

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

**WEDNESDAY, OCTOBER 12, 2022 @ 6 P.M.  
BRAINTREE ELEMENTARY SCHOOL**

**To be approved at the November 9, 2022 board meeting**

**MINUTES**

**BOARD MEMBERS PRESENT:** Anne Kaplan, Katja Evans, Rachel Gaidys, Hannah Arias, Megan Sault, Chelsea Sprague & Sarah Haupt

**ADMINISTRATORS PRESENT:** Layne Millington, Heather Lawler & Felicia Allard for the beginning of the meeting

**GUESTS:** See attached lists of in person and online guests & ORCA Media video taping

**I. Opening**

The meeting was called to order by Chair, Anne Kaplan at 6:05 p.m.

Board Attendance: Ensuring a Quorum

Meeting Purpose: Planning Board work, Board process clarification, and monitoring

**II. Board Education and Ownership Linkage**

**a. Public comment (4.2.1) (Recognize e-communications to the Board)**

The following is a summary of the public comments. Please refer to the recording on ORCA Media for the full account and more specific information.

Anne Kaplan read a statement regarding public comments at board meetings and then opened the meeting for public comments.

Marney Troop spoke about the general temperature of Randolph, discrimination, fear is the driver which drives primal responses, and that without boundaries or consequences people don't feel safe. The school board needs to take action.

Wayne Townsend stated that it would be best if Layne stepped down and of the need to keep politics out of the schools. He left after he stated that he had to go to work.

John Helfant was concerned about the hiring of Adin Buchanan and his social media posts and asked why Randolph Union would hire a communist and someone targeting teenage boys who was hired to teach history. He accused the board & Layne of having an attorney attack a parent at work and stated he will find replacement people to get current members off the board.

Chris Hurley is concerned the way the district is going. He stated there was a lack of oversight and not driven by hate. No resolution of either issue. All these kids matter and is up to you to craft a solution. Past time for the school board to do their job and monitor everything.

Tevye Kelman told the group the most fundamental principle for schools is for every child to feel safe. They can't learn if they don't feel safe. The events of the past have deeply damaged the students with threatening displays of hatred, the students are afraid and it's

a problem if kids are afraid. Especially the LGBTQ community needs to feel welcome and we make the same commitment to all kids. We all have a collective responsibility to have our kids feel welcome and safe.

Justin Ford stated that his 8 year old son had to apologize to a classmate for using the wrong gender term. The schools are here to teach math, science, history with Columbus Day being a part of history, and not to mold them.

David White expressed general support for Layne. David has come to school board meetings several times and doesn't understand folks who just come when they want to complain. Those folks are talking about one teacher who would not be a concern to him and he felt would be good for challenging issues. Feels the fear is a little overwhelming and overdone. He also wants to make sure daughters are safe and stated there are options for bathrooms.

John Helfant spoke again stating that Adin can be trans and gay all he wants but was not hired to teach other than history.

Avery McGill stated that gay and trans have been in history for a long time and not a new thing.

Travis Allen stated that his daughter has not felt safe since and previously she had a hockey stick broken across her leg. He said she had a person of the opposite sex watch her. He asked about surplus money being used for an upgrade to the locker rooms with separate stalls.

Katie Ford stated her son at RAVEN has been picked on with sexual comments.

Anne Kaplan explained the complaint procedure and gave the steps listed in the brochure.

Sarah Crosby spoke about her concern with the term indoctrination and grooming, and disturbing talk about 14 year olds as pedafiles. Feels there is misinformation about transgender. Would there be anything we could have done to prevent these feelings from the girls. We need to take the concern seriously as an added factor for girls who don't feel safe anyway.

Marny Troop offered her service as a mental health provider to help all retrain.

Colin Duclos expressed that he wants his children to learn math, science and much more.

Sam Hooper thanked the school board and Layne for the public forum last night. People have to be careful with other people's lives. Need to come together as a group and move forward.

John Helfant feels Layne has harassed him. He said that women need more space and proposed a changing schedule. One of his children told him that there are more than two genders. He talked about genes in 5% of the population. Says it boils down that folks are uncomfortable about sex organs.

- b. Report/Approve RTCC Comprehensive Local Assessment (additions/revisions enclosed)  
Felicia Allard told the board that the RTCC Comprehensive Local Assessment plan needed more work in the data area and the rest of the information is the same as previously

presented. The RTCC RAB has approved the second draft. She reviewed some of the staff changes & needs/goals, bridges to the community, adjusted master student schedule with all students going to academic classes at the same time, and coordinating language in the CBA.

A motion was made to approve the RTCC Comprehensive Local Assessment plan

By: Katja Evans  
Seconded by: Chelsea Sprague  
Motion passed: Yes, all approved

- c. Report out from Ownership Linkage Sub-Committee  
The sub-committee hasn't met yet. Megan offered to join the committee.

A motion was made to include Megan Sault in the Ownership Linkage Sub-Committee

By: Katja Evans  
Seconded by: Sarah Haupt  
Motion passed: Yes, all approved

- d. Review/Edit Complaint Procedure  
Discussion regarding revision on the Complaint Procedure. Wondering about other SD/SU's having complaint procedures that we could compare with. Maybe replace employee with "stakeholders" but need to define stakeholders. Under step 10 - Were the findings reasonable and was the process followed. May need to change #9 & #10. When people appeal to the board it needs to be clear that the board doesn't go through the whole process again. Need to change some language and discussed making it reflect community members also. The board is okay with having Anne Kaplan check with Pietro to work on these edits.

A motion was made to give Anne Kaplan the responsibility to talk with Pietro about the wording on the Complaint Procedure

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

- e. Review management of emails & in person contacts with the public in light of comments from Legal Counsel  
Anne wants to run the plan by Pietro which is she would respond to emails and send a copy to the board members.

- f. Outline board officer duties  
The board officer duties will be included in the welcome orientation packet.

A motion was made to have Anne Kaplan prepare the packets

By: Megan Sault  
Seconded by: Katja Evans  
Motion passed: Yes

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### III. Monitoring: Organization

- a. Review EL Reports 2.1 & 2.2 (enclosed)  
*Policy 2.1 Treatment of Students, Parents/Guardians & Community*  
*Policy 2.2 Treatment of Staff*

First review of these two policies which is looking at the past school year. Reminder that the board can ask for an additional report if they want. Layne reviewed briefly and

reminded that there are binders with more evidence at the OSSD office. The board asked about assistant superintendent monitoring.

- b. Accept revised EL 2.0, 2.8, & 2.9 Reports (enclosed)  
*Policy 2.0: Global Executive Constraint*  
*Policy 2.8: Communication & Support to the Board*  
*Policy 2.9: Policies Required by Legislative or Regulatory Bodies*  
The board reviewed the revisions in EL 2.8 & 2.9 which included an email documenting training. There were no changes to EL 2.0.

A motion was made to accept EL Policies 2.0, 2.8 & 2.9

By: Sarah Haupt  
Seconded by: Megan Sault  
Motion passed: Yes

- c. Policy review: Prevention of Conflict of Interest in Procurement by Personnel  
First review of this policy which was recommended by our auditor. Second review will be at the next meeting.
- d. Determine Board Governance Budget for 2023-24  
Discussed how much the board should plan on for their budget. Usually spends about \$3,000 per year. The question is if the board is planning on more training with a facilitator to help with owner linkage. This year the budget is \$10,000 and what is not used will go to surplus which will be used to lower taxes.

A motion was made to keep the Board Governance Budget at \$10,000 for 2023-2024 fiscal year

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

- e. Update on status of 2021-22 OSSD Ends Report (see PowerPoint)  
Layne stated it is important to share data about the schools although he doesn't have the state data yet. The state is doing away with SBAC & the science assessment and putting in a new system. The AOE has changed testing many times, we need 3 years of data to see growth and there hasn't been a 3 year stretch without change. This year the teachers have done an amazing job in curriculum teams. His PowerPoint showed proficiency in English from the SBAC data. There was an anomaly at Randolph Elementary in the 2020-2021 data which he feels was due to the attitude that testing wasn't important and administrators could also see how long kids were on the test.

The most current SBAC data shows the District ELA at 47% proficiency, Math at 40% proficiency and Science at 5% over the state average.

Track My Progress from this fall assessments show:  
77-79% Math proficiency with 46-49% highest score  
67-70% ELA proficiency with 36-41% highest score

We have been focusing on academics and Layne reviewed the list of good works which includes: Preschool at all elementary schools, K-12 STEM program, curriculum teams, revamping of the delivery model for SPED, afterschool programs with an academic program, summer school, & revamping of academic support. There has been a tremendous amount of work.

The board discussed how do we get that information out to everyone. The website will be one way when we get that back up. Talked about a newsletter program. We now have a team with incredibly good ideas. Will be hiring a person to manage our website and be our public relations person. Chelsea Sprague would like to see the GPA at the top of the report card and feels it is important for focus. Have to believe it is important.

- f. Update on team interpretations of 2022-23 OSSD Ends  
The curriculum team collects data & presents the data to Layne. They let Layne know what they need in the budget and what professional development they need for the kids.

IV. Monitoring: Board

- a. Assess Board's compliance with Board Governance Policy 4.7 - Governance Investment  
*Select area of improvement/leader/when to reassess*  
Anne reviewed and discussed each section of the board monitoring worksheet for Policy 4.7 and rated each section. The board needs to put some effort to reach out to the community and make an outreach plan as part of ownership linkage.

V. Advocacy

- a. Designate Board member to vote at the VSBA Annual Business Mtg. and Advise Designee on voting positions  
If any of the board members have strong feelings about voting positions, let Anne Kaplan know.

A motion was made to authorize Anne Kaplan to vote for the OSSD board at the VSBA Annual Business meeting

By: Hannah Arias  
Seconded by: Chelsea Sprague  
Motion passed: Yes

- b. Reminder VSBA Fall Conference Lake Morey Inn October 20 - 21 8am-6:30pm & 8am 2:15pm. The board was reminded about the conference.

VI. Consent Agenda (4.2)

- a. Approve Minutes from OSSD Regular meeting on 9/14/2022 (enclosed with agenda)
- b. Authorize change of signers for Braintree & Randolph School Accounts as according to the enclosed letters
- c. Approve Two Operational Reserve Funds requests (see forms enclosed)
- d. Approve Facility Reserve Funds request (see enclosed form)
- e. Approve Audit Engagement Letter with Fothergill, Segale & Valley for 2021-22 audit

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Layne reviewed the Operational Fund requests. One is for the upgrade of financial software and Layne reviewed the history of this situation. The second is for the new website software and initial creation which will be completed by the end of the year. One correction on the October 12 minutes was the incorrect date at the top of page 4. The Facilities request is for the upgrade of radios.

Motion to approve the Consent Agenda

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

VII. Other

- a. Discuss Negotiations with Unions  
The dates for negotiations were reviewed. Teacher's negotiations start on Tuesday, October 18 @ 6 p.m. at Randolph Elementary Media Center and then every other Tuesday.

Support Staff negotiations start on Tuesday, October 25 @ 6 p.m. at Randolph Elementary Media Center and then every other Tuesday. Layne thanks the unions for being willing to start negotiations early to help with the budget process.

VIII. Closing

a. Superintendent's Report (enclosed) was reviewed.

The financials were reviewed. We are about  $\frac{1}{4}$  through the year so expect around 75% left. Layne reviewed the reserve funds. After the auditor's confirm with the influx of funding from ESSER, etc. we may have about 1.4 million in surplus. May need to look at a new high school. There is a state study committee that is supposed to report in December. Layne pointed out local revenues which reflects that students are coming here. The board briefly discussed how to start the process of talking about a new school.

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

Action Items Recap:

Anne to check with Pietro re: Complaint Procedure  
Monitoring reports  
VSBA/VSA Conference - Anne Kaplan, Layne & Heather  
Governance policy 4.4 Chair's role  
Negotiations

IX. Executive Session: Personnel Issue

8:48 p.m. A motion was made by Katja Evans & seconded by Hannah Arias to enter Executive Session to discuss a personnel issue with the superintendent & assistant superintendent present. Motion passed.

9:32 p.m. The board exited Executive Session. No action was taken.

Respectfully submitted,

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Linda Lubold, Board Clerk

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Next Scheduled Meetings:

Agenda Planning Meeting: Monday, October 24, 2022 - 6:00 p.m. @ OSSD

Regular Meeting: Wednesday, November 9, 2022 - 6:00 p.m. @ RUHS

RTCC Regular Meeting: Wednesday, November 9, 2022 - 5:00 p.m. @ RUHS