

Orange Southwest School District (OSSD)
Special Board Meeting, Wednesday November 20, 2024
RUMHS, Media Center, 6pm
Minutes

[Click Here](#) for a link to the Video Recording of the meeting

I. Opening (6:00 - 6:05)

- Board Attendance: *Ensuring a quorum*

Meeting called to order by Hannah Arias, board chair, at 6:03 pm

Board members: Hannah Arias, Anne Kaplan, Ryan Anderson, Sam Hooper, Aimil Parmelee, Rachel Fish, Rachel Gaidys

Guests: Michael Clark, Heather Lawler, Lisa Floyd, Bob Worley, Wes Gibbs, Kyle Obenauer, Flora Quevedo, Randy and Mackenzie Burnett, Kyle Southworth, ORCA. Virtually: Joe Bent, Bev Taft, Betsy Baker

- Meeting Purpose: Monitoring, Feasibility Study
- Review and Accept Agenda

II. Ownership Linkage (6:05 - 6:10)

- Public Comment: *Board welcomes comment but is not able to take any action. Comments limited to 3 minutes per speaker.*

No public comment

III. Board Process (6:10 – 6:25)

- Report out from sub-committees: ENDS, Ownership Linkage

ENDS – Aimila Parmelee report meeting twice since the last board meeting and scheduling a third meeting in early December. The committee has made significant progress and hopes to have a draft ready for board review by the December 11 meeting.

Ownership Linkage – Sam Hooper reports that the committee is working on a letter to the community and will have that draft ready for review at the December 11 meeting.

- Annual Report to Voters

Michael Clark reports communicating with Ben Merrill and working with principals to begin their reports, and has roughed in the superintendent's letter. There will be more action on this front in December, well before deadline for the project.

- Budget Discussion

Michael Clark discusses the budget process as it develops into the drafts that come before the Board, and points out the exceptional work Facilities did with energy projections for '25-26. Anne Kaplan questions RAVEN enrollment, Ryan Anderson discusses lowered salary projections. Michael Clark clarifies they are reviewing an expenditure budget, it doesn't consider tax rates or reserve funds. Aimil Parmelee asks what the budget increases have been historically, Rachel Gaidys commented that the budget increases every year but includes additional services. This budget, as drafted, is increased with level service. Discussion about how the Board appreciates the timeline as presented in the Superintendent's Report, it's a good roadmap of the process. Ryan Anderson is concerned this increase will be challenging in this political climate. Conversation about what a 3% increase budget would look like, Board agrees they'd like to see a draft that's more in range and what services would have to be reduced. RTCC program removals are discussed, the education and dental programs have insufficient enrollment. Michael Clark explains how RTCC tuition is calculated, and what it would take to move the center away from a 6-semester average to actual cost. They discuss how RTCC used to serve 7 schools and now serves 4, and programs need to be reviewed with an eye to what's sustainable. Michael Clark also comments that the district data manager is currently .6 FTE but increased state data collection really requires that position to be

increased to 1 FTE. Brief conversation about a new Pre-K program coming through a local daycare, this may impact services that would be provided by the district.

IV. Board Education (6:25 – 7:10)

- Feasibility Study Report
 - Infrastructure needs (buildings)

Randy and Mackenzie Burnett of Carl Lindburg Architects present slides highlighting the results of their assessment of all buildings across the district. Explanation of how systems aren't up to code, but regulations still need to be maintained. Permitting for renovation would impact what would be required to bring any project up to code. RUMHS, RTCC and Brookfield School are the most impacted by age and non-compliance, electrical and mechanical systems are discussed, as well as fire safety and lack of sprinklers. Photos of some non-compliant areas are presented including the RUMHS elevator and Brookfield attic space, access to the middle school gym or the weightlifting stage at the high school. Heat recovery, air circulation, kitchen compliance and cost of building new versus cost of renovation are all discussed. Hannah Arias comments it is "crystal clear" this needs to be a public conversation and questions exactly what is the work of the board here? Guest Flora Quevedo suggests exploring a collaboration with VTC.
 - Superintendent recommendations for further education and exploration

Michael Clark suggests reaching out to neighboring districts to discuss if they are interested in "going in on" a new building that would service a wider area, or consider building for current enrollment. Conversation around how to craft a deliberate public conversation. Discussion of identifying community needs, and, if neighbors will share resources, what they would be requiring. Sam Hooper asks exactly what needs to be done at this point in order to "hit the ground running"? Discerning direction, talking to the community and education about the options is suggested by Michael Clark. Randy Burnett qualifies that the process isn't fast-moving, phases are spread out over 4 or 5 years. Hannah Arias suggests if the public has specific questions for the architects, they email them directly to any board member.

Motion made by Anne Kaplan to authorize Hannah Arias and Michael Clark to reach out to neighboring districts to gauge what their plans are, and their interest in collaboration with OSSD. Sam Hooper seconds, motion passes unanimously.

- VSBA Annual Conference Recap

Aimil Parmelee commented that it was helpful to see the Barre city budget process, the board agreed it was a great opportunity and that the presentation on mission and vision was particularly helpful.
- Excelsior Module 1 (PG Training)

Hannah Arias prompted the handing out of a glossary of terms as available in the training, board agreed this first module was helpful and will get more substantial, with more homework, as they continue.

V. Monitoring the Organization (7:10 – 7:35)

- RU Presentation from Principal Lisa Floyd

Lisa Floyd wonders if perhaps principals should welcome the Board and guests into their schools for meetings. Two handouts are shared that illustrate results of student surveys and approaches to behavior challenges, gaps in literacy and math are being addressed. STEM and the PBL are at full capacity, and it looks as though four seniors will be graduating with STEM stamps. In-house supports are strong and access is voluntary. Performing arts has doubled since last year, and the dance class after school is popular, and may be used for PE credit as part of the alternative pathways program. Hannah Arias asks how well attended the coffee meetings have been, Lisa Floyd comments that alternative ways to receive feedback from parents and families are being explored. Student government is in its second year, PBL is working to improve community and connect teens with elders.
- Review, Discuss, and possible Vote to Approve Executive Limitation 2.2 (3.4) – 2nd read Anne Kaplan confirms that safety drills are being performed and requests that drill information be provided the Board.

Hannah Arias moves to approve Executive Limitation 2.2 Treatment of Staff, Anne Kaplan seconds, the motion passes unanimously.

- Executive Limitation 2.4 and 2.5 (3.4) – 1st read

The Board is looking forward to the second read next month, appreciates the template for these reports.

VI. Policy Decisions for District Governance (7:35 – 7:45)

- Review/1st reads of Policies B3, Alcohol and Drug-Free Workplace; B5, Employee Unlawful Harassment; C8, Pupil Privacy Rights; C10, Prevention of Harassment, Hazing and Bullying of Students and C10P, Procedures for same.

No comment on any of the policy reviews. All policies are required, and will be voted on at December 11 meeting.

VII. Monitoring the Board (7:45 – 7:50)

- Board Self-Evaluation: GP 4.7 (enclosed)
Board members read through the evaluation, comments regarding investment in training and continuation of that training, board feels the policy is fulfilled.

VIII. Consent Agenda (7:50 – 8:00)

- Approve minutes from October 9 board meeting
- Approve minutes from sub-committee meetings
- Approve new hires
- Approve School Choice Numbers – suggestion by Michael Clark to reduce number to 15 in/15 out.

Aimil Parmelee moves to accept consent agenda in full, including proposed changes to the Collaborative Agreement, seconded by Sam Hooper. Motion passes unanimously.

IX. Closing/Incidental Information (8:00 – 8:10)

- Superintendent's Report
Michael Clark touches on highlights of written report.
- Negotiation Scheduling/Planning
Discussion of organizational meetings needed for upcoming negotiations. Board members working with professional staff will meet Wednesday, Dec. 4 at 6:30 p.m. and those for support staff will meet virtually on Tuesday, Dec. 3 at 5 p.m. Both meetings will be warned. Any strategy discussion will occur in executive session.
- School Newsletters/Principal Reports
Heather Lawler sent links to the newsletters
- Action Item Recap
 - Sam and Ryan will come up with a proposal for an intentional conversation
 - Michael Clark and Hannah Arias will meet and work on letter to neighboring districts
 - Hannah Arias will email Sarah Haupt informing of professional staff organization meeting
 - Reminder that board members Rachel Fish, Anne Kaplan and Sarah Haupt have expiring terms in March.

X. Executive Session *none needed*

With no further business, meeting adjourned by Board chair Hannah Arias at 8:35 p.m.

Future Meetings

- Agenda Planning Meeting: Monday December 2, 2024 @ remote, 6pm •
- Support Staff Negotiation Planning: Tuesday December 3, 2024 @ 5 pm •
- ENDS Meeting: Wednesday December 4 @ 5:30 pm
- Professional Staff Negotiation Planning: Wednesday December 4 @ 6:30 pm •
- Regular Board Meeting: Wednesday December 11, 2024 @ Braintree

Respectfully submitted,

Kyle Southworth, Administrative Assistant Nov 21, 2024

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Address behaviors to help support a positive learning environment for all

- Focus on skill building related to math, literacy, critical thinking, and problem solving
- Support teachers in creating engaging lessons and hands on learning opportunities
- Strong Project Based Learning and Innovation Center Opportunities that help students discover
- their strengths and passions

Looking Forward



• **Provide with a special stamp**

- We graduated a student with a literary seal
- We believe we will graduate students with a STEM seal this year
- We are developing what a Fine Arts and Humanities Seal can/will look like

Student Mentors

- We are a national leader in student mentorship
- We are adding a new student through our mentor

Community Engagement

- Through our relationship with the community, we are able to offer students a chance to work on projects that are meaningful to them
- We are proud of the work we are doing to help our students and the community. We are proud of the work we are doing to help our students and the community.

In house nurse, nurse practitioner, school based mental health clinician, and student assistance counselor

We focus on teaching pro social behaviors to help lessen problem behaviors

- Students develop basic skills and have the ability to focus on an area of passion from outdoor ed, to STEM, to the arts and world languages
- We offer opportunities to learn and explore in

- We are continuously seeking feedback from students, staff, and families to improve the experiences that our students have at school and the ways in which our school exists in our

Diplomas with Specific Sta

we graduated a student with a bilingual diploma

We believe we will graduate students with a STEAM diploma area

We are developing a high school diploma committee that will have a role in the diploma process

Year two of an engaged results focused Student Government

Twice annual delivery of the Student Engagement Survey

- Through surveys and regular family community forums, as well as weekly newsletters and student led conferences we strive to be in good communication with families

Our PBL program helps our students feel a sense of belonging through strong community connections where our students show who they are and what they have learned while giving back to the community

Student
Voice



