

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

**WEDNESDAY, APRIL 13, 2022 @ 6 P.M.
BRAINTREE ELEMENTARY SCHOOL**

To be approved at the May 11, 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: Kathleen Mason, Timothy Eberhardt, John Helfant, Laurie Sargent, Mike Sargent, Wayne Townsend, Jessica Allen, JoAnne Connolly, Courtney Larocque, Melissa Hurley, Jessica Brassard, Jen Tabor, Troy Tabor, Dennis Tabor, Chris Hurley, Heidi Schwartz, Joseph Morse, Dana Decker, Beverly Taft, Jordan Stevens, Emily Therrien, Martha Hafner, Jay Hooper, Addison Pickett, Daisy Houle, ORCA Media Video Taping & attached list of on-line guests

I. Opening

The meeting was called to order by Chair, Anne Kaplan at 6:04 p.m.

Board Attendance: Ensuring a Quorum

Meeting Purpose: Appoint Brookfield Board Member, Policy Discussions and Decisions

Choose Meeting Evaluator: Megan Sault

II. Board Education and Ownership Linkage

- a. Public comment (4.2.1) Many people from the community spoke in person & via on-line. Their comments are summarized here but included the following: John Helfant spoke about politics in the school - felt there was discrimination from OSSD - it was a free market to hold the Chick-Fil-A fundraiser - the few outweigh the many. Chris Hurley - We just cancelled one of our own - wants his son to be as successful as Chad - wonders where we go from here - need to put kids at the top of the list. Wayne Townsend - Disturbed the fundraiser was cancelled - need to put children first. John Klar (Attorney) - Political ideology doesn't belong - violated the law - highly offensive - government entities shouldn't allow the BLM Flag - take the flag down.

Tevye Kelman wanted to convey a message regarding grant funded positions and the stability of staff who are funded by grants.

Martha Hafner - Chick-Fil-A has been generous taking care of victims of hurricanes, etc. Kathleen Mason - Concerned seeing homophobia & transphobia and the outward expression of hatred at RUHS. She gave some recent examples. Feels it is a message that adults send - not inclusive of all - hatred running through our community. Provide guidelines and framework to do better. Grace Helfant - If you don't want to support the fundraiser, you don't have to. Kids are allowed to express their selves. Also stated she had no math class for 2 years as she was kicked out. Doug Gottshall - Fundraiser selling food by athletes with a lot of fat & calories - should be more consistent with athletes which promotes health. Al Wood - disconcerting to hear about so much hatred at the school - doesn't see it as she described - school focus on sexual identity & BLM flag.

Joe Voci - School not being inclusive - taxes are up and test scores below average - school rating is a miserable failure - children don't know what is written in the constitution or how to make change. Chloe Evans - Spoke about the hatred at RUHS - racial slurs and making fun of LGBTQ kids. Chandler Anderson - Coming from white people who doesn't see the discrimination. Mike Sargent - He and his wife are very proud of their son who owns a Chick-Fil-A business - Chick-Fil-A has been very supportive and would like to talk to the superintendent - they hire all minorities and are not racist.

Layne asked why the group didn't show up at the Open Forum last night. Until COVID hit our test scores were improving. He is happy to show the public the test score information. Layne had community members that expressed concerns about the fundraiser and felt everyone needs to be treated with respect. Anne Kaplan reminded the group about the board's complaint procedure. They need to follow the process and ask the board in writing to look into the complaint.

- b. Date for Policy Governance Review & Update
From the board member poll so far, looks like Wednesday, June 1st will be the best date.

III. Monitoring: Organization

- a. District COVID Operating Plan (2.8) (enclosed)
The plan is always available on the OSSD website. The most current is as of March 14 which follows the VT Department of Health guidance. Layne reviewed the basic changes. Masks are now optional.
- b. Monthly Financial Report (enclosed with agenda) (2.3) was reviewed.
We are well in the black at this point. Technology expenditures from software expenses is over, but will be reimbursed which was due to not knowing what this year would look like with COVID.
- c. Legislative Update
There are still lots of parts and pieces being worked on. There is discussion in the legislature on allowing teachers to break their contracts, the change in SPED funding to a block grant model which may change when it fully passes, and an effort for universal school meals to keep going as they have been during the pandemic. Jay Hooper expressed his thanks to the school board members for their service.

IV. Policy Decisions: District Governance

- a. Second Reading of required Policy on Section 504 & ADA Grievance Protocol for Students & Staff (enclosed) was reviewed.

A motion was made to adopt the Section 504 & ADA Grievance Policy for Students & Staff

By:	Megan Sault
Seconded by:	Rachel Gaidys
Motion passed:	Yes

- b. First Reading of the Flag Policy (enclosed)
The board asked Pietro Lynn to explain his rationale for the proposed policy. Pietro feels this is the best policy for the district to have which allows only the US & VT flags flying on the schools' flag poles. Rachel read the proposed policy. The last paragraph should say "flown" instead of flow.

There was much discussion and public input which is summarized here:

Joseph Morse - The Black Lives Matter flag represents racial equality and speaks up for folks who don't have a voice. Ilya Andreyev - The flag is a visible and proud reminder and reinsurance - learning to love those that hurt the most in our communities. Emily Baker - Makes people feel safe and included - better ourselves & education. The school and community is failing - disgusting being politicized as it negatively effects students. She remembers experiencing hate at school - should strive for all voices to be heard - morally the right stand.

Emily Therrien - The board has heard them speak - consider how it will impact our students. What will you do instead to make sure our students feel safe? She invited the board to come and spend some time at the school. Albee Wood - a lot of concern about hearing about so much hate in our school - huge problem. Personally he has issues with the BLM - may just disagree - not hateful. Martha Hafner - Grieves her heart - very important children understand. John Helfant - Teach all to get along. He feels this policy is the one to have. BLM flag gives others the right to fly their flag. Applaud the support of black people - BLM has many other meanings.

Dana Decker - Never puts her own beliefs when teaching - hearing hurtful things at school. Students have spent a lot of time over the years creating more togetherness and acceptance around the issue. Just wants everyone to be accepted and respected. Kathleen Mason - What about the brave decision? Easier to go with the policy, but is it the right thing to do? Emmaline Caswell - Hatred everywhere - America is the land of the free - BLM is a fight for their freedom. Drew Messier - Police are not a racial minority.

Vickie Johnson - What the BLM means - reminds her of commitment to all students. There is still work to be done - need to honor the students who stood up. Chloe Evans - a lot of hatred. Layne - Schools reflect our communities. Students come in "on fire", get calmed down & come back "on fire". Suggested having a trained facilitator come in and talk about it. Dana Decker - thought there was another petition. Emily Therrien asked about adopting an equity policy. Chelsea Sprague wanted to thank all students and community members for their input as this is how change happens.

- c. First Reading of EL 2.6 Asset Protection Suggested Policy Change
Layne passed out a proposed change to EL Policy 2.6 Asset Protection suggesting to change the amount of \$15,000 to \$40,000 to match the change in the state law. The federal law has changed to a threshold of \$50,000, but felt it would be best to stay with \$40,000 for both. The second reading of this change will be at the May meeting.
- d. Interview & Appoint New Board Member from Brookfield
Both candidates for the position shared an opening statement of why they would like to serve on the OSSD school board.

Scott Clouatre - Serving would be another avenue to give back to the community. He would like to have a broader view. Listening to the meeting tonight, he feels he is "missing the boat" and is extremely shocked. Wants to know how he can help for his 3 children and for all children.

Devon Cropley - Feels West Brookfield is a close knit community. Would like more involvement in the school system to make positive change and input. He would bring his thoughts and opinions to the table.

The board then asked the following questions to both applicants:

Do you have an understanding of policy governance?

Policy Governance is a fairly complex system of governance with a fair amount of learning. How do you see yourself learning?

The board are decision makers of overall policies. Would that effect your decision to serve on the board?

What changes would you like to see at the OSSD schools?

Executive Session:

8:20 p.m. A motion was made by Katja Evans & seconded by Megan Sault to enter Executive Session to discuss applicants for the Brookfield school board position. Motion passed.

8:28 p.m. The board exited Executive Session. As a result of executive session.

A motion was made to elect Scott Clouatre to the OSSD school board as a Brookfield Representative

By:	Katja Evans
Seconded by:	Megan Sault
Motion passed:	Yes, all in favor

V. Consent Agenda (4.2)

- a. Approve Minutes from OSSD Regular meeting on 3/3/2022 (enclosed with agenda)
- b. Approve Professional Contracts for 2022-2023 (consent form enclosed)
- c. Approve Leave of Absence Request for Guidance Counselor

Motion to approve the Consent Agenda

By:	Katja Evans
Seconded by:	Chelsea Sprague
Motion passed:	Yes

VI. Closing

- a. Superintendent's report (2.8) (enclosed with agenda) was reviewed.
- b. Director & Principals reports (2.8) are being forwarded as they are received.
- c. Update on Teacher's Appreciation
Katja has contacted 4 local businesses for possible gift certificates and waiting to hear back from a few of them and then will get them out the 1st week of May.

Action Items Recap - Confirmation from Jackie on June 1st Policy Governance training

Second reading of the Flag Policy

Second reading of change in EL 2.6 Policy

Meeting Evaluation - Megan reviewed her evaluation of this board meeting.

VII. Executive Session: Labor Agreement/Possible MOU
Personnel

8:45 p.m. A motion was made by Katja Evans & seconded by Megan Sault to enter Executive Session to discuss labor agreement/possible MOU for support staff & personnel with the superintendent & Scott Clouatre was invited to be present. Motion passed.

9:30 p.m. The board exited Executive Session.

As a result of Executive Session, A motion was made by Megan Sault and seconded by Katja Evans to accept the Support Staff Memorandum of Understanding (MOU). The motion passed unanimously.

Respectfully submitted,

Linda Lubold, Board Clerk

Next Scheduled Meetings:

Agenda Planning Meeting: Monday, April 25, 2022 - 6:00 p.m. @ OSSD

Regular Meeting: Wednesday, May 11, 2022 - 6:00 p.m. @ RUHS

RTCC Meeting: Wednesday, May 11, 2022 - 5:30 p.m. @ RUHS

First name	Last name	Email	Duration	Time joined	Time exited
mb		beem*****@***.c	1 hr 51 min	5:39 PM	7:32 PM
plynn@lynnlawvt.com		plyn*@***.com	1 hr	5:56 PM	7:35 PM
Sara		sjli*****@***.com	1 hr 57 min	6:02 PM	8:00 PM
Simon	Allen	23allens@orange	14 min	7:11 PM	7:25 PM
Chandler	Anderson	22andersonc@o	1 hr 23 min	6:35 PM	7:58 PM
Ilya	Andreyev	22andreyevi@or	1 hr 24 min	6:14 PM	7:42 PM
Haidi	Arias	haid*****@***.c	1 hr	6:01 PM	7:01 PM
Betsy	Baker	bbaker@orange	2 hr 14 min	6:03 PM	8:16 PM
Emily	Baker	emil*****@***	2 hr 2 min	5:58 PM	8:00 PM
Angela	Bauer	abauer@orange	1 hr 53 min	6:05 PM	7:59 PM
Tabitha	Blanchard	tbla*****@***	1 hr 2 min	6:09 PM	7:11 PM
Jessie	Brassard	brai*****@***	34 min	7:45 PM	8:19 PM
Rielle	Brassard	arbr*****@***.i	1 hr 9 min	5:53 PM	7:02 PM
Brenda	Caswell	bcaswell@orang	2 hr 7 min	5:52 PM	7:59 PM
Scott	Clouatre	sclo*****@***.cor	22 min	5:55 PM	6:18 PM
Devon	Cropley	dcro*****@***.con	2 hr 35 min	5:53 PM	8:29 PM
Jackson	Evans	jack*****@***	2 hr 6 min	5:58 PM	8:04 PM
Ross	Evans	ross*****@***.cc	2 hr 1 min	5:57 PM	7:58 PM
Amy	Ferris	aferris@orange	46 min	7:32 PM	8:18 PM
Lisa	Floyd	lfloyd@orangeso	1 hr 44 min	6:16 PM	8:00 PM
Noreen	Fordham	nore*****@***	59 min	7:12 PM	8:11 PM
Rachel	Gaidys	rgaidys@orange	3 min	6:00 PM	6:04 PM
Doug	Gottshall	lloy*****@***	1 hr 58 min	5:58 PM	7:57 PM
Sherri	Grant	sher*****@***	2 hr	5:57 PM	7:57 PM
Amanda	Gray	agray@orangesc	2 hr 18 min	6:00 PM	8:18 PM
Nathan	Gray	ngra*@***.com	2 hr 8 min	5:54 PM	8:02 PM
Ericka	Grygowski	eric*****@***	2 hr 14 min	5:43 PM	7:57 PM
Tom	Grygowski	gryg**@***.com	1 hr 29 min	6:28 PM	7:57 PM
Heather	Harvey	hharvey@orange	2 hr	5:58 PM	7:59 PM
Sarah	Haupt	shaupt@orange	3 hr 9 min	6:06 PM	9:26 PM
Julie	Hinman	jhinman@orange	1 hr 29 min	6:14 PM	7:44 PM
Karizmah	Hosmer	25hosmerk@ora	7 min	7:59 PM	8:06 PM
Bill	Hurley	bill*****@***.co	28 min	6:33 PM	7:01 PM
Gus Howe	Johnson	gjohnson@orang	2 hr 13 min	6:07 PM	8:21 PM
Vickie	Johnson	vjoh*****@***	1 hr 52 min	6:07 PM	7:59 PM
Tevye	Kelman	tkelman@orange	56 min	6:03 PM	6:59 PM
Cameron	Kennedy	22kennedyc@or	1 hr 19 min	6:39 PM	8:02 PM
Michelle	Kluskiewicz	mlk1***@***.com	57 min	6:02 PM	6:59 PM
Martha	L	bump*****@***	41 min	6:18 PM	6:59 PM
Kathie	Lafreniere	klafreniere@or	1 hr 58 min	6:01 PM	7:59 PM
Heather	Lawler	hlawler@orange	22 min	7:58 PM	8:20 PM
Ashley	Lincoln	alin*****@***.co	2 hr 21 min	5:58 PM	8:19 PM
mariah	lique	mari*****@***	1 hr 40 min	6:16 PM	7:56 PM
Mariah	Lique	mliq**@***.org	12 min	6:03 PM	6:15 PM
Julie	Manchester	jman*****@***	30 min	6:30 PM	7:01 PM

Ashley	Martin	ashl***** 13 min	6:49 PM	7:02 PM
Jacob	Mason	26masonj@orange 2 hr 3 min	6:03 PM	8:06 PM
Alyssa	Matz	amat@orange 22 min	6:42 PM	7:03 PM
ORCA	Media	stre*****@***.net 15 hr 19 min	5:48 PM	9:07 AM
Drew	Messier	22messierd@orange 1 hr 26 min	6:34 PM	8:00 PM
Lindsay	Meyer	lmeyer@orange 2 hr 18 min	6:00 PM	8:18 PM
Layne	Millington	lmillington@orange 2 hr 55 min	5:39 PM	9:27 PM
Zoë	N	znew*****@***.ca 2 hr 41 min	6:00 PM	8:41 PM
Marie	Patton	mpatton@orange 2 hr 9 min	6:04 PM	8:18 PM
Pusheen	Queen	stor*****@*** 2 hr 19 min	6:00 PM	8:18 PM
Sara	Richards	srichards@orange 2 hr 2 min	5:56 PM	7:58 PM
Jeremy	Rilling	jrilling@orange 1 hr 39 min	6:08 PM	7:47 PM
Mary	Rizos	mrizos@orange 1 hr 58 min	6:01 PM	7:59 PM
Chad	Russo	chad*****@***.il 1 hr 30 min	6:02 PM	7:32 PM
Caty	Sutton	csutton@orange 1 hr 47 min	6:07 PM	7:59 PM
Zoe	Ukasick	22ukasickz@orange 1 hr 33 min	6:25 PM	7:59 PM
Kate	Van Houten	vanh*****@*** 2 hr 39 min	5:53 PM	8:32 PM
Joe	Voci	verm*****@***.c 33 min	6:20 PM	6:53 PM
albee	wood	albe*****@***.co 2 hr 10 min	5:48 PM	7:58 PM
Albert and Rebecca	Wood	arma***@***.com 1 hr 24 min	5:48 PM	7:12 PM
+1 802-***-***07		4 min	7:02 PM	7:06 PM