

UPDATED
Orange Southwest School District (OSSD)
Regular Board Meeting on Wednesday April 8, 2026
Braintree Elementary School
6pm

Google Meet joining info

<https://meet.google.com/gny-vojs-xie>

Or dial: (US) +1 530-618-7105 PIN: 601 861 576#

I. Opening (6:00 pm)

- Board Attendance: *Ensuring a quorum*
- Meeting Purpose: The Future of Education for OSSD
- Review and Accept Agenda: Any changes needed? *Meeting purpose? Are these the right agenda items? Is the right amount of time allotted?*

II. Ownership Linkage (6:10)

- General Public Comment: *The Board welcomes comment but is not able to take any action. Comments limited to 3 minutes per speaker.*
- District Reconfiguration (Discussion)
- Radon Testing and Meetings (Information)
- Legislative Updates

III. Board Process (7:20)

- Open Meeting Law (Discussion)

IV. Board Education (7:40)

- Board Education/Retreat for July Meeting (Action)
- Reminder of Policy Governance Virtual Training April 23, 2026 (Information)

V. Monitoring the Organization (7:50)

- Financials (Information in support of EL 2.3 Financial Conditions)

VI. Policy Decisions for District Governance (8:00)

- Behavior Threat Assessment Policy- second read (Action)

VII. Monitoring the Board (8:05)

- *Board Self-Evaluation: Monitoring compliance with Board Governance Process and Board Management Delegation Policies.*

- BMD 4.1 Governing Style – Self Evaluation (Discussion)

VIII. Consent Agenda (8:20)

Board motion I move to approve the Consent Agenda

- 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 March 11, 2026
- New Hires

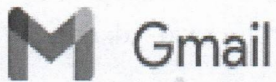
IX. Closing/Incidental Information (8:30)

- Superintendent's Report
 - Ends Snapshot
- Action Item Recap

X. Executive Session

Future Meetings

- Agenda Planning Meeting: Tentatively Monday May 4th at 5:30 pm
- RAB Board Meeting: 5 pm May 13, 2026 at RUHS
- Regular Board Meeting: 6pm May 13, 2026 at RUHS



Michael Clark <mclark@orangesouthwest.org>

Para Negotiations

4 messages

Martha Hafner <mhafner@orangesouthwest.org>

Mon, Mar 16, 2026 at 9:22 AM

To: Michael Clark <mclark@orangesouthwest.org>, Beverly Lauchner <blauchner@orangesouthwest.org>, Anne Kaplan <akaplan@orangesouthwest.org>, Aimil Parmelee <aparmelee@orangesouthwest.org>, Ryan Anderson <randerson@orangesouthwest.org>

Greetings,

In light of the para who came to the meeting and me settling in to investigate the status of negotiations at present, I would like to reiterate a comment I made at the public hearing in Bethel last spring.

When I moved to Vermont, it came as a surprise to me to see how many paras Vermont hired to work in the schools. I've taught in Michigan, Guatemala, Maryland and Vermont in K-12 school settings. Most of these settings had average class sizes in the 20's, once even in the 30's. Teachers would complain about students that demanded more of their time, but paras for special needs were very rare. We worked around the needs as best as possible.

I made a comment that though the para's in Vermont went a long way to making the schools friendlier, it likely did not affect academic performance of the schools. As budget cuts were needed, I suggested reducing paras as a consideration, but said, I would not be the one to decide. This practice has long been in place in Vermont, and Vermonters should decide.

I will uphold my stance and will plan to abstain on any vote reducing paraprofessionals. This is a decision that teachers and the community should weigh in on.

Respectfully,

Martha Hafner

Michael Clark <mclark@orangesouthwest.org>

Wed, Mar 18, 2026 at 7:31 PM

To: Martha Hafner <mhafner@orangesouthwest.org>

Cc: Beverly Lauchner <blauchner@orangesouthwest.org>, Anne Kaplan <akaplan@orangesouthwest.org>, Aimil Parmelee <aparmelee@orangesouthwest.org>, Ryan Anderson <randerson@orangesouthwest.org>

Martha,

I am writing to follow up on your recent email to four other board members. I have concerns that this communication is not aligned with OSSD Board Governance Policy 4.1 (Governing Style) and Vermont's Open Meeting Law.

In this instance, the email shared how you intend to vote on a specific matter with a quorum of the Board. Board discussion of this nature is expected to occur during a properly warned public meeting to ensure transparency and compliance.

Executive Limitation 2.8(5) requires that the Superintendent not allow the Board to remain unaware of potential noncompliance with its governance policies. In keeping with that responsibility, I will include your email and this response in materials shared with the full Board at its next meeting.

As a general practice, it is important that Board members avoid communicating with a quorum outside of a warned meeting about intended votes or the reasoning behind them. Those perspectives are best shared during Board meetings, after a motion and second, as part of the public discussion process.

The Board may also find it helpful to revisit Open Meeting Law requirements or the training conducted on October 8, 2025, by Attorney Toohey.

Separately, I am confused by your email. The subject line references "Para Negotiations," but the content discusses reducing paraprofessional staffing. Support Staff Negotiations address salary and benefits for members of the bargaining unit and do not determine staffing levels.

I am available to discuss this or any other concerns you may have. You can reach me at 802-728-5052.

[Quoted text hidden]

--

Michael J. Clark
Orange Southwest School District
Superintendent
(802) 728-5052



WE ARE ALL PARTICIPANTS!

Pronouns: he/him/his (Why?)

******My workday may not be your workday. Please do not feel obligated to reply to this email outside of your normal work hours.******

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**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

Account Name	2024-25 Actual	March 2025 Expenditure	2025-26 Budget	March 2026 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>INSTRUCTION:</u>							
Salaries	5,082,570	2,967,256	5,611,830	3,083,251	0	2,528,579	45.06%
Benefits	1,746,726	863,255	2,212,209	1,000,933	0	1,211,276	54.75%
Drivers Education	0	1,172	4,000	0	0	4,000	100.00%
Remedial/Interventionist Service	295,262	167,249	455,272	160,832	0	294,440	64.67%
Testing/Tutorial/OT-PT Svcs	34,718	19,800	47,560	12,424	8,287	26,849	56.45%
Contracted Services	39,535	39,100	48,250	43,428	1,420	3,402	7.05%
Staff Training	148,808	93,087	278,730	95,042	20,548	163,140	58.53%
Co/Extra Curricular	470,048	288,878	541,536	297,047	58,239	186,250	34.39%
Tuition	102,719	20,544	58,000	870	18,000	39,130	67.47%
Travel/Field Trips	8,083	6,996	26,400	6,936	7,204	12,260	46.44%
Supplies/Textbooks/Equip	318,870	153,368	433,523	162,958	56,376	214,189	49.41%
Total Instruction	8,247,339	4,620,703	9,717,310	4,863,721	170,074	4,683,515	48.20%
<u>SPECIAL EDUCATION:</u>							
Salaries	1,637,092	1,062,534	2,087,862	1,026,469	0	1,061,393	50.84%
Benefits	634,533	329,578	1,006,270	372,716	0	633,554	62.96%
Contracted/Prof Services	30,804	23,334	0	23,146	12,817	-35,963	
Transportation	261,849	1,557	252,275	129,018	13,489	109,768	43.51%
Travel/Conferences	21,639	14,612	12,800	2,726	3,090	6,984	54.56%
Supplies/Textbooks/Equipment	17,927	16,960	28,520	15,077	3,186	10,257	35.96%
Tuition	840,570	496,829	1,189,000	831,366	531,399	-173,765	-14.61%
Behavioral Services	204,746	113,217	226,211	125,810	25,248	75,153	33.22%
Testing/Tutorial/OT-PT Svcs	262,879	201,290	144,000	126,373	127,262	-109,635	-76.14%
Speech Services	316,142	193,334	392,039	205,413	35,565	151,062	38.53%
Total Special Education	4,228,182	2,453,246	5,338,977	2,858,114	752,056	1,728,807	32.38%
<u>ADMINISTRATION:</u>							
Salaries	1,061,637	754,365	1,122,282	733,514	0	388,768	34.64%
Benefits	416,746	257,420	547,402	263,516	0	283,886	51.86%
Repairs/Maint	255	255	9,000	0	0	9,000	100.00%
Postage/Telephone	35,565	21,987	39,750	21,603	1,400	16,747	42.13%
Travel	26,455	20,965	14,100	7,161	2,020	4,919	34.88%
Supplies/Equipment	52,009	19,944	55,815	20,195	1,622	33,998	60.91%
Total Administration	1,592,667	1,074,935	1,788,349	1,045,990	5,042	737,318	41.23%
<u>CENTRAL OFFICE:</u>							
Salaries	743,493	544,159	713,922	494,722	0	219,200	30.70%
Benefits	257,657	166,290	340,022	179,116	0	160,906	47.32%
Contracted Services	8,057	8,057	10,000	5,550	0	4,450	44.50%
Legal Fees	0	0	0	0	0	0	
Staff Development	11,651	10,323	7,500	2,447	600	4,453	59.38%
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	3,601	13,900	2,410	4,903	6,587	47.39%
Supplies/Equipment	42,126	35,820	64,350	31,640	1,053	31,657	49.20%
Total Central Office	1,094,277	792,431	1,179,694	741,273	6,556	431,865	36.61%
<u>SUPPORT SERVICES:</u>							
Guidance	742,463	333,430	664,975	361,160	18,862	284,953	42.85%
Behavioral Interventionists	343,590	197,694	383,110	214,171	0	168,939	44.10%
School Nurse	476,043	267,845	383,647	204,086	704	178,857	46.62%
Media Services	381,278	221,542	358,437	208,902	4,573	144,962	40.44%
Curriculum Develop	12,977	12,977	31,310	19,505	7,925	3,880	12.39%
C.A.R.	47,992	13,831	113,500	8,211	2,975	102,314	90.14%
Teacher Mentoring	33,487	14,539	58,010	15,619	12,750	29,641	51.10%
Board of Education	92,517	189,309	123,450	85,759	15,777	21,914	17.75%
Legal Fees	42,870	25,274	64,500	17,531	0	46,969	72.82%
Fiscal Services	0	0	85,000	0	0	85,000	100.00%
Total Support Services	2,173,217	1,276,440	2,265,939	1,134,943	63,567	1,067,428	47.11%
<u>MAINTENANCE:</u>							
Salaries	852,328	592,270	856,950	569,664	0	287,286	33.52%
Benefits	383,982	207,312	523,880	252,802	0	271,078	51.74%
Contracted Services	520,351	312,173	235,531	170,719	107,913	-43,101	-18.30%
General Liability Ins	94,929	0	98,500	105,829	0	-7,329	-7.44%
Repairs/Maintenance	102,586	3,933	287,260	127,073	85,518	74,669	25.99%
Utilities	435,651	257,230	564,200	323,104	0	241,096	42.73%
Supplies/Travel/Equipment	202,917	115,307	353,400	96,909	108,470	148,021	41.88%

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

Care of Grounds	215,128	139,905	224,200	172,403	3,469	48,328	21.56%
Reserve - Repairs/Maint	0	0	0	0	0	0	
Vehicle Services	13,574	9,574	30,485	5,522	914	24,049	78.89%
Total Maintenance Svcs	2,821,446	1,637,705	3,174,406	1,824,024	306,284	1,044,098	32.89%

	2024-25 Actual	March 2025 Expenditure	2025-26 Budget	March 2026 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>TECHNOLOGY:</u>							
Salaries	325,002	239,177	384,024	258,394	0	125,630	32.71%
Benefits	123,421	80,234	202,499	82,422	0	120,077	59.30%
Contracted Services	19,539	12,374	24,500	3,240	1,620	19,640	80.16%
Technology Fund Transfer	108,500	0	108,500	0	0	108,500	100.00%
Repairs/Maintenance	453	279	2,500	0	0	2,500	100.00%
Supplies	156,901	79,307	151,450	119,712	31,093	645	0.43%
Equipment	0	0	0	0	0	0	
Total Technology	733,816	411,372	873,473	463,768	32,713	376,991	43.16%
<u>TRANSPORTATION:</u>							
Salaries	302,319	216,968	324,750	200,047	0	124,703	38.40%
Benefits	55,921	30,035	76,783	45,673	0	31,110	40.52%
Contracted Svcs/Rent	68,014	54,245	73,000	58,357	0	14,643	20.06%
Travel/Conferences	0	0	100	0	0	100	100.00%
Repairs/Supplies/Equip	76,647	35,367	69,250	52,275	3,756	13,220	19.09%
Diesel Fuel	55,601	24,599	92,000	38,361	1,400	52,239	56.78%
Unallowed Spec Ed/Homeless	2,734	0	0	10,687	0	-10,687	
After School Bus	2,462	1,056	0	0	0	0	
Field Trips	25,056	3,227	32,830	7,585	8,549	16,696	50.86%
Tuition Student Transportation	43,779	22,440	31,125	23,249	7,247	629	2.02%
Bus Fund Reserve	100,000	0	100,000	0	0	100,000	100.00%
Total Transportation	732,534	387,938	799,838	436,234	20,952	342,652	42.84%
<u>OTHER EXPENDITURES:</u>							
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	9,588	10,050	9,774	0	276	2.74%
EEE Services	67,748	39,567	95,353	41,507	0	53,846	56.47%
Total Other Expenditures	215,945	49,155	175,403	51,281	0	124,122	70.76%
<u>TECHNICAL EDUCATION:</u>							
State - Act 68	627,121	0	560,420	0	0	560,420	100.00%
Local Tuition	663,498	658,592	634,500	650,200	0	-15,700	-2.80%
Total Tech Education	1,290,619	658,592	1,194,920	650,200	0	544,720	45.59%
<u>PRE-SCHOOL</u>							
Salaries	418,276	263,108	337,262	201,896	0	135,366	40.14%
Benefits	178,535	91,857	198,722	92,825	0	105,897	53.29%
Administration	26,904	20,175	0	0	0	0	
Tuition/Partnerships	26,633	17,286	82,000	16,764	7,932	57,304	69.88%
Supplies/Travel/Equip	21,363	16,324	18,650	9,509	2,802	6,339	33.99%
Total Pre-School	671,711	408,751	636,634	320,995	10,734	304,905	47.89%
SUPRLUS/DEFICIT	0	0	0	0	0	0	
<u>SCHOOL TOTAL:</u>	23,801,751	13,771,268	27,144,943	14,390,544	1,367,978	11,386,421	41.95%
<u>FEDERAL FUNDS:</u>							
IDEA - B	0	0	329,400	0	0	329,400	
IDEA - B - PreSchool	0	0	6,800	0	0	6,800	
Title I and II - School Wide	0	0	680,960	0	0	680,960	
Medicaid	0	0	155,000	0	0	155,000	
EPSDT	0	0	10,500	0	0	10,500	
Total Federal Funds	0	0	1,182,660	0	0	1,182,660	
TOTAL VOTER APPROVAL:	23,801,751	13,771,268	28,327,603	14,390,544	1,367,978	12,569,081	44.37%

ORANGE SOUTHWEST SCHOOL DISTRICT - REVENUE

Account Name	2024-25 Actual	March 2025 Revenue	2025-26 Budget	March 2026 Revenue	Under (Over)
<u>LOCAL REVENUES:</u>					
Tuition	401,801	109,602	370,000	156,173	-213,827
Overhead Tuition	0	0	5,000	0	-5,000
Transportation	104,262	15,864	40,000	30,754	-9,246
Interest	168,922	110,312	75,000	119,182	44,182
Early Ed Receipts	500	0	0	0	0
Lease Land - Brookfield	0	0	0	0	0
Contracted Services	0	0	0	0	0
RTCC - Shared Services	626,995	0	652,000	326,000	-326,000
Admin Svcs - EPSDT	0	0	0	0	0
Admin Svcs - VIP	0	0	0	0	0
Admin Svcs - RAVEN	47,650	0	47,650	0	-47,650
Rental Income	0	0	0	0	0
SWP - Salary Reimb	0	0	0	0	0
Prior Year Refunds	4,618	4,618	0	3,930	3,930
Total Other Revenues:	1,354,748	240,397	1,189,650	636,040	-553,610
<u>SPECIAL ED:</u>					
Core Block Grant	0	0	0	0	0
Special Ed Reimbursement	1,798,682	1,199,122	1,850,859	1,232,166	-618,693
State Placed Students	41,816	18,438	0	57,343	57,343
Extraordinary Reimbursement	660,143	58,158	1,029,400	163,359	-866,041
Essential Early Ed	95,353	95,353	95,353	89,636	-5,717
IDEA-B - Pre-School	0	0	0	0	0
IDEA-B	0	0	0	0	0
Excess Costs Reimbursement	20,505	0	15,000	7,086	-7,914
Total Special Ed	2,616,499	1,371,071	2,990,612	1,549,591	-1,441,021
<u>STATE REVENUES:</u>					
State Technical Centers	627,121	0	560,420	0	-560,420
State Education Fund	19,528,184	11,140,718	21,214,722	12,089,565	-9,125,157
ELL Categorical Grant	50,000	50,000	50,000	50,000	0
State Unenrolled Residents at Tech	18,639	0	0	0	0
State Placed Students - Reg Tuition	0	0	0	4,973	4,973
State Transportation	281,652	187,768	255,000	184,007	-70,993
Small Schools Grant	177,706	118,471	177,706	118,471	-59,235
Driver Education	8,590	3,082	3,500	1,633	-1,867
Total State Revenues	20,691,892	11,500,039	22,261,348	12,448,649	-9,812,699
BEGINNING BALANCE:	1,033,333	1,033,333	703,333	703,333	0
SCHOOL TOTAL:	25,696,472	14,144,840	27,144,943	15,337,612	-11,807,331
<u>FEDERAL FUNDS:</u>					
IDEA - B	0	0	329,400	0	-329,400
IDEA - B - PreSchool	0	0	6,800	0	-6,800
Title I and II - School Wide	0	0	680,960	0	-680,960
Medicaid	0	0	155,000	0	-155,000
EPSDT	0	0	10,500	0	-10,500
Total Federal Funds	0	0	1,182,660	0	-1,182,660
TOTAL VOTER APPROVAL:	25,696,472	#REF!	28,327,603	15,337,612	-12,989,991

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

	2024-25 ACTUAL	MARCH 2025 YTD	2025-26 BUDGET	MARCH 2026 YTD	DIFFERENCE
GENERAL FUND					
REVENUE:					
LOCAL REVENUE	1,354,748	240,397	1,189,650	636,040	-553,610
SPECIAL PROGRAMS	2,616,499	1,371,071	2,990,612	1,549,591	-1,441,021
STATE REVENUES	20,691,892	11,500,039	22,261,348	12,448,649	-9,812,699
BEGINNING BALANCE:	1,033,333	1,033,333	703,333	703,333	0
TOTAL REVENUE	25,696,472	14,144,840	27,144,943	15,337,612	-11,807,331
EXPENDITURES:					
INSTRUCTION	8,247,339	4,620,703	9,717,310	4,863,721	4,853,589
SPECIAL EDUCATION	4,228,182	2,453,246	5,338,977	2,858,114	2,480,863
ADMINISTRATION	1,592,667	1,074,935	1,788,349	1,045,990	742,359
CENTRAL OFFICE	1,094,277	792,431	1,179,694	741,273	438,421
SUPPORT SERVICES	2,173,217	1,276,440	2,265,939	1,134,943	1,130,996
MAINTENANCE	2,821,446	1,637,705	3,174,406	1,824,024	1,350,382
TECHNOLOGY	733,816	411,372	873,473	463,768	409,705
TRANSPORTATION	732,534	387,938	799,838	436,234	363,604
OTHER EXPENSES	215,945	49,155	175,403	51,281	124,122
TECHNICAL EDUCATION	1,290,619	658,592	1,194,920	650,200	544,720
PRE-SCHOOL	671,711	408,751	636,634	320,995	315,639
SCHOOL TOTAL:	23,801,751	13,771,268	27,144,943	14,390,544	12,754,399
SURPLUS/DEFICIT	0	0	0	0	0
TOTAL EXPENDITURES	23,801,751	13,771,268	27,144,943	14,390,544	12,754,399

	7/1/2025			
OTHER FUNDS	BEG BAL	REVENUE	EXPENDED	BALANCE
TRANSFER FUND	474,677	317,271	644,589	147,359
TITLE 1	40	246,717	202,557	44,201
EPSDT FUNDS	127,415	24,506	7,904	144,018
FOOD SERVICE	-21,759	322,349	542,420	-241,830
FRESH FRUITS & VEGS	-4,298	0	0	-4,298
MEDICAID FUNDS	789,861	23,270	98,781	714,350
R.A.V.E.N.	53,549	164,691	122,792	95,448
IDEA-B - FLOW-THROUGH	0	201,879	223,845	-21,966
IDEA-B - PRE-SCHOOL	0	4,373	4,725	-352
VEHICLE/BUS FUND	965,014	0	296,287	668,728
BUILDING MAINT FUND	1,446,348	970,400	111,510	2,305,238
LEGAL FUND	140,000	0	0	140,000
SPECIAL EDUCATION FUND	515,697	0	0	515,697
OPERATIONAL RESERVE	678,304	1,200,000	703,333	1,174,971
TECHNOLOGY RESERVE	325,500	0	0	325,500
ESSENTIAL EARLY ED	43,426	0	0	43,426
AFTER SCHOOL PROGRAM	69,950	74,177	157	143,969
STANDARDS BOARD	0	0	0	0
SUMMER FEEDING	24,530	39,706	19,727	44,510
SCHOOL WIDE PROGRAMS	0	246,661	319,732	-73,071
TITLE II	0	63,929	59,505	4,424
TITLE IV	0	55,402	47,040	8,362
CONSOLIDATED ADMIN	0	4,500	4,500	0
CRF - LEA GRANT	10,348	0	0	10,348
ARP - ESSER SUMMER	0	-5,322	0	-5,322
ARP - ESSER	0	0	0	0
ARP - AFTERSCHOOL	159	-12,301	-40	-12,102
ARP - PRESCHOOL	3,547	0	0	3,547
TOTAL OTHER FUNDS	5,642,309	3,942,207	3,409,363	6,175,154

**RANDOLPH TECHNICAL CAREER CENTER
EXPENDITURES**

Account Name	2024-25 Actual	March 2025 Expenditure	2025-26 Budget	March 2026 Expenditure	Encumb	Difference
<u>D. INSTRUCTION:</u>						
Salaries	1,075,662	672,503	881,664	485,426	0	396,238
Benefits	340,919	174,047	391,365	203,065	0	188,300
Staff Development	10,389	9,992	18,425	4,206	800	13,419
Computer Network	88,995	0	92,000	46,000	0	46,000
Co/Extra Curricular	7,952	2,400	64,145	4,085	1,500	58,560
Overhead Tuition	0	0	10,000	0	0	10,000
Carl Perkins	0	0	0	0	0	0
Travel/Field Trips	5,879	-1,955	28,560	6,274	7,689	14,597
Transportation - Other Tech Ctr	0	0	0	24,539	27,511	-52,050
Supplies/Textbooks/Equip	395,150	110,025	270,631	156,270	21,503	92,858
Total Instruction	1,924,947	967,012	1,756,790	929,865	59,004	767,921
<u>E. ADMINISTRATION:</u>						
Salaries	283,538	210,450	312,483	219,515	0	92,968
Benefits	101,069	58,246	116,166	78,415	0	37,751
Contracted Svcs	476	0	1,000	1,374	551	-925
Overhead Tuition	0	0	0	0	0	0
Repairs/Maintenance	6,645	6,645	22,555	11,152	449	10,954
Travel	1,515	1,469	3,000	1,340	895	765
Supplies/Equipment	35,807	27,669	57,400	20,470	3,060	33,870
Total Administration	429,051	304,479	512,604	332,266	4,955	175,383
<u>F. SUPPORT SERVICES:</u>						
Assessment Coordinator	96,227	55,386	157,305	85,904	0	71,401
Cooperative Education	130,308	74,837	165,763	24,371	100	141,292
Guidance	80,223	46,420	159,079	57,624	78	101,377
School Nurse	59,736	33,196	68,573	33,629	245	34,698
Board of Education	5,184	1,002	16,115	12,331	0	3,784
Legal Fees	406	406	8,000	25	0	7,975
Fiscal Services	0	0	26,000	0	0	26,000
Total Support Services	372,083	211,248	600,835	213,884	423	386,527
<u>G. MAINTENANCE OF PLANT:</u>						
Salaries	0	0	0	0	0	0
Benefits	0	0	0	0	0	0
Contracted Svcs	0	0	0	0	0	0
General Liability Insurance	40,726	0	35,000	47,156	0	-12,156
Utilities	142,778	58,520	188,800	100,439	0	88,361
Repairs & Maintenance	3,412	3,298	9,000	0	0	9,000
Supplies/Equipment	0	0	0	0	0	0
Total Maintenance	186,916	61,819	232,800	147,595	0	85,205
<u>SCHOOL TOTAL</u>	2,912,997	1,544,558	3,103,029	1,623,611	64,382	1,415,036
H. OSSU/ADMIN/SP ED	153,000	0	160,000	80,000	0	80,000
OSSU MAINTENANCE	385,000	0	400,000	200,000	0	200,000
<u>I. ADULT ED:</u>						
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
Total Adult Ed	0	0	2,185	0	0	2,185
<u>J. DEBT SERVICE:</u>						
	0	0	0	0	0	0
<u>K. TUITION REFUND</u>						
	0	0	0	0	0	0
<u>SURPLUS/DEFICIT</u>						
	0	0	0	0	0	0
<u>TOTAL</u>	3,450,997	1,544,558	3,665,214	1,903,611	64,382	1,697,221

**RANDOLPH TECHNICAL CAREER CENTER
REVENUE**

Account Name	2024-25 Actual	March 2025 Revenue	2025-26 Budget	March 2026 Revenue	\$ Inc/Dec
<u>A. STATE REVENUE:</u>					
General State Support Grant	1,522,001	1,014,668	1,390,079	926,720	-463,359
Overhead Support	612,282	0	559,260	288,333	-270,927
Techncial Ed - Transportation	0	0	0	22,936	22,936
Program Innovation Grant	0	0	0	0	0
Adult Ed	0	0	0	0	0
Coop Salary Reimb	27,895	0	32,000	35,450	3,450
Guidance Salary Reimb	28,900	0	30,000	30,717	717
Director Salary Reimb	65,898	0	65,000	71,173	6,173
Adult Coord Salary Reimb	0	0	0	0	0
Carl Perkins	0	0	0	0	0
Total State Revenue:	2,256,975	1,014,668	2,076,339	1,375,329	-701,010
<u>B. OTHER REVENUES:</u>					
Adult Ed Services	0	0	2,184	0	-2,184
Tuition	1,626,458	1,626,458	1,572,741	1,537,303	-35,438
Tuition - Other Sources	0	0	0	0	0
Interest	11,762	9,596	5,000	35	-4,965
Services to Other Districts	0	0	0	0	0
Maintenance Reimb - VIP	0	0	0	0	0
Overhead Costs - RAVEN	8,950	0	8,950	0	-8,950
Prior Year Refunds	0	0	0	0	0
Total Other Revenues:	1,647,171	1,636,054	1,588,875	1,537,338	-51,537
<u>C. SURPLUS/DEFICIT</u>	783,335	783,335	0	783,335	783,335
SCHOOL TOTAL:	4,687,482	3,434,058	3,665,214	3,696,002	30,788

**RANDOLPH TECHNICAL CAREER CENTER
2025-26 FINANCIAL SUMMARY**

	2024-25 ACTUAL	MARCH 2025 YTD	2025-26 BUDGET	MARCH 2026 YTD	BALANCE	% BAL
1 GENERAL FUND						
A. STATE REVENUES	2,256,975	1,014,668	2,076,339	1,375,329	-701,010	-33.76%
B. OTHER REVENUES	1,647,171	1,636,054	1,588,875	1,537,338	-51,537	-3.24%
C. SURPLUS/DEFICIT	783,335	783,335	0	783,335	783,335	
TOTAL REVENUE	4,687,482	3,434,058	3,665,214	3,696,002	30,788	0.84%

EXPENDITURES:

D. INSTRUCTION	1,924,947	967,012	1,756,790	929,865	826,925	47.07%
E. ADMINISTRATION	429,051	304,479	512,604	332,266	180,338	35.18%
F. SUPPORT SERVICES	372,083	211,248	600,835	213,884	386,951	64.40%
G. MAINTENANCE OF PLANT	186,916	61,819	232,800	147,595	85,205	36.60%
SCHOOL TOTAL:	2,912,997	1,544,558	3,103,029	1,623,611	1,479,418	47.68%
H. OSSU/ADMIN/MAINT	538,000	0	560,000	280,000	280,000	50.00%
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	1,544,558	3,665,214	1,903,611	1,761,603	48.06%

	7/1/2025			
OTHER FUNDS	BEG BAL	REVENUE	EXPENDED	BALANCE
2 TECH GRANTS	6,795	73,750	110,600	-30,055
3 TRANSFERS	800	0	0	800
4 CARL PERKINS	0	25,486	39,352	-13,866
5 PROGRAM INNOVATION	0	29,520	29,520	0
6 VACTED	28,237	0	28,237	0
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	128,756	207,709	-44,857

Behavioral Threat Assessment Teams

Statement of Policy

The Orange Southwest School District is committed to providing a safe and secure learning environment for students and staff. This policy establishes a school behavioral threat assessment (BTA) and management program to conduct a fact-based, systematic process designed to gather information about, assess and manage behavior or communication that raises a concern that a person or situation may pose a threat of severe and significant targeted violence against the school community.

Nothing in this policy precludes Orange Southwest School District personnel from acting immediately to address an imminent threat, including immediately removing a student from school, subject to subsequent due process procedures when the student poses an immediate threat to themselves, others, property, or the educational environment¹.

The threat assessment process is distinct from and does not supplant Orange Southwest School District's student conduct and discipline policy. A behavioral threat assessment will not impose suspension or expulsion, including emergency suspension, solely for investigating student conduct or conducting a threat assessment. Any action that could result in removal of a student from the student's school environment pending or after a threat assessment will only be carried out in accordance with 16 V.S.A. § 1162, State Board of Education Rule 4300, and federal and state law applicable to students with disabilities. Behavioral threat assessment teams will operate in a manner that avoids bias, discrimination, and disproportionate impact on students in historically marginalized communities.

Threat assessment is not intended to refer students to the criminal justice system, but to facilitate the provision of resources and support to a student and to mitigate potential acts of violence. Law enforcement referral is not appropriate in the case of student behavior that is a violation of the school conduct code but that is not also a crime. This policy also exists to ensure compliance with 16 VSA § 1485.

¹ Vermont State Board of Education Rule 4311.3

Administrative Procedures

The Superintendent/Head of School or designee will establish procedures to:

1. Govern the functions of the Behavioral Threat Assessment Team. At minimum, the procedures will be consistent with the methodologies provided in the model BTA procedures and Best Practices provided by the Agency of Education;
2. Ensure an individual's behavior rather than an individual's demographic or personal characteristics will serve as the basis for a behavioral threat assessment;
3. Establish a mechanism which allows for students, staff and others to report threatening and troubling behavior to the behavioral threat assessment team;
4. Provide for:
 - a. involvement of law enforcement (outside of the inclusion of a School or District Resource Officer), that aligns with the model procedures issued by the Agency of Education, or
 - b. referral to law enforcement in the case of imminent danger to individuals or the school community when the conduct constitutes a crime.
5. Ensure that each threat assessment team member, whether a teacher, counselor, school administrator, other school staff, contractor, consultant, or other individual, functions as a "school official with a legitimate educational interest" in educational records controlled and maintained by Orange Southwest School District as specified by the Family Educational Rights and Privacy Act (FERPA)
6. Provide for the collection and submission of data related to the behavioral threat assessment program to the Agency of Education as required by 16 VSA § 1485 (e).
7. Ensure behavioral threat assessment team members receive training at least annually in best practices of conducting behavioral threat assessments, as well as bias training.

Date Warned: Mar 11, 2026 -- First Read

Date Adopted:

Worksheet for Board Self-Evaluation of Governance Process Policy

Policy Number 4.1 Governing Style
Time period being monitored: FY 25-26
Date Completed: 4/8/26

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>The Board will govern lawfully, observing the principles of the Policy Governance model, with an emphasis on (a) outward vision rather than an internal preoccupation, (b) encouragement of diversity in viewpoints, (c) strategic leadership more than administrative detail, (d) clear distinction of board and superintendent roles, (e) collective rather than individual decisions, (f) future rather than past or present, and (g) proactivity rather than reactivity. Accordingly:</p>		
<ol style="list-style-type: none"> The Board will cultivate a sense of group responsibility. The Board, not the staff, will be responsible for excellence in governing. The Board will be the initiator of policy, not merely a 		

<p>reactor to staff initiatives. The Board will not use the expertise of individual members to substitute for the judgment of the Board, although the expertise of individual members may be used to enhance the understanding of the Board as a body.</p>	
<p>2. The Board will direct, control, and inspire the organization through the careful establishment of broad written policies reflecting the Board's values and perspectives. Board values will be drawn from the diverse values of the community informed by expert sources both internal and external to the organization. The Board's major policy focus will be on the intended long-term impacts outside the staff organization (Ends), not on the administrative or programmatic means of attaining those effects.</p>	
<p>3. The Board will enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation for meetings, policymaking principles, respect of roles, and ensuring the continuance of governance capability. Although the Board can change its Governance Process</p>	

<p>policies at any time, it will scrupulously observe those currently in force</p>		
<p>4. Continual board development will include orientation of new board members in the board's Governance Process and periodic board discussion of process improvement.</p>		
<p>5. The Board will allow no officer, individual, or committee of the Board to hinder or serve as an excuse for not fulfilling group obligations.</p>		
<p>6. The Board will monitor and discuss the Board's process and performance on a regular basis. Self-monitoring will include comparison of board activity and discipline to policies in the Governance Process and Board-Management Delegation categories</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?

MINUTES
Orange Southwest School District (OSSD)
Regular Board Meeting on Wednesday March 11, 2026
Brookfield Elementary School
6pm

I. Opening (6:00 pm)

- Superintendent Michael Clark calls meeting to order at 6:00 pm. He will facilitate the meeting until a new Board Chair is elected.
- **Board Attendance:** *Ensuring a quorum*

Board members: Martha Hafner, Anne Kaplan, Aimil Parmelee, Bev Lauchner, Ryan Anderson, Ray Zapata, Rachel Gaidys. Administration: Michael Clark, Kyle Southworth, ORCA Media. Guests: Lynn Tabor.

- **Meeting Purpose:** Election Results and Board Reorganization
- **Review and Accept Agenda:** Any changes needed? *Meeting purpose? Are these the right agenda items? Is the right amount of time allotted?*

No changes requested.

II. Ownership Linkage (6:10)

- **General Public Comment:** *The Board welcomes comment but is not able to take any action. Comments limited to 3 minutes per speaker.*

Lynn Tabor, Tunbridge resident and Randolph Elementary paraprofessional speaks to how they feel paras are overlooked in the operation of the schools. They feel the lack of staff impacts on the learning and positive environment of the schools, feels paras aren't represented as well as they could be. Suggests pay and general culture at the schools are significant in the district's challenges in finding and keeping paraprofessional staff. Michael Clark responds by directing them to their union rep, clarifying that representation is available for eligible union and non-union members alike. They also discussed briefly the monthly voluntary faculty and staff meeting and how to participate in that.

- **Introductions of Board Members and OSSD School Administration**

Board members go around the table, introducing themselves to Ray Zapata, the newest board member.

- **Board Reorganization (Motion for each item will be needed)**
 - **Chair**

VOTE: Anne Kaplan moves to nominate Aimil Parmelee as Board Chair. Seconded by Ryan Anderson. Motion passes unanimously.

- **Vice Chair**

VOTE: Aimil Parmelee moves to nominate Anne Kaplan as Vice Chair. Seconded by Ryan Anderson. Motion passes unanimously.

- **Clerk**

VOTE: Ryan Anderson moves to nominate Ray Zapata as Board Clerk. Seconded by Anne Kaplan. Motion passes unanimously.

- **Board Member to sign in absence of Chair**

VOTE: Ryan Anderson moves to authorize Anne Kaplan, as Vice Chair, to sign in the absence of the Chair. Seconded by Ray Zapata. Motion passes unanimously.

- **Standing Committees**

- **Teacher Negotiations**

VOTE: Martha Hafner moves to accept Ryan Anderson, Rachel Gaidys and Aimil Parmelee to the Teacher Negotiations committee. Seconded by Anne Kaplan. Motion passes unanimously.

- **Support Staff Negotiations**

VOTE: Rachel Gaidys moves to accept Anne Kaplan, Bev Lauchner and Martha Hafner to the Staff Negotiations committee. Seconded by Ryan Anderson. Motion passes unanimously.

- **Regional Advisory Board for RTCC**

VOTE: Anne Kaplan moves to accept Ray Zapata to the Regional Advisory Board. Seconded by Bev Lauchner and Rachel Gaidys. Motion passes unanimously.

- **Set meeting date and time**

VOTE: Anne Kaplan moves to maintain the current board meeting schedule of the 2nd Wednesday of the month, rotating school locations. Seconded by Ryan Anderson. Motion passes unanimously.

- **Review and affirm meeting procedures**

VOTE: Anne Kaplan moves to affirm that the board has reviewed the procedures and accepts them after striking the assistant superintendent reference. Seconded by Martha Hafner. Motion passes unanimously.

- **Decide parliamentary procedures (Roberts Rules for small boards)**

VOTE: Ray Zapata moves to accept use of Roberts Rules for small boards. Seconded by Ryan Anderson. Motion passes unanimously.

- **Set posting locations for Warnings**

VOTE: Anne Kaplan moves to warn school board meetings at all district schools, Randolph/Brookfield/Braintree Town Clerks', the OSSD website and the Herald of Randolph or WCVR. Seconded by Ryan Anderson.

Martha Hafner requests that the motion be amended to include the Randolph Senior Center to inform that population more easily about meetings. Discussion about posting requirements, and commitment of agencies to those postings. Michael Clark agrees to contact the senior center to see if they would like to be informed of meetings, so they might voluntarily post the information.

Original motion, unamended, passes unanimously.

- **Designate Official Newspaper**

VOTE: Ryan Anderson moves to designate the Herald of Randolph as the official newspaper. Seconded by Bev Lauchner. Motion passes unanimously.

- **Discuss and adopt Code of Ethics**

Discussion about this being a VSBA recommendations, and reflects base ethical expectations.

VOTE: Bev Lauchner moves to accept the Code of Ethics as written.

Seconded by Ray Zapata. Motion passes unanimously.

- **Review and reaffirm Conflict of Interest Policy**

VOTE: Ryan Anderson moves to accept the policy as written. Seconded by Anne Kaplan. Motion passes unanimously.

- **Review best practices for communication**

Michael Clark reminds board that any communications may be subject to the Freedom of Information Act, best practice is to use OSSD email and devices for board business. They also note that Open Meeting Law restricts board communications involving a quorum to warned meetings only.

- **Budget and Annual Meeting Debrief**

Michael Clark speaks to the great voter turnout at Town Meeting polls this year, and the good support of the budget. Robin Pembroke, OSSD business manager, did an amazing job of condensing the district financial data into a palatable, understandable amount of information. Discussion of if news of the OSSD budget got out to the towns/communities at town meeting. Anne Kaplan mentions posts on Front Porch Forum, Martha Hafner suggests comparing budget votes from past years. Ray Zapata responds that year-to-year comparisons may not be the most effective, suggests looking across the state at other budgets that passed. Martha Hafner is concerned that 2-1 is perhaps not as supportive as it should have been.

Michael Clark states that having board candidates on the ballot would be helpful. Board Chair Aimil Parmelee says that at the next meeting the board will craft the annual agenda, and expiring terms and deadlines should be considered in that planning. Discussion of the low attendance at both the informational meeting and the annual meeting, Rachel Gaidys says the public doesn't attend meetings when they are happy with what's happening. Ray Zapata inquires if the district has a social media presence, Michael Clark responds that schools are now prohibited from posting on social media (specifically Facebook), Parent Square is the secure manner of communication. Michael Clark references the monthly community Google Meet they host the third Wednesday of every month, as well as the monthly faculty/staff Google Meet held on the first Wednesday, as sources of information for the school and wider communities. Ray Zapata suggests the board be more active in reaching out to the community on social media, Aimil suggests the ownership linkage committee explore this further.

- **Legislative Updates**

Discussion of H.205, an act regarding non-compete clauses – currently the statute holds that a teacher who breaks a contract cannot work for another school district in the state for that same school year. This assures that a district that has hired a full slate of educators for a school year will not be left short-staffed mid-year with little notice. The

question has been raised as to whether this is a non-compete clause. The VSBA, VSA and other agencies are reviewing to find a solution to this.

Law enforcement and immigration protocols as well as re-districting maps were also reviewed. Details on these may be found in the March Superintendent's Report.

III. Board Process (7:20)

- **Support Staff Negotiations Update**

Michael Clark reports that the Association and the District have exchanged proposals, suggests that the staff negotiations committee may want to meet to review the proposal before the next negotiations meeting scheduled for Thursday, March 19 at 5 pm.

- **Teacher Appreciation Idea (Celebrated Week of May 4-8)**

Michael Clark is currently working on the idea previously discussed, it's progressing . . .

IV. Board Education (7:30)

- **Reminder of Policy Governance Virtual Training March 26, 2026**

Discussion of upcoming virtual training as well as other trainings that are available. Aimil Parmelee suggests board education should be on next month's agenda to more thoroughly explore while working on the annual agenda.

V. Monitoring the Organization (7:35)

- **2nd Read EL 2.3 Financial Conditions & Activities and 2.6 Asset Protection (Action)**

VOTE: Anne Kaplan moves to accept EL 2.3 Financial Conditions & Activities as written. Seconded by Ryan Anderson. Motion passes unanimously.

VOTE: Anne Kaplan moves to accept EL 2.6 Asset Protection as written. Seconded by Ryan Anderson. Motion passes unanimously.

- **Financials (Information in support of EL 2.3 Financial Conditions)**

VI. Policy Decisions for District Governance (7:45)

- **Cell Phone Policy Second Read (Action)**

VOTE: Ryan Anderson moves to accept the cellphone policy as written. Seconded by Bev Lauchner. Motion passes unanimously.

- **Behavior Threat Assessment Policy (First Read)**

Michael Clark advises this is required by the Agency of Education.

VII. Monitoring the Board (7:55)

- *Board Self-Evaluation: Monitoring compliance with Board Governance Process and Board Management Delegation Policies.*

- **BMD 3.0 Global Governance-Management Connection – Self Evaluation (Discussion)**

Aimil Parmelee, Board Chair, leads the discussion among board members.

VIII. Consent Agenda (8:10)

Board motion I move to approve the Consent Agenda

- 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 February 11, 2026
- New Hires
- IT Request to Use Funds

VOTE: Martha Hafner moves to approve the consent agenda. Seconded by Ryan Anderson. Motion passes unanimously.

IX. Closing/Incidental Information (8:10)

- Superintendent's Report
 - **Ends Snapshot**

Michael Clark advises the board that the search for a Brookfield Principal is progressing, the interview process begins next week. The Up For Learning team gave testimony last month at the House and Senate, and has been invited to give the keynote address on the second day of the VSA/VSBA spring conference. Michael Clark gives much applause to all of the students involved.

Ends Snapshot is reviewed briefly, with Michael Clark explaining how the new process allows the Board, as well as the cabinet, to see progress in a real time manner rather than looking back a year.

- **Action Item Recap**

Items added to next month's annual agenda planning (training, expiring terms)

Michael Clark to contact Randolph Senior Center

Policies and procedures to be updated and posted

With no further business, Amil Parmelee adjourns the meeting at 7:33 p.m.

X. Executive Session

Future Meetings

- Agenda Planning Meeting: Tentatively Tuesday March 31st at 5 pm
- Regular Board Meeting: 6 pm April 8, 2026 at Braintree Elementary

Respectfully submitted,

Kyle M Southworth

Kyle Southworth, Admin. Assistant

3/12/2026

New Hires and Resignations

New Hires:

Brian Boardman, Brookfield Principal

Adam Calder-Rosen, RUMHS Teacher

Jebson Interlandi, RES

Michael Abadi, RTCC

Jeffery Barrett, substitute

Paul Gifford, substitute

Skylynn Mitchell, paraprofessional

Sterling Miller, coach

Matt McHugh, coach

Cara Houston, OSSD Instructional Coach

Resignations:

Carolyn Pennoyer, Teacher

Reagan Murphy, Counselor

Annie Massie, Teacher

Clayton Squires, Assistant Director

Todd Sprague, Teacher

Herb Perez, Associate Principal

May 5, 2026 • 9 am–1:30 pm
Main Street Landing, Burlington, VT

POWER² SUMMIT

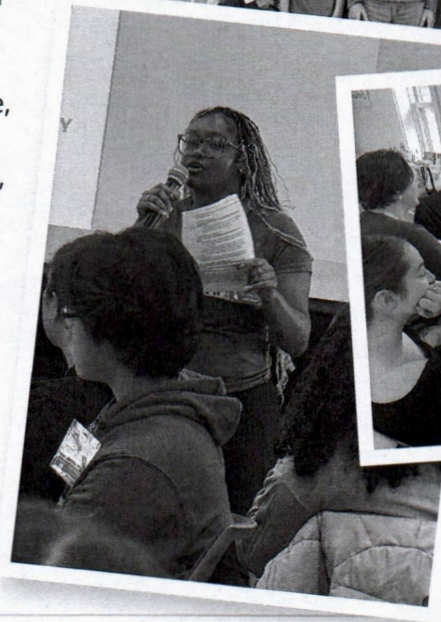


*Collective Action.
Collective Impact.
Collective Joy.
Repeat.*

A Summit to Inform, Inspire, and Move Us to Collective Action.

Join an interactive day dedicated to youth voice, partnership, and school change. Young people and their adult partners will share their stories, leadership, and visions for the future. Open to youth, educators, and community members ready to learn and take action!

Personal power. Partnership. Purpose. When young people have all three, learning is meaningful and change is possible. Celebrate the power of these elements in learning and action, and leave with clear next steps as change agents. **Lunch and refreshments included!**



Register at tinyurl.com/p22026 or scan the code

Deadline to register: April 1, 2026



Unleashing the Power of Partnership for Learning



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

April Board Report

Prepared by Michael J. Clark

3 April 2026

Introducing Ideas about OSSD Reconfiguration

Why Are We Having This Conversation?

Our goal is to strengthen our educational system so that we can effectively meet the diverse needs of all students in our district while maintaining costs at a level that is reasonable and responsible for taxpayers.

Education today is increasingly complex and more closely connected to the broader social safety net that supports children. In addition to academic instruction, schools now play a critical role in addressing nutrition, mental health, hygiene, physical health, dental care, social-emotional development, and behavioral needs. The number of students requiring significant support in these areas continues to grow.

Providing these services across multiple locations within a district is not a sustainable use of resources and, even if it were possible, would be prohibitively expensive. Additionally, there is a limited availability of qualified professionals in many of these specialized fields, making it challenging to effectively meet student and staff needs when services are widely dispersed.

At the upcoming meeting, I will introduce an initial concept for potential reconfiguration (that would not happen until the 2027-2028 School Year) and highlight ways it could benefit students, faculty, staff, and the broader community. This presentation is intended to serve as a starting point for discussion. It is important to emphasize that no decisions have been made. Before any decisions could occur, there will be a substantial process of analysis, communication, and community engagement, including opportunities for feedback.

This is an important and timely conversation, and we hope it will encourage thoughtful engagement from our community, faculty, and staff.



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Brookfield Radon Update

Ensuring a safe and healthy learning environment for our students and staff remains a top priority. Recently, Brookfield School conducted air quality testing for radon, a naturally occurring, odorless, and colorless gas that can pose health risks over time with elevated exposure.

Initial test results identified radon levels at or above the Environmental Protection Agency (EPA) action level of 4.0 pCi/L in nine rooms throughout the building, including classrooms and counseling spaces. While any exposure to radon carries some level of risk, levels at or above 4.0 pCi/L warrant action to reduce concentrations.

In response, additional follow-up testing was conducted over a weekend period, and those samples have been sent to a laboratory for analysis. We are currently awaiting those results and will share updates with the school community as soon as they become available.

In the interim, the school has taken immediate steps to mitigate potential exposure. The HVAC system is operating at maximum fresh air exchange, a measure recommended by the Vermont Department of Health to help reduce indoor radon levels. We are also working closely with the Vermont Agency of Education to ensure that, once results are confirmed, mitigation efforts can begin promptly without unnecessary delays.

We have scheduled opportunities for staff and community members to learn more and ask questions. A meeting with the Department of Health for faculty and staff is scheduled for April 8, and a community forum will be held virtually on April 9.

Once testing results are finalized, we will move quickly to engage a qualified mitigation specialist. Funding for this work is available through the current budget or the Building Reserve Fund, and guidance from the Agency of Education is helping to expedite the process.

We recognize that this situation may cause concern, and we remain committed to clear communication, transparency, and swift action. Our goal is to reduce radon levels below the recommended threshold as quickly and effectively as possible while maintaining a safe and healthy environment for all.



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Legislative Updates From the VSBA March 31, 2026 Update

The midpoint of a legislative session is the time when all bills that garnered the approval of one chamber are moved to the other chamber for its consideration. Although a number of bills do not reach this point, it is still possible the underlying intentions of those bills can be incorporated into other pieces of legislation, such as the Miscellaneous Education bill. At this time, the following bills have been assigned to new committees or still seem likely to advance in the near future:

ADVANCED

H.542 - An act relating to terminating testing of schools in Vermont for polychlorinated biphenyls.

Moved to S. Education

H.817 - An act relating to mental health support and substance use disorder prevention in schools.

Moved to S. Health & Welfare

H.930 - An act relating to addressing and preventing chronic absenteeism. Moved to S. Education

H.931 - An act relating to miscellaneous changes in education law. Moved to S. Education

S.206 - An act relating to licensure of early childhood educators by the Office of Professional Regulation. Moved to H. Gov Ops

S.208 - An act relating to standards for law enforcement identification. Moved to H. Judiciary

S.209 - An act relating to prohibiting civil arrest in sensitive locations. Moved to H. Judiciary

S.220 - An act relating to addressing education spending in fiscal years 2028 and 2029. Moved to H. Ways & Means

S.227 - An act relating to creating immigration protocols in Vermont schools. Moved to H. Education

S.230 - An act relating to flexible working arrangements. Moved to H. General & Housing

S.313 - An act relating to transforming Vermont's career technical education system. Moved to H. Commerce

STILL IN PLAY

H.558 - An act relating to the Medicaid school-based services program.

H.650 - An act relating to educational technology products. 3rd reading & passed House

H.949 (yield bill) - An act relating to homestead property tax yields, the nonhomestead property tax rate, and technical changes to education finance. 3rd reading & passed

H.951 (budget bill) - An act relating to making appropriations for the support of the government. 3rd reading & passed House

S.26 - An act relating to prohibiting certain artificial dyes in foods and beverages served or sold at school. Ordered to lie

S.161 - An act relating to the Governor's list of scholarship granting organizations.

S.190 - An act relating to the Green Mountain Care Board, reference-based pricing, and hospital outsourcing of clinical care. 3rd reading ordered in Senate



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S.214 - An act relating to the provision of prekindergarten education in geographically isolated school districts.

Continued from the VSBA

Redistricting Discussions

Act 73 continues to be debated in the State House. At this time, **House Education** has presented a [map](#) that would create 27 school districts. It has also spent the past two weeks revisiting the conclusion of the Redistricting Task Force and turned its attention to mandating [CESA regions](#) and merger study groups (the study groups would be mandatory; the actual mergers would be voluntary). **Senate Education** has presented a [map](#) that combines SUs and SDs, cutting the present number in half. The **AOE** opposes all of these ideas stating that they do not follow the requirements set out in Act 73, and has offered a [presentation with two maps](#) of its own for consideration.

Brookfield Principal and RES Assistant Principal Hiring

Brian Boardman has accepted the position of Principal at Brookfield. The Principal Hiring Advisory Committee was impressed with Brian's experience, leadership qualities, and depth of knowledge, and unanimously supported his selection. Brian brings many years of experience as a classroom teacher, has served as Interim Principal at Hartford Memorial Middle School, and currently serves as Assistant Principal at Williamstown Middle High School.

Jebson Interlandi accepted the position of Assistant Principal at Randolph Elementary School. Jebson brings a range of experiences, including roles as a paraeducator, behavior interventionist, and elementary teacher, and currently serves as a literacy interventionist and multilingual learner educator/coordinator in the White River Valley Supervisory Union.

Please join me in thanking the members of both hiring committees for their dedication and in welcoming Brian and Jebson to OSSD.

Contract Distribution

Teacher contracts were distributed on April 3, 2026 and are due back on Monday April 20, 2026 Support Staff contracts are on track to be distributed by the contractual May 1, 2026 deadline I anticipate the nonunion contracts will be distributed before May 1, 2026 as well



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Open Meeting Law

On March 16 board member Marth Hafner sent an email to 4 other members of the board in which she discussed how she would vote if a particular topic arose. This is a likely violation of open meeting law of the OSSD Board Governance Policy 4.1. Because Executive Limitation 2.8(5) requires that the superintendent will not allow the board to remain unaware of potential noncompliance with its governance policies, I have included Martha's email and my response to that email in your board packet.

I encourage the board to limit email communication between board members to simple scheduling emails as communication about topics that may come up at a board meeting are possible violations of Vermont open meeting law. They are certainly violations of open meeting law when a quorum of the board is involved.

On October 6 2025 the Board participated in open meeting law training with Sean Toohey of Lynn, Lynn, Blackman, and Toohey Law Firm. A recording of the training is available at the link below starting at about 43.30 if the board would like a refresher

[//drive.google.com/file/d/1RXM8aBLLzqQLjRMpMqnxL8ITrPBkfo3o/view](https://drive.google.com/file/d/1RXM8aBLLzqQLjRMpMqnxL8ITrPBkfo3o/view)

Title Funds

Preliminary Title Fund projections are coming in a little lower than we had anticipated and will result in the need to reduce the 1.0 FTE STEM Position. Mindybeth, our Director of Curriculum and Instruction, is working with a team to help plan for how to ensure the STEM work that was being done with this role can be folded into the regular curriculum.

Up For Learning Update

Our Central Vermont Visioning/UP for Learning team continues to gain well-deserved recognition for its work. Last month, I shared that the team was invited to serve as the opening keynote for the Vermont Superintendents Association Spring Conference on May 22, 2026—an invitation they were proud to accept.



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The team has also been invited to present at the Power² Summit on May 5, 2026. A flyer for this event is included in your board packet. In addition to the team's presentation, I have been invited to participate as a panelist to help open the event and highlight this year's theme: *Collective Action. Collective Impact. Collective Joy. Repeat.*

I am incredibly proud of the impact this work has had. Through this initiative, 25 students from three Central Vermont districts were empowered to reimagine what education could look like and to identify the core pillars that should guide education in Vermont. Throughout the process, students developed critical skills in collaboration, communication, and leadership, engaging thoughtfully with peers, educators, and community members.

Their work has reached a wide audience. Students have presented to School Boards, Select Boards, and leadership teams from key Vermont education organizations, including the Vermont Superintendents Association, Vermont Principals' Association, and Vermont School Boards Association. They have also shared their perspectives with the Vermont Secretary of Education, the Deputy Secretary, and the Chief Academic Officer. Additionally, students provided testimony on education reform before both the Vermont House Education Committee and the Senate Education Committee.

Now, they will continue to share their work at a youth-adult conference and serve as keynote presenters at a major statewide conference. The success and reach of this initiative have exceeded all expectations, and it stands as a powerful example of the impact of elevating student voice in shaping the future of education.

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