

# 2021 ANNUAL REPORT



**FEBRUARY 2022:** For this report and additional information, see the Burlington School District website at [www.bsdvt.org](http://www.bsdvt.org).

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تمن اجل خدمات الترجمة لهذه الوثيق ٨٠٢٢٨٨٦٠٤٨ على الرقم سيمك تصل مع نياز

यो कागजातको अनुवाद का लागि नियाजा सेमिच लाई 802-288-6048 मा सम्पर्क गर्नुहोस

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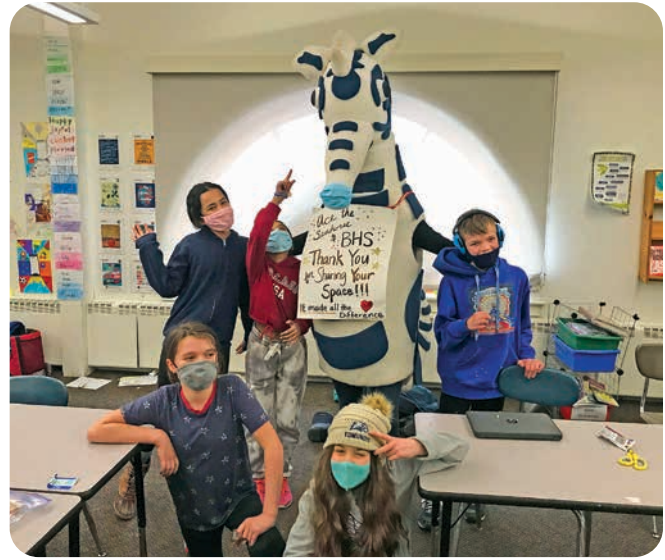
Hamagara Nijaza Semic kuri 802-288-6048 kuvyerekeye imfashanyo z' ubusimuzi bw' iki gitabo.

Xin liên lặc cớ Nijaza Semic 802-288-6048 cho các dịch vụ dịch thuật cho tài liệu này.

# 2021 ANNUAL REPORT

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## TOWN MEETING DAY March 1, 2022

**Voting Information:** [www.burlingtonvt.gov/CT/Elections](http://www.burlingtonvt.gov/CT/Elections)

**Where to vote:**

- Ward 1:** Mater Christi, 100 Mansfield Ave.
- Ward 2:** Integrated Arts Academy at H.O. Wheeler  
6 Archibald St.
- Ward 3:** Sustainability Academy at Lawrence Barnes  
123 North St.
- Ward 4:** St. Mark's Youth Center, 1271 North Ave.
- Ward 5:** Burlington Electric Department, 585 Pine St.
- Ward 6:** Edmunds Middle School Gym, 275 Main St.
- Ward 7:** Robert Miller Community and Recreation Center  
130 Gosse Ct.
- Ward 8:** Fletcher Free Library Community Room  
235 College St.

**To register to vote in Burlington:**

**Deadline:** Same-day Voter Registration will be available for the March 1, 2022 Annual City Election. Voters are encouraged to register at the Clerk/Treasurer's Office or online at <http://olvr.sec.state.vt.us> in advance of Election Day.

**Absentee ballots:**

For Town Meeting Day 2022, the City of Burlington will mail ballots to all registered voters. Ballots will be mailed on February 9th.

**Deadline to vote absentee:** Ballots can be dropped off at locations throughout the city until 4:30 pm on February 28. You can also bring your ballot to your polling place on election day.

**Early Voting:** Ballots will be mailed on February 9th and voters can return them immediately.

## SCHOOL BOARD

Ward	Commissioner	Home Phone
1	Open Seat	
2	Stephen Carey	863-6290
3	Polly Vanderputten	578-8653
4	Martine Larocque Gulick	488-4445
5	Mike Fisher	777-7847
6	Clare Wool	(917) 912-4333
7	Monika Ivancic	540-0830
8	Aden Haji	495-9729
	<b>District Central:</b> Jean Waltz	355-7856
	<b>District East:</b> Kathy Olwell	660-4910
	<b>District North:</b> Kendra Sowers	598-2346
	<b>District South:</b> Jeffrey Wick	(917) 282-5256

## DISTRICT OVERVIEW

Burlington continues to be home to the most diverse and largest single-town school district in the state of Vermont. In School Year 2020–2021 (SY21), Burlington School District (BSD) served more than 3,600 PreK – Grade 12 students across 12 centralized campuses and additional locations for Burlington Technical Center programs. This includes providing support for 411 PreK students through 41 different partner programs in the area. Students in BSD come from homes representing 36 different first languages.

### Our Mission is to Graduate Students Who:

- Value Different Cultures
- Engage with the Community
- Communicate Effectively
- Think Creatively
- Skillfully Solve Problems
- Achieve at their Highest Academic, Intellectual and Personal Potential

**Our Vision:** Cultivating caring, creative, and courageous people. Join the journey!

### Our Core Beliefs:

- Every child can succeed
- Families and community are partners in educating our children
- Diversity and inclusion promote strong schools and communities
- A welcoming, supportive climate fosters learning
- Self-reflection and accountability improve our practices

### Welcome Superintendent Flanagan

Superintendent Tom Flanagan began his tenure on July 1, 2020, releasing a 100 Day Entry Plan focused on Equity, Engagement, and Deep Learning. In his first 100 Days, Flanagan created a diverse Cabinet of district leaders, prioritized engagement with staff, families, and the community, developed advisory councils, and worked with the Cabinet to create goals focused on equity and achievement. Read the 100 Day Plan and Report at [www.bsdt.org/superintendent](http://www.bsdt.org/superintendent).



## Strategic Goals

In SY21, BSD began planning for the creation of a new five-year strategic plan. Over the course of the year, the District focused on six specific goals areas, represented in the chart below. Our team began benchmarking data and provided regular updates to the board regarding observations. This information was used to create the first-ever [School Snapshot](#) available on our website.

We also made a number of strategic investments and commitments to equity, operated with a budget surplus for the seventh consecutive year, and continued to work towards addressing our capital plan needs by making nearly \$1 million in investments in BSD’s main campuses and converting an old Macy’s into a beautiful high school that will be used until 2025.



## STRATEGIC GOALS

<b>Goal 1</b>	Our schools are <b>restorative and equitable communities.</b>	<ul style="list-style-type: none"> <li>Schools suspend African American students, students with disabilities, and students who qualify for Free or Reduced Priced Lunches less frequently.</li> <li>Staff report increased use of restorative practices.</li> </ul>
<b>Goal 2</b>	Students are <b>at grade level</b> in reading and math <b>by the end of 3rd grade.</b>	Percent proficient improves for students who qualify for Free or Reduced Priced Lunches.
<b>Goal 3</b>	Students are <b>at grade level</b> in math <b>by the end of 8th grade.</b>	Percent proficient improves for students who qualify for Free or Reduced Priced Lunches.
<b>Goal 4</b>	Students graduate from high school having <b>successfully completed Algebra II.</b>	We will increase the percent of students who complete Algebra II.
<b>Goal 5</b>	AP, Honors, and dual enrollment completion and successes <b>reflect the demographics of the high school.</b>	We will increase the percent of students of color who take AP, Honors, and dual enrollment courses.
<b>Goal 6</b>	Faculty and staff are <b>a mirror of our student population.</b> They are highly skilled and set high expectations for all students.	Increase the percent of our teaching faculty who are teachers of color.

## The Impact of Coronavirus

After nearly four months of remote learning before summer break, BSD classes, with the exception of BHS and BTC, resumed in-person learning in August of 2020. With help from the Agency of Education, BSD created robust “Reopening Guidelines” to allow for a safe and equitable learning environment. At the beginning of the year, most students learned in person for two days a week and remotely three days a week, and students learning English and with IEPs were able to attend four days a week in person. BSD’s careful approach resulted in the District being one of the last school districts in the state to record a positive case of Covid in our schools.

Reopening 2021 was a huge lift made possible by many departments working together. Our IT department set up 1:1 electronic devices for all students in record time and our multilingual liaisons provided countless training sessions for families, assuring that students would have access to their education on remote learning days. All students in BSD were eligible for free breakfast and lunch last year; in addition to providing these meals, The Burlington School Food Project provided more than 20,000 free family meal kits (each containing seven days

of breakfast, lunch, dinner, and snack) to families with children under 19 years old.

In April, we were able to welcome middle and high school students back to four days a week of in-person learning, and our elementary students back to four and a half days of in-person instruction.

Please visit [www.bsdtv.org](http://www.bsdtv.org) to see how we strive every day to close the opportunity gap and raise the bar for each of our students.



## Capital Improvements

*Welcome to Macy's!*

In August of 2020, while planning for a major renovation project, BSD discovered extensive PCB contamination in the air throughout the high school and technical center campus, forcing the District to close the entire campus to in-person learning. A team began immediately looking at other locations which might work for in-person learning and worked to provide connection opportunities for students. The District used the Edmunds Campus for in-person learning for BHS students on Wednesdays and rented space in Downtown Burlington to operate a



drop-in “Seahorse Support Center.” By late November, the team had secured a number of separate locations throughout Chittenden County to host Burlington Technical Center programs. In December, work began transforming an old Macy’s department store into Downtown BHS (DtBHS), a new, temporary high school in the heart of the Queen City. In March 2022, after just three months, BSD representatives were joined by Mayor Weinberger and State Representatives to “cut the ribbon” and officially open Downtown BHS! The project cost of \$3.5 million was paid for by the State of Vermont after Superintendent Flanagan met with Governor Phil Scott to ask for help and the Governor immediately pledged his full support to get students back into school. News of the department store turned high school spread quickly, and BHS staff and students were interviewed by media outlets from Germany, to France, to Japan.

Work also continued throughout the year, improving BTC locations. With a project cost of \$102,000, we made major ADA upgrades at the Aviation facility located at the airport, including adding ramps, renovating bathrooms, and designing a new eyewash and sink station. And with a project cost of \$120,078.35, we added ADA, Fire Alarm, and Electrical System upgrades to our new space at 2 Gregory Drive, host of two BTC programs.





At Champlain, we used \$165,412 to upgrade the gymnasium. Costs included a brand new gym floor, asbestos abatement, and painting. This project cost more than anticipated when we discovered the need to remove more layers of flooring and subflooring than we originally thought. We also replaced the tread on all of the stairs (\$42,445) and began design on a new preschool playground to support PreK expansion into the school.

At Edmunds, we added new flooring and painting in the elementary school (\$329,027) and ordered new playground equipment to be installed. And at IAA, the HVAC Unit Ventilator that supports nine classrooms in the single-story addition was replaced thanks to a grant from Efficiency Vermont. Efficiency Vermont also covered the cost of a new chiller, which supports air conditioning for Ira Allen.

In the summer we spent an additional \$250,000 on acoustical upgrades to help lower noise levels at DtBHS.

### Next Capital Plan Priorities:

- ★ Planning and design work continues
  - IAA building roof replacement
  - Edmunds HVAC improvements
  - Champlain Student Drop-off Site improvements
  - Flynn paving



## Curriculum, Instruction, and Assessment

BSD provides a rigorous, research-based curriculum aligned with national content standards and the VT School Quality Standards and supports teachers with the implementation of instructional practices to improve student achievement. To this end, the primary focus of the Teaching & Learning team is to assist our schools in creating a learning environment that promotes the academic and social-emotional growth of all students. In addition to this core work, we focused our professional learning efforts on building student agency and literacy in math. We also created a workgroup to develop recommendations to strengthen deeper learning opportunities in BSD. This work resulted in the creation of a new framework for teaching and learning that will inform future academic activities. Finally, the Department of Teaching and Learning completed a K-5 literacy audit which resulted in plans to pilot a new literacy curriculum at Sustainability Academy in Fall 2021.

The goal for Burlington School District's professional learning plan is to provide a vision for adult learning that is collaborative, continuous, embedded in daily practice, and focused on student achievement. We strive to develop a professional learning culture that supports adult learning by providing a framework of options that affords every educator an opportunity to enrich his/her practice and improve student learning.

### 2020-2021 Professional Learning Highlights:

- Blended Learning – Supporting students in hybrid learning environments (in-person and remote).



Each year, the District publishes an “Equity Data Report.” You can find our most recent report and others online: <https://www.bsdrv.org/district/superintendent/school-assessments-data/>

- Online Learning platforms and systems (K-5 Seesaw and 6-12 Unified Classroom)
- Supporting staff and students for the social/emotional impact of reentry
- Curriculum mapping and alignment (horizontal and vertical) due to 2020 school closure
- K-5 – Math Number Talks
- 6-12 Content-specific professional learning sessions

## Diversity and Equity

BSD embraces its rich, diverse community as expressed through race, ethnicity, ability/disability, gender expression, religion, national origin, immigration status, language background, language proficiency, and family structure. Our belief and vision is that all students and staff deserve an inclusive school and work environment where differences are valued and celebrated.

In the summer of 2020, Superintendent Flanagan created BSD's first “Office of Equity,” led by Sparks, BSD's Director of Equity. In July 2020, BSD joined the City of Burlington and many other local organizations in declaring [Racism as a Public Health Emergency](#) and making a series of [commitments designed to make our schools equitable](#), welcoming, and responsive. As part of this work, the Burlington Board of School Commissioners created a resolution that all BSD schools would fly the Black Lives Matter Flag and that we would ask any partners hosting our programs or students to fly the flag as well. Throughout the fall, students led flag-raising ceremonies at each school. At the District's request, the flag also flies at the Rock Point Center, which hosts OnTop, and at the City of Burlington's Miller Center which hosts afterschool programming for our students. The ceremonies were captured by The Media Factory and featured in a mini-documentary [“We Choose Love and Hope: Raising the Black Lives Matter Flag in Burlington School District”](#) which was aired on local television.

### In addition to this work, in SY21 BSD achieved the following success in the areas of Diversity, Equity, and Inclusion:

- Launched an Equity Webinar Series with students, staff, and community partners. Topics included: Let's Talk about Restorative Practices, Let's Talk about



Anti-Racism, Let's Talk about Gender Identity and Expression, Let's Talk about Whiteness, Let's Talk about Disability Advocacy

- District Leadership Team participated in year-long, anti-racist conversations and training, facilitated by Shane Safir and Dr. Jamila Dugan
- Created a Racial Justice Academy for Middle and High school students to learn about and advocate for social justice and change
- BSD school board participated in a series of equity trainings
- Champlain Elementary created a welcoming space with the “Afronaught” mural as well as a land dedication ceremony and signage honoring Abenaki and Indigenous peoples
- Increased pay and hours for our multilingual liaison staff
- Held language-specific ReOpening Meetings to reach more of our multilingual community
- Created community-led Task Force to drive recommendations for School Resource Officer Program

- Successfully wrote and rewrote all IEPs to accommodate remote learning needs
- Students from the Racial Justice Academy co-facilitated our 2021 opening of the new school year with the superintendent
- Created affinity spaces for staff and for middle and high school students
- Designed new learning spaces for multilingual students



## Burlington: Vermont’s Most Diverse Schools – BSD Demographic Data

<i>Most recent information available is presented. See notes below for dates and sources.</i>		<b>Burlington</b>	<b>Vermont</b>
Number of students <sup>(1) (2)</sup>		3,340	83,309
Racial Diversity <sup>(1) (3)</sup>	White	61.0%	89.0%
	Black African American	16.0%	2.0%
	Asian	12.0%	2.0%
	Hispanic or Latino of Any Race	2.0%	2.5%
	American Indian or Alaskan Native	0.0%	0.0%
	Native Hawaiian or other Pacific Islander	0.0%	0.0%
	Two or More Races	8.0%	3.0%
Students receiving English Language Learning Services <sup>(1) (3)</sup>		16.0%	2.0%
Home languages of students		38	NA
Special Education identified (IEP Only) <sup>(1) (3)</sup>		20.0%	15.0%
Four-Year Cohort Graduation Rate <sup>(4)</sup>		69.9%	83.0%
Six-Year Cohort Graduation Rate <sup>(4)</sup>		76.1%	88.3%
Qualify for free/reduced meals <sup>(1) (5)</sup>		51.0%	37.9%

(1) 2019-20 BSD Data represents Pre-K-12, from Powerschool Report October 2020. <https://www.bsdyt.org/district/district-overview/>

(2) 2020-21 State Data from: <https://education.vermont.gov/data-and-reporting/vermont-education-dashboard/enrollment>

(3) 2020-21 State Data from: <https://education.vermont.gov/data-and-reporting/vermont-education-dashboard/student-characteristics>

(4) Most recent data is from 2019-20: <https://education.vermont.gov/data-and-reporting/vermont-education-dashboard/student-information>

(5) Data from AOE Annual Report of Percent of Students Approved for Free and Reduced-Price School Meals <https://education.vermont.gov/documents/edu-nutrition-2021-free-and-reduced-eligibility-report>

## Student Support Services

BSD Student Support Services continues to grow to meet the needs of our community. The District provides many resources for students with and without disabilities, ages three to 21 years. Service providers strive to meet the needs of this diverse cohort to assist them on their journey to develop their complete selves. Student Support Services staff include nurses, social workers, psychologists, special educators, speech/language pathologists, physical therapists, Discrete Trial Instructors, occupational therapists, and many more important roles. Our Early Education Program provides important first-classroom experiences for students with and without disabilities, ages three to five.

BSD values belonging for students with disabilities as full members in our community. We continue to improve a continuum of specialized instruction with the goal of providing these services in the least restrictive environment based on individual needs. Students with disabilities who do not qualify for an Individual Education Program (IEP) may be eligible for accommodations and/or services to access the general education curriculum under Section 504 - Americans with Disabilities Act. Other students in

need of support may have their needs addressed through the school-based Educational Support Team (EST).

During SY21, approximately 710 students with disabilities received specialized instruction provided through an IEP. Disabilities include autism, deaf-blindness, developmental delay, emotional disturbance, hard of hearing, intellectual disability, multiple disabilities, orthopedic impairment, other health impairment, specific learning disability, speech or language impairment, traumatic brain injury, and visual impairment. Approximately 220 students with disabilities were accommodated with Section 504 Plans, and approximately 85 students with disabilities ages three to five received Early Education services in our District-based programs and through our community partnerships.

Student Support Services and the Agency of Education completed a comprehensive audit for compliance within the Burlington School District special education program. We are pleased to share that Student Support Services received a letter of commendation from the Agency of Education for outstanding effort in improving compliance with IDEA data collection and services provided to students.

## BSD Community Partnerships

AARP Vermont	Dealer.com	Let's Grow Kids	UVM College for Every Student
Amy Tarrant Foundation	ECHO, Leahy Center for	The Media Factory	UVM Engineering Department
Association of Africans Living	Lake Champlain	Mercy Connections	UVM Expanded Food & Nutrition
in Vermont	Ethan Allen Homestead	NFI Vermont, Inc.	Program
Boys & Girls Club	Everybody Wins! Vermont	North Avenue Alliance Church	UVM Medical Center
Building Bright Futures	Feeding Chittenden	The Offices of Senators Leahy and	Vermont Adult Education Council
Burlington City Arts	Fleming Museum	Sanders and Congressman Welch	Vermont Afterschool Inc.
Burlington Community Justice Center	Fletcher Free Library	Parents4Change Taskforce	Vermont Agency of Education
Burlington Electric	Flynn Center for the Performing Arts	Positive Spin Inc.	Vermont Arts Council
Burlington Fire Department	Front Porch Forum	Prevent Child Abuse Vermont	Vermont Community Foundation
Burlington Partnership for a Healthy	Greater Burlington Sustainability	ReSource	Vermont Community Garden
Community Burlington Parks,	Education Network	Rock Point School	Network
Recreation & Waterfront	Gordini, Inc	Rozalia Project	VDH: Women, Infants, and
Burlington Police Department	HANDS	Sara Holbrook Community Center	Children
Cambrian Rise	Hannaford	SD Associates	Vermont Family Network
Champlain College	Hazlett	Seventh Generation	Vermont Fish and Wildlife
Champlain Valley Office of Economic	Hergenrother Realty Group	Shelburne Farms	Vermont Governor Phil Scott
Opportunity (Head Start & Financial	Heritage Aviation	Shelburne Museum	Vermont Humanities Council
Literacy Programs)	Hoehl Family Foundation	South Burlington Community	Vermont Legal Aid
Children's Literacy Foundation	Hotel Vermont	Justice Center	Very Merry Theater
City Market	Howard Center	Spectrum Youth and Family Services	Vermont National Guard
City of Burlington Community	Hunger Free Vermont	St. Michael's College	Vermont SportsCar
& Economic Development Office	The Intervale	Trinity Child Care Center	Vermont Teddy Bear
City of Burlington, Mayor's Office	Janet S. Munt Family Room	Turning Point Center	VSA Vermont
Community College of Vermont	King Street Center	USCRI	VTC
Community Health Centers	Lake Champlain Chamber	University of Vermont (UVM)	VT FEED
of Burlington	Music Festival	Caring Collaborative	Young Tradition Vermont
Community Sailing Center	Lake Champlain Community	UVM College of Education	Waterbury Market
Courtyard Marriott	Sailing Center	& Social Services	Watershed Alliance

Did we miss you? Please let us know: [superintendent@bsdvt.org](mailto:superintendent@bsdvt.org)

## Assessments

In a typical school year, BSD participates in a number of different state assessments in addition to our own local assessments designed to determine how students are progressing through their education. These state-level assessments include:

- Smarter Balanced Assessment Consortium (SBAC) in Math and Literacy in grades 3-9
- Vermont Science Assessment (VTSA) in grades 5, 8 and 11
- Vermont Physical Education Assessment (VTPEA) in grades 4, 7 and 9
- ACCESS for EL Students in grades 1-12

At the time of this publication, District-level assessment results from SY21 had not been released by the State. Due to COVID restrictions, the VTPEA assessment was not administered in the spring of 2021 and will not be administered during the spring of 2022.

## STUDENT HIGHLIGHTS:

- EMS YPAR Collective received the 2021 Impact Award from the American Educational Research Association
- Champlain Students named “Good Citizens” by *Seven Days*
- Alex Wick Recognized as a National Merit Scholar Semifinalist
- Dominik Brown received the 2020 Vermont Automobile Enthusiasts Golden Wrench Award
- BTC’s Patient Mwibeleca awarded First Place in 40th Annual Congressional Art Competition



- Abigail Willis won the GOLD Award in “Prepared Speech” at SkillsUSA
- Will Belluche (Troop 658) and Jack Tulkop (Troop 650) earned Scouts BSA's highest rank of Eagle Scout.
- 13 BTC students were [named 2021 Scholastic Art Award Winners](#): Ella Ambroggio, Emma Baldwin, Greta Gibson, Cassidy Jay, Zachary LaDuc, Heather Anne Lee, Lea Mihok, Patient Mwibeleca, Alanna Nguyen-Kenney, Lillian Novak, Gavin Roberge, Muriel Spell, Elena Spencer
- EMS 8th graders **won all five placements** in Chittenden County for this year's [Lincoln Essay Competition](#). Congratulations: Penelope deRosset, Nikolas Homan, Elizabeth Cunningham, Bowie Creason, Grace Maley
- Congrats State Champions! BHS student-athletes brought home state championships in SY20-21. Congrats to our Boys Soccer Team, Girls Nordic Skiing Team, and Boys Ultimate Frisbee Team. And congrats to Theodore Schulman and Sam Silberman, Boys Tennis Doubles Champs, and Quincy Massey-Bierman, State Decathlon Winner!

### Congratulations to our 2020 Vermont Presidential Scholars!

- Patient Mwibeleca, 2020 Vermont Presidential Scholar for the Arts
- Samira Hennigue, 2020 Vermont Presidential Scholar for the Arts
- Penny Ly (Winooski High School and BTC), 2020 Vermont Presidential Scholar in Career and Technical Education
- Julia Correll (Colchester High School and BTC), 2020 Vermont Presidential Scholar in Career and Technical Education



## STAFF HIGHLIGHTS:

- Jason Raymond, BTC instructor, named a finalist for Voya "Unsung Hero" award.
- Jana Fabri-Sbardellati, HMS teacher, Master in the Middle Level Education Award for 2021
- Chef Cheryl Niedzwiecki, BTC instructor, named SkillsUSA 2021 Advisor of the Year
- Billy Ray Poli, BHS teacher, interviewed on GMA after he created a welcome back video for students that went viral
- Lauren McBride promoted to BHS Principal
- Christy Gallese, Director of Expanded Learning, named "2020 Rising Star" by Vermont Business Magazine
- Russ Elek, Communication and Public Relations Specialist, earned Accreditation in Public Relations (APR)
- BTC Director Jason Gingold named Career Center Director of the Year
- Heather Torrey, Assistant Director of Food Services, named Director of the Year by School Nutrition Association of Vermont
- Marty Spaulding, Director of Property Services, named 2021 Vermont School Facility Person of the Year



## DISTRICT HIGHLIGHTS:

- Created three “Superintendent Advisory Groups” for teachers, students, and families to connect directly with Superintendent Flanagan to provide feedback and suggestions and act as thought partners for District decision-making
- Created and staffed a child care program for staff as a response to COVID-19 and remote learning expectations
- Launched Lunch with Tom, a bi-weekly virtual conversation with the Superintendent
- Announced PreK expansion into Edmunds Elementary and Champlain
- Created the first [BSD commercial](#) in years
- BSD’s Staff Child Care K-5 program won a National Garden Award
- Created a framework for principal evaluations and renewed our focus on teacher and staff evaluations
- Flynn Elementary completed CLiF’s Year of the Book!
- BHS Expanded Learning Program won a grant through the Youth Council Grant to support the formation of a local youth council. Once the council was formed, students on the council funded student proposals!
- BTC Aviation was awarded a DOL grant to partner with BETA Technologies for student internships
- Burlington City & Lake Semester won a Global Innovation Award
- Launched a new website for high school middle school athletics: <https://burlingtonathletics.com/>



# FY23 PROPOSED BUDGET

## New Budgeting Model

In the spring of 2021, BSD began the work of creating a new [Equitable Budgeting Model](#) for the District. An Equitable Budgeting and Staffing Work Group began to engage with stakeholders and develop an Equitable Budgeting and Staffing Model for allocating resources to BSD schools. The Workgroup received input from more than 500 stakeholders and distilled the feedback into three key takeaways:

- 72% of all respondents and 79% of BSD staff strongly agree or agree that resources should be allocated in a way that supports the students who need them most – even if it means reducing the resources at their school(s).
- There is work to be done to increase engagement with families, so they better understand the resources at schools now and how to give input for the future.
- 65.1% of respondents noted that the way they find out about the resources at their school is by talking to the staff at their school, meaning it is important that all BSD staff receive information on the budgeting process.

BSD used this feedback to implement a new process for budget development. In our new model, we begin by working with principals to review their current staffing rosters and enrollment projections for the next year. Then, using that information, each principal is given a budget allocation which they share with their School Advisory Group (SAG), a new budget-focused group made up of at least two family members, students, and staff representatives who directly advise the principal as they create the school budget.

As part of this process, BSD will give each school a “Recognizing Injustice and Seeking Equity (RISE) Allocation”. RISE Allocations will be determined using a Weighted Student Formula, where dollar amounts are multiplied by the number of students at each school in the student group(s) that have been targeted for support in the upcoming school year. Principals, in collaboration with their school communities and advisory groups, create plans to use these resources tied to our strategic plan goals. **The RISE allocation does not require new taxpayer dollars;** instead, the funding comes from existing funds or new

federal funding. As part of this process, every school is asked to propose ways to measure the success of these investments, so that the results of our spending can be used to inform and improve our choices in the coming years.

School Year 22–23’s proposed budget, summarized below, was created using this new model focused on school-level outreach, local control, and purposeful equity investments. You can learn more about this new budget model, which is an important step towards ensuring our budget reflects the value we place on equity for all of our students, at [www.bsdt.org/district/budget](http://www.bsdt.org/district/budget).

## FY23 Budget Summary

There are three important features of the FY23 budget proposal:

1. No new taxpayer dollars are being sought to support any new programs or initiatives.
2. Surplus funds from the prior fiscal year are being used to reduce the burden on local taxpayers and make important upgrades to the Downtown BHS space.
3. The budget was developed using BSD’s new Equitable Budgeting model.

BSD entered this budget season fully aware of the fact that our community was absorbing the impacts of a citywide reappraisal, the financial uncertainty resulting from the COVID-19 pandemic, and the prospect of building a new high school and technical center. **For this reason, the FY23 budget only proposes operational increases associated with costs that typically increase yearly, such as wages, health insurance, and utilities.** While the infusion of federal COVID-19 relief funds will allow for some new spending, particularly on COVID safety and student well-being, these investments will not increase local tax rates.

Our proposed budget further limits the impact on taxpayers by carefully utilizing surplus funds from the prior fiscal year. A portion (\$1.5 million) of surplus funds will go directly to supporting the FY23 proposed budget, reducing the need to ask taxpayers for this money. Another \$1.5 million will be set aside to help cover the cost of a new BHS/BTC facility; this will reduce the need to borrow money and ultimately save taxpayers from additional interest payments. Finally, \$600,000 of the surplus will support necessary

improvements to DowntownBHS. Using surplus funds for these one-time expenditures avoids burdening taxpayers with these costs.

As noted previously, COVID-19 continues to present challenges for our schools every day, including impacting our spending decisions. We've purchased masks, air purifiers, hand sanitizer, numerous other items intended to reduce risk and keep our community safe. We've also hired additional substitutes and other staff to help offset the absences that result from the virus. Fortunately, funding for the vast majority of these expenditures comes from federal funding (in particular, Elementary and Secondary Schools Emergency Relief funds) that minimize the impact on local taxes. Knowing that these funds will expire, we have taken great care to ensure that staffing positions added in response to COVID recovery needs are term-limited and designed to either dissolve or, in some cases, sustainably enter future budgets once recovery funds are exhausted.

### ***Tax Implications***

After Burlington's City-wide home value reappraisal, the average home value in Burlington is \$370,000 (versus an average value of \$252,500 prior to the reappraisal). We estimate that ***the average homeowner can expect a tax decrease of 6.98%*** as a result of our proposed budget, ***resulting in an estimated tax bill that is \$307 lower***. For those who pay based on income, we estimate a tax rate decrease of 8.09%, or \$102.

A natural question is "how can a budget increase result in a 6.98% tax decrease?" Vermont's Education Finance system is a complicated formula that considers both local spending decisions and the amount of money in the State's Education Fund. This year, there is a surplus of approximately \$90 million in the Education Fund, and this surplus reduces the need for increases in local tax rates. It is important to note that Vermont Governor Phil Scott and the General Assembly could choose to divert money from the Education Fund for other purposes, and doing so would increase Education tax rates.

**For detailed budget information, including potential updates, please visit:**

<https://www.bsdt.org/district/budget/>

### **Ballot Question**

*Shall the voters of the school district approve the school board to expend \$98,232,381 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 \$19,310.56 per equalized pupil. This projected spending per equalized pupil is 13.13% higher than spending for the current year.*

*Spending at this level could produce a property tax rate decrease of 6.98% (current estimate).*



## Key Budget Details

Total Budget	\$98,232,381
Total Budget Change	3.29%
Property Tax Rate Change	-6.98%
Income Tax Rate Change	-8.09%

## Hypothetical Tax Impacts

Property Payers	Property Tax Impact
Estimated Tax Rate Increase	-6.98%
Tax on \$370,000 homestead	\$4,834
<b>Tax Difference from FY22</b>	<b>-\$307</b>

Income	Income Tax Impact
Estimated Tax Rate Increase	-8.09%
Tax on \$50,000 household income	\$1,156
<b>Tax Difference from FY22</b>	<b>-\$102</b>

*Note: Tax estimates are subject to change. See tax implications discussion above.*

### RISE Allocation Investments

BSD’s new Equitable Budget model provides schools with the opportunity to spend some of their funding in more flexible ways. This flexibility is intended to allow school communities to meet the unique needs of their students. A big “thank you” to everyone who participated in this process. The following are some examples of the types of investments identified through this process.

**Elementary:** Interventionists, Special Educators (SA, CES), tutoring (SA, Smith), Academic Paraeducators (IAA, EES), classroom libraries (IAA, EES).

**Middle School:** Interventionists, Guidance (EMS), Parent Ambassadors (HMS), student leadership (EMS).

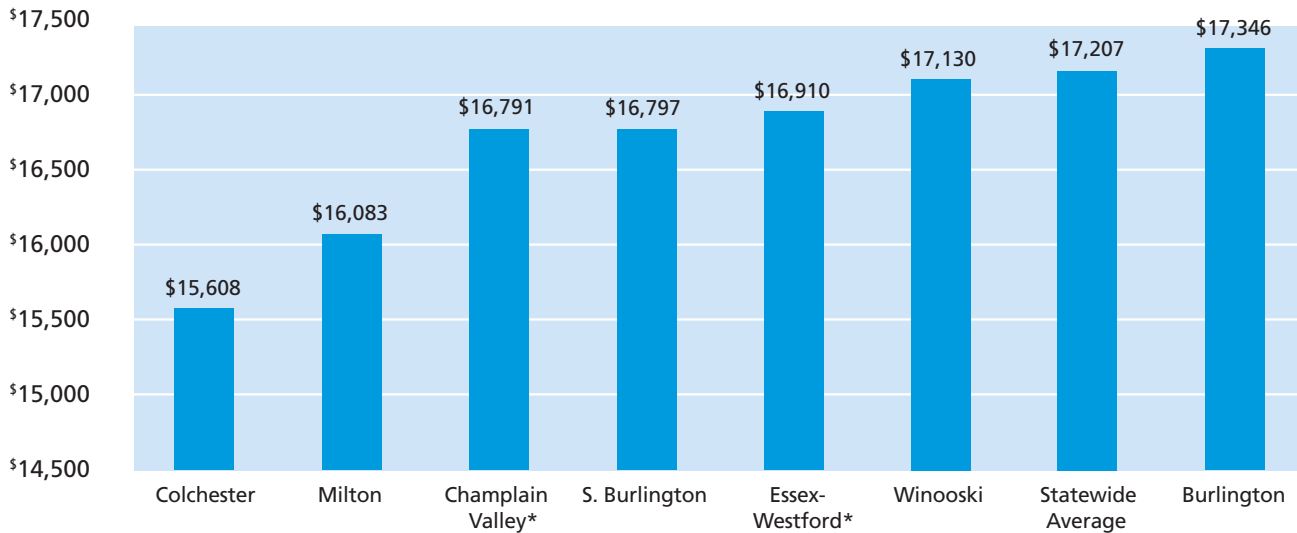
**High School:** Mental Health Counselor, Math and Reading Interventionists, Restorative Practices staff, Guided Study Teacher.



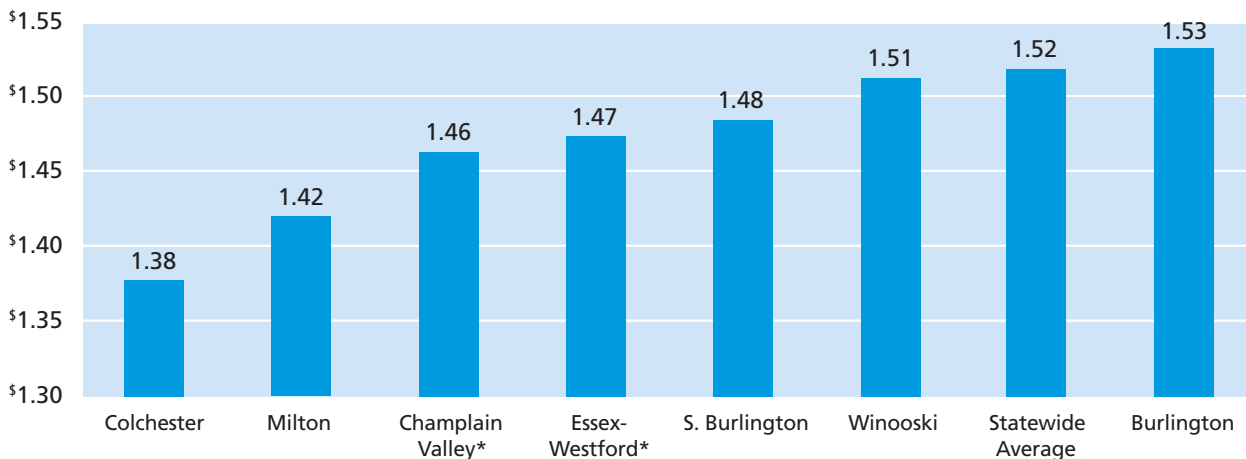


# CHITTENDEN COUNTY SCHOOL TAX RATE COMPARISON

## Chittenden County FY22 Education Spending per Equalized Pupil



## Chittenden County FY22 Equalized Homestead Tax Rates



\*Champlain Valley and Essex-Westford are receiving a merger tax incentive that reduces their tax rate by 5 cents despite higher education spending per equalized pupil.

### Please Note:

**School cost comparison data** from the Agency of Education was not available at the time of printing. This information will be posted on [www.bsdt.org](http://www.bsdt.org) when it becomes available.

During Fiscal Year 2021, the Burlington School District spent \$1,037,905 on student transportation services. This spending includes busing for preschool and students with special needs, field trips, and transportation to athletic and extra-curricular activities.

# MULTI-YEAR BUDGET COMPARISON

District: <b>Burlington</b> SU: <b>Burlington</b>		<b>T037</b> Chittenden County		Property dollar equivalent yield	Homestead tax rate per \$13,846 of spending per equalized pupil
				13,846	1.00
				16,705	Income dollar equivalent yield per 2.0% of household income
<b>Expenditures</b>		<b>FY2020</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>
1.	<b>Budget</b> (local budget, including special programs, full technical center expenditures, and any Act 144 expenditures)	\$92,142,132	\$94,632,280	\$95,105,000	\$98,232,381
2.	plus Sum of separately warned articles passed at town meeting	-	-	-	-
3.	minus Act 144 Expenditures, to be excluded from Education Spending (Manchester & West Windsor only)	NA	NA	NA	-
4.	<b>Locally adopted or warned budget</b>	<b>\$92,142,132</b>	<b>\$94,632,280</b>	<b>\$95,105,000</b>	<b>\$98,232,381</b>
5.	plus Obligation to a Regional Technical Center School District if any	-	-	-	-
6.	plus Prior year deficit repayment of deficit	-	-	-	-
7.	<b>Total Budget</b>	<b>\$92,142,132</b>	<b>\$94,632,280</b>	<b>\$95,105,000</b>	<b>\$98,232,381</b>
8.	S.U. assessment (included in local budget) - informational data	-	-	-	-
9.	Prior year deficit reduction (included in expenditure budget) - informational data	-	-	-	-
<b>Revenues</b>					
10.	Offsetting revenues (categorical grants, donations, tuitions, surplus, etc., including local Act 144 tax revenues)	\$26,764,122	\$26,418,502	\$22,748,985	\$24,134,683
11.	plus Capital debt aid for eligible projects pre-existing Act 60	-	-	-	-
12.	minus All Act 144 revenues, including local Act 144 tax revenues (Manchester & West Windsor only)	NA	NA	NA	NA
13.	<b>Offsetting revenues</b>	<b>\$26,764,122</b>	<b>\$26,418,502</b>	<b>\$22,748,985</b>	<b>\$24,134,683</b>
14.	<b>Education Spending</b>	<b>\$65,378,010</b>	<b>\$68,213,778</b>	<b>\$68,895,317</b>	<b>\$74,097,698</b>
15.	Equalized Pupils	4,082.65	4,031.59	3,971.92	3,837.16
16.	<b>Education Spending per Equalized Pupil</b>	<b>\$16,013.62</b>	<b>\$16,919.82</b>	<b>\$17,345.60</b>	<b>\$19,310.56</b>
17.	minus Less ALL net eligible construction costs (or P&I) per equalized pupil	\$834.81	-	-	-
18.	minus Less share of SpEd costs in excess of \$60,000 for an individual (per eqpup)	\$22.96	\$23.20	\$8.03	\$8.00
19.	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)	-	-	-	-
20.	minus Less SpEd costs if excess is solely attributable to new SpEd spending if district has 20 or fewer equalized pupils (per eqpup)	-	-	-	-
21.	minus Estimated costs of new students after census period (per eqpup)	-	-	-	-
22.	minus Total tuitions if tuitioning ALL K-12 unless electorate has approved tuitions greater than average announced tuition (per eqpup)	-	-	-	-
23.	minus Less planning costs for merger of small schools (per eqpup)	-	-	-	-
24.	minus Teacher retirement assessment for new members of Vermont State Teachers' Retirement System on or after July 1, 2015 (per eqpup)	-	-	-	-
25.	minus Costs incurred when sampling drinking water outlets, implementing lead remediation, or retesting.	-	-	-	-
26.	Excess spending threshold	threshold = \$18,311 \$18,311.00	threshold = \$18,756 \$18,756.00	threshold = \$18,789 \$18,789.00	threshold = \$19,997 \$19,997.00
27.	plus Excess Spending per Equalized Pupil over threshold (if any)	-	-	2 year suspension	2 year suspension
28.	Per pupil figure used for calculating District Equalized Tax Rate	\$16,014	\$16,920	\$17,346	\$19,310.56
29.	District spending adjustment (minimum of 100%)	150.391% based on yield \$10,848	153.845% based on yield \$10,883	153.270% based on \$10,763	139.467% based on yield \$13,846
<b>Prorating the local tax rate</b>					
30.	Anticipated district equalized homestead tax rate (to be prorated by line 30) [\$19,310.56 ÷ (\$13,846 / \$1.00)]	\$1.5039 based on \$1.00	\$1.5385 based on \$1.00	\$1.5327 based on \$1.00	\$1.3947 based on \$1.00
31.	Percent of Burlington equalized pupils not in a union school district	100.00%	100.00%	100.00%	100.00%
32.	Portion of district eq homestead rate to be assessed by town (100.00% x \$1.39)	\$1.5039	\$1.5385	\$1.5327	\$1.3947
33.	<b>Common Level of Appraisal (CLA)</b>	77.65%	74.77%	105.32%	104.41%
34.	Portion of actual district homestead rate to be assessed by town (\$1.3947 / 104.41%)	\$1.9368 based on \$1.00	\$2.0576 based on \$1.00	\$1.4553 based on \$1.00	\$1.3358 based on \$1.00
<p>If the district belongs to a union school district, this is only a <b>PARTIAL</b> homestead tax rate. The tax rate shown represents the estimated portion of the final homestead tax rate due to spending for students who do not belong to a union school district. The same holds true for the income cap percentage.</p>					
35.	Anticipated income cap percent (to be prorated by line 30) [(\$19,310.56 ÷ \$16,705) x 2.00%]	2.45% based on 2.00%	2.50% based on 2.00%	2.52% based on 2.00%	2.31% based on 2.00%
36.	Portion of district income cap percent applied by State (100.00% x 2.31%)	2.45% based on 2.00%	2.50% based on 2.00%	2.52% based on 2.00%	2.31% based on 2.00%
37.	#N/A	-	-	-	-
38.	#N/A	-	-	-	-

- Following current statute, the Tax Commissioner recommended a property yield of \$13,846 for every \$1.00 of homestead tax per \$100 of equalized property value, an income yield of \$16,705 for a base income percent of 2.0%, and a non-residential tax rate of \$1.385. **THESE FIGURES USE THE ESTIMATED \$90,000,000 SURPLUS FROM THE EDUCATION FUND.**  
 - 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%.





**BURLINGTON**  
SCHOOL DISTRICT



(သးခုတူၢ်လိာ်မုၢ်ဘၣ်ပုၤကိးဂၢၤဒဲးလီၤ) • सबैलाई स्वागत छ।

**Dhamaantiina soo dhowaada • Ikaze kuri bose**

**Wote wanakaribishwa • Hoan Nghênh Quý Vj**

**Tous sont les bienvenus • Svi su dobrodošli**

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Translations of "All are Welcome" message provided by BSD's Multilingual Liaisons.