

Caledonia Central Supervisory Union Assessments

		<u>FY22 Budget</u>	<u>FY23 Budget</u>	<u>FY24 Budget</u>	<u>FY25 Budget</u>		V%	Comments
LOCAL FUNDS (1)		<u>Cabot</u>	<u>Cabot</u>	<u>Cabot</u>	<u>Cabot</u>			
General Assess	Supt office & Board	67,629	70,031	68,924	104,246	35,321		FTE Increase 1.0 - Assit. Superintendent
General Assess	Bus office/Fiscal	67,109	72,916	64,360	69,777	5,417		
Education Services	Curriculum Dev	28,719	33,166	31,777	35,282	3,506		
Education Services	Technology	53,246	12,698	76,944	83,675	6,731		
Education Services	Physical Health	-	-	15,287	16,091	804		
Education Services	Mental Health	-	-	-	-	-		
Education Services	Transportation	49,100	64,754	51,030	78,300	27,270		Increase in Bus Lease costs
Education Services	Plant & Operations	174,429	177,777	179,217	168,579	(10,638)		
Special Ed Assess	SpED	544,956	576,707	545,109	677,104	131,995		Less BG Rev & 3rd party Contracted services including Transp
Food Services	Food Services	99,195	93,926	101,801	121,402	19,601		CBA Wages & Benefits, Healthcare, Inflation & Repairs
		<u>1,084,383</u>	<u>1,101,974</u>	<u>1,134,448</u>	<u>1,354,455</u>	<u>220,007</u>		
					100,000	100,000		
					<u>1,454,455</u>	<u>320,007</u>		SU SpED Assessment - ADD'L Teacher

Cabot School District
FY23 Budget/FY23 Actual/FY24 Budget/FY25 Proposal

Function: Revenue

	<u>Title</u>	<u>Budget FYE June 30, 2023</u>	<u>Actual FYE June 30, 2023</u>	<u>Budget FYE June 30, 2024</u>	<u>Budget FYE June 30, 2025</u>	<u>Incrs/(Decrs)</u>	
Local	Pre-K Tuition	0		0	0	0	
	Tuition from other schools	18,000	19,750	19,000	0	(18,000)	
	Interest	15,000	10,730	15,000	35,000	20,000	
	Athletic Receipts	0		0	0	0	
	Services to other Schools	0		0	0	0	
	E-Rate	0		0	0	0	
	Miscellaneous	0	197	0	0	0	
	Total	33,000	30,677	34,000	35,000	2,000	
State	Education Fund Payments	3,226,179	3,224,515	3,386,815	4,516,143	1,289,965	
	On-Behalf Vocational Payments	11,448	13,112	23,601	13,500	2,052	
	Small Schools Grant	178,750	174,145	174,145	0	(178,750)	
	Transportation aid	0	0	0	0	0	
	ESSER II Subgrant from SU	0	0	0	0	0	
	CRF-LEA Grant Via SU	0	0	0	0	0	
	CRF-HVAC Grant	0	0	0	0	0	
	State Placed Students	0	0	0	0	0	
	Essential Early Education	0	0	0	0	0	
	Driver Education Reimbursement	1,000	2,852	1,500	1,500	500	
	Voc Ed Transportation	0		0	0	0	
	High School Completion	0		0	0	0	
	Small Schools Stability Grant	0		0	0	0	
	VSTRS on Behalf	0		0	0	0	
	Other Grants/Services	0		0	0	0	
	Total	3,417,377	3,414,624	3,586,061	4,531,143	1,113,767	31.06%
Other	Medicaid	0	28,240	0	0	0	
	Prior Year Revenues	0	707	0	0	0	
	Reserve Fund Transfer	0	0	0	0	0	
	Recapture	0		0	0	0	
	Total	0	28,947	0	0	0	
	Totals	3,450,377	3,474,248	3,620,061	4,566,143	1,115,767	

As of: November 27, 2023

Version: 1.0

Cabot School District

FY23 Budget/FY23 Actual/FY24 Budget/FY25 Proposal

Function	Function Summary Title	Budget FYE	Actual FYE	Budget FYE	Budget FYE	Budget
		June 30, 2023	June 30, 2023	June 30, 2024	June 30, 2025	Incrs/(Decreases)
1000	Instruction	1,221,301	1,277,330	1,353,143	1,675,309	322,166
1200	Special Education	576,707	604,230	545,109	777,104	231,995
1400	Co-Curricular	13,550	0	13,550	88,550	75,000
2120	Guidance	152,074	150,959	159,486	179,822	20,336
2130	Health	43,000	66,205	80,287	83,091	2,804
2140	Psychological Services	0	0	-	-	0
2210	Professional Development	50,166	54,016	49,277	61,782	12,505
2222	Library	82,552	62,212	64,148	82,092	17,944
2290	Technology	105,219	129,155	155,052	154,675	(377)
2300	S.U. Assessments & School Brd	100,031	81,213	91,924	129,746	37,822
2400	Principal's Office	342,764	329,018	356,930	364,963	8,033
2500	Fiscal Services	85,166	89,917	88,673	102,777	14,104
2600	Plant Operation	349,277	445,794	400,217	457,516	57,299
2700	Transportation	64,754	75,370	51,030	78,300	27,270
4000	Construction Activity	0	0	-	-	0
5000	Debt Service	169,890	105,551	109,436	109,015	(421)
5000	Transfer (Food Service - CY)	93,926	86,193	101,801	121,402	19,601
5000	Prior Year Deficit (Food Service)	0	0	-	-	0
5000	Transfer to Capital Fund	0	0	-	100,000	100,000
5000	Trnsfr to Cap-FacilityBus	0	11,862	-	-	0
Total Expenditures		3,450,377	3,569,024	3,620,063	4,566,143	946,080
Total Revenue		3,450,377	3,474,248	3,620,061	4,566,143	
Surplus/(Deficit)		(1)	(94,776)	(2)	(0)	

As of: November 27, 2023

Version: 1.0

Cabot School District

FY23 Budget/FY23 Actual/FY24 Budget/FY25 Proposal

Objects Summary

Number	Name	Budget FYE	Actual FYE	Budget FYE	Budget FYE	Budget
		June 30, 2023	June 30, 2023	June 30, 2024	June 30, 2025	Incrs/(Decreases)
100	Salaries & Wages	1,265,575	1,302,758	1,355,331	1,645,471	290,140
200	Benefits	471,914	440,298	494,350	696,468	202,118
300	Professional Services	125,947	164,903	139,030	158,800	19,770
400	Property Services	109,724	120,470	168,224	171,484	3,260
500	Other Services	1,070,130	1,163,948	1,100,370	1,373,003	272,633
600	Supplies	123,521	137,280	111,000	134,400	23,400
700	Equipment	0	16,220	20,208	18,500	(1,708)
800	Other & Interest	22,585	21,357	24,916	40,500	15,584
900	Debt Service & Food Service Transfer	260,981	201,791	206,634	327,517	120,883
Totals		3,450,377	3,569,024	3,620,063	4,566,143	946,080

VARIANCE DRIVERS

\$320,006.85	SU Assessments
\$232,000.00	FTE up 3.4 - Comp \$174K & Ben - \$58K
\$116,000.00	Total Comp up - CBA/Mix (Excl. New FTEs)
\$122,000.00	Total Health up - 16.4% (Excl. New FTEs)
\$100,000.00	PY (23) & CY (24) Deficits
\$75,000.00	ELO/ASP locally funded
\$	965,006.85 102%

C&B

1.0	Jessica North - Not in FY24 Budget - Grant funded	\$89K
1.0	Custodian - Rich	\$54K
1.0	Intervention - Foster - Prev. Grant funded	\$59K
0.2	Librarian - Woodard now FT	\$14K
0.2	Stratman - Prev grant funded	\$17K
3.4 FTE Increase		\$232K

CABOT SCHOOL DISTRICT

DETAIL OF FUNCTION

Instruction

Regular Ed Instruction

For Fiscal Year:

<u>Object</u>	<u>Title</u>	Function 1101/1301		30-Jun-24	30-Jun-25	<u>Incr/(Dcrs)</u>
		30-Jun-23	30-Jun-23	<u>Budget</u>	<u>Budget</u>	
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	
100	Salaries	791,174	850,694	876,815	1,050,823	174,008
200	Benefits	257,349	266,413	299,601	443,057	143,456
300	Professional Services	1,500	599	2,500	0	(2,500)
400	Property Services	4,000	12,943	6,500	6,500	0
500	Other Services	21,060	40,267	39,060	40,500	1,440
600	Supplies	17,500	11,160	16,000	16,400	400
700	Equipment	0	351	1,500	0	(1,500)
800	Other	3,000	20	2,000	2,000	0
900	VSTRS on Behalf	0	0	0	0	0
		1,095,583	1,182,448	1,243,976	1,559,280	315,304

Regular Ed Instruction Pre K

For Fiscal Year:

<u>Object</u>	<u>Title</u>	Function 1101		30-Jun-24	30-Jun-25	<u>Incr/(Dcrs)</u>
		30-Jun-23	30-Jun-23	<u>Budget</u>	<u>Budget</u>	
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	
100	Salaries	83,877	70,771	77,368	80,667	3,299
200	Benefits	30,873	16,542	20,507	23,362	2,855
300	Professional Services	0	0	0	0	0
400	Property Services	0	0	0	0	0
500	Other Services	10,968	7,312	11,292	12,000	708
600	Supplies	0	132	0	0	0
700	Equipment	0	0	0	0	0
800	Other	0	125	0	0	0
900	Other Uses	0	0	0	0	0
		125,718	94,882	109,167	116,029	6,862

Special Ed Instruction

For Fiscal Year:

<u>Object</u>	<u>Title</u>	Function 1201		30-Jun-24	30-Jun-25	<u>Incr/(Dcrs)</u>
		30-Jun-23	30-Jun-23	<u>Budget</u>	<u>Budget</u>	
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	
100	Salaries	0	0	0	0	0
200	Benefits	0	0	0	0	0
300	Professional Services	0	0	0	0	0
400	Property Services	0	0	0	0	0
500	SU Assessment (SpED)	576,707	604,230	545,109	777,104	231,995
600	Supplies	0	0	0	0	0
700	Equipment	0	0	0	0	0
800	Other	0	0	0	0	0
900	Other Uses	0	0	0	0	0
		576,707	604,230	545,109	777,104	231,995

Athletics/ELO - ASP

For Fiscal Year:

<u>Object</u>	<u>Title</u>	Function 1401/1501		30-Jun-24	30-Jun-25	<u>Incr/(Dcrs)</u>
		30-Jun-23	30-Jun-23	<u>Budget</u>	<u>Budget</u>	
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	
100	Salaries	9,800	0	9,800	69,800	60,000
200	Benefits	750	0	750	6,750	6,000
300	Professional Services	500	0	500	500	0
400	Property Services	0	0	0	0	0
500	Other Services	0	0	0	0	0
600	Supplies	2,000	0	2,000	11,000	9,000
700	Equipment	0	0	0	0	0
800	Other	500	0	500	500	0
900	Other Uses	0	0	0	0	0
		13,550	0	13,550	88,550	75,000

Total of Instruction

1,811,558	1,881,559	1,911,802	2,540,963	629,161
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CABOT SCHOOL DISTRICT

DETAIL OF FUNCTION

Student Support Services

Guidance		Function		2120			
For Fiscal Year:		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25		
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>	
100	Salaries	101,633	103,509	106,347	119,160	12,813	
200	Benefits	49,441	45,881	52,139	59,162	7,023	
300	Professional Services	0	0	0	0	0	
400	Property Services	0	0	0	0	0	
500	Other Services	0	0	0	0	0	
600	Supplies	1,000	568	0	500	500	
700	Equipment	0	1,000	1,000	1,000	0	
800	Other	0	0	0	0	0	
900	Other Uses	0	0	0	0	0	
		152,074	150,959	159,486	179,822	20,336	

Health

For Fiscal Year:		Function		2131			
		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25		
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>	
100	Salaries	0	0	0	0	0	
200	Benefits	0	0	0	0	0	
300	Professional Services	43,000	66,171	65,000	67,000	2,000	
400	Property Services	0	0	0	0	0	
500	Other Services	0	0	15,287	16,091	804	
600	Supplies	0	34	0	0	0	
700	Equipment	0	0	0	0	0	
800	Other	0	0	0	0	0	
900	Other Uses	0	0	0	0	0	
		43,000	66,205	80,287	83,091	2,804	

Total of Student Support

		195,074	217,164	239,773	262,913	23,140	
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Instructional Support Services

Professional Development

For Fiscal Year:		Function		2212			
		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25		
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>	
100	Salaries	0	0	0	0	0	
200	Benefits	15,000	23,856	15,000	25,000	10,000	
300	Professional Services	0	70	2,000	1,000	(1,000)	
400	Property Services	0	0	0	0	0	
500	Other Services	35,166	30,090	32,277	35,782	3,505	
600	Supplies	0	0	0	0	0	
700	Equipment	0	0	0	0	0	
800	Other	0	0	0	0	0	
900	Other Uses	0	0	0	0	0	
		50,166	54,016	49,277	61,782	12,505	

Library

For Fiscal Year:		Function		2220			
		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25		
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>	
100	Salaries	56,429	45,151	45,871	51,036	5,165	
200	Benefits	21,123	11,852	13,277	18,556	5,279	
300	Professional Services	0	0	0	0	0	
400	Property Services	0	0	0	0	0	
500	Other Services	0	0	0	0	0	
600	Supplies	5,000	3,138	3,500	10,000	6,500	
700	Equipment	0	360	1,500	500	(1,000)	
800	Other	0	1,712	0	2,000	2,000	
900	Other Uses	0	0	0	0	0	
		82,552	62,212	64,148	82,092	17,944	

CABOT SCHOOL DISTRICT

DETAIL OF FUNCTION

Technology		Function	2230			
For Fiscal Year:		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25	
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>
100	Salaries	0	0	0	0	0
200	Benefits	0	0	0	0	0
300	Professional Services	0	0	0	0	0
400	Property Services	15,000	8,456	18,500	18,500	0
500	Other Services	78,698	103,292	115,344	116,675	1,331
600	Supplies	11,521	1,690	5,000	2,500	(2,500)
700	Equipment	0	14,509	16,208	17,000	792
800	Other	0	1,208	0	0	0
900	Other Uses	0	0	0	0	0
		105,219	129,155	155,052	154,675	(377)
Total of Instructional Support		237,937	245,383	268,477	298,549	30,072

Administrative Function

S. U. Assessments & School Board

For Fiscal Year:

		Function	2311/2314/2315/2320			
		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25	
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>
100	Salaries	1,500	750	0	0	0
200	Benefits	0	57	0	0	0
300	Professional Services	9,500	350	9,000	9,000	0
400	Property Services	0	0	0	0	0
500	Other Services (Liab Ins)	16,000	16,591	14,000	16,500	2,500
500	S.U. Assessments	70,031	63,465	68,924	104,246	35,322
600	Supplies	0	0	0	0	0
700	Equipment	0	0	0	0	0
800	Other	0	0	0	0	0
900	Ancillary Programs	3,000	0	0	0	0
		100,031	81,213	91,924	129,746	37,822

Principal's Office

For Fiscal Year:

		Function	2410			
		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25	
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>
100	Salaries	221,162	227,403	237,630	225,241	(12,389)
200	Benefits	97,378	75,491	93,076	112,622	19,546
300	Professional Services	1,500	4,098	1,500	1,500	0
400	Property Services	18,224	15,163	18,224	18,500	276
500	Other Services	2,000	5,201	4,000	4,000	0
600	Supplies	1,500	106	1,500	1,500	0
700	Equipment	0	0	0	0	0
800	Other	1,000	1,556	1,000	1,600	600
900	Other Uses	0	0	0	0	0
		342,764	329,018	356,930	364,963	8,033

Fiscal Operations

For Fiscal Year:

		Function	2510			
		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25	
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>
100	Salaries	0	1,500	1,500	1,500	0
200	Benefits	0	0	0	0	0
300	Professional Services	2,916	8,000	6,000	0	(6,000)
400	Property Services	0	0	0	0	0
500	S.U. Assessments	70,000	65,496	64,360	69,777	5,417
600	Supplies	0	0	0	0	0
700	Equipment	0	0	0	0	0
800	Other	12,250	14,921	16,813	31,500	14,687
900	Other Uses	0	0	0	0	0
		85,166	89,917	88,673	102,777	14,104

Total of Administration Functions

527,961	500,148	537,527	597,485	59,958
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CABOT SCHOOL DISTRICT

DETAIL OF FUNCTION

Operations, Transportation and Construction Services

Operations		Function		2610			
For Fiscal Year:		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25		
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>	
100	Salaries	0	2,980	0	47,244	47,244	
200	Benefits	0	205	0	7,959	7,959	
300	Professional Services	2,277	10,245	1,500	1,500	0	
400	Property Services	72,500	83,908	125,000	127,984	2,984	
500	Other Services	189,500	228,004	190,717	180,329	(10,388)	
600	Supplies	85,000	120,452	83,000	92,500	9,500	
700	Equipment	0	0	0	0	0	
800	Other	0	0	0	0	0	
900	Other Uses	0	0	0	0	0	
		349,277	445,794	400,217	457,516	57,299	

Transportation		Function		2700			
For Fiscal Year:		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25		
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>	
100	Salaries	0	0	0	0	0	
200	Benefits	0	0	0	0	0	
300	Professional Services	64,754	75,370	51,030	78,300	27,270	
400	Property Services	0	0	0	0	0	
500	Other Services	0	0	0	0	0	
600	Supplies	0	0	0	0	0	
700	Equipment	0	0	0	0	0	
800	Other	0	0	0	0	0	
900	Other Uses	0	0	0	0	0	
		64,754	75,370	51,030	78,300	27,270	

Total of Operation/Transport/Construction		414,031	521,164	451,247	535,816	84,569	
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Prior Year Expenditures/Fund Transfers/Construction Activity

Debt Service and Fund Transfer		Function		5000			
For Fiscal Year:		30-Jun-23	30-Jun-23	30-Jun-24	30-Jun-25		
<u>Object</u>	<u>Title</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>	<u>Incr/(Dcrs)</u>	
800	Interest	5,835	1,815	4,603	2,900	(1,703)	
900	Principal	164,055	103,735	104,833	106,115	1,282	
900	Fund Transfer - PY Deficit	0	11,862	0	100,000	100,000	
900	Fund Transfer- Food Service CY	93,926	86,193	101,801	121,402	19,601	
		263,816	203,606	211,237	330,417	119,180	
Grand Totals		3,450,377	3,569,024	3,620,063	4,566,143	946,080	

WASHINGTON NORTHEAST SUPERVISORY UNION

CABOT SCHOOL – TWINFIELD UNION SCHOOL

POLICY D8

ALCOHOL AND DRUG-FREE WORKPLACE

Policy

It is the policy of the Washington Northeast Supervisory Union and the Cabot and Twinfield Union School Districts to maintain a workplace free of alcohol and drugs. No employee, volunteer or work study student will unlawfully manufacture, distribute, dispense, possess or use alcohol or any drug on or in the workplace. Nor shall any employee, volunteer or work study student be in the workplace while under the influence of illegal drugs or alcohol. If there are reasonable grounds to believe that an employee, volunteer or work study student is under the influence of illegal drugs or alcohol while on or in the workplace, the person will be immediately removed from the performance of his or her duties.

Definitions

Drug means any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined by state or federal statute or regulation.

Workplace means the site for the performance of work for the School District, including any school building or any school premises and any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities. It also includes off school property during any school-sponsored or school-approved activity, event or function such as a field trip or athletic event, where students are under the jurisdiction of the School District.

Employee means all persons directly or indirectly compensated by the school district for providing services to the district and all employees of independent contractors who provide services to the district.

Volunteer means an individual not employed by the School District who works on an occasional or regular basis in the school setting to assist the staff. A volunteer works without compensation or economic benefits provided by the school district.

Work Study Student means a student who receives compensation for work performed at the school as part of a college work experience program. For purposes of this policy, an intern, working without pay, will be considered as a work study student. A student working toward a teaching credential who may be placed at a school as a student teacher is not a work study student.

Employee Responsibilities

As a condition of employment, each employee will notify the Superintendent in writing of his or her conviction of any criminal drug statute for a violation occurring on or in the workplace as defined above. The employee must notify the Superintendent no later than five days after such conviction. Entry of a *nolo contendere* plea shall constitute a conviction for purposes of this policy, as will any judicial finding of guilt or imposition of sentence. Within 10 days of notification from an employee, or receipt of actual notice of an alcohol or drug conviction, the Superintendent will notify any federal or state officers or agencies legally entitled to such notification.

An employee, volunteer or work study student who violates the terms of this policy may be asked to satisfactorily complete an alcohol or drug abuse assistance or rehabilitation program approved by the Superintendent. In addition, an employee who violates the terms of this policy will be subject to disciplinary action, including but not limited to non-renewal, suspension or termination at the discretion of the Superintendent or, if required, the Board.

Legal Reference(s): 49 U.S.C. §§ 5331, 31306 (*Omnibus Transportation Employee Testing Act of 1991*)
49 C.F.R. Parts 40, 382, 391, 392, 395 and 653
21 V.S.A. 511 et seq.

	<u>WNESU</u>	<u>Cabot</u>	<u>Twinfield</u>
Warned:	November 20, 2014	November 17, 2014	November 11, 2014
Adopted:	May 18, 2015	December 1, 2014	November 25, 2014
Reviewed:			

WASHINGTON NORTHEAST SUPERVISORY UNION

CABOT SCHOOL – TWINFIELD UNION SCHOOL

POLICY F7

STUDENT ALCOHOL AND DRUGS

It is the policy of the Washington Northeast Supervisory Union and Cabot and Twinfield Union School Districts that no student shall knowingly possess, use, sell, give or otherwise transmit, or be under the influence of any illegal drug, regulated substance, or alcohol on any school property, or at any school sponsored activity away from or within the school. It is further the policy of the district to make appropriate referrals in cases of substance abuse.

Definitions

Substance Abuse is the ingestion of drugs and or alcohol in such a way that it interferes with a person's ability to perform physically, intellectually, emotionally, or socially.

Drug means any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined by state or federal regulation or statute.

Educational Program. The Principal shall work with appropriate staff members to develop and conduct an alcohol and drug abuse educational program. The program shall be consistent with the Vermont Alcohol and Drug Education Curriculum Plan. If the school district is a recipient of federal Safe and Drug-Free Schools and Communities Act funds, the Act will be considered in the development of the alcohol and drug abuse educational program.

Support and Referral System. In each school the principal or his or her designee shall develop a support and referral system for screening students who refer themselves and students who are referred by staff for suspected drug and/or alcohol use and/or abuse problems. The support and referral system will include processes to determine the need for further screening, education, counseling or referral for treatment in each referred case. In addition, the principal shall establish procedures for administering emergency first aid related to alcohol and drug abuse.

Cooperative Agreements. The Principal shall annually designate an individual to be responsible for providing information to students and parents or guardians about outside agencies that provide substance abuse prevention services and to encourage the use of their services and programs when appropriate.

The Washington Northeast Supervisory Union and the Cabot and Twinfield Union School Districts, have entered into a cooperative agreement with Central Vermont Substance Abuse Services (Agency). The Agency will provide substance abuse treatment to students who are referred through the school's support and referral system, or who refer themselves for treatment.

Staff Training. The Principal will work with appropriate staff to provide training for teachers and health and guidance personnel who teach or provide other services in the school's alcohol and drug abuse prevention education program. The training provided will meet the requirements of State Board Rules related to staff training.

Community Involvement. The Principal will work with school staff and community members to implement a program to inform the community about substance abuse issues in accord with State Board of Education rules.

Annual Report. In a standard format provided by the Vermont Department of Education, the Principal will submit an annual report to the Commissioner of Education describing substance abuse education programs and their effectiveness.

Notification. The Principal shall ensure that parents and students are given copies of the standards of conduct and disciplinary sanctions contained in the procedures related to this policy, and are notified that compliance with the standards of conduct is mandatory. Notice to students will, at a minimum, be provided through inclusion of these standards and sanctions in the student handbook distributed to all students at the beginning of each school year or when a student enrolls in the school.

Legal Reference(s): 20 U.S.C. §§7101 et seq. (Safe & Drug-Free Schools & Communities Act of 1994)
16 V.S.A. §909 (Drug & Alcohol Abuse Prevention Education Curriculum)
16 V.S.A. 131(9) (Comprehensive Health Education)
16 V.S.A. §1045(b)(Driver Training Course)
16 V.S.A. §1165 (Alcohol and drug abuse)
18 V.S.A. §4226 (Drugs: minors, treatment, consent)
Vt. State Board of Education Manual of Rules and Practices §§4200 -4215)

	<u>WNESU</u>	<u>Cabot</u>	<u>Twinfield</u>
Warned:		February 12, 2015	February 5, 2015
Adopted:		March 16, 2015	March 10, 2015
Reviewed:			

CALEDONIA CENTRAL SUPERVISORY UNION

CABOT SCHOOL

ADDENDUM TO POLICY C18

STUDENT SELF-EXPRESSION - FLAGS

Purpose

This addendum establishes the procedure and protocol for student expression through use of flags or other symbols displayed on Cabot School property.

Procedure

The flying of flags, or installation/display of expressive material, is subject to the following conditions:

1. Students have a right to express themselves on school property through speech or expressive actions, including the flying of flags, provided that such expression does not materially or substantially interfere with the orderly operation of the school and the rights of others. The underlying policy, and this addendum, prohibit student self-expression that:

- A. Is obscene, vulgar, or profane, or harms the reputation of others;
- B. Violates federal, state or local laws;
- C. Advocates the use or availability of tobacco, alcohol or illegal drugs;
- D. Incites violence; or
- E. Interferes with or advocates interference with the orderly operation of the schools.

2. Student expression outside of normal classroom activities, including flying of flags, or installation/display of expressive materials on the school campus, must rationally and substantially relate to educational goals developed through the following means:

- A. An independent course of study, approved and supervised by Cabot School faculty or staff; or
- B. A student lead, faculty or staff facilitated, effort to advance the goals of the Cabot School District's diversity, equity, and inclusion policy or continuous improvement plan.

3. A student, student group, or administration official acting on behalf of a student or student group may petition the School Board to approve the flying of a flag on the school flagpole or placement of a temporary installation/display on campus. The School Board may approve in whole or in part such requests, may delegate decision making to

the administration in whole or in part, or may deny requests consistent with law, this policy, and other Supervisory Union or District policies in effect at the time of the petition.

Date Warned: 5/27/2020 - Cabot

Date Adopted: 6/22/2020- Cabot

*Cross References: C18: Student Self-Expression
A__: Diversity, Equity and Inclusion*

WASHINGTON NORTHEAST SUPERVISORY UNION

CABOT SCHOOL – TWINFIELD UNION SCHOOL

POLICY G13

ANIMAL DISSECTION

Policy

It is the intent of the Washington Northeast Supervisory Union and Cabot and Twinfield Union School Districts to comply with the requirements of Act 154 of 2008 regarding the right of students to be excused from participating in or observing activities involving the dissection or vivisection of animals. Students enrolled in District schools shall have the right to be excused from participating in any lesson, exercise or assessment requiring the student to dissect, vivisect or otherwise harm or destroy an animal or any part of an animal, or to observe any of these activities, as part of a course of instruction.

Definition

As used in this policy, the word “animal” means any organism of the kingdom animalia and includes an animal’s cadaver or the severed parts of an animal’s cadaver.

Alternative Education Method

A student who is excused under this policy shall be provided with alternative methods through which he or she can learn and be assessed on material required by the course. The alternative methods shall be developed by the teacher of the course, in consultation with the principal if necessary.

Discrimination

No student shall be discriminated against based on his or her decision to exercise the right to be excused afforded by this policy.

Procedures

The Superintendent shall develop and implement procedures to ensure compliance with the provisions of Act 154 of 2008. The procedures shall include provisions for the timely notification to each student enrolled in the course and to the student’s parent or guardian of the student’s right to be excused from participating in or observing the lesson and the process by which a student may exercise this right.

Legal Reference: Act 154 of 2007-2008 Adjourned Session
16 V.S.A. §912

	<u>WNESU</u>	<u>Cabot</u>	<u>Twinfield</u>
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Reviewed:			

WASHINGTON NORTHEAST SUPERVISORY UNION

CABOT SCHOOL – TWINFIELD UNION SCHOOL

POLICY B3 BOARD MEMBER CONFLICT OF INTEREST

Policy

It is the ethical and legal duty of all School Board members to avoid conflicts of interest as well as the appearance of conflicts of interest.

Definitions

“Conflict of interest” means a situation when a board member’s private interests, as distinguished from the board member’s interest as a member of the general public, would benefit from or be harmed by his or her actions as a member of the board.

Implementation

In order to comply with the obligations thus imposed, the Board and its members will adhere to the following recommended standards.

1. A Board member will not give the impression that he or she would represent special interests or partisan politics for personal gain.
2. A Board member will not give the impression that he or she has the authority to make decisions or take action on behalf of the Board or the school administration.
3. A Board member will not use his or her position on the Board to promote personal financial interests or the financial interests of family members, friends or supporters.
4. A Board member will not solicit or accept anything of value in return for taking particular positions on matters before the Board.
5. A Board member will not give the impression that his or her position on any issue can be influenced by anything other than a fair presentation of all sides of the question.
6. Board members will be familiar with, and adhere to, those provisions of Vermont education law which define School Board powers and govern Board member compensation and public bidding processes.

Avoiding Conflicts

When a Board member becomes aware that he or she is in a position that creates a conflict of interest or the appearance of a conflict of interest as defined in state law or this policy, he or she will declare the nature and extent of the conflict or appearance of conflict for inclusion in the Board minutes, and will abstain from voting or participating in the discussion of the issue giving rise to the conflict.

Complaints of Conflict of Interest

When a conflict of interest claim against a Board member is brought to the Board in writing and is signed by another Board member or a member of the public, and the Board member against whom the claim is made does not concur that a conflict in fact exists, the following Board procedures will be followed.

1. Upon a majority vote of the remaining Board members, or upon order of the chair, the Board will hold an informal hearing on the conflict of interest claim, giving both the Board member and the person bringing the claim an opportunity to be heard.
2. At the conclusion of the informal hearing, the remaining Board members will determine by majority vote whether to:
 - a. Issue a public finding that the conflict of interest charge is not supported by the evidence and is therefore dismissed;

- b. Issue a public finding that the conflict of interest charge is supported by the evidence and that the member should disqualify him or herself from voting or otherwise participating in the Board deliberations or decision related to that issue, as required by Vermont statute; and/or
- c. Issue a public finding that the conflict of interest charge is supported by the evidence and the Board member should be formally censured or subjected to such other action as may be allowed by law.

Legal Reference(s): 16 V.S.A. § 262(d) (Election of officers)
 16 V.S.A. §557 (Gratuity/compensation prohibited)
 16 V.S.A. §558 (Eligibility for election to school board)
 16 V.S.A. §559 (Public bids)
 16 V.S.A. §563(20) (Powers of school boards)

	<u>W NESU</u>	<u>C abot</u>	<u>T winfield</u>
Date warned:	November 20, 2014	November 17, 2014	November 11, 2014
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CB001 – Community Service Policy

Community is the heart of the town of Cabot, and likewise, its school. Requiring high schoolers to do work in service of their community not only strengthens that bond between town and school, but also offers students unique opportunities to develop vital life skills while providing help to people in need.

Therefore, it is the policy of the school board to require all students to engage in a minimum community service requirement. The amount of community service shall be set in consultation with the administration and student representatives and reviewed as needed.

Paid work and internships can satisfy this requirement at the discretion of the administration. Students who far exceed the required hours will be recognized on the student's transcript, as well as acknowledged at their high school graduation ceremony.

The Administration shall develop and maintain a system for supporting students in attaining community service hours as well as specifying the number of hours required for graduation.

Date Warned: 06/28/2021

Date Adopted: 06/28/2021