

WARNING

ORANGE SOUTHWEST SCHOOL DISTRICT BOARD MEETING

**WEDNESDAY, May 14, 2025
6 PM AT RUMHS Media Center**

Immediately following RTCC RAB Board Meeting

Google Meeting Joining Info
Video call link: <https://meet.google.com/upd-xcaz-qno>
Or Dial: (US) [+1 513-472-0826](tel:+15134720826)
PIN: 499 934 387#

AGENDA

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

- Board Attendance: *Ensuring a quorum*
- Meeting Purpose: RU Report, Negotiations, Staff Update
- Review and Accept Agenda

II. Ownership Linkage (6:05 - 6:35)

- Public Comment for items not listed on agenda: *Board welcomes comment but is not able to take any action. Comments limited to 3 minutes per speaker.*
- RUHS Report from Principal Lisa Floyd
- Paine Mountain communication update
- H454 update (school governance changes)

III. Board Process (6:35 – 6:45)

- Staff Appreciation Report
- Spring Community Letter

IV. Board Education (6:45 – 6:55)

- Excelsior Module 6 (PG Training)
- Update on June/July training follow-up plans

V. Monitoring the Organization (6:55 – 7:00)

- Review, Discuss, and possible Vote to Approve Executive Limitation 2.8 (3.4) – 2nd read

VI. Policy Decisions for District Governance (7:00 – 7:10)

- C29 Equity, D23 Instructional Materials (recommended, and previously adopted by this board)
- D8 – replacing D22 Library Material (required)

VII. Monitoring the Board (7:10 – 7:15)

- Board Self-Evaluation: BMD 3.1 (enclosed)

VIII. Consent Agenda (7:15 – 7:25)

- Approve minutes from April 9 board meeting
- Calendar
- New Hires

IX. Closing/Incidental Information (7:25 – 7:40)

- Superintendent's Report
- Resignation Updates
- School Newsletters/Principal Reports
- Action Item Recap

X. Executive Session

- Labor Relation Agreements with Employees, Title 1, Section 313(a)(1)
- Superintendent Contract, Title 1, Section 313(a)(1) (materials enclosed)
- Administrator Contract, Title 1, Section 313(a)(1)

Future Meetings

- Agenda Planning Meeting: Monday May 26, 2025 @ remote, 6pm
- Regular Board Meeting: **Wednesday June 4, 2025, 6pm @ RES**



Orange Southwest School District

24 Central Street Randolph Vermont 05060

Telephone (802) 728-5052

Michael J. Clark, Superintendent

Heather Lawler, Assistant Superintendent

Robin Pembroke, Business Manager

Kayla Link, Director of Special Education

Proudly Serving the Towns of Braintree, Brookfield, and Randolph

5 May 2025

Dear Paine Mountain School District Board,

I'd like to offer a note of congratulations on the successful passage of your school budget. I know how much thoughtful work and community outreach goes into that process, and it's encouraging to see your efforts affirmed by voters.

We appreciate your openness to further conversation around potential regional collaboration. As we continue to explore options for the future of Randolph Union Middle/High School—including the possible idea of a shared facility with neighboring districts—we're eager to keep the dialogue moving forward.

Given all the activity around school governance currently taking place in the Vermont State Legislature, we believe now is a particularly important time for districts like ours to think creatively about the future.

With that in mind, we'd like to ask whether there are any dates in May that might work for a joint meeting or working session between our boards. We're happy to be flexible in terms of format and timing, and would welcome the opportunity to begin discussing possibilities more directly.

Please feel free to reach out to me at haarias@orangesouthwest.org, or contact Superintendent Michael Clark at (802) 728-5052 ext. 6104 or mclark@orangesouthwest.org.

Looking forward to continuing this important conversation.

Warm regards,

Hannah Arias

Hannah Arias
Orange Southwest School District
Board Chair

Monitoring Report

Superintendent Monitoring Report:	Internal	Organization:	Orange Southwest School District
Policy Type:	Executive Limitations	Policy Number/Title:	2.8 Communication and Support to the Board
Submitted on:	7 April 2025	Period Covered	July 2024 -April 2025

Policy

The superintendent shall not cause or allow the Board to be uninformed or unsupported in its work.

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

- 1. Neglect to submit monitoring data required by the Board (see policy 3.4 on monitoring Superintendent performance) in a timely, accurate, and understandable fashion, directly addressing the provisions of board policies being monitored;*
- 2. Allow the Board to be unaware of any actual or anticipated noncompliance with any Ends or Executive limitations policy, regardless of the Board's monitoring schedule;*
- 3. Neglect to submit unbiased decision information required periodically by the Board or let the Board be unaware of relevant trends;*
- 4. Let the Board be unaware of any significant incidental information it requires, including anticipated media coverage, threatened or pending lawsuits, and material internal and external changes;*
- 5. Let the Board be unaware if, in the Superintendent's opinion, the Board is not in compliance with its own policies on Governance Process and Board-Management Delegation, particularly in the case of board behavior that is detrimental to the work relationship between the Board and the Superintendent;*
- 6. Present information in unnecessarily complex or lengthy form or in a form that fails to differentiate among information of three types: monitoring, decision preparation, and incidental;*
- 7. Allow the Board to be deprived of a workable mechanism for official board, officer, or committee communications;*

8. *Deal with the Board in a way that favors or privileges certain board members over others except when responding to officers or committees duly charged by the Board;*
9. *Allow the Board to do its work without the necessary items on its consent agenda. Necessary items are those decisions delegated to the Superintendent yet required by law, regulation or contract to be board-approved, along with applicable monitoring information;*
10. *Allow the Board to be uninformed in a timely manner of all significant gifts;*
11. *Allow the Board to be unsupported and uninformed in its role as a quasi-judicial hearing body; or,*
12. *Allow the Board to be uninformed on an annual basis of all required policies currently in effect and where to access them.*

Interpretation

This executive limitation serves to ensure that the Superintendent does not abdicate responsibility for keeping the Board fully informed and supported in its oversight and decision-making functions. The Superintendent's role is to provide the Board with the necessary tools, data, and context for it to fulfill its governance duties, and the following stipulations serve as specific safeguards to uphold this principle.

Observable Conditions:

a)	The Board receives regular, comprehensive, and clear monitoring data that is aligned with the provisions of Board policies being monitored. These reports should be submitted in a timely manner and presented in an easily understandable format.
b)	If any noncompliance with Ends or Executive Limitations policies occurs, the Superintendent proactively informs the Board, even outside of the regular monitoring schedule.
c)	The Board receives objective and unbiased information on key decision-making topics, including significant trends or developments that may influence future decisions.
d)	The Superintendent ensures that the Board is kept informed about any external or internal changes, such as media coverage, lawsuits, or other critical developments that may affect the organization.
e)	The Board is informed if the Superintendent believes that the Board is not in compliance with its own governance policies, particularly concerning the Board-Management relationship.
f)	The information provided to the Board is clearly formatted, with distinctions between monitoring data, decision-making information, and incidental information.

g)	The Board has access to a functional and transparent system for official communications between Board members, officers, and committees.
h)	The Superintendent treats all Board members equally, ensuring that no member is given preferential treatment, except in cases where a specific officer or committee has been duly authorized by the Board.
i)	The Board receives all necessary items for the consent agenda, including decisions that the Superintendent is authorized to make but are legally or contractually required to be Board-approved, along with required monitoring information.
j)	The Board is informed promptly about any significant gifts that may impact the organization, whether financial or otherwise.
k)	The Board is provided with all necessary support and information to perform its quasi-judicial functions effectively, such as during hearings or adjudicatory processes.
l)	The Board is informed annually about the policies in effect, and knows where to access these policies for reference.

Rationale:

1)	The rationale for these limitations is to ensure that the Board is adequately informed and supported in fulfilling its governance role while maintaining transparency, accountability, and proper oversight.
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Evidence:

Observable Condition	Data/Result
a) Regular Reports	<i>All monitoring reports are submitted prior to the board meetings on the agreed to schedule.</i>
b) Non Compliance	<i>The Board is informed immediately when any anticipated or actual noncompliance arises, with clear explanations and corrective actions suggested by the Superintendent. The only example so far being the partial non-compliance with salary.</i>
c) Unbias Decision Information	<i>The Superintendent regularly provides the Board with comprehensive reports on Executive Limitations and Ends, ensuring that all relevant monitoring data aligns with Board policy. These reports include pertinent state and national trends, which the Superintendent typically discusses in reports to the Board or as incidental updates during Board meetings. The</i>

	<i>Board receives monthly financial reports and quarterly facilities reports to ensure necessary oversight and transparency on organizational performance and resource utilization. The Superintendent communicates confidential information to the Board through secure means, such as email or in-person during executive sessions, maintaining confidentiality and ensuring appropriate governance.</i>
d) Significant Incidental Information	The superintendent has keep the board aware of media coverage, potential challenges and possible solutions.
e) Board Compliance With Its Policies	<i>The Superintendent has not experienced the board being out of compliance with its policies.</i>
f) Clear Susscint Relevant Information	<i>The Superintendent has accomplished this using the new monitoring report format and is also evidenced by the board not having questions about the written report</i>
g) Board Communication	<i>Board communication has generally happened in open session following the expectation in Vermont Open Meeting Law. The board maintains its own budget to fund need that exceed what is provided.</i>
h) Equal Board Member Treatment	<i>The superintendent has made himself available as needed to each board member as requested.</i>
i) Consent Agenda	<i>The board's legal contractual and regulator responsibility were placed on board agendas in a timely manner. The board usually had access to consent agenda material in the board packet which has been provided 5 days before each meeting</i>
j) Gifts	<i>OSSD has not accepted significant gifts in the last 10 months</i>
k) Quasi Judicial Hearing Boady	<i>The board has not needed to perform Quasi Judicial work in the last 10 months</i>

I) Policies	<i>The board regularly reviews its policies and is updated when new required policies are introduced at the state level.</i>
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Compliance:

I report partial compliance <i>Michael J Clark, Superintendent</i>
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Notes:

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>May 14, 2025</i>
<i>Date Adopted:</i>	<i>February 8, 2023 (previously)</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>	

POLICY D23: SELECTION OF INSTRUCTIONAL MATERIALS

Policy

It is the policy of the Orange Southwest School District (District) to provide students with a broad variety of instructional materials to support individual student learning. As such, instructional practices will include a range of evidenced-based instructional practices that most effectively improve student learning, as required by national and Vermont guidance and locally collected and analyzed student data. Instructional practices will promote personalization for each student, and enable each student to successfully engage in the curriculum and meet the graduation requirements that are aligned with mandated Vermont Standards.^[1]

Implementation

The District shall use the standards issued by the State Board of Education as the basis for the development and selection of curriculum, methods of instruction, locally developed assessments, and the content and skills taught and learned in school.^[2]

The board will ensure the written and delivered curriculum that each school implements the SU/SD's written and delivered curriculum, which will be:^[3]

- a. aligned with the standards approved by the State Board of Education;
- b. coordinated across all grades to prepare students for graduation;
- c. coordinated across the SU/SD, including sending high schools and technical centers;
- d. informed by ongoing review of new research and evidence, changing learning opportunities, and updates to the standards approved by the State Board of Education;
- e. designed to enable all students to achieve the graduation requirements; and
- f. integrated with technology across all disciplines.

¹ See State Board of Education Rule 2120.1

² See State Board of Education Rule 2111

³ See State Board of Education Rule 2120.6 and 16 V.S.A. § 261a(a)(1)

Each school shall enable students to engage annually in rigorous, relevant and comprehensive learning opportunities that allows them to demonstrate proficiency in:^[4]

- a. literacy (including critical thinking, language, reading, speaking and listening, and writing);
- b. mathematical content and practices (including numbers, operations, and the concepts of algebra and geometry by the end of grade 10);
- c. scientific inquiry and content knowledge (including the concepts of life sciences, physical sciences, earth and space sciences and engineering design);
- d. global citizenship (including the concepts of civics, economics, geography, world language, cultural studies and history);
- e. physical education and health education as defined in 16 V.S.A. §131;
- f. artistic expression (including visual, media and performing arts); and
- g. transferable skills (including communication, collaboration, creativity, innovation,

inquiry, problem solving and the use of technology).

Further, each school with a pre-kindergarten early education program shall offer high-quality programs as outlined in State Board Rule 2600.

Administrative Responsibilities

The superintendent or designee will develop procedures addressing access to instructional materials to ensure that each school:^[5]

- a. provides a learning environment with sufficient supplies and infrastructure to allow for learning;
- b. develops, maintains, and expands as needed a collection of print, digital and technology resources, administered by a certified library media specialist;
- c. ensures that the curriculum is supported by necessary digital and print resources;
- d. ensures that students, teachers, administrators and paraprofessionals have access to an organized collection of digital and print materials sufficient and appropriate to support all students in meeting or exceeding the current state and national standards at no cost to the student;
- e. provides students access to the library on a regular basis to use materials for reading, research, and for instruction in the skills needed to select and use information effectively;
- f. provides access to a variety of up-to-date information, assistive, and other technology to support students in meeting or exceeding the standards;
- g. provides broadband Internet service for students and educators to access educational resources;
- h. adopts and implements written policies on electronic resources, acceptable internet usage, and procedures for handling complaints for both staff and students;
- i. supports a schedule that provides opportunities for a library media specialist to collaborate with teachers as they integrate information research skills into their curriculum; and

⁴ See State Board of Education Rule 2120.5

⁵ See State Board of Education Rule 2122.2

- j. ensures that students are afforded the opportunity to learn the skills to locate, evaluate, synthesize, and to present information and ideas within content areas using technology integration.

The superintendent or designee shall ensure the implementation of developmentally appropriate curriculum which is aligned with Vermont's Early Learning Standards in any prequalified public prekindergarten program.^[6]

The superintendent or designee will develop procedures to 1) address the selection of instructional materials within the context of the alignment with mandated state standards and 2) respond to requests for reconsideration of instructional materials. All concerns regarding the selection of instructional materials shall be directed to the superintendent for handling consistent with those procedures.

⁶ See State Board of Education Rule 2606

<i>VSBA Version:</i>	<i>November 1, 2022</i>
<i>Date Warned:</i>	<i>May 14, 2025</i>
<i>Date Adopted:</i>	<i>April 12, 2023 (previously)</i>
<i>Legal Reference(s):</i>	<i>16 V.S.A. §563 (14) (Powers of school boards)</i>
	<i>State Board of Education Rule Series 2000 (Education Quality Standards)</i>
	<i>State Board of Education Rule Series 2600 (Prekindergarten Education)</i>
<i>Cross Reference:</i>	<i>Selection of Library Materials</i>
	<i>Curriculum Development and Coordination (SU)</i>
	<i>Responsible Computer Internet & Network Use</i>

SELECTION OF LIBRARY MATERIALS

Policy

The freedom to read is essential to our democracy. The school library plays an important role in helping students to inquire, to study and evaluate information, and to gain new understandings and knowledge. This policy exists to ensure compliance with 16 V.S.A. § 1624, requiring that the Orange Southwest School District affirm the importance of intellectual freedom, guided by the First Amendment to the U.S. Constitution, the Civil Rights Act of 1964, Vermont laws prohibiting discrimination in places of public accommodation, the American Library Association's Freedom to Read Statement (June, 2004), Vermont's Freedom to Read Statement (January, 2024), and reflect Vermont's diverse people and history, including diversity of race, ethnicity, sex, gender identity, sexual orientation, disability status, religion, and political beliefs.

School library staff shall be responsible for curating and developing collections that provide students with access to a wide array of materials that are relevant to students' research, independent reading interests, and educational needs, as well as ensuring such materials are tailored to the cognitive and emotional levels of the children served by the school.²

Definitions

For the purpose of this policy:

1. **Library Materials** include all materials considered part of the library collection, including but not limited to print, digital, and media production resources. Library materials may be found in both physical and virtual library spaces.
2. **Technology Integration** refers to the infusion of technology into the curriculum as a tool to enhance learning in a content area or multidisciplinary setting, enabling students to select technology tools to help them obtain information in a timely manner, analyze and synthesize the information, and present it in culturally, linguistically, and age-appropriate ways.³

Administrative Responsibilities

The superintendent or designee will:

¹ Act 150 (2024) requires boards to adopt a policy addressing the reconsideration and retention of school library materials (effective 7/1/2025)

² 16 V.S.A. § 1624(c)

³ SBE Rule 2110 (Definitions)

1. develop and implement procedures that address the selection of library materials and the provision of access to those materials. The superintendent or designee will develop procedures to address:
 - a. selection of materials;
 - b. deselection of materials⁴, prohibiting the removal of school library materials for the following reasons:
 - i. partisan approval or disapproval;
 - ii. the author's race, nationality, gender identity, sexual orientation, political views, or religious views;
 - iii. school board members' or members of the public's discomfort, personal morality, political views, or religious views;
 - iv. the author's point of view concerning the problems and issues of our time, whether international, national, or local;
 - v. the race, nationality, gender identity, sexual orientation, political views, or religious views of the protagonist or other characters; or
 - vi. content related to sexual health that addresses physical, mental, emotional, or social dimensions of human sexuality, including puberty, sex, and relationships.
 - c. donations of materials; and
 - d. reconsideration of materials

The superintendent or designee will ensure that the District provides services of a certified library media specialist as required in state standards.

<i>VSBA Version:</i>	<i>April 1, 2025</i>
<i>Date Warned:</i>	<i>May 14, 2025</i>
<i>Date Adopted:</i>	
<i>Legal Reference(s):</i>	<i>United States Constitution, 1st Amendment</i> <i>Civil Rights Act of 1964, 42 U.S.C. § 1971 et seq.</i> <i>Vermont Public Accommodations Act</i> <i>16 V.S.A. § 1624(b) (Prohibition of removal of library materials)</i> <i>16 V.S.A. § 1624(c) (Library Staff Responsibility)</i> <i>State Board of Education Rules 2110-2114 (Definitions)</i>
<i>Cross Reference:</i>	<i>District Equity Policy</i> <i>Selection of and Access to Instructional Materials</i>

⁴ 16 V.S.A. § 1624(b)

POLICY D22: SELECTION OF LIBRARY MATERIALS

Policy

The freedom to read is essential to our democracy. The school library plays an important role in helping students to inquire, to study and evaluate information, and to gain new understandings and knowledge. Therefore, library materials provided by the Orange Southwest School District (District), regardless of technology, format, or methods of delivery, should be readily, equally, and equitably accessible to all students.

This policy exists to ensure that the District provides access to a diverse library collection, that supports students in the curriculum, their personal research, and recreational reading, and that sustains students' First Amendment Rights to access information and to read freely.

Definitions

For the purpose of this policy:

1. ***Library Materials*** include all materials considered part of the library collection, including but not limited to print, digital, and media production resources. Library materials may be found in both physical and virtual library spaces.
2. ***Educational Technology*** means instruction and/or preparation in the appropriate use of current technology to provide students with the knowledge and skills needed to communicate, solve problems, and to access, manage, integrate, evaluate and create information.^[1]
3. ***Diverse library collection*** means that the library collection intentionally contains content by and about a wide array of people and cultures to authentically reflect a variety of ideas, information, stories, and experiences, including those from traditionally marginalized and underrepresented communities.

[1] SBE Rule 2114 (Definition of Educational Technology)

Access to Instructional Materials ^[2]

Each school shall:

- a. provide a learning environment with sufficient supplies and infrastructure to allow for learning;
- b. develop, maintain, and expand as needed a library collection of print, digital and technology resources, administered by a certified library media specialist;
- c. ensure that the curriculum is supported by necessary digital and print resources;
- d. ensure that students, educators, administrators, and staff have access to an organized collection of digital and print materials sufficient and appropriate to support all students in meeting or exceeding the current state and national standards at no cost to the student;
- e. provide students access to the library on a regular basis to use materials for reading, research, and for instruction in the skills needed to select and use information effectively;
- f. provide access to a variety of up-to-date information, assistive, and other technology to support students in meeting or exceeding the standards;
- g. provide broadband internet service for students and educators to access educational resources;

- h. adopt and implement written policies on electronic resources, acceptable internet usage, and procedures for handling complaints for both staff and students;
- i. support a schedule that provides opportunities for a library media specialist to collaborate with educators as they integrate information research skills into their curriculum; and
- j. ensure that students are afforded the opportunity to learn the skills to locate, evaluate, synthesize, and to present information and ideas within content areas using technology integration.

Administrative Responsibilities

The superintendent or designee will develop and implement procedures that address the selection of library materials and the provision of access to those materials. The superintendent or designee will develop procedures to address:

- a. selection of materials;
- b. deselection of materials;
- c. donations of materials; and
- d. reconsideration of materials.

The superintendent or designee will ensure that the District provides services of a certified library media specialist to students and staff. Schools with over 300 students shall have at least one full-time library media specialist and sufficient staff to implement a program that supports literacy, information and technology standards. Schools with fewer than 300 students shall employ a library media specialist on a pro-rata basis.^[3]

[2] SBE Rule 2122.2 (Access to Instructional Materials)

[3] SBE Rule 2121.2 (Staff)

Use of School Library Materials and Resources

The library media specialist may consult with faculty, the student body, community members and organizations to develop library collections that are diverse, inclusive, and representative of the history, contributions, and perspectives of ethnic groups and social groups.

At the discretion of the building principal, students, staff, and family members of the District may be allowed use of library materials and resources. However, such access shall not interfere with regular school use of those materials and resources.

<i>VSBA Version:</i>	<i>May 11, 2022</i>
<i>Date Warned:</i>	<i>March 16, 2023</i>
<i>Date Adopted:</i>	<i>April 12, 2023</i>
<i>Legal Reference(s):</i>	<i>16 V.S.A. §563(14) (Powers of school boards) State Board of Education Rules 2121.2 (Staff) State Board of Education Rules 2114 (Definition of Technology Integration) State Board of Education Rules 2122.2 (Access to Instructional Materials)</i>
<i>Cross Reference:</i>	<i>District Equity Policy (C29) Selection of Instructional Materials (D32)</i>

Worksheet for Board Self-Evaluation of Governance Process Policy

Policy Number 3.1 Unity of Control
Time period being monitored: FY 24-25
Date Completed: 5/14/2025

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
Only officially passed motions of the Board are binding on the Superintendent. Accordingly: 1. Decisions or instructions of individual board members, officers, or committees are not binding on the Superintendent except in rare instances when the Board has specifically authorized such exercise of authority.		
2. In the case of board members or committees requesting information or assistance without board authorization, the Superintendent can refuse such requests that require, in the Superintendent's opinion, a material amount of staff time or funds or is disruptive.		

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 (OSSD)
Regular Board Meeting on Wednesday April 9, 2025
Braintree Elementary
6pm

Google Meeting Joining Info
Video call link: <https://meet.google.com/upd-xcaz-qno>
Or Dial: (US)+1 513-472-0826
PIN: 499 934 387#

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

- Meeting called to order at 6:04 pm by Board Chair Hannah Arias
- Board Attendance: *Ensuring a quorum – Board attending: Hannah Arias, Aimil Parmelee, Ryan Anderson, Rachel Fish, Rachel Gaidys, Martha Hafner, Anne Kaplan with Sam Hooper (remote). Administration: Michael Clark, Heather Lawler, Patti Sprague, Kyle Southworth, ORCA Media. Public attending in person: Norie Belanger, Sharon Rives. Attending remotely: Heather Bowman, Tammy White, Bob Worley, Lauren Futtner, Abby McFadyen.*
- Meeting Purpose: Braintree Report
- Review and Accept Agenda – *Hannah Arias suggests changes to the order of agenda items so discussion segues well into the next topic, notes that the Legislative Update will also include discussion of Title 6 and the Dept. of Education. Heather Lawler points out that the June meeting date may want to be adjusted as that date conflicts with Brookfield graduation.*

II. Ownership Linkage (6:05 - 6:35)

- Public Comment for items not listed on agenda: Board welcomes comment but is not able to take any action. Comments limited to 3 minutes per speaker. Board chair clarifies that all comments, verbal or written, must state name and town of residence. Anonymous comments and/or emails cannot be considered by the Board.

No public comment.

- Braintree Elementary Presentation from Principal Patti Sprague
*Patti Sprague welcomes all to Braintree School where they see powerful growth, emphasizing social emotional and hands-on learning. Literacy proficiency is increasing, the school is transitioning to a new assessment platform. Math shows promising gains, with interventionists playing key roles in academically supporting small groups of learners. Behavior interventionists tackle social and emotional matters. Staff participated in Responsive Classroom training in the spring and are working at having a more consistent shared language and students are taking SEL skills seriously. The Farm to School program continues to build strong connections, and place-based work (sugaring, wildlife tracking, apple picking, trout fishing) and residencies with artists from around the world teach students with art, song and story-telling as well as STEM engineering. Hannah Arias and Martha Hafner ask what “shared language” means to staff, and how SEL is integrated into the curriculum. Patti explains that everyone using the same terminology (shared language) enables staff to be clearer about what they are seeing, and what response is needed. SEL is embedded into academic content. Ryan Anderson asks about behavior interventionists assisting teacher (noting Patti’s comment that there had been roughly 100 referrals) and asks if that’s an increase. Patti responds that yes, the number of incidents has increased over the last couple of years, but the need decreases as the school year progresses. Ryan Anderson asks what would Patti attribute this to, and they responded that poverty is a major factor, adding that Braintree School meets a lot of material needs for students – everything from food, to clothes to medical care.
The link to the Braintree School presentation is [here](#).*
- Federal and State Legislative Update

- Late Liquidation – *Heather Lawler speaks to the letter dated March 28, 2025 received from the Agency of Education stating that the district's liquidation period for grant funds (approx. \$300,000) was modified to end March 28, 2025. The letter is included in the Board Packet for the 4.9.25 meeting. Heather notes that the actual reality of this is that any grant funds spent since September 2024 must be re-applied for but that reimbursement for these expenses may not be received in a timely manner. Ryan Anderson asks about the impact of this on summer programming. Heather Lawler responds that the only summer programming currently planned is for SPED programming (which is a state requirement) and that this deadline modification is having national impact. Discussion about the impact of this funding reversal on summer and afterschool programs, Heather Lawler notes that they have already had to cut the Arts Bus and yoga and other supplemental programming will be affected as well. They will re-apply fiercely for this funding. Hannah Arias thanks Heather Lawler for all the work.*
- Department of Education and Title VI– *Michael Clark explains that every grant requires assurances from the district that they are complaint with Title VI, and the district has always given those. Now the federal government wants the district to sign off on compliance, but the language has changed and the timeline between the issuance of the document and the deadline is extremely tight. This federal communication has received push-back from districts within Vermont, and other states as well. Aside from potential funding implications, the new languages also references potential personal liability of the district superintendent. Assurances will be given at the state, rather than the district, level. Discussion moves to H454 (see Superintendent's report) Educators want time to collaborate and draw up the best plan for the kids. Ryan Anderson acknowledges an email sent out by the VSBA regarding the issue. Michael Clark advises citizens reach out to House and Senate members, important work needs to be done, and it needs to be done right. The state needs a cohesive vision of education. Ryan Anderson clarifies that any action taken by board members is on an individual basis, and they are not acting as a board.*

IV. Board Process (6:35 – 6:45)

- Plan Staff Appreciation
 - Temporary Subcommittee – *Hannah Arias asks if Sam Hooper is interested in being on the committee to plan staff appreciation and make arrangements to purchase the necessary number of \$10 gift cards. Sam Hooper agrees, and Aimil Parmelee volunteers to assist. It is clarified that all staff received the cards, not just educators. Patti Sprague comments that they believe the gesture is appreciated.*
VOTE: Hannah Arias makes a motion to form a subcommittee to work on staff appreciation. Rachel Fish seconds and the motion passes unanimously.
VOTE: Hannah Arias makes a motion to approve the committee to purchase \$3260 in gifts cards for staff appreciation from the school board budget. Ryan Anderson seconds, and the motion passes unanimously.

IV. Board Education (6:45 – 6:55)

- Excelerator Module 5 (PG Training)
 - What will be the full process follow up – *Anne Kaplan passes on training options for policy governance available to board members only at a cost of \$350 per person.*
Hannah Arias requests an email from any members who want to attend, a special meeting can be called to vote and approve payment. Hannah Arias reminds members to keep up with modules. Michael Clark confirms that the Excelerator contract includes a 30-minute conversation with each board member.
Discussion revolves about the possibility of combining the individual conversations into a single session, perhaps at the July retreat? Further conversation about what the July retreat agenda might include, Aimil Parmelee suggests an ENDS review at the beginning of the meeting with the policy governance conversation following. Anne Kaplan suggests Jeanne Collins may be amenable to 4 hours of coaching for the board. Anne Kaplan and Michael Clark will reach out and coordinate with Jeanne Collins.

V. Monitoring the Organization (6:55 – 7:30)

- Continuous Improvement Plan

Heather Lawler uses a slide show to present data that was worked on collaboratively with administrators. Discussion of the difference between assessment platforms, family engagement, student proficiency and what steps the district plans to improve. Discussion of the availability of McKenney-Vento funds for homeless students. That number currently stands at 10.

VOTE: Aimil Parmelee makes a motion to approve the Continuous Improvement Plan as presented by Heather Lawler, Martha Hafner seconds. Motion passes by majority.

- Review, Discuss, and possible Vote to Approve Executive Limitation 2.8 (3.4) – 1st read
Board questions the use of the word “generally” regarding board communications, Hannah Arias clarifies that any board business belongs in a public meeting, and “reply all” to informational communications should never be used. Anything beyond scheduling needs to be included on the agenda, those requests can be made directly to either Hannah Arias or Anne Kaplan. Any outside emails will be responded to by Hannah Arias as the board chair, and not by other members. Anne Kaplan and Hannah Arias note that there is information in the back of the board binders about how to handle board communications. Michael Clark points out that the board has done well keeping meetings transparent and public.

VI. Policy Decisions for District Governance

- None

VII. Monitoring the Board (7:30 – 7:45)

- Board Self-Evaluation: GP 4.1 (enclosed)
Hannah Arias reviews and clarifies respective roles, emphasizing the collective rather than individual. Anne Kaplan states the board is doing a good job overall, Hannah Arias likes the new format of evaluation that encourages self-reflection, Ryan Anderson finds the access to information is easy but Rachel Fish says the process isn’t intuitive.

VIII. Consent Agenda (7:45 – 8:00)

- Approve minutes from March 12 board meeting
- Approve New Hires
Clarification that board members are listed as new employees because they receive stipends
- Approve Teacher Contracts
Michael Clark states he will sign all contracts after the board has approved them (attached)
- Approve Summary of Account – Trust of Fay A. Cowdrey
- Approve leave request
- Approve Auditor Engagement Letter
VOTE: Anne Kaplan moves to accept the Consent Agenda as presented, Aimil Parmelee seconds, motion passes unanimously.

IX. Closing/Incidental Information (8:00 – 8:25)

- Superintendent’s Report
Michael Clark updates that RTCC enrollment is steadily moving upward, now having 4 programs with 14+ students enrolled. Discussion about the new report cards and how the monthly community Google meet increases accessibility if citizens have questions or comments.
- Resignation Updates
- School Newsletters/Principal Reports
These were provided by Heather Lawler via email to board members
- Action Item Recap
Sub-committee will work on staff appreciation
Michael Clark will coordinate for the July retreat
Kyle Southworth will coordinate special meeting location and make change public
VOTE: Hannah Arias moves to change the June Regular Board meeting scheduled for June 11 2025 to a Special Meeting on June 4 at 6 pm. Ryan Anderson seconds, the motion passes unanimously.

Having no further business, the meeting adjourns at 8:21 pm

X. Executive Session

Future Meetings

- Agenda Planning Meeting: Monday May 5, 2025 @ remote, 6pm
- Regular Board Meeting: Wednesday May 14, 2025, 6pm @ RUHS, RTCC Advisory Committee @ 5pm

Respectfully submitted

Kyle M Southworth

Administrative Ass't, 4/14/25

Orange Southwest School District -- DRAFT

2025-2026 School Calendar

August 2025				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Student	3	Cumulative	3
Staff	8	Cumulative	8

Aug 18-19 New Faculty Orientation
 Aug 20-26 In-Service -- (Staff)
 Aug 27-29 Kindergarten Half-Days
 Aug 27 First Day of School -- Students

September				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

Student	21	Cumulative	24
Staff	21	Cumulative	29

Sept 1 Labor Day (No School)
 Sept 26 Early Release/Half Day In-Service (Staff)

October				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

Student	21	Cumulative	45
Staff	21	Cumulative	50

Oct 13 Indigenous Peoples Day (No School)
 Oct 17 Early Release for Fall Conferences
 Oct 24 Early Release for Fall Conferences

November				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

Student	16	Cumulative	61
Staff	16	Cumulative	66

Nov 11 Veterans Day (No School)
 Nov 26-28 Thanksgiving Break (No School)

December				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

Student	17	Cumulative	78
Staff	17	Cumulative	83

Dec 24-31 Winter Break (No School)

January 2026				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

Student	19	Cumulative	97
Staff	19	Cumulative	102

Jan 1-2 New Years Day/Winter Break (cont'd)
 Jan 19 Martin Luther King Day (no school)
 Jan 30 Early Release/Half Day In-Service (Staff)

February				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27

Student	15	Cumulative	112
Staff	15	Cumulative	117

Feb 23-28 February Break (No School)

March				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Student	19	Cumulative	131
Staff	20	Cumulative	137

Mar 2 & 3 (No School)
 Mar 9 Spring Conferences (No School)
 Mar 27 Early Release/Half Day In-Service (Staff)

April				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

Student	17	Cumulative	148
Staff	17	Cumulative	154

Apr 20-24 Spring Break (No School)

May				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Student	20	Cumulative	168
Staff	20	Cumulative	175

May 22 Early Release/Half Day In-Service (Staff)
 May 22 Senior Project Defenses
 May 25 Memorial Day (No School)

June				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

Student	11	Cumulative	179
Staff	11	Cumulative	185

Jun 12 Last Day for Students if no snow days
 1/2 Day In-Service (pm)
 Jun 15-17 Last Day for Students if 5 snow days
 1/2 Day In-Service (pm)

Key				
	First Day (students)			
	Holidays and Breaks (No School)			
	Staff In-Service (No Class)			
	1/2 Day In-Service Day (Early Release)			
	Last Day (Students) if no snow days/ 1/2 Day In-Service (pm)			
	Last Day (Students) if 5 snow days/ 1/2 Day In-Service (pm)			

Updated 5/8/2025

- **New Hires**

Debbie Grow	Custodian	4/14/25
Collin Chicoine	Temporary Admin Ass't, RTCC	4/21/25
John Edwards	LTS – Culinary	4/21/25
Jim Barry	LTS – Pre-Tech (PT)	4/21/25
Damon Jillson	LTS – Pre-Tech (PT)	4/21/25
Kerri O'Brien	RUMHS World Language	7/1/25
Michael Gray	RUMHS Science	7/1/25
Todd Lewis	IT Director	7/1/25

- **Resignations/Retirees**

Kaitlin Ames	RES teacher	6/30/25
Amy Audsley	HR Director	6/30/25
Robert Bartlett	RUMHS – Teacher	6/30/25
Angela Bauer	RUMHS Teacher	6/30/25
Linda Berthiaume	BRK - Special Ed	6/30/25
Cathleen Brouillette	RTCC – Math	6/30/25
Rebecca Carleton	RES – Art	6/30/25
Tom Charbonneau	ASP	4/25/25
Collin Chicoine	RTCC - Pre-Tech	4/21/25
Addison Daniels	RUMHS Music	6/30/25
Meltem Deniz	RTCC – Dentistry	6/30/25
Kathleen Foden	RES Special Ed	6/30/25
Steven Forman	RUMHS – Teacher	6/30/25
Linda Garrett	RES – Teacher	6/30/25
Robert Jackson	RTCC - Core Class	6/30/25
Abigail Lambert	BRK Nurse	6/30/25
Heather Lawler	Ass't Superintendent	6/30/25
Todd Lewis	IT Specialist	6/30/25
Robert Marchione	BRK Paraprofessional	4/21/25
Marty McMahon	RTCC – WBL	6/30/25
Kate Noonkester	RTCC – Counselor	6/17/25
Ryan O'Malley	RTCC – Agriculture	6/30/25
Marc Pawelczyk	IT Specialist	4/15/25
Brent Pearson	RTCC - Special Ed	6/30/25
Gabrielle Pozzani	RES – Teacher	6/30/25
Lisa Richards	Paraprofessional	6/30/25
Christina Scheindel	OSSD – IT	6/30/25
Nora Skolnick	RES – Teacher	6/30/25
Christine Spinella	BRK Interventionist	6/30/25
Willy Walker	Food Services	6/30/25
Janet West	RUMHS - Special Ed	6/30/25
Domonic Yetz	RTCC – Auto	6/30/25
Chancity Young	RTCC – Education	6/30/25

**RANDOLPH TECHNICAL CAREER CENTER
2024-25 FINANCIAL SUMMARY**

	2023-24 ACTUAL	APRIL 2024 YTD	2024-25 BUDGET	APRIL 2025 YTD	BALANCE	% BAL
1 GENERAL FUND						
A. STATE REVENUES	2,121,150	1,815,137	2,254,574	2,256,975	2,401	0.11%
B. OTHER REVENUES	1,621,099	1,576,087	1,640,493	1,639,490	-1,003	-0.06%
C. SURPLUS/DEFICIT	783,335	783,335	0	783,335	783,335	
TOTAL REVENUE	4,525,584	4,174,559	3,895,067	4,679,801	784,734	20.15%

EXPENDITURES:

D. INSTRUCTION	1,931,821	1,107,484	2,114,914	1,198,317	916,597	43.34%
E. ADMINISTRATION	299,709	216,282	478,719	343,568	135,151	28.23%
F. SUPPORT SERVICES	361,186	192,995	535,450	252,905	282,545	52.77%
G. MAINTENANCE OF PLANT	152,337	132,923	225,800	105,287	120,513	53.37%
SCHOOL TOTAL:	2,745,053	1,649,685	3,354,883	1,900,076	1,454,807	43.36%
H. OSSU/ADMIN/MAINT	480,000	240,000	538,000	403,500	134,500	25.00%
I. ADULT EDUCATION	0	0	2,184	0	2,184	
J. DEBT SERVICE	0	0	0	0	0	
K. TUITION REFUND	0	0	0	0	0	
SURPLUS/DEFICIT	517,195	0	0	0	0	
TOTAL EXPENDITURES	3,742,248	1,889,685	3,895,067	2,303,576	1,591,491	40.86%

	7/1/2024 OTHER FUNDS BEG BAL	REVENUE	EXPENDED	BALANCE
2 TECH GRANTS	5,859	72,637	105,300	-26,805
3 TRANSFERS	800	0	0	800
4 CARL PERKINS	0	66,564	79,929	-13,365
5 GEER II - ROUND 3	0	71,008	71,008	0
6 VACTED	30,444	1,093	2,208	29,330
7 VACTED - PERKINS	0	260,731	260,731	0
8 ADULT ED - DEPT LABOR	0	0	0	0
9 ADULT ED EVENING	-1,836	100	0	-1,736
TOTAL:	35,267	472,133	519,176	-11,775

**RANDOLPH TECHNICAL CAREER CENTER
REVENUE**

Account Name	2023-24 Actual	April 2024 Revenue	2024-25 Budget	April 2025 Revenue	\$ Inc/Dec
<u>A. STATE REVENUE:</u>					
General State Support Grant	1,408,442	1,408,442	1,520,069	1,522,001	1,932
Overhead Support	566,563	283,281	611,505	612,282	777
Health Insurance Payback	0	0	0	0	0
Program Innovation Grant	0	0	0	0	0
Adult Ed	0	0	0	0	0
Coop Salary Reimb	24,075	24,075	31,000	27,895	-3,105
Guidance Salary Reimb	49,257	26,525	30,000	28,900	-1,100
Director Salary Reimb	72,813	72,813	62,000	65,898	3,898
Adult Coord Salary Reimb	0	0	0	0	0
Carl Perkins	0	0	0	0	0
Total State Revenue:	2,121,150	1,815,137	2,254,574	2,256,975	2,401
<u>B. OTHER REVENUES:</u>					
Adult Ed Services	0	0	2,184	0	-2,184
Tuition	1,554,000	1,554,000	1,624,359	1,626,458	2,099
Tuition - Other Sources	0	0	0	0	0
Interest	41,814	22,087	5,000	13,032	8,032
Services to Other Districts	0	0	0	0	0
Maintenance Reimb - VIP	0	0	0	0	0
Overhead Costs - RAVEN	32,600	0	8,950	0	-8,950
Prior Year Refunds	-7,315	0	0	0	0
Total Other Revenues:	1,621,099	1,576,087	1,640,493	1,639,490	-1,003
<u>C. SURPLUS/DEFICIT</u>	783,335	783,335	0	783,335	783,335
SCHOOL TOTAL:	4,525,584	4,174,559	3,895,067	4,679,801	784,734

**RANDOLPH TECHNICAL CAREER CENTER
EXPENDITURES**

Account Name	2023-24 Actual	Apri 2024 Expenditure	2024-25 Budget	April 2025 Expenditure	Encumb	Difference
<u>D. INSTRUCTION:</u>						
Salaries	1,004,147	692,360	1,061,600	763,850	0	297,750
Benefits	323,599	227,592	500,279	228,063	0	272,216
Staff Development	13,578	4,463	16,800	10,062	1,057	5,680
Computer Network	82,400	41,200	88,995	66,746	0	22,249
Co/Extra Curricular	35,509	8,110	61,440	2,400	3,566	55,474
Overhead Tuition	3,900	0	55,000	0	0	55,000
Carl Perkins	0	0	0	0	0	0
Travel/Field Trips	13,479	5,829	32,230	-1,885	669	33,446
Supplies/Textbooks/Equip	455,209	127,930	298,570	129,080	126,709	42,781
Total Instruction	1,931,821	1,107,484	2,114,914	1,198,317	132,001	784,595
<u>E. ADMINISTRATION:</u>						
Salaries	184,179	150,693	293,010	234,903	0	58,107
Benefits	58,181	27,578	102,484	71,177	0	31,307
Contracted Svcs	0	0	1,000	0	335	665
Overhead Tuition	0	0	0	0	0	0
Repairs/Maintenance	9,208	10,307	22,525	6,645	1,264	14,615
Travel	832	832	3,000	1,515	338	1,147
Supplies/Equipment	47,308	26,871	56,700	29,328	13,403	13,970
Total Administration	299,709	216,282	478,719	343,568	15,340	119,811
<u>F. SUPPORT SERVICES:</u>						
Assessment Coordinator	112,758	72,631	143,837	64,941	25	78,871
Cooperative Education	77,524	46,918	136,557	86,864	0	49,693
Guidance	73,784	57,412	147,416	57,625	2,855	86,935
School Nurse	54,402	1,028	62,040	38,478	1,743	21,820
Board of Education	10,885	4,471	15,600	4,591	6,225	4,784
Legal Fees	18,666	10,537	4,000	406	0	3,595
Fiscal Services	13,166	0	26,000	0	0	26,000
Total Support Services	361,186	192,995	535,450	252,905	10,848	271,697
<u>G. MAINTENANCE OF PLANT:</u>						
Salaries	0	0	0	0	0	0
Benefits	0	0	0	0	0	0
Contracted Svcs	0	0	0	0	0	0
General Liability Insurance	33,457	33,457	28,000	40,726	0	-12,726
Utilities	118,475	99,205	188,800	61,262	0	127,538
Repairs & Maintenance	406	261	9,000	3,298	114	5,588
Supplies/Equipment	0	0	0	0	0	0
Total Maintenance	152,337	132,923	225,800	105,287	114	120,399
<u>SCHOOL TOTAL</u>	2,745,053	1,649,685	3,354,883	1,900,076	158,303	1,296,503
H. OSSU/ADMIN/SP ED	135,000	67,500	153,000	114,750	0	38,250
OSSU MAINTENANCE	345,000	172,500	385,000	288,750	0	96,250
<u>I. ADULT ED:</u>						
Salaries	0	0	2,000	0	0	2,000
Benefits	0	0	184	0	0	184
Travel	0	0	0	0	0	0
Supplies/Textbooks/Equip	0	0	0	0	0	0
Total Adult Ed	0	0	2,184	0	0	2,184
<u>J. DEBT SERVICE:</u>	0	0	0	0	0	0
<u>K. TUITION REFUND</u>	0	0	0	0	0	0
<u>SURPLUS/DEFICIT</u>	0	0	0	0	0	0
<u>TOTAL</u>	3,225,053	1,889,685	3,895,067	2,303,576	158,303	1,433,187

**ORANGE SOUTHWEST SCHOOL DISTRICT
2024-25 SUMMARY**

	2023-24 ACTUAL	APRIL 2024 YTD	2024-25 BUDGET	APRIL 2025 YTD	DIFFERENCE
GENERAL FUND					
REVENUE:					
LOCAL REVENUE	1,425,183	625,346	1,217,650	800,998	-416,652
SPECIAL PROGRAMS	2,440,959	1,936,867	2,703,635	1,970,631	-733,004
STATE REVENUES	18,911,598	13,339,854	20,591,511	14,670,647	-5,920,864
BEGINNING BALANCE:	1,096,503	1,096,503	1,033,333	1,033,333	0
TOTAL REVENUE	23,874,243	16,998,569	25,546,129	18,475,609	-7,070,520
EXPENDITURES:					
INSTRUCTION	7,795,243	5,181,242	8,977,304	5,375,573	3,601,731
SPECIAL EDUCATION	3,758,426	2,600,053	4,750,610	2,822,464	1,928,146
ADMINISTRATION	1,279,241	1,045,296	1,500,859	1,213,184	287,675
CENTRAL OFFICE	937,190	758,630	1,178,019	886,614	291,405
SUPPORT SERVICES	1,885,780	1,176,557	2,377,842	1,335,842	1,042,000
MAINTENANCE	2,804,042	2,068,895	2,999,230	1,955,317	1,043,913
TECHNOLOGY	742,941	619,061	784,205	521,680	262,525
TRANSPORTATION	651,657	426,579	809,049	488,892	320,157
OTHER EXPENSES	148,683	46,954	140,668	59,241	81,427
TECHNICAL EDUCATION	1,200,876	623,863	1,265,030	663,498	601,532
PRE-SCHOOL	499,764	362,539	763,313	479,758	283,555
SCHOOL TOTAL:	21,703,843	14,909,669	25,546,129	15,802,062	9,744,067
SURPLUS/DEFICIT	0	0	0	0	0
TOTAL EXPENDITURES	21,703,843	14,909,669	25,546,129	15,802,062	9,744,067

7/1/2024

OTHER FUNDS	BEG BAL	REVENUE	EXPENDED	BALANCE
TRANSFER FUND	459,945	163,684	503,743	119,886
TITLE 1	0	194,760	170,094	24,666
EPSDT FUNDS	89,085	32,719	141	121,664
FOOD SERVICE	0	425,234	649,698	-224,464
FRESH FRUITS & VEGS	-2,850	12,278	16,648	-7,220
MEDICAID FUNDS	781,520	34,039	70,178	745,381
R.A.V.E.N.	30,068	88,318	116,382	2,004
IDEA-B - FLOW-THROUGH	0	124,403	150,199	-25,796
IDEA-B - PRE-SCHOOL	0	4,313	4,958	-646
VEHICLE/BUS FUND	922,024	0	0	922,024
BUILDING MAINT FUND	1,673,819	0	75,997	1,597,823
LEGAL FUND	140,000	0	0	140,000
SPECIAL EDUCATION FUND	515,697	0	0	515,697
OPERATIONAL RESERVE	2,808,140	0	1,033,333	1,774,807
TECHNOLOGY RESERVE	217,000	0	0	217,000
ESSENTIAL EARLY ED	43,426	0	0	43,426
AFTER SCHOOL PROGRAM	52,040	56,617	34,287	74,369
STANDARDS BOARD	0	0	2	-2
SUMMER FEEDING	12,132	54,907	33,150	33,889
SCHOOL WIDE PROGRAMS	0	289,784	361,789	-72,005
TITLE II	0	87,661	91,993	-4,332
TITLE IV	0	63,532	64,241	-709
CONSOLIDATED ADMIN	0	1,000	4,500	-3,500
CRF - LEA GRANT	10,348	0	0	10,348
ARP - ESSER SUMMER	0	223,437	223,488	-51
ARP - ESSER	12,522	115,081	179,440	-51,837
ARP - AFTERSCHOOL	159	13,645	27,636	-13,832
ARP - PRESCHOOL	3,547	0	0	3,547
TOTAL OTHER FUNDS	7,768,623	1,985,412	3,811,897	5,942,138

ORANGE SOUTHWEST SCHOOL DISTRICT - REVENUE

Account Name	2023-24 Actual	April 2024 Revenue	2024-25 Budget	April 2025 Revenue	Under (Over)
<u>LOCAL REVENUES:</u>					
Tuition	401,994	140,194	385,000	165,717	-219,283
Overhead Tuition	0	0	40,000	0	-40,000
Transportation	43,768	26,577	40,000	17,191	-22,809
Interest	321,826	170,376	78,000	143,226	65,226
Early Ed Receipts	9,258	7,000	0	0	0
Lease Land - Brookfield	0	0	5	0	-5
Secretary of State - Town Meeting	0	0	0	0	0
Contracted Services	56,840	0	0	0	0
OSSU - Maint & Tech Contracted Svc	0	0	0	0	0
RTCC - Shared Services	562,400	281,200	626,995	470,246	-156,749
Admin Svcs - EPSDT	0	0	0	0	0
Admin Svcs - VIP	0	0	0	0	0
Admin Svcs - RAVEN	29,097	0	47,650	0	-47,650
Rental Income	0	0	0	0	0
SWP - Salary Reimb	0	0	0	0	0
Prior Year Refunds	0	0	0	4,618	4,618
Total Other Revenues:	1,425,183	625,346	1,217,650	800,998	-416,652
<u>SPECIAL ED:</u>					
Core Block Grant	0	0	0	0	0
Special Ed Reimbursement	1,743,537	1,743,537	1,798,682	1,798,682	0
State Placed Students	39,069	15,181	0	18,438	18,438
Extraordinary Reimbursement	543,449	63,245	794,600	58,158	-736,442
Essential Early Ed	103,674	103,674	95,353	95,353	0
IDEA-B - Pre-School	0	0	0	0	0
IDEA-B	0	0	0	0	0
Excess Costs Reimbursement	11,230	11,230	15,000	0	-15,000
Total Special Ed	2,440,959	1,936,867	2,703,635	1,970,631	-733,004
<u>STATE REVENUES:</u>					
State Technical Centers	573,600	0	604,280	0	-604,280
State Education Fund	17,885,408	12,897,027	19,551,025	14,252,091	-5,298,934
ELL Categorical Grant	0	0	0	50,000	50,000
State Unenrolled Residents at Tech	7,287	0	0	0	0
State Transportation	261,781	261,781	255,000	187,768	-67,232
Small Schools Grant	177,706	177,706	177,706	177,706	0
Driver Education	5,816	3,340	3,500	3,082	-418
Total State Revenues	18,911,598	13,339,854	20,591,511	14,670,647	-5,920,864
BEGINNING BALANCE:	1,096,503	1,096,503	1,033,333	1,033,333	0
SCHOOL TOTAL:	23,874,243	16,998,569	25,546,129	18,475,609	-7,070,520
<u>FEDERAL FUNDS:</u>					
IDEA - B	0	0	329,400	0	329,400
IDEA - B - PreSchool	0	0	6,800	0	6,800
Title I and II - School Wide	0	0	680,960	0	680,960
Medicaid	0	0	155,000	0	155,000
EPSDT	0	0	10,500	0	10,500
Total Federal Funds	0	0	1,182,660	0	1,182,660
TOTAL VOTER APPROVAL:	23,874,243	1,096,503	26,728,789	18,475,609	-8,253,180

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

Account Name	2023-24 Actual	April 2024 Expenditure	2024-25 Budget	April 2025 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>INSTRUCTION:</u>							
Salaries	4,727,619	3,244,748	5,202,040	3,394,823	0	1,807,217	34.74%
Benefits	1,538,284	1,013,843	2,074,962	1,069,223	0	1,005,739	48.47%
Drivers Education	4,262	3,335	4,000	0	0	4,000	100.00%
Remedial/Interventionist Service	224,806	152,288	273,237	195,454	0	77,783	28.47%
Testing/Tutorial/OT-PT Svcs	13,041	9,400	36,930	25,308	1,125	10,497	28.42%
Contracted Services	39,150	22,496	45,600	39,175	923	5,502	12.07%
Staff Training	223,382	194,219	273,500	100,912	37,332	135,256	49.45%
Co/Extra Curricular	428,982	294,514	526,192	292,662	53,332	180,198	34.25%
Tuition	209,325	69,205	54,000	90,227	7,528	-43,755	-81.03%
Travel/Field Trips	63,348	20,250	39,020	1,820	5,577	31,623	81.04%
Supplies/Textbooks/Equip	323,044	156,945	447,823	165,969	110,020	171,834	38.37%
Total Instruction	7,795,243	5,181,242	8,977,304	5,375,573	215,838	3,385,893	37.72%
<u>SPECIAL EDUCATION:</u>							
Salaries	1,637,457	1,223,391	1,936,595	1,217,513	0	719,082	37.13%
Benefits	555,432	369,546	819,132	403,640	0	415,492	50.72%
Contracted/Prof Services	5,000	0	0	23,334	15,863	-39,197	
Transportation	66,894	3,662	152,500	1,557	3,480	147,462	96.70%
Travel/Conferences	9,018	3,990	11,700	17,188	2,863	-8,351	-71.38%
Supplies/Textbooks/Equipment	18,906	16,158	27,275	17,177	1,546	0	0.00%
Tuition	838,234	570,715	1,069,700	558,494	138,071	373,135	34.88%
Behavioral Services	205,234	137,532	230,249	132,875	73,507	23,868	10.37%
Testing/Tutorial/OT-PT Svcs	125,804	78,603	164,000	189,629	54,916	-80,546	-49.11%
Speech Services	296,447	196,455	339,459	261,056	41,545	36,859	10.86%
Total Special Education	3,758,426	2,600,053	4,750,610	2,822,464	331,791	1,587,804	33.42%
<u>ADMINISTRATION:</u>							
Salaries	866,804	733,045	935,231	845,120	0	90,111	9.64%
Benefits	326,196	245,405	458,163	300,550	0	157,613	34.40%
Repairs/Maint	235	235	9,000	255	0	8,745	97.17%
Postage/Telephone	37,249	29,674	36,250	25,313	5,696	5,242	14.46%
Travel	23,555	18,097	17,100	21,714	4,296	-8,910	-52.11%
Supplies/Equipment	25,202	18,841	45,115	20,233	5,326	19,556	43.35%
Total Administration	1,279,241	1,045,296	1,500,859	1,213,184	15,318	272,357	18.15%
<u>CENTRAL OFFICE:</u>							
Salaries	602,469	491,691	737,688	604,614	0	133,074	18.04%
Benefits	202,902	153,156	333,986	193,823	0	140,163	41.97%
Contracted Services	18,318	18,318	10,000	8,057	7,680	-5,737	-57.37%
Legal Fees	0	0	0	0	0	0	
Staff Development	20,498	13,333	5,000	10,323	2,334	-7,657	-153.14%
Repairs/Maintenance	26,570	26,570	30,000	24,180	0	5,820	19.40%
Board Expense	0	0	0	0	0	0	
Building Construction	0	0	0	0	0	0	
Insurance	0	0	0	0	0	0	
Travel	3,216	1,384	7,900	3,677	2,596	1,626	20.59%
Supplies/Equipment	63,217	54,177	53,445	41,939	2,511	8,995	16.83%
Total Central Office	937,190	758,630	1,178,019	886,614	15,121	276,284	23.45%
<u>SUPPORT SERVICES:</u>							
Guidance	468,090	302,192	592,054	388,972	22,928	180,154	30.43%
Behavioral Interventionists	360,854	238,143	412,237	227,628	252	184,357	44.72%
School Nurse	347,506	228,569	516,582	313,730	1,189	201,663	39.04%
Media Services	358,228	228,898	390,339	254,591	12,720	123,028	31.52%
Curriculum Develop	9,794	6,720	31,255	12,977	0	18,278	58.48%
C.A.R.	58,320	17,100	113,500	18,874	18,931	75,695	66.69%
Teacher Mentoring	58,214	27,587	58,010	14,539	13,639	29,832	51.43%
Board of Education	124,309	105,459	118,865	82,346	6,018	30,501	25.66%
Legal Fees	29,801	22,788	60,000	22,186	0	37,815	63.02%
Fiscal Services	70,665	-899	85,000	0	0	85,000	100.00%
Total Support Services	1,885,780	1,176,557	2,377,842	1,335,842	75,677	966,323	40.64%
<u>MAINTENANCE:</u>							
Salaries	716,782	581,895	904,750	662,092	0	242,658	26.82%
Benefits	322,747	216,914	531,465	268,070	0	263,395	49.56%
Contracted Services	195,641	122,588	118,720	319,984	139,645	-340,909	-287.15%
General Liability Ins	89,269	89,269	88,000	94,929	0	-6,929	-7.87%
Repairs/Maintenance	488,438	306,661	287,260	14,891	100,652	171,717	59.78%
Utilities	447,765	413,873	541,000	311,332	0	229,668	42.45%
Supplies/Travel/Equipment	345,955	189,243	298,350	122,915	77,707	97,728	32.76%
Care of Grounds	180,979	137,564	205,600	151,530	13,375	40,695	19.79%
Reserve - Repairs/Maint	0	0	0	0	0	0	
Vehicle Services	16,465	10,886	24,085	9,574	600	13,911	57.76%
Total Maintenance Svcs	2,804,042	2,068,895	2,999,230	1,955,317	331,979	711,934	23.74%

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

	2023-24 Actual	April 2024 Expenditure	2024-25 Budget	April 2025 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>TECHNOLOGY:</u>							
Salaries	319,470	266,813	354,630	262,134	0	92,496	26.08%
Benefits	116,070	79,216	148,975	90,096	0	58,879	39.52%
Contracted Services	13,519	11,789	24,500	12,374	5,880	6,246	25.49%
Technology Fund Transfer	108,500	0	108,500	0	0	108,500	100.00%
Repairs/Maintenance	2,348	1,700	2,500	453	0	2,047	81.87%
Supplies	183,034	259,543	145,100	156,622	24,420	-35,942	-24.77%
Equipment	0	0	0	0	0	0	
Total Technology	742,941	619,061	784,205	521,680	30,300	232,226	29.61%
<u>TRANSPORTATION:</u>							
Salaries	253,199	200,373	266,055	246,736	0	19,319	7.26%
Benefits	47,398	38,884	62,664	46,822	0	15,842	25.28%
Contracted Svcs/Rent	72,162	63,590	73,000	53,676	0	19,324	26.47%
Travel/Conferences	98	95	100	0	0	100	100.00%
Repairs/Supplies/Equip	64,102	39,644	59,300	62,464	14,179	-17,343	-29.25%
Diesel Fuel	50,220	33,457	90,800	40,591	14	50,195	55.28%
Unallowed Spec Ed	0	0	0	0	0	0	
After School Bus	15,628	12,771	75,000	1,338	70	73,591	98.12%
Field Trips	11,248	5,405	33,000	11,232	12,428	9,340	28.30%
Tuition Student Transportation	37,602	32,360	49,130	26,032	0	23,098	47.01%
Bus Fund Reserve	100,000	0	100,000	0	0	100,000	100.00%
Total Transportation	651,657	426,579	809,049	488,892	26,691	293,466	36.27%
<u>OTHER EXPENDITURES:</u>							
Food Service Transfer	35,000	0	35,000	0	50,000	-15,000	-42.86%
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	10,009	10,009	10,315	9,754	0	561	5.44%
EEE Services	103,674	36,946	95,353	49,486	30,755	15,111	15.85%
Total Other Expenditures	148,683	46,954	140,668	59,241	80,755	672	0.48%
<u>TECHNICAL EDUCATION:</u>							
State - Act 68	573,600	0	604,280	0	0	604,280	100.00%
Local Tuition	627,276	623,863	660,750	663,498	0	-2,748	-0.42%
Total Tech Education	1,200,876	623,863	1,265,030	663,498	0	601,532	47.55%
<u>PRE-SCHOOL</u>							
Salaries	290,877	209,241	435,731	304,983	0	130,748	30.01%
Benefits	122,739	85,356	189,478	111,590	0	77,888	41.11%
Administration	49,248	40,704	56,029	22,417	4,483	29,129	51.99%
Tuition/Partnerships	17,021	11,507	50,000	23,112	10,875	16,013	49.92%
Supplies/Travel/Equip	19,880	15,731	32,075	17,656	3,382	11,037	1.45%
Total Pre-School	499,764	362,539	763,313	479,758	18,740	264,815	34.69%
SUPRLUS/DEFICIT	0	0	0	0	0	0	
<u>SCHOOL TOTAL:</u>	21,703,843	14,909,669	25,546,129	15,802,062	1,142,210	8,593,306	33.64%
<u>FEDERAL FUNDS:</u>							
IDEA - B	0	0	329,400	0	0	329,400	
IDEA - B - PreSchool	0	0	6,800	0	0	6,800	
Title I and II - School Wide	0	0	680,960	0	0	680,960	
Medicaid	0	0	155,000	0	0	155,000	
EPSDT	0	0	10,500	0	0	10,500	
Total Federal Funds	0	0	1,182,660	0	0	1,182,660	
TOTAL VOTER APPROVAL:	21,703,843	14,909,669	26,728,789	15,802,062	1,142,210	9,775,966	36.57%



Orange Southwest School District

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Heather Lawler, Assistant Superintendent

Robin Pembroke, Business Manager

Kayla Link, Director of Special Education

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May Board Report

Prepared by Michael J. Clark and Heather F. Lawler

8 May 2025

H454 Governance Changes

April and the first part of May have been incredibly busy. The Legislature continues its work to reshape the educational landscape in Vermont. H.454 has passed the House and is currently moving through the Senate. [The Vermont School Boards Association \(VSBA\) has prepared a helpful chart](#) comparing what has passed in the House with what is being proposed in the Senate.

This bill has moved quickly, and many provisions have changed along the way. Once the Senate completes its work, a reconciliation process will be needed to resolve the differences between the two versions of the bill.

Below is a simplified summary of the key differences highlighted in the VSBA chart:

Key Provisions – House Version

- New school district boundaries by July 1, 2027
- Updates to CTE governance planned for 2026
- Implements a block grant funding model
- Establishes minimum class sizes:
 - Grades K–4: minimum of 15 students
 - Grades 5–12: minimum of 25 students

Senate Amendments – What's New?

- Emphasizes coordination of CTE with district redesign
- Provides more specific planning language
- Eases the class size requirements for rural schools

What This Means for Schools

- Potential for consolidation, especially in smaller districts
- The new funding model may shift how resources are distributed
- Possible changes to how students access CTE programs
- A move toward regional equity and collaboration rather than town-specific governance



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Individual Contracts Distributed

As of Friday, May 9, 2025, all individual contracts have been distributed. The return deadline for licensed staff covered under the association agreement was **May 1, 2025**, and the majority of those who had not previously indicated they would not be returning have submitted signed contracts.

Contracts for all other staff are due **by mid-May**.

Licensed and Unlicensed Association Negotiations

Negotiations between the OSSD Board and the Associations are ongoing and have reached an impasse. Both parties have agreed to engage in mediation, and we are currently in the process of scheduling mediation sessions.

Congratulations to Assistant Superintendent Heather Lawler

Heather Lawler, who has served at the OSSD Assistant Superintendent, has been appointed as the next Superintendent of the Orange East Supervisory Union. Heather has been a dedicated leader and a valued member of our district team. Her contributions to OSSD have been deeply impactful, and we are incredibly proud of this well-earned opportunity. Please join us in congratulating Heather on this exciting new chapter in her career.

Announcement of Director of Curriculum and Student Achievement

With Heather's departure, the OSSD Assistant Superintendent position will be retired, and in its place, we are introducing a newly defined role: [Director of Curriculum and Student Achievement](#).

This strategic shift allows us to better focus on the areas that most directly influence teaching and learning—curriculum development, assessment systems, professional learning, and student outcomes. The position is specifically designed to support high-quality instruction, equity, and continuous improvement across the district. It will strengthen our ability to align instructional practices with student needs and to ensure that data is used effectively to inform decision-making and improve outcomes.

In today's complex educational landscape—and **amid ongoing uncertainty at both the state and federal levels**—we must be proactive in ensuring our financial and instructional sustainability. That's why this role will also keep **critical expertise in the area of grants**



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management and compliance, ensuring that our use of federal (including Title I, II, III, and IV), state, and private funds directly supports our educational priorities and advances district goals.

This transition represents a thoughtful evolution in our leadership structure—one that is responsive to our current challenges and focused on the future. We believe this move will bring greater clarity, focus, and impact as we work to support educators, serve students, and lead with purpose.

All faculty and staff were invited to participate in the hiring process for this position and we have formed a hiring advisory committee which includes everyone who expressed an interest in the position. Our Director of Curriculum and Student Achievement is currently advertised on SchoolSpring and is attracting qualified candidates. Interviews will be conducted on May 28, 2025.

HR Director Position Retired and Replaced by a Benefits and Employment Specialist

On July 1, 2025 we will also retire the administrative HR Director position and replace it with an entry level [Employment and Benefits Specialist](#) position. The Benefits and Employment Specialist plays a vital role in supporting the human resources operations of the Orange Southwest School District. This position is responsible for coordinating the end-to-end employment process, including job postings, onboarding, benefits support, and employee exit procedures. The Specialist ensures compliance with all federal and state employment regulations and provides high-quality customer service to staff across the district.

This position requires a strong communicator who is organized, detail-oriented, tech-savvy, and able to collaborate effectively across departments. The ideal candidate will maintain a positive, solutions-focused demeanor while balancing multiple responsibilities and maintaining confidentiality.

This position is currently posted on SchoolSpring and Indeed. Interviews are ongoing.

Communications between the Orange Southwest School District and the Paine Mountain School District

In December, as a part of exploring the feasibility of renovating or rebuilding Randolph Union Middle/High School, the [Orange Southwest School District board reached out to the White River Valley School District and the Paine Mountain School Districts boards](#) to consider the potential



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efficiencies and benefits of collaborating with surrounding districts. Paine Mountain expressed a willingness to start a dialogue. This was on hold while the boards focused on the budget process. Earlier this month the OSSD sent a [follow up letter](#) to the Paine Mountain Board and is in the process of looking for a time for this work to begin. It is unclear how the work happening at the state level (H454) will impact this process.

Calendar

This year the Vermont Superintendents Association was able to reach agreement with nearly all the school districts in Vermont regarding the first day of school and the major vacations. Vermont statute requires that School Districts with a CTE region agree to a substantially similar calendar. We have done this work and with input for the Orange Southwest School District and have included next year's school calendar in this board packet. The board will approve this calendar as part of the consent agenda.

RTCC Enrollment Update

We are now at the point in the RTCC enrollment process where the applicants who have been accepted into programs are confirming their intention to attend. Below is a list provided by Director Oakes regarding the accepted student as of 5/8/2025

Accepted Student/Confirmed Students

Automotive Technology 6/2

Construction Trades 8/7

Diesel Technology 12/7

Electrical Technology 20/13

Diversified Agriculture 9/6

Digital Media 5/4

Criminal Justice 5/3

Culinary Arts 14/11

Pre-Tech 19/12

Design Engineering and Fabrication 4/4

2025-2026 Total Applicants = **102/69 Returned Acceptances**

Thank you for your hard work to support education in Braintree, Brookfield, and Randolph.

Reminder and Written Notice Regarding the Automatic Extension/Renewal Feature of the Superintendent's Employment Contract

Compensation per the OSSD Superintendent Contract

Commencing July 1, 2024, Superintendent shall be paid an annual salary of \$155,000 and shall receive an annual increase in salary during the term of this Agreement. The increase shall be consistent with the prior year's salary plus a minimum increase equivalent to the Social Security COLA as of January 1st for the contract extension year (e.g. 1/1/2025 SS COLA for the 25-26 contract year). The board may in its discretion, grant a higher salary based on merit and market conditions.

Conditions of Termination per the OSSD Superintendent Contract

d) The parties agree that this contract will automatically extend for another 12-month period by July 15, 2025 unless either party gives written notice of non-extension by that date. After this first extension, the contract will be renewed annually for each successive school year unless written notice of non-renewal is provided by either party by July 15th of the school year preceding the renewal period.

In the case of automatic extension or renewal, compensation shall be calculated as noted above for each additional contract year. Superintendent shall provide written reminder notice of this provision to the Board Chair at least one month prior to the notice of nonrenewal deadline.

Any party desiring to negotiate the terms of the contract must provide notice to the other party by the automatic renewal deadline.

Conditions and Information the OSSD Board May Find Helpful

January 1, 2025 Social Security COLA = 2.5%

2025-2026 OSSD Association Licensed Staff Increase = In Negotiations

2025-2026 OSSD Association Non-Licensed Staff Increase = In Negotiations

2025-2026 OSSD Non-Union Employee Increase = 5%

Superintendent Winooski Valley Salaries

SU/SD	Salary	Sup Experience	VT Admin EXP	Notes
Harwood	\$181,175	16	3	
Barre	\$175,000	15	32	
Mont/Rox	\$171,400	7	16	
Lamoille South	\$161,867	4	7	
Wht Riv Val	\$161,843	4	12	
Lamoille North	\$161,625	8	10	
OSSD	\$155,000	10	22	
Central Vermont	\$153,920	3	3	
Orleans SW	\$151,290	22	43	