

**From:** Holcombe, Rebecca [Rebecca.Holcombe@vermont.gov]  
**Sent:** Wednesday, August 31, 2016 9:00 AM  
**To:** Johnson, Justin  
**CC:** Pepper, James; London, Sarah  
**Subject:** Re: URGENT EXEC PRIVILEGE

Going to wait.

Very frustrated by this.

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Rebecca Holcombe, Secretary of Education  
Vermont Agency of Education  
219 North Main Street, Suite 402  
Barre, VT 05641  
(802) 479-1060  
Rebecca.Holcombe@vermont.gov

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**From:** Holcombe, Rebecca  
**Sent:** Wednesday, August 31, 2016 8:12:27 AM  
**To:** Johnson, Justin  
**Cc:** Pepper, James; London, Sarah  
**Subject:** Re: URGENT EXEC PRIVILEGE

And with all due respect, if CDD had started fingerprinting in February when we pushed the issue up, none of this would be happening.

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On Wed, Aug 31, 2016 at 7:28 AM -0400, "Johnson, Justin" <[Justin.Johnson@vermont.gov](mailto:Justin.Johnson@vermont.gov)> wrote:

This won't help them much, but it seems reasonable. I think it is important we don't try and own the whole thing. The private providers and the SU's have to own some of it too.

Justin Johnson  
Secretary of Administration  
State of Vermont

Ph. 802 828 3322

Email. [Justin.Johnson@vermont.gov](mailto:Justin.Johnson@vermont.gov)

On Aug 31, 2016, at 6:55 AM, Holcombe, Rebecca <[Rebecca.Holcombe@vermont.gov](mailto:Rebecca.Holcombe@vermont.gov)> wrote:

I don't know how we respond to this without a problem.

Here is an attempt. I propose we send the memos we have sent over time as an FYI with this note:

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Dear Kevin,

I am on the road today, but here is a quick response.

School districts and Superintendents have one set of statutory obligations, including a requirement that all employees and contractees that have unsupervised contact with students have a finger print supported background check. Private providers have another, and are phasing in background checks this year. Even more confounding, under federal statute, superintendents and CDD are prevented from sharing the results of background checks. I have attached all the memos that have been sent out since a year ago July on this issue.

You'll note in the last two letters (from the administration and Jeff Francis) that there are conflicting opinions on 255 and how it applies. We know we need a statutory fix in the next session but that doesn't solve the problem now.

Best,

Rebecca

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Rebecca Holcombe, Secretary of Education  
Vermont Agency of Education  
219 North Main Street, Suite 402  
Barre, VT 05641  
(802) 479-1060  
[Rebecca.Holcombe@vermont.gov](mailto:Rebecca.Holcombe@vermont.gov)

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**From:** [kimbjm@aol.com](mailto:kimbjm@aol.com) <[kimbjm@aol.com](mailto:kimbjm@aol.com)>  
**Sent:** Wednesday, August 31, 2016 6:24 AM  
**To:** Holcombe, Rebecca; [cupolvt@comcast.net](mailto:cupolvt@comcast.net)  
**Subject:** Fwd: UPK Background Check Challenges and Next Steps

Rebecca:

Is there any chance to straighten out this issue? It is causing a major headache for our preK people.

All the best,

Sen. Kevin Mullin  
802-353-6770

Sent from AOL Mobile Mail

-----Original Message-----

**From:** caprice.hover <[caprice.hover@rcpcc.org](mailto:caprice.hover@rcpcc.org)>  
**To:** Kevin Mullin <[kmullin@leg.state.vt.us](mailto:kmullin@leg.state.vt.us)>; Butch Shaw <[bshaw@leg.state.vt.us](mailto:bshaw@leg.state.vt.us)>  
**Sent:** Tue, Aug 30, 2016 01:26 PM  
**Subject:** Fwd: UPK Background Check Challenges and Next Steps

I have also forwarded to Reeva at CDD - who now wishes we had done our legislative fix

Bummer AOE agreed as we have a more rigorous check with less exclusions. C :)

**From:** Madeline Denis

**Sent:** Tuesday, August 30, 10:57 AM

**Subject:** Fwd: UPK Background Check Challenges and Next Steps

**To:** Caprice Hover

I am so confused right now and have sent an e-mail to Meg Baker asking for clarification as I told her that we have completed the required record check forms and fingerprinting requirements on all ECE staff already. What a frustrating process!! :( This is in addition to all the interviewing and renewal of our food program right now, oy vay!

----- Forwarded message -----

**From:** **Meg Baker** <[mbaker@anesu.org](mailto:mbaker@anesu.org)>  
**Date:** Mon, Aug 29, 2016 at 4:54 PM  
**Subject:** Fwd: UPK Background Check Challenges and Next Steps  
**To:** Donna Bailey <[d Bailey@addisoncountypcc.org](mailto:d Bailey@addisoncountypcc.org)>, Sue Bloomer <[sbloomer@addisoncountypcc.org](mailto:sbloomer@addisoncountypcc.org)>, [emilyraymond@ael-vt.com](mailto:emilyraymond@ael-vt.com), Andrea

Sambrook <[andrea@annettespreschool.com](mailto:andrea@annettespreschool.com)>, Sarah Rougier <[bfc@gmavt.net](mailto:bfc@gmavt.net)>, Sue Owen Jankowski <[jankowski43@yahoo.com](mailto:jankowski43@yahoo.com)>, Paula Irish <[pirish@cvoeo.org](mailto:pirish@cvoeo.org)>, Christine Gilliam <[cgilliam@cvoeo.org](mailto:cgilliam@cvoeo.org)>, Lisa Bessette <[lbessette@cvoeo.org](mailto:lbessette@cvoeo.org)>, Sandra Graves <[sgraves@cvoeo.org](mailto:sgraves@cvoeo.org)>, Nancy Elder <[ccc@gmavt.net](mailto:ccc@gmavt.net)>, Christine Birong-Smith <[birong.smith@gmail.com](mailto:birong.smith@gmail.com)>, GERALYN Barrows <[kidsfirstdhfcc@yahoo.com](mailto:kidsfirstdhfcc@yahoo.com)>, Laurel Morin <[morincrew@comcast.net](mailto:morincrew@comcast.net)>, Evergreen Preschool <[evergreenpreschoolvt@gmail.com](mailto:evergreenpreschoolvt@gmail.com)>, Andrea Beam <[andrea.beam@heartworksvt.com](mailto:andrea.beam@heartworksvt.com)>, [josie.leavitt@heartworksvt.com](mailto:josie.leavitt@heartworksvt.com), Alexandra Koncewicz <[alexandrakoncewicz@hotmail.com](mailto:alexandrakoncewicz@hotmail.com)>, Crystal Thompson-Pollard <[crystal@kidlogiclearning.com](mailto:crystal@kidlogiclearning.com)>, Judy Bergeron <[Judy@kinderstartvt.org](mailto:Judy@kinderstartvt.org)>, [pgraham@lakechamplainwaldorfschool.org](mailto:pgraham@lakechamplainwaldorfschool.org), Kirsty Gourlay <[kgourlay@lakechamplainwaldorfschool.org](mailto:kgourlay@lakechamplainwaldorfschool.org)>, Jaime Milazzo <[milazzographics@yahoo.com](mailto:milazzographics@yahoo.com)>, Kerry Malloy <[kerrym@gmavt.net](mailto:kerrym@gmavt.net)>, Barb Saunders <[barbara@mjccvt.org](mailto:barbara@mjccvt.org)>, Ilana Snyder <[ilana@mjccvt.org](mailto:ilana@mjccvt.org)>, Rebecca Kerr <[butterfly3rule2006@yahoo.com](mailto:butterfly3rule2006@yahoo.com)>, Cookie Cummings <[mountainroadpreschool@yahoo.com](mailto:mountainroadpreschool@yahoo.com)>, Yvonne Brown <[nadeausplayschool@yahoo.com](mailto:nadeausplayschool@yahoo.com)>, Linda January <[occc-linda@myfairpoint.net](mailto:occc-linda@myfairpoint.net)>, Quarry Hill School <[quarryhillschool@gmail.com](mailto:quarryhillschool@gmail.com)>, Madeline Denis <[madeline.denis@rcpcc.org](mailto:madeline.denis@rcpcc.org)>, Sheila Quenneville <[sheila3640@aol.com](mailto:sheila3640@aol.com)>, Susan Pare <[starkscoop@gmail.com](mailto:starkscoop@gmail.com)>, DeeDee Fleming <[sunshinecc@myfairpoint.net](mailto:sunshinecc@myfairpoint.net)>, Liz Shayne <[eshayne@theschoolhousevt.org](mailto:eshayne@theschoolhousevt.org)>, [kstory@theschoolhousevt.org](mailto:kstory@theschoolhousevt.org), [aelkins@theschoolhousevt.org](mailto:aelkins@theschoolhousevt.org), Megan Godfrey <[megan.trinitychildrenscenter@gmail.com](mailto:megan.trinitychildrenscenter@gmail.com)>, Robin McClelland <[robinmcclelland@yahoo.com](mailto:robinmcclelland@yahoo.com)>, Kimberly Forbes <[kforbes@acsu.org](mailto:kforbes@acsu.org)>

Addison County PreK Partners,

I have attached below an urgent message affecting your partnerships with Addison County SUs. This will impact all programs who have partnerships with ACSU, ANESU, or ANWSU and you must take action on this issue immediately. You will receive this letter via mail as well. Please know that I have been working hard to resolve this issue at all three SUs in as timely and efficient a way as possible, and that all three SUs have devoted a considerable amount of effort to work through this topic with the least possible disruption. I will continue to work with the state, PreK programs and SUs until we have a resolution.

Sincerely,  
Meg Baker

----- Forwarded message -----

Hello UPK Partner Programs,

Fingerprinting and background check procedures for UPK partner programs have recently run into new complications. The letter attached describes the situation. Because this is a time-sensitive issue, I am sending the letter and accompanying forms via email today. You can expect to receive paper copies of these within the next couple of days. Please do not wait for the paper copies to act.

The three Addison County supervisory unions have worked closely on this issue to provide clarity and concrete steps forward. Questions remain around census counts and how this will impact funding for the UPK program. We understand that the AOE and various other state-level organizations are working on this. I will remain actively engaged in this challenge until we have answers.

Attached, please find five documents:

- 1) The letter from our three SUs - *Please read this immediately.*
- 2) Instructions for programs to meet updated background check requirements. On the second page of those instructions, you will find 6 steps for Addison County PreK staff to follow to get all of their paperwork on file. The next three attachments correspond to those instructions.
- 3) The Assurances form to be returned to your partner SU(s)
- 4) ACSU's background check forms (If you are working first with ANESU or ANWSU, you may need to get similar forms from them.)
- 5) The secondary dissemination form to move records from one district to another

If you have questions related to your partnership with ACSU, please contact me directly.

Many, many thanks to Meg Baker who has worked tirelessly toward finding information and solutions to help us all tackle this challenge together.

Caitlin

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Caitlin S. Steele, Ph.D.  
Director of Teaching and Learning  
Addison Central Supervisory Union  
49 Charles Ave.  
Middlebury, VT 05753  
(802) 382-1276

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Meg Baker  
Universal PreK Coordinator, Addison County  
(802) 349-5996  
(703) 258-2899  
<http://mbaker61.wix.com/uprek>

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Madeline Denis  
RCPCC Associate Director

[madeline.denis@rcpcc.org](mailto:madeline.denis@rcpcc.org)

775-9711

<UPK Letter from ACSU ANESU & ANWSU.pdf>

<Criminal Background Check Information for Partner Providers.pdf>

<UPK Assurances of Checks.pdf>

<ACSU Criminal Record Check Forms.pdf>

<3 SUs CRC Form.pdf>