

**WARNING**  
**ORANGE SOUTHWEST SCHOOL DISTRICT**  
**REGULAR BOARD MEETING**  
**WEDNESDAY, OCT. 8, 2025**  
**6 PM at Brookfield Elementary School**

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

**AGENDA**

**I. Opening (6:00 pm)**

- Board Attendance: *Ensuring a quorum*
- Meeting Purpose: Board action re: Legislative and Policy Updates, Budget Planning and Communication, Board Development, and Legal Compliance
- 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 Student Support Services, Kayla Link, and learn about the special education process
- Update on Act 73 (H 454)
  - Meeting with White River Valley Board Recap
  - Next Steps
  - UP for Learning Project Update
- Budget Timeline and Process, communication plan for the public

**III. Board Process (6:25)**

- Support Staff Negotiations Update

**IV. Board Education (6:35)**

- Reminder: Policy Governance Virtual Training Thursday 6pm October 16, 2025
- Reminder: 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
- Open Meeting Law Review with Lynn, Lynn, Blackman and Toohey
- Policy Governance Virtual Training Debrief

**V. Monitoring the Organization (6:40)**

- Review EL 2.1 & 2.2 (BMD 3.4.5) First Read
- Financials (EL 2.3 Financial Conditions)

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

- Review/Discuss Updated Ends Policy 2nd Read

## **VII. Monitoring the Board (7:30)**

- Board Self-Evaluation: *Monitoring compliance with Board Governance Process and Board Management Delegation Policies.*
- GP 4.0 Global Governance Commitment– 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 September 10, 2025 and September 23, 2025 Special Meeting
- New Hires

## **IX. Closing/Incidental Information (7:35)**

- Superintendent's Report
  - ACT 73 (H454) Update
  - Review of White River Valley Supervisory Union Meeting
  - Substance Abuse Prevention Programs
  - Budget Timeline
- Action Item Recap

## **X. Executive Session**

*Legal update.*

*Two Motions Required*

- *First: I move to find that premature general public knowledge regarding civil litigation in which the OSSD is named as a party clearly places the board at a disadvantage because the board risks disclosing its litigation strategy if it discusses the litigation in public*
- *Second: I move to enter executive session for the purpose of discussing litigation to which the OSSD is a named party under Title 1 Section 313 (a)(1)*

## **Future Meetings**

- Agenda Planning Meeting: Monday September 29
- Regular Board Meeting: Wednesday, Nov. 12 @ 6 p.m., RUMHS Media Center following RTCC RAB Meeting at 5 p.m.

# Monitoring Report

<b>Superintendent Monitoring Report:</b>	Internal	<b>Organization:</b>	Orange Southwest School District
<b>Policy Type:</b>	Executive Limitations	<b>Policy Number/Title:</b>	2.1 Treatment of Students, Parents/Guardians, and Community
<b>Submitted on:</b>	30 September 2025	<b>Period Covered</b>	July 2024 -Sept 2025

## Policy

*With respect to interactions with Students, Parents/Guardians Community or those applying to be Students, Parents/Guardians and Community, the Superintendent shall not cause or allow conditions, procedures, or decisions that are arbitrary or capricious, untimely, unclear, undignified, or unnecessarily intrusive. Further, without limiting the scope of the foregoing by this enumeration, the Superintendent shall not:*

- 1. Elicit information for which there is no clear necessity;*
- 2. Use methods of collecting, reviewing, transmitting, or storing student/ family information that fail to protect against improper access to the material elicited;*
- 3. Operate facilities without appropriate accessibility and privacy;*
- 4. Allow Students, Parents/Guardians and Community to be unaware of what may be expected and what may not be expected from the District; or,*
- 5. Leave Students, Parents/Guardians and Community uninformed in writing of this policy or without a way to be heard for persons who believe they have not been accorded a reasonable interpretation of their protections under this policy.*

## Interpretation

The Superintendent interprets this policy to mean that all interactions with students, parents/guardians, and community members must be conducted in a manner that is clear, respectful, timely, necessary, and private. All actions must be consistent with legal

and ethical expectations and promote trust, dignity, and access for all. Information is only collected when required by law, policy, or for operational necessity tied to district Ends.

Student and family information is protected in compliance with FERPA and state privacy laws. Access is limited to those with a legitimate educational interest.

All district facilities meet ADA standards and uphold privacy requirements when providing accommodations.

The district ensures that students, families, and community members are well-informed about services, policies, and behavioral expectations via multiple communication formats (written, oral, digital).

Stakeholders are informed in writing of this policy and have access to grievance procedures, particularly via Policy B27 (Public Complaints About Personnel).

## Observable Conditions:

a)	Streamlined forms and enrollment processes.
b)	Secure student information systems (PowerSchool, EduClimber, ect.
c)	Staff training on FERPA and data privacy.
d)	ADA-compliant entrances, restrooms, and learning spaces.
e)	District website with accessible, current policies and guides.
f)	Community forums and informational sessions.
g)	Clear Complaint Policy access on district website.

## Rationale:

1)	This limitation ensures stakeholder dignity, avoids liability, and supports a positive and functional educational environment.
----	--

## Evidence:

Observable Condition	Data/Result
----------------------	-------------

a) Streamlined Forms	<i>Enrollment Paperwork</i>
b) Secure Student Information Systems	<i>The district network is password protected. The software for our SIS is password protected and the data is encrypted,</i>
c) Staff Training	<i>Staff is trained annually on confidentiality and Privacy. See Opening inservice agenda</i>
d) Accessibility	<i>All buildings are ADA Compliant. See latest accessibility Audit</i>
e) Website and Policies	<i>Handbooks and policies are available on our <a href="http://www.orangesouthwest.org">www.orangesouthwest.org</a> website</i>
f) Community Forums	<i>Held Monthly Google meet each third Wednesday of the month that school was in session. Budgeting meeting. Title nights.</i>
g) Complaint Policy B-27	<p><i>The policy is available on the OSSD website at</i>  <i>(<a href="https://resources.finalseite.net/images/v1676050021/orangesouthwestorg/kmqz55qa020rwaf8hxi3/PolicyB27-PublicComplaintsAboutPersonnel.pdf">https://resources.finalseite.net/images/v1676050021/orangesouthwestorg/kmqz55qa020rwaf8hxi3/PolicyB27-PublicComplaintsAboutPersonnel.pdf</a>)</i></p> <p><i>No complaints escalated past the Superintendent Level</i></p>

**Compliance:**

I report compliance  
*Michael J Clark, Superintendent*

Notes:

# Monitoring Report

<b>Superintendent Monitoring Report:</b>	Internal	<b>Organization:</b>	Orange Southwest School District
<b>Policy Type:</b>	Executive Limitations	<b>Policy Number/Title:</b>	2.2 Treatment of Staff
<b>Submitted on:</b>	30 September 2025	<b>Period Covered</b>	July 2024 -Sept 2025

## Policy

*With respect to the treatment of paid and volunteer staff, the Superintendent shall not:*

- 1. Operate without written personnel rules that (a) clarify rules for staff, (b) provide for effective handling of grievances, and (c) protect against wrongful conditions;*
- 2. Discriminate against any staff member for non-disruptive expression of dissent;*

*or,*

- 3. Allow staff to be unprepared for emergency situations*

## Interpretation

The Superintendent will ensure and follow written rules for personnel that are clear, provide for effective handling of grievances and protect against wrongful conditions.

No staff member may be discriminated against for don-disruptive expression of dissent.

Staff must be prepared of emergency situations

## Observable Conditions:

a)	Written rules and timelines that are followed
b)	A clear chain of command and complaint procedures
c)	Guidelines and training to address and avoid emergency situations

## Rationale:

1)	Clear personnel rules, protection for non-disruptive dissent, and emergency preparedness are foundational to a healthy, resilient organization. Together, they ensure staff understand their rights and responsibilities, feel safe to express concerns without fear of retaliation, and are equipped to respond effectively in crisis situations. These practices reflect legal obligations, align with best governance standards, and demonstrate a strong organizational commitment to safety, transparency, and a culture of respect.
----	---

## Evidence:

<b>Observable Condition</b>	<b>Data/Result</b>
a) Written Rules and Timelines	<i>Policies, Procedures, and Master Agreements are all available at <a href="http://www.orangesouthwest.org">www.orangesouthwest.org</a></i>
b) Chain of Command and Complaint Procedure	<p><i>See OSSD Org Chart</i></p> <p><i>The policy is available on the OSSD website at <a href="https://resources.finalsite.net/images/v1676050021/orangesouthwestorg/kmqz55qa020rwaf8hxi3/PolicyB27-PublicComplaintsAboutPersonnel.pdf">https://resources.finalsite.net/images/v1676050021/orangesouthwestorg/kmqz55qa020rwaf8hxi3/PolicyB27-PublicComplaintsAboutPersonnel.pdf</a></i></p> <p><i>No complaints escalated past the Superintendent Level</i></p>
c) Emergency guidelines and training	<p><i>Please see the Orange Southwest School Safety Plan</i></p> <p><i>Opening inservice trainings</i></p>

## Compliance:

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

Notes:
--------

**ORANGE SOUTHWEST SCHOOL DISTRICT -  
EXPENDITURES**

<b>Account Name</b>	<b>2024-25 Actual</b>	<b>September 2024 Expenditure</b>	<b>2025-26 Budget</b>	<b>September 2025 Expenditure</b>	<b>Encumb</b>	<b>Balance Under (Over)</b>	<b>Percent Inc/Dec</b>
<b><u>INSTRUCTION:</u></b>							
Salaries	5,082,570	440,861	5,611,830	440,625	0	5,171,205	92.15%
Benefits	1,746,726	112,238	2,212,209	138,987	0	2,073,222	93.72%
Drivers Education	0	589	4,000	0	0	4,000	100.00%
Remedial/Interventionist Service	295,262	20,351	455,272	22,445	525	432,302	94.95%
Testing/Tutorial/OT-PT Svcs	34,718	0	47,560	48	3,626	43,887	92.28%
Contracted Services	39,535	28,521	48,250	32,093	140	16,017	33.20%
Staff Training	148,808	30,475	278,730	33,567	36,905	208,258	74.72%
Co/Extra Curricular	470,048	57,963	541,536	56,789	87,317	397,430	73.39%
Tuition	102,719	0	58,000	870	0	57,130	98.50%
Travel/Field Trips	8,083	-280	26,400	5,653	6,880	13,867	52.53%
Supplies/Textbooks/Equip	318,870	55,806	433,523	61,990	53,932	317,601	73.26%
<b>Total Instruction</b>	<b>8,247,339</b>	<b>746,524</b>	<b>9,717,310</b>	<b>793,065</b>	<b>189,325</b>	<b>8,734,920</b>	<b>89.89%</b>
<b><u>SPECIAL EDUCATION:</u></b>							
Salaries	1,637,092	196,115	2,087,862	154,414	0	1,933,448	92.60%
Benefits	634,533	54,911	1,006,270	55,997	0	950,273	94.44%
Contracted/Prof Services	30,804	0	0	2,000	0	-2,000	
Transportation	261,849	0	252,275	3,980	13,680	234,615	93.00%
Travel/Conferences	21,639	5,206	12,800	173	2,642	9,985	78.01%
Supplies/Textbooks/Equipment	17,927	8,736	28,520	11,613	2,168	14,740	51.68%
Tuition	840,570	95,291	1,189,000	98,157	403,043	687,800	57.85%
Behavioral Services	204,746	11,516	226,211	17,813	0	208,398	92.13%
Testing/Tutorial/OT-PT Svcs	262,879	17,256	144,000	2,041	141,959	0	0.00%
Speech Services	316,142	18,595	392,039	29,215	36,652	326,172	83.20%
<b>Total Special Education</b>	<b>4,228,182</b>	<b>407,626</b>	<b>5,338,977</b>	<b>375,403</b>	<b>600,143</b>	<b>4,363,431</b>	<b>81.73%</b>
<b><u>ADMINISTRATION:</u></b>							
Salaries	1,061,637	235,301	1,122,282	214,904	0	907,378	80.85%
Benefits	416,746	77,499	547,402	72,395	0	475,007	86.77%
Repairs/Maint	255	0	9,000	0	0	9,000	100.00%
Postage/Telephone	35,565	7,215	39,750	5,879	1,850	32,022	80.56%
Travel	26,455	440	14,100	819	400	12,881	91.36%
Supplies/Equipment	52,009	7,251	55,815	8,205	9,429	38,181	68.41%
<b>Total Administration</b>	<b>1,592,667</b>	<b>327,705</b>	<b>1,788,349</b>	<b>302,201</b>	<b>11,679</b>	<b>1,474,469</b>	<b>82.45%</b>
<b><u>CENTRAL OFFICE:</u></b>							
Salaries	743,493	184,534	713,922	167,512	0	546,410	76.54%
Benefits	257,657	53,388	340,022	58,964	0	281,058	82.66%
Contracted Services	8,057	27	10,000	250	5,500	4,250	42.50%
Legal Fees	0	0	0	0	0	0	
Staff Development	11,651	2,800	7,500	1,847	818	4,835	64.47%
Repairs/Maintenance	24,180	24,180	30,000	25,389	0	4,611	15.37%
Board Expense	0	0	0	0	0	0	
Building Construction	0	0	0	0	0	0	
Insurance	0	0	0	0	0	0	
Travel	7,112	0	13,900	0	0	13,900	100.00%
Supplies/Equipment	42,126	12,417	64,350	12,098	10,885	41,367	64.28%
<b>Total Central Office</b>	<b>1,094,277</b>	<b>277,345</b>	<b>1,179,694</b>	<b>266,061</b>	<b>17,203</b>	<b>896,430</b>	<b>75.99%</b>
<b><u>SUPPORT SERVICES:</u></b>							
Guidance	742,463	52,918	664,975	54,321	10,049	600,606	90.32%
Behavioral Interventionists	343,590	28,678	383,110	30,668	800	351,642	91.79%
School Nurse	476,043	38,947	383,647	30,684	855	352,107	91.78%
Media Services	381,278	35,412	358,437	48,142	6,621	303,675	84.72%
Curriculum Develop	12,977	8,116	31,310	2,769	1,722	26,819	85.66%
C.A.R.	47,992	65	113,500	0	2,321	111,179	97.96%
Teacher Mentoring	33,487	1,077	58,010	2,962	0	55,048	94.89%
Board of Education	92,517	161,998	123,450	35,544	20,794	67,112	54.36%
Legal Fees	42,870	913	64,500	437	0	64,064	99.32%
Fiscal Services	0	0	85,000	0	0	85,000	100.00%
<b>Total Support Services</b>	<b>2,173,217</b>	<b>328,123</b>	<b>2,265,939</b>	<b>205,526</b>	<b>43,161</b>	<b>2,017,252</b>	<b>89.03%</b>
<b><u>MAINTENANCE:</u></b>							
Salaries	852,328	211,927	856,950	177,251	0	679,699	79.32%
Benefits	383,982	75,598	523,880	73,947	0	449,933	85.88%
Contracted Services	520,351	92,787	235,531	21,924	78,420	135,187	57.40%
General Liability Ins	94,929	0	98,500	0	0	98,500	100.00%
Repairs/Maintenance	102,586	25,393	287,260	34,983	27,205	225,072	78.35%
Utilities	435,651	62,426	564,200	19,482	0	544,718	96.55%
Supplies/Travel/Equipment	202,917	53,834	353,400	22,582	32,668	298,150	84.37%
Care of Grounds	215,128	27,516	224,200	23,781	19,400	181,019	80.74%
Reserve - Repairs/Maint	0	0	0	0	0	0	
Vehicle Services	13,574	9,134	30,485	284	3,600	26,601	87.26%
<b>Total Maintenance Svcs</b>	<b>2,821,446</b>	<b>558,616</b>	<b>3,174,406</b>	<b>374,235</b>	<b>161,293</b>	<b>2,638,879</b>	<b>83.13%</b>

**ORANGE SOUTHWEST SCHOOL DISTRICT -  
EXPENDITURES**

	<b>2024-25 Actual</b>	<b>September 2024 Expenditure</b>	<b>2025-26 Budget</b>	<b>September 2025 Expenditure</b>	<b>Encumb</b>	<b>Balance Under (Over)</b>	<b>Percent Inc/Dec</b>
<b><u>TECHNOLOGY:</u></b>							
Salaries	325,002	84,719	384,024	82,074	0	301,950	78.63%
Benefits	123,421	26,765	202,499	26,219	0	176,280	87.05%
Contracted Services	19,539	500	24,500	0	0	24,500	100.00%
Technology Fund Transfer	108,500	0	108,500	0	0	108,500	100.00%
Repairs/Maintenance	453	0	2,500	0	0	2,500	100.00%
Supplies	156,901	62,144	151,450	113,196	20,473	17,781	11.74%
Equipment	0	0	0	0	0	0	
<b>Total Technology</b>	<b>733,816</b>	<b>174,128</b>	<b>873,473</b>	<b>221,490</b>	<b>20,473</b>	<b>631,511</b>	<b>72.30%</b>
<b><u>TRANSPORTATION:</u></b>							
Salaries	302,319	46,119	324,750	41,153	0	283,597	87.33%
Benefits	55,921	7,942	76,783	8,211	0	68,572	89.31%
Contracted Svcs/Rent	68,014	16,329	73,000	32,413	0	40,587	55.60%
Travel/Conferences	0	0	100	0	0	100	100.00%
Repairs/Supplies/Equip	76,647	10,752	69,250	6,117	14,445	48,687	70.31%
Diesel Fuel	55,601	3,366	92,000	4,756	0	87,244	94.83%
Unallowed Spec Ed	2,734	0	0	0	0	0	
After School Bus	2,462	0	0	0	0	0	
Field Trips	25,056	2,944	32,830	0	4,346	28,484	86.76%
Tuition Student Transportation	43,779	614	31,125	2,020	23,562	5,543	17.81%
Bus Fund Reserve	100,000	0	100,000	0	0	100,000	100.00%
<b>Total Transportation</b>	<b>732,534</b>	<b>88,066</b>	<b>799,838</b>	<b>94,669</b>	<b>42,354</b>	<b>662,815</b>	<b>662.81%</b>
<b><u>OTHER EXPENDITURES:</u></b>							
Food Service Transfer	138,443	0	70,000	0	0	70,000	100.00%
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	9,754	0	10,050	0	0	10,050	100.00%
EEE Services	67,748	5,520	95,353	5,393	0	89,960	94.34%
<b>Total Other Expenditures</b>	<b>215,945</b>	<b>5,520</b>	<b>175,403</b>	<b>5,393</b>	<b>0</b>	<b>170,010</b>	<b>1691.65%</b>
<b><u>TECHNICAL EDUCATION:</u></b>							
State - Act 68	627,121	0	560,420	0	0	560,420	100.00%
Local Tuition	663,498	0	634,500	0	0	634,500	113.22%
<b>Total Tech Education</b>	<b>1,290,619</b>	<b>0</b>	<b>1,194,920</b>	<b>0</b>	<b>0</b>	<b>1,194,920</b>	<b>213.22%</b>
<b><u>PRE-SCHOOL</u></b>							
Salaries	418,276	36,666	337,262	26,348	0	310,914	92.19%
Benefits	178,535	12,594	198,722	12,583	0	186,139	93.67%
Administration	26,904	6,726	0	0	0	0	
Tuition/Partnerships	26,633	0	82,000	0	0	82,000	100.00%
Supplies/Travel/Equip	21,363	4,279	18,650	613	4,507	13,529	72.54%
<b>Total Pre-School</b>	<b>671,711</b>	<b>60,265</b>	<b>636,634</b>	<b>39,544</b>	<b>4,507</b>	<b>592,583</b>	<b>722.66%</b>
SUPRLUS/DEFICIT	0	0	0	0	0	0	
<b><u>SCHOOL TOTAL:</u></b>	<b>23,801,751</b>	<b>2,973,918</b>	<b>27,144,943</b>	<b>2,677,585</b>	<b>1,090,138</b>	<b>23,377,221</b>	<b>86.12%</b>
<b><u>FEDERAL FUNDS:</u></b>							
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	
<b>Total Federal Funds</b>	<b>0</b>	<b>0</b>	<b>1,182,660</b>	<b>0</b>	<b>0</b>	<b>1,182,660</b>	
<b>TOTAL VOTER APPROVAL:</b>	<b>23,801,751</b>	<b>2,973,918</b>	<b>28,327,603</b>	<b>2,677,585</b>	<b>1,090,138</b>	<b>24,559,881</b>	<b>2076.66%</b>

**RANDOLPH TECHNICAL CAREER CENTER  
EXPENDITURES**

<b>Account Name</b>	<b>2024-25 Actual</b>	<b>September 2024 Expenditure</b>	<b>2025-26 Budget</b>	<b>September 2025 Expenditure</b>	<b>Encumb</b>	<b>Difference</b>
<b><u>D. INSTRUCTION:</u></b>						
Salaries	1,075,662	95,924	881,664	68,811	0	812,853
Benefits	340,919	33,747	391,365	26,589	0	364,776
Staff Development	10,389	5,463	18,425	3,165	1,921	13,339
Computer Network	88,995	0	92,000	23,000	0	69,000
Co/Extra Curricular	7,952	400	64,145	0	0	64,145
Overhead Tuition	0	0	10,000	0	0	10,000
Carl Perkins	0	0	0	0	0	0
Travel/Field Trips	5,879	1,415	28,560	0	2,925	25,635
Supplies/Textbooks/Equip	395,150	28,341	270,631	41,754	48,618	180,259
<b>Total Instruction</b>	<b>1,924,947</b>	<b>165,290</b>	<b>1,756,790</b>	<b>163,319</b>	<b>53,465</b>	<b>1,540,006</b>
<b><u>E. ADMINISTRATION:</u></b>						
Salaries	283,538	49,972	312,483	70,703	0	241,780
Benefits	101,069	7,217	116,166	22,741	0	93,425
Contracted Svcs	476	0	1,000	0	441	559
Overhead Tuition	0	0	0	0	0	0
Repairs/Maintenance	6,645	2,732	22,555	1,947	0	20,608
Travel	1,515	1,126	3,000	0	0	3,000
Supplies/Equipment	35,807	5,168	57,400	5,846	4,942	46,612
<b>Total Administration</b>	<b>429,051</b>	<b>66,215</b>	<b>512,604</b>	<b>101,238</b>	<b>5,383</b>	<b>405,984</b>
<b><u>F. SUPPORT SERVICES:</u></b>						
Assessment Coordinator	96,227	8,396	157,305	11,356	0	145,949
Cooperative Education	130,308	10,047	165,763	3,349	533	161,880
Guidance	80,223	10,007	159,079	14,747	698	143,633
School Nurse	59,736	4,339	68,573	4,691	0	63,882
Board of Education	5,184	260	16,115	357	0	15,758
Legal Fees	406	0	8,000	0	0	8,000
Fiscal Services	0	0	26,000	0	0	26,000
<b>Total Support Services</b>	<b>372,083</b>	<b>33,049</b>	<b>600,835</b>	<b>34,502</b>	<b>1,232</b>	<b>565,102</b>
<b><u>G. MAINTENANCE OF PLANT:</u></b>						
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	40,726	0	35,000	0	0	35,000
Utilities	142,778	16,654	188,800	4,601	0	184,199
Repairs & Maintenance	3,412	0	9,000	0	0	9,000
Supplies/Equipment	0	0	0	0	0	0
<b>Total Maintenance</b>	<b>186,916</b>	<b>16,654</b>	<b>232,800</b>	<b>4,601</b>	<b>0</b>	<b>228,199</b>
<b><u>SCHOOL TOTAL</u></b>	<b><u>2,912,997</u></b>	<b><u>281,208</u></b>	<b><u>3,103,029</u></b>	<b><u>303,660</u></b>	<b><u>60,079</u></b>	<b><u>2,739,290</u></b>
<b>H. OSSU/ADMIN/SP ED</b>	<b>153,000</b>	<b>0</b>	<b>160,000</b>	<b>40,000</b>	<b>0</b>	<b>120,000</b>
<b>OSSU MAINTENANCE</b>	<b>385,000</b>	<b>0</b>	<b>400,000</b>	<b>100,000</b>	<b>0</b>	<b>300,000</b>
<b><u>I. ADULT ED:</u></b>						
Salaries	0	0	2,000	0	0	2,000
Benefits	0	0	185	0	0	185
Travel	0	0	0	0	0	0
Supplies/Textbooks/Equip	0	0	0	0	0	0
<b>Total Adult Ed</b>	<b>0</b>	<b>0</b>	<b>2,185</b>	<b>0</b>	<b>0</b>	<b>2,185</b>
<b>J. DEBT SERVICE:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>K. TUITION REFUND</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b><u>SURPLUS/DEFICIT</u></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b><u>TOTAL</u></b>	<b><u>3,450,997</u></b>	<b><u>281,208</u></b>	<b><u>3,665,214</u></b>	<b><u>443,660</u></b>	<b><u>60,079</u></b>	<b><u>3,161,475</u></b>

**Policy Title 1.0 Ends Statement:**

***All students of Orange Southwest Schools will graduate with strong academic and essential life skills, prepared to actively contribute to their communities, as supported by community-approved resources.***

*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, curiosity, 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**

**Policy Number 4.0 Global Governance Commitment**

**Time period being monitored: FY 25-26**

**Date Completed: 10/8/25**

**Performance Ratings: always, most of the time, some of the time, never**

<b>Policy Wording</b>	<b>Have we acted consistently with this item of the policy</b>	<b>Specific representative examples to support your response</b>
<p>The purpose of the Board, on behalf of Braintree, Brookfield and Randolph is to see to it the Orange Southwest School District: (a) achieves appropriate results for students at an appropriate cost (as specified in board Ends policies);</p>		
<p>and, (b) avoids unacceptable actions and situations (as prohibited in board Executive Limitations policies).</p>		

**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 September 10, 2025**  
**Randolph Union High School 6pm**

Google Meeting Joining Info

Video call link: [https:// meet.google.com/zac-vfvyb-agg](https://meet.google.com/zac-vfvyb-agg)

Or Dial: (US)+1 502-518-3415

PIN: 480 799 316#

**I. Opening (6:00 pm)** Meeting called to order by Anne Kaplan, chair, at 6:03 pm

- **Board Attendance:** *Ensuring a quorum*  
*Anne Kaplan, Aimil Parmelee, Rachel Fish, Beverly Lauchner, Rachel Gaidys, Sam Hooper (virtual), Martha Hafner, Ryan Anderson. Administration: Michael Clark, Mindybeth Pike (virtual), Kyle Southworth and ORCA Media.*
- **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?*  
*Agenda is accepted with no changes*

**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 public attending, no comments.*
- **Meet the Director** of Curriculum & Student Achievement & learn about the role- Mindybeth Pike  
*Mindybeth discusses curriculum oversight and instructional leadership as well as elementary school proficiency report cards. STEM at the primary level vs. STEAM at upper levels, professional development for teachers and data warehouse and grant management are also reviewed.*
- **Update on H 454**
  - **Meeting with Paine Mountain Recap**  
Michael Clark discusses how the meeting on Aug 20<sup>th</sup> was a cordial conversation, indicating that Central Vermont school districts are interested in taking a proactive role in redistricting and communicating with their communities
  - **White River Valley Proclamation/Superintendent Conversation**  
Conversation about the recent proclamation by the WRVSU Board, potential openness to a conversation with the OSSD and what a consolidation under a Supervisory Union might look like for the District. With a December deadline for the Task Force to deliver their vision for redistricting to the Legislature, Rachel Gaidys is concerned that these conversations take time, Aimil Parmelee is wary of fast-tracking. Ryan Anderson echoes that, concerned about giving the communities whip lash and all board members discuss possible loss of local control, policy governance under a new model, potential cost savings and the necessity to have someone at Michael Clark's level at each school district. Rachel Gaidys cautions that the Board can't lose sight of it's goal to support students and education.  
**VOTE: Beverly Lauchner moves to have Michael Clark or Anne Kaplan draft a letter to WRVSU requesting a conversation. The motion is seconded by Aimil Parmelee and passes unanimously.**

- **UP for Learning**  
Michael Clark reports he will reach out to teachers for recruitment of 8 interested students in each of the invited districts to participate in an envisioning project. Students will discuss what they want in their educational system, discuss regional vs specialty schools, and other topics. Students will train in leading community discussions, and Michael Clark stresses that students are being looked at to provide input, not to solve problems. The first session is scheduled for Sept 30 at Vermont State University, Randolph.
- Transformer Project  
Facilities will be soliciting bids to replace the 70 year old transformer that currently powers a significant portion of RUMHS. Funding for the project would need to come from the Facilities Reserve Fund. At that time, the quotes and request for the expenditure will be presented to the Board for approval. Michael Clark reminds the Board that, if the school district should decide to consolidate, reserve funding would go with any potential merger.

### **III. Board Process (6:25)**

- Appoint an OSSD Board Member or the VSBIT Board to vote at VSBIT Annual Mtg.  
*The Board agrees to allow VSBIT to manage the proxy vote this year.*  
*VOTE: Anne Kaplan moves to assign proxy to VSBIT this year, Rachel Gaidys seconds, motion passes unanimously.*
- Appoint an OSSD Board Member or the superintendent to vote at the VEHI Annual Mtg.  
*The Board agrees to allow Michael Clark to act as proxy this year.*  
*VOTE: Rachel Gaidys moves to assign Michael Clark as proxy to VEHI this year, Anne Kaplan seconds, motion passes unanimously.*
- Support Staff Negotiations  
*VOTE: Aimil Parmelee moves to request Michael Clark send a letter to the Association stating that the Board desires to negotiate a successor to the current '25-26 support staff agreement. Ryan Anderson seconds, the motion passes unanimously.*

### **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.  
*VOTE: Ryan Anderson moves to request Michael Clark reach out to legal counsel to discuss potential for training on open meeting law. Rachel Gaidys seconds, motion passes unanimously.*

### **V. Monitoring the Organization (6:40).**

- Review EL 2.0 (BMD 3.4.5) 2nd Read  
*VOTE: Rachel Gaidys makes a motion to accept EL 2.0 as written. Ryan Anderson seconds, motion passes unanimously.*
- Review EL 2.8 (BMD 3.4.5) 2nd Read  
*VOTE: Rachel Gaidys makes a motion to accept EL 2.0 as written. Ryan Anderson seconds, motion passes unanimously.*
- Review EL 2.9 (BMD 3.4.5) 2nd Read  
*VOTE: Rachel Gaidys makes a motion to accept EL 2.0 as written. Ryan Anderson seconds, motion passes unanimously.*
- Financials (EL 2.3 Financial Conditions)  
Michael Clark no major changes

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

- Review & Discuss Updated Ends Policy 1st Read  
Board discusses Ends statement revision as suggested by Rachel Fish. Beverly Lauchner would like curiosity to be added to 1.2.6. There is concern that the priorities are too broad, Anne Kaplan clarifies that, once accepted, the Ends would be taken to administrators and curriculum professionals for consideration. The Board is responsible for providing direction while giving latitude to professionals to comply with state and federal requirements.

## **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  
Martha Hafner comments that community education should be improved. Anne Kaplan suggests that the letter being drafted by the Linkage Committee be submitted to the Herald of Randolph once completed. Discussion about if the Board feels they are compliant, overall.

## **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  
**VOTE: Ryan Anderson moves to accept the Consent Agenda as a whole, Rachel Gaidys seconds and the motion passes unanimously.**

## **IX. Closing/Incidental Information (7:35)**

- **Superintendent's Report**
  - Administrators  
Michael Clark discusses the number of administrative positions within the District, breaking down Level I and Level II contracts by school. Schools with over 300 students have two Level I administrators. Smaller schools each have one Level I administrator, RTCC has one Level I and one Level II. Central Office houses the administrators that work within all the schools – Special Education, Finance, Transportation, Facilities, Food Service & Curriculum. Ryan Anderson comments that it looks like the District has a “lean, mean admin team.”
  - H454 Update that has gone out.
  - Review of Paine Mountain Meeting
  - Proclamation
  - Conversation with WRVSU Superintendent
  - Teacher of the year recipients  
Michael Clark announces the recipients of the annual UVM Outstanding Teacher Awards. Patrick Martin of RUMHS, Katie Rogstad of Randolph Elementary and Peter Busha from RTCC. Congratulations!
- **Director & Principals Reports**  
Michael Clark encourages all Board members to scan the QR code in the board packet and install the Parent Square app so they can get each school's newsletter more effectively.

- Action Item Recap

With no further business to conduct, Anne Kaplan adjourns the meeting at 7:54 p.m.

**X. Executive Session** *If needed*

**Future Meetings**

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

Respectfully submitted:

*Kyle M. Southworth*

Kyle M. Southworth

Administrative Assistant 9/11/2025

**Minutes**  
**ORANGE SOUTHWEST SCHOOL DISTRICT**  
**SPECIAL BOARD MEETING**

**TUESDAY, SEPTEMBER 23, 2025**  
~~**6 PM AT WRVSU Central Office**~~  
~~**461 Waterman Road, South Royalton**~~  
6 PM, White River Valley High School, Royalton Campus  
<https://meet.google.com/fnx-bqqd-xiv>

~~OSSD Google Meeting Joining Info~~

Video call link: <https://meet.google.com/zac-vfvb-aqq>  
Or Dial: [\(US\)+1-502-518-3415](tel:(US)+1-502-518-3415)  
PIN: 480-799-316#

## AGENDA

- **Call meeting to order** – Anne Kaplan called to order at 6:12 pm  
Board attending: Ryan Anderson, Anne Kaplan, Aimil Parmelee, Beverly Lauchner, Martha Hafner, Sam Hooper. Administration: Michael Clark, Kyle Southworth.
- **Citizens and staff** to be heard – no public attending
- **Meet with White River Valley Supervisory Union** to discuss potential opportunities related to Act 73 (H454)  
Members of the WRVSU welcomed the OSSD Board to their meeting. Conversation began with questions about the relationship with schools under the supervisory union, community tensions that resulted from the merger, and how each board felt about being proactive in this situation rather than reactive.  
WRVSU confirmed that there had been some tension, and there were unhappy community members, but the communities had worked through that. Having a partnership between communities that shared values was important. WRVSU noted they were interested in maintaining their supervisory union and were looking at other districts to expand their boundaries.  
Aimil Parmelee commented that the OSSD board operated under Policy Governance, and asked if that governance system would be required to change. WRVSU responded that they did not use the Policy Governance model, and would not have required the OSSD to change. They further clarified that the supervisory union board was designed to provide direction to schools but did not get enmeshed in the day-to-day.  
When asked what they saw as advantages versus disadvantages of joining, the size of the district itself was described as a hard task, and it was noted that the relationship the superintendent had forged with staff and community could suffer. WRVSU believed they operated very well and would rather pick their partner and get to know

them and how best to work with them. They emphasized that it was important to protect small schools.

There was discussion of districts that had non-operational grade levels, which resulted in those students having school choice across the union. Anne Kaplan asked how the number of representatives was determined. WRVSU responded that they saw district representatives as co-equals, and the entire board worked well together. The system made the elected officials more accountable to their constituents. Currently, the OSSD board was comprised of four representatives from Randolph and two each from Brookfield and Braintree.

There was discussion of what resources were operated by the supervisory union—facilities, special education, transportation, and policy were among those things that were centralized. It was noted that RTCC was the regional tech center. Employees at the SU level were utilized by various schools and then billed back to that school. The supervisory union had been able to find efficiencies, separating needs into local versus central.

Ryan Anderson asked what the vehicle was that allowed schools to remain open. WRVSU explained their model took pains to ensure understanding of the effects to communities. They had lost schools, but access to expertise allowed them to run at this level, and sharing labor allowed the supervisory union to provide services and resources that benefited all the schools.

Concerns were expressed that a large board might not recognize how important small schools, and the related decisions, were. Those decisions had to be personalized. WRVSU noted that each board decided what the effect was, not someone from another county or non-adjacent district. This model answered geography questions. Choosing the partners was imperative. WRVSU emphasized that we all had neighbors and family throughout the region, we all understood the importance and challenges, and the key was coordination.

There was discussion of the importance of the Rural School Alliance, and its mission of supporting school districts was seen as critical to maintaining democracy in Vermont.

WRVSU noted they had spoken or were planning to speak with Echo Valley and Lincoln. They asked the OSSD board where they were in their process. Anne Kaplan clarified they had spoken with districts to the north and were still exploring options and how things worked.

Michael Clark spoke briefly about the Up for Learning events that would allow student representatives to speak about what they would like the schools to offer, and what they wanted from the education system as a whole.

Superintendent Jamie Kinnarney told the OSSD board they were willing to attend a local board meeting and answer questions from faculty, staff, and community.

- **Adjourn** – with no further business, Anne Kaplan adjourned the meeting at 6:55 pm

Respectfully submitted,

*Kyle M Southworth*

Kyle M. Southworth 9/24/2025

Administrative Assistant

## **New Hires**

9/30/25 Jade Holland, Paraeducator, Braintree  
9/25/25 Summer Blaisdell, After School Program  
9/15/25 Nancy Murray, After School Program  
9/5/25 Jordan Hepburn, Boys' Soccer Coach  
9/2/25 Corey Bradley, Bowling Coach

## **Resigned**

9/24/25 John Edwards, Paraeducator, RTCC



# Orange Southwest School District

24 Central Street Randolph Vermont 05060

Telephone (802) 728-5052

*Michael J. Clark, Superintendent*

*Robin Pembroke, Business Manager*

*Kayla Link, Director of Special Education*

*Mindybeth Pike, Director of Curriculum and Student Achievement*

*Proudly Serving the Towns of Braintree, Brookfield, and Randolph*

## October Board Report

Prepared by Michael J. Clark

3 October 2025

### **Budgeting Highlights and Timeline**

The Vermont School Boards Association (VSBA) and Vermont Superintendents Association (VSA) have compiled a high-level Budgeting Resource Information document. This serves as a helpful reminder of key statewide factors currently impacting education budgets.

Below, I have highlighted excerpts of several factors that I believe will be particularly relevant to OSSD. Additionally, I have included a proposed budget development timeline for this year at the end of the document.

*From the VSA/VSBA School District Budgeting Resource*

*Dear Local School Officials, The purpose of this memo is to forecast the major factors shaping FY27 school district budgets and to provide context and guidance as you begin your local budget development process. For many Vermont communities, FY26 felt like a welcome return to stability. Most budgets passed on the first vote, signaling strong underlying community support for public schools after the turbulence of FY25, when roughly a third of budgets failed on Town Meeting Day. Yet the broader fiscal and political landscape remains unsettled. Cost drivers such as healthcare, salaries, and inflation continue to rise. Vermont's staffing ratios remain well below regional averages. Federal support for K–12 is increasingly unpredictable. The legislature used 118 million dollars in one-time funds to buydown tax rates for FY26. Housing shortages and rising student mental health needs put additional strain on districts. At the same time, Act 73 creates uncertainty about redistricting, how to effectively apply class size minimums, and future school governance. While the law is framed as a reform, its immediate effect is likely to be fiscal instability and increased costs as new districts are formed and contracts are renegotiated. District leaders face the difficult task of balancing these pressures while keeping the focus squarely on students. Collectively, all decision-makers must remember that the actions of one local district impact the entire state fiscal picture. This memo provides a comprehensive look at the cost drivers, legislative changes, and federal dynamics you will encounter as you prepare FY27 budgets, as well as recommendations for navigating them locally.*

*Personnel is the largest single expense for districts, and growth in wages and benefits continues to put pressure on the Education Fund. • In FY24, salaries alone in the general fund totaled \$1.1 billion, an increase of 6.8% over the prior year. • Assuming similar increases in FY25 and FY26, every 1% increase*



# Orange Southwest School District

24 Central Street Randolph Vermont 05060

Telephone (802) 728-5052

*Michael J. Clark, Superintendent*

*Robin Pembroke, Business Manager*

*Kayla Link, Director of Special Education*

*Mindybeth Pike, Director of Curriculum and Student Achievement*

*Proudly Serving the Towns of Braintree, Brookfield, and Randolph*

*in FY27 will add approximately \$11.9 million in costs to the Education Fund. The scale of these figures underscores the importance of clear, strategic collective bargaining. Boards and administrators must go into negotiations knowing what they are trying to accomplish for both students and taxpayers.*

*Vermont's health care costs remain among the highest in the nation, and the burden on school budgets is growing. • Public school employee health insurance costs exceed \$365 million annually. • Premiums rose 16% in FY25 and 12% in FY26. • The Family Gold CDHP premium increased from \$17,394 in FY18 to \$40,909 in FY26. • Health Reimbursement Arrangements (HRAs) added \$35 million in 2023, with taxpayers covering 100%. The HRAs are first-dollar, meaning an employee will not pay for healthcare expenses until their HRA is depleted. In 2018, health benefits accounted for less than 10% of school budgets. Today they make up about 15%, and at the current rate of growth will reach 20% in the near future.*

*Increases to inflation rates translate into steady increases in operational costs for fuel, utilities, and supplies—costs that districts cannot easily reduce. According to the New England Economic Project (NEEP): • 2023: 3.4% • 2024: 3.0% • 2025: 3.2% • 2026: 2.5%*

*Central office spending often draws scrutiny in local budget debates and statewide policy discussions. Act 73's emphasis on redistricting has brought these questions to the forefront once again. 4 Nationally, general administrative costs account for approximately 6–7% of district budgets—a proportion that has remained stable over the past two decades (NCES Table 236.10). In Vermont, we estimate central office administrative costs to be around 6% of total district budgets, aligning with the national average. Evidence suggests that reductions in central office staff yield limited savings. Many responsibilities are required by federal or state law. Eliminating positions does not eliminate these obligations; it shifts them onto principals and teachers, detracting from their instructional responsibilities. When discussing central office budgets, it is important to distinguish between: • Central office staff whose work is at the district level. • School-based staff budgeted centrally (SSBC) such as paraprofessionals, custodians, or instructional coaches, who serve schools directly. Clear explanations of these distinctions can prevent misunderstandings in budget discussions.*

*Beginning in the 2026–2027 school year, Act 73 will require public schools and approved independent schools to meet new class size minimums: • Grade 1: 10 students • Grades 2–5: 12 students • Grades 6–8: 15 students • Grades 9–12: 18 students If a school fails to meet these standards for three consecutive years, the Secretary of Education may recommend that the State Board of Education take corrective action. Options include providing technical assistance, assuming administrative control of a district, or requiring school closure or consolidation. Waivers may be granted for “geographically isolated” schools, with definitions to be set by State Board rule. Exemptions: Kindergarten, prekindergarten, CTE courses, flexible pathways, terminal courses, Advanced Placement (AP), courses requiring specialized*



# Orange Southwest School District

24 Central Street Randolph Vermont 05060

Telephone (802) 728-5052

*Michael J. Clark, Superintendent*

*Robin Pembroke, Business Manager*

*Kayla Link, Director of Special Education*

*Mindybeth Pike, Director of Curriculum and Student Achievement*

*Proudly Serving the Towns of Braintree, Brookfield, and Randolph*

*equipment, driver's education, and content area classes linked to teacher licensure are excluded from these requirements.*

*Federal policy is creating unprecedented instability in K–12 funding. This volatility has direct implications for Vermont districts as they prepare FY27 budgets.*

*The FY27 budget cycle will not be easy, but Vermont communities continue to value their schools. With careful planning, transparent communication, and a focus on student outcomes, districts can build budgets that earn local support. The Vermont School Boards Association, Vermont Superintendents Association, and Vermont Association of School Business Officials stand ready to assist you in this work.*

*Sincerely, Sue Ceglowski, Executive Director, VSBA*

*Chelsea Myers, Executive Director, VSA*

*Elizabeth Jennings, President, VASBO*

The School District Budgeting Resource Document has much more information and in many cases goes into more detail even in these areas I've highlighted.

## **2026-2027 Proposed OSSD Budgeting Timeline**

1. **September 17:** Distribute and discuss the budget timeline and budgeting template with the Leadership Team at the Cabinet meeting.
2. **October 8:** Present the budget timeline to the OSSD Board during its meeting.
3. **September 17- October 17:** Individual administrators will complete the budgeting template for their respective areas of responsibility.
4. **October 20 - 31:** The following groups will meet with the Central Office Leadership Team to discuss their potential budgets using the completed templates:
  - Elementary Principals
  - High School Principal and Administrative Team
  - RTCC Director and Administrative Team
  - Raven
  - Technology Director
  - Facilities Directors
  - Transportation Director
  - Special Education
  - Central Office



# Orange Southwest School District

24 Central Street Randolph Vermont 05060

Telephone (802) 728-5052

*Michael J. Clark, Superintendent*

*Robin Pembroke, Business Manager*

*Kayla Link, Director of Special Education*

*Mindybeth Pike, Director of Curriculum and Student Achievement*

*Proudly Serving the Towns of Braintree, Brookfield, and Randolph*

5. **November 12, 2025:** The first draft of the FY 27 Expenditure Budget will be presented to the OSSD Board for comment. The current landscape of education finance will also be shared. This date typically falls early in the process, and detailed information from the Agency of Education and the State may be limited.
6. **November 13-20:** Any board feedback regarding the expenditure budget will be shared with the Leadership Team during the Operations Call on November 17. If necessary, a more detailed review will take place at the November 19 Cabinet meeting.
7. **November 19 - December 4:** Ongoing work on the budget will continue as needed.
8. **December 10, 2025:** The second draft of the FY 26 Expenditure Budget will be shared and discussed with the OSSD Board, along with the draft of the Revenue Budget. The Board will receive updated information regarding the Vermont Education Finance landscape. By this time, we expect to have the December 1 Tax Commissioner Letter and will still be awaiting the Long-Term Weighted Average Daily Membership Number (formerly Equalized Pupil), which is due on December 15, as well as the Tax Department's Common Level of Appraisal information, typically received between the end of December and January 1.
9. **December 11-19:** Any board feedback about the expenditure budget will be shared with the Leadership Team during the Operations Call on December 16. If needed, a more detailed review will occur at the December 17 Cabinet meeting.
10. **December 17 - January 1:** Continued work on the budget will take place as necessary.
11. **January 14, 2026:** The final draft of the FY 26 OSSD Budget will be presented to the Board for discussion and approval. The context of the Vermont Education Financial landscape will be applied. If the Board is unable to approve the budget, a special meeting will be scheduled.
12. **Mid to Late January:** Financial information for town reports will be shared with town clerks.
13. **February:** Informational meeting will be scheduled.
14. **March 3, 2026:** Town Meeting Day.



# Orange Southwest School District

24 Central Street Randolph Vermont 05060

Telephone (802) 728-5052

*Michael J. Clark, Superintendent*

*Robin Pembroke, Business Manager*

*Kayla Link, Director of Special Education*

*Mindybeth Pike, Director of Curriculum and Student Achievement*

*Proudly Serving the Towns of Braintree, Brookfield, and Randolph*

## **H454/ACT 73 Governance Changes Updates**

The Redistricting Task Force met on September 29th. The most prominent item to come out of the meeting was the release of the first proposed new district map. The proposal largely follows the current Regional Technical Center Map. This includes the Randolph Technical and Career Center region which includes the districts in the Central Vermont Supervisory Union and the White River Valley Supervisory Union. The initial conversation did not specify what type of governance structure these 14 units would operate under. VTDigger has a good summary of the meeting here [At halfway mark, school redistricting task force reviews first draft map proposal - VTDigger](#)

## **H454/Act 73 Conversation with The White River Valley Supervisory Union**

On September 23, 2025, the OSSD Board traveled to South Royalton to meet with the White River Valley Supervisory Union (WRVSU) Board. The meeting was well attended and provided an opportunity for the WRVSU Board to share their vision for an expanded supervisory union structure, including what such a model might look like in practice.

The WRVSU Board outlined what they see as the advantages of a supervisory union model compared to a single school district. The discussion also included meaningful dialogue between the two boards about the values and educational priorities of their respective communities. From my perspective, there appeared to be significant alignment in these core beliefs.

The conversation was both cordial and productive. I am confident there will be time during the OSSD Board meeting on October 8, 2025, for our board to reflect on and discuss its perspective.

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

The *Up for Learning* project held its first meeting on September 30, 2025, at the Vermont State University Randolph Campus. Attendance was strong, with three of the six invited districts represented and over 25 participants in total. The dialogue was productive, and the initial training session was well received.

I was particularly impressed by the student representatives from RU, who demonstrated strong engagement and insight. I also had a follow-up meeting with the RU team on October 3.

The next *Up for Learning* training session is scheduled for October 23.



# Orange Southwest School District

24 Central Street Randolph Vermont 05060

Telephone (802) 728-5052

*Michael J. Clark, Superintendent*

*Robin Pembroke, Business Manager*

*Kayla Link, Director of Special Education*

*Mindybeth Pike, Director of Curriculum and Student Achievement*

*Proudly Serving the Towns of Braintree, Brookfield, and Randolph*

## **Randolph Technical Career Center Update**

Enrollment at Randolph Technical Career Center (RTCC) continues to hold steady at over 105 students, which is particularly impressive given that we are currently running three fewer programs than last year. The Health Careers and Automotive Technology programs are temporarily on hold and are expected to resume in the 2026–2027 school year. Additionally, the Dental Assisting program has been permanently closed. Despite these reductions, nearly all current programs are operating with class sizes that meet the criteria for accessing Perkins funding, an important indicator of program viability and student demand.

Unfortunately, toward the end of September, we began receiving reports of a rumor circulating that RTCC may be closing. Let me be absolutely clear: **this rumor is entirely false**. Feedback from both our students and sending schools has been overwhelmingly positive, and we are anticipating even stronger enrollment for the 2026–2027 school year.

Further clarification is warranted following a presentation made to the Montpelier-Roxbury School District Board by the Central Vermont Career Center (CVCC). During that presentation, the CVCC Superintendent made an off-the-cuff comment regarding the possibility of merging with another regional technical center and speculated about potential changes in student enrollment if redistricting were to alter the current technical center service boundaries.

To be unequivocal: **there are no formal discussions underway, nor are any planned, regarding a merger between RTCC and any other technical center**. In fact, as mentioned earlier in this report, the initial map released by the Redistricting Task Force places RTCC at the center of a proposed new district, reinforcing our importance and continued role in the region.

I was disappointed that such an important and sensitive topic was raised so informally in a public setting. I do appreciate that the CVCC Superintendent has since reached out to both Director Oakes and me with an apology, which we have accepted.

Director Oakes and I have drafted a letter that will be sent to superintendents and school board members in all districts that currently send students to RTCC. In addition, Director Oakes has made the decision to open enrollment for the 2026–2027 school year early. This will be supported by a robust communication and advertising campaign to ensure that students, families, and communities across Central Vermont are fully informed that **RTCC is not only**



# Orange Southwest School District

24 Central Street Randolph Vermont 05060

Telephone (802) 728-5052

*Michael J. Clark, Superintendent*

*Robin Pembroke, Business Manager*

*Kayla Link, Director of Special Education*

*Mindybeth Pike, Director of Curriculum and Student Achievement*

*Proudly Serving the Towns of Braintree, Brookfield, and Randolph*

**here to stay but is growing and thriving** in its mission to serve students with high-quality career and technical education.

## **2007 RU Alumni on the New York Times Best Seller List**

I am excited to share that 2007 RU graduate, Nate Soares, has a book on the New York Times best sellers list. The book is titled, *If Anyone Builds It, Everyone Dies*. Nate's family dropped two copies of the book off at the central office as a donation to the school. Please join me in congratulating Nate on this accomplishment!

## **Non-Licensed Staff Contract Negotiations**

The Association and Board have exchanged letters indicating the intent to begin negotiations. I will look for a time for the board team to meet to begin to plan.

## **Policy Governance Virtual Training**

The full Board has been enrolled in the year-long Virtual Policy Governance Training series. The first meeting was on September 25 and was informative. The remaining schedule is SOctober 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>

## **UVM Outstanding Teacher Award Recipients**

Patrick Martin, Katie Rogstad, and Peter Busha will be recognized as UVM Outstanding Teachers at the UVM Outstanding Teacher event on the UVM Campus on Monday October 27. Congratulations Katie, Patrick and Peter!

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