

# Memorandum



## Human Resources

**To:** TRSD Board of Directors  
**CC:** Dave Valenzuela, Superintendent  
**From:** Casey Alderson, Deputy Superintendent  
**Date:** March 9, 2022  
**Re:** Process for Evaluation and Contract Renewal of Teachers

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Oregon's "Accountability for Schools for the 21<sup>st</sup> Century" law (formerly the "Fair Dismissal" law) creates two groups of teachers: Probationary (those in their first three years of employment with the District) and contract teachers (those who have been employed for the probationary period and have been renewed for a fourth year and all teachers in their fourth year and beyond in the District).

The processes for retention or termination of employment are different for the two groups:

### **PROBATIONARY TEACHERS**

**NONRENEWAL:** Probationary teachers serve the District on a series of one-year contracts. By March of their first year, they must be either renewed or non-renewed by action of the school board and must be notified in writing by March 15. Under the law, the school board may non-renew for "any cause deemed in good faith sufficient," and the only remedy for the teacher is a hearing before the school board at a later date. Reasons need not be included in the board resolution, but the teacher may later request that the district provide reasons for nonrenewal.

As a result of a court decision, the three years of probationary status are really only 2¾ years, because a third-year probationary teacher, if renewed in March of that third year, becomes a "contract" teacher after finishing 135 days of employment – which is usually about April 1.

Nonrenewal is the process that is most often used when the teacher is not meeting the district's performance standards. When non-renewed, the teacher continues to serve out the remainder of the contract, to the end of the school year. Although the standard for nonrenewal is very low (any cause the board thinks is sufficient), many collective bargaining agreements add protections for probationary teachers, such as a guarantee that the district will evaluate them according to ORS 342.850, which includes a requirement of a "plan of assistance for improvement" if one is necessary to remedy the problem or concern. Our current collective bargaining agreement does not mandate that we provide a plan of assistance for improvement; however in many cases, the District does do that in an effort to do everything we can to help the individual teacher be successful.

**DISMISSAL:** Probationary teachers may also be dismissed at any time during the probationary year "for any cause deemed in good faith sufficient by the board." Usually, dismissal is used to end employment immediately after incident(s) of misconduct or neglect of duty, or because performance is so unsatisfactory that the district needs an immediate replacement of the teacher. A pre-termination hearing must be held with the superintendent or board before board action. The teacher then has a right to a full hearing before the school board after the dismissal.

Typically, a collective bargaining agreement (CBA)'s "just cause" provision contains an exemption so that it does not apply to probationary teacher dismissal and nonrenewal. However, some CBA's have just cause language that does apply to probationary teacher dismissal or nonrenewal, particularly in the third

year. Under these CBA's, the probationary teacher may grieve the dismissal (or nonrenewal, if covered) and may have an arbitrator decide whether the action taken is reasonable, and whether the charges are proven true. Probationary teachers are treated the same as contract teachers in the just cause clause in the current collective bargaining agreement.

### **CONTRACT TEACHERS**

Teachers beyond their probationary period work under two-year "contracts," and have more job protection under the law. Each year, the school board must consider whether to offer a new two-year contract, which replaces the old. Thus, this spring the school board must determine whether to offer a new (2022-23) contract to replace the existing (2021-23) contract for each of its contract teachers.

**NONEXTENSION:** Non-extension or nonrenewal is the term used to describe the board's action if it determines not to offer a new two-year contract. Non-extension still leaves the remainder of the existing two-year contract in place, so a teacher non-extended this March would still finish out the existing 2021-22 contract. By law, a teacher who is non-extended must be placed on a plan of assistance. The following March, if the teacher hasn't made enough improvement, the board may non-extend again, which would then result in an end to employment by June 30 of that same year. In that case, the teacher could appeal to the Fair Dismissal Appeals Board (FDAB) and have a hearing to determine if the teacher will be returned to work or not.

**DISMISSAL:** Contract teachers may be dismissed at any time for one of nine different reasons, including neglect of duty, immorality, insubordination, inadequate performance, and inefficiency. The teacher must have a pre-dismissal hearing before the superintendent or designee, who then writes a letter recommending dismissal to the school board. The board cannot act for 20 calendar days after the letter is written. If the school board acts to dismiss, the teacher may appeal to the Fair Dismissal Appeals Board to try to get the dismissal reversed.

Contract teachers often have additional protections under the CBA (collective bargaining agreement). There may be specific requirements for evaluation and handling of complaints. There may be guarantees of a plan of assistance before termination for inadequate performance. In many cases, contract teacher dismissal or non-extension is excluded from the just cause provision, but in some CBAs just cause applies to either non-extension and/or dismissal. In that case, the teacher can choose to have an arbitrator review the school board's action.

**342.513 Renewal or nonrenewal of contracts for following year.**

(1) Each district school board shall give written notice of the renewal or nonrenewal of the contract for the following school year by March 15 of each year to all teachers and administrators in its employ who are not contract teachers as defined in ORS 342.815. In case the district school board does not renew the contract, the material reason therefor shall, at the request of the teacher or administrator, be included in the records of the school district, and the board shall furnish a statement of the reason for nonrenewal to the teacher or administrator. If any district school board fails to give such notice by March 15, the contract shall be considered renewed for the following school year at a salary not less than that being received at the time of renewal. The teacher or administrator may bring an action of mandamus to compel the district school board to issue such a contract for the following school year.

(2) This section is not effective unless teachers or administrators notify the board in writing on or before April 15 of acceptance or rejection of the position for the following school year. [Formerly 342.635; 1975 c.770 §47; 1979 c.714 §1; 1997 c.864 §24; 2005 c.22 §236]

**342.815 Definitions for ORS 342.805 to 342.937.** As used in ORS 342.805 to 342.937 unless the context requires otherwise:

(1) Notwithstanding ORS 342.120, "administrator" includes any teacher the majority of whose employed time is devoted to service as a supervisor, principal, vice principal or director of a department or the equivalent in a fair dismissal district but shall not include the superintendent, deputy superintendent or assistant superintendent of any such district or any substitute or temporary teacher employed by such a district.

(2) "Board" means the board of directors of a fair dismissal school district.

(3) "Contract teacher" means any teacher who has been regularly employed by a school district for a probationary period of three successive school years, and who has been retained for the next succeeding school year. The district school board may enter into agreements that provide for a shorter probationary period of not less than one year for teachers who have satisfied the three-year probationary period in another Oregon school district.

(4) "District superintendent" means the superintendent of schools of a fair dismissal district or, in the absence of the superintendent, the person designated to fulfill the superintendent's functions.

(5) "Fair dismissal district" means any common or union high school district or education service district.

(6) "Probationary teacher" means any teacher employed by a fair dismissal district who is not a contract teacher.

(7) "Program of assistance for improvement" means a written plan for a contract teacher that with reasonable specificity:

(a) Helps teachers adapt and improve to meet changing demands of the Oregon Educational Act for the 21st Century in ORS chapter 329 if applicable.

(b) Identifies specific deficiencies in the contract teacher's conduct or performance.

(c) Sets forth corrective steps the contract teacher may pursue to overcome or correct the deficiencies.

(d) Establishes the assessment techniques by which the district will measure and determine whether the teacher has sufficiently corrected the deficiencies to meet district standards.

(8) "Substitute teacher" means any teacher who is employed to take the place of a probationary or contract teacher who is temporarily absent.

(9) Notwithstanding ORS 342.120, "teacher" means any person who holds a teaching license or registration as provided in ORS 342.125 or 342.144 or who is otherwise authorized to teach in the public schools of this state and who is employed half-time or more as an instructor or administrator.

(10) "Temporary teacher" means a teacher employed to fill a position designated as temporary or experimental or to fill a vacancy which occurs after the opening of school because of unanticipated enrollment or because of the death, disability, retirement, resignation, contract nonextension or dismissal of a contract or probationary teacher. [1965 c.608 §2; 1971 c.570 §12; 1977 c.880 §1; 1977 c.881 §2; 1979 c.668 §1; 1981 c.299 §1; 1993 c.45 §194; 1997 c.864 §4; 1999 c.199 §11; 2001 c.653 §5]

**342.895 Contract teachers; procedure for dismissal or contract nonextension; appeal.**

(1) Contract teachers shall be employed by a school district pursuant to two-year employment contracts.

(2) Authority to dismiss or not extend a contract teacher is vested in the district school board subject to the provisions of the fair dismissal and contract extension procedures of ORS 342.805 to 342.937 and only after recommendation of the dismissal or nonextension of contract is given to the district school board by the superintendent.

(3)(a) At least 20 days before recommending to a board the dismissal of the contract teacher, the district superintendent shall give written notice to the contract teacher by certified mail or delivered in person of the intention to make a recommendation to dismiss the teacher. The notice shall set forth the statutory grounds upon which the superintendent believes such dismissal is justified, and shall contain a plain and concise statement of the facts relied on to support the statutory grounds for dismissal. If the statutory grounds specified are those specified in ORS 342.865 (1)(a), (c), (d), (g) or (h), then evidence shall be limited to those allegations supported by statements in the personnel file of the teacher on the date of the notice to recommend dismissal, maintained as required in ORS 342.850. Notice shall also be sent to the district school board and to the Fair Dismissal Appeals Board. A copy of ORS 342.805 to 342.937 shall also be sent to the contract teacher.

(b) If, after the 20-day notice required by paragraph (a) of this subsection, the district school board takes action to approve the recommendation for dismissal from the superintendent, the dismissal takes effect on or after the date of the district school board's action, as specified by the board. Notice of the board's action shall be given to the contract teacher as soon as practicable by certified mail, return receipt requested or in the manner provided by law for the service of a summons in a civil action.

(4)(a) Upon recommendation of the district superintendent, the district school board may extend a contract teacher's employment for a new two-year term by providing written notice to the teacher no later than March 15 of the first year of the contract. Any new contract that extends the teacher's employment for a new term shall replace any prior contracts.

(b) If the district school board does not extend a contract teacher's contract by March 15 of the first year of the contract, the district superintendent, or the superintendent's designee, shall place the teacher on a program of assistance for improvement. The district superintendent or the superintendent's designee may, in addition, place any other teacher on a program of assistance for improvement if in the judgment of the district superintendent or designee a program of assistance for improvement is needed.

(c) Provided that the district school board has not extended the teacher's contract for a new two-year term, the district board, upon recommendation of the superintendent, may elect by written notice to the teacher no later than March 15 of the second year of the teacher's contract not to extend the teacher's contract based on any ground specified in ORS 342.865. A contract teacher whose contract is not extended may appeal the nonextension to the Fair Dismissal Appeals Board.

(5) Notwithstanding ORS 243.650 to 243.782 or the provisions of any collective bargaining agreement entered into after August 15, 1997, no grievance or other claim of violation of applicable evaluation procedures, or fundamental unfairness in a program of assistance for improvement, shall be filed while a teacher is on a program of assistance. All statutes of limitation and grievance timelines shall be tolled while the subject claims are held in abeyance under this moratorium provision. Except as provided in this subsection, the moratorium and tolling period ends on the date the program of assistance for improvement is completed, not to exceed one year, after which any claims subject to this provision may be pursued as otherwise provided by law or contract. In the case of a contract teacher who does not receive contract extension by March 15 of the first year of the teacher's contract, the moratorium period shall last until the teacher receives notice of contract extension or nonextension and no later than March 15 of the following school year, or until the teacher receives notice of dismissal.

Continue: ORS 342.895

A contract teacher who is dismissed or receives notice of contract nonextension, and who appeals to the Fair Dismissal Appeals Board, may raise any claims subject to this moratorium provision before the Fair Dismissal Appeals Board, which shall have jurisdiction to decide such claims. If the teacher does raise claims covered by this moratorium provision in an appeal to the Fair Dismissal Appeals Board, such appeal shall be the teacher's sole and exclusive remedy. If a contract teacher does not appeal a contract nonextension or dismissal to the Fair Dismissal Appeals Board but instead pursues contract grievances to arbitration alleging a violation of evaluation procedures or fundamental unfairness in a program of assistance for improvement, the arbitrator shall not have authority to award reinstatement of the contract teacher, but may award other remedies including but not limited to back pay, front pay, compensatory damages and such further relief as the arbitrator deems appropriate. A program of assistance for improvement shall not be technically construed, and no alleged error or unfairness in a program of assistance shall cause the overturning of a dismissal, nonextension of contract, nonrenewal of contract or other disciplinary actions unless the contract teacher suffered a substantial and prejudicial impairment in the teacher's ability to comply with school district standards.

(6) No teacher may be dismissed, laid off or caused to suffer nonextension or nonrenewal of a contract based upon the teacher's salary placement or other compensation. [1965 c.608 §11; 1971 c.570 §7; 1973 c.298 §5; 1977 c.881 §5; 1979 c.668 §3; 1997 c.864 §12]

**342.865 Grounds for dismissal or contract nonextension of contract teacher.** (1) No contract teacher shall be dismissed or the teacher's contract nonextended except for:

- (a) Inefficiency;
- (b) Immorality;
- (c) Insubordination;
- (d) Neglect of duty, including duties specified by written rule;
- (e) Physical or mental incapacity;
- (f) Conviction of a felony or of a crime according to the provisions of ORS 342.143;
- (g) Inadequate performance;
- (h) Failure to comply with such reasonable requirements as the board may prescribe to show normal improvement and evidence of professional training and growth; or
- (i) Any cause which constitutes grounds for the revocation of such contract teacher's teaching license.

(2) In determining whether the professional performance of a contract teacher is adequate, consideration shall be given to regular and special evaluation reports prepared in accordance with the policy of the employing school district and to any written standards of performance which shall have been adopted by the board.

(3) Suspension or dismissal on the grounds contained in subsection (1)(e) of this section shall not disqualify the teacher involved for any of the disability benefits provided in ORS chapter 238, or any of the benefits provided in ORS 332.507.

(4) Dismissal under subsection (1)(f) of this section shall remove the individual from any school district policies, collective bargaining provisions regarding dismissal procedures and appeals and the provisions of ORS 342.805 to 342.937. [1965 c.608 §§9,19; 1973 c.298 §4; 1977 c.860 §4; 1981 c.569 §1; 1995 c.446 §10; 1997 c.249 §104; 1997 c.864 §10; 1999 c.130 §8]



***Three Rivers School District***  
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8550 New Hope Rd \* PO Box 160 \* Murphy OR \* 97533 \* (541) 862-3111

*Dave Valenzuela, Superintendent*

**NON-RENEWAL OF LICENSE PROBATIONARY**

Resolved, that the Board accept the Superintendent's recommendation for NON-RENEWAL of the following contracted teachers:

NONE



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*Dave Valenzuela, Superintendent*

**NON-RENEWAL WITHOUT PREJUDICE OF TEMPORARY TEACHERS**

Resolved, that the Board accept the Superintendent's recommendation for NON-RENEWAL of the following contracted teachers:

**2021/2022 SCHOOL YEAR**

BASS, ETHAN	PHYSICAL EDUCATION	HIDDEN VALLEY HS
CLARK, KRISTEN	HEALTH OCC. CTE	NORTH VALLEY HS
DEFOREST, GINELLE	MATH	LINCOLN SAVAGE MS
ELLIS, JORDAN	PHYSICAL EDUCATION	LINCOLN SAVAGE MS
MIRAMONTES, MORGAN	4 <sup>th</sup> GRADE	MANZANITA ELEM
NOGA, MAKENZIE	HEALTH	HIDDEN VALLEY HS
QUINN, SAMANTHA	3 <sup>rd</sup> GRADE JOB SHARE	EVERGREEN ELEM
REISINGER, JIMMY	MATH	LINCOLN SAVAGE MS
SAUNDERS, LAURA	ELEM ELECTIVE	FRUITDALE ELEM
SHRODE, RYAN	MUSIC	LORNA BYRNE MS
SUTTON, JEREMY	PART TIME MUSIC	FORT VANNOY ELEM





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*Dave Valenzuela, Superintendent*

Resolved, that the Board accept the Superintendent's recommendation for the renewal of probationary administrators as follows:

**MOVE THE FOLLOWING PROBATIONARY ADMINISTRATORS FROM P-1 TO P-2**

NIA LOVELL	ASSISTANT PRINCIPAL	FLEMING MS
LINDSEY NAMANNY	ASSISTANT PRINCIPAL	NORTH VALLEY HS

**MOVE THE FOLLOWING PROBATIONARY ADMINISTRATORS FROM P-2 TO P-3**

JESSICA FALKENHAGEN	ASSISTANT PRINCIPAL	HIDDEN VALLEY HS
JENNY JONES	PRINCIPAL	EVERGREEN ELEM
TRAVIS OSBORNE	ASSISTANT PRINCIPAL	TVOS
JOHN SEIDEL	ASSISTANT PRINCIPAL	LORNA BYRNE MS
JUSTIN WRIGHT	ASSISTANT PRINCIPAL	ILLINOIS VALLEY HS

**ISSUE A THREE-YEAR CONTRACT FOR THE YEARS JULY 1, 2022 THROUGH JUNE 30, 2025 TO THE FOLLOWING ADMINISTRATORS SUCCESSFULLY COMPLETING THEIR THIRD YEAR OF PROBATION**

DAMIAN CROWSON	PRINCIPAL	HIDDEN VALLEY HS
KARL PRATT	PRINCIPAL	LORNA BYRNE MS



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*Dave Valenzuela, Superintendent*

Resolved, that the Board accept the Superintendent's recommendation for the three-year extension from July 1, 2022 to June 30, 2025 to contract administrators as follows:

## **DISTRICT OFFICE DIRECTOR**

CASEY ALDERSON	DEPUTY SUPERINTENDENT	DISTRICT OFFICE
STEPHANIE ALLEN-HART	DIRECTOR OF STUDENT SERVICES	DISTRICT OFFICE
JESSICA DURRANT	DIRECTOR OF K-8 CURRICULUM	DISTRICT OFFICE
ROBERT SAUNDERS	DISTRICT ADMINISTRATOR	DISTRICT OFFICE

## **BUILDING ADMINISTRATORS**

KIRK BAUMANN	ASSISTANT PRINCIPAL	LINCOLN SAVAGE MS
STEVEN FULLER	PRINCIPAL	APPLEGATE/WILLIAMS ELEM
MICHAEL HERZOG	PRINCIPAL	SOSA
MARK HIGGINS	PRINCIPAL	LINCOLN SAVAGE MS
RENEE HULTS	PRINCIPAL	MANZANITA ELEM
ERIK LATHEN	PRINCIPAL	NORTH VALLEY HS
KELLIE LOVELL	PRINCIPAL	MADRONA ELEM
BRIAN MILLER	PRINCIPAL	FLEMING MS
DAVID REGAL	PRINCIPAL	NEW BRIDGE HS
TIMOTHY SAM	ASSISTANT PRINCIPAL	NORTH VALLEY HS
TANNER SMITH	PRINCIPAL	ILLINOIS VALLEY HS
ALICIA TIMBS	PRINCIPAL	FORT VANNOY ELEM
HEATHER YOUNT	PRINCIPAL	FRUITDALE ELEM



## MOVE FROM P-1 TO P-2

Resolved, that the Board accept the Superintendent's recommendation for the renewal of the probationary teachers as follows:

BAERTSCHIGER, TOBIE  
DAVIS, JAMAICA  
BRUCE, SARA  
FISHER, SIERRA  
JONES, ASPEN RUTH  
MILLER, RACHEL  
CARSLEY, BRANDIE  
MAS, DORINDA  
HARDY, JESSICA  
NEWMAN, AMANDA  
COON, LOIS  
CUNNINGHAM, MARY  
GODDARD, SARAHANNE  
MARINI, AMBER  
BENNETT, MICHAEL  
OVERTON, KRISTINA  
MCGUIGAN, OLIVIA  
READ, DANIEL  
DEPEDRO, JACQUELINE  
POTTER, STUART  
KEARNS, BROOKE  
MCLEAN, ADELLE  
SMITH, TODD  
THOMPSON, CRAIG  
ALBRO, KRISTEN  
FANGER, MICHAEL  
MURPHY, IVAN  
ROJAS, ALAN  
WOHLERS, ROBERT  
CLARK, JESSE

PHYSICAL EDUCATION  
SPECIAL EDUCATION  
1<sup>st</sup> GRADE  
2<sup>nd</sup> GRADE  
1<sup>st</sup> GRADE  
3<sup>rd</sup> GRADE  
MH TEACHER  
SPECIAL EDUCATION  
KINDERGARTEN  
SPECIAL EDUCATION  
2<sup>nd</sup> GRADE  
4<sup>th</sup> GRADE  
SPECIAL EDUCATION  
MH TEACHER  
PHYSICAL EDUCATION  
4<sup>th</sup> GRADE  
MATH  
MS ELECTIVE  
MS PE/HEALTH  
MS MUSIC/BAND  
MS ART  
MS LANGUAGE ARTS  
MS PE/HEALTH  
MS SOCIAL STUDIES  
CTE  
HS PE/HEALTH  
HS MATH  
HS MATH  
CTE  
CTE

APPLEGATE  
APPLEGATE  
EVERGREEN  
EVERGREEN  
EVERGREEN  
EVERGREEN  
FORT VANNOY  
FORT VANNOY  
FRUITDALE  
FRUITDALE  
MADRONA  
MADRONA  
MADRONA  
MADRONA  
MANZANITA  
MANZANITA  
FLEMING MS  
FLEMING MS  
LINCOLN SAVAGE MS  
LINCOLN SAVAGE MS  
LORNA BYRNE MS  
LORNA BYRNE MS  
LORNA BYRNE MS  
LORNA BYRNE MS  
HIDDEN VALLEY HS  
HIDDEN VALLEY HS  
HIDDEN VALLEY HS  
HIDDEN VALLEY HS  
HIDDEN VALLEY HS  
ILLINOIS VALLEY HS

ROSENBERG, ALEXIS  
CHAMPION, FARRAH  
JONES, MAXIMILLIAN  
MADSEN, MELISSA  
MURPHY, CRYSTAL  
HANES, BRANDT  
CRIMI, KRYSTINA  
LEGROS, MYRA  
LONG, KAYDEE

HS MUSIC/BAND  
HS SCIENCE  
HS MUSIC/BAND  
HS ELECTIVE  
HS SPECIAL EDUCATION  
ALTERNATIVE CENTER TEACHER  
OCCUPATIONAL THERAPIST  
TOSA  
SLP

ILLINOIS VALLEY HS  
NORTH VALLEY HS  
NORTH VALLEY HS  
NORTH VALLEY HS  
NORTH VALLEY HS  
SOSA  
SPECIAL EDUCATION  
SPECIAL EDUCATION  
SPECIAL EDUCATION



## MOVE FROM P-2 TO P-3

Resolved, that the Board accept the Superintendent's recommendation for the renewal of the probationary teachers as follows:

BERG, ALYSON  
BUTLER, ERICA  
GODFREY, CARINN  
NOEL, AMANDA  
HALEY, TERESA  
PORTASH, EMMA  
GOENS, CORINA  
REVERCOMB, STEPHANNIE  
ALLEN, KATELYN  
BECK, JESSICA  
BRYANT, ERIC  
DELGADO, DAVID  
GLOVER, ASHLI  
MORRIS, HEIDI  
CORREA, CHRISTINE  
CRANSTON, JOY  
RODMAN, ERIN  
SEANEY, STEPHANIE  
HANSEN, JANENE  
SALEH, LISA  
KELLEY, ALLYSON

TOSA  
9<sup>th</sup> GRADE TRANSITION COACH  
AUTISM CONSULTANT  
1<sup>st</sup> GRADE  
MS LANGUAGE ARTS  
MS SPECIAL ED  
1<sup>st</sup> GRADE  
3<sup>rd</sup> GRADE  
KINDERGARTEN  
HS SCIENCE  
HS SCIENCE  
HS ENGLISH  
HS SPECIAL EDUCATION  
HS FOREIGN LANGUAGE  
5<sup>th</sup> GRADE  
MS SCIENCE  
MS SCIENCE  
ELEM SPECIAL ED  
HS SPECIAL ED  
TOSA  
TOSA

DISTRICT OFFICE  
DISTRICT OFFICE  
DISTRICT OFFICE  
EVERGREEN ELEM  
FLEMING MS  
FLEMING MS  
FORT VANNOY ELEM  
FORT VANNOY ELEM  
FRUITDALE ELEM  
HIDDEN VALLEY HS  
HIDDEN VALLEY HS  
HIDDEN VALLEY HS  
HIDDEN VALLEY HS  
HIDDEN VALLEY HS  
LORNA BYRNE MS  
LORNA BYRNE MS  
LINCOLN SAVAGE MS  
MADRONA ELEM  
NORTH VALLEY HS  
SOSA  
SPECIAL EDUCATION



## P-3 TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for the issuance of a two-year contract to the following probationary teachers who are completing their third year of probationary teaching:

MYERS, SABRINA  
SWENSON, MONIQUE  
HOLT, RACHEL  
LINGO, ARIEL  
COMUNALE, CORIN  
TIEFENAUER, CASSIE  
WOLTER, HEATHER  
WOOLFOLK, DWAINA  
HART, MEGAN  
CHAVEZ, ALEJANDRO  
HANSEN, CELESTE  
BARELA, ASHLEY  
DAY, TASHA  
DUFFY, MICHAEL  
KIRBY, JACQUELINE  
THOMAS, KELLY  
AGUILERA, VINCENT  
DORSETT, NOAH  
KLISE, MELISSA  
MASON, SHELBIE  
HOLDEN, MORGON  
IVERSON, DANE  
MONNOT, BRADEN  
MCCALLUM, TRINITY  
SPINNER, JUSTIN  
VALENZUELA-REECE, CLAY  
MAHANNAH, KATHLEEN

3<sup>RD</sup> GRADE  
TOSA  
1<sup>ST</sup> GRADE  
2<sup>ND</sup> GRADE  
5<sup>TH</sup> GRADE  
3<sup>RD</sup> GRADE  
1<sup>ST</sup> GRADE  
MH TEACHER  
K/1 BLEND  
MS MATH  
MS COUNSELOR  
MS SPECIAL ED  
MS LANGUAGE ARTS  
MS MATH  
5<sup>TH</sup> GRADE  
MS SCIENCE/SOCIAL STUDIES  
MH TEACHER  
HS SCIENCE  
HS MATH  
HS MATH/ALTERNATIVE CENTER  
HS LANGUAGE ARTS  
HS PE/HEALTH  
HS PE/HEALTH  
HS ELECTIVE  
HS MATH  
HS SPECIAL ED  
NURSE

EVERGREEN ELEM  
EVERGREEN ELEM  
FRUITDALE ELEM  
FRUITDALE ELEM  
MANZANITA ELEM  
MANZANITA ELEM  
MANZANITA ELEM  
MANZANITA ELEM  
WILLIAMS ELEM  
FLEMING MS  
FLEMING MS  
LORNA BYRNE MS  
LORNA BYRNE MS  
LORNA BYRNE MS  
LORNA BYRNE MS  
LORNA BYRNE MS  
ILLINOIS VALLEY HS  
ILLINOIS VALLEY HS  
ILLINOIS VALLEY HS  
ILLINOIS VALLEY HS  
NORTH VALLEY HS  
NORTH VALLEY HS  
NORTH VALLEY HS  
HIDDEN VALLEY HS  
HIDDEN VALLEY HS  
JP TRANSITION  
SPECIAL EDUCATION



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*Dave Valenzuela, Superintendent*

## APPLEGATE TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

DAW, MICHELLE  
FALL, CASEY  
GOURLEY, RENEE  
HALSTED, KELLIE  
HIRSCHMUGAL, KAREN  
SCULL, JAMES

ELEMENTARY MUSIC  
MS MATH/SCIENCE  
MS LANGUAGE ARTS/SOCIAL STUDIES  
2/3 BLEND  
K/1 BLEND  
4/5 BLEND



## EVERGREEN TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

BETHKE, KELLY	4 <sup>TH</sup> GRADE
BONNEY, TIFFANY	1 <sup>ST</sup> GRADE
CAMPBELL, TAWNYA	KINDERGARTEN
GARMAN, SUZANNE	KINDERGARTEN
GILKEY, BRITTINA	2 <sup>ND</sup> GRADE
GRAGG, CARRIE	3 <sup>RD</sup> GRADE
GREEN, CHRISTOPHER	4 <sup>TH</sup> GRADE
GUTIERREZ, CYNTHIA	SPEECH
KEIL, AMY	MH TEACHER
KINSTLER, SARA	2 <sup>ND</sup> GRADE
ODONNELL, LORI	4 <sup>TH</sup> GRADE
PITTS, MEGHIN	KINDERGARTEN
SNYDER, TAMMI	1 <sup>ST</sup> GRADE
SWENSON, MONIQUE	TOSA





**Three Rivers School District**  
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*Dave Valenzuela, Superintendent*

## FORT VANNOY TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

ANDERSON, MARY	5 <sup>th</sup> GRADE
BIENCOURT, PHILIP	4 <sup>th</sup> GRADE
CUNHA, HOLLY	KINDERGARTEN
DEVORE, LINDSAY	2 <sup>nd</sup> GRADE
DONOHO, AUSTYN	2 <sup>nd</sup> GRADE
EVANS, ALYSSA	3 <sup>rd</sup> GRADE
KRIZ, JIM	TITLE I
KRULL, JAMIE	KINDERGARTEN
MOHR, KARA	4 <sup>TH</sup> GRADE
ROESKE, DAWN	1 <sup>ST</sup> GRADE
STANDLEY, JOSHUA	5 <sup>TH</sup> GRADE



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*Dave Valenzuela, Superintendent*

## FRUITDALE TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

BLANCHARD, PATRICK	4 <sup>TH</sup> GRADE
BOHANNON, CYNTHIA	3 <sup>RD</sup> GRADE
CHRISTENSEN, JOSHUA	ALTERNATIVE CENTER
DUEWEL, KATHLEEN	3 <sup>RD</sup> GRADE
DUKE, MANDY	1 <sup>ST</sup> GRADE
FAZIO, QUINTYN	5 <sup>th</sup> GRADE
GALLEGOS, JESSICA	5 <sup>th</sup> GRADE
GARCIA, DAWNELLE	2 <sup>ND</sup> GRADE
HOLLENBECK, KRISTINE	2 <sup>ND</sup> GRADE
LOMICA, CINDY	1 <sup>ST</sup> GRADE
PALMERTON, KELLI	4 <sup>TH</sup> GRADE
PAULSON, KAYE	TITLE I INTERVENTION SPEC
PUGSLEY, RHONDA	3 <sup>RD</sup> GRADE



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*Dave Valenzuela, Superintendent*

## MADRONA TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

ADAMS, STACY	KINDERGARTEN
ALLISON, LAURIE	5 <sup>th</sup> GRADE
EDWARDS, BARBARA	2 <sup>ND</sup> GRADE
FERGUSON, NICOLE	3 <sup>RD</sup> GRADE
GUTIERREZ, NICHOLE	KINDERGARTEN
HARRINGTON, DUANE	4 <sup>TH</sup> GRADE
LAW, MINDI	TITLE I
MCKEE, CECELIA	5 <sup>th</sup> GRADE
MEYER, AMY	1 <sup>ST</sup> GRADE
MILLS-PRICE, JACQUELINE	1 <sup>ST</sup> GRADE
SIMPSON, CARRIE	3 <sup>RD</sup> GRADE
SWAIM, JOSEPH	5 <sup>TH</sup> GRADE



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*Dave Valenzuela, Superintendent*

## MANZANITA TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

BUELTE, NATALIE	4 <sup>th</sup> GRADE
BUSCH, BARBARA	3 <sup>RD</sup> GRADE
CATLETT, JAIME	5 <sup>th</sup> GRADE
CHAMBERLAIN, LORI	5 <sup>TH</sup> GRADE
COWIE, KELLI	2 <sup>nd</sup> GRADE
DISTFANO, VICKI	TITLE I INTERVENTION SPEC
GILL, JOHNNA	MH TEACHER
GILL, LAURA	2 <sup>ND</sup> GRADE
MOHR, TIMOTHY	KINDERGARTEN
QUEENER, JESSICA	2 <sup>ND</sup> GRADE
SAPORTA, SYLVIA	ELEM SPECIAL ED
WILDE-ACKERMAN, ANGELA	3 <sup>rd</sup> GRADE
WOODALL, RACHELL	1 <sup>ST</sup> GRADE



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*Dave Valenzuela, Superintendent*

## **WILLIAMS TEACHERS**

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

ELSTON-BINGHAM, CASSANDRA 4/5 BLEND  
SIMONS, JUSTINE 2/3 BLEND



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*Dave Valenzuela, Superintendent*

## FLEMING TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

CHRISTOPHER, SIERRA	MS LANGUAGE ARTS
FITZSIMMONS, BRIAN	MH TEACHER
KEMPER, NICHOLAS	MS LANGUAGE ARTS
KOSTRNA, STEPHEN	MS SCIENCE
MARKS, DAVID	MS SOCIAL STUDIES
MORRIS, BRADLEY	MS SOCIAL STUDIES
PRIDE, HARRISON	MS SCIENCE
SCHROCK, STEPHANIE	MS PE/HEALTH
SHINDELMAN, DAVID	MS SCIENCE
WILDER, JERRY	MUSIC/BAND
WILEY, MARJORIE	MS SOCIAL STUDIES



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*Dave Valenzuela, Superintendent*

## LINCOLN SAVAGE TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

BARNES, JULIE	MS SOCIAL STUDIES
BOYER, VICKI	MS MATH
DEFOREST, KIMBERLY	MS LANGUAGE ARTS
DUMESNIL, STEPHANIE	MS COUNSELOR
FOX, LACEY	MS SOCIAL STUDIES
PARSONS, JENNIFER	MS SOCIAL STUDIES
POOL, FREDERIC	MS SCIENCE
SHEEHAN, PERRY	MS PE/HEALTH
STUCKEY, STEVEN	MS LANGUAGE ARTS
TALL, BRENDA	MS SCIENCE
VANDYKE, VICTORIA	MS LANGUAGE ARTS
WESSNER, MICHAEL	MH TEACHER



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*Dave Valenzuela, Superintendent*

## LORNA BYRNE TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

BANUELOS, CASSIE  
GERTEN, DAVID  
MCKEE, SEAN  
NELSON, JAMES

MS COUNSELOR  
MH TEACHER  
MUSIC/BAND  
MS MATH/SOCIAL STUDIES





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*Dave Valenzuela, Superintendent*

## HIDDEN VALLEY HS TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

BICKLE, BENJAMIN	HS ART
CABLAYAN, AMY	HS COUNSELOR
DARGAVELL, JOSHUA	MUSIC/BAND
DE SOUZA, THERESA	HS ELECTIVE
DECASAS, DENNIS	MH TEACHER
FARMER, DONALD	HS COUNSELOR
HALEY, KEITH	HS ELECTIVE
JOHAL, JONATHAN	HS SOCIAL STUDIES
KELLER, ALEX	HS SOCIAL STUDIES
PENDLETON, CHRISTOPHER	HS ELECTIVE
RICHARDSON, JULIA	HS LANGUAGE ARTS
SEABLE, ADAM	HS LANGUAGE ARTS
TOWNES, LORALYN	HS LANGUAGE ARTS
WAGNER, JENNIFER	HS LANGUAGE ARTS
WELCH, CRYSTAL	HS SCIENCE
WRIGHT, SANDRA	HS SOCIAL STUDIES



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*Dave Valenzuela, Superintendent*

## ILLINOIS VALLEY HS TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

BROWN, MEGAN	HS LANGUAGE ARTS
COHEN, CAITLIN	HS LANGUAGE ARTS
HIPPS, CHERYL	HS PE/HEALTH
LATHEN, RYAN	HS SOCIAL STUDIES
MCHUGH, WAYNE	HS ELECTIVE
MUNIZ, SARAH	HS ART
REECE, BRUCE	ALTERNITIVE CENTER
SCHIERMEYER, LYNN	HS SPECIAL ED
SKINNER, J AARON	HS SOCIAL STUDIES
SKINNER, JESSICA	HS COUNSELOR
SZIJJARTO, JAIME	HS FOREIGN LANGUAGE
VALENZUELA-REECE, JONATHAN	HS MATH
WRIGHT, ROBERT	HS LANGUAGE ARTS



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*Dave Valenzuela, Superintendent*

## **NEW BRIDGE TEACHERS**

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

LINSTAD, TRACY  
POWERS, JAMES

HS LANGUAGE ARTS  
HS MATH



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*Dave Valenzuela, Superintendent*

## NORTH VALLEY HS TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

DEFORREST, NEIL	HS LANGUAGE ARTS
GHENA, KARREEN	HS LANGUAGE ARTS
KLUMPP, KENNETH	HS ELECTIVE
KNIGHT, MATTHEW	GRADUATION COACH
LENTZ, PETER	HS SCIENCE
MAKI, TIFFANY	HS SOCIAL STUDIES
MILLER, DIANA	HS PE/HEALTH
ORNDOFF, MONICA	HS COUNSELOR
PECK, RONALD	HS SOCIAL STUDIES
PLYMALE, STEVEN	HS ART
SAMUELSON, AARON	HS SCIENCE
SCHARPEN, BRIAN	HS MATH
STARKEY, BLAIR	HS MATH
TOUSLEY, MATTHEW	HS LANGUAGE ARTS
TURNER, KELLY	HS FOREIGN LANGUAGE
WRIGHT, JEROMY	HS MATH



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## **SOUTHERN OREGON SUCCESS ACADEMY TEACHERS**

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

DICE, RICHARD  
HENRIQUES, LESLIE

ALTERNATIVE CENTER TEACHER  
ALTERNATIVE CENTER TEACHER



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*Dave Valenzuela, Superintendent*

## **SPECIAL EDUCATION DEPT TEACHERS**

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

BETETA, LISA  
ROBERTS, KIMBERLY  
RUBEY, SHERI

DISTRICT COORDINATOR  
AUTISM SPECIALIST  
TOSA



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*Dave Valenzuela, Superintendent*

## TVOS TEACHERS

Resolved, that the Board accept the Superintendent's recommendation for CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

CLEMENTS, SARAH  
GRAVES, AMANDA  
GRIFFIS, TAMMY

TVOS TEACHER  
TVOS TEACHER  
TVOS TEACHER



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## **RETIRE/REHIRE**

Resolved, that the Board accept the Superintendent's recommendation for RETIRE/REHIRE CONTRACT teachers as follows:

Extend Contract from July 1, 2022 through June 30, 2024.

JARVIS, JEFFREY

HS SCIENCE

NEWBRIDGE