



Work Session of the Board of Education

Thursday, October 2, 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. Recognition & Introductions

3.a. National Merit Scholars and AP Scholars

Vice Chair Sandra LaNier McHenry reviewed the criteria for students to achieve the National Merit Semifinalist designation and the Advanced Placement (AP) Scholar awards. She recognized students from both South and North Medford High Schools and led a round of applause in celebration of their outstanding achievements.

The meeting was briefly recessed to allow time for photos with the students recognized.

3.b. New MSD Leader Introduction

Interim Superintendent Jeanne Grazioli presented a slide highlighting the district's principals in recognition of National Principals Month. She expressed appreciation for their leadership and dedication to students and families.

Executive Director of Human Resources Michael Campbell was introduced. He shared that he was honored for the opportunity to directly support district staff and expressed appreciation for the exceptional team he has the privilege to work with.

3.c. Legal Counsel Introduction

Chair Ferguson provided an overview of the Request for Proposal (RFP) process that resulted in two legal firms being interviewed by the committee, which included herself and Board Director Michael Williams. The successful candidate was the law firm of Garrett, Hemann & Robertson. Attorney Rebekah Johnson joined the meeting virtually, introduced herself, and shared the firm's extensive experience working with school districts, including Medford. She expressed enthusiasm for serving in this new role.

4. Recess

Recess was taken previously following recognition of students.

5. Work Session Items

5.a. Class Size / Enrollment Report

Assistant Superintendent of Operations Brad Earl provided an overview of current enrollment figures and outlined factors that contribute to district funding. He reported that overall, the news is positive—the district had anticipated a decrease of 100 students; however, enrollment held steady. Although the state cohort is trending downward, the district's extended ADM resulted in maintaining prior-level funding, which aligns with the adopted budget.

Executive Director of Teaching and Learning Jennie Snow reviewed the K–5 elementary class size chart, noting that she continues to monitor classrooms approaching or at the established class size thresholds. She emphasized the district's goal to avoid blended classrooms and to maintain equitable class sizes across schools.

Executive Director of Teaching and Learning Kirk Kolb provided an overview of the middle and high school class size and section charts, reporting that enrollment numbers were consistent with projections. He shared that the school year began smoothly, with minimal schedule adjustments.

Clarification regarding the “Ruch & Site-Based” column and an explanation of class size minimums were provided in response to Board member questions.

5.b. Board/District Priority: Student Success - Improve Student Career Readiness K-12

Assistant Director of Career Learning Larina Warnock provided an overview of the district's Career and Technical Education (CTE) programs, which include Emergency Services Management, Agricultural Science, and Health Sciences and Education. She noted that 56 students have earned certifications in both Phlebotomy and Certified Nursing Assistant programs and shared the continued success of the Introduction to Education courses. She informed the Board that a request to establish a Future Farmers of America (FFA) chapter at Innovation Academy will be presented at the next meeting.

Warnock also shared data on the number of college credits earned by students during the 2024–25 school year, highlighting that the district celebrated its first student graduating with an Associate's Degree. Additional career-connected learning opportunities shared include the aviation and commercial drone program, the Rogue Community College (RCC) Occupational Skills Program, and a developing partnership with La Clinica and RCC to create a patient services representative internship program.

Board Directors expressed appreciation for the opportunities available to students and asked questions regarding partnerships with Klamath Community College, expansion of the agricultural science and FFA programs to other schools, the growing career demand in drone technology, the cost and transferability of college credits, and how the Board can best support the establishment of the FFA program.

5.c. Board/District Priority: Foster Inclusive School Communities - Students are Safe and Supported

Expand Staff Expertise and Resources to Equitably Support Students with Disabilities

Director of Special Education Felicia Holt provided an overview of the district's special education services, highlighting changes in student needs and program complexity. While enrollment numbers have remained steady, the intensity of services continues to grow, including a 103% increase in students identified with autism and rising early childhood referrals. Holt also noted ongoing challenges in recruiting speech-language pathologists, occupational and physical therapists, and interpreters due to statewide shortages and limited local training programs.

She outlined the process for reevaluating Individualized Education Programs (IEPs) every three years and emphasized the importance of collaboration, data review, and parent input in determining student progress and support needs. Highlights included more inclusive scheduling and co-taught classrooms, implementation of positive behavior supports, and strengthened partnerships with families and community agencies. Ongoing challenges include the state funding cap, which reimburses districts for 11% of enrollment while Medford serves approximately 17%, and high caseloads contributing to staff workload despite recent incentives to support recruitment and retention.

Kolb provided background on the phase-out of the secondary “Focus” program and redistribution of resources to promote greater inclusion and increased access to general education experiences.

Board Directors expressed appreciation for the department’s work and asked questions regarding evaluation timelines, eligibility criteria, staffing shortages, the impact of inclusion on classroom learning, and strategies to meet the needs of students requiring intensive support.

The Board took a 5-minute break before the next agenda topic.

Inform and Educate Students and Families on Bullying and Violence Prevention.

Senior Executive Director Todd Bloomquist provided an overview of the district’s efforts to prevent bullying and school violence. He outlined prevention programs that include schoolwide lessons on kindness and resilience, trusted adult connections for students, restorative practices, and staff training in de-escalation and safety. Data shared included bullying and harassment incidents, as well as student-to-staff aggression, which is often underreported. He highlighted ongoing opportunities to strengthen early behavioral supports, increase family engagement, and expand partnerships to promote student wellness.

Board Directors asked questions about incident reporting, severity, and community outreach, and expressed appreciation for the district’s transparency and focus on proactive, relationship-based prevention.

5.d. School Board Policies - *first reading*

Board Chair Ferguson directed attention to the policy packet for a first reading and invited questions from the Board. Regarding the revised electronic device policy, Board Directors inquired whether students are permitted to use cell phones during lunch, whether exceptions are allowed for academic purposes in the classroom, and whether the district’s policy aligns with the Oregon School Boards Association’s sample policy.

Staff provided responses to the questions. The policies will advance to a second reading and possible adoption at the October 16 Board meeting.

6. Consent Agenda

The following items were presented on the consent agenda:

- Staff Assignment Report
- Annual Designations - General Counsel

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

7. Announcements

Chair Ferguson reminded attendees of the upcoming Board meeting that will be held on October 16 at Oakdale Middle School.

8. Adjournment

With no further business, the meeting was adjourned at 8:09 PM.

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