

Memorandum



Human Resources

To: TRSD Board of Directors
CC: Dave Valenzuela, Superintendent
From: Casey Alderson, Deputy Superintendent
Date: March 12, 2025
Re: Process for Evaluation and Contract Renewal of Teachers

Oregon's "Accountability for Schools for the 21st 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]

342.513 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]

342.865 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

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

AMANDA DELVAGLIO	ASSISTANT DIRECTOR	SPECIAL EDUCATION/DO
MONICA HALEY	ASSISTANT PRINCIPAL	EVERGREEN/SOSA
DIANA MILLER	ASSISTANT PRINCIPAL	NORTH VALLEY HS
SAM OSOFSKY	ASSISTANT PRINCIPAL	HIDDEN VALLEY HS

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

SHELLI CAMPOS	ASSISTANT PRINCIPAL	HIDDEN VALLEY HS
WILLIAM GLADBACH	ASSISTANT PRINCIPAL	FLEMING MS

ISSUE A THREE-YEAR CONTRACT FOR THE YEARS JULY 1, 2025 THROUGH JUNE 30, 2028 TO THE FOLLOWING ADMINISTRATORS SUCCESSFULLY COMPLETING THEIR THIRD YEAR OF PROBATION

ERICA BUTLER	ASSISTANT PRINCIPAL	ILLINOIS VALLEY HS
MATTHEW KNIGHT	ASSISTANT 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, 2025 to June 30, 2028 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
DAMIAN CROWSON	PRINCIPAL	HIDDEN VALLEY HS
JESSICA FALKENHAGEN	PRINCIPAL	FORT VANNOY ELEM
STEVEN FULLER	PRINCIPAL	APPLEGATE/WILLIAMS ELEM
MICHAEL HERZOG	PRINCIPAL	SOSA
MARK HIGGINS	PRINCIPAL	LINCOLN SAVAGE MS
RENEE HULTS	PRINCIPAL	MANZANITA ELEM
JENNY JONES	PRINCIPAL	EVERGREEN ELEM
ERIK LATHEN	PRINCIPAL	ILLINOIS VALLEY HS
KELLIE LOVELL	PRINCIPAL	MADRONA ELEM
BRIAN MILLER	PRINCIPAL	FLEMING MS
LINDSEY NAMANNY	PRINCIPAL	NORTH VALLEY HS
TRAVIS OSBORNE	ASSISTANT PRINCIPAL	DISTRICT OFFICE
KARL PRATT	PRINCIPAL	LORNA BYRNE MS
TIMOTHY SAM	ASSISTANT PRINCIPAL	NORTH VALLEY HS
HEATHER YOUNT	PRINCIPAL	FRUITDALE ELEM



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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:

2024/2025 SCHOOL YEAR

BRIAN BROADUS
MIKINZIE DIETZ
ALYSSA FINDLEY
IAN HENSLEY
MIKAELA IWAMIZU
JAYDEN MANDEVILLE

PE
THIRD GRADE
MS MATH
HS SCIENCE
HS ENGLISH
1ST GRADE

MADRONA ELEM
MANZANITA ELEM
LINCOLN SAVAGE MS
ILLINOIS VALLEY HS
HIDDEN VALLEY HS
FORT VANNOY ELEM



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Dave Valenzuela, Superintendent

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:

RUCKER, KYLIE
DISTEFANO, VICKI
PARIS, KATHERINE
ZABOROWSKI, CHRISTINA
DINKINS, EYERUSALEM
JOHNSON, ABI
DOUGLAS, TAYLOR
SURGEON, BRENDON
OLINGHOUSE, IVAN
GARDNER, ERIC
STRANGIS, GIAVONNA
STANDCLIFF, JENNIFER
MUFFLER, ANDREW

2/3 BLEND
EARLY LITERACY
2nd GRADE
1st GRADE
PHYSICAL EDUCATION
PHYSICAL EDUCATION
PHYSICAL EDUCATION
MS ELA
MS MUSIC/BAND
HS MATH
HS CORE
SPECIAL EDUCATION
LIFE SKILLS

APPLEGATE
CURRICULUM
EVERGREEN ELEM
EVERGREEN ELEM
FORT VANNOY ELEM
FRUITDALE ELEM
MANZANITA ELEM
FLEMING MS
LINCOLN SAVAGE MS
HIDDEN VALLEY HS
HIDDEN VALLEY HS
ILLINOIS VALLEY HS
NORTH VALLEY HS



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Dave Valenzuela, Superintendent

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:

FREE, CHAD
HEMPEL JR., ROBERT
BAYLESS, BROOKE
STONE, AMBER
CLIFTON, ROSIE
HOPKINS, SARAH
KELLER, LINDSEY
CORCORAN, AMANDA
BISHOP, OSCAR
LINGO, KAILA
NYGREN, CORINA
RUDE, DAVID
LEMASTERS, CHYANE
PETERS, JASON
WARREN, EMILY
GAETA, VICTORIA
MCCOLLOM, MICHAEL
WRIGHT, PARKER
MYERS, SABRINA
CONARD, JACOB
JOHNSON, ELLEN
TUNICK, JOHN
WHEELER, NEALEY

LIFE SKILLS
BEHAVIOR TEACHER
3rd GRADE
SPECIAL EDUCATION
3RD GRADE
TITLE I COORDINATOR
5TH GRADE
SPECIAL EDUCATION
MS SOCIAL STUDIES
MS PE/HEALTH
MS MATH
SCHOOL COUNSELOR
MS SOCIAL STUDIES
MS SCIENCE
MS/HS MUSIC
HS SCIENCE
HS SOCIAL STUDIES
HS ELECTIVE
GRADUATION COACH
HS SOCIAL STUDIES
MENTAL HEALTH
TOSA
SPECIAL EDUCATION TOSA

EVERGREEN ELEM
EVERGREEN ELEM
FORT VANNOY ELEM
MADRONA ELEM
MANZANITA ELEM
MANZANITA ELEM
MANZANITA ELEM
FLEMING MS
LINCOLN SAVAGE MS
LINCOLN SAVAGE MS
LINCOLN SAVAGE MS
LINCOLN SAVAGE MS
LORNA BYRNE MS
LORNA BYRNE MS
LORNA BYRNE/ILLINOIS
HIDDEN VALLEY HS
HIDDEN VALLEY HS
HIDDEN VALLEY HS
ILLINOIS VALLEY HS
NORTH VALLEY HS
CURRICULUM
CURRICULUM
SPECIAL EDUCATION



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Dave Valenzuela, Superintendent

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:

CROFOOT, SHANE	SPECIAL EDUCATION	EVERGREEN
HOGATE, STEPHANIE	2 ND GRADE	EVERGREEN
QUINN, SAMANTHA	3 RD GRADE	EVERGREEN
TAUSAGA, LEILANI	PE	EVERGREEN
WESTBROOK, HAILEY	2 ND GRADE	FORT VANNOY
RICH, SIERRA	KINDERGARTEN	FRUITDALE
CURTIS, SARAH	SPECIAL EDUCATION	MADRONA
BURRIDGE, LANEY	5 TH GRADE	MANZANITA
NELSON, AMANDA	SPECIAL EDUCATION	MANZANITA
CLARK, KRISTEN	MS SCIENCE	FLEMING MS
COON, JUSTIN	MS PE/HEALTH	FLEMING MS
HILL, TIMOTHY	MS SOCIAL STUDIES	FLEMING MS
NICHOLS, HERBERT III	MS SOCIAL STUDIES	FLEMING MS
ROBY, STEPHEN	MS SCIENCE	FLEMING MS
WICKS, CHRISTINA	MS MATH	FLEMING MS
DEFOREST, GINELLE	MS MATH	LINCOLN SAVAGE MS
HILL, JESSICA	MS SPECIAL EDUCATION	LINCOLN SAVAGE MS
WARD, TANYA	PE	LORNA BYRNE MS
CAMPBELL, LUKE	HS SOCIAL STUDIES	ILLINOIS VALLEY HS
MIRANDA, KAYA	HS ART	ILLINOIS VALLEY HS
SERRAGE, SAMUEL	HS ADV. MATH	ILLINOIS VALLEY HS
THORNHILL, SCOTT	HS PE	ILLINOIS VALLEY HS
FRANCO, RICHARD	HS SOCIAL STUDIES	HIDDEN VALLEY HS
GRAVELLE, NICHOLAS	HS SCIENCE	HIDDEN VALLEY HS
WALL, TRISHA	HS PE/HEALTH	HIDDEN VALLEY HS
DWYER, JILL	HS CTE	NORTH VALLEY HS

MANNI, GAUGE
PETERSON, ERIC
BAXTER, JARROD
STUART, KRISTOPHER
EDWARDS, JESSICA
WINTERS, ELYSSA

HS MATH
HS CTE
MENTAL HEALTH
MENTAL HEALTH
AUTISM CONSULTANT
TOSA

NORTH VALLEY HS
NORTH VALLEY HS
CURRICULUM
CURRICULUM
SPECIAL EDUCATION
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, 2025 through June 30, 2027.

BAERTSCHIGER, TOBIE
DAVIS, JAMAICA
FALL, CASEY
GOURLEY, RENEE
HIRSCHMUGAL, KAREN
SCULL, JAMES

PHYSICAL EDUCATION
SPECIAL EDUCATION
MS MATH/SCIENCE
MS LANGUAGE ARTS/SOCIAL STUDIES
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, 2025 through June 30, 2027.

BETHKE, KELLY	4 TH GRADE
BRUCE, SARA	1 st GRADE
CAMPBELL, TAWNYA	KINDERGARTEN
GILKEY, BRITTINA	2 nd GRADE
HULTS, RACHEL	3 rd GRADE
JONES, ASPEN RUTH	1 st GRADE
LINGO, ARIEL	2 nd GRADE
PITTS, MEGHIN	KINDERGARTEN
SHINEROCK, AMY	KINDERGARTEN
SNYDER, TAMMI	TITLE I INTERVENTION



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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, 2025 through June 30, 2027.

CHAVEZ, ALEJANDRO
COHEN, CAITLIN
FITZSIMMONS, BRIAN
HANSEN, CELESTE
INNIS, OLIVIA
KEMPER, NICHOLAS
KOSTRINA, STEPHEN
MORRIS, BRADLEY
READ, DANIEL
SCHROCK, STEPHANIE

MS MATH
MS LANGUAGE ARTS
LIFE SKILLS
COUNSELOR
MS MATH
MS LANGUAGE ARTS
MS SCIENCE
MS SOCIAL STUDIES
MS ELECTIVE
MS PE/HEALTH



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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, 2025 through June 30, 2027.

CARSLEY, BRANDIE	LIFE SKILLS
COWIE, KELLI	KINDERGARTEN
DEVORE, LINDSAY	2 nd GRADE
DONOHO, AUSTYN	2 nd GRADE
EVANS, ALYSSA	5 th GRADE
GRAVES, AMANDA	KINDERGARTEN
GREEN, CHRISTOPHER	4 th GRADE
MAS, DORINDA	SPECIAL EDUCATION
ROESKE, DAWN	1 ST GRADE
STANDLEY, JOSHUA	5 TH 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, 2025 through June 30, 2027.

ALLEN, KATELYN	KINDERGARTEN
BLANCHARD, PATRICK	4 TH GRADE
BOHANNON, CYNTHIA	3 RD GRADE
CHRISTENSEN, JOSHUA	ALTERNATIVE CENTER
DUEWEL, KATHLEEN	3 RD GRADE
DUKE, MANDY	1 ST GRADE
GALLEGOS, JESSICA	5 TH GRADE
GARCIA, DAWNELLE	2 ND GRADE
HOLLENBECK, KRISTINE	2 ND GRADE
LOMICA, CINDY	1 ST GRADE
NEWMAN, AMANDA	SPECIAL EDUCATION
PALMERTON, KELLI	4 TH GRADE
PAULSON, KAYE	TITLE I INTERVENTION SPEC
PUGSLEY, RHONDA	3 RD GRADE



Three Rivers School District
Quality Education Runs Deep

8550 New Hope Rd * PO Box 160 * Murphy OR * 97533 * (541) 862-3111

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, 2025 through June 30, 2027.

BICKLE, BENJAMIN	HS ART
DARGAVELL, JOSHUA	MUSIC/BAND
DECASAS, DENNIS	LIFE SKILLS
DELGADO, DAVID	HS ENGLISH
MEYER, AMY	HS CTE
MONNOT, BRADEN	HS PE/HEALTH
MORRIS, HEIDI	HS FOREIGN LANGUAGE
ROJAS, ALAN	HS MATH
SKINNER, J	HS SOCIAL STUDIES
SKINNER, JESSICA	HS COUNSELOR
SPINNER, JUSTIN	HS MATH
TOWNES, LORALYN	HS LANGUAGE ARTS
WAGNER, JENNIFER	HS LANGUAGE ARTS
WRIGHT, SANDRA	HS GRADUATION COACH



Three Rivers School District
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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, 2025 through June 30, 2027.

BROWN, MEGAN
HIPPS, CHERYL
KINSTLER, JAIME
KINSTLER, SARA
KLISE, MELISSA
LATHEN, RYAN
MASON, SHELBY
MCHUGH, WAYNE
REECE, BRUCE
WELCH, CRYSTAL
WRIGHT, ROBERT

HS TOSA
HS PE/HEALTH
HS FOREIGN LANGUAGE
HS LANGUAGE ARTS
HS MATH
HS SOCIAL STUDIES
HS ELECTIVE
HS ELECTIVE
ALTERNATIVE CENTER
HS COUNSELOR
HS LANGUAGE ARTS



Three Rivers School District
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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, 2025 through June 30, 2027.

DEFOREST, KIMBERLY
ELLIS, JORDAN
PARSONS, JENNIFER
RODMAN, ERIN
STUCKEY, STEVEN
TALL, BRENDA

MS LANGUAGE ARTS
MS PE/HEALTH
MS SOCIAL STUDIES
MS SCIENCE
MS LANGUAGE ARTS
MS SCIENCE



Three Rivers School District
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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, 2025 through June 30, 2027.

BARELA, ASHLEY	MS SPECIAL ED
CORREA, CHRISTINE	5 th GRADE
DUMESNIL, STEPHANIE	MS COUNSELOR
GERTEN, DAVID	LIFE SKILLS
GRAGG, CARRIE	5 th GRADE
GRIFFIS, TAMMY	5 th GRADE
HENRIQUES, LESLIE	MS LANGUAGE ARTS
KEARNS, BROOKE	MS ART
MCLEAN, ADELLE	MS LANGUAGE ARTS
NELSON, JAMES	MS MATH/SOCIAL STUDIES
THOMAS, KELLY	MS SCIENCE/SOCIAL STUDIES



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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, 2025 through June 30, 2027.

ADAMS, STACY	KINDERGARTEN
ALLISON, LAURIE	4 th GRADE
COON, LOIS	2 nd GRADE
CUNNINGHAM, MARY	4 th GRADE
FERGUSON, NICOLE	3 RD GRADE
GUTIERREZ, NICHOLE	KINDERGARTEN
LAW, MINDI	TITLE I
SIMPSON, CARRIE	3 RD 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, 2025 through June 30, 2027.

BUELTE, NATALIE	4 th GRADE
CHAMBERLAIN, LORI	5 TH GRADE
DAVEY, AMANDA	KINDERGARTEN
GILL, LAURA	2 ND GRADE
OVERTON, KRISTINA	4 th GRADE
QUEENER, JESSICA	KINDERGARTEN
WILDE-ACKERMAN, ANGELA	3 rd GRADE
WOLTER, HEATHER	1 st GRADE
WOODALL, RACHELL	1 ST GRADE
WOOLFOLK, DWAINA	LIFE SKILLS



Three Rivers School District
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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, 2025 through June 30, 2027.

CHAMPION, FARRAH
DEFORREST, NEIL
GHENA, KARREEN
HOLDEN, MORGAN
JONES, MAXIMILLIAN
KELLER, ALEX
MAKI, TIFFANY
MURPHY, CRYSTAL
PLYMALE, STEVEN
SAMUELSON, AARON
SMITH, TODD
STARKEY, BLAIR
TOUSLEY, MATTHEW
TURNER, KELLY

HS SCIENCE
HS LANGUAGE ARTS
HS LANGUAGE ARTS
HS LANGUAGE ARTS
HS MUSIC/BAND
HS SOCIAL STUDIES
HS SOCIAL STUDIES
HS SPECIAL EDUCATION
HS ART
HS SCIENCE
HS PE/HEALTH
HS MATH
HS LANGUAGE ARTS
HS FOREIGN LANGUAGE



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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, 2025 through June 30, 2027.

ELSTON-BINGHAM, CASSANDRA	4/5 BLEND
HART, MEGAN	K/1 BLEND
SIMONS, JUSTINE	2/3 BLEND



Three Rivers School District
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Dave Valenzuela, Superintendent

SOUTHERN OREGON SUCCESS ACADEMY TEACHERS

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

Extend Contract from July 1, 2025 through June 30, 2027.

BANUELOS, CASSIE

HANES, BRANDT

KELLEY, ALLYSON

SEABLE, ADAM

VALENZUELA-REECE, CLAY

MS/HS COUNSELOR

ALTERNATIVE EDUCATION

SPECIAL EDUCATION

ALTERNATIVE EDUCATION

SPECIAL EDUCATION



Three Rivers School District
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Dave Valenzuela, Superintendent

CURRICULUM TEACHERS

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

Extend Contract from July 1, 2025 through June 30, 2027.

BERG, ALYSON
FAZIO, QUINTYN
REESER, DANIEL

TOSA
ELL
MENTAL HEALTH

CURRICULUM
CURRICULUM
CURRICULUM



Three Rivers School District
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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, 2025 through June 30, 2027.

LEGROS, MYRA

TOSA

SPECIAL EDUCATION