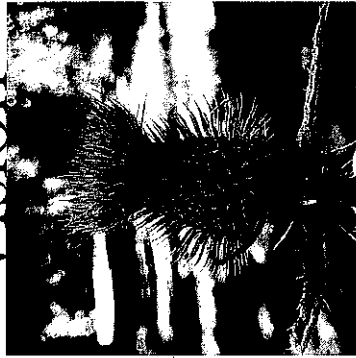


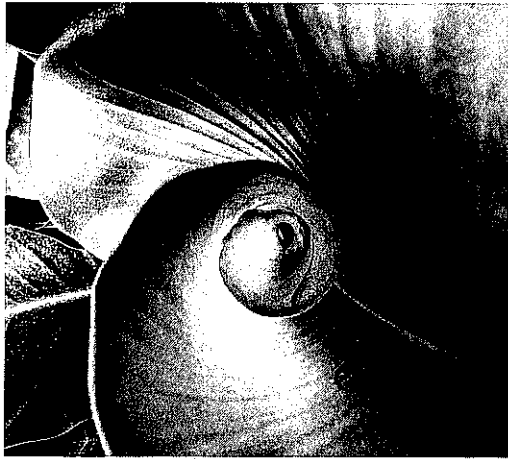
© OESU: Strategic Goals and

Vision



© 2019-2020

Vision and Direction



2018-2019

- Governance, Mergers, Governance, Mergers, Governance, Mergers
- Getting to Know the Schools
- Re-design of student support services
- SU Work Plan Submitted to Board in Fall of 2018

OESU Work Plan: Theme for this Year is Safety and Unity (18-19)

- a. Technology Infrastructure and Student Information System: use of federal and grants funds, centralization of systems for maximum reimbursement and efficiency, alignment with State requirements for data transfer.
- b. Financial Updates and New Software, New Chart of Accounts for FY20
- c. Creating a Master Meeting Calendar
- d. Mentoring Program for the SU-required by contract, not meeting the current obligation
- e. Review of Field Review Report and steps towards remedy on findings: OESU multi-tiered systems of support to prepare for shifts required by Act 173. Adoption of an SU wide curricular framework. These visits, held every three years, will be part of the ESSA accountability system. The AOE will issue a School Annual Snapshot for accountability purposes each December. These snapshots are based on multiple measures: testing, school climate, career and college readiness, etc.
- f. Human Resource Protocol Updates: hiring process to align with current VT law, clear roles and responsibilities, updated documents and process to be more efficient and to have appropriate checks and balances in place.
- g. School Safety Focus: updated protocols, training, evacuation sites, facilities upgrades
- h. Leadership Team and Teacher Cabinet as part of the process of working towards these goals in a coordinated way
- i. Space needs of the SU Offices: assess needs and options

Leadership Team Goals

Began work in the winter, and met this summer to prioritize goals

- Many are based on required regulations from the Agency of Education and the Federal Government on how schools and SUs must operate—but they still make sense
- Many will require three years to fully implement, but we will be working towards clear end goals
- Local goals still exist, but we are working on having more cohesive SU wide systems of support for our schools

OESU: Cultivating a Love of Learning

Students

Our schools are places where students challenge themselves to engage in deep learning through voice, choice, and discovery.

Curriculum and Instruction

Our schools are guided by curriculum that meets the needs of each individual student through effective instruction and assessment practices.

Governance

Our schools have effective, transparent, and stable governance.

Leadership/Systems

Our schools work collaboratively to build effective systems that support community, students, staff, and facility needs.

Collaboration

Our schools create collaborative and flexible opportunities for all through effective communication and problem solving.

Culture

Our schools have a culture of trust, kindness, and respects that fosters success.

Community

Our schools engage with our communities to embrace learning as a vehicle for making a better world.

Hoped Outcomes for 2019-2020: Leadership Team Retreat

- Buildings relationships as a foundation for trust
- Building awareness and understanding of what each other are doing
- Building a sense of group identity and mutual support (not competition; move to “we”)
- Clarifying each of our roles and responsibilities
- Build a SU-wide MTSS system
- Build consistent teacher evaluation system SU-wide

Other identified areas of need:

- Technology infrastructure
- Curriculum
- Hiring and retention
- Mentoring

Goal One: Academic Proficiency

- Develop a pre-k through 12 standards based, aligned curriculum
- Increase in coaching for teachers to support instruction
- More professional development around mathematics through regional sharing
- Create an SU wide assessment calendar to support progress monitoring under MTSS
- Training for Benchmark Literacy Assessments and on-going literacy PD

Goal Two: Safe and Healthy Schools

Develop and Implement an SU wide MTSS model by 2020-2021:

- Completion of an articulated SU MTSS framework for all schools that clearly identifies both academic and behavioral systems of supports for all students.
- Clearly defined EST roles and responsibilities
- All schools will have a clearly defined process for reviewing academic data
- OESU will have defined a professional development plan for instructional and classroom management approaches that embed social emotional practices into everyday routines and practices

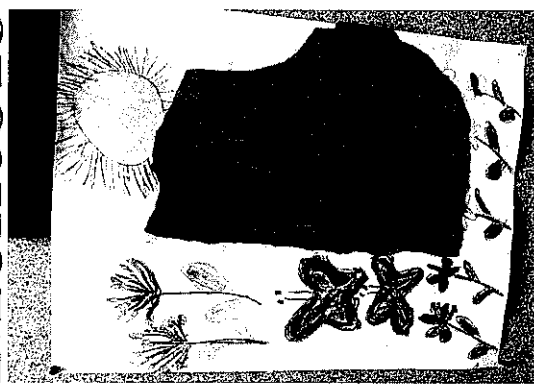
Infinite Campus

State changes in data collection mandated this change

Goal Three: High Quality Staffing

- All schools will use approved evaluation system consistently
- Leadership and stakeholders will revise and adopt evaluation system to move towards a consistent SU model
- OESU will have a needs-based, goal-driven professional development plan in place.
- Full implementation of VT-NEA's Mentoring Matters Program to support staff in our schools
 - Summer 2020 second cohort of trained mentors attends Mentoring Matters Training
 - By SY 2020 2021 complete Mentoring Handbook
 - Summer 2021 Third Cohort Mentoring Matters Training
- Collect Data on Staff Satisfaction to help move towards higher retention rates in our schools

Mentors



Orange East Supervisory Union

Report # 38176

Balance Sheet

As of June 30, 2019

DTF Segment: 100-000-0000-000000-00
include Zero-Balance Accounts: No

Assets

Account Number / Description	Balance
100-000-0000-110101-00 Cash - All Funds Community Bank	1,146,862.68
100-000-0000-110102-00 Petty Cash - Finance Office	50.00
100-000-0000-110105-00 Cash-Community Bank - HRA	50,373.39
100-000-0000-110106-00 Pre Funding FSA to Data Path	3,200.00
100-000-0000-110107-00 Prefunding HealthEq HRA	2,435.00
100-000-0000-110108-00 Prefunding HealthEq LPFSA/FSA/DCRA	455.00
100-000-0000-112000-00 Accounts Receivable-G/F	1,210.70
100-000-0000-112000-01 Accounts Receivable-Bradford	4,695.29
100-000-0000-112000-02 Accounts Receivable-NES	3,567.43
100-000-0000-112000-03 Accounts Receivable-Oxbow	2,372.91
100-000-0000-112000-04 Accounts Receivable-River Bend	1,083.67
100-000-0000-112000-05 Accounts Receivable-TES	3,843.40
100-000-0000-112000-06 Accounts Receivable-WRVS	2,360.25
100-000-0000-112000-07 Accounts Receivable - BMU	2,517.68
100-000-0000-118101-00 Prepaid Expenses	2,947.69

Total Assets

\$1,227,975.09

Liabilities, Net Assets and Current Activity

Liabilities

Account Number / Description	Balance
100-000-0000-240100-00 DTF General Fund	244,681.40
100-000-0000-240200-00 Due To/From Miscellaneous	68,230.66
100-000-0000-242100-00 Accounts Payable	446,542.94
100-000-0000-242109-00 Finger Print Payments Collected	431.00
100-000-0000-243000-00 Health Withheld-Employee	11,162.72
100-000-0000-243001-00 Dental Withheld- Employee	1,892.74
100-000-0000-243002-00 Health Withheld-Employer	(2,328.87)
100-000-0000-243003-00 Section 125 Child/Dep Care Withheld	1,588.52
100-000-0000-243004-00 Section 125 Health Reimb Withheld	2,335.74
100-000-0000-243007-00 Dental Withheld- Employer	311.61
100-000-0000-243010-00 Vision Insurance Payable-Employee	75.40
100-000-0000-243012-00 Voluntary Accident Insurance Employee	0.10
100-000-0000-243015-00 HRA Payable - Employer	45,366.81
100-000-0000-243016-00 HRA/HSA/FSA Participant Fee - Employee	(2,352.80)
100-000-0000-243018-00 HSA ER	4,893.75
100-000-0000-243019-00 HRA HealthEq ER	(3,629.65)
100-000-0000-243022-00 DepCare Health Eq Section 125	780.00
100-000-0000-243023-00 HealthCare Health Eq Section 125	792.00
100-000-0000-246100-00 Accrued Payroll Payable	123,577.20
100-000-0000-246103-00 Workmen Comp Payable	(3,274.02)
100-000-0000-247201-00 Reserve for T.S. Annuity W/H	(50.00)
100-000-0000-247501-00 Vt Teachers Retirement Withheld	(7,947.74)
100-000-0000-260001-00 Encumbrance Control	22,712.19

Total Liabilities

\$955,791.70

Net Assets

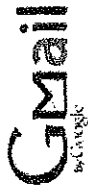
Account Number / Description	Balance
100-000-0000-260002-00 Reserve for Encumbrance	(22,712.19)
100-000-0000-300000-00 Fund Balance - General Fund	861,513.29

Total Net Assets

\$838,801.10

Current Activity

Net Revenue / (Expense)	\$(566,617.71)
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Sherry Hoyt <sherry.hoyt@oesu.org>

Re: Reports for Board Meeting

1 message

Melanie Elliott <melanie.elliott@oesu.org>
To: Sherry Hoyt <sherry.hoyt@oesu.org>

Tue, Aug 27, 2019 at 2:17 PM

Okay- So here's what I have.

The letter initiating negotiations is being sent to the union this week. The discussions re: the Teacher and Support staff agreements at OESU due to the OJUSD merger will be underway soon as the union will be providing their proposals. Once these have concluded, negotiations can begin for all contracts beginning 7/1/2020. I am working to look over and compare each agreement section by section so that we know the points that can be combined as well as those that can be discussed or may have to remain differentiated. This is in anticipation of being able to have a single agreement which can have differences, but can result in a single support staff agreement and a single teachers agreement at the conclusion of negotiations. As many are aware, the Health Care Commission is making little to no forward progress and is in mediation at this time, with arbitration scheduled for this fall. I have consulted for support regarding having language in the contract to protect all parties in connection to health care due to this matter so that this does not cause a barrier to negotiating. I look forward to meeting with both the Board negotiating team and the union negotiating team and providing support in all areas that I can.

-Melanie

On Tue, Aug 27, 2019 at 11:00 AM Sherry Hoyt <sherry.hoyt@oesu.org> wrote:
I should tell you it's about negotiations! It's on the agenda.

On Tue, Aug 27, 2019 at 10:32 AM Melanie Elliott <melanie.elliott@oesu.org> wrote:
LOL okay! I can do that for you before I leave today.

-M

On Tue, Aug 27, 2019 at 10:28 AM Sherry Hoyt <sherry.hoyt@oesu.org> wrote:
Just write up something where you are at with negotiations, one sentence! LOL

On Tue, Aug 27, 2019 at 10:20 AM Melanie Elliott <melanie.elliott@oesu.org> wrote:
Do I have a report? LOL

On Tue, Aug 27, 2019 at 10:11 AM Sherry Hoyt <sherry.hoyt@oesu.org> wrote:
Hi:

I sent a draft agenda to Angelina for OESU. She would like reports sent to the board prior to meeting so the board has time to review. I would like to send the agenda out tomorrow afternoon. If you can not get that to me by then, please let me know when and I will let Angelina know that it is coming and when. Thank you both.

Melanie R. Elliott, pHCLE
Director of Human Resources

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