

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

**THURSDAY, FEBRUARY 3, 2022 @ 6 P.M.
RANDOLPH UNION HIGH SCHOOL**

To be approved at the March 3, 2022 board meeting

MINUTES

BOARD MEMBERS PRESENT: Rachel Gaidys, Anne Kaplan, Ashley Lincoln, Brian Baker, Katja Evans, Hannah Arias, Megan Sault, & Chelsea Sprague
ADMINISTRATORS PRESENT: Layne Millington
GUESTS: See attached list

I. Opening

The meeting was called to order by Chair, Anne Kaplan at 6:01 p.m.
Board Attendance: Ensuring a Quorum
Meeting Purpose: Support Staff request & flag policy
Choose Meeting Evaluator: Ashley Lincoln

II. Board Education and Ownership Linkage

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

Marie Dunwoody spoke about being short 13 hours due to being sick with COVID and then having the COVID snow days without work. Expressed this was a pandemic issue and the need for rules to accommodate pandemic times. Nora asked for clarification of when folks should speak if at this point or under the support staff request portion of the agenda. Dana Decker spoke to advocate for the paraprofessionals to get paid. Explained that they had an unpaid 11 days holiday and then COVID days without work and pay. Many paras don't feel comfortable to speak up. They are struggling and need income for food, gas, etc. She stated that OSSD is going to lose dedicated workers. Lisa Wright spoke for herself and her daughter and expressed that it was really hard to be able to buy gas or groceries and makes it difficult to stay without the pay you deserve.

Brian Baker asked about the plan to put the mural back up in the high school gym. Layne asked him to check with Lisa Floyd or Caty Sutton for details as he knows they have an artist for the project.

b. New Board Member Orientation

The board discussed new board member orientation. What happens currently, what would be helpful to go over and for any board suggestions. Chelsea felt it would be helpful to go over what happens in 3 years, what it looks like, what policy governance is, and the dos and don'ts of board meetings. Maybe a special meeting would be a good idea. Rachel feels if it was done as a special meeting that was warned it might help the public know more about the board. The previous orientation packet needs to be updated. Suggested a board sub committee to work on this comprising of Rachel, Anne & Chelsea.

A motion was made that Rachel, Anne & Chelsea would create an orientation packet and bring it back to the board for the March organizational meeting

By: Katja Evans
Seconded by: Chelsea Sprague
Motion passed: Yes

c. Board Recruitment Update

Linda updated the board on the candidates for the open school board positions. Anne Kaplan will run for re-election for one 3 year Randolph position and Sarah Haupt is running for the other 3 year Randolph position. Devin Cropley is interested in the 3 year Brookfield position, but missed the deadline to be on the ballot and can be written in. He would need 30 votes or 1% of the voting population. The board can also appoint someone with the selectboard as an advisory for an appointment.

A motion was made to change the order of the agenda and move to item IV a. Support Staff request

By:	Katja Evans
Seconded by:	Brian Baker
Motion passed:	Yes

IV. Policy Decisions: District Governance

a. Support Staff Request

Layne explained COVID snow days are when we do not have enough staff or there is very low student attendance due to COVID. It makes things unpredictable for hourly staff and the proposal is for the support staff to be able to use their sick time for COVID snow days and also the professional staff may donate to a sick bank for paras. (See copy of the proposal included with agenda.)

Nora Skolnick spoke and wanted to clarify a couple of things as the union has a slightly different proposal. The differences to use sick time for school closures. 1. Some support staff have no sick time left as had to quarantine & had to use sick time when they were not sick. 2. Union is proposing that this agreement goes to the end of the school year. The proposal is not precedent setting.

Ashley Lincoln asked how much sick time paras get and if it rolls over which it does. Nora stated that there were a lot of new staff. Deb Chamberlin responded that paras get 15 sick days, 3 personal/emergency days, & 1 vacation day for new paras. The sick bank is only for professional staff.

Nora stated that there were some other issues unresolved but not discussing them tonight. Tonight about the COVID snow days and folks who don't have sick time left because of COVID pandemic & quarantining earlier in the year. The days may not have to be made up and if not, will not be paying people extra.

Deb Chamberlin spoke about folks being out of sick time or close to being out and asked what they are supposed to do if they get sick later in the year. Spoke for another para who feels they were promised time and forced to use sick time when not sick and has had to take a second job. Tim Moynihan stated that many support staff have second jobs during the school year & summer jobs that they may have to postpone if the year is extended. Marie Patton spoke and read letters from several paras: Support staff are not paid much and it is difficult financially & listed the days they were out. It makes them feel not valued. Support staff are important and care about the students and the administration needs to value them. They are forced to use sick time and pay it back if they leave before the end of the year. Paras should be paid for lost time. There is a Go Fund Me from the community. They have to use personal & emergency days first

when it is beyond their control. Support staff are already underpaid, overextended, and have direct exposure to COVID. Support staff should be supported.

Tevye Kelman stated that paras work with students who need the most support. They are integral and their pay is not great. There is a lack of subs and paras have been the glue to hold things together and have to create alternative curriculum. Support staff are lots of times are from the families of our community and connect with the kids. A lot feel really disrespected right now and are worried about doing the work for our neediest kids. They are equal partners in educating our children.

Layne feels this discussion has gotten off topic and feels like the support staff are making an official request to the board for negotiations. Nora stated that the support staff are not trying to negotiate a new contract, only what is in their proposal. Dana Decker feels this is detrimental to our district and paras should get what they deserve.

III. Monitoring: Organization

a. Student Behavior Plan Collaboration and Staff Training

This came about from a SPED audit by the AOE. Heather Lynn connected with the AOE to see what was needed and the AOE says we are already in compliance and this policy was already presented to the board. The AOE has not published their manual yet.

b. First Review of Executive Limitations Reports (3.4) (enclosed with agenda)

EL 2.3 Financial Conditions and Activities - Layne reviewed. In general this policy insures that the district is using funds for intended purposes. Reminder for the board that evidence for EL 2.3 is available at the OSSD office. Layne reported compliance.

EL 2.6 Asset Protection - Layne reviewed. This policy insures that tangible assets are protected. He reported compliance but asked the board to review provision 5 as the law has changed the threshold to \$40,000. He recommended that the board change their policy or reject the interpretation.

c. District COVID Operating Plan (2.8) (copy of current plan enclosed with agenda)

Recent Changes from guidance from the CDC with the last update on January 17 which shifted the responsibility from the school district to the parents with test kits being sent home. If an athlete tests positive they must be cleared by a doctor. This is a VPA policy to keep students safe.

d. Monthly Financial Report (enclosed with agenda) (2.3)

Layne reviewed the financials. We are 6 months into the school year and with the federal reimbursements, we are well in the black. Both OSSD & RTCC financials look good.

IV. Policy Decisions: District Governance

b. Flag Policy

Pietro wondered if the board would like to discuss the legal issues with a flag policy in open or executive session.

A motion was made to go into executive session to discuss legal advice regarding a flag policy

By: Ashley Lincoln
Seconded by: Katja Evans

Motion passed: Yes

The board exited executive session. Pietro will draft a Flag policy for the board's review for the next board meeting.

- V. Consent Agenda (4.2)
- a. Approve Minutes from OSSD Regular meeting on 1/6/2022 (enclosed with agenda)
 - b. Review & possible approval of maternity leave request
- The request is to extend her maternity leave for the remainder of the first semester.

Motion to approve the Consent Agenda

By: Hannah Arias
Seconded by: Brian Baker
Motion passed: Yes

- VI. Closing
- a. Superintendent's report (2.8) (enclosed with agenda) was reviewed.
 - b. Director & Principals reports (2.8) (enclosed with agenda) were reviewed.

Action Items Recap - Chelsea, Rachel & Anne will work on orientation packet.
Pietro will draft a Flag policy.

Meeting Evaluation - Ashley reviewed her evaluation of the meeting. She mentioned a culture of respect during this meeting.

- VII. Executive Session: Labor Agreement Support Staff
8:17 p.m. A motion was made by Katja Evans & seconded by Ashley Lincoln to enter Executive Session to discuss labor agreement for support staff with the superintendent present. Motion passed.
8:34 p.m. The board exited Executive Session.

A motion was made to approve the proposed agreement with the support staff that Layne presented to the board.

By: Brian Baker
Seconded by: Megan Sault
Motion passed: Yes

8:38 p.m. A motion was made to adjourn the meeting by Brian Baker.

Respectfully submitted,


Linda Lubold, Board Clerk

Next Scheduled Meetings:

Agenda Planning Meeting: Monday, February 21, 2022 - 6:00 p.m. @ OSSD
Budget Info Meeting: Tuesday, February 22, 2022 @ RUHS Aud. - 6:00 p.m.
OSSD Annual Meeting: Monday, February 28, 2022 @ RUHS Aud. - 6:00 p.m.
OSSD Budget Vote: Tuesday, March 1, 2022
Regular Meeting: Thursday, March 3, 2022 - 6:00 p.m. @ Brookfield Elem.

First name	Last name	Email	Duration	Time joined	Time exited	
		plynn@lynnlawvt.com	plyn*@***.com	55 min	6:16 PM	7:11 PM
Felicia	Allard	fallard@oranges	2 hr 18 min	6:18 PM	8:45 PM	
Hannah	Arias	haarias@orange	1 hr 39 min	5:57 PM	8:45 PM	
Betsy	Baker	bbaker@oranges	2 hr 15 min	6:01 PM	8:15 PM	
Brian	Baker	brbaker@orange	1 hr 33 min	5:56 PM	8:39 PM	
Joseph	Bent	jbent@orangeso	1 min	7:56 PM	7:58 PM	
Rachel	Bent	rbent@orangeso	1 hr 6 min	6:02 PM	7:08 PM	
Rebbie	Carleton	rcarleton@orang	1 hr 15 min	5:56 PM	7:11 PM	
Deborah	Chamberlin	dchamberlin@or	1 hr 11 min	6:00 PM	7:10 PM	
Gary	Clark	clar*****@	10 min	6:11 PM	6:21 PM	
Laura	Davidson	laur*****@***.c	2 hr 45 min	6:00 PM	8:45 PM	
Dana	Decker	ddecker@orange	1 hr 19 min	5:59 PM	8:45 PM	
Rachel	Donegan	rdonegan@oranç	39 min	6:09 PM	6:48 PM	
Marie	Dunwoody	mdunwoody@or:	2 hr 51 min	5:55 PM	8:45 PM	
Jane	Ertel	jertel@orangeso	1 hr 15 min	5:49 PM	7:07 PM	
Katja	Evans	katj**@***.com	1 hr 35 min	6:00 PM	8:45 PM	
Misty	Evans	mevans@orange	24 min	6:45 PM	7:09 PM	
Kathleen	Foden	kfoden@oranges	56 min	7:38 PM	8:45 PM	
lissa	fox	liss*****@***.com	49 min	6:26 PM	7:16 PM	
Rachel	Gaidys	rgaidys@orange:	1 hr 39 min	5:58 PM	8:45 PM	
Linda	Garrett	lgar*****@	45 min	6:25 PM	7:10 PM	
angela	gonzalez	agon*****@**	1 hr 8 min	5:59 PM	7:08 PM	
Amanda	Gray	aman*****@	1 hr 1 min	6:07 PM	7:07 PM	
Heather	Harvey	hharvey@orange	2 hr 28 min	5:57 PM	8:46 PM	
John	Helfant	john*****@***.c	1 hr 40 min	6:10 PM	8:13 PM	
Cara	Houston	cara*****@***	1 hr 8 min	5:59 PM	7:07 PM	
Carolyn	Howard	choward@orange	1 hr 16 min	7:29 PM	8:45 PM	
Maggie	Jarvis	mjarvis@orange:	1 hr 8 min	6:00 PM	7:09 PM	
Gus Howe	Johnson	gjohnson@orang	52 min	6:14 PM	7:07 PM	
Vicki	Johnson	vjohnson@orang	2 hr 30 min	6:03 PM	8:33 PM	
Anne	Kaplan	akaplan@orange	1 hr 42 min	5:54 PM	8:45 PM	
Tevey	Kelman	tkelman@orange	2 hr 45 min	6:01 PM	8:45 PM	
Michelle	Kluskiwicz	mlkl***@***.com	1 hr 19 min	5:59 PM	7:18 PM	
Brandy	Kolling	bkolling@orange	1 hr 10 min	5:57 PM	7:07 PM	
Jennifer	Lacaille	jlacaille@oran:	1 hr 6 min	6:01 PM	7:07 PM	
Kathie	Lafreniere	klafreniere@orar	1 hr 7 min	6:00 PM	7:08 PM	
Ashley	Lincoln	alincoln@orange	1 hr 40 min	5:56 PM	8:45 PM	
Linda	Lubold	llubold@oranges	2 hr 52 min	5:53 PM	8:45 PM	
Pamela	Lyman	plyman@orange:	1 hr 7 min	5:33 PM	7:08 PM	
Julie	Manchester	jman*****@**	1 hr 10 min	5:59 PM	7:10 PM	
ORCA	Media	stre*****@***.net	22 hr 45 min	5:59 PM	4:43 PM	
Morgan	Menzel	mmenzel@orang	1 hr 9 min	6:02 PM	7:10 PM	
Layne	Millington	lmillington@oran	1 hr 39 min	5:59 PM	8:47 PM	
Timothy	Moynihhan	moyn*****@***.c	2 hr 45 min	6:01 PM	8:46 PM	
Marie	Patton	mpatton@orange	1 hr 14 min	5:53 PM	7:08 PM	

Hannah	Rea	hrea@orangesou	2 hr 49 min	5:56 PM	8:45 PM
Stephanie	Reyes	sreyes@oranges	1 hr 5 min	6:02 PM	7:07 PM
Mary	Rizos	rizo*****@***.co	1 hr 14 min	6:02 PM	7:16 PM
Jenny	Sage	jsage@orangeso	39 min	6:27 PM	7:06 PM
Megan	Sault	msault@oranges	1 hr 37 min	5:59 PM	8:45 PM
Chelsea	Sprague	csprague@orang	1 hr 32 min	6:04 PM	8:45 PM
Jordan	Stevens	jstevens@orange	52 min	6:22 PM	7:14 PM
Beverly	Taft	btaft@orangesou	1 hr 36 min	5:59 PM	7:35 PM
Emily	Therrien	ther*****@***.c	23 min	6:22 PM	6:45 PM
Kelly	Tucker	ktucker@orange	23 min	6:44 PM	7:08 PM
Ben	Vail	benj*****@*	1 hr 5 min	6:02 PM	7:06 PM
Kate	Van Houten	vanh*****@*	2 hr 46 min	6:00 PM	8:45 PM
Nikki	White	nwhite@oranges	1 hr 8 min	5:58 PM	7:07 PM
Nathaniel	Wilder Schwartz	nwsc**@***.com	1 hr	6:06 PM	7:06 PM
lisa	wright	lren*****@***.co	1 hr 8 min	5:59 PM	7:06 PM
Pamela	Wright	pwright@orange	1 hr	6:06 PM	7:06 PM