

**ORANGE SOUTHWEST SCHOOL DISTRICT (Unified)  
BOARD MEETING**

**WEDNESDAY, FEBRUARY 8, 2023 @ 6 P.M.  
RANDOLPH UNION HIGH SCHOOL**

**To be approved at the March 8, 2023 board meeting**

**MINUTES**

**BOARD MEMBERS PRESENT:** Anne Kaplan, Katja Evans, Rachel Gaidys, Hannah Arias, Megan Sault, Chelsea Sprague, Sarah Haupt & Sam Hooper  
**ADMINISTRATORS PRESENT:** Layne Millington & Heather Lawler  
**GUESTS:** Elaine Young, Sierra Bond, John Helfant, Alvi Reed, Emily Messier, Tev Kelman, Mark MacDonald, Jay Hooper, Anne Cummings, ORCA Media Video Taping, and the attached list of remote guests & legislators

- I. Opening  
The meeting was called to order by Chair, Anne Kaplan at 6:02 p.m.  
Board Attendance: Ensuring a Quorum  
Meeting Purpose: Meet with Legislators
  
- II. Board Education and Ownership Linkage
  - a. Public comment (4.2.1) (Recognize e-communications to the Board)  
Anne read a statement regarding public comments at board meetings and then opened the meeting for public comments.  
  
Elaine Young feels the Equity policy is incredibly important for the school & community but thinks it should be more specific. Sierra Bond feels it shouldn't be a hasty decision and it needs to include more voices and clear action steps. John Helfant spoke about a book titled Poet X that is being read in 9<sup>th</sup> grade which he feels is not appropriate because of a sexual reference and anti-religious bias. Tevye Kelman is glad the board is considering an Equity policy and feels it should be specific and actionable. He says that everyday kids are being harmed at school, unintentional and intentional behaviors regarding race, religion, sexual orientation, etc. He says the perception from the students is not to bother reporting as nothing is being done. Wonders how many students have left RUHS. He feels this is one of the most important things on the docket and feels it is the first step to keep kids safe.
  
  - b. Ownership Linkage Committee Report  
Katja Evans reported that the committee is having regular monthly meetings with good discussions. Heather Lawler told the board that Title funding was received for the Portrait of a Graduate work and there are plans to launch a series of events. The group needs a board member to attend from 8:00 am to 12:00 pm on each of the following days: Friday - March 3, Thursday - March 9, Tuesday - April 18, & Tuesday - May 2. Heather and Linda will send out a signup sheet to the board members. The plan includes multiple outreach times and community events.

III. Advocacy

a. Meet with Legislators Introduction and Q & A

Each legislator introduced their self and spoke about what committees they serve on and some topics that are being discussed. Jay Hooper is on Government Operations committee which is looking at rules governing sheriff departments. Larry Satcowicz is on Natural Resources which is working on ways to save our landscapes called 30 by 30, also a bill for household hazardous waste, and a bottle bill to include more containers. Anne Cummings is on the Finance committee and Housing & Economic Development which are looking at the housing crisis, the impact on the rise in housing prices, childcare & family leave. They are looking at folks who are income sensitized, the CLA (Common Level of Appraisal) and looking at ways to work it out with the goal that the majority of the people are paying based on income. Anne Watson is on Natural Resources and Government Operations working on sheriff reforms, dispatch issues. H42 was passed which is an extension to open meeting law which allows boards to meet remotely if they chose and they are looking at possible permanent changes to open meeting law. Andrew Perchlik is on the Appropriations committee and Education. The Education committee is focusing on transportation and that bus driver's needing a CDL to drive. Also looking at bridges, roads, electric vehicles and public transportation. Mark MacDonald is also on Housing & Economic Development and Natural Resources. They are looking at the huge increase in property values and focusing on heating & fuel sources.

The meeting was opened for questions. Anne Kaplan asked what is happening at the state level about the condition of school buildings. Ann Cummings told the board that there was money put aside for lead testing & clean up and they need to see where things stand after that. They know the condition of the school buildings is a problem and they are working on it. Andrew Perchlik told the board that last year they took lots of testimony on school conditions and the state is thinking about how to work on this. Katja Evans asked about Universal School meals and Anne Cummings responded that everybody wants to continue, but it is matter of funds. The cost is 27 to 30 million per year. Parents aren't filling out the forms. If can find a way to do it, all want to feed our children. Layne agreed that folks are not filling out the forms due to the universal free meals and we need a better way to collect this data. Senator Welch is on the committee dealing with the school meals issue. Layne told the legislators that our high school is close to the end of its life and we are waiting to see what will happen for state help. He also asked about the funding for tech centers as it is based on the average number of students for the past 3 years. He stated that the rolling average is a problem when student numbers are increasing.

IV. Monitoring: Organization

a. Review EL Reports 2.3 & 2.6 (enclosed)

*Policy 2.3 Financial Condition and Activities*

*Policy 2.6 Asset Protection*

Layne reviewed the focus of these two EL reports. The second reading will be at next month's meeting.

b. Budget Information Open Forum Dates

During budget season Layne holds separate meetings in each town and he also will be talking about a draft homework policy. The Annual Report is about the budget and he will be sending out messages regarding the budget to the community before the vote.

Here are dates of the upcoming meetings:

Thurs., February 9 Layne's Open Forum in Braintree @ 6:30 pm  
Wed., February 15 Heather's Ownership Linkage @ RUHS Media Ctr. @ 5:00 pm  
Thurs., February 16 Layne's Open Forum @ RUHS Media Ctr. @ 7:00 pm  
Wed. - March 1 Budget Informational Meeting @ RUHS Aud. @ 6:00 pm  
Mon. - March 6 OSSD Annual Meeting @ RUHS Aud. @ 6:00 pm  
Wed. - March 8 OSSD Regular Board Meeting @ Braintree @ 6:00 pm

V. Monitoring: Board

- a. Assess Board's compliance with Board Governance Policy 4.6 & 3.0 (enclosed)  
*Select area of improvement/leader/when to reassess*

The board reviewed each section of 4.6 Board Committee Principals. Discussed looking at and revising policies for equity language. Hannah offered to help Linda with these changes.

The board reviewed 3.0 Global Governance-Management Connection. The board stated that the public needs to know about this policy.

VI. Policy Decisions: District Governance

- a. Recommended State Policy: 2<sup>nd</sup> Reading Equity Policy (enclosed with agenda)  
Anne asked if there were any questions or concerns on this recommended policy from the VSBA. Katja appreciated the public comments that the policy should be specific and actionable and feels this is a start of something and not an end. Layne told the board that there is always an intent for student & community involvement and Heather pointed out the implementation listing in the policy which administration will be implementing. The board discussed the desire for a more detailed, actionable, and accountable policy, how often and how this policy will be monitored, the need for student involvement, and that hopefully the students will feel like they are being heard. Layne told the board that this policy will help us to be protected.

A motion was made to adopt Policy C29: District Equity Policy

By: Katja Evans  
Seconded by: Rachel Gaidys  
Motion passed: Yes

A motion was made to have Anne Kaplan work with Susan Mogenson to add Policy C29: District Equity Policy to one of the policies that are monitored.

By: Katja Evans  
Seconded by: Sam Hooper  
Motion passed: Yes

VII. Consent Agenda (4.2)

- a. Approve Minutes from OSSD Regular meeting on 1/11/2023 (enclosed with agenda)  
The following amendments for the OSSD Board meeting minutes on 1/11/2023 are to add the time the Executive Session adjourned which was at 8:54 p.m. And the meeting was adjourned at 8:55 p.m.

Motion to approve the Consent Agenda with the amendments listed above

By: Katja Evans  
Seconded: Hannah Arias  
Motion passed: Yes

VIII. Other

a. General Update Regarding Negotiations with Unions

The next teacher negotiations are scheduled for Wednesday, March 15. Will reschedule the Ownership Linkage Committee meeting to another evening.

b. Discussion & Possible Approval of Support Staff Agreement for 2023-2025 (enclosed)

On January 25 after a lengthy meeting, an agreement for 2 years was reached with the Support Staff. Layne explained the major changes and recommended that the board approve the agreement.

A motion was made to accept the 2 year agreement for the Support Staff for 2023 - 2025

|                |             |
|----------------|-------------|
| By:            | Sam Hooper  |
| Seconded by:   | Sarah Haupt |
| Motion passed: | Yes         |

IX. Closing

a. Superintendent's Report (enclosed) was reviewed. No comments or questions.

b. Principals' & Director Reports (newsletter links sent out separately)

c. Financial Report (enclosed) was reviewed. We are well in the black right now.

Action Items Recap:

Sign up for Portrait of a Graduate dates by Heather/Linda  
Ownership Linkage Committee meeting next Wednesday, Feb. 15  
Anne checking with Susan Mogensen on monitoring for Equity Policy  
Review/revise board policy language for equity by Hannah/Linda

X. Executive Session: Labor Negotiations

Tevye Kelman spoke for the union asking the board to consider a side letter for support staff which he states came up after initial proposals for negotiations. The rationale is that paras who fill in for a teacher gets paid an additional \$25 and the union feels all support staff filling in for professional staff should also receive the additional \$25. This does not include the small schools support staff who are filling in on a regular basis. Tevye feels this is affecting support staff morale.

Layne says there are bigger components. Only paras are listed for extra pay currently. Support staff assist in other duties without extra compensation. Changing this language may give up rights for the district.

8:15 p.m. A motion was made by Katja Evans & seconded by Sam Hooper to enter Executive Session to discuss Personnel & Labor Contract with the superintendent present. Motion passed.

8:25 p.m. The board exited Executive Session.  
No Action was taken.

With no further business to discuss, a motion was made by Katja Evans and seconded by Sam Hooper to adjourn the meeting at 8:38 p.m.

OSSD Board Minutes  
Page 5  
February 8, 2023

Respectfully submitted,

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Linda Lubold, Board Clerk

**Next Scheduled Meetings:**

Ownership Linkage Committee Meeting: Wednesday, February 15, 2023 - 5:00 p.m. @ RUHS Media Center

Agenda Planning Meeting: Monday, February 20, 2023 - 6:00 p.m. @ RES

Budget Info Meeting: Wednesday, March 1, 2023 - 6:00 p.m. @ RUHS Aud.

OSSD Annual Meeting: Monday, March 6, 2023 - 6:00 p.m. @ RUHS Aud.

OSSD Budget Vote: Tuesday, March 7, 2023 @ Town Voting Places

Regular Meeting: Wednesday, March 8, 2023 - 6:00 p.m. @ Braintree Elementary School

| First name | Last name  | Email             | Duration    | Time joined | Time exited |
|------------|------------|-------------------|-------------|-------------|-------------|
| Joseph     | Bent       | jbent@orangeso    | 1 hr 5 min  | 6:01 PM     | 7:07 PM     |
| Owen       | DMC        | babe@***.com      | 0 sec       | 6:35 PM     | 6:35 PM     |
| Wes        | Gibbs      | wdgi*****@***.c   | 16 min      | 6:09 PM     | 6:26 PM     |
| Tevye      | Kelman     | tkelman@orange    | 48 min      | 7:27 PM     | 8:15 PM     |
| ORCA       | Media      | stre*****@***.net | 2 hr 32 min | 5:56 PM     | 8:28 PM     |
| Layne      | Millington | lmillington@oran  | 2 hr 24 min | 5:51 PM     | 8:16 PM     |
| andrew     | perchlik   | andr*****@*       | 35 min      | 6:21 PM     | 6:56 PM     |
| Jesse      | Plotsky    | jess*****@***.cor | 1 hr 22 min | 6:35 PM     | 7:57 PM     |
| Larry      | Satcowitz  | lsat*****@***.co  | 49 min      | 6:17 PM     | 7:08 PM     |
| Chelsea    | Sprague    | chel*****@        | 2 hr 6 min  | 6:08 PM     | 8:16 PM     |
| Beverly    | Taft       | beve*****@*       | 2 hr 15 min | 5:59 PM     | 8:16 PM     |
| Anne       | Watson     | wats*****@        | 1 hr 8 min  | 5:58 PM     | 7:08 PM     |

| First name | Last name  | Email            | Duration | Time joined | Time exited |
|------------|------------|------------------|----------|-------------|-------------|
| Layne      | Millington | lmillington@oran | 2 min    | 8:37 PM     | 8:39 PM     |
| Chelsea    | Sprague    | chel*****@       | 54 sec   | 8:38 PM     | 8:39 PM     |