

Orange Southwest School District (OSSD)
Regular Board Meeting on Wednesday May 13, 2026
Randolph Union Middle High School
6pm

Google Meet joining info
meet.google.com/gny-vojs-xie
Phone Numbers
[\(US\)+1 530-618-7105](tel:(US)15306187105)
PIN: 601 861 576#

I. Opening (6:00 pm)

- Board Attendance: *Ensuring a quorum*
- Meeting Purpose: Continue discussion on reconfiguration
- 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 Q&A (Discussion)
- Public Comment: *The Board welcomes comment but is not able to take any action. Comments limited to 3 minutes per speaker.*

III. Board Process (7:30)

- School Safety Committee Report (Information)

IV. Board Education (7:40)

- Kelly Green available for July Meeting & Additional Agenda items (Discussion)
- Reminder of Policy Governance Virtual Training June 4, 2026 6-7 p.m. (Information)
- Policy Governance Accelerator Course through the VSBA for New Board Members & Anyone Interested (Reminder)

V. Monitoring the Organization (7:55)

- 1st Read EL 2.7 (Information)
- Financials (Information in support of EL 2.3 Financial Conditions)

VI. Policy Decisions for District Governance (8:10)

- All policies for a first read
 - A1 - Board Member Conflict of Interest, required
 - D6 - Class Size Policy, required
 - F1 Travel Reimbursement, required
 - F23 Capitalization of Assets, required by Auditor
 - F24 Prevention of Conflict of Interest Procurement. required by Auditor

VII. Monitoring the Board (8:20)

- *Board Self-Evaluation: Monitoring compliance with Board Governance Process and Board Management Delegation Policies.*
- BMD 3.1 Unity of Control– Self Evaluation (Action)
- Updated board self evaluation (Discussion)

VIII. Consent Agenda (8:30)

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 April 15, 2026 and May 4, 2026
- New Hires/Resignations
- Environmental Controls - Use of Reserve Funds
- Approval of Fay and Rose Cowdrey Fund accounting

IX. Closing/Incidental Information (8:45)

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

X. Executive Session (If needed)

Future Meetings

- Agenda Planning Meeting Tuesday June 2nd @ 5:30
- Regular Board Meeting: 6pm June 10, 2026 at RES

Health and Safety Committee

OSEA Members & OSSD Management Team

2025-2026

- 6.12 Representative school administrators, in collaboration with teacher and support staff representatives selected by the OSEA from each building in the collective bargaining unit, shall develop a collaborative

11

committee to discuss issues of student and staff safety. The committee will meet no later than October 1, 2025, and will present its findings to the Board no later than May 1, 2026.

Health & Safety Committee Report to the School Board

May 13, 2026

Overview

Throughout the fall, winter, and spring, the Health & Safety Committee—comprised of Association members and district leadership—has met regularly to discuss school health and safety challenges and opportunities.

These meetings have been **highly collaborative, respectful, and productive**, fostering an environment of trust where participants feel comfortable sharing both concerns and solutions. The committee has remained focused on ensuring that staff voices are heard while establishing feedback loops to support safe and effective learning environments across the district. This committee has promoted a collaborative relationship between participating Association members and district leaders.

Committee Focus & Structure

To ensure meaningful progress, the committee established a structured approach, focusing each month on a specific “bucket of concern”:

- **November:** Planning Meeting
- **December:** Defining Scope of Committee
- **January:** Emergency Preparedness & Adult-to-Adult Interactions
- **February:** Student Behavior
- **March:** Student Behavior (continued)
- **April:** Environmental Checklist & Board Report

This approach allowed for deeper discussion, reflection, and the development of targeted recommendations.

Key Themes & Discussion Areas

1. Student Behavior & Support Systems

The committee engaged in thoughtful discussions regarding student behavior, recognizing that **managing complex behaviors is a local, state, and national challenge**.

Key clarifications and considerations included:

- Clear understanding of **suspension guidelines and definitions**, including time thresholds and age-specific regulations
- The importance of balancing student support with **maintaining safe and productive learning environments**
- A continued emphasis on **least restrictive approaches** while addressing unsafe behaviors

The committee also highlighted:

- The value of **proactive family engagement**, as demonstrated in other districts
- The importance of **consistent implementation of behavior plans and regulations**
- Ongoing questions around **accountability and consistency across schools**

There was strong agreement that **enhanced systems of support, communication, and training** are essential moving forward.

2. Staff Safety & Well-Being

A central theme across meetings has been the **impact of student and adult behaviors on staff well-being, safety, and retention**.

Discussions included:

- Use of **CPI strategies** and team-based responses to challenging situations
- Consideration of **personal protective equipment (PPE)** and staff safety measures
- Recognition that **paraprofessionals and support staff may need additional training and resources**

The committee emphasized that **supporting staff is critical to sustaining safe and effective schools**.

3. Adult-to-Adult Interactions

The committee discussed the importance of maintaining **positive, professional interactions among staff and with families**.

Focus areas included:

- Strengthening **professional communication and workplace culture**
 - Addressing **challenging adult behaviors**, including parent-to-staff interactions
 - Ensuring **clear, consistent procedures** for staff to access support when concerns arise
-

4. Emergency Preparedness

The committee reviewed current emergency protocols and identified opportunities to reinforce best practices:

- Continued emphasis on **secure classroom procedures** (e.g., keeping doors closed and locked)
 - Ongoing review and reinforcement of **training and response systems**
 - Recognition of the importance of **regular practice and clear expectations**
-

5. Environmental Health & Safety

In April, the committee focused on environmental factors impacting safety and well-being. Facilities proposed an online, public-facing tracker to promote more transparency on environmental testing.

Communication, Training & Next Steps

The committee identified **faculty meetings and professional development time** as key opportunities to:

- Reinforce expectations and procedures
- Build shared understanding across staff
- Provide ongoing training and support

Additionally, the group discussed **creative, district-wide solutions**, including:

- Leveraging existing resources more effectively
- Exploring potential reconfiguration of supports and staffing models
- Continuing to align practices across schools for consistency

Conclusion

The Health & Safety Committee's work this year reflects a **strong commitment to collaboration, transparency, and continuous improvement**.

There is a shared understanding that while challenges exist, there are also **meaningful opportunities to strengthen systems, improve communication, and better support both students and staff**.

Moving forward, the Association and district leaders hope to expand this **collaborative culture in Orange Southwest School District**.

Sincerely

The OSSD School Safety Committee.

Monitoring Report

Superintendent Monitoring Report:	Internal	Organization:	Orange Southwest School District
Policy Type:	Executive Limitations	Policy Number/Title:	2.7 Compensation and Benefits
Submitted on:	8 May 2026	Period Covered	July 2025 -May 2026

Policy

*With respect to employment, compensation, and benefits to **non-unionized employees**, consultants, contract workers, the Superintendent shall not cause or allow jeopardy to financial integrity or to public image.*

Further, without limiting the scope of the foregoing by this enumeration, the Superintendent shall not:

- 1. Change the Superintendent's own compensation and benefits;*
- 2. Promise or imply permanent or guaranteed employment;*
- 3. Establish or change compensation and benefits that deviate materially from the geographical or professional market for the skills employed;*
- 4. Create obligations over a longer term than revenues can be safely projected, in no event longer than one year and in all events subject to losses in revenue; or,*
- 5. Establish or change pension benefits so as to cause unpredictable or inequitable situations.*

Interpretation

This policy is intended to protect the organization from financial overcommitments and maintain its ability to adjust to changing revenue conditions. The Superintendent is given the authority to manage compensation and benefits within these boundaries, but must act prudently, ensuring that no financial or reputational risks are incurred in the process. All decisions should be made with an awareness of market norms, the sustainability of obligations, and the organization's capacity to meet its financial commitments without jeopardizing its long-term viability.

Observable Conditions:

a)	The Superintendent's compensation will not change without adjustment to his contract approved by the board.
b)	All terms of employment contracts are clearly communicated with no guarantees of permanent employment.
c)	Salaries and benefits are aligned with industry standards and regional benchmarks.
d)	Employees receive fair and competitive compensation.
e)	All employment contracts are for one year or less.
f)	Pension and benefits systems are stable and equitable for all employees.

Rationale:

1)	The rationale for this policy is to ensure financial stability, protect the organization's public image, and maintain fairness. It limits long-term financial commitments, ensuring the organization can adapt to changing revenues without risking financial health. By aligning compensation with market standards and avoiding unrealistic employment promises, the policy promotes equity, transparency, and responsible decision-making, safeguarding both the organization's resources and reputation.
----	--

Evidence:

Observable Condition	Data/Result
a) Superintendent Compensation	<i>Superintendent Contract - No changes to date. Per the conditions outlined in the contract the board set the superintendent's compensation for the 2025-2026 school year.</i>
b) Clear Terms of Contracts	<i>All Master Agreements are available on the OSSD Website including:</i> <i>Bus Driver Agreement</i> <i>Supervisor's Agreement</i> <i>Confidential Employee's Agreement</i> <i>Administrator Level 1 Agreement</i> <i>Administrator Level 2 Agreement</i> <i>Special Contract Addendum</i> <i>Superintendent's statement that all non-union employees are placed in and are covered by these agreements</i>

c) Aligned Salary and Benefits	<i>Market Salary Survey documentation showing that compensation and benefits are aligned with industry standards and regional benchmarks, prepared by the superintendent, are available for non-union positions</i>
d) Fair and Competitive Salary and Benefits	Superintendent interpretation of comparison of current employees compensation with <i>Market Salary Survey</i> .
e) One year Contracts	<i>Business Manager and Superintendent's statement that all individual employment contracts are for one year or less.</i>
f) Pension and Benefits Stability	<i>Pension and benefits are outlined in the agreements which are available on line. Business Manager and Superintendent's statement affirms all individual employment contracts are aligned to the agreements.</i>

Compliance:

I report full compliance Michael J Clark, Superintendent

Notes:

ORANGE SOUTHWEST SCHOOL DISTRICT - REVENUE

Account Name	2024-25 Actual	April 2025 Revenue	2025-26 Budget	April 2026 Revenue	Under (Over)
<u>LOCAL REVENUES:</u>					
Tuition	401,801	165,717	370,000	342,514	-27,486
Overhead Tuition	0	0	5,000	0	-5,000
Transportation	104,262	17,191	40,000	35,429	-4,571
Interest	168,922	143,226	75,000	130,187	55,187
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	470,246	652,000	489,000	-163,000
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	800,998	1,189,650	1,001,060	-188,590
<u>SPECIAL ED:</u>					
Core Block Grant	0	0	0	0	0
Special Ed Reimbursement	1,798,682	1,798,682	1,850,859	1,848,249	-2,610
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	1,970,631	2,990,612	2,165,674	-824,938
<u>STATE REVENUES:</u>					
State Technical Centers	627,121	0	560,420	0	-560,420
State Education Fund	19,528,184	14,252,091	21,214,722	15,205,285	-6,009,437
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	177,706	177,706	177,706	0
Driver Education	8,590	3,082	3,500	1,633	-1,867
Total State Revenues	20,691,892	14,670,647	22,261,348	15,623,604	-6,637,744
BEGINNING BALANCE:	1,033,333	1,033,333	703,333	703,333	0
SCHOOL TOTAL:	25,696,472	18,475,609	27,144,943	19,493,671	-7,651,272
<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	18,475,609	28,327,603	19,493,671	-8,833,932

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

Account Name	2024-25 Actual	April 2025 Expenditure	2025-26 Budget	April 2026 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>INSTRUCTION:</u>							
Salaries	5,082,570	3,394,823	5,611,830	3,527,209	0	2,084,621	37.15%
Benefits	1,746,726	1,069,223	2,212,209	1,195,140	0	1,017,069	45.98%
Drivers Education	0	0	4,000	0	0	4,000	100.00%
Remedial/Interventionist Service	295,262	195,454	455,272	182,341	1,987	270,945	59.51%
Testing/Tutorial/OT-PT Svcs	34,718	25,308	47,560	16,097	7,925	23,538	49.49%
Contracted Services	39,535	39,175	48,250	44,938	1,255	2,057	4.26%
Staff Training	148,808	100,912	278,730	105,156	19,411	154,163	55.31%
Co/Extra Curricular	470,048	292,662	541,536	314,253	53,563	173,720	32.08%
Tuition	102,719	90,227	58,000	57,240	30,000	-29,240	-50.41%
Travel/Field Trips	8,083	1,820	26,400	7,806	8,968	9,627	36.47%
Supplies/Textbooks/Equip	318,870	165,969	433,523	196,391	95,969	141,163	32.56%
Total Instruction	8,247,339	5,375,573	9,717,310	5,646,571	219,078	3,851,661	39.64%
<u>SPECIAL EDUCATION:</u>							
Salaries	1,637,092	1,217,513	2,087,862	1,177,508	0	910,354	43.60%
Benefits	634,533	403,640	1,006,270	453,320	0	552,950	54.95%
Contracted/Prof Services	30,804	23,334	0	26,583	12,167	-38,750	
Transportation	261,849	1,557	252,275	131,425	11,082	109,768	43.51%
Travel/Conferences	21,639	17,188	12,800	3,351	3,783	5,666	44.26%
Supplies/Textbooks/Equipment	17,927	17,177	28,520	15,402	1,498	11,620	40.74%
Tuition	840,570	558,494	1,189,000	978,945	399,982	-189,927	-15.97%
Behavioral Services	204,746	132,875	226,211	146,316	94,816	-14,921	-6.60%
Testing/Tutorial/OT-PT Svcs	262,879	189,629	144,000	141,859	111,776	-109,635	-76.14%
Speech Services	316,142	261,056	392,039	241,241	111,017	39,781	10.15%
Total Special Education	4,228,182	2,822,464	5,338,977	3,315,950	746,122	1,276,906	23.92%
<u>ADMINISTRATION:</u>							
Salaries	1,061,637	845,120	1,122,282	823,279	0	299,003	26.64%
Benefits	416,746	300,550	547,402	315,149	0	232,253	42.43%
Repairs/Maint	255	255	9,000	0	0	9,000	100.00%
Postage/Telephone	35,565	25,313	39,750	25,249	400	14,101	35.47%
Travel	26,455	21,714	14,100	7,111	2,020	4,969	35.24%
Supplies/Equipment	52,009	20,233	55,815	20,823	4,541	30,451	54.56%
Total Administration	1,592,667	1,213,184	1,788,349	1,191,612	6,961	589,777	32.98%
<u>CENTRAL OFFICE:</u>							
Salaries	743,493	604,614	713,922	551,456	0	162,466	22.76%
Benefits	257,657	193,823	340,022	216,755	0	123,267	36.25%
Contracted Services	8,057	8,057	10,000	5,550	300	4,150	41.50%
Legal Fees	0	0	0	0	0	0	
Staff Development	11,651	10,323	7,500	2,447	0	5,053	67.38%
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	3,677	13,900	2,743	165	10,992	79.08%
Supplies/Equipment	42,126	41,939	64,350	34,835	4,497	25,018	38.88%
Total Central Office	1,094,277	886,614	1,179,694	839,174	4,962	335,558	28.44%
<u>SUPPORT SERVICES:</u>							
Guidance	742,463	388,972	664,975	420,732	25,562	218,681	32.89%
Behavioral Interventionists	343,590	227,628	383,110	249,027	0	134,083	35.00%
School Nurse	476,043	313,730	383,647	241,061	1,770	140,816	36.70%
Media Services	381,278	254,591	358,437	236,375	16,138	105,925	29.55%
Curriculum Develop	12,977	12,977	31,310	19,505	7,925	3,880	12.39%
C.A.R.	47,992	18,874	113,500	12,291	7,474	93,736	82.59%
Teacher Mentoring	33,487	14,539	58,010	15,619	12,750	29,641	51.10%
Board of Education	92,517	82,346	123,450	88,313	13,923	21,214	17.18%
Legal Fees	42,870	22,186	64,500	20,708	0	43,793	67.90%
Fiscal Services	0	0	85,000	0	0	85,000	100.00%
Total Support Services	2,173,217	1,335,842	2,265,939	1,303,630	85,541	876,768	38.69%
<u>MAINTENANCE:</u>							
Salaries	852,328	662,092	856,950	639,561	0	217,389	25.37%
Benefits	383,982	268,070	523,880	298,236	0	225,644	43.07%
Contracted Services	520,351	319,984	235,531	213,618	128,929	-107,016	-45.44%
General Liability Ins	94,929	94,929	98,500	105,829	0	-7,329	-7.44%
Repairs/Maintenance	102,586	14,891	287,260	130,888	108,999	47,373	16.49%
Utilities	435,651	311,332	564,200	364,836	0	199,364	35.34%
Supplies/Travel/Equipment	202,917	122,915	353,400	115,786	153,808	83,806	23.71%
Care of Grounds	215,128	151,530	224,200	185,402	32,033	6,765	3.02%
Reserve - Repairs/Maint	0	0	0	0	0	0	
Vehicle Services	13,574	9,574	30,485	5,522	59,400	-34,437	-112.96%
Total Maintenance Svcs	2,821,446	1,955,317	3,174,406	2,059,677	483,168	631,561	19.90%

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

	2024-25 Actual	April 2025 Expenditure	2025-26 Budget	April 2026 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>TECHNOLOGY:</u>							
Salaries	325,002	262,134	384,024	288,435	0	95,589	24.89%
Benefits	123,421	90,096	202,499	95,544	0	106,955	52.82%
Contracted Services	19,539	12,374	24,500	4,500	360	19,640	80.16%
Technology Fund Transfer	108,500	0	108,500	0	0	108,500	100.00%
Repairs/Maintenance	453	453	2,500	0	0	2,500	100.00%
Supplies	156,901	156,622	151,450	121,260	88,363	-58,173	-38.41%
Equipment	0	0	0	0	0	0	
Total Technology	733,816	521,680	873,473	509,739	88,723	275,010	31.48%
<u>TRANSPORTATION:</u>							
Salaries	302,319	246,736	324,750	232,477	0	92,273	28.41%
Benefits	55,921	46,822	76,783	50,869	0	25,914	33.75%
Contracted Svcs/Rent	68,014	53,676	73,000	58,357	0	14,643	20.06%
Travel/Conferences	0	0	100	0	0	100	100.00%
Repairs/Supplies/Equip	76,647	62,464	69,250	56,119	21,300	-8,168	-11.80%
Diesel Fuel	55,601	40,591	92,000	41,591	0	50,409	54.79%
Unallowed Spec Ed/Homeless	2,734	0	0	4,752	0	-4,752	
After School Bus	2,462	1,338	0	0	0	0	
Field Trips	25,056	11,232	32,830	10,778	9,841	12,210	37.19%
Tuition Student Transportation	43,779	26,032	31,125	26,968	4,898	-741	-2.38%
Bus Fund Reserve	100,000	0	100,000	0	0	100,000	100.00%
Total Transportation	732,534	488,892	799,838	481,912	36,039	281,887	35.24%
<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	9,754	10,050	9,774	0	276	2.74%
EEE Services	67,748	49,486	95,353	47,713	0	47,640	49.96%
Total Other Expenditures	215,945	59,241	175,403	57,488	0	117,915	67.23%
<u>TECHNICAL EDUCATION:</u>							
State - Act 68	627,121	0	560,420	0	0	560,420	100.00%
Local Tuition	663,498	663,498	634,500	651,039	0	-16,539	-2.95%
Total Tech Education	1,290,619	663,498	1,194,920	651,039	0	543,881	45.52%
<u>PRE-SCHOOL</u>							
Salaries	418,276	304,983	337,262	232,877	0	104,385	30.95%
Benefits	178,535	111,590	198,722	113,914	0	84,808	42.68%
Administration	26,904	22,417	0	0	0	0	
Tuition/Partnerships	26,633	23,112	82,000	19,559	8,798	53,643	65.42%
Supplies/Travel/Equip	21,363	17,656	18,650	10,238	4,078	4,334	23.24%
Total Pre-School	671,711	479,758	636,634	376,587	12,876	247,171	38.82%
SUPRLUS/DEFICIT	0	0	0	0	0	0	
<u>SCHOOL TOTAL:</u>	23,801,751	15,802,062	27,144,943	16,433,379	1,683,471	9,028,093	33.26%
<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	15,802,062	28,327,603	16,433,379	1,683,471	10,210,753	36.05%

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

	2024-25 ACTUAL	APRIL 2025 YTD	2025-26 BUDGET	APRIL 2026 YTD	DIFFERENCE
GENERAL FUND					
REVENUE:					
LOCAL REVENUE	1,354,748	800,998	1,189,650	1,001,060	-188,590
SPECIAL PROGRAMS	2,616,499	1,970,631	2,990,612	2,165,674	-824,938
STATE REVENUES	20,691,892	14,670,647	22,261,348	15,623,604	-6,637,744
BEGINNING BALANCE:	1,033,333	1,033,333	703,333	703,333	0
TOTAL REVENUE	25,696,472	18,475,609	27,144,943	19,493,671	-7,651,272
EXPENDITURES:					
INSTRUCTION	8,247,339	5,375,573	9,717,310	5,646,571	4,070,739
SPECIAL EDUCATION	4,228,182	2,822,464	5,338,977	3,315,950	2,023,027
ADMINISTRATION	1,592,667	1,213,184	1,788,349	1,191,612	596,737
CENTRAL OFFICE	1,094,277	886,614	1,179,694	839,174	340,520
SUPPORT SERVICES	2,173,217	1,335,842	2,265,939	1,303,630	962,309
MAINTENANCE	2,821,446	1,955,317	3,174,406	2,059,677	1,114,729
TECHNOLOGY	733,816	521,680	873,473	509,739	363,734
TRANSPORTATION	732,534	488,892	799,838	481,912	317,926
OTHER EXPENSES	215,945	59,241	175,403	57,488	117,915
TECHNICAL EDUCATION	1,290,619	663,498	1,194,920	651,039	543,881
PRE-SCHOOL	671,711	479,758	636,634	376,587	260,047
SCHOOL TOTAL:	23,801,751	15,802,062	27,144,943	16,433,379	10,711,564
SURPLUS/DEFICIT	0	0	0	0	0
TOTAL EXPENDITURES	23,801,751	15,802,062	27,144,943	16,433,379	10,711,564

	7/1/2025			
OTHER FUNDS	BEG BAL	REVENUE	EXPENDED	BALANCE
TRANSFER FUND	474,677	589,865	742,124	322,418
TITLE 1	40	260,372	259,692	721
EPSDT FUNDS	127,415	24,506	7,904	144,018
FOOD SERVICE	-21,759	438,216	656,077	-239,621
FRESH FRUITS & VEGS	-4,298	0	0	-4,298
MEDICAID FUNDS	789,861	69,848	115,918	743,790
R.A.V.E.N.	53,549	195,215	143,181	105,583
IDEA-B - FLOW-THROUGH	0	223,845	259,301	-35,456
IDEA-B - PRE-SCHOOL	0	4,725	5,530	-805
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	80,006	245,494
ESSENTIAL EARLY ED	43,426	0	0	43,426
AFTER SCHOOL PROGRAM	69,950	91,010	157	160,803
STANDARDS BOARD	0	0	0	0
SUMMER FEEDING	24,530	39,706	16,135	48,101
SCHOOL WIDE PROGRAMS	0	320,522	398,837	-78,314
TITLE II	0	68,273	72,346	-4,073
TITLE IV	0	59,462	59,239	223
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	4,542,843	3,932,037	6,253,115

**RANDOLPH TECHNICAL CAREER CENTER
REVENUE**

Account Name	2024-25 Actual	April 2025 Revenue	2025-26 Budget	April 2026 Revenue	\$ Inc/Dec
<u>A. STATE REVENUE:</u>					
General State Support Grant	1,522,001	1,522,001	1,390,079	1,390,079	0
Overhead Support	612,282	612,282	559,260	288,333	-270,927
Technical 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	27,895	32,000	35,450	3,450
Guidance Salary Reimb	28,900	28,900	30,000	30,717	717
Director Salary Reimb	65,898	65,898	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	2,256,975	2,076,339	1,838,688	-237,651
<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	13,032	5,000	39	-4,961
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	1,639,490	1,588,875	1,537,342	-51,533
<u>C. SURPLUS/DEFICIT</u>	783,335	783,335	0	783,335	783,335
SCHOOL TOTAL:	4,687,482	4,679,801	3,665,214	4,159,365	494,151

**RANDOLPH TECHNICAL CAREER CENTER
EXPENDITURES**

Account Name	2024-25 Actual	April 2025 Expenditure	2025-26 Budget	Apri 2026 Expenditure	Encumb	Difference
<u>D. INSTRUCTION:</u>						
Salaries	1,075,662	763,850	881,664	555,212	0	326,452
Benefits	340,919	228,063	391,365	241,708	0	149,657
Staff Development	10,389	10,062	18,425	4,206	8,565	5,655
Computer Network	88,995	66,746	92,000	69,000	0	23,000
Co/Extra Curricular	7,952	2,400	64,145	4,085	6,313	53,748
Overhead Tuition	0	0	10,000	0	0	10,000
Carl Perkins	0	0	0	0	0	0
Travel/Field Trips	5,879	-1,885	28,560	9,381	6,589	12,590
Transportation - Other Tech Ctr	0	0	0	24,539	27,511	-52,050
Supplies/Textbooks/Equip	395,150	129,080	270,631	168,515	46,781	55,336
Total Instruction	1,924,947	1,198,317	1,756,790	1,076,646	95,758	584,386
<u>E. ADMINISTRATION:</u>						
Salaries	283,538	234,903	312,483	245,786	0	66,697
Benefits	101,069	71,177	116,166	92,137	0	24,029
Contracted Svcs	476	0	1,000	1,678	247	-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	1,515	3,000	1,640	695	665
Supplies/Equipment	35,807	29,328	57,400	21,569	3,430	32,400
Total Administration	429,051	343,568	512,604	373,962	4,822	133,820
<u>F. SUPPORT SERVICES:</u>						
Assessment Coordinator	96,227	64,941	157,305	96,875	20,386	40,044
Cooperative Education	130,308	86,864	165,763	27,470	12,861	125,432
Guidance	80,223	57,625	159,079	64,824	23,037	71,218
School Nurse	59,736	38,478	68,573	38,953	18,718	10,902
Board of Education	5,184	4,591	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	252,905	600,835	240,478	75,002	285,355
<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	40,726	35,000	47,156	0	-12,156
Utilities	142,778	61,262	188,800	112,404	0	76,396
Repairs & Maintenance	3,412	3,298	9,000	0	0	9,000
Supplies/Equipment	0	0	0	0	0	0
Total Maintenance	186,916	105,287	232,800	159,560	0	73,240
<u>SCHOOL TOTAL</u>	2,912,997	1,900,076	3,103,029	1,850,645	175,582	1,076,802
H. OSSU/ADMIN/SP ED	153,000	114,750	160,000	120,000	0	40,000
OSSU MAINTENANCE	385,000	288,750	400,000	300,000	0	100,000
<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>						
K. TUITION REFUND	0	0	0	0	0	0
<u>SURPLUS/DEFICIT</u>	0	0	0	0	0	0
<u>TOTAL</u>	3,450,997	2,303,576	3,665,214	2,270,645	175,582	1,218,987

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

	2024-25 ACTUAL	APRIL 2025 YTD	2025-26 BUDGET	APRIL 2026 YTD	BALANCE	% BAL
1 GENERAL FUND						
A. STATE REVENUES	2,256,975	2,256,975	2,076,339	1,838,688	-237,651	-11.45%
B. OTHER REVENUES	1,647,171	1,639,490	1,588,875	1,537,342	-51,533	-3.24%
C. SURPLUS/DEFICIT	783,335	783,335	0	783,335	783,335	
TOTAL REVENUE	4,687,482	4,679,801	3,665,214	4,159,365	494,151	13.48%

EXPENDITURES:

D. INSTRUCTION	1,924,947	1,198,317	1,756,790	1,076,646	680,144	38.72%
E. ADMINISTRATION	429,051	343,568	512,604	373,962	138,642	27.05%
F. SUPPORT SERVICES	372,083	252,905	600,835	240,478	360,357	59.98%
G. MAINTENANCE OF PLANT	186,916	105,287	232,800	159,560	73,240	31.46%
SCHOOL TOTAL:	2,912,997	1,900,076	3,103,029	1,850,645	1,252,384	40.36%
H. OSSU/ADMIN/MAINT	538,000	403,500	560,000	420,000	140,000	25.00%
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	2,303,576	3,665,214	2,270,645	1,394,569	38.05%

	7/1/2025 BEG BAL	REVENUE	EXPENDED	BALANCE
OTHER FUNDS				
2 TECH GRANTS	6,795	109,625	110,600	5,820
3 TRANSFERS	800	0	0	800
4 CARL PERKINS	0	39,361	74,377	-35,016
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	178,506	242,734	-30,132



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

A1

REQUIRED¹

BOARD MEMBER CONFLICT OF INTEREST

Statement of Policy

It is the ethical and legal duty of all school board members to avoid conflicts of interest as well as the appearance of conflicts of interest.

Definitions

1. **Conflict of interest** a situation when a board member's private interests, as distinguished from the board member's interest as a member of the general public, would benefit from or be harmed by their actions as a member of the board.

Administrative Responsibilities

The board and its members shall adhere to the following recommended standards:

1. A board member shall not give the impression that they would represent special interests or partisan politics for personal gain.
2. A board member shall not give the impression that they have the authority to make decisions or take action on behalf of the Board or the school administration.
3. A board member shall not use their position on the Board to promote personal financial interests or the financial interests of family members, friends or supporters.
4. A board member shall not solicit or accept anything of value in return for taking particular positions on matters before the Board.
5. A board member shall not give the impression that their position on any issue can be influenced by anything other than a fair presentation of all sides of the question.
6. Board members shall be familiar with, and adhere to, those provisions of Vermont education law that define school board powers and govern board member compensation and public bidding processes.
7. When a board member becomes aware that they are in a position that creates a conflict of interest or the appearance of a conflict of interest as defined in state law or this policy, they shall declare the nature and extent of the conflict or appearance of conflict for inclusion in the board minutes, and shall abstain from voting or participating in the discussion of the issue giving rise to the conflict.
8. When a conflict of interest claim against a board member is brought to the board in writing and is signed by another board member or a member of the public, and the board member against whom the claim is made does not concur that a conflict in fact exists, the following board procedures shall be followed.
 - a. Upon a majority vote of the remaining board members, or upon order of the chair, the board shall hold an informal hearing on the conflict of interest claim, giving both the board member and the person bringing the claim an opportunity to be heard.

¹ 16 V.S.A. § 563(20) requires each school board to "establish policies and procedures designed to avoid the appearance of conflict of interest."

- b. At the conclusion of the informal hearing, the remaining board members shall determine by majority vote whether to:
- i. Issue a public finding that the conflict of interest charge is not supported by the evidence and is therefore dismissed;
 - ii. Issue a public finding that the conflict of interest charge is supported by the evidence and that the member should disqualify themselves from voting or otherwise participating in the board deliberations or decision related to that issue, as required by Vermont statute; and/or
 - iii. Issue a public finding that the conflict of interest charge is supported by the evidence and the board member should be formally censured or subjected to such other action as may be allowed by law.

<i>VSBA Review Date</i>	August 15, 2023
<i>Date Warned</i>	May 13, 2026
<i>Date Adopted</i>	
<i>Legal References</i>	16 V.S.A. § 262(d) (Election of officers)
	16 V.S.A. § 557 (Gratuity/compensation prohibited)
	16 V.S.A. § 558 (Eligibility for election to school board)
	16 V.S.A. § 559 (Public bids)
	16 V.S.A. § 563(20) (Powers of school boards)



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

D6

REQUIRED¹

CLASS SIZE POLICY

Statement of Policy

It is the policy of the OSSD Board to comply with Vermont law requiring school boards to develop guidelines for minimum and optimal average class sizes for regular and career technical education classes. Class size guidelines will be used to inform annual decisions related to staffing and program offerings.

Administrative Responsibilities:

1. The superintendent or designee shall, in consultation with building principals, develop class minimum, maximum, and optimum average class size guidelines that:
 - 1) Take into account the instructional needs of specific elementary grade intervals and required and elective courses at the secondary level.
 - 2) May vary, as necessary, to reflect differences among school districts due to geography and other factors, such as school size and programmatic needs.
 - 3) Comply with state or federal requirements related to matters such as student-teacher ratios, special education, technical education and English Language Learners.
2. The superintendent shall report to the Board at least annually on the implementation of this policy, and shall include in the report information related to the use of the guidelines in determining actual class sizes and program offerings in the schools within the SU/SD.
3. In accordance with Act 153 of 2010, the superintendent shall ensure that this policy is posted on the SU/SD website.

<i>VSBA Review Date</i>	August 15, 2023
<i>Date Warned</i>	May 13, 2026
<i>Date Adopted</i>	
<i>Legal References</i>	16 V.S.A. § 242(5) Act 153 of 2010
<i>Cross References</i>	

¹ 16 V.S.A. § 242(5) requires superintendents to “work with school boards of the member districts to develop and implement policies regarding minimum and optimal average class sizes for regular and career technical education classes. The policies may be supervisory union-wide, may be course or grade specific, and may reflect differences among school districts due to geography and other factors.” 20



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

F1

REQUIRED¹

TRAVEL REIMBURSEMENT

Statement of Policy

It is the policy of the Orange Southwest School District to reimburse the reasonable expenses for travel for school business on mileage basis in lieu of actual costs by its employees, school board members and volunteers, to the extent that budgeted funds permit.

Reimbursement will be only for those expenses that are reasonable and necessary for the activities of the Orange Southwest School District. The method of reimbursement will be consistent whether expenses are incurred in furtherance of federally funded or non-federally funded activities.

Administrative Responsibilities

The superintendent or designee shall establish written procedures to implement this travel reimbursement policy. Such procedures shall include:

1. The types of expenses that are covered, such as airfare, car rental, lodging, meals, tolls, parking, and mileage;
2. Expenses that are excluded, such as alcohol;
3. Spending limits;
4. Method of prior approval; and
5. Time frame for reimbursement.

<i>VSBA Review Date</i>	August 15, 2023
<i>Date Warned</i>	May 13, 2026
<i>Date Adopted</i>	
<i>Legal References</i>	2 CFR 200.475
<i>Cross References</i>	

¹ 2 CFR 200.475



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

F23

RECOMMENDED¹

CAPITALIZATION OF ASSETS

Statement of Policy

It is the policy of the Orange Southwest School District to account for and control all capital assets under the District's control.

Definitions

1. Capital Assets -

- a. Tangible or intangible assets used in operations and having a useful life of more than one year, including (i) land, buildings (facilities), equipment, and intellectual property (including software) whether acquired by purchase, construction, manufacture, exchange, or through a lease accounted for as financed purchase under Government Accounting Standards Board (GASB) standards or a finance lease under Financial Accounting Standards Board (FASB) standards; and (ii) additions, improvements, modifications, replacements, rearrangements, reinstallations, renovations or alterations to capital assets that materially increase their value or useful life (not ordinary repairs and maintenance).
- b. Capital assets do not include intangible right-to-use assets (per GASB) and right-to-use operating lease assets (per FASB). For example, assets capitalized that recognize a lessee's right to control the use of property and/or equipment for a period of time under a lease contract.

2. Estimated Useful Life - an estimate of the time period that an asset can be used for the purpose for which it was intended.

Administrative Responsibilities

1. The superintendent or designee shall maintain a schedule of capital assets reported in conjunction with the annual audit.
2. Capitalization occurs when all of the following criteria are met:
 - 1) The asset is tangible and complete. Construction in progress is capitalized but not depreciated until construction is complete.
 - 2) The asset is used in the operation of the district's activities.
 - 3) The asset has a value and useful life at the date of acquisition that meets or exceeds the following.
 - a) A value of \$5,000 (max \$5,000) individual component value and one year of useful life.
 - b) All buildings and land must be reported regardless of value and useful life at the date of acquisition.
3. Assets acquired through donation shall be recorded at their estimated fair market value on the date of donation and capitalized according to the above criteria.

4. Annual depreciation shall be charged in equal amounts over the estimated useful lives of all capital assets. The superintendent or designee shall assign the assets' estimated useful life in accordance with Generally Accepted Accounting Principles (GAAP) and Governmental Accounting Standards Board (GASB) rulings.

VSBA Versions:	August 15, 2023
Date Warned:	May 13, 2026
Date Adopted:	
Legal Reference(s):	2 CFR 200.1
	Vermont Agency of Education Handbook for Financial Accounting of Vermont School Systems (Handbook II)
Cross Reference(s):	Fiscal Management and General Financial Accountability



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

F24

RECOMMENDED¹

PREVENTION OF CONFLICT OF INTEREST IN PROCUREMENT

Policy

It is the policy of the Orange Southwest School District that all purchasing and contracting comply with state and federal laws. No employee, officer, or agent of OSSD may participate in the selection, award, or administration of a purchase or contract if that person has a real or apparent conflict of interest.

Definitions

1. **Conflict of interest** – a conflict of interest arises if an employee, officer, agent, immediate family member, partner, or an organization which employs or is about to employ any of the parties indicated herein, has a direct or indirect financial or other interest in, or a tangible personal benefit from a vendor considered for a purchase or contract.

Administrative Responsibilities

1. The superintendent or designee shall develop written procurement procedures consistent with state and federal laws and regulations.
2. Any employee, officer, or agent with a real, perceived, or apparent conflict of interest shall notify the superintendent of the conflict and not participate in the selection, award, or administration of the purchase or contract at issue.
3. An employee shall not solicit or accept any favor, gratuity, or anything of monetary value from such vendors which exceeds a \$_____ value.²
4. The SD/SU must take disciplinary action against any employee, officer or agent who violates this policy. Such disciplinary action shall be in accordance with the procedures in the SD/SU personnel manual and/or collective bargaining agreement.³

VSBA Version:	January 12, 2024
Date Warned:	May 13, 2026
Date Adopted:	
Legal Reference(s):	2 CFR §§200.317 – 327; 2 CFR §200.318 (specifically addresses conflict of interest)

¹ 2 CFR §200.318(a) states that the non-Federal entity “must have and use documented procurement procedures, consistent with State, local, and tribal laws and regulations and the standards of this section, for the acquisition of property or services required under a Federal award or subaward. “; 2 CFR §200.318 (c)(1) states that non-Federal entities “must maintain written standards of conduct covering conflicts of interest and governing the actions of its employees engaged in the selection, award and administration of contracts.” This policy satisfies this requirement.

² 2 CFR §200.318(c)(1) states that “non-Federal entities may set standards for situations in which the financial interest is not substantial or the gift is an unsolicited item of nominal value.”

³ 2 CFR §200.318(c)(1) states “[t]he standards of conduct **must** provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents of the non-Federal entity.”

Worksheet for Board Self-Evaluation of Governance Process Policies

This worksheet is intended to assist you in assessing your board's own compliance with your Governance Process policies, and expediting relevant discussion at the Board meeting. You may choose to have each board member complete the worksheet for any given policy or assign a policy to one or two board members to monitor, with a discussion following. The template for discussion of the monitoring report should help you to focus on areas for improvement. For EACH ITEM and sub-item in the attached monitoring report, please answer the following question, and provide examples.

Policy Number 4.2 Board Job Description **Time period being monitored** May 2025 - April 2026 *(usually a one-year period)*

Policy Wording	Examples of where we did or did not follow this.	Opportunities for Improvement
Specific job products of the board, as an informed agent of the ownership, are those that ensure appropriate organizational performance. The Barstow Unified Union Board shall participate with the RNESU School Board to hire, negotiate a contract with, and set compensation for the Superintendent. All Boards have direct responsibility to:		
1. Create and maintain the linkage between the ownership and the operational organization to represent the informed voice of the owners. This linkage will include: - Seeking input regarding owner values on issues of Ends and ethics. - Educating owners on issues impacting the organization.	Ownership Linkage is a standing item on all board meeting agendas, such as tonight's agenda. It is its own column in our annual workplan (pp.25-28 board packet). We have a community linkage plan that we review at every meeting. Board members solicit input when they interact with members of the public, listen to concerns, and answer	

c. Reporting to the owners on organizational performance. d. Ensuring owners and other stakeholders that bring non-governing issues to the Board understand the process for getting their issue addressed by the system in a courteous and respectful manner.	questions. Public comment is available at every meeting. All of this is done in an effort to seek owners' values. b. Speak about legislative updates at all meetings. Again tonight's agenda as an example. These meetings are open to the public and owners can watch meeting recordings. Act 73 letter last summer as an example. c. Annual district meeting in Feb 2026 d. Board members do this. Several examples were handicap parking issues at the school, middle school curriculum, other?	d.
2. Create and maintain written governing policies that realistically address the broadest levels of all organizational decisions and situations. a. Ends: organizational outcomes, impacts, benefits, recipients, and their relative worth (what good for which recipients at what cost) b. Executive limitations: constraints on executive authority that establish the ethics boundaries within which all executive activity and decisions must take place. c. Board-management delegation: how power is delegated and its proper use; the Superintendent's	a. We updated our Ends Policy more than 6 years ago. We have done a better job at monitoring it. b. The board has done a good job at continuing to regularly monitor all of the ELs and ensure the new superintendent received training on how to prepare these reports. c. The board monitors all of these policies at least once per year.	a. The world has drastically changed since our last Ends update (COVID, cuts to federal funding, continued declining enrollment, rising costs, Act 73). Is it time to have a check in with owners about this policy?

role, authority, and accountability. d. Governance process: specification of how the board conceives, carries out, and monitors its own task.	d. The board monitors all of these policies once per year.	
3. Be familiar with all required policies in effect.	We do this by having policy rehearsals on a regular basis at our meetings (with the exception during budget season; Nov-Feb). We refer to our policies during board meetings. And the act of monitoring our own policies helps us become familiar with them.	
4. Gain assurance of successful organizational performance on Ends and Executive Limitations.	This is still a work in progress. The board is receiving regular updates on student progress in ELA and Math, however, through one optic, VTCAP scores. We also received some good data on SEL last fall.	The board could do a better job at clarifying its expectations of the superintendent in terms of reporting on the Ends. Have we been sufficiently clear that we want an honest account of student outcomes? Can we focus more on output indicators than input ones?
5. Advocate for legislative change which positively impacts public education.	Resolutions for 2026? The Chair testifies in the legislature periodically when the opportunity arises. Action Alerts from the VSBA	Will discuss at tonight's meeting Do board members use these?
6. Determine the expenditure of surplus funds.	This has been done by the voters who authorized surplus funds to be put into a capital reserve fund	
7. Determine the expenditure of long-term reserves.	The board does this annually. This year the board approved the use of these funds for facilities projects in the fall.	

In addition, the board has taken on the following non-governing outputs: 1. Negotiating union contracts. 2. Conduct fair hearings in its role as a quasi-judicial body.	1. This was done last year for a three-year contract. The board appointed Jeff Spaulding to negotiate on its behalf. 2. N/A this past year.	
---	--	--

Orange Southwest School District

Monthly Meeting Evaluation

Meeting Date:

Person Completing the Evaluation:

1. How did the board focus on the future of the district through its Ends policy?
Ex. of how the board focuses its work
 2. How did the board look for ways to do ownership linkage?
Ex. of the board seeking to engage the community in future focused work
 3. What PG or District policies did the board reference for items on tonight's agenda?
 4. Did the board follow the board agenda and remain in the role of governance rather than operations?
 5. Were all board members prepared and participatory?
- Is there a topic you would like to see the board explore?
 - Are there any other comments you wish to share?

OSSD Annual Board Effectiveness Review

Board Annual Effectiveness Review	Internal	Organization: Orange Southwest School District Board
Submitted on:		Period Covered:

Three main functions of a Policy Governance® board: Ownership Linkage, Policy Development, Policy Monitoring

	Yes/No/Partial	Evidence & Notes
Did the board annually monitor, review and update its policies according to a regular schedule?		
Did the board demonstrate continual and effective ownership linkage through events, meeting agendas, surveys, or other opportunities for interaction with its owners?		

Assess the board's effectiveness based on the following questions that align with the ten principles of Policy Governance®:

	Yes/No/Partial	Evidence & Notes
Meeting agendas were focused on policy monitoring and ownership linkage		
Board members attended meetings consistently, were prepared, and actively participated at meetings		
Board members each had a voice at meetings, and outside a meeting the board spoke with "one voice" after a decision was made		

Board delegation to the Superintendent was with “one voice” from the board and not from a committee or officer of the board		
The board allowed the Superintendent to use any reasonable interpretation of operational means as delegated to them by the Executive Limitations and Ends policies		
Board regularly assessed its performance at meetings		
Board monitored the Ends policies (1.0) at least annually		
Board monitored its own “board means” through its governance process (4.0) and board management delegation (3.0) policies		
Board held the Superintendent accountable through their Executive Limitations (2.0) and Ends (1.0) monitoring reports, audits or direct inspection on a regular schedule		
Committees of the board, if any, had a stated, charge, authority, composition and term and are not involved in operational matters		

Worksheet for Board Self-Evaluation of Governance Process Policy

Policy Number 3.1 Unity of Control
Time period being monitored: FY 25-26
Date Completed: 5/14/26

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
Only officially passed motions of the Board are binding on the Superintendent. Accordingly: 1. Decisions or instructions of individual board members, officers, or committees are not binding on the Superintendent except in rare instances when the Board has specifically authorized such exercise of authority.		
2. In the case of board members or committees requesting information or assistance without board authorization, the Superintendent can refuse such requests that require, in the Superintendent's opinion, a material amount of staff time or funds or is disruptive.		

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 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) Meeting called to order by Aimil Parmelee at 6:04 pm

- **Board Attendance:** *Ensuring a quorum*

Board: Anne Kaplan, Aimil Parmelee, Bev Lauchner, Ryan Anderson, Ray Zapata, Martha Hafner, Rachel Gaidys, Rachel Fish. Administration: Michael Clark, Kyle Southworth, Todd Lewis. Guests: Dan Morrison, Lisa Floyd, Joe Bent, Kolby Bent, Rachel Bent, Sara Richards, Abi Gershon, Freya Gershon, Norie Belanger, Andrew Ehlers, Kristi Ehlers, Shelby and Jeff Girard, Christopher Rivet, Jennifer Chisholm, Abby McFadyen, Rachel Drury, Sonnie Irens, Daryl Breau, Kyle Obenhauer, Ramona Fish-Kuhn, Zac and Shannon Freeman, Elena Burson, Morgan Easton, Dalyn Luedtke, Nick Kuhn, Lydia Evans, Adalia. Remote: Ray Merrill, Toni Sferlazza, Janni Jacobs, Emily Warner, Lindsay Haupt, Jenny Engel, T Barber, Emma Janicki, Brad Paisker, Greg Hance.

- **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?*

Chair notes there is one addition to the agenda, discussion of a grievance that has risen to board level. That will be discussed under Board Process. Also recommends a second public comment following Michael Clark's reconfiguration presentation.

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.*

This public comment session is restricted to subjects that are not on the agenda. There was no general public comment.

- **District Reconfiguration (Discussion)**

Michael Clark began the conversation by noting they are impressed by the level of engagement shown -- over 100 members of the public were in attendance in person, and online. Thanks are extended to the Board for permitting the conversation. The slides for the presentation are available online at the OSSD website ([link here](#)). The presentation begins with the overall goal of the district to meet the needs of students while keeping costs at a level that is sustainable and acceptable to taxpayers, then moves to what the needs of today's students are. In addition to academics, other necessary supports include social-emotional, nutritional, dentistry, mental and physical health as well as behavior. Discussion of district geography and distribution of resources leads to the proposal of specialized hubs at Braintree Elementary, Randolph Elementary and Randolph Union Middle and High School. Under this proposal, the Brookfield School would be turned over to the Brookfield community for use as they determine.

The proposal suggests that Braintree School become an early education campus for Pre-K and Kindergarten learners while RES would service 1st through 5th graders. The idea of reconfiguring the RUMHS facility would provide a middle school that is dedicated to 6th through 8th graders in one wing, and high school freshmen through seniors in the other. RTCC and the RAVEN program would remain unaffected, no new buildings would be required, and each hub could be administered with the current number of principals. This configuration would provide professional density, providing educators with opportunities to share expertise and best practices with the student population and students to get the support they need with behavior interventionists and alternative programs in each hub, designed for that grade band. Michael Clark discusses how the district's support system is thin, and travel time between campuses is time that could be used assisting students. Grade level peer networks could also provide support as well as after-school activities and clubs. They stress this is just a vision, an idea for the board and communities to consider. If the conversation were to continue, there would need to be community forums, feedback sessions and feasibility studies.

Rachel Gaidys and Anne Kaplan ask if the condition of the Brookfield School figures into this vision and if the state can provide insight into the demographics so future student populations might be considered. Rachel Fish is concerned about the travel time for students, Ryan Anderson asks how many students would the alternative programs handle? Michael Clark responds the cap for each program would be 8 high needs students (for a maximum of 16 at the primary level), with an immediate plan to re-integrate these students into general education. The board asked how many students are in alternative education now and expressed concern that these programs would be expanded and become a default placement for kids who need support. Would the professional staff in the alternative programs be able to help support students in the classroom as well? Rachel Gaidys would like to see data, the pros are all presented in the vision, but the cons aren't addressed. Michael Clark responds that's where the vision needs board and community engagement, this is just a flavor of the idea, the board has the final say, this would be community built. There are concerns about transportation, and that closure of the school would severely affect Brookfield. Aimil Parmelee points out while the closure of the Randolph Center and East Randolph elementary schools impacted those communities, it didn't kill them and offered those students opportunities they wouldn't have otherwise had.

Ray Zapata asked how much of this vision is in anticipation of state-level decisions, Michael Clark says the concept isn't driven by re-districting but more by professional density. The current model doesn't meet kids' needs, stressing that shifting configurations based on each year's class size creates shifting curriculum gaps. Michael Clark notes this idea isn't a budgetary thing, this is an opportunity. Hiring qualified professionals is a concern state-wide, with more teachers operating on provisional licenses.

Rachel Fish is concerned about segregating abled and disabled students, feels the district needs more inclusive services. Michael Clark notes this isn't an either/or but a both/and – the model we are using now is not working, so let's craft a program that gets students out. Martha Hafner suggests considering having a paraprofessional with each high needs child. Aimil Parmelee wants to know how the district can better support students in the classroom, is this proposal better than what we're doing now?

Ray Zapata asks what the timeline would look like for a re-configuration to be implemented for 27-28?

Michael Clark reviews the budget timeline, the decision would need to be made by December 2026.

Aimil Parmelee reflects on many more community meetings, as well as potential feasibility studies.

- General Public Comment. The Board welcomes comment but is not able to take any action.

Comments limited to 3 minutes per speaker.

Greg Hance wonders if the RAVEN program would be affected by the reconfiguration? Michael Clark responds it would not be.

Daryl Breau likes the idea of 6-8 for middle school, notes that students in the alternative programs would be integrated with other students at recess and lunch, an opportunity they don't have if they are at an off-site alternative program.

Brad Paisker is concerned about transportation of pre-K students to Braintree. Suggests a 'collection point' for such students perhaps. Notes that turning the Brookfield school over to the community is simply shifting budgetary responsibilities to the town. Also wonders how much of the umbrella is state required for the district to provide. Michael Clark responds that there are two entities that are required to provide services even if the person is in mental health crisis – public schools and emergency rooms.

Kyle Obenhauer is concerned about transportation and suggests considering other options for where students could learn, perhaps the college campus? They express concern that the vision would increase the number of administrators for the different programs, and wonders if the Brookfield staff would be reduced or redistributed.

Emma Janicki believes younger students are benefitted by proximity to older students and notes that current PD and PLC opportunities are not well-liked among teachers and could be improved with input from educators.

Ramona Fish-Kuhn is worried that the community will lose the qualities that make Braintree what it is if there's a re-configuration.

T Barber says the bus would pick up their child at 6:30 but that's too early. Perhaps the school would consider a later start time if the bus rides had to be longer? They express concern about classroom disruption, perhaps instead of alternative programs within the school, the district could consider East Valley or using the college campus?

Zac Freeman remembers that before the Braintree Elementary School was built, there were the Upper and Lower Branch schools in Braintree. While there's value in a small school, there's also overlooked value in the grounds of any school building. They remind that meaningful space should also be considered for trails, gathering spaces and learning opportunities.

Jenny Engel wonders about the exposure of younger students on the bus with older students (language, subject matter) if they have significantly longer bus rides.

Shannon Freeman echoes Emma and Ramona in that they think the co-mingling of grades is beneficial. Suggests perhaps Brookfield students could go to Randolph and keep Braintree school as it is. The alternative programs could move to East Valley.

Lindsay Haupt says leadership challenges at the middle and high school make them hesitant to consider having 6th graders on the campus.

Elena Burson worries that students coming from Brookfield will already be tired by the time they get to school after such a long bus ride. That will affect learning.

Morgan Easton sees opportunity in having grade bands on different campuses and urges consideration of the after-school activities to suit different ages and skill levels.

Emily Warner worries families won't be able to work if they have to transport their children from Brookfield to Braintree.

Zac Freeman notes that a different bus route would be a change of schedule, a long bus ride is currently in place for many kids now.

Janni Jacobs believes professional density may be increased by having more special ed resources and having paraprofessionals get paid what they deserve.

Dalyn Luedtke notes that while small schools have advantages, there are also equity and opportunity access issues as well. If a child has a good relationship with a teacher they will have for a few years, that's good for them. But if the relationship isn't good . . .

Nick Kuhn believes Brookfield should be the center of the conversation; Braintree is doing alright. This proposal is a great way to start but the argument hasn't been made yet.

Abi McFadyen talks about the effort of creating an approved pre-K space at RES. Believes 8 high needs students in one classroom is over-whelming,

Toni Sferlazza underlines this is a preliminary conversation and there will be community outreach. They are concerned about programming and parent transportation. Would pre-K be 3 and 4 year olds, and would the programs be half or full day?

Lydia Evans states that the outdoor programs in the small schools are unique; each school and it's demographic should be looked at. Concerned about trying to segregate middle school and high school with shared hallways and cafeteria, etc.

Ray Merrill says the experiences kids get from small schools, and a same age community is an experience they will have all their lives.

Chris Rivet wonders if there's a different alternative, a way to split the district differently? There may be a solution that helps with transportation and keeps the grade levels the way they are.

- **Radon Testing and Meetings (Information)**

Michael Clark updates the board on the current status of the radon testing and mitigation plans at Brookfield Elementary School. The facility has been tested twice (results attached) The Department of Health met with faculty and staff today, and tomorrow facilities will meet with Wheeler Environmental to make plans for mitigation. There will be a Google Meet for the community Thursday night – that link is on the district calendar on the website. The Agency of Education will waive the bid process requirement and the funds for the mitigation are in the budget.

- **Legislative Updates**

Action at the state level has slowed down.

III. Board Process (7:20)

- **Open Meeting Law (Discussion)**

The board discusses what defines a quorum and where education on governance policies may be found. The only acceptable communication is scheduling. If a board member would like something added to the agenda, they can email Aimil Parmelee, Anne Kaplan or Michael Clark before their agenda planning meeting that is typically held the Monday of the week prior to the meeting.

- **Grievance Hearing**

VOTE: Ray Zapata moves to schedule the grievance hearing for May 4, 2026 at the RUMHS Media Center Conference Room, 7 pm. Motion is seconded by Ryan Anderson, passes unanimously.

IV. Board Education (7:40)

- **Board Education/Retreat for July Meeting (Action)**

The board discusses several ideas for their annual July board education meeting. Anne Kaplan will contact Kelly Green to ask if they might review Robert's Rules of Order. Other ideas include monitoring, ENDS.

- **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)**

Michael Clark advises that district finances are healthy, position savings contribute to a surplus that will provide funding for radon mitigation, and may also cover the cost for the transformer at RUMHS without use of the reserve account.

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

- **Behavior Threat Assessment Policy- second read (Action)**

VOTE: Ryan Anderson moves to accept the Behavior Threat Assessment Policy. Motion is seconded by Martha Hafner, motion passes unanimously.

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)**

The board discusses alternative processes for these evaluations.

VIII. Consent Agenda (8:20)

- 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

VOTE: Anne Kaplan moves to accept the consent agenda as presented. Motion is seconded by Bev Lauchner. Motion passes unanimously.

IX. Closing/Incidental Information (8:30)

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

Anne Kaplan will contact Kelly Green

Michael Clark will reach out to Jamie Kinnarny re: unintended learning

Anne Kaplan will provide an updated BMD

Michael Clark will review possible challenges to the presented vision

With no further business the meeting adjourned at 9:21 pm

X. Executive Session

Future Meetings

- Agenda Planning Meeting: Tentatively Monday May 4th at 5:30 pm
- Grievance Hearing, Monday May 4 at 7 pm, RUMHS Media Ctr Conference Room
- RAB Board Meeting: 5 pm May 13, 2026 at RUHS
- Regular Board Meeting: 6pm May 13, 2026 at RUHS

Respectfully submitted:

Kyle M Southworth

Kyle Southworth, Admin. Assistant

4/9/2026



Orange Southwest School District

24 Central Street, Randolph, VT
802-728-5052

02 APR 26

Karl Hayden, State of Vermont, Department of Labor, VOSHA

RE: Letter of Inquiry – Alleged Hazards 01 APR 26, VOSHA Complaint No. 2419873

Mr. Hayden,

Please accept this response to your Letter of Inquiry, referencing VOSHA Complaint No. 2419873.

RADON Testing was performed at all Orange Southwest School District Schools (OSSD). These tests were performed 23 – 26 FEB 26. Per Act 166 Section 10 (2022) regarding changes to education laws, these tests were required to be completed and submitted to the State by 30 JUN 25. OSSD tested about 8 months after the tests were required.

Testing was performed by a third-party Environmental Consulting and Contracting firm, KD Associates, Inc. per ANSI/AARST Protocol for conducting measurements of Radon and Radon Decay products in schools and large buildings. The collected samples were analyzed by EPA Method 402-R-92-004. Test results are attached below.

A subsequent test was conducted 27 – 30 MAR 26 at the Brookfield Elementary School. The second test was completed at the Brookfield school because: 1) the test results indicated a higher level of Radon and Radon Decay products in about half of the occupied spaces of that facility and, 2) the test parameters were not exactly followed, specifically the HVAC Systems had been shut off and/or had speeds reduced during the initial testing, as PPM's were being conducted by OSSD Maintenance at the same time as the initial tests. The second set of test results are attached below.

Both sets of tests indicated that the Brookfield Elementary School needs to have a Radon mitigation system designed, installed, and operational. OSSD has reached out to a State approved Radon mitigation contractor, Wheeler Environmental Services, to design this system and to provide quotes for the design, installation, and maintenance of this system. The initial meeting with Wheeler Environmental is scheduled for this Thursday, April 9, 2026. It is OSSD's intent on commissioning the mitigation system to be installed and operational as soon as feasible by Wheeler Environmental.

Documentation is attached below regarding the above. Please reach out to me if you have any questions or need clarification of any content of this correspondence. I can be reached at rworley@orangesouthwest.org or 802-728-2879. Thank you for this opportunity to respond.

Regards,

A handwritten signature in black ink, appearing to read "Bob Worley".

Bob Worley

State of Vermont
Department of Labor
Vermont Occupational Safety and Health Administration
5 Green Mountain Drive
P.O. Box 488
Montpelier, VT 05601-0488
labor.vermont.gov

[Phone] 802-828-4000
[Fax] 802-828-4022
[relay] 711

LETTER OF INQUIRY - ALLEGED HAZARD(S)

April 1, 2026

Michael Clark
Brookfield Elementary School
1728 Ridge Road
Brookfield, VT 05036

Re: VOSHA Complaint No. 2419873

Dear Employer:

On March 30, 2026, the Vermont Occupational Safety and Health Administration (VOSHA) received notice of alleged workplace hazard(s) at your worksite located at 1728 Ridge Road, Brookfield, VT 05036

We notified you by telephone of these alleged hazards on April 1, 2026. The specific nature of the alleged hazard(s) is as follows:

- 1. Radon in school.
- 2. Not certain that radon sampling is being carried out properly.

We have not determined whether the hazard(s), as alleged, exist at your workplace, and we do not intend to conduct an inspection at this time. However, because allegations of hazards and/or potential violations have been made, we request that you immediately investigate the alleged conditions and make any necessary corrections or modifications.

You must advise VOSHA in writing, no later than April 8, 2026, of the results of your investigation. You must provide supporting documentation of your findings. This includes any applicable measurements or monitoring results; photographs/video that you believe would be helpful; and a description of any corrective action you have taken or are in the process of taking, including documentation of the corrected condition.

If we do not receive a response from you by April 8, 2026, indicating that appropriate action has been taken or that no hazard exists, and why, a VOSHA inspection may be conducted. This letter is not a citation or a notification of proposed penalty which, according to the Occupational Safety and

ensure that hazards are promptly identified and eliminated. An inspection may include a review of any of the following: injury and illness records; hazard communication; personal protective equipment; emergency action or response; bloodborne pathogens and exposure controls; and other related safety and health issues. Please also be aware that VOSHA conducts random inspections to verify that corrective actions asserted by the employer have actually been taken

If you need assistance in resolving the issues alleged in this complaint, you may contact Project WorkSAFE, Vermont's no cost on-site consultation service. This program offers free and confidential assistance to small and medium-sized businesses in all states across the country, with priority given to high-hazard worksites. If necessary, a consultant will visit your workplace and assess the validity of the complaint item(s). In addition, you will be provided with methods of correcting the hazard(s), where applicable.

Project WorkSAFE

Luke McCarthy, Program Manager
888-723-3937

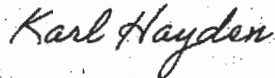
Luke.McCarthy@vermont.gov

<https://labor.vermont.gov/workplace-safety/project-worksafe>

You are required to post a copy of this letter where it will be readily accessible for review by all of your employees. You must return a copy of the signed Certificate of Posting (Attachment A) to this office. Additionally, you are required to provide a copy of this letter and your response to a representative of any recognized employee union or safety committee that exists at your facility. Failure to do this may result in an on-site inspection. The complainant has been provided a copy of this letter and will be advised of your response. Lastly, we remind you that Section 11(c) of the Occupational Safety and Health Act protects employees from being discriminated against because of their involvement in protected activities related to safety and health.

Thank you for your efforts in safety and health. . In the event you have questions, please contact me at (802) 279-2240 or Karl.Hayden@vermont.gov.

Sincerely,



Karl Hayden
VOSHA Compliance Supervisor

5 Green Mountain Drive
P.O. Box 488
Montpelier, VT 05601





2 March 2026

Mr. Bob Worley
Orange Southwest Supervisory Union
24 Central Street
Randolph, Vermont 05060

Re: Radon Measurement – Brookfield Elementary School, Brookfield, Vermont
K-D Project No. 92054-017

Dear Mr. Worley:

At your request, K-D Associates, Inc. conducted radon testing throughout the Brookfield Elementary School in Brookfield, Vermont. The testing was conducted in accordance with the ANSI/AARST Protocol for Conducting Measurements of Radon and Radon Decay Products in Schools and Large Buildings. The measurements were collected using short-term devices and were analysed by EPA Method 402-R-92-004. Laboratory analysis results are attached. The samples were collected between February 23 and 26, 2026. The results can be found on the attached laboratory analysis report.

Measurements in a number of areas exceeded the EPA's Action Limit of 4.0 pCi/L including: Rooms 101, 103, 104, 105, 109, 119, NE Counsel, NW Counsel, and PreK.

There is an option to retest areas that are close to the EPA's Action Limit of 4.0 pCi/L with the possibility that the average of the two readings would be lower. This is not likely considering the consistently elevated readings throughout the school. The readings suggest the need for radon mitigation.

Measurements can vary with time of year, weather conditions, operation of the heating and ventilation system, and occupancy of the building. Please do not hesitate to call if you have any questions.

Sincerely,

John P. Madigan

February 27, 2026

**** LABORATORY ANALYSIS REPORT ****

Radon test result report for:

BRF

Kit #	Room Id	Started	Ended	pCi/L	Analyzed
12126798	101	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	7.1 ± 0.6	2026-02-27
12126827	103	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	4.3 ± 0.3	2026-02-27
12126821	104	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	5.0 ± 0.4	2026-02-27
12126850	105	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	4.1 ± 0.3	2026-02-27
12126849	105	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	4.4 ± 0.3	2026-02-27
12126818	106	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	3.8 ± 0.3	2026-02-27
12126792	108	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	3.2 ± 0.3	2026-02-27
12126858	109	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	4.0 ± 0.3	2026-02-27
12126838	112	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	3.1 ± 0.3	2026-02-27
12051620	114	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	3.6 ± 0.3	2026-02-27
11946730	114	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	3.8 ± 0.3	2026-02-27
12126800	119	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	4.6 ± 0.4	2026-02-27
12126813	ADMIN ASSIST	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	3.3 ± 0.3	2026-02-27
12126796	MULTI PURPOSE	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	3.7 ± 0.3	2026-02-27
12051623	NE COUNS	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	8.6 ± 0.7	2026-02-27
12126799	NURSE	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	3.2 ± 0.3	2026-02-27
12126819	NW COUNS	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	7.3 ± 0.6	2026-02-27
12126831	PREK	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	6.1 ± 0.5	2026-02-27
12126817	PRINCIPAL	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	2.7 ± 0.3	2026-02-27
12126842	UPSTAIRS	2026-02-23 @ 10:00 am	2026-02-26 @ 11:00 am	3.8 ± 0.3	2026-02-27

Air Chek 1936 Butler Bridge Rd, Mills River, NC 28759-3892 Phone: (828) 684-0893 Fax: (828) 684-8498

April 2, 2026

**** LABORATORY ANALYSIS REPORT ****

Radon test result report for:

BROOKFIELD

KH #	Room Id	Started	Ended	pCi/L	Analyzed
7551715	101	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	4.4 ± 0.4	2026-04-02
7551716	103	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	5.2 ± 0.4	2026-04-02
7551712	104	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	3.6 ± 0.4	2026-04-02
7551669	105	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	4.5 ± 0.4	2026-04-02
7551710	105	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	4.6 ± 0.4	2026-04-02
7551718	106	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	2.7 ± 0.3	2026-04-02
7551707	108	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	3.7 ± 0.4	2026-04-02
7551702	109	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	3.3 ± 0.4	2026-04-02
7551703	112	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	3.3 ± 0.4	2026-04-02
7551704	114	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	3.6 ± 0.4	2026-04-02
7551709	114	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	3.3 ± 0.4	2026-04-02
7551706	119	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	2.3 ± 0.3	2026-04-02
7551711	ADMIN ASSIST	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	1.6 ± 0.3	2026-04-02
7551698	MULTI PURPOSE	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	1.8 ± 0.3	2026-04-02
7551720	NE COUNS	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	8.3 ± 0.7	2026-04-02
7551665	NURSE	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	1.5 ± 0.3	2026-04-02
7551726	NW COUNS	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	8.5 ± 0.7	2026-04-02
7551719	PRE-K	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	5.7 ± 0.5	2026-04-02
7551717	PRINCIPAL	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	2.1 ± 0.3	2026-04-02
7551708	UPSTAIRS	2026-03-27 @ 7:00 am	2026-03-30 @ 7:00 am	2.4 ± 0.3	2026-04-02

Air Chek 1936 Butler Bridge Rd, Mills River, NC 28759-3892 Phone: (828) 684-0893 Fax: (828) 684-8498

Ends Snapshot April 2026 Update

At its October 2025 meeting, the Orange Southwest School District (OSSD) Board adopted the following amended Ends for the district. The administration believes it is essential to keep the Board regularly informed about specific progress toward achieving these Ends.

To that end, in addition to the traditional annual End-of-Year Ends Report, the administration will prepare an Ends Snapshot Report to share with the Board at each monthly meeting. These monthly reports are not intended to capture every initiative or activity related to the Ends across the district. Rather, they will highlight selected examples of ongoing work to help the administration, Board, educators, students, and the broader community better understand how we are ensuring that OSSD graduates possess strong academic and essential life skills and are prepared to actively contribute to their communities.

We anticipate that the format and content of these reports will evolve over time to provide a more comprehensive and efficient picture of our progress. We welcome your feedback as we refine this process.

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

April Snap Shot

1.1 A rigorous academic foundation

1.1.1 ELA (Reading, writing, listening, communicating)

- BRN: Our primary students are working on research projects where they're learning how to determine credible sources and how to share important information. They're focused on animals.
- RES: We have students working on Cognia testing in 3rd-6th. Our 2nd graders are working on writing constructive response paragraphs for opinion paragraphs.
- BRK: 2nd graders are creating animal reports - they are doing online research and creating a report via Google Slides.
- RU: 7th grade is working citing evidence from texts.
- RU: 10th grade English is beginning their holocaust unit, and they will be exploring archival research. They will use what they learn to write narratives.
- RU: 11th and 12th grade Students are taking SATs.
- RTCC: STAR Assessment/Workkeys Assessment/Draft of Tech Project Paper Elec: Lab Reports, Newela (weekly), Tech Project paper, NEC Interpretation CJ SkillsUSA Interviews

1.1.2 Mathematics

- BRN: 4th Grade - Math Class has built in WIN/Intervention style opportunities where the principal is pushing in and long-term goal is to do more push in supports versus pull out supports in math for IEP students.
- RES: Cognia Testing 3rd-6th
- RU: 8th grade math is working on sample problems for Cognia and simplifying expressions with exponents.
- RU: 7th-grade math students are learning to calculate and identify the constant of proportionality using tables, graphs, equations, and problem-solving tasks. They also reviewed percentages and used percent reasoning to calculate tips, sale prices, and percent error.
- RTCC: STAR Assessment/Workkeys Assessment/Embedded Math in all CTE programs**Elec: Box fill calculations, Transformer calculations, solar calculations, Material list pricing, Conductor sizing, Conduit fill, Ohms Law, Series/Parallel circuit calculations CJ Accident reconstruction with skidmark speed and distance project, Workkeys Testing for RTCC
- OSSD: RUHS 3rd round of Math Pilot

1.1.3 Science and technology

- BRK: Guest Speaker from Vermont Energy Education Program (VEEP) for 3/4 STEM Class on energy transfer

- RES: 3rd/4th are beginning to work on animal adaptations. 5th and 6th grade have started their semester working in STEAM classes.
- RU: 7th grade has been working with the stream table examining the human impact on water. The 9th grade just finished a unit on the carbon cycle and looking at food webs. They are beginning to look toward their microgreens.
- Science and Engineering learning series started at RTCC/State Science Assessment for Juniors/Science embedded into all programs at RTCC Elec:Amateur Radio, Renewable Energy, CJ VR Tech Projects and Drone Proficiency continue
- OSSD: Planning AI Guidance for Faculty, Staff and Students

1.1.4 Social studies

- RES: Kindergarten is learning about April traditions in Vermont and at RES. This is connected to learning about the calendar and math standards as well.
- RU: 8th grade explorer research papers have been handed in. They are now onto a mock trial which critical thinking skills and analyzing primary sources.
- RTCC: Is diplomacy more effective then the threat of war? Explain how each has its own relevance in course of settling disputes in the international arena. CJ Public Safety/Incarceration projects
- OSSD: OSSD is adopting the VT SS Framework for K-8 with the addition of PreK guidance.

1.1.5 Arts

- BRK: All classes are completing the creation of a clay project during art. Projects will be painted and fired this month
- RES: Students are building armiture projects in art. We had the Garifuna Collective share their African Culture music with our 3rd/4th graders.
- RU: In art they are working on a lot of balance and they have been looking at logos and business design. They have been getting random words from King of the Road Song and they will put graffiti on the train cars.
- RTCC: CJ Virtual Reality Persistant World Final Due, Logos and flyers Digital Media for events happening at RTCC this spring.

1.2 Life skills, personal development and self-care

1.2.1 Vocational skills

- RES: Specialized services focused on cooking and catering are being facilitated to a few of our students with IEPs.
- RTCC: Daily Practice in CTE/ Student Leadership & Presentations during the Career Challenge Day with Vermont Works for Women at RTCC Elec:SkillsUSA competition CJ SkillsUSA prep
- RU: the 8th grade will visit CCV in White River Jct and the 9th grade will visit VTSU Castleton. This is part of our initiative to get our students on college campuses annually.

1.2.2 Wellness

- RES: Our 5th/6th graders are beginning their health unit on the human body
- RU: Students in 7th grade health classes are focusing on increasing concentration through mindfulness and yoga with a yoga practitioner in residence.
- RTCC: CUL: Yoga and meditation once a week for supplemental PE credits CJ incorporates Academy Physical fitness readiness Elec: group hike or kayak

1.2.3 Financial literacy

- RU: Local scholarship work and paying for college for seniors.

1.2.4 Self-direction

- RES: The PBIS goal for the month of April is empathy and understanding. Classes are focused on recognizing and providing feedback to students related to this goals.
- RU: Students are working on completing their grade 8 & 10 portfolio defenses and their Senior Project Capstones. .

1.2.5 Social-emotional skills

- BRN: We have mini lessons focused on curiosity and what it means to be curious as a learner, human, etc. this ranges from social activities, trying new foods, to academic learning experiences. AND We use a restorative process for student misbehaviors in our upper elementary
- RES: Teachers recently completed PD focused on belonging and have been asked to reflect the ways they purposefully build a sense of belonging in our schools.
- BRK: 3/4 class is working with the school counselor on defining the qualities of a leader and how they can exhibit these qualities during the school day.

1.2.6 Critical thinking, curiosity, and creativity

- RES: Destination Imagination tournament this last weekend.
- RU: The 7th grade team just launched their integrated water unit which incorporates these learning habits.
- RTCC: Diesel, Criminal Justice, Electrical, Pre-Tech and Construction- Participation in Skills USA Competition around the state CUL: Restaurant Design Concept project

1.3 Community engagement and global citizenship

1.3.1 Global awareness (including world languages)

- RES: Our ELL teacher continues to build community and awareness around multi-lingual communication. Our spanish speaking students and english language students are learning so much from one another!
- RU: French students just returned from a trip to Morocco where they enjoyed homestays and culture.
- RTCC: CUL: CUL: project on cooking in another culture

1.3.2 Civics

- RTCC: Interdependence - Do some countries like Greenland or Jamaica need bigger or stronger countries in order to thrive in the 21st century. CJ History of Penal System in US

1.3.3 Community involvement

- BRK: Brookfield School Club is holding a BINGO night on 4/10 for the school community; PreK classes held a family event at Silloway Maple to learn about maple sugaring in our community
- RES: We had a family member visit one of our 3rd/4th grade classes sharing about his experience working in Antarctica.
- RU: PBLs, NHS, forum on affordable housing
- RTCC: CUL: All School Green-Up Day Activities/Career Challenge Day with Vermont Works for Women/Construction Trades partnership with Habitat for Humanity Elec: Field trip to hydro electric dam, Advisory board meeting

1.3.4 Care for the environment

- BRN: SAP Collection for use in food science and healthy snack. AND Members of our community that offer recreational sport programs visited upper elementary classes to discuss being on a team, working toward individual goals, and perseverance
- RES: First grade teams continue to learn outside during ECO and are building relationships with the outdoors, environment, and each other. Guessing when the daffodils bloom - a long standing RES tradition! Trex recycling.
- RU: 9th grade science is working on a mapping project of the White River watershed where they are identifying potential sources of contamination and enacting a buffer zone across the watershed. They are using Claim Evidence Reasoning and writing, podcasting, or their choice to demonstrate their learning. They are doing research to scaffold for grade team collaboration
- RTCC: All School Green-Up Day Activities at VT Veterans Memorial Cemetery

1.3.5 Respect for and inclusion of diversity

- RES: We have started a process where students that are racially insensitive will receive intervention from one of our trained interventionists in this area.
- RU: RJ Ed Justice Field Trip
- RTCC: Staff training in Washington on Equity in Education followed by staff train the trainer/RTCC student of the week/Career Challenge Day with Vermont Works for Women to educate non-traditional students on opportunities within the trades

**Minutes
ORANGE SOUTHWEST SCHOOL DISTRICT
Special Meeting**

**Monday, May 4, 2026 7 PM
RUMHS Media Center**

AGENDA

Attending – Board members: Anne Kaplan, Martha Hafner, Aimil Parmelee, Ray Zapata with Rachel Fish and Ryan Anderson virtually. Administration: Michael Clark. Guests: Mark McDermott, ORCA.

Call to order – meeting called to order at 7:05 pm by Board Chair Aimil Parmelee

Citizens or staff to be heard – no public attending

VOTE: With a quorum of the board present, Anne Kaplan moves to find that premature general public knowledge regarding this grievance would clearly put the OSSD board and the person involved at a substantial disadvantage. Motion is seconded, motion passes unanimously.

VOTE: Anne Kaplan moves to enter into executive session for the purpose of hearing a grievance under Title 1, VSA, 313(a)(1). The board invites mark McDermott, Michael Clark and the grievant into the session. Motion is seconded by Martha Hafner and passes unanimously. Board enters executive session at 7:07 p.m.

7:05 p.m. – Grievance Hearing
(Executive Session)

Adjourn – After exiting executive session and with no further business, Aimil Parmelee adjourns the meeting at 9:06 pm

Respectfully submitted,

Kyle M Southworth

Administrative Assistant, 5/8/26

New Hires –

Andrew Small, Custodial
Giovanni Tabor, Paraprofessional
Carrie Wright, Teacher
Ben Dubois, Paraprofessional
Savior Bass, After School Program Staff
Casie Cohn, Substitute
Jessica Goldman, Substitute
Victoria Goldberg

Resignations --

Graidi Ainsworth, Paraprofessional
Carrie Aldrich, Special Educator
Ann Baker, Administrative Assistant
Teresa Bradley, Paraprofessional
Patrick Connolly, Teacher
Addison Daniels, Teacher
Jane Ertel, Paraprofessional
Jenna Hallstrom, Speech Language Pathologist
Sarah Langlois, Pre-K
Sara Lesperance, Interventionist
Sadie Lyford, Nurse
Sarah McDonald, Paraprofessional
Lisa Wright, Paraprofessional
Betty Young, Teacher

Orange Southwest School District

Consent Agenda Form –

Description of the item requiring Board approval:

OSSD is requesting the expenditure of Facilities Carry Over/Reserve funds for the initial planning phase of improvements to Randolph Elementary School's interior environment, to include temperature, humidity, air quality, ventilation and possibly lighting.

Reason for required approval including applicable policies:

In accordance with Policy 2.4, the Board must approve all expenditure of reserve funds.

Evidence demonstrating policy compliance (attach any necessary documents):

The Orange Southwest School District's facilities reserve fund has sufficient carryover/reserve funds to support the expenditure request. The request is necessary to ensure our schools remain current and functional (Policy 2.6 Asset Protection)

Requesting \$189,000 for planning and engineering of RES' interior environment project.

The Orange Southwest School District facilities reserve fund has \$2,305,238 available and therefore has sufficient funds to cover the proposed expenditures.

Signed:
Robert Worley

Date:
May 8, 2026

COLIN P. LINDBERG, ARCHITECT

PROJECT PROPOSAL

03/09/2026

Client: Orange Southwest School District

Attn: Mr. Bob Worley, OSSD Facilities

Re: Randolph Elementary School Capital Infrastructure Improvements – **Updated Proposal**

Introduction

Colin P. Lindberg Architect (CLA), in collaboration with Mechanical and Electrical Engineering design partners LN Consulting (LNC) is pleased to present the following scope of Architectural and Engineering consulting and design services for district consideration.

This updated proposal is organized into two service periods. Agreement Period One provides a fixed fee and defined duration to support the district in establishing the project scope and budget in alignment with facility needs and available resources. Agreement Period Two will then be recalibrated once the district selects and approves the final project scope, ensuring that the remaining phases of design are properly aligned with the confirmed scope, design schedule, and required design-support services. For rough order-of-magnitude (ROM) planning only, a preliminary schedule and fee structure for Period Two is included strictly for initial planning purposes and project design guidance. The ROM is based on an assumed capital improvement value of approximately \$2 million, with an anticipated scope distribution of roughly 50% mechanical, electrical, plumbing, fire alarm, and equipment work, and 50% finishes and general trades.:

Agreement Period One (fixed fee):

- Scope & Budget Development & Assessment
- Schematic Phase

Agreement Period Two (Remaining Project Phases – Fee's to be re-aligned and adjusted w/ final scope and value determination and approval):

- Design Development
- Construction Documents
- Bidding & Pre-Construction Administration
- Construction Administration

Scope of Services, Phases & Deliverables

Overview: Building upon the Facilities Condition Assessment of prior services completed in late 2024 the design team proposes the following recommended scope development review and improvements plan for Randolph Elementary School (RES). The services will consist of the following primary phases of services as follows:

- 1) Schematic Design Phase (SD)
 - a) Assist final development and determination of capital improvement scope to include considerations of the following systems, equipment and infrastructure:
 - i) Architectural:
 - (1) Life Safety improvements
 - (2) Accessibility improvements
 - (3) Flooring replacement throughout
 - (4) Doors, Hardware, Windows & other Opening necessary treatment repair/replacements
 - (5) Review of Lighting replacement/repair scope
 - (6) Coordination of all HVAC scope – Structural impacts/Cutting/Patching/Repairs etc.
 - ii) Mechanical/Electrical/Plumbing (MEP):
 - (1) Heating Plant Equipment & Systems
 - (2) Ventilation System Improvements - Heat Recovery
 - (3) Roof top & Air Handling equipment improvements (RTU/AHU)
 - (4) Kitchen Equipment improvements – Hood Make Up Air (MAU) and other equipment improvement needs
 - (5) HVAC Supporting Electrical Improvements for all identified new scope of work
 - (6) Interior and Exterior Lighting Improvements
- 2) Project Procurement Support Services
 - a) Assist OSSD with the Pre-Qualification of Contractors for project procurement level in compliance with AOE procurement requirements.
 - b) Legal notice assistance & scheduling of prequalification submissions & materials.
- 3) Design Development Phase (DD)
 - a) Upon approval and selection of final Schematic Scope
 - b) Design refinement for purposes of cost control and estimating of project values
- 4) Construction Documents Phase (CD)
- 5) Bid Phase
 - a) Oversight & Handling of contractor requests for scope clarifications, information and bid process handling.
 - b) Assist district with bid assessments for conformance with design requirements, evaluation of alternate options and cost values for final determination and award of scope of work.
 - c) Assist district with contractual agreement process and execution.
- 6) Construction Administration Phase
 - a) Attend Preconstruction and mobilization coordination meetings with owner & contractor.
 - b) Equipment and Material Submittal Reviews.

COLIN P. LINDBERG, ARCHITECT

PROJECT PROPOSAL

03/09/2026

- c) Attend Weekly progress meetings and provide observation field reports to owner to record progress of work and highlight concerns for corrective action to meet design conformance and quality control requirements.
- d) Review and certify contractor payment applications.
- e) Review, evaluate and certify change order requests. Provide additional design services as required for any conditions discovered requiring changes in scope of work.
- f) Provide project close out support.
 - i) Review of owner operations manuals (O&M's) submittals.
 - ii) Punch List development and review.
 - iii) Review and certification of substantial completion and release of retainage levels.
 - iv) Assist owner with the oversight of final permit/inspection review and issuance of occupancy permits (Contractor's obligations).

Proposed Project Timeline

<u>Agreement Period</u>	<u>Task</u>	<u>Period/Target Completion</u>
I	Schematic Design (SD) Phase including Scope Detail Refinement Analysis & Budget Development	March/April 26'
II	Initiate Process for Pre-Qualification of Contractors	Not later than Oct. 26'
II	Design Development (DD) Phase	May/June 26'
II	Construction Documents (CD) Phase	July/August 26'
II	Bid Administration Period	December 26'
II	Preconstruction & Submittal Review Period	March - May 27'
II	Construction Administration (CA) Phase	June - August 27'

COLIN P. LINDBERG, ARCHITECT

PROJECT PROPOSAL

03/09/2026

Compensation

<u>Phase</u>	<u>Fee</u>	<u>Period</u>
Period I: Phase 1 - SD	\$22,000	March/April 26'
Period II: Phase 2 - DD	\$28,000	May/June 26'
Period II: Phase 3 - CD	\$55,000	July/August 26'
Period II: Phase 4 - Bid Period	\$12,000	December 26'
Period II: Phase 5 - Pre Con & Submittal Review	\$27,000	March - May 27'
Period II: Phase 6 - CA	\$45,000	June - August 27'
Total Fee for A&E (MEP) Services Proposed	\$189,000	Dec 25' - Sept 26'
Recommended Owner Allowance for Structural & Civil Engineering Support - *Add services	10,000*	N/A

Compensation fees above for all Period II phases are to be recalibrated & aligned upon approval and final determination of adopted scope once Period I phase (SD) has been completed and approved by OSSD.

Proposal Exclusions

- Existing condition as-built documentation services.
- Utility consulting services.
- Geotechnical Analysis.
- Landscape Architecture.
- FF&E Assessment (Furniture, Fixtures & Equipment).
- Building Energy Modeling.
- Building and Systems Commissioning Services.
- Sustainability assessments.
- Energy code assessments.
- Hazardous materials identification and remediation planning.
- Actual Permitting related activities.
- Testing Services including but not limited to: IR Scanning, Blower Door, Smoke Transfer, Visual, Piping Systems, Air/Water Infiltration Performance, Heat Load/Temperature/Humidity Monitoring.
- Detailed Inspections beyond general observations for purposes of services described in this proposal.
- Any/All Services or scope other than what is described in this proposal.

Authorized Signatures

Michael Clark, Superintendent: _____ Date: _____

Randolph Burnett, CLA: _____ Date: _____

STATE OF VERMONT
DISTRICT OF Orange

PROBATE COURT

IN RE TRUST OF Fay Cudrey
FOR THE BENEFIT OF Southwest Union High School

DOCKET NO. 3764-11-928 epr

SUMMARY OF ACCOUNT OF TRUSTEE

We, Board of Directors/Orange
Southwest School District, trustee of the above named trust estate account to
the court as provided in this summary and the schedule attached hereto for the period 12/18/2024
to 12/17/2025.

	SCHEDULE*	INITIAL OR CARRYING VALUE	CURRENT OR MARKET VALUE **
<u>PRINCIPAL</u>			
Total from inventory or previous accounting			<u>\$ 15,343.90</u>
Receipts	A		
Net gain (or loss) on sales or other disposition	B		
Less disbursements	C		
Balance before distributions			
Distributions to beneficiaries	D		
Principal balance on hand	E		
For information only:	F		
A. Investments made			
B. Changes in investment holdings			
<u>INCOME</u>			
Total from inventory or previous accounting			
Receipts	G		<u>\$ 644.27</u>
Less disbursements	H		
Balance before distributions			
Distributions to beneficiaries	I		
Income balance on hand			

Combined balance on hand
Proposed distribution to
beneficiaries, or income
balance in hands of trustee
(for interim account only)

J

\$ 15,988.17

NOTE: *Use of the Attached Schedules is optional, as long as the information is provided in the manner specified on the Schedules. The detail for relatively simple or brief accounts may be put on one.

**Use current value if known or if directed by the court.

I, _____, trustee of the above named trust estate declare under oath that I have fully and faithfully discharged the duties of my office to the present date; that the foregoing account is true and correct and discloses all significant transactions occurring during the accounting period; that all known expense of the estate have been paid in full, except as provided herein; that, to my knowledge, there are no claims now outstanding against the estate; and that all taxes presently due from the estate have been paid.

Dated _____

Signed _____, Trustee

Subscribed and sworn to this ____ day of
_____, 20__.

Before me, _____
Notary Public/Judge/Justice of the Peace

IN RE TRUST OF Jay Cowdrey
FOR THE BENEFIT OF Randolph Union High School
ACCOUNT PERIOD: December 18, 2024 TO December 17, 2025

NOTICE:

A certificate of service must be filed with the Court by the person who submits this document. The certificate must list each person to whom copies of this document have been sent, together with the person's address, the date of service and the manner of service (e.g., first class mail). See form 124.

MOTION TO ALLOW ACCOUNT*

I, _____, trustee of the above named trust, move the court to allow this account.

Dated at _____ this _____ day of _____, 20__.

Signed _____, Trustee

ORDER

Examined on oath and allowed,

Dated _____

Signed _____, Judge

Note * V. R. P. P. 66(d) requires that, in a trust proceeding, a motion to allow account be filed no less frequently than every third year.

Bar Harbor Bank & Trust

82 Main St

Bar Harbor ME 04609

888-853-7100

Municipal/State Activity Statement**Orange Southwest School District**

Fay & Rose Cowdrey Fund

24 Central St

Randolph VT 05060

Customer Number:

OAB2489

Account Number:

XXXXXXXXX2359

Interest Rate:

3.445000 %

Date Range:

12/1/2024-1/1/2026

Date	Tran Code	Description	Amount	Balance
12/03/2024	671	Accrued Interest Credited to Account	\$55.42	\$15,343.90
01/03/2025	671	Accrued Interest Credited to Account	\$57.47	\$15,401.37
02/03/2025	671	Accrued Interest Credited to Account	\$57.69	\$15,459.06
03/03/2025	671	Accrued Interest Credited to Account	\$52.29	\$15,511.35
04/03/2025	671	Accrued Interest Credited to Account	\$58.10	\$15,569.45
05/02/2025	671	Accrued Interest Credited to Account	\$52.12	\$15,621.57
06/03/2025	671	Accrued Interest Credited to Account	\$54.04	\$15,675.61
07/03/2025	671	Accrued Interest Credited to Account	\$52.47	\$15,728.08
08/01/2025	671	Accrued Interest Credited to Account	\$54.41	\$15,782.49
09/03/2025	671	Accrued Interest Credited to Account	\$54.60	\$15,837.09
10/03/2025	671	Accrued Interest Credited to Account	\$53.01	\$15,890.10
11/03/2025	671	Accrued Interest Credited to Account	\$49.76	\$15,939.86
12/03/2025	671	Accrued Interest Credited to Account	\$48.31	\$15,988.17



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

7 May 2026

Introducing Ideas about OSSD Reconfiguration Recap

Thank you to the community who came out to the last OSSD Board Meeting. I appreciated the way the community talked about a complicated idea and especially the polite nature that everyone used throughout the discussion. I've included links to resources below

[Meeting Recording](#)

[Slide Deck used at the meeting](#)

[The Herald Article that discussed the idea](#)

[OSSD Reconfiguration Idea Resource Page](#)

A handful of people attended the April 15 Monthly Community Google Meet and the May 6 Voluntary Faculty and Staff Google Meet. Both of these meetings were also positive and productive.

I look forward to the discussion the board will have at its May meeting.

Brookfield Radon Update

I'm pleased to share that the post-mitigation radon testing results have been received, and all readings are below the Vermont Department of Health's action level. This confirms that the mitigation measures currently in place are effectively reducing radon levels in our building.

The Orange Southwest School District will continue to conduct testing in accordance with the recommended schedule to ensure conditions remain safe. In addition, we are actively exploring supplemental equipment and anticipate deploying it as soon as possible to further strengthen our approach.

Please find the most recent final report attached for your review.

Thank you for the thoughtful and supportive way you have engaged with us throughout this process. Your trust and partnership are deeply appreciated.

[Here is a link to the most recent testing report](#)



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

Legislative Updates From the VSBA May 5, 2026 Update

H.955 (Education Transformation) Legislative Update

The **Senate Education Committee** has been reviewing testimony regarding the House draft of [H.955](#), specifically examining the CESA framework through input from the AOE, Rural Schools, and Campaign for Vermont. A primary point of contention remains the preferred governance model, as the committee weighs the House and Senate approaches to voluntary consolidation against the mandatory merger requirements proposed by the Governor and the Agency of Education.

H.949 (Yield Bill) Legislative Update

The **Senate Finance Committee** integrated the core components of S.220 into [H.949](#), a move that reduces the threshold for excess spending to 112% from the previous 118%. Following its approval in the Senate, the legislation has returned to **House Ways and Means**, where members are currently evaluating testimony on the potential consequences of this threshold adjustment.

**Superintendent Note: The senate version also uses the full surplus amount to reduce tax rates for budgets that have already passed. The house version reserves half of the surplus to be available to reduce taxes in the 2027-2028 school year. The Senate bill creates a financial cliff for 2027-2028 which could cause tax rates dramatically. The house version will smooth out the financial impacts of using surplus funds.*

H.930 (Chronic Absenteeism)

[H.930](#) has cleared the House and is now in the Senate amendment stage—moving forward, but still subject to further committee and floor action before final passage. Clarification has been added differentiating absenteeism from truancy as well as clearly defining the roles of policy, procedures, and guidelines.

H.931 (Miscellaneous Education) Legislative Update

[H.931](#) is presently comprised of six distinct sections, including adjustments to the therapeutic school moratorium, the reinstatement of state participation in the interstate education compact, and the extension of background checks to Agency of Education staff. The bill also proposes modifications to the HHB advisory council, the intercollegiate sexual harm prevention council, and statutes governing energy performance contracting. While the **Senate Education Committee** favors the current draft, the legislation must return to the House for further deliberation regarding newly integrated provisions in sections 4, 5, and 6.



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

Use of Reserve Funds to Improve Environmental Controls At RES

Administration is requesting to use \$189,000 from the facilities reserve fund for the initial planning phase to update and improve the environmental controls at RES. As of June 30, 2025 the facilities reserve fund has \$2,305,238.

Per Board Governance Policy 4.2 (8), as well as the ballot article regarding reserve funds annually approved by the OSSD Voters. The board is responsible to determine the expenditure of long-term reserves. Executive limitation

The approved form for the board to authorize the use of facilities reserve funds is included in the board packet.

By approving the consent agenda the board authorizes the use of facilities reserve funds as described in the board packet

Contract Distribution

Teacher contracts were returned by April 20. We have very limited turn over of the professional staff this year. I will provide specific details for the June board meeting. Support Staff and Non-Union Contracts are due back on May 11. We will also provide specific results regarding turn over of Support Staff and Non-Union employees to the board at its June meeting.

Required Policy Revisions

The Vermont School Boards Association has recently updated a significant number of policies. Many of the updates appear to be related to ensuring the policies reflect gender neutral language. I plan to split these policy updates in groups of 5 policies at a time and anticipate that we will have our policies updated in the fall.

Safety Committee Report

I would like to thank the Association and Administration members of the OSSD School Safety Committee. The committee met as required in the association collective bargaining agreements. The committee made progress, and the full report is in your board packet. It is my hope to continue the school safety work we have begun even though the master agreement language expired on May 1, 2026.



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

Up For Learning Update

On May 5, 2026 students from our Up For Learning Group focused on Central Vermont Education Visioning presented at the statewide Power² Summit focused on student empowerment. Our workshop filled a classroom with more than 35 participants and was very well received. The group continues to expand its collection of data from stakeholders throughout the state.

The Up for Learning Group will be delivering the keynote address for the Vermont Superintendents Association Spring Conference on May 22, 2026.

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.

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