

Forming an Essex Parks & Recreation District (Union Municipal District)  
Background Information and Frequently Asked Questions (FAQ's)

**BACKGROUND INFORMATION**

In February 2016, the Village of Essex Junction Trustees and Town of Essex Selectboard unanimously resolved to create a 10-member Joint Municipal Survey Committee in order to explore the future governance of recreational services in the Town of Essex and the Village of Essex Junction.

After analyzing the results of a community survey and many weeks of discussions with the community and parks and recreation department personnel as well as legal counsel, the Recreation Governance Study Committee ("Committee") recommends that the Essex Junction School District and the Town of Essex dissolve their respective parks and recreation departments and the Village of Essex Junction and the Town of Essex enter into an agreement as outlined in 24 V.S.A. § 4862 in order to form a union municipal district that services both communities by July 2017.

**BACKGROUND**

The communities of Essex Junction, Essex and Westford voted to form the new Unified Union School District in November 2015. The Essex Junction School District will therefore dissolve by July 2017, leaving the Essex Junction Recreation & Parks department without a governing body.

In order to ensure that the current quality of recreation services are maintained or enhanced throughout our community, the Committee was formed in order to provide a recommendation for the future governance of the parks and recreation departments in both the Town of Essex and Village of Essex Junction.

**GOALS**

At the Committee's first meeting, five goals were established:

- Ensure that the current quality of recreation services are maintained or enhanced.
- Explore all avenues and entities before making a recommendation.
- Actively engage the community in the process and keep them informed by making information easily accessible.
- Keep the community's affordability in mind and ensure that the funding structure is fiscally responsible and will be supported by the public.
- Reach a consensus on a final recommendation by the middle of June.

**FINDINGS**

Vermont statutes outline the process for formation of a union municipal district. 24 V.S.A. §§4861-4868. This process was followed for various other districts throughout the state including the Winooski Valley Park District, the Lake Fairlee District, the Wrightsville Beach Recreation District and many more.

The initial formation document of the district will be an agreement, prepared by the Committee, and submitted to the Vermont Attorney General for initial approval before submission to the voters of each municipality. Voters in both the Village of Essex Junction and the Town of Essex will have to vote to approve the agreement before it can take effect.

The agreement will include the precise organizational structure, the district purposes, the manner of election of its officers, the means of establishing a budget and financing the district, the method of

district dissolution, the procedure for amendments to the agreement and the procedures for any municipality to withdraw from the agreement.

While the agreement need not receive approval by the Vermont legislature, it is recommended that the document receive legislative approval in order to ensure future district financing.

If the voters approve the agreement, the entire union municipal district formation process should be complete by July 1, 2017.

#### **CONCLUSION**

In order to provide diverse year-round high quality and affordable recreational opportunities for all age groups, maintain a variety of public recreation facilities and community spaces, create affordable and accessible opportunities for physical activity, maintain the aesthetic beauty of our parks and open spaces and to provide for the general health, fitness and well-being of the community, the Committee recommends that the Village of Essex Junction and the Town of Essex enter into an agreement as outlined in 24 V.S.A. § 4862 in order to form a union municipal district that services both communities. This union municipal district option is an efficient and economical means of governance in order ensure that the quality of the recreation services in the two municipalities are maintained or enhanced in light the upcoming dissolution of the Essex Junction School District.

#### **MOTION**

On Wednesday, June 8, 2016, the Committee voted in the affirmative, 9-0, for the following motion:

I move approval of the creation of a union municipal district between the Village of Essex Junction and Town of Essex to promote plans for more efficient and economical operation of local government services – specifically related to establishing, maintaining, and conducting a system of public recreation.

#### **COMMON ABBREVIATIONS**

Essex Junction Recreation & Parks (EJRP)  
Essex Junction School District (EJSD)  
Essex Parks & Recreation (EPR)  
Prudential Committee (PC)  
Recreation Governance Study Committee (RGSC)  
Selectboard (SB)

#### **FREQUENTLY ASKED QUESTIONS (FAQ'S)**

*Questions and responses that will help voters make an informed decision on the question of whether or not to enter into the agreement to form a union municipal district.*

#### **RECREATION GOVERNANCE STUDY COMMITTEE**

- Why is a change in the governance of the recreation departments being proposed?  
In November 2015, the Village, Town, and Westford voted to form a union school district. This decision meant that the existing school districts and boards would go away and one new, combined district and board would form. The Essex Junction School District (EJSD) is one that will dissolve effective July 1, 2017, and they provide oversight of Essex Junction Recreation & Parks (EJRP), thus EJRP will no longer have a governance home. In February 2016, the Trustees, Selectboard, and PC held a joint meeting and decided to examine the future delivery of recreation services together. The Trustees and Selectboard formed the Recreation Governance Study Committee (RGSC).

- Who was on the committee? Who can I contact for more information?

The Committee was comprised of 10-members. Their e-mail addresses are below.

Name	E-mail	Representation
Baldasaro, Erika	ebaldasaro@yahoo.com	Village
Bilodeau, Betzi	betzisgirls@gmail.com	Town (outside the Village)
Chawla, Raj	raj@rajchawla.com	Village
DiRosa, Jason	dirosasinv@gmail.com	Prudential Committee
Fletcher, Theresa	mccabe.theresal@gmail.com	Town (outside the Village)
Houghton, Lori	houghton.lori@gmail.com	Trustees
Levy, Max	mlevyvt@gmail.com	Selectboard
Maiberger, Kim	kmaiberger@comcast.net	Village
Packard, Christine	claweez@aol.com	Town (outside the Village)
Smith, Michael	gorn6@hotmail.com	Prudential Committee

- What conclusion did the committee reach?

The RGSC, a joint municipal survey committee sanctioned by the Trustees and SB, was tasked with studying recreation and exploring various options for potential restructuring of the Village and Town departments. They explored seven different governance models and ultimately selected the option of forming a union municipal district. Since the RGSC was a joint municipal survey committee, they had the authorization authority to approve the creation of a union municipal district. On Wednesday, June 8, 2016, the RGSC voted in the affirmative, 9-0, for the following motion: I move approval of the creation of a union municipal district between the Village of Essex Junction and Town of Essex to promote plans for more efficient and economical operation of local government services – specifically related to establishing, maintaining, and conducting a system of public recreation.

- What governance options did the study committee look at and why were they not selected?

The committee looked at seven different governance options. Here is why they ultimately did not select the other options:

\*Non-Profit (reasons why not selected). Concerns of:

- ability to borrow funds (knowing likely potential future needs)
- accountability of non-profit to taxpayers
- oversight of large amount of tax dollars supporting non-public department

\*Interlocal Contract (reasons why not selected). Concerns of:

- rec funding being compromised by other municipal needs
- lack of community vote to pursue option
- not a permanent solution (future instability)
- confusion of joint oversight by two boards

\*Village (reasons why not selected). Concerns of:

- not a permanent solution (continuation of consolidation of services likely, resulting in future second transition)
- rec funding being compromised by other municipal needs
- rec budget not being a separate article

\*Town (reasons why not selected). Concerns of:

- a. rec funding being compromised by other municipal needs
- b. rec budget not being a separate article

\*EWEC Unified Union School District (reasons why not selected). Concerns of:

- a. UU board not showing clear initial interest in taking rec on
- b. complexities and timeline of making this work
- c. implications/involvement of Westford
- d. whether or not schools would want/should serve the expansive role of recreation (parks, pools, seniors, etc.)

- Why did the committee select the option to create union municipal district (new rec district)?
  - a. Unites community recreation under one umbrella
  - b. One budget, voted on directly by community
  - c. Isolated budget (from school/municipal threats)
  - d. Both communities/departments on equal ground (starting anew instead of joining an existing structure)
  - e. Community will get to weigh in via direct vote
  - f. Eliminate redundancies (programs, brochures, communications, etc.)
  - g. Potential cost savings (brochures, postage, other?)
  - h. Long term stability of option
  - i. One stop shopping (reduce confusion for residents)
  - j. Equity in community (program provision, options, taxation)
  - k. Ability to "house" other community initiatives (now and in future - i.e. Farmer's Market, Senior Center, etc.)
  - l. Another step in line with recent consolidation and unification efforts in community

- What were the committee's goals? Were they all met?

At the committee's first meeting on April 5, they established five goals:

1. Ensure that the current quality of recreation services are maintained or enhanced.
2. Explore all avenues and entities before making a recommendation.
3. Actively engage the community in the process and keep them informed by making information easily accessible.
4. Keep the community's affordability in mind and ensure that the funding structure is fiscally responsible and will be supported by the public.
5. Reach a consensus on a final recommendation by the middle of June.

As the committee made its recommendation on June 8, they reviewed the goals and confirmed that the decision to form a union municipal district was consistent with their goals.

- One of the committee's goals was to develop a fiscally responsible recommendation/decision. How was this met?

The committee said that by providing a separate budget for the union municipal district and allowing the public to vote on that budget, this goal was met.
- What process did the committee use to come to a final decision?

The committee utilized discussions, question and answer, straw polls, and ultimately voting to reach its final decision.

- Why didn't the committee look at leaving EJP with the new school district?  
This was not an option that was studied due to a variety of reasons, including that it would be rather complicated. The new school district is serving the Village of Essex Junction, the Town of Essex, and Westford. EJP only serves the Village community. There are many questions about how EJP would operate serving just one community within the Unified School District and how the budget would be voted on. Additionally, the new school district board was not showing clear initial interest in taking on the management and oversight of a recreation department. Their timeline of addressing this question and whether or not it aligned with their goals seemed to be several months down the road. RGSC members also raised the question about whether or not schools would want to or should serve the expansive role of recreation (parks, pools, seniors, etc.)
- How was the public engaged/informed of the committee's process and how can they be involved now?  
The RGSC had multiple articles in the Essex Reporter, had two meetings filmed and available online by Channel 17, regularly posted updates on Front Porch Forum and Facebook, sent information home in Friday folders at elementary schools, had information, agendas, and minutes on both rec department's websites, produced an informational video about the committee's charge, and administered a community survey. The public can continue to attend RGSC meetings and contact members with questions and comments.
- How was community survey data used? What did survey results tell the committee?  
In late April through early May, 386 respondents participated in the RGSC survey. The results indicated that respondents cared most about the recreation department's providing diverse year-round recreational opportunities for all age groups, including community events. They indicated that the best ways to convey information about governance changes were through the Essex Reporter, Front Porch Forum, Facebook, and direct e-mails. Lastly, there were five key themes that emerged about what mattered to people most: program affordability, program accessibility, concerns with change, appreciation of the current quality of programming, and a need to maintain and enhance program diversity. This information helped the committee in their public outreach strategies, and helped them reach a decision that addresses what matters most to the respondents.
- Was Westford ever discussed in this process?  
The Westford recreation department and community was not a part of this study committee and decision. Should the Westford community be interested in joining the rec district, there is a process for this to be considered.
- Why is it better to form a new rec district than to follow a similar path to other Village/Town service consolidations? Are there plans to form other union municipal districts for other Village/Town consolidation efforts?  
Forming a new rec district allows for the recreation budget to be isolated from the municipalities and schools. Recreation resources will be preserved for enhancing recreation and cannot be accessed for other needs. Voters will have the opportunity to vote directly on appropriations for parks and recreation, and it will not be one part of a larger budget. This option is a way for both departments to come together under one roof, which is a new roof – not one that is long established by either. In general in Essex (Village and Town), people are passionate and proud of their recreation departments. This method of consolidation will not force Essex Parks and Recreation to become EJP or vice versa. Instead, it paves a new path forward for both departments to create a new shared entity. There have

not been any discussions of forming a union municipal district for any other municipal services at this time.

- How do other Vermont towns with incorporated villages deal with providing recreation services? A cursory look into this question resulted in the following findings: according to the Secretary of State's office, there are 37 incorporated villages in Vermont. In one village, recreation is provided by a non-profit organization for both the village and town (Woodstock). In thirteen villages, recreation is provided to the village and the town through one department, operated by the town (Bellows Falls, Enosburg Falls, Hyde Park, Johnson, Ludlow, Manchester, Morrisville, North Bennington, Old Bennington, Poultney, Saxtons River, Swanton, and Waterbury). The other 23 villages do not appear to have recreation departments.

#### FORMING A NEW REC DISTRICT

- What are some of the advantages of forming a new rec district?
  - a. Unites community recreation under one umbrella
  - b. One budget, voted on directly by community
  - c. Isolated budget (from school/municipal threats)
  - d. Both communities/departments on equal ground (starting anew instead of joining an existing structure)
  - e. Community will get to weigh in via direct vote
  - f. Eliminate redundancies (programs, brochures, communications, etc.)
  - g. Potential cost savings (brochures, postage, other?)
  - h. Long term stability of option
  - i. One stop shopping (reduce confusion for residents)
  - j. Equity in community (program provision, options, taxation)
  - k. Ability to "house" other community initiatives (now and in future - i.e. Farmer's Market, Senior Center, etc.)
  - l. Another step in line with recent consolidation and unification efforts in community
- What are some of the downsides of forming a new rec district?

Initially, the committee raised some questions about the potential loss of programs and change in use of and relationship with the schools. After discussing further, those concerns were addressed and no longer thought to be issues. The main outstanding concern is that any consolidation of the two departments will initially result in a tax increase for Town outside the Village tax payers and a tax decrease for Village tax payers. This is because currently the Village rec department is paid for by Village tax payers and the Town rec department is paid for by both Village and Town outside the Village tax payers. Combining the two departments into one department that serves everyone will result in a combined budget that is paid for by everyone. In future years, all residents will have tax equity in terms of their contributions towards parks and recreation services.
- What are some of the challenges related to forming a new rec district?

The reality is that any governance change and consolidation will come with challenges, as many things will be changing and many decisions will need to be made, to include organizational structures, IT, legal, insurance, HR, payroll, finance, etc. The goal will be to ensure that existing services, programs, parks, and facilities all are maintained or enhanced with the formation of the new rec district.
- What will be the tax implications of forming a new rec district?

In the first year, there will be a tax increase for town outside the Village tax payers and a tax decrease for Village tax payers. This is because currently the Village rec department is paid for by Village tax payers and the Town rec department is paid for by both Village and Town outside the Village tax payers. Combining the two departments into one department that serves everyone will result in a combined budget that is paid for by everyone. In future years, all residents will have tax equity in terms of their contributions towards parks and recreation services.

- Will forming a new rec district reduce expenses at all?  
An exact budget for the new department will not be developed until after the new rec district is formed. The expectation is that the new rec district will operate next year with the same amount of tax money or less as would have been needed were the two departments to exist separately. Forming a new rec district will result in many benefits, but will not reduce the number of programs that are offered or the number of parks and facilities that need to be maintained, and thus there will not be a reduction in staffing or major cost savings. Until some decisions are made about IT, payroll, finance, HR, etc., final numbers are to be determined. There will be some obvious smaller savings due to only producing and mailing one brochure for the department at various times throughout the year, instead of two. Additionally, there will be savings to only have one membership to several organizations/services (Vermont Parks & Recreation Association, National Recreation & Parks Association, etc.).
- How/when will the budget be proposed/voted on for the new rec district? When will we know full cost?  
The budget for the new rec district will be voted on in April 2017. The full cost will not be known until the district vote passes in December, a new board takes their seats in January, and they pass a budget in February.
- Will there still be resident and non-resident fees? Who will be defined as a resident?  
For people who live in Essex, whether it is the Village or Town outside the Village, they will all be considered residents and pay resident fees for programs offered by the district. Anyone who resides outside of Essex will pay non-resident fees. This is a change since currently people who live in the Town outside the Village are not tax payers towards the Village rec department and thus are non-residents.
- What are the current budgets for EJRP and EPR and how much tax support do they receive?  
The FY17 budget (operating, capital, and debt relief) for EJRP is \$2.35 million and for EPR is \$1.36 million. Of that amount \$745K is tax funded for EJRP and \$728K is tax funded for EPR. The budgets are a reflection of the programs, pools, and facilities that each department operates, and the revenues that they generate.
- What happens to existing EJRP debt?  
In 1999, a \$2.1 million bond was approved for the construction of the recreation building at Maple Street and the two new pools and pool house. The final bond payment will be made on 12/1/19. The total amount outstanding for FY18, FY19, and FY20 is \$322K. Either the bond will be transferred to the new rec district, or the bond will be transferred to the new unified school district, and an agreement will be put in place for the new rec district to make the annual payments to the school district until the debt is paid off.
- Will there be any layoffs with the formation of a new rec district?  
There are not any layoffs anticipated at this time.
- Where will the office be for the new rec district?

There will be one recreation office located at Maple Street Park, 75 Maple Street.

- Will any parks go away? Who will own the parks and buildings? Who will maintain the parks?  
None of the parks will go away. The Prudential Committee, Trustees, and Selectboard need to decide if they are going to convey/transfer the park properties/assets to the new rec district or lease them. The new rec district will maintain the parks and facilities.
- Will any services/programs change?  
No services/programs are expected to change in year one as a result of the consolidation and governance change. As happens every season currently with both departments, future services/programs will be determined by rec district staff based on the needs and interests of the community.
- Who will govern the new recreation district? What will the board terms be? When will petitions be available to run for district office and when will they be due?  
The new recreation district will have its own elected governing body. The RGSC needs to determine what the membership will be, where they will be from, how long their terms will be, etc. This information is expected to be known by August 2016.
- Who will run the day to day operations of the new rec district? Will this new rec district fall under our existing Municipal Manager?  
The rec district will be run by a recreation staff and managed by its own executive director. The new rec district will be its own municipality and will not fall under the Village, Town, or schools.
- Can other Town and Village services be transferred to this new rec district in the future?  
One of the appealing aspects of the rec district option was that the new municipality will have the flexibility to be entrepreneurial in nature, and to take on other entities and community endeavors when deemed appropriate. This could include things like the Farmer's Market, Block Party, etc.
- What support will be needed for the new rec district?  
The new rec district will need supports that any organization needs - IT, legal, insurance, HR, payroll, finance, etc. How these supports are delivered will need to be determined in the coming months. Essex Parks and Recreation has received these supports from the Town municipality in the past, while EJRP has received them from the school district. EJRP has been assessed a fee for the supports that they have received in the past, so there is money that has been previously allocated for these services.
- What will the new rec district be called?  
The RGSC will determine the name of the new rec district by August 2016.
- What other union municipal districts is Essex a member of?  
The Town of Essex is a member of the following union municipal districts: Chittenden County Transportation Authority (CCTA), the Winooski Valley Park District, the Chittenden Solid Waste District (CSWD), and the Champlain Water District.
- Could other Towns choose to join this new rec district in the future? How would that be decided?  
The governing body of the new rec district may authorize the inclusion of additional municipalities outside of the district in the future. The additional municipality would then need to vote on it by Australian ballot as a community.



- Could the new rec district be dissolved in the future? How would that be decided?  
Yes, the new rec district could be dissolved in the future, as a member of the union municipal district (either the Village or Town) may vote (by a majority of voters) to withdraw from the district after one year has elapsed and if the district has not voted to bond for construction/improvements.
- Are there examples of other union municipal districts? Are any related to recreation?  
There are many examples of other union municipal districts in Vermont, some of which are related to recreation. A union municipal district is when two or more municipalities agree to form a district to plan for the strengthening of local governments and to promote plans for more efficient and economical operation of local government services within or by the participating municipalities. The Winooski Valley Park District, the Lake Fairlee District, the Wrightsville Beach Recreation District, and the Lake Iroquois Recreation District are all recreation related union municipal districts. Other (non-recreation related) union municipal districts in the area include the Chittenden County Transportation Authority (CCTA), the Chittenden Solid Waste District (CSWD), and the Champlain Water District. Across the country, the concept of forming a recreation district as a way to deliver recreation related services is more common, especially in the Midwest and West. Here are some examples: Illinois Association of Park Districts (<http://www.ilparks.org>), California Association of Recreation and Park Districts (<http://www.carpd.net/index.html>), Washington Park and Recreation Districts (<http://mrsc.org/Home/Explore-Topics/Parks-and-Recreation/Park-and-Recreation-Special-Districts/Park-and-Recreation-Special-Districts.aspx>), and parks and recreation districts in various states ([https://www.allthingspolitical.org/special\\_districts/districts\\_parks\\_and\\_recreation.htm](https://www.allthingspolitical.org/special_districts/districts_parks_and_recreation.htm)).
- Is there any loss of local control for either Village or Town outside the Village residents?  
Currently Village residents vote for the EJRP budget as its own article and elect members of the governing body (PC), by Australian ballot in April. Both Village and Town outside the Village residents vote for the Essex Parks and Recreation budget (as a part of the overall Town budget) at Town Meeting by voice vote, and elect members of the governing body (SB) by Australian ballot on Town Meeting Day. With the new rec district there will be one vote by both Village and Town outside the Village residents on the budget and governing body. When and how that takes place is to be determined by the RGSC by August 2016.
- What happens to the Senior Center and senior buses?  
The Senior Center will continue to exist as it does today in Lincoln Hall. The Senior Activities Coordinator position, which is currently a staff member of EPR, will continue to be a staff member of the new rec district.
- Does the Essex Westford Education Community Unified Union School District support the decision to form a new Union Municipal District for recreation?  
The new school district has been kept abreast of the process of the RGSC. While they were not asked to take a formal stance on the formation of the rec district, they did pass a resolution indicating their desire to continue the relationship between the schools and municipal recreation.

#### PROCESS

- What is the question that will be asked of voters in December?

Voters in the Village will be asked: Shall the Village of Essex Junction enter into an agreement for the formation of a union municipal district to be known as “Name of District TBD by RGSC by August 2016.” Voters in the Town will be asked: Shall the Town of Essex enter into an agreement for the formation of a union municipal district to be known as “Name of District TBD by RGSC by August 2016.” Both communities will also elect officers of the new rec district according to the terms and membership that the RGSC determines by August 2016.

- If the Village is a subset of the Town, which entities are actually forming the new rec district?  
This situation is unique. The statutes concerning the formation of a union municipal district state that any two municipalities may enter into such an agreement. They each must vote at an annual or special meeting and the vote must happen in each municipality on the same day by Australian ballot. In the case of the Village and Town, they are overlapping municipalities. So, Village residents will vote on the question as to whether or not to enter into an agreement and Town residents will too. Both municipalities must achieve a majority of yes votes in order for the agreement to pass. Since Village voters are also members of the Town, they will be able to vote on the question for the Village and on the question for the Town separately. This is consistent with previous municipal merger votes.
- What happens after the December vote? If it passes? If it fails?  
If the December vote passes, the new board will take their seats in January and begin the work of preparing a budget for consideration in April, to support full consolidation by July 1, 2017.  
If the December vote fails, the Prudential Committee will still be the governing body of EJRP until June 30, 2017. If they do not take any action, then EJRP will fall under the new unified school district effective July 1, 2017.
- What happens if the December vote passes and the budget fails in April?  
Similar to when any budget fails, the governing body will need to re-evaluate and send a different budget back to voters for consideration.
- Weren't there recent talks of voting simplification? Isn't this adding yet more voting? Will there be an effort to consolidate voting?  
The Essex Governance Group, an initiative supported by the Town of Essex and Heart & Soul of Essex, explored ways that Essex could continue to improve civic engagement and governance, with a focus on budget decision-making and voting. Through their work they identified six findings and made four recommendations. In regards to voting simplification, they made the following finding: “Same Day Voting and a Call for Simplicity – each spring, Town residents vote three separate times (Village residents five times). Citizens would like all votes on local issues to occur on the same day.” The recommendation was to “institute same-day voting. Create a staged plan to combine voting dates, and combine Town/Village Meeting dates.” The RGSC will need to identify the timing for the budget vote for the new rec district by August 2016. These findings and recommendations will be shared with the RGSC for their consideration.

#### Childcare and Preschool

- What will happen to Village Kids afterschool childcare?  
The Village Kids afterschool childcare program that provides care from dismissal to 6:00p.m. at the Village schools (Hiawatha, Summit, and Fleming), that is operated by EJRP, is planned to continue and be

operated by the new rec district. The new school board has indicated a desire to continue the programs and relationships that exist in our community in relation to municipal recreation.

- **What will happen to the EJPB Preschool?**  
The EJPB Preschool will continue to operate at Park Street School through a long-term lease that will be negotiated with the Prudential Committee after the district is formed in December. The lease will transfer to the new school district on 7/1/17.
- **Will EJPB preschool be available to Town outside the Village residents?**  
The EJPB Preschool, a two-room preschool program for 3/4 and 4/5 year olds, which operates at Park Street School, will be available to all residents of the new rec district, at the same rate. If the formation of the district indicates a greater demand for quality pre-k educational opportunities, rec district staff will take that into account and attempt to meet community needs.
- **Will EJPB childcare options be available to Town outside the Village residents?**  
Currently EJPB provides the Village Kids Afterschool Program for children at Village K-5 schools. Childcare at Essex Elementary and Founders is provided by the YMCA. In order to provide a cohesive system of year-round childcare throughout the community, to align program expectations, staffing, and costs, to provide a consistent point of contact for families, and to create enhanced synergy between licensed childcare afterschool programs with extended school day opportunities, the rec district plans to discuss with the new school board the merits of having the rec district provide afterschool childcare in Village and Town schools.
- **Will childcare/pre-school employees change?**  
No. Staffing will remain the same. Initial conversations have taken place with school district personnel of how to create a contract to continue the shared staffing relationship whereby licensed childcare site coordinators work at the schools during the school day.
- **Will the same child protection provisions be in place under new rec district?**  
Yes. The new rec district will continue to provide the same screening protections of employees that are currently in place at EJPB (under the school district).