

Orange Southwest Unified Union School District
(Orange Southwest School District) OSSD
Regular Board Meeting on Wednesday -- February 8, 2023
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: Meet with Legislators	GP 4.2 Board Job Description	Kaplan	5 mins	
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> Ownership Linkage Committee Report	GP 4.2.1 Board Job Description	Kaplan Katja/Lawler	5 mins 10 mins	Listen Only Listen
III 6:20	Advocacy Meet with Legislators Introduction and Q&A	GP Board Job Description 4.2.5	Evans	50 mins	Listen/Questions
IV 7:10	Monitoring: Organization Review EL Reports 2.3 & 2.6 (enclosed) <i>Policy 2.3 Financial Condition and Activities</i> <i>Policy 2.6 Asset Protection</i> Budget Information Open Forum Dates	B-MD 3.4 Monitoring Superintendent Performance	Millington Millington	3 mins 3 mins	Listen Listen
V 7:16	Monitoring: Board Assess Board's compliance with Board Governance Policy 4.6 & 3.0 (encl) <i>Select area of improvement/leader/when to reassess</i>	GP 4.1.6 Governing Style	Board Members	15 mins	Evaluate/Decide
VI 7:31	Policy Decisions: District Governance Recommended State Policy: 2nd Reading Equity Policy (enclosed with agenda)		Lawler	2 mins	Listen/Vote
VII 7:33	Consent Agenda Approve minutes from regular board meeting on 1/11/2023 (enclosed)	GP 4.2 Board Job Description	Kaplan	5 mins	Discuss/Vote
VIII 7:38	Other General Update Regarding Negotiations with Unions Discussion & Possible Approval of Support Staff Agreement for 2023-2025 (enclosed)	GP 4.2.10 Board Job Description	Millington	2 mins	Listen Discuss/Vote
IX 7:40	Closing Superintendent's Report (sent separately) 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 mins	Listen Review
X 7:49	Executive Session: Labor Negotiations Labor Negotiations				
	Future Meetings Ownership Linkage Committee Meeting: Wednesday, Feb. 15, 2023 @ RUHS Media Center Agenda Planning Meeting: Monday, February 20, 2023 @ RES Budget Info Meeting: Wednesday, March 1, 2023 @ RUHS Aud. OSSD Annual Meeting: Monday, March 6, 2023 @ RUHS Aud. OSSD Budget Vote: Tuesday, March 7, 2023 @ Town Voting Places OSSD Regular Meeting: Wednesday, March 8, 2023 @ Braintree Elementary School		5:00 p.m. 6:00 p.m. 6:00 p.m. 6:00 p.m. 6:00 p.m.		

MONITORING REPORT
POLICY 2.6: ASSET PROTECTION

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

Superintendent

Date

The Superintendent shall not cause or allow district assets to be unprotected, inadequately maintained, or unnecessarily risked.

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

- 1. Allow board members, staff and the organization itself to be inadequately insured against theft and casualty losses to at least 80 percent of replacement value and against liability in an amount greater than the average for comparable organizations.*
- 2. Allow unbonded personnel access to material amounts of funds;*
- 3. Subject facilities and equipment to improper wear and tear or insufficient maintenance;*
- 4. Unnecessarily expose the organization, its board, or its staff to claims of liability;*
- 5. Make any purchase (a) wherein normally prudent protection has not been given against conflict of interest; (b) of over \$15,000 without having obtained comparative prices and quality; Orders shall not be split to avoid these criteria;*
- 6. Allow information and files to be exposed to loss or significant damage;*
- 7. Allow for practices that do not comply with Generally Accepted Accounting Procedures;*
- 8. Compromise the independence of the Board's audit or other external monitoring or advice, such as by engaging parties already chosen by the Board as consultants or advisers;*
- 9. Endanger the organization's public image, its credibility, or its ability to accomplish Ends;*
- 10. Close any buildings as public schools; or,*
- 11. Deviate from OSSD Investment Procedures or expose any OSSD endowments to unnecessary financial risk.*

Policy General Wording: *The Superintendent shall not cause or allow district assets to be unprotected, inadequately maintained, or unnecessarily risked.*

Interpretation: Since the overall policy wording is a general statement that encapsulates the enumerations, I interpret that the overall policy is in compliance if each of its component provisions are in compliance.

Rationale: Since the district assets are the primary means through which the Board's Ends are achieved, they must be safeguarded to ensure they are available to support their intended purposes. Further, since we have been given a sacred trust in terms of taxpayer monies, we have a responsibility to maintain that trust by doing everything in our power to ensure that district funds are used for their intended, publicly stated purposes and protected from loss.

Evidence: Based on the interpretation above, I report compliance on the totality of Executive Limitation 2.6.

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

Provision #1: *Allow board members, staff and the organization itself to be inadequately insured against theft and casualty losses to at least 80 percent of replacement value and against liability in an amount greater than the average for comparable organizations*

Interpretation: I interpret this to mean that the superintendent works with the business manager to ensure that the district assets which includes monies, facilities, and equipment are insured against loss to at least eighty percent of their replacement value.

Rationale: This is to ensure that district assets remain available to serve the Board's Ends regardless of unanticipated catastrophic losses.

Evidence: We are currently insured through the Vermont School Boards' Insurance Trust (VSBIT) that protects the Orange Southwest Supervisory District in the following areas:

- General Liability (Umbrella)
- Replacement Costs for Facilities and Equipment
- Errors and Omissions for Board Protection
- Bond Insurance for Applicable Financial Staff
- Workers' Compensation to Cover Staff Leaves due to Injury
- Legal Costs

A Statement from the Business Manager confirms that insurance policies are reviewed annually to ensure coverage in accordance with this provision.

I report compliance.

Provision # 2: *Allow un-bonded personnel access to material amounts of funds*

Interpretation: I interpret this to mean that insurance is in place for all appropriate financial personnel to protect the district from any financial losses caused by fraudulent or dishonest acts such as theft, embezzlement, or forgery. Further, that procedures are in place and are being used which protect the district's assets from rouge employees while tracking the financial activities of key personnel.

Rationale: Insurance coverage for all employees with access to the fiscal resources of the school district is essential to protecting the overall integrity of district assets. Insurance ensures that fraud, negligence, or theft by an employee will have a limited impact on the school district and its ability to maintain its operations.

Evidence:

- Vermont School Boards' Insurance Trust – Bond Insurance.
- Statement from Business Manager identifying that appropriate personnel have been bonded and confirmation that no other personnel have access to a material amounts of funds.
- External Audit Report.

I report compliance.

Provision # 3: *Subject facilities and equipment to improper wear and tear or insufficient maintenance.*

Interpretation: I interpret this to mean that the superintendent will work with the facilities co-directors to ensure that a plan, embodied in the quarterly facilities monitoring report, is in place and is being followed to provide for the periodic maintenance of all facilities and district equipment. This includes requisitioning appropriate funding through the budget process to fully support this work.

Rationale: Proper maintenance of district facilities and equipment ensures the safety of students and staff. It also protects the investment in these assets by making sure we maximize their useful life. Lastly, it makes it more likely that the community will support future request for equipment and facilities on the basis that we have taken good care of what they have provided us with in the past.

Evidence: The facilities co-directors provide quarterly monitoring reports to the board that includes all needed upcoming maintenance projects in priority order. As part of verifying that the work is being done, the superintendent does direct inspections to confirm that all work claimed to have been completed in the quarterly reports has actually been completed.

I report compliance.

Provision #4: *Unnecessarily expose the organization, its board, or its staff to claims of liability*

Interpretation: I interpret this to mean the superintendent's behavior and the behavior of all district employees will be governed by state and federal law as well as AOE regulations.

Rationale: The best way to protect the district from legal liability is to ensure policies and procedures are current, that the Board and staff are aware and understand the policies and procedures, and that required trainings occur annually.

Evidence:

- We provide education and training on Federal and State laws annually as required.
- Written policies and procedures indicating appropriate guidance for various activities within the district are in place and available on our web site and through the central office.
- Mandatory training occurs in an electronic format for veteran staff and in person for new staff. Topics include: FERPA, HIPAA, blood borne pathogens, Act One, email, student restraint & seclusion, harassment, bullying, social media & boundaries, ALICE, as well as VOSHA training in regard to COVID.
- There are non-mandatory trainings held as well throughout the year that serve to limit liability: appropriate use of technology, CPI and Restraint, First Aid, and CPR.
- The OSSD Board has reinvested itself in its own policies by engaging in Policy Governance training.

All of the Board's non-governance policies were reviewed in 2019 by the VSBA and updated based upon their feedback. The revised policies were adopted in whole in April of 2020 and are reviewed quarterly to keep them current. This past year in order to keep these policies relevant and current, the superintendent present to the board for adoption:

I report compliance.

Provision # 5: *Make any purchase (a) wherein normally prudent protection has not been given against conflict of interest; (b) of over \$ 40,000 without having obtained comparative prices and quality; Orders shall not be split to avoid these criteria*

Interpretation: I interpret this to mean the superintendent will identify and address all potential areas of conflict of interest prior to purchases and will follow all state bidding laws.

Rationale: The rationale behind this provision is self-evident.

Evidence: There have been no known conflicts of interest in purchasing or bids during the past school year. The Business Manager can provide a list of contracts exceeding

state required threshold that went out to bid upon request and can attest that State bidding laws were adhered to.

I report compliance.

Provision # 6: *Allow information and files to be exposed to loss or significant damage*

Interpretation: I interpret this to mean that the superintendent works with the administrative staff and technology director to ensure that district information is protected using commonly accepted guidelines for paper and electronic storage. Further, that confidential information is safeguarded as required by law.

Rationale:

Proper storage and protection of records, regardless of their format, is essential to reducing the district's exposure to liability. Further, there is an ethical component to ensuring that confidential information remains confidential that plays into the trust the community can place in its district and schools. A lack of trust regarding confidential information can express itself in an unwillingness of community members to share information that is vital to the district as it carries out its operations.

Evidence:

In order to protect information, the district uses a number of accepted protocols:

1. Offsite electronic storage and automatic backups.
2. Locking boxes and fireproof cabinets.
3. User agreements that must be signed and understood by students and staff before system access is granted.

Additionally, the district's electronic systems are password protected and each user is assigned a level of access that does not exceed the needs of their position or role.

The superintendent provides direct training to all new faculty members each fall during their orientation on The Family Education Rights and Privacy Act (FERPA), HIPAA and medical information confidentiality to ensure that student information is properly safeguarded by the district employees that have access to it. Further, all staff receive this training at the start of each school year.

Since paper records are much more difficult to protect, store, and safeguard than electronic ones. The district is currently transitioning all fiscal, payroll, and human resource records to a new software system in order to completely eliminate paper records.

I report compliance.

Provision # 7: *Allow for practices that do not comply with Generally Accepted Accounting Procedures*

Interpretation: I Interpret this to mean that we will follow GAAP (Generally Accepted Accounting Procedures), PSAB (Public Sector Accounting Board standards), and the Auditor's directions when managing the district's finances.

Rationale: There are well-founded guidelines (GAAP) and external financial experts (Auditors) to guide the fiscal operations of the school district. Abiding by these guidelines and advice serves to protect the fiscal integrity of the school district and minimize its liability.

Evidence: The district has followed GAAP and PSAB standards. District Audited financial statements revealed no breaches of compliance in these areas over the past year. The auditor has stated a preference that the district migrate its student activity accounts from QuickBooks to the larger financial software package we use to manage the rest of the district's finances. Since our current software is not suited to this migration, we have been waiting for the state mandated financial software to go live which would support this integration - it is currently five years overdue and there is no end in sight, so we have moved forward on purchasing a new financial software solution that will not only allow the integration of all accounts, it will completely digitize our workflow providing a much more secure system while reducing the time it requires staff to do their work.

I report compliance.

Provision # 8: *Compromise the independence of the Board's audit or other external monitoring or advice, such as by engaging parties already chosen by the Board as consultants or advisers*

Interpretation: I interpret this to mean I will not interfere with the external auditing process and will not utilize auditing personnel for other financial business. I will ensure the annual audit takes place in a timely and unobstructed manner.

Rationale: The external audit is, in its purest form, a report card on the overall financial functioning of the school district and represents important data the Board must consider as part of its oversight function. As such, the CEO and CFO should cooperate (and not disrupt) the auditing process to all possible extent.

Evidence: The School Board hires an external auditor to conduct all audits and has the ability (and should) meet with the auditors in executive session to ask if their work was interfered with in any way and should investigate any legitimate concerns if raised. The superintendent did not interfere in the audit process, has not been presented with a claim of interference, and has no knowledge of interference.

I report compliance.

Provision # 9: *Endanger the organization's public image, its credibility, or its ability to accomplish Ends*

Interpretation: I interpret this to mean that the superintendent shall not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful, unsafe, imprudent, or in violation of commonly accepted educational and professional ethics and norms.

Rationale: A deliberate attention to maintaining a current, purposeful, legal, and ethical image and financial system significantly improves the district's ability to achieve its Ends and maintain the support of its communities.

Evidence: The superintendent along with the district's administrative team promptly investigates matters of concerns and reports those findings when they exist to the Board, law enforcement, the Agency of Education, and any other public agencies that have oversight into the matters being investigated. During the current 2022-23 school year, the superintendent has conducted or assisted in sixteen investigations of staff, seven investigations concerning students, and filed seven reports with the AOE investigatory unit. In all cases with findings, appropriate consequences were applied. One investigation involved district finances (see EL 2.3).

I report compliance.

Provision # 10: *Close any buildings as public schools*

Interpretation: The intent of this provision is self-evident.

Rationale: The provision is explicit and requires no further elaboration.

Evidence: The superintendent did not close any public schools during the past year.

I report compliance.

Provision #11: *Deviate from OSSD Investment Procedures or expose any OSSD endowments to unnecessary financial risk.*

Interpretation: The intent of this provision is self-evident.

Rationale: The provision is explicit and requires no further elaboration.

Evidence: The superintendent has followed through on all procedures related to the two endowment/scholarship accounts including:

- Meeting with the financial manager at Edward Jones each fall to review the accounts and procedures being followed to manage them as required by school board policy.
- The superintendent provides a full report on the status of the accounts to the Board each fall.

In terms of this provision, I report compliance.

Worksheet for Board Self-Evaluation of Governance Process Policies

Policy Number 4.6 Board Committee Principals

Time period being monitored: FY 22-23

Date Completed: 1/11/23

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
Board committees, when used, will be assigned so as to reinforce the wholeness of the Board's job and so as never to interfere with delegation from board to Superintendent. Accordingly:		
<ol style="list-style-type: none"> 1. Board committees are to help the Board do its job, not to help or advise the staff. Committees ordinarily will assist the board by preparing policy alternatives and implications for board deliberation. In keeping with the Board's broader focus, board committees will normally not have direct dealings with current staff operations. 		
<ol style="list-style-type: none"> 2. Board committees may not speak or act for the Board except when formally given such authority for specific and time-limited 		

<p>purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the Superintendent.</p>		
<p>3. Board committees cannot exercise authority over staff, beyond the bounds of typical support functions for committees with assigned staff. Because the Superintendent works for the full board, he or she will not be required to obtain the approval of a board committee before an executive action.</p>		
<p>4. Board committees are to avoid over identification with organizational parts rather than the whole. Therefore, a board committee that has helped the board create policy on some topic will not be used to monitor organizational performance on that same subject.</p>		
<p>5. Committees will be used sparingly and ordinarily in an ad hoc capacity.</p>		
<p>6. This policy applies to any group that is formed by board action, whether or not it is called a committee and regardless of whether the group includes board members. It does not apply to committees formed under the authority of the Superintendent.</p>		

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?

Worksheet for Board Self-Evaluation of Governance Process Policy

Policy Number 3.0 Global Governance-Management Connection

Time period being monitored: FY 22-23

Date Completed: 3/8/23

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 Board's sole official connection to the operational organization, its achievements, and its conduct will be through the Superintendent of schools.		

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?

POLICY C29: DISTRICT EQUITY POLICY

Policy

The Orange Southwest School District (OSSD) is committed to the success of every student, regardless of race, ethnicity, religion, family economics, class, geography, ability, language, gender, sexual orientation, gender identity or initial proficiencies. The Orange Southwest School Board holds itself and all District and school-site decision-makers, faculty, and support staff accountable for building a District-wide commitment to equity. The District will incorporate principles of equity within all policies, programs, operations, practices, and resource allocations.

Definitions

Equity: Each student receives the resources and educational opportunities they need to learn and thrive.

- Equity means that a student's success is not predicted nor predetermined by characteristics such as race, ethnicity, religion, family economics, class, geography, ability, language, gender, sexual orientation, gender identity or initial proficiencies.
- Equity means that every school provides and every student has access to high quality culturally responsive curriculum, programs, teachers and administrators, extracurricular activities and support services to meet the needs of each and every student.
- Equity goes beyond formal equality where all students are treated the same. Achieving equity may require an unequal distribution of resources and services.
- Equity involves acknowledging and disrupting inequitable practices, acknowledging biases, employing practices that reflect the reality that all students will learn, and creating inclusive multicultural school environments for adults and children.

Culturally Responsive Practices: The beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences to ensure learning.

Implementation

To realize this commitment to equity, the District will:

- Systematically use District-wide and individual school-level data, disaggregated by race, ethnicity, language, ability, gender, and socioeconomic background to inform District decision-making;
- Provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology and other educational resources that respect their individual identities, cultures, backgrounds, abilities and experiences;
- Monitor and evaluate the individual needs of schools and distribute resources and effective personnel based on those needs;
- Incorporate the voice, culture and perspectives of students, staff, families, and communities that reflect student demographics and support and enhance student success;
- Identify and counteract biased practices that perpetuate achievement disparities and opportunity gaps;
- Provide ongoing and continuous professional development at all organizational levels to support employees to engage in culturally responsive practices and delivery of quality culturally relevant instruction;

- Incorporate the principle of equity into the District’s strategic plan and identify measurable outcomes to prepare all students for college, career, and life.

The superintendent shall identify outcome indicators as necessary to monitor this policy and shall provide an annual status report to the Board.

<i>VSBA Version:</i>	<i>July 21, 2020</i>
<i>Date Warned:</i>	<i>January 11, 2023</i>
<i>Date Adopted:</i>	
<i>Legal Reference(s):</i>	<i>16 V.S.A. § 570 (Harassment Hazing and Bullying)</i> <i>9 V.S. A. § 4502(a) (Discrimination, Public Accommodation)</i> <i>3 1 V.S.A. §144, (Gender identity)</i> <i>16 V.S.A. § 164(9) (Prepare students to participate in and contribute to the democratic process and global marketplace)</i> <i>VT LEG #339768 v.1. Act No.1. (H.3). (Education; ethnic and social equity studies standards; public schools)</i>
<i>Cross Reference</i>	

January 11 2023 School Board Minutes

Present – Anne, Katja, Rachel, Hannah, Megan, Chelsea, Sarah, Sam, Layne, Heather

Called to order at 6:05 pm

Public Comment:

Bev Taft -	Spoke in opposition to staffing cuts in the form of RIF
Tev Kelman -	Spoke in opposition to staffing cuts in the form of RIF
Richard Hubbard –	Spoke in opposition to staffing cuts in the form of RIF, specifically in Brookfield and specifically the intervention specialist position
Heidi –	Special Educator at RUHS Tier 3 EST Coordinator Tier 2 was wondering what is replacing the learning labs and what we will offer instead?
Bev Taft -	Loves the idea of an activities bus and wonders who is going to work with the students and Saturday detention is highly inequitable.
Layne -	Responding to the opposition for the homework policy stated that there are studies that prove that a homework policy for elementary students and all students will improve test scores.
Nick Kuhn	Stated as a resident that paying \$130 a year for the positions that could potentially be RIFs is so little compared to what is gained by having these positions continue.

Approving the Annual Report to Voters: Motion – Chelsea 2nd – Hannah -Passed

Date for budget informational meeting: March 1 Budget Meeting, March 6 Annual OSSD meeting in Auditorium

Ownership Linkage Update:

Planned a regular meeting for the 3rd Wednesday of every month at 5:00 that will need to be warned 48 hrs ahead of time.

Up For Learning – (program) will start with a student retreat so students will lead the work

120 hours of service for \$16,000 grant funded

EL Reports 2.4 – Moved to accept by Sam, 2nd by Sarah, Passed

EL Reports 2.5 – Moved by Katja, 2nd by Hannah, Passed

Budget Presentation: RTCC and OSSD

Activity Bus to support extra and necessary learning or extracurriculars

Enrollment is up at Braintree

New Surplus Amounts

With no RIFs the budget is at \$1.3 Million with RIFs it would be at \$972K, \$130/year average

With RIFs there was a suggestion in moving teachers around there would be no more learning labs.

Angela Bauer Teaches learning labs for ELA but is worried that eliminating the labs will not be effective. Suggested they should be reinvented.

Amy Ferris Suggested looking at reinventing learning labs

Layne Presented the idea of a mandatory homework policy

Richard Hubbard A teacher at Brookfield elementary spoke in strong opposition to a homework policy on the basis that some students and parents just can't do it for reasons that are personal

Board Governance Policy 4.6:

Motion to table until next meeting by Katja, 2nd by Sarah, Passed

Required State Policies:

Move to approve by Katja, 2nd by Sarah, Passed

Meeting with Legislatures:

Anne has contacted 4 legislatures and is waiting to hear back. Suggested we ask questions about what will effect the OSSD.

Consent Agenda:

Move to approve by Hannah, 2nd by Sarah, Passed

Negotiations update:

Impass with support staff – Meeting January 25th 6:00

Impass with Teachers – Meeting March 15th

Superintendent's Report:

Will come later

Financial Report:

We have spent 39% vs 50% which would be normal at this point

Executive Session – at 8:27 a motion was made to move into Ex Sess to discuss personnel issues by Katja,
2nd Hannah, Passed

Thank you!

Chelsea Sprague

First name	Last name	Email	Duration	Time joined	Time exited
Kelsey	Albandia	kalbandia@orange	1 hr 30 min	6:01 PM	7:30 PM
Kaitlin	Ames	kames@oranges	1 hr 33 min	6:00 PM	8:00 PM
Betsy	Baker	bbaker@oranges	2 hr 18 min	5:57 PM	8:16 PM
Angela	Bauer	abauer@oranges	2 hr 7 min	5:59 PM	8:06 PM
Linda	Berthiaume	lberthiaume@orange	1 hr 5 min	5:50 PM	6:55 PM
Sonya	Cattanach	scattanach@orange	55 min	7:21 PM	8:23 PM
Jamie	Connor	jconnor@orange	2 hr 36 min	6:07 PM	8:43 PM
Megan	Currier	mega*****@	2 hr 18 min	6:03 PM	8:21 PM
Jane	Ertel	jertel@orangeso	1 hr 17 min	5:56 PM	7:14 PM
Steven	Forman	sforman@orange	1 hr 1 min	5:59 PM	7:50 PM
Erin	Gale	eega**@***.com	1 hr 49 min	5:58 PM	7:47 PM
Amanda	Gray	aman*****@	1 hr 36 min	6:34 PM	8:10 PM
Harriet	Hart	trea*****@***.c	1 hr 22 min	6:01 PM	7:22 PM
Julie	Hinman	juli*****@***.co	2 min	6:20 PM	6:22 PM
Julie	Hinman	jhinman@orange	1 hr 9 min	6:23 PM	7:33 PM
Cara	Houston	chouston@orange	54 min	6:08 PM	7:03 PM
Carolyn	Howard Exler	cann*****@***.i	20 min	8:07 PM	8:27 PM
Gus Howe	Johnson	gjohnson@orange	2 hr	5:59 PM	7:59 PM
Tevye	Kelman	tkelman@orange	52 min	6:01 PM	8:26 PM
Michelle	Kluskiewicz	mkl***@***.com	1 hr 48 min	6:00 PM	7:48 PM
Nick	Kuhn	nkuhn@oranges	2 hr 24 min	6:00 PM	8:24 PM
Kathie	Lafreniere	klafreniere@orar	2 hr 6 min	5:59 PM	8:05 PM
Ashley	Lincoln	alin*****@***.co	44 min	7:31 PM	8:16 PM
Bethany	Link	blink@orangeso	1 hr 41 min	6:00 PM	7:42 PM
Julie	Maccarone	jmac*****@***	1 hr 10 min	5:59 PM	7:09 PM
Patrick	Martin	pmartin@orange	1 hr 27 min	6:01 PM	7:28 PM
Alyssa	Matz	amatz@oranges	1 hr 16 min	6:59 PM	8:16 PM
Lindsay	Meyer	lmeyer@oranges	1 hr 9 min	6:01 PM	7:10 PM
Layne	Millington	lmillington@oran	2 hr 33 min	5:57 PM	8:31 PM
Molly	Mullen	mmullen@orang	1 hr 31 min	5:57 PM	7:38 PM
Beth	Osha	bosh***@***.cor	2 hr 27 min	6:00 PM	8:27 PM
Marie	Patton	mpat***@***.edu	2 hr 29 min	5:58 PM	8:26 PM
Flora	Quevedo	powe*****@***	1 hr 8 min	6:02 PM	7:11 PM
Hayley	Quinones	hquinones@orar	1 hr 41 min	6:36 PM	8:16 PM
Hannah	Rea	hrea@orangeso	2 hr 10 min	6:00 PM	8:10 PM
Melinda	Robinson	mrobinson@orar	13 min	7:00 PM	7:14 PM
Katie	Rogstad	rogs*****@	1 hr 9 min	6:00 PM	7:08 PM
Megan	Sault	msault@oranges	2 hr 26 min	6:01 PM	8:27 PM
Bethany	Silloway	bosi*****@***.cc	43 min	7:44 PM	8:26 PM
Cecile	Smith	cec*****@***.	40 min	6:08 PM	6:48 PM
Jordan	Stevens	jstevens@orange	1 hr 47 min	5:59 PM	8:06 PM
Caty	Sutton	csutton@orange	1 hr 25 min	6:43 PM	8:08 PM
Beverly	Taft	beve*****@*	2 hr 26 min	5:59 PM	8:25 PM
Edit	Three	edit*@***.net	2 hr 48 min	6:07 PM	8:55 PM
Ben	Vail	benj*****@*	1 hr 22 min	6:05 PM	7:26 PM

Cheryl

Vincent

cvvi*****@***. 1 hr 11 min

6:00 PM

7:11 PM

First name	Last name	Email	Duration	Time joined	Time exited
Layne	Millington	lmillington@oran	17 min	8:31 PM	8:48 PM
Megan	Sault	msault@oranges	21 min	8:27 PM	8:50 PM

MEMORANDUM OF AGREEMENT

This is the tentative between the Orange Southwest Supervisory Union and the Orange Southwest Education Association (Support Staff) made on January 25, 2023. All items not mentioned will remain as stated in the contract that will expire on June 30, 2023. The agreed upon items are as follows:

1. Wages:

- a. School year 2023-2024 – \$2.10 wage increase, applied to both individual salaries of current employees and the Appendix A Support Staff Hiring Guide.**
- b. School year 2024-2025 – \$1.60 wage increase applied to both individual salaries of current employees and the Hiring Grid from the 2023-2024 salaries.**

2. Section 9.2B – add Christmas Day

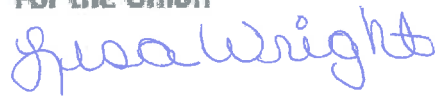
3. Section 9.10 – add Sick Bank as proposed by the Association.

4. Contract to expire June 30, 2025

For the Employer

Handwritten signature of Sarah Haupt in black ink.

For the Union

Handwritten signature of Lisa Wright in blue ink.

SUPERINTENDENT'S REPORT

February 8, 2023

February represents an opportunity for the Board and Community to meet with its local state senators and representatives, to ask them questions, and to be informed of the priorities that have emerged so far during this year's legislative session. This report includes the name and contact information of our leaders and broad overview of legislation they are considering that may have an impact on education and the Orange Southwest School District (OSSD).

Local Delegates

Orange-Washington Senatorial District

Sen. Ann Cummings (D)	acummings@leg.state.vt.us
Sen. Mark MacDonald (D)	mmacdonald@leg.state.vt.us
Sen. Andrew Perchlik (D/P)	aperchlik@leg.state.vt.us
Sen. Anne Watson (D)	awatson@leg.state.vt.us

Orange-Washington-Addison Representatives

Rep. Jay Hooper (D)	jhooper@leg.state.vt.us
Rep. Larry Satcowitz (D)	Lsatcowitz@leg.state.vt.us

From the January 27, 2023 Vermont Education Legislative Report

Summary of Current Legislative Priorities

- School facilities, including PCBs and school construction
- School safety
- Universal school meals
- Workforce shortage/development
- Childcare and early education
- Mental health in schools

- Consideration of an income-based education funding system
- Use of public funds to private schools in response to Carson v. Makin

House Act 42 – Extending Covid Era Temporary Procedures for Annual Meetings

*This act has been signed into law. The law includes a provision that would suspend the requirement for the mandatory, specified school district budget ballot language in 16 VSA Section 563(11)(D). This change was already made for fiscal years 2025-2029 in the passage of Act 127 (2022), an act relating to improving student equity by adjusting the school funding formula and providing education quality and funding oversight. The law also provides temporary authority until July 1, 2024 that: (1) permits a municipal legislative body to move the date of the annual municipal meeting, apply the Australian ballot system to annual and special meetings, and hold electronic informational meetings in the days preceding the annual meeting; and (2) permits a public body to hold electronic meetings without designating a physical location and without requiring staff to be physically present at that location

Income-Based Education Funding

The General Assembly continues its work from the last biennium to consider the creation and implementation of an income-based education tax to replace the homestead property tax system for education funding in Vermont. Act 127 of 2022 charged the Department of Taxes with producing a report regarding the implementation of an income-based education tax system, and Act 175 of 2022 created an Income-Based Education Tax Study Committee composed of legislators to study and make recommendations regarding the creation and implementation of an income based education tax system.

Public Funds to Private Schools

In June of 2022, the United States Supreme Court issued a decision in Carson v. Makin, a case originating in Maine. As a result of the decision, if a state chooses to subsidize private education, it generally must treat religious schools and non-religious schools the same. This necessitates examination of Vermont's policy framework through which some school districts

utilize taxpayer funds to support publicly funded education utilizing approved independent schools. Prior to issuance of the decision, the General Assembly made an effort to address possible outcomes associated with Carson v. Makin during the last legislative session but a bill did not advance. Four education associations (Vermont School Boards Association, Vermont-NEA, Vermont Superintendents Association and Vermont Principals' Association) are working together on this issue as the Education Equity Alliance (EEA), guided by the values of equity, transparency and accountability. The EEA has not proposed a legislative solution to this complex matter as of yet.

School Construction and PCBs

Since 2020, the State has been working to get a handle on the current condition of our public school facilities so that we can develop a comprehensive plan. Last spring, as required by Act 72 of 2021, the Agency of Education released the Vermont School Facilities Inventory and Assessment Report . The initial inventory report from last year indicated an aging physical infrastructure for Vermont public education with many buildings and building systems approaching the end of their useful life and the need for action by the General Assembly to come to grips with this very significant issue. In 2021, the General Assembly enacted a PCB testing and remediation requirement for schools, with money for testing but no funds for remediation. Last year, the General Assembly set aside money to fund the investigation, testing, assessment, remediation, and removal of PCBs in schools. The presence of PCBs in Vermont's public schools is understandably related to discussions about school facilities and construction, and we expect legislators to be looking closely at both issues as they develop a plan to help fund school construction projects, including PCB remediation.

School Safety Policy Initiative

AOE Secretary French testified in Senate and House Education on the topic of school safety. On January 24, the Senate Education Committee reviewed a draft bill, dr req 23-0756, addressing school safety. The bill proposes to require:

1. Public and independent schools to adopt a policy mandating options-based response drills;
2. Public schools to adopt all-hazards emergency operation plans;
3. Public and independent schools to adopt an access control and visitor management policy that, at minimum, requires that all school sites and offices lock exterior doors during the school day, and require all visitors sign in at a centralized location; and
4. Public and approved independent schools to create a behavioral threat assessment team to be composed of, at minimum, administrators, mental health professionals, a school counselor, a school nurse, and local law enforcement officials.

Universal School Meals

Universal school meals is once again a topic of keen legislative interest. This session legislators will consider making the program, which has been in place since March 2020, permanent. From March 2020 through June 30, 2022, Vermont schools received full federal funding for universal meals and all Vermont students had access to free meals at school. On June 30, 2022, the federal government stopped funding the universal meals program, thus creating a decision point for legislators - return to the pre-pandemic model or continue to provide universal meals with a new funding source.

Legislators wrestled with this question last session and passed Act 151, which extended the universal meals program in Vermont for one year using \$29 million from surplus in the Education Fund. This move gave the General Assembly time to collect and review participation rates and other relevant data, and to consider possible revenue sources for the program going forward.

Early Care and Early Education Financing

The Rand Corporation was asked to deliver a report that could show how Vermont families could pay no more than 10% of their income towards childcare while also raising wages within the early childhood education (ECE) sector. Highlights of the report include:

- The ECE system requires \$645 million to accomplish a cap of out-of-pocket cost to 10% of household income for families making less than 350% of the federal poverty level (FPL).
- State and local funds currently contribute \$125 million in childcare funding
- Under scenarios outlined in the report, capping out-of-pocket expenses at 10% of income would leave about \$245 million for families to pay toward the cost of childcare.
- Adding those family, state, and local dollars together, the funding gap to cap costs at 10% of household income could range from \$190 million to \$290 million, depending on the rate schedule utilized.
- This investment could bring between 612 to 2,900 employees into the labor force.

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

	2021-22 ACTUAL	JANUARY 2022 YTD	2022-23 BUDGET	JANUARY 2023 YTD	DIFFERENCE
GENERAL FUND					
REVENUE:					
LOCAL REVENUE	1,198,868	474,225	1,071,912	537,510	-534,402
SPECIAL PROGRAMS	2,086,380	1,362,429	2,120,149	1,311,994	-808,155
STATE REVENUES	16,069,870	8,559,791	17,350,584	9,671,066	-7,679,518
BEGINNING BALANCE:	826,342	826,342	746,171	746,171	0
TOTAL REVENUE	20,181,459	11,222,787	21,288,816	12,266,741	-9,022,075
EXPENDITURES:					
INSTRUCTION	7,188,933	3,120,246	8,127,344	3,239,010	4,888,334
SPECIAL EDUCATION	3,369,191	1,640,982	3,995,922	1,601,256	2,394,666
ADMINISTRATION	1,210,574	670,008	1,352,596	686,579	666,017
CENTRAL OFFICE	665,013	373,411	899,455	495,923	403,532
SUPPORT SERVICES	1,564,167	759,204	1,895,527	909,077	986,450
MAINTENANCE	2,264,524	1,064,443	2,169,745	1,207,480	962,265
TECHNOLOGY	555,199	350,185	728,215	321,478	406,737
TRANSPORTATION	600,188	234,940	648,277	231,908	416,370
OTHER EXPENSES	90,011	43,970	126,409	43,396	83,013
TECHNICAL EDUCATION	863,221	413,948	928,674	444,736	483,938
PRE-SCHOOL	356,655	173,542	416,652	219,377	197,275
SCHOOL TOTAL:	18,727,675	8,844,880	21,288,816	9,400,220	11,207,383
SURPLUS/DEFICIT	0	0	0	0	0
TOTAL EXPENDITURES	18,727,675	8,844,880	21,288,816	9,400,220	11,888,596

7/1/2022

OTHER FUNDS	BEG BAL	REVENUE	EXPENDED	BALANCE
TRANSFER FUND	416,966	2,857,033	216,926	3,057,073
TITLE 1	0	106,915	106,915	0
EPSDT FUNDS	62,100	17,694	4,037	75,757
FOOD SERVICE	124,015	183,174	286,270	20,919
MEDICAID FUNDS	623,516	106,602	75,850	654,268
R.A.V.E.N.	0	93,576	66,862	26,714
IDEA-B - FLOW-THROUGH	0	104,767	127,117	-22,351
IDEA-B - PRE-SCHOOL	0	2,738	3,082	-344
VEHICLE/BUS FUND	1,126,335	0	258,811	867,524
BUILDING MAINT FUND	3,364,012	0	281,432	3,082,581
LEGAL FUND	90,000	0	0	90,000
SPECIAL EDUCATION FUND	465,697	0	0	465,697
OPERATIONAL RESERVE	1,743,007	0	15,780	1,727,227
ESSENTIAL EARLY ED	43,426	0	0	43,426
AFTER SCHOOL PROGRAM	21,522	27,409	29,790	19,141
STANDARDS BOARD	0	0	0	0
SUMMER FEEDING	0	5,730	5,940	-210
SCHOOL WIDE PROGRAMS	0	163,119	176,280	-13,160
TITLE II	0	69,445	73,685	-4,240
TITLE IV	0	47,151	47,151	0
CONSOLIDATED ADMIN	0	0	15,411	-15,411
CRF - LEA GRANT	0	0	0	0
CRF - ESSER GRANT	0	10,348	0	10,348
ESSER II GRANT	0	431,652	431,652	0
ARP - ESSER	0	592,656	571,101	21,555
ARP - AFTERSCHOOL	3,139	6,984	2,631	7,492
ARP - PRESCHOOL	19,296	26,136	7,245	38,187
ARP - IDEA-B PRE-SCHOOL	0	0	230	-230
ARP - IDEA-B	0	3,793	3,793	0
TOTAL OTHER FUNDS	8,103,031	4,856,923	2,807,991	10,151,964

ORANGE SOUTHWEST SCHOOL DISTRICT - REVENUE

Account Name	2021-22 Actual	January 2022 Revenue	2022-23 Budget	January 2023 Revenue	Under (Over)
<u>LOCAL REVENUES:</u>					
Tuition	465,465	175,132	348,000	218,900	-129,101
Overhead Tuition	54,744	0	20,000	0	-20,000
Transportation	38,314	13,159	50,000	20,312	-29,688
Interest	87,025	54,368	85,000	55,664	-29,336
Early Ed Receipts	0	0	0	1,462	1,462
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	231,567	487,760	243,880	-243,880
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	-2,708	-2,708
Total Other Revenues:	1,198,868	474,225	1,071,912	537,510	-534,402
<u>SPECIAL ED:</u>					
Core Block Grant	368,860	368,860	0	0	0
Special Ed Reimbursement	1,379,262	916,047	1,426,162	1,216,767	-209,395
State Placed Students	0	0	0	312	312
Extraordinary Reimbursement	212,695	2,195	601,338	2,370	-598,968
Essential Early Ed	75,327	75,327	80,649	80,649	0
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	11,896	-104
Total Special Ed	2,086,380	1,362,429	2,120,149	1,311,994	-808,155
<u>STATE REVENUES:</u>					
State Technical Centers	449,273	0	483,574	0	-483,574
State Education Fund	15,159,988	8,441,320	16,430,804	9,382,305	-7,048,499
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	170,290	-84,710
Small Schools Grant	177,706	118,471	177,706	118,471	-59,235
Driver Education	3,716	0	3,500	0	-3,500
Total State Revenues	16,069,870	8,559,791	17,350,584	9,671,066	-7,679,518
BEGINNING BALANCE:	826,342	826,342	746,171	746,171	0
SCHOOL TOTAL:	20,181,459	11,222,787	21,288,816	12,266,741	-9,022,075
<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	11,222,787	22,165,294	12,266,741	-8,145,597

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

Account Name	2021-22 Actual	January 2022 Expenditure	2022-23 Budget	January 2023 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>INSTRUCTION:</u>							
Salaries	4,513,108	1,895,722	4,896,410	1,949,149	0	2,947,261	60.19%
Benefits	1,597,325	762,313	1,877,885	732,616	0	1,145,269	60.99%
Drivers Education	4,130	2,308	3,500	1,074	608	1,818	51.94%
Remedial/Interventionist Service	133,362	63,214	207,204	82,989	0	124,215	59.95%
Testing/Tutorial/OT-PT Svcs	10,264	3,175	13,775	18,363	5,888	-10,476	-76.05%
Contracted Services	45,496	22,955	44,400	19,479	0	24,921	56.13%
Staff Training	184,126	95,511	210,797	94,147	59,174	57,476	27.27%
Co/Extra Curricular	319,929	142,852	443,753	178,010	38,006	227,737	51.32%
Tuition	67,041	26,692	54,000	34,133	4,500	15,367	28.46%
Travel/Field Trips	14,292	2,464	40,280	3,384	2,246	34,650	86.02%
Supplies/Textbooks/Equip	299,860	103,040	335,340	125,666	27,896	181,778	54.21%
Total Instruction	7,188,933	3,120,246	8,127,344	3,239,010	138,318	4,750,016	58.44%
<u>SPECIAL EDUCATION:</u>							
Salaries	1,579,959	721,453	1,729,595	679,147	0	1,050,448	60.73%
Benefits	552,787	276,642	688,205	271,655	0	416,550	60.53%
Contracted/Prof Services	5,000	0	0	0	0	0	
Transportation	82,101	45,626	89,350	30,597	0	58,753	65.76%
Travel/Conferences	13,658	7,712	10,500	10,755	2,924	-3,179	-30.28%
Supplies/Textbooks/Equipment	21,156	18,925	26,700	12,720	451	13,530	50.67%
Tuition	509,396	278,220	840,000	366,044	0	473,956	56.42%
Behavioral Services	167,892	91,120	198,817	34,445	0	164,372	82.68%
Testing/Tutorial/OT-PT Svcs	220,905	125,557	139,000	93,551	90,549	-45,100	-32.45%
Speech Services	216,337	75,728	273,755	102,343	116,714	54,698	19.98%
Total Special Education	3,369,191	1,640,982	3,995,922	1,601,256	210,638	2,184,029	54.66%
<u>ADMINISTRATION:</u>							
Salaries	860,389	485,927	892,932	487,294	0	405,638	45.43%
Benefits	288,640	149,499	366,439	159,528	0	206,911	56.47%
Repairs/Maint	779	80	9,000	0	0	9,000	100.00%
Postage/Telephone	29,894	16,243	32,700	12,731	363	19,606	59.96%
Travel	13,621	7,962	9,300	10,219	8,903	-9,822	-105.62%
Supplies/Equipment	17,252	10,298	42,225	16,806	1,368	24,051	56.96%
Total Administration	1,210,574	670,008	1,352,596	686,579	10,634	655,383	48.45%
<u>CENTRAL OFFICE:</u>							
Salaries	412,234	241,041	548,250	318,805	0	229,445	41.85%
Benefits	177,361	98,055	250,055	106,907	0	143,148	57.25%
Contracted Services	29,038	12,800	26,000	14,035	6,600	5,365	20.63%
Legal Fees	0	0	0	0	0	0	
Staff Development	755	310	2,000	10,879	3,000	-11,879	-593.95%
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	310	5,900	4,402	0	1,498	25.38%
Supplies/Equipment	26,299	2,518	49,750	21,598	468	27,684	55.65%
Total Central Office	665,013	373,411	899,455	495,923	10,068	393,464	43.74%
<u>SUPPORT SERVICES:</u>							
Guidance	472,490	204,063	518,574	221,365	39,262	257,947	49.74%
Behavioral Interventionists	290,841	119,298	302,638	133,639	40,904	128,095	42.33%
School Nurse	269,269	112,246	329,824	144,049	785	184,990	56.09%
Media Services	259,544	104,294	318,141	126,540	11,016	180,585	56.76%
Curriculum Develop	38,879	27,529	30,555	787	1,098	28,670	93.83%
C.A.R.	40,221	28,966	113,500	61,705	26,723	25,072	22.09%
Teacher Mentoring	52,180	21,048	46,800	35,030	35,330	-23,560	-50.34%
Board of Education	101,559	137,538	100,495	153,275	7,017	-59,797	-59.50%
Legal Fees	18,515	6,870	53,000	32,688	0	20,312	38.32%
Fiscal Services	20,669	-2,648	82,000	0	0	82,000	100.00%
Total Support Services	1,564,167	759,204	1,895,527	909,077	162,134	824,315	43.49%
<u>MAINTENANCE:</u>							
Salaries	589,297	319,654	539,020	351,165	0	187,855	34.85%
Benefits	280,443	125,380	310,000	126,482	0	183,518	59.20%
Contracted Services	190,655	79,798	225,000	115,076	62,133	47,791	21.24%
General Liability Ins	64,461	64,461	69,200	73,756	0	-4,556	-6.58%
Repairs/Maintenance	303,875	121,369	230,000	169,935	69,202	-9,138	-3.97%
Utilities	424,138	174,266	405,250	195,282	0	209,968	51.81%
Supplies/Travel/Equipment	241,590	112,599	224,750	112,776	14,750	97,224	43.26%
Care of Grounds	148,183	57,020	147,000	54,787	52,441	39,771	27.06%
Reserve - Repairs/Maint	0	0	0	0	0	0	
Vehicle Services	21,882	9,896	19,525	8,219	7,814	3,492	17.88%
Total Maintenance Svcs	2,264,524	1,064,443	2,169,745	1,207,479.53	206,340	755,925	34.84%

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

Account Name	2021-22 Actual	January 2022 Expenditure	2022-23 Budget	January 2023 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>TECHNOLOGY:</u>							
Salaries	252,528	144,626	313,920	156,458	0	157,462	50.16%
Benefits	97,520	48,961	145,985	49,959	0	96,026	65.78%
Contracted Services	44,845	11,118	24,500	18,798	0	5,702	23.27%
Technology Fund Transfer	0	0	108,500	0	0	108,500	100.00%
Repairs/Maintenance	0	125	2,500	0	0	2,500	100.00%
Supplies	160,307	145,355	132,810	96,263	9,292	27,255	20.52%
Equipment	0	0	0	0	0	0	
Total Technology	555,199	350,185	728,215	321,478	9,292	397,445	54.58%
<u>TRANSPORTATION:</u>							
Salaries	235,971	105,941	245,081	122,263	0	122,818	50.11%
Benefits	45,189	16,527	51,863	17,863	0	34,000	65.56%
Contracted Svcs/Rent	67,986	48,090	66,785	44,846	0	21,939	32.85%
Travel/Conferences	0	0	100	0	0	100	100.00%
Repairs/Supplies/Equip	43,215	28,140	55,300	28,968	0	26,332	47.62%
Diesel Fuel	59,500	11,147	59,500	10	0	59,490	99.98%
Unallowed Spec Ed	0	0	0	0	0	0	
COVID-19- Food Delivery	0	0	0	0	0	0	
Field Trips	9,855	1,960	25,118	2,357	0	22,761	90.62%
Tuition Student Transportation	38,472	23,135	44,530	15,600	14,081	14,849	33.35%
Bus Fund Reserve	100,000	0	100,000	0	0	100,000	100.00%
Total Transportation	600,188	234,940	648,277	231,908	14,081	402,289	62.06%
<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	28,519	80,649	33,317	0	47,332	58.69%
Total Other Expenditures	90,011	43,970	126,409	43,396	0	83,013	65.67%
<u>TECHNICAL EDUCATION:</u>							
State - Act 68	449,273	0	483,574	0	0	483,574	100.00%
Local Tuition	413,948	413,948	445,100	444,736	0	364	0.08%
Total Tech Education	863,221	413,948	928,674	444,736	0	483,938	52.11%
<u>PRE-SCHOOL</u>							
Salaries	225,443	105,351	229,635	113,053	0	116,582	50.77%
Benefits	93,922	44,047	118,042	62,505	0	55,537	47.05%
Administration	0	0	0	27,250	19,168	-46,418	
Tuition/Partnerships	22,783	14,498	39,400	9,350	0	30,050	76.27%
Supplies/Travel/Equip	14,507	9,645	29,575	7,219	1,136	21,220	71.75%
Total Pre-School	356,655	173,542	416,652	219,377	20,304	176,971	42.47%
SUPRLUS/DEFICIT	0	0	0	0	0	0	
<u>SCHOOL TOTAL:</u>	18,727,675	8,844,880	21,288,816	9,400,220	781,809	11,106,787	52.17%
<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	8,844,880	22,165,294	9,400,220	781,809	11,983,265	54.06%

**Side Letter to the 2021– 2023 Support Staff Agreement between the
School Board of the Orange Southwest School District
and the
Orange Southwest Education Association**

This document shall serve as a “side letter” to the 2021 – 2023 Master Agreement between the School Board of the Orange Southwest School District and the Orange Southwest Education Association.

The parties agree to the following:

- Linda Boutwell will get paid for her time acting as a substitute for the school nurse at RTCC for this (2022-2023) school year. This is not precedent setting.
- Article 10.7 of the agreement will be amended to read:

10.7 ~~Paraprofessionals~~ **Support staff** who agree to serve as a substitute ~~teacher for a licensed staff member~~ shall receive their salary plus twenty-five dollars (\$25) or the regular substitute rate of pay, whichever is greater. No ~~paraprofessionals~~ **support staff** shall be forced to substitute if ~~he/she does~~ **the support staff does** not wish to do so. **This will not include support staff who regularly perform the duties of a licensed staff member as part of their regular job.**

Executed on the dates set forth below by the duly authorized agents of the Board and the Association:

For the Board:

For the Association:

Date

Date