

Orange Southwest School District (OSSD)
Special Board Meeting on Wednesday July 9, 2025
Central Office Conference Room, 24 Central St, Randolph
5 pm

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

AGENDA

I. Opening

Meeting called to order by Vice Chair Anne Kalan at 5:03 pm

- Board Attendance: *Ensuring a quorum.*
Board attending: Anne Kaplan, Aimil Parmelee, Martha Hafner, Sam Hooper, Ryan Anderson, Rachel Fish, Rachel Gaidys. Administration: Michael Clark, Kyle Southworth. Guests: ORCA, Catherine Hayes, Jürgen Hayes, Ellie Hayes, Jeanne Collins. Virtual attendees: Nathan Wright.
- Meeting Purpose: Regular Business – *as this is a special meeting, no changes to the agenda will be accepted.*
- 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 attended, no comments heard.*

II. Board Process

- Williamstown Tuition Request (in board packet) (action)
Catherine Hayes recaps letter sent to board requesting tuition for son Jürgen to attend Williamstown School based on geographic hardship. Board discusses costs of tuition (approx. \$17,000 at Brookfield, approx. \$26,000 at Williamstown), precedent, transportation and if the statute allows the parent to pay the portion above the cost of attending the district school (if applicable). The Board expresses concern not only about the broader school budget but the inequality of providing this much funding for a single student, as well as this becoming a precedent-setting decision.
VOTE: Rachel Fishes makes a motion to deny the request for tuition to be paid to Williamstown. Ryan Anderson seconds, the motion passes unanimously.
Aimil Parmelee acknowledges this was a difficult decision and recognized the Board's need to use funds responsibly.
- Debrief Paine Mountain Meeting (discussion)
Michael Clark recaps the meeting at Paine Mountain in June. Noted that both boards seem to be on the same footing with discussion consisting of H454 and the consideration that all involved communities be supported. Plans have been made to reach out to Montpelier, U32, White River Valley and Barre schools. Next meeting is scheduled to be Wednesday Aug 20, details will come at a later date, and it is stressed this is currently a conversation about community educational needs and ability to support each other.
- Ratify Support Staff Contract (attached) (action)
VOTE: Ryan Anderson moves to accept the Support Staff contract as presented, seconded by Sam Hooper. Motion passes unanimously.
- Board Member Opening Update (letters in board packet)

Board reviews that past practice has been to interview candidates in open session, then move to executive session for further discussion and possible vote. The statute allows that a member must be appointed within 30 days of the former member's resignation. Board agrees to schedule and warn a special meeting Wednesday, July 16 to interview candidates, with each being allowed 15 minutes to expand on their letter of interest. Anne Kaplan will provide an email with all process information to the Board in preparation for the interviews.

III. Board Education

- Policy Governance Training with Jeanne Collins (discussion)
The Board enters into a training session with Jeanne Collins for the remainder of the meeting.

IV. Closing/Incidental Information

- Action Item Recap (discussion)

With no further business, the meeting is adjourned at 8:04 pm.

Future Meetings

- Special Meeting: Wednesday July 16, 2025 @ Central Office, 6 pm
- Regular Board Meeting: Wednesday August 13, 2025 @ RES, 6 pm

Respectfully submitted:

Kyle M Southworth

Administrative Assistant, 7/14/25

**Language and salary changes agreed to by the Associations Non-Licensed
Negotiations and the Board Negotiations Teams**

- School year 2025-2026: \$1.40 wage increase applied to both individual wages of current employees and the Appendix A Support Staff Hiring Guide. (with committee to study moving to a wage schedule)
- 4.6 Pursuant to 21 V.S.A. § 1738, the Association will have a minimum of sixty (60) minutes to meet with new employees during annual new employee orientations. Should an orientation day not be included in the regular workday of new employees, the Association will have the right to meet with a new employee during the employee's regular workday for no less than sixty (60) minutes, within ten (10) days of their date of hire. All employees will be paid for attending this meeting at their regular rate of pay.
- 4.7 Within ten (10) calendar days after hiring a new employee into the bargaining unit, the Board will provide the Association with the employee's name, job title, worksite location, work telephone number and email address, home address, personal email address, home and personal telephone numbers, and date of hire to the extent the Board is in possession of such information.
- 4.8 On at least an annual basis, the Board will provide the Association with a complete list, in electronic format, of all employees in the bargaining unit. This list will include the following information for each employee to the extent that the Board is in possession of such information: the employee's name, job title, worksite location, work telephone number and email address, home address, personal email address, home and personal telephone numbers, and date of hire to the extent the Board is in possession of such information.
- 8.2 MEDICAL INSURANCE
The medical insurance benefit will be prorated for part-time employees more than 20 hours and less than 30 hours per week.
Pursuant to 16 V.S.A. chapter 61 (Commission on Public School Employee Health Benefits) health care benefits coverage, excluding stand-alone vision and dental benefits, but including health reimbursement arrangements and health savings accounts, shall be governed by the written agreement and extension agreement incorporating the terms of the

statewide health insurance bargaining (January 1, 2023 - December 31, 2027) found in appendices (X and X) of this agreement. Effective January 1, 2028 health care benefits and coverage, excluding stand-alone vision and dental benefits but including Health Reimbursements Arrangements and Health Saving Accounts, Shall be governed by the written Successor agreement incorporating the terms of the statewide health insurance bargaining

- 10.7 When needed paraprofessionals will serve as a substitute teacher and shall receive their salary plus thirty dollars (\$30) or the regular substitute rate of pay, whichever is greater. The association and board agree that when this section is used it should be done in the least disruptive to students manner as practicable. Support Staff substituting pursuant to this article may work as much as seven (7) hours per day.

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- 10.11 Wage Schedule Study Committee

The parties agree to establish a study committee composed of at least four members, two appointed by the School Board Negotiations Committee and two appointed by the Association, to evaluate, explore and discuss the appropriate structure and scope of a Wage Schedule to replace the existing Hiring Guide. The study committee shall convene at least once between August and October 2025 to complete its work and provide a report and recommendations to the School Board Negotiations Committee and the Association for review and consideration no later than November 1, 2025. The committee's report and recommendations shall not be binding on either the School Board or the Association in any subsequent round of negotiations.

- 11.6 As defined by relevant state and federal law (by way of example but not limitation, VOSHA & OSHA), teachers shall not be required to work under unsafe or hazardous conditions, or to perform tasks which endanger their health or safety.
- 11.7 Representative school administrators, in collaboration with teacher and support staff representatives selected by the OSEA from each building in the collective bargaining unit, shall develop a collaborative committee to discuss issues of student and staff safety. The committee will meet no

later than October 1, 2025 and will present its findings to the Board no later than May 1, 2026.

- 11.8 Superintendent shall meet with a committee of three support staff members selected by the Association on or before August 1, 2025 to discuss professional development, including appropriate staff training for assigned students, and to make recommendations for trainings for the 2025-2026 school year.