Principal’s Notes for Meeting, February 15, 2020

Submitted by Jean Wheeler, OHS

**Rose:**

**Athletic and Extracurricular Activities Eligibility Policy/Procedures Update -**

**Purple Pride -**

- Keelan Durham (OHS senior) has pottery in a student art show - AVA’s 12th Annual High School Exhibition; February 14–March 13, 2020. The Opening Reception and Award Ceremony; Friday, February 14, 5–7 pm. It is a great show, filled with loads of great student artwork.

- Middle School basketball concessions resulted in over $300 being raised for the Bishop Memorial Achievement Fund. This fund was created in memory of Bob Bishop, longtime Director of Facilities at Oxbow. The fund can be accessed by needy students for graduation expenses or work-related clothing and supplies for after graduation. With this additional money we hope to be able to continue this important fund for students for future years.

- As part of their huge community service effort the boys and girls varsity basketball teams hosted, coached, and refereed four separate halftime games. One for each age group and gender, third and fourth grade girls and boys and fifth and sixth grade girls and boys. This is the culminating event for the five two hour clinics they run over the course of three months for each group.

- Girls varsity basketball hosted a coaches vs cancer game where all proceeds from the event, as well as donations collected go to support cancer research.

**Assembly Curriculum -** This year’s assemblies have been focused on:

- **empathy** - this has included two guest speakers, several activities and a viewing of the movie, “The R Word”. We have had one full assembly with a group of performers from Somalia.

- **student safety (social media safety)** - a speaker from the Child Advocacy Center gave students step to take to be safe when using social media.

- **Presentations from graduates of Oxbow** who return to share their stories – Local photographer, Ian Clark shared his work and spoke to students about how he turned his passion into a career.

**College and Career Readiness -** Throughout first semester students in all grades updated their Personal Learning Plan to include: 1. Information they learned about themselves through the Xello program. 2. New courses they wanted to take this year including Dual Enrollment, River
Bend, Independent Study, or credit recovery courses. 3. Successful completion of any measure of College and Career Readiness. Students also set an academic goal for this school year. Second semester students in various grades will be participating in field trips for events on college campuses and local businesses to further explore local college and career opportunities.

**Buds:**

**PTO** - taking on a partnership project to provide a thrift store at Oxbow High School. The first meeting for this project will be at 11:05 AM on Thursday, Feb. 27, 2020. This project will provide many opportunities for students, from accessing clothing and food, to retail and entrepreneurial experience.

Reminder - PTO meets on the second Monday of each month, 4:30-5:30, in the Library at Oxbow. Look for regular updates on our OHS Facebook page, or check out the link on the OHS Website.

**Baseball Trip** - We are going to Cooperstown. We are going to play a game at DoubleDay Field, the birthplace of baseball. We will leave Bradford very early Saturday morning April 18th. We will tour the Baseball Hall of Fame that afternoon. After the hall of fame we will grab some lunch and tour the other historic sites in downtown Cooperstown. We then will check into the hotel and get some rest for our game the next day. We play Missisquoi at 10am Sunday morning at historic DoubleDay field. Upon completion of the game we will be returning home. The chaperones for the trip will be myself, Brad DeGoosh, and Travis Perry. The trip will be open to all players varsity through JV. All funds to pay for the trip will come out of the baseball account. No school time will be missed.

**VTVLC** - Just imagine, as a high school student having access to over 100 courses - like Japanese, Psychology, many AP courses and more. The Vermont Virtual Learning Cooperative works with Vermont schools to facilitate online courses for students statewide. All of their courses are taught by Vermont licensed educators who are currently employed with a Vermont school. Because of this, their courses are considered (and treated) as any traditional course and the credit students earn are considered “transfer credits”.

Oxbow will partner with VTVLC to offer a wide array of courses to our students. Here is the link to their site: [https://www.vtvlc.org/about-vtvlc/](https://www.vtvlc.org/about-vtvlc/). Students taking a course on VTVLC will either be scheduled to attend a “VTVLC Study” run by a teacher, or will be
required to meet with this designated teacher on a regular basis to ensure they are keeping current with their online course(s).

Community Forums - I will provide community forums this spring on the 2nd Monday of each month, 5:30-6:30. Here is the schedule and the topics (taken from a parent survey from last school year):

- **February 10, 2020** - Bullying, harassment and hazing - how it is addressed at Oxbow High School; How can we work together to prevent incidents
- **March 9, 2020** - Vaping, tobacco, alcohol and other drugs
- **April 2020** - No community forum - Open House on 4/15/2020
- **May 11, 2020** - Social media
- **June 8, 2020** - Proficiency-based learning and grading

Oxbow High School Exhibit Night - On April 15, 2020, 5:00 - 8:00 PM, we will demonstrate our learning through exhibitions and presentations. More information will be forthcoming. We hope you can join us.

Staff development - Topics for upcoming staff meetings and in-services will be:

- Data, data, data
- MTSS/EST
- Setting clear and healthy boundaries
- Self care
- School safety - ALICE

**Thorns:**

How to create and foster an interest in the education of the community’s citizens - both youth and adults? Do the citizens realize they are the stockholders? How can we do a better job at keeping the community up-to-date on what we are doing about problems, our school’s needs, and our plans for the future?

Respectfully submitted by:
Jean Wheeler
2/12/2020
Facility Director's Report
2/19/2020

- There is a new storm water rule coming from the State of Vermont that requires specific treatment of storm water from any facility with 3 or more acres of impervious surface (which includes roof, asphalt, gravel and stay mat). At this point they are concentrating on the Lake Champlain and Lake Memphremagog areas. Our area may not be required to comply until 2033, but we should all be aware of it. If we proceed with the traffic study below, the drainage portion will begin to prepare us for this.

- The required water sampling has been completed and sent out for lead testing. At the "Ask the Experts" meeting on Jan 15th, the representative from the State Department of Health advised that, on average, 40% of the samples they had completed have failed. There is State Reimbursements for fixture replacements that will hopefully cover these expenses.

- The AHERA (Asbestos Management Plan) three year inspection visit was completed over the holiday break and the required awareness training is also complete. The required sampling for upcoming projects has been done with expected results. Two projects for this summer will require abatement.

- The new doors, hardware and magnetic holders for the gym lobby are on order. The new door and hardware (no magnetic holder) for the boys team room is also on order.

Respectfully Submitted,
Terry Cromack
Facilities Director
"Folks, I want to thank the RAB for supporting River Bend. The support I received from almost all the RAB members for next year’s budget was unanimous! Thanks Again! Together The five sending schools, four districts, local business partners, former students and parents help guide River Bend, and keep us honest and on task in meeting the local needs. Together we create a budget that is affordable for our local community while making sure we’re meeting the student’s needs. Thanks Again and I will be forwarding this budget for approval.

PS: So now the hard work begins with looking at River Bend’s Goals for the next five years as we develop our strategic plan. The staff will be focusing on the SREB report and surveys done by Up For Learning as we begin the self evaluation process. Our April RAB meeting will be focusing on this endeavor. If you feel like you’d like to be more involved in shaping River Bend’s future please feel free to volunteer more time and attend some of our staff meetings where we’ll be discussing the Strategic plan."

Best

Brian Emerson M.Ed
Overview of River Bend Budget for 2020-2021 School Year

- Bottom Number I’m looking for RAB Approval is: **$2,338,346.75** this is an increase of $148,495.06 from last year’s $2,189,851.69 this would put our Vermont Tuition rate at $15,950.00 (Please see attached comparison of Tuition Rates, we’re still one of the lowest.)

Comments on major changes from last year’s budget:

- **Salaries and Benefits** show about $100,000 increase which is most of increase that we have little control over. Quick note, look at the bottom line in salaries and benefits as I mentioned at the RAB, some Administration positions were charged to Teachers this year because of contracts so the Teacher’s line will be over this year but the Administration will be under. We tried sharing with Oxbow One Technology person but discussing with the district, it is felt, and I agree, that one person trying to do both schools is too much. So this budget reflects increasing our Technology person from .5 to .9 FTE. The Cosmetology Teacher has submitted a letter of resignation for retirement at the end of the year. As discussed at our RAB meeting, going back six years, the average enrollment in the program is 12.?? Our cut off for being viable is 14.5. However, this year we have 17?? This budget reflects reducing the Instructor to a .5 FTE. I personally think it’s better to hire with the expectation of part time and if things go well talk about a Full-Time FTE next year. So basically the increase in Technology person and decrease in Cosmetology person cancel each other out. The only increase, which we discussed at the RAB, is .25 for Administration with Tracy Puffer. The majority of increase is rising benefits costs and raises. By the way, with these raises, River Bend will stay pay the lowest salaries around in Tech. Centers. We’ve lost two great Teachers in the last three years. One went to Hartford and got an immediate $12,000 a year raise and one went to St. J Academy and got a $10,000 a year raise.

- **OESU** up $9355 but we’re getting more services like Technology Coordinator and River Bend is in bad need of Technology upgrade. There may be possible grant monies to help with this next year...Stay tuned....

- **Tuition Reimbursement** I had to nearly double, $12,000 to $23,500.00 because I have a young staff and five staff members are currently enrolled in programs to further their
education. I know it’s an added expense but it’s good news that one we have a younger more energetic staff and two, this reflects a staff that wants to grow.

- **Liability Insurance**, increase of $7,000.00, we have no control and we are required by law to have this level of insurance.

- **Equipment** we’re up $9,500.00, $6,000.00 and as I said the other night, we’ve always relying on grants to upgrade and maintain our equipment, I’d like to start building a little buffer just in case a major piece of machinery goes down and we need to invest immediately. (Remember see the RAB Minute notes from our last meeting. We want to set up revolving accounts for Heavy Equipment, our fleet and Technology.)

- **Contracted Services** we’re down $5,500.00 because these are mostly IRCs and Safety Trainings that’s going under some Perkin’s funding.

- **SREB Certification** was removed, $13,000 because we only do this every five years.

- **Repairs** up $6,300.00 again I’m nervous about some older equipment we have in Heavy Equipment.

- **Books reduced** by $4,550.00 we’re moving to more online programs.

- **Up $8,750.00 under Program Equipment**, $6,000.00 Tractor for Ag.

- **Tech. Camp removed** because it is funded through Perkins.

- **Last but not least**, a deficit from last year of: $52,267.49 and this was due to the extremely low enrollment from last year, 160 students, which significantly dropped our revenue. The good news is that we’re back up to 180 students this year and hopefully we’ll maintain this level.

Conclusion, we are a very small Tech. Center and the larger centers can operate more efficiently. When you compare our Tuition rate to other larger Centers you soon discover we’re offering our community a very fair and good deal for CTE.

Thanks Brian
### River Road Career & Technical Center

**Proposed Budget for FY21**

<table>
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<tr>
<th>Category</th>
<th>FY 2020</th>
<th>FY 2021</th>
<th>Adopted</th>
<th>Proposed</th>
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<td>Salaries-Teachers, Para, Tech, Sub.</td>
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<td>Salaries-Admin, Guidance &amp; Sec.</td>
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<tr>
<td>Inner &amp; Ben (Teachers, Para)</td>
<td>$242,013.08</td>
<td>$283,915.68</td>
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<td></td>
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<tr>
<td>Inner &amp; Ben (Guid, Admin, Sec.)</td>
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<td>$169,825.51</td>
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<tr>
<td><strong>Total</strong></td>
<td>$1,164,759.59</td>
<td>$1,428,902.96</td>
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<tr>
<td><strong>Total Expenditures</strong></td>
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<td>$1,438,346.75</td>
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**Notes:**
- Revenue projections are based on previous year's actuals.
- Expenses include salaries, benefits, utilities, insurance, maintenance, and other operational costs.

**Key Variables:***
- **Revenue:** Salary Assistance.
- **Expenses:** Salaries, Benefits, Utilities, Insurance, Maintenance, etc.

**Analysis:**
- The proposed budget for FY21 indicates a significant increase in both revenue and expenses compared to FY20.
- A detailed breakdown of the budget, including line-item expenses, is provided above.

**Recommendations:**
- Further analysis of revenue streams and cost efficiencies is recommended to ensure budget sustainability.
- Considerations for potential funding sources, such as grants and partnerships, should be explored.

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<tr>
<th></th>
<th>2016</th>
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<td>General Fund Balance - Surplus</td>
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<td>Total Revenue</td>
<td>$2,055,722.74</td>
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<td>$1,970,575.64</td>
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%
**Tuition Comparison 2019-2020 School Year**

Barre Central Vermont- $15,940.00

Hartford Regional Tech. Center- $19,100.00

Lyndon Institute- $17,490.00

Randolph Tech. Center- $17,925.00

River Valley Springfield- $14,514.00

St. Johnsbury Academy- $17,760.00

**Average In The Area:** $17,121.50

River Bend's Current- $13,750.00

**Information from Vt. AOE Website**
## Secondary FTE Calculations by Center Frozen 12/06/19

Includes out-of-state students

<table>
<thead>
<tr>
<th>Center Name</th>
<th>Semester 2 2017</th>
<th>Semester 1 2018</th>
<th>Semester 2 2018</th>
<th>Semester 1 2019</th>
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<td>246 142.00</td>
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<td>200 200.00</td>
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### Center Totals

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*Monday, December 16, 2019*
MEETING: Oxbow Unified Union School District Board  
DATE: Wednesday, February 5, 2020  
TIME: 6:00 PM  
PLACE: OHS library

Board members: Danielle Corti, Melissa Gordon  
Administrators: Bruce Williams, Jean Wheeler, Marla Ianello, Brian Emerson, Kate Paxton, Keith Merrick  
Public: Ted Pogacar, Amy Hayward, Lance Mills

CALL TO ORDER
Welcome
- D. Corti called the meeting to order at 6:04 PM, noting the lack of a quorum, therefore no action will be taken at the meeting.

Board Business
- Agenda Review
Remove Executive Session. Approval of the 1/15/20 meeting minutes will be added to the Feb 19 meeting agenda.
- No contracts
- Correspondence
  - The Low-St. John Forest grant form requires a signature. Will be added to the Feb 19 agenda.
  - An anonymous letter was received expressing concern with how the Mr. Emerson situation was handled.

Public Comment, 6:07
  No public comment.

Budget, 6:07
K. Merrick distributed the attached drafted proposed FY2021 budgets.
- It may be possible to increase the equalized pupil from $668 to $676. This has not been finalized yet. Page 2 of the attached drafts was prepared using the $676 rate at the 6.4% Common Level Approval increased tax rate.
- Special Education revenue is down.
- Meals are still under discussion and are not on this draft.
- $22,000 under transportation in the BES budget for a late bus will be removed after the discussion prompted several issues that require further consideration:
  - Late buses could accommodate BES and OHS students, but that would add transportation expenses to the OHS budget.
  - Would a late bus exclude Orange and Waits River students?
  - If NES were to contemplate a late bus, it may be more expensive than $22,000 because of the larger geographic area.
  - M. Gordon would like a comprehensive discussion about a possible late bus before the expenses are added to the budget.
- K. Merrick will confirm if the $48,128 in the School Board and Treasurer line encompasses audit fees, board stipends, Fidelity bond insurance policy.
• Food service deficit has to stay in food services. The net of the general fund surplus and deficits does not include food service.
  o M. Gordon suggested a separate article that represents just the food service deficit.
• The estimated State Education Spending is $76,026. Surplus is applied to the number, which increases school spending.
• In Newbury, the tax rate is 1.6526, a 6.1% increase.
• The subtotal adjusted Education Spending per Equalized Pupil for River Bend: $16,814. For OUUSD: $18,273.
• All benefits are aggregated in one number.
• B. Williams looked into the trust fund numbers and asked if it might be worth considering using some of the unrestricted funds. There are not many unrestricted funds, but the library fund may be an option.
• M. Gordon asked for a budget format that highlights changes and increases.
• M. Gordon thanked the budget committee, principals, Keith, and Lori Blood for their hard work on the budget.
• The budget committee will meet again next week.

BES budget discussion
• .5 behavior support position and .5 math interventionist additions to the budget.
  o Student behavior has been a major concern and BES has tried a few behavior programs and undergone several behavior expectations discussions.
  o The staff is optimistic about the benefits and improvements already made since January, when the .5 behavior support position was added.
• Increase pre-K program from 3 to 5 mornings a week.
• Most increases in the budget are out of their control: OESU assessment, special education, and E91 compliance numbers are all up. Increases have not been made where they are needed and wanted: professional development, facilities upgrade to security systems, and general infrastructure needs.
• K. Paxton would like further clarification, itemization of the OESU assessment and an explanation of the Special Education revenue and expenses, and the ADM.
  o K. Merrick says the assessment formula is: minus what is reimbursed is net.

OHS budget discussion
• .5 IT position added to the budget. Presently using Systems Plus for IT issues.
• CFP funds will not be confirmed until July 1. Not adding an additional interventionist to the budget at this time.
• French and Drivers Ed teachers are staying in the budget.
• An 8th grade math teacher is needed. Is there a possibility the 8th graders could take math with the Waits River 8th grade math teacher?
• An athletic trainer is not in the budget.
• One $28,000 custodian position will be removed from the budget.
• The student activities line includes athletics.
• $1000 was added to each grade for instruction materials and project supplies.
• The clinical behavior position is shared with BES and NES.
• An academic interventionist is needed. If the position was shared with BES and NES, that would help students transition between elementary and middle school.
Academic interventionist discussion
An academic interventionist would assist with students in need of individual instruction who are presently being mainstreamed with the rest of their class when they are not achieving the standards of their grade level. They don’t qualify for Special Education and they are not behaviorally problematic, but these students would benefit greatly from individual instruction.
  o B. Emerson and T. Pogacar agree that literacy needs are extensive. Students are entering middle school with reading skills significantly lower than their grade level.
  o M. Gordon agrees it would be ideal to have an interventionist cover grades 5-8 so students are academically ready to advance with their class.

Adjournment, 8:00
M. Gordon made a MOTION to adjourn. D. Corti seconded. ALL VOTED IN FAVOR.

Respectfully Submitted,

Barbara Briggs
Oxbow Unified Union School District

CODE E21  Distribution of Non-School Sponsored Literature in the Schools
(Recommended)

Date Warned:  02-19-2020
Date Adopted:
Date Revised:
Date Reviewed:

Policy

Option A - for school districts that do not allow any distribution of non-school literature:
The Oxbow Unified Union School District does not allow any distribution of non-school sponsored literature on school grounds or at school events by community members or district employees acting in their own behalf or on behalf of a community group.

Non-school sponsored literature means any printed, written, or electronic materials prepared by non-school organizations, groups or individuals for posting or general distribution that are not prepared as a part of the curricular or approved extracurricular programs of the district. This includes such things as fliers, invitations, announcements, pamphlets, posters, photographs, pictures, films, audio recordings, digital media recordings, and electronic messages.

Distribution means handing non-school sponsored literature to others on school property or during school-sponsored events; posting on school property such as walls, bulletin boards, and district web-sites; placing upon desks, tables, on or in lockers; making available in principal’s office; or engaging in any other manner of delivery of non-school sponsored literature to others while on school property or during school functions.

Option B - for school districts that allow distribution of non-school literature:
It is the policy of the Oxbow Unified Union School District to allow limited distribution of non-school sponsored literature on school grounds or at school events by community members or district employees acting in their own behalf or on behalf of a community group. Accordingly, the superintendent may permit the distribution of non-school sponsored literature without discrimination as to the viewpoint of the literature in accordance with this policy.

Non-school sponsored literature means any printed, written, or electronic materials prepared by non-school organizations, groups or individuals for posting or general distribution that are not prepared as a part of the curricular or approved extracurricular programs of the district. It also includes materials prepared by school district employees acting in their own behalf or on behalf of a community group. Non-school sponsored materials includes such things as fliers, invitations, announcements, pamphlets, posters, photographs, pictures, films, audio recordings, digital media recordings, and electronic messages.
Distribution means handing non-school literature to others on school property or during school-sponsored events; posting on school property such as walls, bulletin boards, and district web-sites; placing upon desks, tables, on or in lockers; making available in principal's office; or engaging in any other manner of delivery of non-school sponsored literature to others while on school property or during school functions.

This policy prohibits the distribution of literature that:
   a) Is libelous, defamatory, obscene, lewd, vulgar, or profane;
   b) Violates federal, state or local laws;
   c) Advocates the use or availability of any substance or material that may reasonably be believed to constitute a direct and substantial danger to the health or welfare of students, such as tobacco, alcohol or illegal drugs;
   d) Incites violence;
   e) Interferes with or advocates interference with the rights of any individual or the orderly operation of the schools and their programs;
   f) Is primarily of a commercial nature, including but not limited to all material that primarily seeks to advertise for sale products or services; or
   g) Whose primary purpose is fundraising.

All non-school sponsored literature intended for distribution on school property or at school-sponsored events shall be submitted to the superintendent/principal for prior review as to the following:
   a) to confirm that the literature includes the name of the person or organization sponsoring the distribution, and that there is no implication that the literature is endorsed by the school district, and
   b) to confirm that the literature does not fail in one of the prohibited categories listed above.

Prior review of literature is not required when the non-school sponsored literature is distributed by an attendee to other attendees at a meeting intended for adults held after school hours.

The superintendent may place reasonable time, place, and manner restrictions on the distribution of non-school sponsored literature.

Non-school sponsored literature may not be used during instructional time or school-sponsored activities unless it is of educational value to the school program, benefits district students or the school community, and is factually accurate.

Notwithstanding anything in this policy, the school district may adopt more restrictive rules for signs or messages on school property that bears the school imprimatur due to their location. For example, the school district may restrict the content of messages on advertising displayed on baseball field fences or brick pavers in walkways if advertising space is sold in those locations to raise money for the school district. Selling advertising in that way does not create a public forum in those locations.
Oxbow Unified Union School District

CODE E20 Community Use of School Facilities
(Recommended)

Date Warned: 02-19-2020
Date Adopted: 
Date Revised: 
Date Reviewed: 

Policy

While the primary purpose of the school facilities is to educate students within this district, the school board recognizes that the facilities are a valuable community resource. Accordingly, the Superintendent may make school facilities available to individuals and community group without discrimination in accordance with this policy, provided the facilities are preserved for regular school activities.

Individuals and groups may use school facilities for the following purposes:

A. Meetings by parent-teacher organizations and school booster organizations whose purpose is to support the operations of the schools and the school district;
B. Meetings by employees’ professional organizations comprised of school district employees;
C. Instruction in any branch of education, learning, and the arts;
D. Social, civic and recreational meetings, and entertainment, provided the events are open to the public;
E. Civic forums and community centers, provided the events are open to the public;
F. Recreation, physical training and athletics, including competitive athletic contests for children and adults;
G. Private academic tutoring or music lessons;
H. Child care programs;
I. Meetings, entertainment and occasions where admission fees are charged, when the proceeds are to be spent for an educational or charitable purpose, and the events are open to the public.

The superintendent may deny an application for use of facilities or terminate an individual or group’s use for:

A. Uses that are likely to cause a material and substantial disruption to school operations;
B. Events and meetings promoting or sponsored by a political party;
C. Political campaign events by someone running for office;
D. Uses that interfere with school district maintenance and repair of facilities;
E. Uses that could damage special equipment in the facilities;
F. Uses that could reasonably be expected to or actually do give rise to a riot or public disturbance;
G. Events or meetings of private for-profit entities;
H. Events at which fees are charged for profit;
I. Uses where alcoholic beverages or unlawful drugs are sold, distributed, consumed, promoted or possessed; and
J. Uses prohibited by law.

The Boy Scouts of America, Big Sisters of America, Boys and Girls Clubs of America, Future Farmers of America, Girl Scouts of America, Little League Baseball, Inc. and any other group intended to serve youth under the age of 21 listed in Title 36 of the U.S. Code may use school facilities upon payment of suitable fees and costs according to the district fee schedule.

The superintendent may place reasonable time, place, and manner restrictions on the use of facilities.

The superintendent shall set a fee schedule and shall administer it in a manner that does not discriminate based on viewpoint. All users shall be required to demonstrate adequate insurance coverage and shall agree to hold the district harmless from any and all liability resulting from their use of the facilities. All users shall be required to make clear in all announcements and publicity that their events and activities are not sponsored by the school district.

The superintendent may allow individuals and groups to use special equipment, such as audiovisual equipment, provided that the group uses an operator of the equipment who is approved by the superintendent.