Business Meeting
Thursday, September 10, 2026 6:30 PM

District Office Board Room
1555 SW 35th Street
Corvallis, OR 97333

Agenda

I. CALL TO ORDER AND ROLL CALL (6:30 p.m.)*
II. ACKNOWLEDGMENT OF HISPANIC HERITAGE MONTH

Corvallis School District 509J

Acknowledgement of Hispanic Heritage Month

Resolution Number 21-0901

WHEREAS, Hispanic Heritage Month grew out of Hispanic Heritage Week which was established by President Lyndon Johnson in 1968; and

WHEREAS, Hispanic Heritage Month was established as September 15 to October 15 through Public Law 100-402 by President Ronald Reagan in 1988; and

WHEREAS, September 15 recognizes independence for Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua, September 16 recognizes independence for Mexico, September 18 recognizes independence for Chile, and October 12 recognizes Dia de la Raza; and

WHEREAS, the State of Oregon has a documented history of xenophobia and anti-Indigeneity; and

WHEREAS, Hispanic, Latino/a/x/e, and Chicano/a/x/e students and staff make up the largest racial or ethnic minority group in Corvallis schools; and

WHEREAS, people who identify as Hispanic, Latino/a/x/e, or Chicano/a/x/e, have a rich history and have positively influenced and enriched our society and our schools through their entrepreneurship, commitment to community service, deep value of justice and liberty, and social and cultural life; and

WHEREAS, Hispanic, Latino/a/x/e, and Chicano/a/x/e people have made and continue to make important contributions to education, science, art, culture, and public service, and our nation's growth and prosperity; and

WHEREAS, education is a necessary component for creating a more equitable and anti-racist community, nation, and world; and

WHEREAS, the Corvallis School District has made a commitment to equity and anti-racism; and

WHEREAS, the Corvallis School District has a responsibility to honor and respect the diverse histories of our community; and

WHEREAS, the Corvallis School District believes each and every student must be celebrated and appreciated for the distinct and vibrant contributions made by sharing cultures, language, ideas, beliefs and values within a school community.

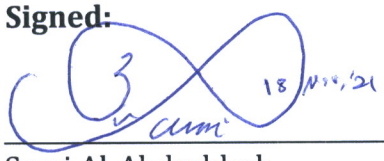
NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF CORVALLIS SCHOOL DISTRICT 509J, BENTON AND LINN COUNTIES, OREGON AS FOLLOWS:

Proclaim September 15, 2021 through October 15, 2021, as well as each September 15 through October 15 annually, as Hispanic Heritage Month in the Corvallis School District and strongly encourage families, staff, and community members to join in existing local celebrations, and;

Encourage all schools in the Corvallis School District to help highlight this month in grade appropriate ways as well as highlight the contributions of Hispanic, Latino/a/x/e, and Chicano/a/x/e peoples to the local community, nation, and beyond both historically and in current times.

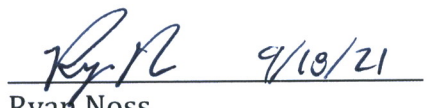
Adopted by the Board of Directors of School District No. 509J (Corvallis) of Benton and Linn Counties, Oregon, at its regular meeting this 9th day of September, 2021.

Signed:



Sami Al-Abdrabbuh
Board Chair

Attested:



Ryan Noss
Superintendent

III. BOARD MEMBER REPORTS
IV. SUPERINTENDENT'S REPORT

Corvallis
SCHOOL DISTRICT

Superintendent's Report

Shared with the Corvallis School Board during the September 10, 2026, meeting.

Health & Resource Fair
Our sixth annual Health & Resource Fair was held on August 14 at Corvallis Junior High, with 700 attendees. We again partnered with Casa Latinos Unidos, Samaritan Health Services, Benton County Health Services, and InterCommunity Health Network-Coordinated Care Organization to host this event.

- Over 250 children were measured for Operation School Bell
- 20 dental screenings
- 60 medical appointments, including 57 sports physicals
- 27 hearing screenings
- 59 vision screenings
- 197 school verifications
- 30 assists with bus/My Ride K-12 registration

We also provided access to prescheduled language testing and had 31 community agencies on hand to provide local resources for families.

Welcome Back Rally
We hosted our annual back-to-school rally on Thursday, August 27. This year, the Oregon State University School of Education generously covered the cost of using LaSells Stewart Center at OSU for our rally, and Toyota of Corvallis paid for lunch for all of our staff.

One focus of this year's rally was things that make staff "Happy and Proud" to work for the Corvallis School District. Staff shared videos talking about things that they are happy and proud of.

Thanks to the Corvallis Public Schools Foundation and local businesses, we awarded 39 educator grants this year!

Welcome to the 2026-27 School Year
Last week was the first week of the 2026-27 school year. Across our schools:

- Kindergartners visited the school garden to pick tomatoes and beans for tasting and to take home to share with their families.
- Junior High students mingled with their new classmates and saw the school mascot, the Panther, in costume for the first time.
- Students had indoor and some outdoor recess because of the rain, and our staff came up with creative plans to make it happen.
- First graders talked about their favorite games and sports in PE.
- High school students discussed the characteristics of living things in biology class.

- 6th- and 7th-graders started zero-period Choir and Orchestra.
- Second graders made beetles that shared facts about them.

Preparation for 2026-27 School Year

We want to extend a big "thank you" to our district staff who worked over the summer to get everything ready for the start of the 2026-27 school year for our students. Thank you to our staff from our Business Services, Facilities, Food & Nutrition Services, Human Resources, Student Growth & Experience, and Technology Services departments!

E-Rate

E-Rate is a federal program that provides school districts and libraries with discounts on telecommunications and internet access. This access goes well beyond what we typically think of when we think of the internet. Includes our: HVAC Systems, lighting, access control on our doors for safety, accounting for school meals, our student information systems that provide vital information to staff regarding student supports, including medical plans.

E-Rate is the fifth-largest source of federal funding for school districts. Currently, the FCC is reviewing E-Rate from top to bottom. If school districts receive a smaller reimbursement, or no reimbursement at all, we will still need to pay for these services.

I want to encourage board members to go to the website erate.aasa.org to provide feedback to the FCC. From the website, you can learn more about what E-Rate does and even the amount of rebate we have received over the past five years. It is one way you can advocate for public education across the country.

2026 Local Option Levy Update

The Local Option Levy has been assigned Measure number 2-160. The funds from the levy are used for:

- Teachers at all schools to sustain or reduce class sizes
- Music, physical education, and art teachers at all K-6 schools
- Vocational and technical education opportunities for students
- School counselors and social workers
- Instructional coaches and mentors to improve teaching and learning
- Extracurricular athletics and activities

More information is on our website at: www.csd509j.net/2026-local-option-levy



Sup's Report

Corvallis School Board

September 10, 2026

Health & Resource Fair





- 250 Operation School Bell measurements
- 20 dental screenings
- 60 medical appointments
- 27 hearing screenings
- 59 vision screenings
- 197 school verifications
- 30 bus/My Ride K-12 registrations



Welcome Back Rally






Carson Staff
OREGON


The Power of the
CLAW

First Week













Appreciation



E-Rate

YOUR VOICE IS NEEDED

Take action to protect E-Rate.

Your voice matters. The priority ask is for members to file comments with the FCC by **October 13.** It is important to weigh in with Congress, as well, but that is less time sensitive at this moment.

ACT NOW · WRITE THE FCC

Share your E-Rate feedback with the FCC with your own numbers.

Use our letter builder to compose your response to the FCC's proposal. Personalize the letter with data specific to your district/library from the map, and include information on how you use E-Rate and how it supports myriad aspects of your district and library operations.

Write your letter to the FCC →

ACT NOW · CONTACT CONGRESS

Tell your lawmakers to protect E-Rate

AASA and AESA are proud to partner with SHLB and CoSN to power our Congressional call to action. Click the link below to tell your delegation to protect school connectivity.

Contact Congress now →

V. PUBLIC COMMENT (7:00 PM) *

NOTE: To indicate your desire to comment, please arrive several minutes before the meeting begins and complete a request card; then, turn it in to the Board Secretary before the meeting begins. See the attached guidelines for providing input to the School Board.

Virtual option: Please contact kimberly.nelson@corvallis.k12.or.us by noon on the day of the Board Meeting to schedule public comment. Please include your name, address, the phone number you will call in from, and the topic of your public comment.

Corvallis
SCHOOL DISTRICT

PROVIDING INPUT TO THE SCHOOL BOARD

(Revised 02-06-25)

The Corvallis School Board values the opinions and input of students, staff, parents, and community members. Comments may be provided during certain meetings, and via written correspondence, as outlined below.

Public Comment at School Board Meetings

This option is available when *Public Comment* is an item on the agenda. To offer comments:

A. Complete all of the requested information on a "Comment Request" card, which can be found on a table near the entrance to the meeting room, and give it to the Board Secretary at the head table **before** the meeting begins. Your testimony may be delayed until all of the information is provided.

B. When you provide public comment, your name, address, and comments are matters of public record; however, students and staff do not need to provide their addresses.

C. Keep your comments within the specified time allotted, usually three minutes, to allow time for others to comment. Please be respectful of those who wish to provide comments after you.

D. Direct your comments to the School Board. The Board Chair will refer questions or requests for action to staff for response at a later date.

E. If you read from a prepared statement, you may choose to leave your written comments with the Board Secretary to post online with the informational packet of the meeting and to file with the official minutes of the meeting. Handouts are not required but should you wish to provide them, please bring 13 copies and give them to the Board Secretary to distribute.

F. Speakers may offer objective criticism of District operations and programs but the Board will not hear complaints concerning individual District personnel.

- Complaints shall be handled following the steps outlined in Board Policy KL and Administrative Regulation KL-AR, copies of which are available at meetings and online at http://policy.osba.org/corvall/KL/index.asp.
- Complaints regarding budget, programs, or other District issues also should be handled by first following the steps outlined in policy KL.

G. Undue interruption or other interference with the orderly conduct of Board business cannot be allowed.

- Defamatory or abusive remarks are always out of order.
- The Board Chair may terminate a speaker's privilege of address if, after being called to order, the speaker persists in improper conduct or remarks.

Written Correspondence

Letters, emails, and other written materials submitted to the School Board are considered public record. They may be submitted via U.S. mail to: Corvallis School Board, 1555 SW 35th Street, Corvallis, OR 97333. Emails sent to: schoolboard@corvallis.k12.or.us, will reach all Board members as a group as well as the following District staff: Superintendent, Assistant Superintendent, Human Resources Director, Finance and Operations Director, Communications Coordinator, and Executive Assistant to the Superintendent and Board of Directors (also known as Board Secretary).

Telephone Calls

Luhui Whitebear	541-714-3305	Terese Jones	541-230-1673
Sami Al-Abdrabbuh	541-283-6611	Shauna Tominey	541-829-3411
Judah Largent	541-231-8415	Chris Hawkins	541-602-2045
Bernie Wang	541-704-7298		

District Administrative Office
1555 SW 35th Street | PO Box 3509J | Corvallis, Oregon 97339
541-757-5841 | www.csd509j.net

Corvallis SCHOOL DISTRICT

PROVIDING REMOTE INPUT TO THE SCHOOL BOARD

(Revised 02/06/25)

The Corvallis School Board values the opinions and input of students, staff, parents, and community members. Comments may be provided during certain meetings, via telephone, and via written correspondence, as outlined below.

Public Comment at School Board Meetings

This option is available when *Public Comment* is an item on the agenda. To offer comments via telephone during designated meetings:

A. Email Board Secretary Kim Nelson at kimberly.nelson@corvallis.k12.or.us by noon on the day of the meeting.
B. Provide your name, home address, and the telephone number you will be calling in on.
C. You will be provided a telephone number and meeting access code.
D. At the time designated on the agenda, call the number provided and enter any required access codes.
E. You will be "in the waiting room" until it is your turn to provide comments; at that time, you will be admitted to the virtual meeting.
F. When you provide public comment, your name, address, and comments are matters of public record; however, students and staff do not need to provide their addresses.
G. Keep your comments within the specified time allotted, usually three minutes, to allow time for others to comment. Please be respectful of those who wish to comment after you.
H. Direct your comments to the School Board. The Board Chair will refer questions or requests for action to staff for response at a later date.
I. If you read from a prepared statement, you may choose to email your written comments to Kim Nelson at kimberly.nelson@corvallis.k12.or.us to post online with the informational packet of the meeting and to file with the official minutes of the meeting. It is not required, however.
J. Speakers may offer objective criticism of District operations and programs, but the Board will not hear complaints concerning individual District personnel.
    - Complaints shall be handled following the steps outlined in Board Policy KL and Administrative Regulation KL-AR, copies of which are available at http://policy.osba.org/corvall/KL/index.asp.
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VI. PIPER SANDLER & CO. BOND UPDATE
Presenter: Brendan Watkins

PIPER | SANDLER



Pension Obligation Bonds: Presentation to Corvallis School District 509J

September 10, 2026

POBs: How do they work?

- Concept is to borrow to reduce unfunded pension liabilities.
- Bond proceeds are deposited into Side Accounts (SAs) and invested with PERS fund; if returns exceed borrowing rate, jurisdictions generally save.
- POBs must be sold on taxable basis, so borrowing rates are higher than on capital borrowings.
- SAs are drawn down and provide 'rate credit' against overall PERS rates over ~20 years.
- From 1996-2022, over 150 Oregon jurisdictions issued POBs for over $8 billion.
- Generally positive PERS returns since borrowings means most, but not all, have realized savings.

PERS Historic Investment Performance

OIC manages PERS' investments.

Average Rates of Return (1970-2024):

Regular account earnings:	9.93%
Tier One Crediting:	9.21%
Tier Two Crediting:	9.03%
Variable Crediting:	10.84%
Avg. SA return 2007-2024:	7.60%

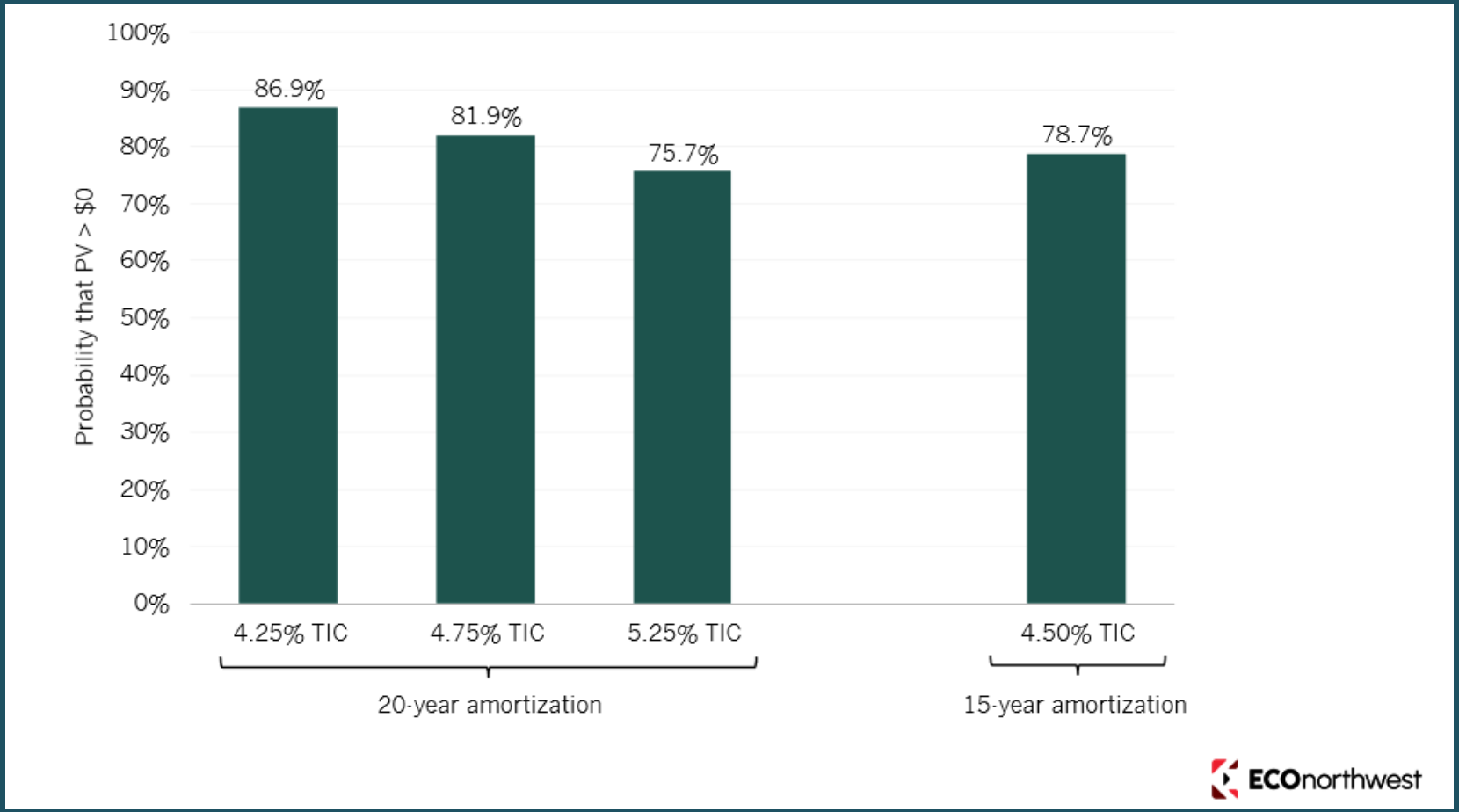
1 Year earnings thru 7/31/2026: 8.74%

Source: PERS by the Numbers; December 2025. OPERF monthly returns and asset allocation report; June 2026.

“Expected value of POB strategy is positive”

ECONW Assessment - June 2026

Probability that NPV is more than $0



Current estimated borrowing rate: 5.50%-5.75%

Poor rate of return is not the only risk

- Timing of earnings matter; early negative returns are hard to overcome.
- Rate credits will not be consistent:
  - ✓ SAs cause ‘doubling down’ of investment performance.
  - ✓ Earnings variability causes volatility, even if overall earnings rate exceeds bond rate.
  - ✓ Payroll growth will be different from assumption, leading to rate credit variability.
  - ✓ Changes in OPERF assumed rate of return changes UALs and rate credits, at least temporarily.
- Debt service is fixed but rate credit is variable: some years may have savings, others may not.
- **Holding reserves is crucial!**

Existing Pension Bonds and Side Accounts

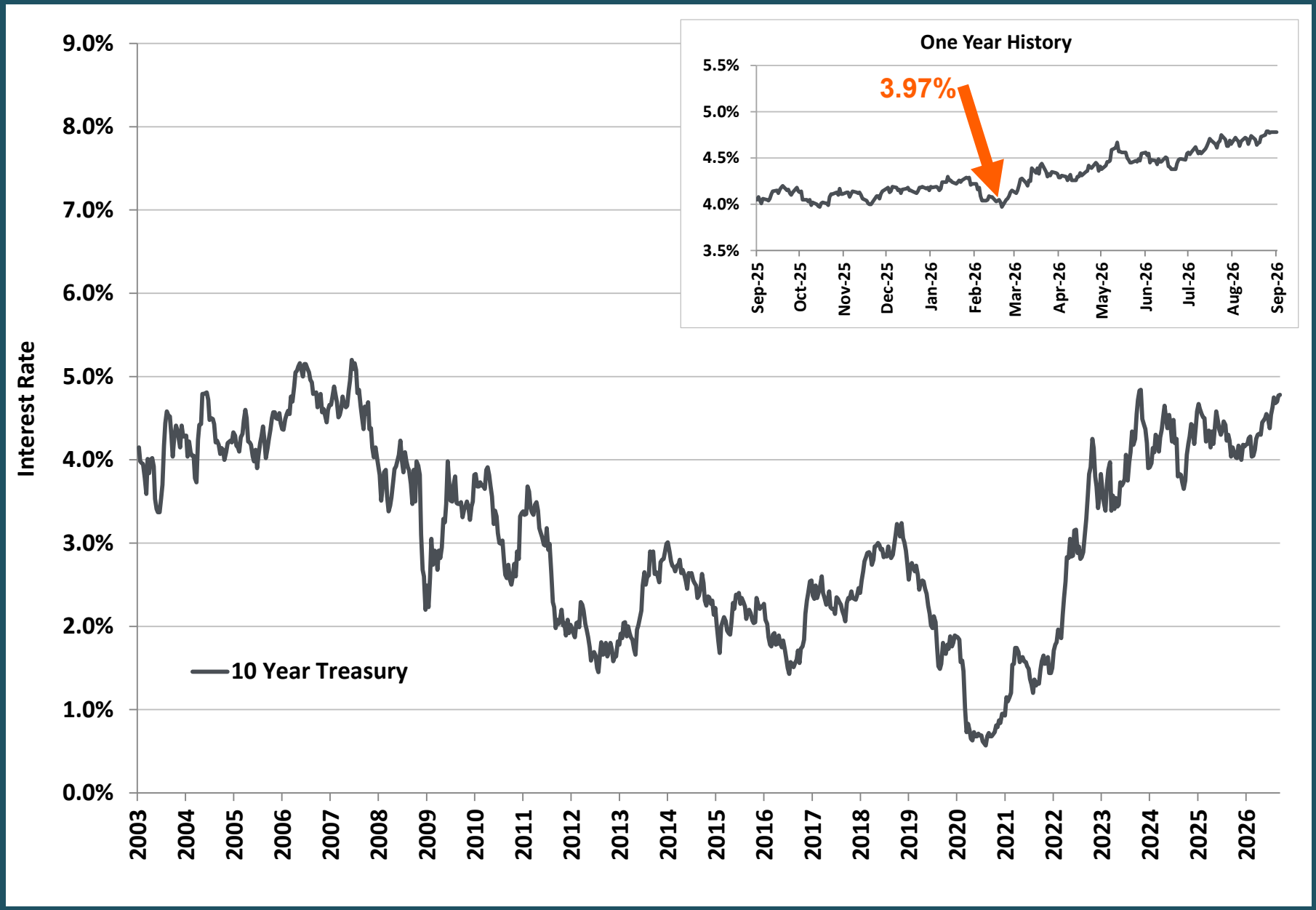
- Borrowed $24.3 million in 2002 and $4.6 million in 2005.
- All in interest rates were 5.60% and 4.77%, respectively.
- 2005 Bonds matured June 2016, 2002 Bonds mature June 2028.
- Faster than assumed payroll growth (6.77% annual growth from 2021 to 2024) accelerated both SAs drawdown.
- Both SAs are projected to expire Summer 2027.
- District has saved $25.6 million, net of debt service, through December 2024!

Existing Pension Bonds and Side Accounts

Pension Bonds Issued	Dated Date	Amount Issued	TIC
Series 2002	10/31/02	24,299,733	5.60%
Series 2005A	6/21/05	4,620,000	4.77%
Total Amount Issued		**$ 28,919,733**	

CALENDAR Year End	PERS Covered Payroll	Balance on January 1	Admin. Expense	Reported Rate Credit	Pension Bond Deposits	Reported Investment Earnings ($)	Reported Earnings Crediting (%)	Balance on December 31	Net Debt Service	Calculated Pension Bond Savings
Dec-2002	n.a.	$ -	$ (1,500)	**$ (232,467)**	$ 23,996,929	$ 185,811	(8.93%)	$ 23,948,773	**$ -**	**$ 232,467**
Dec-2003	n.a.	23,948,773	(1,000)	**(1,305,243)**	-	6,286,553	22.00%	28,929,083	**1,167,755**	**137,488**
Dec-2004	23,924,326	28,929,083	(1,000)	**(1,330,135)**	-	4,032,714	13.30%	31,630,662	**1,070,933**	**259,202**
Dec-2005	24,976,164	31,630,662	(3,500)	**(1,837,252)**	4,533,413	4,628,484	13.86%	38,951,807	**1,230,381**	**606,871**
Dec-2006	24,663,761	38,951,807	(2,000)	**(2,529,393)**	-	6,084,272	15.58%	42,504,686	**2,077,463**	**451,930**
Dec-2007	26,518,207	42,504,686	(2,000)	**(2,690,051)**	-	4,298,400	9.45%	44,111,035	**2,081,548**	**608,503**
Dec-2008	28,507,930	44,111,035	(2,000)	**(3,128,997)**	-	(11,423,429)	(27.32%)	29,556,609	**2,085,965**	**1,043,032**
Dec-2009	29,562,496	29,556,609	(2,000)	**(3,035,997)**	-	5,233,380	19.02%	31,751,992	**2,081,784**	**954,213**
Dec-2010	29,575,052	31,751,992	(2,000)	**(3,600,213)**	-	3,759,818	12.44%	31,909,597	**2,084,498**	**1,515,715**
Dec-2011	30,407,092	31,909,597	(2,000)	**(3,010,403)**	-	879,255	2.51%	29,776,449	**2,084,256**	**926,147**
Dec-2012	29,554,580	29,776,449	(2,000)	**(2,851,612)**	-	4,221,527	14.67%	31,144,364	**2,086,508**	**765,105**
Dec-2013	28,437,440	31,144,364	(2,000)	**(2,417,119)**	-	4,788,761	15.62%	33,514,006	**2,086,581**	**330,539**
Dec-2014	30,104,942	33,514,006	(2,000)	**(2,484,208)**	-	2,395,155	7.39%	33,422,953	**2,089,743**	**394,465**
Dec-2015	30,755,620	33,422,953	(2,000)	**(2,547,843)**	-	681,927	1.87%	31,555,037	**2,091,427**	**456,416**
Dec-2016	34,418,166	31,555,037	(2,000)	**(4,206,552)**	-	2,291,099	7.15%	29,637,584	**2,097,063**	**2,109,489**
Dec-2017	34,680,931	29,637,584	(1,000)	**(3,636,840)**	-	4,450,594	15.23%	30,450,338	**2,150,933**	**1,485,907**
Dec-2018	37,245,375	30,450,338	(1,000)	**(4,117,552)**	-	(17,981)	0.42%	26,313,805	**2,260,933**	**1,856,619**
Dec-2019	40,870,275	26,313,805	(1,000)	**(4,114,533)**	-	3,217,354	13.92%	25,415,626	**2,375,933**	**1,738,600**
Dec-2020	43,452,223	25,415,626	(1,000)	**(4,230,033)**	-	1,486,650	7.18%	22,671,243	**2,495,933**	**1,734,100**
Dec-2021	46,015,140	22,671,243	(1,000)	**(4,547,474)**	-	4,311,258	20.76%	22,434,027	**2,576,383**	**1,971,091**
Dec-2022	51,524,032	22,434,027	(1,000)	**(4,378,672)**	-	(440,778)	(1.81%)	17,613,577	**2,696,554**	**1,682,118**
Dec-2023	53,998,444	17,613,577	(1,000)	**(4,687,387)**	-	820,879	5.72%	13,746,069	**2,829,316**	**1,858,071**
Dec-2024	56,012,633	13,746,069	(1,000)	**(5,428,931)**	-	724,735	5.58%	9,040,873	**2,962,700**	**2,466,231**
									Subtotal (Actual)	**$ 25,584,319**

Borrowing Rates



Investment Scenarios Considered

All cases: Bonds mature June 2045; SAs expire December 2045

- **Base Case:**
  - ✓ 18-year fixed rate at 4.75% TIC
  - ✓ 6.90% reinvestment rate
- **2002 Issuer:**
  - ✓ 18-year fixed rate at 4.75% TIC
  - ✓ Reinvestment returns experienced by 2002 borrowers
- **2007 Issuer:**
  - ✓ 18-year fixed rate at 4.75% TIC
  - ✓ Reinvestment returns experienced by 2007 borrowers
- **Modified 2007 Issuer:**
  - ✓ 18-year fixed rate at 5.25% TIC
  - ✓ Reinvestment returns experienced by 2007 borrowers except Year 1 loss set to achieve breakeven.

Sensitivity Analysis Summary

UAL projected to be $80.0 million at payoff.

Scenario:	1 6.90% earnings for all years	2 Actual earnings from 2003-2021	3 Actual earnings from 2008-2025, 6.90% thereafter	4 Modified earnings from 2008-2025, 6.90% thereafter
Years where Net Rate Credit is negative	0	0	12	12
Years where Net Rate Credit is positive	20	20	8	8
Investment Earnings Crediting, First Full Year	6.90%	22.00%	-27.32%	-23.00%
UAL Payoff Cash Flow Savings (in millions)	$20.5	$52.3	$2.8	$4.7
NPV Savings (in millions)	$11.9	$30.6	($0.2)	$0.4
NPV Savings % of Projected Payoff	14.87%	38.29%	-0.25%	0.50%

Assumes bonds sold at TIC of 4.75% (Scenario 1-3) and 5.25% (Scenario 4).

Notes: "Average" Rate Credit may include years of both positives and negatives and does not take the time value of money into account. "Net Savings" is effective payroll rate credit after payment of debt. Assumes Employer payroll grows at 3.40% annually. To the extent higher or lower payroll growth is experienced, results will differ.

New Side Account Comparison

Scenario:	Status Quo			Base Case		
	Fiscal Year 2027	Fiscal Year 2028	Fiscal Year 2029	March 2027 - June 2027	Fiscal Year 2028	Fiscal Year 2029
2002 Side account rate relief	4.76%	0.86%	0.00%	4.76%	0.86%	0.00%
2005 Side account rate relief	0.72%	0.14%	0.00%	0.72%	0.14%	0.00%
Cash Side account rate relief	1.90%	1.90%	1.90%	1.90%	1.90%	1.90%
2027 Side account rate relief	0.00%	0.00%	0.00%	9.06%	9.06%	9.06%
Side Account Rate Credit	**7.38%**	**2.90%**	**1.90%**	**16.44%**	**11.95%**	**10.96%**
Employer Contribution Rate, Tier 1/Tier 2	**20.64%**	**26.44%**	**27.44%**	**11.58%**	**17.39%**	**18.38%**
Employer Contribution Rate, OPSRP	**17.46%**	**23.73%**	**24.73%**	**8.40%**	**14.68%**	**15.67%**
Existing Pension Bond Debt Service	5.57%	2.47%	0.00%	5.57%	2.47%	0.00%
New Pension Bond Debt Service	0.00%	0.00%	0.00%	8.11%	8.11%	8.11%
Pension Bond Debt Service	**5.57%**	**2.47%**	**0.00%**	**13.68%**	**10.58%**	**8.11%**
Net Employer Contribution Rate, Tier 1/Tier 2	**26.21%**	**28.92%**	**27.44%**	**25.26%**	**27.97%**	**26.49%**
Net Employer Contribution Rate, OPSRP	**23.03%**	**26.21%**	**24.73%**	**22.08%**	**25.26%**	**23.78%**

SA rate relief shown in FY 2028 for 2002 and 2005 SAs are annualized calculation of projected remaining SA balances. Actual credit will be applied in lump sum during summer of 2027.

1) Base Case Scenario assumed borrowing rate of 4.75% for New Pension Bond Debt Service.
2) Assumes Employer payroll grows at 3.40% annually. To the extent higher or lower growth is experienced, results will differ.
3) Net Employer Contribution Rates are effective payroll rate after payment of debt.
4) Employer Contribution Rates are effective payroll rate after affect of Senate Bill 849.

POBs take a while to complete…

Many additional steps to issue POBs vs. Capital Bonds:

- **Extra education of all stakeholders to discuss risks. IN PROCESS**
- ✓ **Statistical assessment required. DONE**
- **Legal documentation, including:**
  - **Borrowing Resolutions.**
  - **Intercept and Trust Agreements for pools.**
  - **Disclosure document.**
- **Request to Milliman to calculate payoff amounts. Base cost is $1,000, plus $250 for each payoff date selected.**
- **Bond Rating.**
- **If market cooperates, sale and closing.**
- **Send funds to PERS. Payroll rates generally reduced immediately.**



Can take 9-12 months from start to finish.

What about fees?

- Most fees do not take effect until and unless bonds are sold.
- Fees that could be incurred regardless include:
  - ✓ ECONorthwest Assessment Fee (~$2,500) DONE
  - Milliman calculation fee (~$2,500)
  - Rating fee. Fee is incurred once rating is assigned, but there is grace period. Amount TBD based on bond size (and number of participants in a pool).
- Overall fees vary by amount of issue, number of participants, general market conditions. We are estimating ~1.50% for underwriting, legal, trustee, rating and miscellaneous fees.

Potential Timeline – SD and CC Bond Pools

September

- By September 13: Districts notify Piper/Hawkins if want resolution, max TIC. NEXT STEP
- September 23: Zoom meeting to review next steps
- By September 30: Hawkins provides resolutions.

October

- 2025 Valuation released

November

- By November 15: Districts adopt resolutions, publish assessment.
- November 16: Market Update Zoom - proceed or pause decision
- After November 16: If conditions are favorable, Districts send payoff requests to Milliman.

Potential Timeline – SD and CC Bond Pools

December 2026

- Finalize documentation: disclosure, trust, intercept agreements.
- Rating and due diligence process.

January 2027

- Receive payoff letters from Milliman
- Final Opt-in forms to Piper
- Week of January 18 - Bond sale for CCs
- Week of January 25 - Bond sale for SDs

February 2027

- Week of Feb 8th - Bond closing for CCs
- Week of Feb 15th – Bond closing for SDs
- Funds sent to PERS no later than Feb 25
- March 1, 2027 – Payroll rates reduced

Concluding Thoughts

- SAs and POBs introduce more volatility for borrowers.
- Volatility can cause cash flow issues, even when savings are positive.
- Assessment results suggest achieving success with POB is potentially within reach.
- Current interest rates are higher than assessed levels, but may decline should national and international events stabilize.
- Given long lead time on a POB issue, it may make sense to get ready and wait for market conditions to improve.

Questions



Contact Information

Carol Samuels, Managing Director

carol.samuels@psc.com

(503) 275-8301

Lauren MacMillan, Managing Director

lauren.macmillan@psc.com

(503) 275-8302

David Williams, Managing Director

david.williams@psc.com

(503) 275-8303

Brendan Watkins, Director

brendan.watkins@psc.com

(503) 275-8307

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VII. INTEGRATED GUIDANCE

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Byron Bethards
Meeting Date: September 10, 2026

Integrated Guidance Annual Report — No Action Required

Background
Each year, school districts are required to provide a report on progress toward outcomes for their Integrated Guidance plan. District staff must post this report on the district website and present it to the school board.

The Annual Report is attached.

Involvement
District staff: Byron Bethards

Cost Impact
None

Function
Review and discussion.

Annual Report: Integrated Guidance 2025-2026

Prepared for: Corvallis School Board
Prepared by: Byron Bethards, Director of Student Growth and Experience
Meeting date: September 10, 2026

Background

Integrated Guidance aligns planning, investments, implementation, and reporting across state and federal education funding streams. Corvallis School District's 2025-27 plan connects these resources to five School Board priorities: Excellent Learning Experience, Equitable Systems, Relevant and Engaging Learning, Healthy Communities, and Responsible Stewardship of Resources. As part of this process, districts are required to review their progress annually, respond to two narrative questions, present the report to their governing board, and make it available to the public.

During 2025-26, the district monitored implementation through progress markers, expenditures, student outcome data, and feedback from students, staff, families, and community partners. The district also reviewed disaggregated data to determine whether strategies were improving access, experiences, and outcomes for focal and historically underserved student groups. Districtwide averages alone cannot show whether all students are benefiting equitably. Disaggregating data helps us identify which systems, practices, and investments are producing positive results and where further improvement is needed.

This reporting occurs as Oregon implements a new accountability system established through Senate Bill 141. For the 2026-27 school year, the state is transitioning from the previous Longitudinal Performance Growth Targets, or LPGTs, to Performance Growth Targets, or PGTs. The new framework establishes shared statewide expectations across seven common measures while allowing districts to develop local targets that reflect their starting points and community contexts. This change strengthens the connection among planning, investments, student outcomes, and continuous improvement

Oregon Department of Education - Question 1.
As you review your progress markers/overall reflection responses and reflect on plan implementation, how do you see your progress contributing to the Outcomes and Strategies in your plan and your Longitudinal Performance Growth Targets (LPGT)/Local Optional Metrics (LOM)?

Discuss at least one Outcome where you have seen progress in implementation.

As we review our progress markers and reflect on the first year of the 2025-27 Integrated Guidance Plan, Corvallis School District sees strong progress in building the intervention and student-support systems needed to improve long-term student outcomes. One area of progress is in creating exceptional learning experiences where all students learn at high levels, with academic rigor achieved through both challenge and support and with attention to students' unique and intersecting identities, histories, accessibility needs, abilities, and disabilities.

The strategies connected to this outcome include adopting and implementing culturally relevant curricula, using the 5 Dimensions of Teaching and Learning Framework, and tracking key academic indicators. Our 2025-26 progress-marker review shows that several foundations supporting this outcome are taking hold:

- Ninth-grade scheduling and credit-bearing course access are reviewed with attention to focal student groups and students who are emerging in bilingualism.
- Student agency and voice are increasingly elevated through student-centered approaches.
- Financial stewardship is aligned with needs and disaggregated data.
- Data teams have time and access to timely, disaggregated information that supports decisions affecting district and school systems and focal populations.
- Comprehensive, evidence-informed, culturally responsive literacy planning and professional learning.

Early Literacy as an Example of Progress

Early literacy shows how these systems contribute to the district's student growth and achievement outcomes. The district's goal is to increase third-grade reading scores as measured by ELA OSAS. Supporting strategies include culturally relevant curricula, high-quality professional development, science of reading training, and school-level data teams.

The district has moved beyond a primary focus on purchasing materials toward sustained implementation through collaborative planning, professional learning communities, literacy coaching, and intervention. As of 2026, 121 licensed staff members have participated in university-level coursework and training in the Science of Reading, including 90% of K-2 teachers and all intervention specialists. For the 26-27 school year, the district is offering professional learning on the Science of Reading to a cohort of classified staff members.

Core materials include Collaborative Literacy, Benchmark Advance, and Benchmark Adelante. The district also uses SIPPS, Camino al Éxito/El Próximo Paso, Lexia, and Heggerty for intervention materials. Assessment platforms such as Renaissance STAR, mCLASS DIBELS 8th Edition, and mCLASS Lectura are investments used to collect student benchmark and progress-monitoring data. These resources provide multiple ways to identify needs and deliver targeted support, including support in Spanish.

Oregon Department of Education - Question 2.
Where have you experienced barriers, challenges, or impediments to progress toward your Outcomes and Strategies in your plan that you could use support with?

Discuss at least one Outcome where you have seen challenges or barriers to implementation.

One of our most significant challenges is moving from strong district systems and structures to consistent implementation and measurable impact for students across all schools and student groups during a time of organizational change.

Staff capacity and competing priorities remain significant barriers. Sustained improvement requires protected time for professional learning, collaboration, data analysis, intervention planning, and follow-through. The district is implementing multiple connected strategies during a period of staffing, budget, organizational, and programmatic change. Although data-team structures, early literacy work, student voice, ninth-grade scheduling review, and financial stewardship are areas of strength, several interdependent practices need improvement:

- Consistent use of equity tools within continuous-improvement cycles and decisions.
- Visibility and consistency of culturally sustaining, welcoming, trauma and SEL informed learning climates.
- Identifying, analyzing, and addressing systemic barriers that may disconnect students from their educational goals.
- Two-way family communication, including communication in primary family languages about attendance, literacy and mathematics, and advanced coursework.

Many necessary structures exist to impact the noted areas of needed improvement, but their use and impact are not yet equally consistent across schools, grade levels, programs, and student groups. Schools have different structures, staffing, student needs, and implementation contexts. The district must provide clear expectations and aligned supports while preserving enough flexibility for schools to respond to their students and communities.

Highlighted Improvement Area: Access to Advanced Mathematics Coursework

A priority area for continued improvement is equitable access to advanced coursework, particularly for advanced mathematics learners at the junior high and high school levels. The district has established grade-level, enhanced, and accelerated pathways that can provide earlier access to Geometry and Algebra II, along with multiple ways to demonstrate or complete prerequisite learning. However, access can still be affected by the clarity and timing of family communication, the use of challenge assessments, prerequisite expectations, scheduling, and elective tradeoffs. The district needs to continue monitoring enrollment and outcomes across pathways, disaggregated by student group, while strengthening differentiated instruction, flexible entry and re-entry points, and clear communication about all available options to ensure every learner has access to appropriately challenging coursework and a pathway that supports continued growth.

VIII. REVIEW BOARD NORMS

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Superintendent Noss
Meeting Date: September 10, 2026

Review Board Norms

NO ACTION REQUESTED

Background

Board Norms are reviewed annually. Attached are the 2025-26 Norms. On September 10, 2026, Board members will review and recommend edits, if any. The Board will be asked to adopt the 2026-27 Board Norms, with updates, at the October 8, 2026, board meeting.

ACTION REQUESTED:

No action is requested at this time.

Corvallis
SCHOOL DISTRICT

BOARD NORMS
2025-26

(Adopted 10/19/25)

A. How We Approach Board Work

1. The Board will commit to conducting its work with care and respect. Comments and actions that cause harm based on people's identities will not be tolerated.
2. The Board will value the lived experiences of students, families, staff, community, and board members when engaging with the community and during meetings.
3. The Board will actively listen to those sharing their points of view to facilitate full understanding and the possibility of changing viewpoints when engaging with staff, students, families, and community members.
4. The Board leadership will consist of a Board Chair and Co-Vice Chairs. A Vice Chair will perform leadership duties when the Chair is not available.

B. How We Meet

1. During board meetings, board members will strive to start and end on time. The Board will engage in relevant and topical discussion based on the agenda topics.
2. During board meetings, board members will have the opportunity to speak to each agenda item before members may speak a second time. The Chair has the authority to move the discussion forward.
3. During board meetings, board members will actively listen to those sharing their points of view to facilitate full understanding and the possibility of changing viewpoints.
4. During board meetings, board members will allow all members time to express themselves without feeling rushed. Members will be succinct to maintain opportunity for all to express themselves.
5. During board meetings, board members will allow moments of silence between commentaries to provide time to consider the discussion.
6. During board meetings, board members will adhere to public meeting laws, which stipulate that no quorum of a governing body may meet privately (including before and after meetings and during breaks) to decide, deliberate on, or gather information on any matters.

C. How We Engage with Public Comment

1. The Board will value public comment as an important way to hear from students, families, staff, and community members and, as such, is essential to the work of the district and board.
2. The Board will facilitate comments from the public and follow-up questions from board members, adhering to the time allotted for public comment.
3. The Board will actively listen to those sharing their points of view to facilitate full understanding and the possibility of changing viewpoints.
4. The Board will defer to the Superintendent to offer a response directly following public comment if a comment relates specifically to district operations and is time-sensitive in nature.
5. The Board may revisit topics or issues brought up during public comment if they choose to do so at the appropriate time in the agenda. If needed, the Board will utilize work sessions and other forms of engagement to hear from the community.

D. How We Support Students and Staff

1. The Board will value every student in a school building as a unique individual with identities, lived experiences, and points of view that enhance our schools and district.
2. The Board will value every staff member in a school building as an educator of students. The Board will respect and rely on their professional expertise.
3. The Board will be cognizant of scarcity of resources and time when requesting action from staff. Information requests that demand significant staff effort to fulfill will be aligned with the District Goals and approved by the Board.
4. The Board may visit schools and participate in school events as informal expressions of interest in school affairs and not as visits for supervisory or administrative purposes.

IX. REVIEW BOARD AND SUPERINTENDENT WORKING AGREEMENTS

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Superintendent Noss
Meeting Date: September 10, 2026

Review Board and Superintendent Working Agreements

NO ACTION REQUESTED

Background

Board and Superintendent Working Agreements are reviewed annually. Attached are the 2025-26 working agreements. On September 10, 2026, Board members will recommend edits, if any. The Board will be asked to adopt the 2025-26 Board and Superintendent Working Agreements at the October 8, 2026, board meeting.

ACTION REQUESTED:

No action requested at this time.

Corvallis SCHOOL DISTRICT

BOARD AND SUPERINTENDENT WORKING AGREEMENTS
2025-26

(Adopted 10/16/25)

A. Purpose of Agreements

The Board of Directors is the governing body for the School District. To effectively meet the District's goals, the School Board and Superintendent must function together as a cohesive leadership team. The following are the group agreements for the Board and Superintendent to support a collaborative relationship.

B. Board Job Description and Relationship with the Superintendent

1. The Board will act as trustees of the district, seeking to make decisions in the best interest of all students in the community.
2. The Board will collaborate with the Superintendent to set the long-term direction of the district through the mission, vision, goals, and priorities.
3. The Board will govern through policymaking, planning, and oversight, while acting as financial stewards of the district, including setting expectations, aligning resources with priorities, planning for fiscal sustainability, and monitoring progress.
4. The Board will conduct district business with care and respect, fostering board unity and assisting in gaining acceptance and support in the community by openly sharing district progress and celebrating student success.
5. The Board will understand that as an individual, a board member has no authority. It is when acting through a majority that the Board has influence.
6. The Board will supervise the hiring, performance evaluation, and other personnel management processes related to the Superintendent.
7. The Board may engage and volunteer in learning activities at the board, district, community, state, and national levels.
8. The Board will, as a cohesive leadership team, work with the Superintendent as a team, recognizing that the Superintendent is the Board's advisor.
9. The Board will refer all matters related to day-to-day operations to the Superintendent, respecting the Superintendent's responsibility to manage district operations, and delegate to staff, ensuring a timely response from the District.

C. Role of Board Leadership

1. Board leadership will manage the Board's processes, convene meetings, develop the Board agenda with the Superintendent, seek board member input, and execute documents as appropriate.
2. Board leadership will serve as the authorized spokesperson for the Board with regard to board policy, process, and decisions. The Chair may delegate this responsibility to other board members and/or the Superintendent.
3. Board leadership, or a designated delegate, will respond to communications addressed to the Board. All Board members will be included in responses issued by the Board chair. **Following the chair's response, other Board members may also respond if they choose.**
4. Board leadership will communicate with individual board members as mediator should an issue or problem develop between members of the Board and express expectations under policies, working agreements, and group operating norms.
5. Board leadership will assist the Superintendent in communicating important information to the full Board and will keep board members apprised of information exchanged with the Superintendent.
6. Board leadership will set strategic priorities for board professional development annually.
7. Board leadership will consist of a Board Chair and Co-Vice Chairs. A Vice Chair will perform leadership duties when the Chair is not available.

D. Role of the Superintendent

1. The Superintendent serves as the chief executive officer charged by the Board to be the operational and instructional leader of the school district.
2. The Superintendent invests in the relationship with, and the capacity of, members of the Board.
3. The Superintendent works with the Board to establish strategic priorities for the District.
4. The Superintendent prepares annual goals for the Board's consideration.
5. The Superintendent serves as the chief advisor of the Board by providing relevant qualitative and quantitative data and other sources of accurate information to board members so that comprehensive, evidence-based decisions can be made.
6. The Superintendent communicates with board members promptly and effectively by informing the board of all emergent information, including relevant trends, anticipated media coverage, or vital external or internal change.
7. The Superintendent or designee schedules times for a maximum of three board members to meet with the Superintendent or designee for information-sharing sessions and questions. Answers to questions will be shared with the entire Board, and meeting participants will not deliberate towards a decision.

X. IMMIGRATION POLICY - FIRST READ

X.A. Policy KNA - Immigration Enforcement on District Property

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy KNA—Immigration Enforcement on District Property—New—First Read

Background

This new policy is required. In 2026, the Oregon Legislature adopted three bills related to federal immigration enforcement in schools: Senate Bill (SB) 1538, SB 1594, and House Bill (HB) 4079.

These new laws required the Oregon Attorney General's Office to publish model school board policies. Districts must adopt a policy that is consistent with the Attorney General's model policies by September 30, 2026.

The district-adopted policy must:

- Designate an individual to be the primary contact for immigration enforcement;
- Include requirements for notifying students who attend the school and parents/guardians of students attending the school when federal immigration officials are confirmed to be on school property for enforcement purposes;
- Include requirements for notifying staff of the school when federal immigration officials are confirmed to be on school property for enforcement purposes;
- Provide an option for community-based service providers to receive notice when a federal immigration authority is confirmed to be on school property for immigration enforcement;
- Include training requirements for designated individuals;
- Be included in the student handbook and in culturally appropriate languages on the district's website; and
- Include any other requirements provided by law.

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of the new policy.

Corvallis
SCHOOL DISTRICT

Code: KNA
Adopted:
Revised/Readopted:

Immigration Enforcement on District Property

The district complies with state and federal law, including Oregon Revised Statute (ORS) 180.805 and ORS 181.826, and this policy and accompanying administrative regulations KNA-AR(1) – Interactions with Immigration Enforcement and KNA-AR(2) – Federal Immigration Enforcement Request Log when responding to requests from federal immigration authorities regarding immigration enforcement.

Absent a judicially authorized subpoena, warrant, or court order, district staff must not allow federal immigration authorities access to the district's records or facilities not open to the public for the purposes of immigration enforcement and must verify the validity of any subpoena, warrant, or court order involving immigration enforcement presented to them by federal immigration authorities to ensure it is judicially authorized. The superintendent or designee must review and approve any response to a request involving immigration enforcement. The district will provide ongoing training to designated staff to ensure compliance with this policy.

This policy will be made available in the student handbook and on the district's website. The district will ensure this policy and accompanying administrative regulations are provided to staff.

Designation of Primary Point of Contact

The Superintendent is the primary point of contact for coordinating interactions with federal immigration authorities occurring in the district and will act as the immigration liaison. The Assistant Superintendent shall serve as an alternative point of contact if the immigration liaison is absent from the district or otherwise unavailable.

The immigration liaison's responsibilities include:

1. Serving as the district's representative during encounters with federal immigration authorities;

2. Confirming when federal immigration authorities have entered school property for immigration enforcement purposes;

3. Ensuring federal immigration authorities engaging in enforcement activities at the district have notice of relevant district policies: JO/IGBAB – Education Records/Records of Students with Disabilities, JOA – Directory Information, JOB – Personally Identifiable Information and this policy;

4. Assisting staff in performing their duties in response to immigration enforcement efforts, including ensuring compliance with all district policies and procedures related to interactions with federal immigration authorities and immigration enforcement efforts;

5. Reviewing and responding to requests from federal immigration authorities, in coordination with, and under the direction of, the superintendent or designee;

6. Facilitating the district's compliance with lawful immigration enforcement efforts in a manner that does not unnecessarily disrupt the school environment or invade the privacy of students, staff, or volunteers;

7. Providing notice as required in this policy when a federal immigration authority has been confirmed to have entered school property for immigration enforcement.

Required Notice

When a federal immigration authority is reported to have entered school property for the purpose of immigration enforcement, the immigration liaison shall confirm whether federal immigration authorities have entered school property for immigration enforcement and, when confirmed, shall provide notice as follows:

1. Notice must be provided to:

    a. Students who attend the school where the federal immigration authority is confirmed to be on school property for immigration enforcement and who are in grades 7 and above;

    b. Parents or guardians of students attending the school where the federal immigration authority is confirmed to be on school property for immigration enforcement;

    c. Staff of the school where the federal immigration authority is confirmed to be on school property for immigration enforcement; and

    d. Community-based service providers that have requested to receive notice when a federal immigration authority is confirmed to be on school property for immigration enforcement. Community-based service providers can request to receive such notifications by contacting the immigration liaison at the district office.

2. Notice must include:

    a. The general location of the federal immigration authority; and

    b. Whether classes or school operations were affected by the presence of the federal immigration authority. The district may include resources available to those impacted by immigration enforcement actions.

3. Notice must not disclose:

    a. Personally identifiable information;

    b. Other information that may not be legally disclosed; or

    c. Other information when the disclosure may threaten the health or safety of students or staff of the district or is prohibited by a court order.

The required notice will be provided as expeditiously as possible using existing methods used for providing electronic communications.

Unless otherwise prohibited by law or court order, the district will make reasonable efforts to provide notice to a student, or to the parent or guardian of a student, when the district has provided information related to the student to a federal immigration authority.

Confidentiality of School Records

Except when required by a judicially authorized warrant, subpoena, or order, Oregon law prohibits the district from disclosing protected information to federal immigration authorities for the purpose of enforcing federal immigration laws. Protected information includes information relating to a person's:

1. Address;

2. Workplace or hours of work;

3. School or school hours;

4. Contact information, including telephone number, electronic mail address or social media account information;

5. Known associates or relatives; and

6. Date, time or location of the person's hearings, proceedings or appointments with a public body that are not matters of public record.

Oregon law also prohibits sharing any of the above information about a person's relatives or known associates with federal authorities for immigration enforcement purposes.

Oregon law generally prohibits the district from sharing or disclosing citizenship or immigration status or country of birth information that the district collects, unless one of the following exceptions applies:

1. The disclosure is required by state or federal law (other than federal immigration law);

2. The disclosure is required by a judicially authorized warrant, order, or subpoena;

3. The information being shared with a person concerns only that person or their dependents; or

4. The information is aggregated and not personally identifiable.

In addition to the prohibitions described above, federal and state laws make records and information related to students confidential and permit disclosure only in limited circumstances. The district's policies with respect to student records can be found in Board policies JO/IGBAB – Education Records/Records of Students with Disabilities, JOA – Directory Information and JOB – Personally Identifiable Information. To ensure compliance with applicable federal and state law, the district's staff shall not disclose any school records or information to federal immigration authorities except as provided in these policies.

Staff must also maintain the confidentiality of school records and other information about students, staff, and volunteers when communicating with other students, parents, or community members about immigration enforcement activities involving students, staff, or volunteers of the district or occurring on district property. Staff should direct anyone with questions about immigration enforcement activities occurring on district property to the immigration liaison.

Training

The district will provide the immigration liaison and alternate immigration liaison with training as follows:

1. The training must include information on the requirements of House Bill 4079 (2026), any applicable model policies published by the Attorney General, and this policy; and

2. The training must be provided at the time of designation and at least once every two years thereafter.

Upon the adoption of this policy and not less than once every two years thereafter, the district will provide training to all current district staff of one hour or more regarding federal and state laws, and the district's policies, relating to interacting with federal immigration authorities and responding to immigration enforcement efforts. The district will provide the required training to all new staff within 30 days of beginning employment.

END OF POLICY

Legal Reference(s):

ORS 180.810
ORS 180.805
ORS 181.826
OAR 581-021-0371

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2012); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2017).
Oregon Attorney General's *K12 School Model Policy*
Senate Bill 1538 (2026).

Senate Bill 1594 (2026).
House Bill 4079 (2026).

X.B. Policy KNA-AR (1) - Interactions with Immigration Enforcement

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy KNA-AR (1)—Interactions with Immigration Enforcement—New—First Read

Background

This new administrative regulation is optional. In 2026, the Oregon Legislature adopted three bills related to federal immigration enforcement in schools: Senate Bill (SB) 1538, SB 1594, and House Bill (HB) 4079.

This administrative regulation provides guidance to staff on how they should interact with federal law enforcement if they arrive at a school, at a school-sponsored event, or on school transportation. It also provides the immigration liaison with instructions on how to determine the validity of a judicial warrant, subpoena, or order.

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of the new administrative regulation.

Corvallis
SCHOOL DISTRICT

Code: KNA-AR (1)
Adopted:
Revised/Readopted:

Interactions with Immigration Enforcement

The Superintendent is designated as the "immigration liaison."

1. Staff, contractors, and volunteers shall adhere to all district policies when interacting with federal immigration authorities and the following administrative regulations:

    a. Unless expressly authorized by the superintendent or designee, or by the immigration liaison on behalf of the superintendent or designee, staff shall not:

        (1) Provide federal immigration authorities with records or information about students, staff, or volunteers;
        (2) Confirm whether a student, staff member, or volunteer is present or make the student, staff member, or volunteer available;
        (3) Allow access to non-public areas of the district's facilities or property;
        (4) Sign documents presented by federal immigration authorities; or
        (5) Give consent to any immigration enforcement action.

    b. Staff may not interfere with lawful immigration enforcement actions or physically obstruct federal immigration authorities in any manner. However, staff should immediately report to the immigration liaison if they observe any conduct or enforcement activities by federal immigration authorities that violate state or federal law, or district policies, or that otherwise present a security threat or potential danger to students, staff, volunteers, or visitors.

    c. Staff who receive a request related to immigration enforcement must immediately notify the immigration liaison. The immigration liaison is responsible for interacting with the federal immigration authorities until the matter is concluded or the federal immigration authorities have been referred to the superintendent or designee.

    d. The immigration liaison or alternate immigration liaison should meet the federal immigration authorities at the school door or other area designated by the superintendent or designee for this purpose.

    e. The immigration liaison shall provide federal immigration authorities with a copy of this policy and explain that school staff are required to follow these steps in this policy. The immigration liaison should inform the immigration authorities that school staff must contact the office of the superintendent or designee for guidance before providing access to school facilities, records, or other information.

f. The immigration liaison should direct another staff member to contact the superintendent or designee while the immigration liaison remains with the federal immigration authorities.

g. The immigration liaison must document the request from federal immigration authorities to the fullest extent possible under the circumstances. At a minimum, the documentation shall include the following information, if available:

(1) The name, badge number, and agency of the law enforcement officer making the request;
(2) The number of officers present;
(3) Time, date, and location of the request;
(4) The nature of the request;
(5) The source of authority for the request, including whether the request is administratively or judicially authorized;
(6) Whether the request requires an immediate response;
(7) The identification of witnesses present; and
(8) How the encounter concluded.

h. The immigration liaison shall direct another staff member to transmit copies, photos, or other documentation provided by federal immigration authorities to the superintendent or designee, along with other information documented pursuant to this policy. The superintendent or designee must approve any response to a law enforcement request related to immigration enforcement as provided in Section 3 of this administrative regulation.

2. Determination of Validity of Judicial Warrant, Subpoena or Order

a. If presented with a warrant, subpoena or order by federal immigration authorities, the immigration liaison shall verify the validity of the warrant, subpoena or order by determining whether the warrant, subpoena or order is judicially authorized. An administrative warrant, subpoena, order or other legal process that has not been authorized by a judicial officer does not authorize the district to provide law enforcement with access to records or information, or facilities for purposes of immigration enforcement.

A judicially authorized warrant, subpoena or order contains the following key features:

(1) A caption, near the top of the document, identifying the court that issued the order (typically the federal district court for the District of Oregon);
(2) A signature block, near the end of the document, including the name of the person who signed the order, and identifying that individual as a judge, magistrate, clerk of court, or other person signing on behalf of a judge or magistrate, and the date of the signature; and
(3) An indication that the warrant, subpoena or order has not expired.

Examples of warrants and subpoenas are available in the Attorney General's model policies.

b. The immigration liaison shall notify the superintendent or designee of the warrant, subpoena or order and whether the warrant, subpoena or order appears on its face to be judicially authorized.

c. The immigration liaison should request a copy of the warrant, subpoena or order and transmit a copy of the warrant, subpoena or order for review by the superintendent or designee, or legal counsel.

d. The superintendent or designee shall make the final determination regarding the validity of any warrant, subpoena or order and whether, and to what extent, federal immigration will have access to district records or information, or facilities. If the superintendent or designee is uncertain as to the validity or scope of the warrant, subpoena or order, the superintendent or designee should immediately consult legal counsel or a statewide or regional education organization.

3. Approval of Response by Superintendent

a. The immigration liaison shall notify the superintendent or designee of a request related to immigration enforcement prior to responding to the request. The superintendent or designee will only honor requests from immigration enforcement officers or other agencies enforcing federal immigration laws if the request is judicially authorized. If the superintendent or designee is uncertain as to the lawfulness or scope of the request, the superintendent or designee should immediately consult legal counsel or a statewide or regional education organization prior to approving a response.

b. If the superintendent or designee determines that a response is not authorized by a judicial subpoena issued as part of a court proceeding or by another compulsory court-issued legal process, such as a warrant, the superintendent or designee shall direct the immigration liaison to decline the request.

Upon direction of the superintendent or designee, the immigration liaison shall decline the request, refer the federal immigration enforcement authorities to the superintendent or designee, and request that they leave the premises.

The immigration liaison shall ensure that the information documented pursuant to this administrative regulation is submitted to the Oregon Criminal Justice Commission as provided in ORS 181A.826.

c. If the request is accompanied by a subpoena, warrant or order that appears on its face to be judicially authorized, the superintendent or designee must review and approve the immigration liaison of district's response to the request.

The superintendent or designee shall ensure that the district's response provides no greater access to records or information, or facilities, than that required by the subpoena, warrant or order.

d. If the request involves a warrant that appears to be valid and authorizes the arrest of a particular person, the superintendent shall direct the immigration liaison to request that the arrest be conducted in a manner that is the least disruptive to the school

environment and to the person's wellbeing, which may include bringing the arrestee to the federal immigration authorities.

4. School-Sponsored Events

If federal immigration authorities appear at a school-sponsored event open to the general public (e.g., field trip, athletic event, band event), staff should document their observations, notify the immigration liaison, and follow any guidance provided by the immigration liaison. When alerted to the presence of federal immigration authorities at a school-sponsored event, the immigration liaison shall notify the superintendent or designee.

5. School Transportation/Buses

If federal immigration authorities request to board a school bus or other vehicle transportation, the driver should ask them to wait outside the bus/vehicle, close the doors, and immediately call the immigration liaison and follow any guidance provided by the immigration liaison. The immigration liaison shall notify the superintendent or designee and coordinate an approved response as outlined in this policy

6. Volunteers

The district will determine which volunteers need to receive training or materials regarding this administrative regulation.

X.C. Policy KNA-AR (2) - Federal Immigration Enforcement Request Log

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy KNA- AR (2)—Federal Immigration Enforcement Request Log—New—First Read

Background

This new administrative regulation is optional. In 2026, the Oregon Legislature adopted three bills related to federal immigration enforcement in schools: Senate Bill (SB) 1538, SB 1594, and House Bill (HB) 4079.

This administrative regulation presents a form to track federal immigration enforcement requests at a school site.

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of the new administrative regulation.

Corvallis
SCHOOL DISTRICT

Code: KNA-AR (2)
Adopted:
Revised/Readopted:

Federal Immigration Enforcement Request Log

School site: _____

Person Receiving Request: _____ Title: _____

1. Requesting Officer Information

   Officer name: _____ Badge #: _____

   Agency: _____

   Contact information: _____

2. Number of officers present: _____
3. Time, date and location of request: _____
4. Nature of the request:

   ☐ Request to enter school property ☐ Request to access school facilities or buildings
   ☐ Request to interview a student ☐ Request to interview staff member
   ☐ Request to locate a student ☐ Request to obtain student records
   ☐ Request to detain or take custody of an individual

   ☐ Other (describe): _____

5. Source of Authority for the request

   Authority cited by officer(s):

   ☐ Administrative Warrant ☐ Administrative Subpoena
   ☐ Judicial Warrant ☐ Judicial Subpoena
   ☐ Court Order ☐ Other Authority (describe): _____

   Document Presented? ☐ Yes ☐ No

If yes, identify the document and any identifying numbers: _____

Copy obtained? ☐ Yes ☐ No

6. Does the request require an immediate response? ☐ Yes ☐ No

Superintendent or Designee Review and Approval

The superintendent or designee must review the request and approve any response to a law enforcement request related to immigration enforcement.

Review Conducted By:

☐ Superintendent ☐ Superintendent's Designee

Name: _____

Title: _____

Date and Time of Review: _____

Response Authorized:

☐ Yes ☐ No ☐ Additional Legal Review Required ☐ Pending Further Information

Witnesses Present

Name	Title or Role	Contact Information
Name	Title or Role	Contact Information
Name	Title or Role	Contact Information

How the Encounter Concluded

☐ Access to school property granted ☐ Referred to School Administrator
☐ Access denied pending legal review ☐ Officers left without further action
☐ Referred to Superintendent or Designee
☐ Other (describe): _____

XI. CONSOLIDATED ACTION (8:40 p.m.)*

XI.A. Resolution No. 26-0901 - Supplemental Budget for Special Revenue Fund

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Lauren Wolfe, Director of Finance
Meeting Date: September 10, 2026

Resolution No. 26-0901: Supplemental Budget — ACTION REQUESTED

Background

Oregon's local budget law allows the district to make a supplemental budget during the fiscal year for which the original budget was adopted. The proposed supplemental budget is summarized below. Changes in appropriations for each fund do not exceed 10% of total appropriations for that fund, so a public hearing is not required prior to adoption.

Proposed changes in the **Special Revenues Fund** recognize an appropriation transfer from Contingency to Interfund Transfer. During the fiscal year, money budgeted and appropriated as contingency must be transferred to another appropriation category before it can be expended. This transfer represents 100% of the Contingency within the Special Revenues Fund, so a supplemental must be adopted. This transfer corrects the original Budget Resolution, where the $494,000 should have been listed under the Interfund Transfer category, not Contingency. This supplemental budget reflects only a technical fix, is budget-neutral, and has no net impact on the fund's overall financial position.

ACTION REQUESTED:

Accept the proposed adjustments and adopt a resolution amending appropriations in the Special Revenue Fund.

ATTACHED:

Resolution No. 26-0901

MOTION REQUESTED:

"I move that Resolution No. 26-0901 be adopted to amend appropriations in the Special Revenue Fund."

Corvallis School District 509J

Supplemental Budget for General Fund and Special Revenue Fund

Resolution No. 26-0901

WHEREAS, ORS 294.471 provides for a governing body to make supplemental budgets for the fiscal year in certain cases;

AND WHEREAS, the Special Revenue Fund requires a change in appropriations that was incorrectly stated in Resolution No. 26-0605;

BE IT RESOLVED, that the School Board of Corvallis School District 509J hereby adopts a supplemental budget to the 2026-27 budget for the Special Revenue Fund as set forth below, and that the amounts for the 2026-27 fiscal year and for the purposes shown below are hereby amended as follows:

SPECIAL REVENUES FUND

	As Adopted	Proposed	Change
Requirements			
Interfund Transfers	-	494,000	494,000
Contingency	494,000	-	(494,000)
Total Change in Requirements	**$ 494,000**	**$ 494,000**	**$ -**

Adopted by the Board of Directors of School District No. 509J (Corvallis) of Benton and Linn Counties, Oregon, at its regular meeting this 10th day of September, 2026.

ATTEST:

_____

Luhui Whitebear, Board Chair

_____

Ryan Noss, Superintendent

XI.B. Resolution No. 26-0902 - Emergency Procurement Declaration

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Kim Patten, Operations Director
Meeting Date: September 10, 2026

ACTION REQUESTED

Resolution No. 26-0902: Emergency Procurement Declaration and Documentation for Crescent Valley High School Plumbing Services

Background

The Board is the Local Contract Review Board (LCRB) for the district. The LCRB may make the written findings required by law for exemptions from competitive bidding requirements.

Pursuant to Policy DJC Bidding Requirement, ORS 279C.320(1) and ORS 279B.080, in an emergency procurement, the district is not required to follow general procurement requirements. In situations of emergency, the LCRB or designee may authorize an emergency procurement to require prompt execution of a contract to remedy the condition, which authorizes the direct award of contracts to promptly mitigate property loss, remedy active hazards, and prevent operational disruptions. The district must ensure competition for the contract that is reasonable and appropriate under the circumstances. The district must document the nature of the emergency and the method used for the selection of the contractor.

On August 22, 2026, a water leak was discovered at Crescent Valley High School, resulting in exterior water flow and localized interior entry flooding. District maintenance personnel contained the hazard by isolating the fire suppression system and deployed drying equipment to prevent further interior property damage. Subsequent work identified a damaged underground pipe beneath the exterior entrance landing requiring saw-cutting, digging, and pipe replacement.

The District directly retained HR Mechanical Services, LLC. HR Mechanical Services, LLC has previously provided plumbing services to the District and was able to respond promptly to the emergency.

This board document serves as the formal designation for emergency procurement and documentation of the nature of the emergency and the method used for the selection of the contractor to complete all necessary facility repairs.

ACTION REQUESTED:

Adopt the attached resolution authorizing the Emergency Procurement Declaration and Documentation for Crescent Valley High School Plumbing Services.

ATTACHED:

Resolution No. 26-0902

MOTION REQUESTED:

"I move that Resolution No. 26-0902 be adopted to authorize the Emergency Procurement Declaration and Documentation for Crescent Valley High School Plumbing Services."

Corvallis School District 509J
Emergency Procurement Declaration and Documentation
for Crescent Valley High School Plumbing Services
Resolution No. 26-0902

Whereas, The Board is the Local Contract Review Board (LCRB) for the district, and pursuant to ORS 279C.320(1), ORS 279B.080, and District Policy DJ, the LCRB or its designee may authorize an emergency procurement waiving standard competitive bidding requirements when emergency circumstances require immediate action; and

Whereas, On August 22, 2026, a main water line failure was discovered at Crescent Valley High School, requiring immediate containment and repair to prevent property damage and ensure facility operations, for which the District directly retained HR Mechanical Services, LLC—a firm with previous district experience capable of responding promptly;

Be It Resolved, Corvallis School District 509J approves this document as the formal emergency procurement designation—documenting the emergency conditions and selection of HR Mechanical Services, LLC.

ADOPTED by the Board of Directors of Corvallis School District 509J in Benton and Linn Counties, Oregon, at its regular meeting this 10th day of September, 2026.

ATTEST:

_____
Luhui Whitebear, Board Chair

_____
Lauren Wolfe, Deputy Clerk

XI.C. Declare Budget Committee Vacancy

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Lauren Wolfe, Finance Director
Meeting Date: September 10, 2026

Budget Committee Vacancies

ACTION REQUESTED

Background

Pursuant to board policy DBEA, "Budget Committee," and prior to October 1 each year, the board will identify vacant budget committee positions that must be filled by board appointment.

The budget committee has 14 members: seven elected school board members and seven citizens appointed to three-year terms by the board. The school board appoints citizen members by open vote as openings occur. As of September 1, staff has identified the following committee vacancies:

- Three (3) three-year term appointments, due to the completion of terms by Jessica Munster and Seth Purcell, along with the vacant District Diversity Equity and Inclusion (DEDI) Committee representative.

In accordance with OAR 581-022-2307, the District is seeking at least one member of the District Diversity Equity and Inclusion (DEDI) Committee to serve on the Budget Committee, and current DEDI Committee members will be given priority during the appointment process. DEDI representation on the Budget Committee helps align the district's equity lens with financial processes, increasing understanding of fiscal priorities and strengthening underrepresented voices. This ensures budgets reflect equity and provides greater accountability to students, families, and communities.

Openings on the Budget Committee will be advertised through customary district communication channels; committee members completing terms are eligible for re-appointment should they apply. The recruitment schedule for these budget committee vacancies is proposed as follows:

- September 10, 2026– publicly identify vacant budget committee positions and approve recruitment calendar
- Mid-September to mid-October 2026 – advertise budget committee vacancies and solicit applications
- October 29, 2026 – deadline for first review of applications (positions are open until filled)
- November 5, 2026 – appoint budget committee members during board meeting

MOTION REQUESTED:

"I move that the Board identifies four vacancies on the 2027 Budget Committee and approves the recruitment schedule, as presented by staff."

XI.D. Minutes

XI.D.1. June 18, 2026

Corvallis SCHOOL DISTRICT

Thursday, June 18, 2026

MINUTES

Regular Meeting of the
BOARD OF DIRECTORS
Corvallis School District 509J

I. CALL TO ORDER AND ROLL CALL

The meeting was called to order at 6:31 p.m. in the Corvallis School District Board Room, 1555 SW 35th Street, Corvallis, OR 97333. The secretary recorded those present as listed below. A quorum was present, and due notice had been published.

BOARD MEMBERS PRESENT	EXECUTIVE STAFF PRESENT
Luhui Whitebear, Ph.D., Chair	Ryan Noss, Ed.D., Superintendent
Shauna Tominey, Ph.D., Co-Vice Chair	Melissa Harder, Assistant Superintendent
Sami Al-Abdrabbuh, Ph.D.	Kim Patten, Operations Director
Chris Hawkins	Lauren Wolfe, Finance Director
Bernie Wang	Byron Bethards, Ed.D., SG&E Director
Judah Largent	
BOARD MEMBERS EXCUSED	
Terese Jones, Ph.D., Co-Vice Chair	

II. ACKNOWLEDGMENT OF PRIDE MONTH

Board Members collectively read aloud Resolution No. 22-0501, Acknowledgement of Pride Month, which highlights the contributions of LGBTQI2S+ people to the nation, world, and local community. (The document is available online with the meeting information packet and will be archived in the 2025-26 board records.)

III. ACKNOWLEDGMENT OF CARIBBEAN AMERICAN HERITAGE MONTH

Board Members collectively read aloud Resolution No. 24-0501 Acknowledgement of Caribbean American Heritage Month, and highlighted that every student must be celebrated and appreciated for the distinct and vibrant contributions made by sharing cultures, language, ideas, beliefs, and values within a school community. (The document is available online with the meeting information packet and will be archived in the 2025-26 board records.)

DRAFT

IV. BOARD MEMBER REPORTS

Director Al-Abdrabbuh celebrated his 10th year attending district graduations and thanked the community for supporting students. He also reported that, through his work with the National School Boards Association, he visited Capitol Hill and U.S. Representative Suzanne Bonamichi to advocate for public education, attended a congressional education subcommittee hearing, and connected with local congressional representatives.

Director Wang congratulated the CSD theater program on their entertaining performance of *Clue* and commended Brandy Douglas for facilitating a thought-provoking year-end District Equity Committee meeting.

Director Largent extended congratulations to all district graduates, noting that he was only able to attend the College Hill ceremony due to a severe migraine.

Director Hawkins attended multiple commencement events, the Franklin promotion, and the Bridges garden party. She recognized retiring director Rick Wallace at the Corvallis Public School Foundation celebration and met with city council and planning officials to discuss housing development on the north side of town.

Co-Vice Chair Tominey celebrated several year-end student achievements, including the Garfield/Linus Pauling Mariachi concert, the CVHS Ensemble's fifth-place state finish, and the national Speech and Debate competitors. She also participated in the year's final Innovation Team and District Equity Committee meeting and attended several personalized, culturally specific graduations.

Chair Whitebear attended multiple graduations (including DLI and Native student celebrations), the Indian Education Literacy Night, the Corvallis Public School Foundation meeting, and toured the Jackson Street Youth Shelter. Additionally, she met with district auditors for the annual audit and thanked district PTAs and staff for inviting Board members to school events.

V. SUPERINTENDENT'S REPORT

Dr. Noss read from a written report and highlighted district graduations, honored 25 district retirees, and shared that summer meals are up and running. (The document and slides are posted online with the information packet of this meeting and will be archived with the official 2025-26 board records.)

VI. PUBLIC HEARING FOR PUBLIC TESTIMONY ON THE 2026-27 BUDGET

There were no public comments on the 2026-27 Budget.

VII. RESOLUTION NO. 26-0605: ADOPT BUDGET, MAKE APPROPRIATIONS, IMPOSE PROPERTY TAXES, AND CATEGORIZE TAXES

DRAFT

Finance Director Lauren Wolfe was available to answer questions regarding the resolution and budget document. (The documents are posted online with the information packet of this meeting and will be archived with the official 2025-26 board records.)

MOTION:
It was moved by Director Largent and seconded by Director Al-Abdrabbuh that Resolution No. 26-0605 be adopted to adopt the budget, make appropriations, impose property taxes, and categorize taxes for the 2026-27 fiscal year.

Discussion ensued, with gratitude expressed to the budget committee members for their commitment and dedication and to the district administrative team for providing excellent, clear budget materials.

Sami Al-Abdrabbuh:	Yea
Chris Hawkins:	Yea
Terese Jones:	Absent
Judah Largent:	Yea
Shauna Tominey:	Yea
Bernie Wang:	Yea
Luhui Whitebear:	Yea

The motion passed unanimously. Yea: 6, Nay: 0, Absent: 1

VIII. PUBLIC COMMENT

Michael Eller, a CSD parent, thanked the Board for its advocacy regarding Mt. View water and advocated for rebuilding trust following consolidation. (Mr. Eller's full statement is posted in the meeting information packet and will be archived in the 2025-26 board records.)

IX. RATIFY CONTRACT WITH CORVALLIS EDUCATION ASSOCIATION (CEA)

Before the meeting, Assistant Superintendent Melissa Harder had provided the newly negotiated two-year licensed contract (running through 2028) for Board ratification, noting that negotiations were successfully finalized ahead of schedule in June. (The document is posted online with the information packet of this meeting and will be archived with the official 2025-26 board records.)

Ms. Harder shared some key provisions of the agreement, including:

- **Workload & Leave:** Establishes a Memorandum of Agreement (MOA) to collaboratively design a workload matrix over the next two years (with interim

funding for immediate relief), adds four weekly 45-minute protected prep periods for elementary staff, and increases annual personal leave to five days.

- **Compensation:** Redesigns the salary schedule to elevate entry-level teacher pay, paired with a 2.3% cost-of-living adjustment (COLA) in year one and a 3% COLA in year two.
- **Artificial Intelligence (AI):** Guarantees that staff will not be mandated to use AI, protects evaluations from being written by AI, and grants licensed staff representation on the Instructional Technology Committee to help shape future Board AI policies.

MOTION:
It was moved by Director Al-Abdrabbuh and seconded by Director Wang to approve the collective bargaining agreement with Corvallis Education Association for 2026-2028.

Sami Al-Abdrabbuh:	Yea
Chris Hawkins:	Yea
Terese Jones:	Absent
Judah Largent:	Yea
Shauna Tominey:	Yea
Bernie Wang:	Yea
Luhui Whitebear:	Yea

The motion passed unanimously. Yea: 6, Nay: 0, Absent: 1

X. BIAS REPORTING UPDATE

Assistant Superintendent Harder had provided a written report to the Board for review before the meeting. She reported that the update did not reflect a full year and that a more comprehensive report would be shared in the fall. (The document is posted online with the information packet of this meeting and will be archived with the official 2025-26 board records.)

Discussion ensued regarding additional data points and anti-bias work in athletics and school culture.

XI. WATER TESTING UPDATE

Operations Director Kim Patten shared a report for review before the meeting. Discussion ensued regarding Mountain View's water safety improvements and ongoing testing

DRAFT

schedule. (The document is posted online with the information packet of this meeting and will be archived with the official 2025-26 board records.)

XII. CONSOLIDATED ACTION

(The documents are posted online with the information packet of this meeting and will be archived with the official 2025-26 board records.)

MOTION:
It was moved by Director Al-Abdrabbuh, and seconded by Director Largent, to adopt the consolidated action items as submitted.

Sami Al-Abdrabbuh:	Yea
Chris Hawkins:	Yea
Terese Jones:	Absent
Judah Largent:	Yea
Shauna Tominey:	Yea
Bernie Wang:	Yea
Luhui Whitebear:	Yea

The motion passed unanimously. Yea: 6, Nay: 0, Absent: 1

A. **2027-28 School Calendar - Second Read**
B. **Resolution No. 26-0606: Designation of District Officer, Clerks, Agents, and Depositories of Funds (2026-27) Organizational Resolution**
C. **Resolution No. 26-0601: Annual Self-Certification to Increase Federal Micro-Purchase Threshold**
D. **Resolution No. 26-0602: Authorize Public Notice of Bids or Proposals to Be Published Electronically**
E. **Resolution No. 26-0603: Personal Services Contracts Designation and Exemption**
F. **Resolution No. 26-0604: Increase School Construction Excise Tax Rates**
G. **2026-27 Insurance Renewals**
H. **Minutes - May 7, 2026**
I. **Licensed Personnel Action**

XIII. CONSOLIDATED INFORMATION

(The document is posted online with the information packet of this meeting and will be archived with the official 2025-26 board records.)

DRAFT

The Board pulled items XIII A. and B. for discussion.

A. **Financials - unaudited (April)**
B. **Virtual Charter School Enrollment**

XIV. ELECTION OF 2026-27 SCHOOL BOARD OFFICERS (EFFECTIVE JULY 1, 2026)

Co-Vice Chair Tominey nominated Chair Whitebear to continue as Board chair. Chair Whitebear accepted the nomination. No other nominations were received.
The Board voted by acclamation, and the motion passed unanimously.

Director Largent nominated Director Hawkins for the first of the two open positions of Board Vice Chair. Director Hawkins accepted the nomination. No other nominations were received.
The Board voted by acclamation, and the motion passed unanimously.

Director Hawkins nominated Director Largent for the second of the two open positions of Board Vice Chair. Director Largent declined the nomination.

Director Al-Abdrabbuh nominated Director Tominey for the second of the two open positions of Board Vice Chair. Director Tominey accepted the nomination.
The Board voted by acclamation, and the motion passed unanimously.

XV. BOARD MEMBER COMMENTS

Director Largent suggested that the board prioritize developing an AI policy for the upcoming school year. Emphasizing the need to carefully examine the role of technology and screen time in students' lives, Largent expressed gratitude for the community's shared information and the board's ongoing research into the matter.

Director Hawkins expressed deep gratitude for the graceful and patient leadership of Luhui, Therese, and Shauna during a challenging year. She also raised the urgent need for the board to identify concrete, actionable strategies to rebuild community trust, noting that while previous methods like coffee hours were used during consolidation talks, the board needs to determine the most effective next steps for genuine engagement.

Director Al-Abdrabbuh reflected on a difficult but productive year, expressing confidence that the hard decisions made will ultimately leave students in a better place. Highlighting the distinction between community disagreement and outright mistrust, he stressed the importance of actively engaging underserved populations—such as attending the upcoming NAACP Juneteenth gathering—and noted that while the district performs exceptionally well compared to others nationwide, the focus must remain on continuous improvement.

Co-Vice Chair Tominey wished staff and students a restful and joyful summer, acknowledging recent graduations and promotions. Recognizing that the summer months can bring instability and hardship for some families, she praised the district's summer meal and support programs for maintaining vital connections and thanked the board members for their dedicated volunteer hours.

Chair Whitebear reminded the board to read *The Future is Disabled* for their August retreat, where they will also work with Kristen Miles on strategies for maintaining and rebuilding community trust. Acknowledging the emotional complexity—both a sense of loss and excitement—surrounding the upcoming restructuring of the district's K-6, K-8, and junior high schools, she emphasized the importance of staying student-centered amidst broader statewide K-12 budgetary challenges and concluded by thanking the board for trusting her to serve a final year as Chair.

XVI. ADJOURNMENT

With no further business, the meeting was adjourned at 8:32 PM.

_____ _____

Luhui Whitebear, Ph.D., Board Chair Ryan Noss, Ed.D., Superintendent

Prepared By: Kim Nelson

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DRAFT

Corvallis SCHOOL DISTRICT

Wednesday, July 1, 2026

MINUTES

Special Meeting of the
BOARD OF DIRECTORS
Corvallis School District 509J

I. CALL TO ORDER

The meeting was called to order at 6:45 p.m. in the Corvallis School District Board Room, 1555 SW 35th Street, Corvallis, OR 97333. The secretary recorded those present as listed below. A quorum was present, and due notice had been published.

BOARD MEMBERS PRESENT	EXECUTIVE STAFF PRESENT
Luhui Whitebear, Ph.D., Chair	Ryan Noss, Ed.D. Superintendent
Terese Jones, Ph.D., Co-Vice Chair	Melissa Harder, Assistant Superintendent
Shauna Tominey, Ph.D., Co-Vice Chair	Kim Patten, Operations Director
Sami Al-Abdrabbuh, Ph.D.	Lauren Wolfe, Finance Director
Chris Hawkins	Byron Bethards, Ed.D., SG&E Director
Bernie Wang	
BOARD MEMBERS EXCUSED	
Judah Largent	

II. EXECUTIVE SESSION

Chair Whitebear stated that the Board met at 5:15 p.m. in Executive Session pursuant to ORS 192.660(2):(f) to consider information or records that are exempt by law from public inspection;(b) to hear complaints or charges brought against a public officer, employee, staff member, or individual agent; and (h) to consult with legal counsel regarding current litigation or litigation likely to be filed. She stated that the news media was allowed to attend, no decision was made, and that all matters discussed in executive Session are to remain confidential.

III. ACTION ON MATTERS DISCUSSED IN EXECUTIVE SESSION

Chair Whitebear called for motions on the matters discussed in Executive Session.

MOTION #1:
Co-Vice Chair Hawkins moved, and Director Al-Abdrabbuh seconded, that the Board not hold a hearing on Complaint #1.

DRAFT

Sami Al-Abdrabbuh:	Yea
Chris Hawkins:	Yea
Terese Jones:	Yea
Judah Largent:	Absent
Shauna Tominey:	Yea
Bernie Wang:	Yea
Luhui Whitebear:	Yea

The motion passed unanimously. Yea: 6, Nay: 0, Absent: 1

MOTION #2:
Director Al-Abdrabbuh moved, and Director Wang seconded that the board not hold a hearing on Complaint # 2.

Sami Al-Abdrabbuh:	Yea
Chris Hawkins:	Yea
Terese Jones:	Yea
Judah Largent:	Absent
Shauna Tominey:	Yea
Bernie Wang:	Yea
Luhui Whitebear:	Yea

The motion passed unanimously. Yea: 6, Nay: 0, Absent: 1

IV. CONTRACT AWARD OSBORN AQUATIC CENTER STRUCTURAL ROOF REPAIR

Operations Director Kim Patten and Finance Director Lauren Wolfe were available to answer questions regarding the contract that had been provided to the Board before the meeting. (The board report is posted online with the informational packet of this meeting and will be filed with the official 2026-27 Board records.)

MOTION:
Director Al-Abdrabbuh moved, and Director Jones seconded, that the Board of Directors authorize the District to enter into a contract with Eagle Mountain Construction, Inc. for the Osborn Aquatic Center Structural Roof Repairs for an amount not to exceed $5,750,000.00, and direct staff to continue efforts to secure the remaining necessary funding for the project.

Sami Al-Abdrabbuh:	Yea

Chris Hawkins:	Yea
Terese Jones:	Yea
Judah Largent:	Absent
Shauna Tominey:	Yea
Bernie Wang:	Yea
Luhui Whitebear:	Yea

The motion passed unanimously. Yea: 6, Nay: 0, Absent: 1

V. ADJOURNMENT

With no further business, the meeting was adjourned at 6:57 PM.

_____ _____

Luhui Whitebear, Ph.D., Board Chair Ryan Noss, Ed.D., Superintendent

Prepared By: Kim Nelson

DRAFT

XI.D.3. August 12, 2026

Corvallis SCHOOL DISTRICT

Wednesday, August 12, 2026

MINUTES

Retreat and Special Meeting of the
BOARD OF DIRECTORS
Corvallis School District 509J

I. CALL TO ORDER

The meeting was called to order at 8:13 a.m. in the Corvallis School District Board Room, 1555 SW 35th Street, Corvallis, OR 97333. The secretary recorded those present as listed below. A quorum was present, and due notice had been published.

BOARD MEMBERS PRESENT	EXECUTIVE STAFF PRESENT
Luhui Whitebear, Ph.D., Chair	Ryan Noss, Superintendent
Shauna Tominey, Ph.D., Co-Vice Chair	Melissa Harder, Assistant Superintendent
Chris Hawkins, Co-Vice Chair	Lauren Wolfe, Finance Director
Sami Al-Abdrabbuh, Ph.D.	Byron Bethards, Ed.D., SG&E Director
Judah Largent	
Bernie Wang (joined at 8:30 a.m.)	
BOARD MEMBERS EXCUSED	
Terese Jones, Ph.D.	

II. WORK SESSION WITH OREGON SCHOOL BOARDS ASSOCIATION

Kristen Miles, Director of Board Development with Oregon School Boards Association, facilitated the discussion. (The work session agenda and slides are posted online with the informational packet of this meeting and will be filed with the official 2026-27 Board records.)

The board reflected on recent progress, challenges, and perceptions surrounding their work. Key insights included:

- Maintaining community trust by ensuring board goals and values remain visible through challenging and controversial decisions.
- Communicating how decisions are made – sharing data, research, and community input – can shift community perception positively and foster a deeper understanding of board actions.
- There is a difference between education (informing the community on what and why) and advocacy (persuading for a position); clear communication of intentions is very important to better manage public perception.

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- The concept of a uniform versus a unified board was emphasized: board members may disagree but must collectively support decisions after votes to maintain a healthy governance culture.
- Trust, respect, and communication were identified as foundational pillars allowing effective governance and community confidence.

Chair Whitebear was excused from the meeting for a work commitment and returned to the retreat during lunch.

III. LUNCH

At 11:00 a.m., Co-Vice Chair Tominey called for a recess for lunch. The meeting reconvened at 12:09 p.m. No formal action or board discussion took place during the recess.

IV. BOOK STUDY - THE FUTURE IS DISABLED: PROPHECIES, LOVE NOTES AND MOURNING SONGS

Director Largent facilitated a discussion on the book The Future is Disabled. The discussion centered on disability justice, challenging traditional compliance-driven models in favor of a culture of collective care and systemic inclusion. Board members explored how practices originating from the disability community benefit all students and imagined a future where personalized education plans are universally accessible rather than deficit-based or administratively cumbersome.

V. RESOLUTION NO 26-0801 CALLING MEASURE ELECTION

Finance Director Lauren Wolfe joined the meeting to present Resolution 26-0801 to renew the Local Option Levy for five years. She highlighted the levy's impact, the essential programs the funds support, and answered Board questions. (The report and slides are posted online with the informational packet of this meeting and will be filed with the official 2026-27 Board records.)

MOTION:
It was moved by Director Largent and seconded by Co-Vice Chair Hawkins that Resolution No. 26-0801 be adopted to call a measure election on November 3, 2026, to submit to the electors of the district the question of authorizing a five-year local option levy renewal.

Sami Al-Abdrabbuh:	Yea
Chris Hawkins:	Yea
Terese Jones:	Absent
Judah Largent:	Yea

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Shauna Tominey:	Yea
Bernie Wang:	Yea
Luhui Whitebear:	Yea

The motion passed unanimously. Yea: 6, Nay: 0, Absent: 1

VI. CONSOLIDATED ACTION

(The documents are posted online with the information packet of this meeting and will be archived with the official 2026-27 board records.)

MOTION:
Director Al-Abdrabbuh moved, and Co-Vice Chair Tominey seconded, to ratify the 2026-27 actions taken by the Board at the June 18, 2026, board meeting.

Sami Al-Abdrabbuh:	Yea
Chris Hawkins:	Yea
Terese Jones:	Absent
Judah Largent:	Yea
Shauna Tominey:	Yea
Bernie Wang:	Yea
Luhui Whitebear:	Yea

The motion passed unanimously. Yea: 6, Nay: 0, Absent: 1

A. Ratify 2026-27 Organizational actions

VII. ADJOURNMENT

With no further business, the meeting was adjourned at 1:51 p.m.

_____ _____

Luhui Whitebear, Ph.D., Board Chair Ryan Noss, Ed.D., Superintendent

Prepared By: Kim Nelson

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XI.E. Licensed Personnel Action

Corvallis SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder, Human Resources Director
Meeting Date: Sept 2026

Licensed Personnel Action

ACTION REQUESTED

Recommendation to Hire

Name	Position	FTE	Building	Start Date	Contract Status
Ahmed, Ahmed	PE/Elementary Specialist	1.0	Mt. View School	8/26/2026	Temporary Teacher
Bader, Gabriel	Language Art	.33	Corvallis High	9/2/2026	Temporary Teacher
Bean, Hannah	Music/Elementary Specialist	.6	Mt. View School	8/26/2026	Probationary Teacher, 1st Year
Carroll, Ivory	Language Arts- Jr High	1.0	Corvallis Jr High	8/26/2026	Temporary Teacher
Desmond, Louise	Kindergarten Teacher	1.0	Kathryn Jones Harrison Elementary	8/26/2026	Probationary Teacher, 1st Year
Farr, Trinity	Language Arts-Jr High	.58	Corvallis Jr High	8/26/2026	Probationary Teacher, 1st Year
Garcia-Perez, Jullissa	Fifth Grade-Bilingual	1.0	Garfield Elementary	8/26/2026	Probationary Teacher, 1st Year
Guernsey, Paul	Sustainability Specialist	.5	District Office	8/3/2026	Probationary Non-Rep
Kaziboni, Ariko	Sixth Grade-English	1.0	Garfield Elementary	8/26/2026	Probationary Teacher, 1st Year
Larson, Amanda	Title 1 Reading Teacher	.2	District Office	9/2/2026	Temporary Teacher
Luna, Rose	First Grade-Bilingual	1.0	Lincoln Elementary	8/26/2026	Probationary Teacher, 1st Year
Miller, Kyle	Special Education-Wings	1.0	Crescent Valley High	8/26/2026	Probationary Teacher, 1st Year
Phillips, Kimberly	Fifth/Sixth Grade Teacher	1.0	Franklin K-8 School	8/26/2026	Probationary Teacher, 1st Year

Corvallis
SCHOOL DISTRICT

Snell, Jillian	Intervention Specialist	1.0	Adams Elementary	8/26/2026	Temporary Teacher
Watson, Madison	Speech Language Pathologist	1.0	Kathryn Jones Harrison Elementary	8/26/2026	Probationary Teacher, 1st Year
Winters, Elizabeth	Special Education Teacher	1.0	Bessie Coleman Elementary	8/26/2026	Temporary Teacher
Wolf, Rachel	Fifth Grade Teacher	1.0	Adams Elementary	8/26/2026	Probationary Teacher, 2nd Year

Resignation/Retirement

Name	Position	FTE	Building	Effective	Notes
Jensen, Aurora	School Counselor	1.0	Adams Elementary	8/31/2026	Resignation
Knudsen, Daniel	Fifth Grade-Bilingual	1.0	Garfield Elementary	6/30/2026	Resignation
Marks-Peterson, Lucas	Social Studies and Partial Layoff	1.0	Corvallis High	6/30/2026	Resignation
McDonald, Scot	Physical Education	1.0	Crescent Valley High	7/1/2026	Retirement
Wakefield, Emily	Special Education Teacher	1.0	Adams Elementary	6/30/2026	Resignation

MOTION REQUESTED:

"I move to approve the Licensed Personnel action as submitted."

XII. CONSOLIDATED INFORMATION

XII.A. Board Policies -- **FOR INFORMATION**

XII.A.1. Policy CBG - Evaluation of the Superintendent

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy CBG—Evaluation of the Superintendent—Revision—First Read

Background

Revision of Policy CBG is required. There have been several changes to Oregon Public Meetings laws over the last few years. These include statutes from the Oregon Legislature and rules from the Oregon Government Ethics Commission. This policy is updated to include language that matches the new laws.

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of revisions.

Corvallis SCHOOL DISTRICT

Code: CBG
Adopted: 11/5/24
Revised/Readopted:

Evaluation of the Superintendent

The Board will formally evaluate the superintendent's job performance at least once each year. The evaluation will be based on the superintendent's administrative job description, any applicable standards of performance, Board policy, and progress in attaining any goals for the year established by the superintendent and/or the Board.

Additional criteria for the evaluation, if any, will be developed at a public board meeting prior to conducting the evaluation. The superintendent will be notified of the additional criteria prior to the evaluation.

The Board's discussion and conferences with and about the superintendent and their performance will be conducted in an executive session unless the superintendent requests a session open to the public[1]. Such an executive session will not include a general evaluation of any district goal, objective, ~~or operation~~ or of any directive to personnel concerning district goals, objectives, operations, or programs. Results of the evaluation will be written and placed in the superintendent's personnel file.

At the Board's discretion, it may notify the superintendent in writing of specific areas to be remedied, and the superintendent may be given an opportunity to correct the problem(s). Where the Board provided written notice pursuant to the prior sentence, if the Board determines the superintendent's performance remains unsatisfactory, the Board may dismiss or non-renew the superintendent pursuant to Board policy, the superintendent's employment contract, and state law and rules. In those situations where the superintendent's employment contract includes an evaluation, dismissal, or non-renewal provision, it shall take precedent over this policy.

END OF POLICY

[1] Notice must be provided to the superintendent in accordance with OAR 199-0040-0030. The superintendent must receive written notice of the meeting no less than one business day or 24 hours, whichever is greater, in advance of the meeting. The notice must include:

a. Identification of the Board;
b. The time, date and location of the meeting;
c. The purpose for which the Board proposes to convene the executive session, including the citation to the applicable section of ORS 192.660 and the fact that the Board will be reviewing and evaluating the performance of the superintendent; and
d. Information on how the superintendent may make a request for an open hearing.

Legal Reference(s):

ORS 192.660 ~~(2), (8)~~
ORS 332.107
ORS 332.505
OAR 581-022-2405
OAR 199-040-0027
OAR 199-040-0030

Hanson v. Culver Sch. Dist. (FDAB 1975).

XII.A.2. Policy GBA - Equal Employment Opportunity

Corvallis SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy GBA—Equal Employment Opportunity—Revision—First Read

Background

This is a required revision. Senate Bill 808 (2025) amended ORS 408.225, 408.230, and 408.235. These statutes describe issuing preference to veterans and disabled veterans during the hiring or promotion process.

As a result, board policy GBA – Equal Employment Opportunity and administrative regulation GBA-AR – Veteran and State Servicemember Preference have been updated to reflect SB 808 and to account for the four different employment preferences now allowed under Oregon law, effective January 1, 2026.

Additionally, OAR 581-022-2405 requires districts to have policies regarding equal employment opportunities and affirmative action. Language has been added to more clearly meet these requirements.

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of revisions.

Corvallis SCHOOL DISTRICT

Code: GBA
Adopted: 7/91
Revised/Readopted: 4/12/99, 8/15/05, 9/12/05, 12/10/07, 5/4/09, 12/13/10, 2/6/20, 2/3/22
Original Code: 3110

Equal Employment Opportunity

Equal employment opportunity and treatment shall be practiced by the district regardless of race[1], color, religion, sex, sexual orientation, gender identity, gender expression, national origin, marital status, pregnancy, childbirth or a related medical condition, age, veterans' status~~[2]~~, service in a uniformed service, familial status, genetic information, an individual's juvenile record that has been expunged, and disability if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

The district administers preference in hiring or promotion decisions in accordance with Oregon law for applicants claiming preference as a veteran, disabled veteran, state servicemember, or former state servicemember.

The superintendent will appoint an employee to serve as the officer in charge of compliance with the Americans with Disabilities Act, and the Americans with Disabilities Act Amendments Act (ADA), and Section 504 of the Rehabilitation Act. The superintendent will also designate a Title IX coordinator to comply with the requirements of Title IX of the Education Amendments. The Title IX coordinator will investigate complaints communicated to the district alleging noncompliance with Title IX. The name, address, and telephone number of the Title IX coordinator will be ~~provided~~ communicated to all students, parents of students, and employees through handbooks and will be published on the district website.

The superintendent will develop other specific ~~recruiting~~, recruitment, interview~~ing~~, and evaluation procedures ~~as are~~ necessary to implement this policy. These procedures will seek to provide an equal employment opportunity and eliminate the effects of past and present discrimination, intended or unintended, on the basis of race, religion, national origin, age, sex, marital status, or physical or mental disabilities.

END OF POLICY

[1] Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001 ~~(as amended by House Bill 2935 (2021))~~.

[2] ~~The district grants a preference in hiring and promotion to veterans and disabled veterans. A veteran is eligible to use the preference any time when applying for a position at any time after discharge or release from service in the Armed Forces of the United States.~~

Legal Reference(s):

ORS 174.100
~~ORS 243.317 – 243.323~~
ORS 326.051
ORS 332.505
~~ORS 342.934~~
ORS 408.225 – 408.237
~~ORS 408.230~~
~~ORS 408.235~~
ORS 652.210 - 652.220
ORS 659.850
ORS 659A.003
ORS 659A.006
ORS 659A.009
ORS 659A.029
ORS 659A.030
~~ORS 659A.040~~
ORS 659A.082
ORS 659A.109
ORS 659A.112
ORS 659A.147
~~ORS 659A.233~~
~~ORS 659A.236~~
~~ORS 659A.309~~
~~ORS 659A.321~~
~~ORS 659A.409~~
ORS 659A.820

OAR 581-021-0045
OAR 581-022-2405
~~OAR 839-003-0000~~
OAR 839-006-0435 - 0480
~~OAR 839-006-0440~~
~~OAR 839-006-0450~~
~~OAR 839-006-0455~~
~~OAR 839-006-0460~~
~~OAR 839-006-0465~~

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (~~2018~~ 2024).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, et. seq. (~~2018~~ 2024).
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (~~2018~~ 2024); 29 C.F.R Part 1626 (~~2019~~ 2025).
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (~~2018~~ 2024).
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (~~2018~~ 2024).
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 794 (~~2018~~ 2024); 34 C.F.R. Part 104 (~~2019~~ 2025).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, ~~1701, 1703-1705, 1720~~ (~~2018~~ 2024); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).
Americans with Disabilities Act ~~of 1990~~/Americans with Disabilities Act Amendments Act, 42 U.S.C. §§ 12101-12213 (~~2018~~ 2024); 29 C.F.R. Part 1630 (~~2019~~ 2025); 28 C.F.R. Part 35 (~~2019~~ 2025).
~~Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).~~
~~Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018).~~
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, 38 U.S.C. § 4212 (~~2018~~ 2024).
Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff-1 (~~2018~~ 2024).
~~Chevron USA Inc. v. Echazabal, 536 U.S. 736 (2002).~~
Uniformed Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. §§ 4301-4303, 4311 (~~2018~~ 2024).
~~House Bill 2935 (2021)~~
~~House Bill 3041 (2021)~~

XII.A.3. Policy GBA-AR - Veteran and State Servicemember Preference

Corvallis SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy GBA-AR—Equal Employment Opportunity—New—First Read

Background

This new AR is highly recommended. Senate Bill 808 (2025) amended ORS 408.225, 408.230, and 408.235. These statutes describe issuing preference to veterans and disabled veterans during the hiring or promotion process.

As a result, administrative regulation GBA-AR – Veteran and State Servicemember Preference has been updated to reflect SB 808 and to account for the addition of state servicemembers and former state servicemembers to the group eligible for employment preference.

The administrative regulation provides specific information about how to qualify for a preference and certify eligibility for the preference. Corvallis School District's recruiting and hiring practices have been adjusted to reflect these changes.

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of the new administrative regulation.

Corvallis
SCHOOL DISTRICT

Code: GBA-AR
Adopted:
Revised/Readopted:

Veteran and State Servicemember Preference

Oregon law requires the district to grant a preference to qualified and eligible veterans, disabled veterans, state servicemembers, and former state servicemembers at each stage during the hiring or promotion process who claim a preference. To be **qualified** for preference, an applicant must meet the minimum qualifications and any other special qualifications required for the position sought. To be **eligible** for preference[1], an applicant must provide certification that they are a veteran, disabled veteran, state servicemember, or former state servicemember as defined by Oregon law[2].

The district is not obligated to hire or promote a qualified and eligible veteran, disabled veteran, state servicemember, or former state servicemember. The district is obligated to interview all minimally qualified veterans or disabled veterans, and is also obligated to hire or promote a qualified or eligible veteran, disabled veteran, state servicemember, or former state servicemember if the individual is equal to or better than the top candidate after the preference has been applied.

All job postings or announcements will include a concise list of minimum qualifications and any special qualifications required for the position. Job postings will include a statement that the district's policy is to provide a preference as required by Oregon law, and the job posting will require applicants to provide certification[3] of eligibility for preference, in addition to other requested materials.

In the event the district chooses not to appoint an applicant covered by this administrative regulation, the district shall provide the reasons it chose not to appoint the applicant for the position upon a written request from the applicant.

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[1] See Oregon Revised Statute (ORS) 408.235.
[2] See Oregon Revised Statute (ORS) 408.225 for definitions of veteran, disabled veteran, state servicemember, or former state servicemember.
[3] An applicant claiming veteran's or disabled veteran's preference will submit a copy of their Certificate of Release or Discharge from Active Duty (DD Form 214 or 215) or a certification that the veteran is expected to be discharged or released from active duty under honorable conditions not later than 120 days after the submission of the certification. A disabled veteran may also submit a copy of their letter from the U.S. Department of Veterans Affairs, unless the information is included in the DD Form 214/215 or a certification that the veteran is expected to be medically separated from active duty under honorable conditions not later than 120 days after the submission of the certification. (OAR 839-006-0465) An applicant claiming to be a former state servicemember must meet the definition of "former state servicemember." An applicant is treated as a former state servicemember if they meet the definition, except for the requirement that the applicant was discharged or released under honorable conditions and submits certification that the individual is expected to be discharged or released from Oregon National Guard under honorable conditions no later than 120 days after the submission of the certification. (ORS 408.235).

Filing a Complaint

A veteran, disabled veteran, state servicemember or former state servicemember is encouraged to contact Human Resources if there are any concerns or questions concerning the application of or the process used for preference.

END OF POLICY

XII.A.4. Policy GBDA - Expression of Milk in the Workplace

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy GCBD/GDBD—Expression of Milk in the Workplace—Revision—
First Read

Background

This is a required revision. Due to recent changes in the district, including the closure of Letitia Carson Elementary and Cheldelin Middle School, the renaming of Corvallis Junior High School, and the addition of the Bridges Program, Policy GBDA, last updated in 2020, needs updated locations for all buildings in the district.

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of revisions.

Corvallis SCHOOL DISTRICT

Code: GBDA
Adopted: 12/10/07
Revised/Readopted: 9/13/10, 6/17/13, 1/9/20

Expression of Milk in the Workplace

When possible, an employee must give reasonable notice of the intent to express milk to their direct supervisor. The district shall provide the employee a reasonable rest period to express milk each time the employee has a need to express milk. If feasible, the employee will take the rest period at the same time as the rest periods or meal periods provided by the district.

The district will make a reasonable effort to provide a location, other than a public restroom or toilet stall, in close proximity to the employee's work area, where an employee can express milk in private, concealed from view and without intrusion by other employees or the public.

The following locations have been identified in each facility for milk expression:

1. District Office & Bridges;
   (a) District Office Main Building: ~~Room across from Food Service office~~. Room across from the Nursing Department.
   (b) Bridges: Madrone (Family Advocate Room)

2. Elementary and K-8 Schools;
   (a) Adams Elementary: ~~RTI office across from counseling office in north hall.~~ Wellness Room 8D.
   (b) Franklin K-8: ~~Front office restroom/vestibule next to administration office.~~ Wellness Room in Staff Lounge.
   (c) Garfield Elementary: ~~Room 26 located in east wing, next to administrative offices.~~ Room 76.
   (d) ~~Hoover~~ Bessie Coleman Elementary: ~~Counseling room in front office.~~ Wellness Room 120.
   (e) ~~Jefferson~~ Kathryn Jones Harrison Elementary: ~~Room across from Annex 3 by front office.~~ Wellness Room 8D.
   (f) Lincoln Elementary: ~~Room 129 located next to front office.~~ Room 118.
   (g) Mt. View ~~Elementary~~: ~~Former office located in the center hallway, past staff room.~~ Room 9H.
   ~~(h) Wilson Elementary: Office located next to counseling center.~~

3. ~~Middle Schools~~; Junior High School
   ~~(a) Cheldelin Middle School: Room located next to staff restrooms off staff break room.~~
   ~~(b) Linus Pauling Middle School: Former office near administrative offices and copy room.~~
   Corvallis Junior High School: ~~Office near administrative offices and copy room~~. Office Room 7.

4. High Schools;

(a) College Hill/Harding Center Alternative Center: ~~Room 15, 2nd floor next to CIMC.~~ Conference Room 207.

(b) Corvallis High School: Room 210~~B, 2nd floor within staff work/break room.~~

(c) Crescent Valley High School: Room C8, staff room in Wing C.

An employee who expresses milk during work hours may use the available refrigeration to store the expressed milk. The district must allow the employee to bring a cooler or other insulated food container to work for storing the expressed milk and ensure there is adequate space in the workplace to accommodate the employee's cooler or insulated food container.

This policy and the list of designated locations is published in the employee handbook. The list of designated locations is available upon request in the central office of each school facility and in the district's central office.

This policy only applies to employees who are expressing milk for children 18 months of age or younger.

END OF POLICY

Legal Reference(s):

ORS 243.650
ORS 653.077
ORS 653.256
OAR 839-020-0051

Cross Reference(s):
GCBD/GDBD - Leaves and Absences
GCBDD/GDBDD - Sick Time

XII.A.5. Policy GBN/JBA and JBA/GBN - Sexual Harassment

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy GBN/JBA and JBA/GBN—Sexual Harassment—Revision—First Read

Background

This is a required policy revision. Multiple laws address sexual harassment in Oregon schools. Oregon laws include requirements to provide notice to individuals involved in reports of sexual harassment. This update is to clarify these notice requirements.

This policy is double-coded for staff (GBA/JBN) and students (JBN/GBA).

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of revisions.

Corvallis SCHOOL DISTRICT

Code: GBN/JBA
Adopted: 6/28/99
Revised/Readopted: 11/4/02, 5/7/12, 10/13/14, 2/7/19, 10/8/20, 3/20/25

Sexual Harassment

The district is committed to addressing sexual harassment. Sexual harassment will not be tolerated in the district. All students, staff members and other persons are entitled to learn and work in an environment that is free of harassment. All staff members, students and third parties are subject to this policy. Any person may report sexual harassment.

The district processes complaints or reports of sexual harassment under Oregon Revised Statute (ORS) 342.700 et. al. and federal Title IX laws found in Title 34 C.F.R. Part 106. Individual complaints may require both of these procedures, and may involve additional complaint procedures.

General Procedures

When information, a report or complaint regarding sexual harassment is received by the district, the district will review such information, report or complaint to determine which law applies and will follow the appropriate procedures. When the alleged conduct could meet both of the definitions in ORS Chapter 342 and Title IX, both complaint procedures should be processed simultaneously (*see* GBN/JBA-AR(1) - Sexual Harassment Complaint Procedure and GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure). The district may also need to use other complaint procedures when the alleged conduct could meet the definitions for other complaint procedures. Other complaint procedures may include: Nondiscrimination (Board policy AC), Workplace Harassment (Board policy GBEA), Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence and Domestic Violence - Student (Board policy JFCF), and Reporting Requirements for Suspected Sexual Conduct with Students (Board policy GBNAA/JHFF).

Oregon Definition and Procedures

Oregon Definition

Sexual harassment of students, staff members or third parties[1] shall include:

[1] "Third party" means a person who is not a student or a school or district staff member and who is: 1) on or immediately adjacent to school grounds or district property; 2) At a school-sponsored activity or program; or 3) Off school grounds or district property if a student or a school or district staff member acts toward the person in a manner that creates a hostile environment for the person while on school or district property, or at a school- or district-sponsored activity.

1. A demand or request for sexual favors in exchange for benefits;

2. Unwelcome conduct of a sexual nature that is physical, verbal, or nonverbal and that:

    a. Interferes with a student's educational activity or program;
    b. Interferes with a school or district staff member's ability to perform their job; or
    c. Creates an intimidating, offensive or hostile environment.

3. Assault when sexual contact occurs without consent[2].

Sexual harassment does not include conduct that is necessary because of a job duty of a school or district staff member or because of a service required to be provided by a contractor, agent, or volunteer, if the conduct is not the product of sexual intent or a person finding another person, or another person's actions, offensive because of that other person's sexual orientation or gender identity.

Examples of sexual harassment may include, but not be limited to, physical touching or graffiti of a sexual nature; displaying or distributing of sexually explicit drawings; pictures and written materials; sexual gestures or obscene jokes; touching oneself sexually or talking about one's sexual behaviors in front of others; or spreading rumors about or rating other students or others as to appearance, sexual activity or performance.

Oregon Procedures

Reports and complaints of sexual harassment should be made to the following individual(s):

Name: Rynda Gregory
Position: Title IX Coordinator
Phone: 541-757-4433
Email: rynda.gregory@corvallis.k12.or.us

This individual is responsible for accepting and managing complaints of sexual harassment. Persons wishing to report should contact them using the above information. This person is also designated as the Title IX Coordinator. *See* GBN/JBA-AR(1) - Sexual Harassment Complaint Procedure.

Response

Any staff member who becomes aware of behavior that may violate this policy shall immediately report to a district official. The district official (with coordination involving the reporting staff member when appropriate) will take any action necessary to ensure the:

1. Student is protected and to promote a nonhostile learning environment;

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[2] "Without consent" means an act performed: (a) without the knowing, voluntary and clear agreement by all parties to participate in the specific act; or (b) when a person who is a party to the act is incapacitated by drugs or alcohol; unconscious; or pressured through physical force, coercion or explicit or implied threats to participate in the act.

2. Staff member is protected and to promote a nonhostile work environment; or

3. Third party who is subjected to the behavior is protected and to promote a nonhostile environment.

This includes providing resources for support measures to the student, staff member or third party who was subjected to the behavior and taking any actions necessary to remove potential future impact on the student, staff member or third party, but are not retaliatory against the student, staff member or third party being harassed or the person who reported to the district official.

Any student or staff member who feels they are a victim of sexual harassment are encouraged to ~~immediately~~ report their concerns to district officials, this includes officials such as the principal, compliance officer or superintendent. Students may also report concerns to a teacher, counselor or school nurse, who will promptly notify the appropriate district official.

Investigation

All reports and complaints about behavior that may violate this policy shall be investigated. The district may use, but is not limited to, the following means for investigating incidents of possible harassment:

1. Interviews with those involved;

2. Interviews with witnesses;

3. Review of video surveillance;

4. Review of written communications, including electronic communications;

5. Review of any physical evidence; and

6. Use of third-party investigator.

The district will use a reasonable person standard when determining whether a hostile environment exists. A hostile environment exists if a reasonable person with similar characteristics and under similar circumstances would consider the conduct to be so severe as to create a hostile environment.

The district may take, but is not limited to, the following procedures and remedial action to address and stop sexual harassment:

1. Discipline of staff and students engaging in sexual harassment;

2. Removal of third parties engaged in sexual harassment;

3. Additional supervision in activities;

4. Additional controls for district electronic systems;

5. Trainings and education for staff and students; and

6. Increased notifications regarding district procedures and resources.

When a student or staff member is harassed by a third party, the district will consider the following:

1. Removing that third party's ability to contract or volunteer with the district, or be present on district property;

2. If the third party works for an entity that contracts with the district, communicating with the third party's employer;

3. If the third party is a student of another district or school, communicate information related to the incident to the other district or school;

4. Limiting attendance at district events; and

5. Providing for additional supervision, including law enforcement if necessary, at district events.

No Retaliation

Retaliation against persons who initiate complaint or otherwise report sexual harassment or who participate in an investigation or other related activities is prohibited. The initiation of a complaint, reporting of behavior, or participation in an investigation, in good faith about behavior that may violate this policy may not adversely affect the:

1. Educational assignments or educational environment of a student or other person initiating the complaint, reporting the behavior, or participating in the investigation; or

2. Any terms or conditions of employment or of work or educational environment of a school or district staff member or other person initiating the complaint, reporting the behavior, or participating in the investigation.

Students who initiate a complaint or otherwise report harassment covered by the policy or who participate in an investigation may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered because of the report or investigation, unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct.

Notices

When a person[3] who may have been affected by this policy files a complaint or otherwise reports behavior that may violate the policy, the district shall provide written notification to the following:

1. Each reporting person;

2. If appropriate, any impacted person who is not a reporting person;

3. Each reported person; and

4. Where applicable, a parent or legal guardian of a reporting person, impacted person, or reported person.

The written notification must include[4]:

1. Name and contact information for all persons designated by the district to receive complaints;

2. The rights of the person that the notification is going to;

3. Information about the internal complaint processes available through the school or district that the person who filed the complaint may pursue, including the person designated for the school or district for receiving complaints and any timelines.

4. Notice that civil and criminal remedies that are not provided by the school or district may be available to the person through the legal system and that those remedies may be subject to statutes of limitation;

5. Information about services available to the student or staff member through the school or district, including any counseling services, nursing services or peer advising;

6. Information about the privacy rights of the person and legally recognized exceptions to those rights for internal complaint processes and services available through the school or district;

7. Information about, and contact information for, services and resources that are available to the person, including but not limited to:

    a. For the reporting person, state and community-based resources for persons who have experienced sexual harassment; or
    b. For the reported persons, information about and contact information for state and community-based mental health services.

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[3] Student, staff member, or third party, or if applicable, the student or third party's parent. If the person is a minor, the district should consider when to contact the person's parent.

[4] Remember confidentiality laws when providing any information.

8. Notice that students who report about possible prohibited conduct and students who participate in an investigation under this policy may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered as a result of a prohibited conduct report or investigation unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct; and

9. Prohibition of retaliation.

~~Notification, to the extent allowable under state and federal student confidentiality laws, must be provided when the investigation is initiated and concluded. The notification at the conclusion must include whether a violation of the policy was found to have occurred.~~

The notice must:

1. Be written in plain language that is easy to understand;

2. Use print that is of a color, size and font that allows the notification to be easily read; and

3. Be made available to students, students' parents, staff members and member of the public at each office, at the district office and on the website of the school or district.

Additionally, notice must be provided to the person who initiated the complaint and, if applicable, the person's parents, when an investigation is initiated and when it is concluded. The notification at the conclusion of the investigation must include whether a violation of the policy was found to have occurred, to the extent allowable under state and federal student confidentiality laws.

Oregon Department of Education (ODE) Support

The ODE will provide technical assistance and training upon request.

FEDERAL DEFINITION AND PROCEDURES

Federal Definition

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the district conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcome sexual conduct;

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity[5];

[5] "Education program or activity" includes locations, events, or circumstances over which the recipient exercised substantial control over both the respondent and the context in which the sexual harassment occurs." (Title 34 C.F.R.

3. "Sexual assault": an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;

4. "Dating violence": violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship;

5. "Domestic Violence": felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction; or

6. "Stalking": engaging in a course of conduct directed at a specific person that would cause a reasonable person fear for the person's own safety or the safety of others, or suffer substantial emotional distress.

This definition only applies to sex discrimination occurring against a person who is a subject of this policy in the United States. A district's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Federal Procedures

The district will adopt and publish grievance procedures that provide for the prompt and equitable resolution of the student and employee complaints alleging any action that would be prohibited by this policy. *See* GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure.

Reporting

Any person may report sexual harassment. This report may be made in person, by mail, by telephone, or by electronic mail, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. The report can be made at any time.

Rynda Gregory, Human Resources Administrator is designated as the Title IX Coordinator and can be contacted at 541-757- 4433. The Title IX Coordinator will coordinate the district's efforts to comply with its responsibilities related to this policy. The district prominently will display the contact information for the Title IX Coordinator on the district website and in each handbook.

Response

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§ 106.44(a))

The district will promptly respond to information, allegations or reports of sexual harassment when there is actual knowledge of such harassment, even if a formal complaint has not been filed.[6] The district shall treat complainants and respondents equitably by providing supportive measures[7] to the complainant and by following a grievance procedure[8] prior to imposing any disciplinary sanctions or other actions that are not supportive measures against a respondent. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

The Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures, consider the complainant's wishes, with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.[9]

If after an individualized safety and risk analysis, it is determined that there is an immediate threat to the physical health or safety of any person, an emergency removal of the respondent can take place.[10] The district must provide the respondent with notice and an opportunity to challenge the decision immediately following the removal. A non-student employee may also be placed on non-disciplinary administrative leave pending the grievance process.

Notice

The district shall provide notice to all applicants for admission and employment, students, parents or legal guardians, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the district of the following:

1. The name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator(s);

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[6] (Title 34 C.F.R. §106.44(a)) Response cannot be deliberately indifferent. A recipient is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.

[7] (Title 34 C.F.R. § 106.44(a)) Supportive measures means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the district's educational environment, or deter sexual harassment. The district must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the recipient to provide supportive measures. (Title 34 C.F.R. § 99.30(a))

[8] This grievance procedure must meet the requirements of Title 34 C.F.R. § 106.45 (included in accompanying administrative regulation, *see* GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure).

[9] The Title IX Coordinator may also discuss that the Title IX Coordinator has the ability to file a formal complaint.

[10] The district may still have obligations under Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973 or the American with Disabilities Act (ADA). (Title 34 C.F.R. § 106.44(c))

2. That the district does not discriminate on the basis of sex in the education program or activity that it operates, as required by Title IX. This includes admissions and employment; and

3. The grievance procedure and process, how to file a formal complaint of sex discrimination or sexual harassment, and how the district will respond.

Inquiries about the application to Title IX and its requirements may be referred to the Title IX Coordinator or the Assistant Secretary[11], or both.

No Retaliation

Neither the district or any person may retaliate[12] against an individual for reporting, testifying, providing evidence, being a complainant, otherwise participating or refusing to participate in any investigation or process in accordance with this procedure. The district must keep confidential the identity of parties and participating persons, except as disclosure is allowed under Family Educational Rights and Privacy Act (FERPA), as required by law, or to carry out the proceedings herein. Complaints of retaliation may be filed using these procedures.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding does not constitute retaliation.

Publication

This policy shall be made available to students, parents of students and staff members. This policy and contact information for the Title IX Coordinator shall be prominently published in the district student handbook and on the district website. This policy shall also be made available at each school office and at the district office. The district shall post this policy on a sign in all grade 6 through 12 schools, on a sign that is at least 8.5 inches by 11 inches in size. A copy of the policy will be made available to any person upon request.

END OF POLICY

Legal References:

ORS 243.706
ORS 332.107
ORS 342.700
ORS 342.704
ORS 342.708
ORS 342.850
ORS 342.865
ORS 659A.029
ORS 659A.030
ORS 659.850
ORS 659A.006
OAR 584-020-0040
OAR 584-020-0041
OAR 581-021-0038

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).

[11] Of the United Stated Department of Education.
[12] Retaliation includes, but is not limited to, intimidation, threats, coercion, and discrimination.

Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Gebser v. Lago Vista Indep. Sch. Dist., 524 U.S. 274 (1998).

Corvallis SCHOOL DISTRICT

Code: JBA/GBN
Adopted: 6/28/99
Revised/Readopted: 11/4/02, 5/7/12, 10/13/14, 2/7/19, 10/8/20, 3/20/25

Sexual Harassment

The district is committed to addressing sexual harassment. Sexual harassment will not be tolerated in the district. All students, staff members and other persons are entitled to learn and work in an environment that is free of harassment. All staff members, students and third parties are subject to this policy. Any person may report sexual harassment.

The district processes complaints or reports of sexual harassment under Oregon Revised Statute (ORS) 342.700 et. al. and federal Title IX laws found in Title 34 C.F.R. Part 106. Individual complaints may require both of these procedures, and may involve additional complaint procedures.

General Procedures

When information, a report or complaint regarding sexual harassment is received by the district, the district will review such information, report or complaint to determine which law applies and will follow the appropriate procedures. When the alleged conduct could meet both of the definitions in ORS Chapter 342 and Title IX, both complaint procedures should be processed simultaneously (*see* GBN/JBA-AR(1) - Sexual Harassment Complaint Procedure and GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure). The district may also need to use other complaint procedures when the alleged conduct could meet the definitions for other complaint procedures. Other complaint procedures may include: Nondiscrimination (Board policy AC), Workplace Harassment (Board policy GBEA), Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence and Domestic Violence - Student (Board policy JFCF), and Reporting Requirements for Suspected Sexual Conduct with Students (Board policy GBNAA/JHFF).

Oregon Definition and Procedures

Oregon Definition

Sexual harassment of students, staff members or third parties[1] shall include:

[1] "Third party" means a person who is not a student or a school or district staff member and who is: 1) on or immediately adjacent to school grounds or district property; 2) At a school-sponsored activity or program; or 3) Off school grounds or district property if a student or a school or district staff member acts toward the person in a manner that creates a hostile environment for the person while on school or district property, or at a school- or district-sponsored activity.

1. A demand or request for sexual favors in exchange for benefits;

2. Unwelcome conduct of a sexual nature that is physical, verbal, or nonverbal and that:

    a. Interferes with a student's educational activity or program;
    b. Interferes with a school or district staff member's ability to perform their job; or
    c. Creates an intimidating, offensive or hostile environment.

3. Assault when sexual contact occurs without consent[2].

Sexual harassment does not include conduct that is necessary because of a job duty of a school or district staff member or because of a service required to be provided by a contractor, agent, or volunteer, if the conduct is not the product of sexual intent or a person finding another person, or another person's actions, offensive because of that other person's sexual orientation or gender identity.

Examples of sexual harassment may include, but not be limited to, physical touching or graffiti of a sexual nature; displaying or distributing of sexually explicit drawings; pictures and written materials; sexual gestures or obscene jokes; touching oneself sexually or talking about one's sexual behaviors in front of others; or spreading rumors about or rating other students or others as to appearance, sexual activity or performance.

Oregon Procedures

Reports and complaints of sexual harassment should be made to the following individual(s):

Name: Rynda Gregory
Position: Title IX Coordinator
Phone: 541-757-4433
Email: rynda.gregory@corvallis.k12.or.us

This individual is responsible for accepting and managing complaints of sexual harassment. Persons wishing to report should contact them using the above information. This person is also designated as the Title IX Coordinator. *See* GBN/JBA-AR(1) - Sexual Harassment Complaint Procedure.

Response

Any staff member who becomes aware of behavior that may violate this policy shall immediately report to a district official. The district official (with coordination involving the reporting staff member when appropriate) will take any action necessary to ensure the:

1. Student is protected and to promote a nonhostile learning environment;

[2] "Without consent" means an act performed: (a) without the knowing, voluntary and clear agreement by all parties to participate in the specific act; or (b) when a person who is a party to the act is incapacitated by drugs or alcohol; unconscious; or pressured through physical force, coercion or explicit or implied threats to participate in the act.

2. Staff member is protected and to promote a nonhostile work environment; or

3. Third party who is subjected to the behavior is protected and to promote a nonhostile environment.

This includes providing resources for support measures to the student, staff member or third party who was subjected to the behavior and taking any actions necessary to remove potential future impact on the student, staff member or third party, but are not retaliatory against the student, staff member or third party being harassed or the person who reported to the district official.

Any student or staff member who feels they are a victim of sexual harassment are encouraged to ~~immediately~~ report their concerns to district officials, this includes officials such as the principal, compliance officer or superintendent. Students may also report concerns to a teacher, counselor or school nurse, who will promptly notify the appropriate district official.

Investigation

All reports and complaints about behavior that may violate this policy shall be investigated. The district may use, but is not limited to, the following means for investigating incidents of possible harassment:

1. Interviews with those involved;

2. Interviews with witnesses;

3. Review of video surveillance;

4. Review of written communications, including electronic communications;

5. Review of any physical evidence; and

6. Use of third-party investigator.

The district will use a reasonable person standard when determining whether a hostile environment exists. A hostile environment exists if a reasonable person with similar characteristics and under similar circumstances would consider the conduct to be so severe as to create a hostile environment.

The district may take, but is not limited to, the following procedures and remedial action to address and stop sexual harassment:

1. Discipline of staff and students engaging in sexual harassment;

2. Removal of third parties engaged in sexual harassment;

3. Additional supervision in activities;

4. Additional controls for district electronic systems;

5. Trainings and education for staff and students; and

6. Increased notifications regarding district procedures and resources.

When a student or staff member is harassed by a third party, the district will consider the following:

1. Removing that third party's ability to contract or volunteer with the district, or be present on district property;

2. If the third party works for an entity that contracts with the district, communicating with the third party's employer;

3. If the third party is a student of another district or school, communicate information related to the incident to the other district or school;

4. Limiting attendance at district events; and

5. Providing for additional supervision, including law enforcement if necessary, at district events.

No Retaliation

Retaliation against persons who initiate complaint or otherwise report sexual harassment or who participate in an investigation or other related activities is prohibited. The initiation of a complaint, reporting of behavior, or participation in an investigation, in good faith about behavior that may violate this policy may not adversely affect the:

1. Educational assignments or educational environment of a student or other person initiating the complaint, reporting the behavior, or participating in the investigation; or

2. Any terms or conditions of employment or of work or educational environment of a school or district staff member or other person initiating the complaint, reporting the behavior, or participating in the investigation.

Students who initiate a complaint or otherwise report harassment covered by the policy or who participate in an investigation may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered because of the report or investigation, unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct.

Notices

When a person[3] who may have been affected by this policy files a complaint or otherwise reports behavior that may violate the policy, the district shall provide written notification to the following:

1. Each reporting person;

2. If appropriate, any impacted person who is not a reporting person;

3. Each reported person; and

4. Where applicable, a parent or legal guardian of a reporting person, impacted person, or reported person.

The written notification must include[4]:

1. Name and contact information for all persons designated by the district to receive complaints;

2. The rights of the person that the notification is going to;

3. Information about the internal complaint processes available through the school or district that the person who filed the complaint may pursue, including the person designated for the school or district for receiving complaints and any timelines.

4. Notice that civil and criminal remedies that are not provided by the school or district may be available to the person through the legal system and that those remedies may be subject to statutes of limitation;

5. Information about services available to the student or staff member through the school or district, including any counseling services, nursing services or peer advising;

6. Information about the privacy rights of the person and legally recognized exceptions to those rights for internal complaint processes and services available through the school or district;

7. Information about, and contact information for, services and resources that are available to the person, including but not limited to:

    a. For the reporting person, state and community-based resources for persons who have experienced sexual harassment; or
    b. For the reported persons, information about and contact information for state and community-based mental health services.

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[3] Student, staff member, or third party, or if applicable, the student or third party's parent. If the person is a minor, the district should consider when to contact the person's parent.

[4] Remember confidentiality laws when providing any information.

8. Notice that students who report about possible prohibited conduct and students who participate in an investigation under this policy may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered as a result of a prohibited conduct report or investigation unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct; and

9. Prohibition of retaliation.

~~Notification, to the extent allowable under state and federal student confidentiality laws, must be provided when the investigation is initiated and concluded. The notification at the conclusion must include whether a violation of the policy was found to have occurred.~~

The notice must:

1. Be written in plain language that is easy to understand;

2. Use print that is of a color, size and font that allows the notification to be easily read; and

3. Be made available to students, students' parents, staff members and member of the public at each office, at the district office and on the website of the school or district.

Additionally, notice must be provided to the person who initiated the complaint and, if applicable, the person's parents, when an investigation is initiated and when it is concluded. The notification at the conclusion of the investigation must include whether a violation of the policy was found to have occurred, to the extent allowable under state and federal student confidentiality laws.

Oregon Department of Education (ODE) Support

The ODE will provide technical assistance and training upon request.

FEDERAL DEFINITION AND PROCEDURES

Federal Definition

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the district conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcome sexual conduct;

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity[5];

[5] "Education program or activity" includes locations, events, or circumstances over which the recipient exercised substantial control over both the respondent and the context in which the sexual harassment occurs." (Title 34 C.F.R.

3. "Sexual assault": an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;

4. "Dating violence": violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship;

5. "Domestic Violence": felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction; or

6. "Stalking": engaging in a course of conduct directed at a specific person that would cause a reasonable person fear for the person's own safety or the safety of others, or suffer substantial emotional distress.

This definition only applies to sex discrimination occurring against a person who is a subject of this policy in the United States. A district's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Federal Procedures

The district will adopt and publish grievance procedures that provide for the prompt and equitable resolution of the student and employee complaints alleging any action that would be prohibited by this policy. *See* GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure.

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Any person may report sexual harassment. This report may be made in person, by mail, by telephone, or by electronic mail, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. The report can be made at any time.

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Response

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§ 106.44(a))

The district will promptly respond to information, allegations or reports of sexual harassment when there is actual knowledge of such harassment, even if a formal complaint has not been filed.[6] The district shall treat complainants and respondents equitably by providing supportive measures[7] to the complainant and by following a grievance procedure[8] prior to imposing any disciplinary sanctions or other actions that are not supportive measures against a respondent. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

The Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures, consider the complainant's wishes, with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.[9]

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2. That the district does not discriminate on the basis of sex in the education program or activity that it operates, as required by Title IX. This includes admissions and employment; and

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[6] (Title 34 C.F.R. §106.44(a)) Response cannot be deliberately indifferent. A recipient is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.

[7] (Title 34 C.F.R. § 106.44(a)) Supportive measures means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the district's educational environment, or deter sexual harassment. The district must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the recipient to provide supportive measures. (Title 34 C.F.R. § 99.30(a))

[8] This grievance procedure must meet the requirements of Title 34 C.F.R. § 106.45 (included in accompanying administrative regulation, *see* GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure).

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3. The grievance procedure and process, how to file a formal complaint of sex discrimination or sexual harassment, and how the district will respond.

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ORS 659A.006
OAR 584-020-0040
OAR 584-020-0041
OAR 581-021-0038

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).
Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Gebser v. Lago Vista Indep. Sch. Dist., 524 U.S. 274 (1998).

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[11] Of the United Stated Department of Education.
[12] Retaliation includes, but is not limited to, intimidation, threats, coercion, and discrimination.

XII.A.6. Policy GCBD/GDBD - Sick Leave

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy GCBD/GDBD—Sick Leave - Personal Illness and Injury Leave *—Revision—First Read

Background

This is an optional policy revision. However, policy GCBD/GDBD has not been updated since its adoption in 2012. Because of the updates to Policy GCBDE/GDBDE - Military Leave of Absence, an update to GCBD/GDBD has been made in connection with its review.

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of revisions.

Corvallis SCHOOL DISTRICT

Code: GCBD/GDBD
Adopted: 1/9/12
Revised/Readopted:

~~LEAVES AND ABSENCES~~
Sick Leave - Personal Illness and Injury Leave *

Sick leave ~~entitlement~~ is allowed to accrue at the rate of 10 days each school year for each "school employee[1]" for personal illness~~/~~or injury ~~will accrue per~~ or one day per month employed, whichever is greater, as provided by Oregon ~~Revised Statutes 332.507,~~ law. ~~and as determined by the district's collective bargaining agreements and Non-Represented Employees Salary and Benefits Document.~~ Twelve-month employees will accrue 1 day per month or 12 days each year.

In accordance with state law, this leave will accumulate without limit.

~~The district reserves the right to require proof of personal illness or injury from all employees (five or more consecutive days of absence), including a medical examination by a physician chosen and paid for by the district.~~ Sick leave in excess of five consecutive work days shall require a certificate from the employee's attending physician, naturopathic physician, or practitioner that the employee's illness or injury prevents the employee from working. Any employee refusing to submit to such an examination or to provide other evidence as required by the district shall be subject to appropriate disciplinary action, up to and including dismissal.

All medical information will be kept confidential, in a separate file from ~~personal~~ personnel records, and released only in accordance with the requirements of the Americans with Disabilities Act or other applicable law.

Other paid and unpaid leaves will be determined by the district's collective bargaining agreements.

Sickness or other unavoidable circumstances that prevent a teacher from teaching 20 school days immediately following exhaustion of sick leave accumulated under Oregon law, will result in the Board placing the teacher ~~being placed~~ on unpaid leave for the remainder of the school year or until the teacher's disability is removed and ~~he/she~~ they ~~is~~ are able to return to work. If the teacher is still unable to return to work ~~the following August 1~~ by their first contracted day of the next school year, the Board may terminate the teacher's employment, subject to state and federal laws regarding family ~~illness~~ and medical leave.

END OF POLICY

[1] "School employee" includes all employees of the district.

Legal Reference(s):

ORS 332.507
ORS 342.545
ORS 342.610
ORS 659A.043
ORS 659A.046
OAR 581-022-2405

Knapp v. North Bend, 304 Or. 34 (1987).
Consolidated Omnibus Budget Reconciliation Act of 1985, 29 U.S.C. §§ 1161-1169 (2024).
Employee Retirement Income Security Act of 1974, 29 U.S.C. §§ 1001-1461 (2024).
Americans with Disabilities Act ~~of 1990,~~ /Americans with Disabilities Act Amendments Act,42 U.S.C. §§ 12101-12213(2024); 29 C.F.R. Part 1630 (~~2006~~ 2025); 28 C.F.R. Part 35 (~~2006~~ 2025).
Family and Medical Leave Act ~~of 1993~~, 29 U.S.C. §§ 2601-2654 (~~2006~~ 2024); Family and Medical Leave Act ~~of 1993~~, 29 C.F.R. Part 825 (~~2006~~ 2025).

Cross Reference(s):
ACA—Americans with Disabilities Act
GBDA—~~Mother Friendly Workplace~~ Expression of Milk in the Workplace

XII.A.7. Policy GCBDD/GDBDD - Sick Time*

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy GCBDD/GDBDD—Sick Time*—Revision—First Read

Background

This is a highly recommended policy revision. Oregon's Sick Time Law (ORS 653.601-653.661) requires employers to provide paid sick time to employees. Sick Time is differentiated from Sick Leave, which is addressed in district employees' collective bargaining agreements and the Non-Represented Employees Salary and Benefits Agreement. School districts are required to have practices and procedures to implement the requirements of this law.

Updates to Policy GCBDD/GDBDD include revised allowable reasons for the use of Sick Time, the addition of PFMLI (commonly known as Paid Leave Oregon), and new legal references. Because the Corvallis School District contracts with a substitute staffing agency and therefore does not maintain sick time balances for substitutes, references to substitute staff were removed from this policy.

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of revisions.

Corvallis SCHOOL DISTRICT

Code: GCBDD/GDBDD
Adopted: 6/20/16
Revised/Readopted:

Sick Time*

~~Oregon Senate Bill 454 mandating paid sick time went into effect on January 1, 2016. This law is independent from sick leave under ORS 332.507.~~ Oregon's Sick Time Law (ORS 653.601-653.661) requires employers to provide paid sick time to employees. School districts are required to have practices and procedures in place to implement this law's requirements.

Nothing in this policy impacts the district's sick leave obligation under Sick Leave for School Employees law (ORS 332.507), the district's collective bargaining agreements, or Non-Represented Employees Salary and Benefits Document, except where those agreements are silent or not in effect regarding sick time requirements. Licensed, classified, and non-represented employee groups should refer to their appropriate bargaining agreement for all applicable leave.

~~For the purpose of this policy "employee" means an individual who is employed by the district and who is paid on an hourly, stipend, or salary basis and for whom withholding is required under Oregon Revised Statute (ORS) 316.162-316.221. The definition does not include volunteers or independent contractors.~~ "Employee" means an individual who renders personal services at a fixed rate to the district if the district either pays or agrees to pay for personal services or permits the individual to perform personal services. The definition does not include volunteers, independent contractors, or others excluded by law.

Employees qualify to begin earning and accruing sick time on the first day of employment with the district.

Paid sick time of 40 hours shall be front-loaded to an employee who falls within the following groups at the beginning of each year: Licensed and non-represented staff who are 0.5 FTE or greater, coaches, and seasonal stipends.

Paid sick time shall accrue at the rate of one hour of paid sick time for every 30 hours worked for an employee who falls within the following groups: Licensed and non-represented staff who are 0.49 FTE or less, classified staff, ~~both licensed and classified substitutes,~~ student employees, and non-regular/timecarded employees.

If an individual falls into more than one group identified above, sick time will be accrued at the rate of the primary position. If an employee's bargaining agreement grants equal or greater sick leave benefits, then no additional sick time is accrued.

An employee may carry up to 40 hours of unused sick time from one year to the subsequent year. An employee is limited to using no more than 40 hours of sick time in a year.

Sick time shall be taken in hourly increments for all employee groups~~, except licensed substitutes who will take sick time in minimum four hour increments,~~ and may be used for the employee's or a family member's[1] mental or physical illness, injury or health condition, need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition, or need for preventive care, or for reasons consistent with the Family and Medical Leave Act (FMLA), Paid Family and Medical Leave Insurance (PFMLI), or Oregon Family Leave (OFLA). ~~Sick time may also be used in the event of a public health emergency.~~

Sick time earned by an employee may also be used for the following reasons:

1. In the event of a public health emergency compliant with ORS 653.616;
2. To donate accrued sick time to another employee if the other employee uses the donated sick time for a purpose consistent with ORS 653.616;
3. To donate blood in connection with a voluntary program for the donation of blood that is approved or accredited by the American Association of Blood Banks or the American Red Cross; or
4. For leave to address domestic violence, harassment, sexual assault, bias, or stalking under ORS 659A.272 (safe leave).

The use of sick time may not lead to, or result in, an adverse employment action against the employee.

The district reserves the right, after five consecutive days of absence, to require ~~proof of personal illness or injury from an employee, including a medical examination by a physician chosen and paid for by the district~~ verification or certification in accordance with law of the need for the sick time, including a medical verification or certification paid for by the district. ~~An employee refusing to submit to such an examination or to provide other evidence as required by the district~~, If an employee fails to provide verification or certification or fails to provide other evidence as required by the district, the employee shall be subject to appropriate disciplinary action, up to and including dismissal.

When the reason for sick time is consistent with FMLA~~/OFLA~~ PFMLI, or OFLA leave, the sick time and the FMLA~~/OFLA~~ PFMLI, or OFLA leave may run concurrently.

When the reason for sick time is consistent with ORS 332.507, the sick time and leave pursuant to ORS 332.507 may run concurrently.

If the reason for sick time is a foreseeable absence, the district may require the employee to provide advance notice of his or her intention to use sick time within ten days of the requested sick time, or as soon as practicable. When an employee uses sick time for a foreseeable absence, they shall take reasonable effort to schedule the sick time in a manner that does not unduly disrupt the operations of the district (e.g., grading deadlines, in-service training, mandatory meetings).

[1]"Family member" is defined by the Oregon Family Leave Act (OFLA).

If the reason for sick time is unforeseeable, such as an emergency, accident, or sudden illness, the employee shall notify the district as soon as practicable.

~~The district shall establish a standard process to track the eligibility for sick time of a substitute.~~

END OF POLICY

Legal Reference(s):

ORS 332.507
ORS 342.545
ORS 342.610
ORS 653.601 - 653.661

ORS 659A.150 to 659A.186
OAR 839-007-0020 – 007-0065
~~SB 454 (2015)~~

Americans with Disabilities Act ~~of 1990~~ /Americans with Disabilities Act Amendments Act, 42 U.S.C. §§ 12101-12213 (2024); 29 C.F.R. Part 1630 (~~2006~~ 2025); 28 C.F.R. Part 35 (~~2006~~ 2025).
Family and Medical Leave Act ~~of 1993~~, 29 U.S.C. §§ 2601-2654 (~~2006~~ 2024); Family and Medical Leave Act ~~of 1993~~, 29 C.F.R. Part 825 (~~2006~~ 2025).
~~Americans with Disabilities Act Amendments Act of 2008.~~

XII.A.8. Policy GCBDE/GDBDE - Military Leave of Absence

Corvallis
SCHOOL DISTRICT

Prepared for: Corvallis School Board
Prepared by: Melissa Harder & Kristin Mahoney
Meeting Date: September 10, 2026

NO ACTION REQUIRED

Board Policy GCBDE/GDBDE—Military Leave of Absence—Revision—First Read

Background

This is an optional policy revision. However, policy GCBDE/GDBDE has not been updated since 2012. A change in ORS 408.290 affecting employees using a military leave of absence has changed leave time from 15 days of absence to "up to 21 work days of absence in any one training year," and adds that such leave shall be in addition to any regular leave for which an employee may be entitled.

Additional edits to dates and legal references were made.

Involvement

Staff members: Melissa Harder & Kristin Mahoney

Cost Impact

None.

Function

Review of revisions.

Corvallis SCHOOL DISTRICT

Code: GCBDE/GDBDE
Adopted: 9/12/05
Revised/Readopted: 12/4/06, 4/2/12

Military Leave of Absence

The district will grant military leave of absence to an employee~~s~~ on duty[1] with a uniformed service[2] in accordance with applicable state and federal law. An ~~E~~employees~~s~~ requesting military leave are required to provide written notice as soon as practicable following notification of military call up or reservist duty, unless precluded by military necessity

An employee may apply for ~~M~~military leave[3] ~~exceeding 15~~ of absence from duties for up to 21 work days ~~is unpaid leave~~ in any one training year[4] or in accordance with ORS 408.290. An ~~E~~employees~~s~~ may use accrued vacation or similar leave during the period of service exceeding ~~15~~ 21 days. Military leave shall be in addition to any other leave to which the employee is entitled.

While on military leave, the employee will receive the same benefits as other employees on leave, as well as the following:

1. The employee may continue enrollment in the district's health insurance. During the first 18 months of leave, the employee may be required to pay any employee contributions required of other employees on a leave of absence. If the leave extends beyond 18 months, the employee will be required to pay not more than 102 percent of the full premium;

2. Upon return from military service, the district will give retroactive employer contributions to the Public Employee Retirement System on the same basis as if the employee had not left, provided the employee was an enrolled member at the time of the leave. The employee may repay any required employee contributions over a period of three times the military service leave period or five years, whichever is less.

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[1] "Duty" means the performance of duty on a voluntary or involuntary basis in a uniformed service and includes active duty~~, active duty for training, initial active duty for training,~~ or inactive duty training, state active duty, ~~full-time~~ National Guard duty, U.S. Armed Forces duty and absence to determine fitness for duty.

[2] "Uniformed service" means being a member of the ~~Armed Forces, the~~ National Guard, National Guard Reserve or of any reserve component of the U.S. Armed Forces, or of the commissioned corps of the U.S. Public Health Service and any other category of persons designated by the President in time of war or national emergency.

[3] The employee may use military leave without loss of time, pay or regular leave if the employee has been employed by the district for six months or more.

[4] "Training year" means the federal fiscal year for any particular unit of the National Guard or a reserve component.

An employee on duty with a uniformed service is entitled to reemployment for a maximum of five years, unless retained on active duty because of war or national emergency. ~~Employees returning from active duty must notify the district of their intention to return to their former jobs within 90 days of release from duty.An individual returning from military leave shall notify the district of his/her intent to return as follows: Employees who are veterans and reservists returning from training must only inform the district of their training obligations and report back at the next regularly scheduled working period.~~ An individual returning from military leave shall notify the district of their intent to return to the district as follows:

1. An employee who is a veteran or reservist returning from training must only inform the district of their training obligations and report back at the next regularly scheduled working period;
2. An employee returning from active duty must notify the district of their intent to return to their former job within 90 days after the employee is relieved from duty, or from hospitalization continuing after discharge for a period of not more than one year.

An individual reemployed under this policy is entitled to the seniority and other currently existing rights and benefits the individual had when service started, plus the additional seniority and similar rights and benefits that would have been accrued if employment had been continuous.

This policy does not apply if the employee has been separated from service with a dishonorable discharge or bad conduct discharge or under other than honorable conditions.

END OF POLICY

Legal Reference(s):

ORS 332.505
ORS 408.238
ORS 408.240
ORS 408.270
ORS 408.290
ORS 659A.082
ORS 659A.086

Consolidated Omnibus Budget Reconciliation Act of 1985, 42 U.S.C. §§ 300bb-1 - 300bb-8 (~~2006~~ 2024).
I.R.C. § 4980B(f)(4) (~~2006~~ 2024).
Employment and Reemployment Rights of Members of the Uniformed Services, 38 U.S.C. §§ 4301-4334 (~~2006~~ 2024).

XIII. BOARD MEMBER COMMENTS (9:05 p.m.)*
XIV. ADJOURNMENT (9:15 p.m.)*