

WARNING

ORANGE SOUTHWEST SCHOOL DISTRICT BOARD MEETING

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

Immediately following RTCC RAB Board Meeting

[Click Here](#) for the video recording of the meeting.

AGENDA

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

- Meeting called to order at 6:04 pm by Board Chair Hannah Arias
- Board Attendance: *Ensuring a quorum*

Hannah Arias, Sam Hooper, Anne Kaplan, Rachel Fish, Rachel Gaidys, Aimil Parmelee, Martha Hafner, absent Ryan Anderson. Administration: Michael Clark, Heather Lawler, Lisa Floyd, ORCA, Kyle Southworth. No public attending in person or virtually.

- Meeting Purpose: RU Report, Negotiations, Staff Update
- Review and Accept Agenda

Hannah Arias requests to change the order of the discussion during Executive Session – new order will be Administrator Contract, Title 1, Section 313(a)(1); Labor Relation Agreements with Employees, Title 1, Section 313(a)(1); Superintendent Contract, Title 1, Section 313(a)(1) (materials enclosed);

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.*

No public comment.

- RUHS Report from Principal Lisa Floyd

Lisa Floyd opens with the distribution of a flyer detailing spring activities at the middle and high school. Advises the board that testing is almost complete, and extends appreciation to Gifford Medical Center for the use of their conference rooms for the testing, the lack of distractions and increased ability for students to concentrate is key. Academic competition opportunities are seeing increased participation with a spelling bee and a student taking a gold medal at the state math fair. The high school hosted the production of Pippin earlier this month, Night of the Arts was well attended and well done and staff is looking forward to Step Up Day and all those activities. Senior Project Display Night and the Celebration of Learning is on May 22, with student projects throughout the building, as well as the RTCC Open House that is occurring the same night. Graduation will be June 13 at Chandler Music Hall in Randolph – this alleviates concerns about weather or any conflicts between graduation and any other student activities (like play-off games!) that may be scheduled for the same time. Parking will be available at the high school, with shuttles running families to Chandler beginning around 5 pm. Overflow guests will be able to view the proceedings as they are livestreamed on a large screen in Murray Auditorium as well as from home. Discussion about Racial and Economic Justice field trips and PBL activities. Questions from the board about what the Innovation Center does exactly – with Lisa Floyd informing that students use the 3D printer, laser cutters and other equipment to

complete projects. These projects require planning, engineering and design in a variety of mediums (wood, 3D, vinyl, slate, etc.) Discussion turns to the music program, current offerings and how the currently vacant position will be filled. Lisa Floyd informs the board that students are part of the hiring and interview process, and they are looking for candidate(s) that would like to grow the program. Hannah Arias questions if behavior issues are still a concern and Lisa shares that the new behavior matrix has reduced the response time with Herb Perez offering study hall and supporting students in a variety of roles, as well as Colin A. hosting community service hours for students. Cell phone usage is still an issue; student involvement and staff consistency seem to be making a difference. Michael Clark commends students and staff for being proactive and productive, Lisa Floyd stresses that the school encourages resilience in both the classroom and in athletics.

- Paine Mountain communication update

Hannah Arias reminds of letter sent to Paine Mountain expressing interest in discussing the needs and vision of each district. A response from them expressed interest in a combined board meeting on Wednesday, June 18th. Discussion of which board members would be interested in attending, and which were available as well as how the meeting would need to be publicly warned. Given the board's previous vote to allow Hannah Arias and Michael Clark to open discussions with other districts on the OSSD's behalf, Hannah will accept the invitation and Michael Clark will reach out to Matthew Fedders to outline a plan for the conversation. Michael Clark clarifies for Martha Hafner that this conversation is a continuation of the feasibility study and an opportunity for the area schools to discuss where they are going. Hannah Arias seconds that this is an exploratory meeting, not a specific proposal. This meeting will result in two special meetings in June – the regular board meeting had to be re-scheduled to June 4th as it conflicted with Brookfield graduation, and this meeting with Paine Mountain on the 18th.

- H454 update (school governance changes)

Michael Clark informs the board that H454 was passed by the house in good shape, but the senate made significant changes. There was general discussion of the tax and buy down portions of the bill, as well as the removal of educators from the task force. Cost-savings were eliminated with the elimination of class sizes, and the Senate is trying to hold independent schools to the same standards as public schools. The loss of stakeholders significantly impacts the state's vision of education and there is concern about the AoE being able to manage the project effectively. Michael Clark delved into this in the Superintendent's Report for May 2025, but with new developments almost daily, the situation is still developing.

III. Board Process (6:35 – 6:45)

- Staff Appreciation Report

Aimil Parmelee and Sam Hooper reported that area businesses were excited to participate, although several were not able to this year as they didn't have enough gift cards available. Aimil Parmelee suggests beginning earlier next year and commends the OSSD business office on their quick turn-around getting the checks prepared for the committee members. Michael Clark thanks the board on behalf of the staff, he had heard from several that commented how welcome the acknowledgments are every year.

- Spring Community Letter

Hannah Arias discusses how the ownership linkage committee creates a community letter, and offers to be a helper in penning this end-of-year communication. Reminds that the committee had previously discussed asking Ben Merrill to assist in writing with a completion date of June 4.

VOTE: Hannah Arias moves to request Ben Merrill assist in writing the board's Spring Community Letter, Aimil Parmelee seconds. Motion passes with a majority, with Rachel Gaidys opposing.

IV. Board Education (6:45 – 6:55)

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

Hannah Arias discusses the three kinds of monitoring under policy governance, Martha Hafner advises the board of the training they attended, and notes part of that training discussed the gathering of survey-type

results from the public. Michael Clark clarifies that all surveys need to be created and distributed by the board itself. Further conversation about asking Jeanne Collins to work with the board for their July training. Michael Clark says they have had a conversation, and Jeanne Collins would be available to come to an in-person training on the second Wednesday in July. Conversation around all day training vs half-day training, what would the training plan be and how to assure the board is getting what they want. Discussion around how to review policies, and the importance of evaluating the board as well as making sure the policies are still adequate. Hannah Arias suggests looking at the policies to see if they are still valid as well as training around self and superintendent monitoring and ENDS. An 8-hour training in July is a big ask of the board, perhaps 4 hours would be more reasonable? Michael Clark suggests that Jeanne Collins could debrief on Module 7 at the June 4 meeting as well as discuss what a 4-hour training could look like. Michael Clark will invite Jeanne Collins to attend the June 4 meeting remotely.

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

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

Review of EL 2.8 (3.4) discussion, with board asking that the spelling of the word “succinct” be corrected, and clarification that the limitation is referring to non-union administrative staff be made.

VOTE: Hannah Arias moves to accept Executive Limitation 2.8 (3.4) with those corrections, Sam Hooper seconds the motion. Motion passes unanimously.

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)

Policy reviews are tabled until the June 4th meeting with the correct documentation included.

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

- Board Self-Evaluation: BMD 3.1 (enclosed)

Board discusses the length of regular meetings and the use of administrative support. Agree they are doing well.

VIII. Consent Agenda (7:15 – 7:25)

- Approve minutes from April 9 board meeting
- Calendar

Michael Clark informs the board that for the 25-26 year, 95% of Vt. Districts have the same calendar start and end dates, as well as major breaks and holidays. The calendar was a collaborative effort with the District, Association and sending schools.

- New Hires

VOTE: Anne Kaplan moves to accept the consent agenda as presented, Martha Hafner seconds and the motion passes unanimously.

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

- Superintendent's Report

Michael Clark congratulates Heather Lawler on their Orange East appointment, and notes that they captured more than \$400k in grant funding. Discussion of curriculum/student success role and how things will change with the loss of the Assistant Superintendent position. Heather Lawler shares both their sadness and excitement as they anticipate this new posting, but thinks the new role (curriculum/student success) is more closely aligned with what the community is looking for. Michael Clark comments on the RTCC RAB meeting

and updates the board that Culinary is doing well, reviews other current openings as well as the information that RTCC has accepted 105 applicants for the 25-26 year, and has currently received 77 confirmations.. Michael Clark will send out the RAB report to board members.

- Resignation Updates

Michael Clark points out that while the list of resignations and retirees seems long, hiring is actually lighter than it was 12 months ago. The board recognizes long-time employees who are retiring – Linda Garrett, Steve Forman, Rebbly Carlton, Nora Skolnick, Linda Berthiaume and Tina Scheindel. The board also notes that Todd Lewis has resigned from IT and accepted the IT Director position. Michael Gray has returned to RUMHS for the 25-26 year, and Jim Barry and Damon Jillson have also returned to RTCC as long-term subs this spring.

- School Newsletters/Principal Reports
- Action Item Recap

X. Executive Session

- Hannah Arias makes a motion to enter Executive Session to discuss Administrator Contract, Title 1, Section 313(a)(1), Aimil Parmelee seconds, motions passes unanimously and board enters executive session at 7:46 pm. Board exits Executive Sessions at 7:46 pm. Hannah Arias makes a motion to enter Executive Session including Superintendent Michael Clark to discuss Administrator Contract, Title 1, Section 313(a)(1), Aimil Parmelee seconds, motions passes unanimously and board enters executive session, still at 7:46 pm.
- 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
- Special Board Meeting: **Wednesday June 4, 2025, 6pm @ RES**
- Special Board Meeting: **Wednesday June 18, 2025. Time and location TBA.**

Respectfully submitted:

Kyle M. Southworth

Administrative Ass't, 5/16/2025

Name of Board: OSSD
Date of Meeting: 5/14/25

Continuation of Minutes by: Martha Hafner

Executive Session

7:47 A motion was made by Hannah Arias and seconded by Amile Parmelee to enter Executive Session to discuss a Municipal Retirement System concern (with the superintendent present*). .

8:05 The board exited the Executive Session.

As a result of the executive session:

It was moved by Rachael Gaidys that the board authorizes the superintendent to pay the determined sum to catch up the back withholdings to the municipal retirement system with the employee contributing their portion. Sam Hooper Seconded. The board voted unanimously to approve the motion.

8:06 A motion was made by Hannah Arias and seconded by Amile Parmelee to enter Executive Session to get updates on negotiations (with the superintendent present*). The board voted unanimously to approve the motion.

As a result of the executive session: there was no motion needed.

8:32 A motion was made by Hannah Airias and seconded by Amile to enter Executive Session to discuss Title 1 3 A (the superintendent was NOT present*).

As a result of the executive session: Aimil Parmelee moved to update the superintendent's contract as discussed and to delegate the board chair to prepare and present the contract. It was seconded by Rachel Gaidys. The motion passed unanimously.

With no further business to discuss, a motion was made by Anne Kaplan at 8:59 and seconded by Martha Hafner to adjourn, The meeting adjourned at 9:00.

Respectfully submitted,

Martha S.K. Hafner

CELEBRATE!

From nurturing a gold medal math student to hosting a successful spring musical to seeing our middle school softball team come from trailing 12-0 to win the game, there is a lot to celebrate at RUMHS.

HIGHLIGHTS

PBL Growth

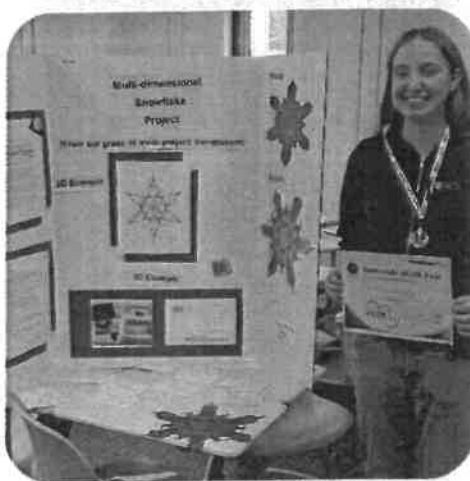
Our PBL program continues to grow. This year we partnered with community organizations to deepen student learning focused on skills relevant to our Portrait of a graduate

Senior Project wraps up next week!

From the Arts Wing:

This spring, we hosted a very successful Night of the Arts that highlighted items made in our fine arts program and several student performances. We also saw the benefit of growing a strong music and dance program in our students' performance of Pippin!

The last week of school will follow a modified schedule to allow for longer assessments and Portfolio Defenses



Contact Us
802 728 3397



More Information
<https://ruhs.orangesouthwest.org/>

6:00 PM

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JUNE

GRADUATION

CHANDLER MUSIC HALL

SY 24/25

SPRING 2025 AT RU

Please join us as we celebrate student learning and growth throughout the spring here at RUMHS.

UPCOMING EVENTS

May 16 - Step Up Day for the class of 2031

May 22 - Senior Project Display Night and Celebration of Learning - begins at 5:00 PM

May 30 - Spring Step Up Dance (open to all students in grades 6-8) free for rising 7th graders - \$3 for all others (7:00 - 8:30)

June 3 - Step Up Dinner for Students and Families (5:00 - 6:00 PM)

If you have questions about any of these events please reach out to Kayla Manning French at kmanningfrench@orangesouthwest.org or (802) 728 - 3397.



5:00 - 7:00 PM

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MAY

CELEBRATION OF LEARNING

MEDIA CENTER AND
CAFETERIA