Regular Meeting of the Board of Education

Thursday, September 18, 2025 5:45 PM

Oakdale Middle School Room 230
815 S. Oakdale Ave.
Medford, OR 97501

Board members present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

A video recording of the Board meeting can be found on the district website at [this link](). The slide presentation can be viewed by clicking on Extras listed next to the meeting at [this link]().

1. **Call to Order / Pledge of Allegiance / Roll Call**

   Board Chair Kendell Ferguson called the meeting to order at 5:45 PM, led the Pledge of Allegiance, and confirmed a quorum through roll call. She welcomed attendees and read the district's vision statement.

2. **Agenda Adjustments and Approval**

   No objections were raised. The agenda was approved by unanimous consent.

3. **Introduction of New MSD Leaders**

   Interim Superintendent Jeanne Grazioli introduced the recognitions for Wilson Elementary Principal Nicole Lavelle and Hoover Elementary Principal Michele Wileman.

   Lavelle and Wileman provided information on their professional experience, prior jobs within the district, and expressed appreciation for the opportunity to work with students and staff at Medford School District.

4. **Citizen Comments**

   Chair Ferguson outlined citizen comment procedures. The following citizens addressed the Board:

   Sean Rogers, Parent and Teacher – Spoke about safety procedures and emphasized the importance of communication and collaboration in addressing concerns.

Donovan Donnally, Community Member and Parent – Shared his and his wife's concerning experience during their campaign for a School Board position. He expressed that the process should remain open and fair, free from intimidation, and voiced concern for future candidates.

5. Items for Information & Discussion

5.a. Interim Superintendent Report

Interim Superintendent Jeanne Grazioli provided a back-to-school update, which included summer facilities projects, student summer programs, summer graduation, welcoming new teachers, the district welcome back gathering, the math curriculum roll-out and training, and the implementation of the new cell phone policy.

5.b. Medford Education Association (MEA) Report

MEA President Jessica Fitzsimmons highlighted the positive start to labor-management meetings, noting their value in fostering open dialogue and proactive problem-solving. She expressed appreciation for the time dedicated to these discussions, upcoming training with the Employment Relations Board, and the communication between the MEA and the district regarding grievance and bargaining processes. She emphasized the importance of honoring the contract, maintaining mutual respect, and continuing open conversations throughout the year to support teachers and students.

5.c. NMHS Gymnasium Update

Assistant Superintendent of Operations Brad Earl and Facilities Manager Andy Chasteen provided an update on the North Medford High School gymnasium, which suffered a roof collapse during a snow event last winter. They reported on behind-the-scenes work, including engineering evaluations, permit preparations, cost estimates, and coordination with the district's insurance provider to ensure full reimbursement. Photos of current progress, early gym renderings, and necessary code upgrades such as ADA compliance were presented, along with an update on the temporary north athletic facility, which has saved approximately $300,000 in labor costs through district staff contributions.

The Board inquired about storm water impacts, gym capacity, and use of the athletic facility.

5.d. Integrated Plan 2024-25 Annual Reporting & Accounting

Executive Director of Federal Programs & School Improvement Andrea Partsafas presented the annual report required by the Oregon Department of Education. The report included last year's integrated grant plan programs and funding sources, progress toward outcomes and long-term targets, barriers and challenges, support for special populations in career and technical education, and state plan outcomes for career and technical education.

No questions were presented by the Board.

5.e. Interim Superintendent Evaluation/Check-in

Jeanne Grazioli provided an overview of the mid-year check-in process, noting it is simplified with no formal rubrics or forms. Board Directors offered feedback and questions regarding associated projects, attendance tracking, and inclusion and bullying prevention. Directors suggested quarterly check-ins instead of monthly, with updates shared through the superintendent's monthly board report. Grazioli noted she is developing a website to provide the Board with real-time updates on her focus areas and monthly activities.

5.f. Financial Update

Assistant Superintendent of Operations Brad Earl reported on district finances, noting that revenues are front-loaded while expenses occur later in the year, making the projected ending fund balance the key item to monitor. September enrollment is similar to last year, though long-term declines are anticipated. Earl also highlighted reductions in Student Investment Account (SIA) funding ($400,000) and High School Success (HSS) funding ($100,000), along with broader statewide pressures from federal program cuts. Board members asked about enrollment trends, special education funding, and local economic impacts, and thanked Earl for his work.

6. Board Action Items

6.a. Board/District Goals, Priorities and Measures of the System

Jeanne Grazioli provided an overview of the updated Board/District Goals, noting that the goals remain unchanged and are aligned with the integrated plan and Measures of the System, which will be reviewed during the strategic planning process. She highlighted that priorities align with projects and presented revised Measures of the System following feedback from the Board Retreat.

Board Directors expressed appreciation for the collaborative, data-driven approach, requested quarterly updates, and suggested sharing best practices between high-performing and struggling schools.

A motion was presented by Angela Zbikowski and seconded by Lilia Caballero to approve the 2025-26 Board/District Goals, Priorities, and Measures of the System as presented.

Roll call vote: Caballero: Yea, Johnsen: Yea, Zbikowski: Yea, Williams: Yea, Spicer: Yea, LaNier McHenry: Yea, Ferguson: Yea
Result: Motion passed (Yea: 7, Nay: 0)

6.b. Superintendent Search Process

Chair Ferguson requested that staff incorporate Board members' questions into the search firm request for proposal (RFP) and provide the updated RFP to the Board prior to launching the proposal process.

A motion was presented by Erik Johnsen and seconded by Sandra LaNier McHenry to approve proceeding with the RFP process to select a superintendent search firm.

Roll call vote: Caballero: Yea, Spicer: Yea, Williams: Yea, LaNier McHenry: Yea, Johnsen: Yea, Zbikowski: Yea, Ferguson: Yea
Result: Motion passed (Yea: 7, Nay: 0)

6.c. Board Operating Agreement & Proposed Board Conduct Policy

A motion was presented by Sandra LaNier McHenry and seconded by Lilia Caballero to approve the updated Board Operating Agreement as presented.

Board Directors discussed revisions to the Board Operating Agreement, focusing on media communication and time limits for school visits. Discussion centered on balancing structured time limits with the need for meaningful, organic interactions, respecting staffs' time, and minimizing impact on classroom routines. Directors suggested a six-month trial of the time limit, noted that at least two members will attend each visit, and emphasized building trust and team collaboration rather than a prescriptive or punitive approach.

An amendment was presented by Michael Williams and seconded by Angela Zbikowski to strike "not to exceed 1 ½ hours" from the proposed Board Operating Agreement.

Roll call vote: Zbikowski: Yea, Caballero: Nay, Spicer: Nay, LaNier McHenry: Nay, Johnsen: Yea, Williams: Yea, Ferguson: Nay
Result: Motion failed (Yea: 3, Nay: 4)

Roll call vote on main motion: Johnsen: Nay, Caballero: Yea, LaNier McHenry: Yea, Spicer: Yea, Williams: Nay, Zbikowski: Yea, Ferguson: Yea
Result: Motion passed (Yea: 5, Nay: 2)

Chair Ferguson directed attention to the proposed Board Conduct Policy, acknowledged she did not receive any proposals to change the language, and shared Oregon School Board Association's (OSBA) response to the draft policy. The suggested changes will be incorporated into the draft policy for review, including a review by OSBA, and will be presented at the next meeting.

6.d. Nominations for OSBA Legislative Policy Committee

Chair Ferguson opened the floor for nominations to the committee. No nominations were submitted.

7. Consent Agenda

The following items were presented on the consent agenda:
-Staff Assignment Report
-Minutes from Previous Meetings

No objections were raised. The consent agenda was approved by unanimous consent.

8. Announcements

Chair Ferguson reminded attendees of the upcoming Board meeting that will be held on October 2 at Oakdale Middle School.

9. Adjournment

With no further business, the meeting was adjourned at 7:50 PM.