

Orange Southwest Unified Union School District
(Orange Southwest School District) OSSD
Regular Board Meeting on Wednesday – November 9, 2022
Randolph Union High School
6:00 p.m.

	Item	Related Board Policy	Presenter	Time Allotted	Action(s)
I 6:00	Opening: Board Attendance: Ensuring a Quorum Meeting Purpose: Ownership linkage plan, review of Board procedures orientation information, and monitoring.	GP 4.2 Board Job Description	Kaplan	5 min	
II 6:05	Board Education and Ownership Linkage Public comment (Recognize e-communications to the the Board) <i>Board welcomes comment but is not able to take any action</i> <i>Comments limited to three minutes per speaker</i> Discuss Annual Report to Voters: Brainstorm Info that Board would like to share with community. Proposal for Ownership Linkage through the formation of a Portrait of a Graduate process. Review & Adopt Complaint Procedure in light of legal counsel review (enclosed) Review New Board Binders	GP 4.2.1 Board Job Description GP 4.2.1 Board Job Description GP 4.2.1 Board Job Description GP 4.2.1 Board Job Description GP 4.2.1.4 Board Job Description	Kaplan Kaplan Lawler Kaplan Kaplan	20 mins 5 mins 20 mins 10 mins 10 mins	Listen Only Listen/ ? vote Review/Adopt Review/Adopt
III 7:10	Monitoring: Organization Accept EL Reports 2.1 & 2.2 (enclosed) <i>Policy 2.1 Treatment of Students, Parents/Guardians & Community</i> <i>Policy 2.2 Treatment of Staff</i> Second Reading of Policy: Prevention of Conflict of Interest in Procurement by Personnel (enclosed) Share current OSSD Ends Info from last year.	B-MD 3.4 Monitoring Superintendent Performance EL 2.9 Policies Required by Legislative Regulatory Bodies B-MD 3.4 Monitoring Superintendent Performance	Millington Millington Millington	5 mins 5 mins 15 mins	Listen
IV 7:35	Monitoring: Board Assess Board's compliance with Board Governance Policy 4.4 (enclosed) <i>Select area of improvement/leader/when to reassess</i>	GP 4.1.6 Governing Style	Board Members	15 min	Evaluate/Decide
V 7:50	Advocacy Report on VSBA Annual Meeting & Conference	GP 4.1.4 Governing Style	Kaplan/ Lawler	10 mins	Listen
VI 8:00	Consent Agenda Approve minutes from regular board meeting on 10/12/2022 (enclosed)	GP 4.2 Board Job Description	Kaplan	5 min	Vote
VII 8:05	Other Discuss Negotiations with Unions	GP 4.2.10 Board Job Description	Millington	5 mins	Listen
VIII 8:10	Closing Superintendent's Report (enclosed) Principals' & Director Reports (newsletter links sent out separately) Financial Report (enclosed) Action Items Recap Adjournment	GP 4.4.2.2 Chair's Role	Millington Kaplan	5 mins 4 min	Listen Review
IX 8:19	Executive Session: Personnel and Student Issue	EL 2.8. Communication and Support to the Board	Millington	20 mins	Listen
	Future Meetings Agenda Planning Meeting: Monday, November 28, 2022 @ OSSD OSSD Regular Meeting: Wednesday, December 14, 2022 @ Randolph Elementary		6:00 p.m. 6:00 p.m.		

From time to time, issues or concerns may arise that, despite the best efforts of everyone involved, cannot be resolved through discussion, conversation, or compromise.

This is not uncommon, especially when parents, children, teachers, and school officials are involved. We all want the best outcomes for our students, but sometimes we disagree on what those "best outcomes" are, and/or how to administer and address them.

At other times, disagreements may arise over the use of school buildings or grounds; the curriculum being taught in a particular grade or classroom; or over policies and procedures that have been established based on the District's interpretation of State and Federal law.

When these disagreements cannot be resolved in a manner satisfactory to both sides, the OSSD "Procedure for the Resolution of Complaints" outlined in this brochure should be implemented.



Orange Southwest School District
24 Central Street
Randolph, VT 05060
802-728-5052
info@orangesouthwest.org
www.orangesouthwest.org

Procedure for the Resolution of Complaints



In the event an issue or concern arises that a complainant feels requires some kind of official resolution, the following 5 steps should be taken before the matter is brought before the School Board.

1. The complainant(s) should first bring their complaint(s) to the individual(s) concerned.
2. If the problem cannot be resolved in this manner, it should be put in writing and brought to the concerned individual's immediate supervisor stating the facts and circumstances. If the complaint involves an employee, the employee will have an opportunity to explain and/or present the facts as he/she sees them.
3. If the complaint cannot be resolved by the employee's supervisor, it should be brought to the Principal for his/her review and decision.
4. In the event the Principal's review and decision does not resolve the issue, it should be brought to the Superintendent for his/her review and decision.
5. In the event the Superintendent's review and decision does not resolve the issue, the complainant may request, in writing, a review by the Chairperson of the School Board at its next scheduled meeting.

In the event an issue or concern is elevated to the School Board level, the following procedure will be followed:

Step 1.

The Board Chair will confirm that steps 1-5 have been taken.

Step 2.

The hearing will be warned on the School Board agenda, and copies of the written complaint or appeal will be distributed to Board members.

Step 3.

At the scheduled time during the Board meeting, the Board will recognize the complainant and ask for a verbal summary of the complaint and the complainant's rationale for Board action.

Step 4.

The Chair will invite Board members to ask clarifying questions of the complainant; or clarifying questions about policy and procedure. Board members will refrain from offering their opinions on the issue.

Step 5.

The complainant will be thanked by the Board Chair.

Step 6.

The Board will determine if additional information is needed or if other parties need to be brought into the discussion. If additional information is required, the Board will gather such information; and/or invite others to attend the next Board meeting. Prior to that meeting, the Board will review relevant policy and the information presented to date.

Step 7.

The hearing will be continued at the next Board Meeting. At the scheduled time during that meeting, the Chair will review and summarize the materials presented to date.

Step 8.

The Board will review any new information that has been gathered; and/or it will hear from any individuals who were invited to comment and attend.

Step 9.

After reviewing any new information, the Board will review and discuss all of the information relative to the complaint.

Step 10.

Barring any unforeseen circumstances, the Board will make a decision to resolve the complaint.

The decision of the Board shall be final.



MONITORING REPORT

POLICY 2.1: TREATMENT OF STUDENTS, PARENTS/GUARDIANS & COMMUNITY

I certify that the information contained in this report is true and that any assertions made are reasonably based on available evidence.

2/7/22
Superintendent

10/12/22
Date

With respect to interactions with Students, Parents/Guardians Community or those applying to be Students, Parents/Guardians and Community, the Superintendent shall not cause or allow conditions, procedures, or decisions that are arbitrary or capricious, untimely, unclear, undignified, or unnecessarily intrusive.

Further, without limiting the scope of the foregoing by this enumeration, the Superintendent shall not

- 1. Elicit information for which there is no clear necessity*
- 2. Use methods of collecting, reviewing, transmitting, or storing student/ family information that fail to protect against improper access to the material elicited*
- 3. Operate facilities without appropriate accessibility and privacy*
- 4. Allow Students, Parents/Guardians and Community to be unaware of what may be expected and what may not be expected from the district*
- 5. Leave Students, Parents/Guardians and Community uninformed in writing of this policy or without a way to be heard for persons who believe they have not been accorded a reasonable interpretation of their protections under this policy.*

Policy Preamble: *With respect to interactions with Students, Parents/Guardians Community or those applying to be Students, Parents/Guardians and Community, the Superintendent shall not cause or allow conditions, procedures, or decisions that are arbitrary or capricious, untimely, unclear, undignified, or unnecessarily intrusive.*

Superintendent Interpretation: I interpret student to mean all legal residents of the district who are entitled to receive educational services.

I further interpret “students or those applying to be students” to mean all children and young adults served by staff and programs of the district, including pre-school children, students enrolled in kindergarten through twelfth-grade, young adults ages 18 to 21 served in the district’s special education programs, and students who are seeking enrollment in district programs.

I interpret “conditions” to mean existing circumstances which could have been reasonably foreseen.

I interpret compliance with the overall policy to mean that all five provisions are in compliance.

Rationale: As a public-school district, equality, equal access, justice, and fairness are moral imperatives due to our nature as a public trust. Clearly written policies which are readily available to the community at large combined with well-established routines that serve those policies promote these imperatives and ensure compliance.

Evidence: All provisions comply with the policy; therefore, I report compliance.

Provision # 1: *Elicit information for which there is no clear necessity.*

Superintendent Interpretation: I interpret this to mean that current, prospective, and former students and families will only be asked for information that is required for the district or its schools to make informed decisions that support board established Ends, initiatives or mandatory regulations and statutes.

Rationale: Collecting unnecessary information wastes time and resources. It places the district in a position of increased liability and risk due to the need to safeguard this information from improper access and use. Lastly, it can damage the relationship between the district and its constituents who may feel that such data collection is overly intrusive and overreaching in terms of their private lives.

Evidence:

No information has been collected that exceeds either that needed to inform the Board’s Ends and initiatives nor that needed to comply with state and federal regulations and mandates.

The only unique data collection that occurred this past year was a community input survey that gathered information from parents, staff, and community members on their preference for how the district should use the ESSER III grant monies. This survey was a component of the required public outreach needed to access the grant. The data from the survey was posted on the district’s website under the pages dedicated to our ESSER spending plan.

I report compliance.

Provision # 2: *Use methods of collecting, reviewing, transmitting, or storing student/family information that fail to protect against improper access to the material elicited*

Superintendent Interpretation: I interpret this to mean that...

- student information will be safeguarded following all state and federal guidelines, primarily the Family Educational Rights and Privacy Act (FERPA).

- access to this information is restricted to authorized personnel who have a legitimate need to know, and who, if appropriate, have provided a properly obtained and completed release document.

Rationale: It is essential for school districts to comply with all regulations governing district operations including the Family Educational Rights and Privacy Act (FERPA). This means ensuring that all confidential information is safely stored, is only accessible to authorized personnel, and is only distributed through the channels established by statute.

Evidence: The district network is password protected and personnel access to confidential information is tiered by authorization level to ensure that only those with a legitimate need to know have access. Release forms are used when the distribution of confidential information is required. Faculty and staff are trained annually on information handling and sharing protocols. Confidential information that is no longer needed is destroyed if allowable under public records laws (temporary versus permanent records).

- Presentation created by the assistant superintendent and used by the principals to conduct the yearly mandated training for all staff.

I report compliance.

Provision # 3: *Operate facilities without appropriate accessibility and privacy*

Superintendent Interpretation: I interpret this to mean that the district's facilities are in compliance with the Americans with Disabilities Act's (ADA) standards for accessible design. Further, that the district will comply with the confidentiality requirements of the ADA when it comes to providing accommodations to employees who need assistance entering/exiting and/or moving about/within the district's facilities.

Rationale: The district's buildings function in two capacities: during the day they are public schools; outside of those hours, they serve the community as public buildings. Because of the public nature of our buildings and grounds, it is a legal and moral imperative that we ensure equal access to the community at large so that **all** members of the public may participate in the programs and activities held on our grounds. Not doing so would intentionally and foreseeably cause the exclusion of specific segments of our community from participating in public activities which is both unethical and illegal.

Since employees who need reasonable accommodations to access and travel safely through our buildings typically provide medical documentation to justify their need, this information, like all medical information, must be kept confidential. In general, it is an individual's right to determine whether and to whom medical information is disclosed; therefore, it is the district's responsibility to protect this information when it is shared.

Evidence: There are no known compliance issues with the ADA requirements for building access or confidentiality. Further, the precepts of accessible design are being incorporated into the district's building and renovation projects as evidenced by the work that was completed on the RUHS/RTCC entrances which is designed to reduce slippage and falls.

- We have not been cited for compliance issues.

I report compliance.

Provision # 4: *Allow Students, Parents/Guardians and Community to be unaware of what may be expected and what may not be expected from the district*

Superintendent Interpretation: I interpret this to mean that students, parents/guardians, and community members will be provided with written and oral information (including electronic) about the services offered by the school district as well as the policies under which it operates.

Rationale: It is essential that school policies, procedures, and rules are readily available to all community members. By doing so, these documents guide the governance and operations of the district in a manner that ensures fairness and equity for all. Without routine policies, procedures, and rules, that are consistently followed, the district is more likely to treat people inequitably and unfairly.

Evidence: We provide the following written information to all families:

- Program of Studies
- Parent/Student Handbooks (updated this past summer)
- Faculty Handbooks (updated this past summer)
- School Calendar
- Co-Curricular Offerings
- Special Education Information and Services (updated this past summer)
- Act 504 Information and Services
- School Board Policies (via the OSSD Website)
- Protocols and Policies surrounding District Operations
- Additionally, the superintendent sent over eighty-five communications to the OSSD community to update them on important programs, processes and procedures last year.

In the fall of 2017, the new OSSD website went live and provides an intuitive interface through which the school community can access the full suite of school-based and district level policies, procedures, and program descriptions: orangesouthwest.org. Further, in the spring of 2020, the Board at the recommendation of the superintendent, engaged the Vermont School Board Association in a review of the Board's policies. That analysis culminated in a significant overhaul of the policies which are now reflective of the regulatory changes that have occurred since the previous review.

Lastly, the superintendent regularly updates the board on policies that need to be revised or created and provides them with proposed versions that are based on the advice of educational experts and legal counsel; most recently the board reviewed and approved the substitute teacher policy, the student records policy, the student attendance policy, the flag policy and the condom policy. Once adopted by the Board, all policies are updated on the district website.

I report compliance.

Updated October 2022

Provision # 5: *Leave Students, Parents/Guardians and Community uninformed in writing of this policy or without a way to be heard for persons who believe they have not been accorded a reasonable interpretation of their protections under this policy.*

Superintendent Interpretation: I interpret this to mean that the OSSD community will have access to the Board's governance policies and how they can appeal decisions.

Rationale: Access to the policies under which the district operates provides individuals with the means to interact effectively and appropriately with the OSSD. Since trust rests on predictability, which written policies provide, individuals should have access to an organization's policies to know what to expect in any given exchange so that they can determine when they are being treated fairly and equitably and what to do if they feel this is not the case.

Evidence: The OSSD governance policies are available via the district website: <http://www.orangesouthwest.org/uploads/1551032856.pdf>. Additionally, we have created a brochure (sample evidence) that specifically outlines the district's conflict resolution protocols that can be given to parents and community members who need further guidance on how to appeal a decision, this information is also contained under the OSSD Board section of the district website: <http://www.orangesouthwest.org/uploads/1505927692.pdf>

I report compliance.

MONITORING REPORT

POLICY 2.2: TREATMENT OF STAFF

I certify that the information contained in this report is true and that any assertions made are reasonably based upon available evidence.


Superintendent

10/12/22
Date

Note: Numbers in superscript refer to evidence provided in the binder for this executive limitation.

With respect to the treatment of paid and volunteer staff, the Superintendent shall not:

1. *Operate without written personnel rules that (a) clarify rules for staff, (b) provide for effective handling of grievances, and (c) protect against wrongful conditions.*
2. *Discriminate against any staff member for non-disruptive expression of dissent; or,*
3. *Allow staff to be unprepared to deal with emergency situations.*

Provision # 1: *With respect to the treatment of paid and volunteer staff, the Superintendent shall not: Operate without written personnel rules that (a) clarify rules for staff, (b) provide for effective handling of grievances, and (c) protect against wrongful conditions.*

Interpretation: All district employees will be provided with clear job responsibilities, procedures for registering complaints, as well as access to the district's human resource protocols. Since it is impossible to anticipate every concern or issue that may arise, the district will develop procedures and protocols to address unique issues when they occur so that future occurrences are managed in a consistent and fair manner.

Rationale: For staff to feel valued, which promotes retention and productivity, it is essential that they clearly understand their roles and responsibilities to the organization as well as the obligations the organization has to them. Job descriptions and behavioral expectations must be openly communicated to properly guide the climate and culture of the school system. Policies and procedures for human resource issues must be clear and followed in a fair, just, and reasonable manner to ensure predictability and equity in employment decisions. Procedures must be in place to allow for the airing of legitimate grievances without retribution and which provide a means for resolution. Such provisions create a pleasant environment for staff that promotes behaviors which are

geared towards the achievement of the Board's Ends. Additionally, these provisions guarantee that people with legitimate concerns understand the procedures to follow and how to access them while also ensuring that people without legitimate concerns are not allowed to consume district time and resources.

Evidence: All employee groups have one or more written documents that outline their roles and the extent of their responsibilities: job descriptions, collective bargaining agreements, or master contracts. Further, these documents clearly outline grievance procedures and the policies and protocols that protect against wrongful circumstances. The provisions of these documents are strictly adhered to, and all are current.

- Up to date teacher CBA as sample evidence
- Up to date support staff master contract as sample evidence
- Up to date confidential employee master agreement as sample evidence
- Up to date principal/director master agreements (Level I and Level II) as sample evidence
- Up to date Supervisor/Manager master agreement
- Up to date bus driver master agreement as sample evidence

I report compliance.

Provision # 2: *Discriminate against any staff member for non-disruptive expression of dissent;*

Interpretation: I interpret "Expression of Dissent" to mean any statement by a member of the staff that indicates disagreement with a decision made by the administration or the School Board. Such an expression is non-disruptive when there is no refusal to perform work, when there is no encouragement of others not to perform work, does not interfere with instruction or the day-to-day operations of a school, and is carried out in a professional, truthful, and respectful manner. Staff who disagree with administrative decisions through non-disruptive expression will not experience retaliation such as dismissal, reassignment to less desirable positions or working hours, or the initiation of formal discipline procedures.

Rationale: To create and maintain a healthy District climate, it is essential that all staff understand that professional and appropriate expressions of dissent are acceptable and encouraged. Unconstrained dialogue is a valuable asset to any organization in that it promotes open channels of communication that many times will result in a more desirable solution to a problem. Any expression of dissent, however, is expected to be carried out with honesty and civility.

Evidence: The OSSD encourages its staff to openly communicate their suggestions and concerns, and provides a variety of means to do so: the superintendent responds to over 18,000 emails a year, has an open door policy in regards to meeting individually with staff, meets with groups of staff at their request, does walk-throughs in each building to allow for chance informal conversations (when not hindered by high priority matters),

facilitates monthly open forum meetings to share ideas and concerns and meets with the union to discuss concerns that may have arisen upon request.

There were no incidents in 2021-22, nor has any known complaint been lodged relative to this provision.

I report compliance.

Provision # 3: *Allow staff to be unprepared to deal with emergency situations.*

Interpretation: I interpret unprepared to mean the staff are not informed nor trained in emergency response procedures. I interpret “emergency situations” to be conditions that threaten the safety and well-being of any student or member of the district staff.

Rationale: It is essential that clearly written procedures are implemented and communicated to all staff regarding emergency responses to unexpected situations. Only through explicit discussion and review will our staff be prepared to effectively manage such a crisis. While it is not possible to envision every possible event, being prepared for what is most likely to occur also promotes a more effective response to unique situations.

Evidence: Emergency drills and training are conducted on a regular basis (generally monthly) as required by law, this includes fire and lockdown drills. Evacuation procedures are in place and reviewed yearly.

Rapid communication with the staff and the greater community was enabled in 2018 with the purchase of the School Messenger platform and is used consistently by administration. Broadband emails are used to communicate low to mid-level concerns; robocalls are used when there is an immediate high-level concern (e.g., emergency school closures).

In conjunction with the building security upgrades that occurred in the summer of 2018, the school principals have created specific procedures for the staff to follow in emergency situations. The detailed procedures (see sample evidence) outline what staff are required to do and are constantly updated with staff suggestions that are generated following practice drills.

All staff were trained in the ALICE school shooter protocols for the first time in the fall of 2018 and new staff are trained each fall as part of their orientation program. Students were trained in Alice for the first time during the spring of 2019 and revisit that training during each year’s numerous drills. All staff received a refresher training this fall.

I report compliance.

Prevention of Conflict of Interest in Procurement by Personnel

It is the policy of the Orange Southwest Unified Union School Board that all purchasing and contracting comply with state and federal laws.

No employee, officer, or agent of the Orange Southwest Unified Union School District may participate in the selection, award, or administration of a purchase or contract if that person has a real, or apparent conflict of interest. Any employee, officer or agent with a real, or apparent conflict of interest shall notify the superintendent of the conflict and not participate in the selection, award or administration of the purchase or contract at issue. The superintendent or his or her designee will develop written procedures to implement this policy.

A conflict of Interest arises if an employee, officer, agent, immediate family member, partner, or an organization which employs or is about to employ any of the parties indicated herein, has a direct or indirect financial or other interest in, or a tangible personal benefit from a vendor considered for a purchase or contract.

An employee will not solicit or accept any favor, gratuity, or anything of monetary value from such vendors which exceeds a \$ 125.00 value.

In the event of a violation of this policy, the Orange Southwest Unified Union School District may take disciplinary action against the employee, officer or agent according to procedures in the Orange Southwest Unified Union School District's personnel manual and/or collective bargaining agreement.

Date Adopted:

Date Revised:

Legal Reference(s): 2 CFR 200.318

NOTE: This policy satisfies the federal regulatory requirement in 2 CFR 200.318. Alternatively, the district or supervisory union may fulfill this legal requirement by developing "written standards of conduct covering conflicts of interest and governing the actions of its employees engaged in the selection, award and administration of contracts."

Worksheet for Board Self-Evaluation of Governance Process Policies

Policy Number 4.4 Chair's Role
Time period being monitored: FY 22
Date Completed: 11/9/22

Performance Ratings: always, most of the time, some of the time, never

Policy Wording	Have we acted consistently with this item of the policy	Specific representative examples to support your response
The Chair, a specially empowered member of the Board, ensures the integrity of the Board's process and, secondarily, occasionally represents the Board to outside parties. Accordingly:		
1. The assigned result of the Chair's job is that the Board behaves consistently with its own rules and those legitimately imposed on it from outside the organization. 1. Meeting discussion content will consist solely of issues that clearly belong to the Board to decide or to monitor according to board policy. 2. Information that is for neither monitoring performance nor board decisions will be avoided or minimized and always noted as such.		

<p>3. Deliberation will be fair, open, and thorough but also timely, orderly, and kept to the point.</p>	
	<p>2. The authority of the Chair consists in making decisions that fall within topics covered by board policies on Governance Process and Board-Management Delegation, with the exception of (a) employment or termination of a Superintendent and (b) areas where the Board specifically delegates portions of this authority to others. The Chair is authorized to use any reasonable interpretation of the provisions in these policies.</p> <ol style="list-style-type: none"> 1. The Chair is empowered to chair board meetings with all the commonly accepted powers of that position, such as ruling and recognizing. 2. The Chair has no authority to make decisions about policies created by the Board within Ends and Executive Limitations policy areas. Therefore, the Chair has no authority to supervise or direct the Superintendent. 3. The Chair may represent the Board to outside parties in announcing board-stated positions and in stating chair decisions and interpretations within the area delegated to her or him and report such activity at the next meeting of the Board. 4. The Chair may delegate this authority but remains accountable for its use.

5. The Chair will ensure that the Board fulfills its obligations and work to improve the Board’s performance.		
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Which areas were rated as “some of the time,” “rarely,” or “never?”

Select ONE area of this policy for improvement over the next year.

What actions will we COMMIT to taking in the next year to improve our application of this policy?

Who will be accountable for the leadership to ensure it happens?

WHEN will we reassess our progress?

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

**WEDNESDAY, OCTOBER 12, 2022 @ 6 P.M.
BRAINTREE ELEMENTARY SCHOOL**

To be approved at the November 9, 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 & Felicia Allard for the beginning of the meeting

GUESTS: See attached lists of in person and online guests & ORCA Media video taping

I. Opening

The meeting was called to order by Chair, Anne Kaplan at 6:05 p.m.

Board Attendance: Ensuring a Quorum

Meeting Purpose: Planning Board work, Board process clarification, 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.

Marney Troop spoke about the general temperature of Randolph, discrimination, fear is the driver which drives primal responses, and that without boundaries or consequences people don't feel safe. The school board needs to take action.

Wayne Townsend stated that it would be best if Layne stepped down and of the need to keep politics out of the schools. He left after he stated that he had to go to work.

John Helfant was concerned about the hiring of Adin Buchanan and his social media posts and asked why Randolph Union would hire a communist and someone targeting teenage boys who was hired to teach history. He accused the board & Layne of having an attorney attack a parent at work and stated he will find replacement people to get current members off the board.

Chris Hurley is concerned the way the district is going. He stated there was a lack of oversight and not driven by hate. No resolution of either issue. All these kids matter and is up to you to craft a solution. Past time for the school board to do their job and monitor everything.

Tevye Kelman told the group the most fundamental principle for schools is for every child to feel safe. They can't learn if they don't feel safe. The events of the past have deeply damaged the students with threatening displays of hatred, the students are afraid and it's

a problem if kids are afraid. Especially the LGBTQ community needs to feel welcome and we make the same commitment to all kids. We all have a collective responsibility to have our kids feel welcome and safe.

Justin Ford stated that his 8 year old son had to apologize to a classmate for using the wrong gender term. The schools are here to teach math, science, history with Columbus Day being a part of history, and not to mold them.

David White expressed general support for Layne. David has come to school board meetings several times and doesn't understand folks who just come when they want to complain. Those folks are talking about one teacher who would not be a concern to him and he felt would be good for challenging issues. Feels the fear is a little overwhelming and overdone. He also wants to make sure daughters are safe and stated there are options for bathrooms.

John Helfant spoke again stating that Adin can be trans and gay all he wants but was not hired to teach other than history.

Avery McGill stated that gay and trans have been in history for a long time and not a new thing.

Travis Allen stated that his daughter has not felt safe since and previously she had a hockey stick broken across her leg. He said she had a person of the opposite sex watch her. He asked about surplus money being used for an upgrade to the locker rooms with separate stalls.

Katie Ford stated her son at RAVEN has been picked on with sexual comments.

Anne Kaplan explained the complaint procedure and gave the steps listed in the brochure.

Sarah Crosby spoke about her concern with the term indoctrination and grooming, and disturbing talk about 14 year olds as pedafiles. Feels there is misinformation about transgender. Would there be anything we could have done to prevent these feelings from the girls. We need to take the concern seriously as an added factor for girls who don't feel safe anyway.

Marny Troop offered her service as a mental health provider to help all retrain.

Colin Duclos expressed that he wants his children to learn math, science and much more.

Sam Hooper thanked the school board and Layne for the public forum last night. People have to be careful with other people's lives. Need to come together as a group and move forward.

John Helfant feels Layne has harassed him. He said that women need more space and proposed a changing schedule. One of his children told him that there are more than two genders. He talked about genes in 5% of the population. Says it boils down that folks are uncomfortable about sex organs.

- b. Report/Approve RTCC Comprehensive Local Assessment (additions/revisions enclosed)
Felicia Allard told the board that the RTCC Comprehensive Local Assessment plan needed more work in the data area and the rest of the information is the same as previously presented. The RTCC RAB has approved the second draft. She reviewed some of the staff changes & needs/goals, bridges to the community, adjusted master student schedule with all students going to academic classes at the same time, and coordinating language in the CBA.

A motion was made to approve the RTCC Comprehensive Local Assessment plan

By: Katja Evans
Seconded by: Chelsea Sprague
Motion passed: Yes, all approved

- c. Report out from Ownership Linkage Sub-Committee
The sub-committee hasn't met yet. Megan offered to join the committee.

A motion was made to include Megan Sault in the Ownership Linkage Sub-Committee

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

- d. Review/Edit Complaint Procedure
Discussion regarding revision on the Complaint Procedure. Wondering about other SD/SU's having complaint procedures that we could compare with. Maybe replace employee with "stakeholders" but need to define stakeholders. Under step 10 - Were the findings reasonable and was the process followed. May need to change #9 & #10. When people appeal to the board it needs to be clear that the board doesn't go through the whole process again. Need to change some language and discussed making it reflect community members also. The board is okay with having Anne Kaplan check with Pietro to work on these edits.

A motion was made to give Anne Kaplan the responsibility to talk with Pietro about the wording on the Complaint Procedure

By: Rachel Gaidys
Seconded by: Katja Evans
Motion passed: Yes

- e. Review management of emails & in person contacts with the public in light of comments from Legal Counsel
Anne wants to run the plan by Pietro which is she would respond to emails and send a copy to the board members.
- f. Outline board officer duties
The board officer duties will be included in the welcome orientation packet.

A motion was made to have Anne Kaplan prepare the packets

By: Megan Sault
Seconded by: Katja Evans
Motion passed: Yes

III. Monitoring: Organization

a. Review EL Reports 2.1 & 2.2 (enclosed)

Policy 2.1 Treatment of Students, Parents/Guardians & Community

Policy 2.2 Treatment of Staff

First review of these two policies which is looking at the past school year. Reminder that the board can ask for an additional report if they want. Layne reviewed briefly and reminded that there are binders with more evidence at the OSSD office. The board asked about assistant superintendent monitoring.

b. Accept revised EL 2.0, 2.8, & 2.9 Reports (enclosed)

Policy 2.0: Global Executive Constraint

Policy 2.8: Communication & Support to the Board

Policy 2.9: Policies Required by Legislative or Regulatory Bodies

The board reviewed the revisions in EL 2.8 & 2.9 which included an email documenting training. There were no changes to EL 2.0.

A motion was made to accept EL Policies 2.0, 2.8 & 2.9

By:	Sarah Haupt
Seconded by:	Megan Sault
Motion passed:	Yes

c. Policy review: Prevention of Conflict of Interest in Procurement by Personnel

First review of this policy which was recommended by our auditor. Second review will be at the next meeting.

d. Determine Board Governance Budget for 2023-24

Discussed how much the board should plan on for their budget. Usually spends about \$3,000 per year. The question is if the board is planning on more training with a facilitator to help with owner linkage. This year the budget is \$10,000 and what is not used will go to surplus which will be used to lower taxes.

A motion was made to keep the Board Governance Budget at \$10,000 for 2023-2024 fiscal year

By:	Katja Evans
Seconded by:	Hannah Arias
Motion passed:	Yes

e. Update on status of 2021-22 OSSD Ends Report (see PowerPoint)

Layne stated it is important to share data about the schools although he doesn't have the state data yet. The state is doing away with SBAC & the science assessment and putting in a new system. The AOE has changed testing many times, we need 3 years of data to see growth and there hasn't been a 3 year stretch without change. This year the teachers have done an amazing job in curriculum teams. His PowerPoint showed proficiency in English from the SBAC data. There was an anomaly at Randolph Elementary in the 2020-2021 data which he feels was due to the attitude that testing wasn't important and administrators could also see how long kids were on the test.

The most current SBAC data shows the District ELA at 47% proficiency, Math at 40% proficiency and Science at 5% over the state average.

Track My Progress from this fall assessments show:
77-79% Math proficiency with 46-49% highest score
67-70% ELA proficiency with 36-41% highest score

We have been focusing on academics and Layne reviewed the list of good works which includes: Preschool at all elementary schools, K-12 STEM program, curriculum teams, revamping of the delivery model for SPED, afterschool programs with an academic program, summer school, & revamping of academic support. There has been a tremendous amount of work.

The board discussed how do we get that information out to everyone. The website will be one way when we get that back up. Talked about a newsletter program. We now have a team with incredibly good ideas. Will be hiring a person to manage our website and be our public relations person. Chelsea Sprague would like to see the GPA at the top of the report card and feels it is important for focus. Have to believe it is important.

- f. Update on team interpretations of 2022-23 OSSD Ends
The curriculum team collects data & presents the data to Layne. They let Layne know what they need in the budget and what professional development they need for the kids.

IV. Monitoring: Board

- a. Assess Board's compliance with Board Governance Policy 4.7 - Governance Investment
Select area of improvement/leader/when to reassess
Anne reviewed and discussed each section of the board monitoring worksheet for Policy 4.7 and rated each section. The board needs to put some effort to reach out to the community and make an outreach plan as part of ownership linkage.

V. Advocacy

- a. Designate Board member to vote at the VSBA Annual Business Mtg. and Advise Designee on voting positions
If any of the board members have strong feelings about voting positions, let Anne Kaplan know.

A motion was made to authorize Anne Kaplan to vote for the OSSD board at the VSBA Annual Business meeting

By:	Hannah Arias
Seconded by:	Chelsea Sprague
Motion passed:	Yes

- b. Reminder VSBA Fall Conference Lake Morey Inn October 20 - 21 8am-6:30pm & 8am 2:15pm. The board was reminded about the conference.

VI. Consent Agenda (4.2)

- a. Approve Minutes from OSSD Regular meeting on 9/14/2022 (enclosed with agenda)
- b. Authorize change of signers for Braintree & Randolph School Accounts as according to the enclosed letters
- c. Approve Two Operational Reserve Funds requests (see forms enclosed)
- d. Approve Facility Reserve Funds request (see enclosed form)
- e. Approve Audit Engagement Letter with Fothergill, Segale & Valley for 2021-22 audit

Layne reviewed the Operational Fund requests. One is for the upgrade of financial software and Layne reviewed the history of this situation. The second is for the new website software and initial creation which will be completed by the end of the year. One correction on the October 12 minutes was the incorrect date at the top of page 4. The Facilities request is for the upgrade of radios.

Motion to approve the Consent Agenda

By: Katja Evans
Seconded: Hannah Arias
Motion passed: Yes

VII. Other

a. Discuss Negotiations with Unions

The dates for negotiations were reviewed. Teacher's negotiations start on Tuesday, October 18 @ 6 p.m. at Randolph Elementary Media Center and then every other Tuesday. Support Staff negotiations start on Tuesday, October 25 @ 6 p.m. at Randolph Elementary Media Center and then every other Tuesday. Layne thanks the unions for being willing to start negotiations early to help with the budget process.

VIII. Closing

a. Superintendent's Report (enclosed) was reviewed.

The financials were reviewed. We are about ¼ through the year so expect around 75% left. Layne reviewed the reserve funds. After the auditor's confirm with the influx of funding from ESSER, etc. we may have about 1.4 million in surplus. May need to look at a new high school. There is a state study committee that is supposed to report in December. Layne pointed out local revenues which reflects that students are coming here. The board briefly discussed how to start the process of talking about a new school.

b. Principals' & Director Reports (newsletter links sent out separately)

Action Items Recap:

Anne to check with Pietro re: Complaint Procedure
Monitoring reports
VSBA/VSA Conference - Anne Kaplan, Layne & Heather
Governance policy 4.4 Chair's role
Negotiations

IX. Executive Session: Personnel Issue

8:48 p.m. A motion was made by Katja Evans & seconded by Hannah Arias to enter Executive Session to discuss a personnel issue with the superintendent & assistant superintendent present. Motion passed.

9:32 p.m. The board exited Executive Session. No action was taken.

Respectfully submitted,



Linda Lubold, Board Clerk

OSSD Board Minutes
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October 12, 2022

Next Scheduled Meetings:

Agenda Planning Meeting: Monday, October 24, 2022 - 6:00 p.m. @ OSSD

Regular Meeting: Wednesday, November 9, 2022 - 6:00 p.m. @ RUHS

RTCC Regular Meeting: Wednesday, November 9, 2022 - 5:00 p.m. @ RUHS

October 12, 2022

<u>Name</u>	<u>Town of Residence</u>
Jonny Dams	Randolph
Larry Satcowitz	"
Avery McGin	Randolph CT
Felicia Allard	Randolph VT
ERICKA + TOM GRYGOWSKI	RANDOLPH, VT
Cathy Sutton	Middlesex, VT
Travis Allen	East Randolph
Wayne Townsend	Randolph
Chris Hurley	Brimble
Wally + Brenda Caswell	Randolph
Enka Graham	Williamstown / Randolph
Lisa Floyd	RUHS
Maggie Stevens	Randolph
Colm Doolan	
Justin Ford	Randolph Center
Katie Ford	Randolph Center
Tevye Kelman	Washington
Sam Hooper	BROOKFIELD
Shirley Huang	Randolph
Stephanie Leonard	Randolph
James Heltant	Randolph
John Heltant	

First name	Last name	Email	Duration	Time joined	Time exited
mb		beem*****@***.c	51 min	6:02 PM	6:53 PM
rskgrant@comcast.net		rskg****@***.net	58 min	5:56 PM	6:54 PM
Jessica	Allen	jall*****@***.com	24 min	5:58 PM	6:22 PM
Brenda	Caswell	bcaswell@orang	13 min	7:10 PM	7:26 PM
Sarah	Crosby	scro*****@***.cc	2 hr 25 min	6:24 PM	8:49 PM
Jackson	Evans	jack*****@***	2 hr 43 min	5:54 PM	8:38 PM
Derek	Flint	dere*****@***	57 min	6:02 PM	7:00 PM
Rachel	Gaidys	rgaidys@orange	2 hr 40 min	5:52 PM	8:49 PM
Wes	Gibbs	wgibbs@orange	1 hr	5:53 PM	6:53 PM
Erika	Graham	erik*****@***	23 min	8:29 PM	8:53 PM
Nathan	Gray	ngra*@***.com	11 min	7:12 PM	7:24 PM
Tina	Hebert	mssq***@***.com	44 min	6:08 PM	6:53 PM
Nancy	Hutchinson	nanc*****@***	5 min	6:37 PM	7:00 PM
Grace	Isla	32gracei@orang	52 min	5:59 PM	6:51 PM
Heather	Lawler	hlawler@orange	38 min	8:11 PM	8:49 PM
Sara	Lewis	sara*****@***.c	49 min	6:04 PM	6:53 PM
Jeremi	Lyford	jlyford@orange	6 min	6:56 PM	7:02 PM
ORCA	Media	stre*****@***.net	3 hr 7 min	5:58 PM	9:05 PM
Ray	Merrill	rmerrill@orange	3 min	6:44 PM	6:46 PM
Ray	Merrill	rae.*****@***	15 min	6:46 PM	7:01 PM
Lauren	Messier	23messierl@ora	1 hr 3 min	7:06 PM	8:09 PM
Layne	Millington	lmillington@oran	2 hr 55 min	5:54 PM	8:49 PM
Aimil	Parmelee	vota*****@***.c	51 min	6:26 PM	7:17 PM
Sara	Richards	srichards@orang	58 min	5:56 PM	6:54 PM
Jeremy	Rilling	jere*****@***	35 min	6:20 PM	6:55 PM
Karen	Russo	krus*****@***.cc	48 min	6:03 PM	6:52 PM
Troy	Tabor	tabo*****@***	36 min	6:15 PM	6:51 PM
Beverly	Taft	beve*****@***	1 hr 1 min	5:57 PM	6:58 PM
Marni	Troop	marn*****@***.c	1 hr 14 min	5:59 PM	7:13 PM
Celeste	Vento	cven****@***.cor	29 min	6:19 PM	6:48 PM
David	White	davi*****@***	2 hr 52 min	5:57 PM	8:49 PM

SUPERINTENDENT'S REPORT

November 9, 2022

State of Locker rooms and Bathrooms

In February of 2017, when the Agency of Education sent out an advisory counseling schools on how to interpret the provisions of the Public Accommodations Act specifically in regards to transgender and gender nonconforming students, the district began transforming some of its multistall bathrooms into single occupancy facilities. This work was nearly complete when I took over as district superintendent and how that work was brought to my attention is reflective of what the district is currently experiencing

I hadn't been on the job a week when I received a call from someone who identified themselves as local clergy person who began the conversation by asking, "Are you going to be like your predecessor, are you going to promote the homosexual agenda to?" When I inquired what the person was referring to, they referenced the single occupancy bathrooms and that having them erroneously implied that there were more than two sexes. The conversation ended and I began looking into the bathroom situation which brings us forward to today.

Those single stall bathrooms were specifically put into place to provide a space for anyone who felt uncomfortable using a shared rest or locker-room. There are nine private rest rooms available for students who may be uncomfortable in shared spaces: two by the library, one by the cafeteria, one in the main office, two in the nurse's office, one across the hall from the main office, and two at RTCC. In addition, there are the multi-stall bathrooms, and each of the four locker rooms currently have private spaces for changing for those who would seek to use them – and those final words are key.

If I'm playing with my dogs in a field and two hunters enter the area which they also have a right to use and it makes me uncomfortable, I move on to the next field. Remembering that the

hunters also have a right to be there, I can't blame them for my discomfort if I choose to stay especially when there are other places close by that I can easily access.

On September 26, 2022, shortly after the locker room disagreement, central office worked with facilities to enhance the current private stall in the girl's locker room and to move forward with connecting with a contractor to build private changing spaces in all four locker rooms. It will take time for the work to be completed due to the COVID supply chain disruptions, but it is moving forward. In addition, the RUHS team, to further educate students on the availability of these spaces, has created a locker room notification that all athletes must review and sign along with their parents. It must again be noted however, that students must choose to use these spaces, both those that have existed since 2017, and those being constructed, as the district cannot force their use.

PCB Testing Update

The district has two facilities that are old enough to have been scheduled for PCB testing by the state: RUHS/RTCC, and Brookfield Elementary. The testing was scheduled for this October but has been pushed back approximately two years. One of the biggest concerns surrounding this initiative was the lack of remediation funding tied to it to help district redress any problems that were found. There are some signs that the state is responding to this oversight, and given the delay in our testing, it is likely that funding will be available should our testing indicate the need for renovation or new construction.

The State Board at the end of October allocated emergency funding to help with possible remediation, the cost of such redress would be borne by both the state at 80% and a district at 20%. While this funding is limited, it hopefully foreshadows a larger intent that will be taken up by the legislature this year.

**ORANGE SOUTHWEST SCHOOL DISTRICT
2022-23 SUMMARY**

	2021-22 ACTUAL	OCTOBER 2021 YTD	2022-23 BUDGET	OCTOBER 2022 YTD	DIFFERENCE
GENERAL FUND					
REVENUE:					
LOCAL REVENUE	1,198,868	152,167	1,071,912	147,431	-924,481
SPECIAL PROGRAMS	2,086,380	496,344	2,120,149	595,153	-1,524,996
STATE REVENUES	16,069,870	1,781,884	17,350,584	2,401,748	-14,948,836
BEGINNING BALANCE:	826,342	826,342	746,171	746,171	0
TOTAL REVENUE	20,181,459	3,256,737	21,288,816	3,890,503	-17,398,313
EXPENDITURES:					
INSTRUCTION	7,188,933	1,388,899	8,127,344	1,456,188	6,671,156
SPECIAL EDUCATION	3,369,191	675,530	3,995,922	682,287	3,313,635
ADMINISTRATION	1,210,574	370,362	1,352,596	378,722	973,874
CENTRAL OFFICE	665,013	225,220	899,455	287,475	611,980
SUPPORT SERVICES	1,564,167	449,244	1,895,527	482,919	1,412,608
MAINTENANCE	2,264,524	551,063	2,169,745	657,591	1,512,154
TECHNOLOGY	555,199	253,991	728,215	204,546	523,669
TRANSPORTATION	600,188	122,835	648,277	73,907	574,370
OTHER EXPENSES	90,011	31,330	126,409	20,203	106,206
TECHNICAL EDUCATION	863,221	1,189	928,674	0	928,674
PRE-SCHOOL	356,655	84,666	416,652	97,307	319,345
SCHOOL TOTAL:	18,727,675	4,154,329	21,288,816	4,341,144	15,699,652
SURPLUS/DEFICIT	0	0	0	0	0
TOTAL EXPENDITURES	18,727,675	4,154,329	21,288,816	4,341,144	16,947,672

7/1/2022

OTHER FUNDS	BEG BAL	REVENUE	EXPENDED	BALANCE
TRANSFER FUND	416,966	2,821,878	127,110	3,111,734
TITLE 1	0	7,327	0	7,327
EPSDT FUNDS	62,100	13,278	4,037	71,341
FOOD SERVICE	124,015	6,759	105,619	25,154
MEDICAID FUNDS	623,516	32,562	33,148	622,930
R.A.V.E.N.	0	66,708	28,224	38,484
IDEA-B - FLOW-THROUGH	0	27,112	41,534	-14,422
IDEA-B - PRE-SCHOOL	0	1,154	1,517	-363
VEHICLE/BUS FUND	1,126,335	0	258,811	867,524
BUILDING MAINT FUND	3,364,012	0	63,887	3,300,125
LEGAL FUND	90,000	0	0	90,000
SPECIAL EDUCATION FUND	465,697	0	0	465,697
OPERATIONAL RESERVE	1,743,007	0	0	1,743,007
ESSENTIAL EARLY ED	43,426	0	0	43,426
AFTER SCHOOL PROGRAM	21,522	10,141	10,802	20,861
STANDARDS BOARD	0	0	0	0
SUMMER FEEDING	0	5,730	5,940	-210
SCHOOL WIDE PROGRAMS	0	0	58,437	-58,437
TITLE II	0	31,001	17,257	13,744
TITLE IV	0	32,168	10,512	21,656
CONSOLIDATED ADMIN	0	0	8,603	-8,603
CRF - LEA GRANT	0	0	0	0
CRF - ESSER GRANT	0	10,260	89	10,171
ESSER II GRANT	0	431,652	439,877	-8,225
ARP - ESSER	0	298,789	327,931	-29,142
ARP - AFTERSCHOOL	3,139	2,696	175	5,659
ARP - PRESCHOOL	19,296	15,972	7,245	28,023
ARP - IDEA-B PRE-SCHOOL	0	0	0	0
ARP - IDEA-B	0	3,793	3,793	0
TOTAL OTHER FUNDS	8,103,031	3,818,980	1,554,548	10,367,464

ORANGE SOUTHWEST SCHOOL DISTRICT - REVENUE

Account Name	2021-22 Actual	October 2021 Revenue	2022-23 Budget	October 2022 Revenue	Under (Over)
<u>LOCAL REVENUES:</u>					
Tuition	465,465	9,315	348,000	0	-348,000
Overhead Tuition	54,744	0	20,000	0	-20,000
Transportation	38,314	8,511	50,000	9,101	-40,899
Interest	87,025	18,558	85,000	16,390	-68,610
Early Ed Receipts	0	0	0	0	0
Lease Land - Brookfield	0	0	5	0	-5
Secretary of State - Town Meeting	0	0	0	0	0
Contracted Services	27,685	0	35,292	0	-35,292
OSSU - Maint & Tech Contracted Svc	0	0	0	0	0
RTCC - Shared Services	463,133	115,783	487,760	121,940	-365,820
Admin Svcs - EPSDT	3,294	0	1,500	0	-1,500
Admin Svcs - VIP	0	0	0	0	0
Admin Svcs - RAVEN	46,550	0	44,005	0	-44,005
Rental Income	0	0	350	0	-350
SWP - Salary Reimb	0	0	0	0	0
Prior Year Refunds	12,658	0	0	0	0
Total Other Revenues:	1,198,868	152,167	1,071,912	147,431	-924,481
<u>SPECIAL ED:</u>					
Core Block Grant	368,860	184,430	0	0	0
Special Ed Reimbursement	1,379,262	274,250	1,426,162	548,522	-877,640
State Placed Students	0	0	0	0	0
Extraordinary Reimbursement	212,695	0	601,338	0	-601,338
Essential Early Ed	75,327	37,664	80,649	46,631	-34,018
IDEA-B - Pre-School	20,045	0	0	0	0
IDEA-B	0	0	0	0	0
Excess Costs Reimbursement	30,191	0	12,000	0	-12,000
Total Special Ed	2,086,380	496,344	2,120,149	595,153	-1,524,996
<u>STATE REVENUES:</u>					
State Technical Centers	449,273	0	483,574	0	-483,574
State Education Fund	15,159,988	1,722,648	16,430,804	2,342,512	-14,088,292
Health Care Recapture	0	0	0	0	0
State Unenrolled Residents at Tech	6,895	0	0	0	0
State Transportation	272,292	0	255,000	0	-255,000
Small Schools Grant	177,706	59,236	177,706	59,236	-118,470
Driver Education	3,716	0	3,500	0	-3,500
Total State Revenues	16,069,870	1,781,884	17,350,584	2,401,748	-14,948,836
BEGINNING BALANCE:	826,342	826,342	746,171	746,171	0
SCHOOL TOTAL:	20,181,459	3,256,737	21,288,816	3,890,503	-17,398,313
<u>FEDERAL FUNDS:</u>					
IDEA - B	0	0	202,846	0	202,846
IDEA - B - PreSchool	0	0	143,632	0	143,632
Title I and II - School Wide	0	0	415,000	0	415,000
Medicaid	0	0	95,000	0	95,000
EPSDT	0	0	20,000	0	20,000
Total Federal Funds	0	0	876,478	0	876,478
TOTAL VOTER APPROVAL:	20,181,459	3,256,737	22,165,294	3,890,503	-16,521,835

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

Account Name	2021-22 Actual	October 2021 Expenditure	2022-23 Budget	October 2022 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>INSTRUCTION:</u>							
Salaries	4,513,108	769,074	4,896,410	796,011	0	4,853,654	99.13%
Benefits	1,597,325	375,638	1,877,885	373,169	0	1,504,716	80.13%
Drivers Education	4,130	844	3,500	142	891	2,468	70.51%
Remedial/Interventionist Service	133,362	25,747	207,204	26,940	72	180,192	86.96%
Testing/Tutorial/OT-PT Svcs	10,264	3,183	13,775	8,011	6,858	-1,094	-7.94%
Contracted Services	45,496	11,824	44,400	11,131	0	33,269	74.93%
Staff Training	184,126	56,570	210,797	54,833	97,347	58,617	27.81%
Co/Extra Curricular	319,929	57,537	443,753	70,775	98,817	274,162	61.78%
Tuition	67,041	26,692	54,000	33,658	0	20,342	37.67%
Travel/Field Trips	14,292	1,476	40,280	1,327	2,716	36,238	89.96%
Supplies/Textbooks/Equip	299,860	60,314	335,340	80,191	42,383	212,766	63.45%
Total Instruction	7,188,933	1,388,899	8,127,344	1,456,188	249,082	7,175,330	88.29%
<u>SPECIAL EDUCATION:</u>							
Salaries	1,579,959	293,659	1,729,595	268,831	0	1,460,764	84.46%
Benefits	552,787	145,244	688,205	135,507	0	552,698	80.31%
Contracted/Prof Services	5,000	0	0	0	0	0	
Transportation	82,101	9,723	89,350	62	0	89,288	99.93%
Travel/Conferences	13,658	1,116	10,500	6,765	5,326	-1,591	-15.15%
Supplies/Textbooks/Equipment	21,156	15,487	26,700	10,060	1,691	14,949	55.99%
Tuition	509,396	123,926	840,000	162,258	0	677,742	80.68%
Behavioral Services	167,892	13,753	198,817	12,408	0	186,409	93.76%
Testing/Tutorial/OT-PT Svcs	220,905	36,347	139,000	42,570	103,852	-7,422	-5.34%
Speech Services	216,337	36,277	273,755	43,827	64,252	165,676	60.52%
Total Special Education	3,369,191	675,530	3,995,922	682,287	175,121	3,138,514	78.54%
<u>ADMINISTRATION:</u>							
Salaries	860,389	268,715	892,932	268,415	0	624,517	69.94%
Benefits	288,640	77,803	366,439	85,458	0	280,981	76.68%
Repairs/Maint	779	0	9,000	0	0	9,000	100.00%
Postage/Telephone	29,894	9,796	32,700	9,236	811	22,653	69.27%
Travel	13,621	5,668	9,300	5,726	11,692	-8,118	-87.29%
Supplies/Equipment	17,252	8,380	42,225	9,887	1,639	30,699	72.70%
Total Administration	1,210,574	370,362	1,352,596	378,722	14,142	959,732	70.95%
<u>CENTRAL OFFICE:</u>							
Salaries	412,234	138,325	548,250	182,393	0	365,857	66.73%
Benefits	177,361	53,695	250,055	58,130	0	191,925	76.75%
Contracted Services	29,038	6,550	26,000	2,255	0	23,745	91.33%
Legal Fees	0	0	0	0	0	0	
Staff Development	755	0	2,000	9,144	0	-7,144	-357.20%
Repairs/Maintenance	18,377	18,377	17,500	19,296	0	-1,796	-10.26%
Board Expense	0	0	0	0	0	0	
Building Construction	0	0	0	0	0	0	
Insurance	0	0	0	0	0	0	
Travel	949	67	5,900	3,126	500	2,274	38.55%
Supplies/Equipment	26,299	8,206	49,750	13,131	0	36,619	73.61%
Total Central Office	665,013	225,220	899,455	287,475	500	611,480	67.98%
<u>SUPPORT SERVICES:</u>							
Guidance	472,490	96,720	518,574	98,389	7,684	412,500	79.55%
Behavioral Interventionists	290,841	73,897	302,638	58,410	200	244,028	80.63%
School Nurse	269,269	51,690	329,824	63,344	641	265,838	80.60%
Media Services	259,544	53,596	318,141	55,388	8,975	253,778	79.77%
Curriculum Develop	38,879	24,067	30,555	27,386	0	3,169	10.37%
C.A.R.	40,221	9,976	113,500	28,612	26,424	58,465	51.51%
Teacher Mentoring	52,180	5,374	46,800	0	62,222	-15,422	-32.95%
Board of Education	101,559	132,724	100,495	146,228	10,746	-56,479	-56.20%
Legal Fees	18,515	3,848	53,000	5,161	0	47,839	90.26%
Fiscal Services	20,669	-2,648	82,000	0	0	82,000	100.00%
Total Support Services	1,564,167	449,244	1,895,527	482,919	116,891	1,295,717	68.36%
<u>MAINTENANCE:</u>							
Salaries	589,297	170,606	539,020	194,795	0	344,225	63.86%
Benefits	280,443	67,848	310,000	73,643	0	236,357	76.24%
Contracted Services	190,655	46,063	225,000	49,955	72,004	103,041	45.80%
General Liability Ins	64,461	64,461	69,200	73,756	0	-4,556	-6.58%
Repairs/Maintenance	303,875	70,362	230,000	98,022	96,534	35,444	15.41%
Utilities	424,138	57,265	405,250	59,878	0	345,372	85.22%
Supplies/Travel/Equipment	241,590	43,161	224,750	71,326	31,876	121,548	54.08%
Care of Grounds	148,183	28,172	147,000	31,036	77,143	38,821	26.41%
Reserve - Repairs/Maint	0	0	0	0	0	0	
Vehicle Services	21,882	3,125	19,525	5,180	10,360	3,985	20.41%
Total Maintenance Svcs	2,264,524	551,063	2,169,745	657,591	287,917	1,224,237	56.42%

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

Account Name	2021-22 Actual	October 2021 Expenditure	2022-23 Budget	October 2022 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>TECHNOLOGY:</u>							
Salaries	252,528	82,653	313,920	86,277	0	227,644	72.52%
Benefits	97,520	26,475	145,985	27,789	0	118,196	80.96%
Contracted Services	44,845	9,490	24,500	10,335	6,215	7,950	32.45%
Technology Fund Transfer	0	0	108,500	0	0	108,500	100.00%
Repairs/Maintenance	0	502	2,500	0	0	2,500	100.00%
Supplies	160,307	134,872	132,810	80,146	27,610	25,055	18.86%
Equipment	0	0	0	0	0	0	
Total Technology	555,199	253,991	728,215	204,546	33,825	489,844	67.27%
<u>TRANSPORTATION:</u>							
Salaries	235,971	43,677	245,081	50,063	0	195,018	79.57%
Benefits	45,189	8,128	51,863	8,766	0	43,097	83.10%
Contracted Svcs/Rent	67,986	41,458	66,785	-6,632	0	73,417	109.93%
Travel/Conferences	0	0	100	0	0	100	100.00%
Repairs/Supplies/Equip	43,215	20,468	55,300	15,360	4,849	35,091	63.45%
Diesel Fuel	59,500	0	59,500	0	0	59,500	100.00%
Unallowed Spec Ed	0	0	0	0	0	0	
COVID-19- Food Delivery	0	0	0	0	0	0	
Field Trips	9,855	892	25,118	1,098	0	24,020	95.63%
Tuition Student Transportation	38,472	8,212	44,530	5,253	0	39,277	88.20%
Bus Fund Reserve	100,000	0	100,000	0	0	100,000	100.00%
Total Transportation	600,188	122,835	648,277	73,907	4,849	569,520	87.85%
<u>OTHER EXPENDITURES:</u>							
Food Service Transfer	0	0	35,000	0	0	35,000	100.00%
Operational Fund Transfer	0	0	0	0	0	0	
Special Ed Transfer	0	0	0	0	0	0	
Child Care - COVID-19	0	0	0	0	0	0	
Debt Service	16,353	15,450	10,760	10,080	0	680	6.32%
EEE Services	73,658	15,880	80,649	10,124	25,607	44,919	55.70%
Total Other Expenditures	90,011	31,330	126,409	20,203	25,607	80,599	63.76%
<u>TECHNICAL EDUCATION:</u>							
State - Act 68	449,273	0	483,574	0	0	483,574	100.00%
Local Tuition	413,948	1,189	445,100	0	0	445,100	100.00%
Total Tech Education	863,221	1,189	928,674	0	0	928,674	100.00%
<u>PRE-SCHOOL</u>							
Salaries	225,443	46,572	229,635	42,756	0	186,879	81.38%
Benefits	93,922	21,726	118,042	28,837	0	89,205	75.57%
Administration	0	0	0	15,767	30,453	-46,220	
Tuition/Partnerships	22,783	2,829	39,400	6,425	0	32,975	83.69%
Supplies/Travel/Equip	14,507	13,539	29,575	3,522	2,472	23,581	79.73%
Total Pre-School	356,655	84,666	416,652	97,307	32,925	286,420	68.74%
SUPRLUS/DEFICIT	0	0	0	0	0	0	
<u>SCHOOL TOTAL:</u>	18,727,675	4,154,329	21,288,816	4,341,144	940,859	16,760,068	78.73%
<u>FEDERAL FUNDS:</u>							
IDEA - B	0	0	202,846	0	0	202,846	
IDEA - B - PreSchool	0	0	143,632	0	0	143,632	
Title I and II - School Wide	0	0	415,000	0	0	415,000	
Medicaid	0	0	95,000	0	0	95,000	
EPSDT	0	0	20,000	0	0	20,000	
Total Federal Funds	0	0	876,478	0	0	876,478	
TOTAL VOTER APPROVAL:	18,727,675	#REF!	22,165,294	4,341,144	940,859	17,636,546	79.57%