

**ORANGE SOUTHWEST SCHOOL DISTRICT (Unified)
BOARD MEETING**

**WEDNESDAY, NOVEMBER 9, 2022 @ 6 P.M.
RANDOLPH UNION HIGH SCHOOL**

To be approved at the December 14, 2022 board meeting

MINUTES

BOARD MEMBERS PRESENT: Anne Kaplan, Katja Evans, Rachel Gaidys, Hannah Arias, Megan Sault, Chelsea Sprague, & Sarah Haupt
ADMINISTRATORS PRESENT: Layne Millington & Heather Lawler
GUESTS: See attached lists of guests & ORCA Media Video Taping

I. Opening

The meeting was called to order by Chair, Anne Kaplan at 6:03 p.m.

Board Attendance: Ensuring a Quorum

Meeting Purpose: Ownership linkage plan, review of Board procedures, orientation information, and monitoring

II. Board Education and Ownership Linkage

a. Public comment (4.2.1) (Recognize e-communications to the Board)

The following is a summary of the public comments. Please refer to the recording on ORCA Media for the full account and more specific information.

Anne Kaplan read a statement regarding public comments at board meetings and then opened the meeting for public comments.

Lindsey Choiniere – Randolph – parent of a 3rd grade student, has major concerns about RUHS. School has been plagued, BLM, Chick Fil A, etc. Wonders how are you making a safe, happy learning environment for students. Cited the Zillow, attendance and graduation ratings. Credits parents for kids doing well. Has not heard one good thing about the high school. Need to focus on the academics. A different point of view should not make someone get suspended. Disappointed in the school district.

Jill Harper - Randolph - We live here and have a grandson in HS. Promised a track and field team in White River. On the 28th we found out that we don't have a team. It was promised and doesn't know what to do. Board Chair responded by directing her to speak with the Athletic Director

Nick Thresher - East Randolph - I am here to speak for others and to stand up for a bunch of young girls. Claimed that when Layne was informed he said, "whaa - its the law". "We all have feelings. No one is against the transgender community." Went on to talk about genitalia in the locker room, 14 year old brains, and encouraged home schooling. Stated that Layne needs to go and it is the board's job to do that. Could have been avoided with stalls in the locker rooms.

Sarah Crosby - Locker rooms should be safe and comfortable for everybody. Personal safety and comfort are two different things. Danger comes from behavior. We have conflicting reports about what happened in the locker room. It is confidential and none of the community's business. Kids are feeling unsafe. We should not assume the school board has

done the wrong thing. Teach our kids how to handle these things. Greatest divisiveness coming from hateful calls.

Anita Scott - Daughter (Ava) was seen in the locker room. My daughter was violated (Crying). Put a stall in there. Her daughter took the girls in to the boy's locker room to change. Feels bad she didn't stand up for her.

Molly Mullen - Randolph - We elected the school board. There is only so much that these people can do and they are not the issue. It is horrible being a teenager especially when they are different. Keep in mind that they are children. Shared a story of her son being bullied and the importance of confidentiality. Said we should be considerate of the board and administrators. We need to find the solution without being mean and harassing people because we are a model for our students. Wants every child to feel loved & safe.

Justin Ford - Randolph Center - People need to speak up for things but not by name calling, slander, falsely accusing students. He does not agree with LGBT, but he does not harass them. The issues of gender has no place in schools. To wrongly accuse his son is inappropriate.

John Helfant - parent of 3 OSSD students - This was never about gay/straight it is about different genitalia in the same dressing room. Talked about women's rights and referred to the all female school board. Cited school district rankings. Mentioned AP exams & wonders what other school districts are doing right.

Katie Ford - Randolph Center - Teaching students how to be adults. Parents are leaders. Expressed dissatisfaction with the superintendent. The school board should be responsible for what is going on and need to put their own feelings aside and stand up for everyone.

Kevin Taylor - East Randolph - This situation is all about opinions. What is being lost is that our kids have to go to school here. We don't have to agree. I don't agree with trans individuals mixing in, but it could have been handled different. We need to get past this, we are all adults.

Colin Duclos - Brookfield – Wonders if there are plans to address the locker room situation?

- b. Discuss Annual Report to Voters: Brainstorm Info that Board would like to share with community

Anne explained that the board puts together a piece for the town reports. The board decided to have a sub committee to prepare a report about what the board has been doing.

A motion was made for Chelsea Sprague, Sarah Haupt & Anne Kaplan to work on the annual report to voters

By:	Megan Sault
Seconded by:	Hannah Arias
Motion passed:	Yes

- c. Proposal for Ownership Linkage through the formation of a Portrait of a Graduate process
Heather Lawler spoke about a plan for the Portrait of a Graduate process. Vermont has a recommended portrait of a graduate. This will be a document that speaks about outcomes. The process would include many voices from the community during a series of

meetings. It would capture the thinking to view the vision. We have been awarded a \$5,000 mini grant. We have a purpose & plan to move forward and invite community into this process. Last spring the board worked with Jackie Wilson and would like to work with the VSBA and Jackie. Discussed ownership linkage with this not being a board committee. Heather would like school board member input. This would be a document presented for implementation. Looking at outcomes from meeting with open dialogue and open communication. Administration would do this work.

Chelsea feels that the board still needs to do some ownership linkage besides this. The portrait may change our ends. Hannah also feels the board has work to do on ownership linkage and the board needs a plan for this work. The state is encouraging all schools to do this. May be a fresh start with the portrait of the graduate and then the board would review the ends. Felt it was good timing for conversations and wants student involvement. It will be a series of conversations and a process which should be able to be completed by the end of this school year and be implemented for the next budget cycle. Discussed it should be a long term linkage plan which is review annually.

A motion was made to direct the administration (assistant superintendent) to start the process of a Portrait of a Graduate

By:	Hannah Arias
Seconded by:	Sarah Haupt
Motion passed:	Yes, all in favor

The board discussed the formation of an Ownership Linkage Committee to think about other ownership linkage. Katja Evans, Anne Kaplan, Hannah Arias, & Megan Sault will serve on this committee. Reminder that all committee meetings need to be warned 48 hours prior to the meeting. Katja will poll the group for a meeting date.

d. Review & adopt Complaint Procedure in light of legal counsel review

The board reviewed the revised Complaint Procedure after legal counsel advice. Step 5 was clarified in this procedure. The board felt to make things clear, maybe some of the same language used in Step 5 should be reiterated in Step 7.

A motion was made for Anne Kaplan to talk with legal counsel again to suggest adding language in Step 5 be used again in Step 7 for clarity.

By:	Katja Evans
Seconded by:	Sarah Haupt
Motion passed:	Yes, all in favor

e. Review New Board Binders

Anne reviewed each section of the new board binders. The sections are:

1. OSSD Board Mtg Schedule April 2022-June 2023
2. OSSD Contact & Gen Info Apr 22-Feb 23
3. The Orientation Document: Welcome to the Board
4. Rules and Procedures for the OSSD Board 2022-23
5. General Public Comment Preamble
6. (Once adopted by the OSSD Board, the new Resolution of Complaints Procedure)
7. Board's Governance Policies
8. VLCT FAQ for Open Mtgs (Attached)

Discussed how email communications will be handled. Anne will respond to the sender and let the board know that she has responded.

III. Monitoring: Organization

a. Accept EL Reports 2.1 & 2.2 (enclosed)

Policy 2.1 Treatment of Students, Parents/Guardians & Community

Policy 2.2 Treatment of Staff

The two EL reports were reviewed for a second time.

A motion was made to accept both EL 2.1 Treatment of Students, Parents/Guardians & Community and EL 2.2 Treatment of Staff

By:	Megan Sault
Seconded by:	Sarah Haupt
Motion passed:	Yes, all in favor

b. Second reading of Policy: Prevention of Conflict of Interest in Procurement by Personnel

A motion was made to accept the Prevention of Conflict of Interest in Procurement by Personnel policy

By:	Sarah Haupt
Seconded by:	Hannah Arias
Motion passed:	Yes, all in favor

c. Share current OSSD Ends Info from last year

Layne presented a PowerPoint title Piecemeal Ends #1

He started with an overview about the state data being delayed & behind, the state has changed their website, and SBAC data could not be found which is likely in prep for the new testing coming up. Layne then reminded the board that 2018-19 was our last normal year, 2019-20 there wasn't testing due to COVID, 2020-21 was remote & hybrid, & 2021-22 was in person, but disrupted due to COVID surges. He also explained absolute data & trend data with trend data not being as strong. We can use trend data when we can't compare SBAC & NAEP in absolute terms. NAEP focuses on grades 4 & 8 and is across the country. Our kids have been improving (going up) when state data is going down. Layne provided a chart which shows this. When looking at 8th grade math, our trend line is going up and again the state is going down. This was the same result with ELA. Our students are improving faster than the state & nation in ELA & math. That improvement happened during the most challenging time for teaching in living memory. Also, the national data did not include all student groups. Next time Layne will present on the adaptability end.

IV. Monitoring: Board

a. Assess Board's compliance with Board Governance Policy 4.4 Chair's Role (enclosed)

Select area of improvement/leader/when to reassess

The board reviewed each section of 4.4 and looked at if the board has acted consistently with each item of the policy. The board discussed areas of improvement. Felt it was important if board members requested a meeting, they should have one. Felt it was important for the board to discuss issues so they can speak with one voice. Also discussed executive session with legal counsel, emergency & special meetings. Members of the community are choosing venues for one sided communication such as at board meetings and are not looking for a two way conversation. Members of the board expressed that saying something is important to make a statement to the public.

- V. Advocacy
a. Report on VSBA Annual Meeting & Conference
This was tabled for another time.
- VI. Consent Agenda (4.2)
a. Approve Minutes from OSSD Regular meeting on 10/12/2022 (enclosed with agenda)
Motion to approve the Consent Agenda
By: Katja Evans
Seconded by: Megan Sault
Motion passed: Yes
- VII. Other
a. Discuss Negotiations with Unions
This was tabled for another meeting.
- VIII. Closing
a. Superintendent's Report (enclosed) was reviewed.
b. Principals' & Director Reports (newsletter links sent out separately)
c. Financial Report (enclosed)
Will be requesting reserve funds for emergency heating system repair at RUHS/RTCC and also requesting reserve funds for a complete revamp of the locker rooms.
- Action Items Recap: Complaint procedure
Ownership linkage doodle poll
Special board meeting doodle poll
- IX. Executive Session: Meeting with Legal Counsel re: Pending Lawsuit
Personnel & Student Issue
- 8:49 p.m. A motion was made by Hannah Arias & seconded by Sarah Haupt to enter Executive Session to discuss the pending lawsuit with legal counsel, personnel & student issue with the superintendent & assistant superintendent present. Motion passed.
9:33 p.m. The board exited Executive Session. There was no decision or action.

Respectfully submitted,

Linda Lubold, Board Clerk

Next Scheduled Meetings:

Agenda Planning Meeting: Monday, November 28, 2022 - 6:00 p.m. @ OSSD

Regular Meeting: Wednesday, December 14, 2022 - 6:00 p.m. @ Randolph Elem.

Nick Blaisdell
NICK THRESHER

Jimmy Pilly
MARTINA HUENSCHE

STEPHEN HELLER
Emmaline Caswell
Brenda Caswell
Wally Caswell
John Helfant
James Helfant
Jessica All
Travis Allen
Lindsay Choiniere
Ja

Molly Mullen
Erica Grey Gowski
Ulita J. Co
Alessa Bagalio
Ron Pilly
Courtney Laroque
Me & the Spouse
Colin Duclos
JUSTIN FORD
Katie Ford
Derck Flint
Erica Fisher
SAM HOOPER
Avery McMill

First name	Last name	Email	Duration	Time joined	Time exited
mb		beem*****@***.c	17 min	5:56 PM	6:13 PM
Sara		sjli*****@***.com	36 min	5:59 PM	6:35 PM
Sarah	Crosby	scro*****@***.cc	1 hr 14 min	6:00 PM	7:14 PM
Rachel	Gaidys	rgaidys@orange:	13 min	5:55 PM	6:07 PM
Melissa	Hurley	hurl*****@***.cor	1 hr 19 min	5:58 PM	7:17 PM
Marybeth	Jones	volu*****@***.c	3 hr 7 min	6:22 PM	9:29 PM
Tevye	Kelman	tkelman@orange	56 min	6:04 PM	7:00 PM
Ashley	Lincoln	alin*****@***.co	58 min	6:00 PM	6:58 PM
ORCA	Media	stre*****@***.net	3 hr 50 min	5:56 PM	9:46 PM
Layne	Millington	lmillington@oran	2 hr 55 min	5:56 PM	9:34 PM
Maddox	Salls	25sallsm@orang	55 min	6:00 PM	6:55 PM
Hannah	Swift	swif*****@***.c	36 min	6:00 PM	6:36 PM
Troy	Tabor	tabo*****@*	7 min	6:28 PM	6:35 PM

First name	Last name	Email	Duration	Time joined	Time exited
hthomaslynn@lynnlawvt.com		htho*****@***.c	42 min	8:40 PM	9:22 PM
Layne	Millington	lmillington@oran	42 min	8:50 PM	9:33 PM