance	\$518	\$574	\$504	(\$70)	-12.20%
VLCT/PACIF	\$3,870	\$2,971	\$3,430	\$459	15.45%
Health Insurance	\$47,530	\$63,509	\$74,525	\$11,016	17.35%
Dental/Vision/Life/Disability	\$3,555	\$3,970	\$4,650	\$680	17.13%
Retirement Expense	\$12,888	\$13,237	\$14,678	\$1,441	10.89%
Town Manager Supplies	\$2,494	\$3,700	\$4,500	\$800	21.62%
Town Clerk Supplies	\$3,202	\$3,500	\$3,500	\$0	0.00%
Town Report Expense	\$1,171	\$1,750	\$1,750	\$0	0.00%
Conferences/Dues	\$1,079	\$2,000	\$1,500	(\$500)	-25.00%
Tax Billing/Collection Exp.	\$1,610	\$1,300	\$1,500	\$200	15.38%
Telephone	\$1,879	\$1,850	\$1,900	\$50	2.70%
Advertising	\$633	\$1,500	\$1,000	(\$500)	-33.33%
Copier	\$752	\$750	\$750	\$0	0.00%
Election Expense	\$152	\$1,750	\$1,500	(\$250)	-14.29%
Computer Software/Services	\$1,762	\$1,700	\$1,700	\$0	0.00%
Web Site Maintenance	\$0	\$75	\$75	\$0	0.00%
Equipment Purchases	\$3,221	\$6,000	\$5,000	(\$1,000)	-16.67%
VLCT Grant Expense	\$0	\$0	\$0	\$0	0.00%
Lister Supplies	\$3,262	\$3,000	\$3,000	\$0	0.00%
Health Officer Supplies	\$15	\$100	\$50	(\$50)	-50.00%
Education/Training	\$0	\$500	\$2,000	\$1,500	300.00%
Zoning Supplies	\$1,372	\$4,000	\$2,500	(\$1,500)	-37.50%
Totals	\$342,326	\$378,089	\$407,179	\$29,090	7.69%

Payroll (Part-Time and Elected)

Public Official's Liability	\$9,179	\$9,171	\$9,393	\$222	2.42%
Lister's Salary	\$12,296	\$9,450	\$16,000	\$6,550	69.31%
Election Officials	\$247	\$1,350	\$500	(\$850)	-62.96%
Zoning Administrator	\$21,502	\$22,259	\$21,829	(\$430)	-1.93%
Planning/DRB Board	\$1,950	\$3,000	\$2,500	(\$500)	-16.67%
Board of Civil Authority	\$48	\$75	\$75	\$0	0.00%
Moderator	\$50	\$50	\$50	\$0	0.00%
Select Board	\$5,000	\$5,000	\$5,000	\$0	0.00%
Energy Coordinator	\$50	\$50	\$50	\$0	0.00%
Solid Waste Rep	\$500	\$500	\$500	\$0	0.00%
TEC - Conference Fees	\$85	\$100	\$100	\$0	0.00%
Town Service Officer	\$100	\$100	\$100	\$0	0.00%
Part Time Labor	\$214	\$3,500	\$500	(\$3,000)	-85.71%
Health Officer	\$600	\$600	\$600	\$0	0.00%
Town Website Coordinator	\$600	\$600	\$600	\$0	0.00%
Social Security Expense	\$3,719	\$3,240	\$3,719	\$479	14.78%
Totals	\$56,139	\$59,045	\$61,516	\$2,471	4.18%

2019-2020 HARDWICK TOWN BUDGET

Buildings

SB'S

	ACTUAL 2017-2018	BUDGET 2018-2019	PROPOSED 2019-2020	\$ DIFF.	% DIFF.
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Memorial Building

Custodian Salary	8,334	8,660	8,920	260	3.00%
Custodian S.S. Expense	173	662	713	51	7.70%
VLCT/PACIF	6,240	5,864	3,342	(2,522)	-43.01%
Operating Exp/Supplies	1,515	3,000	3,000	0	0.00%
Building Maint./Repair	2,062	4,000	4,000	0	0.00%
Utilities	5,898	5,800	5,800	0	0.00%
Fuel Oil	7,132	9,000	9,000	0	0.00%
Elevator/Fire Alarm	1,481	1,500	1,500	0	0.00%
Generator	50	850	500	(350)	-41.18%
Totals	32,885	39,337	36,775	(2,562)	-6.51%

Public Safety Building

VLCT/PACIF	6,494	6,209	3,757	(2,452)	-39.49%
Operating Expenses	278	1,000	1,000	0	0.00%
Building Maint./Repair	2,237	3,500	3,500	0	0.00%
Utilities	2,558	2,500	2,500	0	0.00%
Fuel Oil	3,265	5,000	5,000	0	0.00%
Custodian Salary	4,251	5,784	5,958	174	3.00%
Custodian S.S. Expense	325	442	476	34	7.69%
Totals	19,408	24,436	22,191	(2,246)	-9.19%

Fire Station

VLCT/PACIF	5,752	5,499	3,326	(2,173)	-39.52%
Utilities	2,821	2,900	2,900	0	0.00%
Fuel Oil	5,139	7,000	7,500	500	7.14%
Building Maint./Repair	665	2,000	2,000	0	0.00%
Totals	14,378	17,399	15,726	(1,673)	-9.62%

Town House

VLCT/PACIF	3,445	3,288	1,981	(1,307)	-39.75%
Building Maint./Repair	997	800	1,000	200	25.00%
Utilities	259	300	300	0	0.00%
Totals	4,701	4,388	3,281	(1,107)	-25.23%

Historical Depot

VLCT/PACIF	679	2,197	200	(1,997)	-90.90%
Building Maint./Repair	35	400	400	0	0.00%
Totals	713	2,597	600	(1,997)	-76.90%

Old Senior Center Bldg

VLCT/PACIF	327	313	189	(124)	-39.62%
Totals	327	313	189	(124)	-39.62%

2019-2020 HARDWICK TOWN BUDGET

Fire Department

SB's

	ACTUAL	BUDGET	PROPOSED	\$	%
	2017-2018	2018-2019	2019-2020	DIFF.	DIFF.
Labor	\$6,575	\$10,000	\$9,000	(\$1,000)	-10.00%
Social Security	\$491	\$765	\$680	(\$85)	-11.11%
Workers' Compensation	\$181	\$1,430	\$1,202	(\$228)	-15.94%
Liability Insurance	\$8,475	\$8,122	\$9,124	\$1,002	12.34%
Operating Exp./Supplies	\$2,509	\$2,000	\$2,800	\$800	40.00%
Dispatch Service	\$13,752	\$14,292	\$14,721	\$429	3.00%
Telephone	\$981	\$1,000	\$1,000	\$0	0.00%
Gasoline	\$21	\$100	\$100	\$0	0.00%
Diesel Fuel	\$687	\$1,000	\$750	(\$250)	-25.00%
Equipment Purchases	\$22,420	\$6,100	\$8,100	\$2,000	32.79%
Equipment Repair	\$495	\$7,500	\$5,500	(\$2,000)	-26.67%
Training	\$0	\$1,000	\$500	(\$500)	-50.00%
VLCT Grant	\$0	\$0	\$0	\$0	0.00%
Totals	\$56,587	\$53,309	\$53,477	\$168	0.32%

Line Items

Auditing	\$10,408	\$11,500	\$27,000	\$15,500	134.78%
Fireworks	\$5,650	\$3,000	\$3,000	\$0	0.00%
Dog Control	\$2,507	\$3,500	\$3,000	(\$500)	-14.29%
Professional Services	\$12,048	\$7,000	\$7,000	\$0	0.00%
NVDA	\$2,258	\$2,258	\$2,258	\$0	0.00%
VLCT	\$4,411	\$4,507	\$4,500	(\$7)	-0.16%
Jeudevine Memorial Library	\$108,576	\$110,339	\$114,209	\$3,870	3.51%
Memorial Day	\$685	\$500	\$500	\$0	0.00%
Caspian Lake	\$2,750	\$3,250	\$3,250	\$0	0.00%
Cemeteries	\$15,996	\$19,000	\$19,000	\$0	0.00%
Capital Equipment Fund	\$200,000	\$205,000	\$210,000	\$5,000	2.44%
Capital Road Fund	\$150,000	\$160,000	\$170,000	\$10,000	6.25%
Capital General Fund	\$104,000	\$109,000	\$119,000	\$10,000	9.17%
Tax Mapping	\$3,700	\$5,450	\$4,000	(\$1,450)	-26.61%
Solid Waste District	\$2,956	\$2,956	\$2,956	\$0	0.00%
Streetlights	\$22,651	\$22,500	\$22,500	\$0	0.00%
Memorial Park Electricity	\$293	\$450	\$450	\$0	0.00%
Employment Practices Ins.	\$14,709	\$14,937	\$18,669	\$3,732	24.98%
Community Crime Ins.	\$3,421	\$3,500	\$4,179	\$679	19.40%
Town Service Officer Expenses	\$0	\$500	\$250	(\$250)	-50.00%
Hazard Mitigation Fund	\$4,410	\$7,500	\$7,500	\$0	0.00%
Insurance Deductible	\$0	\$2,000	\$2,000	\$0	0.00%
Tax Sale Expense	\$23,081	\$0	\$5,000	\$5,000	0.00%
Town Property-Carey Rd.	\$6,068	\$0	\$0	\$0	0.00%
Recreation Dept.	\$20,040	\$24,694	\$25,431	\$737	2.98%
Hardwick Trails	\$8,034	\$8,391	\$8,927	\$536	6.39%
County Taxes	\$21,964	\$22,625	\$22,802	\$177	0.78%
Rescue Squad	\$21,889	\$23,007	\$22,762	(\$245)	-1.06%
Totals	\$772,503	\$777,364	\$830,143	\$52,779	6.79%

TOWN OF HARDWICK
CAPITAL EQUIPMENT PURCHASE SCHEDULE

YEAR	Fire Rescue	Dump Truck 1	Dump Truck 2	Dump Truck 3	Dump Truck 4	F-550 Truck 5	Utility Truck 6	F150 Truck 7	Lawn Mower	Excavator	Skid/ Trailer	Loader (1) Loan	Loader (2) Grader (1)	Police Cruiser	SPEND APPROPRIATE		
															EQUIP. TOTAL	FUNDS SET ASIDE	ACCOUNT BALANCE
Bal6/30/18																LY \$200,000	\$87,000
2019	\$ 35,912						\$25,000			\$20,000		\$12,000		\$29,000	\$121,912	\$205,000	\$170,088
2020	\$ 35,423		\$120,000					\$20,000				\$12,000		\$35,000	\$222,423	\$210,000	\$157,665
2021	\$ 34,834			\$200,000					\$8,000			\$12,000		\$0	\$254,834	\$215,000	\$117,831
2022	\$ 34,161											\$12,000		\$36,000	\$82,161	\$220,000	\$255,670
2023	\$ 33,417	\$200,000				\$80,000						\$12,000		\$36,000	\$361,417	\$225,000	\$119,253
2024	\$ 32,613						\$28,000			\$125,000		\$12,000	\$35,000	\$37,000	\$269,613	\$230,000	\$79,640
2025	\$ 31,770				\$220,000			\$15,000	\$9,000				\$35,000	\$23,000	\$333,770	\$235,000	-\$19,130
2026	\$ 30,897												\$35,000	\$37,500	\$103,397	\$240,000	\$117,473
2027	\$ 29,996										\$50,000		\$35,000	\$38,500	\$153,496	\$245,000	\$208,977
2028	\$ 29,070		\$120,000			\$90,000							\$35,000	\$39,500	\$313,570	\$250,000	\$145,407
2029	\$ 28,121			\$230,000			\$31,000						\$35,000	\$33,000	\$357,121	\$255,000	\$43,286
2030	\$ 27,154							\$18,000	\$10,000			\$120,000	\$35,000	\$24,000	\$234,154	\$260,000	\$69,132
2031		\$240,000											\$35,000	\$41,500	\$316,500	\$265,000	\$17,632
2032													\$35,000	\$42,500	\$77,500	\$270,000	\$210,132
2033					\$ 250,000	\$100,000							\$35,000	\$43,500	\$428,500	\$275,000	\$56,632
2034							\$34,000							\$35,000	\$69,000	\$280,000	\$267,632
2035								\$21,000	\$11,000					\$26,000	\$58,000	\$285,000	\$494,632
2036			\$125,000											\$45,500	\$170,500	\$290,000	\$614,132
2037				\$260,000							\$65,000			\$46,500	\$371,500	\$295,000	\$537,632
2038						\$110,000								\$47,500	\$157,500	\$300,000	\$680,132

- 1) Increases in costs are based on a "best guess" scenario with input from dealers
2) Loader #2 & Grader purchased in Spring 2009, 15 yr life. Replace 2024
3) Loader #1 purchased Spring 2014, 15 yr life. Replace 2030
4) Cruisers replaced every 5 years
(FY2019 Unmarked Detective Car, FY2020 Patrol Car, FY2021 None, FY2022 Patrol Car, FY2023 Patrol Car)

- 5) Dump Trucks 1, 2, 3, 4 are traded every eight years
6) Dump Truck #5 is traded every 5 years
7) Utility Truck & F150 are traded every 5 years

TOWN OF HARDWICK CAPITAL ROAD SCHEDULE

YEAR	Mackville Rd. Bond	Center Road	Hardwick Street	SPEND		APPROPRIATE		ACCOUNT BALANCE
				Summer Paving (See Below)	Backroad Rebuild	ROAD TOTAL	FUNDS SET ASIDE	
Bal 6/30/18								\$33,620
2019	-\$23,126			-\$80,000	-\$26,250	-\$129,376	\$160,000	\$64,244
2020	-\$22,895			-\$90,000	-\$27,563	-\$140,457	\$170,000	\$93,787
2021	-\$22,626			-\$100,000	-\$28,941	-\$151,567	\$180,000	\$122,220
2022	-\$22,316			-\$81,000	-\$30,388	-\$133,703	\$190,000	\$178,517
2023	-\$21,962			-\$119,380	-\$31,907	-\$173,249	\$200,000	\$205,268
2024	-\$21,575			-\$85,000	-\$33,502	-\$140,078	\$210,000	\$275,191
2025	-\$21,167	-\$354,914		-\$90,000	-\$35,178	-\$501,259	\$220,000	-\$6,068
2026	-\$20,738			-\$95,000		-\$115,738	\$230,000	\$108,194
2027	-\$20,288			-\$100,000	\$0	-\$120,288	\$240,000	\$227,906
2028	-\$19,818			-\$105,000	\$0	-\$124,818	\$240,000	\$223,376
2029	-\$19,334			-\$110,000	\$0	-\$129,334	\$250,000	\$348,573

Paving Projects:

FY 2020: Glenside Avenue, Sumner Street, Holton Hill, Dewey Street, Summer Street
FY 2021: East Hardwick Village (Brickhouse Road, Cedar Street, Belfry Road)
FY 2022: Hillside Street, Woodbury Street, Prospect Street, Central Street, Park Street
FY 2023: Terrace Hill Road, Lower Cherry Steet, Elm Street, Cottage Street, Upper Cherry Street, Dale Street
FY 2024: North Main Street, West Church Street

**Prices based on current market prices; increases are expected, schedule may vary depending on price*

**Conditions of roads may change, resulting in a change to the paving schedule*

Town of Hardwick Capital Improvements Three-Year Plan

	Current Balance	Last Year FY2019	FY 2020	FY 2021	FY 2022	Future Balance
Buildings						
Memorial Building	\$12,999	\$15,000	\$5,000	\$5,000	\$5,000	\$42,999
Public Safety Building	\$15,085	\$5,000	\$5,000	\$5,000	\$5,000	\$35,085
Highway Garage	\$9,001	\$5,000	\$5,000	\$5,000	\$5,000	\$29,001
Fire Department	\$24,120	\$5,000	\$5,000	\$5,000	\$5,000	\$44,120
Library	\$22,631	\$5,000	\$5,000	\$5,000	\$5,000	\$42,631
Town House	\$7,947	\$3,500	\$5,000	\$5,000	\$5,000	\$26,447
Carey Rd. Property	\$0	\$0	\$10,000	\$10,000	\$10,000	\$30,000
Historical Depot	\$6,060	\$2,500	\$2,500	\$2,500	\$2,500	\$16,060
Subtotal	\$97,843	\$41,000	\$42,500	\$42,500	\$42,500	\$266,343
Public Works						
Gravel Pit Reclaim	\$23,782	\$3,000	\$3,000	\$3,000	\$3,000	\$35,782
Bike Path (all Phases)	-\$23,655	\$5,000	\$5,000	\$5,000	\$5,000	-\$3,655
Sidewalk Expense	\$80,426	\$10,000	\$10,000	\$10,000	\$10,000	\$120,426
Guardrails	\$11,260	\$2,500	\$2,500	\$2,500	\$2,500	\$21,260
Brush Cutting	\$5,000	\$3,500	\$5,000	\$5,000	\$5,000	\$23,500
Road Signs	\$10,857	\$0	\$0	\$0	\$0	\$10,857
Bridge #4 East Hardwick	\$56,034	\$10,000	\$15,000	\$15,000	\$15,000	\$111,034
Bridge Fund	\$40,119	\$10,000	\$15,000	\$15,000	\$15,000	\$95,119
Subtotal	\$203,823	\$44,000	\$55,500	\$55,500	\$55,500	\$414,323
General Government						
Trails Capital Account	\$465	\$7,000	\$0	\$0	\$0	\$7,465
Recreation Capital Fund	\$0	\$5,000	\$0	\$0	\$0	\$5,000
Fire Department Equipment/Clothing	\$7,785	\$10,000	\$10,000	\$10,000	\$10,000	\$47,785
Record Restoration	\$11,629	\$4,000	\$4,000	\$4,000	\$4,000	\$27,629
TC Vault Door	\$10,000	\$0	\$2,000	\$2,000	\$2,000	\$16,000
Cemetery Upgrades	\$2,500	\$4,000	\$4,000	\$4,000	\$4,000	\$18,500
Recruitment - Police	\$2,374	\$1,000	\$1,000	\$1,000	\$1,000	\$6,374
Interest Accrued on Account	\$6,106	\$0	\$0	\$0	\$0	\$6,106
Subtotal	\$40,859	\$31,000	\$21,000	\$21,000	\$21,000	\$134,859
CAPITAL IMPROVEMENT FUND	\$342,525	\$116,000	\$119,000	\$119,000	\$119,000	\$815,525

2019-2020 HARDWICK TOWN BUDGET

Library Budget

	SB's				
	ACTUAL	BUDGET	PROPOSED	\$	%
	2017-2018	2018-2019	2019-2020	DIFF.	DIFF.
Librarian Salary	\$38,272	\$39,411	\$41,600	\$2,189	5.26%
Asst. Librarian/Youth Librarian	\$15,211	\$15,470	\$16,640	\$1,170	7.03%
Library Clerk Salary	\$13,178	\$13,351	\$14,872	\$1,521	10.23%
FICA	\$5,012	\$5,220	\$5,696	\$476	8.36%
Worker's Comp	\$757	\$288	\$320	\$32	10.00%
Unemployment	\$274	\$297	\$297	\$0	0.00%
VLCT/PACIF	\$1,006	\$732	\$944	\$212	22.46%
Health Insurance - Librarian only	\$6,128	\$6,839	\$7,051	\$212	3.00%
Dental/Vision/Life/Disability	\$689	\$696	\$717	\$21	2.93%
Retirement	\$2,107	\$2,168	\$2,288	\$120	5.24%
Books- Adult	\$3,077	\$2,500	\$2,500	\$0	0.00%
Books - Juvenile	\$2,076	\$2,200	\$2,200	\$0	0.00%
Books - Young Adult	\$636	\$500	\$600	\$100	16.67%
Magazines- Adult	\$233	\$400	\$400	\$0	0.00%
Magazines - Juvenile	\$72	\$50	\$50	\$0	0.00%
Audio books/ DVDs - Adult	\$584	\$600	\$600	\$0	0.00%
Audio books/ DVDs - Juvenile	\$572	\$600	\$600	\$0	0.00%
Computer Software/Technology	\$334	\$635	\$635	\$0	0.00%
Computer Databases	\$1,317	\$1,800	\$1,800	\$0	0.00%
Fiber Connect (Sovernet)	\$400	\$720	\$720	\$0	0.00%
Equipment	\$4,243	\$200	\$200	\$0	0.00%
Telephone	\$751	\$755	\$755	\$0	0.00%
Supplies - General	\$2,347	\$2,000	\$2,300	\$300	13.04%
Youth Supplies	\$267	\$600	\$600	\$0	0.00%
Postage	\$1,301	\$1,600	\$1,500	(\$100)	-6.67%
Professional Services	\$148	\$100	\$100	\$0	0.00%
Conferences / memberships	\$438	\$600	\$600	\$0	0.00%
Mileage	\$410	\$600	\$600	\$0	0.00%
Advertising	\$0	\$100	\$100	\$0	0.00%
Jeudevine Friends Expense	\$765	\$0	\$0	\$0	0.00%
Misc Grant Expense	\$5,273	\$0	\$0	\$0	0.00%
Restricted Donation Expense	\$1,069	\$1,250	\$0	(\$1,250)	0.00%
Total Operating Budget	\$108,947	\$102,282	\$107,285	\$5,003	4.89%
Maintenance Salaries	\$4,702	\$4,958	\$5,107	\$149	2.92%
Maintenance FICA	\$360	\$379	\$391	\$12	3.07%
Building Insurance	\$2,508	\$2,395	\$1,376	(\$1,019)	-74.06%
Electricity	\$995	\$1,075	\$1,000	(\$75)	-7.50%
Fuel Oil	\$1,771	\$2,000	\$2,000	\$0	0.00%
Water/Sewer	\$566	\$550	\$550	\$0	0.00%
Maintenance Expense	\$2,006	\$1,500	\$1,500	\$0	0.00%
Total Library Building Budget	\$12,908	\$12,858	\$11,924	(\$934)	-7.83%
Friends of Jeudevine Donations	\$ (774.84)				
Restricted Donations	\$ (1,090.00)	\$ (1,250.00)			
Interest of Investments	\$ (44.00)	\$ (50.00)			
Grant Income	\$ (4,325.00)				
Misc. Income	\$ (4,081.79)	\$ (3,500.00)	\$ (5,000.00)		
Town Appropriation	\$108,576	\$110,339	\$114,209	\$3,870	3.51%
Fund Balance	\$4,740				

2019-2020 HARDWICK TOWN BUDGET

Recreation Budget

	SB's				
	ACTUAL	BUDGET	PROPOSED	\$	%
	2017-2018	2018-2019	2019-2020	DIFF.	DIFF.
Rec Coordinator Salary	\$5,675	\$8,320	\$6,240	(\$2,080)	-25.00%
Social Security/FICA	\$434	\$636	\$499	(\$137)	-21.54%
VLCT Workers Comp/Insurance	\$231	\$512	\$515	\$3	0.59%
VLCT Unemployment Insurance	\$45	\$58	\$58	\$0	0.00%
VLCT PACIF/Liability Insurance	\$249	\$182	\$242	\$60	32.97%
Youth Program: Soccer, Swim, Ski	\$10,495	\$11,235	\$11,235	\$0	0.00%
Mileage	\$131	\$0	\$262	\$262	100.00%
Holiday Programs	\$926	\$250	\$1,500	\$1,250	500.00%
Green-Up Day	\$676	\$1,000	\$700	(\$300)	-30.00%
Senior Programming	\$600	\$800	\$2,200	\$1,400	175.00%
Supplies and Advertising	\$79	\$100	\$500	\$400	400.00%
Skating Rink	\$0	\$0	\$0	\$0	0.00%
Calendar/Website	\$198	\$0	\$0	\$0	0.00%
Maintenance	\$45	\$200	\$400	\$200	100.00%
Training	\$220	\$200	\$280	\$80	40.00%
Sports Programming	\$36	\$1,200	\$800	(\$400)	-33.33%
Total Expenses	\$20,040	\$24,694	\$25,431	\$737	2.98%

2019-2020 HARDWICK TOWN BUDGET

Trails Budget

Salaries	\$2,210	\$3,100	\$3,100	\$0	0.00%
Social Security/FICA	\$156	\$237	\$250	\$13	5.49%
Trail Repair & New Construction	\$771	\$450	\$800	\$350	77.78%
Equipment Repair and Maintenance	\$1,770	\$1,800	\$1,800	\$0	0.00%
Gas, Oil and Diesel	\$603	\$600	\$700	\$100	16.67%
Publicity/Advertising Signage & Maps	\$429	\$400	\$400	\$0	0.00%
Program and Activities	\$1,328	\$1,000	\$1,000	\$0	0.00%
Transfer to Capital	\$0	\$0	\$0	\$0	0.00%
VLCT Workers Comp/Insurance	\$108	\$176	\$193	\$17	9.66%
VLCT Unemployment Insurance	\$31	\$30	\$38	\$8	26.67%
VLCT PACIF/Liability Insurance	\$627	\$598	\$646	\$48	8.03%
TOTALS	\$8,033	\$8,391	\$8,927	\$536	6.39%

Greensboro Nursing Home

Greensboro Nursing Home, an award-winning nursing home, continues to provide the highest quality of care and quality of life to the residents of the Hardwick community. Over the years, many of the residents who have experienced the loving care at Greensboro Nursing Home have been citizens of Hardwick and the surrounding community. We also support the area with opportunities for all levels of employment with jobs in dietary, maintenance, environmental services, as well as direct care nursing. Our employment of local residents keeps money in our community and supports local businesses. We support local farmers and have pledged to purchase a percentage of our food produce from local farmers. We also purchase many of the needs of the nursing home from local merchants, many of them in the Hardwick area. Our not-for-profit nursing home provided over 10,148 patient care days during the past year, of which approximately 64% were state assisted days (Medicaid). Medicaid reimbursement does not cover the entire cost of caring for our residents, and it is only through donations from the community and town appropriations that we are able to offer the high level of care that you have come to expect and the residents deserve. Additionally, we prepared more than 9,200 hot, nutritious meals which are delivered throughout the year to our community residents who otherwise may not have had healthy and nutritious food on a daily basis. These meals are cooked and packaged by our staff, paid for with State and Federal funding and delivered by volunteers from the community. This is a true team effort that allows community members to remain independent of their homes. Greensboro Nursing Home continues to loan medical equipment to members of the community free of charge when available. We also offer assistance with health care information and act as a resource center to help guide community residents to services which may be available to them. With more than 80 years of service to the surrounding community and at our present location since 1972, we continue to provide quality health care to those who need our services. Please remember that we are your nursing home; serving the community and caring for the community, since 1935. At this time, we ask your support of our endeavors on your behalf by requesting a \$4,500 donation so we may continue the good work we do for the citizens of Hardwick.

Virginia Scott Jenkins, President; Bobbie Nisbet, Vice President; Andrea Jones, Sec./Treasurer; Casey Keefe,

*Administrator; Belynda Lussier, Staff Representative; Alison Blaney, Ed Sunday-Winter, Norma Wiesen
(802) 533-7051*

AWARE

During the past year, AWARE served 214 women, men and children, who were directly affected by violence, 121 children who were exposed to violence, answered over 1500 hotline and in-person assistance requests, educated over 900 community members, including local professionals as well as school-aged children. Those served by AWARE received services such as crisis intervention, legal support and advocacy, information and referrals, safety planning, emergency provisions, housing assistance, transportation, support groups and education. Educational classes included topics such as healthy relationships/friendships, gender and society, domestic and sexual violence, managing emotions, social media, and sexual harassment. AWARE continues to rely on local funding and support from towns that we serve. With this in mind, AWARE respectfully requests Hardwick's continued support with a \$3,500 appropriation this year. Funding our request will help AWARE to continue its important work in your community. AWARE greatly appreciates the continued community support of our programs.

*Annie Pirie
Executive Director
(802)472-6463*

Lamoille Family Center

The Lamoille Family Center is celebrating 42 years of service to children, youth and families. Since 1976, thousands of individuals throughout the Lamoille Valley have received our services, including home visits, parent education, playgroups, child-care resource and referral, youth services, and emergency assistance. The families we serve face overwhelming challenges of isolation, poverty, substance abuse, violence and much more. Our staff work with families to set realistic goals and celebrate together as each step is achieved. In fiscal year 2018, our caring and dedicated staff reached more than 4,000 children, youth, parents and caregivers throughout the Lamoille Valley. Examples of Hardwick residents served include: Our Children's Integrated Services team made home visits, providing family support and early intervention for 39 participants and 17 Families with 19 children received emergency assistance including funding for rent and fuel and goods such as diapers, clothing and furniture. On any given day,

approximately 63 families receive support in affording child care through the Child Care Financial Assistance Program. 5 Hardwick families with 7 children attended a weekly Hometown Playgroup. Dozens of families and child care providers received care support services, including assistance with referral to regulated programs, professional development for child care staff, and participation in the Child and Adult Care Food Program. Countless children are stronger, safer and more confident as a result of their involvement with the Family Center. Together, we strive to help families become healthy, strong and independent.

*Floyd Nease, Executive Director
802-888-5229 ext. 124*

Hardwick Historical Society

The HHS collects, preserves, explains, and helps others discover the history of the Town of Hardwick and its people. **Before you clean out your attic/basement/closets/garage of all that old stuff, especially Hazen Union materials, please give me or Lorraine Hussey (472-6424 or 472-5903) an opportunity to look for historical treasures there.** **Buildings:** In calendar year 2018, thanks to the expertise and generosity of Mario Fradette, the old rotting RR Section Tool House that stood behind W. Church St, became a useful building beside the Depot, making it one of only four such buildings surviving from when every railroad track in Vermont had a Section Tool House every 8-10 miles. **Collections:** The owners of the *Hardwick Gazette*, gave us the newspaper's old photographs from 1977-2017. From January - May, Lorraine Hussey, Janet Slayton, Donna Hale, and I spent 6 to 9 hours virtually every day identifying the people and events in the roughly 25,000 images. In October, we went back to the project and expect to finish it by Spring 2019. Also, Mary Brochu and her crew have nearly finished an index to the graves in Hardwick's cemeteries – a valuable resource for those looking for the graves of ancestors buried in Hardwick. **Finances:** In 2018, the HHS had operating expenses of about \$8,000, paid for by a \$3,000 appropriation at the 2018 Town Meeting, a variety of fund-raising activities, and a gift of \$1,000 from the Hardwick Alumni Golf Tournament. We also received \$2,400 in donated storage materials, making the cost of operating the HHS \$10,400 – none of it for labor. **Personnel:** Volunteers logged 1541 hours of free labor at the Depot in 2018, not counting extensive work volunteers did at home or in outside venues. At just minimum wage, \$10.50, our volunteer hours

added \$16,180 to the operating budget. Thank you: *Lorraine Hussey, Susan Earle, Lorraine Hill, Elaine Gendron, Janet Slayton, Spencer Slayton, Donna Hale, Linda Mae Clow, Mary Brochu, Taylor Meyer, Nick Meyer, Tom Meyer, Colleen Currier, Diane Tanguay, George Hemmens, Mario Fradette, Mary Janes Fradette, Mike Lance, Kris Lance, Timber Wright, Robert Lowenthal, Frances Rowell, Neil Stout, Caleb Friend, Ronnie Brochu, and Louise Gallant.*

Publications: The HHS publishes a quarterly *Journal* which each member receives. Please join us. We also warmly invite articles and manuscripts from people who have stories to tell about Hardwick's history. **Visitors:** We open the Depot to the public from early June through late October and during special events, such as Spring Festival and the Crafts Fair. Further, we welcome guests by appointment. We had 94 registered visitors in 2018, not counting the 12-15 Hazen students who came during the first two weeks of June to work on projects related to academic sports in Hardwick. (That was fun!) We estimate that names in the book represent only 60% of the visitors. In 2018, they came from as near as Hardwick and as far as California and Hawaii, most researching family history.

*Elizabeth H. Dow
President*

Northeast Kingdom Human Services

We at Northeast Kingdom Human Services (NKHS) thank you and your town voters for supporting our agency services in the past and hope for your continued support in 2019. The mission of NKHS is to enrich communities and enhance the ability of individuals and families to improve their lives. We calculate our appropriation request of \$3,161 by multiplying your town's 2010 census by \$1.05 per person to support our Emergency Crisis Services program. Our dedicated emergency crisis on-call employees provide 24 hours a day, 7 days a week support for anyone calling for themselves or someone they love who is in a mental health crisis. The services are not fully funded through any other funding stream, so your support is very important. NKHS is a Designated Agency contracting with the State of Vermont serving the mandated service areas providing responsive and efficient community-based, consumer-sensitive, recovery-based mental health, addiction, and intellectual/ developmental services to residents of all ages in the Northeast Kingdom. NKHS has a dedicated staff over 500, 6 from the Town of

Hardwick, who provide compassionate and often life-saving services to several thousand individuals and families in the Northeast Kingdom. Between July 1, 2017 and June 30, 2018, we served 3,376 individuals, of whom, 78 resided in the Town of Hardwick.

*Ruth Marquette, Administrative Assistant
802-334-6744 ext. 2325*

Hardwick Area Community Justice Center

The Hardwick Area Community Justice Center serves a vital role in the community to provide restorative resolution options to people affected by crime and to those responsible for crimes and other offenses to individuals and the community. Volunteer-led restorative programs and practices were utilized for the Hardwick Area community to process a total of 35 case referrals in 2018 with an 86% positive completion rate. Forty-three people directly or indirectly affected by an offense were contacted and offered options for participation in our programs and represented all of the towns we serve (Hardwick Greensboro, Craftsbury, Walden, Woodbury and Stannard). Community volunteers contributed 308 hours to the reparative programs and additional hours were donated by the Citizens' Advisory Board for oversight of the programs. HACJC hired a new Reentry Coordinator, Lee King, in October 2018. Also, in 2018, we completed one successful Circle of Support and Accountability for a person returning from incarceration to the community and a second Circle was started in the spring of 2018 and is on-going (participants are in the program for one year). HACJC Reentry Services provide a system of support for people in the criminal justice system who are returning to the Hardwick Area from incarceration to help them meet conditions of release and become engaged and responsible members of the community. These services contribute to public safety by taking into consideration the needs of those who have been affected by the participant's offense. Circles of Support and Accountability and Reentry Navigation services are offered to eligible candidates. Staff engaged with many local and regional service organizations to connect program participants with resources and helped ensure future success. We continue to participate with Community Allies for Safety, Trust and Respect to find ways to improve community connections. HACJC hosted a viewing of the film "Resilience," including a panel discussion in March and a follow up event in April called "Pathways to Resilience," for community members and local

service agencies to discuss how to best serve people who have suffered trauma. HACJC staff provides consultation and facilitation services to local schools that are interested in or are already using restorative practices as part of or an enhancement to their discipline plans. Conflict assistance is available to residents of all towns served by HACJC for issues such as neighbor-to-neighbor issues and some community ordinance violations. Cases can be referred by citizens, constables or town government leaders. Please contact HACJC for more information about our programs and volunteer opportunities: (802) 644-1960 or director.cjc@hardwickvt.org

Carol Plante, Director

Hardwick Area Food Pantry

Together, with your support, we provide a resource hub for hundreds of people in our local communities. In 2018 the pantry served people from 17 towns, but primarily from the seven towns of Hardwick, Greensboro, Craftsbury, Wolcott, Albany, Stannard and Walden. On a monthly basis, the pantry receives an average of 340 individuals, including 200 children, 60 seniors, and 120 households. Our commitment to nourishment goes beyond food as we develop the pantry's capacity to nourish connection, resilience and collaboration in addition to nourishing bodies. This year has welcomed a new Executive Director, Laura Wilkinson, who brings an incredible love of working with people and a strong investment in developing this full spectrum of support at the pantry. This includes, significantly, our food independence project, "Grow Your Own," which exceeded 100 members this year. In 2018, we also held the first annual Grow Your Own Members Meeting and presented the Grow Your Own model for community-based food independence at the VT Hunger Action Conference for the second year in a row. We have also expanded the kitchen tool lending library, invested in physical upgrades to expand our capacity for local produce offerings, developed relationships with new local producers, and secured grant funding to continue our commitment to purchasing fresh, local items. Community engagement is our pride and joy and makes our work possible. We have enjoyed working with students from Hardwick Elementary, Hazen Union and Sterling College on projects ranging from community service to gleaning to student-designed Grow Your Own classes. We are also blessed with dedicated, superhero volunteers who grace the pantry with their time and energy - this year twelve volunteers contributed a total of over 3,700

hours! The generosity and solidarity we receive through charitable donations represents about 50% of our annual income - a crucial foundation for our ongoing efforts to support families and individuals in need. During the holiday season the pantry distributed Thanksgiving boxes to 79 households and Christmas boxes to 68 households. We are grateful to the many generous donations of time and food that make this possible each year. In October, long-time board member and President Jerina Page stepped down and new member Reeve Basom was voted in as President. We are pleased to have Holly Williams working with us as our part time bookkeeper. With your help, the Food Pantry is dedicated to meeting the substantial, ongoing need for our services, and to evolving and innovating as a key player in the work of nourishing our communities. We are deeply grateful for the gracious support and partnership of the Town of Hardwick.

*Our sincere thanks,
Reeve Basom, President
(802) 472-5940*

Caledonia Home Health Care & Hospice

Caledonia Home Health Care & Hospice (CHHC) is Northern Counties Health Care's (NCHC) certified Medicare and Medicaid comprehensive Home Care and Hospice division. Caledonia Home Health Care & Hospice has proudly served the residents of Caledonia and Southern Essex since 1968. Our mission is to enhance the quality of life of individuals and families by providing compassionate, accessible and affordable patient-centered health services to our community. In the last year, Caledonia Home Health and Hospice was honored to provide 4,057 visits to the residents of Hardwick, VT. Our staff visited 165 homes of community members living in the Hardwick area. While working with residents we provided physical, occupational and speech therapy. We provided skilled nursing, medical social work, personal care attendants and even home makers. We work together with primary care physicians so that care is specific and structured to treatment goals. 2019 Town Appropriation Visit Statistics Hardwick: Home Care (Therapy, Nursing, MSW) = 1,926 visits, Maternal Child Health = 91 visits, Hospice (Nursing, Therapy, Personal Care, Respite) = 216 visits, and Long-Term Care (Case Management, Personal Care, Respite) = 1,824 visits

*Laurie A. Bellizzi
(802) 748-8116*

Hardwick Community Television (Channel 16)

Hardwick Community Television is committed to fulfilling the vision of a local nonprofit TV station that gives the community access to the people, government meetings, and events of interest to the area. In 2019, HCTV will be continuing to cover regular Select Board Meetings, Hazen Sports, and local School Board Meetings. We will be offering free video workshops to train community members to use the HCTV equipment and facilities. We are working with a new broadcast server, giving us more possibilities for live-streaming from remote locations and increased graphic capabilities. In 2018, HCTV has maintained full internet accessibility to locally made programs. Every program is archived and available for viewing at <http://www.hctv.us>. We also post each program on the Hardwick Community Television Facebook page. This includes Hazen Varsity Basketball and Soccer games, Hardwick Select Board, the Memorial Day Parade, Buffalo Times, Hardwick School Board and more local programming. Anyone who has internet access can watch these programs whether they get cable or not. And with the programs on Facebook, they are easy to share with other organizations and residents. When streamed live over the internet, the programs can be viewed live on <http://www.hctv.us> at the time of the actual event. As always, HCTV's full broadcast schedule can be viewed on Channel 16 by cable subscribers. HCTV is able to share locally produced shows with the rest of the state's cable access stations through the VMX network. Hazen Union varsity basketball game broadcasts in 2018/19 are accompanied by live play-by-play audio thanks to Lance Hall, who generously offers to call the games. This season we are also featuring a Hazen student announcer, who is getting school credit to work with Lance. These games offer underwriting opportunities for local businesses to promote themselves while supporting HCTV and community events. HCTV operates on an annual budget of under \$40,000. We have two part-time staff members: Leif Goldberg, Executive Director, and Elizabeth Rossano, Production Manager. From station programming to live events to creative workshops and technical training, this small station is a great asset for Hardwick and Woodbury. In order to cover more of what's going on in Hardwick, HCTV always needs volunteers. HCTV offers free camera and editing training and will equip you to run the cameras at community events or help you to edit programs for broadcast. A trained volunteer can also produce their own show with the

support of HCTV resources and staff. The HCTV Board of Directors and staff thank you, the citizens of Hardwick, for your support. If you would like to volunteer your time, and learn a valuable new skill, call us at 472-6655.

Rachel Kane, HCTV President

Rural Community Transportation, Inc.

Rural Community Transportation, Inc. (RCT) has been providing service in your community for over twenty-five years and must reach out again for community support in order to maintain the quality of service that is needed for the members of our community. RCT is a nonprofit corporation providing transportation to the elderly and disabled, Medicaid and general public through a van/bus and volunteer service. RCT transports people to adult day service facilities, senior meal sites and necessary medical treatments such as, dialysis, radiation therapy, chemotherapy, physical therapy, special medical needs and other appointments. RCT provided 114 Hardwick residents with 7,906 trips traveling 209,982 miles at a cost of \$139,745 or an average cost of \$17.68 per trip. We hope that you will be able to assist us with our request and we look forward to continuing our service that is needed by the members of your community.

*Mary Grant, Executive Director
(802) 748-8170*

Northeast Kingdom Arts Council (The Hardwick Town House)

The mission statement of the Northeast Kingdom Arts Council for The Hardwick Town House is to preserve the historic building while making it a dynamic center of culture for the region through educational and entertaining programming. NeKArts Council is a 501(c)3 non-profit organization run by an all-volunteer Board of Directors. We meet once monthly, and would welcome new members to our group. This appropriation of \$3,500 will be used as matching funds in order to secure additional grants that require evidence of the community's support of the NeKArts Council's mission. NeKArts has operated since 2001, primarily through successful grant writing and individual donations, which have allowed it to make significant renovations to the Town House, while expanding the number and variety of its programs. The Town House is owned by the Town of Hardwick and is leased to NeKArts with the agreement that NeKArts will actively pursue both public and private

funding necessary to further rehabilitate this historic town asset. In 2018, thousands of people (yes, thousands) listened, laughed, and cheered while performers took the stage – some for the first time and some for the 500th. The historic space hosted historic preservation meetings, graduations, film screenings, school plays, dance recitals, chamber concerts, and new theater productions. Meanwhile, the NeKArts Board made significant progress towards year-round functionality, aesthetic elegance, and physical comfort. The building now has insulated ceilings and restored windows, a newly painted floor, seat cushions on every seat, and a gallery and basement free of clutter. Who would have thought this building could become a poster child for historic preservation, rural theater and music, and community in action? Our vision is to create a truly accessible and time-honored venue where young and old can celebrate together, where a community can assemble to laugh or learn, and where new creative work can come to life. There is still much to be done. We have secured plans for a very necessary, but expensive, fire escape. We have begun planning a restoration of the upstairs bathrooms. We have our sights on the installation of a tech booth for proper sound and lighting support and the creation of a gallery meeting space. If you would like to know more about what is happening at the Hardwick Town House visit us online at: <http://www.hardwicktownhouse.org> or The Town House is now on Facebook at <https://www.facebook.com/hardwicktownhouse>.

Current members of the Hardwick Town House (NeKArts Council) Board of Directors: *Shari Cornish, David Gross, Kelly Nottermann, Sally Anstey, Tess Martin, Joyce Mandeville Justin Lander, Rose Friedman, Brent McCoy, Maya McCoy, Barbara Graham, Audrey Grant*

Northeast Kingdom Council on Aging

For over 39 years, the Northeast Kingdom Council on Aging has been a valued and trusted resource for older Vermonters to age in place. Our mission is to deliver the person-centered support necessary for our older Vermonters to sustain their independence and live well in their communities. Our valuable services include a Senior Helpline, Medicare counseling and Bootcamp, specially-trained staff who help people develop long-range planning as they age, exercise and mobility programs, family and caregiver support programs and grants, case management for those who need a bit more support with aging in place, as well as assistance

in applying for fuel, food and pharmacy programs. Our nutrition programs partially fund meal sites and home delivered meals under the guidance of our registered dietitian. Working with RCT and Legal Aid, we provide solutions for the complex challenges people face while living in a rural community. In addition, our work is supplemented by over 300 volunteers who serve our Senior Companions, Meals on Wheels drivers, wellness program leaders, and home-based caregivers. Our service area extends across the entire Northeast Kingdom. During this past year 160 residents of Hardwick used the services of our organization to meet their needs. People called our Helpline for assistance with caregiving and programs such as 3SquaresVt, Medicaid and Medicare, fuel assistance, transportation, and many other topics. Our website www.nekcouncil.org provides information on many of our programs and services. In FY18, the council provided assistance to over 4,600 residents of the Northeast Kingdom and our Meals on Wheels program delivered 128,084 meals. We sincerely thank the residents of Hardwick for your continued support to make a difference in the lives of your residents who are often the most vulnerable. As a non-profit, we are able to remain independent and put the focus on our clients who need unbiased assistance. The mission of Northeast Kingdom Council on Aging is to "Help People Age with Independence and Dignity." Our goal is to enhance the ability of these Vermonters to live as independently as possible, actively participating in and contributing to their communities. If you have a friend or family member who may benefit from our services, please contact us. We're just a phone call away at the Senior Helpline: (800) 642-5119

*Meg Burmeister
Executive Director*

North Country Animal League

North Country Animal League (NCAL) promotes compassionate and responsible relationships between humans and animals through sheltering of homeless animals, adoptions, education, spay/neuter programs and support of cruelty prevention. NCAL provides the homeless dogs and cats from Lamoille County and case by case throughout VT with shelter, spay/neuter, vaccinations, microchips, and any medical care they need. We've adopted hundreds of animals each year into loving homes since 1999. We also provide pet retention counseling and services to people of limited financial means who might otherwise have to relinquish or euthanize a beloved pet. A goal is to

expand these services over the next two years as resources allow. Qualified staff and volunteers go into schools, nursing homes and in front of community groups to teach humane and kind treatment of animals as part of education and outreach. Many of the County's social service groups use NCAL as a place to teach responsibility and caring, and our volunteer program offers opportunities for people who want to service their community. We expanded our education programs in 2018 to include on-site reading programs and summer camps. Children learn compassion, empathy, and develop a lifelong love of reading. The new programs were so popular; we will be expanding them in 2019.

*Tom Hubbs, President
info@ncal.com*

Town Clerk Report

2018 has brought some changes to the Hardwick Town Clerk's Office. After 15 years, our dedicated Assistant Town Clerk, Sue Cross, retired. I just want to say thank you to Sue for all her years of service and help to the Town of Hardwick. Longtime Hardwick resident Tonia Gray was hired to replace her and began on July 1, 2018. Tonia joined us after several years at Copley Hospital so many of our patrons already recognize her. Tonia is working hard to learn all the ins and outs of the Town Clerk's Office and is learning her job in record time. The biggest change for the Town Clerk's Office was the change from billing Water and Sewer by flat rates to the new metered system. We have been preparing for this switch for the past three years with quarterly meter readings and data collection. The new rate structure was a challenge, but with the hard work of the Town Manager's Office, Town Clerk's Office and Select Board, we created a starting point that has already shown great success. Something important for utility customers to know is that the due dates for Water and Sewer have changed. We will now be reading meters every 3 months and billing based on those reading dates. *The long-used dates of September 10, December 10, March 10 and June 10 are no longer applicable.* Please check your bill closely for the correct due date when you receive it. Many people are still unaware that you can now access Town of Hardwick Lister Cards and Tax Maps on our website from the comfort of your own home. Just access the Town of Hardwick website at www.hardwickvt.org, highlight the Government tab, click on the Lister / Assessor card link or click on the Tax Maps link to be able to locate the information that

you may need. The Town Clerk's Office is also responsible for Dog Licenses. By Vermont State Law, every dog or wolf hybrid in the Town of Hardwick is required to be registered with the Town Clerk's office by April 1 of each year. To register your dog, you must show proof of a current rabies vaccination. The fee to register in Hardwick is: Spayed/Neutered - \$8.00 or Non-Spayed/Neutered - \$12.00 As we have for the past 15 years, we continue to offer the DMV re-registration service at our office. To register with our office the following items are required: your registration renewal form from the Vermont Department of Motor Vehicles and a check or money order made out to Vermont DMV for the registration fee. (Cash or card cannot be accepted.) There is a \$3.00 processing fee that can be cash or check made out to the "Town of Hardwick." From July 1, 2017 to June 30, 2018, the Town Clerk's Office processed 193 renewals with revenue of \$579.00. The State of Vermont has made some changes to the laws regarding the process for getting certified copies of Vital Records. These changes are scheduled to take effect on July 1, 2019. I will update our Town Website with more details as they become available, but please note that it will no longer be as easy as calling or stopping into the office to get a certified copy of a Vital Record. We are looking forward to 2019 here in the Town Clerk's Office. Keep a lookout for some changes and updates to our portion of the Town website. We hope to make it very informative and have links to forms which you may be looking to access.

Alberta Miller
Town Clerk/Treasurer

Town Manager Report

The Town Manager's office has had some staffing changes in 2018 and the transition process has gone well. Casey Rowell (Business Manager) joined the office in September and she has done a great job keeping on top of tasks critical to town business operations. Support and collaborative work efforts with Amanda Fecteau (Payroll and Benefits Administrator since 2016) have been very important and maintained smooth operations for the office. Of particular note, Jon Jewett retired at the end of December and his eight years of service to the town are very much appreciated. At the close of FY18, the town was able to put \$43,301 into its fund balance (town savings account). The fund balance is currently at \$411,682 or 13% of the town budget. This is just under the generally accepted target of 15% for

municipal budgeting. This fund balance serves as a reserve to help the town cover any budget shortfalls due to unanticipated expenses such as those caused by natural or manmade disasters. The town did implement the new rate structure for both the water and wastewater enterprise fund this July. The new structure is designed to insure a sound and reasonable pricing structure for water and wastewater service ongoing. Given this is a utility service, the pricing structure is set up to cover year-to-year operations and also to set aside some capital savings for future planned improvements. This capital planning strategy keeps rate increases reasonable and prevents a significant increase from one year to the next. The following projects were completed in 2018: construction of sidewalks/stormwater drainage on South Main Street, paving of Hardwick Street, Church Street, Slapp Hill, East Hardwick Village, Brown Farm Road, Cottage/Highland Avenue, and the Swinging Bridge area, as well as new flooring in the Public Safety Building. In addition, a number of equipment purchases were made to support overall department operations to the benefit of community members. These purchases included the purchase of a police cruiser, fire department safety gear, a snow blower, Ford F550 Cab & Chassis, and a snowmobile for the Trails department. Public works projects planned for 2019 include the Bridgman Hill Reservoir Roof replacement. This particular project is to be voted on at Town meeting and an informational meeting will be held February 28 at the Hardwick Memorial Building at 6 pm. Be aware the improvements to the roof infrastructure are needed to meet regulatory and infrastructure standards. In regards to funding support for the project, the state agency to fund this project has indicated the town is eligible for 40% grant. The town will also use some dedicated reserve funds to cover costs. With the grant and use of reserve funds, this improvement is very affordable. More information on the project and anticipated costs for users will be presented at the meeting on February 28. Other public works projects planned for 2019 include paving of Glenside Avenue, Summer Street, Holton Hill, and Dewey Street. Ongoing improvements to the wastewater treatment facility and wastewater collection system are planned. At the wastewater treatment facility, this includes replacement of the anaerobic zone cover for one portion of a lagoon. The town continues to collaborate with the Center for Agriculture (CAE) on the proposed purchase of the Yellow Barn. Project implementation

support continues to be provided by Northeastern Vermont Development Association with funding support from the Vermont Development Association. Efforts are now focused on seeking out additional grant funding, getting all permits and final design in place. At this phase, there are several partners already committed to conduct business operations at the building to be constructed and in the spaces to be retrofitted in the existing yellow barn structure. This project outcome will serve to create more and better paying jobs and will support additional economic development efforts for the community. Work also continues on improvements near and as part of the Lamoille Valley Rail Trail. These efforts will strengthen the recreational opportunities for residents and visitors alike.

*Shaun Fielder
Town Manager*

Select Board Report

This has been a very active year for the Select Board. In addition to the regular running of the town and some special projects, we're excited to welcome Shaun Fielder as our new Town Manager. Shaun comes to us with a wealth of knowledge about water and waste water, experience managing a focused staff, managing large budgets, and experience reporting to a board of directors. Perhaps most important of all, Shaun comes to Hardwick with enthusiasm to work with all of us to continue to improve life in our town. Thank you to the volunteers on the Citizens Advisory Board who helped the Select Board review applications from many qualified people, interview many of those applicants, and narrow the field. The selection process for our new Town Manager was greatly enhanced by your help. The Select Board also extends many, many thanks to Jon Jewett for his years of service to the town. Through his dedication and perseverance, Jon's tenure was notable for its stability. This stability provided a base from which to build momentum on several initiatives which will benefit the town into the future. While Jon will be missed, the Board understands his right to retire and thanks him for all his hard work. There are a couple special projects that I want to highlight. First, is the Gateway Yellow Barn Project (current working name) which is an effort to re-develop the old Greensboro Garage site into a new facility that will serve the dual role of a local business accelerator and a gateway to our region. We expect that this project will have a very positive impact on our economy and our employment options. The second project I want to highlight is the Lamoille Valley Rail

Trail (LVRT) in Hardwick. With the support of generous donors and grants, we are actively working to build out sections of the LVRT in Hardwick. Look for more information in the coming year. Traditionally, the Select Board Chair uses this report to discuss the proposed town budget. Over the past few years, I've received feedback to the effect that the voters can read and understand the budget themselves without me droning on about it. So, to cover the budget very briefly, I'll just say that the Select Board agreed to put forward this budget knowing that the overall increase is higher than we would like. We spent time individually and as a group reviewing it line by line. In the end, we concluded that this budget adequately funds ongoing expenses of the town government to maintain current levels of service. It's neither extravagant nor miserly. We look forward to discussing with voters at town meeting. Lastly, I would be remiss not to call attention to all the hard-working town staff who keep the town running day in and day out. While some aspects of working for the town are routine, there are always new challenges and surprises. Our staff are experts in finding creative solutions in an ever-changing landscape to keep the town running smoothly. Thanks to you all.

*Eric Remick
Select Board Chair*

Hardwick Police Department

In the year ending June 30, 2018, Hardwick Police responded to 2562 calls for service. There were 119 criminal arrests by Hardwick Police Officers. The categories with the highest amount of offenses were: Driving with a criminally suspended license (21), Burglary (3), Violation of Conditions of Release (6), and Driving Under the Influence (9), and Domestic Assault (9). 684 traffic stops were conducted by Hardwick Police Officers during this time period. We have continued participation in the Vermont Governors Highway Safety program through 2018. The "Drug Drop Box" program has been utilized for the past two years by many residents of Hardwick and Greensboro and has been found to be a very effective program in getting unused prescription drugs out of the community. Detective Kevin Lehoe has been promoted to a full-time investigator position and continues work with the Caledonia Special Investigations Unit. This unit investigates the crimes of sexual assaults on minors. Detective Lehoe's assigned areas are the towns of Hardwick and Greensboro. The department has also seen the retirement of Sgt. Mike Glodgett and we thank him for

his many years of service to our communities; he will be missed. Sgt. Darin Barber was hired to fill the open position created by this retirement. Sgt. Barber has more than twenty years of law enforcement experience. The Hardwick Police Department was awarded a Federal COPS hiring grant and is actively recruiting to fill this position. The Officers of the Hardwick Police Department would like to thank the Hardwick and Greensboro communities for their strong support and in assisting the Hardwick Police in becoming a strong member of the community partnership. Wishing everyone a healthy and safe year. *Sincerely, Aaron Cochran, Police Chief, Sergeant Darin Barber, Detective Kevin Lehoe, Officer Steven Mitchel, Officer Dan Locke, Officer Joshua Molleur, Officer RJ Caldwell, Officer Max Ruse, Officer Scott Gagnon, and Executive Assistant Lisa Fecteau*

Hardwick Fire Department Report:

The Hardwick Fire Department responded to a total of 78 calls this past year. They consisted of the following:

- 9 structure fires
- 14 car accidents
- 5 assists to Hardwick Rescue
- 13 mutual aid calls
- 15 fire alarms
- 10 carbon monoxide calls
- 4 hazmat calls
- 3 grass fires
- 2 vehicle fires
- 3 miscellaneous call-outs

Thank you to the dedicated and selfless men and women of the Hardwick Fire Department for all your great work. Hardwick is a safer place thanks to all of you. The Hardwick Fire Department wants to thank the Hardwick Community for their continued support. In the coming year, the Department will be getting prices and specifications for the replacement of our 1995 pumper truck. We will be looking to have the details ready for a vote at Town Meeting 2020.

Tom Fadden, Fire Chief

Jeudevine Memorial Library

The most memorable moment in Fiscal Year 2018 came on Monday, January 29, when I answered the phone and the speaker said, "I realize this may sound like a prank, but I'm calling to inform you that the library has been named a beneficiary for a substantial bequest." He went on to explain that Parker Ladd who had grown up just down the street from the library had left the library \$483,405. Mr. Ladd had a long career,

joining the Navy, going overseas, working many years at Charles Scribner's publishing house and then producing a television program called *Open Book*. The second most memorable moment came at the beginning of March when an attorney contacted me about the estate of Eleanor Angell. Her grandfather lived in Hardwick and she spent a lot of time here. When she died, she was buried here in Hardwick. She had a long career in the Analytical Chemistry Department at Sterling Drug, Inc. She left \$51,747 to the Jeudevine Library. Next up for excitement was the creation of a Building Committee to work on a new plan for an addition to the historic Jeudevine. Ten people from the community joined two trustees and two staff members working on this committee from April through September. The Townspeople included Larry Hamel, Andrea Brightenbach, Rob Alcuskey, Norma Spaulding, Justin Lander, Brenda Bolieu, Kathleen Mahurin-Volk, Marsha Kallahan Brochu, Steve Jenne, and Sally Anstey. Library Board Chair Jodi Lew-Smith and Board member George Hemmens. The Youth Librarian, Diane Grenkow, and I (Library Director, Lisa Sammet) filled out the group. After more than five months of work, the Building Committee gave their recommendations and a basic concept to the Library Board. The Library Board hired NBF architects who have used the basic concept from the Building Committee to create a conceptual design that honors the beautiful, historic Jeudevine Memorial Library. NBF has worked on many historic library projects throughout Vermont. The Trustees have formed a Campaign Committee, a Design Committee and an Events Committee. These Committees will be working continuously on the project. Anyone interested in helping the library in this endeavor should call the library (472-5948). The public is invited to look at the current design - just stop by!

Usage of the library was up slightly in FY2017-2018. The use of downloadable audio books continues to increase. The VT State Library has introduced a new state-wide interlibrary loan system which is easier to use and more efficient. Therefore, the number of interlibrary loans that we send out to other libraries in Vermont and all over the country has increased considerably (280% increase). We received 451 interlibrary loan requests from other libraries. Every month we checked out an average of 1,231 items for a total of 14,766 for the year. We had an average of 978 people come into the library each month for a total of 11,845 for the year. Volunteers put in 428 hours at the library. The Friends of the Library financially

supported many of the programs held at the library, paying \$1,700 for kid's programs and \$849 for adult programs. For kids, some of the programs included a magician, storytellers, fairy houses, puppet shows, and pop-up card making. Adults enjoyed programs including Mongolian Herders, Wolf Peaches, the Vermont Holocaust Memorial speakers, a pollinator program and a few documentary films. The library received \$8,325 in grant funds, which included money to help defray the cost of interlibrary loan postage, a grant that sent two library staff to the New England Library Association Conference, and a grant for the new state-wide online library cataloging system.

Visit the library's website: www.jeudevinememoriallibrary.org. From there you can access our library catalog and even reserve books online. If you are a library member (come in with ID and sign-up if you are not!) you can access downloadable audiobooks and eBooks with your library card number. There are many other resources through the VT Online Library. Just click on the icon on our website to access many newspapers, magazines, reference books, Chilton Motor manuals and more. Do you need computer help? Come into the library and we can usually help you right away or call and make an appointment for a private lesson in what you want to learn! If you haven't visited us in a while, come on in! We'd love to see you!

Lisa Sammet, Library Director

Hardwick Recreation Committee

The Hardwick Recreation Committee has spent the past year working with other local organizations and individuals to revive and reinvigorate a variety of recreational programming in Town. The Committee coordinates and organizes the volunteer efforts necessary to set up the ice rink at Atkins Field and staff Green Up Day drop-off at the fire station. The Committee successfully organized several family events including the Holiday Party in December and the Easter Egg Hunt in March. The Committee partnered with the Friends of HES to provide support for a family St. Patrick's Day Dance hosted at the Elementary School. In May, the Committee collaborated with the Hardwick Kiwanis, Heart of Vermont Chamber of Commerce and the Center for an Agricultural Economy to provide additional family activities at the annual Spring Festival. The Recreation Committee provides enriching summer programs and winter cross country ski programming for Hardwick K – 6 graders by utilizing the OSSU REACH Program.

The REACH Program does all of the hiring, background checks, training, supervision and payment of staff. They develop the programming and facilitate it. Last summer, REACH management enlisted the services of NEK Swim, which hires and trains staff for swim programs in the Northeast Kingdom. This meant that for the first time in several years, we were able to provide swim instruction to Hardwick youth at Caspian Lake last summer. The REACH Program has solicited feedback from local families, to make certain that we make adjustments necessary to support the broadest group of children possible. This is a critical way to support the youth in this community providing them with structured activities to participate in. The Recreation Committee currently provides programming for senior citizens through Wonder Arts in Greensboro and supports the Bone Builders Program that is sponsored by the NEK Council on Aging and taught by a community volunteer. The Committee intends to continue programming for our older citizens in the coming year and hopes to make it even more life-enriching for those individuals. Last year, the Recreation Committee requested the Town designate \$5,000 in the Capital fund to improve Town Recreation facilities. This appropriation, along with operating funds and money raised through the duck drop fundraiser, have provided the matching funds necessary to apply for a State of Vermont Building and General Services grant to improve the play structure located at Mackville Pond, as well as add signage, seating and grills for expanded use of the Mackville Park area. The Committee's application was successful, and the Town was awarded a \$9,000 grant from the State of Vermont to complete this work. The Committee is currently working on the necessary permits to move this project forward this coming summer. Volunteer support from the community is so vital in the Recreation Committee's efforts. The Committee's success is dependent upon community volunteers from various organizations, as well as students from Hazen Union School. The Committee would like to say a special thank you to all those people that participated in making recreation programming a possibility in our small town. We believe this past year was a great success for the Recreation Committee, in large part because of those volunteers!

*Susanne Gann
Recreation Coordinator*

Hardwick Trails Committee

The Hardwick Trails Committee continued to expand the single-track trails network and improve the skiing and hiking trails. Use of the trails continues to grow with several classrooms from Hardwick Elementary and Hazen Union using the trails for science, outdoor forest-based education and physical fitness. We were very excited to host the VT3 Mountain Bike Stage Race in August. This race brought seventy-nine racers from all over the country and the feedback on the trails was extremely positive. Racers enjoyed the trails along with the local shops and restaurants during the Hardwick section of the 3-day race. The trails also hosted many local events including the REACH after school cross country ski program, Spring Festival Fun Run, guided nature and bird walks and the Craftsbury Outdoor Center brought their Tuesday night race series to the Hardwick Trails for both a ski race and a running race. Our largest annual event, *The Pumpkin Walk*, was once again a huge success in its fifteenth year with several hundred people of all ages attending. The Hardwick Trails Committee meets the first Monday of every month (unless it falls on a holiday and then it is the second Monday) at 5:30 pm. In the warm months, we meet at the trails cabin behind Hazen Union and in the colder months we meet in the Hazen Union library. The support of our community is appreciated so very much and we invite you to enjoy the trails in all seasons. It is a treasure tucked away in the woods for all to enjoy.

Zoning Report

Congratulations to East Hardwick Village! In June of 2018, the State of Vermont approved a request to create a newly Designated Village Center in East Hardwick. Hardwick now has two Designated Village Centers with the accompanying state and federal benefits. The official maps which delineate their boundaries are available on the Hardwick website. The Hardwick Planning Commission continues to revise the existing Municipal Plan. A community survey was conducted earlier this year. Hardwick residents registered their support for the Downtown area, the Hardwick Trails, Atkins Field, and the Jeudevine Library. Comments expressed a love of our community in a variety of ways: “There are several downtown places where you always see friends and neighbors, the Hardwick Trails are a peaceful place to walk, run and ski, the people there are always friendly, and I love the beauty of the river and the community village of East Hardwick. When residents were asked

about places that could be improved, many ideas were suggested: “We need an accessible library with a pleasant meeting room for community groups, let’s get the Rail Trail finished through town and connect East Hardwick!!, we should try to highlight the river more in our town and downtown, and there is lots of room to improve the “look” of downtown and to make it more pedestrian friendly.” The revised Municipal Plan will endeavor to reflect these thoughts and ideas. Look for the draft version of the plan in the coming year! The Planning Commission will be hosting public hearings to solicit community advice on the revision. And, if you would like to help, the Planning Commission has a vacancy. Letters of interest to fill a seat that will expire in June 2021 can be submitted to the Town Manager’s office. One last item of interest...the current Municipal Plan encourages the creation of a Conservation Commission. A group of interested citizens is seeking to create a new Conservation Commission this year. Look for their information in the Town Report and at Town Meeting. The Hardwick Planning Commission officially voted to support this endeavor.

Kristen Leahy, Zoning Administrator
(802) 472-6120

zoning.administrator@hardwickvt.org

Hardwick Electric Department

2018 marked another successful year for the Hardwick Electric Department (HED). Our focus on continuous improvement helped find cost reductions, improved efficiencies in several areas, and completely eliminated some operating costs in 2018. HED added new staff in our operations area again this year, and those personnel were chosen because of their skill sets, and pertinent experience. Both of these provide direct positive impacts on the services we provide to our customers. Hardwick Electric initiatives in 2018 included ongoing efforts to eradicate the remaining low primary voltage systems within the service territory. Significant progress with this work was made in 2018 in the Mackville and Hardwick Village areas. The necessary preparations for upgrading to a much higher operating voltage system (pole replacements, ROW clearing, new insulators, new transformers, etc.) are about 50% complete in these two areas. Once finished, HED will only have a few small tap lines left to upgrade – and this multi-year project will be complete. Each portion of the project improves overall system quality/reliability, and reduces operating expenses by dropping system losses

by 87% on each of the upgraded circuits. HED's Board of Commissioners remains committed to investing in renewable energy sources. Our very own H-11 – which is a 1,650,000-watt solar project – is planned to be constructed in the excavated sections of HED's gravel pit in 2019. The site has very low impact on the public as it is out of sight, and is a "preferred site" for such development under Vermont's applicable rules. The financial justification is clear since the H-11 can be built with a power cost of \$0.085/kilowatt hour – which is one half the cost of a kilowatt hour generated from a solar net metering project. The H-11 Project will make significant contributions to HED's long term focus on stable and fair electric rates, plus it will be a primary contributor toward HED meeting Vermont's Renewable Energy Standards well into the future. The Board of Commissioners made significant progress in 2018 with their remaining due diligence responsibilities in regard to the Joyce Bellavance embezzlement. HED is confident that the final piece (law suit filed against KBS) will be finalized by the end of 2019. 2018 revenues for HED were roughly 2.5% over budget, and expenses came in almost right on target – at less than 1% under budget. HED's 2019 budget is level funded for the sixth year in a row, and the Hardwick Electric Department is again projecting essentially flat load growth with limited pressure for any rate/cost increases in 2019. HED is proud to share that our annual service quality and reliability standard measures (set by the state of Vermont) were met in 2018. These standards are utilized by our regulators to assess utility performance, and 2018 was another successful year for Hardwick Electric. That being said, there has been a trend of increasing tree related system disturbances, so 2019 will have some increased efforts in our Vegetation Management operations area. The Board of Commissioners and all of HED strive for continuous improvement, and will work to provide our ratepayers with exceptional service in the coming year. Lastly, we would like to give thanks for 2018 being a safe and successful year.

Very truly yours, Commissioners: Lynne Gedanken, Chair/Hardwick; Gina Campoli, Vice Chair/Craftsbury; Dave Mitchell, Hardwick; Nat Smith, Greensboro; and Roger Prevot, Hardwick

Town Clerk's Office
Vital Records Information:
July 1, 2017 to June 30, 2018
The following records were filed:

30 Birth Certificates
19 Marriage Certificates
23 Death Certificates

DMV Report

From July 1, 2017 to June 30, 2018 we processed:

193 registrations @ \$3.00 = \$579.00

Town of Hardwick

Dog License Report

July 1, 2017 to June 30, 2018

<u>Total Number of Licenses</u>	<u>Price Per License</u>	<u>Total Collected</u>
30	\$ 3.00	\$ 90.00
330	\$ 8.00	\$ 2,640.00
67	\$ 10.00	\$ 670.00
89	\$ 12.00	\$ 1,068.00
7	\$ 16.00	\$ 112.00
Total Licenses	531	
7 Kennel Permits	\$ 31.00	\$ 217.00
2 Pet Dealer Permits	\$ 25.00	\$ 50.00
Total Collected for FY18		\$ 4,847.00
Fees to State of Vermont		\$ (2,397.00)
Total Revenue for FY18		\$ 2,450.00

CURRENT TAX RECONCILIATION: 7/1/2017 TO 6/30/2018

MUNICIPAL GRAND LIST AT 1%	\$	1,835,428.00
HOMESTEAD GRAND LIST AT 1%	\$	1,102,857.38
NON RESIDENTIAL GRAND LIST AT 1%	\$	742,423.62

TAXES BILLED ON 8/14/17

MUNICIPAL TAXES BILLED	\$	1,119,243.95
HIGHWAY TAXES BILLED	\$	1,030,409.29
LOCAL AGREEMENT BILLED	\$	17,253.16
HOMESTEAD TAXES BILLED	\$	1,818,391.27
NON RESIDENTIAL TAXES BILLED	\$	1,120,990.62
LATE HOMESTEAD PENALTY	\$	1,462.12
MISC. BILLING (GARBAGE)	\$	820.00
TOTAL TAXES BILLED	\$	5,108,570.41

TAX BOOK BILLING BALANCE 6/30/18

MUNICIPAL TAXES BILLED	\$	1,118,880.49
HIGHWAY TAXES BILLED	\$	1,030,074.69
LOCAL AGREEMENT BILLED	\$	17,247.57
HOMESTEAD TAXES BILLED	\$	1,844,137.62
NON RESIDENTIAL TAXES BILLED	\$	1,096,325.28
LATE HOMESTEAD PENALTY	\$	2,584.07
MISC. BILLING (GARBAGE)	\$	820.00
TOTAL TAXES BILLED	\$	5,110,069.72

COLLECTIONS REPORT 7/1/2017 TO 6/30/2018

ABATEMENTS	\$	(3,207.38)
ADJUSTMENTS	\$	(3,336.89)
COLLECTIONS	\$	4,158,509.64
CREDIT REFUNDS (HS-122)		
CREDIT REFUNDS (OVERPAYMENTS)	\$	(2,292.71)
STATE TAX PAYMENTS TO SCHOOL DISTRICT 7/1/2017 TO 6/30/18	\$	571,132.98
STATE TAX PAYMENTS TO TOWN OF HARDWICK 7/12/2017	\$	156,520.34
STATE TAX PAYMENT TO TOWN OF HARDWICK 7/31/2017	\$	153.98
STATE TAX PAYMENTS TO TOWN OF HARDWICK 9/28/2017	\$	5,968.97
STATE TAX PAYMENTS TO TOWN OF HARDWICK 11/08/2017	\$	2,982.87
STATE TAX PAYMENTS TO TOWN OF HARDWICK 12/07/2017	\$	1,279.81
PROPERTY TAXES ACCOUNTED FOR ON JUNE 30, 2017	\$	4,887,711.61
DELINQUENTS	\$	222,358.11
PROPERTY TAXES ACCOUNTED FOR ON JUNE 30, 2018	\$	5,110,069.72

GENERAL FUND BALANCE AS OF JUNE 30, 2018	\$	411,982.00
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Minutes
For Town of Hardwick Annual Town Meeting
March 6, 2018

At 10 o'clock in the a.m., Orise Ainsworth, Moderator, stepped to the podium to read Roberts Rules of Order. She let everyone know what organizations had information in the lobby.

With an audience of approximately 120, Orise asked the Hardwick Town School District sixth graders to lead the crowd in the Pledge of Allegiance.

She then called the meeting to order and read the Town Meeting 2018 Warning.

The legal voters of the Town of Hardwick, Vermont are hereby notified and warned to meet at the Hardwick Elementary School in said Town of Hardwick on Tuesday, March 6, 2018 at 10:00 o'clock in the forenoon to act on the following business:

(Election of Town Select Board, Hardwick Town School District Directors, and Union School District No. 26 Directors shall be voted on by Australian ballot. The polls will be open from 9:00 a.m. until 7:00 p.m.). If special accommodations are necessary because of physical disabilities, please contact the Town Clerk's Office (472-5971).

Orise asked the head table to introduce themselves, Jon Jewett, Town Manager; Eric Remick; Shari Cornish; Elizabeth Dow; Danny Hale and Kory Barclay, Select Board members; Aaron Cochran, Police Chief and Tom Fadden, Road Foreman.

Article 1. To elect a moderator to govern said Town Meeting and for the year ensuing.

Orise Ainsworth, nominated by Karen Collier
Motion passed unanimously

Article 2. Shall the Town accept the Town Report, year ending June 30, 2017?

Moved by Jean Hackett
Seconded by Shirley Colburn
Motion passed unanimously

Article 3. To elect all Town Officers and School District Directors as required by the public laws of

Vermont and the Town Charter. (Select Board, Hardwick Town School District Directors, and Union School District No. 26 Directors, to be voted by Australian Ballot).

One Lister.....3-year term

Caitlin Strong was nominated by Jean Hackett
Jean Hackett made the motion for the Clerk to cast one ballot for Caitlin Strong as Lister
Seconded by Alberta Miller
Motion carried

One Lister.....2 years remaining on a 3-year term

Jan Howard was nominated by Jean Hackett
Karen Collier made the motion for the Clerk to cast one ballot for Jan Howard as Lister
Seconded by Alberta Miller
Motion carried

One Auditor.....3-year term

Michael Morin was nominated by Shirley Colburn
Jean Hackett made the motion for the Clerk to cast one ballot for Michael Morin as Auditor
Seconded by Alberta Miller
Motion carried

First Constable.....1-year term

Arthur Chase

Second Constable.....1-year term

Erwin Gilcris

One Town Agent.....1-year term

Karen Holmes

Surveyor of Wood, Bark and Lumber...1-year term

Laurent Bellavance

Tree Warden.....1-year term

Laurent Bellavance

Cemetery Trustees.....1-year term

Approved as a block
(Main Street, Maple Street, Fairview & Sanborn)

Fire Dept. Officers (voted as one)1-year term
Approved as a block

One Library Trustee.....1 year remaining on a 3- year term
Vacant

One Library Trustee.....1 year remaining on a 3- year term
Vacant

One Library Trustee.....1 year remaining on a 3- year term
Vacant

One Library Trustee.....2 years remaining on a 3-year term
Daphne Kalmar

One Library Trustee.....3-year term
Judith Ruskin

One Library Trustee.....3-year term
Jodi Lew-Smith

Grand Juror.....1-year term
George Whitney

Trustee of Public Funds.....1-year term
George Whitney

Trustee of Public Funds.....1-year term
Mario Fradette

Trustee of Public Funds.....1-year term
Lorraine Hussey

Fence Viewers.....1-year term
Listers

Article 4. Shall the Town have its current taxes collected by the Town Treasurer?

Moved by Jean Hackett
Seconded by Jerry Schneider
Motion carried

Article 5. Shall the Town vote a budget of three million, two hundred eight thousand, two hundred forty dollars (\$3,208,240.00) to meet the expenses and liabilities of the Town and authorize the Select

Board to set a new tax rate sufficient to provide the same?

Moved by Karen Collier
Seconded by Shirley Colburn

At this time, Jon Jewett, Town Manager, took the podium to address the crowd.

Jon gave an overview of the 2017 year. He explained that a fund balance is like a rainy-day fund for the Town. Our auditors would like to see the Town have at least 15% of our total budget as a fund balance at all times to be prepared for emergencies. In FY16 we set aside nearly \$124,000.00 into the fund balance and then, in FY17 we added \$70,000.00. This brought the Town's fund balance to 12%.

The saving over the past two years has been due to the hard work of the Town employees who managed their budgets and due to Brittany Currie, Business Manager who worked to manage the rates we pay for fuel costs.

In FY17 we accomplished several important infrastructure projects.

We upgraded the entire water line from the intersection of Church Street to Vermont Avenue. We took advantage of the -3% interest rate we could borrow at.

Our waste water treatment plant is now 40 years old. We had to replace an aging piece of equipment in the building this year at a cost of \$70,000.00.

We are currently working at setting the new rates for water based on the meter data we have collected. We are working to bill based on those rates by July 1, 2018.

The immediate payback from the installation of the meters is that we reduced our pumping from 12 hours per day to 7 hours and it gave us a 90,000-gallon reduction in water pumping with 30,000 out of the sewer plant.

We finally completed the South Main Street sidewalk project. It has improved the look in the village and widened the road and created safer parking. The Town received a \$250,000.00 federal grant to purchase the Yellow Barn. We are moving forward by

looking for local industries willing to be tenants of the barn. There is a possibility of \$2 to \$3 million dollars being invested by the time the project is finished.

Jon thanked Brittany, Amanda, Alberta, Sue, Kristen, Jan, Jean & Caitlin for all they do in keeping him in line.

Jon recognized and thanked Kory Barclay for his work over the past two years as a select board member. He will miss Kory's inquisitiveness and his ability to keep Jon on his toes.

The crowd gave Kory a round of applause.

Steve Jenne asked Jon if the possible tenants that may occupy the Yellow Barn will have a negative effect on the town's water & sewer systems.

Jon explained that our water & sewer system still has room for more capacity. But that they are looking for tenants that do not produce a lot of B.O.D.

Steve Jenne then asked if we are actively monitoring for leaks in the waste water plant and in the collection system.

Jon explained that we are constantly keeping tables at the treatment plant and actively slip lining any leaking lines at a cost of about \$50,000.00 each year. We are happy to say that we are still meeting the State of Vermont's standards with our waste water plant.

The audience gave Jon a round of applause as Eric Remick, Select Board chair, took the podium to explain the proposed FY 19 budget.

Eric walked the audience through the tax rate proposal on page 6. The proposed FY19 budget has an overall increase of 1.66%.

Eric told the audience what was proposed in the FY19 budget summary on page 7.

The highway budget has \$27,900 for funding the new storm water run-off rules. These funds will upgrade our current roads and ditches to bring us up to the new regulations.

The increase to the Police Department budget is a jump of \$123,884.00 to cover the new officer being

hired with the revenue offset of the COPS grant. The increase is a total of 13.66%.

The increase in the office budget was mostly for salaries and the increase in insurance from single to family plans.

In the Line Items we bumped up the amount for both Capital Funds.

Michael Lew-Smith asked Eric to explain about the 13% increase in the PD for the new officer. How long does the COPS grant last and how long do we have to keep the officer?

Eric explained that the COPS grant is a federal program that helps small communities offset some of the cost of hiring a new officer with the intention of keeping them indefinitely. The grant is a total of \$125,000.00 that can be taken in any way the Town chooses over the next 3 years.

On the fourth year the Town will assume the total cost of the officer. Hardwick has decided to split the money so that in year one, we have an additional \$14,000.00 in our budget. In year two we will have an additional \$28,000.00 and in the third year it will be \$52,000.00.

At this time, it is hard to assess, what the salary and the medical insurance will be for next year as we have not hired the officer yet. So, we budgeted at what we thought was the worst case.

Eric stated that Greensboro is fully aware and in support of adding this new officer.

Aaron Cochran explained that the tax impact we foresee this year on a \$100,000.00 home is approximately \$7.00.

Jan Howard asked several questions about the highway.

How many 10-wheelers do we have?

Tom stated we have 3 10-wheelers. Truck #1, 3 & 4

How many trucks do we have for the Village streets?

Tom stated we have 2. Truck #2 and the F 550.

Jan questioned where the money was set aside for the new tool cat.

Tom explained that we ran into problems with the Bob Cat that had to be fixed and the board decided to move some money around in the capital fund to purchase the tool cat instead at a cost of \$43,000.00.

Jan stated that she felt that Stratton Road is being “over trucked”. And wondered how much more we are paying for the 10 wheelers than the small trucks.

Tom stated that the 10 wheelers only cost the town about \$10,000.00 more than the smaller trucks would. Eric explained that the town benefits from the State of Vermont’s truck bids. That is why we get the best deal on the 10 wheelers.

Jan asked where the funds for the new John Deere that we are purchasing are coming from.

Eric explained that the funds are coming from the water & sewer system to purchase the new John Deere as we will primarily use it for fixing water and sewer issues. If it is used by the road crew for any other usage, we will bill the other department and pay back the water & sewer fund just as we bill the water & sewer system when we use town equipment.

They will need it for the new water run-off rules we have to begin working on this summer. And we will be using it to do several meter pit and water line upgrades. We will do all small leak repairs and still hire Bellavance’s for larger repair jobs.

Sara Urban stated that she supports the Police Department but thinks the Select Board needs to get them a doorbell that works.

She also expressed some concerns about the water running under her property that the town has not taken care of yet. She also feels we need better manhole covers.

Carol Schinke feels that the Town pays too much for health insurance and would like them to pursue the single payer health care plan other states are looking into.

Eric agreed that health insurance is a huge driver in the budget.

Steve Jenne asked why the payroll numbers for the police department don’t add up.

Eric explained that the that the budget was divided out with some of the special jobs’ officers are paid for having offsetting revenues down at the bottom of page 9.

Mike Brochu asked why if we hire a new officer would we still be paying so much for overtime and part time officers.

Aaron Cochran, Chief, explained that adding an officer does not change the fact that there will still be times that overtime and special officers will be needed. The increase in health insurance was across the entire town as well as some of the officers went from single to family plans in 2017.

Brad Ferland stated that when he joined the Select Board several years ago, they inherited a COPS grant. He was curious what the long-term plan is for this position.

Eric explained that the plan is to restructure the current police department. Currently we have 6 officers for 24/7 coverage of Hardwick and Greensboro. We have one officer that is now a trained detective. Since we are seeing more cases that require a full-time detective so the aim is yes to permanently increase our staff to 7 full time officers.

Aaron explained that from 2009-2016 incidents of crime have increased 212%. The State of Vermont has had 83 fatal overdoses. One of those was in Hardwick. The Hardwick Police Department works closely with Hardwick Rescue to prepare for the need to use Narcan to save overdose victims.

The newly restructured police department is looking to work proactively in our schools to help prevent the spread of the Opioid Crisis.

This officer will be the first new position we have added since 2003. In 1980 the Hardwick Police Department had 3 cars and 5 officers. In 2018 we will have 4 cars and 7 officers.

Ross Connelly expressed concerns that the sidewalks on West Church Street are rarely plowed and with it

being such a busy street for both vehicles and foot traffic he wonders what can be done.

Tom explained that he plows that street and when there are not cars in the way he pushes back to plow the sidewalks the best he can. But cars park on the sidewalks as soon as they plow because the sidewalk is street level. The only real solution would be to redo the sidewalks and raise them up above street level and make them wider.

Yvonne Smith was also concerned with the South Main Street sidewalk from Upper Cherry Street to Mackville Road. She stated that they are rarely salted or sanded. She would appreciate it if we did something about that.

Dave Gross questioned if Greensboro expects more services with the addition of a new officer.

Eric explained that there are no expectations of any explicit additional services.

Ben O'Neill asked Aaron about the safety and accountability of the prescription drug drop off at the Police department.

Aaron stated that there are several checks and balances to protect the anonymous drop off program. Many people have to sign off. Ultimately the DEA comes in and weighs and takes possession.

With there being no further questions from the audience, Orise asked for a vote on the proposed FY19 budget.

Motion carried.

Article 6. Shall the Town appropriate a sum of money not to exceed four thousand five hundred dollars (\$4,500.00) for the support of the Greensboro Nursing Home?

Moved and Seconded
Motion carried.

Article 7. Shall the Town appropriate a sum of money not to exceed three thousand five hundred dollars (\$3,500.00) for the support of A.W.A.R.E.?
Moved and Seconded
Motion carried.

Article 8. Shall the Town appropriate a sum of money not to exceed one thousand two hundred dollars (\$1,200.00) for the support of the Lamoille Family Center?

Moved and Seconded
Motion carried.

Steve Holcomb spoke with concerns as to why we were sending funds to Lamoille County when we are part of Caledonia County.

Motion to reduce the amount from \$1,200.00 to \$600.00 made by Steve Holcomb and Seconded.

Motion defeated.

Deborah Hartt spoke in favor of the organization and stated that her family has received services from them in the past.

Karen Collier explained that a lot of funds funnel into Hardwick through the Lamoille Family Center, they are the closest access office for the Hardwick area.

Article 9. Shall the Town appropriate a sum of money not to exceed three thousand dollars (\$3,000.00) for the support of the Hardwick Historical Society?

Moved and Seconded

Lorraine Hussey spoke on the upcoming Corned Beef and Cabbage fundraiser for the Historical Society on Saturday, March 17, 2018.

Motion carried.

Article 10. Shall the Town appropriate a sum of money not to exceed three thousand one hundred sixty-one dollars (\$3,161.00) for the support of the Northeast Kingdom Human Services?

Moved and Seconded
Motion carried.

Article 11. Shall the Town appropriate a sum of money not to exceed six hundred dollars (\$600.00) to support Northeast Kingdom Youth Services?
Moved and Seconded
Motion carried.

Article 12. Shall the Town appropriate a sum of money not to exceed three thousand dollars (\$3,000.00) to support Hardwick Area Community Justice Center?

Moved and Seconded
Motion carried.

Article 13. Shall the Town appropriate a sum of money not to exceed two thousand five hundred dollars (\$2,500.00) to support Hardwick Area Food Pantry?

Moved and Seconded
Motion carried.

Article 14. Shall the Town appropriate a sum of money not to exceed two thousand six hundred dollars (\$2,600.00) to support Caledonia Home Health Care and Hospice?

Moved and Seconded
Motion carried.

Article 15. Shall the Town appropriate a sum of money not to exceed three thousand dollars (\$3,000.00) for the support of the Hardwick Community Television (Channel 16)?

Moved and Seconded
Motion carried.

Article 16. Shall the Town appropriate a sum of money not to exceed three thousand dollars (\$3,000.00) to support Hardwick Area Community Coalition?

Moved and Seconded
Motion carried.

Article 17. Shall the Town appropriate a sum of money not to exceed three thousand four hundred dollars (\$3,400.00) for the support of Rural Community Transportation?

Moved and Seconded

Steve Holcomb stated that he has worked for RCT before both as a volunteer and as a paid employee. He asked if anyone in the crowd was aware that they offer 9 different shuttle routes that are all free to help take

people to shopping and other activities in their own communities. However, there are none that offer these trips to support local businesses for Hardwick or the surrounding communities.

Paul Fixx explained that most rides provided by RCT are paid for by insurance. He has spoken with RCT and expressed that Hardwick is in need of more services.

Steve Holcomb made the motion to reduce the RCT appropriation by 50% to \$1,750.00.

Seconded

Art Williams stated that he supports the reduction as you see RCT busses everywhere in Lyndon and St Johnsbury, but never any here.

Vote on the Amendment of \$1,750.00

37 Yes

42 No

Vote on the original amount of \$3,400.00

51 Yes

29 No

Motion carried.

Article 18. Shall the Town appropriate a sum of money not to exceed three thousand five hundred dollars (\$3,500.00) to support Northeast Kingdom Arts Council (the Hardwick Town House)?

Moved and Seconded
Motion carried.

Article 19. Shall the Town appropriate a sum of money not to exceed four thousand five hundred dollars (\$4,500.00) for the support of the Area Agency on Aging for Northeastern Vermont?

Moved and Seconded
Motion carried.

Article 20. Shall the Town appropriate a sum of money not to exceed one thousand nine hundred dollars (\$1,900.00) for the support of the North Country Animal League?

Moved and Seconded

Steve Holcomb made the motion to reduce the NCAL appropriation by 50% to \$950.00.

Seconded

Dave Gross spoke out that he is opposed to this reduction as NCAL provides excellent services and pet rescues.

Martha Zweig stated she is a volunteer at NCAL and said that there are a lot of costs that come with strays as they need a lot of medical care.

Sherri Olmstead stated that the work done by NCAL is very important.

Vote on the amended motion of \$950.00 failed.

Vote on the original motion of \$1,900.00 carried.

At 12:04 p.m. we voted to allow our Representative, Chip Triano, to speak to the crowd.

Chip thanked the crowd for allowing him to speak.

Chip spoke on the continuing battle with the Opioid Crisis. We have nearly 7,000 people in treatment but there are some 20,000 who still are not. The studies show that these drugs problems cause a ripple effect into childhood trauma.

The legislature has approved the new Green Mountain Retirement Plan. This is a state-run retirement program that any Vermont employee can enroll in. They can open a State Retirement fund. This is an opt in or opt out program and employers can contribute, but it is a non-mandatory program.

There is now a bill that has been passed to protect senior citizens in nursing homes. This law was passed to due to the recent issues in New Hampshire that have been privately owned and being sold and the quality of care is going downhill.

The Water cleanup act is still a priority. The bill is requiring that parking lots be held to no more than a half and acre in size and must have green spaces. It also calls for the back-road initiative, that is going to affect towns by requiring more ditch work and care in back road water run-off.

We as a State were lucky to avoid a really close call in Fairhaven as that young man planning the school shooting was a serious danger. It was fortunate that someone was fearless enough to stand up and notify the State Police about his plan.

Chip is following the Governor's lead regarding gun laws and how to help stop these potential tragedies. We don't want parents and students to continue to be afraid.

The Senate recently passed the Extreme Risk Bill a/k/a Red Flag Bill. This gives judges the opportunity to see evidence to see evidence if someone is a danger to themselves or others. Judge can immediately remove guns from them for up to one year. This bill passed 94 to 46.

Aaron Cochran asked if the Extreme Protection Order will be reported to the Federal background check board. We gain nothing if not. People say they feel we need stronger background check processes, but it does no good if you don't start reporting local crimes on a Federal Level.

Aaron also questioned the new Marijuana Law. Isn't it still illegal to have a firearm if you use marijuana? Marijuana is still illegal on a federal level.

Nancy Kellogg questioned if the local gun shop builds Bump Stocks for semi-automatic weapons.

Chip stated that Caspian Arms builds pistols, not bump stocks.

Brad Ferland questioned the new school funding plan. Is the legislature shifting how we fund education from property taxes to sales tax? Didn't we try that once before and when it wasn't enough it transitioned back to property taxes?

Chip stated that this is the plan and he feels there will be more than enough money in the system.

At 12:46 p.m. Chip wrapped up his presentation. The crowd gave Chip a round of appreciation applause.

Article 21. Shall the Town authorize the Select Board, for the period of one year, to enter into contracts with new industrial and commercial owners, lessees, bailees, of real property, or with existing or new

owners, lessees, bailees or operators who construct, acquire or renovate industrial and/or commercial real property, including additions to existing property for the purpose of fixing and maintaining the municipal rate applicable to such real property or for the purpose of fixing the amount of money which shall be paid as an annual municipal tax upon such real property pursuant to the provision of Title 24, VSA, Section 2741?

Moved and Seconded

Jim Nudd asked if these programs were available to private parties that might be willing to help clean up the 20-30 properties in town that are in disrepair.

Danny Hale explained that they are not available to private citizens.

Motion carried.

Article 22. Shall the Town authorize the Select Board, for the period of one year, to enter into contracts with operators of agricultural real property, or with existing or new owners, lessees, bailees, or operators who construct acquire or renovate, or who intend to construct, acquire or renovate agricultural real property for the purpose of fixing and maintaining the valuation of such real property in the Grand List for the purpose of fixing and maintaining the municipal rate applicable to such real property or for the purpose of fixing the amount in money which shall be paid as an annual municipal tax upon such real property pursuant to provisions of Title 24, VSA, Section 2741?

Moved and Seconded

Motion carried.

Article 23. To transact any other nonbinding business proper to be brought before said meeting.

Paul Fixx asked that the Select Board try to have a dialog with RCT to see if we can get more commuter transportation in Hardwick.

Dave Gross announces that the Hardwick Planning Commission is doing a re-write to our current Town Plan and looking for input from the community.

Rose Friedman asked the crowd to acknowledge Alan & Mary Gagnon. The Gagnon’s ran a successful video store in Town until this fall for many years.

Mary Gagnon thanked the community for their many years of support.

Motion to Adjourn at 12:56 p.m. by Jean Hackett

Seconded

Minutes prepared and submitted by:

Alberta Miller, Town Clerk

**RESULTS OF AUSTRALIAN BALLOT VOTE
FOR TOWN & SCHOOL OFFICERS:
Total Votes Cast: 399**

Select Board- 3-year term:
Elizabeth Dow.....335 (elected)
Select Board – 1-year terms:
Lucian Avery.....332 (elected)
Shari Cornish307 (elected)
Hazen Union School Director #26 – 3-year terms:
Ceilidh Galloway-Kane309 (elected)
Andrew Meyer346 (elected)
Hardwick Town School District Directors – 3-year term:
Jennifer Fleigelman.....351 (elected)
Hardwick Town School District Directors –1 year remaining on a 3-year term:
(No one elected)
Hardwick Town School District Directors – 1-year terms:
Katharine Ingram321 (elected)
Kevin Moore, Jr..... 305 (elected)
Hazen Union School District # 26 Budget of \$6,520,012.00
Total Votes 597 (Greensboro, Hardwick & Woodbury co-mingled)
404 Yes (Budget Passed)
210 No
Hardwick Town School District Budget of \$4,292,466.00
270 Yes (Budget Passed)
130 No

Central Vermont Solid Waste Management District

137 Barre Street, Montpelier, VT 05602 www.cvswwmd.org 802-229-9383

The Central Vermont Solid Waste Management District serves 19-member cities and towns and approximately 52,000 residents to reduce and manage solid waste. Shari Cornish represents Hardwick on the CVSWMD Board of Supervisors. CVSWMD is committed to providing quality programming, meeting state mandates and providing information and resources to our member communities.

In FY18, CVSWMD provided \$9,816 in School Zero Waste and Lawrence Walbridge Reuse Grants, and \$6,207 in Green Up Day Grants. The Town of Hardwick received a \$400 Green Up Day Grant. The District invites all member municipalities to apply for an annual non-competitive Green Up Day Grant each spring.

In FY18, CVSWMD implemented a grant from the High Meadows Fund, which helped the All Metals Transfer Station in Hardwick by paying for equipment, hauling services, and outreach for new food scrap collection service. The District continues to provide award-winning programming, including:

- **Residential Composting:** CVSWMD sells Green Cone food digesters, Soil Saver composting bins and kitchen compost buckets at cost to district residents. CVSWMD also offers free workshops about backyard composting, recycling, safe non-toxic cleaning, and zero waste initiatives.
 - **Events Assistance:** In FY18, the district added three events programs: a bin loan program providing recycling, compost, and trash bins with clear signs, an “event kit” for events under 300 people, providing reusable dishware, flatware, linens and more to help community events reduce waste, and staff assistance to larger event organizers, including downloadable templates for zero waste events on our website, www.cvswwmd.org/zero-waste-events.
 - **School Programming:** Our School Zero Waste Program works with all 26 schools in the District, teaching solid waste lessons in classrooms and facilitating the recycling of paint, bulbs, electronics, batteries and more. In FY18, we led nine classrooms lesson, two waste audits, and five special programs at Hardwick Elementary and Hazen Union Schools. School Program Coordinators work with maintenance staff and teachers to help schools compost on site and mentor student groups who lead initiatives toward zero waste in their schools.
 - **Special Collections:** In 2018, 10 events were held, in which CVSWMD collected hazardous waste, paint, batteries and fluorescent bulbs.
 - Two collection events in Hardwick, one for household hazardous waste and another for paint, batteries and bulbs, served a total of 66 households.
 - **Additional Recyclables Collection Center (ARCC):** The ARCC, at 540 N. Main St. in Barre, is open M, W, F Noon-6pm and the third Sat. of each month, 9-1pm. **Please note that ARCC hours may change in 2019.** The ARCC is a recycling drop-off for over 40 hard-to-recycle materials, cvswwmd.org/arcc. Blue bin recyclables are not accepted at the ARCC.
 - In FY18, 34 residents from Hardwick recycled at the ARCC.
- Web Site:** CVSWMD posts useful information including what can be recycled, what can be composted, how to dispose of hazardous waste, leaf and yard waste, Act 148, details of our special collections, and an A to Z Guide listing disposal options for many materials.

All households and businesses in the Central Vermont Solid Waste Management District are now required to recycle:

- Glass - all colors (empty)
- Tin, steel, aluminum cans (empty)
- Foil and pie plates
- Aerosol cans (empty)
- Newspaper
- Magazines, catalogs, paperbacks
- White and colored office paper
- Paper mail and envelopes
- Brown and colored paper bags
- Boxboard
- Corrugated cardboard
- Phone Books
- Plastics #1-#7 (Except Styrofoam!) Learn more about plastics coding & recycling.

* The fee charged to recycle materials cannot exceed 50% of the cost charged to collect the same quantity of trash.

* If your trash hauler or landlord is not offering recycling of these items, please call the Central Vermont Solid Waste Management District at 800-730-9475 X 105.

Town of Hardwick General Information:

Visit us at www.hardwickvt.org

Town Manager's Office Hours: Monday –Friday 7:30 A.M. – 3:30 P.M.

Phone # 472-6120 or 472-3789 & Fax # 472-3793

Town Clerk's/Treasurer's Office Hours: Monday-Friday 8:00 A.M.- 4:00 P.M.

Phone # 472-5971 & Fax # 472-3108

Property Tax Collection Information:

Taxes are due to be paid in full by May 10 of each year. Each tax bill is issued with four quarterly payment coupons, but the mandatory due date is May 10. An 8% penalty is assessed once on May 11 of the year in which the property tax is due. A 1% per month interest charge will be applied against all taxes owed on the 11th of each month for the first 90 days and 1.5% per month thereafter until all taxes are paid in full.

Voter Registration:

Hardwick residents who are not currently on the Voter Checklist can register at the Town Clerk's Office. Please call 472-5971 or stop by for more information.

DMV Registration Renewals:

For your convenience, the Hardwick Town Clerk's Office can process Vermont DMV renewals. If you have your renewal card from the DMV and it is not more than 2 months past the renewal date, you can renew it at our office. DMV fees can be paid with either a check or money order. There is also pay a separate \$3.00 processing fee to the Clerk's Office that can be cash or another check.

Hardwick Zoning Office Hours: Monday & Tuesday 8:30 A.M. to Noon

Phone: # 472-6120

Zoning permits are issued by the Zoning Administrator and/or the Development Review Board. These permits are required for all property development in the Town of Hardwick. Permit applications and fee schedules are available on the Town of Hardwick website or can be picked up from the Zoning Administrator or in the Town Clerk's Office.

***** All fees double if application is filed after development/construction has begun.**

Hardwick Police Department: Monday – Friday 8:00 A.M. – 4:00 P.M.

Located at 56 High Street (the former Hardwick Health Center Building) Entrance is at the rear of the building.

Phone # 472-5475

Other Important Contact Numbers:

Town Garage: 472-6029

Hardwick Rescue Squad: 472-6343

Hardwick Fire Department: 472-5242

Hardwick Area Food Pantry: 472-5940

Hardwick Health Officer (Richard Brochu): 472-8282

TOWN OF HARDWICK

WINTER OPERATIONS PLAN

1. Plow Routes are set up to open the major traffic bus routes first. After all bus routes are finished, staff will plow the roads which appear historically to cause the most problems for the public. This is based on traffic volume, steepness and curves. Staff will continue plowing until all roads are open. Please note that good winter tires are necessary for safe driving in the particular climate we live in and Hardwick does not have the resources to maintain bare roads throughout the Town.
2. The Town of Hardwick has six road crew members to maintain (plow, sand, salt) 65 miles of Town roads and Town sidewalks. Town plow vehicles do not travel at high rates of speed while performing road maintenance operations. Each member of the road crew has their own specific route, which takes anywhere from three - five hours to complete. These routes only vary in instances of emergency needs.
3. The Town does not plow or sand class four roads, private roads or driveways.
4. Road operations generally start at 3:00am on the weekdays to have the bus routes clear by 6:30am. The Road Foreman and the Police Department monitor conditions and respond accordingly. Highway maintenance staff will be called in to work at the discretion of the Road Foreman.
5. Salt is not effective when the road temperature is below 20 degrees.
6. The Town's sand and salt resources are to be used for winter maintenance of the roads, not for private commercial use, though individual public use of Town sand is permitted.
7. Please be aware that the Town is not responsible for items left or placed in the Town road right of way without permission of the Town and these may be damaged or destroyed during road maintenance activities. Per the Town Traffic Ordinance, during the period from the 15th day of November of each year to the 15th day of April of the following year, no person shall park any vehicle or permit any vehicle to remain parked on any public highway in the Town between the hours of 12:00am and 6:00am.
8. If there is an emergency after regular working hours in regards to water, sewer or highway, please call the Police Department at 472-5475 to have them contact the necessary resources.

Please give yourself some extra time when the weather is bad and please drive safely.

Tom Fadden, Public Works Foreman
Shaun Fielder, Town Manager
Effective Date 2018-2019

Notes

ONLINE
COPY



Hardwick Town School District

2019 Annual School District Meeting Materials

2017 – 2018 School Report
2018 Financial Report (July 1, 2017 – June 30, 2018)

Important Dates

March 5, 2019 9:30 AM
Annual School District Meeting
Hardwick Elementary Gym

March 5, 2019 9:00 AM – 7:00 PM
Australian Ballot Vote
Hardwick Elementary Gym

Administration

Principal Patrick Pennock
Superintendent Joanne LeBlanc

School Board

Jennifer Fliegelman, Chair
Jennifer Laundry, Vice Chair
Kevin Moore, Jr., Clerk
Katharine Ingram
Steven Fortmann

2019 Annual School District Meeting Materials

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Important Notes

2017 - 2018 (FY18) Auditor Reports: The reports with financial statements will be made available to the public on the Supervisory Union website. Hard copies will be available upon request.

2019 Annual School District Meeting Materials

Directors & Officers	
Hardwick Town School District Directors	

Name	Appointment/ Term Ends
Jennifer Fliegelman, Chair	2021
Jennifer Laundry, Vice Chair	2019
Kevin Moore, Jr., Clerk	2019
Katharine Ingram	2019
Steven Fortmann	2019

Hardwick Town School District Officers	
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Name	Appointment/ Term Ends
Orise Ainsworth, Moderator	2019
Alberta Miller, District Treasurer	2019
Alberta Miller, District Clerk	2019

Hazen Union School District #26 Directors	
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Name	Appointment/ Term Ends
Steven Freihofner, Chair	2020
Andrew Meyer, Vice Chair	2021
Amy Halloway, Clerk	2019
Michael Metcalf	2021
MacNeil	2019
Ceilidh Galloway-Kane	2021
Marc Todd DeLaricheliere	2020
Chance Payette	2019
Audrey Grant, student	2020
Elijah Lew- Smith, student	2020

Hazen Union School District #26 Officers	
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Name	Appointment/ Term Ends
Orise Ainsworth, Moderator	2019
Brandi Smith, District Treasurer	2019
Theresa Martin, District Clerk	2019

WARNING
HARDWICK TOWN SCHOOL DISTRICT
ANNUAL SCHOOL DISTRICT MEETING
Tuesday, March 5, 2019 at 9:30 a.m.

The legal voters of Hardwick Town School District are hereby warned to meet for the **Annual School District Meeting** at the Hardwick Elementary Gymnasium, Hardwick, Vermont on Tuesday, March 5, 2019 to transact the following articles of business. The annual school district meeting will be at 9:30 a.m.

Article 1: To elect the following school district officers for the ensuing year:

- School District Meeting Moderator
- District Clerk
- District Treasurer
- Alternate District Treasurer

Article 2: To elect all necessary School Board Directors as required by law:

- One (1) Hazen Union School District Director for a term of three years.
- One (1) Hardwick Town School District Director for a term of three years.
- Two(2) Hardwick Town School District Directors for a term of one year.
- One (1) Hardwick Town School District Director for a term of 2 years of a 3 year term.

Article 3: Shall the voters of the school district authorize the following salaries to be paid for the officers and directors of the school district?

School Board Chair	\$ 0 / yr	District Treasurer	\$ 1,145.00 / yr
School Board Member	\$ 0 / yr	Alternate District Treasurer	\$ 44 per pay period worked
		District Clerk	\$ 0 / yr

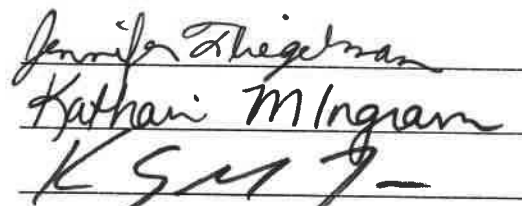
Article 4: To hear and act upon the reports of the Hardwick Town School District officers and directors.

Voting on the aforementioned **Article 2** will be by Australian Ballot at the Hardwick Elementary School Gymnasium on Tuesday, March 5, 2019 between the hours of 9:00 a.m. at which time the polls will open, and 7:00 p.m. at which time the polls will close.


The legal voters of the school district are further notified that voter qualification, registration and absentee voting relative to said meeting shall be as provided in Chapter 43 of Title 17, Vermont Statutes annotated.

Article 5: To transact any other business that may legally come before the meeting.

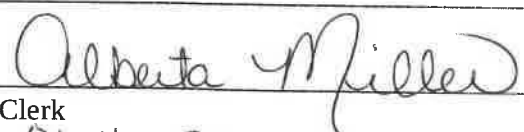
Dated at Hardwick, Vermont 14 day of January 2019.



Hardwick Town School District Directors



J. Laundry

Attest: 
District Clerk
Date: 01-16-2019.



Hardwick Elementary

135 South Main Street

Hardwick, VT 05843

<http://www.hardwick.ossu.org/>

2017-2018 School Board Report

The Hardwick Town School Board has been working on future changes that will have deep impacts on our community and surrounding ones, as our school continues to improve and we work on our upcoming Act 46 merger. We have a full board for the first time in several years, and our budget passed on Town Meeting Day last year, which has allowed the board to focus on other important issues.

Hardwick Elementary has been fortunate to partner with the Stern Center for Language and Learning in Williston to improve reading instruction for all our students. The Stern Center brings a great deal of expertise to our dedicated teachers, and our staff are excited about this partnership. Another noteworthy partnership has been with the North Branch Nature Center, which has been working with many of our teachers to continue and to expand their classroom outdoor education curriculum. Hardwick students across all grade levels have been engaged in experiential learning outside in all seasons exploring our local natural world from the woods by the ball field and the Hazen trails.

In his second year, Principal Patrick's enthusiasm and leadership have continued to be a great addition to our school. We believe his steady commitment to cultivating a great educational environment coupled with his upbeat personality will keep Hardwick Elementary on a steady path of improvement in the coming years.

In November, the state Board of Education voted to require Hardwick, Lakeview, and Woodbury elementary schools to merge into one district. All involved boards are collectively working to make this transition as seamless for our communities and our students as possible. It remains to be seen how this will affect our schools, but we hope this will result in greater collaboration and opportunities for all our children.

Due to the merger, the budget for Woodbury, Stannard (pre-K), Lakeview, and Hardwick Elementary will be combined and the budget voted on by all four towns at a later date, probably in April. On Town Meeting day, you will be voting for members for the Hardwick Town School Board, who will serve for the remainder of the school year. Merged board members will be elected in late March or early April and will focus on the combined budget for next year, to continue into the next school year. The Hardwick Town School Board will serve through the end of June.

Also in November, OSSU superintendent Joanne LeBlanc announced that she is retiring at the end of the school year. Joanne has worked in various positions in our SU for 20 years and has served as our superintendent for 5 years. Joanne has worked diligently to help our schools, staff, and students. We thank her for her service and wish her a happy and relaxing retirement. We are looking for a new superintendent who can fill her shoes and move our SU forward.

As always, your Hardwick Town School Board welcomes community involvement in our meetings and encourages you to contact us with any questions or concerns. The merged board will be equally interested in working with the community to ensure our schools are meeting the needs of all our children.

Jennifer Fliegelman, Hardwick Town School Board Chair



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Pat Pennock, Principal
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2017 - 2018 School Report

Vision & Mission

Hardwick Elementary mirrors the vision of the greater OSSU: empowering students with the knowledge, skills, and disposition needed to be college and career ready to achieve; their full potential and become successful, responsible and contributing members of society, both locally and globally.

Principal's Message

Hardwick Elementary School values our strong community partnerships which allows us to offer a great variety of educational opportunities for our students. We are very much a community centered school that provides our kids with outstanding experiences in and out of the school building. Our sustainability and outdoor educational programs include: Farm to School, place based experiential learning, and collaboration with local farmers, businesses and organizations. You will often see our students out in the community engaging in learning, performances, and service projects such as harvesting food for our cafeteria, parading down main street in a "River of Light", collecting and bringing food to the food pantry, visiting local businesses, and heading to Atkins field or Hazen trails for outdoor experiential learning. Outstanding learning experiences are occurring in the building as well. Our staff members are highly skilled and committed to implementing research based best practices.

Recent Successes

- The Spring 2018 English Language Arts SBAC assessment indicates an increase in the percentage of students demonstrating proficiency over the previous year for the 4th, 5th and 6th grade.
- The Spring 2018 Math SBAC assessment indicates an increase in the percentage of students demonstrating proficiency over the previous year for grades 4 and 6.
- The Vermont Farm to School Network, University of Vermont Extension, and Vermont FEED chose Hardwick Elementary as an example of how a school can effectively implement a Farm to School program that is "a mechanism for achieving school goals while improving the health and wellness of students, schools, and communities". HES was one of five schools from across the State that were chosen as case studies for other schools to learn from.
- We were awarded a green ribbon by Vermont PBIS (Positive Behavior Interventions and supports) in recognition of our successful schoolwide implementation of PBIS.
- There have been significant upgrades to the building that will provide a more secure environment for staff and students. A significant upgrade is the new front office reception area that allows for staff to interact with visitors prior to allowing entry to the building.

Needs Assessment

Data continues to show that our students are making progress and have demonstrated annual growth. However, we continue to have a high percentage who are not demonstrating grade level proficiency in Math and English Language Arts.

Overall behavior and school climate have improved. However, we need to better meet the needs of students with serious problem behaviors that require more intensive and individualized supports.



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2017 - 2018 School Report

Plan to Achieve Goals

- In the spring of 2018, we entered a partnership with the Stern Center for Language and Learning to provide professional development and coaching to improve reading. The Stern Center is a nationally recognized leader in researched based practices to improve reading. HES is one of two schools in Vermont participating in this intensive year long program. The partnership is being funded primarily through grants.
- Through grant funds, we have added an additional half-time reading interventionist to allow for more targeted small group instruction for our struggling readers.
- We added an 80% position for Coach/Interventionist into the budget for literacy and math. This position allows flexibility to work with teachers or students in both math and literacy.
- We have added daily intervention blocks to our schedule (FIT blocks). These blocks of time will allow students access to additional intervention in areas of need while minimizing the loss of instruction with their class.
- We have developed a partnership with the OSSU behavioral team to provide training for staff working with students who present challenging behaviors.



Hardwick Elementary





Hardwick Elementary

Pat Pennock, Principal

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2017 - 2018 School Report

Get Involved

We are always looking for community members to join our volunteer program. Our volunteers work in classrooms, read to students, help in the library, assist with preparing for events, and much more. Contact the front office at 472-2599 and ask for Elaine Gendron, our volunteer coordinator, if you are interested in learning more about the program.

In addition to our volunteer program, we also count on community members to participate in committees, work as 4-Winds volunteers, and attend school board meetings

HES in Pictures





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2017 - 2018 School Report

Student Data

Oct. 1 Student Counts	16-17	17-18	18-19*
Pre-Kindergarten	38	44	43
Kindergarten - Full Time	26	29	26
1st Grade	25	25	26
2nd Grade	31	27	30
3rd Grade	39	35	27
4th Grade	24	37	33
5th Grade	37	22	37
6th Grade	33	38	24
K-6 Subtotal	215	213	203
Total	253	257	246

* Unofficial Count

PreK-6 Demographics	15-16	16-17	17-18
Gender (%F / % M)	48 / 52	47 / 53	46 / 54
Free/Reduced Lunch	63%	62%	65%
Individualized Education Plan	19%	17%	23%
504 Plan	3%	2%	3%
Education Support Team	9%	6%	11%
Hispanic	1%	1%	1%
American Indian/Alaskan Native	0%	1%	1%
African American / Black	2%	3%	3%
Asian	3%	2%	2%
Multiple Races	3%	5%	5%
White	99%	99%	99%

K-6 Attendance	15-16	16-17	17-18
Attendance Rate	95%	95%	94%
Students with fewer than 10 absences per year	71%	65%	59%

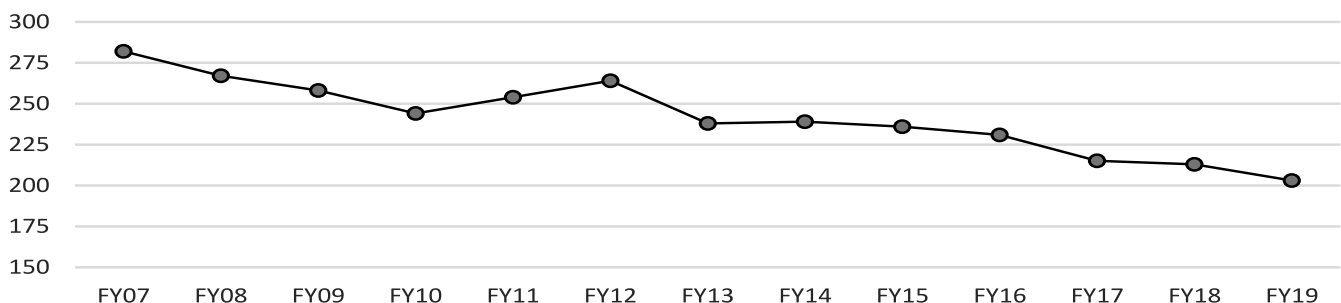
School Climate	15-16	16-17	17-18
Harassment Complaints	6	5	2
Bullying Complaints	4	0	1
Weapons Violations	1	0	0
Substance / Tobacco	0	0	0

K-6 Participation	15-16	16-17	17-18
Band	39	34	32
Basketball	65	62	67
Chorus	32	25	24
Soccer	76	55	62
REACH!	105	70	64

Staff Information	15-16	16-17	17-18
Average Experience (Yrs)	15.9	15.6	14.4
Professional Staff with Master's Degrees	68%	73%	75%
Professional Staff FTE	19.5	20.5	27.3*

* 17-18 includes OSSU-paid staff.

Hardwick Historical K-6 Enrollment



2017 - 2018 School Report – Student Data – State Assessment Results

SBAC Summary Results:

Grades 3-6 Math	2017-2018								2016-2017							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	132	100%	14%	25%	20%	40%	39%	46%	134	100%	11%	22%	35%	31%	34%	45%
Female	58	100%	22%	21%	22%	34%	43%	45%	63	100%	17%	29%	33%	21%	46%	45%
Male	74	100%	8%	28%	19%	45%	36%	47%	71	100%	6%	17%	37%	41%	23%	46%
FRL	86	100%	10%	22%	19%	49%	33%	31%	81	100%	7%	20%	33%	40%	27%	31%
Not-FRL	46	100%	22%	30%	24%	24%	52%	57%	53	100%	17%	26%	38%	19%	43%	56%
Students with Disabilities	40	100%	0%	10%	13%	78%	10%	11%	33	100%	0%	12%	24%	64%	12%	10%
Limited English Proficient	**	**	**	**	**	**	**	27%	**	**	**	**	**	**	**	23%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	119	100%	**	**	**	**	**	47%	127	100%	**	**	**	**	**	46%
African American	**	**	**	**	**	**	**	28%	**	**	**	**	**	**	**	28%
Hispanic	**	**	**	**	**	**	**	40%	**	**	**	**	**	**	**	39%
Asian	**	**	**	**	**	**	**	54%	**	**	**	**	**	**	**	53%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	40%	**	**	**	**	**	**	**	31%
Pacific Islander	**	**	**	**	**	**	**	54%	**	**	**	**	**	**	**	55%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

Grades 3-6 ELA	2017-2018								2016-2017							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	132	100%	18%	17%	22%	42%	36%	53%	134	100%	13%	17%	26%	44%	30%	52%
Female	58	100%	28%	17%	24%	31%	45%	59%	63	100%	21%	25%	25%	29%	46%	57%
Male	74	100%	11%	18%	20%	51%	28%	48%	71	100%	6%	10%	27%	58%	15%	46%
FRL	86	100%	10%	17%	27%	45%	28%	37%	81	100%	9%	16%	17%	58%	25%	36%
Not-FRL	46	100%	33%	17%	13%	37%	50%	64%	53	100%	19%	19%	40%	23%	38%	63%
Students with Disabilities	40	100%	0%	5%	20%	75%	5%	12%	33	100%	0%	0%	12%	88%	0%	11%
Limited English Proficient	**	**	**	**	**	**	**	29%	**	**	**	**	**	**	**	20%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	119	100%	**	**	**	**	**	54%	127	100%	**	**	**	**	**	52%
African American	**	**	**	**	**	**	**	38%	**	**	**	**	**	**	**	33%
Hispanic	**	**	**	**	**	**	**	53%	**	**	**	**	**	**	**	46%
Asian	**	**	**	**	**	**	**	60%	**	**	**	**	**	**	**	59%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	45%	**	**	**	**	**	**	**	36%
Pacific Islander	**	**	**	**	**	**	**	61%	**	**	**	**	**	**	**	62%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

SBAC Grade Level Detail:

Grade 3 Math	2017-2018								2016-2017							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	34	100%	6%	15%	29%	50%	21%	52%	40	100%	8%	25%	33%	35%	33%	52%
Female	14	100%	0%	0%	36%	64%	0%	52%	21	100%	14%	43%	19%	24%	57%	52%
Male	20	100%	10%	25%	25%	40%	35%	52%	19	100%	0%	5%	47%	47%	5%	53%
FRL	23	100%	4%	4%	35%	57%	9%	37%	22	100%	9%	18%	18%	55%	27%	37%
Not-FRL	11	100%	9%	36%	18%	36%	45%	64%	18	100%	6%	33%	50%	11%	39%	65%
Students with Disabilities	9	100%	**	**	**	**	**	17%	8	100%	**	**	**	**	**	10%
Limited English Proficient	**	**	**	**	**	**	**	35%	**	**	**	**	**	**	**	38%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	30	100%	**	**	**	**	**	53%	39	100%	**	**	**	**	**	53%
African American	**	**	**	**	**	**	**	33%	**	**	**	**	**	**	**	41%
Hispanic	**	**	**	**	**	**	**	46%	**	**	**	**	**	**	**	45%
Asian	**	**	**	**	**	**	**	58%	**	**	**	**	**	**	**	54%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	52%	**	**	**	**	**	**	**	35%
Pacific Islander	**	**	**	**	**	**	**	53%	**	**	**	**	**	**	**	47%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

Grade 4 Math	2017-2018								2016-2017							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	37	100%	14%	41%	22%	24%	54%	49%	24	100%	17%	13%	42%	29%	29%	47%
Female	18	100%	28%	44%	17%	11%	72%	47%	13	100%	15%	15%	46%	23%	31%	46%
Male	19	100%	0%	37%	26%	37%	37%	51%	11	100%	18%	9%	36%	36%	27%	48%
FRL	23	100%	13%	35%	17%	35%	48%	34%	14	100%	7%	0%	57%	36%	7%	32%
Not-FRL	14	100%	14%	50%	29%	7%	64%	60%	10	100%	30%	30%	20%	20%	60%	58%
Students with Disabilities	10	100%	0%	10%	20%	70%	10%	12%	11	100%	0%	9%	36%	55%	9%	10%
Limited English Proficient	**	**	**	**	**	**	**	33%	**	**	**	**	**	**	**	16%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	35	100%	**	**	**	**	**	49%	21	100%	**	**	**	**	**	48%
African American	**	**	**	**	**	**	**	36%	**	**	**	**	**	**	**	25%
Hispanic	**	**	**	**	**	**	**	44%	**	**	**	**	**	**	**	38%
Asian	**	**	**	**	**	**	**	51%	**	**	**	**	**	**	**	53%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	41%	**	**	**	**	**	**	**	37%
Pacific Islander	**	**	**	**	**	**	**	43%	**	**	**	**	**	**	**	62%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

2017 - 2018 School Report – Student Data – State Assessment Results

SBAC Grade Level Detail (Continued):

Grade 5 Math	2017-2018								2016-2017							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	24	100%	8%	21%	17%	54%	29%	42%	38	100%	13%	26%	26%	34%	39%	42%
Female	13	100%	8%	15%	23%	54%	23%	42%	14	100%	21%	43%	21%	14%	64%	41%
Male	11	100%	9%	27%	9%	55%	36%	44%	24	100%	8%	17%	29%	46%	25%	44%
FRL	15	100%	0%	27%	7%	67%	27%	27%	26	100%	8%	27%	31%	35%	35%	26%
Not-FRL	9	100%	22%	11%	33%	33%	33%	52%	12	100%	25%	25%	17%	33%	50%	55%
Students with Disabilities	11	100%	0%	18%	9%	73%	18%	8%	10	100%	0%	20%	20%	60%	20%	8%
Limited English Proficient	**	**	**	**	**	**	**	22%	**	**	**	**	**	**	**	6%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	20	100%	**	**	**	**	**	43%	35	100%	**	**	**	**	**	43%
African American	**	**	**	**	**	**	**	21%	**	**	**	**	**	**	**	27%
Hispanic	**	**	**	**	**	**	**	34%	**	**	**	**	**	**	**	40%
Asian	**	**	**	**	**	**	**	50%	**	**	**	**	**	**	**	57%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	38%	**	**	**	**	**	**	**	21%
Pacific Islander	**	**	**	**	**	**	**	67%	**	**	**	**	**	**	**	69%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

Grade 6 Math	2017-2018								2016-2017							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	37	100%	27%	22%	14%	38%	49%	41%	32	100%	9%	22%	44%	25%	31%	39%
Female	13	100%	54%	15%	15%	15%	69%	42%	15	100%	20%	7%	53%	20%	27%	41%
Male	24	100%	13%	25%	13%	50%	38%	39%	17	100%	0%	35%	35%	29%	35%	38%
FRL	25	100%	20%	24%	12%	44%	44%	25%	19	100%	5%	26%	37%	32%	32%	26%
Not-FRL	12	100%	42%	17%	17%	25%	58%	51%	13	100%	15%	15%	54%	15%	31%	48%
Students with Disabilities	10	100%	0%	10%	0%	90%	10%	7%	4	100%	**	**	**	**	**	6%
Limited English Proficient	**	**	**	**	**	**	**	7%	**	**	**	**	**	**	**	11%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	34	100%	**	**	**	**	**	41%	32	100%	**	**	**	**	**	39%
African American	**	**	**	**	**	**	**	22%	**	**	**	**	**	**	**	19%
Hispanic	**	**	**	**	**	**	**	38%	**	**	**	**	**	**	**	32%
Asian	**	**	**	**	**	**	**	57%	**	**	**	**	**	**	**	50%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	33%	**	**	**	**	**	**	**	33%
Pacific Islander	**	**	**	**	**	**	**	55%	**	**	**	**	**	**	**	41%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

SBAC English Language Arts - Grade Level Detail:

Grade 3 ELA	2017-2018								2016-2017							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	34	100%	9%	18%	26%	47%	26%	50%	40	100%	13%	18%	28%	43%	30%	49%
Female	14	100%	0%	0%	43%	57%	0%	55%	21	100%	19%	33%	29%	19%	52%	54%
Male	20	100%	15%	30%	15%	40%	45%	46%	19	100%	5%	0%	26%	68%	5%	45%
FRL	23	100%	4%	17%	30%	48%	22%	35%	22	100%	9%	18%	23%	50%	27%	35%
Not-FRL	11	100%	18%	18%	18%	45%	36%	62%	18	100%	17%	17%	33%	33%	33%	61%
Students with Disabilities	9	100%	0%	0%	22%	78%	0%	13%	8	100%	**	**	**	**	**	12%
Limited English Proficient	**	**	**	**	**	**	**	32%	**	**	**	**	**	**	**	32%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	30	100%	**	**	**	**	**	50%	39	100%	**	**	**	**	**	50%
African American	**	**	**	**	**	**	**	36%	**	**	**	**	**	**	**	36%
Hispanic	**	**	**	**	**	**	**	46%	**	**	**	**	**	**	**	42%
Asian	**	**	**	**	**	**	**	57%	**	**	**	**	**	**	**	50%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	52%	**	**	**	**	**	**	**	30%
Pacific Islander	**	**	**	**	**	**	**	59%	**	**	**	**	**	**	**	47%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

Grade 4 ELA	2017-2018								2016-2017							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	37	100%	19%	16%	24%	41%	35%	53%	24	100%	13%	8%	21%	58%	21%	49%
Female	18	100%	33%	28%	22%	17%	61%	57%	13	100%	15%	15%	15%	54%	31%	54%
Male	19	100%	5%	5%	26%	63%	11%	49%	11	100%	9%	0%	27%	64%	9%	45%
FRL	23	100%	17%	9%	39%	35%	26%	38%	14	100%	7%	0%	7%	86%	7%	35%
Not-FRL	14	100%	21%	29%	0%	50%	50%	65%	10	100%	20%	20%	40%	20%	40%	60%
Students with Disabilities	10	100%	**	**	**	**	**	11%	11	100%	**	**	**	**	**	10%
Limited English Proficient	**	**	**	**	**	**	**	38%	**	**	**	**	**	**	**	10%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	35	100%	**	**	**	**	**	54%	21	100%	**	**	**	**	**	50%
African American	**	**	**	**	**	**	**	43%	**	**	**	**	**	**	**	32%
Hispanic	**	**	**	**	**	**	**	53%	**	**	**	**	**	**	**	44%
Asian	**	**	**	**	**	**	**	54%	**	**	**	**	**	**	**	61%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	39%	**	**	**	**	**	**	**	37%
Pacific Islander	**	**	**	**	**	**	**	43%	**	**	**	**	**	**	**	76%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

2017 - 2018 School Report – Student Data – State Assessment Results

SBAC Grade Level Detail (Continued):

Grade 5 ELA	2017-2018								2016-2017							
Reporting Groups:	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Overall	24	100%	17%	25%	17%	42%	42%	55%	38	100%	18%	13%	24%	45%	32%	55%
Female	13	100%	23%	31%	15%	31%	54%	61%	14	100%	36%	21%	21%	21%	57%	62%
Male	11	100%	9%	18%	18%	55%	27%	50%	24	100%	8%	8%	25%	58%	17%	49%
FRL	15	100%	0%	33%	13%	53%	33%	40%	26	100%	15%	12%	15%	58%	27%	37%
Not-FRL	9	100%	44%	11%	22%	22%	56%	65%	12	100%	25%	17%	42%	17%	42%	69%
Students with Disabilities	11	100%	0%	9%	18%	73%	9%	12%	10	100%	**	**	**	**	**	13%
Limited English Proficient	**	**	**	**	**	**	**	27%	**	**	**	**	**	**	**	13%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	20	100%	**	**	**	**	**	56%	35	100%	**	**	**	**	**	56%
African American	**	**	**	**	**	**	**	41%	**	**	**	**	**	**	**	36%
Hispanic	**	**	**	**	**	**	**	57%	**	**	**	**	**	**	**	48%
Asian	**	**	**	**	**	**	**	64%	**	**	**	**	**	**	**	65%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	46%	**	**	**	**	**	**	**	33%
Pacific Islander	**	**	**	**	**	**	**	76%	**	**	**	**	**	**	**	69%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

Grade 6 ELA	2017-2018								2016-2017							
Reporting Groups:	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Overall	37	100%	27%	14%	19%	41%	41%	53%	32	100%	6%	28%	31%	34%	34%	52%
Female	13	100%	54%	8%	15%	23%	62%	61%	15	100%	13%	27%	33%	27%	40%	60%
Male	24	100%	13%	17%	21%	50%	29%	46%	17	100%	0%	29%	29%	41%	29%	45%
FRL	25	100%	16%	16%	20%	48%	32%	36%	19	100%	0%	32%	21%	47%	32%	37%
Not-FRL	12	100%	50%	8%	17%	25%	58%	64%	13	100%	15%	23%	46%	15%	38%	63%
Students with Disabilities	10	100%	0%	10%	0%	90%	10%	12%	4	100%	**	**	**	**	**	11%
Limited English Proficient	**	**	**	**	**	**	**	11%	**	**	**	**	**	**	**	5%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	34	100%	**	**	**	**	**	54%	32	100%	**	**	**	**	**	53%
African American	**	**	**	**	**	**	**	32%	**	**	**	**	**	**	**	30%
Hispanic	**	**	**	**	**	**	**	54%	**	**	**	**	**	**	**	51%
Asian	**	**	**	**	**	**	**	62%	**	**	**	**	**	**	**	57%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	42%	**	**	**	**	**	**	**	44%
Pacific Islander	**	**	**	**	**	**	**	65%	**	**	**	**	**	**	**	53%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.



Proven Expertise and Integrity

INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER
FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS
BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN
ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

School Board
Hardwick School District
Hardwick, Vermont

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, each major fund and the aggregate remaining fund information of the Hardwick School District as of and for the year ended June 30, 2018, and the related notes to the financial statements, which collectively comprise the Hardwick School District's basic financial statements, and have issued our report thereon dated January 9, 2019.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Hardwick School District's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Hardwick School District's internal control. Accordingly, we do not express an opinion on the effectiveness of the Hardwick School District's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

3 Old Orchard Road, Buxton, Maine 04093
Tel: (800) 300-7708 (207) 929-4606 Fax: (207) 929-4609
www.rhrsmith.com

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Hardwick School District's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

RHR Smith & Company

Buxton, Maine
Vermont Registration No. 092.0000697
January 9, 2019

HARDWICK SCHOOL DISTRICT

BUDGETARY COMPARISON SCHEDULE - BUDGETARY BASIS
 BUDGET AND ACTUAL - GENERAL FUND REVENUES
 FOR THE YEAR ENDED JUNE 30, 2018

	Original Budget	Final Budget	Actual Amounts	Variance Positive (Negative)
Resources (Inflows):				
Intergovernmental revenues:				
State Education Spending Grant	\$ 4,025,137	\$ 4,025,137	\$ 3,999,239	\$ (25,898)
Federal/State-Lunch and Breakfast	119,500	119,500	120,778	1,278
Free Lunch Program	-	-	2,009	2,009
Commodities	8,000	8,000	9,836	1,836
Tuition	-	-	3,178	3,178
Other grants	28,360	28,360	-	(28,360)
Charges for services:				
Services to Vermont LEAs	9,000	9,000	4,485	(4,515)
Student Meals	25,000	25,000	20,054	(4,946)
Adult Meals	4,000	4,000	7,022	3,022
Interest income	9,000	9,000	32,233	23,233
Miscellaneous:				
Other receipts	-	-	6,520	6,520
Amounts Available for Appropriation	<u>\$ 4,227,997</u>	<u>\$ 4,227,997</u>	<u>\$ 4,205,354</u>	<u>\$ (22,643)</u>

See accompanying independent auditors' report and notes to financial statements.

HARDWICK SCHOOL DISTRICT

SCHEDULE OF DEPARTMENTAL OPERATIONS - GENERAL FUND
FOR THE YEAR ENDED JUNE 30, 2018

	Original Budget	Final Budget	Actual	Variance Positive (Negative)
Instruction -				
General education	\$ 1,928,399	\$ 1,964,715	\$ 1,893,994	\$ 70,721
Special education	361,800	326,569	324,451	2,118
Athletics	18,285	18,965	17,246	1,719
	<u>2,308,484</u>	<u>2,310,249</u>	<u>2,235,691</u>	<u>74,558</u>
Student / instructor support -				
Guidance	174,119	206,018	186,561	19,457
Health services	88,120	85,816	80,303	5,513
Psychological services	23,600	23,671	23,597	74
Speech services	27,600	27,794	27,794	-
Occupational therapy services	4,700	4,703	4,703	-
Improvement of instruction	12,550	32,510	33,572	(1,062)
Library / media services	51,319	78,494	67,610	10,884
Technology integration	85,929	528	347	181
	<u>467,937</u>	<u>459,534</u>	<u>424,487</u>	<u>35,047</u>
Administration -				
School Board	46,824	29,845	22,900	6,945
Office of Superintendent	53,000	53,295	53,295	-
Office of Principal	241,356	263,232	205,100	58,132
Special education administration	11,200	11,255	11,255	-
Business office / human resources	137,100	156,608	153,428	3,180
Technology administration	120,000	117,520	108,743	8,777
	<u>609,480</u>	<u>631,755</u>	<u>554,721</u>	<u>77,034</u>
Operations -				
Operations and maintenance	398,305	376,736	382,114	(5,378)
Student transportation	106,900	105,621	101,882	3,739
Food service	207,344	214,555	200,873	13,682
	<u>712,549</u>	<u>696,912</u>	<u>684,869</u>	<u>12,043</u>
Miscellaneous -				
Other outlays and prior year adjustments	104,000	104,000	655	103,345
Debt service -				
Principal	25,000	25,000	25,000	-
Interest	547	547	496	51
	<u>25,547</u>	<u>25,547</u>	<u>25,496</u>	<u>51</u>
TOTAL DEPARTMENTAL OPERATIONS	<u>\$ 4,227,997</u>	<u>\$ 4,227,997</u>	<u>\$ 3,925,919</u>	<u>\$ 302,078</u>

See accompanying independent auditors' report and notes to financial statements.

Hardwick Elementary School

2017-2018 Employee Report

This is a comprehensive list of all contracted employee earnings for the fiscal year.

Name	Description	FTE	Position Days	Contract Amount	Stipend Amount	Total Amount
Abidor, Minda S.	Grade 3	1.00	185	\$ 45,533	\$ 2,700	\$ 48,233
Adams, William L	Grade 6	1.00	185	\$ 51,000	\$ 2,500	\$ 53,500
Ainsworth, Orise	School Board	-	260	\$ 525		\$ 525
Baitz, Jessica G	Grade 2	1.00	185	\$ 65,610	\$ 120	\$ 65,730
Baker, Michael C	Physical Education	1.00	185	\$ 53,331	\$ 1,800	\$ 55,131
Baranyay, Lisa M	Library & Media Specialist	0.80	185	\$ 41,947		\$ 41,947
Behrsing, Sara H	Grade 2	1.00	185	\$ 65,610	\$ 900	\$ 66,510
Benoit-Clark, Alicia L	Grade 1	1.00	185	\$ 62,473	\$ 6,870	\$ 69,343
Brochu, Amanda	School Board	-	260	\$ 175		\$ 175
Broderick, Kevin S	Grade 6	1.00	185	\$ 65,610	\$ 1,800	\$ 67,410
Coolbeth, Richard M	Custodian	1.00	260	\$ 32,822	\$ 900	\$ 33,722
Demers, Maureen A	Grade 4	1.00	185	\$ 65,610	\$ 900	\$ 66,510
Demers, Nathan P	Grade 5	1.00	185	\$ 55,303		\$ 55,303
Driscoll-Bader, Suzanne M	Grade 4	1.00	185	\$ 65,610	\$ 3,300	\$ 68,910
Fliegelman, Jennifer	School Board	-	260	\$ 450		\$ 450
Forbes, Lisa M	Grade 5	1.00	185	\$ 43,561		\$ 43,561
Foster, Ashley	Administrative Assistant	0.50	61	\$ 4,456		\$ 4,456
Gebbie, Sandra K	School Nurse	0.50	185	\$ 26,666	\$ 2,790	\$ 29,456
Gifford, Christine	Admin Asst/Registrar	1.00	250	\$ 31,560		\$ 31,560
Hall, Michael J	Custodian	1.00	260	\$ 32,822		\$ 32,822
Halpin, Sheila G	Guidance Counselor	1.00	185	\$ 65,610	\$ 900	\$ 66,510
Hussey, Valerie J	Food Service Manager	1.00	201	\$ 36,695	\$ 900	\$ 37,595
Ingpen, Elsa M	School Nurse	0.50	185	\$ 26,217	\$ 1,260	\$ 27,477
Lamberton-Brown, Jessica R	Early Childhood Educator	0.50	114	\$ 24,380	\$ 1,500	\$ 25,880
Lamson, Emma L	Kindergarten	1.00	185	\$ 37,287		\$ 37,287
Laundry, Jennifer	School Board	-	260	\$ 350		\$ 350
LeBlanc, Gerard Z	Custodian	1.00	260	\$ 32,822	\$ 900	\$ 33,722
LeCours, Elizabeth A	Art	1.00	185	\$ 65,610	\$ 900	\$ 66,510
Magoon, Julie A	Grade 3	1.00	185	\$ 61,039	\$ 900	\$ 61,939
McAllister, Ruth E	Food Service Assistant	1.00	189	\$ 19,386	\$ 900	\$ 20,286
Miller, Alberta	Treasurer	-	260	\$ 1,170		\$ 1,170
Miller, Frances P	Food Service Assistant	1.00	189	\$ 19,386		\$ 19,386
Pennock, Patrick O	Principal	1.00	260	\$ 85,000		\$ 85,000
Reed, Jeffrey	Music	1.00	185	\$ 39,259		\$ 39,259
Spear-Duffy, Joann	Grade 1	1.00	185	\$ 62,473	\$ 150	\$ 62,623
Trautman, Lauren	Kindergarten	1.00	185	\$ 48,760		\$ 48,760
			Total:	\$ 1,436,118	\$ 32,890	\$ 1,469,008

HARDWICK TOWN SCHOOL DISTRICT

ANNUAL SCHOOL DISTRICT MEETING

Orise Ainsworth, Moderator, took to the podium to announce that several of the sixth graders from Hardwick Elementary would be leading us in the Pledge of Allegiance.

Orise called the meeting to order at 9:01 a.m. with an audience of 20 people and read the Warning.

The legal voters of Hardwick Town School District are hereby warned to meet for the Annual School District Meeting at the Hardwick Elementary Gymnasium, Hardwick, Vermont on Tuesday, March 6, 2018 to transact the following articles of business. The annual school meeting will be at 9:00 a.m.

Orise then requested that the school board introduce themselves.

Jennifer Fleigelman, Jennifer Laundry, Kevin Moore, Katharine Ingram and Patrick Pennock, Principal.

Article 1: To elect the following school district officers for the ensuing year:

- School District Meeting Moderator- Orise Ainsworth nominated by Shirley Colburn
Motion for clerk to cast one ballot for Orise Ainsworth by Karen Collier
Nominated Unanimously
- District Clerk – Alberta Miller nominated by Jennifer Laundry
Motion for clerk to cast one ballot for Alberta Miller by Karen Collier
Nominated Unanimously
- District Treasurer- Alberta Miller nominated by Jennifer Laundry
Nominated Unanimously
- Alternate District Treasurer- Sue Cross nominated by Jean Hackett
Nominated Unanimously

Article 2: To elect all necessary School Board Directors as required by law: (Done by Australian Ballot)

- Hardwick Town School District Director for a term of three years.
- Hardwick Town School District Director for a term of one year remaining on a three year term.
- Two Hardwick Town School District Directors for a term of one year.
- Two Hazen Union School District Director for term of three years.

Article 3: Shall the voters of the school district authorize the following salaries to be paid for the officers and directors of the school district?

School Board Chair	\$0 / yr
School Board Member	\$0 / yr
District Treasurer	\$1,145 / yr
Alternate District Treasurer	\$44 per pay period worked
District Clerk	\$0 / yr.

Moved by Karen Collier

Seconded by Elizabeth LeCours

Motion passed unanimously

Article 4: To hear and act upon reports of the Hardwick Town School District officers and directors.

Motion to accept the Annual Report as presented by Karen Collier

Seconded by Jean Hackett

Motion passed unanimously

Article 5: To see if the voters of the town will authorize the school board to borrow money in anticipation of state revenues.

Moved by Jean Hackett

Seconded by Shirley Colburn

Motion passed unanimously

Article 6: Shall the voters of the school district approve the school board to expend \$4,292,466 which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$16,937 per equalized pupil. This projected spending per equalized pupil is 1.98% higher than spending for the current year.

(Voted on by Australian Ballot)

At this time Orise called upon board chair Jennifer Fleigelman to present the slide show prepared for the meeting.

Jennifer touched on some of the events that HTSD participated in over the past year.

The River of Light, The Fiber Arts Day and regular Reading Nights.

To help keep the budget more manageable, the board decided to eliminate one teacher, the special education funds are lower this year as we have fewer needs, with several students graduating to Hazen. The board decided to postpone some technology purchases.

The reason the budget is up is due to a major loss of Federal Grant Funding of \$196,000.00. These were Title 1 & 2 funds that supported math and literacy.

As a result, the school will have a \$.09 increase in the State tax rate.

There were no questions asked of the board about the budget.

Article 7: To transact any other business that may legally come before this meeting.

No one had any other business to discuss.

Orise stated that she would entertain a motion to adjourn.

Moved by Shirley Colburn

Seconded by Beth LeCours

Meeting adjourned at 9:16 a.m.

RESULTS OF AUSTRALIAN BALLOT VOTE FOR SCHOOL OFFICERS AND BUDGETS:

Total Votes Cast: 399

Hazen Union School Director #26 – 3 year terms:

Ceilidh Galloway-Kane309 (elected)

Andrew Meyer346 (elected)

Hardwick Town School District Directors – 3 year term:

Jennifer Fleigelman..... 351 (elected)

Hardwick Town School District Directors –1 year remaining on a 3 year term:

(No one elected)

Hardwick Town School District Directors – 1 year terms:

Katharine Ingram321 (elected)

Kevin Moore, Jr..... 305 (elected)

Hazen Union School District # 26 Budget of \$6,520,012.00

Total Votes 597 (Greensboro, Hardwick & Woodbury Co-Mingled)

404 Yes (Budget Passed)

210 No

Hardwick Town School District Budget of \$4,292,466.00

270 Yes (Budget Passed)

130 No

ONLINE
COPY



Hazen Union School District #26

2019 Annual School District Meeting Materials

2017 – 2018 School Report

2018 Financial Report (July 1, 2017 – June 30, 2018)

2020 Proposed Budget (July 1, 2019 – June 30, 2020)

Important Dates

February 25, 2019 7:00 PM

FY20 Budget Meeting followed
by the **Annual School District
Meeting** in the HUS Auditorium

March 5, 2019

Australian Ballot Budget Vote in
Member Towns

Administration

Principal David Perrigo

Superintendent Joanne LeBlanc

School Board

Steven Freihofner, Chair, Woodbury

Andrew Meyer, Vice-Chair, Hardwick

Amy Holloway, Clerk, Hardwick

Mike Metcalf, Greensboro

MacNeil, Greensboro

Ceilidh Galloway-Kane, Hardwick

Marc Tod DeLaricheliere, Hardwick

Chance Payette, Woodbury

Audrey Grant, Student rep

Elijah Lew-Smith, Student rep

WARNING
HAZEN UNION SCHOOL DISTRICT #26

1. **PUBLIC INFORMATIONAL HEARING ON THE FY20 BUDGET** on February 25, 2019 at 7:00 p.m.
AND
2. **ANNUAL SCHOOL DISTRICT MEETING** on February 25, 2019 upon the adjournment of the public informational hearing on the FY20 budget, but no earlier than 7:30 p.m.

1. The legal voters of Hazen Union School District No. 26 consisting of the Town School Districts of **Greensboro, Hardwick and Woodbury** are hereby warned to meet for the Hazen Union School District **#26 Public Informational Hearing on the FY20 Budget** at the Hazen Union Auditorium, Hardwick, Vermont on Monday, **February 25, 2019** at 7:00 p.m. for discussion on the school district's proposed FY20 budget as required by Title 17 VSA 2680 (g).
2. The legal voters of Hazen Union School District No. 26 consisting of the Town School Districts of **Greensboro, Hardwick and Woodbury** are hereby warned to meet for the **Annual School District Meeting** at the Hazen Union Auditorium, Hardwick, Vermont on Monday, February 25, 2019 to transact the following articles of business. The annual school district meeting will be called to order upon the adjournment of the public informational hearing on the FY20 budget, but no earlier than 7:30 p.m.

Article 1: To elect the following school district officers for the ensuing year:

- School District Meeting Moderator
- District Clerk
- District Treasurer
- Alternate District Treasurer

Article 2: Shall the voters of the school district authorize the following salaries to be paid for the officers and directors of the school district?

School Board Chair	\$ 0 / yr	District Treasurer	\$2500/ yr
School Board Member	\$ 0 / yr	Alternate District Treasurer	\$ 96.00 per payroll worked
		District Clerk	\$ 25.00 / yr

Article 3: To hear and act upon the reports of the Hazen Union School District No. 26 officers and directors.

Article 4: Shall the voters of the school district authorize its school board to borrow money pending the receipt of payments from the member districts and state funds as provided in Title 16 of the Vermont Statutes?

Article 5: Shall the voters of the school district approve the school board to expend \$6,674,487, which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$18,284 per equalized pupil. This projected spending per equalized pupil is 2.64% higher than spending for the current year. (Voting by Australian Ballot on Tuesday, March 5, 2019)

Article 6: To see if the voters of the school district will authorize the school board to transfer \$164,218 of unobligated year end fund balance as of June 30, 2018 to the reserve fund established pursuant to Title 24, Section 2804 to be used for early retirement of current expense note.

Article 7: To determine whether to authorize the Board of School Directors, pursuant to the provisions of 16 V.S.A §563(10) & (11)(C), to provide mailed notice to residents of the availability of the Annual Report and

WARNING
HAZEN UNION SCHOOL DISTRICT #26

1. PUBLIC INFORMATIONAL HEARING ON THE FY20 BUDGET on February 25, 2019 at 7:00 p.m.
- AND
2. ANNUAL SCHOOL DISTRICT MEETING on February 25, 2019 upon the adjournment of the public informational hearing on the FY20 budget, but no earlier than 7:30 p.m.

proposed school budget in lieu of distributing the Annual Report and proposed budget.

Article 8: To transact any other business that may legally come before this meeting.

Voting on the aforementioned Article 5 will be by Australian Ballot on Tuesday, March 5, 2019 between the hours of

- a. Nine (9) o'clock in the forenoon (a.m.) at which time the polls will open and seven (7) o'clock in the afternoon (p.m.) at which time the polls will close at the polling places for the following member towns:

Hardwick: Hardwick Town School Gymnasium, Hardwick, VT

Woodbury: Woodbury Elementary School Gymnasium, Woodbury, VT

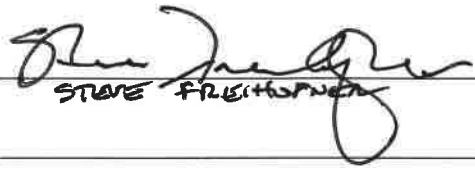
- b. Between the hours of ten (10) o'clock in the forenoon (a.m.) at which time the polls will open and seven (7) o'clock in the afternoon (p.m.) at which time the polls will close at the polling place for the following member town:

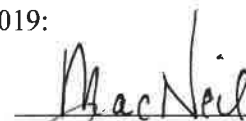
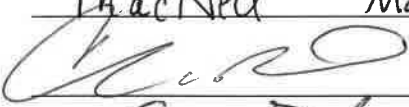
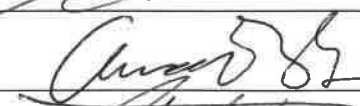

Greensboro: Highland Center for the Arts, Greensboro, VT

Upon closing of the polls, the ballot boxes will be sealed, reopened at the polling place in the town of Hardwick, the ballots commingled and publicly counted.

The legal voters of the Hazen Union School District No. 26 are further notified that voter qualification, registration and absentee voting relative to said meeting shall be as provided in Chapter 43 of Title 17, Vermont Statutes Annotated.

Dated at Hardwick, Vermont this 14th day of January, 2019:



 MacNeil
 CHANE PAYETTE
 Andrew Meyer
 Michael Metcalf

Hazen Union School District #26 School Board Directors

Attest:  TESS MARTIN
District Clerk

Date: 01/15/2019



School Board Report

In our Annual Report last year we described some important changes in the way students learn at Hazen Union. Those changes include “personalized learning plans” and “flexible pathways” as part of a student's educational experience. Individual students, with the help of faculty and staff, now have more of a hand in charting the course of their education, as well as the opportunity to pursue their education through hands-on community involvement outside the traditional classroom setting. Now, a student's progress in gaining a solid education is measured in terms of acquiring certain “proficiencies”, rather than how much “seat time” a student spends in a classroom. These new aspects of a student's education are in addition to, but cannot replace learning that takes place in a classroom.

Hazen Union classrooms are housed in a building that is now 48 years old. For a 48-year-old, the building has weathered well; good maintenance and timely improvements (the installation of wood-chip and oil fired boiler systems, to name some) deserve credit.

But some building features need more than just regular maintenance. One good example is Hazen's heating, ventilation and air condition system (HVAC), which has significant challenges. This system is largely run by pneumatic control, which is essentially an array of small air tubes that run around the building. But the tubes have many small leaks and, as a result, the compressors run almost continuously. Pneumatic systems are old technology. The solution is to replace that system with updated digital controls. Moreover, the air conditioning system in the auditorium and offices have not worked for about 25 years. The list of significant issues goes on and on. It is evident that the HVAC system should be completely renovated at some point – perhaps sooner than later.

The HVAC is not the only system that demands more attention than just regular maintenance. The electrical system, large parts of the roof and several other building features are now ready for substantial renovation or replacement. All these are signs that it is time to step back, and determine how to make the building serviceable for the next few decades, at an affordable cost.

But thinking about renovations requires a vision of community needs, too. Just as Hazen students benefit from educational experiences outside the classroom, how can the Hazen community benefit from building renovations at Hazen? Can renovations be made with potential community use in mind? Are there outside partners that could use Hazen premises for learning experiences? What kind of improvements in the arts, sciences and other spaces will draw students to Hazen and benefit the community?

For these and other questions, guidance must surely come from all “stakeholders” in Hazen's future - that is, the community in general, Hazen's partners in education, students, teachers, parents, businesses, community organizations, and just about anyone or any organization that has an interest in this community's future as a vibrant economic and learning center. As we ponder the future of this 48-year-old institution, gathering that guidance will be a central focus of the Hazen Union School Board.

Hazen Union School Board of Directors



David Perrigo, Principal
126 Hazen Union Drive
Hardwick, VT 05843
(802) 472-6511
<http://www.hazen.ossu.org/>

2017 - 2018 School Report

Vision & Mission

Hazen Union empowers all students with the knowledge, skills and disposition needed to successfully follow their passions, realize their dreams, build lasting relationships in service to our local and global communities, and become successful in college, their careers, and their lives. The core values of equity, excellence, and community guide Hazen's mission. Hazen provides individualized and meaningful learning experiences through a safe, healthy environment that supports growth, innovation and unity.

Principal's Message

I am very grateful to the greater Hazen community for the warm welcome I have received since arriving here this year as principal of Hazen Union School, home of our wonderful Wildcats. I am enormously impressed with the strength of commitment that this community has to providing a high quality, 21st Century education for its young people. I have extremely high hopes for the future of Hazen Union.

Hazen has been working hard over the last several years at developing strong connections to the larger community. Our communities offer so many rich, real life opportunities for helping young people grow and feel connected. Students are involved in site based learning experiences, internships, and community service projects. Our families need to be included in meaningful ways as valued partners in helping grow our young people. When schools and their communities are connected in meaningful ways everyone benefits. Feeling connected to something greater than ourselves is fundamental to living meaningful lives.

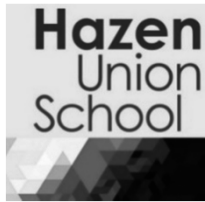
Families entrust the most precious part of themselves, their children, to schools. It is an awesome responsibility and one that Hazen Union takes very seriously. We are working hard to ensure that Hazen is a school that believes in all its children, honors and values their differences, supports them unconditionally, and is guided by the vicissitudes of care, love, and thoughtfulness. We invite you to be our partners in this important work.

Recent Successes

- 7th Grade Students, in response to a book they read, conceived, organized, and carried out 'The Long Walk to Water, a funds and consciousness raising activity that involved 45 students walking 10 miles from Hazen Union to Caspian Lake, an activity that has raised over \$5000 for aid to South Sudan.
- Expanded J-term, a blend of flexible pathways, student choice, and proficiency-based learning to allow all Hazen students 7-12 to pursue their passions and interests.
- Received a grant for \$250,000 from the Northern Borders Regional Commission to establish a Career and Artisanry Academy at Hazen Union
- Initiated the 'Career Cafe,' a weekly event that brings members of the local community to share information and experiences across a range of diverse careers
- Two Hazen teachers, world Languages teacher, Anja Pfeffer and special educator, Kelly Locke, were both nominated as the OSSU outstanding teacher of the year awarded by the University of Vermont

Needs Assessment

- Personalize learning by facilitating student engagement and empowering student voice.
- Cultivate a safe and healthy school culture to facilitate learning for all individuals.
- Build positive family – school – community partnerships.
- Build a multi-tiered system of support which is responsive to individual learners' needs and holds both students and adults accountable for continuous student improvement.
- Establish a robust multi-tiered system of supports (MTSS) to teach and respond to behavioral needs
- Collaboratively develop curriculum, assessment, and instructional practices to promote a proficiency based system of learning.
- Establish individual Personalized Learning Plans for every student grades 7 - 12, and a portfolio of authentic evidence which documents their growth.
- Every high school senior will take advantage of at least one flexible pathway opportunity during their high school years.
- Increase participation at Hazen and in the community in ways that enhance a sense of belonging.



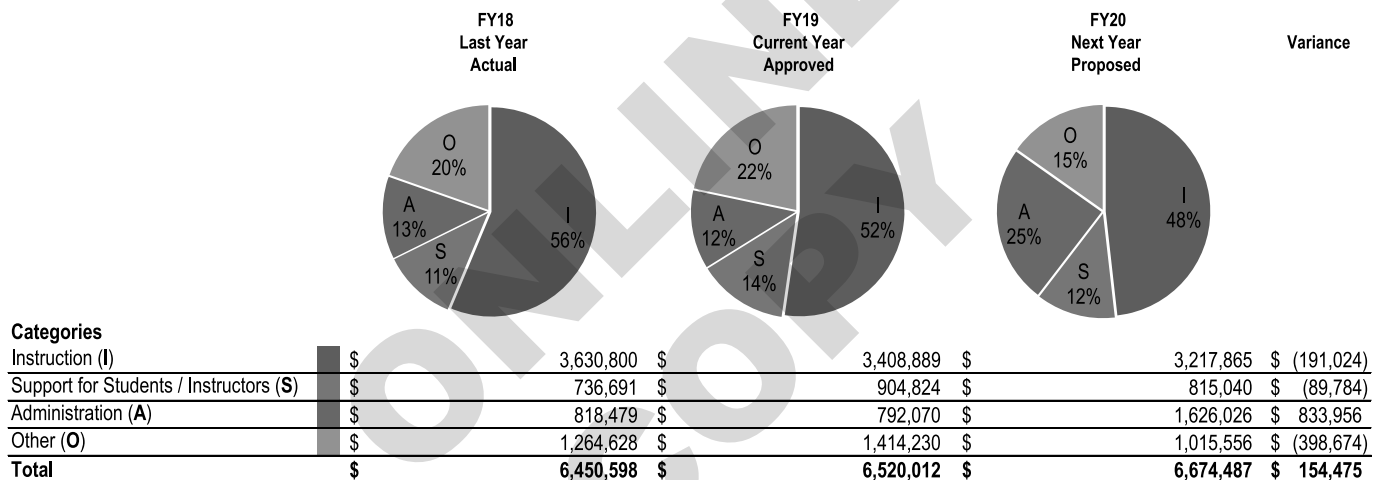
David Perrigo, Principal
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2017 - 2018 School Report

Plan to Achieve Goals

- During this year of reflection, we plan to limit the number of new initiatives and keep our focus on fine tuning what has already been in place.
- Implement Effective Systems for Supporting Positive Culture and Climate
- Tune the structures and practices of Proficiency Based Learning
- Re-conceive the approach to PLP
- Assure that the Grading and Reporting practices are consistent across the school and true to PBL philosophy
- Re-purpose the goals and practices of TSA
- Develop a vision for the future of Hazen Union School

Budget Summary



Instruction: General Ed, Specia Ed, Co-Curricular Ed
 Support: Guidance, Behavioral & Related Services, Heath Services, Improvement of Instruction, Library/Media, Technology Integration
 Administration: School Board, Office of Superintendent, School Administration, Business Office, Technology Administration, Grants Admin
 Operations: Operations/Maintenance, Transportation, Food Service, Fund Transfers

Get Involved

One goal of this report is to inform and include our families and community as critical partners in our students' academic success. Ways to be involved include sharing this information, visiting your child's school, or talking to your child's teachers or Principal about current groups and committees that support our school. Stay current by liking us at [Facebook.com/HUSVT](https://www.facebook.com/HUSVT), and following us on Twitter [@HazenUnion](https://twitter.com/HazenUnion).



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2017 - 2018 School Report

Student Data

Oct. 1 Student Counts	16-17	17-18	18-19*
7th Grade	49	47	44
8th Grade	53	44	52
7-8 Subtotal	102	91	96
9th Grade	64	59	46
10th Grade	67	52	51
11th Grade	49	58	46
12th Grade	47	39	44
Adult without Diploma	3.00	5	2
9-12 Subtotal	230	213	189
Total	332	304	285

* (unofficial counts)

Programs	16-17	17-18	18-19*
Green Mountain TC	29	21	22
Central Vermont Career Ctr (Barre)		1	
Dual Enrollment	17	13	11
Early College	10	4	10
VAST	1	-	
Pathways / Independent Study	45	66	45

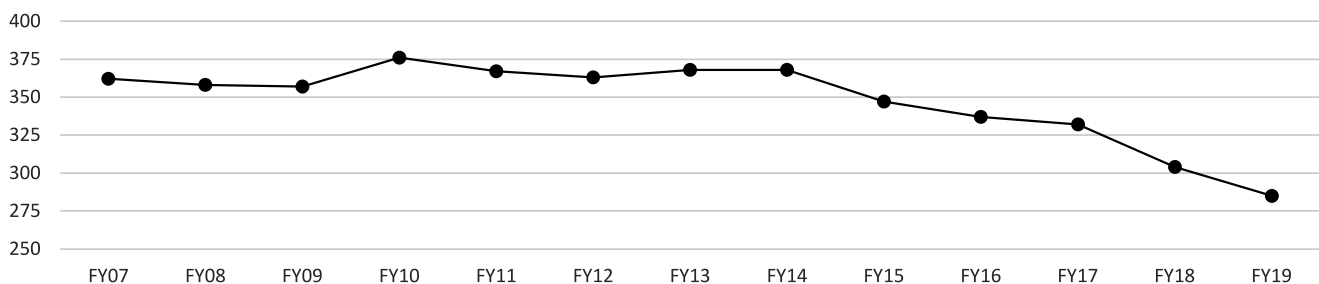
College & Work Readiness	15-16	16-17	17-18
Junior/Seniors Taking AP Exams	20%	20%	22%
AP Exams with Passing Scores	46%	74%	59%
Juniors Taking College Admissions Tests	38%	45%	45%
Seniors Taking College Admissions Tests	45%	30%	62%
Graduation Rate	93%	93%	86%
Graduates Pursuing Higher Education	65%	60%	60%

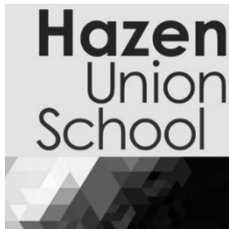
By Town	16-17	17-18	18-19*
Greensboro	48	46	44
Hardwick	213	198	183
Stannard	12	7	5
Walden	10	10	8
Wolcott	8	7	10
Woodbury	38	35	30
Other	3	1	5
Total	332	304	285

7-12 Attendance	15-16	16-17	17-18
Attendance Rate	94%	94%	92%
Students with fewer than 10 absences per year	67%	60%	60%

Staff Information	15-16	16-17	17-18
Average Experience (Yrs)	12.4	11.5	10.6
Professional Staff with Master's Degrees	74%	74%	70%
Professional Staff FTE	31.6	38.9	40.0

Hazen Historical Enrollment





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2017 - 2018 School Report

Student Data

7-12 Demographics	15-16	16-17	17-18	Activity	15-16	16-17	17-18
Gender (%F / % M)	47 / 53	44 / 56	44 / 56	Cross Country	8	12	11
Free/Reduced Lunch	56%	56%	57%	Golf	1	4	1
Individualized Education Plan	14%	17%	18%	JV Basketball	32	37	29
504 Plan	4%	5%	6%	JV Soccer	30	32	14
Education Support Team	6%	5%	6%	Middle Level Basketball	43	39	29
Hispanic	1%	2%	2%	Middle Level Soccer	42	35	33
American Indian/Alaskan Native	2%	2%	2%	Middle Level Track	10	5	6
African American / Black	4%	4%	3%	National Honor Society	38	n/a	25
Asian	1%	2%	2%	Ski & Ride	40	45	40
Multiple Races	4%	3%	4%	Swim Club	13	0	0
White	96%	95%	96%	Varsity Baseball	14	17	15
				Varsity Basketball	23	22	23
				Varsity Soccer	30	28	36
				Varsity Softball	13	0	0
				Varsity Track	7	9	4

School Climate	15-16	16-17	17-18
Harassment Complaints	1	5	4
Bullying Complaints	0	5	3
Weapons Violations	2	2	0
Substance / Tobacco Violations	0	6	1

Vermont SBAC Assessments - Summary Data

MATH

Grades 7,8,9	2017-2018							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:								
Overall	142	100%	5%	18%	25%	52%	23%	40%
Female	67	100%	6%	21%	21%	52%	27%	42%
Male	75	100%	4%	16%	28%	52%	20%	39%
FRL	83	100%	2%	17%	20%	60%	19%	24%
Not-FRL	59	100%	8%	20%	31%	41%	29%	49%
Students with Disabilities	20	100%	**	**	**	**	**	5%
Limited English Proficient	**	**	**	**	**	**	**	9%
Migrant	**	**	**	**	**	**	**	**
White	138	100%	**	**	**	**	**	41%
African American	**	**	**	**	**	**	**	21%
Hispanic	**	**	**	**	**	**	**	37%
Asian	**	**	**	**	**	**	**	51%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	31%
Pacific Islander	**	**	**	**	**	**	**	44%
Two or more races	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

2017 - 2018 School Report

Student Data – State Assessments (continued)

SBAC Summary Data, Continued:

English Language Arts

Grades 7,8,9	2017-2018							
<i>Reporting Groups:</i>	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Overall	142	100%	11%	30%	26%	33%	41%	56%
Female	67	100%	13%	33%	27%	27%	46%	65%
Male	75	100%	8%	28%	25%	39%	36%	49%
FRL	83	100%	10%	27%	22%	42%	36%	39%
Not-FRL	59	100%	12%	36%	32%	20%	47%	66%
Students with Disabilities	20	100%	**	**	**	**	**	11%
Limited English Proficient	**	**	**	**	**	**	**	12%
Migrant	**	**	**	**	**	**	**	**
White	138	100%	**	**	**	**	**	57%
African American	**	**	**	**	**	**	**	36%
Hispanic	**	**	**	**	**	**	**	54%
Asian	**	**	**	**	**	**	**	65%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	51%
Pacific Islander	**	**	**	**	**	**	**	63%
Two or more races	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

SBAC Grade Level Detail:

Grade 7 Math	2017-2018								2016-2017							
<i>Reporting Groups:</i>	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Overall	48	100%	4%	13%	31%	52%	17%	44%	49	100%	14%	27%	27%	33%	41%	44%
Female	28	100%	7%	21%	18%	54%	29%	45%	21	100%	10%	24%	43%	24%	33%	43%
Male	20	100%	0%	0%	50%	50%	0%	42%	28	100%	18%	29%	14%	39%	46%	44%
FRL	28	100%	0%	14%	21%	64%	14%	29%	27	100%	7%	22%	33%	37%	30%	29%
Not-FRL	20	100%	10%	10%	45%	35%	20%	52%	22	100%	23%	32%	18%	27%	55%	54%
Students with Disabilities	8	100%	**	**	**	**	**	7%	8	100%	**	**	**	**	**	5%
Limited English Proficient	**	**	**	**	**	**	**	14%	**	**	**	**	**	**	**	5%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	47	100%	**	**	**	**	**	44%	48	100%	**	**	**	**	**	44%
African American	**	**	**	**	**	**	**	24%	**	**	**	**	**	**	**	22%
Hispanic	**	**	**	**	**	**	**	39%	**	**	**	**	**	**	**	41%
Asian	**	**	**	**	**	**	**	59%	**	**	**	**	**	**	**	57%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	34%	**	**	**	**	**	**	**	30%
Pacific Islander	**	**	**	**	**	**	**	44%	**	**	**	**	**	**	**	63%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

Grade 8 Math	2017-2018								2016-2017							
<i>Reporting Groups:</i>	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Overall	43	100%	7%	23%	23%	47%	30%	43%	49	100%	4%	12%	47%	37%	16%	41%
Female	18	100%	6%	22%	28%	44%	28%	43%	23	100%	9%	13%	39%	39%	22%	45%
Male	25	100%	8%	24%	20%	48%	32%	42%	26	100%	0%	12%	54%	35%	12%	38%
FRL	27	100%	0%	22%	19%	59%	22%	25%	27	100%	4%	15%	37%	44%	19%	26%
Not-FRL	16	100%	19%	25%	31%	25%	44%	52%	22	100%	5%	9%	59%	27%	14%	51%
Students with Disabilities	6	100%	**	**	**	**	**	5%	6	100%	**	**	**	**	**	4%
Limited English Proficient	**	**	**	**	**	**	**	9%	**	**	**	**	**	**	**	12%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	43	100%	**	**	**	**	**	43%	45	100%	**	**	**	**	**	42%
African American	**	**	**	**	**	**	**	24%	**	**	**	**	**	**	**	18%
Hispanic	**	**	**	**	**	**	**	44%	**	**	**	**	**	**	**	38%
Asian	**	**	**	**	**	**	**	55%	**	**	**	**	**	**	**	50%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	33%	**	**	**	**	**	**	**	29%
Pacific Islander	**	**	**	**	**	**	**	57%	**	**	**	**	**	**	**	43%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

2017 - 2018 School Report

Student Data – State Assessments (continued)

SBAC Grade Level Detail, Continued:

Grade 9 Math	2017-2018								2016-2017 (11th Grade)							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	51	100%	4%	20%	20%	57%	24%	35%	48	100%	4%	10%	23%	63%	15%	37%
Female	21	100%	5%	19%	19%	57%	24%	37%	23	100%	9%	4%	30%	57%	13%	38%
Male	30	100%	3%	20%	20%	57%	23%	33%	25	100%	0%	16%	16%	68%	16%	35%
FRL	28	100%	7%	14%	21%	57%	21%	19%	21	100%	5%	5%	14%	76%	10%	17%
Not-FRL	23	100%	0%	26%	17%	57%	26%	42%	27	100%	4%	15%	30%	52%	19%	45%
Students with Disabilities	6	100%	**	**	**	**	**	2%	5	100%	**	**	**	**	**	2%
Limited English Proficient	**	**	**	**	**	**	**	4%	**	**	**	**	**	**	**	1%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	48	100%	**	**	**	**	**	35%	44	100%	**	**	**	**	**	37%
African American	**	**	**	**	**	**	**	15%	**	**	**	**	**	**	**	17%
Hispanic	**	**	**	**	**	**	**	27%	**	**	**	**	**	**	**	40%
Asian	**	**	**	**	**	**	**	41%	**	**	**	**	**	**	**	44%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	26%	**	**	**	**	**	**	**	0.2
Pacific Islander	**	**	**	**	**	**	**	30%	**	**	**	**	**	**	**	0.46
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

English Language Arts

Grade 7 ELA	2017-2018								2016-2017							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	48	100%	6%	23%	29%	42%	29%	57%	49	100%	4%	39%	29%	29%	43%	55%
Female	28	100%	11%	29%	21%	39%	39%	65%	21	100%	0%	43%	33%	24%	43%	62%
Male	20	100%	0%	15%	40%	45%	15%	49%	28	100%	7%	36%	25%	32%	43%	49%
FRL	28	100%	0%	25%	11%	64%	25%	42%	27	100%	4%	22%	37%	37%	26%	39%
Not-FRL	20	100%	15%	20%	55%	10%	35%	65%	22	100%	5%	59%	18%	18%	64%	66%
Students with Disabilities	8	100%	**	**	**	**	**	11%	8	100%	**	**	**	**	**	10%
Limited English Proficient	**	**	**	**	**	**	**	18%	**	**	**	**	**	**	**	8%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	47	100%	**	**	**	**	**	57%	48	100%	**	**	**	**	**	56%
African American	**	**	**	**	**	**	**	37%	**	**	**	**	**	**	**	37%
Hispanic	**	**	**	**	**	**	**	60%	**	**	**	**	**	**	**	54%
Asian	**	**	**	**	**	**	**	66%	**	**	**	**	**	**	**	65%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	54%	**	**	**	**	**	**	**	46%
Pacific Islander	**	**	**	**	**	**	**	56%	**	**	**	**	**	**	**	63%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

Grade 8 ELA	2017-2018								2016-2017							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	43	100%	9%	35%	26%	30%	44%	57%	49	100%	8%	35%	35%	22%	43%	55%
Female	18	100%	11%	39%	39%	11%	50%	65%	23	100%	9%	43%	30%	17%	52%	64%
Male	25	100%	8%	32%	16%	44%	40%	50%	26	100%	8%	27%	38%	27%	35%	46%
FRL	27	100%	7%	26%	30%	37%	33%	39%	27	100%	4%	33%	37%	26%	37%	39%
Not-FRL	16	100%	13%	50%	19%	19%	63%	68%	22	100%	14%	36%	32%	18%	50%	65%
Students with Disabilities	6	100%	**	**	**	**	**	11%	6	100%	**	**	**	**	**	9%
Limited English Proficient	**	**	**	**	**	**	**	8%	**	**	**	**	**	**	**	10%
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	43	100%	**	**	**	**	**	58%	45	100%	**	**	**	**	**	55%
African American	**	**	**	**	**	**	**	40%	**	**	**	**	**	**	**	36%
Hispanic	**	**	**	**	**	**	**	56%	**	**	**	**	**	**	**	45%
Asian	**	**	**	**	**	**	**	67%	**	**	**	**	**	**	**	65%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	52%	**	**	**	**	**	**	**	40%
Pacific Islander	**	**	**	**	**	**	**	73%	**	**	**	**	**	**	**	57%
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.

Grade 9 ELA	2017-2018								2016-2017 (11th Grade)							
	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State	Number of Students Tested	Percent of Students Tested	Exceeds Standard	Meets Standard	Near Standard	Substantially Below Standard	Proficient - School	Proficient - State
Reporting Groups:																
Overall	51	100%	16%	33%	24%	27%	49%	55%	48	100%	19%	23%	31%	27%	42%	59%
Female	21	100%	19%	33%	24%	24%	52%	63%	23	100%	17%	17%	48%	17%	35%	65%
Male	30	100%	13%	33%	23%	30%	47%	47%	25	100%	20%	28%	16%	36%	48%	52%
FRL	28	100%	21%	29%	25%	25%	50%	36%	21	100%	14%	14%	24%	48%	29%	40%
Not-FRL	23	100%	9%	39%	22%	30%	48%	64%	27	100%	22%	30%	37%	11%	52%	67%
Students with Disabilities	6	100%	**	**	**	**	**	9%	5	100%	**	**	**	**	**	11%
Limited English Proficient	**	**	**	**	**	**	**	11%	**	**	**	**	**	**	**	0.01
Migrant	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
White	48	100%	**	**	**	**	**	56%	44	100%	**	**	**	**	**	60%
African American	**	**	**	**	**	**	**	32%	**	**	**	**	**	**	**	35%
Hispanic	**	**	**	**	**	**	**	44%	**	**	**	**	**	**	**	57%
Asian	**	**	**	**	**	**	**	61%	**	**	**	**	**	**	**	57%
Am. Indian/Native Alaskan	**	**	**	**	**	**	**	49%	**	**	**	**	**	**	**	0.43
Pacific Islander	**	**	**	**	**	**	**	59%	**	**	**	**	**	**	**	0.69
Two or more races	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

** Data not available, or suppressed.



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INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER
FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS
BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN
ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

School Board
Hazen Union School District #26
Hardwick, Vermont

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, each major fund and the aggregate remaining fund information of the Hazen Union School District #26 as of and for the year ended June 30, 2018, and the related notes to the financial statements, which collectively comprise the Hazen Union School District #26's basic financial statements, and have issued our report thereon dated January 9, 2019.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Hazen Union School District #26's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Hazen Union School District #26's internal control. Accordingly, we do not express an opinion on the effectiveness of the Hazen Union School District #26's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

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Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Hazen Union School District #26's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

RHR Smith & Company

Buxton, Maine
Vermont Registration No. 092.0000697
January 9, 2019

HAZEN UNION SCHOOL DISTRICT #26

**BUDGETARY COMPARISON SCHEDULE - BUDGETARY BASIS
BUDGET AND ACTUAL - GENERAL FUND REVENUES
FOR THE YEAR ENDED JUNE 30, 2018**

	Original Budget	Final Budget	Actual Amounts	Variance Positive (Negative)
Resources (Inflows):				
Intergovernmental Revenues:				
State - General	\$ 6,187,825	\$ 6,187,825	\$ 5,889,014	\$ (298,811)
Subgrants	31,000	31,000	-	(31,000)
Support Services	61,000	61,000	-	(61,000)
State - Special Education	5,000	5,000	-	(5,000)
State - Other	22,000	22,000	3,000	(19,000)
Admissions	6,000	6,000	9,178	3,178
Driver's Education Reimbursement	-	-	5,409	5,409
Tech Transportation	-	-	16,374	16,374
High School Completion	-	-	24,483	24,483
Lunch - State	-	-	1,098	1,098
Breakfast - State	-	-	346	346
Additional Breakfast Reimbursement - State	-	-	990	990
Lunch - Federal	-	-	55,887	55,887
Breakfast - Federal	-	-	19,179	19,179
Reduced Lunch Initiative	-	-	2,054	2,054
Commodities	7,500	7,500	8,452	952
Tuition	421,260	421,260	312,991	(108,269)
Tech Tuition	-	-	244,671	244,671
Charges for Services:				
Student Meals	32,000	32,000	27,413	(4,587)
Adult Meals	-	-	7,172	7,172
Purchased Services - Hardwick	-	-	9,370	9,370
Purchased Services - Craftsbury	-	-	9,371	9,371
Interest Income	1,000	1,000	36,280	35,280
Miscellaneous:				
Prior Year	-	-	19,512	19,512
Rent/lease of Facility	-	-	98	98
Other Receipts	25,000	25,000	377	(24,623)
Amounts Available for Appropriation	<u>\$ 6,799,585</u>	<u>\$ 6,799,585</u>	<u>\$ 6,702,719</u>	<u>\$ (96,866)</u>

See accompanying independent auditors' report and notes to financial statements.

HAZEN UNION SCHOOL DISTRICT #26

SCHEDULE OF DEPARTMENTAL OPERATIONS - GENERAL FUND
FOR THE YEAR ENDED JUNE 30, 2018

	Original Budget	Final Budget	Actual	Variance Positive (Negative)
Instruction -				
General education	\$ 3,022,940	\$ 3,197,903	\$ 3,007,007	\$ 190,896
Special education	538,600	476,758	476,540	218
Co-curricular	156,568	168,318	147,254	21,064
	<u>3,718,108</u>	<u>3,842,979</u>	<u>3,630,801</u>	<u>212,178</u>
Student/Instructor Support -				
Guidance	454,823	475,201	446,823	28,378
Health services	81,333	67,681	65,271	2,410
Psychological services	45,700	43,400	34,449	8,951
Speech and audiology services	41,600	41,600	41,317	283
Occupational therapy services	7,100	7,100	6,991	109
Improvement of instruction	32,942	55,584	46,345	9,239
Library / media services	102,529	59,516	49,526	9,990
Technology integration	170,933	61,610	45,969	15,641
	<u>936,960</u>	<u>811,692</u>	<u>736,691</u>	<u>75,001</u>
Administration -				
School Board	61,810	47,588	33,243	14,345
Office of Superintendent	79,600	79,600	79,226	374
Office of Principal	353,607	342,779	321,373	21,406
Special education administration	16,900	16,900	16,731	169
Fiscal Services/Tech admin/Grant Admin	474,000	364,071	363,853	218
	<u>985,917</u>	<u>850,938</u>	<u>814,426</u>	<u>36,512</u>
Operations -				
Operations and maintenance	689,204	632,674	620,601	12,073
Student transportation	237,786	241,131	245,850	(4,719)
Food service	231,610	231,610	208,009	23,601
	<u>1,158,600</u>	<u>1,105,415</u>	<u>1,074,460</u>	<u>30,955</u>
Miscellaneous -				
Other outlays and prior year adjustments	-	17,522	24,637	(7,115)
Debt Service -				
Principal	-	164,489	164,489	-
Interest	-	6,550	6,564	(14)
	<u>-</u>	<u>171,039</u>	<u>171,053</u>	<u>(14)</u>
TOTAL DEPARTMENTAL OPERATIONS	<u>\$ 6,799,585</u>	<u>\$ 6,799,585</u>	<u>\$ 6,452,068</u>	<u>\$ 347,517</u>

See accompanying independent auditors' report and notes to financial statements.

Hazen Union High School

2017-2018 Employee Report

This is a comprehensive list of all contracted employee earnings for the fiscal year.

Name	Description	FTE	Position Days	Contract Amount	Stipend Amount	Total Amount
Alexander, Wesley W	Physical Education	1.00	185	\$ 65,610	\$ 4,400	\$ 70,010
Aschenbach, Kurt	Custodian	1.00	260	\$ 33,696	\$ -	\$ 33,696
Behrsing, Kyle	English	1.00	185	\$ 47,863	\$ 11,545	\$ 59,408
Bolio, Linda R	Food Service Assistant	1.00	187	\$ 21,430	\$ -	\$ 21,430
Brochu, Gwendolyn G	Custodian	1.00	260	\$ 32,822	\$ -	\$ 32,822
Brochu, Jr., David G	Custodian	0.50	187	\$ 11,886	\$ 500	\$ 12,386
Bryant, Talan	Music	1.00	185	\$ 55,303	\$ 5,617	\$ 60,920
Burton, Jennifer R	Library & Media Specialist	1.00	185	\$ 59,874	\$ 5,591	\$ 65,465
Callahan Brown, Susan	School Nurse	0.80	185	\$ 47,469	\$ 235	\$ 47,703
Casparian, Theodore L	Teacher - Math	1.00	185	\$ 38,721	\$ -	\$ 38,721
Considine, Marc W	Science	1.00	185	\$ 62,473	\$ 10,135	\$ 72,608
Craig, John C	Associate Principal	1.00	260	\$ 78,444	\$ 2,112	\$ 80,556
Crowe, Kathleen M	Math	1.00	185	\$ 55,572	\$ 2,500	\$ 58,072
Crum, Robert E	Custodian	0.50	260	\$ 16,526	\$ 500	\$ 17,026
Ferland, Russell J	Custodian	1.00	260	\$ 36,026	\$ -	\$ 36,026
Foster, Danielle M	Food Service Assistant	1.00	187	\$ 18,794	\$ 3,810	\$ 22,604
Foster, Nicole M	Social Studies	1.00	185	\$ 52,166	\$ 6,545	\$ 58,711
Foster, Patricia L	Food Service Manager	1.00	187	\$ 28,497	\$ 1,844	\$ 30,341
Freedly, Kay A	Foreign Language	1.00	185	\$ 48,401	\$ 788	\$ 49,189
Gannon, Glenn L	Teacher of Drivers Education	0.49	185	\$ 30,612	\$ -	\$ 30,612
Hagman, Arne T	Science	1.00	185	\$ 62,473	\$ 360	\$ 62,833
Harple, Leanne D	English	1.00	185	\$ 53,600	\$ 2,750	\$ 56,350
Heller, Joel D	Math	1.00	185	\$ 44,726	\$ 5,500	\$ 50,226
Hill, Aaron W	Physical Education	1.00	185	\$ 55,034	\$ 3,091	\$ 58,125
Ilstrup, Christopher D	Tech Support	1.00	185	\$ 44,881	\$ -	\$ 44,881
Kittell, Shannon M	Math	1.00	185	\$ 59,605	\$ 2,000	\$ 61,605
Kurdek, Christopher R	Science	1.00	185	\$ 35,853	\$ -	\$ 35,853
LaPoint, Jennifer	School Nurse	0.20	185	\$ 9,752	\$ -	\$ 9,752
LeCours, Jeffrey R	Facilities Manager	1.00	260	\$ 63,024	\$ -	\$ 63,024
Lockhart, James A	Art	1.00	185	\$ 65,610	\$ 4,500	\$ 70,110
Marquis, Bryanne A	Admin Asst/Registrar	1.00	260	\$ 31,200	\$ -	\$ 31,200
Maskell, Corey R	Social Studies	1.00	185	\$ 47,594	\$ 2,316	\$ 49,910
McCarthy, John	Principal	1.00	260	\$ 90,000	\$ -	\$ 90,000
McCorry, Christian	Behavior Specialist	1.00	108	\$ 27,121	\$ 3,630	\$ 30,751
McIntyre, Sean P	Social Studies	1.00	185	\$ 52,434	\$ 3,000	\$ 55,434
Mills, Mason	Music	1.00	185	\$ 55,034	\$ 4,961	\$ 59,995
Mitchell, David S	Science	0.50	185	\$ 33,029	\$ 2,000	\$ 35,029
Modry, Joseph F	Science	1.00	185	\$ 62,473	\$ 3,500	\$ 65,973
Montgomery, Lorraine A	Administrative Assistant	1.00	187	\$ 25,211	\$ 300	\$ 25,511
Nichols, Peter J	English	1.00	185	\$ 42,396	\$ 4,180	\$ 46,576
O'Hara, Allison H	Guidance Director	1.00	260	\$ 69,119	\$ -	\$ 69,119
Paradee, Allison J	Social Studies	1.00	185	\$ 40,155	\$ 4,500	\$ 44,655
Patenaude, Lynn M	Flexible Pathways Coordinator	1.00	185	\$ 41,011	\$ -	\$ 41,011
Pfeffer, Anja	Foreign Language	1.00	185	\$ 59,336	\$ 1,500	\$ 60,836
Priddy, Tari	Math	1.00	185	\$ 37,287	\$ -	\$ 37,287
Quinn, Joann M	Administrative Assistant	1.00	215	\$ 34,486	\$ 1,000	\$ 35,486
Raas, James R	Design & Technology	1.00	185	\$ 63,196	\$ 3,000	\$ 66,196
Renaud, Matthew H	Guidance Counselor 7-9	1.00	195	\$ 39,259	\$ -	\$ 39,259

Hazen Union High School

2017-2018 Employee Report

This is a comprehensive list of all contracted employee earnings for the fiscal year.

Name	Description	FTE	Position Days	Contract Amount	Stipend Amount	Total Amount
Robinson, Kelly A	English	1.00	185	\$ 65,610	\$ 4,750	\$ 70,360
Salmin, Aimee E	Teacher: Social Studies	1.00	185	\$ 43,830	\$ -	\$ 43,830
Salmin, Marc E	Art	1.00	185	\$ 55,303	\$ 3,450	\$ 58,753
Shatney, Christine E	Food Service Assistant	1.00	187	\$ 18,681	\$ 1,000	\$ 19,681
Sperry, John A	Athletic & Activities Director	1.00	175	\$ 27,795	\$ 1,545	\$ 29,341
			Total:	\$ 2,398,302	\$ 118,955	\$ 2,517,257

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Hazen Union School District #26 2019-2020 (FY20) Budget Notes

The proposed FY20 budget brings a decrease of just over two cents (\$0.0210) in the equalized homestead tax rate for the district.

Greensboro's Actual Homestead tax rate = \$0.9739 per \$100 of assessed value, an increase of \$0.0376 per \$100 of assessed home value. This translates to an estimated increase of \$37.63 on a house valued at \$100,000.

Hardwick's Actual Homestead tax rate = \$0.8856 per \$100 of assessed value, a decrease of \$0.0223 per \$100 of assessed home value. This translates to an estimated decrease of \$(22.26) on a house valued at \$100,000.

Woodbury's Actual Homestead tax rate = \$0.7442 per \$100 of assessed value, a decrease of \$0.0247 per \$100 of assessed home value. This translates to an estimated decrease of \$(24.71) on a house valued at \$100,000.

Some points of interest that affect the budget include the following:

REVENUES

- Tuition revenue is up \$118,600 based on projected enrollment for FY20.
- The district used \$121,811 from FY18 fund balance to bring down the tax rate.

EXPENSES

- This budget continues to preserve all academic programs.
- Additional funds have been included to allow growth of the various arts programs.
- Funds have been included to replace the auditorium sound system which is currently not operational.
- Department budget requests have been funded across the school with respect to necessary supplies and equipment.

SUMMARY

- Total expenditures are up \$154,475.
- Local revenues are up \$280,711.
- This results in a \$126,236 decrease in Education Spending.
- Equalized Pupils are down 15.80.
- Education Spending Per Equalized Pupil is increasing 2.64%
- All of this contributes to the decrease in the tax rate which can be better understood by following the tax rate calculations and explanations.

Voters are encouraged to review the 2017-2018 Hazen Union School Report to learn more about the educational programming and goals that will be supported by this budget.

Hazen Union School District

FY20 BUDGET

	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Approved	FY20 Proposed	Variance (\$)
REVENUE						
Local Sources	677,437	433,349	415,000	259,000	385,600	126,600
SU Sources	117,402	89,751	79,500	61,000	72,800	11,800
State Sources	6,811,844	6,828,289	6,179,885	6,192,512	6,086,276	(106,236)
Federal Sources	27,647	8,314	8,400	7,500	8,000	500
Other Sources	28,994	51,765	20,000	0	121,811	121,811
TOTAL REVENUE	7,663,324	7,411,469	6,702,785	6,520,012	6,674,487	154,475
EXPENDITURES						
General Ed Instruction	3,198,797	3,115,578	3,007,006	2,856,103	3,015,305	159,202
Special Ed Instruction	1,220,290	1,130,574	476,540	394,671	0	(394,671)
Co-curricular Ed Instruction	47,409	18,484	37,468	30,954	59,497	28,543
Athletics Instruction	107,195	110,354	109,786	127,161	143,063	15,902
INSTRUCTION	4,573,690	4,374,990	3,630,800	3,408,889	3,217,865	(191,024)
Guidance	488,699	461,256	446,823	603,730	614,727	10,997
Health Services	74,182	73,945	65,271	63,323	97,480	34,157
Psychological Services	34,302	33,804	34,449	38,000	0	(38,000)
Speech Services	88,478	50,882	41,317	38,000	0	(38,000)
Occupational Therapy	24,056	29,786	6,991	10,000	0	(10,000)
Physical Therapy/IEP Evaluation	68,726	89,697	0	0	0	0
Improvement of Instruction	29,824	23,104	46,345	62,844	8,032	(54,812)
Library/Media	142,721	122,730	49,526	49,081	52,827	3,746
Technology Integration	112,843	157,205	45,969	39,846	41,974	2,128
STUDENT/INSTRUCTOR SUPPORT	1,063,830	1,042,410	736,691	904,824	815,040	(89,784)
School Board	38,510	62,769	33,243	52,950	17,783	(35,167)
Office of Superintendent	73,702	82,258	79,226	90,000	0	(90,000)
School Admin	341,518	335,409	321,373	256,120	255,564	(556)
SPED Admin	34,849	33,903	16,731	16,000	0	(16,000)
Business Office/HR	190,159	173,483	213,735	214,000	1,338,179	1,124,179
Technology Admin	173,565	219,559	154,171	163,000	14,500	(148,500)
Grants Admin	5,069	2,321	0	0	0	0
ADMINISTRATION	857,373	909,701	818,479	792,070	1,626,026	833,956
Operations & Maintenance	759,566	633,623	620,601	692,263	650,943	(41,320)
Student Transportation	376,828	377,421	208,009	323,450	231,452	(91,998)
Food Service	186,815	211,182	244,381	231,517	133,161	(98,356)
Debt Service	35,427	33,794	167,000	167,000	0	(167,000)
PY Adjustments	51,069	13,587	24,637	0	0	0
OPERATIONS	1,409,706	1,269,607	1,264,628	1,414,230	1,015,556	(398,674)
TOTAL EXPENDITURES	7,904,599	7,596,708	6,450,598	6,520,012	6,674,487	154,475
REVENUE LESS EXPENDITURES	(241,274)	(185,239)	252,187	0	0	0

Hazen Union School District
HISTORICAL TAX RATE CALCULATION

	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Total Expenditures	2.7%	1.1%	3.8%	3.1%	2.5%	-11.3%	-4.1%	2.4%
Local Revenues	-4.0%	-0.3%	19.5%	-13.3%	5.4%	-67.2%	-43.2%	80.8%
Education Spending	5.0%	1.6%	-1.3%	9.6%	1.7%	6.7%	-0.2%	-2.0%
Equalized Pupils	-2.6%	0.1%	1.1%	-2.3%	-0.3%	1.4%	-3.8%	-4.6%
Ed Spending/Eq Pupil	7.9%	1.5%	-2.4%	12.1%	2.0%	5.22%	3.72%	2.64%
Equalized Tax Rate	1.4708	1.5027	1.5073	1.6755	1.6827	1.6905	1.8100	1.7890
% ETR Increase over PY	8.1%	2.2%	0.3%	11.2%	0.4%	0.5%	7.6%	-1.2%

	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY20 Change
1 Total Expenditures	6,912,308	6,988,768	7,251,371	7,478,149	7,668,410	6,799,585	6,520,012	6,674,487	154,475
2 Local Revenues	1,714,416	1,709,372	2,042,935	1,771,399	1,866,823	611,760	347,500	628,211	280,711
3 Education Spending	5,197,892	5,279,396	5,208,436	5,706,750	5,801,587	6,187,825	6,172,512	6,046,276	(126,236)
4 Equalized Pupils	360.58	360.89	364.72	356.49	355.41	360.28	346.49	330.69	(15.80)
5 Ed Spending per Eq Pupil	\$14,415	\$14,629	\$14,281	\$16,008	\$16,324	\$17,175	\$17,814	\$18,284	\$469
EdSp/EqPup with overthreshold									
Base Ed Amt/Prop Yield	8,723	9,151	9,285	9,459	9,701	10,160	9,842	10,220	378
6 District Spending Adjustment	165.257%	159.860%	153.803%	169.237%	168.268%	169.046%	181.004%	178.902%	-2.102%
Base Tax Rate	0.89	0.94	0.98	0.99	1.00	1.00	1.00	1.00	0.00
7 Equalized Homestead Tax Rate	1.4708	1.5027	1.5073	1.6755	1.6827	1.6905	1.8100	1.7890	(0.0210)
Greensboro Eq Pupils at Hazen	43.57%	45.20%	46.49%	45.35%	45.34%	47.75%	52.36%	55.73%	3.370%
Hardwick Eq Pupils at Hazen	48.40%	49.50%	51.11%	50.14%	50.06%	51.58%	50.14%	49.01%	-1.130%
Woodbury Eq Pupils at Hazen	58.24%	58.37%	52.53%	50.95%	50.47%	47.96%	45.21%	42.94%	-2.270%
Greensboro Eq Tax Rate	0.6408	0.6792	0.7007	0.7598	0.7629	0.8072	0.9477	0.9970	0.0493
Hardwick Eq Tax Rate	0.7119	0.7438	0.7704	0.8400	0.8424	0.8719	0.9076	0.8768	-0.0308
Woodbury Eq Tax Rate	0.8566	0.8771	0.7918	0.8536	0.8493	0.8107	0.8183	0.7682	-0.0501
8 Common Level of Appraisal									
Greensboro	102.89%	102.86%	105.50%	100.11%	100.40%	100.68%	101.22%	102.37%	1.15%
Hardwick	94.27%	91.66%	89.09%	88.56%	97.95%	100.89%	99.97%	99.01%	-0.96%
Woodbury	99.26%	100.87%	102.61%	101.55%	102.33%	101.55%	106.42%	103.22%	-3.20%
9 Actual Homestead Tax Rate									
Greensboro	0.6228	0.6603	0.6642	0.7590	0.7599	0.8017	0.9363	0.9739	0.0376
Hardwick	0.7551	0.8115	0.8647	0.9485	0.8600	0.8642	0.9078	0.8856	-0.0223
Woodbury	0.8630	0.8696	0.7716	0.8406	0.8300	0.7984	0.7690	0.7442	-0.0247
Cut 1c on equalized homestead tax rate	\$ 35,250	Homestead	100,000	Greensboro			Tax increase	\$ 37.63	
			100,000	Hardwick			Tax increase	\$ (22.26)	
			100,000	Woodbury			Tax increase	\$ (24.71)	

Hazen Union School District Tax Rate Calculation Description

Row # Explanation

- 1 Total Expenditures represents the money spent to operate all school district programs, functions, and services.
- 2 Local Revenues represents non-property income tax revenue.
- 3 Education Spending (ES) is row #1 minus row #2. It represents the amount to come from the State Education Fund.
- 4 Equalized Pupils (EP) represents the average of the district's students for the prior two years, weighted based on a variety of factors, such as for PreK, poverty, English Language Learner (ELL), and secondary students.
- 5 Educational Spending (ES) per Equalized Pupil (EP) is row #3 divided by row #4.
- 6 District Spending Adjustment represents the percentage a district's ES/EP to the Property Yield. The property yield (formally the base ES per EP) is a term from ACT 46. It represents the amount of education spending per equalized student that can be supported by \$1.00 of homestead property tax on the statewide grand list. The yield is divided into row #5 to determine the adjustment. The yield is ultimately set by the legislature. At the time of this printing this is the current estimated yield for the fiscal year.
- 7 Equalized Homestead Tax Rate is the District Spending Adjustment (row #6) multiplied by the base tax rate of \$1.00. It represents the homestead tax rate that is equalized across all towns based on each town's level of spending.
- 8 Common Level of Appraisal (CLA) represents the relationship of each town's grand list is to market value. 100% means that a town's grand list is at market value. The CLA is calculated by the state based on actual property sales in a community throughout the year and is used in the tax calculation to represent fairness across all towns in the state.
- 9 Actual Homestead Tax Rate is row #7 divided by row #8 and represents what the homestead education property tax is that will appear on each town's property tax bill.

Please understand that these calculations are estimates since the legislature has not yet set the final property yield.

District: Hazen UHSD		Property dollar equivalent yield		U026 Orleans Southwest		Homestead tax rate per \$10,666 of spending per equalized pupil	
County: Caledonia		10,666		13,104		1.00	
		FY2017		FY2018		FY2019	
Expenditures		FY2017		FY2018		FY2019	
1.	Adopted or warned union district budget (including special programs and full technical center expenditures)	\$7,668,410	\$6,799,585	\$6,520,012	\$6,674,487	1.	
2.	plus Sum of separately warned articles passed at union district meeting	-	-	-	-	2.	
3.	Adopted or warned union district budget plus articles	\$7,668,410	\$6,799,585	\$6,520,012	\$6,674,487	3.	
4.	plus Obligation to a Regional Technical Center School District if any	-	-	-	-	4.	
5.	plus Prior year deficit repayment of deficit	-	-	-	-	5.	
6.	Total Union Budget	\$7,668,410	\$6,799,585	\$6,520,012	\$6,674,487	6.	
7.	S.U. assessment (included in union budget) - informational data					7.	
8.	Prior year deficit reduction (if included in union expenditure budget) - informational data	-	-	-	-	8.	
Revenues		FY2017		FY2018		FY2019	
9.	Union revenues (categorical grants, donations, tuitions, surplus, federal, etc.)	\$1,866,823	\$611,760	\$347,500	\$628,211	9.	
10.	Total offsetting union revenues	\$1,866,823	\$611,760	\$347,500	\$628,211	10.	
11.	Education Spending	\$5,801,587	\$6,187,825	\$6,172,512	\$6,046,276	11.	
12.	Hazen UHSD equalized pupils	355.41	360.28	346.49	330.69	12.	
13.	Education Spending per Equalized Pupil	\$16,323.65	\$17,175.04	\$17,814.40	\$18,283.82	13.	
14.	minus Less net eligible construction costs (or P&I) per equalized pupil	\$95.08	-	-	-	14.	
15.	minus Less share of SpEd costs in excess of \$50,000 for an individual (per eqpup)	\$65.61	\$53.00	\$51.06	-	15.	
16.	minus Less amount of deficit if deficit is SOLELY attributable to tuitions paid to public schools for grades the district does not operate for new students who moved to the district after the budget was passed (per eqpup)	-	-	-	-	16.	
17.	minus Less SpEd costs if excess is solely attributable to new SpEd spending if district has 20 or fewer equalized pupils (per eqpup)	-	-	-	-	17.	
18.	minus Estimated costs of new students after census period (per eqpup)	-	-	-	-	18.	
19.	minus Total tuitions if tuitioning ALL K-12 unless electorate has approved tuitions greater than average announced tuition (per eqpup)	-	-	-	-	19.	
20.	minus Less planning costs for merger of small schools (per eqpup)	-	-	-	-	20.	
21.	minus Teacher retirement assessment for new members of Vermont State Teachers' Retirement System on or after July 1, 2015 (per eqpup)	-	-	-	-	21.	
22.	Excess spending threshold	Allowable growth threshold = \$17,386	threshold = \$17,816	threshold = \$17,816	threshold = \$18,311	22.	
23.	plus Excess Spending per Equalized Pupil over threshold (if any)	\$16,190.56	\$17,386.00	\$17,816.00	\$18,311.00	23.	
24.	Per pupil figure used for calculating District Equalized Tax Rate	\$16,324	\$17,175	\$17,814	\$18,283.82	24.	
25.	Union spending adjustment (minimum of 100%)	168.268% based on \$9,701	169.046% based on yield \$10,160	174.309% based on \$10,220	171.422% based on yield \$10,666	25.	
26.	Anticipated equalized union homestead tax rate to be prorated [\$18,283.82 ÷ (\$10,666 ÷ \$1.00)]	\$1.6827 based on \$1.00	\$1.6905 based on \$1.00	\$1.7431 based on \$1.00	\$1.7142 based on \$1.00	26.	
Prorated homestead union tax rates for members of Hazen UHSD		FY2017	FY2018	FY2019	FY2020	FY20 P	
T086	Greensboro	0.7629	0.8072	0.9127	0.9553	55.73%	
T092	Hardwick	0.8424	0.8720	0.8740	0.8401	49.01%	
T251	Woodbury	0.8493	0.8108	0.7881	0.7361	42.94%	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
27.	Anticipated income cap percent to be prorated from Hazen UHSD [(\$18,283.82 ÷ \$13,104) × 2.00%]	3.00% based on 2.00%	2.86% based on 2.00%	2.88% based on 2.00%	2.79% based on 2.00%	27.	
Prorated union income cap percentage for members of Hazen UHSD		FY2017	FY2018	FY2019	FY2020	FY20 P	
T086	Greensboro	1.36%	1.37%	1.51%	1.55%	55.73%	
T092	Hardwick	1.50%	1.48%	1.44%	1.37%	49.01%	
T251	Woodbury	1.51%	1.37%	1.30%	1.20%	42.94%	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	

- Following current statute, the Tax Commissioner recommended a property yield of \$10,666 for every \$1.00 of homestead tax per \$100 of equalized property value. The Tax Commissioner also recommended an income yield of \$13,104 for a base income percent of 2.0% and a non-residential tax rate of \$1.58. New and updated data will likely change the proposed property and income yields and perhaps the non-residential rate.

- Final figures will be set by the Legislature during the legislative session and approved by the Governor.

- The base income percentage cap is 2.0%.

Hazen Union School District #26
Minutes of the Annual Meeting
Monday, February 26, 2018, Hazen Union Auditorium
Budget Information Meeting 7:00 P.M., Annual School District Meeting 7:30 P.M.

The meeting was publicly warned by advertisement in the local weekly newspaper, *The Hardwick Gazette*, as well as publicly posted in each of the district's member towns as follows:

The legal voters of Hazen Union School District No. 26 consisting of the Town School Districts of Greensboro, Hardwick and Woodbury are hereby warned to meet for the Hazen Union School District #26 Public Informational Hearing on the FY19 Budget at the Hazen Union Auditorium, Hardwick, Vermont on Monday, February 26, 2018 at 7:00 P.M. for discussion on the school district's proposed FY19 budget as required by Title 17 VSA 2680 (g).

The legal voters of Hazen Union School District No. 26 consisting of the Town School Districts of Greensboro, Hardwick and Woodbury are hereby warned to meet for the Annual School District Meeting at the Hazen Union Auditorium, Hardwick, Vermont on Monday, February 26, 2018 to transact the following articles of business. The annual school district meeting will be called to order upon the adjournment of the public informational hearing on the FY19 budget, but no earlier than 7:30 P.M.

Budget Hearing: Steven Freihofner, Chair of the Hazen Union School Board, Woodbury representative, presented an overview of the FY19 budget and answered questions from the audience. In attendance: Jeff LeCours, Mike Metcalf, Tess Martin, Brett Stanciu, Orise Ainsworth, and Gabriela Stanciu. Administrators, Joanne LeBlanc, Rick Pembroke and Jack McCarthy.

Annual Meeting: The meeting was called to order at 7:40 by Moderator Orise Ainsworth.

Article 1 - election of officers

Motion by Mike Metcalf, 2nd by Jeff LeCours to nominate Orise Ainsworth as Moderator. No further nominations - Clerk cast one ballot for Orise Ainsworth- motion passed unanimously.

Motion by Mike Metcalf, 2nd by Jeff LeCours to nominate Tess Martin as District Clerk. It was noted that Wendy Guyette is no longer interested in holding this office. No further nominations - Clerk cast one ballot for Tess Martin - motion passed unanimously.

Motion by Mike Metcalf, 2nd by Brett Stanciu to appoint Brandy Smith as District Treasurer. No further nominations - Clerk cast one ballot for Brandy Smith- motion passed unanimously.

Motion by Mike Metcalf, 2nd by Jeff LeCours to nominate Alberta Miller as Alternate District Treasurer. No further nominations - Clerk cast one ballot for Alberta Miller - motion passed unanimously.

Article 2 - paid salaries

Motion by Steven Freihofner, 2nd by Brett Stanciu to amend the salary for the District Treasurer from \$425.00 as listed within the Warning to \$2500.00. Discussion: Mr. Freihofner cited the need to have the salary more aligned with school districts with similar budget amounts and responsibilities. Motion passed unanimously.

Article 2 - paid salaries, new motion

Motion made by Steven Freihofner, 2nd by Jeff LeCours to authorize the following salaries to be paid for the officers and directors of the school district as: No pay for school board chair or members; \$2500.00 for District Treasurer; \$16.00 per payroll worked for Alternative District Treasurer; and \$25.00 for District Clerk. Motion passed unanimously.

Article 3 - reports

Motion by Mike Metcalf, 2nd by Brett Stanciu to approve the written reports as presented. Motion passed unanimously.

Hazen Union School District #26
Minutes of the Annual Meeting
Monday, February 26, 2018, Hazen Union Auditorium
Budget Information Meeting 7:00 P.M., Annual School District Meeting 7:30 P.M.

Article 4 - borrowing of money

Motion by Mike Metcalf, 2nd by Jeff LeCours to approve authorizing the voters to borrow money pending the receipt of payments from the member districts and state revenues for the purpose of paying school district expenses. Motion passed unanimously.

Article 5 - budget

Motion was read by the Moderator as follows:

Shall the voters of the school district approve the school board to expend \$6,520,012.00, which is the amount the school board has determined to be necessary for the ensuing fiscal year? It is estimated that this proposed budget, if approved, will result in education spending of \$17,814.00 per equalized pupil. This projected spending per equalized pupil is 3.72 % higher than spending for the current year.

Voting on the aforementioned Article 5 will be by Australian ballot on Tuesday, March 6, 2018 as follows:

Nine (9) o'clock in the forenoon (A.M.) at which time the polls will open and seven (7) o'clock in the afternoon (p.m.) at which time the polls will close at the polling places for the following member towns:

Hardwick: Hardwick Town School Gymnasium, Hardwick, VT
Woodbury: Woodbury Elementary School Gymnasium, Woodbury, VT

Between the hours of ten (10) o'clock in the forenoon (A.M.) at which time the polls will open and seven (7) o'clock in the afternoon (P.M.) at which time the polls will close at the polling place for the following member town:

Greensboro: CHANGE OF VOTING VENUE WAS NOTED FROM Fellowship Hall,
Greensboro, VT TO THE HIGHLAND CENTER FOR THE ARTS, HARDWICK STREET, GREENSBORO,
VT

Upon closing of the polls, the ballot boxes will be sealed, re-opened at the polling place in the Town of Hardwick, the ballots co-mingled, and publicly counted.

Motion by Mike Metcalf, 2nd by Brett Stanciu to adjourn the meeting. Motion passed unanimously - meeting adjourned at 7:50 P.M.

Voting Results from March 6, 2018

The proposed Hazen Union School District #26 budget in the amount of \$6,520,012.00 for school year 2018-2018 was APPROVED with a vote count as follows: 385 yes; 210 no; and 1 blank for a total count of 597 cast ballots.

Minutes taken and recorded by:



Tess Martin, Clerk

Hazen Union School District #26 03/06/2018



Orleans Southwest Supervisory Union

2020 Fiscal Year Supervisory Union Shared Services Budget

Empowering students with the knowledge, skills and disposition to be college and career ready and become successful, responsible and contributing members of society -- locally and globally.

Town School Districts

- Craftsbury
- Stannard
- Wolcott

Union School Districts

- Hazen Union
- Orleans Southwest Union Elementary

OSSU is an educational services, planning, and administrative unit that serves six towns and five school districts.

ORLEANS SOUTHWEST SUPERVISORY UNION

P.O. Box 338, Hardwick, Vermont 05843 ♦ (802) 472-6531 ♦ Fax (802) 472-6250 ♦ www.ossu.org

Dear Community:

On November 1, 2018, I announced my retirement at the end of this school year. For the past 36 years, I have served in education. Twenty of those years have been in OSSU as both the Director of Student Services and as the Superintendent of Schools. I want to take this time to say thank you for the opportunity of serving in these wonderful communities.

As a young child attending Hardwick Elementary and Hazen Union, I never dreamed that I would one day be back in this community guiding education for others. It has been both a privilege and an honor to have served with so many fine educators, administrators and school board members. Orleans Southwest SU will always hold a special place in my heart. I wish all of you well in the journey ahead.

A school budget is a financial plan that reflects the educational priorities of a school district. It represents the programs, services, and supports that provide an equitable and high quality instructional experience for our students in alignment with Orleans Southwest Supervisory Union's (OSSU) vision:

Empowering students with the knowledge, skills and disposition to be college and career ready and become successful, responsible and contributing members of society -- locally and globally.

A supervisory union acts as an educational service, administrative, and planning unit for multiple school districts. Examples include special education coordination and oversight, student assessment coordination, curriculum coordination, professional development coordination, human resources, accounting services, IT network, data systems, transportation services, food services and school board support.

As you review this portion of each individual school budget, I want to bring your attention to the expenditures that are directly related to the support of students and staff which includes individual student support or classroom supports for students in the general education classroom and who receive special education services.

While the remaining costs may be considered indirect costs, these costs are associated with the management of the services and resources needed to provide a quality education for all students. They include school board support, data system management, accounting services, budget development and finance, human resources, operations and maintenance.

The spending plan that follows reflects the collaborative work of all involved and defines the programs, services and supports necessary to help all of our students grow and prepare for their future.

Sincerely,
Joanne M. LeBlanc, M.Ed.
Superintendent of Schools



Proven Expertise and Integrity

INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL
REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT
OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH
GOVERNMENT AUDITING STANDARDS

Board of School Directors
Orleans Southwest Supervisory Union
Hardwick, Vermont

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of the governmental activities, each major fund and the aggregate remaining fund information of Orleans Southwest Supervisory Union, as of and for the year ended June 30, 2018, and the related notes to the financial statements, which collectively comprise Orleans Southwest Supervisory Union's basic financial statements, and have issued our report thereon dated December 24, 2018.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered Orleans Southwest Supervisory Union's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Orleans Southwest Supervisory Union's internal control. Accordingly, we do not express an opinion on the effectiveness of the Commission's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Orleans Southwest Supervisory Union's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing and not to provide an opinion on the effectiveness of the organization's internal control or compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the organization's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

RHR Smith & Company

Buxton, Maine
Vermont Registration No. 092.0000697
December 24, 2018

ORLEANS SOUTHWEST SUPERVISORY UNION

BUDGETARY COMPARISON SCHEDULE - BUDGETARY BASIS
 BUDGET AND ACTUAL - GENERAL FUND REVENUES
 FOR THE YEAR ENDED JUNE 30, 2018

	Original Budget	Final Budget	Actual Amounts	Variance Positive (Negative)
Resources (Inflows):				
Intergovernmental Revenues:				
General Education Assessment	\$ 2,168,272	\$ 2,168,272	\$ 2,168,276	\$ 4
Special Education Assessment	2,048,536	2,048,536	2,048,536	-
Grants/Reimbursements	3,435,657	3,435,657	3,038,998	(396,659)
E-Rate	90,030	90,030	-	(90,030)
Charges for Services	1,270,474	1,270,474	1,210,718	(59,756)
Interest Income	750	750	2,144	1,394
Miscellaneous:				
Miscellaneous	-	-	15,139	15,139
Prior Year Revenues	-	-	1,641	1,641
Transfer From Other Funds	15,000	15,000	6,662	(8,338)
Amounts Available for Appropriation	<u>\$ 9,028,719</u>	<u>\$ 9,028,719</u>	<u>\$ 8,492,114</u>	<u>\$ (536,605)</u>

See accompanying independent auditors' report and notes to financial statements.

SCHEDULE B

ORLEANS SOUTHWEST SUPERVISORY UNION

SCHEDULE OF DEPARTMENTAL OPERATIONS - GENERAL FUND
FOR THE YEAR ENDED JUNE 30, 2018

	Original Budget	Final Budget	Actual	Variance Positive (Negative)
Instruction -				
General education	\$ 1,173,080	\$ 1,124,780	\$ 1,087,169	\$ 37,611
Special education	4,055,900	4,055,900	3,679,279	376,621
Co-curricular	-	-	17,701	(17,701)
Athletics instruction	-	-	3,561	(3,561)
	<u>5,228,980</u>	<u>5,180,680</u>	<u>4,787,710</u>	<u>392,970</u>
Student/instructor support -				
Guidance	219,483	219,483	196,279	23,204
Health services	-	-	3,129	(3,129)
Psychological services	261,944	261,944	210,363	51,581
Speech services	310,570	310,570	306,234	4,336
Occupational therapy services	52,553	52,553	53,133	(580)
Physical therapy/IEP services	-	-	494	(494)
Improvement of instruction	89,907	138,207	171,140	(32,933)
	<u>934,457</u>	<u>982,757</u>	<u>940,772</u>	<u>41,985</u>
Administration -				
School Board	81,716	81,716	137,721	(56,005)
Office of Superintendent	262,776	262,776	253,886	8,890
Office of Principal	-	-	13,636	(13,636)
Special education administration	125,760	125,760	124,310	1,450
Business office/human resources	624,051	624,051	617,706	6,345
Technology administration	501,708	528,205	500,807	27,398
	<u>1,596,011</u>	<u>1,622,508</u>	<u>1,648,066</u>	<u>(25,558)</u>
Operations -				
Operations and maintenance	116,331	116,331	147,500	(31,169)
Student transportation	1,062,910	1,062,910	1,007,500	55,410
Food service	-	-	6,834	(6,834)
	<u>1,179,241</u>	<u>1,179,241</u>	<u>1,161,834</u>	<u>17,407</u>
Miscellaneous -				
Other outlays and prior year adjustments	-	-	21,769	(21,769)
Subgrants	90,030	63,533	-	63,533
	<u>90,030</u>	<u>63,533</u>	<u>21,769</u>	<u>41,764</u>
TOTAL DEPARTMENTAL OPERATIONS	<u>\$ 9,028,719</u>	<u>\$ 9,028,719</u>	<u>\$ 8,560,151</u>	<u>\$ 468,568</u>

See accompanying independent auditors' report and notes to financial statements.

Orleans Southwest Supervisory Union (OSSU)

2019-2020 (FY20) Spending Plan Budget Highlights

The OSSU is by state law the administrative and planning unit for all its member districts. Services include instructional and special education coordination and oversight, student assessment coordination, curriculum coordination, professional development coordination, human resources, business and accounting services, IT network, data systems, transportation, food service management, and school board support.

The FY20 OSSU Preliminary Spending Plan Budget as approved by the OSSU Board is \$7,899,540. This represents a 6.02% over the current budget. Seventy-nine percent (79%) of this budget goes towards student instruction, instructional support services, student support services, and transportation that are utilized at the school buildings and paid for at the supervisory union level.

The FY20 Purchased Services are also provided through the SU and total \$1,077,601, a decrease of 13.52% from the current budget. These are services which the school boards have approved and will purchase from the SU. When these services are added to the Spending Plan Budget total is \$8,977,141.

- There was an 11.90% cost increase in health insurance absorbed in this FY20 budget.
- Special Education spending increased 2.55% from the FY19 budget
- Non-Special Education spending increased 1.45% from the FY19 budget
- Overall, this is a 4.00% increase from the FY19 budget.

Related terms and definitions:

Assessment: Costs are pooled and a member district is charged for access to a range of services provided by the SU to its member districts based on the number of equalized pupils in the district, regardless of the exact quantity of services received by the member districts. Transportation is one example of an assessed cost.

Purchased service: A member district is charged for the precise, measurable cost of a specific service provided by the SU to the member district. A 0.20 FTE behavioral specialist is an example of a purchased service charged to a single member district.

Orleans Southwest SU
General Fund - Four Year Summary

Expenditures	Actual FY17	Actual FY18	Approved FY19	Proposed FY20	Variance (\$)	Variance (%)
General Education	1,168,308	1,155,011	1,211,495	1,100,794	(110,701)	-9.14%
Special Education	4,236,696	3,587,273	3,743,765	3,963,928	220,163	5.88%
Total Instruction	5,405,004	4,742,284	4,955,260	5,064,722	109,462	(0.03)
Guidance	124,275	97,410	79,761	137,365	57,604	72.22%
Psychological Services	111,125	207,728	264,703	258,070	(6,633)	-2.51%
Speech Language Pathology	270,635	255,664	266,593	320,063	53,470	20.06%
Occupational Therapy	53,973	13,951	65,482	65,744	262	0.40%
Physical Therapy/IEP Evaluations	130,959	-	-	1,500	1,500	N/A
Improvement of Instruction	62,726	168,081	191,884	200,582	8,698	4.53%
Total Student/Instructor Support	753,693	742,834	868,423	983,324	114,901	0.95
School Board	86,118	126,728	139,538	143,192	3,654	2.62%
Office of the Superintendent	261,372	247,542	278,121	283,985	5,864	2.11%
SPED Administration	114,926	119,373	105,921	94,742	(11,179)	-10.55%
Business Office/HR	570,065	590,701	613,884	614,133	249	0.04%
Tech Administration	311,511	433,093	512,080	583,856	71,776	14.02%
Total Administration	1,343,992	1,517,437	1,649,544	1,719,908	70,364	0.08
Operations & Maintenance	138,843	134,584	140,171	156,751	16,580	11.83%
Student Transportation	1,018,981	994,358	1,018,300	1,052,436	34,136	3.35%
Fund Transfers/Prior Year						
Total Operations	1,157,824	1,128,942	1,158,471	1,209,187	50,716	0.15
Total Expenditures	8,660,512	8,131,497	8,631,698	8,977,141	345,443	4.00%

FY20 OSSU Assessment Summary

FY20 ACT130 Early Estimated Equalized pupil count

(based on equalized pupils)

	HAZEN		UNIFIED ELEMENTARY		Total	
CRAFTSBURY	154.33	0	0.00%	0	0.00%	154.33
GREENSBORO	0	61.2	18.52%	48.62	13.47%	109.82
HARDWICK	0	229.49	69.46%	238.2	65.97%	467.69
STANNARD	15.07	0	0.00%	21.5	5.95%	36.57
WOLCOTT	265.05	0	0.00%	0	0.00%	265.05
WOODBURY	0	39.68	12.01%	52.74	14.61%	92.42
TOTAL	434.45	330.37	100.00%	361.06	100.00%	1,125.88

1,110.81

PRE-K	
Hardwick	18.32
Greensboro	3.86
Standard	4.83
Woodbury	10.22
Wolcott	9.11
Craftsbury	9.10
Total	55.4357

Allocation									
Orleans SW Union									
	CRAFTSBURY	STANNARD	WOLCOTT	HAZEN	Elementary	Total %	Total \$	Less Revenue	Allocated \$
Purchased Services	Billed on Actual Services Purchased						\$ 1,077,601	\$ 1,077,601	\$ -
ELL (1000)	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 23,194	\$ -	\$ 23,194
SPED Pre-K (1200.11)	16.42%	0.00%	16.43%	0.00%	67.15%	100.00%	\$ 52,985	\$ 10,000	\$ 42,985
SPED K-12 (1200.13/30)	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 3,910,943	\$ 3,079,545	\$ 831,398
Guidance (2120)	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 137,365	\$ -	\$ 137,365
Psychological Services (2140)	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 258,070	\$ -	\$ 258,070
Speech Language Pathology	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 320,063	\$ -	\$ 320,063
Occupational Therapy	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 65,744	\$ -	\$ 65,744
Physical Therapy	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 1,500	\$ -	\$ 1,500
Improvement of Instruction	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 200,582	\$ -	\$ 200,582
School Board	13.71%	1.34%	23.54%	29.34%	32.07%	100.00%	\$ 143,192	\$ -	\$ 143,192
Office of the Superintendent	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 283,985	\$ -	\$ 283,985
Special Ed Administration	13.71%	1.34%	23.54%	29.34%	32.07%	100.00%	\$ 94,742	\$ -	\$ 94,742
Fiscal Services	13.71%	1.34%	23.54%	29.34%	32.07%	100.00%	\$ 614,133	\$ 55,500	\$ 558,633
Technology Administration	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 583,856	\$ -	\$ 583,856
Operations & Maintenance (2600)	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 156,751	\$ -	\$ 156,751
General Transportation (2700)	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 742,600	\$ 295,605	\$ 446,994
SPED Transportation (2700.211)	13.89%	0.00%	23.86%	29.74%	32.50%	100.00%	\$ 309,836	\$ -	\$ 309,836
Total							\$ 8,977,141	\$ 4,518,251	\$ 4,458,890
							\$ -	\$ -	

Assessment						
Orleans SW Union						
	CRAFTSBURY	STANNARD	WOLCOTT	HAZEN	Elementary	Total Assessment \$
	Billed on Actual Services Purchased					\$ -
	\$ 3,222	\$ -	\$ 5,534	\$ 6,898	\$ 7,539	\$ 23,194
	\$ 7,056	\$ -	\$ 7,064	\$ -	\$ 28,865	\$ 42,985
	\$ 115,510	\$ -	\$ 198,380	\$ 247,269	\$ 270,239	\$ 831,398
	\$ 19,085	\$ -	\$ 32,777	\$ 40,854	\$ 44,650	\$ 137,365
	\$ 35,855	\$ -	\$ 61,578	\$ 76,754	\$ 83,884	\$ 258,070
	\$ 44,468	\$ -	\$ 76,370	\$ 95,191	\$ 104,034	\$ 320,063
	\$ 9,134	\$ -	\$ 15,687	\$ 19,553	\$ 21,370	\$ 65,744
	\$ 208	\$ -	\$ 358	\$ 446	\$ 488	\$ 1,500
	\$ 27,868	\$ -	\$ 47,861	\$ 59,656	\$ 65,198	\$ 200,582
	\$ 19,628	\$ 1,917	\$ 33,710	\$ 42,017	\$ 45,920	\$ 143,192
	\$ 39,455	\$ -	\$ 67,761	\$ 84,461	\$ 92,307	\$ 283,985
	\$ 12,987	\$ 1,268	\$ 22,304	\$ 27,800	\$ 30,383	\$ 94,742
	\$ 76,575	\$ 7,477	\$ 131,511	\$ 163,921	\$ 179,149	\$ 558,633
	\$ 81,118	\$ -	\$ 139,314	\$ 173,647	\$ 189,778	\$ 583,856
	\$ 21,778	\$ -	\$ 37,402	\$ 46,620	\$ 50,951	\$ 156,751
	\$ 62,103	\$ -	\$ 106,657	\$ 132,942	\$ 145,292	\$ 446,994
	\$ 43,047	\$ -	\$ 73,930	\$ 92,150	\$ 100,710	\$ 309,836
FY20 Total	\$ 619,097	\$ 10,662	\$ 1,058,198	\$ 1,310,179	\$ 1,460,754	\$ 4,458,890
FY20 % Alloc	13.88%	0.24%	23.73%	29.38%	32.76%	100.00%
FY19 Total	\$ 547,927	\$ 14,142	\$ 977,993	\$ 1,233,313	\$ 1,365,417	\$ 4,138,792
Variance	\$ 71,170	\$ (3,480)	\$ 80,205	\$ 76,866	\$ 95,337	\$ 320,098
Variance %	12.99%	-24.61%	8.20%	6.23%	6.98%	7.73%

Orleans Southwest Supervisory Union

2017-2018 Employee Report

This is a comprehensive list of all contracted employee earnings for the fiscal year.

Name	Description	FTE	Position Days	Contract Amount	Stipend Amount	Total Amount
Abel, Karen E	Literacy Interventionist	1.00	185	\$ 65,610	\$ 649	\$ 66,259
Aiossa, Carolyn T	Special Education Para Professional	0.60	192	\$ 15,319	\$ -	\$ 15,319
Aiossa, Carolyn T	Literacy coach	0.40	185	\$ 24,024	\$ -	\$ 24,024
Allen, Christie D	Personal Care Para Professional	1.00	192	\$ 21,695	\$ -	\$ 21,695
Allen, Lottie J	Special Education Para Professional	1.00	179	\$ 18,795	\$ 1,000	\$ 19,795
Aubuchon, ChrisAnn	Personal Care Para Professional	0.46	27	\$ 1,867	\$ -	\$ 1,867
Baker, Erica J	REACH Site Coordinator	0.60	260	\$ 21,803	\$ 1,300	\$ 23,103
Baptiste, Brandon	Academic/Behavior Interventionist	1.00	36	\$ 3,485	\$ -	\$ 3,485
Barnes, Alyssa B	Out of Dist. Case Mgr / Ed. Diagnostician	1.00	185	\$ 61,308	\$ 600	\$ 61,908
Bassett, Jack	Technology Specialist	1.00	230	\$ 38,640	\$ 1,344	\$ 39,984
Beal, Lindzey SP	Special Education Para Professional	1.00	192	\$ 20,724	\$ 2,113	\$ 22,837
Besett, Harry M	Behavior Specialist	1.00	197	\$ 24,428	\$ 6,799	\$ 31,227
Bickford, David	Flexible Pathways Driver	0.52	80	\$ 9,509	\$ -	\$ 9,509
Billings, Christina L	Para Professional	1.00	192	\$ 22,015	\$ -	\$ 22,015
Boyd, Jessica J	Personal Care Pre K Para Professional	0.46	122	\$ 9,388	\$ -	\$ 9,388
Boyd, William E	Personal Care Para Professional	1.00	192	\$ 19,112	\$ -	\$ 19,112
Bradford, Kelly J	Special Education Para Professional	1.00	192	\$ 23,386	\$ -	\$ 23,386
Brown, Tammy D	Early Childhood Special Educator	1.00	185	\$ 41,858	\$ -	\$ 41,858
Burgess, Jacqueline D	Special Education Teacher	1.00	128	\$ 28,341	\$ 495	\$ 28,836
Burgess, Jacqueline D	Pre K Para Educator	0.46	39	\$ 3,311	\$ -	\$ 3,311
Burgess, Jacqueline D	REACH Site Coordinator	0.50	80	\$ 6,034	\$ -	\$ 6,034
Burgess, Matthew	REACH Site Coordinator	0.50	144	\$ 8,640	\$ -	\$ 8,640
Burnham, Cynthia A	Literacy Interventionist	1.00	185	\$ 63,296	\$ 900	\$ 64,196
Butler, Rebecca S	Occupational Therapist	1.00	185	\$ 57,475	\$ -	\$ 57,475
Clark, Nichole R	Personal Care Para Professional	1.00	192	\$ 20,451	\$ -	\$ 20,451
Cosgrove, Patricia A	Special Education Teacher	1.00	185	\$ 62,473	\$ 3,114	\$ 65,587
Cournoyer, Stacy	Behavior Specialist	1.00	202	\$ 35,537	\$ 2,380	\$ 37,917
Cross, Monica R	Math Coach	1.00	185	\$ 59,336	\$ 2,500	\$ 61,836
Cross, Wendy L	Special Education Para Professional	1.00	192	\$ 19,636	\$ -	\$ 19,636
Crum, MaryKate A	Early Childhood Para Professional	0.46	121	\$ 7,895	\$ 500	\$ 8,395
Crum, MaryKate A	Administrative Assistant	0.50	132	\$ 7,508	\$ 500	\$ 8,008
Crytzer, Anna	ELL Teacher	0.40	185	\$ 23,268	\$ 6,250	\$ 29,518
Darling, Sonja M	Accounting Clerk	1.00	260	\$ 51,168	\$ -	\$ 51,168
Davis, Janis C	Special Education Teacher	1.00	185	\$ 41,589	\$ 1,000	\$ 42,589
DeKens, Joseph P	Para Professional	1.00	192	\$ 28,754	\$ 4,000	\$ 32,754
Devenger, Leah R	Personal Care Para Professional	1.00	192	\$ 16,913	\$ -	\$ 16,913
Doane, Marie L	Special Education Teacher	1.00	185	\$ 65,610	\$ 1,800	\$ 67,410
Dopp, Cheryl L	Human Resources Manager	1.00	260	\$ 56,264	\$ -	\$ 56,264
Drown, Marquise M	Behavior Specialist	1.00	197	\$ 36,658	\$ 9,741	\$ 46,399
Dubuque, Dominique M	Special Education Teacher	1.00	185	\$ 52,703	\$ 9,636	\$ 62,339
Dutton, Jean E	Math Interventionist	0.40	185	\$ 26,244	\$ -	\$ 26,244
EpINETTE, Cynthia H	Accounting Clerk	1.00	260	\$ 48,214	\$ -	\$ 48,214
Ewen, Tonya	Special Education Para Professional	1.00	87	\$ 7,947	\$ -	\$ 7,947
Fleer, Alice C	Personal Care Para Professional	1.00	192	\$ 22,175	\$ 120	\$ 22,295
Foster, Margaret M	Certified Occupational Therapist Assistant	1.00	185	\$ 38,941	\$ -	\$ 38,941
Freeman, Heather M	Student Services Director	1.00	260	\$ 91,402	\$ -	\$ 91,402
Garguilo, Stephanie	Personal Care Para Professional	1.00	192	\$ 18,708	\$ -	\$ 18,708
Gates, Theodore O	Data Analyst	1.00	260	\$ 51,064	\$ -	\$ 51,064
Gebbie, Aileen Shea	Para Professional	1.00	192	\$ 24,474	\$ -	\$ 24,474
Gelineau, Beatrice E	Para Professional	1.00	192	\$ 21,695	\$ -	\$ 21,695
Greene, Linda J	Special Education Para Professional	1.00	192	\$ 21,948	\$ -	\$ 21,948
Grzebien, Christine A	Special Educator	1.00	185	\$ 41,589	\$ 420	\$ 42,009
Hadwen, Kirsten	Special Education Para Professional	1.00	192	\$ 19,152	\$ 1,545	\$ 20,697
Hall, Della A	Para Professional	1.00	192	\$ 22,378	\$ -	\$ 22,378
Hall, Jamie A	Personal Care Para Professional	1.00	192	\$ 22,052	\$ -	\$ 22,052

Orleans Southwest Supervisory Union

2017-2018 Employee Report

This is a comprehensive list of all contracted employee earnings for the fiscal year.

Name	Description	FTE	Position Days	Contract Amount	Stipend Amount	Total Amount
Hall, Mary R	Special Education Para Professional	1.00	192	\$ 22,821	\$ -	\$ 22,821
Hancock, Elise R	Speech Language Pathologist	1.00	185	\$ 62,742	\$ 4,000	\$ 66,742
Hanna, Gael M	Literacy Interventionist	0.80	185	\$ 47,469	\$ 469	\$ 47,938
Harnden-McPhee, Aimee L.	Special Education Teacher	1.00	185	\$ 62,473	\$ 1,404	\$ 63,877
Hart, Amanda M	Speech Language Pathologist	1.00	185	\$ 49,297	\$ 5,230	\$ 54,527
Hersey, Elisha J	Personal Care Para Professional	1.00	192	\$ 17,924	\$ -	\$ 17,924
Hewitt, Colleen A	Early Childhood Para Professional	0.40	121	\$ 9,801	\$ -	\$ 9,801
Hill, Deborah A	Personal Care Para Professional	1.00	192	\$ 22,821	\$ 325	\$ 23,146
Hill-Sartwell, Judith	Special Education Para Professional	0.46	122	\$ 5,501	\$ -	\$ 5,501
Holbrook, Diane M	Para Professional	1.00	192	\$ 21,578	\$ -	\$ 21,578
Hudson, Karen S	File Clerk	0.25	260	\$ 5,468	\$ -	\$ 5,468
Hurlbut, Gailene M	Personal Care Para Professional	1.00	192	\$ 21,464	\$ -	\$ 21,464
Jacobs, Barbara B	Literacy Interventionist	0.50	185	\$ 33,042	\$ 1,500	\$ 34,542
Jacobs, Thomasina A	Special Education Para Professional	1.00	192	\$ 22,821	\$ -	\$ 22,821
Johnson, Maria	Special Education Para Professional	1.00	127	\$ 12,642	\$ -	\$ 12,642
Johnson, Teresa H	Special Education Teacher	1.00	185	\$ 59,336	\$ 2,220	\$ 61,556
Kittell, Laura Jill	Special Education Para Professional	1.00	192	\$ 21,249	\$ -	\$ 21,249
Knudson, Kimberly G	Special Education Para Professional	1.00	192	\$ 25,774	\$ -	\$ 25,774
Kordet, John	Para Professional	1.00	192	\$ 19,354	\$ 7,503	\$ 26,857
Kramer, Alexis N	Behavior Support Coordinator	1.00	190	\$ 50,000	\$ -	\$ 50,000
Languerand, Christine M	Math Interventionist	1.00	185	\$ 47,594	\$ -	\$ 47,594
Larkin, Shannon	Long Term Substitute	1.00	185	\$ 35,853	\$ -	\$ 35,853
Leavitt, Kerry M	Speech Language Pathologist	1.00	185	\$ 49,297	\$ 4,000	\$ 53,297
LeBlanc, Joanne M	Superintendent	1.00	260	\$ 117,000	\$ 1,519	\$ 118,519
Locke, Kelly O	Special Education Teacher	1.00	185	\$ 56,671	\$ -	\$ 56,671
Lodewyk, Adam T	Technology Specialist	1.00	260	\$ 31,200	\$ -	\$ 31,200
Lowell, Alicia F	Personal Care Para Professional	1.00	192	\$ 20,160	\$ -	\$ 20,160
Maniatty, Grace E	Accounting Manager	1.00	255	\$ 54,923	\$ -	\$ 54,923
Martin, Christine	Special Education Para Professional	1.00	192	\$ 19,999	\$ 1,000	\$ 20,999
Martin, Daniel	Personal Care Para Professional	1.00	108	\$ 11,930	\$ 563	\$ 12,492
Martin, David J	Technology and Communications Director	1.00	260	\$ 79,267	\$ 3,000	\$ 82,267
Martin, Lisa K	Special Education Para Professional	1.00	192	\$ 22,499	\$ 4,126	\$ 26,625
Martin, Therese M	Executive Administrative Assistant	1.00	260	\$ 47,008	\$ 2,195	\$ 49,203
Martin-Baker, Deirdre	Personal Care Para Professional	1.00	170	\$ 16,352	\$ 1,510	\$ 17,862
McIntosh, Brice N	Technology Specialist	1.00	260	\$ 50,960	\$ -	\$ 50,960
McLean, Katie	Payroll & Benefits Specialist	1.00	168	\$ 30,240	\$ -	\$ 30,240
McLure, Rhoda M	Instruction, Assessment & Grants Director	1.00	260	\$ 81,891	\$ -	\$ 81,891
Meservey, Annette M	Para Professional	1.00	192	\$ 21,164	\$ 540	\$ 21,704
Millard, Kristen M	Deaf & Blind Intervenor	1.00	192	\$ 33,646	\$ 1,000	\$ 34,646
Miller, Nicole M	REACH Coordinator	1.00	260	\$ 52,874	\$ -	\$ 52,874
Mitchell, Katherine L	Educational Diagnostician	0.45	185	\$ 33,065	\$ -	\$ 33,065
Moodie, Christy	Personal Care Pre K Para Professional	0.46	77	\$ 5,024	\$ -	\$ 5,024
Negrin-Vartanian, Andrea	Special Education Teacher	1.00	185	\$ 65,610	\$ -	\$ 65,610
Nelson, Danya J	Literacy/Math Interventionist	1.00	185	\$ 44,457	\$ 200	\$ 44,657
Nichols, Peter J	Long Term Substitute	1.00	260	\$ -	\$ 4,000	\$ 4,000
Norheim, Carter J	Technology Specialist	1.00	230	\$ 27,600	\$ -	\$ 27,600
O'Neill, Beverly A	Personal Care Para Professional	1.00	192	\$ 22,835	\$ 325	\$ 23,160
Olson, Jennifer A	Work Based Learning Coordinator	1.00	185	\$ 51,897	\$ -	\$ 51,897
Osgood, Cynthia L	Special Education Teacher	1.00	185	\$ 49,835	\$ 1,520	\$ 51,355
Parent, Kate E	Para educator	1.00	89	\$ 10,579	\$ -	\$ 10,579
Pembroke, Richard Jr.	Chief Financial Officer	1.00	260	\$ 105,000	\$ 6,452	\$ 111,452
Picard, Judith W	Personal Care Para Professional	1.00	192	\$ 24,481	\$ 60	\$ 24,541
Price, Erika M	Speech Language Pathologist Assistant	1.00	185	\$ 37,464	\$ 1,380	\$ 38,844
Putvain, Kelly A	Personal Care Para Professional	1.00	192	\$ 21,948	\$ -	\$ 21,948
Ramsay, Charlene D	Special Education Para Professional	1.00	192	\$ 21,464	\$ 1,000	\$ 22,464

Orleans Southwest Supervisory Union

2017-2018 Employee Report

This is a comprehensive list of all contracted employee earnings for the fiscal year.

Name	Description	FTE	Position Days	Contract Amount	Stipend Amount	Total Amount
Roy, Ruth M	Physical Therapist	0.60	185	\$ 45,165	\$ -	\$ 45,165
Safford, Douglas W	Special Education Para Professional	1.00	158	\$ 18,780	\$ -	\$ 18,780
Sciara, Rebecca	ELL Tutor/Translator	0.52	57	\$ 4,104	\$ -	\$ 4,104
Shedd, Sonya M	Special Education Teacher	1.00	185	\$ 59,605	\$ -	\$ 59,605
Simpson, Jennifer L	Behavior Specialist	1.00	202	\$ 26,597	\$ 10,119	\$ 36,716
Smith , John JR	Chief Financial Officer	1.00	20	\$ 7,538	\$ -	\$ 7,538
Smith, Angela	Payroll & Benefits Specialist	1.00	95	\$ 15,200	\$ -	\$ 15,200
Smith, Kevin J	Special Education Teacher	1.00	185	\$ 55,034	\$ 1,770	\$ 56,804
Smith, Tammi S	Personal Care Para Professional	1.00	192	\$ 21,164	\$ 350	\$ 21,514
Smith, Valerie L	Special Education Para Professional	1.00	192	\$ 21,464	\$ -	\$ 21,464
Steenkamp, Susanna M	Special Education Teacher	1.00	185	\$ 65,610	\$ -	\$ 65,610
Stoudt, Lisa M	Educational Diagnostician	1.00	185	\$ 52,434	\$ -	\$ 52,434
Thompson, Amy C	Special Education Para Professional	0.50	159	\$ 11,720	\$ -	\$ 11,720
Tousant, Diana D	Special Education Para Professional	1.00	192	\$ 19,931	\$ -	\$ 19,931
Valcour, Francinne D	Work Based Learning Coordinator	0.50	185	\$ 30,654	\$ -	\$ 30,654
Ward, Jennifer L	Special Education Para Professional	1.00	192	\$ 23,386	\$ 1,000	\$ 24,386
Webster, Wanda J	Administrative Assistant	1.00	260	\$ 35,547	\$ -	\$ 35,547
Williams, Amy J	Special Education Para Professional	1.00	192	\$ 26,342	\$ 2,055	\$ 28,398
Wilson, Craig A	Special Education Teacher	1.00	185	\$ 59,336	\$ 4,545	\$ 63,881
Wright, Heather D	Special Education Teacher	1.00	185	\$ 62,473	\$ 3,300	\$ 65,773
Young, Tara R	Early Childhood Para Professional	0.43	124	\$ 10,528	\$ -	\$ 10,528
Young, Tara R	REACH Site Coordinator	0.50	260	\$ 15,256	\$ -	\$ 15,256
			Total:	\$ 4,357,035	\$ 138,886	\$ 4,495,920