

Orange Southwest School District (OSSD)
Regular Board Meeting on Wednesday September 10, 2025
Randolph Union High School 6pm

Google Meeting Joining Info
Video call link: [https:// meet.google.com/zac-vfvb-aqq](https://meet.google.com/zac-vfvb-aqq)
Or Dial: (US)+1 502-518-3415
PIN: 480 799 316#

I. Opening (6:00 pm)

- Board Attendance: *Ensuring a quorum*
- Meeting Purpose: Update on future VT Ed & Reviewing Ends
- Review and Accept Agenda: *Meeting purpose? Are these the right agenda items? Is the right amount of time allotted?*

II. Ownership Linkage (6:05)

- Public Comment: *Board welcomes comment but is not able to take any action. Comments limited to 3 minutes per speaker.*
- Meet the Director of Curriculum and Student Achievement and learn about the role- Mindybeth Pike
- Update on H 454
 - Meeting with Paine Mountain Recap
 - White River Valley Proclamation/Superintendent Conversation
 - UP for Learning
- Transformer Project

III. Board Process (6:25)

- Appoint an OSSD Board Member or the VSBIT Board to vote at VSBIT Annual Mtg.
- Appoint an OSSD Board Member or the superintendent to vote at the VEHI Annual Mtg.
- Support Staff Negotiations

IV. Board Education (6:35)

- Reminder of Policy Governance Virtual Training Thursday 6pm Sept 25, 2025
- Reminder of VSBA Conference Double Tree in Burlington. Board members should connect with Kyle to register.
 - Wednesday October 29: Board Officials Meeting & Dinner Banquet 3-8pm
 - Thursday October: Partnership in Action 30 8-4 pm

- Reminder that we need a volunteer to help us review Open Mtg Law for the next meeting.

V. Monitoring the Organization (6:40).

- Review EL 2.0, 2.8, & 2.9 (BMD 3.4.5) 2nd Read
- Financials (EL 2.3 Financial Conditions)

VI. Policy Decisions for District Governance (6:50)

- Review Discuss Updated Ends Policy 1st Read

VII. Monitoring the Board (7:30)

- Board Self-Evaluation: *Monitoring compliance with Board Governance Process and Board Management Delegation Policies.*
- GP 4.2 Board Job Description – Self Evaluation

VIII. Consent Agenda (7:30)

- Vote on acceptance of Consent Agenda: *Items that the Board has previously delegated to the Superintendent, but that an external authority requires the Board to approve. The entire Consent Agenda is adopted by one motion, without discussion. However, an item can be removed from the Consent Agenda for discussion with a majority vote GP 4.3.4.*
- Approve Minutes from August 13, 2025 and August 20, 2025
- New Hires/Resignees

IX. Closing/Incidental Information (7:35)

- Superintendent's Report
 - Administrators
 - H454 Update that has gone out.
 - Review of Paine Mountain Meeting
 - Proclamation
 - Conversation with WRVSU Superintendent
 - Teacher of the year recipients
- Director & Principals Reports
- Action Item Recap

X. Executive Session *If needed*

Future Meetings

- Agenda Planning Meeting: Monday September 29
- Regular Board Meeting: 6pm October 8, 2025 at Brookfield



Vermont School Boards Insurance Trust
52 Pike Drive
Berlin, VT 05602
802/223-5040

MEMO

To: VSBIT Member School Board Chairs, Superintendents and Business Officials
From: Jonathan Steiner, President
Date: July 23, 2025
Re: **VSBIT Annual Meeting Notice**

The Vermont School Boards Insurance Trust (VSBIT) will hold its Annual Meeting on Friday, **OCTOBER 30, 2025** in conjunction with the Vermont School Board Association's Annual Meeting at the Double Tree by Hilton Burlington, Vermont. The VSBIT Annual Business Meeting will start at **8:00 AM**. Included with this Memo are **Exhibit A**: Notice of the 2025 Annual Meeting and a copy of the Minutes of the 2024 Annual Meeting.

We will share the accomplishments of the Trust over the past year and answer questions from members. Our Annual Report will soon be posted online. At least two years of financial audits are always available as well. Our most recent audit will be posted in early November. All documents can be found on our website at www.vsbite.org.

We hope you will join us at the Annual Meeting. Please remember each member entity is entitled to one vote for each program (Multi-Line and/or Unemployment) of which they are a member. The membership books close at 4 PM on October 3rd. The final list will be posted online at www.vsbite.org. Members may vote in-person by designating an authorized representative to attend the meeting or vote via proxy by appointing the VSBIT Board to vote on their behalf. We ask each member to complete **Exhibit B: Proxy/Certificate of Authority**, enclosed, and **send it ahead** of the meeting to the address below. This will allow the authorized representative to receive his/her voting card(s) in an expedited manner at the meeting on the 30th.

Vermont School Boards Insurance Trust
Attention: Jonathan Steiner
52 Pike Drive
Berlin, VT 05602

We look forward to seeing you at the Double Tree by Hilton Burlington, October 30th.

Enclosures



**VERMONT SCHOOL BOARDS INSURANCE TRUST
ANNUAL MEETING**

**Double Tree by Hilton Burlington
October 30, 2025
8:00 AM**

AGENDA

- 1. Roll Call of Members**
- 2. Proof of Notice of Meeting or Waiver of Notice**
- 3. Reading of Prior Annual Meeting Minutes**
- 4. Reports of Officers and Directors**
- 5. Election of Directors**
- 6. Information Exchange**
- 7. Adjournment**



EXHIBIT A

NOTICE OF MEETING

The Board of Directors of the Vermont School Boards Insurance Trust, Inc., at a regular meeting of the Board held on June 12, 2025, determined that the 2025 Annual Meeting of the Corporation will be held at the following date, time and place:

DATE: October 30, 2025

TIME: 8:00 A.M.

PLACE: Double Tree by Hilton, Burlington, Vermont

As outlined in the Bylaws of the organization, the Agenda for said Annual Meeting is as follows:

1. Roll Call of Members
2. Proof of Notice of Meeting or Waiver of Notice
3. Reading of Minutes of Preceding Meeting
4. Reports of Officers and Directors
5. Election of Directors
6. Information Exchange
7. Adjournment

At said regular meeting of the Board of Directors of the Corporation held on June 12, 2025 it was resolved by the Board that the Membership Books would be closed as of October 3, 2025 for the purpose of determining members entitled to vote at the October 30, 2025 meeting.

A list of voting members of the Corporation entitled to vote at said Annual Meeting is posted online at www.vsbbit.org and available for inspection by any member at the principal office of the Corporation located at 52 Pike Drive, Berlin, Vermont (Telephone: (802) 223-5040)

Monitoring Report

Superintendent Monitoring Report:	Internal	Organization:	Orange Southwest School District
Policy Type:	Executive Limitations	Policy Number/Title:	2.0 Global Executive Constraint
Submitted on:	11 August 2025	Period Covered	July 2024 -August 2025

Policy

The superintendent shall not cause or allow any practice, activity, decision organizational circumstance that is unlawful, unsafe, imprudent or in violation of commonly accepted educational and professional ethics and practices.

Interpretation

The superintendent is responsible for ensuring that certain negative conditions do not occur. They must take action to prevent these situations from happening. This refers to all aspects of the superintendent's role, including how they run the organization, the decisions they make, and the activities they oversee. The superintendent must avoid practices that are:

- **Unlawful:** Break the law.
- **Unsafe:** Pose risks to safety, whether physical or otherwise.
- **Imprudent:** Show poor judgment or lack of foresight.
- **Violation of ethics:** Disregard widely accepted standards of professional behavior and educational practices.

Observable Conditions:

a)	All district operations comply with applicable federal, state, and local laws.
b)	OSHA and Vermont Department of Labor safety are followed, and all required safety drills, inspections, and training occur within mandated timelines.
c)	Administration follows established financial expectations.

d)	Ethical and professional conduct observed.
e)	Superintendent operates within the Board Adopted Executive Limitations

Rationale:

1)	The superintendent's conduct sets the standard for the entire organization. The Global Constraints define the minimum acceptable expectations, and failure to meet them risks eroding trust among faculty, staff, the board, and the community. Such a loss of confidence can undermine the district's effectiveness and its ability to deliver quality education. Adhering to these standards is essential to preserving organizational integrity and success.
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Evidence:

Observable Condition	Data/Result
a) Lawful	<i>No citations, fines, or legal actions</i>
b) Safe	No OSHA or Vermont Department of Labor safety violations are recorded. Annual Act 29 (Safety Drill) Report Filed on time. Annual Lead Report, Fire Safety Inspections, Playground inspections, available.
c) Prudent	<i>Clean Audit and Passed Budget</i>
d) Ethical and Professional	No substantiated complaints of unethical or unprofessional conduct are reported through Board Policy B27 or to the Vermont Agency of Education.
e) Operation within ELs	<i>The board accepted all of the 2024-2025 Monitoring Reports</i>

Compliance:

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

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:	13 August 2025	Period Covered	July 2024 -August 2024

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. This limitation applies equally to the board as a whole as well as individual board members.

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 with EL and Ends	<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 kept the board aware of media coverage, potential challenges, school safety issues, H454, ect. and possible solutions.
e) Board Compliance With Its Policies	<i>When the superintendent believed an individual board member was out of compliance with several governing policies he crafted the EL 2.8 Communication and Support to the Board Memo dated 11 August 2025.</i>
f) Clear Succinct 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 needs 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 regulatory responsibility were placed on board agendas in a timely manner. The general practice is the board has access to consent agenda material, in the board packet, for routine board meetings 5 days before each meeting</i>
j) Gifts	<i>OSSD has not accepted significant gifts in the last 12 months</i>
k) Quasi Judicial Hearing Body	<i>The board has not needed to perform Quasi Judicial work in the last 12 months</i>

I) Policies

The board regularly reviews its policies and is updated when new required policies are introduced at the state level.

Compliance:

I report compliance

Michael J Clark, Superintendent

Notes: See Attached *EL 2.8 Communication and Support to the Board Memo dated 11 August 2025.*

Monitoring Report

Superintendent Monitoring Report:	Internal	Organization:	Orange Southwest School District
Policy Type:	Executive Limitations	Policy Number/Title:	2.9 Policies Required by Legislative or Regulatory Bodies
Submitted on:	11 August 2025	Period Covered	July 2024 -August 2025

Policy

With respect to required policies, the Superintendent shall not:

1. *Allow required policies to be incomplete, out of date, inaccessible to the community, or unreviewed by legal counsel.*
2. *Allow for improper implementation of required policy elements.*
3. *Allow those personnel who may be expected to implement policy to be untrained to do so.*

Interpretation

The Superintendent must ensure that all required policies are complete, current, legally reviewed, and easily accessible to the public. Policies must be implemented as written, and all staff responsible for carrying them out must be trained to do so.

Observable Conditions:

a)	A current list of required policies exists.
b)	All policies have been vetted by legal counsel.
c)	Training logs demonstrate that required faculty and staff have been trained.
d)	Policies are followed

Rationale:

1)	Accurate, current, and well-implemented policies protect the district from legal risk, ensure consistent operations, and maintain public trust.
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Evidence:

Observable Condition	Data/Result
a) Up To Date Policies	<i>The OSSD policies are listed on the OSSD website and are reviewed during the agenda building process and compared to the Vermont School Board Association Website to compare the current OSSD Policies with the Required State Policies</i>
b) Legally Vetted	OSSD Adopts only VSBA Required Policies. All VSBA Policies have been reviewed by legal Counsel
c) Training	<i>During inservice and faculty meeting time all faculty and staff receive yearly trainings with new and veteran staff on compliance with specific complex policies and procedures: FERPA and student privacy, HIPPA and medical privacy, mandated reporting, school shooter response, school access, fire drills, evacuations, and blood borne pathogen protocols. Completion of this training is documented by cabinet members using the Vector System.</i>
d) Followed	No substantiated complaints of faculty or staff violating policies have been reported to the superintendent under Board Policy B27. When students violate policies, educational interventions are implemented to help them understand and adhere to the rules. Records of these interventions are maintained in the student information system.

Compliance:

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

**ORANGE SOUTHWEST SCHOOL DISTRICT
2025-26 SUMMARY**

	2024-25 ACTUAL	AUGUST 2024 YTD	2025-26 BUDGET	AUGUST 2025 YTD	DIFFERENCE
GENERAL FUND					
REVENUE:					
LOCAL REVENUE	1,354,748	30,251	1,189,650	24,975	-1,164,675
SPECIAL PROGRAMS	2,616,499	647,238	2,990,612	660,901	-2,329,711
STATE REVENUES	20,691,892	0	22,261,348	0	-22,261,348
BEGINNING BALANCE:	1,033,333	0	703,333	703,333	0
TOTAL REVENUE	25,696,472	677,489	27,144,943	1,389,209	-25,755,734
EXPENDITURES:					
INSTRUCTION	8,247,339	381,198	9,717,310	202,675	9,514,635
SPECIAL EDUCATION	4,228,182	244,706	5,338,977	172,677	5,166,300
ADMINISTRATION	1,592,667	262,754	1,788,349	208,328	1,580,021
CENTRAL OFFICE	1,094,277	217,859	1,179,694	199,227	980,467
SUPPORT SERVICES	2,173,217	79,482	2,265,939	49,150	2,216,789
MAINTENANCE	2,821,446	286,908	3,174,406	268,201	2,906,205
TECHNOLOGY	733,816	116,737	873,473	189,556	683,917
TRANSPORTATION	732,534	52,973	799,838	41,861	757,977
OTHER EXPENSES	215,945	3,235	175,403	1,293	174,110
TECHNICAL EDUCATION	1,290,619	0	1,194,920	0	1,194,920
PRE-SCHOOL	671,711	28,871	636,634	4,875	631,759
SCHOOL TOTAL:	23,801,751	1,674,723	27,144,943	1,337,842	25,807,101
SURPLUS/DEFICIT	0	0	0	0	0
TOTAL EXPENDITURES	23,801,751	1,674,723	27,144,943	1,337,842	25,807,101

7/1/2025

OTHER FUNDS	BEG BAL	REVENUE	EXPENDED	BALANCE
TRANSFER FUND	474,677	7,297	21,964	460,010
TITLE 1	40	0	0	40
EPSDT FUNDS	127,415	0	7,764	119,652
FOOD SERVICE	-21,759	0	38,212	-59,971
FRESH FRUITS & VEGS	-4,298	0	0	-4,298
MEDICAID FUNDS	788,350	0	5,744	782,606
R.A.V.E.N.	53,549	0	7,753	45,797
IDEA-B - FLOW-THROUGH	0	0	48,258	-48,258
IDEA-B - PRE-SCHOOL	0	0	34	-34
VEHICLE/BUS FUND	965,014	0	0	965,014
BUILDING MAINT FUND	1,446,348	0	0	1,446,348
LEGAL FUND	140,000	0	0	140,000
SPECIAL EDUCATION FUND	515,697	0	0	515,697
OPERATIONAL RESERVE	1,774,807	0	703,333	1,071,474
TECHNOLOGY RESERVE	325,500	0	0	325,500
ESSENTIAL EARLY ED	43,426	0	0	43,426
AFTER SCHOOL PROGRAM	69,950	0	35	69,915
STANDARDS BOARD	0	0	0	0
SUMMER FEEDING	24,530	0	20,116	4,414
SCHOOL WIDE PROGRAMS	0	0	1,345	-1,345
TITLE II	0	0	0	0
TITLE IV	0	0	4,817	-4,817
CONSOLIDATED ADMIN	0	0	0	0
CRF - LEA GRANT	10,348	0	0	10,348
ARP - ESSER SUMMER	0	0	0	0
ARP - ESSER	0	0	0	0
ARP - AFTERSCHOOL	159	0	0	159
ARP - PRESCHOOL	3,547	0	0	3,547

**ORANGE SOUTHWEST SCHOOL DISTRICT
2025-26 SUMMARY**

TOTAL OTHER FUNDS	6,737,302	7,297	859,374	5,885,225
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**RANDOLPH TECHNICAL CAREER CENTER
2025-26 FINANCIAL SUMMARY**

	2024-25 ACTUAL	AUGUST 2024 YTD	2025-26 BUDGET	AUGUST 2025 YTD	BALANCE	% BAL
1 GENERAL FUND						
A. STATE REVENUES	2,256,975	0	2,076,339	0	-2,076,339	-100.00%
B. OTHER REVENUES	1,647,171	1,538	1,588,875	8	-1,588,867	-100.00%
C. SURPLUS/DEFICIT	783,335	783,335	0	0	0	
TOTAL REVENUE	4,687,482	784,873	3,665,214	8	-3,665,206	-100.00%

EXPENDITURES:

D. INSTRUCTION	1,924,947	63,915	1,756,790	23,305	1,733,485	98.67%
E. ADMINISTRATION	429,051	46,690	512,604	69,200	443,404	86.50%
F. SUPPORT SERVICES	372,083	16,663	600,835	4,478	596,357	99.25%
G. MAINTENANCE OF PLANT	186,916	10,234	232,800	0	232,800	100.00%
SCHOOL TOTAL:	2,912,997	137,503	3,103,029	96,983	3,006,046	96.87%
H. OSSU/ADMIN/MAINT	538,000	0	560,000	0	560,000	100.00%
I. ADULT EDUCATION	0	0	2,185	0	2,185	100.00%
J. DEBT SERVICE	0	0	0	0	0	
K. TUITION REFUND	0	0	0	0	0	
SURPLUS/DEFICIT	0	0	0	0	0	
TOTAL EXPENDITURES	3,450,997	137,503	3,665,214	96,983	3,568,231	97.35%

	7/1/2025			
OTHER FUNDS	BEG BAL	REVENUE	EXPENDED	BALANCE
2 TECH GRANTS	6,795	0	0	6,795
3 TRANSFERS	800	0	0	800
4 CARL PERKINS	0	0	0	0
5 GEER II - ROUND 3	0	0	0	0
6 VACTED	28,237	0	0	28,237
7 VACTED - PERKINS	0	0	0	0
8 ADULT ED - DEPT LABOR	0	0	0	0
9 ADULT ED EVENING	-1,736	0	0	-1,736
TOTAL:	34,096	0	0	34,096

Policy Title 1.0 Ends Statement:

All students of Orange Southwest Schools will graduate prepared for life with a strong academic foundation, essential life skills, personal well-being and as active contributors to the communities, state, country and the world, as supported by the resources approved by the community.

The above will be achieved through the following priorities:

1.1 A rigorous academic foundation

- 1.1.1 ELA (Reading, writing, listening, communicating)
- 1.1.2 Mathematics
- 1.1.3 Science and technology
- 1.1.4 Social studies
- 1.1.5 Arts

1.2 Life skills, personal development and self-care

- 1.2.1 Vocational skills
- 1.2.2 Wellness
- 1.2.3 Financial literacy
- 1.2.4 Self-direction
- 1.2.5 Social-emotional skills
- 1.2.6 Critical thinking and creativity

1.3 Community engagement and global citizenship

- 1.3.1 Global awareness (including world languages)
- 1.3.2 Civics
- 1.3.3 Community involvement
- 1.3.4 Care for the environment
- 1.3.5 Respect for and inclusion of diversity

Worksheet for Board Self-Evaluation of Governance Process Policy 4.2: OSSD

Policy Number 4.2 Board Job Description
Time period being monitored: 2025-26
Date Completed: 9/10/25

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
<p>Specific job products of the board, as an informed agent of the ownership, are those that ensure appropriate organizational performance. The Board shall hire, negotiate a contract with and set compensation for the Superintendent. The Board shall have direct responsibility to:</p>		
<p>1. Create and maintain the linkage between the ownership and the operational organization to represent the informed voice of the owners. This linkage will include: 1) Seeking input regarding owner values on issues of Ends and ethics 2) Educating owners on issues impacting the organization 3) Reporting to the owners on organizational performance</p>		

<p>4) Ensuring owners and other stakeholders that bring non-governing issues to the Board understand the process for getting their issue addressed by the system in a courteous and respectful manner.</p>		
<p>2. Create and maintain written governing policies that realistically address the broadest levels of all organizational decisions and situations</p> <p>1) Ends: organizational outcomes, impacts, benefits, recipients, and their relative worth (what good for which recipients at what cost)</p> <p>2) Executive limitations: constraints on executive authority that establish the ethics boundaries within which all executive activity and decisions must take place</p> <p>3) Governance process: specification of how the board conceives, carries out, and monitors its own task</p> <p>4) Board-management delegation: how power is delegated and its proper use; the Superintendent's role, authority, and accountability</p>		
<p>3. Be familiar with all required policies in effect</p>		
<p>4. Gain assurance of successful organizational performance on Ends and Executive Limitations.</p>		
<p>5. Advocate for legislative change which positively impacts public education.</p>		

6. Determine any closing of buildings as public schools.		
7. Determine the expenditure of surplus funds.		
8. Determine the expenditure of long-term reserves.		
9. Appoint the external auditor.		
10. Negotiating union contracts.		
11. Conduct fair hearings in its role as a quasi-judicial body.		

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 August 13, 2025
Randolph Elementary School
6pm

I. Opening (6:00 pm) Meeting called to order by Anne Kaplan at 6:02 pm

Board Attendance: *Ensuring a quorum. Board members Anne Kaplan, Beverly Lauchner, Sam Hooper, Ryan Anderson, Martha Hafner, Rachel Gaidys and Rachel Fish (remote). Administration: Michael Clark, Kyle Southworth. Guests: ORCA, Philip and Jen Hannigan, Steve Webster.*

- Meeting Purpose: *Reorganization of the board. Michael Clark requests to add suspension of the auto program at RTCC and consideration of a tuition request.*
- Review and Accept Agenda: *The Board is agreeable to the agenda and additions.*

II. Ownership Linkage (6:05)

- Public Comment: *Board welcomes comment but is not able to take any action. Comments limited to 3 minutes per speaker.*
- No comments.
- Tuition Request: *Philip Hannigan requests that he be heard and states he would like the opportunity to attend middle school in Bethel to pursue his academic growth. He doesn't believe finances should enter into the equation of a student's education. **Ryan Anderson moves to reject the tuition request, Rachel Fish seconds.** The topic is now open for discussion: Michael Clark speaks of the potential cost of paying tuition as requested, both financial and as it affects other students and programs. Rachel Fish and Ryan Anderson speak to Philip's self-advocacy but must be mindful of how this action would affect overall programming. **VOTE: Rejection of the tuition request passes unanimously.***
- Update on H454: *Michael Clark review the Superintendent's Report as it summarizes committee members, upcoming changes and the foundation formula that will change budgetary voting.*
- Joint Letter: *Paine Mountain Board Meeting will be Wednesday, Aug. 20 at the Williamstown Middle High School. The Superintendent's Report summarizes the letter that went out to neighboring school districts and notes that both Bethel and Barre have expressed interest in joining the conversation.*
- UP for Learning Project: *Michael Clark reports on the Up For Learning project that will involve upper grade level students in the discussion around redistricting in Vermont. This would be a student-led group and while students would not be giving testimony or speaking at the statehouse, they would work through the importance of community boards, student leadership, empowerment and the ability to work within a smaller district.*

III. Board Process (6:15)

- Discuss & Reorganize Board & Committees
- Elect Chair (currently vacant): ***Aimil Parmelee nominates Anne Kaplan for Board Chair, Ryan Anderson seconds, and the motion passes unanimously.** As this leaves the Vice Chair vacant, **Anne Kaplan nominates Aimil Parmelee for Vice Chair and is seconded by Ryan Anderson. The motion passes unanimously.***
- Appoint Teacher contract negotiating committee (Hooper, Parmelee, and 1 vacancy): *negotiations are completed for the current CBA*

- Review/Discuss/Approve Annual Agenda & Goals (GP 4.3.2): *The Board discusses the format, timing and content of the agenda for next year. Anne Kaplan discusses formalizing and adopting the ENDS policy in October, Ryan Anderson and Sam Hooper thought Michael Clark and Jeanne Collins has planned to take a look at the policy and then “regurgitate” it and present to the Board. The Board is informed that the VSBA Fall Conference will be October 30 at the Hilton in Burlington. Martha Hafner suggests there be a board table at school functions to engage community but there is concern about the ability to speak as one board in such situations. Ryan Anderson comments that these things happen organically, and Sam Hooper thinks perhaps a table would violate school policies. Points out that the board wouldn’t be speaking as one voice if there’s only one member at the table. Michael Clark reminds that the first Wednesday of every month is the open meeting which is posted on ParentSquare. **Aimil Parmelee moves to approve the agenda with updates, Ryan seconds and the motion passes unanimously.** Discussion of Ownership Linkage goals – they may give the committee work to do. Sam Hooper and Ryan Anderson are the current Linkage committee members, Martha Hafner expresses interest and Beverly Lauchner joins. Sam Hooper comments that they’re not sure about the Board being involved in operations on campus.*
- Ratify Licensed Staff Master Agreement: ***Ryan Anderson moves to accept the Collective Bargaining Agreement for Professional Staff as written. Motion is seconded by Beverly Lauchner and passes unanimously.***
- Approve committee reps called for in the new union agreements: ***Aimil Parmelee moves to accept the committees as recommended by the Superintendent, Ryan Anderson seconds and the motion passes unanimously.***
- Suspension of RTCC Auto Program for the 25-26 school year: *Michael Clark and the board discuss the need to suspend the auto program in the absence of a qualified instructor. Any enrolled students will be moved into other programs if they desire. Ryan Anderson asks what will happen to the physical space, Michael Clark responds that it will be held open as the plan is to relaunch the program for 26-27. **Beverly Lauchner makes a motion to suspend the Automotive Program at RTCC for one year. Matha Hafner seconds and the motions passes unanimously.***

IV. **Board Education (6:45)**

- Assess Board Education Needs (BMD 4.3.2): *The Board discusses training in policy governance. **Aimil Parmelee makes a motion to allot \$450 of the Board budget to training, Ryan Anderson seconds and the motion passes unanimously.** The Board discusses the option of having Jeanne Collins come back (remotely) in September for the first read of the ENDS policy. Michael Clark will discuss this with Jeanne Collins in August. **Aimil Parmelee moves to allot up to \$500 for this vistual consult, Sam Hooper seconds and the motion passes unanimously.***
- Decide on PD Plan for year: *Board discusses options.*

V. **Monitoring the Organization (7:00)**

- Review EL 2.0, 2.8, & 2.9 (BMD 3.4.5) **1st Read** : *Michael Clark discusses communication and support being imperative to avoid potential difficulties and damage to working relationships. Suggests the Board review policies to make sure this is what they want to do, and how they want this addressed. Anne reminds Board members of the importance of compliance with Open Meeting Law and acknowledges the difficulty the Superintendent had in producing the memo. Rachel Gaidys and Michael Clark discuss what constitutes a quorum, and there’s a larger conversation about how the Board communicates. Aimil Parmelee notes that they missed the communication, so equity of information was lacking. Both Rachel Gaidys and Ryan Anderson suggest an annual review of open*

meeting law. Martha Hafner asks if Board members are unable to communicate about Board business outside of meetings, how can they raise concerns? Ryan Anderson suggests requesting from the Board Chair 10 minutes in public session to discuss, Michael Clark notes that if the request is denied, or too late to make the agenda, there is another opportunity at the beginning of the meeting when the agenda is confirmed. *Ryan Anderson moves to schedule a review of Open Meeting Law in October, Aimil Parmelee seconds and the motion passes unanimously.*

- Financials (EL 2.3 Financial Conditions): Business Manager Robin Pembroke will have the budget completed by October. ESSER funding is coming through. Martha Hafner asks when and how money is moved into reserve accounts, specifically a new building account. Michael Clark and Rachel Gaidys discuss the mechanics.

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

- C-29 Equity, D-23 Instructional Materials, and D-8 Replacing D-22 Library Materials - 2nd Read State Required Policies (EL 2.9): *Beverly Lauchner moves to accept the policies as presented, Aimil Parmelee seconds. Motion to accept the policies passes unanimously.* Martha Hafner comments that their definition of equity may not be the same as everyone else's, and they have concerns with reading materials being available to all students. Should these books be in our libraries for children to stumble across?

VII. Monitoring the Board (7:15)

- Board Self-Evaluation: *Monitoring compliance with Board Governance Process and Board Management Delegation Policies.*
- *The Board discusses "customer relations" vs. board issues.*
- GP 4.2 Agenda Planning – Self Evaluation:

VIII. Consent Agenda (7:25)

- Vote on acceptance of Consent Agenda: *Items that the Board has previously delegated to the Superintendent, but that an external authority requires the Board to approve. The entire Consent Agenda is adopted by one motion, without discussion. However, an item can be removed from the Consent Agenda for discussion with a majority vote GP 4.3.4.*
- Water Main
- Approve minutes from June 4, June 18, July 9, July 16 and August 6 board meetings
- Move and approved updated signers for Bar Harbor Bank
Motion made by Aimil Parmelee to accept the Consent Agenda as presented, seconded by Rachel Gaidys. The motion passes unanimously.

IX. Closing/Incidental Information (7:30)

- Superintendent's Report
- Staffing: *Michael Clark speaks of the administrative re-shuffle which is addressed in the Superintendents Report*
- Transportation/Garage: *Michael Clark advises the Board of discussion with the Town regarding use of the garage on Rand Road.*
- Water Project: *Michael Clark updates the Board on the water project at RUMHS*
- Director & Principals Reports
- Action Item Recap

X. Executive Session *If needed*

With no further business to conduct, the meeting is adjourned at 8:30 pm

Future Meetings

Agenda Planning Meeting: TBD

Special Meeting August 20, 2025 6p.m at Williamstown Middle High School

Regular Board Meeting: 6pm Sept 10, 2025 at RUHS

Respectfully Submitted,

Kyle M. Southworth

Kyle M. Southworth 8/18/2025

Administrative Assistant

OSSD Annual Agenda 2025-2026

	Board Governance and Processes	Ownership Linkage	Board Education	Policy Review	ENDS Monitoring	EL Monitoring	Other	Advocacy	Consent Agenda/ Incidentals
August 13, 2025 @RES	Approve Annual Agenda & Goals (4.3.2)	Approve Ownership Linkage Plan (4.2.1)	Receive State Mandated Training (2.9.3) Assess Board Education Needs	Self-Evaluate GP 4.3 Ends Development & Review EL Policy Review?		Review EL Reports 2.0, 2.8, 2.9 (3.4)	Review Committee Membership		
September 10, 2025 @RUHS (and RTCC mtg)			Policy Governance Virtual Training with VSBA Trainers	Self-Evaluate GP 4.2 1st Review of updated Ends Policy EL Policy Review?	Central Office Admin Attend & Report	Accept EL Reports 2.0, 2.8, 2.9 (3.4) Quarterly Facilities Monitoring Report incl report from Facilities Staff	Discuss Support Staff Negotiation with Union (4.2.10)	VSBA Regional Meeting 9/30/25 10/30/25 VSBA Fall Conference	
October 8, 2025 @ Brookfield Elementary			Open Mtg Law Review Policy Governance Virtual Training with VSBA Trainers	Self-Evaluate GP 4.0 2nd Review of updated Ends Policy EL Policy Review?	Central Office Admin Attend & Report	Review EL Reports 2.1, 2.2 (3.4)	Discuss Support Staff Negotiation with Union (4.2.10)	Report on VSBA Regional Meeting (4.2.5) VEHI/VSBIT Proxy 10/30/25 VSBA Fall Conference	

MEETING	Board Governance and Processes	Ownership Linkage	Board Education	Policy Review	ENDS Monitoring	EL Monitoring	Other	Advocacy	Consent Agenda/ Incidentals
November 12, 2025 @RUHS (and RTCC mtg)		Discuss Annual Report to Voters (4.2)	Policy Governance Virtual Training with VSBA Trainers Report on VSBA Conference	Self-Evaluate GP 4.7 Ends Development & Review? EL Policy Review?	RUHS Attend & Report	Accept EL Reports 2.1, 2.2 (3.4)	Discuss Support Staff Negotiation with Union (4.2.10)	Report on VSBA Annual Meeting & Conference (4.2.5)	
December 10, 2025 @ Braintree Elementary		Review Annual Report to Voters (4.2)	Policy Governance Virtual Training with VSBA Trainers	Self-Evaluate GP 4.5 Ends Development & Review? EL Policy Review?	Braintree Attend & Report	Review EL Reports 2.4,2.5 (3.4) Quarterly Facilities Monitoring Report incl report from Facilities Staff	Discuss Support Staff Negotiation with Union (4.2.10)	Plan Meeting with Legislators (4.2.5)	Approve RAVEN & RTCC Budgets (2.4)
January 7, 2026 @ RES		Approve Annual Report to Voters (4.2)	Policy Governance Virtual Training with VSBA Trainers	Self-Evaluate GP 4.6 Ends Development & Review? EL Policy Review?	RES Attend & Report	Accept EL Reports 2.4,2.5 (3.4)			Approve Budget & Warning (4.1) Approval of AOE Financial Mgmt Questionnaire (2.4) Approve Announced Tuitions (2.4) Set HS Choice Capacity Limits (2.8.9)

MEETING	Board Governance and Processes	Ownership Linkage	Board Education	Policy Review	ENDS Monitoring	EL Monitoring	Other	Advocacy	Consent Agenda/ Incidentals
February 11, 2026 @ RUHS (& RTCC mtg)		Budget Information Meetings (4.2.1)	Policy Governance Virtual Training with VSBA Trainers	Self-Evaluate GP 4.4 Ends Development & Review? EL Policy Review?	RTCC Attend & Report	Review EL Reports 2.3, 2.6 (3.4)		Meet with Legislators (4.2.5)	
March 11, 2026 @ Brookfield Elementary		Report on Town Meetings (4.2.1)	Policy Governance Virtual Training with VSBA Trainers	Self-Evaluate BMD 3.0 Ends Development & Review? EL Policy Review?	Brookfield Attend & Report	Accept EL Reports 2.3,2.6 (3.4) Quarterly Facilities Monitoring Report incl report from Facilities Staff		Legislative Update (4.2.5)	Plan Staff Appreciation 1st wk. of May
April 8, 2026 @ Braintree Elementary			Policy Governance Virtual Training with VSBA Trainers	Self-Evaluate GP 4.1 Ends Development & Review? EL Policy Review?			Form Evaluation Committee and send out eval survey	Legislative Update (4.2.5)	Facilities Plans Update (2.6) Professional Staff Contracts (2.4) Staff Appreciation 1st wk. of May
May 13, 2026 @ RUHS (& RTCC mtg)			Policy Governance Virtual Training with VSBA Trainers	Self-Evaluate BMD 3.1 Ends Development & Review? EL Policy Review?		Review EL Reports 2.7 (3.4) Meet with Auditor (3.4.2)		Legislative Update (4.2.5)	Administrative Staff Contracts (2.4)

MEETING	Board Governance and Processes	Ownership Linkage	Board Education	Policy Review	ENDS Monitoring	EL Monitoring	Other	Advocacy	Consent Agenda/ Incidentals
June 10, 2026 @ RES	Superintendent Evaluation - EL Compliance & Ends Accomplishment (3.4) & (4.2)			Self-Evaluate BMD 3.2 BMD 3.4 Ends Development & Review? EL Policy Review?	Review & Discuss OSSD Ends Monitoring Report K-12 (3.4)	Accept EL Reports 2.7 (3.4) Quarterly Facilities Monitoring Report incl report from Facilities Staff		Legislative Update (4.2.5)	Approve SPED Contracts (2.4) Approve Administration of Grants (2.8.9) Approve Arbitrage Review & Accept District Continuous Improvement Plan
July (Retreat?)		Create Ownership Linkage Plan (4.2.1)		Self-Evaluate BMD 3.3 Ends Development & Review? EL Policy Review?	Accept OSSD Ends Monitoring Report K-12 (3.4))				

**ORANGE SOUTHWEST SCHOOL DISTRICT
SPECIAL BOARD MEETING**

**WEDNESDAY, AUGUST 20, 2025
6 PM AT Williamstown Middle High School
120 Hebert Road, Williamstown VT**

Google Meeting Joining Info
Video call link: <https://meet.google.com/zac-vfwb-aqq>
Or Dial: (US)+1 502-518-3415
PIN: 480 799 316#

AGENDA

I. Opening

- Meeting called to order by Anne Kaplan, Chair, at 6:01 pm
- Board Attendance: Ensuring a quorum
Attending from the OSSD Bard were Anne Kaplan, Beverly Lauchner, Sam Hooper, Martha Hafner, Rachel Fish, Rachel Gaidys and Aimil Parmelee.
Administration: Michael Clark.
- Meeting Purpose: Meeting with Paine Mountain to continue discussion of potential opportunities related to H454
- Public Comment for items not listed on the agenda: *Board welcomes comment but is not able to take any action. Comments limited to 3 minutes per speaker*
No comment, no public present

II. Board Process

- Discuss potential opportunities related to H454
The board members discussed community outreach, potential effects of H454, the possibility of specialized campuses, student travel and the challenges that brings as well as student input and other concerns.

III. Adjournment

- With no further business, the meeting was adjourned at 7:50 pm

Respectfully Submitted:

Kyle Southworth

Kyle Southworth, Administrative Assistant

Employee	Position	Date	Location
Connolly, Patrick B	Vocational Teacher	08/06/2025	RTCC
Libby, Tanya M	Ungraded Teacher - Art	08/06/2025	RES
Huff, Emily	Paraeducator Regular	08/06/2025	BRT
Farrington, Monica F	Reg Ed 1-6 Teacher	08/06/2025	RES
Pearson, Brent	Work Based Learning Coord	08/06/2025	RTCC
Massie, Anne J	Vocational Teacher	08/06/2025	RTCC
Gray, Michael R	High School Teacher 7-12	08/06/2025	RUHS
Brien, Kerri I	High School Teacher 7-12	08/06/2025	RUHS
Dougherty, Madeleine B	High School Teacher 7-12	08/06/2025	RUHS
Manion, Alison T	High School Teacher 7-12	08/06/2025	RUHS
MacDonald, Asa R	Paraeducator Special Education	08/06/2025	BRK
Murphy, Reagan M	RES Counselor	08/06/2025	RES
Geno, Stephen W	Paraeducator Regular	08/06/2025	RTCC
Wisdahl, Joanie R	Reg Ed 1-6 Teacher	08/07/2025	BRK
Eastwood, Sarah A	Administrator	08/07/2025	OSSD
Warden, James A	Reg Ed 1-6 Teacher	08/07/2025	RES
Daniels, Addison	Reg Ed 1-6 Teacher	08/08/2025	BRK
Foden, Kathleen	Special Ed. Teacher	08/08/2025	RUHS
Barrett, Jeffery C	Substitute	08/20/2025	RES
Toloczek, Linda A	Paraeducator Special Education	08/20/2025	BRT
Bashaw, Toby R	Paraeducator Regular	08/20/2025	RTCC
Koger, Jill A	Special Ed. Teacher	08/20/2025	RES
Aldrich, Carrie L	Special Ed. Teacher	08/20/2025	BRK
Olson, Keya M	Paraeducator Special Education	08/20/2025	BRK
Chisholm, JenniferAnn H	Substitute	08/25/2025	RES
O'Brien, Mary R	Paraeducator Regular	08/25/2025	RES
Bradley, Teresa J	Paraeducator Regular	08/25/2025	RES
Ainsworth, Graidie K	Paraeducator Regular	08/25/2025	BRT
Roche, Katherine L	Food Service	08/26/2025	OSSD
Ukasick, Amanda	RES Substitute	08/27/2025	RES
Carpenter, Penny D	RES Substitute	08/27/2025	RES
Wood, Lana	ASP Hourly Employee	08/27/2025	RES
Gonzalez, Dakota	ASP Hourly Employee	08/27/2025	RES
MacDonald, Asa R	ASP Hourly Employee	08/27/2025	RES
Barry, James A	RTCC Substitute	09/04/2025	RTCC
Gwin, Nan	RUHS Substitute	09/04/2025	OSSD
Scoppe, Corinne	RUHS Substitute	09/04/2025	OSSD
Hanley, Scott R	Student Transportation	09/04/2025	OSSD
Austin, Veola	Food Services	Resignation	
Olson, Keya	Paraeducator	Resignation	
Campbell, Connie	Admin. Asst/Clerk	Resignation	



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Robin Pembroke, Business Manager

Kayla Link, Director of Special Education

Mindybeth Pike, Director of Curriculum and Student Achievement

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September Board Report

Prepared by Michael J. Clark

5 September 2025

Meet Mindybeth Pike our new Director of Curriculum and Student Achievement

Mindybeth has made a strong start in her new role as Director of Curriculum and Student Achievement. She successfully planned and facilitated the Cabinet Retreat in early August, coordinating closely with the Cabinet team to ensure that all key components were in place for a successful opening in-service.

In addition to her work professional development, Mindybeth is currently focused on grant development as well as refining the district's assessment calendars and processes. Her attention to detail and strong organizational skills have been greatly appreciated and are already contributing positively to the work of the district.

For reference, here is the [[Director of Curriculum and Student Achievement job description](#)] outlining the responsibilities associated with the role.

H454/ACT 73 Governance Changes Updates

The Redistricting Task Force convened twice in August and is scheduled to meet again on September 10, 2025. The initial meetings were primarily organizational, laying the groundwork for the work ahead. At the second meeting, the Task Force introduced a formal template for redistricting proposals, which will guide the development of potential plans.

It is important to note that the Task Force has a statutory obligation to present potential redistricting plans to the legislature within a tight timeline; by early December 2025.

Additional information, including meeting materials and updates, is available on the Redistricting Task Force website: <https://aoa.vermont.gov/school-district-redistricting-task-force>

H454/Act 73 Conversations with Paine Mountain and others

On August 20, 2025, the Orange Southwest School Board met with the Paine Mountain School Board (Northfield and Williamstown) to continue discussions about the potential formation of a merged district. In my view, the meeting was both productive and cordial. Board members



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expressed shared values and concerns, particularly regarding the tight timeline outlined in the current legislation.

Representatives from the Barre Unified Union School District were also in attendance, primarily in a listening role, though they did express concerns about the accelerated timeline as well.

A key part of the discussion centered on whether boards should take a proactive approach to shaping their own futures or wait for decisions to be made by the Redistricting Task Force and the Legislature. The general consensus appeared to be that, to the extent possible, taking initiative and maintaining local control was preferable to waiting for external mandates.

There was also strong agreement, either unanimous or nearly so, that most community members are currently unaware of Act 73 and its potential implications. Board members acknowledged the importance of actively communicating with their communities, both to inform them and to solicit their input.

The boards expressed interest in meeting again to continue exploring potential collaboration.

H454/ACT 73 Conversations with The Community: UP For Learning Project

A formal invitation has been extended to the Barre Unified Union School District, Montpelier-Roxbury School District, White River Valley Supervisory Union, Washington Central Unified Union School District, Central Vermont Supervisory Union, Central Vermont Career and Technical Center, Randolph Technical and Career Center, and Orange Southwest School District to assemble student teams to participate in a regional education visioning project.

The goal of this initiative is to develop a student-led vision of what education should look like in a regional district (distinct from the governance structure). In addition to visioning work, student teams will receive training to help them lead inclusive community discussions within their home districts. These conversations will gather input from a broad range of stakeholders.

Students will compile and synthesize the feedback and present their findings to the Redistricting Task Force and the Legislature.

The first training session is scheduled for September 30, 2025. This project is primarily funded through a Stronger Connections Grant.



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H454/ACT 73 White River Valley Proclamation and Superintendent Conversation

At its meeting on August 5, 2025, the White River Valley Supervisory Union (WRVSU) Board unanimously approved a proclamation.

In essence, the proclamation states:

“The White River Valley Supervisory Union (WRVSU), being composed of the member districts of Granville/Hancock, Rochester/Stockbridge, White River Unified, First Branch, Sharon, and Strafford, is committed to remaining a Supervisory Union, within a larger governance region to the extent practical, under the terms of Act 73 of 2025. The WRVSU will reach out to contiguous school districts and supervisory unions to explore combining into a larger supervisory union.”

Upon learning of this proclamation, I reached out to WRVSU Superintendent Jamie Kinnarney to gain a deeper understanding of the Board’s intentions. Following that conversation, my impression is that WRVSU may be open to discussing a possible collaboration with the Orange Southwest School District (OSSD), potentially through OSSD joining the White River Valley Supervisory Union.

Such a change would involve a structural shift for OSSD, officially known as the Orange Southwest Unified Union School District. OSSD would continue to operate as a local school district, but under a Supervisory Union (SU) governance model rather than the current Unified Union structure.

In the existing Unified Union model, the OSSD Board is solely responsible for all aspects of district operations. In contrast, under a Supervisory Union model, operational responsibilities are divided: certain functions: such as special education, financial services, curriculum, and transportation, are administered at the SU level, while other duties remain under the authority of the local school district. Employees serving in SU-level roles may be assigned to any school within the union, whereas district-level employees are assigned solely within their specific district.

Currently, WRVSU serves approximately 1,200 students across six school districts. Adding OSSD would bring the total to seven school districts and approximately 2,200 students,



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including the addition of a technical center. Under this scenario, OSSD would become the largest district within the WRVSU structure. Representation on SU boards, as set by statute, is allocated as follows: three members for each district that operates a school, and one member for each non-operating town.

It is important to note that Act 73 envisions Supervisory Unions or merged districts that serve between 4,000 and 8,000 students. Therefore, additional districts would need to join WRVSU in order to meet this legislative target.

Given these developments, the OSSD Board may wish to consider reaching out to the WRVSU Board to learn more.

Transformer Project

Given current operational structures and the direction Vermont is heading regarding governance changes, I am making operational recommendations with the assumption that the Randolph Union School building will remain in operation, serving between 300 and 500 students for at least 5 years.

In light of this, we must now prioritize the transformer replacement project that has been referenced in several presentations over the past year. Currently, a significant portion of the building is powered by a transformer that is original to the facility, making it over 70 years old. According to Wes and Bob, the expected lifespan of such equipment is approximately 35 years, meaning this transformer has been in service for twice its intended duration.

During their preliminary research, Wes and Bob discovered that the manufacturing lead time for a replacement transformer could be as long as 18 months. Estimated costs for replacement were about \$350,000 last year.

Given the age, condition, and risk associated with continued reliance on this outdated infrastructure, I recommend that we move forward by authorizing Wes and Bob to solicit bids in accordance with Vermont public contracting laws. Once bids are received, they will be presented to the Board for review and formal approval before any contract is awarded.

The funding for this project will need to come from the Facilities Reserve Fund.



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VSBIT and VEHI Proxy Vote

The **Vermont School Boards Insurance Trust (VSBIT)** is the insurance pool that underwrites our multiline risk policies (including property, vehicle, and liability coverage) as well as our unemployment insurance. Each year, VSBIT holds an annual meeting during which the membership receives and votes to accept the annual report, elects board members, and conducts other routine business.

As a member district, the Orange Southwest School District (OSSD) has voting rights at this meeting and is required to assign a proxy to exercise its vote. You typically have three options for assigning your proxy:

1. Assign the superintendent as your proxy (this was done last year)
2. Assign a board member who will be in attendance
3. Assign the VSBIT Board as your proxy

I have served on the VSBIT Board since 2017, initially as the Superintendent Representative and currently as an At-Large Representative. I have also served as Board Chair for the past three years. I have been nominated again this year for the At-Large Representative seat and am currently running unopposed. Because I am on the ballot, the Board **should not assign me as its proxy this year**. Options 2 or 3 remain available, and I can assist with logistics as needed. It is also worth noting that there are no controversial items expected on the agenda.

In a similar vein, the **Vermont Education Health Initiative (VEHI)** oversees health insurance for all Vermont educators. OSSD also holds voting rights in this organization. Unlike with VSBIT, I am able to serve as your proxy for the VEHI meeting, should the Board choose to assign that role to me. Again, there are no known controversial items scheduled for a vote.



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Non-Licensed Staff Contract Negotiations

The current agreement between the OSSD Board and the Orange Southwest Non-Licensed Staff Association is set to expire at the end of the 2025–2026 school year. As outlined in Section 2.1 of the agreement:

“On or before October 1 of the school year prior to which this Agreement expires, either the Association or the Board may notify the other party if it desires to negotiate a successor to this agreement.”

In accordance with this provision, I recommend that the Board authorize the Superintendent to send a formal letter to the Association indicating the District’s intent to negotiate a successor agreement.

Policy Governance Virtual Training

In accordance with the Board’s direction, the full Board has been enrolled in the year-long Virtual Policy Governance Training series. The schedule is September 25, October 16, December 4, January 22, February 26, March 26, April 23, and May 28. Additional details, including session topics and access information, are available on the Vermont School Boards Association (VSBA) website: <https://www.vtvsba.org/pg-event>

VSBA/VSA Annual Conference

The VSA/VSBA Annual Conference is October 29 and 30 this year. This year’s theme is Partnership in Action: Leading as One Governance Team, featuring a powerful keynote presentation on the power of partnership by Illinois Superintendent Jennifer Norrell and Board Member Kimberly Hatchett. The keynote is followed by hands-on workshops on Building a Continuous Improvement Cycle, Elevating Student Representatives as Governance Partners, Leading Through Crisis, and Trust, the Foremost Factor. The VSBA and VSA looks forward to seeing you at the conference in its new location at the DoubleTree by Hilton in Burlington.

If you plan to go please reach out to Kyle Southworth and she can create your purchase order and register you.

For specific information please visit the VSBA website at <https://www.vtvsba.org/annual-conference>



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Ends Policy Update

Jeanne Collins and I collaborated to revise and refine the draft language initially developed by the Ends Committee. Together, we crafted language aligned with the Policy Governance framework, which outlines the key components of an effective Ends Policy. Specifically, an Ends Policy must clearly articulate three essential elements: first, the specific **results or outcomes** the organization aims to achieve—these are the benefits or changes it exists to produce; second, the **intended recipients** of those results, identifying the individuals or groups the organization is designed to serve; and third, the **worth or priority** of the results, which includes considerations of cost, value, and available resources.

Policy Title 1.0 Ends Statement:

All students of Orange Southwest Schools will graduate prepared for life with a strong academic foundation, essential life skills, personal well-being and as active contributors to the communities, state, country and the world, as supported by the resources approved by the community.

The above will be achieved through the following priorities:

- 1.1 A rigorous academic foundation
 - 1.1.1 ELA (Reading, writing, listening, communicating)
 - 1.1.2 Mathematics
 - 1.1.3 Science and technology
 - 1.1.4 Social studies
 - 1.1.5 Arts

- 1.2 Life skills, personal development and self-care
 - 1.2.1 Vocational skills
 - 1.2.2 Wellness
 - 1.2.3 Financial literacy
 - 1.2.4 Self-direction
 - 1.2.5 Social-emotional skills
 - 1.2.6 Critical thinking and creativity



Orange Southwest School District

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Mindybeth Pike, Director of Curriculum and Student Achievement

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1.3 Community engagement and global citizenship

1.3.1 Global awareness (including world languages)

1.3.2 Civics

1.3.3 Community involvement

1.3.4 Care for the environment

1.3.5 Respect for and inclusion of diversity

UVM Outstanding Teacher Award Recipients

Each year, UVM's College of Education and Social Services and the Vermont Agency of Education work collaboratively to affirm and honor the accomplishments of licensed State of Vermont's educators whose work is guided by the [Vermont Core Teaching Standards](#). This year the Orange Southwest School District and Randolph Technical and Career Center are pleased to share our UVM Outstanding Teacher Award recipients. Please join me in congratulating:

Patrick Martin, a science teacher at Randolph Union, creates engaging lessons that foster student agency. His passion for nature and the planet enriches our school community. We're grateful he continues to inspire and nurture learners at Randolph Union.

Katie Rogstad has served Randolph Elementary for 11 years with dedication and heart. She builds strong student connections, supports colleagues, leads our culture committee, and contributes to the PTO. Her leadership and care make her an outstanding nominee for OSSD Elementary Teacher of the Year.

Peter Busha of RTCC is an Instructor who engages in leadership roles that benefit students and staff. Peter's program is flourishing due to his solid reputation and gentle manner. This year he will embark on a project with two other programs to build and electrify tiny homes with students!

Opening Inservice

The feedback to our 2025-2026 opening inservice was overwhelmingly positive. Feedback provided a survey highlighted the collaboration opportunities, new learning, variety of opportunities, and respect for educator time autonomy were all highlighted. As a reminder, opening inservice consisted of: [New Teacher Bootcamp](#) held August 18–19, and [Opening Inservice](#) August 20–26.

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

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