

Orange Southwest School District (OSSD)
Board Meeting on Wednesday October 14, 2026
Randolph Elementary School
6pm

Google Meet joining info

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

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

I.I. Opening (6:00 pm)

- Board Attendance: *Ensuring a quorum*
- Meeting Purpose: Budget Timeline Review and Board Education
- Review and Accept Agenda: *Meeting purpose? Is the right amount of time allotted?*

II. Ownership Linkage (6:05)

- General Public Comment: *The Board welcomes comment but is not able to take any action. Comments limited to 3 minutes per speaker.*
- Budget Timeline Draft
- Act 170 Updates/Warning Communication (Information)

III. Board Process (6:15)

- November Board Meeting on Veterans Day (potential Action)
- VSBIT Annual Meeting (Action)
- VEHI Annual Meeting (Action)

IV. Board Education (6:30)

- Vermont School Board Association Annual Meeting (Information)
 - October 29 3-8 pm Superintendent & Officer Training & Banquet
 - October 30 Full Day Annual Conference
- VSBA Regional Meeting on 10/15/2026 (Information)

V. Monitoring the Organization (6:45)

- First Read of Executive Limitation 2.1, 2.2 as supported by Board Policy 3.4 (Action)
- Financials (Information in support of EL 2.3 Financial Conditions)

VI. Policy Decisions for District Governance (6:55)

- All Policies for a first read (Information)
 - B27 Public Complaints about Personnel

- C9 Wellness & Comprehensive Health
- C13 Students Who Are Homeless
- F3 Fire & Emergency Preparedness Drills
- Bus Driver Employment Policy
- All Policies for second read (Action)
 - B8 Electronic Communications, Employees & Students
 - C1 Education Records
 - C3 Transportation
 - C7 Student Attendance
 - F29 Flag Policy

VII. Monitoring the Board (7:05)

- *Board Self-Evaluation: Monitoring compliance with Board Governance Process and Board Management Delegation Policies.*
- GP 4.0 Global Governance Commitment - Self Evaluation

VIII. Consent Agenda (7:15)

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 September 9, 2026, and October 1, 2026
- New Hires/Resignations

IX. Closing/Incidental Information (7:25)

- Superintendent's Report
- Item Recap

X. Executive Session (If needed) (7:45)

- Vote to move into executive session to discuss teacher negotiations.
Suggested motion: "I move to find that premature general public knowledge regarding teacher negotiations clearly places the board at a substantial disadvantage of disclosing its negotiation strategy."
Suggested second motion: "I move to enter executive session for the purpose of discussing teacher negotiations under Title 1, Section 313(a)(1)"

Future Meetings

- Agenda Planning Meeting Monday November 2nd @ 5:30
- Regular Board Meeting: November 11, 2026, 6 pm at Randolph Union High School



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

MEMO

To: VSBIT Member School Board Chairs, Superintendents and Business Officials
From: Jonathan Steiner, President
Date: September 15, 2026
Re: **VSBIT Annual Meeting Notice**

The Vermont School Boards Insurance Trust (VSBIT) will hold its Annual Meeting on Friday, **OCTOBER 30, 2026** in conjunction with the Vermont School Board Association's Annual Meeting at the Double Tree by Hilton Burlington, Vermont. The VSBIT Annual Business Meeting will start at **8:00 AM**. Included with this Memo are **Exhibit A: Notice of the 2026 Annual Meeting** and a copy of the Minutes of the 2025 Annual Meeting.

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

We hope you will join us at the Annual Meeting. Please remember each member entity is entitled to one vote for each program (Multi-Line and/or Unemployment) of which they are a member. The membership books close at 4 PM on October 9th. The final list will be posted online at www.vsb.it.org. Members may vote in-person by designating an authorized representative to attend the meeting or vote via proxy by appointing the VSBIT Board to vote on their behalf. We ask each member to complete **Exhibit B: Proxy/Certificate of Authority**, enclosed, and **send it ahead** of the meeting to the address below. This will allow the authorized representative to receive his/her voting card(s) in an expedited manner at the meeting on the 30th.

Vermont School Boards Insurance Trust
Attention: Michelle Broderick
52 Pike Drive
Berlin, VT 05602

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

Enclosures



EXHIBIT A

NOTICE OF MEETING

The Board of Directors of the Vermont School Boards Insurance Trust, Inc., at a regular meeting of the Board held on June 17, 2026, determined that the 2026 Annual Meeting of the Corporation will be held at the following date, time and place:

DATE: October 30, 2026

TIME: 8:00 A.M.

PLACE: Double Tree by Hilton, Burlington, Vermont

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

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

At said regular meeting of the Board of Directors of the Corporation held on June 17, 2026 it was resolved by the Board that the Membership Books would be closed as of October 9, 2026 for the purpose of determining members entitled to vote at the October 30, 2026 meeting.

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

MULTI-LINE



EXHIBIT B

VSBIT PROXY OR CERTIFICATE OF AUTHORITY

LET IT BE KNOWN THAT: Orange Southwest Unified SD, member of
(Name of Member Supervisory District/Supervisory Union)
the VSBIT Multi-Line Program, a body corporate and politic, created and existing under the laws
of the State of Vermont, does hereby:

Certificate of Authority

☐ (a) appoint as its authorized representative to appear and vote on its behalf at any and all meetings of the members of the Vermont School Boards Insurance Trust, or any adjournment thereof, the following person:

Name _____

Title _____

Email: _____

Note: If option (a) is selected, the person listed above must attend in-person to vote.

OR

Proxy

☐ (b) appoint as its true and lawful attorney, the Board of Directors of the Vermont School Boards Insurance Trust, by majority vote, with the power of substitution for it and in its name to vote at the Annual Meeting of the Vermont School Boards Insurance Trust, to be held on the 30th day of October 2026 or at any adjournment thereof, with all the powers it should possess if personally present through its authorized representative.

Please sign and date this section once you have chosen (a) or (b):

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

This action is valid for one year [365 days] from the date of enactment, or until it is superseded by subsequent action of the member filed with the Trust.

Name of Member Supervisory District/Supervisory Union

BY: _____

TITLE: _____

UNEMPLOYMENT



EXHIBIT B

VSBIT PROXY OR CERTIFICATE OF AUTHORITY

LET IT BE KNOWN THAT: Orange Southwest Unified SD, member of
(Name of Member School District/Supervisory Union)
the VSBIT Unemployment Program, a body corporate and politic, created and existing under the
laws of the State of Vermont, does hereby:

Certificate of Authority

☐ (a) appoint as its authorized representative to appear and vote on its behalf at any and all
meetings of the members of the Vermont School Board Insurance Trust, or any adjournment
thereof, the following person:

Name

Title

Email: _____

Note: If option (a) is selected, the person listed above must attend in-person to vote.

OR

Proxy

☐ (b) appoint as its true and lawful attorney, the Board of Directors of the Vermont School
Boards Insurance Trust, by majority vote, with the power of substitution for it and in its name to
vote at the Annual Meeting of the Vermont School Boards Insurance Trust, to be held on the
30th day of October 2026 or at any adjournment thereof, with all the powers it should possess if
personally present through its authorized representative.

Please sign and date this section once you have chosen (a) or (b):

Dated at _____, Vermont, this _____ day of _____, 20____.

This action is valid for one year [365 days] from the date of enactment, or until it is superseded
by subsequent action of the member filed with the Trust.

Name of Member District

BY: _____

TITLE: _____



MEMO

Vermont Education Health Initiative
52 Pike Drive
Berlin, VT 05602
802/223-5040

To: VEHI Member School Board Chairs, Superintendents and Business Officials
From: Bobby-Jo Salls, Director of VEHI Programs
Date: September 15, 2026
Re: **VEHI Annual Meeting Notice**

The Vermont Education Health Initiative (VEHI) will hold its Annual Meeting on Friday, **October 30, 2026, at 8:15 AM** at the Double Tree by Hilton, in Burlington, Vermont. Included with this Memo are **Exhibit A:** Notice of the 2026 Annual Meeting and a copy of the Minutes of the 2025 Annual Meeting.

A school district is a member of VEHI, and therefore eligible to vote at the upcoming meeting if it has a signed Health and/or Dental Member Agreement on file with VEHI by October 15, 2026. The membership list is posted online at www.vehi.org, and will close at 4 PM on October 15th. Members of both the Health and Dental programs have two votes. Members may vote in-person by designating an authorized representative to attend the meeting or may vote via proxy by appointing the VEHI Board to cast the vote(s). We ask each member to complete **Exhibit B: Proxy/Certificate of Authority**, enclosed, and **send it ahead** of the meeting to the following address. This will allow authorized representatives to receive their voting cards in an expedited manner at the meeting on the 30th.

Vermont Education Health Initiative
Attention: Bobby-Jo Salls/Michelle Broderick
52 Pike Drive
Berlin, VT 05602

You may submit Proxy/Certificate of Authority forms on the day of the meeting; however, it may take longer to sign in and receive voting cards. **Please note, there is no action item requiring a vote of the membership on the enclosed Agenda.**

We hope you will attend the Annual Member Meeting where we share the accomplishments of the Trust over the past year and answer any questions regarding the upcoming year.

Our Annual Report will soon be available online. At least two years of financial audits are also available online. Our most recent audit is posted. All documents can be found on our website at www.vehi.org.

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

Enclosures



EXHIBIT A

NOTICE OF MEETING

The Board of Directors of the Vermont Education Health Initiative approved at the June 24, 2026 board meeting that the 2026 Annual Meeting of the Corporation will be held at the following date, time, and place:

DATE: October 30, 2026

TIME: 8:15 A.M.

PLACE: Double Tree by Hilton, Burlington, Vermont

The agenda for said Annual Meeting is as follows:

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

The Board of Directors of the Corporation on June 24, 2026, determined that the Membership Books would be closed as of October 15, 2026, for the purpose of determining members entitled to vote at the October 30, 2026, meeting.

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

**EXHIBIT B****VEHI PROXY OR CERTIFICATE OF AUTHORITY**

LET IT BE KNOWN THAT: Orange Southwest Unified SD ____, member of the
(Name of Member School District/Supervisor Union)

VEHI Health Program, a body corporate and politic, created and existing under the laws of the State of Vermont, does hereby:

Certificate of Authority

☐ (a) appoint as its authorized representative to appear and vote on its behalf at any and all meetings of the members of the Vermont Education Health Initiative, or any adjournment thereof, the following person:

Name _____

Title _____

Email: _____

Note: If option (a) is selected, the person listed above must attend in-person to vote.

OR

Proxy

☐ (b) appoint as its true and lawful attorney, the Board of Directors of the Vermont Education Health Initiative, by majority vote, with the power of substitution for it and in its name to vote at the Annual Meeting of the Vermont Education Health Initiative, to be held on the 30th day of October, 2026 or at any adjournment thereof, with all the powers it should possess if personally present through its authorized representative.

Please sign and date this section once you have chosen (a) or (b):

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

This action is valid for one year [365 days] from the date of enactment, or until it is superseded by subsequent action of the member filed with the Trust.

Name of Supervisory District/Supervisory Union

Authorized Rep Name/ Title

Monitoring Report

Superintendent Monitoring Report:	Internal	Organization:	Orange Southwest School District
Policy Type:	Executive Limitations	Policy Number/Title:	2.1 Treatment of Students, Parents/Guardians, and Community
Submitted on:	5 October 2026	Period Covered	July 2025 -Sept 2026

Policy

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

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

Interpretation

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

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

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

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

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

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

Observable Conditions:

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

Rationale:

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

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

Compliance:

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

Monitoring Report

Superintendent Monitoring Report:	Internal	Organization:	Orange Southwest School District
Policy Type:	Executive Limitations	Policy Number/Title:	2.2 Treatment of Staff
Submitted on:	5 October 2026	Period Covered	July 2025 -Sept 2026

Policy

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

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

Interpretation

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

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

Staff must be prepared for emergency situations

Observable Conditions:

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

Rationale:

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

Observable Condition	Data/Result
a) Written Rules and Timelines	<i>Policies, Procedures, and Master Agreements are all available at www.orangesouthwest.org</i>
b) Chain of Command and Complaint Procedure	<i>See OSSD Org Chart</i> <i>The policy is available on the OSSD website at https://resources.finalsite.net/images/v1676050021/orangesouthwestorg/kmqz55qa020rwaf8hxi3/PolicyB27-PublicComplaintsAboutPersonnel.pdf</i> <i>One complaint in the form of a grievance escalated past the Superintendent Level and was resolved at the board level. All other other complaints or concerns were resolved at the superintendent level or before</i>
c) Emergency guidelines and training	<i>Please see the Orange Southwest School Safety Plan</i> <i>Opening inservice trainings</i>

Compliance:

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

Notes:

ORANGE SOUTHWEST SCHOOL DISTRICT - REVENUE

Account Name	2025-26 Actual	September 2025 Revenue	2026-27 Budget	September 2026 Revenue	Under (Over)
<u>LOCAL REVENUES:</u>					
Tuition	413,433	0	280,000	0	-280,000
Overhead Tuition	0	0	0	0	0
Transportation	95,691	5,488	60,000	3,594	-56,407
Interest	162,388	37,334	75,000	30,119	-44,881
Early Ed Receipts	0	0	0	0	0
Lease Land - Brookfield	0	0	0	0	0
Contracted Services	0	0	0	0	0
RTCC - Shared Services	652,000	163,000	680,000	0	-680,000
Admin Svcs - EPSDT	0	0	0	0	0
Admin Svcs - VIP	0	0	0	0	0
Admin Svcs - RAVEN	47,650	0	52,900	0	-52,900
Rental Income	0	0	0	0	0
SWP - Salary Reimb	0	0	0	0	0
Prior Year Refunds	36,865	0	0	5,870	5,870
Total Other Revenues:	1,408,027	205,822	1,147,900	39,583	-1,108,317
<u>SPECIAL ED:</u>					
Core Block Grant	0	0	0	0	0
Special Ed Reimbursement	1,848,249	616,083	1,910,949	636,983	-1,273,966
State Placed Students	55,501	-929	0	1,842	1,842
Extraordinary Reimbursement	1,066,804	-3,370	1,625,000	0	-1,625,000
Essential Early Ed	89,636	44,818	93,487	46,744	-46,743
IDEA-B - Pre-School	0	0	0	0	0
IDEA-B	0	0	0	0	0
Excess Costs Reimbursement	20,169	-230	15,000	0	-15,000
Total Special Ed	3,080,360	656,373	3,644,436	685,569	-2,958,867
<u>STATE REVENUES:</u>					
State Technical Centers	579,043	0	510,145	0	-510,145
State Education Fund	21,196,099	2,983,029	21,434,926	3,190,011	-18,244,915
ELL Categorical Grant	50,000	0	50,000	0	-50,000
State Unenrolled Residents at Tech	20,058	0	0	0	0
State Placed Students - Reg Tuition	4,973	0	0	0	0
State Transportation	276,011	0	255,000	0	-255,000
Small Schools Grant	177,706	59,236	177,706	59,236	-118,470
Driver Education	2,840	0	3,500	-129	-3,629
Total State Revenues	22,306,730	3,042,265	22,431,277	3,249,118	-19,182,159
BEGINNING BALANCE:	703,333	703,333	753,333	753,333	0
SCHOOL TOTAL:	27,498,449	4,607,793	27,976,946	4,727,603	-23,249,343
<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:	27,498,449	4,607,793	29,159,606	4,727,603	-24,432,003

**ORANGE SOUTHWEST SCHOOL DISTRICT
2026-27 SUMMARY**

	2025-26 ACTUAL	SEPTEMBER 2025 YTD	2026-27 BUDGET	SEPTEMBER 2026 YTD	DIFFERENCE
GENERAL FUND					
REVENUE:					
LOCAL REVENUE	1,408,027	205,822	1,147,900	39,583	-1,108,317
SPECIAL PROGRAMS	3,080,360	656,373	3,644,436	685,569	-2,958,867
STATE REVENUES	22,306,730	3,042,265	22,431,277	3,249,118	-19,182,159
BEGINNING BALANCE:	703,333	703,333	753,333	753,333	0
TOTAL REVENUE	27,498,449	4,607,793	27,976,946	4,727,603	-23,249,343
EXPENDITURES:					
INSTRUCTION	8,405,817	793,065	9,908,888	910,872	8,998,016
SPECIAL EDUCATION	4,820,271	375,403	5,872,244	522,937	5,349,307
ADMINISTRATION	1,513,609	302,201	1,706,017	308,811	1,397,206
CENTRAL OFFICE	1,025,653	266,061	1,235,965	306,484	929,481
SUPPORT SERVICES	1,934,802	205,526	2,395,877	279,532	2,116,345
MAINTENANCE	3,123,989	374,235	3,319,267	852,325	2,466,942
TECHNOLOGY	778,838	221,490	779,316	248,280	531,036
TRANSPORTATION	740,966	94,669	826,828	91,817	735,011
OTHER EXPENSES	271,445	5,393	163,487	13,188	150,299
TECHNICAL EDUCATION	1,230,082	0	1,114,813	6,946	1,107,867
PRE-SCHOOL	544,691	39,544	654,244	49,071	605,173
SCHOOL TOTAL:	24,390,165	2,677,585	27,976,946	3,590,261	24,386,684
SURPLUS/DEFICIT	0	0	0	0	0
TOTAL EXPENDITURES	24,390,165	2,677,585	27,976,946	3,590,261	24,386,684

	7/1/2026			
OTHER FUNDS	BEG BAL	REVENUE	EXPENDED	BALANCE
TRANSFER FUND	612,705	9,800	92,513	529,992
TITLE 1	0	0	0	0
EPSDT FUNDS	150,595	11,214	16,330	145,479
FOOD SERVICE	-35,793	9,382	125,671	-152,082
SUMMER FEEDING	35,793	42,637	22,366	56,064
FRESH FRUITS & VEGS	0	0	0	0
MEDICAID FUNDS	773,262	5,457	24,679	754,041
R.A.V.E.N.	143,721	0	18,658	125,063
IDEA-B - FLOW-THROUGH	0	0	46,341	-46,341
IDEA-B - PRE-SCHOOL	0	0	765	-765
VEHICLE/BUS FUND	791,668	0	261,370	530,298
BUILDING MAINT FUND	2,305,238	1,887,000	26,771	4,165,466
LEGAL FUND	140,000	0	0	140,000
SPECIAL EDUCATION FUND	515,697	0	0	515,697
OPERATIONAL RESERVE	1,174,971	0	0	1,174,971
TECHNOLOGY RESERVE	151,959	0	0	151,959
ESSENTIAL EARLY ED	43,426	0	0	43,426
AFTER SCHOOL PROGRAM	203,204	11,208	0	214,413
STANDARDS BOARD	0	0	0	0
SCHOOL WIDE PROGRAMS	0	0	48,863	-48,863
TITLE II	0	0	2,651	-2,651
TITLE IV	0	0	0	0
CONSOLIDATED ADMIN	0	0	0	0
CRF - LEA GRANT	10,348	0	0	10,348
ARP - ESSER SUMMER	-5,322	0	0	-5,322
ARP - ESSER	0	0	0	0

ORANGE SOUTHWEST SCHOOL DISTRICT
2026-27 SUMMARY

ARP - AFTERSCHOOL	-12,102	0	0	-12,102
ARP - PRESCHOOL	3,547	0	0	3,547
TOTAL OTHER FUNDS	7,002,916	1,976,699	686,977	8,292,637

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

Account Name	2025-26 Actual	September 2025 Expenditure	2026-27 Budget	September 2026 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>INSTRUCTION:</u>							
Salaries	5,241,974	440,625	5,792,901	461,042	0	5,331,859	92.04%
Benefits	1,835,277	138,987	2,347,755	204,675	0	2,143,080	91.28%
Drivers Education	2,857	0	4,000	0	0	4,000	100.00%
Remedial/Interventionist Service	272,579	22,445	324,179	26,015	375	297,789	91.86%
Testing/Tutorial/OT-PT Svcs	25,349	48	48,160	3,480	843	43,838	91.03%
Contracted Services	48,106	32,093	48,250	32,858	1,300	14,092	29.21%
Staff Training	131,784	33,567	269,735	31,190	19,630	218,914	81.16%
Co/Extra Curricular	446,401	56,789	555,985	59,397	123,881	372,707	67.04%
Tuition	89,269	870	58,000	17,000	0	41,000	70.69%
Travel/Field Trips	13,079	5,653	26,400	33	5,000	21,368	80.94%
Supplies/Textbooks/Equip	299,143	61,990	433,523	75,183	62,240	296,100	68.30%
Total Instruction	8,405,817	793,065	9,908,888	910,872	213,269	8,784,747	88.66%
<u>SPECIAL EDUCATION:</u>							
Salaries	1,623,367	154,414	1,890,625	168,049	0	1,722,576	91.11%
Benefits	638,759	55,997	861,161	79,931	0	781,230	90.72%
Contracted/Prof Services	14,789	2,000	0	1,969	1,969	-3,938	
Transportation	314,707	3,980	325,000	0	203	324,797	99.94%
Travel/Conferences	12,654	173	12,800	2,610	15,390	-5,200	-40.63%
Supplies/Textbooks/Equipment	40,144	11,613	29,125	14,117	2,764	12,245	42.04%
Tuition	1,414,981	98,157	2,001,700	206,503	570,447	1,224,750	61.19%
Behavioral Services	239,567	17,813	234,720	23,644	175,123	35,953	15.32%
Testing/Tutorial/OT-PT Svcs	171,317	2,041	144,000	9,093	169,907	-35,000	-24.31%
Speech Services	349,986	29,215	373,113	17,021	100,437	255,656	68.52%
Total Special Education	4,820,271	375,403	5,872,244	522,937	1,036,238	4,313,069	73.45%
<u>ADMINISTRATION:</u>							
Salaries	1,038,122	214,904	1,052,952	208,796	0	844,156	80.17%
Benefits	406,947	72,395	533,550	88,829	0	444,721	83.35%
Repairs/Maint	0	0	9,000	0	0	9,000	100.00%
Postage/Telephone	31,512	5,879	39,750	5,026	1,243	33,481	84.23%
Travel	7,107	819	14,100	751	1,345	12,004	85.13%
Supplies/Equipment	29,921	8,205	56,665	5,409	7,548	43,708	77.13%
Total Administration	1,513,609	302,201	1,706,017	308,811	10,136	1,387,070	81.30%
<u>CENTRAL OFFICE:</u>							
Salaries	670,715	167,512	727,905	184,514	0	543,391	74.65%
Benefits	273,713	58,964	382,010	75,856	0	306,154	80.14%
Contracted Services	7,095	250	10,000	250	0	9,750	97.50%
Staff Development	4,576	0	8,500	1,318	700	6,482	76.26%
Repairs/Maintenance	25,389	1,847	30,000	26,659	0	3,341	11.14%
Travel	3,773	25,389	13,000	58	2,584	10,357	79.67%
Supplies/Equipment	40,393	12,098	64,550	17,829	295	46,425	71.92%
Total Central Office	1,025,653	266,061	1,235,965	306,484	3,580	925,901	74.91%
<u>SUPPORT SERVICES:</u>							
Guidance	628,959	54,321	702,978	66,141	20,688	616,149	87.65%
Behavioral Interventionists	376,711	30,668	414,822	37,802	250	376,770	90.83%
School Nurse	379,889	30,684	403,211	25,058	5,606	372,546	92.39%
Media Services	344,423	48,142	391,386	49,234	7,050	335,102	85.62%
Curriculum Develop	25,317	2,769	31,310	1,507	6,967	22,837	72.94%
C.A.R.	19,842	0	113,500	315	31,187	81,998	72.24%
Teacher Mentoring	28,549	2,962	58,220	18,064	28,400	11,756	20.19%
Board of Education	102,772	35,544	126,450	74,273	40,521	11,657	9.22%
Legal Fees	28,340	437	69,000	7,139	0	61,862	89.65%
Fiscal Services	0	0	85,000	0	0	85,000	100.00%
Total Support Services	1,934,802	205,526	2,395,877	279,532	140,669	1,975,676	82.46%
<u>MAINTENANCE:</u>							
Salaries	823,162	177,251	908,500	160,463	0	748,037	82.34%
Benefits	368,182	73,947	556,793	99,454	0	457,339	82.14%
Contracted Services	461,968	21,924	235,531	317,711	362,591	-444,771	-188.84%
General Liability Ins	105,829	0	115,000	109,915	0	5,085	4.42%
Repairs/Maintenance	265,610	34,983	295,878	43,615	56,028	196,234	66.32%
Utilities	468,410	19,482	569,800	53,101	0	516,699	90.68%
Supplies/Travel/Equipment	349,718	22,582	358,280	40,508	27,860	289,912	80.92%
Care of Grounds	253,837	23,781	249,000	24,590	5,158	219,252	88.05%
Reserve - Repairs/Maint	0	0	0	0	0	0	
Vehicle Services	27,273	284	30,485	2,966	1,703	25,815	84.68%
Total Maintenance Svcs	3,123,989	374,235	3,319,267	852,325	453,341	2,013,602	60.66%

**ORANGE SOUTHWEST SCHOOL DISTRICT -
EXPENDITURES**

	2025-26 Actual	September 2025 Expenditure	2026-27 Budget	September 2026 Expenditure	Encumb	Balance Under (Over)	Percent Inc/Dec
<u>TECHNOLOGY:</u>							
Salaries	363,412	82,074	375,610	86,738	0	288,872	76.91%
Benefits	116,937	26,219	146,756	31,401	0	115,355	78.60%
Contracted Services	4,940	0	24,500	852	3,000	20,648	84.28%
Technology Fund Transfer	108,500	0	58,500	0	0	58,500	100.00%
Repairs/Maintenance	0	0	2,500	0	0	2,500	100.00%
Supplies	185,049	113,196	171,450	122,768	29,339	19,343	11.28%
Equipment	0	0	0	6,521	0	-6,521	
Total Technology	778,838	221,490	779,316	248,280	32,339	498,697	63.99%
<u>TRANSPORTATION:</u>							
Salaries	289,397	41,153	321,295	38,422	0	282,873	88.04%
Benefits	59,116	8,211	76,867	27,900	0	48,967	63.70%
Contracted Svcs/Rent	69,475	32,413	73,500	0	0	73,500	100.00%
Travel/Conferences	0	0	100	0	0	100	100.00%
Repairs/Supplies/Equip	82,258	6,117	88,550	21,083	4,390	63,077	71.23%
Diesel Fuel	54,670	4,756	96,000	564	0	95,436	99.41%
Unallowed Spec Ed	17,913	0	0	0	0	0	
After School Bus	0	0	0	0	0	0	
Field Trips	32,187	0	33,030	0	3,295	29,735	90.02%
Tuition Student Transportation	35,950	2,020	37,486	3,849	24,135	9,503	25.35%
Bus Fund Reserve	100,000	0	100,000	0	0	100,000	100.00%
Total Transportation	740,966	94,669	826,828	91,817	31,820	703,191	703.19%
<u>OTHER EXPENDITURES:</u>							
Food Service Transfer	195,690	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	9,774	0	0	0	0	0	
EEE Services	65,981	5,393	93,487	13,188	0	80,299	85.89%
Total Other Expenditures	271,445	5,393	163,487	13,188	0	150,299	91.93%
<u>TECHNICAL EDUCATION:</u>							
State - Act 68	579,043	0	510,145	0	0	510,145	100.00%
Local Tuition	651,039	0	604,668	6,946	0	597,722	98.85%
Total Tech Education	1,230,082	0	1,114,813	6,946	0	1,107,867	99.38%
<u>PRE-SCHOOL</u>							
Salaries	333,449	26,348	348,950	25,061	0	323,889	92.82%
Benefits	172,002	12,583	203,144	21,584	0	181,560	89.37%
Administration	0	0	0	0	0	0	
Tuition/Partnerships	25,314	0	83,500	0	0	83,500	100.00%
Supplies/Travel/Equip	13,927	613	18,650	2,425	2,370	13,855	74.29%
Total Pre-School	544,691	39,544	654,244	49,071	2,370	602,803	92.14%
SUPRLUS/DEFICIT	0	0	0	0	0	0	
<u>SCHOOL TOTAL:</u>	24,390,165	2,677,585	27,976,946	3,590,261	1,923,762	22,462,922	80.29%
<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:	24,390,165	2,677,585	29,159,606	3,590,261	1,923,762	23,645,582	81.09%

**RANDOLPH TECHNICAL CAREER CENTER
EXPENDITURES**

Account Name	2025-26 Actual	September 2025 Expenditure	2026-27 Budget	September 2026 Expenditure	Encumb	Difference
<u>D. INSTRUCTION:</u>						
Salaries	836,326	68,811	860,734	68,794	0	791,940
Benefits	353,236	26,589	408,969	37,569	0	371,400
Staff Development	12,411	3,165	1,625	1,265	107	253
Computer Network	92,000	23,000	92,000	0	0	92,000
Co/Extra Curricular	10,904	0	54,145	872	675	52,598
Overhead Tuition	0	0	0	0	0	0
Travel/Field Trips	17,962	0	10,100	0	300	9,800
Transportation - Other Tech Ctr	53,945	0	58,000	0	0	58,000
Supplies/Textbooks/Equip	253,513	41,754	234,381	40,083	38,939	155,360
Total Instruction	1,630,297	163,319	1,719,954	148,583	40,020	1,531,351
<u>E. ADMINISTRATION:</u>						
Salaries	298,879	70,703	267,860	53,447	0	214,413
Benefits	115,290	22,741	99,892	18,182	0	81,710
Contracted Svcs	2,063	0	1,000	0	0	1,000
Overhead Tuition	0	0	0	0	0	0
Repairs/Maintenance	11,956	1,947	22,555	1,731	1,527	19,298
Travel	2,335	0	3,000	0	0	3,000
Supplies/Equipment	26,815	5,846	51,300	2,702	1,613	46,984
Total Administration	457,338	101,238	445,607	76,061	3,140	366,406
<u>F. SUPPORT SERVICES:</u>						
Assessment Coordinator	129,116	11,356	176,948	650	25	176,274
Cooperative Education	40,368	3,349	61,442	4,519	3,351	53,572
Guidance	89,334	14,747	97,487	12,465	254	84,768
School Nurse	60,181	4,691	67,186	7,578	0	59,608
Board of Education	12,689	357	15,645	4,739	0	10,906
Legal Fees	25	0	8,000	0	0	8,000
Fiscal Services	0	0	26,000	0	0	26,000
Total Support Services	331,712	34,502	452,708	29,951	3,630	419,128
<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	47,156	0	47,500	53,770	0	-6,270
Utilities	145,800	4,601	188,800	17,629	0	171,171
Repairs & Maintenance	0	0	9,000	0	0	9,000
Supplies/Equipment	0	0	0	0	0	0
Total Maintenance	192,956	4,601	245,300	71,399	0	173,901
<u>SCHOOL TOTAL</u>	2,612,303	303,660	2,863,569	325,994	46,790	2,490,785
H. OSSU/ADMIN/SP ED	160,000	40,000	168,000	0	0	168,000
OSSU MAINTENANCE	400,000	100,000	420,000	0	0	420,000
<u>I. ADULT ED:</u>						
Salaries	0	0	0	0	0	0
Benefits	0	0	0	0	0	0
Travel	0	0	0	0	0	0
Supplies/Textbooks/Equip	0	0	0	0	0	0
Total Adult Ed	0	0	0	0	0	0
<u>J. DEBT SERVICE:</u>	0	0	0	0	0	0
<u>K. TUITION REFUND</u>	0	0	0	0	0	0
<u>SURPLUS/DEFICIT</u>	0	0	0	0	0	0
<u>TOTAL</u>	3,172,303	443,660	3,451,569	325,994	46,790	3,078,785



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

POLICY B27: PUBLIC COMPLAINTS ABOUT PERSONNEL

Policy: It is the policy of the Orange Southwest School District to see that complaints about school personnel are considered in a timely manner that is fair to all parties. The district places trust in its employees and desires to support their actions in such a manner that employees are freed from unnecessary, spiteful, or unjustified criticism or complaints.

Resolving Complaints The complainant shall be encouraged first to bring a complaint to the individual concerned. If the problem cannot be resolved with the individual concerned, it should be brought to the attention of the immediate supervisor or administrator. The complaint should be in writing stating the issues and supporting facts. The individual employee involved shall be given every opportunity for explanation, comment, and presentation of the facts as he/she sees them.

If the issue is not resolved by involvement of the immediate supervisor, the complainant may refer the issue to the principal for his or her review and decision. In the event the principal's review does not lead to a satisfactory resolution, the complainant may submit the issue to the superintendent for review and decision.

In cases of alleged discrimination, the complainant should follow the procedures accompanying anti-discrimination policy.

Appeal to the Board If the above steps do not resolve the concern of the complainant, he/she may request a session of the board for the purpose of reviewing the superintendent's decision. If the school board decides to hear the request of the complainant, it shall invite all parties involved including the appropriate school and supervisory union administrators to attend a meeting for purposes of presenting facts, making further explanations, and clarifying the issue. The board shall conduct such meetings in a fair and just manner and shall render a decision.

It is the intent of the board that the rights of employees under collective bargaining agreements and Vermont law be protected through the administration of this policy.

Date Warned: October 14, 2026

Date Adopted:

Legal Reference(s): 16 V.S.A. §1752 (Suspension, dismissal), 1 V.S.A. §§310 et seq. (Open meetings)



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

Policy C9: Wellness and Comprehensive Health

Local Wellness Policy (LWP)

Purpose

It is the intent of the Orange Southwest School District to comply with all applicable federal and state requirements (as outlined in the [Vermont Local Wellness Policy Guide](#), updated October 2023). In accordance with those requirements, this local wellness policy (LWP) (hereafter referred to as “this policy”) has been developed in consultation with parents, students, school food service program/school food authority personnel, physical education and health education teachers, school board members, school administration, members of the public, and school health professionals, which may include school nurses, school counselors, school-based clinicians, school social workers, or behavioral health professionals.

Definition

For the purpose of this policy, the term “standard(s)” applies to all age and/or grade applicable learning standards.

Policy Statement

It is the policy of the Orange Southwest School District (hereafter referred to as “District”) to establish goals that are developed to promote student wellness and comprehensive health, and include the following goal areas:

1. Nutrition Promotion and Education
2. Nutrition Services/Guidelines for all foods available on school campus
3. Physical Education and Physical Activity
4. Comprehensive Health Education
5. Other school-based activities to promote student wellness

Goals for Nutrition Promotion and Education

1. Provide nutrition promotion and education programs as required by state law and regulations of the State Board of Education. In particular, the District will provide a nutrition component in its Comprehensive Health Education program and will develop curricular programs intended to accomplish applicable goals enumerated in the Vermont Education Quality Standards.
2. Conduct nutrition promotion and education programs through appropriately licensed staff members.
3. Limit food and beverage marketing to the promotion of only those foods and beverages that meet the USDA Smart Snacks in School nutrition standards on school campus.
4. Integrate nutrition promotion and education into core curricula in areas such as science and family and consumer science courses, to the extent practicable.

Goals for Nutrition Services/Guidelines for All Foods Available on School Campus

1. Provide adequate space for eating and serving school meals.
2. Provide a clean and safe meal environment for students.
3. Establish meal periods that provide adequate time to eat and are scheduled at appropriate hours.
4. Prohibit the use of food in District schools as a reward or punishment.
5. Provide training opportunities, as appropriate for food service and other staff members, in areas of nutrition and wellness.
6. Make free potable water available to children in meal service areas (for schools participating in the National School Lunch and School Breakfast program).

7. Ensure that nutrition services will reference USDA geographic preference rules and seasonal and local agricultural information when planning school meal menus, to the extent practicable.

8. Ensure that guidelines for reimbursable school meals are not less restrictive than regulations and guidance issued by the United States Secretary of Agriculture pursuant to sections (a) and (b) of section 9A(a) and (b) of the Richard B. Russell National School Lunch Act as those regulations and guidance apply to schools.

Nutrition Guidelines

i. The National School Lunch and School Breakfast Programs will meet the requirements provided in 7 CFR 210 and 7 CFR 220 (National School Lunch Program and School Breakfast Guidelines)

ii. All foods and beverages outside the reimbursable school meal programs that are sold to students on the school campus during the school day will meet the USDA Smart Snacks nutrition standards.

iii. District fundraisers that occur during the school day will meet the USDA Smart Snack nutrition standards.

iv. The District is required to establish nutrition guidelines for all other foods provided, but not sold to students during the school day. Foods provided but not sold may include food that is part of a classroom celebration or provided by parents or community organizations free of charge. It is the policy of the district that, when feasible, food provided but not sold should be limited to those foods that improve the diet and health of students, help mitigate childhood obesity, and model healthy choices.

Goals for Physical Education and Physical Activity

1. Offer opportunities for students in grades K-12 to participate in at least 30 minutes of physical activity within or outside of the school day. Physical activity may include recess and movement built into the curriculum but does not replace physical education classes.

2. Ensure that physical education is designed to enable all students, including those who may need adapted physical education, to engage annually in rigorous, relevant, and comprehensive learning opportunities that allow them to demonstrate proficiency in physical education.

3. Ensure that educator licensure, professional development, and staff and program evaluation complies with state laws and regulations.

Goals for Comprehensive Health Education

1. Ensure the development and delivery of comprehensive health education as required by state law (currently 16 V.S.A. § 131, 16 V.S.A. § 906(3), 16 V.S.A. § 909) and Education Quality Standards Rules (Series 2000), Pupils Rules (Series 4000 as specified), and in coordination with expectations delineated in 16 V.S.A § § 131,132.

2. Consider the promotion and integration of health education throughout the school day and within various curriculum areas in addition to health education courses. This will be done to the extent practicable, under the supervision of the superintendent or designee, and aligned with state rules and standards.

3. Ensure that educator licensure, professional development, and staff and program evaluation complies with state laws and regulations.

Other School-based Activities to Promote Student Wellness

The district will comply with the federal requirement for an “Other” goal through compliance with state level requirements, as established in Act 66, for setting goals specific to the implementation of Comprehensive Health Education.

The district will implement other wellness based school activities at the discretion of the superintendent or his or her designee. These activities will be in accordance with evidence based strategies such as those provided in the Vermont Local Wellness Policy Guide and may include: Community health promotion and engagement, Staff wellness, Dental care, and Farm to school programing.

Policy Development, Implementation, and Assessment

The local wellness team will participate in the development, implementation, monitoring, and annual review and update of the LWP in order to prepare annual progress reports and triennial

assessments.

Annually, the District will issue a progress report to inform and update the public about the content and implementation of this policy, including the extent to which District schools are in compliance with this policy, the extent to which this policy compares to the model local wellness policies and a description of the progress made in attaining the goals of this policy.

Every three years, the District will conduct an assessment of:

1. How well the District's LWP aligns with the AOE's model LWP,
2. Compliance within the District with regard to its LWP, and
3. Progress made in attaining the goals of the District's LWP.

Administrative Responsibilities

The superintendent or designee will:

1. Convene a local wellness team that includes parents, students, school food service program personnel, physical education and health education teachers, school board members, school administration, members of the public, and school health professionals, which may include school nurses, school counselors, school-based clinicians, school social workers or behavioral health professionals.
2. Periodically monitor District programs and curriculum to ensure compliance with this policy and any administrative procedures established to carry out the requirements of this policy.
3. Provide a report at least annually to the board and to the public on the District's compliance with law and policies related to student wellness and the school nutrition environment. The report shall include information as to the content and implementation of this policy, and an assurance that District guidelines for reimbursable meals are not less restrictive than regulations and guidelines issued for schools in accordance with federal law.
4. Assist in ensuring compliance with the District's LWP including goals for all required components and that evidence-based strategies have been reviewed and considered in the development of those goals.
5. Be responsible for ensuring that the District complies with applicable state law and regulations governing the provision of and access to physical activity, physical education, and comprehensive health education as set forth in 16 V.S.A. § 136, 16 V.S.A. § 906, 16 V.S.A. § 941, and Education Quality Standard Rules (Series 2000).
6. Be responsible for ensuring that schools identify, near or at the beginning of serving lines, what foods constitute unit priced reimbursable meals.
7. Be responsible for ensuring that the District complies with any Administrative Review procedures of the State Educational Agency.
8. Develop a plan to respond to a parent's signed statement that the teaching of disease, its symptoms, development, and treatment, conflicts with the parents' religious convictions. In the case of a student exemption from such instruction, the exempted student shall not be penalized by reason of that exemption.

Date Warned: October 14, 2026

Date Adopted:

Legal Reference(s): 16 V.S.A. §§131 & 906(b)(3). Richard B. Russell National School Lunch Act, 42 U.S.C. 1751 et seq. Child Nutrition Act of 1966, 42 U.S.C. 1771 et seq. Healthy, Hunger Free Kids Act of 2010, Section 204 of Public Law 111-296. Code of Federal Regulations, 7 CFR Part 210 and Part 220. Vermont Education Quality Standards 2120.5 Vermont School Wellness Policy Guidelines, Joint Guidance from Vermont Agency of Agriculture, Food and Markets, the Vermont Agency of Education and Vermont Department of Health. 2016.



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

POLICY C13: STUDENTS WHO ARE HOMELESS

The Orange Southwest School District (OSSD) is committed to the success of every student. Homeless students in the District will have access to the education and other services needed to ensure that an opportunity is available to meet the same academic achievement standards to which all students are held.

The District will designate a liaison for students in homeless situations to carry out duties as required by law.

The District will ensure that homeless students are not stigmatized nor segregated on the basis of their status as homeless. A homeless student will be admitted to the school district in which the student is actually living or to the student's school of origin as requested by the parent and in accordance with the student's best interest. Transportation will be provided to and from the student's school of origin at the request of the parent, or in the case of an unaccompanied student, the District's liaison for homeless students. Homeless students will have access to all programs and services for which they are eligible, including but not limited to special education services, preschool, school nutrition programs, and language assistance for English learners.

Definitions

Homeless students means those lacking a fixed, regular and adequate nighttime residence, which could include:

1. Sharing the housing of other persons due to loss of housing, economic hardship, or similar reason;
 - a. Living in motels, hotels, trailer parks or camping grounds **due to** the lack of alternative adequate accommodations;
 - b. Living in emergency or transitional shelters;
 - c. Being abandoned in hospitals;
 - d. Having a primary nighttime residence that is a public or private place not designed for or ordinarily used as regular sleeping accommodations for human beings;
 - e. Living in cars, parks, public spaces, abandoned buildings, substandard housing, transportation stations or similar settings; and
 - f. Migratory children living in conditions described in the previous examples.
2. **Enroll and enrollment** mean attending classes and participating fully in school activities.
3. **Unaccompanied youth** means a homeless child or youth not in the physical custody of a parent or guardian.
4. **School of Origin** means the school that a child or youth attended when permanently housed or the school in which the child or youth was last enrolled, including a preschool. When a child or youth completes the final grade level served by the school of origin, it also includes the designated receiving school at the next grade level for all feeder schools.

Administrative Responsibilities

The superintendent or designee shall develop written procedures to ensure the following rights of eligible students:

1. Equal access to the same free, appropriate public education, including public prekindergarten education, as is provided to other children and youth;
2. Immediate enrollment, even when records normally required for enrollment are not present;
3. Remain in the school of origin, if it is in the student's best interest, in order to maintain educational stability;
4. Access to all educational and related services for which they are eligible, including Title I services, educational programs for children with disabilities, educational programs for English learners, career and technical education, programs for gifted and talented students, and free school meals;
5. Full participation in school, which may include participation in extracurricular activities;
6. Transportation, provided by the local education agency (LEA), to and from the school of origin;
7. Privacy, such that information about a homeless student's living situation will be treated as a student education record and not deemed to be directory information.
8. Dispute an eligibility, school selection, or enrollment decision, and for a child or youth to be admitted to the school in which enrollment is sought, pending the resolution of the dispute.

Date Warned: October 14, 2026

Date Adopted:

Legal References: McKinney-Vento Homeless Assistance Act (as amended by ESSA) 42 U.S.C. §§ 11431 – 11432

Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g; 34 CFR Part 99



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

POLICY F3: FIRE AND EMERGENCY PREPAREDNESS DRILLS

Statement of Policy

It is the policy of the Orange Southwest School District (OSSD) to require each school site to conduct options-based response drills in the fall and spring of each academic year, and to adopt and maintain an all-hazards emergency operations plan, as part of the District's overall school safety plan.

Definitions

1. **Options-based Response Drill:** For the purpose of this policy, options-based response drill means that there are different actions educators and students can take if confronted by an active shooter/intruder.
2. **School site:** school building(s) operated by the school district.

Administrative Responsibilities

The superintendent or designee will ensure that:

1. Each school site in the district conducts age-appropriate, options-based response drills, including fire drills, in the fall and spring of each academic year. The district must evaluate which approach is best and adapt that approach to the developmental level of their students, including for students with disabilities, language barriers, and mobility needs.
2. The options-based response drills follow the guidance issued by the Vermont School Safety Center and the Vermont School Crisis Planning Team, which includes trauma-informed best practices for implementing options-based response drills.
3. Parents and guardians are notified not later than one school day before an options-based response drill is conducted.
4. Completion of the biannual drills is reported to the Agency of Education in a format approved by the Secretary.
5. On or by July 1, 2024, an all-hazards emergency operations plan is adopted and maintained for each school site. This plan must be reviewed and updated annually and in collaboration with local emergency first responders and local emergency management officials.

Date Warned: October 14, 2026

Date Adopted:

Legal References: Legal References 16 VSA §§ 1480,1481

ORANGE SOUTHWEST SUPERVISORY UNION

NON-UNION AGREEMENT

2024-2028

This policy covers employees who are employed for 20 hours or less per week.

ARTICLE I: SALARY AND RELATED MATTERS

Wages

Effective July 1, 2022, wages for all non-union employees will be computed on an hourly basis. Bus drivers will be paid at the following rate:

- \$130.00 per day (\$32.50/hour) for the 2024-2025 school year;**
- \$134.00 per day (\$33.50/hour) for the 2025-2026 school year**
- \$138.00 per day (\$34.50/hour) for the 2026-2027 school year;**
- \$142.00 per day (\$35.50/hour) for the 2027-2028 school year.**

Van drivers who do not hold a valid CDL will be paid at a rate of \$25/hour. Van drivers who hold a valid CDL will be compensated at the current bus driver salary.

All personnel will be required to complete a bi-weekly time sheet which must be approved by their immediate supervisor and submitted to the Central Office Payroll Clerk in conformance with an established payroll schedule. Payroll periods shall be established at the sole discretion of the Superintendent.

Employees who run a regular bus route will be paid for a minimum of two-hours for running that route.

Extra-curricular trips

2024-25

- Pay for all bussing trips will be \$32.50 per hour.

2025-26

- Pay for all bussing trips will be \$33.50 per hour.

2026-27

- Pay for all bussing trips will be \$34.50 per hour.

2027-28

- Pay for all bussing trips will be \$35.50 per hour.

Call In Pay

An employee who is called in to work during the employee's off-duty hours shall be paid a minimum of three (3) hours pay at one and one-half times the employee's basic hourly rate provided the employee works a minimum of one (1) hour. An employee who is called in and works less than one hour shall be paid one hour at one and one-half times the basic hourly rate. An employee who is called in and works more than three hours shall be paid for time actually worked at one and one-half

Updated 9/18/2026

the basic hourly rate.

Overtime

An employee shall be paid one and one-half times the basic hourly rate for all hours worked in excess of 40 hours per week (not 8 hours per day).

Mileage Reimbursement

An employee who is directed to use a personal vehicle shall be reimbursed for actual mileage at the per mile rate set forth in the existing IRS rate.

Meetings

If an employee is required or requested to attend a staff meeting, the employee shall be paid at the normal hourly rate of pay for such time until eight (8) hours a day or forty (40) hours per week is reached.

ARTICLE II: LEAVES OF ABSENCE

Annual Leave

Each employee shall be entitled to one (1) day of annual paid vacation leave per fiscal year. Said leave is subject to administrative approval and shall not be carried forward from year to year.

Sick Leave

Each employee shall accrue sick leave at the rate of one-half (1/2) day per month to a maximum of five (5) days per year. Unused sick leave shall accumulate from year to year to a maximum of thirty (30) days. Sick leave benefits shall be voided upon date of termination of employment.

Well Days

Each employee will be reimbursed at 50% of their daily pay for unused sick days accumulated annually in excess of the maximum (30 days) allowed.

Emergency/Personal Leave

Each employee shall be eligible for five (5) days of paid emergency/personal leave per year as set forth herein. Emergency leave may be granted at the sole discretion of the administration for such emergency situations as: emergency medical appointments, bereavement, unusually hazardous weather conditions and court appearances. Emergency/personal leave shall not be accumulated from year to year.

Military/Jury Duty

Each employee who is directed to perform full-time military duty, not to exceed ten days, or is selected for jury duty shall be paid the difference between the employee's regular base rate of pay and the amount of income earned from military or jury service provided the employee's regular base rate of pay is greater than the payment for military or jury duty.

Other Leave

An unpaid leave of absence may be granted at the sole discretion of the Superintendent.

ARTICLE III: PAID HOLIDAYS

Each employee shall receive six (6) paid holidays per calendar year. These holidays are as follows:

1. Labor Day
2. Veterans Day
3. Thanksgiving Day
4. Day after Thanksgiving
5. Town Meeting Day
6. Memorial Day

When a holiday falls on a Saturday, it shall be observed on the preceding Friday. When the holiday falls on a Sunday, it shall be observed on the following Monday.

ARTICLE IV: OTHER BENEFITS

CDL training will be offered to van drivers at \$25/hour up to 40 hours. Van driver trainees are not eligible for Article II or Article III benefits.

Apparel

Bus drivers will be issued appropriate apparel each year for use while performing their duties, as determined by the Transportation Coordinator.

ARTICLE V: EVALUATIONS

Each employee may be evaluated annually by the Transportation Coordinator. Unsatisfactory evaluations may be appealed to the Superintendent.

ARTICLE VI - GRIEVANCE PROCEDURES

6.1 A "grievance" is a claim by an employee that there has been a violation, misinterpretation, or misapplication of the expressed terms of this Agreement.

6.2 No grievance shall be valid unless it is submitted to Step 1 of the procedure herein within twenty (20) days of the grievant's knowledge of the first occurrence that gave rise to the grievance. Failure by the grievant or his/her representative to adhere to these procedures within the specified time period shall terminate the grievance as null and void. Failure of the appropriate representative of the Superintendent to render a decision within the specific time shall be construed as a denial of the grievance, and the grievant may then proceed to the next step.

6.3 For the purpose of this Article, "days" shall consist of those days when school is in session (student attendance days). Between the first official day of school and the last day of school, all days shall consist of weekdays (Monday through Friday) exclusive of legal holidays as defined by Chapter 1 V.S.A. Time periods specified in this procedure may be extended by mutual agreement in writing between the grievant and the appropriate administration official.

6.4 The grievant shall, at all steps in the formal grievance procedure, be entitled to representation. At no time shall the grievant be represented by a member of the administration.

6.5 The parties agree that it is usually desirable for the employee and his/her immediately involved supervisor to resolve problems through free and informal communications. Should such informal processes fail to satisfy the employee, the grievance shall be reduced to writing and processed as set forth herein. The formal written grievance document submitted at all steps shall include a statement of the specific problem being grieved, reference to the specific sections of the Agreement that have allegedly been violated, the date the alleged violation occurred and a statement of the redress sought.

6.6 PROCEDURE:

Step 1: The grievant shall forward a written copy of the grievance to the Transportation Coordinator in the form indicated herein. The Transportation Coordinator shall arrange for a meeting with the grievant to take place within five (5) days of receipt of the grievance. The Transportation Coordinator shall, within five (5) days following this bearing, provide a written response to the grievant which shall include the reason upon which the decision is based.

Step 2: If the grievance is not resolved at Step 1, the grievant may, within five (5) days of receipt of the Transportation Coordinator's response, forward the grievance in writing to the Superintendent, together with written reasons for dissatisfaction with the decision of the Transportation Coordinator. The Superintendent shall arrange for a meeting with the grievant to take place within five (5) days of receipt of the appeal. The Superintendent shall within five (5) days of this hearing, provide a written response to the grievant which shall include the reason upon which the decision is based. The Superintendent's decision is final and binding.

ARTICLE VII: TERMINATION

Termination may be by either party with not less than two weeks notice except that the employer may terminate immediately for immorality, dishonesty, insubordination, or serious violation of either public laws or School Board Policy. Payment for services will be made only to the effective day of termination. Each employee shall be entitled to due process.



Orange Southwest School District

24 Central Street, Randolph, VT

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POLICY B8: ELECTRONIC COMMUNICATIONS BETWEEN EMPLOYEES AND STUDENTS

Policy

The Orange Southwest School District (OSSD) recognizes electronic communications and the use of social media outlets create new options for extending and enhancing the educational program of the school district. Electronic communications and the use of social media can help students and employees communicate regarding: questions during non-school hours regarding homework or other assignments; scheduling issues for school-related co-curricular and interscholastic athletic activities; school work to be completed during a student's extended absence; distance learning opportunities; and other professional communications that can enhance teaching and learning opportunities between employees and students. However, the OSSD recognizes employees and students can be vulnerable in electronic communications.

In accordance with Act 5 of 2018 this policy is adopted to provide guidance and direction to OSSD employees to prevent improper electronic communications between employees and students.

I. Definitions. For purposes of this policy, the following definitions apply:

- A. **Electronic communication.** Electronic communication is any computer-mediated communication in which individuals exchange messages with others, either individually or in groups. Examples of electronic communication include, but are not limited to, email, text messages, instant messaging, voicemail, and image sharing, and communications made by means of an internet site, including social media and social networking websites.
- B. **Social media.** Social media is any form of online publication or presence that allows interactive communication, including, but not limited to, social networks, blogs, websites, and internet forums. Examples of social media include, but are not limited to, Facebook, Twitter, Instagram, YouTube, and Google+.
- C. **Employee.** Employee includes any person employed directly by or retained through a contract of employment with the district, an agent of the school, a school board member, and including supervisory union employees.
- D. **Student.** Student means any person who attends school in any of the grades Prekindergarten through 12 operated by the district.

II. Policy on Electronic Communication Between Students and Employees.

All communication between employees and students shall be professional and appropriate. The use of electronic communication that is inappropriate in content is prohibited.

- A. **Inappropriate content of an electronic communication.** Inappropriate content of an electronic communication between an Employee and a Student includes, but is not limited to:

1. Communications of a sexual nature, sexual oriented humor or language, sexual advances, or content with a sexual overtone;
2. Communications involving the use, encouraging the use, or promoting or advocating the use of alcohol or tobacco, the illegal use of prescription drugs or controlled dangerous substances, illegal gambling, or other illegal activities;
3. Communications regarding the employees' or student's past or current romantic relationships;
4. Communications which include the use of profanities, obscene language, lewd comments, or pornography;
5. Communications that are harassing, intimidating, or demeaning;
6. Communications requesting or trying to establish a personal relationship with a student beyond the employees' professional responsibilities;
7. Communications related to personal or confidential information regarding employee or student that isn't academically focused; and
8. Communications between an employee and a student between the hours of 10 p.m. and 6 a.m. An Employee may, however, make public posts to a social network site, blog or similar application at any time.

B. Procedures. The superintendent shall develop procedures for both the receipt and handling of reports filed under this policy (see IV.A. and B. below).

IV. Enforcement Responsibilities

A. Student communications violation of this policy. In the event a student sends an electronic communication, that is inappropriate as defined in this policy or that violates the procedures governing inappropriate forms of electronic communication to an employee, the employee shall submit a written report of the inappropriate communication ("Report") to the principal or designee by the end of the next school day following actual receipt by the Employee of such communication. The principal or designee will take appropriate action to have the student discontinue such improper electronic communications.

While the school district will seek to use such improper electronic communications by a student as a teaching and learning opportunity, student communications violation of this policy may subject a student to discipline. Any discipline imposed shall take into account the relevant surrounding facts and circumstances.

B. Employee communications violation of this policy. In the event an employee sends an electronic communication that is inappropriate as defined in this policy or that violates the procedures governing inappropriate forms of electronic communication to a student, the student shall or the student's parent or guardian may submit a written report of the inappropriate communication ("Report") to the principal and/or the person designated by the principal to receive complaints under this policy promptly. The report shall specify what type of inappropriate communication was sent by the employee with a copy of the communication, if possible.

Inappropriate electronic communications by an employee may result in appropriate disciplinary action.

C. Applicability. The provisions of this policy shall be applicable at all times while the employee is employed by the district and at all times the student is enrolled in the school

district, including holiday and summer breaks. An employee is not subject to these provisions to the extent the employee has a family relationship with a student (i.e. parent/child, nieces, nephews, grandchildren, etc.).

- D. **Other district policies.** Improper electronic communications that may also constitute violations of other policies of the district, i.e. unwelcome sexual conduct may also constitute a violation of the school's separate policy on the Prevention of Harassment, Hazing and Bullying of Students. Complaints regarding such behavior should be directed as set forth in the school's Procedures on the Prevention of Harassment, Hazing and Bullying of Students.

V. Reporting to Other Agencies

- A. **Reports to Department of Children and Families [DCF].** When behaviors violative of this policy include allegations of child abuse, any person responsible for reporting suspected child abuse under 33 V.S.A. §4911, et seq., must report the allegations to the Commissioner of DCF. If the victim is over the age of 18 and a report of abuse is warranted, the report shall be made to Adult Protective Services in accordance with 33 V.S.A. §6901 et seq.
- B. **Reports to Vermont Agency of Education [AOE].** Accordingly, if behaviors violative of this policy in a public school involve conduct by a licensed educator that might be grounds under Vermont law for licensing action, the principal shall report the alleged conduct to the superintendent and the superintendent shall report the alleged conduct to the AOE.
- C. **Reporting Incidents to the Police.** Nothing in this policy shall preclude persons from reporting to law enforcement any incidents and/or conduct that may be a criminal act.
- D. **Continuing Obligation to Investigate.** Reports made to either DCF or law enforcement shall not be considered to absolve the school administrators of their obligations under this or any other policy, such as the Policy on the Prevention of Harassment, Hazing and Bullying, to pursue and complete an investigation upon receipt of notice of conduct which may constitute a policy violation.

<i>VSBA Update:</i>	<i>June 25, 2020</i>
<i>Date Warned:</i>	<i>9/12/26</i>
<i>Date Adopted:</i>	<i>10/14/2026</i>
<i>Legal Reference(s):</i>	<i>2018 Acts and Resolves No. 5 (located at https://legislature.vermont.gov/Documents/2018.1/Docs/ACTS/ACT005/ACT005%20As%20Enacted.pdf)</i>
	<i>16 V.S.A. § 1698</i>
	<i>16 V.S.A. § 570</i>



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

POLICY C1: EDUCATIONAL RECORDS

The Orange Southwest School District (District) recognizes the importance of keeping accurate and appropriate education records(1) for students as part of a sound educational program and is committed to act as trustee of this information, maintaining these records for educational purposes to serve the best interests of its students.

The principles of accuracy and confidentiality underlie all policies and procedures for the collection, maintenance, disclosure and destruction of education records. It is the policy of the District to protect the confidentiality of education records and release information only as permitted by law. Annually or when the student enrolls, the district will inform(2) parents, guardians, and students eighteen years and older of their rights with respect to the student's education records and the available procedures for exercising those rights. This shall include notification of the following:

1. The right to inspect and review the student's education records within 45 days after the day the district receives a request for access.
2. The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights.
3. The right to provide written consent before the school discloses personally identifiable information (PII) from the student's education records, except to the extent that the law authorizes disclosure without consent.
4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the district to comply with the requirements of the Family Educational Rights and Privacy Act (FERPA).
5. The procedure for exercising the right to inspect and review education records.
6. The procedure for requesting amendment of records.
7. The types of personally identifiable information that the district has designated as directory information, and a parent or eligible student's right to opt out of the disclosure of directory information. (3)
8. The procedure for a parent or eligible student to notify the district that they want to opt out of the district's disclosure of directory information.
9. The criteria for determining who constitutes a school official and what constitutes a legitimate educational interest as defined by FERPA.(4)

Administrative Responsibilities

The building principal will be the custodian of all education records in a given school. The superintendent has overall responsibility for education records throughout the District and for assuring that adequate systems are in place to maintain such records and to provide

parents with access to them in accordance with state and federal law.

The superintendent is responsible for developing procedures to assure the consistent implementation of this policy. The procedures shall comply with all federal and state laws and regulations governing access to and the collection, maintenance, disclosure, and destruction of education records.

Definitions

All terms used in this policy, and the procedures developed for the implementation of this policy, shall be defined, where applicable, as those terms are defined in the Family Educational Rights and Privacy Act and in the federal regulations promulgated pursuant to that Act.(5)

A “record” means any information recorded in any way, including but not limited to, handwriting, print, computer media, video or audio tape, film, microfilm and microfiche. The term “education records” means those records that are (1) directly related to a student; and (2) maintained by the school district, a school within the district, or a party acting for the school district or a school within the school district. It does not include a teacher’s notes that are in the teacher’s sole possession and shared only with a substitute teacher or records that are exempted from the definition under 34 C.F.R. § 99.3(b). 20 U.S.C. § 1232g; 34 C.F.R. § 99.3.

School districts are required to find an effective way to notify parents or eligible students who are disabled, and parents whose primary language is not English. 20 U.S.C. § 1232g; 34 C.F.R. § 99.7(b).

The Family Educational Rights and Privacy Act allows schools to designate certain information as “directory information” and release it after providing public notice of the categories of information it seeks to release. “Directory information” includes, but is not limited to, a student’s name, address, telephone listing, date and place of birth, grade level, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, degrees, honors, and awards received, and the most recent previous educational agency or institution attended by the student. Additional information may be released with specific parental consent. 12 U.S.C. § 1232g; 34 C.F.R. § 99.3.

The Family Educational Rights and Privacy Act allows schools to disclose student personally identifiable information to school officials with legitimate educational interests. The criteria for determining who constitutes a school official and what constitutes a legitimate educational interest must be set forth in the district’s annual notification for FERPA rights. A school official typically includes a person employed by the school or school district as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer, contractor, consultant, or other party who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, medical consultant, or therapist; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official typically has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. 12 U.S.C. § 1232g; 34 C.F.R. § 99.3; 34 CFR § 99.31(a).

12 U.S.C. § 1232g; 34 C.F.R. § 99.3.

Date Warned: Sept. 12, 2026
Date Adopted: October 14, 2026

Legal Reference(s): 20 U.S.C. §§ 1232g (Federal Family Educational Rights and Privacy Act of 1974)
20 U.S.C. § 7908
16 V.S.A. § 563(27) (NCLBA Armed Forces Recruiter/Higher Education Access) 34 C.F.R. Part 99
1 V.S.A. § 317 (Definitions)
15 V.S.A. § 670 (Non-custodial parents) 33 V.S.A. § 5536a (Juvenile court records)
VT State Board of Education Manual of Rules and Practices § 2113



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

POLICY C3: TRANSPORTATION (SCHOOL BUS)

The daily transportation of the district pupils is a privilege accorded by the school system in compliance with statutory requirements. To provide maximum safety, each eligible pupil riding a school bus shall conform to the rules as set forth in Bus Conduct Rules and Disciplinary Procedures. Failure to do so may result in loss of privileges. Transportation will normally be from designated pick-up points to school and vice versa. Upon written request, transportation to childcare may be provided if the childcare is located on a regular school bus route.

Bus routes and schedules will be examined yearly by the Transportation Supervisor. School buses will operate only on publicly owned and maintained roads. School buses will not operate on roads deemed by the Transportation Supervisor to be hazardous or unsafe for buses.

According to the Statutes (16 V.S.A. Section 1222), the following factors will be considered when determining routes and stops:

1. Age and Health of students.
2. Distance to be traveled, length of time spent on a bus by any given student.
3. Width, condition and class of highways including curves, hills, intersections, turn- arounds and seasonal road conditions.

Annual changes and adjustments proposed by the Transportation Supervisor shall be reviewed by the superintendent prior to implementation.

If it is the recommendation of the Transportation Supervisor that school bus transportation be discontinued in any given area, a decision will be made by the superintendent. Affected families will be notified in advance in writing when the issue will be on the agenda for discussion. If the superintendent decides to discontinue service, affected families will be notified in writing with a minimum of one week's notice prior to discontinuation.

In the case of a request by parents to add additional routes, the decision to do so will be made by the superintendent, in consultation with the Transportation Supervisor.

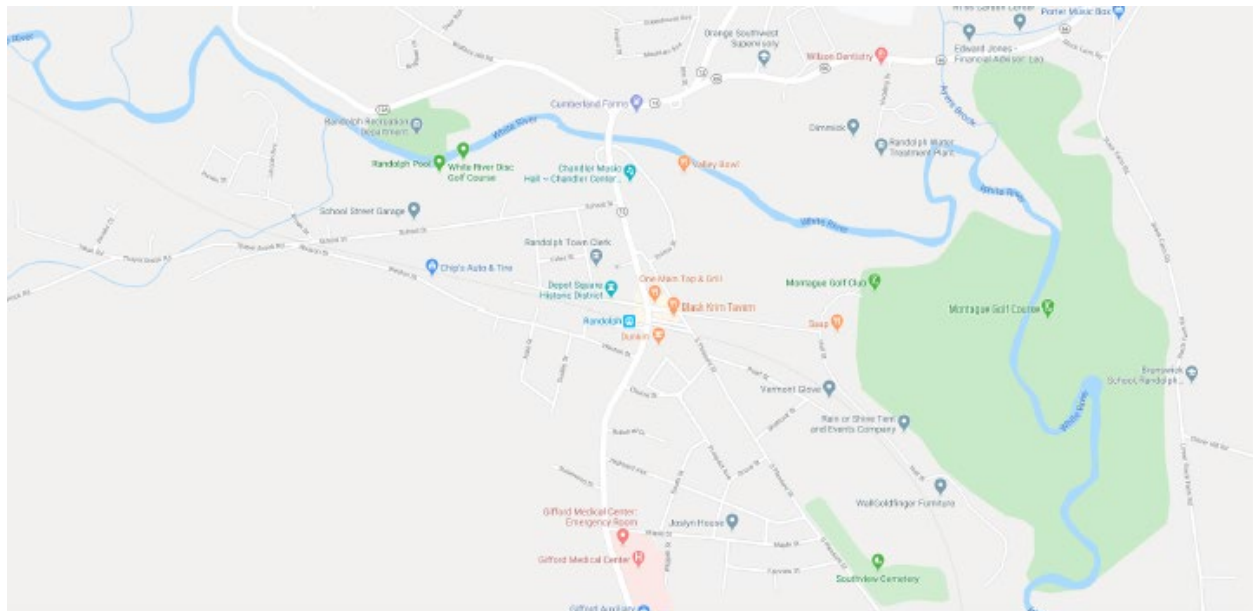
Routes may be adjusted throughout the year by the Transportation Supervisor as necessary to ensure safe and timely transportation of students. Unexpected and exceptional circumstances may cause temporary rerouting of bus routes. In these situations, an attempt will be made to notify impacted families as soon as possible.

Exceptions made to established routes will be considered by the superintendent for exceptional physical impairment as pursuant to 16 V.S.A., Section 1222.

Bus routes will be submitted for publication in the local newspaper during the week prior to the opening of school.

Parent complaints about student discipline will be considered by the Transportation Supervisor and the appropriate district principal. If parents are not satisfied with the administrative decision, they may request a meeting with the superintendent. The decision of the superintendent may be appealed, in writing, to the school board.

The school district may enter into agreements with neighboring districts to transport non-resident children whenever practical and economically feasible.



Randolph:

RUHS students living in the village area (see attached map) are ineligible for busing. A temporary waiver may be applied for in writing to the Transportation Coordinator for exceptional circumstances.

Brookfield & Braintree:

RUHS students will receive bus services.

Preschool and Private School Students

Children attending the public preschool or a local area private school will be offered school bus transportation only if such transportation can be provided under the following conditions:

1. Transportation can be provided using established district school bus routes.

2. Transportation can be provided with no additional cost to the district.
3. Considering the age, behavior, and physical condition of the child, transportation can be safely provided for that child without additional supervisory support or equipment.
4. District students in grades kindergarten through twelve will be given priority in planning and determination of transportation needs, followed by public preschool students.
5. Addition of preschool or private school children to a school bus route will not cause overcrowding of the bus and will be offered and continued on a "seats available" basis only. Parents will be given five (5) days' notice if a child must be removed from a bus in order to make room for a regular school district K-12 student. Removal will be by lottery conducted by the Transportation Supervisor.
6. All students riding school buses, including preschool and private school students, are subject to the disciplinary policies and rules of the district.
7. Preschool children must be met at the bus stop by a parent or designated responsible adult. If the child is not met at the bus stop, the child will be returned to the preschool. Failure to meet a preschool child at the bus stop will result in school bus transportation being discontinued for that child.

Date Warned: 9/12/2026

Date Adopted: 10/14/2026

Legal Reference(s): 16 V.S.A. §§1221, 1222 (Student transportation)

16 V.S.A. §1551 (Technical center transport)



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

POLICY C7: STUDENT ATTENDANCE

It is the policy of the Orange Southwest School District to set high expectations for consistent student school attendance in accordance with Vermont law in order to facilitate and enhance student learning. Students who are (i) children between the ages of six and 16 years who are residents of the district; (ii) non-resident pupils who enroll in district schools; and (iii) children over the age of 16 who are enrolled in a district school, are required to attend school for the full number of days that school is held unless they are excused from attendance as provided in state law.¹

Definitions

For the purpose of this policy, “truant” shall mean:

- 1) A student between the ages of six and sixteen years, who is not excused from school attendance and fails to enter school at the beginning of the academic year or, being enrolled, fails to attend school; or,
- 2) A student who is at least 16 years of age and is enrolled in public school and fails to attend, and is not excused from school attendance.

A student may be excused from compulsory attendance if the student:

- 1) Is mentally or physically unable to attend;
- 2) Has completed the tenth grade and is not enrolled in public school;
- 3) Is excused by the superintendent or a majority of the school directors; or
- 4) Is enrolled in and attending a postsecondary school which is approved or accredited in Vermont or another state.²

Implementation

Annually, the superintendent shall ensure that the school board appoints one or more individuals to serve as the truant officer and shall ensure that appointment is recorded with the clerk of the school district on or before July 3.³

Administrative Rules and Procedures

The superintendent shall develop administrative rules and procedures to ensure the implementation of this policy. The procedures will address the following issues:

1. written excuses;
2. tardiness;
3. notification of parents/guardian;
4. signing out of school;
5. excessive absenteeism;
6. homebound and hospitalized students;

7. early dismissals;
8. homework assignments; and
9. making up work.

The procedures may address other issues as well, including educational neglect.

Administrative Responsibilities

1. The principal is responsible for maintaining accurate and up-to-date records of student attendance.
2. The principal is responsible for assuring that the school has the appropriate family information that allows the school to contact the parent(s) or guardian(s) of all students whenever necessary.

Date Warned: 9/12/2026

Date Adopted: 10/14/2026

Legal Reference(s): 16 V.S.A. §§ 1121 et seq. (Attendance required)

16 V.S.A. §§ 1122 (Students over 16)

16 V.S.A. § 1125 (Truant officers)

16 V.S.A. § 1126 (Failure to Attend; Notice)



Orange Southwest School District

24 Central Street, Randolph, VT

802-728-5052

Code: F29

FLAG POLICY

Policy: Under Vermont law, the Orange Southwest School District (District) is a municipality and a government body. The District School Board supports the exercise of protected free speech by students and staff. The Board does not believe, however, that flag poles at school buildings in the District should be public forums for free speech. Public forums are places where all protected speech must be allowed.

Under Vermont law, each school must have a flagpole on the premises, and while school is in session the school must fly the United States flag. Vermont law also permits the District to display a Vermont state flag. It is the policy of the District that only the Vermont and United States flags may be flown on the school flag poles. It is the policy of the District to encourage free speech in other, appropriate, locations and circumstances.

Date Warned	9/12/2026
Date Adopted	10/14/2026

Policy Type: GOVERNANCE PROCESS

Policy Title: 4.0. Global Governance Commitment

The purpose of the Board, on behalf of Braintree, Brookfield and Randolph is to see to it the Orange Southwest School District: (a) achieves appropriate results for students at an appropriate cost (as specified in board Ends policies); and, (b) avoids unacceptable actions and situations (as prohibited in board Executive Limitations policies).

AGENDA

Orange Southwest School District (OSSD)

Board Meeting, Wednesday September 9, 2026

RUMHS Media Center 6pm

(immediately following the RTCC RAB meeting)

Google Meet joining info

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

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

I. Opening (6:00 pm)

- Board Attendance: *Ensuring a quorum* Meeting called to order at 6:04 pm

Board: Ray Zapata, Ryan Anderson, Martha Hafner, Rachel Fish, Bev Lauchner, Anne Kaplan, Aimil Parmelee, Rachel Gaidys. Administration: Michael Clark, ORCA Media, Kyle Southworth. Virtual: Joe Bent.

- Meeting Purpose: Regular meeting
- Review and Accept Agenda: *Meeting purpose? Is the right amount of time allotted?*

Martha Hafner moves to have a conversation about Constitution Day. There is no second. After brief discussion of the scope of a policy governance board, the chair advances to the next agenda item.

II. Ownership Linkage (6:05)

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

No public attending, no comments.

- Summer 2027 Facilities Projects with surplus

Michael Clark suggests to the board that they will need to make decisions about how best to use the \$3 million surplus funds. The board is referred to the Superintendent's Report for an overall view of what Michael Clark and the Facilities team are suggesting – projects include flooring, painting and environmental upgrades to the three elementary schools and the middle & high school building. Michael Clark outlines what the timetable could look like for any merger, noting that any improvements to our facilities (discussing heat pumps on the first floor at the high school) would improve student and staff comfort and experience for at least the next seven years.

Rachel Fish asks if funds might be better spent on staffing, especially during budget season. Michael Clark notes funds can be rolled into the '27-28 budget as revenue if that's what the board chooses to do. Ray Zapata notes that if the RUMHS theatre were

to receive an upgrade, student enrichment in other schools should also be expanded. Bev Lauchner wonders if the board should continue discussion of an intentional middle school, an idea that came out of the reconfiguration conversation months ago but wasn't pursued. Michael Clark points out that the high school and Brookfield schools both have many opportunities for improvement, including a fire suppression system in Brookfield. Ryan Anderson confirms that structural and safety issues in the schools aren't being tabled but would be completed using different funding.

At this point the board takes a five-minute break with no business discussion while a technology issue is being resolved.

- Voluntary Merger Study Update and Charge

Michael Clark introduces the draft charge document; the board discusses that the Vermont School Board Association is updating board members independently. Each board must designate a representative to attend meetings, but there is currently no mechanism that would provide a voice for any additional representatives from any single board.

VOTE: Rachel Fish moves to appoint Anne Kaplan as the representative to the merger study committee, Bev Lauchner seconds, the motion passes unanimously.

Ryan Anderson clarifies that any representative from the board would not have authority to make autonomous decisions. Rachel Fish notes they are interested in attending merger committee meetings as they are able, but not as a voting member. The board reviews the draft of the merger committee charge more critically.

VOTE: Aimil Parmelee moves to adopt the charge with Anne Kaplan as the voting member, Rachel Fish as non-voting. Ray Zapata seconds, the motion passes unanimously.

III. Board Process (6:30)

- Paine Mountain Request (Information)

Michael Clark reviews the letter received from the Paine Mountain School District and the proposed response. Discussion revolves around the potential effect PMSD's choice could have on the technical center. While PMSD is not undesignating RTCC, they are looking toward school choice.

- Discuss Teacher Negotiations/Intent to Negotiate Letter from OSEA

The board reminds that Ryan Anderson, Rachel Gaidys and Aimil Parmelee are on the teacher negotiation committee.

- Update on Support Staff Negotiations

Michael Clark states that, after mediation, the OSEA and district have reached an agreement. While legal teams are still developing language for the support staff CBA,

that process should be completed in time for review and ratification at the next board meeting.

IV. Board Education (6:55)

- Vermont School Board Association Training Opportunity Policy Governance Training

VOTE: Ann Kaplan moves to purchase policy governance training for the board for \$500, Martha Hafner seconds. The motion passes 7-1 with Rachel Gaidys opposing.

- VSBA Regional Meeting on 10/15/2026
- Reminder Vermont School Board Association Annual Conference (Information)
 - October 29 3-8 pm Superintendent & Officer Training & Banquet
 - October 30 Full Day Annual Conference

Currently Anne Kaplan and Michael Clark are registered for the annual conference, Aimil Parmelee asks to also be registered, Michael Clark reminds that any board member wishing to attend should contact Kyle Southworth.

V. Monitoring the Organization (7:10)

- Second Read of Executive Limitation 2.0, 2.8, 2.9 as supported by Board Policy 3.4 (Action)

VOTE: Anne Kaplan moves to accept EL 2.0, 2.8 and 2.9 as written. Rachel Fish seconds, motion passes unanimously.

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

VI. Policy Decisions for District Governance (7:20)

- All Policies for a first read (Information)
 - B8 Electronic Communications, Employees & Students
 - C1 Education Records
 - C3 Transportation
 - C7 Student Attendance
 - F29 Flag Policy
- All Policies for second read (Action)
 - C12 Prevention of Sexual Harassment as Prohibited by Title IX
 - C4 English Learners
 - D1 Proficiency-Based Graduation Requirements
 - D4 Title 1 Comparability & Title 1, Part A
 - D24 Special Education (formerly D7)

Aimil Parmelee notes she has been asked by a community member why the board is rewriting so many policies. The response is that these are standing policies that may have new language suggested by the VSBA and need to be reviewed and accepted by the board.

VOTE: Ryan Anderson moves to accept policies C12, C4, D1, D4 and D24 (formerly D7) as presented. Ray Zapata seconds, motion passes unanimously.

VII. Monitoring the Board (7:25)

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

Board discusses how the year was robust as far as community communication and engagement.

VOTE: Ryan Anderson moves that the board has acted consistently, Martha Hafner seconds. The motion passes with 7 votes, Rachel Gaidys abstains.

VIII. Consent Agenda (7:40)

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 August 12, 2026
- New Hires

VOTE: Anne Kaplan moves to accept the consent agenda as presented, Ray Zapata seconds. Motion passes unanimously.

IX. Closing/Incidental Information (8:00)

- Superintendent's Report

Michael Clark advised the board there has been no further communication from the family who requested tuition waiver at the last meeting, and requested they review his interpretation of the board's policies.

- Authority to Accept Student

Discussion surrounding the availability of Jeanne Collins to work with the board to develop strong understanding of the board's responsibility and authority regarding non-tuition students.

- Item Recap

With no further business the meeting adjourned at 7:49 pm.

X. Executive Session (If needed)

Future Meetings

- Agenda Planning Meeting Monday October 9th @ 5:30
- Regular Board Meeting: October 14, 2026 6 pm at Randolph Elementary School

Respectfully submitted:

Kyle M Southworth

Kyle M Southworth

Administrative Assistant, 9/11/2026

MINUTES

ORANGE SOUTHWEST SCHOOL DISTRICT SPECIAL BOARD MEETING

**THURSDAY, Oct. 1, 2026 at 5 PM
Central Office Conference Room
24 Central St., Randolph**

AGENDA

Call meeting to order:

Meeting called to order by board chair Aimil Parmelee at 5:01

Board members attending: Aimil Parmelee with Anne Kaplan, Ryan Anderson, Martha Hafner and Rachel Fish virtually. Administration: Michael Clark with Kyle Southworth attending virtually. Public: Lynn Tabor.

Citizens and staff to be heard:

No comments from attending public

Ratify New Support Staff Contract (action)

Michael Clark points out that Article 10.11 (Wage Study Committee) will be updated to reflect what's in the master agreement.

VOTE: Anne Kaplan moves to ratify the 2026-2028 Support Staff Contract, Martha Hafner seconds. A quorum of the board votes to ratify the agreement, the motion passes unanimously.

Act 170 Warnings (informational):

Michael Clark updates board on Act 170.

Adjourn:

With no further business, board chair adjourns the meeting at 5:08 pm

Respectfully submitted,

Kyle M Southworth

Kyle M Southworth

Administrative Assistant

New Hires

Corinne Scoppe	Special Ed. Interventionist
Shaun Kirkpatrick	Long-Term Substitute
Nicole Conte	Early Elementary Interventionist
Elijah Pratt	Paraeducator
Linda Sampson	Special Educator
Deycy Mendez	ELL Liaison and Translator
Don Taylor	Transportation
Dennis Tabor	Transportation
Tony Delegato	Facilities
Maple Moore	Paraeducator
Melissa Smith	Substitute
Elizabeth Mackenzie	Long-Term Substitute
Tammy Schellong	Substitute
Angela Sargent	Nurse Substitute
Marcelo Reyes	Substitute
Cole Farrington	Substitute
Sherrill Swann	Substitute
Amanda Ferris	Substitute

Resignations

Marisah Parkington	Paraeducator
Laura Cornell	Administrative Assistant



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Michael J. Clark, Superintendent

Robin Pembroke, Business Manager

Kayla Link, Director of Special Education

Mindybeth Pike, Director of Curriculum and Student Achievement

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September Board Report

Prepared by Michael J. Clark

3 September 2026

Act 170 Website Posting

I have continued to work on the Act 170 website posting issue to make sure our district is meeting the requirements of the law while also protecting the district's legal rights and control over its website.

As I have looked more closely at the request being made to districts, I have raised concerns about whether posting warnings or notices about government entities that are separate from the school district could have unintended legal consequences. In particular, there is a concern that changes to how a district uses its website could affect its status as a limited public forum and potentially create new obligations regarding what outside entities the district would then have to allow to post on its website.

I have raised these concerns with Dave Younce the lead facilitator for the act 170 merger process, and the Vermont Superintendents Association has also raised concerns about the issue. Legal guidance from Pietro Lynn has further highlighted the need to carefully consider these questions before districts move forward.

My goal is to make sure we comply in the right way and do not unintentionally create a larger legal or operational problem for school districts.

I will continue working with the VSA, VTLC, and legal counsel to get clear answers and make sure our district's approach protects both our compliance with the law and our ability to control our own website.

In a recent update to the field Lead Facilitator Younce wrote "repeated issues with failure to post materials may be considered conduct that prevents the committee for conducting its work." It is unclear in Lead Facilitator Younce's communication how this would be treated in respect to the district's obligation under the law to participate in good faith.



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Please see the letter from Anne Kaplan, our ACT 170 Merger Representative

<https://www.orangesouthwest.org/schoolboard/ossd-act-170-representative-letters>

VSBIT and VEHI Annual Proxies

As we approach the Fall Conference, OSSD has the opportunity to vote at the VEHI and VSBIT annual meetings. We have received the proxy forms and need to submit them in advance of the meetings.

The Board may choose to assign its proxies to a board member who will be attending the annual meeting, to me as Superintendent, or to the respective VEHI and VSBIT Boards.

Historically, the Board has assigned its votes to the Superintendent. I plan to attend the annual meetings and am not seeking any elected position.

If the Board would like to assign its votes to the Superintendent, the following motion would be appropriate:

"I move to assign the OSSD VEHI and VSBIT annual meeting votes to Superintendent Michael Clark and authorize him to complete the necessary paperwork."

ACT 177 Working Group

I am pleased to share that I have been selected by the Vermont Superintendents Association (VSA) to serve as its representative on the Act 177 Career and Technical Education Governance Working Group.

Act 177 is intended to help transform Vermont's career and technical education system by expanding access to CTE, improving coordination among schools and CTE centers,



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aligning programs with workforce needs, and examining future governance and funding models.

The working group will bring together legislators and education stakeholders to look at how Vermont's CTE system can better serve students, schools, employers, and communities. I look forward to representing the perspective of Vermont school districts and bringing our local experience to this important statewide conversation.

Potential Summer 2027 Facilities Projects

Principals have been talking about potential projects. I plan to have more information at the November meeting.

Veterans Day/November Board Meeting

The November Board meeting currently conflicts with Veterans day. The board will need to decide if it will reschedule its November Board meeting.

Proposed 2027-2028 Budget building Timeline

Timeline

1. **September 15:** Distribute and discuss the budget timeline and budgeting template with the Leadership Team at the Cabinet meeting.
2. **October 14:** Present the budget timeline to the OSSD Board during its meeting.
3. **September 17- October 17:** Individual administrators will complete the budgeting template for their respective areas of responsibility.
4. **October 20 - 31:** The following groups will meet with the Central Office Leadership Team to discuss their potential budgets using the completed templates:
 - Elementary Principals
 - High School Principal and Administrative Team
 - RTCC Director and Administrative Team
 - Raven



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- Technology Director
 - Facilities Directors
 - Transportation Director
 - Special Education
 - Central Office
5. **November XX, 2025:** The first draft of the FY 27 Expenditure Budget will be presented to the OSSD Board for comment. The current landscape of education finance will also be shared. This date typically falls early in the process, and detailed information from the Agency of Education and the State may be limited.
 6. **November XX-XX:** Any board feedback regarding the expenditure budget will be shared with the Leadership Team during the Operations Call on November 16 or 23. If necessary, a more detailed review will take place at the November XX Cabinet meeting.
 7. **November 19 - December 4:** Ongoing work on the budget will continue as needed.
 8. **December 9, 2025:** The second draft of the FY 26 Expenditure Budget will be shared and discussed with the OSSD Board, along with the draft of the Revenue Budget. The Board will receive updated information regarding the Vermont Education Finance landscape. By this time, we expect to have the December 1 Tax Commissioner Letter and will still be awaiting the Long-Term Weighted Average Daily Membership Number (formerly Equalized Pupil), which is due on December 15, as well as the Tax Department's Common Level of Appraisal information, typically received between the end of December and January 1.
 9. **December 11-19:** Any board feedback about the expenditure budget will be shared with the Leadership Team during the Operations Call on December 14. If needed, a more detailed review will occur at the December 16 Cabinet meeting.
 10. **December 17 - January 1:** Continued work on the budget will take place as necessary.
 11. **January 13, 2027:** The final draft of the FY 27 OSSD Budget will be presented to the Board for discussion and approval. The context of the Vermont Education Financial landscape will be applied. If the Board is unable to approve the budget, a special meeting will be scheduled.
 12. **Mid to Late January:** Financial information for town reports will be shared with town clerks.
 13. **February 2027:** Informational meeting will be scheduled.
 14. **March 2, 2027:** Town Meeting Day.