

**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD AGENDA
Lebanon School District Office
485 S. 5th St. Lebanon, OR 97355
December 10, 2015**

5:30 p.m. - EXECUTIVE SESSION UNDER: ORS 192.660 (2)(d) – *To conduct deliberations with persons designated by the governing body to carry on labor negotiations. Since 1997, labor negotiations between the board and union have been held in open session unless both parties agree to executive sessions.*

A. CALL TO ORDER/WELCOME/FLAG SALUTE– 6:00 p.m. District Office Board Room

Liz Alperin
Richard Borden
Jerry Williams
Michael Martin
Russ McUne

B. AUDIENCE COMMENTS

This is a time for citizens to address the Board. The Chair will recognize speaker(s) at the designated time. All speakers should identify themselves and state their name before speaking. Speakers are asked to write their name, address, and phone number. Each speaker will be allowed 3 minutes.

C. GOOD NEWS

1. **Report:** Lebanon Foundation Mini Grant/Deanna Chambers
2. **Report:** Homeless Program/Roseanne Hartness (Enclosure C-2)

D. PURSUING EXCELLENCE

1. **Report:** Lacombe School Improvement Plan/Tim Geoghegan
2. **Report:** Seven Oak School Improvement Plan and Climate Committee Report (Enclosures D-2)

E. GENERAL BUSINESS

1. **Action:** Approve 2nd Reading of Board Policies: (Enclosures E-1)
 - EBCB – Emergency Drills and Instruction
 - EBC/EBCA – Emergency Procedures and Disaster Plans
 - EFA – Local Wellness Program
 - EFA-AR – Local Wellness Program
 - EFAA-AR-Reimbursable Meal Programs
 - JFCF – Harassment/Intimidation/Bullying/Cyberbullying/Teen Dating Violence/Domestic Violence
 - KL – Public Complaints
2. **Information Only:** Policy Revision (Enclosure E-2)
 - CC-AR (1) – Organization Chart
 - CC-AR (2) – Organization Chart
3. **Action:** OSBA Board Elections (Enclosure E-3)
 - OSBA Legislative Policy Committee election
 - OSBA Board of Directors
4. **Report:** Sand Ridge Charter School Annual Report (Enclosure E-4)
5. **Report:** K-6; 7-8 Reconfiguration Timeline (Enclosure E-5)
6. **Action:** Administrator & Confidential Compensation and Working Conditions 2015-2017 Revision (Enclosure E-6)

F. FINANCE

1. **Report:** Financial Update (Enclosure F-1)

G. HUMAN RESOURCES

1. **Information:** Superintendent Evaluation (Enclosure G-1)

H. OPERATIONS

I. CONSENT AGENDA

1. **Action:** Approve November 5, 2015 Board Minutes (Enclosure I-1)

J. BOARD OF EDUCATION TIME/DISCUSSION

January 14, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
February 11, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
March 10, 2016	7:00 p.m./District Office Board Room	Special Board/Budget Meeting
April 14, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
April 14, 2016	7:00 p.m./District Office Board Room	Budget Committee Meeting #1
April 28, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
April 28, 2016	7:00 p.m./District Office Board Room	Budget Committee Meeting #2
May 12, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
May 12, 2016	7:00 p.m./District Office Board Room	Budget Committee Meeting #3
May 26, 2016	7:00 p.m./District Office Board Room	Public Budget Hearing & Special Board Meeting
June 9, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting

K. BOARD COMMUNICATION

L. SUPERINTENDENT COMMUNICATION

1. **Information:** Smarter Balance Notice (Enclosure L-1)

M. ADJOURN

The Lebanon Community School District Board of Directors welcomes you to our regular meeting. It is the Board's desire to hold an effective and efficient meeting to do the business of the District. In keeping with that objective the Board provides a place for AUDIENCE COMMENTS on each of its regular agendas. This is a time when you can provide statements or ask questions. The Board allows three minutes for each speaker. The following quote is instructive to the Board and its visitors.

"The Public Meetings Law is a public attendance law, not a public participation law. Under the Public Meetings Law, governing body meetings are open to the public except as otherwise provided by law. ORS 192.630 The right of public attendance guaranteed by the Public Meetings Law does not include the right to participate by public testimony or comment."

"Other statutes, rules, charters, ordinances, and bylaws outside the Public Meetings Law may require governing bodies to hear public testimony or comment on certain matters. But in the absence of such a requirement, a governing body may conduct a meeting without any public participation. Governing bodies voluntarily may allow limited public participation at their meetings."

Oregon Attorney General's Administrative Law Manual and Uniform and Model Rules of Procedure under the Administrative Procedures Act. Hardy Myers, Attorney General, March 27, 2000.

When you move, you should do the following:

- Contact the school district's local liaison for homeless education (see phone number on back) for help in enrolling your child in a new school or arranging for your child to continue in his or her former school. Contact the school and provide any information you think will assist the teachers in helping your child adjust to new circumstances.
- Ask the local liaison for homeless education, the shelter provider, or a social worker for assistance with

Your right to be treated fairly...

Your child can participate in all the same school activities as other children:

- Before- and after-school programs
- Counseling
- School breakfast and lunch
- Special education
- English Language Learner Programs
- Gifted programs
- School supplies

For additional information or if you have further questions, please contact:

Roseanne Hartness
Lebanon Community Liaison
(541) 259-8907

If you believe the educational rights of your child have been violated or your child has been discriminated against, you can file a complaint at the school through the Title X liaison.

**National Center for Homeless
Education toll-free help line:
(800) 308-2145**

Information for Students & Families Living in Transition



**McKinney-Vento
Homeless Education
Assistance Act**

Under the McKinney-Vento Homeless Education Assistance Act

YOU HAVE RIGHTS

If you are the parent or guardian of a school-aged child and are without permanent housing, your child has the right to go to school.

(Stewart B. McKinney Homeless Assistance Act, rev. '01)

If you don't know where you are going to live next, keeping your child in the same school for the school year may be the best thing you can do for your child's education and emotional security.

Homeless/Living in Transition: What does it mean?

- Someone who doesn't have a "fixed, regular, or adequate place to live," including crowding too many people in one apartment.
- Someone who is spending the night in a place not meant for sleeping (like a car or a condemned building).
- Someone who is staying at a temporary living place, such as a shelter.

What school should you choose? You have two choices:

- Keep your child in the school your child was attending before you lost housing (school of origin). Your child may continue at the school as long as you are homeless or until the end of the school year.
- Enroll your child in the school nearest the temporary place where you are currently staying.

Your children have the right to:

- Go to school, no matter where you live or how long you have lived there. They must be given access to the same public education, including preschool education provided to other children.
- Continue in the school they attended before you became homeless or the school they last attended, if that is your choice and is feasible. If a school sends your child to a school other than the one you request, the school must provide you with a written explanation and offer you the right to appeal the decision.
- Receive transportation to the school they attended before your family became homeless or the school they last attended, if you or a guardian request such transportation.
- Attend a school and participate in school programs with children who are not homeless. Children cannot be separated from the regular are homeless.
- Enroll in school without giving a permanent address. Schools cannot require proof of residency that might prevent or delay school enrollment.
- Enroll and attend classes while the school arranges for the transfer of school and immunization records or any other documents required for enrollment.
- Enroll and attend classes in the school of your choice even while the school and you seek to resolve a dispute over enrolling your child.
- Receive the same special programs and services, if needed, as provided to all other children served in these programs.
- Receive transportation to school and to school programs.

What records does the school need about my children?

- School records
- Birth certificate
- Immunization records
- Emergency medication & physician authorization (for students with life threatening conditions)

The school must **immediately** enroll your child even if you can't produce the records they need right away.

Proof of residency is not required for enrollments of homeless children. However the school will need an address or some way to contact you. Records will help schools better serve both you and your child.

Tips for working with the school:

Ask to speak with the district's Title X Liaison if you have difficulty enrolling your child. If you are going to enroll a child in a new school, it will be helpful to bring along a letter from the shelter where you are staying, on the shelter's letterhead, stating that your child is staying there. If you are staying with relatives or in a motel, bring a letter from your relatives or social worker stating where you and your child are staying.

Your Responsibilities:

If you are transferring your child, enroll your child in the new school right away.

- Ask the school for transportation if needed.
- Ask if special tutoring or counseling is available to help make up for lost school time.
- Be sure your child attends school every day.
- Meet with your child's teacher regularly to make sure your child is getting every appropriate program.

2014-2015 KIDS IN NEED PROGRAM REVENUE & EXPENDITURES

Object	Debit	Credit	
243.0000.1920.000.000.532	1920 Total	\$0.00	(\$6,811.58)
243.2110.0410.300.000.532	410 Total	\$6,787.63	(\$14.68)
	Grand Total	\$6,787.63	(\$6,826.26) (\$38.63)
			2014-15 Balance

Note: Balance in red (\$\$\$) means a positive balance

Spent

Brought in

DETAILED PROJECT BUDGET

- This detailed budget should reflect the total amount to be expended for each line item over the term of the grant, including other budget items involved in the project but not covered by or requested from the Siletz Tribal Charitable Contribution Fund.
- Written cost estimates/quotes from vendors, retailers or contractors must be attached for items requested from STCCF only.
- Totals for ALL columns and rows are calculated from information provided. TOTALS in two below rows must equal.

Budget Items	Requested STCCF Fund	Applicant's Share		Total Cost
(Include quantities and cost per item)		Secured	Proposed	
school clothes	1,200.00	2,000.00	200.00	3,400.00
back packs		300.00		300.00
computer flas drives		100.00		100.00
food purchase	100.00		200.00	300.00
gas cards	200.00			200.00
calculators	100.00	200.00		300.00
various school supplies	500.00		300.00	800.00
notebooks			150.00	150.00
student toiletries	75.00		150.00	225.00
after school activities	200.00			200.00
know your community activity	100.00			100.00
				0.00
				0.00
				0.00
				0.00
				0.00
Total from above:	2,475.00	2,600.00	1,000.00	6,075.00
Total from Proposed Budget :	2,475.00	2,200.00	1,400.00	6,075.00

IF THE ABOVE TWO ROW TOTALS DO NOT MATCH - CHECK BUDGET AMOUNTS ON PAGE 5.

Budget

Transportation - \$6,500

Clothing/shoes - \$5,000

Toiletries ----- \$1,500

B&G Club membership - \$1,000

ID \$500

School Supplies - \$3,000

Tutoring \$1,000

SOK AVID FIVE YEAR PLAN

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Planners	Train/Implement		Maintain/Refine		
Binders		Train/Implement	Maintain/Refine		
Cornell Notes	Train/Implement		Maintain/Refine		
Critical Reading			Train/Implement		Maintain/Refine
Interactive Notebooks			Train/Implement		Maintain/Refine
Philosophical Chairs/Socratic Seminars				Train/Implement	
Brief Constructed Response				Train/Implement	
Student Recruitment Plan	<u>AVID Electives</u> 1 – 8 th Grade 1 – 7 th Grade	<u>AVID Electives</u> 1 – 8 th Grade 1 – 7 th Grade 1 – 7 th /8 th Grade	<u>AVID Electives</u> 1 – 8 th Grade 1 – 7 th Grade 1 – 7 th /8 th Grade 1 – 6 th Grade	Maintain/Refine	

Updated
12.2.15

FROM THE PRINCIPAL

Dear Parents and Community Members,

In the 2013-2014 school year, Seven Oak Middle School received an Overall State Rating of Level 4. This means our students are performing about as well on standards as 70% of other Oregon middle schools. Key Academic Highlights: 65.6% met/exceeded standards for reading and 68.5% met/exceeded standards for mathematics (up from 64.7 in 2012-2013). Seven Oak received a Level 5 score for academic growth!

In the 2014-15, Seven Oak School along with the other schools in the state of Oregon participated in the Smarter Balanced Assessment. This first year's data will help us to develop a new baseline for our school performance. We will use this information to help on our continuous path of school growth and improvement.

This year we will continue to provide extra instruction as needed in language arts and mathematics. This program's prior results have shown the support resource was beneficial, so we continue offering these support classes as well as advanced coursework in mathematics, language arts and social studies. Seven Oak believes in the benefits of fitness, offering year long physical

education courses. We also believe in providing options for students to explore their educational interests with electives in art, science, publications, and leadership.

We are in our 3rd year of implementation of AVID at Seven Oak Middle School. AVID is a college readiness system that has been proven to increase rigor and achievement for all students. Through our work with the Common Core State Standards we promise to continue to deliver the same excellence you have come to expect from us.

Family's you can help by reviewing your student's assignments and grades online, monitoring your student's homework, checking his/her planner daily, attending parent-teacher conferences, and volunteering. We welcome your partnership and we look forward to partnering with you over this coming year to make sure all of our students reach their potential.

Thank you,

Principal | Wayne Raposa

SCHOOL PROFILE

ENROLLMENT 2014-15 498

MEDIAN CLASS SIZE	School	Oregon
English Language Arts	25.0	24.0
Mathematics	26.0	24.0
Science	23.5	26.0
Social Studies	24.0	26.0
Self-Contained	20.0	25.0

* is displayed when the data must be suppressed to protect student confidentiality.

SELECTED DEMOGRAPHICS

Economically Disadvantaged	59%
Students with Disabilities	20%
English Learners	7%
Different Languages Spoken	8
Regular Attenders	77.1%
Mobile Students	24.0%

STUDENTS

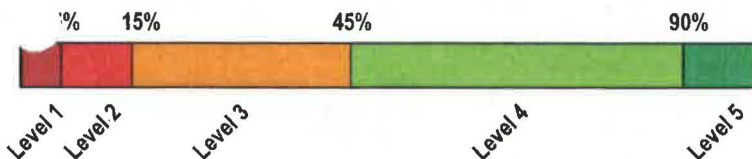
American Indian/Alaska Native, 1%
Asian, 2%
Black/African American, 0%
Hispanic/Latino, 13%
Multi-Racial, 4%
Native Hawaiian/Pacific Islander, 1%
White, 80%

0% 20% 40% 60% 80% 100%

OVERALL SCHOOL RATING HOW ARE STUDENTS AT THIS SCHOOL PERFORMING COMPARED TO THOSE AT OTHER SCHOOLS?

The overall school rating is intended to summarize this school's particular successes and challenges. It is based on a combination of up to five factors. Three of these factors come from standardized test scores in reading and math: student achievement, student growth, and the growth of underserved subgroups. Please note that this rating is based mainly on high-stakes testing and, accordingly, doesn't represent a complete view of your school's performance. Other aspects of this report card are designed to put this rating in the proper context.

The U. S. Department of Education has given the State of Oregon approval to temporarily suspend the assignment of school ratings during the transition from the Oregon Assessment of Knowledge and Skills (OAKS) to the new college and career readiness assessments. Schools will not receive an overall school rating on this report card and will receive a new overall school rating on the 2015-16 school report cards.



Below Average About Average Above Average
(Enclosure D-2)

PROGRESS ARE STUDENTS MAKING ADEQUATE GAINS OVER TIME?

SCHOOL PERFORMANCE

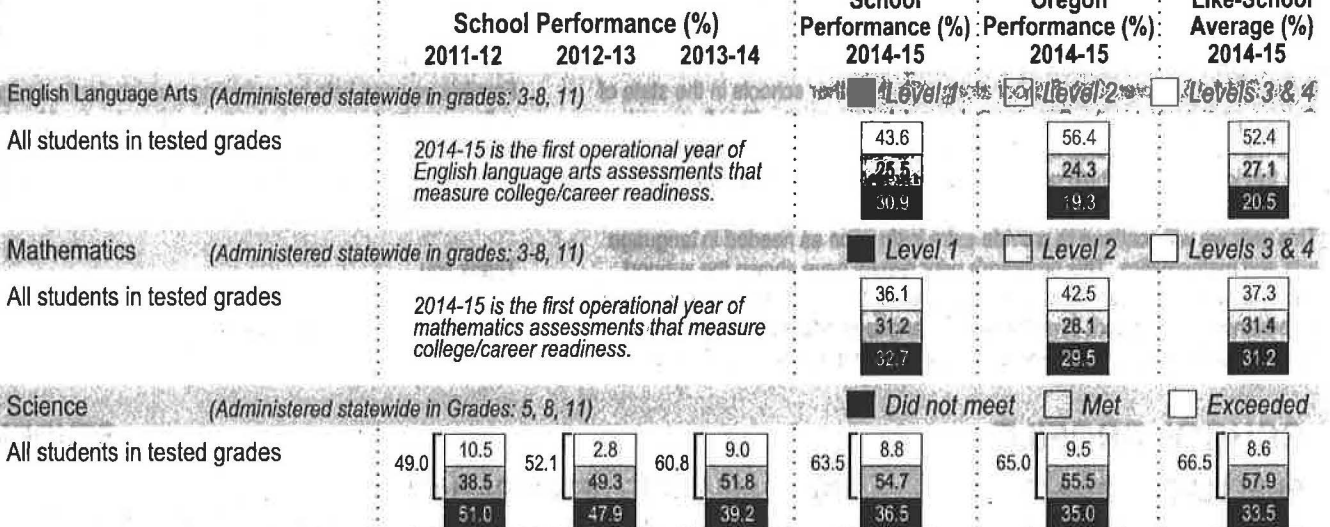
Performance of students enrolled in the school for a full academic year

Did at least 95% of the students at this school take required assessments? ☒ Yes ☐ No, Interpret Results with Caution

Participation rate criteria are in place to ensure schools test all eligible students.

The Smarter Balanced and alternate assessments have four performance levels where levels 3 and 4 are meeting the standard for school and district accountability.

See report cards from previous years to view historical OAKS performance data.



Visit www.ode.state.or.us/go/data for additional assessment results.

Note: a "*" is displayed when data are unavailable or to protect student confidentiality.

OUTCOMES FOR KEY STUDENT GROUPS AT THIS SCHOOL COMPARED TO THE SAME GROUPS STATEWIDE

STUDENT GROUP OUTCOMES

	School Performance (%)	Oregon Performance (%)	Like-School Average (%)		School Performance (%)	Oregon Performance (%)	Like-School Average (%)		School Performance (%)	Oregon Performance (%)	Like-School Average (%)
Economically Disadvantaged				American Indian/Alaska Native				Native Hawaiian/Pacific Islander			
Eng. Lang. Arts	36.1	43.8	44.7	Eng. Lang. Arts	*	37.8	43.8	Eng. Lang. Arts	*	44.8	65.2
Mathematics	26.6	29.4	29.1	Mathematics	*	25.3	25.5	Mathematics	*	31.1	45.5
Science	54.7	53.8	59.0	Science	*	50.2	56.4	Science	*	43.7	55.6
English Learners				Asian/Pacific Islander				White			
Eng. Lang. Arts	33.3	37.1	33.2	Eng. Lang. Arts	50.0	74.8	64.7	Eng. Lang. Arts	45.2	62.1	54.2
Mathematics	30.3	25.6	19.5	Mathematics	62.5	69.1	60.0	Mathematics	37.4	47.8	39.5
Science	44.4	40.9	39.7	Science	*	72.3	91.4	Science	68.7	72.7	69.7
Students with Disabilities				Black/African American				Female			
Eng. Lang. Arts	11.3	19.5	14.4	Eng. Lang. Arts	*	37.2	43.3	Eng. Lang. Arts	48.6	63.5	60.4
Mathematics	11.1	14.5	9.9	Mathematics	*	22.2	22.0	Mathematics	38.8	43.3	38.4
Science	31.6	31.7	25.1	Science	*	36.5	44.4	Science	66.2	63.8	66.0
Migrant				Hispanic/Latino				Male			
Eng. Lang. Arts	*	32.3	37.5	Eng. Lang. Arts	32.1	39.5	42.0	Eng. Lang. Arts	38.9	49.7	44.7
Mathematics	*	19.4	12.5	Mathematics	23.6	25.3	24.6	Mathematics	33.5	41.7	36.4
Science	*	36.7	31.3	Science	23.1	45.3	50.8	Science	60.9	66.0	66.0
Talented and Gifted				Multi-Racial							
Eng. Lang. Arts	91.2	96.1	>95	Eng. Lang. Arts	35.7	60.9	49.9	Note: a "*" is displayed when data are unavailable or to protect student confidentiality.			
Mathematics	72.7	94.1	93.1	Mathematics	28.6	45.9	35.4				
Science	>95	97.2	>95	Science	*	67.5	59.2				

CURRICULUM & LEARNING ENVIRONMENT WHAT IS THIS SCHOOL DOING TO IMPROVE STUDENT LEARNING AND TO PREPARE STUDENTS FOR THE FUTURE?

SCHOOL READINESS

Daily Breakfast Program
Peer Mentor Program
School Counselor
Wellness Courses for all students

ACADEMIC SUPPORT

Learning Resource Centers
Life skills Class
ELL Support Class
Mathematics "Plus/Boost" Classes
Language Arts "Plus/Boost" Classes
AVID college readiness program

ACADEMIC ENRICHMENT

Algebra
Advanced Math
Advanced Language Arts
Advanced Social Studies
Applied Science
AVID college readiness program
Band, Choir and Guitar
Art
Technology

CAREER & TECHNICAL EDUCATION

Health Career Ladder with Western University
(STEM)
Peer Tutor

EXTRA- CURRICULAR ACTIVITIES/ AFTER SCHOOL PROGRAMS

Yearbook
Leadership/Student Council
Oregon Battle of the Books
Science Olympiad

Data and information in the Curriculum and Learning Environment section were provided by local schools and districts, and were not verified by the Oregon Department of Education.

Seven Oak Middle School
School Board Presentation Agenda

- Welcome/Intro
- Band Performance: 7-10 min
 - 3 - Small group performances
- Student Leadership: 5 min
 - Students Leaders Share: What I appreciate about SOK
- New Art Program - Steven Hoke Art Teacher: 5 min
 - What is happening this year
 - Ideas as for the future
- Q & A Session: 3-5 min

Supplemental Documents:

- School Improvement Plan:
 - PBIS
 - Math
 - Language Arts
- AVID
 - 5 Year Plan
 - Site Team Plan
- ODE
 - Report Card

AVID Site Team Plan



AVID's mission is to close the achievement gap by preparing all students for college readiness and success in a global society.

State	Oregon
County	Linn
District	Lebanon Community School District
Site	Seven Oak
Principal	Wayne Reposa
Date	9.25.15
School Year	2015-2016

Site Information

Name: Seven Oak Middle School

Address: 550 Cascades Dr.

City, State, ZIP: Lebanon, OR 97355

AVID Information

Elementary

Site Principal: _____

Number of AVID _____

Elementary Classes: _____

Grade Levels _____

Implementing: _____

Date First _____

Implemented: _____

Secondary

Coordinator: Cassie Medina

Administrator: Wayne Reposa

Number of AVID _____

Elective Sections: 3

Date First _____

Implemented: 2013

Support Needs

Our needs for immediate/ongoing support include:

(Enclosure D-2)

Site Plan Prepared By:

(Name and Title/Role)

Cassie Medina/AVID Coordinator

Wayne Reposa/Administrator

Jordon Ford/Vice Administrator

Eric Broderick/Site Team Teacher

Chad Moore/Site Team Teacher

Aaron Mason/Site Team Teacher

Jenn Scott/Site Team Teacher

Laura Archer/Site Team Teacher

Jeff Bennett/Site Team Teacher

X

AVID Coordinator

X

Administrator/Designee

X

District Director

(Enclosure D-2)

AVID Site Team Plan



Essential Number: 5

Experienced Sites: Is this recommended in your CSS? ☐ Yes ☒ No

AVID Level of Use: ☐ Not AVID (0) ☐ Meets Certification (1) ☒ Routine Use (2) ☐ Institutionalization (3)

Objective: As we move towards schoolwide implementation, it is our desire that every student utilize the organizational strategies that are outlined for the AVID Binder.

Outcome	Action	Timeline	Evaluation
What do we want to achieve with each implementing grade level?	How will we make it happen? What expenditures are necessary? Who else needs to be involved (individuals/committees)? Who will take responsibility to see that this is accomplished? What is the relationship to district plans? What is the relationship to vertical alignment of Elementary, MS, and HS curriculum in our district?	When will we complete this? What will be the benchmark?	What evidence will we have to demonstrate our success?
--We want to ensure that our students learn how to effectively organize their binders. --Additionally, we want our students to understand the rationale behind the organizational system.	--Teachers will assist in the set-up of the binders during the first few weeks of school. --Binder Checks will be completed at least once a month during Spartan class time. --Binder Repair Kits will be created and given to each classroom teacher. --Binders/Divider Tabs will be available for purchase through the AVID Coordinator or the front office throughout the school year.	--Binders will be set up by the end of September 2015. --Monthly binder checks will begin in October 2015. --In order to claim successful schoolwide implementation, 85% of our student population must pass binder checks by December 2015.	

Complete the first three columns as you plan. Complete the last column as you gather evidence throughout the school year.

AVID Site Team Plan



Essential Number: 5

Experienced Sites: Is this recommended in your CSS? ☐ Yes ☒ No

AVID Level of Use: ☐ Not AVID (0) ☐ Meets Certification (1) ☒ Routine Use (2) ☐ Institutionalization (3)

Objective: As we move toward schoolwide implementation, it is our desire that every student utilize the organizational strategy of a planner.

Outcome	Action	Timeline	Evaluation
What do we want to achieve with each implementing grade level?	How will we make it happen? What expenditures are necessary? Who else needs to be involved (individuals/committees)? Who will take responsibility to see that this is accomplished? What is the relationship to district plans? What is the relationship to vertical alignment of Elementary, MS, and HS curriculum in our district?	When will we complete this? What will be the benchmark?	What evidence will we have to demonstrate our success?
--We want to ensure that students learn how to effectively utilize their planner. --We want to ensure that teachers understand strategies to communicate planner information in a successful manner.	--Planners will be provided as part of the registration process/packet upon enrollment at Seven Oak. --Planner checks will be conducted by-weekly beginning in October. --Teachers will establish planner completion routines by the end of September 2015. --Additional planners will be available for purchase through the front office throughout the school year.	--Planners and planner routines will be established in all classes by the end of September 2015. --Bi-weekly planner checks during Spartan class will begin in October 2015. --In order to claim successful schoolwide implementation, 85% of our student population must pass planner checks by December 2015.	

Complete the first three columns as you plan. Complete the last column as you gather evidence throughout the school year.

(Enclosure D-2)

AVID Site Team Plan



Essential Number: 5

Experienced Sites: Is this recommended in your CSS? ☐ Yes ☒ No

AVID Level of Use: ☐ Not AVID (0) ☐ Meets Certification (1) ☒ Routine Use (2) ☐ Institutionalization (3)

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Outcome	Action	Timeline	Evaluation
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(Enclosure D-2)

AVID Site Team Plan



Essential Number: _____

Experienced Sites: Is this recommended in your CSS? ☐ Yes ☐ No

AVID Level of Use: ☐ Not AVID (0) ☐ Meets Certification (1) ☐ Routine Use (2) ☐ Institutionalization (3)

Objective: _____

Outcome	Action	Timeline	Evaluation
What do we want to achieve with each implementing grade level?	How will we make it happen? What expenditures are necessary? Who else needs to be involved (individuals/committees)? Who will take responsibility to see that this is accomplished? What is the relationship to district plans? What is the relationship to vertical alignment of Elementary, MS, and HS curriculum in our district?	When will we complete this? What will be the benchmark?	What evidence will we have to demonstrate our success?

Complete the first three columns as you plan. Complete the last column as you gather evidence throughout the school year.

(Enclosure D-2)

SCHOOL IMPROVEMENT MATH GOAL

Seven Oak School 2015-16

2014-15 SBAC Performance	Level	Percent or Percentile	Growth Percentile	2015-16 Target	Level	Percent or Percentile	Growth Target
Academic Achievement	4-3 2 1	36.1% 31.2% 32.7%	N/A	Academic Achievement	4-3 2 1	46.1% 31.2% 22.7%	N/A
Subgroup Growth: Econ Disadvantage ELL SPED TAG Asian Hispanic/Latino	N/A N/A N/A N/A N/A N/A	26.6% 30.3% 11.1% 72.7% 62.5% 23.6%	N/A N/A N/A N/A N/A N/A	Subgroup Growth: Econ Disadvantage ELL SPED TAG Asian Hispanic/Latino	N/A N/A N/A N/A N/A N/A	36.6% 40.3% 21.1% 82.7% 62.5% 23.6%	N/A N/A N/A N/A N/A N/A

2015-16 MAP Performance		Benchmark Green Zone		Strategic Yellow Zone		Intensive Red Zone			Benchmark Target	Strategic Target	Intensive Target
Testing Periods/ Percentage Scores		F a i l	W i n	F a i l	W i n	F a i l	W i n		Goal - Diff +/-	Goal - Diff+/-	Goal - Diff+/-
6	Risk	48		27		25			53/	27/	20/
7	Risk	48		27		25			53/	27/	20/
8	Risk	68		16		16			73/	16/	11/

Goal: Continue to improve student performance through program evaluation and program improvements

Strategies	Timeline	Staff Responsible	Resources	Results	Next Steps
Action 1 Create - 8th grade Math Foundations Class (LHS pre-algebra Prep)	End of 1st Quarter	Snow- Reposa	MAPS Skills Navigator		
Action 2: Plus class student placement assessment and indicators	End of 1st Semester	Math Team 6-8	MAPS, Grades and Behavior indicators Office Scheduling		
Action 3: Plus/Boost class alignment: Align supports across grades to specific intervention to skill alignment	Ongoing 2015-16	Math Team	Skills Navigator Additional early release time.		
Action 4: Common Formative Assessment Create, align and share common assessments to improve student instructional support data	Completed by end of 2015-16 School Year	6-8 Math team and LHS Math Team	District Early Release Day once a month		
Action 5: Curriculum Adoption: Identify and adopt, comprehensive math program aligned 6-12	Ongoing 2015-16	6-8 Math team and LHS Math Team	Release time - as needed		

f
SPECIFIC MEASUREABLE ALIGNED RESULTS DRIVEN TIMELY

SCHOOL IMPROVEMENT LANGUAGE ARTS GOAL

Seven Oak School 2015-16

2014-15 SBAC Performance	Level	Percent or Percentile	Growth Percentile	2015-16 Target	Level	Percent or Percentile	Growth Target
Academic Achievement	4-3 2 1	43.6% 25.5% 30.9%	N/A	Academic Achievement	4-3 2 1	53.6% 25.5% 20.9%	N/A
Subgroup Growth:				Subgroup Growth:			
Econ Disadvantage	N/A	36.1%	N/A	Econ Disadvantage	N/A	46.1%	N/A
ELL	N/A	33.3%	N/A	ELL	N/A	43.3%	N/A
SPED	N/A	11.3%	N/A	SPED	N/A	21.3%	N/A
TAG	N/A	91.2%	N/A	TAG	N/A	96.2%	N/A
Asian	N/A	50.0%	N/A	Asian	N/A	55.0%	N/A
Hispanic/Latino	N/A	32.1%	N/A	Hispanic/Latino	N/A	42.1%	N/A

2015-16 MAP Performance	Benchmark Green Zone	Strategic Yellow Zone	Intensive Red Zone	Benchmark Target	Strategic Target	Intensive Target
Testing Periods/ Percentage score	F a l l	W i n	F a l l	W i n	Goal - Diff +/-	Goal - Diff +/-
Reading Comprehension						
6 Risk	69	16	15	74/	16/	10/
7 Risk	49	23	28	54/	23/	23/
8 Risk	60	17	23	65/	17/	18/
Language Usage						
6 Risk	60	17	23	65/	17/	18/
7 Risk	41	25	34	46/	25/	31/
8 Risk	58	17	25	63/	17/	25/

(Enclosure D-2)

Goal: Increase student Critical Reading and Writing Skills, through implementation of Adopted Curriculum, AVID skills and Plus class supports.

Strategies	Timeline	Staff Responsible	Resources	Results	Next Steps
Action 1: The Springboard curriculum has been implemented in ELA.	Regularly	Teachers	Springboard Curriculum		
Action 2: Staff will utilize 6-Minute Solutions fluency program on a DAILY basis in the boost classes.	Daily	Teachers	6 Minute Solutions Program		
Action 3: Daily journal writing, DBQs (8th grade), and DBQ preparation (7th grade) are utilized in Social Studies.	Daily	Teachers	The DBQ project		
Action 4: Students who are below grade level will be placed in a reading boost/support class.	Daily	Teachers	SBAC, OAKS data, easyCBM data, MAP data.		
Action 5: Plus classes will set goals and fill out reflection sheets utilizing MAPS.	Semester	Teachers	Reflection sheets		
Action 6: WICOR has been implemented in all classes to increase reading and writing skills.	Daily	Teachers	Writing, Inquiry, Collaboration, Organization, Reading		
Action 7: Incentives will be given to students who are proficient and students who are exemplary.	Late Winter	Teachers, Administration			

SPECIFIC

MEASUREABLE

ALIGNED

RESULTS DRIVEN

TIMELY

SCHOOL IMPROVEMENT BEHAVIOR (PBis) GOAL
Seven Oak Middle School 2015-16

	<i>Attendance 14-15</i> <i>G = > 90%</i> <i>Y = 85-90%</i> <i>R = < 85%</i>	<i>Behavior 14-15</i> <i>G = 0-1</i> <i>Y = 2-5</i> <i>R = >= 6</i>		<i>Attendance Target 15-16</i> <i>G = > 90%</i> <i>Y = 85-90%</i> <i>R = < 85%</i>	<i>Behavior Target 15-16</i> <i>G = 0-1</i> <i>Y = 2-5</i> <i>R = >= 6</i>
Green Zone	69.6%	58.73%		75%	70%
Yellow Zone	11.3%	16.12%		12.5%	17.5%
Red Zone	18.6%	25.14%		12.5%	12.5%

Progress Monitoring

	Attendance			Referrals			Suspensions			Plans		Gender		Age	
	G	Y	R	G	Y	R	In	Out	Exp	CIC O	Formal	Boys	Girls	K-5	6-8
Sept	84%	8%	8%	92%	6.6%	1%	19	11	1	1	0				1
Oct	79%	10%	11%	88%	7%	5%	29	19	0						
Nov	78%	10%	12%	82%	11%	7%	17	6	0	8					8
Dec															
Jan															
Feb															
March															
Apr															
May															

(Enclosure D-2)

[illegible]

Strategies	Timeline	Staff Responsible	Resources		Results	Next Steps
Action 1: PBIS data analyzed and shared monthly with all staff.	Monthly	Jordon Ali PBIS Team	SWiS data Attendance			
Action 2: Create Playground/Recess Handbook for all classified and students	November 24th	Susan & PBIS Team	Time to plan, also ask PBIS specialist for input			
Action 3: Increase Green Zone kids	By June 2016	PBIS Team, All staff	Stand Up Spartans, Student of the Month, Spartan of the Week, BULB, Optimist, in-class awards.			
Action 4: Reduce SW Defiance (our #1 reason for referrals)	January 2016	All Staff/ Homeroom teachers	Behavior specialist, create guidelines for supervision, role-play situations with ALL staff handling defiant behaviors. Reteach expected behaviors, and review them in homerooms. Use Spartan Speak and Handbook.			
Action 5: Teachers take accurate attendance-increase sub attendance-taking	Immediately	All Staff	Incentives for teachers who complete accurate attendance (names drawn randomly) Sub plans should reflect attendance			

			procedures and identify WHO takes attendance to office			
Action 6: PTC/Community Involvement around attendance	October 12th PTC mtg	Jordon, PTC	Ask for input/resources to promote attendance awareness from parent aspect			
Action 7: Incentives for attendance (Green, Yellow, and Red zone kids) Red Zone - Family Incentives	Weekly/monthly through June 2016	PBiS team, All staff, Nicole King	Publicize positive attendance at school and in local paper. Most improved attendance, 100% attendance award (weekly, monthly) Grade-level competitions. Nicole will be a resource for data.			

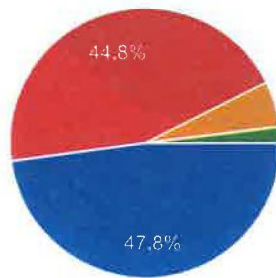
767 responses

[View all responses](#)[Publish analytics](#)

Summary

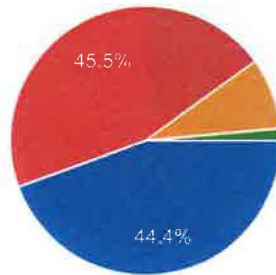
Please complete each statement by clicking one of the responses.

The information I receive from my child's school is timely and useful.



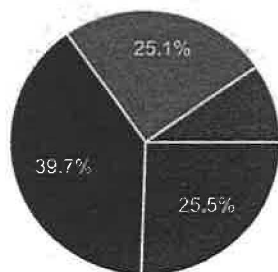
Strongly Agree	356	47.8%
Agree	333	44.8%
Disagree	41	5.5%
Strongly Disagree	14	1.9%

I am kept up-to-date about the progress my child is making in school.

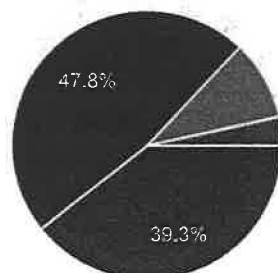


Strongly Agree	309	44.4%
Agree	317	45.5%
Disagree	60	8.6%
Strongly Disagree	10	1.4%

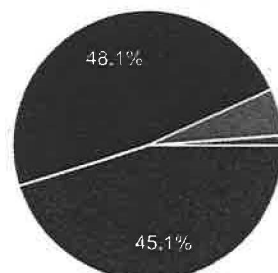
(Enclosure D-2)

I understand the Smarter Balanced Assessment and how the information is used by my child's school.

Strongly Agree	175	25.5%
Agree	272	39.7%
Disagree	172	25.1%
Strongly Disagree	66	9.6%

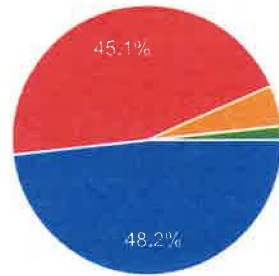
I am satisfied with the communication I receive from the administrator(s) at my child's school.

Strongly Agree	265	39.3%
Agree	322	47.8%
Disagree	64	9.5%
Strongly Disagree	23	3.4%

The staff at my child's school make decisions that are in the best interest of my child's growth and success.

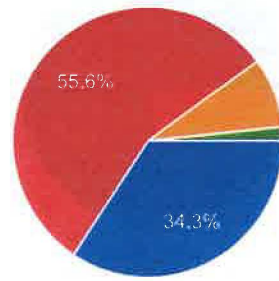
Strongly Agree	302	45.1%
Agree	322	48.1%
Disagree	38	5.7%
Strongly Disagree	8	1.2%

I know how to access information about my child's school.



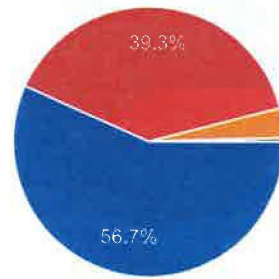
Strongly Agree	328	48.2%
Agree	307	45.1%
Disagree	34	5%
Strongly Disagree	11	1.6%

The school's website is updated, easy to navigate and helpful.



Strongly Agree	231	34.3%
Agree	375	55.6%
Disagree	57	8.5%
Strongly Disagree	11	1.6%

I feel welcome, safe and supported at my child's school.



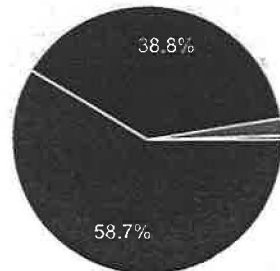
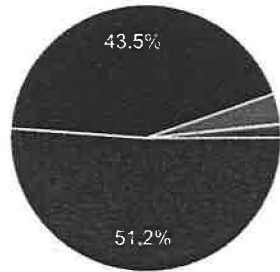
Strongly Agree	385	56.7%
Agree	267	39.3%
Disagree	24	3.5%
Strongly Disagree	3	0.4%

My child feels welcome, safe and supported at school.

Strongly Agree	348	51.2%
Agree	296	43.5%
Disagree	25	3.7%

(Enclosure D-2)

Strongly Disagree **11** 1.6%



I academically and behaviorally.

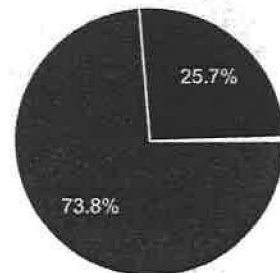
Strongly Agree **398** 58.7%

Agree **263** 38.8%

Disagree **14** 2.1%

Strongly Disagree **3** 0.4%

I know how to support my child to attend school regularly.



Strongly Agree **502** 73.8%

Agree **175** 25.7%

Disagree **1** 0.1%

Strongly Disagree **2** 0.3%

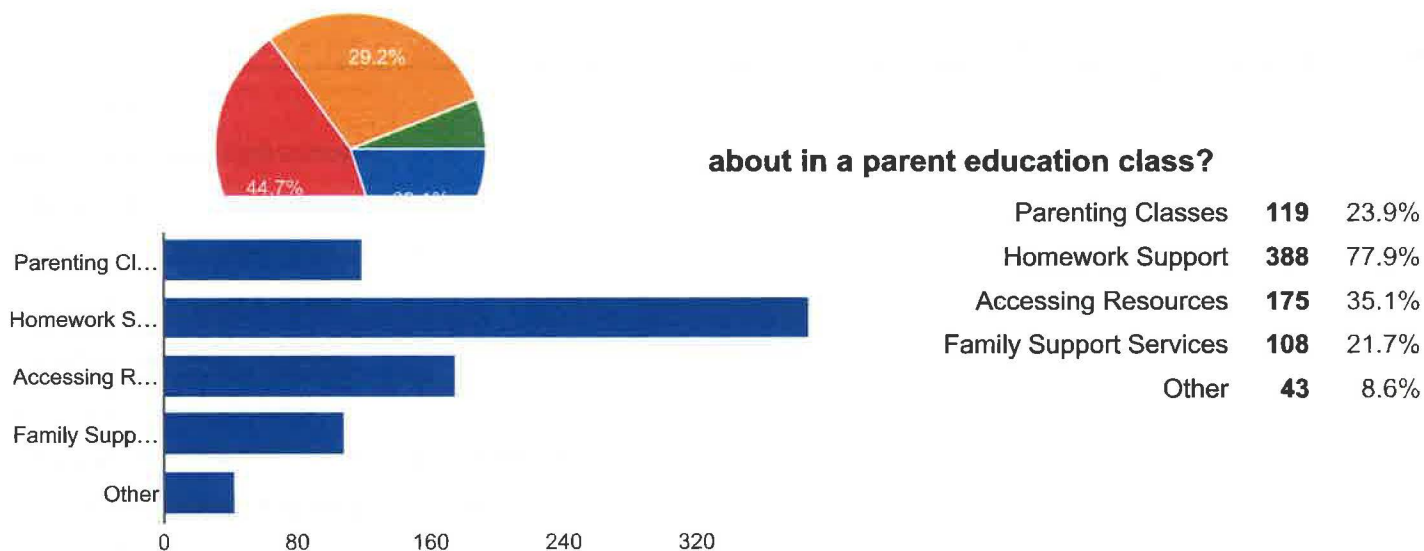
I would value a parent education class if one was offered by the district.

Strongly Agree **136** 20.1%

Agree **302** 44.7%

Disagree **197** 29.2%

Strongly Disagree **40** 5.9%



If you checked "Other" please indicate what support you are interested in.

n/a

none

fiance and relationship

it

[illegible]

mbb,bmbmbmbmbmbmbmbmb;b'h''';g'gg'g'v'g

Teacher assistance

ASD/special needs

social skills

math

none. if I wanted you to tell me how it be a parent would ask.

college app and scholarships

More meeting times regarding college applications and more communication from counselors.

pta ? why isnt there one?? why are there no fundraisers, field trips, music, or winter programs im confused as to why every other

(Enclosure D-2)

school in town has things like this yet green acres doesnt ??

Common Core Training

Common Core understanding

getting information on programs that will help him succeed in high school, and on through college.

College prep - the kids are doing stuff in LA but at home we don't know about it

how to protect your child from predators

None

3d printing

tutorial help

teacher ethics

what the coreiculum is for that year what the are reading and watching

all

volunteer options for kids

Common Core, specifically Math

How to be a Ninja

na

on his anger

What is the Smarter Balanced Assessment is.

involvement in choosing ciriculum for our district

All of these could be good.

teacher/parent accountabilty

collaborative problem solving

cursive

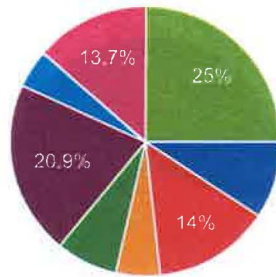
Martial Arts for Infants

college and continuing education

Not interested

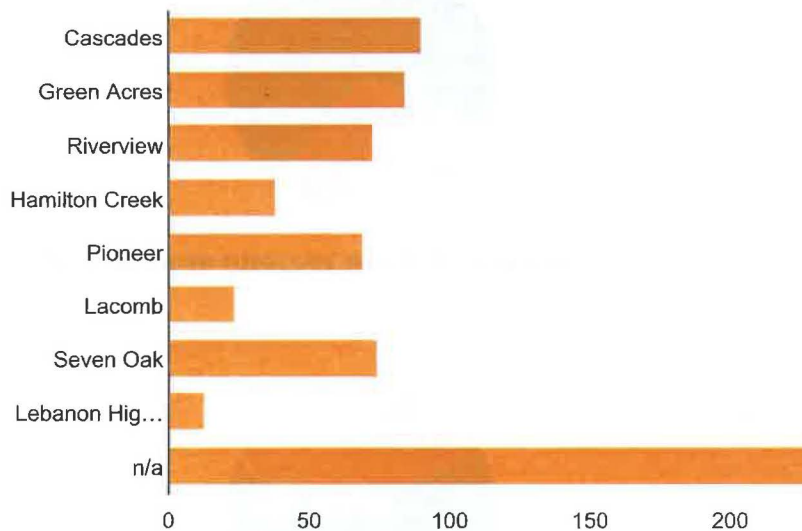
Demographics

I am completing this survey as a parent or guardian of a child who attends...



Cascades	62	9.3%
Green Acres	93	14%
Riverview	35	5.3%
Hamilton Creek	49	7.4%
Pioneer	139	20.9%
Lacomb	30	4.5%
Seven Oak	91	13.7%
Lebanon High School	166	25%

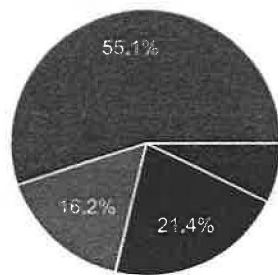
My child has also attended...



Cascades	90	15.4%
Green Acres	84	14.4%
Riverview	73	12.5%
Hamilton Creek	38	6.5%
Pioneer	69	11.8%
Lacomb	24	4.1%
Seven Oak	74	12.6%
Lebanon High School	13	2.2%
n/a	230	39.3%

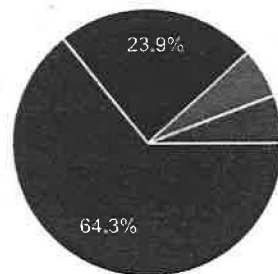
I have lived in Lebanon for...

(Enclosure D-2)



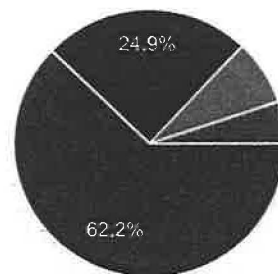
less than 1 year	49	7.3%
1-5 years	143	21.4%
5-10 years	108	16.2%
10 or more years	368	55.1%

I have reliable Internet access at home.



Strongly Agree	430	64.3%
Agree	160	23.9%
Disagree	40	6%
Strongly Disagree	39	5.8%

My child has access to a computer, laptop or tablet at home for school work.



Strongly Agree	418	62.2%
Agree	167	24.9%
Disagree	53	7.9%
Strongly Disagree	34	5.1%

OPTIONAL: Name

Mitchell Walton

Kris Lewis

Brandi Gaddis

Tim Faulconer

Nicolle Owings

Debbie Leckie

Natalie Jackson

Melissa

Emily Turan

Amanda Breshears

Megan Close-Schibig

jordan rankin

Mercedes Gilbert

Tiffany Bolton

Samantha Pfeider

Test...Only a Test

Sewell

computer and laptop

lyndon allydice

Emily Latimer

Eileen Parks

Gerson

becky thompson

Jody Sipos

toni davis

Lisa Medina

Tristan Wolf

Jennifer Herb

Walken Reid

jennifer

Mary Kyle

jennifer swindle

melissa

Lisa Medina-Brown

raevin

Brooke Dunaway

Anne Williams

Jeanetta Davis

Alan Owings

Matt Lorain

He has a laptop but no internet (too expensive)(

Danielle Hanni

Kimm Tryon

Liz Baer

melissa andoe

michelle odriscoll

Robyn Lindsey

mcintires

Michelle Presley

Ellen Kruger

Kirstin Helstrom

Jermey Harris

gfunk

k

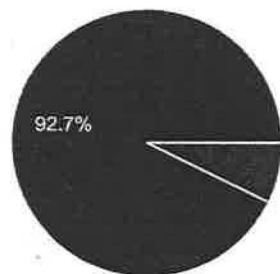
Joanna Purkerson

Mindi Lyon

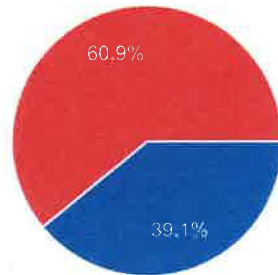
Pam Crane
Lisl maclaughlin-johnson
Heather Kenyon
Brenda Geoghegan
Sara Adams
Chelsi
Sophia Summerlin
Mylene Robinson
Rachel Lee
neil burroughs
melissa palma
Nicole Johnson
Ashley James
michelle fernandez
Steph Wunningham
Melissa Poff
Jazmin Headrick
michael holloway
Amy
Brian Adams
Krystle
Selena Velazquez Kruse
mallory yankey
Sue Coakley
Adam Rud
Andy Funk
Samantha Schunk

Amanda Robutka
Tim Baer
Sarah Carr
Raimee Rivers
Mickey Yordy
Sonja Jorgensen
Courtney Zeek
Kim Howard
Mrs. Altom
alisha
kristin
she has a kindle fire
Brandon Gonyea
jereme guenther
jessica
Tiffany Fry
Kristina Breshears
Traci
Joe Andrews

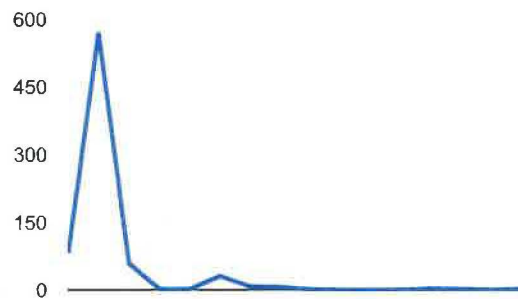
Would you like to be contacted about this survey?



Yes	48	7.3%
No, thanks	611	92.7%

Are you interested in volunteering at your child's school?

Yes	256	39.1%
No, thanks	399	60.9%

Number of daily responses

Lebanon Community Schools

Code: **EBCB**
Adopted: 6/15/98
Readopted: 5/6/10, 12/5/13, 4/9/15
Orig. Codes(s): EBCB

Emergency Drills and Instruction

Each administrator will conduct emergency drills in accordance with the provisions of Oregon Revised Statutes (ORS).

All schools are required to instruct and drill students on emergency procedures so that students can respond to an emergency without confusion and panic. The emergency procedures shall include drills and instruction on fires, earthquakes, which shall include tsunami procedures in a coastal tsunami hazard zone and safety threats. Instruction on fires, earthquakes, safety threats and drills for students, shall be conducted for at least 30 minutes each school month. ~~The district will conduct monthly fire drills. At least one fire drill will be held within the first 10 days of the school year. At least two drills on earthquakes and two drills on safety threats shall be conducted each year.~~

Fire Emergencies

The district will conduct monthly fire drills. At least one fire drill will be held within the first 10 days of the school year. Drills and instruction on fire emergencies shall include routes and methods of exiting the school building.

Earthquake Emergencies

Drills and instruction for earthquake emergencies shall include the earthquake emergency response procedure of "drop, cover and hold on" during the earthquake. When based on the evaluation of specific engineering and structural issues related to a building, the district may include additional response procedures for earthquake emergencies.

Safety Threats

At least two drills on safety threats shall be conducted each year.

Drills and instruction on safety threats shall include appropriate actions to take when there is a threat to safety, such as procedures related to lockdown, procedures or lockout, shelter in place and evacuation and other procedures appropriate to the safety threat actions to take when there is a threat to safety.

The Board may use ORS 192.660(2)(k) to conduct an executive session to consider matters related to school safety or a plan that responds to safety threats made toward a school in the district.

Local units of government and state agencies associated with emergency procedures training and planning shall review the emergency procedures and assist the district with the instruction and the conducting of drills for students in these emergency procedures.

END OF POLICY

Legal Reference(s):

ORS 192.660(2)(k)

ORS 336.071

ORS 476.030(1)

OAR 581-022-1420

OREGON STATE FIRE MARSHAL, OREGON FIRE CODE (2014).

Lebanon Community Schools

Code: **EBC/EBCA**
Adopted: 6/15/98
Readopted: 5/6/10
Orig. Code(s): EBC/EBCA

Emergency Procedures and Disaster Plans

The superintendent will develop and maintain a plan specifying procedures to be used in such emergencies as disorderly conduct, unlawful assembly, disturbances at school activities, natural disasters, fire, illness or injury of a student or staff member, and use of force on school property. The superintendent will consult with community and county agencies while developing this plan.

The district's Emergency Procedures Plan will meet the standards of the State Board of Education.

Copies of the Emergency Procedures Plan will be available in every school office and other strategic locations throughout the district. Parents will be informed of the district's plan for the care of students during an emergency situation. The Board may use Oregon Revised Statute (ORS) 192.660(2)(k) to conduct an executive session to consider matters related to school safety or a plan that responds to safety threats made toward a school in the district.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(2\)\(k\)](#)
[ORS 332.107](#)
[ORS 431.264\(2\)\(e\)](#)
[ORS 433.260](#)

[ORS 433.441](#)
[OAR 437-002-0161](#)
[OAR 437-002-0360](#)

[OAR 437-002-0377](#)
[OAR 581-022-0705](#)
[OAR 581-022-1420](#)

9/28/0710/08/15 | PH

(Enclosure E-1)

Emergency Procedures and Disaster Plans - EBC/EBCA

Lebanon Community Schools

Code: EFA
Adopted: 9/6/09
Readopted: 5/6/10, 1/23/14
Orig. Code(s) EFA

Local Wellness Program

The Board recognizes that childhood obesity has become an epidemic in Oregon as well as throughout the nation. Research indicates that obesity and many diseases associated with obesity are largely preventable through diet and regular physical activity. Additional research indicated that healthy eating patterns and increased physical activity are essential for students to achieve their academic potential, full physical and mental growth and lifelong health and well-being.

To help ensure students possess the knowledge and skills necessary to make healthy choices for a lifetime, the superintendent shall prepare and implement a comprehensive district nutrition program consistent with state and federal requirements for districts sponsoring the National School Lunch Program (NSLP) and/or the School Breakfast Program (SBP). The program shall reflect the Board's commitment to providing adequate time for instruction that promotes healthy eating through nutrition education, serving healthy and appealing foods at district schools, developing food-use guidelines for staff and establishing liaisons with nutrition service providers, as appropriate.

The input of staff (including but not limited to, physical education and school health professionals), students, parents, the public, representatives of the school food authority and public health professionals will be encouraged. The superintendent will develop administrative regulations as necessary to implement the goals of this policy throughout the district.

Nutrition Promotion and Nutrition Education

Nutrition promotion supports the integration of nutrition education throughout the school environment. Nutrition education topics shall be integrated within the sequential, comprehensive health education program taught at every grade level, prekindergarten through grade 12, and coordinated with the district's nutrition and food services operation.

Nutrition Guidelines

It is the intent of the Board that district schools be proactive in encouraging students to make nutritious food choices. All food and beverage items sold to students in a K-12 public school as part of the regular or extended school day shall meet the minimum state and federal standards. Exceptions to this requirement include items that are part of the USDA National School Lunch Program or School Breakfast Program. Other exceptions are foods and beverages provided in the following instances:

1. When the school is the site of school-related events or events for which parents and other adults are a significant part of an audience; or
2. The sale of food or beverage items before, during or after a sporting event, interscholastic activity, a play, band or choir concert.

Although the Board believes that the district's nutrition and food services operation should be financially self-supporting, it recognizes that the nutrition program is an essential educational and support activity. Therefore, budget neutrality or profit generation must not take precedence over the nutrition needs of its students. In compliance with federal law, the district's NSLP and SBP shall be nonprofit.

The superintendent is directed to develop administrative regulations to implement this policy that address all food and beverage items sold and/or served to students in district schools, including provisions for staff development, family and community involvement and program evaluation. These food and beverage items include competitive foods, snacks and beverages sold from vending machines and school stores, and similar food and beverage items from fund-raising activities and refreshments that are made available at school parties, celebrations and meetings.

Physical Activity

The Board realizes that a quality physical education program is an essential component for all students to learn about and participate in physical activity. Physical activity should be included in a school's daily education program for grades pre-K through 12. Physical activity should include regular instructional physical education as well as co-curricular activities and recess. The district will develop and assess student performance standards in order to meet the Oregon Department of Education's physical education content standards.

Reimbursable School Meals

The district may enter into an agreement with the Oregon Department of Education (ODE) to operate reimbursable school meal programs. The superintendent will develop administrative regulations as necessary to implement this policy and meet the requirements of state and federal law. These guidelines shall not be less restrictive than regulations and guidance issued by the Secretary of Agriculture pursuant to subsections (a) and (b) of section 10 of the Child Nutrition Act (42 U.S.C. 1779) and section 9(f)(1) and 17(a) of the Richard B. Russell National School Lunch Act (42 U.S.C. 1758(f)(1), 1766(a)(0).

School Employee Wellness

The District encourages school staff to pursue a healthy lifestyle that contributes to their improved health status, improved morale and a greater personal commitment to the school's overall wellness program. Many actions and conditions that affect the health of school employees may also influence the health and learning of students. The physical and mental health of school employees is integral to promoting and protecting the health of students and helps foster their academic success. The district's employee wellness program will promote health and reduce risk behaviors of employees and identify and correct conditions in the workplace that can compromise the health of school employees, reduce their levels of productivity, impede student success and contribute to escalating health-related costs such as absenteeism.

The district will work with community partners to identify programs/services and resources to compliment and enrich employee wellness endeavors.

Other School-Based Activities

The district will promote district and community-based activities that foster healthy eating and create environments that promote physical activity. Families and the community will be encouraged to provide healthy food choices in all situations where food is served. Educational workshops, screenings and literature related to healthy food choices and physical activity may be offered to families.

Evaluation of the Local Wellness Policy

The Board will involve staff (including but not limited to, physical education and school health professionals), parents, students, representatives of the school food authority, public health professionals, school administrators and the public in the development, implementation and periodic review and yearly update of this policy. The policy will be reviewed every three years. In an effort to measure the implementation of this policy the Board designates the superintendent as the person who will be responsible for ensuring each school meets the goals outlined in this policy. The district will make available to the public annually, an assessment of the implementation, including the extent to which the schools are in compliance with policy, how the policy compares to model policy and a description of the progress being made in attaining the goals of this policy.

END OF POLICY

Legal Reference(s):

ORS 329.496
ORS 332.107
ORS 336.423

OAR 581-051-0100
OAR 581-051-0305

OAR 581-051-0310
OAR 581-051-0400

National School Lunch Program, 7 C.F.R. Part 210 (2006).

School Breakfast Program, 7 C.F.R. Part 220 (2006).

Healthy, Hunger-Free Kids Act of 2010, Public Law 111-296 Section 204.

Lebanon Community Schools

Code: **EFA-AR**

Reviewed/Revised: 8/4/08; 5/6/10, 11/13/14,
3/12/15

Orig. Code(s): EFA-AR

Local Wellness Program

The district's comprehensive age-appropriate nutrition program will be implemented in district schools in accordance with the following requirements:

Definitions

1. "Accompaniment foods" means food items served along with another food to enhance palatability such as butter, jelly, cream cheese, salad dressing, croutons and condiments.
2. "Combination foods" means products that contain two or more components representing two or more of the recommended food groups: fruit; vegetable; dairy; protein; or grains.
3. "Competitive foods" means any food or drink sold in competition with the National School Lunch Program (NSLP) and/or School Breakfast Program (SBP) during the school day.
4. "Dietary Guidelines for Americans" means the current set of recommendations of the federal government that are designed to help people choose diets that will meet nutrient requirements, promote health, support active lives and reduce chronic disease risks.
5. "Entree item" means an item that is either:
 - a. A combination food of meat or meat alternate and whole grain rich food; or
 - b. A combination food of vegetable or fruit and meat or meat alternate; or
 - c. A meat or meat alternate alone with the exception of yogurt, low-fat or reduced fat cheese, nuts, seeds and nut or seed butters and meat snacks (such as dried beef jerky); or
 - d. Grains only when served in the SBP.
6. "Food service area" means any area on school premises where NSLP or SBP meals are both served and eaten, as well as any areas in which NSLP or SBP meals are either served or eaten.
7. "Meal period" means the period(s) during which breakfast or lunch meals are served and eaten, and as identified on the school schedule.
8. "Nutrition education" means a planned sequential instructional program that provides knowledge and teaches skills to help students adopt and maintain lifelong healthy eating habits.

9. "Oregon Smart Snacks"¹ means the minimum nutrition standards for competitive foods and beverages.
- a. Food items, including accompaniment foods, must:
- (1) Be a grain product that contains 50 percent or more whole grains by weight or have as the first ingredient a whole grain (e.g., flour, flake or meal); or
 - (2) Have as the first ingredient, one of the non-grain major food groups: fruits; vegetables; dairy or protein foods (e.g., meat, beans, poultry, seafood, eggs, nuts, seeds); or
 - (3) Be a combination food that contains one-quarter cup of fruit and/or vegetable; or
 - (4) Have one of the food items above as a second ingredient if water is the first ingredient; or
 - (5) Contain 10 percent of the Daily Value of a nutrient of public health concern based on the most recent *Dietary Guidelines for Americans* (e.g., calcium, potassium, vitamin D or dietary fiber)²; and
 - (6) Meet all the competitive food nutrient standards:
- (a) Calories:
 - (i) Snacks contain no more than:
 - 1) 150 calories as packaged or served for elementary level;
 - 2) 180 calories as packaged or served for middle school level;
 - 3) 200 calories as packaged or served for high school level.
 - (ii) Entrees contain no more than 350 calories as packaged or served.
 - (b) Total fat: contains 35 percent or less of total calories from fat per item as packaged or served.
 - (i) Exemptions to the total fat standard are granted for reduced fat cheese and part-skim mozzarella cheese, nuts, seeds, nut or seed butters, products consisting of only dried fruit with nuts and/or seeds with no added nutritive sweeteners or fat and seafood with no added fat.
 - (c) Saturated fat: contains no more than 10 percent of total calories from saturated fat per item as packaged or served.
 - (i) Exemptions to the saturated fat standard are granted for reduced fat cheese and part-skim mozzarella cheese, nuts and products consisting of only dried fruit with nuts and/or seeds with no added nutritive sweeteners or fat.
 - (d) Transfat: contains 0 grams of trans fat per item as packaged or served.
 - (e) Sugar must be no more than 35 percent by weight.

¹Oregon Department of Education, www.ode.state.or.us

²Effective for the period through June 30, 2016. Effective July 1, 2016, this criterion is obsolete and may not be used to qualify as a competitive food.

- (i) Exempt from the sugar standard are:
 - 1) Dried whole fruits or vegetables;
 - 2) Dried whole fruit or vegetable pieces;
 - 3) Dehydrated fruits or vegetables with no added nutritive sweeteners; and
 - 4) Dried fruits with nutritive sweeteners that are required for processing and/or palatability purposes (i.e., cranberries, blueberries, tart cherries).
- (f) Sodium:
 - (i) Snacks contain no more than 230 mg sodium³ per item as packaged or served.
 - (ii) Entrees contain no more than 480 mg sodium per item as packaged or served.
- (g) Caffeine free, except for naturally occurring trace amounts, for elementary and middle school level.
- (h) Exempt from all nutrients standards on any day are:
 - (i) Fresh, canned and frozen fruits or vegetables with no added ingredients except water.
 - (ii) Fruit packed in 100 percent juice, extra light or light syrup.
 - (iii) Canned vegetables that contain a small amount of sugar for processing purposes.
 - (iv) [Sugar-free chewing gum.]
- (i) Entrees in same or smaller portion served on the day or the day following in the National School Lunch or School Breakfast Programs:
 - (i) Are exempt from the nutrient standards for:
 - 1) Calories;
 - 2) Total fat;
 - 3) Saturated fat;
 - 4) Transfat;
 - 5) Sodium; and
 - 6) Sugar.
 - (ii) ~~Must contain:~~
 - 1) ~~Calories not to exceed 450 per item as packaged or served; and~~
 - 2) ~~Total fat not to exceed 36 percent of total calories or 4 grams per 100 calories per item as packaged or served.~~

b. Beverages must be:

³On July 1, 2016, the sodium standard will reduce to 200 mg per item as packaged or served.

(1) For elementary level students:

- (a) Plain water, carbonated or uncarbonated, with portion size unlimited;
- (b) Lowfat milk (unflavored), with portion size not to exceed 8 ounces and 150 calories;
- (c) Nonfat milk (including flavored), with portion size not to exceed 8 ounces and 150 calories;
- (d) Nutritionally equivalent milk alternatives, portion size not to exceed 8 ounces and 150 calories;
- (e) Full strength fruit or vegetable juices, portion size not to exceed 8 ounces and 120 calories;
- (f) Fruit and vegetable juice that is 100 percent juice diluted with water, carbonated or uncarbonated, and no added sugar or sweeteners with portion size not to exceed 8 ounces and 120 calories;
- (g) Caffeine free, except for naturally occurring trace amounts.

(2) For middle school level students:

- (a) Plain water, carbonated or uncarbonated, with portion size unlimited;
- (b) Lowfat milk (unflavored), portion size not to exceed 10 ounces and 190 calories;
- (c) Nonfat milk (including flavored), portion size not to exceed 10 ounces and 190 calories;
- (d) Nutritionally equivalent milk alternatives, portion size not to exceed 10 ounces and 190 calories;
- (e) Full strength fruit or vegetable juices, portion size not to exceed 10 ounces and 150 calories;
- (f) Fruit and vegetable juice that is 100 percent juice diluted with water, carbonated or uncarbonated, and no added sugar or sweeteners with portion size not to exceed 10 ounces and 150 calories;
- (g) Caffeine free, except for naturally occurring trace amounts.

(3) For high school level students:

- (a) Plain water, carbonated or uncarbonated, with portion size unlimited;
- (b) Lowfat milk (unflavored), portion size not to exceed 12 ounces and 225 calories;
- (c) Nonfat milk (including flavored), portion size not to exceed 12 ounces and 225 calories;
- (d) Nutritionally equivalent milk alternatives, portion size not to exceed 12 ounces and 225 calories;
- (e) Full strength fruit or vegetable juices, portion size not to exceed 12 ounces and 180 calories;
- (f) Fruit and vegetable juice that is 100 percent juice diluted with water, carbonated or uncarbonated, and no added sugar or sweeteners with portion size not to exceed 12 ounces and 180 calories;
- (g) Low or no calorie beverage is less than 5 calories per 8 ounce serving or less than or equal to 10 calories per 20 fluid ounces, portion size not to exceed 20 ounce serving;

(h) Other beverages are not to exceed 40 calories per 8 fluid ounces (or 60 calories per 12 fluid ounces) with portion size not to exceed 12 ounces.

- c. Use the nutrient standard for the lowest grade group when mixed grades have open access to competitive foods.
- 10. "School day" means a student education day beginning at midnight and ending at the conclusion of afternoon student activities, such as athletic, music or drama practices, clubs, academic support and enrichment activities.
- 11. "Snack" means a food that is generally regarded as supplementing a meal and includes, but is not limited to, chips, crackers, onion rings, nachos, french fries, doughnuts, cookies, pastries, cinnamon rolls and candy.

Nutrition Promotion and Nutrition Education

Nutrition promotion and nutrition education shall focus on students' eating behaviors, be based on theories and methods proven effective by research and be consistent with state and local district health education standards. Nutrition education at all levels of the district's curriculum shall include, but not be limited to, the following essential components designed to help students learn:

- 1. Age-appropriate nutritional knowledge, including the benefits of healthy eating, essential nutrients, nutritional deficiencies, principles of healthy weight management, the use and misuse of dietary supplements, safe food preparation, handling and storage and cultural diversity related to food and eating;
- 2. Age-appropriate nutrition-related skills, including, but not limited to, planning a healthy meal, understanding and using food labels and critically evaluating nutrition information, misinformation and commercial food advertising; and
- 3. How to assess one's personal eating habits, set goals for improvement and achieve those goals.

In order to reinforce and support district nutrition education efforts, the principal is responsible for ensuring:

- 4. Nutrition instruction is closely coordinated with the school's nutrition and food services operation and other components of the school health program to reinforce messages on healthy eating and includes social learning techniques. To maximize classroom time, nutrition concepts shall be integrated into the instruction of other subject areas where possible;
- 5. Links with nutrition service providers (e.g., qualified public health and nutrition professionals) are established to: provide screening, referral and counseling for nutritional problems; inform families about supplemental nutritional services available in the community (e.g., SNAP, local food pantries, summer food services program, child and adult care food program), and implement nutrition education and promotion activities for school staff, Board members and parents;
- 6. In keeping with the district's nutrition program goals, schools will strive toward ensuring all classroom reward or incentive programs involving food items ~~are reviewed for approval to ensure~~

~~that the foods served~~ meet the requirements of the district's nutrition policy and regulation (i.e., all foods served fit in a healthy diet as recommended in the *Dietary Guidelines for Americans*, and contribute to the development of lifelong healthy eating habits for the district's students);

7. Child Nutrition Staff support nutrition education by marketing healthy meals and providing nutrition information to students and families.

Physical Activity

In order to insure students are afforded the opportunity to engage in physical activity in the school setting, the following guidelines apply:

1. Physical activity will be integrated across curricula and throughout the school day. Movement will be made a part of science, math, social studies and language arts;
2. Physical education will be a course of study that focuses on students' development of motor skills, movement forms and health related fitness;
3. Physical education courses will be the environment where students learn, practice and are assessed on developmentally appropriate motor skills, social skills and knowledge;
4. All physical education classes will be taught by highly qualified physical education instructors; and
5. A daily recess period will be provided which will not be used as a punishment or a reward; and
6. Physical education instruction shall be a sequential, developmentally appropriate curriculum that is designed, implemented and evaluated to help students develop the knowledge, motor skills, self management skills, attitudes and confidence needed to adopt and maintain physical activity throughout their lives.

Nutrition Guidelines and Food Services Operation

In order to support the school's nutrition and food services operation as an essential partner in the educational mission of the district and its role in the district's comprehensive nutrition program, the principal is responsible for ensuring:

1. The school encourages all students to participate in the school's NSLP and SBP meal opportunities;
2. The school notifies families of need-based programs for free or reduced-price meals and encourages eligible families to apply;
3. The school's NSLP and SBP maintains the confidentiality of students and families applying for or receiving free or reduced-priced meals in accordance with the National School Lunch Act;
4. The school's NSLP and SBP operates to meet dietary specifications in accordance with the Healthy, Hunger-Free Kids Act of 2010 and applicable state laws and regulations;
5. The school sells or serves varied and nutritious food choices consistent with the applicable federal government *Dietary Guidelines for Americans*. Schools contracting out the food service part of their

NSLP and SBP shall form a nutrition advisory committee comprised of teachers, students and parents to assist in menu planning. A nutrition committee comprised of students, family members and school personnel will be encouraged to provide input in menu planning for districts operating their own food service component of the NSLP and SBP. Cultural norms and preferences will be considered;

6. Food prices set by the district are communicated to students and parents. District pricing strategies will encourage students to purchase full meals and nutritious items;
7. Procedures are in place for providing to families, on request, information about the ingredients and nutritional value of the foods served;
8. Modified meals are prepared for students with special food needs:
 - a. The district will provide substitute foods to students with disabilities upon written parental permission and a medical statement by a physician that identifies the student's disability, states why the disability restricts the student's diet, identifies the major life activity affected by the disability, and states the food or foods to be omitted and the food or choice of foods that must be substituted.
 - b. Such food substitutions may be made for students without disabilities on a case-by-case basis when the parent submits a signed request that includes a medical statement signed by a physician, physician assistant, registered dietitian or nurse practitioner. The medical statement must state the medical condition or special dietary need that restricts the student's diet and provide a list of food(s) that may be substituted in place of the lunch or breakfast menu being served.
9. Food service equipment and facilities meet applicable local and state standards concerning health, safe food preparation, handling and storage, drinking water, sanitation and workplace safety;
10. Students are provided adequate time and space to eat meals in a pleasant and safe environment. School dining areas will be reviewed to ensure:
 - a. Tables and chairs are of the appropriate size for students;
 - b. Seating is not overcrowded;
 - c. Students have a relaxed environment;
 - d. Noise is not allowed to become excessive;
 - e. Rules for safe behavior are consistently enforced;
 - f. Tables and floors are cleaned between meal periods;
 - g. The physical structure of the eating area is in good repair;
 - h. Appropriate supervision is provided.
11. The guidelines for reimbursable school meals shall not be less restrictive than regulations and guidance issued by the Secretary of Agriculture pursuant to subsections (a) and (b) of section 10 of the Child Nutrition Act (42 U.S.C. 1779) and sections 9(f)(1) and 17(a) of the Richard B. Russell National School Lunch Act (42 U.S.C. 1758(f)(1), 1766(a)), as those regulations and guidance apply to schools.

School Employee Wellness⁴

The district's school employee wellness program may include the following:

1. Health education and health promoting activities that focus on skill development and lifestyle behavior that change along with awareness building, information dissemination, access to facilities, and preferably are tailored to employee's needs and interests;
2. Safe, supportive social and physical environments including organizational expectations about healthy behavior and implementation of policy that promote health and safety and reduce the risk of disease;
3. Linkage to related programs such as employee assistance programs, emergency care and programs that help employees balance work life and family life;
4. Education and resources to help employees make decisions about health care;
5. Nutrition and fitness educational opportunities that may include, but are not limited to, the distribution of educational and informational materials, and the arrangement of presentations and workshops that focus on healthy lifestyles, health assessments, fitness activities and other appropriate nutrition and physical activity related topics.

The district encourages participation from all employees, employees are not limited to instructional staff (i.e., teachers and instructional assistants) but include administrators and all support staff. The following groups are seen as essential for establishing, implementing and sustaining an effective school employee wellness program: school personnel who implement existing wellness programs in the district, i.e., school employee wellness committee and they may be the district personnel who implement health programs for students such as, but not limited to, school health coordinator, school nurses, psychologist, health and physical educators, nutrition professionals, counselors and other school staff. These groups may include decision makers who have the authority to approve policy and provide administrative support essential for a school wellness program such as, but not limited to, board members, superintendents, human resource administrators, fiscal services administrators and principals.

Other School-Based Activities

The district may provide the following activities and encourage the following practices which promote local wellness:

1. Intramural sports;
2. Foodless fund raisers;
3. Monthly/Weekly school walks;

⁴[This language is optional and not required by state or federal law.]

4. Assemblies which focus on wellness issues such as obesity and obesity-related diseases, healthy eating and the benefits of physical exercise;
5. The use of alternates to food as rewards in the classroom;
7. ~~Limit the amount of foods with no nutritional value that are sold in vending machines; and~~

Competitive Food Sales

In keeping with federal regulations, the district controls the sale of all competitive foods.

Accordingly, the district will select food items that meet the Oregon Smart Snacks nutrition standards. The sale of foods and beverages in competition with the district's NSLP and SBP meals shall be permitted when all income from the food sales accrues to the benefit of the district's nutrition and food services operation or a school or student organization as approved by the Board.

Other Foods Offered or Sold

Foods and beverages sold or offered in classrooms or school-sponsored activities during the school day shall follow the Oregon Smart Snacks standards unless otherwise exempt by state law.

Food and beverage items sold after the school day as part of an approved school fund-raising event are not required to meet minimum state requirements.

Staff Development

Ongoing pre-service and professional development training opportunities for staff will be encouraged. Staff responsible for nutrition education will be encouraged to participate in professional development activities to effectively deliver the nutrition education program as planned. Nutrition and food services personnel receive opportunities to participate in professional development activities that address strategies for promoting healthy eating behavior, food safety, maintaining safe, orderly and pleasant eating environments and other topics directly relevant to the employee's job duties. The nutrition director is responsible to ensure such training is made available including, but not limited to, the following:

1. Personnel management;
2. Financial management and record keeping;
3. Cost- and labor-efficient food purchasing and preparation;
4. Sanitation and safe food handling, preparation and storage;
5. Planning menus for students with special needs and students of diverse cultural backgrounds;
6. **Marketing Healthy Meals**

The Principal is responsible for the following:

1. Customer service and student and family involvement;
2. ~~Marketing healthy meals;~~
3. Principles of nutrition education, including selected curriculum content and innovative nutrition teaching strategies; and
4. Assessment by staff of their own eating practices and increased awareness of behavioral messages staff provide as role models.

Family and Community Involvement

In order to promote family and community involvement in supporting and reinforcing nutrition education in the schools, the principal is responsible for ensuring:

1. Nutrition education materials and cafeteria menus are sent home with students;
2. Parents are encouraged to send healthy snacks/meals to school;
3. Parents and other family members are invited to periodically eat with their student in the cafeteria;
4. Families are invited to attend exhibitions of student nutrition projects or health fairs;
5. Nutrition education workshops and screening services are offered;
6. Nutrition education homework that students can do with their families is assigned (e.g., reading and interpreting food labels, reading nutrition-related newsletters, preparing healthy recipes, etc.);
7. School staff are encouraged to cooperate with other agencies and community groups to provide opportunities for student volunteer or paid work related to nutrition, as appropriate;
8. School staff encourages and provides support for parental involvement in their children's physical education.

Program Evaluation

In order to evaluate the effectiveness of the local wellness program in promoting healthy eating, increased physical activity among students and to implement program changes as necessary to increase its effectiveness, the superintendent or designee is responsible for ensuring:

1. Board policy and this administrative regulation are implemented as written;
2. All building, grade-level nutrition education curricula and materials are assessed for accuracy, completeness, balance and consistency with state and local district educational goals and

standards;

3. Nutrition education is provided throughout the student's school years as part of the district's age-appropriate, comprehensive nutrition program;
4. Teachers deliver nutrition education through age-appropriate, culturally relevant, participatory activities that include social learning strategies and activities;
5. Teachers and school nutrition and food services personnel have undertaken joint project planning and action;
6. Teachers have received curriculum-specific training;
7. Families and community organizations are involved, to the extent practicable, in nutrition education; and
8. One or more persons within the district or at each school, as appropriate, will be charged with the operational responsibility of ensuring that the policy and administrative regulations are followed and will develop an evaluation plan to be used to assess the district's level of compliance with state and federal requirements.

2/26/15 10/08/15 | PH

Lebanon Community Schools

Code: EFAA-AR
Adopted: 5/6/10
Readopted: 6/16/11, 1/17/13, 11/13/14

Reimbursable School Meals and Milk Programs (National School Lunch Program, School Breakfast Program, Special Milk Program)

The district's nutrition and food services will be operated in accordance with the following requirements:

Meal Pricing Procedures

1. The district may operate the Special Milk Program (SMP) at schools where students do not have access to program meals. Under SMP, the district will choose one of the following options:
 - a. Nonpricing (serve SMP milk at no charge to all students);
 - b. Pricing programs without a free option (charge all students for SMP milk); or
 - c. Pricing programs with a free option (distribute confidential applications for free milk and charge only those students for SMP milk who do not qualify for free milk based on the household's application or direct certification from Supplemental Nutrition Assistance Programs (SNAP)).
2. Reimbursable meals will be priced as a unit.
3. Reimbursable meals will be served free or at a reduced price to all children who are determined by the district to be eligible for free or reduced price meals.
4. Annually, the district will establish prices for reimbursable student meals. The price charged to students who do not qualify for free or reduced price meals will be established annually by the district in compliance with state and federal laws.¹
5. The price charged to students who qualify for reduced price meals will be established annually by the district in compliance with state and federal laws.²
6. The district will implement claiming alternative Provision 2 at the following schools under its jurisdiction: Pioneer, Lacombe Hamilton Creek, Riverview, Seven Oak & Lebanon High School for breakfast only.
7. The district will implement claiming alternative Community Eligibility at the following schools under its jurisdiction: Green Acres and Cascades for lunch and breakfast.

Application Procedures

¹The new requirement under Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. 1751 §§ 205 establishes new criteria for equity in school lunch pricing.

²According to Direct Certification and Certification of Homeless, Migrant and Runaway Children for Free School Meals, 7 C.F.R Part 245 (2011).

8. Households receiving SNAP or Temporary Assistance to Needy Families (TANF) benefits as identified by Oregon Department of Education (ODE), will be automatically eligible for free meals for the students listed on the official document. Districts must access this document at least three times per year.
9. Households that submit a confidential application will be notified of their student's eligibility for free or reduced price meals. Households that are denied free or reduced price benefits will be notified in writing using the ODE template letter distributed to the district annually.
10. On a case-by-case basis, when a student is known to be eligible for free or reduced price meal benefits and the household fails to submit a confidential application, the superintendent or designee may complete an application for the student documenting how he/she knows the household income qualifies the student for free or reduced price meal benefits. Parents of a student approved for free or reduced price benefits, when application is made for the student by a school official, will be notified of the decision and given the opportunity to decline benefits.
11. Students who do not qualify for free or reduced price meals are eligible to participate in the National School Lunch Program (NSLP) and School Breakfast Program (SBP) and will be charged "paid" meal prices set by the district. "Paid" category students will be treated equally to students receiving free or reduced price benefits in every aspect of the district's NSLP and SBP.
12. The district has established a fair hearing process under which a household can appeal a decision with respect to the household's application for benefits or any subsequent reduction or termination of benefits.
13. In the event of major employers contemplating large layoffs in the attendance area of the district, the district will provide confidential applications and eligibility criteria for free and reduced price meals to the employer for distribution to affected employees.

Financial Management of the Nonprofit School Food Service

1. The district will maintain a nonprofit school nutrition and food service operation.
2. Revenues earned by the school nutrition and food services will be used only for the operation or improvement of NSLP and SBP.
3. Lunch and breakfast meals served to teachers, administrators, custodians and other adults not directly involved with the operation of the district's nutrition and food services will be priced to cover all direct and indirect cost of preparing and serving the meal.³
4. District nutrition and food services revenues will not be used to purchase land or buildings.
5. The district will limit its nutrition and food services net cash resources to an amount that does not exceed three months average expenditures.

³For meals with portion sizes equivalent to student meals, the adult meal price will be no less than the amount of reimbursement for a free-eligible meal, plus the value of commodity foods used in the meal preparation.

6. The district will maintain effective control and accountability for, and adequately safeguard, all nutrition and food services' cash, real and personal property, equipment and other assets, and ensure they are used solely for nutrition and food services purposes.
7. The district will meet the requirements for allowable NSLP and SBP costs as described in 2 C.F.R. 200.
8. In purchasing nutrition and food services goods or services, the district will not accept proposals or bids from any party that has developed or drafted specifications, requirements, statements of work, invitations for bids, requests for proposals, contract terms and conditions or other documents for proposals used to conduct the procurement.
9. All procurement transactions for nutrition and food services goods and services will be conducted according to state, federal and district procurement standards using the applicable cost thresholds.
10. In the operation of its nutrition and food services program, the district will purchase food products that are produced in the United States, whenever possible.

Civil Rights and Confidentiality Procedures

1. The district will not discriminate against any student because of his/her eligibility for free or reduced price meals.
2. The district will not discriminate against any student or any nutrition and food services employee because of race, color, national origin, sex, sexual orientation, religion, age or disability.
3. The district will assure that all students and nutrition and food services employees are not subject to different treatment, disparate impact or a hostile environment.
4. Established district procedures will be followed for receiving and processing civil rights complaints related to applications for NSLP and SBP benefits and services, and employment practices with regard to the operation of its NSLP and SBP. The district will forward any civil rights complaint regarding the district's nutrition and food services to ODE's civil rights coordinator within three days of receiving the complaint.
5. The district will make written or oral translations of all nutrition and food services materials available to all households who do not read or speak English.
6. The district will maintain strict confidentiality of all information on the confidential application for free and reduced price meals, including students' eligibility for free or reduced price meals and all household information. The district's NSLP and SBP operators are not required to release any information from a student's confidential application for free or reduced price meals. No information may be released from a student's confidential application for free or reduced price meals without first obtaining written permission from the student's parent or legal guardian/adult household member signing the application, except as follows:

- a. An individual student's name and eligibility status may be released without written consent only to persons who operate or administer federal education programs; persons who operate or administer state education or state health programs at the state level; persons evaluating state, education assessment; or persons who operate or administer any other NSLP, SBP, SMP, Summer Food Service Program (SFSP), Child and Adult Care Food Program (CACFP) or the Food Stamp Program;
- b. Any other confidential information contained in the confidential application for free and reduced price meals (e.g., family income, address, etc.) may be released without written consent only to persons who operate or administer NSLP, SBP, SMP, CACFP, SFSP and the Special Supplemental Nutrition Program for Women, Infants and Children (WIC); the Comptroller General of the United States for audit purposes; and federal, state or local law enforcement officials investigating alleged violation of any of the programs listed above.

Nutrition and Menu Planning

1. Meals and snacks served for reimbursement will meet the recommendations of the most current *Dietary Guidelines for Americans*.
2. Meals and snacks served for reimbursement will meet at least the minimum NSLP and SBP requirements for food items and quantities.
3. Meals served for reimbursement will:
 - a. Meet all calorie range requirements by grade level;
 - b. Meet the maximum standards set for saturated fat;
 - c. Meet the maximum standards set for sodium by grade level; and
 - d. Meet the requirement for zero grams of trans fats.
4. The district will use the offer versus serve option when serving NSLP lunches to senior high school students. High school students must take at least three of five different food items including one-half cup of fruit or vegetable offered in program lunches.
5. The district will use the offer versus serve option when serving program breakfasts to senior high school students. High school students must take at least three of four food items, including one-half cup of fruit or vegetable offered in program breakfasts.
6. The district will use the offer versus serve option when serving program lunches to students below senior high school grades. Students below high school grades will be required to take three of the five food items, including one-half cup of fruit or vegetable offered in program lunches.
7. The district will use the offer versus serve option when serving program breakfasts to students below senior high school grades. Students below high school grades will be required to take three of the four food items, including one-half cup of fruit offered in program breakfasts.

Use and Control of Commodity Foods

8. The district will accept and use commodity foods in as large a quantity as may be efficiently utilized in the reimbursable lunch and breakfast program.
9. The district will maintain necessary safeguards to prevent theft or spoilage of commodity foods.
10. The value of commodity foods used for any food production other than NSLP, SBP or snacks shall be replaced in the food service inventory.

Accuracy of Reimbursement Claims

1. The district will claim reimbursement only for reimbursable meals served to eligible children.
2. All meals claimed for reimbursement will be counted at each dining site at a "point of service" where it can be accurately determined that the meal meets NSLP and SBP requirements for reimbursement.
3. The person responsible for determining reimbursability of meals will be trained to recognize a reimbursable meal under the menu planning approach used at the school.
4. The district official signing the claim for reimbursement will review and analyze monthly meal counts to ensure accuracy of the claim, before submitting the claim to ODE.
5. Annually, by November 15, the district will verify a random sample of applications according to NSLP verification requirements. Instructions for completing the verification process will be sent by ODE to the district in October each year.

Food Safety and Sanitation Inspections

6. The district will maintain necessary facilities for storing, preparing and serving food and milk.
7. Semiannually, the district will schedule food safety inspections with the county Environmental Health Department or Oregon Department of Human Resources for each school or dining site under its jurisdiction.
8. The district will maintain health standards in compliance with all applicable state food safety regulations at each school or dining site under its jurisdiction.

General USDA NSLP/SBP/SMP Requirements

1. The district will ensure that no student is denied a meal as a disciplinary action.
2. Breakfast will be served in the morning hours, at or near the beginning of the student's school day.
3. Lunch will be served between the hours of 10 a.m. and 2 p.m.

4. The district will provide substitute foods for students who are determined by a licensed physician to be legally disabled and whose disability restricts their diet. Substitutions will be provided only when a medical statement from the licensed physician is on file at the school. The medical statement must state the nature of the child's disability and how the disability affects the child's nutrition needs, and it must provide a medical prescription for substitute foods or texture modification. The district will not charge more than the price of the school meal, as determined by the child's eligibility status, for substitute meals or foods.
5. The district will control the sale of competitive foods.
6. The district will ensure that potable drinking water will be available to students, free of charge for consumption in the place where meals are served during meal service.⁴
7. The district's meal charging requirements are as follows:

An account for students paying full or reduced price for meals may be established with the district. Students may charge no more than two meals. Any student failing to keep his/her account current as required by the district shall not be allowed to charge the price of further meals until the account has been paid in full but will be allowed to purchase a meal if the student pays for the meal when it is received. At least one written warning shall be provided to a student and his/her parent prior to denying meals for exceeding the district's charge limit. Students or parents of students may prepay meal costs.
8. The sale of foods in competition with the district's lunch (NSLP) or breakfast (SBP) programs will be allowed in dining sites during lunch and breakfast periods with Board approval only when all income from the food sales accrues to the benefit of the district's nutrition and food services or accrues to a school or student organization approved by the Board. A copy of the Board minutes approving and defining competitive food sales will be made available upon request.

Record Keeping

9. ~~All currently approved and denied confidential applications for free and reduced price meals[, free milk] and all current direct certification documents will be maintained for three years after the current school year. Records will be maintained longer in the event of an unresolved audit(s), until the audit(s) has been completed.~~
10. ~~All currently approved and denied confidential applications for free and reduced price meals[, free milk] and all current direct certification documents will be readily retrievable by school or site and made available to state or federal reviewers upon request.~~
11. ~~The district will maintain financial records that account for all revenues and expenditures of the nonprofit school nutrition and food services programs for a period of three years after the school year to which they pertain.~~

⁴New requirement under Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. 1751 §§ 203.

The following document will be maintained by the district for three years after the current school year or longer, in the event of an unresolved audit(s), until the audits has been completed:

1. All currently approved and denied confidential application for free and reduced price meals and all current direct certification documents;
2. Financial records that account for all revenues and expenditures of the district's nonprofit nutrition and food services programs;
3. Records (i.e., recipes, ingredient lists and nutrition fact labels or product specifications) that document the compliance with nutrition standards for all competitive foods available for sale to students at a school campus;
4. Documents of participation data (i.e. meal counts) from each school in the district to support claims for reimbursement;
5. Production and menu records;
6. Records to document compliance with Paid Lunch Equity; and
7. Records to document compliance with Revenue from Non-program Foods.

Lebanon Community Schools

Code: JFCF
Adopted: 1/20/11
Readopted: 10/18/12

Hazing/]Harassment/Intimidation/Menacing/]Bullying/Cyberbullying/Teen Dating Violence/Domestic Violence – Student ** (Version 2)

The Board, in its commitment to providing a positive and productive learning environment will consult with parents/guardians, employees, volunteers, students, administrators and community representatives in developing this policy in compliance with applicable Oregon Revised Statutes. [Hazing,] harassment, intimidation or bullying[, menacing] and acts of cyberbullying by students, staff and third parties toward students is strictly prohibited. Teen dating violence is unacceptable behavior and prohibited. Retaliation against any person who reports, is thought to have reported, files a complaint or otherwise participates in an investigation or inquiry is also strictly prohibited. False charges shall also be regarded as a serious offense and will result in disciplinary action or other appropriate sanctions.

Students whose behavior is found to be in violation of this policy will be subject to discipline, up to and including expulsion. The district may also file a request with the Oregon Department of Transportation to suspend the driving privileges or the right to apply for driving privileges of a student 15 years of age or older who has been suspended or expelled at least twice for menacing another student or employee, willful damage or injury to district property or for the use of threats, intimidation, harassment or coercion. Students may also be referred to law enforcement officials.

The administrator and the superintendent is responsible for ensuring that this policy is implemented.

Definitions

“District” includes district facilities, district premises and nondistrict property if the student is at any district-sponsored, district-approved or district-related activity or function, such as field trips or athletic events where students are under the control of the district.

“Third parties” include, but are not limited to, coaches, school volunteers, parents, school visitors, service contractors or others engaged in district business, such as employees of businesses or organizations participating in cooperative work programs with the district and others not directly subject to district control at interdistrict and intradistrict athletic competitions or other school events.

“Hazing” includes, but is not limited to, any act that recklessly or intentionally endangers the mental health, physical health or safety of a student for the purpose of initiation or as a condition or precondition of attaining membership in, or affiliation with, any district-sponsored activity or grade level attainment, (i.e., personal servitude, sexual stimulation/sexual assault, forced consumption of any drink, alcoholic beverage, drug or controlled substance, forced exposure to the elements, forced prolonged exclusion from social contact, sleep deprivation or any other forced activity that could adversely affect the mental or physical health or safety of a student); requires, encourages, authorizes or permits another to be subject to wearing or carrying any obscene or physically burdensome article; assignment of pranks to be performed

or other such activities intended to degrade or humiliate. It is not a defense against hazing that the student subjected to hazing consented to or appeared to consent to the hazing.

“Harassment, intimidation or bullying” means any act that substantially interferes with a student’s educational benefits, opportunities or performance, that takes place on or immediately adjacent to district grounds, at any district-sponsored activity, on district-provided transportation or at any official district bus stop, that may be based on, but not limited to, the protected class status of a person, having the effect of:

1. Physically harming a student or damaging a student’s property;
2. Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student’s property;
3. Creating a hostile educational environment including interfering with the psychological well being of the student and may be based on, but not limited to, the protected class of the person.

“Protected class” means a group of persons distinguished, or perceived to be distinguished, by race, color, religion, sex, sexual orientation¹, national origin, marital status, familial status, source of income or disability.

“Teen dating violence” means:

1. A pattern of behavior in which a person uses or threatens to use physical, mental or emotional abuse to control another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age; or
2. Behavior by which a person uses or threatens to use sexual violence against another person who is in a dating relationship with the person, where one or both persons are 13 to 19 years of age.

“Domestic violence” means abuse as defined by Oregon Revised Statute (ORS) 107.705 between family and household members, as those terms are described in ORS 107.705.

“Cyberbullying” is the use of any electronic communication device to harass, intimidate or bully. Students and staff will refrain from using personal communication devices or district property or equipment to violate this policy.

“Retaliation” means hazing, harassment, intimidation or bullying, menacing, teen dating violence and acts of cyberbullying toward a person in response to a student for actually or apparently reporting or participating in the investigation of hazing, harassment, intimidation or bullying, menacing, teen dating violence and acts of cyberbullying or retaliation.

“Menacing” includes, but is not limited to, any act intended to place a district employee, student or third party in fear of imminent serious physical injury.

¹“Sexual orientation” means an individual’s actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual’s gender identity, appearance, expression or behaviors differs from that traditionally associated with the individual’s sex at birth.

Reporting

Administrators will take reports and conduct a prompt investigation of any report of an act of hazing, harassment, intimidation or bullying, menacing, and acts of cyberbullying. Any employee who has knowledge of conduct in violation of this policy shall immediately report his/her concerns to the administrator who has overall responsibility for all investigations. Any employee who has knowledge of incidents of teen dating violence that took place on district property, at a district-sponsored activity or in a district vehicle or vehicle used for transporting students to a district activity shall immediately report the incident to the administrator. Failure of an employee to report an act of hazing, harassment, intimidation or bullying, menacing or an act of cyberbullying to the administrator may be subject to remedial action, up to and including dismissal. Remedial action may not be based solely on an anonymous report.

Any student who has knowledge of conduct in violation of this policy or feels he/she has been hazed, harassed, intimidated or bullied, menaced, a victim of teen dating violence and acts of being cyberbullied in violation of this policy is encouraged to immediately report his/her concerns to the administrator who has overall responsibility for all investigations. Any volunteer who has knowledge of conduct in violation of this policy is encouraged to immediately report his/her concerns to the administrator who has overall responsibility for all investigations.

This report may be made anonymously. A student or volunteer may also report concerns to a teacher or counselor who will be responsible for notifying the appropriate district official.

Complaints against the administrator shall be filed with the superintendent. Complaints against the superintendent shall be filed with the Board chair.

The complainant shall be notified of the findings of the investigation and, as appropriate, that remedial action has been taken. The complainant may request that the superintendent review the actions taken in the initial investigation, in accordance with administrative regulations.

The district shall incorporate into existing training programs for students information related to the prevention of, and the appropriate response to, acts of harassment, intimidation or bullying and acts of cyberbullying.

The district shall incorporate age-appropriate education about teen dating violence and domestic violence into new or existing training programs for students in grade 7 through 12.

The district shall incorporate into existing training programs for staff information related to the prevention of, and the appropriate response to, acts of harassment, intimidation or bullying, teen dating violence and domestic violence and acts of cyberbullying.

The superintendent shall be responsible for ensuring annual notice of this policy is provided in a student or employee handbook, school and district's website, and school and district office and the development of administrative regulations, including reporting and investigative procedures. Complaint procedures, as established by the district, shall be followed.

Domestic violence posters provided by the Oregon Department of Education (ODE) shall be posted in clearly visible locations on school campuses in accordance with rules adopted by the ODE.

END OF POLICY

Legal Reference(s):

ORS 163.190
ORS 166.065
ORS 166.155 to -166.165
ORS 174.100(6)
ORS 332.072

ORS 332.107
ORS 339.240
ORS 339.250
ORS 339.254
ORS 339.351 to -339.366

OAR 581-021-0045
OAR 581-021-0046
OAR 581-021-0055
OAR 581-022-1140

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).

Lebanon Community Schools

Code: **KL**
Adopted: 03/17/11, 09/10/15

Public Complaints* (Version 1)

Although no community member will be denied the right to petition the Board for redress of a grievance, complaints will be referred through the proper administrative channels for resolution before investigation or action by the Board. Exceptions are complaints that concern superintendent or Board actions or Board operations.

The Board advises the public that there is proper channeling for complaints, including but not limited to, the following:

1. Instruction;
2. Discipline;
3. Learning materials; or
4. Retaliation against a student or a student's parent who in good faith reported information that the student believes is evidence of a violation of state and federal law, rule or regulation.

Such complaints should be handled in the following order unless otherwise identified (See administrative regulation KL-AR - Public Complaint Procedure for specific procedures and timelines):

5. Teacher/Employee;
6. Principal;
7. Superintendent;
8. Board.

Any complaint about school personnel other than the superintendent will be investigated by the administration before consideration and action by the Board. The Board will not hear complaints against employees in open session unless an employee requests an open session.

Complaints against the principal may be filed with the superintendent. Complaints against the superintendent should be referred to the Board chair. The Board may refer the investigation to a third party.

Complaints against the Board as a whole or against an individual Board member should be made to the Board chair and may be referred to district counsel. Complaints against the Board chair may be made directly to the Board vice chair.

If a complaint alleges a violation of state standards or a violation of other statutory or administrative rule that the State Superintendent of Public Instruction has appeal responsibilities, and is not resolved at the local level, then the district will supply the complainant with appropriate information in order to file a direct appeal to the State Superintendent of Public Instruction as outlined in Oregon Administrative Rules (OAR) 581-022-1940.

END OF POLICY

Legal Reference(s):

ORS 192.610 to -192.690
ORS 332.107

OAR 581-022-1940
OAR 581-022-1941

House Bill (HB) 3371 (2015)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).

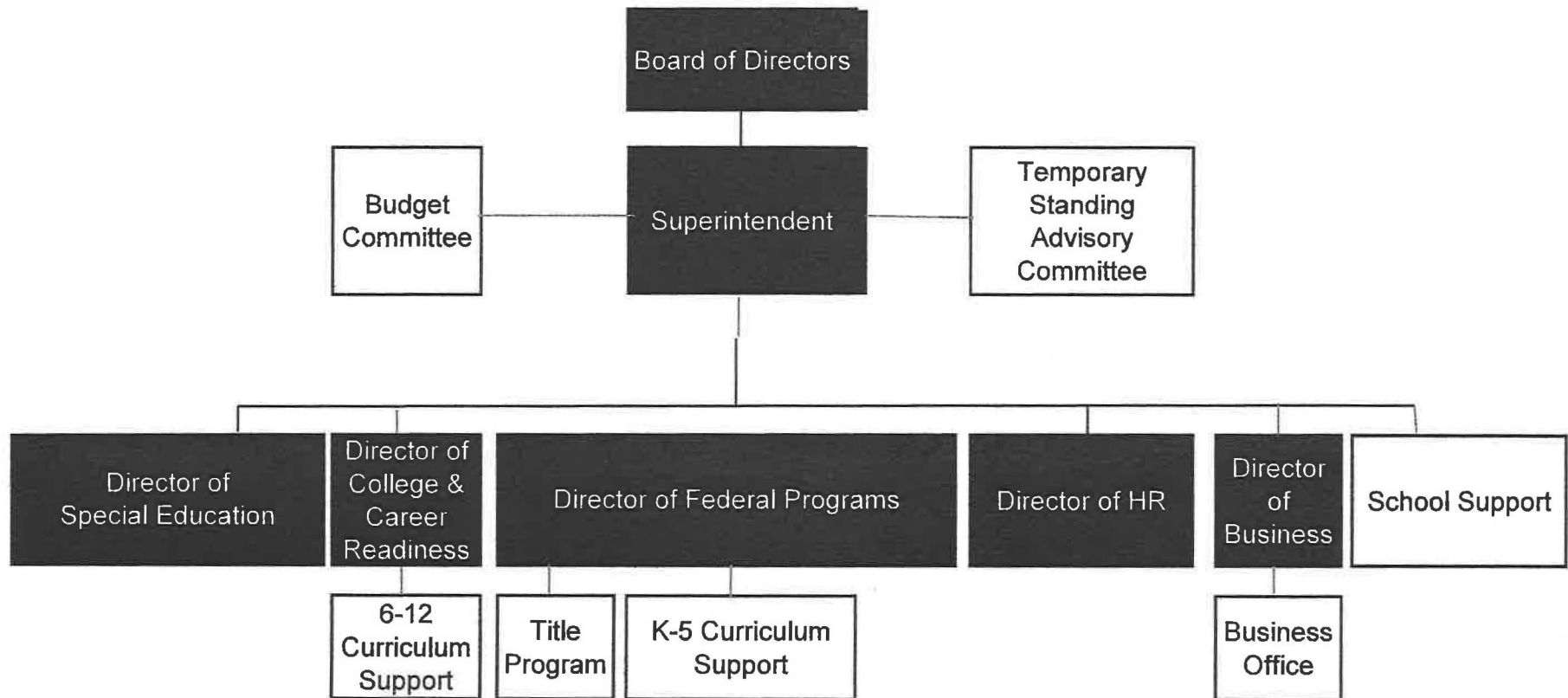
ORGANIZATION CHART

Code: CC-AR (1)

Developed: 8/21/95

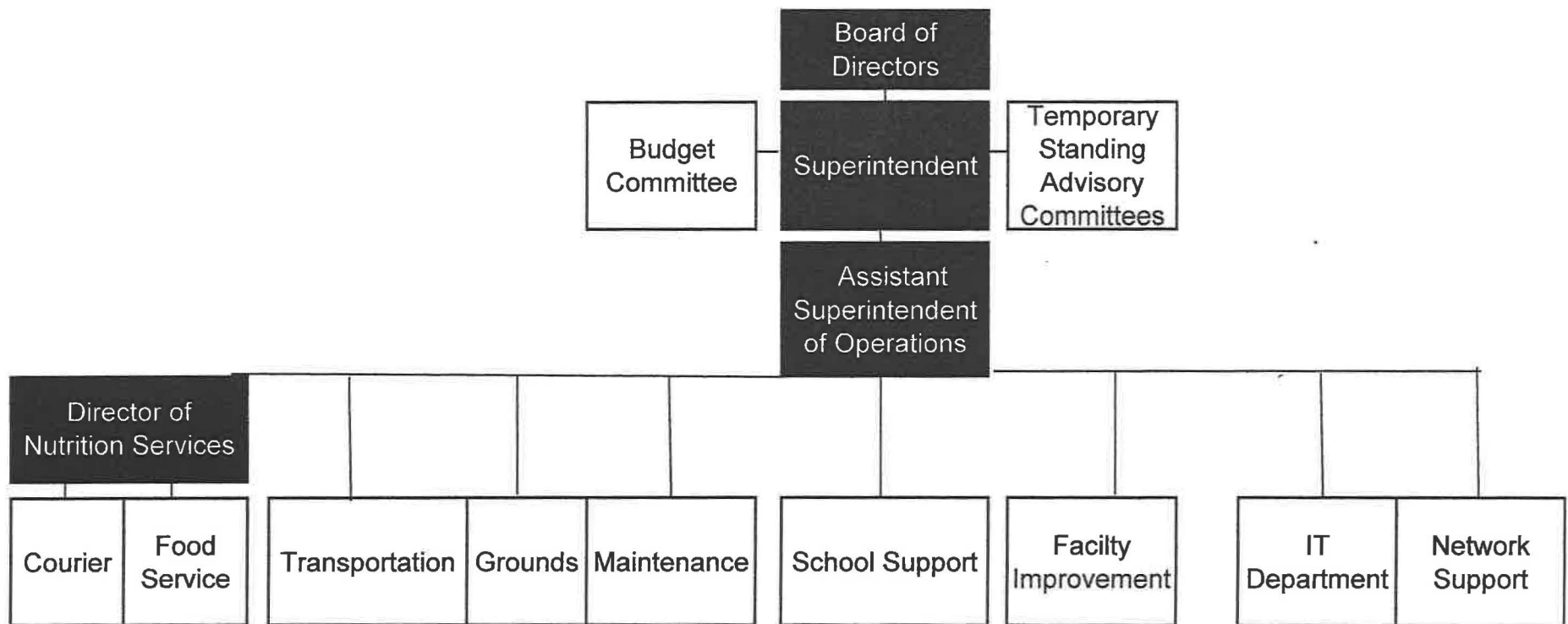
Redeveloped: 5/15/97, 6/15/98

10/11/07, 4/6/09, 6/2/11, 4/19/12, 2/12/15, 2/12/15, 12/10/15



ORGANIZATION CHART

Code: CC-AR(2)
Developed: 8/21/95
Redeveloped: 5/15/97, 6/15/98
10/11/07, 4/20/09
7/20/09, 6/2/11, 4/19/12, 12/10/15





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ABOUT OSBA

OSBA Board of Directors election

In even-numbered years, an election is held for the odd-numbered positions on the OSBA Board of Directors. In odd-numbered years, an election is held for the even-numbered positions on the OSBA Board of Directors. The [election calendar](#) lists the nomination and election dates. Once the nomination process begins, the candidate information is listed here as it is received.

Nomination forms and an explanation of the voting process is available at the [OSBA Election Center](#). For your reference, we've posted this [list of the currently open positions with the incumbents](#).

In odd-numbered years, the Legislative Policy Committee election is also held, so be sure to check out your region's candidates for the [Legislative Policy Committee](#).

Resolutions submitted to the membership are also on the ballot along with the candidate elections.

The official ballot for each region is available 30 days prior to the election.

Candidate materials are posted as submitted, as per OSBA Board adopted policy.

For more information contact [Jim Green](#) at 800-578-6722 or via e-mail at jgreen@osba.org.

2015 Board Candidates

Position 1 (Eastern Region)



Kevin Cassidy from Baker 5J

[Nomination form](#) (Nominated by Baker 5J) PDF

[Candidate questionnaire and resume](#) PDF

Position 3 (Central Region)



Cheri Helt from Bend-La Pine 1

[Nomination form](#) (Nominated by Bend-La Pine 1) PDF

[Candidate questionnaire and resume](#) PDF

Position 4 (Southeast Region)

Lori Theros from Klamath Falls City Schools

[Nomination form](#) (Nominated by Klamath Falls City Schools) PDF

[Candidate questionnaire and resume](#) PDF

Incumbent

(Enclosure E-3)



Nomination form (Nominated by Vernonia 47J) [PDF](#)
Candidate questionnaire and resume [PDF](#)
 Incumbent

Position 16 (Washington Region)



Maureen Wolf from Tigard-Tualatin 23J
Nomination form (Nominated by Tigard-Tualatin 23J) [PDF](#)
Candidate questionnaire and resume [PDF](#)
 Incumbent

Position 17 (Multnomah Region)



Francisco Acosta from Multnomah ESD
Nomination form (Nominated by Multnomah ESD) [PDF](#)
Candidate questionnaire and resume [PDF](#)

Position 18 (Multnomah Region)



Kris Howatt from Gresham-Barlow 10
Nomination form (Nominated by Gresham-Barlow 10) [PDF](#)
Candidate questionnaire and resume [PDF](#)
 Incumbent

Position 19 (Multnomah Region)



Paul Anthony from Portland 1J
Nomination form (Nominated by Portland 1J) [PDF](#)
Candidate questionnaire and resume [PDF](#)



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(Enclosure E-3)

4. What do you see as the two most challenging issues faced by OSBA?
 - 1) Developing and promoting a common vision throughout the state for our children's education (K-12).
 - 2) Supporting this vision by advocating for resources to make this vision a reality
*to make sure all our endeavors are equitable for all students preK-12 across Oregon

5. What do you see as the two most challenging issues faced by your region?
 - 1) Currently the 5th year program is a pressing issue that needs to be resolved through stable and adequate funding.
 - 2) Stable and adequate funding from the state continues to be needed to make plans to ensure our vision for education becomes a reality. Districts also need funds to be sure all their schools are safe and up to date.

6. What is your plan for communicating with boards in your region?

I plan to continue working with OSBA to enhance my ability to speak with all boards in my region. I would like to develop more local opportunities for meaningful discussions of educational issues.

Deadline: October 2, 2015, 5 p.m.

Schools attended (Include official name of school, where and when):

High School: Lebanon Union High School 1959-1963
College: Oregon State University 1963-1967, 1970-1973
Degrees earned: BS – Elementary Education
MS – Elementary Education

Education honors and/or awards:

Other applicable training or education:

OSBA Leadership Oregon, graduate 2015

Activities, other state and local community services:

Volunteer AYSO soccer coach, 12 yrs.

PHS assistant soccer coach, 8 yrs.

Hobbies/special interests:

Fishing, hiking, pickle-ball, collecting coins/stamps, reading, writing, working with kids,
Grandkids, and family, photography, and golf.

Business/professional/civic group memberships; offices held and dates:

Philomath Education Assoc., 1973-04	President, 2000-2003
Oregon Education Assoc., 1973-present	Board Member, 2002-04
National Education Assoc., 1973-present	

Additional comments:



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ABOUT OSBA

OSBA Legislative Policy Committee election

In odd-numbered years, an election is held for the OSBA Legislative Policy Committee. In odd-numbered years, the OSBA Board of Directors election is held at the same time as the Legislative Policy Committee election, so be sure to check out your region's candidates for the **OSBA Board of Directors**.

Resolutions submitted to the membership are also on the ballot along with the candidate elections.

For more information contact **Jim Green** at 800-578-6722 or via e-mail at jgreen@osba.org.

2015 LPC Candidates

Position 1 (Eastern Region)



Andrew Bryan from Baker 5J

Nomination form (Nominated by Baker 5J) [PDF](#)

Candidate questionnaire and resume [PDF](#)

Position 2 (Gorge Region)

No candidates filed.

Position 3 (Central Region)

No candidates filed.

Position 4 (Southeast Region)



Jill O'Donnell from Klamath County

Nomination form (Nominated by Klamath County) [PDF](#)

Candidate questionnaire and resume [PDF](#)

Incumbent

Position 5 (Southern Region)



Dawn Watson from Phoenix-Talent 4

Nomination form (Nominated by Phoenix-Talent 4) [PDF](#)

Candidate questionnaire and resume [PDF](#)

Position 6 (Lane Region)

Jim Chapman from Lowell 71

(Enclosure E-3)



Position 11 (Marion Region)



Chris Brantley from Salem-Keizer 24J

Nomination form (Nominated by Salem-Keizer 24J) [PDF](#)

Candidate questionnaire and resume [PDF](#)

Incumbent

Position 12 (Marion Region)

No candidates filed.

Position 13 (Yamhill/Polk Region)

No candidates filed.

Position 14 (North Coast Region)

No candidates filed.

Position 15 (Washington Region)



Kim Strelchun from Hillsboro 1J

Nomination form (Nominated by Hillsboro 1J) [PDF](#)

Candidate questionnaire and resume [PDF](#)



Becky Tymchuk from Beaverton 48J

Nomination form (Nominated by Beaverton 48J) [PDF](#)

Candidate questionnaire and resume [PDF](#)

Position 16 (Washington Region)



Fred Marble from Forest Grove

Nomination form (Nominated by Forest Grove) [PDF](#)

Candidate questionnaire and resume [PDF](#)

Incumbent

Position 17 (Multnomah Region)

James Trujillo from Parkrose 3

Nomination form (Nominated by Parkrose 3) [PDF](#)

Candidate questionnaire and resume [PDF](#)

NOMINATION FORM
OSBA LEGISLATIVE POLICY COMMITTEE (LPC)
REGIONAL MEMBER

Date September 9, 2015

Doug Nelson, OSBA President-Elect
Oregon School Boards Association
P.O. Box 1068
Salem, OR 97308
Fax: 503-588-2813
E-mail: OSBAelections@osba.org

Nominations are due by 5 p.m., October 2, 2015.

Return this form and all candidate information forms to the OSBA office.

Fax forms to 503-588-2813 or mail to Oregon School Boards Association, P.O. Box 1068, Salem, OR 97308.

Dear Doug Nelson:

With this letter, our board nominates the candidate named below to a position on the OSBA Legislative Policy Committee for Region LINNBENTONLINCOLN, position # 10.

CANDIDATE INFORMATION

Name: DAVID DOWRIE
District/ESD/Community College: LINN BENTON LINCOLN ESD
Address: 25204 AIRPORT ROAD
City: PHILOMATH, Oregon ZIP 97370
E-mail: DDOWRIE@CASCO.NET Phone: LINN BENTON LINCOLN ESD

This nomination was approved by an official action of our board of directors at a duly called meeting on 09/09/2015.
(date)

Sincerely, Frank Bricker
(Board chair)

Name: FRANK BRICKER
District: LINN BENTON LINCOLN ESD
Address: 905 4TH AVENUE SE
City: ALBANY, OR ZIP 97321

CANDIDATE PERSONAL/PROFESSIONAL RESUME

OSBA Legislative Policy Committee

Name: DAVID DOWRIE Date: 10/1/2015

Address: 25204 AIRPORT ROAD

City / ZIP PHILOMATH / 97370

Business phone: 541.602.2855

Residence phone: 541.929.6931

E-mail: DDOWRIE@CASCO.NET

Fax (if applicable): _____

District/ESD/CC: LINN BENTON LINCOLN ESD

Term expires: 06/30/1917 Years on board: 32

Deadline: October 2, 2015, 5 p.m.

Please send your picture (head shot, labeled with your last name). A high-resolution digital photo is preferred but a print is acceptable; e-mail to

OSBAelections@osba.org or mail to:
Oregon School Boards Association
P.O. Box 1068, Salem, OR 97308

Work or service performed for OSBA or local district (Include committee name and if you were chair):

Leadership Oregon 2009

Board Chair, LBLESD, 7 times

Board President of Oregon Association of ESDs for 2 years

OSBA Board of Directors, 2 years

Other education board positions held/dates:

Chair, Steering Committee, Oregon Public Education Network (OPEN), 3 years

Occupation (Include at least the past five years): Information Technology Director, retired since 1999

Employers:

Dates:

Schools attended (Include official name of school, where and when):

High school: Latin School of Chicago, graduated 1961

College: Shimer College, Mt. Carroll, IL

Degrees earned: BA in Mathematics, 1967

Education honors and/or awards:

Bosch-Lomb award (1961)

Epsilon Sigma Phi award for Extension Professionals (2006)

Other applicable training or education:

Sand Ridge Charter School

2014-15 Annual Report

To

Lebanon School District

People Involved in Education, Inc. ("PIE")

Operation

Sand Ridge Charter School

At 100 Sand Ridge CT.

And

30581 Sodaville-Mountian Home Rd.

Lebanon, Oregon

Director of Operations: Mary Northern

Principal-South Main Campus-Audrey Cota

Principal-Sodaville Campus-Scott Richards

Phone: 541 258 5550 (South Main)

Phone: 541 258 2416 (Sodaville)

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Profit & Loss Budget Overview July 2015 –June 2016

Governance

People Involved in Education: People Involved in Education, Inc. is an Oregon nonprofit corporation (and is also known as "PIE"). PIE is an exempt organization under Section 501(c)(3) of the Internal Revenue code.

2014-2015 PIE Officers and Board Members

President	Doug Miner
Vice President	Lloyd Braunberger
Secretary/Treasurer	Sherrie Ingram
Director	Mary Northern
Director	Marianne Doerfler
Director	Jerry Workman
Director	Emily Sawdon

2015-2016 PIE Officers and Board Members

President	Jerry Workman
Vice President	Sanna Powell
Secretary/Treasurer	Sherrie Ingram
Director	Mary Northern
Director	Marianne Doerfler
Director	Davin Dahlgren
Director	Tavia Thornton

PIE Board Meetings:

The People Involved in Education, Inc. ("PIE") Board meets regularly on the first Monday of each month. The PIE Boards meets at the South Main campus located at 100 Sand Ridge, Lebanon, OR 97355 in work session at 5:30 p.m. followed by the regular monthly meeting at 6:00 pm.

Mission:

Back-to- Basics through personalized education and parental involvement.

Philosophy:

- PIE is dedicated to serving the families of our community by providing an alternative within public education.
- PIE is committed to preparing students to be exemplary citizens with a life-time love of learning.
- PIE is committed to operating schools that are schools intent on developing and implementing programs that meet the needs of each student.
- PIE schools endeavor to provide necessary assistance to all students to ensure "no child is left behind" and are willing to advance students according to their individual capacity to higher academic achievement.
- PIE is committed to continual engagement of all parents in the educational process.

Proven Success:

PIE (People Involved in Education, Inc.) has been in continuing successful operation since 1992.

Charter School

What is a Charter School?

A charter school in Oregon is:

- A free public school within a school district.
- Defined uniquely by contract or "charter."
- Authorized to operate under a contract of "charter."
- Operated by community members (often parents and teachers).
- Partially autonomous (with its own governing board).
- School of choice (for students and teachers).

What is Sand Ridge Charter School?

Sand Ridge Charter School is:

- A conversion charter school, converting from an alternative school in 2002.
- Operated by People Involved in Education, Inc. ("PIE") which has been in continuing successful operation since 1992.
- Grade kindergarten through eighth grade.
- Core Knowledge Curriculum, Riggs Institute's Writing and Spelling Road to Reading and Thinking, Excellence in Writing, Saxon Math, and McGraw- Hill resources in Science and Reading, as well as Core Knowledge texts in Reading and Social Studies.
- Back-to Basics emphasis.
- Small learning groups/small classroom size (around 20).
- Highly qualified teacher in each classroom, along with a teacher assistant and parent volunteers.
- Individualized education plans.
- Strong emphasis on parental involvement.
- Continual engagement of all parents in the educational process.
- Very attractive to home school students and other students who have not or would not otherwise use the public school system.
- Operates on about 50% of the total tax dollar that the regular public system operates on.

If you would like to know more, please come and see us in action at 30581 Sodaville-Mountain Home Rd. and/or 100 Sand Ridge Ct. Lebanon, OR 97355 or give us a call at 541-258-2416 or 541-258-5550.

Staffing

Sand Ridge Charter School 2014-2015

Administrative Staff

Director/Business Manager	Northern, Mary
Principal	Cota, Audrey
Principal	Miner, Doug
Office Managers	Powell, Sanna
	Cole, Amber
Bookkeeper	Northern, Holly

Staff

<i>Teachers</i>	<i>Support Staff</i>
Beeler, Clint	Beachy, Missy
Chandler, Bill	Black, Traci
Dahlgren, Emily	Blisseck, Stephanie
Davey, Christopher	Brown, Ali
Dougherty, Kim	Buchanan, Ben
Gleaves, Julia	Burnham, Patricia
Gonyea, Megan	Chandler, Brenda
Hall, Matt	Collins, Haley
Hecklinski, Sarah	Dukes, Darryl
Hooker, Shawn	Harris, Liza
Kolling, Crystal	Hickcox, Lorianne
McDowell, Naomi	Holmes, Nanette
McGovern, Danielle	Hutto, Tana
McMullen, Brendan	Jones, Karen
Morgan, Katelyn	Kennedy, Kristen
Morris, Katie	Knuth, Jody
Robinson, Carole	Kurtz, Delbert
Rosenbaum, Kristina	Kutsch, Corey
Sajovic, Jamie	Marvin, Marie
Seifried, Amber	McGuire, Susan
Thompson, Jeff	McLaughlin, Sam
Treichler, Amanda	Morehead, Katrina
Wilson, Jim	Porth, Michelle
Vincent, Kristy	Williams, Ann
Yell, Harley	Wolf, Kim

Sand Ridge Charter School 2015-16

Administrative Staff

Director/Business Manager	Northern, Mary
Principal	Cota, Audrey
Principal	Richards, Scott
Office Managers	Powell, Sanna
	Cole, Amber
Bookkeeper	Northern, Holly

Staff

<i>Teachers</i>	<i>Support Staff</i>
Chandler, Bill	Beachy, Missy
Dahlgren, Emily	Black, Traci
Dougherty, Kim	Blisseck, Stephanie
Garcia, Antonio	Bruce, Lacey
Gleaves, Julia	Burnham, Patricia
Gonyea, Megan	Chandler, Brenda
Hooker, Shawn	Crossan, Staci
Kolling, Crystal	Dukes, Darryl
McDowell, Naomi	Germain, Joy
McGovern, Danielle	Harris, Liza
McMullen, Brendan	Hickcox, Lorianne
Morgan, Katelyn	Holmes, Nanette
Morris, Katie	Hutto, Tana
Sajovic, Jamie	Jones, Karen
Sloan, Sheila	Kennedy, Kristen
Treichler, Amanda	Knuth, Jody
Treichler, Nick	Kurtz, Delbert
Wilbur, Ted	Marvin, Marie
Wilson, Jim	McDonald, Tiffany
Wollert, Kendra	McGuire, Susan
Vincent, Kristy	McLaughlin, Sam
Yell, Harley	Morehead, Katrina
	Porth, Michelle
	Williams, Ann

PIE Charter Schools | 2015-2016 CALENDAR

17-21 Orientation Week

AUGUST 2015						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY 2016						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

12 Early Release
15 Presidents' Day

20 days

7 Labor Day
8 1st Day of School
18 Early Release

SEPTEMBER 2015						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MARCH 2016						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

18 Early Release
21-25 Spring Break

18 days

2 Early Release
9 Statewide In Service
23 Early Release

OCTOBER 2015						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

APRIL 2016						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

6 3rd Quarter
7-8 Conferences
22 Early Release

19 days

4 1st Quarter
5-6 Conferences
11 Veterans Day
20 Early Release
25-27 Thanksgiving Break

NOVEMBER 2015						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY 2016						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

30 Memorial Day

21 days

18 Early Release
21-1 Christmas Break

DECEMBER 2015						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JUNE 2016						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

3 Early Release
(Strawberry Fest)
9 Last Day of School

7 days

18 M.L. King Day
27 2nd Quarter
28 Prep Day
29 In service

JANUARY 2016						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JULY 2016						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

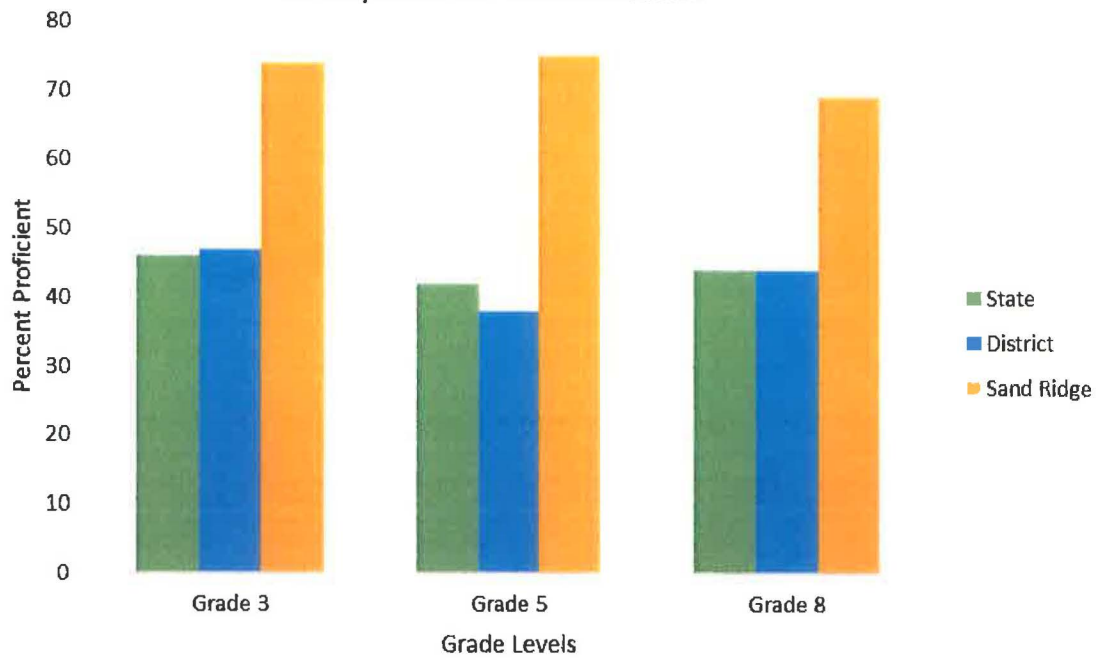
Total Student Contact Days 169

Updated 8/6/15

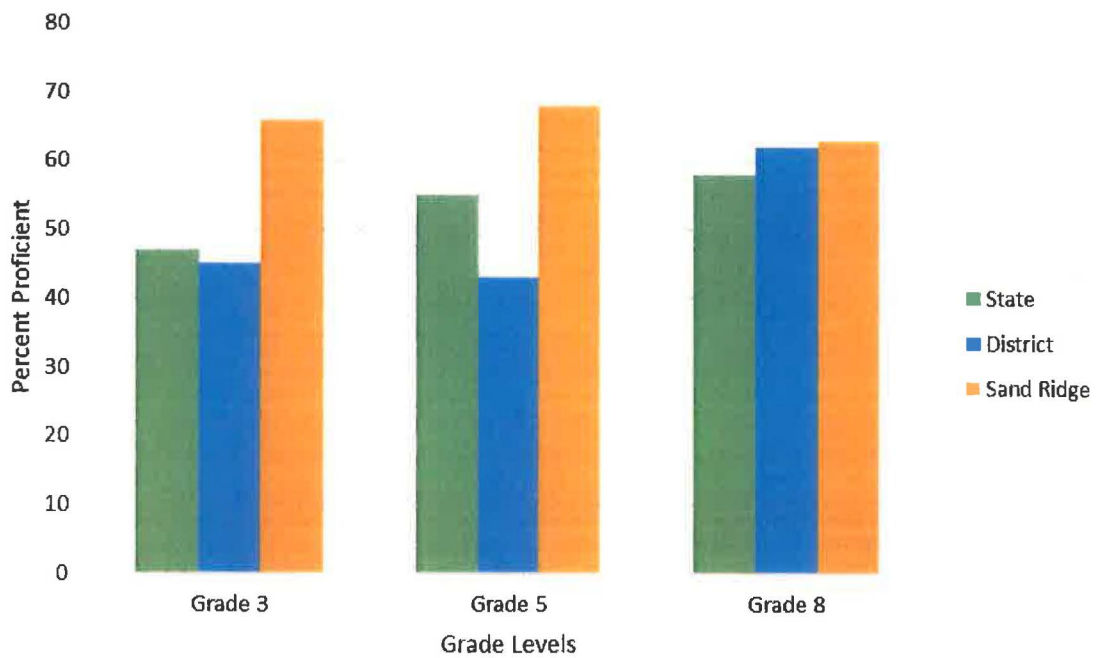
17 days

Academic Performance

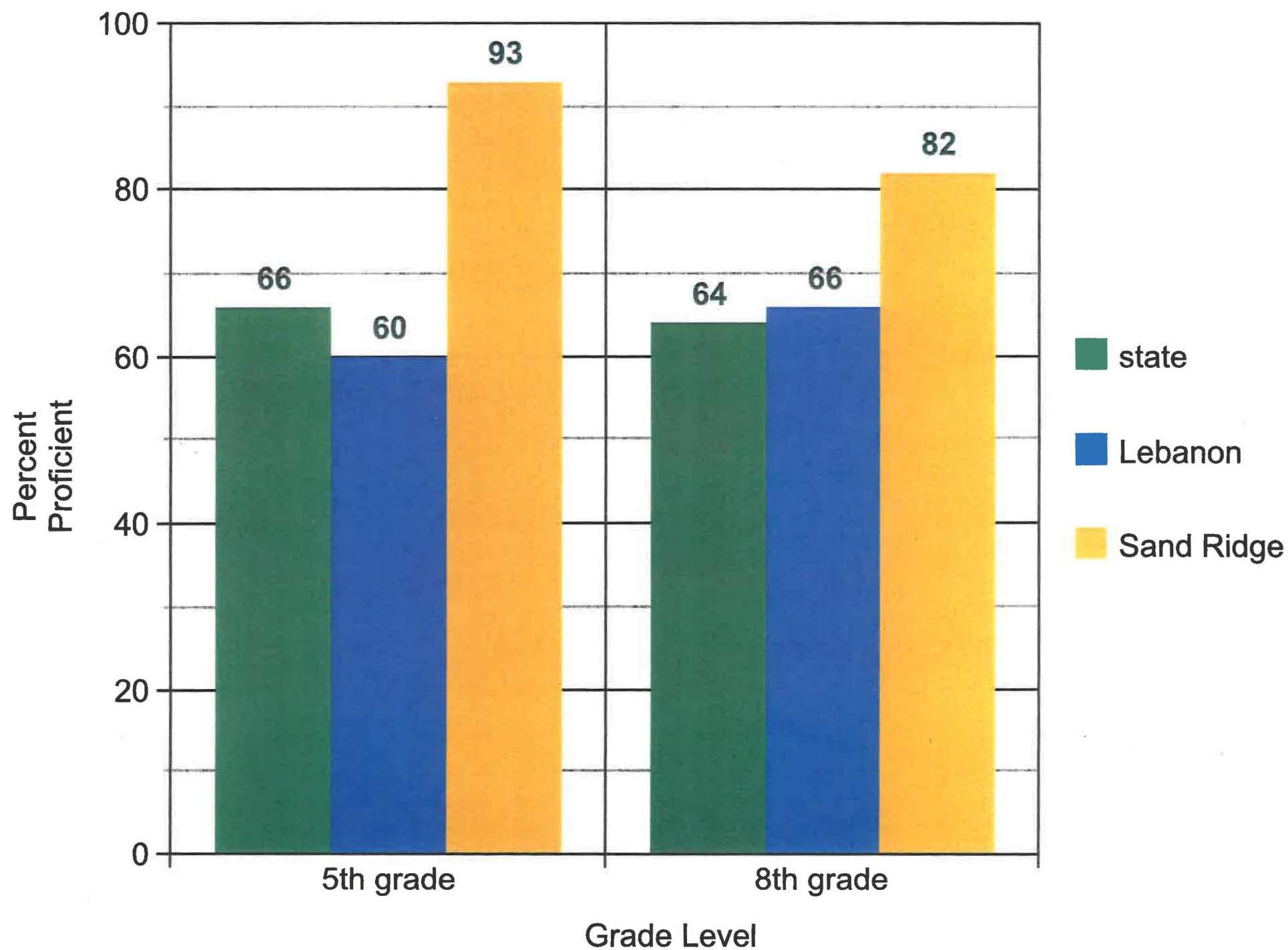
OAKS/Smarter Mathematics



OAKS/Smarter ELA/Literacy



OAKS/ Smarter Science



Finances

SAND RIDGE CHARTER SCHOOL**Profit & Loss**

July 2014 through June 2015

Accrual Basis

Jul '14 - Jun 15

Ordinary Income/Expense**Income**

1400 · Transportation Fees	3,881.99
1600 · Food Service	
1612 · Lunch	101,748.96
1611 · Breakfast	7,545.14
1600 · Food Service - Other	30,690.71
Total 1600 · Food Service	139,984.81
1990 · E-rate/Misc.	6,946.66
1950 · Textbook Sales	75.00
1920 · Donations	417.49
1300 · Various School Dist Tuition	2,064,402.52
1510 · Dividend & Interest	1,439.24
1740 · FEES	
Library Fund	138.00
Yearbook	-329.30
Activity Fees	17,004.50
Total 1740 · FEES	16,813.20
3100I · Grant Income	300.00

Total Income

2,234,260.91

Gross Profit

2,234,260.91

Expense

660 · Depreciation Expense	1,706.59
3000 · Enterprise and Community Servic	
3100.. · Food Services	
120 · Food Prep and Dispensing Serv	
200-- · Employee Benefits	
240-- · Kitchen Health Insurance	7,498.30
213-- · PERS UAL	6,599.06
211-- · PERS Employer	3,368.85
Total 200-- · Employee Benefits	17,466.21
100-- · Kitchen Salaries	
Bonus	500.00
321.- · Purchased Services	2,520.02
112-- · Classified Salaries	60,249.66
100-- · Kitchen Salaries - Other	326.53
Total 100-- · Kitchen Salaries	63,596.21
Total 120 · Food Prep and Dispensing Serv	81,062.42
130 · Food Delivery	78,984.50
190 · Other Food Services	4,070.01
Total 3100.. · Food Services	164,116.93
Total 3000 · Enterprise and Community Servic	164,116.93
2500 · Business Support Services	
2552 · Vehicle Operation Servies	
Fuel	4,660.25
2552 · Vehicle Operation Servies - Other	8,818.65
Total 2552 · Vehicle Operation Servies	13,478.90
2520 · Fiscal Services	
410^ · Consumable supplies and materia	509.71
385 · Management Services	50,397.29
389.. · Bookkeeping Services	21,719.02
Total 2520 · Fiscal Services	72,626.02
2550 · Student Transportation Services	
100- · Salaries	5,377.32
2550 · Student Transportation Services - Other	3,750.63

SAND RIDGE CHARTER SCHOOL**Profit & Loss**

July 2014 through June 2015

Accrual Basis

	Jul '14 - Jun 15
Total 2550 · Student Transportation Services	9,127.95
2540 · Business Operation & Maint.	
2542 · Care & Upkeep of Bldg Services	
460-- · Non-consumable supplies and mat	2,129.73
300` · Purchased Services	
351-- · Telephone	9,338.71
329-- · Other Property Services	14,832.02
328-- · Garbage	6,603.73
327-- · Water and Sewage	13,551.31
325-- · Electricity	26,729.97
324 · Rent	160,000.00
322-- · Repairs and Maintenance	22,285.41
321 · Cleaning Services	25,920.52
Total 300` · Purchased Services	279,261.67
410-- · Consumable Supplies and Mat.	14,355.66
Total 2542 · Care & Upkeep of Bldg Services	295,747.06
Total 2540 · Business Operation & Maint.	295,747.06
Total 2500 · Business Support Services	390,979.93
2000 · Support Services	
450 · food	1,066.85
2310 · Board of Education Services	
381 · Audit Services	10,250.00
Total 2310 · Board of Education Services	10,250.00
2600 · Central Activities Support Serv	
2640 · Staff Services	
2642389 · Background Checks	295.00
2640 · Staff Services - Other	400.00
Total 2640 · Staff Services	695.00
Total 2600 · Central Activities Support Serv	695.00
2200 · Instructional Staff Support	
2240' · Instructional Staff Development	
312' · Instructional Programs	7,740.00
Total 2240' · Instructional Staff Development	7,740.00
2220 · Educational Media	
430 · Library Books/Supplies	1,534.74
Total 2220 · Educational Media	1,534.74
Total 2200 · Instructional Staff Support	9,274.74
2400' · School Administration	
600- · Principal Office - Other	
653- · PO Property Insurance	15,562.75
640- · PO Dues and Fees	3,809.12
Total 600- · Principal Office - Other	19,371.87
400- · Principals Office- Supplies	
470- · PO Computer Software	449.00
460- · PO Non-Consumable Items	524.46
410- · PO - Consumable Supplies	2,891.55
Total 400- · Principals Office- Supplies	3,865.01
300- · Principals Office Purchased Ser	
389- · PO Other Non-Instructional	162,819.19
354- · PO Advertising	401.00
353- · PO Postage	587.60
319- · PO Other Instructional, Profess	180.00

SAND RIDGE CHARTER SCHOOL**Profit & Loss**

July 2014 through June 2015

Accrual Basis

	Jul '14 - Jun 15
Total 300- · Principals Office Purchased Ser	163,987.79
Total 2400' · School Administration	187,224.67
Total 2000 · Support Services	208,511.26
1000 · Instruction	
1113 · Activities/Extra Curricular	
343.. · Student Travel	2,328.79
410.. · Consumable supp. and mat.	6,006.80
1113 · Activities/Extra Curricular - Other	6,581.89
Total 1113 · Activities/Extra Curricular	14,917.48
1131, · High School Instruction	
400, · 9-12 Supplies and Materials	
480, · 9-12 Computer Hardware	3,000.00
460, · 9-12 Non-consumable Items	6,973.78
420, · 9-12 Textbooks	2,798.78
410, · 9-12 Consumable Supp & Mat	11,884.53
Total 400, · 9-12 Supplies and Materials	24,657.09
300, · 9-12 Purchased Services	
319, · 9-12 Other Instructional	3,829.15
311, · 9-12 Instruction Services	3,795.35
Total 300, · 9-12 Purchased Services	7,624.50
200, · 9-12 Employee Benefits	
240, · 9-12 Contractual Employee Benef	
241, · 9-12 Health Insurance	8,845.34
Total 240, · 9-12 Contractual Employee Benef	8,845.34
231, · 9-12 Worker's Comp.	317.64
213, · 9-12 PERS UAL	14,884.58
211, · 9-12 PERS Employer	6,656.71
Total 200, · 9-12 Employee Benefits	30,704.27
100, · High School Salaries	
118* · Bonus	500.00
121, · Salaries 9-12 Substitutes Licen	1,092.00
112, · Salaries 9-12 Classified	22,369.80
111, · Salaries 9-12 Licensed	87,024.73
100, · High School Salaries - Other	1,325.95
Total 100, · High School Salaries	112,312.48
Total 1131, · High School Instruction	175,298.34
1121* · Middle/Junior High Instruction	
400* · 6-8 Supplies and Materials	
480* · 6-8 Computer Hardware	9,085.13
470* · 6-8 Computer Software	1,110.33
460* · 6-8 Non-consumable Items	7,308.86
420* · 6-8 Textbooks	1,538.08
410* · 6-8 Consumable Supp & Mater	4,711.10
Total 400* · 6-8 Supplies and Materials	23,753.50
300* · 6-8 Purchased Services	
319* · 6-8 Other Instructional	17,810.34
311* · 6-8 Instruction Services	46,615.33
Total 300* · 6-8 Purchased Services	64,425.67
200* · 6-8 Employee Benefits	
240* · 6-8 Contractual Employee Benef.	
243 · Dependent Care	4,075.69
241* · 6-8 Health Insurance	21,459.10
Total 240* · 6-8 Contractual Employee Benef.	25,534.79

SAND RIDGE CHARTER SCHOOL**Profit & Loss**

July 2014 through June 2015

Accrual Basis

	Jul '14 - Jun 15
231* · 6-8 Worker's Comp	1,155.65
213* · 6-8 PERS UAL	35,603.43
211* · 6-8 PERS Employer	16,118.57
Total 200* · 6-8 Employee Benefits	78,412.44
100* · Middle/Junior High Salaries	
118 · Bonus	1,300.00
122* · Salaries 6-8 Substitutes Classi	3,921.31
121* · Salaries 6-8 Substitutes Licens	4,307.70
112* · Salaries - 6-8 Classified	77,250.65
111* · Salaries - 6-8 - Licensed	192,004.48
100* · Middle/Junior High Salaries - Other	998.43
Total 100* · Middle/Junior High Salaries	279,782.57
Total 1121* · Middle/Junior High Instruction	446,374.18
1111 · Elementary, K-5 Instruction	
400 · K-5 Supplies and Materials	
480 · K-5 Computer Hardware	403.94
470 · K-5 Computer Software	199.99
460 · K-5 Non-Consumable Items	2,568.35
420 · K-5 Textbooks	1,239.51
410 · K-5 Consumable Supp & Mater.	7,186.85
Total 400 · K-5 Supplies and Materials	11,598.64
300 · K-5 Purchased Services	
319 · K-5 Other Instructional	24,183.32
311 · K-5 Instruction Services	1,314.30
Total 300 · K-5 Purchased Services	25,497.62
200 · K-5 Employee Benefits	
240 · K-5 Contractual Employee Benef.	
242 · K-5 Dental Insurance	96.62
241 · K-5 Health Insurance	40,586.66
Total 240 · K-5 Contractual Employee Benef.	40,683.28
231 · K-5 Worker's Comp	1,662.52
213 · K-5 PERS UAL	63,372.05
212 · K-5 PERS Employee	298.04
210 · K-5 PERS Employer	30,506.69
Total 200 · K-5 Employee Benefits	136,522.58
100 · K-5 Salaries	
118 · Bonus	2,600.00
122 · Salaries K-5 Substitues Classif	127.50
121 · Salaries K-5 Substitutes Licens	6,819.00
112 · K-5 Salaries - Classified	135,740.18
111 · K-5 Salaries Licensed	394,008.37
100 · K-5 Salaries - Other	5,716.43
Total 100 · K-5 Salaries	545,011.48
Total 1111 · Elementary, K-5 Instruction	718,630.32
Total 1000 · Instruction	1,355,220.32
Miscellaneous	0.00
100 · PAYROLL	
Advance	0.00
Dental Insurance	1,086.33
Health Insurance	12,879.02
Medicare Taxes	14,539.28
Social Security Taxes	62,168.12
SUTA	30,882.39
Other	6.00
100 · PAYROLL - Other	-4,051.68

SAND RIDGE CHARTER SCHOOL**Profit & Loss**

July 2014 through June 2015

Accrual Basis

	Jul '14 - Jun 15
Total 100 · PAYROLL	117,509.46
2240 · BUSINESS EXPENSE	
Fee Expense	668.63
Total 2240 · BUSINESS EXPENSE	668.63
Total Expense	2,238,713.12
Net Ordinary Income	-4,452.21
Net Income	-4,452.21

SAND RIDGE CHARTER SCHOOL**Balance Sheet****As of June 30, 2015**

Accrual Basis

	Jun 30, 15
ASSETS	
Current Assets	
Checking/Savings	
Sandridge Operating Acct.	
Food Services	12,213.57
Carry Over Activity Fees	2,255.32
Sandridge Operating Acct. - Other	71,434.73
Total Sandridge Operating Acct.	85,903.62
Umqua Checking 9841456453	99,849.16
Total Checking/Savings	185,752.78
Accounts Receivable	
153 · Accounts Receivable	18.00
Total Accounts Receivable	18.00
Other Current Assets	
PPE · Prepaid Rent	50,000.00
Total Other Current Assets	50,000.00
Total Current Assets	235,770.78
Other Assets	
Equipment Purchase	33,000.00
241 · Office/School Equip/Furnishings	60,789.80
242 · Accumulated Depreciation	-34,838.87
Total Other Assets	58,950.93
TOTAL ASSETS	294,721.71
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
421 · Accounts Payable	2,823.43
Total Accounts Payable	2,823.43
Other Current Liabilities	
400 · DEPOSITS	
499* · Textbook Deposit	23,637.00
Total 400 · DEPOSITS	23,637.00
471 · Payroll Liabilities	195.99
Total Other Current Liabilities	23,832.99
Total Current Liabilities	26,656.42
Total Liabilities	26,656.42
Equity	
Opening Bal Equity	101,010.29
*Retained Earnings	171,507.21
Net Income	-4,452.21
Total Equity	268,065.29
TOTAL LIABILITIES & EQUITY	294,721.71

SAND RIDGE CHARTER SCHOOL Profit & Loss Budget Overview

July 2014 through June 2015

Accrual Basis

	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15	May 15	Jun 15	TOTAL Jul '14 - Jun '15
Ordinary Income/Expense													
Income													
1400 - Transportation Fees	0.00	0.00	321.77	173.05	0.00	696.50	300.00	373.95	102.10	462.37	644.65	807.60	3,881.99
1600 - Food Service													
1612 - Lunch	10,269.81	0.00	1,677.91	0.00	0.00	10,166.92	31,649.25	0.00	0.00	34,832.62	0.00	13,152.45	101,748.96
1611 - Breakfast	3,089.42	0.00	641.84	8.10	0.00	3,333.88	149.40	0.00	59.40	54.00	149.40	59.70	7,545.14
1600 - Food Service - Other	18.00	-24.00	3,838.55	3,752.25	1,438.75	3,119.79	2,738.16	5,398.85	2,490.80	3,253.80	3,194.89	1,470.87	30,690.71
Total 1600 - Food Service	13,377.23	-24.00	6,158.30	3,760.35	1,438.75	16,620.59	34,536.81	5,398.85	2,550.20	38,140.42	3,344.29	14,683.02	139,984.81
1990 - E-rate/Misc.	0.00	0.00	0.00	6,946.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,946.66
1950 - Textbook Sales	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	75.00
1920 - Donations	0.00	71.76	0.00	52.61	86.96	45.02	46.33	19.11	-537.20	577.82	22.86	32.20	417.49
1300 - Various School Dist Tuition	387,046.00	0.00	379,376.85	163,696.55	172,299.46	0.00	334,878.27	168,437.18	165,667.67	167,835.99	125,164.55	0.00	2,064,402.52
1510 - Dividend & Interest	4.16	8.10	11.22	11.54	1,314.98	9.27	8.19	9.54	10.13	0.46	50.44	0.21	1,439.24
1740 - FEES													
Library Fund	160.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	0.00	35.00	0.00	-62.00	138.00
Yearbook	0.00	0.00	25.00	-2,480.72	0.00	0.00	0.00	0.00	0.00	936.75	120.00	1,069.67	-329.30
Activity Fees	18,690.00	55.00	580.00	275.00	0.00	55.00	415.00	20.00	0.00	24.00	0.00	-3,109.50	17,004.50
Total 1740 - FEES	18,850.00	55.00	605.00	-2,205.72	0.00	55.00	415.00	25.00	0.00	995.75	120.00	-2,101.83	16,813.20
3100I - Grant Income							0.00	0.00	0.00	300.00	0.00	0.00	300.00
Total Income	419,277.39	110.88	386,473.14	172,435.04	175,165.15	17,426.38	370,185.60	174,263.63	167,792.90	208,362.81	129,346.79	13,421.20	2,234,260.91
Gross Profit	419,277.39	110.88	386,473.14	172,435.04	175,165.15	17,426.38	370,185.60	174,263.63	167,792.90	208,362.81	129,346.79	13,421.20	2,234,260.91
Expense							0.00	0.00	0.00	0.00	0.00	1,706.59	1,706.59
660 - Depreciation Expense							0.00	0.00	0.00	0.00	0.00	1,706.59	1,706.59
3000 - Enterprise and Community Serv													
3100.. - Food Services													
120 - Food Prep and Dispensing Serv													
200-- - Employee Benefits													
240-- - Kitchen Health Insurance	0.00	0.00	583.94	583.94	703.38	0.00	703.38	703.38	703.38	703.38	703.38	2,110.14	7,498.30
213-- - PERS UAL	0.00	0.00	640.26	792.48	711.32	714.14	483.94	744.09	670.54	430.09	493.80	918.40	6,599.06
211-- - PERS Employer	0.00	0.00	324.10	392.18	355.88	356.52	254.19	370.53	298.80	230.11	258.60	527.94	3,368.85
Total 200-- - Employee Benefits	0.00	0.00	1,548.30	1,768.60	1,770.58	1,070.66	1,441.51	1,818.00	1,672.72	1,363.58	1,455.78	3,556.48	17,466.21
100-- - Kitchen Salaries													
Bonus	0.00	0.00	0.00	0.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
321-- - Purchased Services	0.00	0.00	0.00	0.00	0.00	1,032.83	673.12	814.07	0.00	0.00	0.00	0.00	2,520.02
112-- - Classified Salaries	0.00	0.00	5,275.55	6,754.99	6,013.46	5,536.33	4,196.82	5,467.47	7,012.51	5,289.84	7,017.15	7,685.54	60,249.66
100-- - Kitchen Salaries - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	326.53
Total 100-- - Kitchen Salaries	0.00	0.00	5,275.55	6,754.99	6,013.46	7,069.16	4,869.94	6,281.54	7,012.51	5,289.84	7,017.15	8,012.07	63,596.21
Total 120 - Food Prep and Dispensing Serv	0.00	0.00	6,823.85	8,523.59	7,784.04	8,139.82	6,311.45	8,099.54	8,685.23	6,653.42	8,472.93	11,568.55	81,062.42
130 - Food Delivery	0.00	3,388.65	11,792.31	9,390.59	6,989.93	7,111.74	8,976.50	9,084.53	6,732.14	8,407.09	6,842.88	258.14	78,984.50
190 - Other Food Services	0.00	17.00	244.38	1,740.33	0.00	575.51	79.40	40.00	154.39	0.00	40.00	204.00	3,095.01
3100.. - Food Services - Other	975.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	975.00
Total 3100.. - Food Services	975.00	3,415.65	18,860.54	19,654.51	14,773.97	15,827.07	15,367.35	17,224.07	15,571.76	15,060.51	15,355.81	12,030.69	164,116.93
Total 3000 - Enterprise and Community Serv	975.00	3,415.65	18,860.54	19,654.51	14,773.97	15,827.07	15,367.35	17,224.07	15,571.76	15,060.51	15,355.81	12,030.69	164,116.93
2500 - Business Support Services													
2552 - Vehicle Operation Services													
Fuel	175.03	0.00	0.00	707.25	813.47	419.27	366.10	411.02	382.33	343.55	466.12	576.11	4,660.25
2552 - Vehicle Operation Services - Other	2,185.59	0.00	0.00	235.97	358.64	0.00	3,092.76	904.51	928.21	549.83	563.14	0.00	8,818.65
Total 2552 - Vehicle Operation Services	2,360.62	0.00	0.00	943.22	1,172.11	419.27	3,458.86	1,315.53	1,310.54	893.38	1,029.26	576.11	13,478.90
2520 - Fiscal Services													
410* - Consumable supplies and materia	0.00	0.00	11,819.30	4,076.13	4,076.13	4,162.26	4,144.26	79.99	0.00	0.00	0.00	150.84	509.71
385 - Management Services	0.00	0.00	5,381.12	1,793.71	1,793.70	1,870.32	1,793.71	1,793.71	1,793.70	4,325.93	5,033.74	4,471.02	50,397.29
369.. - Bookkeeping Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,872.33	1,813.36	1,813.36	21,719.02
Total 2520 - Fiscal Services	0.00	0.00	17,200.42	5,869.84	5,869.83	6,032.58	5,937.97	6,216.85	6,017.95	6,198.26	6,847.10	6,435.22	72,626.02
2550 - Student Transportation Services													
100.. - Salaries	0.00	0.00	1,528.54	1,245.27	1,168.28	960.73	0.00	201.50	0.00	0.00	32.50	162.50	5,299.32
2550 - Student Transportation Services - Other	0.00	0.00	116.83	1,263.75	0.00	528.12	491.79	0.00	626.04	78.00	724.10	0.00	3,828.63
Total 2550 - Student Transportation Services	0.00	0.00	1,645.37	2,509.02	1,168.28	1,488.85	491.79	201.50	626.04	78.00	756.60	162.50	9,127.95
2540 - Business Operation & Maint.													
2542 - Care & Upkeep of Bldg Services													
460* - Non-consumable supplies and mat	0.00	0.00	350.00	161.07	11.25	1,516.00	0.00	13.88	17.98	59.55	0.00	0.00	2,129.73
300* - Purchased Services													
351-- - Telephone	774.39	783.48	890.53	808.35	2,017.63	955.40	281.05	276.37	603.14	731.57	603.40	613.40	9,338.71
329-- - Other Property Services	261.03	64.05	1,903.19	2,499.17	1,222.44	1,653.94	2,871.12	1,928.78	869.98	626.50	842.32	91.50	14,832.02
328-- - Garbage	541.90	541.90	564.27	541.90	541.90	564.27	547.44	547.44	570.39	547.44	547.44	547.44	6,603.73

SAND RIDGE CHARTER SCHOOL Profit & Loss Budget Overview

July 2014 through June 2015

Accrual Basis

	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15	May 15	Jun 15	TOTAL Jul '14 - Jun '15
327-- Water and Sewage	1,094.21	1,036.07	1,106.64	1,272.91	1,434.88	1,165.10	973.84	1,220.18	1,006.10	1,049.41	1,163.76	1,028.21	13,551.31
325-- Electricity	1,358.06	1,399.66	1,899.23	2,491.19	2,305.36	2,944.83	2,397.66	2,775.36	2,471.81	2,210.37	2,263.15	2,213.29	26,729.97
324-- Rent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00	0.00	110,000.00	160,000.00
322-- Repairs and Maintenance	4,900.00	102.90	1,631.43	5,689.12	25,187.50	42,872.60	3.00	897.50	592.52	5,815.14	119.50	-65,525.80	22,285.41
321-- Cleaning Services	106.67	3,100.00	3,435.87	2,669.12	2,845.81	2,657.22	1,288.62	2,133.59	2,140.15	1,701.03	2,153.77	1,688.67	25,920.52
Total 300-- Purchased Services	9,036.26	7,028.06	11,431.16	15,971.76	35,555.52	52,813.36	8,362.73	9,777.22	58,254.09	12,681.46	7,693.34	50,856.71	279,261.67
410-- Consumable Supplies and Mat.	42.25	104.55	1,726.43	1,817.81	1,569.70	1,073.57	1,821.26	1,259.99	1,027.28	974.68	1,710.09	1,228.05	14,355.66
Total 2542-- Care & Upkeep of Bldg Services	9,078.51	7,132.61	13,507.59	17,950.64	37,136.47	55,402.93	10,183.99	11,051.09	59,299.35	13,715.69	9,403.43	51,884.76	295,747.06
Total 2540-- Business Operation & Maint.	9,078.51	7,132.61	13,507.59	17,950.64	37,136.47	55,402.93	10,183.99	11,051.09	59,299.35	13,715.69	9,403.43	51,884.76	295,747.06
Total 2500-- Business Support Services	11,439.13	7,132.61	32,353.38	27,272.72	45,346.69	63,343.63	20,072.61	18,784.97	67,253.88	20,885.33	18,036.39	59,058.59	390,979.93
2000-- Support Services													
450-- food	0.00	172.98	0.00	0.00	111.85	782.02	0.00	0.00	0.00	0.00	0.00	0.00	1,066.85
2310-- Board of Education Services													
381-- Audit Services	2,790.00	0.00	0.00	0.00	4,960.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	10,250.00
Total 2310-- Board of Education Services	2,790.00	0.00	0.00	0.00	4,960.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	10,250.00
2600-- Central Activities Support Serv													
2640-- Staff Services													
2642389-- Background Checks	59.00	177.00	0.00	0.00	0.00	0.00	59.00	0.00	0.00	0.00	0.00	0.00	295.00
2640-- Staff Services - Other							0.00	0.00	0.00	0.00	0.00	400.00	400.00
Total 2640-- Staff Services	59.00	177.00	0.00	0.00	0.00	0.00	59.00	0.00	0.00	0.00	0.00	400.00	695.00
Total 2600-- Central Activities Support Serv	59.00	177.00	0.00	0.00	0.00	0.00	59.00	0.00	0.00	0.00	0.00	400.00	695.00
2200-- Instructional Staff Support													
2240-- Instructional Staff Development													
312-- Instructional Programs	1,750.00	0.00	0.00	0.00	770.00	0.00	3,875.00	0.00	0.00	0.00	0.00	1,345.00	7,740.00
Total 2240-- Instructional Staff Development	1,750.00	0.00	0.00	0.00	770.00	0.00	3,875.00	0.00	0.00	0.00	0.00	1,345.00	7,740.00
2220-- Educational Media													
430-- Library Books/Supplies	0.00	0.00	1,834.07	-1,756.97	0.00	1,089.95	-769.86	480.00	0.00	0.00	3,353.53	-2,695.98	1,534.74
Total 2220-- Educational Media	0.00	0.00	1,834.07	-1,756.97	0.00	1,089.95	-769.86	480.00	0.00	0.00	3,353.53	-2,695.98	1,534.74
Total 2200-- Instructional Staff Support	1,750.00	0.00	1,834.07	-1,756.97	770.00	1,089.95	3,105.14	480.00	0.00	0.00	3,353.53	-1,350.98	9,274.74
2400-- School Administration													
600-- Principal Office - Other													
653-- PO Property Insurance	0.00	0.00	15,384.75	0.00	0.00	0.00	178.00	0.00	0.00	0.00	0.00	0.00	15,562.75
640-- PO Dues and Fees	130.00	675.09	776.00	0.00	0.00	396.00	214.00	0.00	0.00	750.00	868.03	0.00	3,809.12
Total 600-- Principal Office - Other	130.00	675.09	16,160.75	0.00	0.00	396.00	392.00	0.00	0.00	750.00	868.03	0.00	19,371.87
400-- Principals Office- Supplies													
480-- PO - Computer Hardware							0.00	0.00	0.00	0.00	0.00	0.00	0.00
470-- PO Computer Software							0.00	0.00	0.00	449.00	0.00	0.00	449.00
460-- PO Non-Consumable Items	0.00	208.99	85.52	0.00	0.00	0.00	229.95	0.00	0.00	0.00	0.00	0.00	524.46
410-- PO - Consumable Supplies	-22.92	907.91	526.78	244.98	340.89	108.76	88.90	77.90	150.03	111.59	304.55	52.18	2,891.55
Total 400-- Principals Office- Supplies	-22.92	1,116.90	612.30	244.98	340.89	108.76	318.85	77.90	150.03	560.59	304.55	52.18	3,865.01
300-- Principals Office Purchased Ser													
385-- Management Services							0.00	0.00	0.00	0.00	0.00	0.00	0.00
389-- PO Other Non-Instructional	0.00	0.00	15,974.51	13,072.62	13,203.12	14,789.91	14,382.34	14,375.07	14,426.14	15,000.24	14,572.66	33,022.58	162,819.19
354-- PO Advertising	0.00	0.00	401.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	401.00
353-- PO Postage	147.00	49.00	98.00	98.00	0.00	0.00	97.60	49.00	0.00	49.00	0.00	0.00	587.60
319-- PO Other Instructional, Profess							0.00	0.00	180.00	0.00	0.00	0.00	180.00
Total 300-- Principals Office Purchased Ser	147.00	49.00	16,473.51	13,170.62	13,203.12	14,789.91	14,479.94	14,424.07	14,606.14	15,049.24	14,572.66	33,022.58	163,987.79
200-- Principals Office Emp Benefits													
240-- Contractual Employee Benefits							0.00	0.00	0.00	0.00	0.00	0.00	0.00
210-- PO - PERS							0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 200-- Principals Office Emp Benefits							0.00	0.00	0.00	0.00	0.00	0.00	0.00
100-- Principals Office Salaries													
114-- PO Salaries - Managerial Classi							0.00	0.00	0.00	0.00	0.00	0.00	0.00
113-- PO Administrators							0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 100-- Principals Office Salaries							0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 2400-- School Administration	254.08	1,840.99	33,246.56	13,415.60	13,544.01	15,294.67	15,190.79	14,501.97	14,756.17	16,359.83	15,745.24	33,074.76	187,224.67
Total 2000-- Support Services	4,853.08	2,190.97	35,080.63	11,658.63	19,385.86	17,166.64	18,354.93	14,981.97	14,756.17	16,359.83	19,098.77	34,623.78	208,511.26
1000-- Instruction													
1113-- Activities/Extra Curricular													

SAND RIDGE CHARTER SCHOOL Profit & Loss Budget Overview

July 2014 through June 2015

Accrual Basis

	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15	May 15	Jun 15	TOTAL Jul '14 - Jun '15
343.. - Student Travel	0.00	0.00	0.00	440.40	123.76	114.71	38.42	268.63	66.83	13.67	765.06	497.31	2,328.79
410.. - Consumable supp. and mat.	0.00	0.00	89.32	351.94	281.81	430.93	258.06	325.02	222.20	610.32	696.57	2,740.63	6,006.80
1113 - Activities/Extra Curricular - Other	0.00	0.00	0.00	866.00	350.00	885.90	0.00	0.00	0.00	485.00	3,834.99	160.00	6,581.89
Total 1113 - Activities/Extra Curricular	0.00	0.00	89.32	1,658.34	755.57	1,431.54	296.48	593.65	289.03	1,108.99	5,296.62	3,397.94	14,917.48
1131.. - High School Instruction													
400.. - 9-12 Supplies and Materials													
480.. - 9-12 Computer Hardware	0.00	0.00	0.00	0.00	0.00	3,000.00	0.00	0.00	0.00	0.00	0.00	0.00	3,000.00
460.. - 9-12 Non-consumable Items	0.00	0.00	0.00	6,588.71	319.15	0.00	31.94	33.98	0.00	0.00	0.00	0.00	6,973.78
420.. - 9-12 Textbooks	0.00	325.00	1,654.40	33.94	0.00	298.70	0.00	0.00	486.74	0.00	0.00	0.00	2,798.78
410.. - 9-12 Consumable Supp & Mat	122.89	6,653.99	1,068.01	303.67	125.96	1,897.30	49.50	212.68	98.18	160.75	146.60	1,045.00	11,884.53
Total 400.. - 9-12 Supplies and Materials	122.89	6,978.99	2,722.41	6,926.32	445.11	5,196.00	81.44	246.66	584.92	160.75	146.60	1,045.00	24,657.09
300.. - 9-12 Purchased Services													
319.. - 9-12 Other Instructional	0.00	0.00	1,394.37	378.00	-393.00	0.00	1,458.33	25.00	0.00	0.00	0.00	966.45	3,829.15
311.. - 9-12 Instruction Services	0.00	492.35	0.00	750.00	0.00	0.00	-447.00	3,000.00	0.00	0.00	0.00	0.00	3,795.35
Total 300.. - 9-12 Purchased Services	0.00	492.35	1,394.37	1,128.00	-393.00	0.00	1,011.33	3,025.00	0.00	0.00	0.00	966.45	7,624.50
200.. - 9-12 Employee Benefits													
240.. - 9-12 Contractual Employee Benef													
241.. - 9-12 Health Insurance	0.00	0.00	583.94	875.91	1,055.07	0.00	1,055.07	1,055.07	1,055.07	1,055.07	1,055.07	1,055.07	8,845.34
Total 240.. - 9-12 Contractual Employee Benef	0.00	0.00	583.94	875.91	1,055.07	0.00	1,055.07	1,055.07	1,055.07	1,055.07	1,055.07	1,055.07	8,845.34
231.. - 9-12 Worker's Comp.	74.20	0.00	0.00	23.24	74.21	0.00	0.00	72.99	0.00	0.00	73.00	0.00	317.64
213.. - 9-12 PERS UAL	0.00	0.00	844.89	1,273.98	1,194.02	1,248.26	1,178.20	1,171.58	1,378.15	1,303.39	1,345.63	3,946.48	14,884.58
211.. - 9-12 PERS Employer	0.00	0.00	377.85	569.75	533.99	558.25	526.92	523.96	616.33	582.91	601.80	1,764.95	6,656.71
Total 200.. - 9-12 Employee Benefits	74.20	0.00	1,806.68	2,742.86	2,857.29	1,806.51	2,760.19	2,823.60	3,049.55	2,941.37	3,075.50	6,766.50	30,704.27
100.. - High School Salaries													
118.. - Bonus	0.00	0.00	0.00	0.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
121.. - Salaries 9-12 Substitutes Licen	0.00	0.00	0.00	120.00	0.00	0.00	0.00	285.00	104.50	312.50	0.00	150.00	1,092.00
112.. - Salaries 9-12 Classified	0.00	0.00	2,118.14	2,137.08	2,137.08	1,956.33	2,058.96	2,129.77	2,022.54	1,928.77	1,786.74	4,094.39	22,369.80
111.. - Salaries 9-12 Licensed	0.00	0.00	5,555.91	7,583.22	7,529.47	7,545.59	7,416.63	7,281.10	7,405.88	6,846.98	7,518.72	22,341.23	87,024.73
100.. - High School Salaries - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.95	1,325.95
Total 100.. - High School Salaries	0.00	0.00	7,674.05	9,840.30	9,666.55	10,121.92	9,475.59	9,895.87	9,532.92	9,088.25	9,305.46	27,911.57	112,312.48
Total 1131.. - High School Instruction	197.09	7,471.34	13,597.51	20,637.50	12,575.95	17,124.43	13,328.55	15,791.13	13,167.39	12,190.37	12,527.56	36,689.52	175,298.34
1121* - Middle/Junior High Instruction													
400* - 6-8 Supplies and Materials													
480* - 6-8 Computer Hardware	0.00	0.00	0.00	3,832.02	0.00	0.00	800.00	827.33	2,700.00	325.84	599.94	0.00	9,085.13
470* - 6-8 Computer Software	0.00	0.00	0.00	0.00	200.00	0.00	0.00	910.33	0.00	0.00	0.00	0.00	1,110.33
460* - 6-8 Non-consumable Items	1,095.89	5,009.66	426.32	119.08	12.00	516.95	0.00	0.00	74.98	53.98	0.00	0.00	7,308.86
420* - 6-8 Textbooks	0.00	83.26	1,174.20	4.24	94.95	0.00	0.00	0.00	181.43	0.00	0.00	0.00	1,538.08
410* - 6-8 Consumable Supp & Mater	438.90	378.29	1,863.15	525.42	200.51	91.77	363.69	205.76	228.85	314.46	100.30	0.00	4,711.10
400* - 6-8 Supplies and Materials - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 400* - 6-8 Supplies and Materials	1,534.79	5,471.21	3,463.67	4,480.76	507.46	608.72	1,163.69	1,943.42	3,185.26	694.28	700.24	0.00	23,753.50
300* - 6-8 Purchased Services													
319* - 6-8 Other Instructional	0.00	0.00	2,942.40	850.73	837.03	935.41	3,068.02	602.17	750.13	836.69	634.99	6,352.77	17,810.34
311* - 6-8 Instruction Services	0.00	0.00	7,196.84	3,478.14	4,746.07	3,647.30	3,537.85	3,537.85	3,326.64	3,462.24	2,968.37	10,714.03	46,615.33
Total 300* - 6-8 Purchased Services	0.00	0.00	10,139.24	4,328.87	5,583.10	4,582.71	6,605.87	4,140.02	4,076.77	4,298.93	3,603.36	17,066.80	64,425.67
200* - 6-8 Employee Benefits													
240* - 6-8 Contractual Employee Benef.													
243.. - Dependent Care	0.00	0.00	31.88	469.38	400.00	561.27	271.88	274.38	467.51	571.88	576.88	450.63	4,075.69
241* - 6-8 Health Insurance	0.00	0.00	1,751.82	2,043.79	2,461.83	-1,004.80	1,996.95	2,110.14	2,603.84	2,110.14	2,110.14	5,275.35	21,459.10
Total 240* - 6-8 Contractual Employee Benef.	0.00	0.00	1,783.70	2,513.17	2,861.83	-443.63	2,268.83	2,384.52	3,071.35	2,682.02	2,687.02	5,725.98	25,534.79
231* - 6-8 Worker's Comp	222.62	0.00	0.00	92.99	296.83	0.00	0.00	292.00	0.00	-40.79	292.00	0.00	1,155.65
213* - 6-8 PERS UAL	0.00	0.00	2,605.52	2,776.71	2,697.93	3,448.05	2,524.74	2,438.25	3,047.13	3,486.93	3,162.60	9,415.57	35,603.43
211* - 6-8 PERS Employer	0.00	0.00	1,165.23	1,241.77	1,206.55	1,542.01	1,129.09	1,090.42	1,362.74	1,559.41	1,460.25	4,361.10	16,118.57
Total 200* - 6-8 Employee Benefits	222.62	0.00	5,554.45	6,624.64	7,063.14	4,546.43	5,922.68	6,205.19	7,481.22	7,687.57	7,601.87	19,502.65	78,412.44
100* - Middle/Junior High Salaries													
118.. - Bonus	0.00	0.00	0.00	0.00	0.00	1,300.00	0.00	0.00	0.00	0.00	0.00	0.00	1,300.00
122* - Salaries 6-8 Substitutes Classi	0.00	0.00	0.00	0.00	302.50	120.00	120.00	21.31	0.00	1,190.00	1,392.50	675.00	3,921.31
121* - Salaries 6-8 Substitutes Licen	0.00	0.00	240.00	360.00	240.00	360.00	240.00	480.00	1,677.70	460.00	250.00	0.00	4,307.70
112* - Salaries 6-8 Classified	0.00	0.00	6,076.68	7,230.76	6,968.24	8,088.88	6,016.90	5,955.05	6,713.72	8,000.96	6,139.54	16,059.92	77,250.65
111* - Salaries 6-8 - Licensed	0.00	0.00	18,934.17	17,837.75	18,581.08	19,485.49	13,787.78	13,254.11	13,410.38	13,085.89	13,726.72	42,566.99	184,670.36
100* - Middle/Junior High Salaries - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	998.43	998.43
Total 100* - Middle/Junior High Salaries	0.00	0.00	25,250.85	25,428.51	26,091.82	29,454.37	20,164.68	19,710.47	21,801.80	22,736.85	21,508.76	60,300.34	272,448.45
Total 1121* - Middle/Junior High Instruction	1,757.41	5,471.21	44,408.21	40,862.78	39,245.52	39,192.23	33,856.90	31,999.10	36,545.05	35,417.63	33,414.23	96,869.79	439,040.06
1111 - Elementary, K-5 Instruction													

**SAND RIDGE CHARTER SCHOOL
Profit & Loss Budget Overview**

July 2014 through June 2015

Accrual Basis

	Jul 14	Aug 14	Sep 14	Oct 14	Nov 14	Dec 14	Jan 15	Feb 15	Mar 15	Apr 15	May 15	Jun 15	TOTAL Jul '14 - Jun '15
400. - K-5 Supplies and Materials													
480. - K-5 Computer Hardware	0.00	0.00	0.00	0.00	364.96	0.00	0.00	0.00	0.00	38.98	0.00	0.00	403.94
470. - K-5 Computer Software	0.00	0.00	0.00	0.00	199.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	199.99
460. - K-5 Non-Consumable Items	0.00	601.58	66.34	167.50	0.00	62.93	377.66	0.00	709.72	273.68	193.85	115.09	2,568.35
420. - K-5 Textbooks	0.00	867.57	-299.00	0.00	0.00	51.53	24.08	33.36	174.22	316.97	70.78	0.00	1,239.51
410. - K-5 Consumable Supp & Mater.	724.74	2,616.28	694.86	350.94	420.49	335.87	225.25	381.23	282.73	558.68	496.58	99.20	7,186.85
Total 400. - K-5 Supplies and Materials	724.74	4,085.43	462.20	518.44	985.44	450.33	626.99	414.59	1,166.67	1,188.31	761.21	214.29	11,598.64
300. - K-5 Purchased Services													
319. - K-5 Other Instructional	0.00	0.00	4,564.74	1,078.80	1,078.80	1,188.25	4,724.54	1,078.79	1,078.80	1,126.07	1,090.60	7,173.93	24,183.32
311. - K-5 Instruction Services	0.00	0.00	0.00	1,314.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,314.30
Total 300. - K-5 Purchased Services	0.00	0.00	4,564.74	2,393.10	1,078.80	1,188.25	4,724.54	1,078.79	1,078.80	1,126.07	1,090.60	7,173.93	25,497.62
200. - K-5 Employee Benefits													
240. - K-5 Contractual Employee Benef.													
242. - K-5 Dental Insurance	0.00	0.00	96.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	96.62
241. - K-5 Health Insurance	0.00	0.00	1,897.80	3,503.64	4,220.28	-2,379.76	4,571.97	4,571.97	4,571.97	4,571.97	4,571.97	10,484.85	40,586.66
Total 240. - K-5 Contractual Employee Benef.	0.00	0.00	1,994.42	3,503.64	4,220.28	-2,379.76	4,571.97	4,571.97	4,571.97	4,571.97	4,571.97	10,484.85	40,683.28
231. - K-5 Worker's Comp	445.24	0.00	0.00	116.24	371.04	0.00	0.00	365.00	0.00	0.00	365.00	0.00	1,662.52
213. - K-5 PERS UAL	0.00	0.00	4,498.33	5,675.86	5,232.17	6,122.38	5,044.92	5,041.65	6,126.44	5,913.67	5,833.26	13,883.37	63,372.05
212. - K-5 PERS Employee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	298.04	0.00	298.04
210. - K-5 PERS Employer	0.00	0.00	2,011.71	2,538.34	2,339.90	2,738.04	2,256.71	2,254.71	2,704.26	2,644.69	2,644.16	8,374.71	30,506.69
Total 200. - K-5 Employee Benefits	445.24	0.00	8,504.46	11,834.08	12,163.39	6,480.66	11,873.06	12,233.33	13,402.67	13,130.33	13,712.43	32,742.93	136,522.58
100. - K-5 Salaries													
118 - Bonus	0.00	0.00	0.00	0.00	0.00	2,600.00	0.00	0.00	0.00	0.00	0.00	0.00	2,600.00
122. - Salaries K-5 Substitues Classif							127.50	0.00	0.00	0.00	0.00	0.00	127.50
121. - Salaries K-5 Substitues Licens	0.00	0.00	0.00	600.00	600.00	600.00	840.00	1,217.50	994.00	802.50	1,090.00	75.00	6,819.00
112. - K-5 Salaries - Classified	0.00	0.00	10,681.04	11,994.45	11,328.06	10,761.31	11,242.08	12,059.30	12,837.39	11,302.57	11,544.58	31,989.40	135,740.18
111. - K-5 Salaries Licensed	0.00	0.00	30,215.69	31,069.98	33,435.30	33,572.27	32,936.81	32,870.97	32,977.94	33,139.86	32,356.07	101,433.48	394,008.37
100. - K-5 Salaries - Other							0.00	0.00	0.00	0.00	0.00	5,716.43	5,716.43
Total 100. - K-5 Salaries	0.00	0.00	40,896.73	43,664.43	45,363.36	47,533.58	45,146.39	46,147.77	46,809.33	45,244.93	44,990.65	139,214.31	545,011.48
Total 1111 - Elementary, K-5 Instruction	1,169.98	4,085.43	54,428.13	58,410.05	59,590.99	55,652.82	62,370.98	59,874.48	62,457.47	60,889.64	60,554.89	179,345.46	718,630.32
Total 1000 - Instruction	3,124.48	17,027.98	112,523.17	121,568.67	112,168.03	113,401.02	109,852.91	108,258.36	112,458.94	109,406.63	111,793.30	316,302.71	1,347,886.20
Miscellaneous	0.00	300.00	-300.00	-500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-500.00
100 - PAYROLL													
Spanish Teacher							0.00	0.00	0.00	2,309.64	3,454.33	1,570.15	7,334.12
Advance	0.00	2,350.00	-150.00	0.00	-700.00	0.00	900.00	430.00	-30.00	1,200.00	-997.95	-2,502.05	500.00
Dental Insurance	0.00	144.93	0.00	0.00	941.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,086.33
Health Insurance	-1,003.04	218.97	0.00	0.00	13,663.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,879.02
Medicare Taxes	0.00	0.00	1,169.08	1,260.55	1,280.39	1,365.97	1,145.29	1,177.73	1,220.98	1,228.84	1,251.49	3,438.96	14,539.28
Social Security Taxes	0.00	0.00	4,998.82	5,389.85	5,474.81	5,840.87	4,897.03	5,035.77	5,220.87	5,254.34	5,351.13	14,704.63	62,168.12
SUTA	0.00	0.00	2,338.18	2,521.05	2,517.18	2,621.47	2,527.49	2,599.12	2,694.63	2,711.95	2,761.84	7,589.48	30,882.39
Other	25.00	36.00	55.50	47.75	45.25	93.25	40.00	50.25	45.25	93.08	96.90	108.20	736.43
100 - PAYROLL - Other	0.00	0.00	83.73	88.97	91.05	-4,970.96	82.59	85.40	189.36	114.81	46.50	75.07	-4,113.48
Total 100 - PAYROLL	-978.04	2,749.90	8,495.31	9,308.17	23,313.17	4,950.60	9,582.40	9,378.27	9,341.09	12,912.66	11,964.24	24,984.44	126,012.21
Total Expense	19,413.65	32,817.11	207,013.03	188,962.70	214,987.72	214,688.96	173,240.20	168,627.64	219,381.84	174,624.96	176,248.51	448,706.80	2,238,713.12
Net Ordinary Income	399,863.74	-32,706.23	179,460.11	-16,527.66	-39,822.57	-197,262.58	196,945.40	5,635.99	-51,588.94	33,737.85	-46,901.72	-435,285.60	-4,452.21
Net Income	399,863.74	-32,706.23	179,460.11	-16,527.66	-39,822.57	-197,262.58	196,945.40	5,635.99	-51,588.94	33,737.85	-46,901.72	-435,285.60	-4,452.21

SAND RIDGE CHARTER SCHOOL
Profit & Loss Budget Overview
July 2015 through June 2016

Accrual Basis

	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	TOTAL Jul '15 - Jun ...
Ordinary Income/Expense													
Income													
1400 - Transportation Fees	0.00	0.00	0.00	0.00	1,021.15	696.50	300.00	373.95	102.10	462.37	644.65	399.28	4,000.00
1600 - Food Service													
1612 - Lunch	13,572.31	0.00	2,971.56	11,623.72	0.00	10,166.92	31,649.25	0.00	0.00	34,832.62	0.00	13,152.45	117,968.83
1611 - Breakfast	0.00	0.00	135.30	15.00	0.00	3,333.88	149.40	0.00	59.40	54.00	149.40	59.70	3,856.08
1600 - Food Service - Other	1.00	0.00	3,506.75	2,414.25	1,834.40	3,119.79	2,738.16	5,398.85	2,490.80	3,253.80	3,194.89	1,470.87	29,423.56
Total 1600 - Food Service	13,573.31	0.00	6,613.61	14,052.97	1,834.40	16,620.59	34,536.81	5,398.85	2,550.20	38,140.42	3,344.29	14,683.02	151,348.47
1990 - E-rate/Misc.	0.00	0.00	1,328.35	0.00	1,240.10	0.00							2,568.45
1950 - Textbook Sales	0.00	0.00	50.00	35.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	135.00
1920 - Donations	24.78	250.00	38.46	0.00	0.00	45.02	46.33	19.11	-537.20	577.82	22.86	32.20	519.38
1300 - Various School Dist Tuition	380,882.51	190,327.01	168,165.53	167,198.80	166,692.42	167,000.00	167,000.00	167,000.00	167,000.00	167,000.00	98,000.00	0.00	2,006,266.27
1510 - Dividend & Interest	0.10	0.02	0.00	895.00	63.66	9.27	9.19	9.54	10.13	0.46	50.44	0.21	1,048.02
1740 - FEES													
Library Fund	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00
Yearbook	0.00	0.00	0.00	-2,064.12	0.00	0.00	0.00	0.00	0.00	936.75	120.00	1,069.67	62.30
Activity Fees	440.00	17,039.00	1,005.00	0.00	-22.00	0.00	0.00	0.00	0.00	0.00	0.00	-3,109.50	15,352.50
Total 1740 - FEES	440.00	17,039.00	1,015.00	-2,064.12	-22.00	0.00	0.00	0.00	0.00	936.75	120.00	-2,039.83	15,424.80
3100I - Grant Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Income	394,920.70	207,616.03	177,210.95	180,117.65	170,829.73	184,371.38	201,892.33	172,801.45	169,125.23	207,167.82	102,182.24	13,074.88	2,181,310.39
Gross Profit	394,920.70	207,616.03	177,210.95	180,117.65	170,829.73	184,371.38	201,892.33	172,801.45	169,125.23	207,167.82	102,182.24	13,074.88	2,181,310.39
Expense													
660 - Depreciation Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,706.59	1,706.59
3000 - Enterprise and Community Servic													
3100.. - Food Services													
120 - Food Prep and Dispensing Serv													
200-- - Employee Benefits													
240-- - Kitchen Health Insurance	0.00	0.00	703.38	703.38	766.68	766.68	766.68	766.68	766.68	766.68	766.68	2,300.00	9,073.52
213-- - PERS UAL	0.00	0.00	550.31	866.48	769.41	769.41	769.41	769.41	769.41	769.41	769.41	2,308.00	9,130.66
211-- - PERS Employer	0.00	0.00	391.24	630.25	547.03	547.03	547.03	547.03	547.03	547.03	547.03	1,641.00	6,491.70
Total 200-- - Employee Benefits	0.00	0.00	1,644.93	2,220.11	2,083.12	2,083.12	2,083.12	2,083.12	2,083.12	2,083.12	2,083.12	6,249.00	24,695.88
100-- - Kitchen Salaries													
Bonus	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
321.. - Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
112-- - Classified Salaries	0.00	0.00	5,337.63	8,598.15	7,462.74	7,500.00	7,500.00	7,500.00	7,500.00	7,500.00	7,500.00	15,000.00	81,398.52
100-- - Kitchen Salaries - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 100-- - Kitchen Salaries	0.00	0.00	5,337.63	8,598.15	7,462.74	7,500.00	7,500.00	7,500.00	7,500.00	7,500.00	7,500.00	15,000.00	81,398.52
Total 120 - Food Prep and Dispensing Serv	0.00	0.00	6,982.56	10,818.26	9,545.86	9,583.12	9,583.12	9,583.12	9,583.12	9,583.12	9,583.12	21,249.00	106,094.40
130 - Food Delivery	0.00	0.00	11,415.57	11,182.99	3,684.74	7,111.74	8,976.50	9,084.53	6,732.14	8,407.09	6,842.88	258.14	73,696.32
190 - Other Food Services	0.00	210.00	0.00	0.00	848.95	575.51	79.40	40.00	154.39	0.00	40.00	204.00	2,152.25
Total 3100.. - Food Services	0.00	210.00	18,398.13	22,001.25	14,079.55	17,270.37	18,639.02	18,707.65	16,469.65	17,990.21	16,466.00	21,711.14	181,942.97
Total 3000 - Enterprise and Community Servic	0.00	210.00	18,398.13	22,001.25	14,079.55	17,270.37	18,639.02	18,707.65	16,469.65	17,990.21	16,466.00	21,711.14	181,942.97
2500 - Business Support Services													
2552 - Vehicle Operation Services													
Fuel	64.23	118.32	0.00	289.40	377.07	419.27	366.10	411.02	382.33	343.55	466.12	576.11	3,813.52
2552 - Vehicle Operation Services - Other	2,403.69	3,446.73	95.00	505.15	598.34	0.00	3,092.76	904.51	928.21	549.83	583.14	0.00	13,087.36
Total 2552 - Vehicle Operation Services	2,467.92	3,565.05	95.00	794.55	975.41	419.27	3,458.86	1,315.53	1,310.54	893.38	1,029.26	576.11	16,900.88
2520 - Fiscal Services													
410A - Consumable supplies and materia	0.00	0.00	0.00	0.00	9.78	0.00	0.00	278.88	79.99	0.00	0.00	150.84	519.49
385 - Management Services	0.00	0.00	14,470.31	4,764.91	4,790.23	4,764.93	4,764.93	4,764.93	4,764.93	4,764.93	4,764.93	4,764.93	57,379.96
389.. - Bookkeeping Services	0.00	0.00	3,989.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,989.21
Total 2520 - Fiscal Services	0.00	0.00	18,459.52	4,764.91	4,800.01	4,764.93	4,764.93	5,043.81	4,844.92	4,764.93	4,764.93	4,915.77	61,888.66
2550 - Student Transportation Services													
100-- - Salaries	0.00	0.00	120.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	120.66
2550 - Student Transportation Services - Other	0.00	0.00	0.00	618.39	0.00	528.12	491.79	0.00	626.04	0.00	724.10	0.00	2,988.44
Total 2550 - Student Transportation Services	0.00	0.00	120.66	618.39	0.00	528.12	491.79	0.00	626.04	0.00	724.10	0.00	3,109.10
2540 - Business Operation & Maint.													
2542 - Care & Upkeep of Bldg Services													
460-- - Non-consumable supplies and mat	0.00	159.50	0.00	405.48	170.37	500.00	0.00	13.88	17.98	59.55	0.00	0.00	1,326.76
300-- - Purchased Services													
351-- - Telephone	613.42	613.66	613.66	616.67	616.67	616.67	616.67	616.67	616.67	616.67	616.67	616.67	7,390.77
329-- - Other Property Services	48.94	156.94	147.42	2,579.99	3,051.27	1,653.94	2,871.12	1,926.78	869.98	628.50	842.32	91.50	14,866.70
328-- - Garbage	547.44	547.44	547.44	606.60	547.44	547.44	547.44	547.44	547.44	547.44	547.44	547.44	6,628.44
327-- - Water and Sewage	902.33	953.41	905.85	1,113.88	387.33	1,165.10	973.84	1,220.18	1,006.10	1,049.41	1,163.76	1,028.21	11,869.40

SAND RIDGE CHARTER SCHOOL
Profit & Loss Budget Overview
July 2015 through June 2016

Accrual Basis

	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	TOTAL Jul '15 - Jun ...
325-- Electricity	1,223.81	1,208.18	1,721.24	2,024.80	2,237.25	2,944.83	2,397.86	2,775.36	2,471.81	2,210.37	2,263.15	2,213.29	25,891.75
324 - Rent	50,000.00	0.00	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50,000.00	160,000.00
322-- Repairs and Maintenance	1,361.08	12,371.00	123.00	2,745.35	2,053.00	3,000.00	3.00	897.50	592.52	3,000.00	119.50	0.00	26,265.95
321 - Cleaning Services	5,076.25	550.00	1,431.28	2,028.32	1,884.57	2,657.22	1,288.62	2,133.59	2,140.15	1,701.03	2,153.77	1,688.67	24,733.47
Total 300-- Purchased Services	59,773.27	16,400.63	65,489.89	11,715.61	10,777.53	12,585.20	8,698.35	10,117.52	8,244.67	9,751.42	7,706.61	56,185.78	277,446.48
410-- Consumable Supplies and Mat.	788.09	373.66	493.47	1,520.70	1,438.90	1,073.57	1,821.26	1,259.99	1,027.28	974.68	1,710.09	1,228.05	13,709.74
Total 2542 - Care & Upkeep of Bldg Services	80,561.36	16,933.79	65,983.36	13,641.79	12,386.80	14,158.77	10,519.61	11,391.39	9,289.93	10,785.65	9,416.70	57,413.83	292,482.98
Total 2540 - Business Operation & Maint.	60,561.36	16,933.79	65,983.36	13,641.79	12,386.80	14,158.77	10,519.61	11,391.39	9,289.93	10,785.65	9,416.70	57,413.83	292,482.98
Total 2500 - Business Support Services	63,029.28	20,498.84	84,658.54	19,819.64	18,162.22	19,871.09	19,235.19	17,750.73	16,071.43	16,443.96	15,934.99	62,905.71	374,381.62
2000 - Support Services													
450 - food	0.00	0.00	0.00	0.00	0.00	782.02							782.02
2310 - Board of Education Services													
381 - Audit Services	0.00	0.00	0.00	5,450.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	7,950.00
Total 2310 - Board of Education Services	0.00	0.00	0.00	5,450.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	7,950.00
2600 - Central Activities Support Serv													
2640 - Staff Services													
2642389 - Background Checks	0.00	0.00	0.00	59.00	0.00	0.00	59.00	0.00	0.00	0.00	0.00	0.00	118.00
2640 - Staff Services - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	400.00	400.00
Total 2640 - Staff Services	0.00	0.00	0.00	59.00	0.00	0.00	59.00	0.00	0.00	0.00	0.00	400.00	518.00
Total 2600 - Central Activities Support Serv	0.00	0.00	0.00	59.00	0.00	0.00	59.00	0.00	0.00	0.00	0.00	400.00	518.00
2200 - Instructional Staff Support													
2240 - Instructional Staff Development													
312 - Instructional Programs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 2240 - Instructional Staff Development	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2220 - Educational Media													
430 - Library Books/Supplies	0.00	0.00	0.00	365.78	204.63	0.00	0.00	480.00	0.00	0.00	0.00	0.00	1,050.41
Total 2220 - Educational Media	0.00	0.00	0.00	365.78	204.63	0.00	0.00	480.00	0.00	0.00	0.00	0.00	1,050.41
Total 2200 - Instructional Staff Support	0.00	0.00	0.00	365.78	204.63	0.00	0.00	480.00	0.00	0.00	0.00	0.00	1,050.41
2400 - School Administration													
600 - Principal Office - Other													
653 - PO Property Insurance	16,897.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,897.00
640 - PO Dues and Fees	0.00	0.00	0.00	844.10	250.00	396.00	214.00	0.00	0.00	750.00	868.03	0.00	3,322.13
Total 600 - Principal Office - Other	16,897.00	0.00	0.00	844.10	250.00	396.00	214.00	0.00	0.00	750.00	868.03	0.00	20,019.13
400 - Principals Office-Supplies													
480 - PO - Computer Hardware	0.00	0.00	1,079.59	0.00	0.00	0.00							1,079.59
470 - PO Computer Software	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
460 - PO Non-Consumable Items	0.00	0.00	43.01	0.00	36.14	0.00	229.95	0.00	0.00	0.00	0.00	0.00	309.10
410 - PO - Consumable Supplies	0.00	186.90	187.69	75.13	85.86	108.76	88.90	77.80	150.03	111.59	304.55	52.18	1,429.61
Total 400 - Principals Office-Supplies	0.00	186.90	1,310.29	75.13	122.12	108.76	318.85	77.90	150.03	111.59	304.55	52.18	2,818.30
300 - Principals Office Purchased Ser													
385 - Management Services	0.00	0.00	2,972.33	2,966.32	2,916.49	2,972.33	2,972.33	2,972.33	2,972.33	2,972.33	2,972.33	8,916.89	35,606.11
389 - PO Other Non-Instructional	10.00	10.00	21.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.50
364 - PO Advertising	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
353 - PO Postage	196.00	0.00	98.00	98.00	0.00	0.00	97.60	49.00	0.00	49.00	0.00	0.00	587.60
319 - PO Other Instructional, Profess	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00	0.00	0.00	0.00	180.00
Total 300 - Principals Office Purchased Ser	206.00	10.00	3,091.33	3,101.82	2,916.49	2,972.33	3,069.93	3,021.33	3,152.33	3,021.33	2,972.33	8,916.89	36,452.21
200 - Principals Office Emp Benefits													
240 - Contractual Employee Benefits	0.00	0.00	1,055.07	1,055.07	1,150.02	1,150.02	1,150.02	1,150.02	1,150.02	1,150.02	1,150.02	3,450.00	13,610.28
210 - PO - PERS	0.00	0.00	1,325.20	1,292.86	1,281.74	1,281.74	1,281.74	1,281.74	1,281.74	1,281.74	1,281.74	3,845.00	15,435.24
Total 200 - Principals Office Emp Benefits	0.00	0.00	2,380.27	2,347.93	2,431.76	2,431.76	2,431.76	2,431.76	2,431.76	2,431.76	2,431.76	7,295.00	29,045.52
100 - Principals Office Salaries													
114 - PO Salaries - Managerial Classi	0.00	0.00	7,442.60	7,259.26	7,127.32	7,127.32	7,127.32	7,127.32	7,127.32	7,127.32	7,127.32	21,382.00	85,975.10
113 - PO Administrators	0.00	0.00	4,716.56	4,716.56	4,716.56	4,716.56	4,716.56	4,716.56	4,716.56	4,716.56	4,716.56	14,149.68	56,598.72
Total 100 - Principals Office Salaries	0.00	0.00	12,159.16	11,975.82	11,843.88	11,843.88	11,843.88	11,843.88	11,843.88	11,843.88	11,843.88	35,531.68	142,573.82
Total 2400 - School Administration	16,903.00	196.90	18,941.05	18,344.80	17,564.25	17,752.73	17,878.42	17,374.87	17,578.00	18,158.56	18,420.55	51,795.85	230,908.98
Total 2000 - Support Services	16,903.00	196.90	18,941.05	24,219.58	17,768.88	18,534.75	17,937.42	17,854.87	17,578.00	18,158.56	18,420.55	54,695.85	241,209.41
1000 - Instruction													
1113 - Activities/Extra Curricular													
343-- Student Travel	0.00	0.00	166.85	170.03	108.95	114.71	38.42	268.63	66.83	13.67	765.06	497.31	2,210.46

SAND RIDGE CHARTER SCHOOL
Profit & Loss Budget Overview
 July 2015 through June 2016

Accrual Basis

	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	TOTAL Jul '15 - Jun ...
410. - Consumable supp. and mat.	0.00	610.51	354.32	275.13	74.52	430.83	258.06	325.02	222.20	610.32	696.57	2,740.63	6,598.21
1113 - Activities/Extra Curricular - Other	0.00	0.00	275.00	279.00	504.00	885.90	0.00	0.00	0.00	465.00	3,834.99	160.00	6,423.89
Total 1113 - Activities/Extra Curricular	0.00	610.51	796.17	724.16	687.47	1,431.54	296.48	593.65	289.03	1,108.99	5,296.62	3,397.94	15,232.56
1131 - High School Instruction													
400. - 9-12 Supplies and Materials													
480. - 9-12 Computer Hardware	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
460. - 9-12 Non-consumable Items	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
420. - 9-12 Textbooks	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
410. - 9-12 Consumable Supp & Mat	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 400. - 9-12 Supplies and Materials	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
300. - 9-12 Purchased Services													
319. - 9-12 Other Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
311. - 9-12 Instruction Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 300. - 9-12 Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200. - 9-12 Employee Benefits													
240. - 9-12 Contractual Employee Benef													
241. - 9-12 Health Insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 240. - 9-12 Contractual Employee Benef	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
231. - 9-12 Worker's Comp.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
213. - 9-12 PERS UAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
211. - 9-12 PERS Employer	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 200. - 9-12 Employee Benefits	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
100. - High School Salaries													
118. - Bonus	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
121. - Salaries 9-12 Substitutes Licen	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
112. - Salaries 9-12 Classified	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
111. - Salaries 9-12 Licensed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
100. - High School Salaries - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 100. - High School Salaries	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 1131 - High School Instruction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1121* - Middle/Junior High Instruction													
400* - 6-8 Supplies and Materials													
480* - 6-8 Computer Hardware	0.00	0.00	1,300.00	0.00	0.00	0.00	800.00	827.33	0.00	325.84	599.94	0.00	3,853.11
470* - 6-8 Computer Software	0.00	0.00	0.00	0.00	0.00	0.00	0.00	910.33	0.00	0.00	0.00	0.00	910.33
460* - 6-8 Non-consumable Items	0.00	0.00	0.00	256.82	20.00	516.95	0.00	0.00	74.98	53.98	0.00	0.00	822.73
420* - 6-8 Textbooks	0.00	0.00	295.50	36.00	280.89	0.00	0.00	0.00	181.43	0.00	0.00	0.00	793.62
410* - 6-8 Consumable Supp & Mater	0.00	442.08	2,103.38	254.61	57.68	91.77	363.69	205.76	228.85	314.46	100.30	0.00	4,162.58
400* - 6-8 Supplies and Materials - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 400* - 6-8 Supplies and Materials	0.00	442.08	3,698.88	547.43	358.57	608.72	1,163.69	1,843.42	485.26	694.28	700.24	0.00	10,842.57
300* - 6-8 Purchased Services													
319* - 6-8 Other Instructional	0.00	0.00	1,355.94	965.14	1,735.00	965.14	965.14	965.14	965.14	965.14	965.14	2,896.00	12,742.92
311* - 6-8 Instruction Services	0.00	0.00	428.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	428.40
Total 300* - 6-8 Purchased Services	0.00	0.00	1,784.34	965.14	1,735.00	965.14	965.14	965.14	965.14	965.14	965.14	2,896.00	13,171.32
200* - 6-8 Employee Benefits													
240* - 6-8 Contractual Employee Benef.													
243 - Dependent Care	0.00	0.00	0.00	373.70	461.26	400.00	400.00	400.00	400.00	400.00	400.00	765.04	4,000.00
241* - 6-8 Health Insurance	0.00	0.00	2,110.14	2,813.52	3,450.06	3,450.06	3,450.06	3,450.06	3,450.06	3,450.06	3,450.06	11,115.00	40,189.08
Total 240* - 6-8 Contractual Employee Benef.	0.00	0.00	2,110.14	3,187.22	3,911.32	3,850.06	3,850.06	3,850.06	3,850.06	3,850.06	3,850.06	11,880.04	44,189.08
231* - 6-8 Worker's Comp	179.47	0.00	433.35	0.00	267.00	0.00	0.00	433.35	0.00	0.00	433.35	0.00	1,746.52
213* - 6-8 PERS UAL	0.00	0.00	1,431.69	1,653.64	1,684.25	1,684.25	1,684.25	1,684.25	1,684.25	1,684.25	1,684.25	5,053.00	19,828.08
211* - 6-8 PERS Employer	0.00	0.00	1,091.14	1,246.93	1,268.33	1,268.33	1,268.33	1,268.33	1,268.33	1,268.33	1,268.33	3,805.00	15,023.38
Total 200* - 6-8 Employee Benefits	179.47	0.00	5,066.32	6,069.79	7,130.90	6,802.64	6,802.64	7,235.99	6,802.64	6,802.64	7,235.99	20,738.04	80,887.06
100* - Middle/Junior High Salaries													
118. - Bonus	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
122* - Salaries 6-8 Substitutes Classi	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
121* - Salaries 6-8 Substitutes Licen	0.00	0.00	0.00	140.00	210.00	360.00	240.00	480.00	1,677.70	460.00	250.00	0.00	3,817.70
112* - Salaries - 6-8 Classified	0.00	0.00	3,486.88	3,935.40	4,039.15	4,039.15	4,039.15	4,039.15	4,039.15	4,039.15	4,039.15	12,117.45	47,813.78
111* - Salaries - 6-8 - Licensed	0.00	0.00	20,773.27	20,138.74	20,722.90	20,773.27	18,273.27	18,273.27	18,273.27	18,273.27	18,273.27	54,819.81	228,594.34
100* - Middle/Junior High Salaries - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 100* - Middle/Junior High Salaries	0.00	0.00	24,260.15	24,214.14	24,972.05	25,172.42	22,552.42	22,792.42	23,990.12	22,772.42	22,562.42	66,937.26	280,225.82
Total 1121* - Middle/Junior High Instruction	179.47	442.08	34,809.69	31,816.50	34,196.52	33,548.92	31,483.89	32,936.97	32,243.16	31,234.48	31,463.79	90,571.30	384,926.77
1111 - Elementary, K-5 Instruction													
400. - K-5 Supplies and Materials													

SAND RIDGE CHARTER SCHOOL
Profit & Loss Budget Overview
July 2015 through June 2016

Accrual Basis

	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	TOTAL Jul '15 - Jun ...
480. • K-5 Computer Hardware	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
470. • K-5 Computer Software	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
460. • K-5 Non-Consumable Items	0.00	2,602.94	271.20	-9.97	101.00	62.93	377.66	0.00	709.72	273.68	193.85	115.09	4,698.10
420. • K-5 Textbooks	0.00	0.00	2,932.93	0.00	0.00	51.53	24.08	33.36	174.22	316.97	70.78	0.00	3,603.87
410. • K-5 Consumable Supp & Mater.	0.00	1,154.63	1,216.93	495.75	41.98	335.87	225.25	381.23	282.73	558.68	496.58	99.20	5,288.83
Total 400. • K-5 Supplies and Materials	0.00	3,757.57	4,421.06	485.78	142.98	450.33	626.99	414.59	1,166.67	1,149.33	761.21	214.29	13,590.80
300. • K-5 Purchased Services													
319. • K-5 Other Instructional	0.00	0.00	160.00	399.99	2,563.56	2,563.56	2,563.56	2,563.56	2,563.56	2,563.56	2,563.56	7,690.00	26,194.91
311. • K-5 Instruction Services	0.00	0.00	642.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	642.60
Total 300. • K-5 Purchased Services	0.00	0.00	802.60	399.99	2,563.56	2,563.56	2,563.56	2,563.56	2,563.56	2,563.56	2,563.56	7,690.00	26,837.51
200. • K-5 Employee Benefits													
240. • K-5 Contractual Employee Benef.													
242. • K-5 Dental Insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
241. • K-5 Health Insurance	0.00	0.00	4,220.28	4,571.97	5,366.76	5,366.76	5,366.76	5,366.76	5,366.76	5,366.76	5,366.76	16,100.00	62,459.57
Total 240. • K-5 Contractual Employee Benef.	0.00	0.00	4,220.28	4,571.97	5,366.76	5,366.76	5,366.76	5,366.76	5,366.76	5,366.76	5,366.76	16,100.00	62,459.57
231. • K-5 Worker's Comp	538.42	0.00	1,300.02	0.00	801.00	0.00	0.00	1,300.02	0.00	0.00	1,300.02	0.00	5,239.48
213. • K-5 PERS UAL	0.00	0.00	5,352.48	5,151.11	5,065.60	5,352.48	5,352.48	5,352.48	5,352.48	5,352.48	5,352.48	16,057.44	63,741.51
212. • K-5 PERS Employee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
210. • K-5 PERS Employer	0.00	0.00	3,977.86	3,832.86	3,773.73	3,773.73	3,773.73	3,773.73	3,773.73	3,773.73	3,773.73	11,321.00	45,547.83
Total 200. • K-5 Employee Benefits	538.42	0.00	14,850.64	13,555.94	15,007.09	14,492.97	14,492.97	15,792.99	14,492.97	14,492.97	15,792.99	43,478.44	178,988.39
100. • K-5 Salaries													
118. • Bonus	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
122. • Salaries K-5 Substitutes Classif	0.00	0.00	0.00	0.00	0.00	0.00	127.50	0.00	0.00	0.00	0.00	0.00	127.50
121. • Salaries K-5 Substitutes Licens	0.00	0.00	715.00	2,286.00	715.00	600.00	840.00	1,217.50	964.00	802.50	1,090.00	75.00	9,335.00
112. • K-5 Salaries - Classified	0.00	0.00	11,174.08	11,138.64	11,115.77	11,174.08	11,174.08	11,174.08	11,174.08	11,174.08	11,174.08	33,522.24	133,995.21
111. • K-5 Salaries Licensed	0.00	0.00	42,119.04	41,438.66	43,095.52	43,095.52	43,095.52	43,095.52	43,095.52	43,095.52	43,095.52	129,285.00	514,511.34
100. • K-5 Salaries - Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 100. • K-5 Salaries	0.00	0.00	54,008.12	54,863.30	54,926.29	54,869.60	55,237.10	55,487.10	55,263.60	55,072.10	55,359.60	162,862.24	657,969.05
Total 1111 • Elementary, K-5 Instruction	538.42	3,757.57	74,082.42	69,305.01	72,639.92	72,376.46	72,920.62	74,258.24	73,486.80	73,277.96	74,477.36	214,264.97	875,385.75
Total 1000 • Instruction	717.89	4,810.16	109,688.28	101,845.67	107,523.91	107,356.92	104,700.99	107,788.86	106,018.99	105,821.43	111,237.77	308,234.21	1,275,545.08
Miscellaneous	0.00	0.00	0.00	0.00	0.00	0.00							0.00
100 • PAYROLL													
Spanish Teacher	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-1,100.00	0.00
Advance	0.00	1,500.00	-400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dental Insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Health Insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Medicare Taxes	0.00	0.00	1,390.34	1,444.92	1,438.50	1,438.50	1,438.50	1,438.50	1,438.50	1,438.50	1,438.50	4,315.00	17,219.76
Social Security Taxes	0.00	0.00	5,944.90	6,178.41	6,150.70	6,150.70	6,150.70	6,150.70	6,150.70	6,150.70	6,150.70	18,452.00	73,630.21
SUTA	0.00	0.00	3,068.32	3,188.66	3,058.51	3,068.32	3,068.32	3,068.32	3,068.32	3,068.32	3,068.32	9,204.96	36,930.57
Other	25.00	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	175.00
100 • PAYROLL - Other	0.00	0.00	90.39	96.95	94.31	90.00	82.59	85.40	169.36	93.08	96.90	108.20	1,027.18
Total 100 • PAYROLL	25.00	1,550.00	10,143.85	10,959.14	10,742.02	10,747.52	10,740.11	10,742.92	10,846.88	10,750.60	10,754.42	30,980.16	128,982.72
Total Expense	80,675.17	27,265.90	241,829.95	178,845.28	168,276.58	173,780.65	171,252.73	172,845.03	166,984.95	168,964.76	172,813.73	480,233.66	2,203,768.39
Net Ordinary Income	314,245.53	180,350.13	-64,619.00	1,272.37	2,553.15	10,590.73	30,639.60	-43.58	2,140.28	38,203.06	-70,631.49	-467,158.78	-22,458.00
Net Income	314,245.53	180,350.13	-64,619.00	1,272.37	2,553.15	10,590.73	30,639.60	-43.58	2,140.28	38,203.06	-70,631.49	-467,158.78	-22,458.00

Charter School Funding

What does 20% State Funding mean in dollars and cents to the district?

2014/2015 Charter Funding per student was **\$6843**

20% of \$6843=\$1368.60 per student the district retains for services

Total Charter School enrollment in 2014/2015 was 366.55 students

366.55 students times \$1368.60 = \$501,660.33

Students on IEPs =25

25 IEP students times \$6843 = \$171,075.00

ADM and Sp. Ed. Funding = \$672,735.33 District keeps

Charter Schools receive no timber dollars, no federal dollars, no bond dollars and no local dollars.

2015/2016 projection for funds the district will retain is approx. \$505,985.62

Special Ed. \$172,550.00

2015/2016 Total \$678,535.62

When the charter bill was written the 20% the district retains was expected to be for services the district would incur helping the charter school get established. What does it cost the district to have a charter school in the district?

Are Sand Ridge students really worth less than the regular public school students?

I would like the Lebanon Board to think about these figures and the possible conversation our boards may have concerning this funding issue.

Thank you,

Mary Northern

mnorthernshcs@yahoo.com

K-6 & 7-8 Timeline¹

K-6 Engagement and Restructuring: This fall we have been exploring moving toward five K-6 schools, one K-8 (Lacomb), and a 7-8 Junior High (Seven Oak). We have developed a timeline (below) to engage the community with this idea. I believe with our changing demographics, our goal of college/career readiness, and the level of resource available to us, this restructure is essential for helping more students be prepared for college/career and to improve our graduation rate. Creating a 7-8 site would allow us to offer more effective interventions for those who are behind, extensions for those who are ahead, electives (including world language, band, choir, and art) for all, and give more students the opportunity to pursue their college dream through the AVID system. Making a shift of this nature effectively will require a great deal of community communication and engagement.

Action	Person Responsible	By When	Done
Classroom Space Review	Bo Yates	12-3-15	X
Timeline Development	Rob Hess	12-3-15	X
Board Presentation	Rob Hess	12-10-15	
Staff Letter outlining the reasons for the restructure	Rob Hess	12-14-15	
Admin Talking Points	DO Leadership Team	12-15-15	
Community Letters (from each school)	Principals	1-11-16	
School Boundary Proposals	Bo Yates	1-14-16	
Community Forums	DO Leadership, Principals	2-1-16	
Board Presentation of school configurations for 2015-16	Rob Hess	2-11-15	
Staff Placement Options Letter	Jennifer Meckely	2-15-16	
Staff Placement Decisions	DO Leadership, Principals	3-15-16	

¹ This is a rough outline/timeline describing the major actions we would need to take prior to implementing this restructuring plan. It is subject to change and adjustment as we work through the steps.

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Lebanon Community Schools

ADMINISTRATOR & CONFIDENTIAL COMPENSATION AND WORKING CONDITIONS 2015-2017

These provisions shall be in effect from July 1, 2015 through June 30, 2017. The positions covered by these provisions include:

- Elementary/K-8 Assistant Principal (225 days)
- Middle School Assistant Principal (225 days)
- High School Associate Principal (225 days)
- Elementary/K-8 Principal (225 days)
- Middle School Principal (225 days)
- High School Principal (240 days)
- Director of Human Resource and Community Relations (260 days)
- Federal Programs Administrator (225 days)
- Program Administrator (220 days)
- College and Career Readiness Director (225 days)
- Special Education Director (225 days)
- Director of Business (260 days)
- Director of Classified and Employee Relations (260 days)
- Director of Nutrition (260 days)
- Confidential Employees (260 days)
 - Executive Secretary
 - Payroll Specialist

1. MEMBERSHIP

The District as approved by the Superintendent shall pay memberships to state and national professional organizations related to the each administrative position.

2. CONFERENCES

Attendance at conferences related to the position shall be determined by the Superintendent and within budget limitations. Expenses to be paid by the District shall be the IRS rate for mileage and in accordance with District travel policy.

3. SICK LEAVE

All administrators shall annually receive one (1) day sick leave per month worked that shall be accumulative for an unlimited number of days. The District will accept up to 160 hours of unused accumulated sick leave transferred in from the most recent Oregon employing district.

Administrator Compensation and Working Conditions for 2015-2017

A confidential employee with an Associate's Degree or higher shall receive a wage differential of \$2,000 per year above the wage rate specified in the salary schedule below.

C. Salaries of administrators and confidentials are determined by the Superintendent using the following chart:

Position	A 0 years	B 1-2 years	C 3-4 years	D 5-6 years	E 7-8 years	F 9-10 years	Longevity 15 years
ELE/K-8 Assistant Principal	\$74,346	\$75,652	\$77,349	\$78,895	\$80,474	\$82,083	\$83,725
MS Assistant Principal	\$75,863	\$77,380	\$78,928	\$80,506	\$82,116	\$83,758	\$85,433
HS Associate Principal	\$88,750	\$90,525	\$92,336	\$94,183	\$96,066	\$97,987	\$99,947
Elementary/K-8 Principal	\$87,500	\$89,250	\$91,035	\$92,856	\$94,713	\$96,608	\$98,539
Middle School Principal	\$89,250	\$91,035	\$92,856	\$94,713	\$96,608	\$98,539	\$100,510
High School Principal	\$99,500	\$101,490	\$103,520	\$105,590	\$107,702	\$109,856	\$112,053
Program Administrator	\$75,863	\$77,380	\$78,928	\$80,506	\$82,116	\$83,758	\$85,433
Director of Human Resource & Community Relations	\$99,500	\$101,490	\$103,520	\$105,590	\$107,702	\$109,856	\$112,053
Federal Programs Administrator	\$87,500	\$89,250	\$91,035	\$92,856	\$94,713	\$96,608	\$98,539
College & Career Readiness Director	\$87,500	\$89,250	\$91,035	\$92,856	\$94,713	\$96,608	\$98,539
Special Education Director	\$87,500	\$89,250	\$91,035	\$92,856	\$94,713	\$96,608	\$98,539
NON-LICENSED DIRECTORS							
Director of Business	\$91,000	\$92,820	\$94,676	\$96,570	\$98,503	\$100,471	\$102,481
Director of Classified & Employee Relations	\$78,482	\$80,051	\$81,652	\$83,285	\$84,951	\$86,650	\$88,383
Director of Nutrition	\$65,963	\$67,282	\$68,628	\$70,001	\$71,400	\$72,828	\$74,285
CONFIDENTIALS							
Executive Secretary	\$43,475	\$44,345	\$45,232	\$46,136	\$47,059	\$48,000	\$49,866
Payroll Specialist	\$43,475	\$44,345	\$45,232	\$46,136	\$47,059	\$48,000	\$49,866

17. EVALUATION AND CONTRACTS

Administrators will be evaluated annually in accordance with District policy and regulations. An evaluation conference will be held by February 15, and a written evaluation completed by February 15 of each year. Additional evaluations may be completed at any time at the discretion of the Superintendent.

When a contract administrator's performance needs improvement (other than disciplinary matters) the administrator may be placed on an improvement plan at the discretion of the Superintendent. The time period of an improvement plan will be reasonably calculated to allow the administrator an opportunity to correct the areas of deficiency. At the end of the improvement plan, the supervisor will review the results with the administrator.

Each year by February 15th probationary administrators will receive written notice of the Superintendent's recommendation for renewal or non-renewal for the following school year. Written notice of the Superintendent's recommendation for non-extension of a contract administrator's contract will By February 15th of the second year of his/her contract.

By March 15 of the second year of a contract administrator's three (3) year contract, the Board will act to extend the contract for another year or decline to extend the contract. If the contract is not extended, it expires without further Board action at the end of its term. However, even if the Board does not extend the contract by March 15 of the second year, the Board can offer a contract extension at any time between that date and March 15 of the third or final year of the contract.

The Board will not non-renew or non-extend the administrator's contract without a cause the Board considers in good faith sufficient. An administrator whose contract is not extended by the Board may appeal that decision to the Board by providing notice to the Superintendent no later than April 15 of the same year. The Board will hear and consider the appeal in executive session unless the administrator requests that it be held in a public meeting. Notwithstanding the above, the District may take dismissal action at any time in accordance with law.

18. RETIREMENT

Employees with early retirement benefits will have those benefits grandfathered into their contract.

Working Conditions described above approved this 11th day of June, 2015 by the Lebanon Community School Board of Directors.

School Board Chair

Robert T. Hess, Superintendent

Business Report

By: Linda Darling, Business Director

December 10, 2015

Financial Report: (enclosure F-1)

The 2015-2016 Financial Board report included in this Board packet reflects all of projected revenue and expenditures for 2014-2015 and 2015-2016 along with the budgeted and spent or encumbered amounts for 2015-2016. The projected Ending Fund Balance (EFB) for 2014-2015 is \$3,932,387. This figure may change, but it is not likely, as the audit is finalized next week. The December projected EFB for 2015-2016 is \$4,008,728, this is an increase from November's \$3,592,951. The major changes in this projection are:

- additional revenue from Third Party Billing, and
- reduction in expenditures in the areas of:
 - Salaries: estimating the need for fewer temp positions for the remainder of the year, and to date substitute costs have been less than the previous year to date
 - Benefits: this reduction is all tied to the salary portion listed above
 - Purchased Services: we have not retained outside contractors for as many services as the previous year to date
 - Supplies & Materials: cost of fuel has remained much cheaper than the previous year to date, and we are purchasing less in supplies and materials

These projections DO NOT reflect any contractual changes or any out of the usual expenditures.

Budget Committee Applications:

We currently have received one application for the one 3-year term Budget Committee opening. The following is the timeline for filling this position:

- Post open positions in the paper (Oct. 2015) and webpage (Oct. – Nov. 2015)
- Accept applications through November 30, 2015
- Board interviews applicant and appoint new member Jan. 14, 2016

The application submitted is for Terry Deacon.

Oregon Economic and Revenue Forecast: (enclosure F-1(b))

The Oregon Economic and Revenue Forecast as released December 2, 2015. The report reflects revenue staying relatively flat. I have attached the Executive Summary for the Forecast. This forecast continues to support the stability of funding to K-12 funding through the current biennium.

While this provides stability to the State School Fund revenue, we continue to monitor issues that are currently being discussed for the short legislative session and / or ballots; such as, Minimum Wage increases (\$13.50 or \$15.00 per hour) and other issues that could have financial implications. The financial impact of increasing minimum wage to \$13.50 has many challenges. If we just increased the hourly rates up to \$13.50, the minimum cost would be \$170,000 per year; however that doesn't take into account all of the other hourly rates that use to be proportionately above those that have just been increased. Nor does it include increased costs for substitutes.

EXECUTIVE SUMMARY

December 2015

Full employment is finally within sight. It is not here yet, and the current economic expansion is far from perfect, but a long stretch of modest gains in recent years have cumulatively delivered significant progress across the economic spectrum. The number of actual jobs and job openings posted by businesses have never been higher. Combining this with an unemployment rate that is back to normal, at least on paper, indicates that workers are finally becoming a bit scarce. The result is businesses must now compete on price (wages) to attract and retain the best employees. Finally, after years of lackluster wage gains nationally, average hourly earnings for all workers are now increasing faster than inflation. More income for U.S. households will not only feel good but should allow for continued improvement in household balance sheets.

Oregon's economy continues to make significant gains. Job growth has slowed just a bit from early 2015 rates, yet remains more than strong enough to bring the unemployment rate down and account for the influx of new workers as population growth picks up. More importantly, Oregon's stronger-than-the-nation's wage gains have continued through the fall. Overall, the state has regained and retained its traditional economic advantage in expansion relative to the nation. Job growth over the past year in Oregon is more than one percentage point faster than in the typical state. This advantage is primarily due to the state's industrial structure and migration trends, both of which remain strong today.

Unfortunately, there are always risks to the outlook and warts to the expansion. The significant deterioration in manufacturing, driven by weak global demand, a stronger U.S. dollar and the pull-back of investment related to oil and gas, has eliminated one pillar of growth. Even with the sizable gains in the labor market, there remains large levels of underemployment and a wide disparity between urban and rural economies. Ongoing growth will help, but so far has failed to close these gaps. Even so, most economists and forecasters are relatively bullish about the near term, with many expecting the economy to reach full employment in 2016.

Oregon's General Fund revenues are growing strongly. Over the first four months of the 2015-17 biennium, personal income taxes, lottery sales and corporate taxes all grew at double-digit rates relative to last year. Although much of this growth was expected, gains in corporate taxes and lottery funds outstripped what was called for in the September forecast, leading to an upward revision to the outlook. Total available resources – combined General Fund and Lottery – are now expected to be \$56 million larger over the current biennium than what was expected when budgets were drafted in the summer.

The revenue outlook is stable, yet uncertain. Volatility in equity markets is injecting a great deal of risk into the forecast. Oregon's budget depends heavily on personal income tax collections tied to realizations of capital gains. These collections are extremely volatile, with revenues subject to the sometimes unpredictable behavior of investors. Many analysts believe equity markets will take a step backward soon after monetary policymakers begin to raise interest rates this winter. A 10% drop in stock prices will typically lead to a decline of twice that rate or more in the amount of net capital gains reported on tax returns. This negative impact on personal income tax collections is often delayed for several months after investors pull their assets out of equity markets. During a sell-off, the volume of trades increases, and paper gains from past years become subject to tax. Afterward, taxable capital gains face considerable downward pressure, with paper earnings from past years having been tapped, and with losses being carried forward into future tax years.

Revenue growth in Oregon and other states will face considerable downward pressure over the 10-year extended forecast horizon. As the baby boom population cohort works less and spends less, traditional state tax instruments such as personal income taxes and general sales taxes will become less effective, and revenue growth will fail to match the pace seen in the past.

2015-2016 General Fund Summary Report

	12/13 Actual	13/14 Actual	14/15 Project 12/2/2015	15/16 Budget	11-30-15 YTD & Enc	11-30-15 Balance	15/16 Project 12/2/2015
General Fund - Revenue							
SSF Formula	30,017,096	33,010,958	34,926,096	35,975,000	18,463,310	17,511,690	35,876,000
SSF Adjustment	337,479	354,709	48,134	-	-	-	-
Federal Ed Jobs	-	-	-	-	-	-	-
School Year SubAccount	-	-	-	-	-	-	-
Loan Receipts	-	-	-	-	-	-	-
Interest	59,860	55,090	62,596	40,000	17,868	22,132	65,000
Third Party Billing	50,472	35,680	25,179	50,000	33,223	16,777	50,000
TMR	176,000	189,021	154,930	175,000	-	175,000	175,000
JROTC	62,358	44,877	64,220	62,000	27,152	34,848	65,000
Other	422,445	493,650	379,017	367,400	159,015	208,385	359,000
Interfund Transfer	60,000	680,000	60,000	60,000	19,054	40,946	60,000
BFB	2,596,141	1,065,336	3,162,455	3,500,000	-	3,500,000	3,932,000
Total	33,781,852	35,929,322	38,882,628	40,229,400	18,719,622	21,509,778	40,582,000
	=====	=====	=====	=====	=====	=====	=====
General Fund - Expenses							
Salaries	16,090,527	15,946,123	16,263,399	17,309,590	16,443,949	865,641	17,139,400
Benefits	9,467,455	9,750,259	10,020,660	11,260,053	10,047,299	1,212,754	10,565,690
P. Services	4,635,957	4,781,674	5,112,768	6,235,965	2,245,669	3,990,296	5,024,082
Supplies	1,165,368	1,123,636	1,477,643	1,696,562	885,289	811,273	1,328,000
Capital Outlay	23,301	-	6,779	30,000	-	30,000	30,000
Other Objects	240,048	262,806	308,993	337,230	259,644	77,586	311,100
Transfers	1,093,860	902,369	1,760,000	2,360,000	-	2,360,000	2,175,000
Contingency	-	-	-	1,000,000	-	1,000,000	-
Total	32,716,516	32,766,866	34,950,241	40,229,400	29,881,849	10,347,551	36,573,272
	=====	=====	=====	=====	=====	=====	=====
Projected Ending Fund Balance							4,008,728

2015-2016 General Fund Summary Report

	12/13 Actual	13/14 Actual	14/15 Project 12/2/2015	15/16 Budget	11-30-15 YTD	11-30-15 Balance	15/16 Project 12/2/2015
SSF Formula							
Taxes	7,841,946	7,903,432	8,234,812	8,170,000	4,933,427	3,236,573	8,300,000
Federal Forest Fees	226,617	270,219	264,679	-	-	-	251,000
Common School	348,692	390,784	409,884	405,000	-	405,000	505,000
County School	-	-	-	-	-	-	-
State Timber	53,044	210,996	405,152	100,000	-	100,000	100,000
School Support Fund	21,546,797	24,235,526	25,578,283	27,300,000	13,529,883	13,770,117	26,970,000
Adjustments to SSF Payments							
Adj for HC Disability Grant	8,476	44,585	33,286	-	-	-	-
Adj for 11/12 payment	329,004	-	-	-	-	-	-
Adj for 12/13 payment	-	310,123	-	-	-	-	-
Adj for 13/14 payment	-	-	48,134	-	-	-	-
Adj for 14/15 payment	-	-	-	-	-	-	(250,000)
State Fiscal Stabilization Fund	-	-	-	-	-	-	-
Federal Ed Jobs	-	-	-	-	-	-	-
School Year SubAccount	-	-	-	-	-	-	-
Total SSF Formula	30,354,576	33,365,667	34,974,231	35,975,000	18,463,310	17,511,690	35,876,000
Loan Receipts	-	-	-	-	-	-	-
Interest of Investments	59,860	55,090	62,596	40,000	17,868	22,132	65,000
Third Party billing - Medicaid	50,472	35,680	25,179	50,000	33,223	16,777	50,000
TMR	176,000	189,021	154,930	175,000	-	175,000	175,000
JROTC reimbursement	62,358	44,877	64,220	62,000	27,152	34,848	65,000
Other							
Outdoor School	-	-	-	-	-	-	-
Rental Fees	24,695	24,989	27,828	24,000	1,853	22,147	8,000
Fees Charged to Grants	53,440	-	-	50,000	-	50,000	-
Miscellaneous	278,595	396,771	282,468	233,400	74,251	159,149	268,000
E-Rate reimbursement	65,715	71,891	68,721	60,000	82,910	(22,910)	83,000
Interfund Transfer - Athletics	60,000	680,000	60,000	60,000	19,054	40,946	60,000
Beginning Fund Balance	2,596,141	1,065,336	3,162,455	3,500,000	-	3,500,000	3,932,000
Total	33,781,852	35,929,322	38,882,628	40,229,400	18,719,622	21,509,778	40,582,000
	=====	=====	=====	=====	=====	=====	=====

2015-2016 General Fund Summary Report

Obj	Description	12/13	13/14	12/2/2015	15/16	11-30-15	11-30-15	11-30-15	12/2/2015
		Actual	Actual	14/15 Project	Budget	YTD	Encumb	Balance	15/16 Project
111	Certified salaries	9,691,110	9,312,212	9,311,147	9,848,605	2,472,024	7,156,904	219,678	9,571,000
112	Classified salaries	3,570,418	3,821,771	4,164,521	4,550,655	1,391,306	3,127,552	31,797	4,540,000
113	Administrative salaries	1,356,839	1,409,054	1,464,907	1,668,123	675,754	949,455	42,914	1,625,000
114	Managerial - classified	124,134	92,856	94,714	96,608	73,744	103,241	(80,377)	177,000
116	Retirement stipends	98,858	99,065	76,123	51,135	23,441	27,692	1	52,000
118	Retirement Support Program	159,600	159,600	-	-	-	-	-	-
119	Confidential salaries	146,195	125,872	125,785	132,974	30,227	42,318	60,429	73,000
121	Certified subs	337,851	364,590	373,350	381,400	78,650	-	302,750	400,000
122	Classified subs	109,047	147,575	148,818	127,625	35,672	-	91,953	153,000
123	Temp certified	51,529	61,461	62,030	53,500	4,010	-	49,490	59,000
124	Temp classified	-	3,775	982	500	-	-	500	1,000
127	Student helpers salaries	2,884	12,466	11,768	6,000	3,490	-	2,510	5,000
132	Compensation time	12,822	19,026	23,861	20,500	1,926	-	18,574	23,000
133	Extra duty	174,502	149,434	254,381	207,565	144,635	43,836	19,094	292,000
134	Classified extra hrs	127,482	123,909	142,975	135,000	57,258	-	77,742	160,000
135	Vacation Payoff	31,234	17,384	4,377	24,000	-	-	24,000	4,000
136	Mentor teacher pay	2,438	1,568	990	-	-	-	-	1,700
137	Personal Leave Payout	25,750	22,057	75	-	-	-	-	-
138	Department Head Extra Duty	2,300	2,122	2,159	4,000	680	-	4,000	2,200
140	Salary Settlements	64,867	-	-	-	-	-	-	-
142	Taxable Meal Reimbursement	667	328	436	1,400	133	-	1,267	500
	Total Salaries	16,090,527	15,946,123	16,263,399	17,309,590	4,992,951	11,450,998	865,641	17,139,400
210	PERS	3,708,868	3,955,693	3,976,407	4,378,647	1,191,701	2,799,591	387,355	4,274,700
220	Social Security	1,173,990	1,183,575	1,207,537	1,303,449	370,986	834,541	97,922	1,258,700
231	Worker's Comp	130,637	119,163	136,822	183,311	56,304	105,823	21,184	166,600
241	Employee Ins - Admin	163,789	168,641	177,948	217,470	83,670	125,951	7,849	209,600
242	Employee Ins - Certified	2,038,405	2,146,033	2,307,416	2,601,416	577,620	1,684,462	339,334	2,302,000
243	Employee Ins - Classified	1,691,683	1,721,374	1,874,827	2,223,221	607,407	1,458,155	157,659	2,070,000
244	Employee Ins - Other	31,766	20,636	20,700	38,729	3,231	4,506	30,991	7,740
245	Employee Ins - Retired	472,809	389,149	276,090	270,000	102,132	-	167,868	235,150
246	Classified Insurance Pool	4,979	-	-	-	-	-	-	-
247	TSA	50,530	45,996	42,912	43,810	13,479	27,739	2,593	41,200
	Total Benefits	9,467,455	9,750,259	10,020,660	11,260,053	3,006,530	7,040,769	1,212,754	10,565,690

2015-2016 General Fund Summary Report

Obj	Description	12/13	13/14	14/15	15/16	11-30-15	11-30-15	11-30-15	12/2/2015
		Actual	Actual	Project	Budget	YTD	Encumb	Balance	Project
311	Instructional Services	300	69,272	152,856	260,800	12,377	-	248,423	155,000
312	Instr Prog Improve Service	8,800	18,733	43,468	32,000	7,072	9,878	15,050	32,300
319	Other Instr-Prof-Tech SVCS	20,884	14,977	21,870	15,000	-	-	15,000	11,200
322	Repairs & Maintenance	87,245	101,489	163,270	107,300	63,940	15,812	27,548	139,400
323	Radio Service	1,188	-	-	-	567	-	(567)	600
324	Rentals	137,321	121,204	135,308	144,350	51,845	73,539	18,966	129,300
325	Electricity	414,837	440,338	467,896	472,100	172,006	-	300,094	472,600
326	Fuel	159,642	187,486	177,759	236,000	17,201	-	218,799	170,900
327	Water & Sewer	130,496	112,986	139,255	145,900	54,020	-	91,880	127,600
328	Garbage	82,910	77,676	86,324	95,600	30,087	-	65,513	87,600
329	Other Property Services	675	420	13,001	11,400	-	-	11,400	4,700
330	Reimb. Student Transportation	-	4,204	6,950	8,800	-	-	8,800	5,600
340	Travel	62,436	65,317	114,592	176,565	50,466	3,929	122,170	125,000
343	Travel - Student - Out of Dist.	191	1,665	-	2,700	-	-	2,700	-
346	Meals/Transportation	228	148	104	500	27	-	473	160
348	Staff Tuition	15,033	30,645	49,577	41,000	7,004	-	33,996	60,000
351	Telephone	66,659	67,513	82,642	71,300	25,907	2,539	42,854	72,271
353	Postage	17,610	25,894	23,607	29,250	5,712	-	23,538	24,751
354	Advertising	1,316	1,874	4,416	4,700	425	114	4,161	1,700
355	Printing & Binding	14,735	13,897	68,861	83,800	24,744	359	58,698	71,900
360	Charter School Payments	1,800,976	1,954,971	2,064,403	2,423,000	1,073,266	-	1,349,734	2,010,000
362	Insurance Reimbursement	643	-	-	-	-	-	-	-
371	Tuitions Payments to Other Dist.	32,878	37,250	40,570	175,000	-	-	175,000	40,000
373	Tuition Pay Private School	-	-	-	5,000	-	-	5,000	-
374	Other Tuition	906,502	782,257	605,954	811,000	21,322	31,986	757,692	606,000
381	Audit Services	21,950	27,150	27,650	30,000	7,500	-	22,500	28,000
382	Legal Services	6,776	9,011	2,028	25,000	796	-	24,204	5,900
384	Negotiation Services	5,449	14,344	5,934	10,000	1,792	-	8,208	20,000
386	Data Processing SVCS	53,576	57,261	59,787	100,300	29,037	-	71,263	61,800
387	Statistical Services	1,000	-	-	-	-	-	-	-
388	Election Services	6,410	-	4,565	-	-	-	-	-
389	Other Non_instr Pro/Tech	543,914	510,398	515,889	675,200	185,006	230,252	259,942	523,400
391	Physical Exams - Drivers	2,540	2,175	2,380	3,700	783	1,717	1,200	2,400
392	Drug Tests Drivers	1,535	1,110	1,110	3,000	600	1,400	1,000	1,300
393	Child Care Services	22,000	22,000	22,000	25,000	6,600	15,400	3,000	22,000
394	Sub calling service	5,464	5,536	5,559	6,800	7,489	-	(689)	7,500
396	Criminal History checks	1,440	2,332	2,546	2,900	1,152	-	1,748	2,600
398	Fingerprinting	400	138	639	1,000	-	-	1,000	600
	Total P. Services	4,635,957	4,781,674	5,112,768	6,235,965	1,858,743	386,925	3,990,296	5,024,082

2015-2016 General and Summary Report

Obj	Description	12/2/2015			15/16	11-30-15	11-30-15	11-30-15	12/2/2015
		12/13	13/14	14/15					
		Actual	Actual	Project	Budget	YTD	Encumb	Balance	Project
406	Gas Oil & Lubricants	202,584	189,904	152,805	231,000	30,556	157,635	42,809	113,000
410	Supplies & Materials	359,880	356,317	457,671	465,630	176,892	27,818	260,921	409,000
413	Vehicle repair parts	41,968	54,783	50,201	63,000	19,739	20,471	22,790	49,000
414	Transportation operations	4,379	5,262	5,674	5,300	2,926	2,833	(459)	6,000
420	Textbooks	120,737	173,653	240,685	261,500	44,419	12,507	204,574	178,000
430	Library Books	10,819	6,636	9,934	13,000	541	927	11,532	7,000
440	Periodicals	4,440	3,753	6,012	5,320	1,774	397	3,149	6,000
460	Equipment under 5K	141,047	122,132	125,632	221,880	75,565	1,168	145,147	130,000
470	Computer software	118,839	139,153	173,513	230,648	134,386	2,333	93,930	174,000
480	Computer hardware	160,675	72,041	255,516	199,284	170,337	2,066	26,881	256,000
	Total Supplies & Materials	1,165,368	1,123,636	1,477,643	1,696,562	657,134	228,155	811,273	1,328,000
540	Equipment	23,301	-	6,779	30,000	-	-	30,000	30,000
	Total Capital Outlay	23,301	-	6,779	30,000	-	-	30,000	30,000
621	Regular Interest	-	-	-	500	-	-	500	-
640	Dues & Fees	50,998	51,933	92,488	103,130	41,005	-	62,125	92,000
650	Insurance & Judgments	189,050	210,873	216,456	233,600	218,639	-	14,961	219,000
670	Taxes & Licenses	-	-	49	-	-	-	-	100
	Total Other Objects	240,048	262,806	308,993	337,230	259,644	0	77,586	311,100
710	Transfer - Technology	50,000	50,000	175,000	200,000	-	-	200,000	200,000
711	Transfer - Classroom Furniture	-	-	50,000	50,000	-	-	50,000	50,000
712	Transfer - Textbook Adoption	200,000	50,000	350,000	350,000	-	-	350,000	350,000
713	Transfer - Capital Improvement	200,000	150,000	225,000	250,000	-	-	250,000	250,000
714	Transfer - Track and Turf Fund	100,000	100,000	110,000	110,000	-	-	110,000	110,000
715	Transfer - Athletic Fund	336,000	336,000	365,000	365,000	-	-	365,000	365,000
716	Transfer - Bus Replacement	150,000	150,000	250,000	250,000	-	-	250,000	250,000
717	Transfer - Unemploy Ins	-	50,000	25,000	50,000	-	-	50,000	50,000
718	PERS Reserve	-	-	150,000	-	-	-	-	-
719	Transfer - Food Service	17,860	16,369	50,000	235,000	-	-	235,000	50,000
730	Transfer - Debt Service	30,000	-	-	-	-	-	-	-
731	Transfer - Academic Achievemer	10,000	-	10,000	-	-	-	-	-
	Total Transfers	1,093,860	902,369	1,760,000	2,360,000	-	-	2,360,000	2,175,000
810	Reserve/Contingency	-	-	-	1,000,000	-	-	1,000,000	-
	Grand Total	32,716,516	32,766,866	34,950,241	40,229,400	10,775,003	19,106,847	10,347,551	36,573,272

2015-2016 General Fund Summary Report

All Funds

Fund	Description	12/13 Actual	13/14 Actual	14/15 Proj. Actual	12/2/2015	15/16 Adopted Budget	11-30-15 Y-T-D	11-30-15 Encumb	11-30-15 Balance	15/16 Proj. Actual
					14/15 Proj EFB					
100	General Fund	32,716,516	32,766,866	34,950,241	-	40,229,400	10,775,003	19,106,847	10,347,551	36,573,272
200	Grant Funds	3,903,906	2,663,753	2,591,884	1,765	5,200,000	740,790	1,320,219	3,138,991	2,592,000
205	Senate Bill 1149	-	-	185,000	9,649	83,700	-	-	83,700	-
212	Academic Achievement	-	1,500	-	18,650	28,650	-	-	28,650	10,000
230	Bus Replacement	452,440	-	100,735	304,882	550,000	-	-	550,000	-
232	Classroom Furniture	-	-	50,000	-	53,000	35,866	-	17,134	50,000
240	Textbook Adoption	180,885	107,421	18,550	410,537	761,000	560,755	14,869	185,376	580,000
272	Capital Improvments	1,164,624	319,070	284,536	-	250,000	92,692	45,532	111,776	250,000
274	Technology	76,157	52,899	124,500	71,444	271,445	-	-	271,445	-
277	Track and Turf Replacement	-	100,000	100,000	56,554	200,000	-	-	200,000	100,000
279	Student Activity	550,340	593,221	590,053	467,082	1,120,000	151,114	55,613	913,273	600,000
286	High School Athletics	439,681	445,218	445,055	77,015	517,000	177,059	23,345	316,596	445,000
296	Nutrition Services	1,946,080	1,683,116	1,596,163	235,307	2,006,350	486,408	736,265	783,677	1,640,000
299	PERS Reserve	-	630,000	-	150,000	650,000	-	-	650,000	-
300	Debt Service	3,276,831	3,359,330	3,442,481	197,102	3,528,482	-	-	3,528,482	3,528,500
310	Debt Service / SB 1149	-	5,151	-	-	-	-	-	-	-
311	2011 Non-Bonded Debt	223,547	223,547	223,547	152,494	349,715	-	-	349,715	223,500
601	Unemployment	47,106	37,166	37,539	91,276	100,000	1,463	-	98,537	41,000
	Grand Total	44,978,112	42,988,258	44,740,290	2,243,756	55,898,742	13,021,151	21,302,690	21,574,902	46,633,272
		=====	=====	=====	=====	=====	=====	=====	=====	=====

Evaluation Forms

Performance Standards

Instructions

1. Attached are forms to be completed by each board member rating each of the nine performance standards. A separate page is provided for each performance standard.
2. Each board member should rate all nine of the performance standards. Each performance standard has performance indicators listed below it. These performance indicators suggest objective measures to consider. Do not rate each performance indicator separately; only rate the overall performance standard.
3. Your comments in support of your rating will be helpful during the board discussion for preparation of a summary evaluation form.
4. Please return your completed forms to the board chair or designated board member for compilation. The designated board member or chair will compile the results on a preliminary summary evaluation form.
5. The board will meet in executive session to discuss the results and prepare a final summary evaluation form representing the consensus of the board.
6. The superintendent will be presented with the final summary report from the full board, not the individual evaluation forms. It is important that the board speak with one voice in evaluating the superintendent.

Standard 1: LEADERSHIP AND DISTRICT CULTURE

This standard stresses the superintendent's performance in leadership through empowering others, visioning, helping shape school culture and climate, and understanding multicultural and ethnic differences.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 1.1 Facilitates a community process to develop and implement a shared vision that focuses on improving student achievement
- 1.2 Promotes academic rigor that focuses on learning and excellence for schools
- 1.3 Creates and supports a community of learners that empowers others to reach high levels of performance to achieve the school's vision
- 1.4 Models learning for staff and students
- 1.5 Promotes understanding and celebrating school/community cultures
- 1.6 Promotes and expects a school-based climate of tolerance, acceptance and civility
- 1.7 Develops, implements, promotes and monitors continuous improvement processes

Comments:

China Exchange: Through an international grant, I participated a cross-cultural exchange program to China with other administrators from Oregon. The trip helped me learn about the efficiency of the Chinese educational system and helped me realize the importance of innovation, choice, and creativity within our own system. I have been able to share this experience with students and staff through classroom visitations.

Climate Surveys: We created a parent survey that was distributed throughout the district to measure parent satisfaction and school/district communication. We are in the process of developing a student survey as well.

Equity Project: For the second year in a row we are participating in an equity project through Lewis and Clark that will help us to examine our discipline data and develop strategies to make sure we are keeping students in school. We are also participating in the EOS student survey to identify potential AP students so that our demographics match our AP enrollment.

Behavior Support: Key hires were made this year that has helped support student behavior throughout the district. Through this staff we have been able to support high need students in regular classrooms and have made significant progress in our districtwide PBiS system that will help us to improve the culture and climate across the district.

Standard 2: POLICY AND GOVERNANCE

This standard describes the superintendent's ability to work with the board to formulate internal and external district policy, defining mutual expectations of performance with the board and demonstrating good school governance to staff, students and the community at large.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 2.1 Understands and articulates the system of public school governance and differentiates between policy-making and administrative roles
- 2.2 Establishes procedures for superintendent/board interpersonal and working relationships
- 2.3 Understands and interprets the role of federal, state and regional governments, policies and politics and their relationships to local districts and schools
- 2.4 Uses legal counsel in governance and procedures to avoid civil and criminal liabilities

Comments:

Statewide Policy: This past year I have been more involved on the statewide level with policy that will help improve outcomes here in Lebanon. There was a major move to disband 5th year programs across the state, and I was one of the key leaders in getting this movement redirected which has led to my involvement on a subcommittee to explore a solution. Through this process, I have been working with Senator Gelser and other superintendents in our region to draft a bill that will allow our programs to continue. We will see how successful we are when the short legislative session opens up in February, but I am confident we will be able to continue our Beyond LHS program in some form. This program is too valuable in helping first generation college students overcome barriers to college for us to not continue supporting it.

Funding: I am currently working with another group of superintendents to advocate for stable and adequate funding for public schools. This work may result in legislation as well. When it comes to funding for public schools in Oregon, our legislators are on a 25 year losing streak. We have not had stable or adequate funding since before Measure 5 passed in 1991, and they have systematically defunded education with a declining percent of the budget year after year. In our current funding model, education gets the last dollars—after everything else gets funded. Our kids deserve the first dollars and until we have a guaranteed percent of the state budget going to fund public education, we won't have stable funding. We know what to do to get better results, but we are unable to do it due to chronic underfunding. I am hopeful that my efforts this year can help our state leaders get their priorities straight and put taxpayer money where it can do the most good—public education. We know what adequate funding looks like. We have been studying and talking about it for over a dozen years through the Quality Education Model, but to date the legislators have not demonstrated the courage to make that leap. The epic failure on their part makes the tough job of educating the kids in our community even tougher. It is time for this pattern to change in Oregon, and I am working to make that happen.

Standard 3: COMMUNICATIONS AND COMMUNITY RELATIONS

This standard emphasizes the skills necessary to establish effective two-way communications and engagement with students, staff, parents, media and the community as a whole. It also stresses responding to community feedback and building community support for and engagement with the district.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 3.1 Develops formal and informal techniques to gain internal and external perceptions of district
- 3.2 Demonstrates effective communication skills (written, verbal and non-verbal contexts, formal and informal settings, large and small groups and one-on-one environments)
- 3.3 Promotes stakeholder involvement, engagement and participation in the process of schooling
- 3.4 Establishes effective school/community relations, school/business partnerships and public service
- 3.5 Understands the role of media in shaping and forming opinions as well as how to work with the media

Comments:

K-6 Engagement and Restructuring: This fall we have been exploring moving toward five K-6 schools, one K-8 (Lacomb), and a 7-8 Junior High (Seven Oak). We have developed a timeline to engage the community with this idea. I believe with our changing demographics, our goal of college/career readiness, and the level of resource available to us, this restructure is essential for helping more students be prepared. Creating a 7-8 site would allow us to offer more effective interventions for those who are behind, extensions for those who are ahead, electives (including world language, band, and art) for all, and give more students the opportunity to pursue their college dream through the full AVID system. Making a shift of this nature effectively will require community communication and engagement.

Community Involvement: I am deeply committed to engaging with the community in a variety of ways including: Rotary, Optimist Club, Chamber Board Member, and the Strawberrians. We have also improved our website presence and social media outreach along with hiring an HR Director whose job responsibilities include outreach to the community. As a result of this outreach, Ms. Meckley has been selected to participate in Lebanon's 2040 visioning process through the city to help create and support a community that values education.

Standard 4: EFFECTIVE MANAGEMENT

The superintendent integrates principles of cultural competency and equitable practice and promotes the success of every student by ensuring management of the organization, operation and resources for a safe, efficient and effective learning environment.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

The superintendent:

- 4.1 Monitors and evaluates the management of operational systems;
- 4.2 Obtains, allocates, aligns and efficiently uses human, fiscal and technological resources;
- 4.3 Promotes and protects the welfare and safety of students and staff;
- 4.4 Develops the capacity for adaptive leadership; and
- 4.5 Ensures teacher and organizational time is focused to support quality instruction and student learning.

Comments:

Student Success: The AVID system and the EOS (Equal Opportunity Schools) support has helped us to improve outcomes for all students including our graduation rate, percent of students completing Algebra II, percent of students taking the SAT, world languages, AP enrollment, and passing AP courses. We have been very systematic with our improvements by creating a culture of college and career readiness throughout our schools. We do this through our course offerings, more rigorous curriculum, and creating a culture that emphasizes options beyond high school. We have also heavily invested in our PBIS system through staffing which increases the effectiveness of our learning environments.

Graduation Rate: In the cohort class of 2015, we awarded 181 on time diplomas out of 286 students (63%). This number includes students who enrolled in Beyond LHS. This is significantly below the state average of 72% and below our comparative districts (67%). Of the 105 students who did not graduate with a standard diploma in four years, 7 got modified diplomas, 14 earned certificates/GEDs, 34 are still attending and trying to earn their diploma, and 50 are no longer enrolled/dropped out (17%). Improving our four year graduation rate has become our top priority, and we are working on many fronts to see this accomplished including the implementation of schoolwide AVID, improving attendance, making high school more relevant/meaningful, increasing the quality of experience through clubs and extracurricular activities, and strengthening our alternative education program. All of these interventions cost money, and we are significantly underfunded (25% below the national average or 2 Billion below what has been identified as a quality education). Therefore, we are not able to move as quickly as we would like to improve these outcomes. A 25% increase for us would represent an additional 7 million dollars each year. Imagine what kind of results we could deliver with that...

I do want you to understand that many high schools in our state artificially increase their graduation rates by assigning struggling students in their cohort to alternative schools within their district. We do not do that. Our alternative program is attached to the high school so our numbers represent all of the high school students we are serving in our community. Therefore when tracking this goal, comparison schools and districts are not always accurate. Our focus should be our own growth.

(Enclosure G-1)

Standard 5: CURRICULUM PLANNING/ DEVELOPMENT

This standard addresses the superintendent's skills in staying up-to-date in curriculum, teaching, learning and testing theories. It requires the superintendent to make sound recommendations for learning technologies.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you in thinking about the standard.)

The superintendent:

- 5.1: Develops core curriculum design and delivery systems based on content and assessment standards and best practices;
- 5.2: Establishes curriculum planning to anticipate occupational trends, school-to-career needs and college preparation;
- 5.3: Uses child development and learning theories in the creation of developmentally appropriate curriculum and instruction;
- 5.4: Includes the use of computers, the Internet, distance learning and other technologies in educational programming;
- 5.5: Assesses student progress using a variety of appropriate techniques;
- 5.6: Involves faculty and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment.

Comments:

Curriculum Development: During the past year we have added a rigorous, 6-12 ELA curriculum called Springboard. Springboard incorporates authentic literature, writing, and AVID strategies throughout its lessons. We trained all staff on the implementation and are receiving ongoing support from the company through regular walkthroughs. We are excited about the potential of this program. This year we are preparing to purchase a 6-12 articulated math program, and we have a team of math educators working on this recommendation. Each year we are adding more and more devices (Chromebooks and computers) to our fleet. The addition of these devices includes training for staff. At our current pace, we should be a fully one to one district within three years.

Standard 6: INSTRUCTIONAL LEADERSHIP

This standard emphasizes *how* it should be taught. It emphasizes the skills required to ensure that the most effective teaching techniques are in place and that all instructional resources are used to maximize student achievement. This standard also requires applying research and best practices with respect to diversity sensitivities.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 6.1 Collaboratively develops, implements and monitors change process to improve student and adult learning
- 6.2 Implements appropriate safety and security practices in schools
- 6.3 Formulates plan to assess appropriate teaching methods, classroom management and strategies for all learners
- 6.4 Analyzes available instructional resources including applications of technology and assigns them in cost effective and equitable manner to enhance student outcomes
- 6.5 Establishes instructional strategies that include cultural diversity and differences in learning styles
- 6.6 Applies effective methods of providing, monitoring, evaluating and reporting student achievement and uses good research and assessments to improve the learning process
- 6.7 Encourages various staffing patterns, student grouping plans, class scheduling plans, school organizational structures and facilities design processes to support various teaching strategies and desired student outcomes

AVID Schoolwide: The strength of AVID is instructional strategies. We sent over 50 staff to training this past summer, and we are strengthening the implementation of this program. This past year we added our three K-8 schools to the AVID family. This has enabled these schools to receive the training necessary to implement the AVID the system. At our current pace, we plan to have all of our schools enrolled in the AVID system within two years. We have added WICOR (Writing, Inquiry, Collaboration, Organization, and Reading) walkthroughs by our College and Career Director this year to improve the support we are providing to teachers and schools. These walkthroughs will help staff to implement the training they have received to a higher level of fidelity.

State Test Results: On the first year of SMARTER Balance testing, we showed stronger growth in math as opposed to reading and writing. In reading and writing at the elementary level, we are performing above our comparison districts but significantly below the state average. Elementary math is near the state average and significantly above our comparison districts. I believe this is due to the emphasis of elementary math across the district during collaboration time last year. In middle school ELA we are near our comparison districts and significantly below the state average. We are hopeful the implementation of Springboard will make a difference in this area. In middle school math, we are above our comparison districts but below the state average. In high school ELA (grade 11) we are significantly below our comparison districts and the state average. In math, we are near our comparison districts and the state average. I am proud of the gains we are making in math, and I am confident that our new ELA adoptions at the elementary and middle school levels will help make a difference in these areas. I am concerned that the SMARTER Balance Opt Out law the legislators passed last

spring will have an impact on our results. We will be monitoring this development closely with the goal of hitting the 95% participation standard. Last year we were able to hit this mark at all of our schools except the high school.

Standard 7: HUMAN RESOURCES MANAGEMENT

This standard requires skills in developing and implementing a staff performance evaluation system. It also requires skills in applying ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 7.1 Demonstrates use of system and staff evaluation data for personnel policies, decision-making, promotion of career growth and professional development
- 7.2 Identifies and applies appropriate policies, criteria and processes for the recruitment, selection, induction, compensation and separation of personnel with attention to issues of equity and diversity

Comments:

Recruitment, Hiring, and Evaluation: I feel this is one of the areas we excel as a school district. We have an aggressive recruitment and hiring process that brings outstanding candidates to our district every year.

Administrators work together to hire and place teachers according to fit and school needs. This level of collaboration and cooperation is rarely seen in a school district. We also have an electronic evaluation system in place for all employees and every employee receives coaching and feedback on a regular basis. In addition we have a rigorous and meaningful goal setting process for all employees that helps them focus on student learning and growth. The implementation of SB 290 increased many requirements for administrators and greatly increased their workload. They must meet with each employee multiple times throughout the year, and when a teacher is on their summative evaluation, there could be as many as 12 different steps that must be completed through our electronic system. Much more of their time has to be spent in the classroom observing teachers and in meetings providing them feedback. Though we see this as a good thing, the extra work did not come with additional funding. This has been one of the main reasons why we have needed to hire additional administrators in our district. We understand that the hiring, training, and evaluation of staff is some of the most important work we do. It has a direct impact on the quality of services we provide to students and schools and the community.

Standard 8: VALUES AND ETHICS OF LEADERSHIP

This standard requires the understanding and modeling of appropriate value systems, ethics and moral leadership. It also requires superintendents to exhibit multicultural and ethnic understanding and to coordinate with social agencies and human services to help students grow and develop as caring, informed citizens.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

- 8.1 Exhibits multicultural and ethnic understanding and sensitivity
- 8.2 Describes role of schooling in a democratic society
- 8.3 Manifests a professional code of ethics and demonstrates personal integrity
- 8.4 Models accepted moral and ethical standards in all interactions
- 8.5 Explores and develops ways to find common ground in dealing with difficult and divisive issues
- 8.6 Promotes the establishment of moral and ethical practices in every classroom, every school and throughout the district

Comments:

Equity, Excellent, and Efficiency: I strive to balance the values of equity, excellence, and efficiency in my leadership style. Applying equity means that I am always striving to discover and meet the needs of our students, staff, and parents. Obviously it is not always possible to meet all needs all the time, but I put a great deal of effort into seeking to do just that. I believe when people's needs are met, they are able to do their best work and grow as a person. I am committed to pursuing excellence which means that I am always looking to find ways to improve myself as a leader and find ways to improve the outcomes we are delivering for our students. Excellence means bringing and providing quality in everything we do. I see efficiency as the lever that helps us achieve equity and excellence. Delivering equity and pursuing excellence is expensive. There is no doubt about that. There are real costs to doing this work the right way, but when we find ways to be more efficient (and every organization can be more efficient), we can improve our reach toward equity and excellence. Leading in this way is never easy because there is constant tension between what you want to do and what you are able to do, but it is the way I approach this work and reflects my values and ethics of leadership.

Standard 9: LABOR RELATIONS

he superintendent provides technical advice to the board during labor negotiations, keeps the board apprised of negotiation status, understands and effectively administers negotiated labor contracts and keeps abreast of legislative changes affecting the collective bargaining process.

Performance Indicators:

(Do not rate individual indicators. These are listed only to help you think about the standard.)

The superintendent:

- 9.1 Develops bargaining strategies based upon collective bargaining laws and processes;
- 9.2 Identifies contract language issues and proposes modifications;
- 9.3 Participates in the collective bargaining processes as determined by the board;
- 9.4 Establishes productive relationships with bargaining groups while managing contracts effectively.

Comments:

Labor Management and Negotiations: My relationship to both Associations is very positive. I work hard to build relationships in personal ways (this year I delivered handwritten birthday cards to every employee), and we are constantly solving labor problems and concerns through our Labor Management process. Due to chronic underfunding from the state, our certified negotiations has been stressful. This stress has a direct impact on our system, but I am confident we will be able to move beyond the present difficulty and have a contract in the near future that will be better for both labor and management. It takes time to do this work the right way. In the future I am hopeful we will be able to improve our process so that we can get to an agreement that is not as costly in time and stress.

SUMMARY:

Superintendent Rob Hess

Date

Board Chair Richard Borden

Date

LEBANON COMMUNITY SCHOOLS
Lebanon, Linn County, Oregon
November 5, 2015

A Regular Meeting of the Board of Directors was held in the District Office Board Room. Board Chairman Richard Borden called the meeting to order at 6:00 p.m. Those present included:

Liz Alperin	Director	Rob Hess	Superintendent
Jerry Williams	Director	Jennifer Meckley	HR Director
Mike Martin	Director	Linda Darling	Business Director
Russ McUne	Director	Bo Yates	Assistant Superintendent Operation
Richard Borden	Director		

PURSUING EXCELLENCE

1. Report: District Improvement Plan/Dawn Baker & Laura Foley (Enclosure D-1)

Federal Programs Director Dawn Baker reported to the Board the District Improvement Plan. She shared the Oregon State Report Card Summary 2014-2015 outcomes for K-5th grade students. She pointed out that the outcomes for Lebanon are compared to the State average, then also to like districts in the State (see enclosure). There are comparison numbers for the District and then also for each school within the District. The State uses a formula to come up with the "like" schools. The yellow numbers are below the State average/like schools and the green numbers are above the State average/like schools. Dawn pointed out that the District is doing better in Math. The District will focus on working on English Language Arts in the elementary grades as the growth in that area was not as good. The District will also work on engaging the male population in math, as they did not do as well as the female population.

Director of College and Career Readiness Laura Foley presented the High School outcomes on the Oregon Report Card 2014-2015. She pointed out that the number of students taking the SAT has increased. She also reported that the freshman are on track to graduate. Work stills needs to be done with the dropout rate as it is low, but is still higher than the State average. ELL students are doing well and are on track to graduate as AVID is helping keep these students on track. The female completion rate is higher compared to the male completion rate. Laura added that there are three committees that are working on strategies to help with student attendance.

Superintendent Rob Hess gave each Board member a chart that the Oregonian newspaper did for each school using the report card data. He pointed out that Lebanon District schools are doing better in math, but will need to do a better job in English Language Arts. Rob pointed out that the Beyond LHS student graduation rate has jumped because the State is now counting them. Rob also pointed out that each state calculates dropout rates differently. Rob shared that the District continues to be committed to AVID as it helps make school relevant for students.

Bo Yates pointed out that the mobility/transition rate is as high as 40% in some of our schools which greatly affects attendance.

The Board discussed the data and would like to see more numbers that include GED, completers, etc. The Board also would like to see a report from the three committees on their strategies for addressing the attendance issues.

(Enclosure I-1)

GENERAL BUSINESS

- 1. Action:** Approve 1st Reading of Board Policies: (Enclosures E-1)
- EBCB – Emergency Drills and Instruction
 - EBC/EBCA – Emergency Procedures and Disaster Plans
 - EFA/EFA-AR – Local Wellness Program
 - EFAA-AR-Reimbursable Meal Programs
 - JFCF – Harassment/Intimidation/Bullying/Cyberbullying/
Teen Dating /Violence/Domestic Violence
 - KL – Public Complaints

Russ McUne made a motion to approve the first reading as presented. Jerry Williams seconded.

Mike Martin asked for clarification on Policy EFA-AR under #9 Smart Snacks and how many combination foods students may have.

Jennifer Meckley will bring clarification to the December meeting.

Richard Borden called for the vote. The motion carried unanimously.

- 2. Information Only:** AR Policy Revisions (Enclosure E-2)
- GCBDA/GDBDA-AR (1) -Oregon Family Medical Leave/State
Family Medical Leave
 - GCBDA/GDBDA-AR (2)-Request for Family and Medical
Leave
 - GCBDA/GDBDA-AR (4) -FMLA/OFLA Notice to Employee
 - KL-AR – Public Complaints Procedures
 - LBE-AR – Public Charter School

Mike Martin pointed out that Policy GCBDA/GDBDA-AR (1) is hard to understand and would like to see bullets in the first paragraph.

- 3. Report:** Local Wellness Policy Review and Assessment (Enclosure E-3)

Jennifer Meckley pointed out that this is the annual review and assessment of the Local Wellness Policy.

- 4. Information:** Athletic/Activities Student Handbook/Kraig Hoene (Enclosure E-4)

Athletic Director Kraig Hoene shared information in the Lebanon High School Athletic/activities Handbook. He spoke to the following:

- 1) Eligibility
- 2) Attendance
- 3) Code of Conduct
- 4) Information on expectations for parents
- 5) Investigation Process (Legal vs. non-legal)
- 6) Communication with parents and students

7) Coach Training/Evaluations

Russ McUne said that he wants to ensure that discipline is equal across the board with no favoritism toward athletics. He would like to have the verbiage for probation on page 9 to be clarified.

Liz Alperin would like the wording for academic eligibility to say that students must be passing all classes. She would also like to include the NCA piece.

Kraig said that he will work on the wording and bring it back to the Board.

FINANCE

1. Report: Financial Update (Enclosure F-1)

Linda Darling shared the financial update. She pointed out that the 2015-2016 Financial report reflects all of the projected revenue and expenditures for 2014-2015 and 2015-2016 along with the budgeted and spent or encumbered amounts for 2015-2016. The projected ending fund balance for 2014-2015 is \$3,932,387 which is a slight increase from the October Board Report. The projected ending fund balance for 2015-2016 is \$3,592,951.

2. Action: Approve Budget Calendar (Enclosure F-2)

Linda Darling explained that since it is a legislative year the district can plan and adopt the budget earlier. This proposed Budget Calendar reflects the earlier process.

Mike Martin made a motion to approve the Budget Calendar as presented. Jerry Williams seconded. The motion carried unanimously.

3. Action: Approve the Technology / E-Rate Project (Enclosure F-3)

Bo Yates reported that the District is looking to upgrade the aging network infrastructure and would like to take advantage of funding provided by the Federal E-Rate program. The E-Rate program changed in 2014 to re-allocate greater funding support to school/libraries internal network infrastructure. The maximum funding that individual school district is eligible for is \$150.00 per student. This number is multiplied by the district's reimbursement rate which is approximately 80% equating to approximately \$450,000. Bo said that this project will cost approximately \$550,000; however the District would be reimbursed in 2017/2018 for approximately \$450,000. It is essential to get our projects funded and started in the guaranteed 2016-17 funding year.

The Board discussed the funding and reimbursement.

Russ made a motion to approve the E-Rate Technology Network Upgrade. Mike Martin seconded. The motion carried unanimously.

Linda Darling pointed out that the Board acted in the Local Contract Review Board capacity by granting

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permission to management to pursue the Network Upgrade Project through the E-Rate bidding process. The process meets the legal requirements for a public bidding process.

4. Information: Sand Ridge Audit Report (Enclosure F-4)

Linda Darling pointed out that the Sand Ridge audit was included in the Board packet. There are no significant changes from the previous year's audit.

CONSENT AGENDA

1. Action: Approve October 8, 2015 Board Minutes (Enclosure I-1)

Jerry Williams made a motion to approve the Consent Agenda as presented. Russ McUne seconded.

Liz Alperin asked that under "Board Communication" a correction be made in the second paragraph changing "Behavior Specialist" to "Dean of Students".

Richard Borden called for the vote. The motion carried unanimously.

BOARD OF EDUCATION TIME/DISCUSSION

December 10, 2015	6:00 p.m./District Office Board Room	Regular Board Meeting
January 14, 2016	6:00 p.m./District Office Board Room	Regular Board Meeting
February 11, 2015	6:00 p.m./District Office Board Room	Regular Board Meeting
March 10, 2015	6:00 p.m./District Office Board Room	Regular Board Meeting

SUPERINTENDENT COMMUNICATION

1. Information: Pre-School Interest/Pioneer School Configuration

Rob Hess reported that the State has 16M for pre-school programs. He would like to explore the possibility of having a preschool program as there is a need evidenced by low scores on kindergarten entrance assessments. He would like to do a site visit next week. There is one time grant money available for pre-school programs. It might be sustained through Title I funds, community dollars, etc. Pioneer and Green Acres are interested in having preschool programs. There could be room at Pioneer if that school were to become a K-6. There could be a possibility that we could partner with Head Start, and maybe have morning and afternoon classes.

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Rob said that he would like to look at making Seven Oak a 7-8 school and make the elementary schools K-6 which he feels would give more opportunities for learning to the 7-8 grade students. If that were to happen there could be a need to implement some boundary changes.

The Board consensus was to allow Rob to research a preschool option. They do not want a preschool program to take away from AVID.

ADJOURN

The meeting adjourned at 8:00 p.m.

(Recorded by Kathy Schurr)

Richard Borden, Board Chair

Rob Hess, Superintendent