



State of Vermont
1 National Life Drive, Davis 5
Montpelier, VT 05620-2501
education.vermont.gov

[phone] 802-828-1130
[fax] 802-828-6430

Agency of Education

June 3, 2025

Nancy Russell
228 Hillcrest Terrace
White River Junction, VT 05001

RE: 16 V.S.A. § 558(b) Waiver Request

Dear Nancy:

You have requested a waiver under 16 V.S.A. § 558 to be allowed as a Hartford SD Board member to be employed as a substitute teacher for the 2025-2026 school year in your district.

Section 558 prohibits a member of the school board from being regularly employed by the school district or by a school district within the same supervisory union or by the same supervisory union during the member's term.

You have represented that you will only substitute during the 2025-2026 school year. You have also represented that it has been challenging finding substitute teachers in your area.

I am granting this request for the school year based on your representations.

Please excuse yourself from any board deliberations or votes on matters related, in any way, to your substitute teaching position with the Hartford School District. This will avoid any actual or apparent conflicts of interest prohibited by 16 V.S.A. § § 557 and 563(20).

Please feel free to contact my office if you have any questions.

Sincerely,

Zoie Saunders, M.Ed.
Secretary of Education

