MINUTES OF THE REGULAR MEETING
OF THE
OXFORD AREA BOARD OF SCHOOL DIRECTORS

The regular meeting of the Oxford Area Board of School Directors was held on Tuesday, August 20, 2019, in the District Board Room. The meeting was called to order at 7:06 p.m. by President Joseph E. Tighe followed by the Pledge of Allegiance.

ATTENDING WERE: Joseph E. Tighe, President
Mark V. Patterson, Vice President
Robert F. Tenga, Treasurer
Stephen R. Gaspar, Member
Kristen E. Dean, Member
Eric W. Owens, Member
Howard S. Robinson, Member
Jenifer A. Warren, Member

ROLL CALL

ABSENT WAS:
Gary E. Olson, Member

ALSO ATTENDING WERE:
David A. Woods, Superintendent
Brian F. Cooney, Business Administrator

On motion by Mr. Gaspar, seconded by Mr. Tenga, BE IT RESOLVED,
That the Oxford Area Board of School Directors hereby approves
the August 20, 2019 agenda as presented.

Aye: 8 Nay: 0

APPROVAL OF AGENDA

On motion by Mr. Tenga, seconded by Mr. Gaspar, BE IT RESOLVED,
That the Oxford Area Board of School Directors hereby approves the
minutes of the June 11, 2019 Work Session and the June 18, 2019
Regular Meeting as presented.

Aye: 8 Nay: 0

APPROVAL OF MINUTES

Brad Reming of The PFM Group addressed the board. There are several
bonds which we may be able to refinance. Interest rates are falling
and the time is right to help the district save some money.

The bonds which we are looking to refinance are the issues of 2013,
2014, 2015, and 2017. The savings to the district would be around
$240-$250,000. This will be addressed again in the fall for board
approval.

BOND REFINANCING PRESENTATION

Dr. Billings-Jones presented her report for the month of August.
Over 400 students participated in summer school which was held at
Hopewell Elementary School. Dr. Billings-Jones thanked the teachers
who helped acclimate the Pre-K children for entry into Kindergarten
and reduce regression from the summer slide.

SUPERINTENDENT’S REPORT
Thank you also to our special education teachers who were busy with the Extended School Year program.

Free breakfast and lunch were provided daily. Thank you to Alison Weir and her cafeteria staff who worked to make this program successful.

Oxford offered free summer academies again this year. Students participated in Art, Music, Math, Young Authors, STEM, Youth Fitness, Computer Science and Coding.

We appreciate our partnerships with the community and have developed a special relationship with the Oxford Public Library. We thank the library for their participation in the summer reading program. It has been helpful to have the library circulate books for this program.

The Lighthouse Youth Center presented our administrative team with an opportunity to provide community service. The District Administrative Team volunteered by scooping ice cream, painting pottery, playing board games and continued to engage with students during a recent basketball game.

New teacher induction was Monday, August 19, 2019. Thanks to Oxford Mainstreet, OEF, Mr. Ed Herr, Dr. Pasick and his office, Dr. McCormick, and Mrs. McMannus in so generously helping us welcome twenty-six new teachers to the district. A special thank you to Dr. Addis for all the work she does for this day.

Teacher in Service Days are Wednesday, August 21, Thursday, August 22, and Friday, August 23, 2019. Additional development in Math in Focus, ST Math, School Safety, MTSS, Library Science, CPR and curriculum resources will be available.

Standardized Assessments will begin September 4, 2019 and carry through May 29, 2020.

First Friday will be September 6, 2019 with Mr. Woods and Mr. Garrison scooping water ice for members of the community. Visit the Title Table and say hello.

Mr. Steve Roberts of Oxford Education Foundation addressed the Board. Mr. Roberts estimated that in 2018-19 the OEF tutored students for 3,768 hours. He put an approximate value on these hours of tutoring to be around $80,000.

Oxford Education Foundation continues to provide volunteer tutors for Oxford Area School District and there are several on the agenda for approval this evening.
On motion by Mr. Gaspar, seconded by Mrs. Warren, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the following financial reports as presented:

1. General Fund  
   a. Treasurer's Report  
   b. Revenue Report  
   c. Expenditure Report  
2. Cafeteria Fund Treasurer’s Report  
3. Capital Projects Fund Treasurer’s Report

Aye: 8      Nay: 0

On motion by Mr. Patterson, seconded by Mr. Gaspar, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the student activities and athletic officials accounts as presented.

Penn's Grove School  
Oxford Area High School  
Athletic Officials Account

Aye: 8      Nay: 0

On motion by Dr. Owens, seconded by Mr. Gaspar, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the following bill lists for payment:

**August 2019**

General Fund $5,875,968.62  
Cafeteria Fund $26,464.50  
Capital Projects Fund $714,176.95  
Payroll Distribution $427,215.02

Aye: 8      Nay: 0

**REPORTS**

Mr. Robinson reported that the CCIU did not meet in July so there was no report, however, Mr. Robinson shared some of the items he has received over the years as the representative to the IU.

On motion by Mr. Gaspar, seconded by Mr. Tenga, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby accepts the report from Mr. Robinson, Chester County Intermediate Unit and Technical High School Representative.

Aye: 8      Nay: 0

Dr. Owens reported that the Chester County School Boards Legislative Council met and the state budget passed. This is early for the budget to be ready. He also stated that several acts have passed.

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Most notable was Act 14: Compensatory School Age. This will drop from age 8 to age 6 in 2020-2021 school year.

On motion by Mr. Tenga, seconded by Mrs. Warren, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby accepts the report from Dr. Owens, Chester County School Boards Legislative Council Representative.

Aye: 8  Nay: 0

Mr. Gaspar reported the Athletics and Student Activities Committee met on August 13, 2019. Fields are in good shape for the beginning of the fall sports season.

Mr. Gaspar reported the Facilities Committee met August 13, 2019. The committee discussed the projects which were completed over the summer.

Mrs. Warren stated that the committee met on August 13, 2019 to review policies in the 5000 Series-Students. The committee is recommending re-adoption of these policies which are on the agenda tonight.

Ms. Elena Roe, Student Representative reported that the staff at all our schools are ready to welcome many new and returning faces to begin the 2019-2020 school year.

Meet and Greets are as follows:
Jordan Bank - August 23, 2019, 2:00-3:00 p.m.
Elk Ridge - August 23, 2019, 1:30-2:30 p.m.
Nottingham - August 23, 2019, 1:15 p.m.
Hopewell - August 23, 2019, 1:30-2:30 p.m.

New Student Orientation for Penn's Grove is Friday, August 23, 10:00-11:00 a.m. and New Student and Freshman Orientation for Oxford Area High School is Friday, August 23, 8:30 a.m.

Back to School Nights are as follows:
Elk Ridge - Thursday, September 12, 2019 at 6:15 p.m.
Hopewell - Wednesday, September 11, 2019 at 6:00 p.m.
Penn's Grove - Tuesday, September 10, 2019 6:00 p.m.

Mr. Woods reported that the Oxford Area School District will begin the 2019-2020 school year on Monday, August 26, 2019. Please use caution when driving while students are going to and leaving school.

Congratulations to Oxford Area High School on receiving the 2018-2019 Sportsmanship Award from PIAA District 1. Mr. Canaday and Mr. Price will attend the award ceremony on September 11, 2019 and accept the award on behalf of the district.

Juniors and seniors may now sign up for parking permits at the high school. Permits are $50 for the year.

Enrollment for the Oxford Area High School Child Development Lab is now open.
East Nottingham Township is looking for a Junior Township Superintendent. This is open to high school juniors and seniors. Interested applicants may apply on the district website. All applications are due by September 1, 2019.

The staff Welcome Back breakfast will be August 22, 2019, 8 a.m. at Oxford Area High School.

Mr. Woods presented his goals for the 2019-2020 school year to the board.

NEW BUSINESS

Mr. Tighe allowed time for persons who requested to be placed on the agenda. There were none.

On motion by Mr. Tenga, seconded by Mrs. Dean, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the following professional personnel items.

Resignations

Name: George Hildebran
Position: Mathematics Teacher, Oxford Area High School
Effective: August 20, 2019

Name: Mark Meyers
Position: Physical Education Teacher, Penn’s Grove School
Effective: August 7, 2019

Name: Lindsey Murphy
Position: Grade 4 Teacher, Nottingham School
Effective: August 8, 2019

Name: Mark Neff
Position: STEM Teacher, Hopewell School
Effective: July 29, 2019

Name: Scott Schaffer
Position: Grade 4 Teacher, Nottingham School
Effective: June 28, 2019

Name: Courtney Smith
Position: BSL Teacher, Elk Ridge School
Effective: July 9, 2019

Appointments

Name: Deborah Aubin
Position: Autistic Support Teacher, Penn’s Grove School
Appointment: Professional Employee
Salary: Step 7 M, $59,663 + $250
Effective: To Be Determined
Replacing: Michelle Mercogliano, Resigned
Name: Barbara Buchanan
Position: Grade 4 Teacher, Nottingham School
Appointment: Temporary Professional Employee
Salary: Step 1 B, $49,735
Effective: August 21, 2019
Replacing: Lindsey Murphy, Resigned

Name: Sylvia Cintora
Position: Guidance Counselor, Oxford Area High School
Appointment: Long Term Substitute
Salary: Step 1 M, $53,844
Effective: August 21, 2019
Replacing: Keith Truver, Retired

Name: Kerianne Darragh
Position: ESL Teacher, Elk Ridge School
Appointment: Temporary Professional Employee
Salary: Step 2 B, $50,562
Effective: August 21, 2019
Replacing: Courtney Smith, Resigned

Name: Ronni Darragh
Position: Reading Specialist, Hopewell School
Appointment: Long Term Substitute
Salary: Step 2 M, $54,671
Effective: August 21, 2019 until the end of the 2019-2020 school year
Replacing: Grant Funded

Name: Sandi DiNardo
Position: Spanish Teacher, Oxford Area High School
Appointment: Long Term Substitute
Salary: Step 1 M, $53,844
Effective: August 21, 2019 until the end of the 1st semester of the 2019-2020 school year
Replacing: Anna Colvin, Leave of Absence

Name: Bethany Geating
Position: .5 Business Teacher, Oxford Area High School
Appointment: Long Term Substitute
Salary: Step 1 M, $26,922
Effective: August 21, 2019
Replacing: New Position

Name: Lynn Golden
Position: Librarian, Penn’s Grove School
Appointment: Professional Employee
Salary: Step 7 M, $59,663
Effective: August 21, 2019
Replacing: Kathleen Wagoner, Retired

Name: Matthew Grandinetti
Position: Physical Education Teacher, Penn’s Grove School
Appointment: Professional Employee
Salary: Step 7 M, $59,663
Effective: To Be Determined
Replacing: Mark Meyers, Resigned
Name: Chelsea Hostetter  
Position: Physical Education Teacher, Hopewell School  
Appointment: Temporary Professional Employee  
Salary: 1 B, $49,735  
Effective: August 21, 2019  
Replacing: Erika Seaman, Transferred

Name: Amy Igo  
Position: Biology Teacher, Oxford Area High School  
Appointment: Temporary Professional Employee  
Salary: Step 5 B, $53,666  
Effective: August 21, 2019  
Replacing: John Zitarelli, Resigned

Name: Karlee Kurtz  
Position: Music Teacher, Elk Ridge School  
Appointment: Temporary Professional Employee  
Salary: 1 B, $49,735  
Effective: August 21, 2019  
Replacing: Julie Farber, Retired

Name: Jenna Leo  
Position: Grade 3 Teacher, Nottingham School  
Appointment: Temporary Professional Employee  
Salary: Step 2 B, $50,562  
Effective: August 21, 2019  
Replacing: Lynne Stroud, Retired

Name: Madeline Logic  
Position: English Teacher, Oxford Area High School  
Appointment: Temporary Professional Employee  
Salary: Step 1 B, $49,735  
Effective: August 21, 2019  
Replacing: Anne Marie DeAngelis, Retired

Name: Jonathan Lynch  
Position: Physics Teacher, Oxford Area High School  
Appointment: Long Term Substitute  
Salary: Step 1 PhD, $59,687  
Effective: August 21, 2019 until the end of the 1st semester of the 2019-2020 school year  
Replacing: Matthew Sharkey, Leave of Absence

Name: Carolyn McCarron  
Position: Special Education Teacher, Nottingham School  
Appointment: Temporary Professional Employee  
Salary: Step 2 B, $50,562 + $250  
Effective: August 21, 2019  
Replacing: Michelle Haverly, Resigned

Name: Heather McGinn  
Position: Reading Specialist, Penn’s Grove School  
Appointment: Professional Employee  
Salary: Step 5 M, $57,831  
Effective: August 21, 2019  
Replacing: New Position
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Appointment</th>
<th>Salary</th>
<th>Effective</th>
<th>Replacing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abigail Markel</td>
<td>Grade 6 Teacher, Hopewell School</td>
<td>Temporary Professional Employee</td>
<td>Step 1 B, $49,735</td>
<td>August 21, 2019</td>
<td>John Barcus, Transferred</td>
</tr>
<tr>
<td>Jill Mullen</td>
<td>Speech &amp; Language Pathologist, District</td>
<td>Temporary Professional Employee</td>
<td>Step 7 M, $59,663</td>
<td>August 21, 2019</td>
<td>Julie Guerin, Resigned</td>
</tr>
<tr>
<td>Cristy Nitz</td>
<td>Social Studies Teacher, Penn’s Grove School</td>
<td>Temporary Professional Employee</td>
<td>Step 4 B, $52,639</td>
<td>August 21, 2019</td>
<td>David Sample, Retired</td>
</tr>
<tr>
<td>Ross Patane</td>
<td>Grade 6 Teacher, Hopewell School</td>
<td>Temporary Professional Employee</td>
<td>Step 3 M, $55,498</td>
<td>August 21, 2019</td>
<td>Kimberly Rodgers, Transferred</td>
</tr>
<tr>
<td>Angelique Rucci</td>
<td>.8 Speech &amp; Language Pathologist, District</td>
<td>Long Term Substitute</td>
<td>Step 1 M, $43,075</td>
<td>August 21, 2019</td>
<td></td>
</tr>
<tr>
<td>Gina Sawyer</td>
<td>Grade 4 Teacher, Nottingham School</td>
<td>Temporary Professional Employee</td>
<td>Step 2 B, $50,562</td>
<td>August 21, 2019</td>
<td>Scott Schaffer, Resigned</td>
</tr>
<tr>
<td>Nicole Stahl</td>
<td>Special Education Teacher, Elk Ridge School</td>
<td>Temporary Professional Employee</td>
<td>Step 1 B, $49,735 + $250</td>
<td>August 21, 2019</td>
<td>Nancy Deane, Retired</td>
</tr>
</tbody>
</table>
Name: Susan Sumner  
Position: Grade 4 Teacher, Nottingham School  
Appointment: Long Term Substitute  
Salary: Step 1 B, $49,735  
Effective: August 21, 2019 until the end of the 2019-2020 school year  
Replacing: Rachel Hess, Parental Leave  

Name: Erin Warren  
Position: FCS Teacher, Oxford Area High School  
Appointment: Temporary Professional Employee  
Salary: Step 3 B, $51,390  
Effective: August 21, 2019  
Replacing: Kara Emig, Resigned  

Supplemental Appointments  

Name: Tamara Miller  
Position: Volleyball Assistant Coach, Oxford Area High School  
Salary: To Be Determined  
Effective: August 12, 2019  

Name: Erik Olvera-Bedolla  
Position: Boys Soccer Assistant Coach, Oxford Area High School  
Salary: To Be Determined  
Effective: August 12, 2019  

Transfers  

Name: John Barcus  
Position: From: Grade 6 Teacher, Hopewell School  
To: STEM Teacher, Hopewell School  
Effective: August 21, 2019  
Replacing: Mark Neff, Resigned  

Name: Mark DeEmilio  
Position: From: Assistant Principal, Elk Ridge/Nottingham School  
To: Assistant Principal, Penn's Grove School  
Effective: August 7, 2019  
Replacing: New Position  

Name: Dana Douglas  
Position: From: 10 month Assistant Principal, Oxford Area High School  
To: 12 month Assistant Principal, Oxford Area High School  
Salary: From: $84,359  
To: $90,000  
Effective: August 21, 2019  
Replacing: New Position  

Name: Kimberly Rodgers  
Position: From: Grade 6 Teacher, Hopewell School  
To: Art Teacher, Nottingham School  
Effective: August 21, 2019  
Replacing: Karen Andress, Retired  

Name: Erika Seaman  
Position: From: Physical Education Teacher, Hopewell School  
To: Physical Education Teacher, Oxford Area High School  
Effective: August 21, 2019  
Replacing: Kimberly McCardell, Retired  

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Name: Andrew Wendle
Position: From: Dean of Students, Oxford Area High School
         To: 10 month Assistant Principal, Oxford Area High School
Salary: From: $58,798
         To: $75,000
Effective: August 21, 2019
Replacing: Dana Douglas, Transferred

Salary Changes-Professional

Barnas, Joshua, from 6 M, $58,798 to 6 M + 15, $59,696 effective August 21, 2019
Lafferty, Joan, from 7 B + 24, $56,845 to 7 M, $59,663 effective August 21, 2019
Maule, Ryan, from 8 M, $60,673 to 8 M + 15, $61,561 effective August 21, 2019
McCordell, Kimberly, from 11 M, $67,386 to 11 M + 15, $68,273 effective August 21, 2019
Plystak, Danielle, from 4 B + 24, $54,067 + $250 to 4 M, $56,805 + $250 effective
                              August 21, 2019
Wiltrout, Nicole, from 4 M, $56,805 to 4 M + 15, $57,692 effective August 21, 2019
Woodell, Scott, from 16 M, $83,254 + $125 to 16 M + 15, $84,141 + $125 effective
                               August 21, 2019
Aye: 8      Nay: 0

On motion by Mr. Patterson, seconded by Mr. Tenga, BE IT RESOLVED, PERSONNEL-NON-
That the Oxford Area Board of School Directors hereby approve the PROFESSIONAL
following non-professional personnel items:

Retirement

Name: Spencer Beimfohr
Position: Security Monitor, Oxford Area High School
Effective: August 6, 2019

Resignations

Name: Michelle Sapp
Position: Library Clerk, Penn’s Grove School
Effective: August 19, 2019

Name: Kelley Vance
Position: Secretary, Oxford Area High School
Effective: August 15, 2019

Appointments

Name: Mandy Garduno
Position: Cafeteria Aide, Elk Ridge School
Salary: $10.89 per hour
Effective: August 26, 2019
Replacing: Rosemary Bauer, Transferred

Name: Amanda Harris
Position: Instructional Aide - Special Education, Nottingham School
Salary: $11.32 per hour
Effective: August 26, 2019
Replacing: Ronda Crescenzo, Resigned
Name: Laurie Lamb  
Position: Cafeteria Aide, Elk Ridge School  
Salary: $10.89 per hour  
Effective: August 26, 2019  
Replacing: Kathleen Murphy, Transferred

Name: Jody Mabe  
Position: Food Service 4.5/182, Oxford Area High School  
Salary: $11.00 per hour  
Effective: August 20, 2019  
Replacing: Patricia Williams, Retired

Name: Jazmin Pegram  
Position: General Secretary, Oxford Area High School  
Salary: $13.72 per hour  
Effective: August 12, 2019  
Replacing: Kelley Vance, Resigned

Transfers

Name: Rosemary Bauer  
Position: From: Cafeteria Aide, Elk Ridge School  
To: Food Service 3.5, Oxford Area High School  
Salary: From: $10.62 per hour  
To: $11.00 per hour  
Effective: August 20, 2019  
Replacing: Nancy Berkowich, Transferred

Name: Kathleen Murphy  
Position: From: Cafeteria Aide, Elk Ridge School  
To: Attendance Secretary, Elk Ridge School  
Salary: From: $10.89 per hour  
To: $13.72 per hour  
Effective: August 5, 2019  
Replacing: Maria Franjesh, Resigned

Name: Julie Anne Wentzel  
Position: From: Special Education Secretary, Administration Building  
To: Confidential Secretary Special Education, Administration Building  
Salary: From: $29,592.90  
To: $35,000  
Effective: August 21, 2019  
Replacing: New Position

Aye: 8  Nay: 0

On motion by Dr. Owens, seconded by Mr. Gaspar, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the following additional volunteer personnel:

JOSEPH CASEY, STEVEN OLIVER, MATTHEW SOMMA, JANICE TYCIAK

Aye: 8  Nay: 0
On motion by Mr. Patterson, seconded by Mr. Gaspar, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the attached settlement agreement between the Oxford Area School District and George Hildebran.

Aye: 8    Nay: 0

On motion by Mr. Tenga, seconded by Mrs. Warren, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the Memorandum of Understanding between the Oxford Area School District and the Oxford Area Education Association as per attached.

Aye: 8    Nay: 0

On motion by Dr. Owens, seconded by Mr. Tenga, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the following consent agenda items:

Course Supplemental Technology (APP)

Temporary approval of the Course Supplemental Technology (APP) as per attached list.

Section 1302 Students

Students named on the attached list to be considered residents of the school district for the 2019-2020 school year in accordance with Section 1302 of the Public School Code.

Student Handbooks

2019-2020 Student Handbooks for Oxford Area High School, Penn’s Grove and the K-6 Elementary Schools as per attached.

Transportation Contract

Linville Hill Mennonite School for non-public transportation cost during the 2019-2020 school year at a rate of $50 per day.

Athletic Event Admission Prices

Price of admission to athletic events for the 2019-2020 school year as follows:

Student Admission $ 3
Adult Admission $ 5
Student Season Pass $25
Adult Season Pass $35
Family Season Pass $60

Athletic Event Worker Rate of Pay

Ticket Seller All Sports $38
Ticket Taker All Sports $38
Timer All Sports $38
Spectator Supervisor All Sports $38
Chain Gang (Penn’s Grove) Football $38
Chain Gang (High School)  Football  $38  
Announcer  Football  $38  
Scorer  Basketball/Wrestling  $38  
Judge  Cross Country  $38  
Judge  Track & Field  $38

E-Rate Consulting Services

Proposal from KSL Group for administration of the E-Rate Year 23 (2020-2021) program as per the attached contract.

Student Accident Insurance

Voluntary student accident insurance with United States Fire Insurance Company as per attached.

Removal of Uncollectable Tax Liens

Removal of uncollectable tax liens from the system of the Chester County Tax Claim Bureau.

Parent Settlement Agreement

Approval of the attached settlement agreement for Student ID #xxxxxx1313.

Brandywine Virtual Academy

Contract agreement with the Chester County Intermediate Unit for Brandywine Virtual Academy (BVA) services for the 2019-2020 school year.

Aye: 8  Nay: 0

On motion by Dr. Owens, seconded by Mr. Tenga, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves Mr. David Wood, Superintendent, to fill any vacancies until the September board meeting when positions may be approved retroactive to the employee start date.

Aye: 8  Nay: 0

The Oxford Area Board of School Directors is considering the following policies for revision:

First Reading

Article #4 - Personnel (Series 4000)
Policy # 4000 - Employment of District Staff  
Policy # 4225 - Non-Professional Evaluations  
Policy # 4545 - Military Leave  
Policy # 4630 - Whistleblower Policy
The Oxford Area Board of School Directors is considering the following policy for revision:

Second Reading

Article #5 - Students (Series 5000)
Policy # 5620 - District Wide Wellness

On motion by Mr. Tenga, seconded by Dr. Owens, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the re-adoption of the following policies:

Article 4 - Personnel (Series 4000)

Policy # 4010 - Employment of Administrators
Policy # 4020 - Personnel Files
Policy # 4030 - Resignation Policy
Policy # 4100 - Appointment and Transfer
Policy # 4110 - Assignment and Transfer: Request for Transfer
Policy # 4120 - Assignment and Transfer: Notification of Vacancies
Policy # 4130 - Identification Cards
Policy # 4200 - Teacher Arrival and Departure Time
Policy # 4210 - Responsibility of Staff for Student Welfare
Policy # 4215 - Child/Student Abuse
Policy # 4220 - Teacher Evaluation: Professional Teaching Staff
Policy # 4300 - Drug Free Workplace
Policy # 4310 - Outside Activities
Policy # 4325 - Nepotism
Policy # 4330 - Code of Professional Practice and Conduct for Educators
Policy # 4360 - Universal Precautions
Policy # 4370 - Administering Narloxxone
Policy # 4400 - Substitute Teachers
Policy # 4410 - Volunteers
Policy # 4415 - School Police
Policy # 4420 - Student Teachers
Policy # 4430 - Supplemental Contracts
Policy # 4450 - New Employee Salary Determination
Policy # 4460 - Professional Education Plan
Policy # 4470 - Continuing Education/Professional Growth Guidance
Policy # 4500 - Absence: Illness
Policy # 4505 - Leaves of Absence
Policy # 4510 - Jury Duty
Policy # 4520 - Professional Leaves of Absence
Policy # 4530 - Parental Leave
Policy # 4540 - Family & Medical Leave
Policy # 4550 - Absences, Alternative Sick Leave
Policy # 4600 - Unlawful Harassment
Policy # 4610 - Nondiscrimination in Employment/Contract Policies
Policy # 4620 - Disciplinary Action
Policy # 4720 - Tuberculin Skin Testing

Aye: 8    Nay: 0

A copy of the policies listed is available in the Administration Building, 125 Bell Tower Lane, Oxford, PA for examination and comment. The policies can be viewed on the website at www.oxfordasd.org. The public is encouraged to stop in and read these policies or visit our website.
Mr. Tighe announced the following upcoming meetings and events:

**CALENDAR**

Tuesday, September 10, 2019, Policy Committee, 6:00 p.m., Administration Building
Tuesday, September 10, 2019, Facilities & Safety Committee, 6:30 p.m., Administration Building
Tuesday, September 10, 2019, Athletics and Student Activities Committee, 6:45 p.m., Administration Building
Tuesday, September 10, 2019, Work Session 7 p.m., Administration Building
Tuesday, September 17, 2019, Regular Meeting 7 p.m., Administration Building

Mr. Tighe announced that the board met in executive session on Tuesday, August 13, 2019 to discuss personnel and on August 20, 2019 to discuss personnel.

**ANNOUNCEMENT OF EXECUTIVE SESSION**

Mr. Tighe allowed time for recognition of visitors.
There were none.

**RECOGNITION OF VISITORS**

On motion by Mr. Tenga, seconded by Mr. Gaspar, the regular meeting of the Oxford Area Board of School Directors adjourned at 7:55 p.m. by a unanimous vote.

**ADJOURNMENT**

Respectfully submitted,

Brian P. Cooney
Board Secretary