Ashland School Board
School Board Regular Session
Thursday, June 11, 2026 6:30 PM

Ashland City Council Chamber
1175 East Main Street
Ashland, OR 97520

Agenda

1. Call to Order and Roll Check

Presenter: Board Chair Rebecca Dyson

2. Land Acknowledgment

Presenter: Board Chair Rebecca Dyson

3. Adoption of Agenda ***(At this time, Board members are provided the opportunity to amend the Regular Session agenda)***

Presenter: Board Chair Rebecca Dyson

4. Convene Budget Hearing

Presenter: Board Chair Rebecca Dyson

A. Receive Public Comment on the Budget Committee Approved 2026-27 Budget **5**

Presenter: Board Chair Rebecca Dyson

B. Close Budget Hearing and Reconvene Regular Meeting

Presenter: Board Chair Rebecca Dyson

5. ACTION ITEM: Resolution No. 2025-26 B-5 Adopting the 2026-2027 Budget **6**

Presenter: Director of Business Services Sherry Ely

6. Consent Agenda ***(All items may be adopted by a single motion unless pulled for special consideration.)***

Presenter: Board Chair Rebecca Dyson

A. Approval of Minutes 7

B. Personnel Report for June 19

C. Enrollment Report for June 22

D. MOU HR Assistant Reclassification 23

E. Policy Review (First Read)

1) Policy CBG — Evaluation of the Superintendent 25

2) Policy EBB — Integrated Pest Management 29

3) Policy GBA — Equal Employment Opportunity 38

4) Policy GBN/JBA — Sexual Harassment 45

F. Administrative Regulations (AR) - No Board Action

1) GBA-AR Veterans and State Servicemembers Preference 56

2) GBN/JBA-AR Sexual Harassment Complaint Procedure 59

7. Finance Report 10 min.

A. Finance Report for the period ending May 31, 2026 65

Presenter: Director of Business Services Sherry Ely

8. Recurring Reports 15 min.

A. OSEA Report

Presenter: OSEA President Steven Essig

B. AEA Report

Presenter: AEA Representative Alan Parowski

C. Student-Board Representative Report

Presenter: Student Board Representatives Alice Carnahan & Milo Leiserson

9. Board Reports 10 min.

Presenter: Board Chair Rebecca Dyson

10. Superintendent Report 10 min.

Presenter: Superintendent Joseph Hattrick

A. ASD Transformation Update

11. Hear Public Comments (*The Ashland School District Board of Directors reserves this time for individuals to relay comments in writing to the Board regarding topics, not on the printed agenda.*)

Presenter: Board Chair Rebecca Dyson

12. Unfinished Business - None

Presenter: Board Chair Rebecca Dyson

13. New Business

Presenter: Board Chair Rebecca Dyson

A. ACTION: 2026-28 Classified Wage MOU **74**

Presenter: Assistant Superintendent Michelle Cuddeback

B. ACTION: Resolution 2025-26 B-6 iPad Lease **75**

Presenter: Executive Director of Operations, Steve Mitzel

14. Announcements and Appointments

Presenter: Board Chair Rebecca Dyson

A. There will be no Work Session in June.

B. The next Regular Session meeting will be held on Thursday, July 9, 2026, at 6:30 p.m. in the City Council Chamber, 1175 E. Main St., Ashland.

15. Adjourn

Presenter: Board Chair Rebecca Dyson

NOTICE OF BUDGET HEARING

A public meeting of the Ashland School District Board of Directors will be held on June 11, 2026 at 6:30 p.m. at Ashland City Council Chambers, 1175 East Main, Ashland, Oregon. The purpose of this meeting is to discuss the budget for the fiscal year beginning July 1, 2026 as approved by the Ashland School District Budget Committee. A summary of the budget is presented below. A copy of the budget may be inspected or obtained at the Ashland School District Office, 885 Siskiyou Blvd, Ashland between the hours of 8:00 a.m. and 4:00 p.m., or online at www.ashland.k12.or.us. This budget is for an annual budget period. This budget was prepared on a basis of accounting that is the same as the preceding year.

Contact: Sherry Ely, Director of Business Services | Telephone: 541.482.2811 | Email: sherry.ely@ashland.k12.or.us

FINANCIAL SUMMARY - RESOURCES

TOTAL OF ALL FUNDS	Actual Amount Last Year 2024.2025	Adopted Budget This Year 2025.2026	Approved Budget Next Year 2026.2027
Beginning Fund Balance	$18,242,540	$8,737,437	$10,002,639
Current Year Property Taxes, other than Local Option Taxes	25,201,990	25,414,900	26,144,500
Current Year Local Option Property Taxes	4,720,827	4,802,700	5,002,700
Other Revenue from Local Sources	10,785,423	11,778,541	8,080,870
Revenue from Intermediate Sources	838,930	430,000	620,000
Revenue from State Sources	21,663,958	21,910,172	21,987,450
Revenue from Federal Sources	2,200,994	1,932,299	1,929,188
Interfund Transfers	525,000	675,000	295,000
All Other Budget Resources	5,280,000	15,040,000	1,162,639
Total Resources	**$89,459,662**	**$90,721,049**	**$75,224,986**

FINANCIAL SUMMARY - REQUIREMENTS BY OBJECT CLASSIFICATION

Salaries	$22,269,075	$22,145,506	$23,031,115
Other Associated Payroll Costs	15,370,307	16,388,884	15,555,334
Purchased Services	14,678,307	17,526,930	11,302,709
Supplies & Materials	2,665,526	3,569,405	3,960,472
Capital Outlay	14,663,631	3,547,058	4,215,893
Other Objects (except debt service & interfund transfers)	1,120,885	874,023	1,067,863
Debt Service*	8,329,623	18,885,400	9,947,632
Interfund Transfers*	525,000	675,000	295,000
Operating Contingency	0	5,859,620	3,344,001
Unappropriated Ending Fund Balance & Reserves	9,837,308	1,249,203	2,504,967
Total Requirements	**$89,459,662**	**$90,721,029**	**$75,224,986**

FINANCIAL SUMMARY - REQUIREMENTS AND FULL-TIME EQUIVALENT EMPLOYEES (FTE) BY FUNCTION

1000 Instruction	$26,115,443	$26,677,716	$27,502,483
FTE	239.56	193.75	198.62
2000 Support Services	26,471,260	28,881,081	26,412,497
FTE	137.83	110.4	110.68
3000 Enterprise & Community Service	1,479,418	1,573,000	1,815,020
FTE	14.06	10.63	9.94
4000 Facility Acquisition & Construction	16,956,239	7,105,009	3,720,387
FTE	0.0	0	0
5000 Other Uses			
5100 Debt Service*	8,064,396	18,700,400	9,630,632
5200 Interfund Transfers*	525,000	675,000	295,000
5300 Transits	10,599		
6000 Contingency	0	5,859,620	3,344,001
7000 Unappropriated Ending Fund Balance	9,837,308	1,249,203	2,504,967
Total Requirements	**$89,459,662**	**$90,721,029**	**$75,224,986**
Total FTE	**391.45**	**314.78**	**319.24**

* not included in total 5000 Other Uses. To be appropriated separately from other 5000 expenditures.

STATEMENT OF CHANGES IN ACTIVITIES and SOURCES OF FINANCING

The main source of State funding the District receives for the General Fund, the main operational fund for the District, is through the State School Fund which is distributed by the Oregon Department of Education. This funding is based solely on the average cumulative daily membership in Ashland schools. The District does continue to see a reduction in enrollment so spending continues to be adjusted accordingly. The main reduction in funding for 2026.2027 is in the "Other Budget Resources" category. The District was budgeting for operational loan resources in the 2025.2026 budget and that is not needed for 2026.2027.

PROPERTY TAX LEVIES

	Rate or Amount Imposed	Rate or Amount Imposed	Rate or Amount Approved
Permanent Rate Levy (Rate Limit $4.1601 per $1,000)	$4.1601	$4.1601	$4.1601
Local Option Levy (Rate per $1,000)	$1.2900	$1.2900	$1.2900
Levy For General Obligation Bonds	$7,900,000	$8,800,000	$9,149,000

STATEMENT OF INDEBTEDNESS

LONG TERM DEBT	Estimated Debt Outstanding on July 1	Estimated Debt Authorized, But Not Incurred on July 1
General Obligation Bonds	$88,830,000	$0
Other Bonds	$0	$0
Other Borrowings	$6,191,889	$0
Total	**$95,021,889**	**$0**

ASHLAND SCHOOL DISTRICT NO. 5
ASHLAND, OR
RESOLUTION NO. 2025-26 B-5 ADOPTING THE 2026-2027 BUDGET

RESOLUTION ADOPTING THE 2026.2027 BUDGET

BE IT RESOLVED, That the Board of Directors of Ashland School District No. 5 hereby adopts the budget for 2026.2027 in the sum of **$75,224,986** now on file in the District Administration Office, 885 Siskiyou Blvd, Ashland, OR 97520

RESOLUTION-MAKING APPROPRIATIONS

BE IT HEREBY RESOLVED, That for the fiscal year beginning July 1, 2026, the amounts shown below are hereby appropriated for the purposes indicated within the funds lists:

GENERAL FUND (100)

1000	Instruction	$ 23,364,066
2000	Support Services	$ 16,670,116
3000	Enterprise and Community	$ 12,939
4000	Facilities	$ -
5100	Debt Service	$ 1,031,982
5200	Transfer of Funds	$ 270,000
6000	Contingency	$ 750,000
	Total Appropriations	**$ 42,099,102**
7000	Unappropriated Ending Fund Balance	$ 2,243,617

SPECIAL REVENUE FUNDS (200)

1000	Instruction	$ 4,138,417
2000	Support Services	$ 2,421,662
3000	Enterprise and Community	$ 1,490,531
4000	Facilities	$ 25,525
5000	Transfer of Funds	$ -
	Total Appropriations	**$ 8,076,135**
7000	Unappropriated Ending Fund Balance	$ -

DEBT SERVICE (300)

5000	Other Uses (Debt Service)	$ 8,598,650
	Total Appropriations	**$ 8,598,650**
7000	Unappropriated Ending Fund Balance	$ 261,350

CAPITAL PROJECTS FUND (400)

1000	Instruction	$ -
2000	Support Services	$ 239,621
4000	Facilities/Acquisition	$ 3,694,862
5000	Other Uses	$ -
6000	Contingencies	$ 2,594,001
	Total Appropriations	**$ 6,528,484**
7000	Unappropriated Ending Fund Balance	$ -

INTERNAL SERVICE FUNDS (600)

2000	Support Services	$ 7,081,098
5000	Other Uses	$ 25,000
6000	Contingency	$ -
	Total Appropriations	**$ 7,106,098**
7000	Unappropriated Ending Fund Balance	$ -

TRUST & AGENCY FUNDS (700)

1000	Instruction	$ -
2000	Support Service	$ -
3000	Enterprise and Community	$ 311,550
5000	Other Users	$ -
	Total Appropriations	**$ 311,550**
7000	Unappropriated Ending Fund Balance	$ -

TOTAL APPROPRIATIONS ALL FUNDS	$ 72,720,019
TOTAL UNAPPROPRIATED ENDING FUND BALANCE - ALL FUNDS	$ 2,504,967
TOTAL ADOPTED BUDGET	**$ 75,224,986**

RESOLUTION IMPOSING THE TAX

BE IT RESOLVED, that the following ad valoren property taxes are hereby imposed for tax yer 2026.2027 upon the assessed value of all taxable property within the District:

(1) At the rate of $4.1601 per $1,000 of assessed value for the permanent rate tax
(2) At the rate of $1.29 per $1,000 of assessed value for local option tax
(3) In the amount of $9,149,000 for debt service of general obligation bonds

RESOLUTION CATEGORIZING THE TAX

BE IT RESOLVED, that the taxes imposed are hereby categorized for purposes of Article XI section 11B as:

Subject to Education Limitation

Permanent Tax	$4.1601/$1,000
Local Option Tax	$1.29/$1,000

Excluded From Limitation

General Obligation Debt Service	$9,149,000

ATTEST:

CLERK DATE CHAIRMAN

School Board Regular Session
Thursday, May 14, 2026 6:30 PM

Ashland City Council Chamber
1175 East Main Street
Ashland, OR 97520

Minutes

1. **Call to Order and Roll Check**
Chair Dyson called the meeting to order at 6:30 PM. Roll check confirmed that all board members were present: Chair Dyson, Vice Chair Hatch, Director Ferguson, Director Ruby, and Director Rooklyn.

2. **Land Acknowledgment**
Student Board Representative, Alice Carnahan, read the Land Acknowledgment aloud.

3. **Adoption of Agenda**
Director Ruby requested to add Consideration of a Letter of Support for the Census Tract 19 Opportunity Zone 2.0 Application, under New Business, item 16.C.

- **Motion:** Director Ruby moved, and Vice Chair Hatch seconded adoption of the agenda as amended.
  Aye: Dyson, Ferguson, Hatch, Rooklyn, Ruby
  Nay: none
  Result: The motion carried by unanimous vote of the five members.

4. **Consent Agenda** *(All items may be adopted by a single motion unless pulled for special consideration.)*

- **Motion:** Director Rooklyn moved, and Director Ruby seconded approval of the consent agenda.
  Aye: Dyson, Ferguson, Hatch, Rooklyn, Ruby
  Nay: none
  Result: The motion carried by unanimous vote of the five members.

4.A. Approval of Minutes
4.B. Personnel Report
4.C. Enrollment Report
4.D. Student Tutor Center Supervisor MOA
4.E. Superintendent Contract Approval

5. **School Presentation: AHS**
AHS Principal Francisco Atanes, along with Assistant Principals Becca Laroi and Hillary Cusenza, presented highlights from the 2025–26 school year. The report included student demographics, YouthTruth results, academic assessment data, electives and exploratory opportunities, athletics, activities, and school culture.

The presentation highlighted strong growth in ELA, improved science results, positive 9th-grade math benchmark growth, and continued work to strengthen college and career readiness. AHS also emphasized its broad elective offerings, affinity spaces, student activities, athletics, and efforts to support belonging, attendance, school culture, and the transition from middle school to high school.

6. **School Resource Officer Annual Report**
Superintendent Hattrick recognized Officer Bates for receiving the NASRO Exceptional Service Award for Region 9 and thanked him for his leadership in reestablishing Ashland's SRO program and strengthening relationships between students, schools, and the Ashland Police Department.

Officer Bates presented the annual School Resource Officer (SRO) report, highlighting the continued growth of the partnership between the Ashland Police Department and Ashland School District. He reviewed progress on program goals, including expanded classroom presentations, student and family engagement, and continued use of age-appropriate curriculum on topics such as online safety, drug awareness, driving, legal issues, and fire safety.

Officer Bates shared future goals, including training additional officers in school-based policing, continuing outreach to new classrooms, and strengthening partnerships with local agencies such as Ashland Fire & Rescue and the Oregon State Fire Marshal. He noted that the SRO role includes law enforcement, mentoring, public safety education, and prevention.

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The presentation also highlighted program accomplishments, including updated emergency response mapping, participation in safety drills, classroom instruction, student leadership activities, and instructor-level training.

Principal Atanes and Board members expressed appreciation for Officer Bates' positive, calm, and steady presence and his role in supporting student safety, trust, and belonging.

7. **2026-27 Student Board Representative Recommendations**
Superintendent Hattrick reviewed the policy and process used to select the 2026–27 Student Board Representatives, including the application and recommendation process. He announced the nominees recommended by Principal Atanes: Tobias Pew and Leah Lennett as primary student board representatives, and Sylvia Fox and Thea Vogel as alternate representatives.

Each nominee introduced themselves to the Board, and the current student board representatives confirmed their support for the recommendations.

7.A. ACTION: 2026-27 Student Board Representative Approval

- **Motion:** Director Rooklyn moved, and Vice Chair Hatch seconded to accept the nominations of the 2026-27 Student Board Representatives and Alternates as recommended.
  Aye: Dyson, Ferguson, Hatch, Rooklyn, Ruby
  Nay: none
  Result: The motion carried by unanimous vote of the five members.

8. **Annual Superintendent Evaluation Summary**
Chair Dyson read the public summary of the Board's annual evaluation of Superintendent Hattrick, noting that the Board found he has provided strong and effective leadership during a period of financial and organizational challenge. The summary highlighted progress in stabilizing district finances, improving transparency, strengthening community engagement, and building trust, culture, and communication across the district.

The Board also discussed updates to the Superintendent's contract, including a one-year extension and the addition of an 8% Tax Sheltered Annuity contribution, consistent with the original contract terms, following positive performance.

- **Motion:** Vice Chair Hatch moved and Director Ruby seconded to extend the Superintendent's contract by one year, through June 30, 2029.
  Aye: Dyson, Ferguson, Hatch, Rooklyn, Ruby
  Nay: none
  Result: The motion carried by unanimous vote of the five members.

9. **Insurance Committee Report**
Health Insurance Consulting Actuary Kelly Grebinsky of OneDigital, along with Insurance Committee members Ashley Schwedes and Becky DeSalvo, provided an update on the district's health insurance program. They reviewed the history of ASD's self-funded health plan, noting that the model had been successful for many years, saving the district significant costs while offering strong benefits.

The committee shared that, since 2020, rising costs and reduced financial advantage have made the current self-funded model unsustainable. After months of reviewing options, the Insurance Committee recommended that ASD join the OEBB Health Plan effective October 1, 2026, selecting Moda Medical Plan 5 with an HRA buy-up. The change is expected to provide savings for both the district and employees, with projected district savings of approximately $3 million in 2027 and lower employee contributions. The HRA component is expected to cost approximately $700,000 in the first year and would be administered by a separate vendor. The committee noted that some expenses from the current plan will still need to be processed after the transition. No Board action was required.

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10. **Finance Report**

10.A. Finance Report for the period ending April 30, 2026

Director of Business Services Sherry Ely reported that there were no significant revenue or expenditure updates and that the District is awaiting final ODE reconciliation numbers, with a catch-up payment currently estimated between $80,000 and $100,000. Based on current projections, the Ending Fund Balance is estimated at approximately $3.1 million, or slightly over 7%. Director Ely noted that the estimate is conservative and may increase once final June expenditures are complete.

11. **Recurring Reports**

11.A. OSEA Report- None

11.B. AEA Report

AEA Representative Alan Parowski reported that schools across the district are finishing the year with strong academic, arts, athletics, and community celebrations. Highlights include prom and graduation preparations at AHS, student success in speech and debate, spring sports, track and field, band, and art showcases, as well as many end-of-year concerts, ceremonies, field trips, and family events. Elementary and middle school students are also completing state testing, participating in hands-on learning experiences, and engaging in community-building traditions. Across sites, staff and families are supporting students through a busy and meaningful end to the school year.

11.C. Student-Board Representative Report

Student Board Representative Alice Carnahan shared appreciation for Officer Bates and noted that, from a student perspective, his presence as the School Resource Officer has exceeded expectations by helping create a sense of safety, welcome, and connection on campus.

Both representatives, Alice and Milo, also reported on recent and upcoming AHS events, including the Great Gatsby-themed prom, ASB and class elections, senior superlatives, College Decision Day, Prom Spirit Week, Clash on the Quad, the blood drive, He-Man, Powderpuff, the Spring Arts Show, and graduation. They highlighted student organizations that have thrived this year, including the newly formed Dance Team and Asian Student Union, and shared updates on spring athletics, including baseball, tennis, boys volleyball, track and field, and softball. The Belonging Committee has also begun conducting student interviews and plans to gather staff input before compiling insights to support belonging and connection at AHS next year.

12. **Board Reports**

Board members reported on recent district and community activities, including SOU Raider Days, the Ashland Schools Foundation's successful April donor drive, TRAILS outdoor learning field trip, regional workforce pathway discussions, YouthTruth data review, and policy work. Members noted that the public complaint policy will come forward for further board discussion and shared appreciation for the positive tone of recent bargaining-related meetings. Board members also recognized the AHS OBOB team for placing fourth at state, encouraged community members to return ballots for the current election, and expressed support for collaborative solutions related to SOU's planning process.

13. **Superintendent Report**

Superintendent Hattrick recognized Kaya Lutz as Ashland High School's Rotary Student of the Month, highlighting her leadership, service, academic and athletic involvement, and contributions through Key Club, DECA class leadership, student board service, the student store, and girls soccer. He noted that Kaya will attend Vanderbilt University in the fall to study human and organizational development.

He reported on recent district and community events, including reunification training, the Willow Wind Maypole Dance, Policy Workgroup, COSA meetings related to instructional minutes and the State School Fund formula, the SOU Board of Trustees meeting, Ashland Reads, student recognition events, the Ashland Schools Foundation donor event and phone banks, and Guanajuato Night.

Superintendent Hattrick provided an update on the TRAILS field trip incident, noting that the two students and staff member involved are out of the hospital and recovering. He expressed deep gratitude for the staff members' leadership, care, and response, and gave special recognition to TRAILS teacher Marcia Ososke for her calm, compassionate, and skillful handling of the situation. He noted that her leadership, along with the response of the staff team, had been described by many as heroic.

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He also noted upcoming bargaining with OSEA and AEA, the retiree and probationary graduation celebration, Budget Committee meeting, promotion ceremonies, and graduation. Superintendent Hattrick closed by thanking Student Board Representatives Alice and Milo for their service during the year.

13.A. Out of State Field Trip Notification- Superintendent Hattrick also informed the Board that the AHS Speech and Debate Team will travel out of state to Richmond, Virginia, from June 13–20.

13.B. ASD Transformation Update

Superintendent Hattrick provided an update on the ASD Transformation process, noting that the district is currently in Phase 3, which runs from May through June and includes community survey development, staff engagement, and ongoing data collection. He reported that the Phase 2 staff survey had received 38 responses to date, or approximately 10% participation, and remains open through May 18.

He also reported that the district received 54 applications for the Transformation Steering Committee and accepted 23 applicants, with additional appointees and invitations added to ensure balanced representation across schools, roles, and community perspectives. The committee will include 38 members, plus two honorary elected official members. Membership includes district leadership, principals, parents, staff, community members, and one student, with interest in adding additional student representation.

The first Transformation Steering Committee meeting is scheduled for May 26. All Transformation updates and materials will be posted on the district website.

14. **Hear Public Comments** – **None**
15. **Unfinished Business - None**
16. **New Business**

16.A. ACTION: iReady Adoption (Interim Assessment)

Assistant Superintendent Michelle Cuddeback informed the Board that the recently adopted IXL interim assessment program is no longer recognized as a state-approved assessment tool under Senate Bill 141, Oregon's education accountability legislation, which requires districts to use a state-approved interim assessment in language arts and mathematics.

Because the Ashland School District has previously used iReady, staff recommended returning to iReady to ensure compliance with state requirements. The estimated annual cost to the district is $26,400. Although the district remains under contract with IXL for two more years, teachers may continue using IXL as an instructional support tool while iReady serves as the district's official interim assessment program.

- **Motion:** Director Rooklyn moved, and Director Ferguson seconded to approve iReady as ASD's interim assessment program.
  Aye: Dyson, Ferguson, Hatch, Rooklyn, Ruby
  Nay: none
  Result: The motion carried by unanimous vote of the five members

16.B. ACTION: Summer Learning Grant Agreement

Ericka Beck-Brattin shared that the Ashland School District was awarded a State Summer Learning Grant of $350,000 per year for three years. She requested Board approval of the State Summer Learning Grant Agreement as presented.

Ms. Beck-Brattin described the program as a robust summer learning opportunity designed to serve approximately 350 students. The program will be literacy-focused while also providing instruction in science and mathematics. Summer programming will be available for students in PreK through grade 12, including opportunities for credit recovery, writing, and math support at the high school level.

The district plans to offer programming for rising first-grade through 12th-grade students from August 3–21, with a Kindergarten Jump Start program scheduled for August 10–21. The program will include nutrition services, transportation, school nursing services, and administrative support.

Ms. Beck-Brattin noted that the district is emphasizing consistent attendance and student engagement to encourage regular participation throughout the summer session. She also highlighted partnerships with ScienceWorks and the YMCA, as well as a strong focus on community partnerships and family engagement. She shared that, as this is the

first year of implementation, the district anticipates opportunities to expand and evolve community partnerships in future years.

- **Motion:** Chair Dyson moved, and Director Rooklyn seconded to acknowledge and accept the State Summer Learning Grant Agreement as presented.
  Aye: Dyson, Ferguson, Hatch, Rooklyn, Ruby
  Nay: none
  Result: The motion carried by unanimous vote of the five members

16.C. Letter of Support for the Census Tract 19 Opportunity Zone 2.0 Application
Director Rooklyn stepped down from the dais to speak in her capacity as an employee of the City of Ashland and recused herself from any vote on the matter. Ms. Rooklyn requested the District's support for a federal tax incentive program for which the City of Ashland is applying. She explained that the program is designed to attract private capital investment into designated low-income census tracts and would provide federal-level incentives without creating negative tax implications for the District.

Ms. Rooklyn shared that potential benefits of the program include increased housing and commercial investment in Ashland, growth in the property tax base, and additional capital opportunities for housing projects and Southern Oregon University. She noted that the program would provide a 10-year window to support long-cycle development projects.

She further explained that the opportunity is available only once every 10 years through a gubernatorial selection process and that demonstrated community support would strengthen the City's application.

- **Motion:** Director Ruby moved, and Director Hatch seconded to authorize the District to provide a letter of support for the City of Ashland's application related to Census Tract 19.
  Aye: Dyson, Ferguson, Hatch, Ruby
  Nay: none
  Recused: Director Rooklyn
  Result: The motion carried by majority vote

17. **Announcements and Appointments**

17.A. The Budget Committee will hold its first meeting on Wednesday, May 20, 2026, at 6:30 p.m. in the District Office, 885 Siskiyou Blvd., Ashland.

17.B. The Budget Committee has a second meeting scheduled on Wednesday, May 27, 2026, at 6:30 p.m. in the District Office, 885 Siskiyou Blvd., Ashland.

17.C. The board will hold a work session on Thursday, May 28, 2026, at 6:30 p.m. in the District Office, 885 Siskiyou Blvd., Ashland.

17.D. The board will hold a Budget Hearing on Thursday, June 11, 2026, at 6:30 p.m. in the City Council Chamber, 1175 E. Main St., Ashland.

17.E. The next Regular Session meeting will be held on Thursday, June 11, 2026, immediately following the 6:30 p.m. Budget Hearing, in the City Council Chamber, 1175 E. Main St., Ashland.

18. **Adjourn**
There being no further discussion, Chair Dyson adjourned the meeting at 8:42 p.m.

Submitted by:
Holly Rosser, Board Secretary

Date for Board Approval: June 11, 2026

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Ashland School District Budget Committee #1
Wednesday, May 20, 2026, 6:30 PM

District Office
885 Siskiyou Blvd
Ashland, Oregon 97520

Minutes

1. Call to Order / Roll Call
Board Chair Dyson called the meeting to order at 6:30 PM, and a roll check confirmed that everyone was present, except Ann Gaffney. Ms. Gaffney arrived at 6:51 PM.

The following members were present:
Russell Hatch
Rebecca Dyson
Jordan Rooklyn
Dan Ruby
Deltra Ferguson
Kristin Milligan (via Zoom)
Dave Dotterrer
Serena Robinson
Jeff Pelger
Ann Gaffney

Absent: None

District Administrators present:
Superintendent Joseph Hattrick
Director of Business Services Sherry Ely

2. Introductions
A round of introductions ensued with all present.

3. Adopt Rules of Order
Chair Dyson stated that the Budget Committee operates under a modified version of Robert's Rules of Order.

- **Motion:** Mr. Dotterer moved, and Mr. Ruby seconded to adopt the modified version of Robert's Rules of Order.
  Aye: Members Hatch, Dyson, Rooklyn, Ruby, Ferguson, Milligan, Dotterer, Robinson, Pelger
  Nay: none
  Vote: The motion carried by unanimous vote of the committee members present.

4. Appoint Committee Presiding Officer

- **Motion:** Ms. Rooklyn nominated Mr. Pelger as the Budget Committee Presiding Officer, and Mr. Dotterer seconded. Mr. Pelger accepted the role.
  Aye: Members Hatch, Dyson, Rooklyn, Ruby, Ferguson, Milligan, Dotterer, Robinson, Pelger
  Nay: none
  Vote: The motion carried by unanimous vote of the committee members present.

5. Budget Message
Superintendent Hattrick delivered the 2026–27 proposed budget message, which reflected the district's continued transition from financial stabilization toward long-term sustainability while maintaining a strong commitment to student success, educational excellence, and responsible stewardship of public resources.

Budget Assumptions included:

- The total proposed budget for 2026-27 is $75,224,987
- The projected beginning fund balance is $3,500,000
- Federal grants (Title I, II, IV, IDEA,) to remain relatively flat funded
- All State grants are budgeted conservatively to also be flat funded
- Youth Activities and Academics Levy will provide approximately $5,000,000
- General Fund resources projected at approximately $43.2 million
- Special Revenue Funds projected at approximately $8.1 million
- Debt Service Funds projected at approximately $8.9 million
- Insurance Funds projected at approximately $7.1 million
- Maintain Staffing levels for the 2026-27

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- Liability Insurance increased 9%.
- Projection of an Ending fund Balance of 5.5% in the General Fund

Staffing projections include:
- Approximately 154.66 certified FTE
- Approximately 142.58 classified FT
- Administrative staffing remaining stable at 13 FTE

6. 2026-2027 Proposed Budget
Director of Business Services Sherry Ely presented an overview of the 2026–27 proposed budget, including budget basics, the Oregon State School Fund, General Fund and non-General Fund revenues and expenditures, and a summary of all district funds.

Sherry reviewed the role of the Budget Committee, noting the committee's responsibility to review the proposed budget, receive public input, ask clarifying questions, and ultimately approve the 2026–27 budget.

The presentation highlighted:
- Continued monitoring of enrollment and ADMw trends
- Ongoing financial oversight and expanded reporting to the Board
- Projected enrollment declines and staffing alignment efforts
- State School Fund calculations and revenue assumptions
- Property tax collection trends and funding adjustments
- General Fund revenue and expenditure categories
- Stabilization of food service and special revenue funds
- Continued support of student programs through the Youth Activities and Academics Levy (YAAL)

Committee members asked clarifying questions regarding:
- Special education weighting formulas
- Enrollment projections
- Property tax assumptions
- Revenue forecasting
- Insurance and healthcare cost changes
- Staffing and payroll cost assumptions
- Contingency and reserve planning

Director Ely emphasized the district's continued focus on financial stability, transparency, responsible budgeting practices, and maintaining student programs and services while aligning operations with enrollment and revenue realities.

7. Budget Committee Questions and Discussion
Director Ely responded to questions regarding the financial crisis identified during the 2024–25 school year. She explained that the district's financial challenges developed over several years as expenditures exceeded revenues, particularly after COVID-era staffing increases were not adjusted following enrollment declines. Inaccurate cash tracking further compounded the issue and contributed to a cash shortage by March 2025.

In response, the district implemented staffing reductions, secured temporary financing, and strengthened financial oversight through improved cash tracking, monthly financial projections, and closer monitoring of staffing, revenues, expenditures, and staffing-to-student ratios.

When asked about the district's projected financial outlook for 2025–27, including the remaining loan balance and ending fund balance projections, Director Ely explained that the district projects a 7% ending fund balance for 2025–26 and a 5.5% ending fund balance for 2026–27, with loan payments already incorporated into the budget. She noted that the district intentionally uses conservative budgeting practices to maintain adequate cash flow and avoid overcommitting expenditures. Director Ely also stated that leadership expects actual ending balances to come in higher than projected as financial oversight and forecasting continue to improve.

DRAFT

Director Ely further explained that the district has made substantial progress in recovering financially, moving from a negative ending fund balance in 2023–24 to a positive ending fund balance in 2024–25. She attributed much of that progress to correcting fund accounting practices, properly assigning staffing costs to the appropriate funds, and ensuring accurate reimbursement requests to ODE.

In response to questions about budget variances, Director Ely stated that there were no significant unexpected changes aside from insurance costs. Most staffing variances reflected adjustments to how positions were assigned and tracked. She also described the district's use of two-year spending averages and ongoing budget monitoring to identify trends and make adjustments throughout the year.

Budget Committee members thanked Superintendent Hattrick and Director Ely for their leadership in improving the district's financial position compared to the previous year. Members also expressed appreciation for the district's disciplined financial approach and transparent communication throughout the process.

8. Receive Public Comment

Community member Larry Cooper expressed concern about reductions to performing arts funding and emphasized the importance of prioritizing performing arts programs within the district, noting that they had historically been a strong focus in ASD.

9. Budget Approval or Announce Next Meeting Date

The meeting concluded with plans to address budget questions via email to Superintendent Hattrick and Director Ely by end of day Friday, May 22, 2026.

The next Budget Committee Meeting is scheduled for Wednesday, May 27, 2026, at 6:30 PM in the district office conference room.

6. **Adjourn**

Ms. Gaffney moved, and Ms. Rooklyn seconded to adjourn the meeting at 8:23 PM. The motion carried by unanimous vote.

Submitted by:
Holly Rosser, Board Secretary

Date for Board Approval: June 11, 2026

DRAFT

Ashland School District Budget Committee #2
Wednesday, May 27, 2026 6:30 PM

District Office
885 Siskiyou Blvd
Ashland, Oregon 97520

Minutes

1. **Call to Order / Roll Call**
Presiding Officer Jeff Pelger called the meeting to order at 6:30 pm, and a roll check confirmed that a quorum was present. Ms. Milligan joined the meeting at 6:37 PM.

The following members were present:
Russell Hatch
Rebecca Dyson
Jordan Rooklyn
Dan Ruby
Deltra Ferguson
Kristin Milligan (via Zoom, then in-person)
Dave Dotterer
Serena Robinson
Jeff Pelger
Ann Gaffney (via Zoom)

Absent: none

District Administrators present:
Superintendent Joseph Hattrick
Director of Business Services Sherry Ely

2. **Discuss Committee Questions**
Director of Business Services Sherry Ely responded to questions submitted by Budget Committee members following the first meeting. Discussion focused primarily on the district's projected ending fund balances, staffing levels, associated payroll costs, and maintaining a status quo budget while continuing financial stabilization efforts.

Committee members asked several questions regarding the projected ending fund balances for 2025–26 and 2026–27, including concerns about the projected decline in reserves in 2026–27 despite recent financial improvement. Director Ely explained that the district is intentionally using a conservative budgeting approach to ensure adequate cash flow and avoid overcommitting expenditures. She stated that increasing the projected ending fund balance would require additional expenditure reductions of more than $1.2 million, likely resulting in significant staffing reductions. Director Ely noted that while the district projects a lower ending fund balance in 2026–27, actual ending balances may ultimately come in higher as financial monitoring and forecasting continue to improve. Discussion also highlighted the district's progress in improving its ending fund balance over the past two years while continuing to recover from prior financial challenges.

Questions were also raised regarding projected staffing increases despite declining enrollment. Director Ely explained that the increases primarily reflect educational assistant and maintenance positions rather than classroom teaching staff. She noted that the district continues to closely monitor classroom student-to-staff ratios while addressing longstanding understaffing in maintenance and operational support roles.

In response to questions regarding associated payroll costs, Director Ely explained that comparisons with other agencies are difficult due to differences in employee composition, benefit structures, retirement obligations, and negotiated compensation agreements. She stated that ASD's higher associated payroll costs are largely driven by healthcare expenses, including the transition from a self-insured insurance model to OEBB, as well as PERS obligations and increased 403(b) matching contributions.

Director Ely also provided a YAAL funding breakdown by school at the request of a committee member.

Further discussion focused on maintaining a status quo budget for 2026–27 while balancing fiscal responsibility with providing adequate staffing and operational support for schools. Committee members and staff also discussed unfunded mandates and the need for continued advocacy for increased state education funding.

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Additional discussion occurred regarding the district's transition to OEBB insurance coverage. Staff explained that the district must maintain a reserve fund through September 30, 2026, to cover remaining claims associated with the current self-insured insurance plan.

It was reiterated throughout the discussion that the proposed budget is intended to stabilize district operations while the district continues its broader transformation and long-term financial sustainability efforts.

3. **Receive Public Comment** – None

4. **Approval of Proposed Budget**
Presiding Officer Pelger called for a motion to approve the proposed 2026-2027 budget.

- **Motion:** Mr. Dotterer moved to approve the 2026-2027 Budget as expressed in Resolution No. 2025-26 B-4 Approving the 2026-2027 Budget. Ms. Robinson seconded the motion. Roll call confirmed that the motion carried by unanimous vote of the budget committee.
  In Favor: Milligan, Rooklyn, Pelger, Ruby, Gaffney, Hatch, Robinson, Ferguson, Dotterer, Dyson
  Opposed: None
  Result: The motion carried by unanimous vote of the 10 members.

5. **Preview Next Steps**
Once the budget committee has approved the budget, its work is finished. The district will then publish a summary of the budget (Form ED1) in the local newspaper, announcing the Budget Hearing on June 11 2026, at 6:30 PM. A resolution to approve the budget and allocate appropriations will be presented to the school board for adoption during the regular session board meeting on June 11, 2026.

6. **Adjourn**
Mr. Dotterer moved to adjourn the meeting at 7:47 pm, and Ms. Rooklyn seconded. The motion carried by unanimous vote.

Submitted by:
Holly Rosser, Board Secretary

Date for board Approval: June 11, 2026

DRAFT

School Board Work Session
Thursday, May 28, 2026 6:30 PM

District Office
885 Siskiyou Blvd
Ashland, Oregon 97520

Minutes

1. **Call to Order / Roll Check**
Chair Dyson called the meeting to order at 6:30 PM. Roll check confirmed that a quorum was present.
Present: Directors Ferguson, Ruby, Vice Chair Hatch, and Chair Dyson
Absent: Director Rooklyn

2. **Adoption or Adjustment of Agenda**
- **Motion:** Director Ferguson moved, and Director Ruby seconded to approve the agenda as presented.
  Aye: Ruby, Ferguson, Hatch, Dyson
  Nay: none
  Result: The motion carried by unanimous vote

3. **Outgoing Student-Board Reps**
Superintendent Hattrick thanked outgoing student board representatives Milo Leiserson and Alice Carnahan and presented them with their student board rep honorary graduation cords.

4. **Policy KL Review**
The Board reviewed ASD's current Policy KL and associated Administrative Regulations, along with sample policies from OSBA and North Clackamas School District. Following discussion, the Board reached consensus to revise ASD's policy to align more closely with OSBA's Version 2 sample policy.

Additional considerations discussed included extending timelines to allow adequate time for information gathering; timelines related to athletics, academic clubs, and performing arts activities; and procedures for board-to-board complaints.

As a next step, the Policy Committee will develop recommended revisions and bring the proposed policy forward for a first reading.

5. **Transformation Update**
The first Transformation Steering Committee (TSC) meeting was held on May 26, 2026, with 40 members in attendance. Board members reported positive engagement and noted that participants left with a better understanding of the purpose and scope of the transformation process.

The committee reviewed district data related to enrollment, finances, facilities, staffing, and programming. Discussion emphasized that no decisions have been made and that future recommendations will be informed by data and community input.

A draft membership list and committee resources will be posted on the Transformation webpage. The District is also developing opportunities for community engagement and exploring options for independent facilitation of the process.

Overall, board members expressed support for the committee's work and the collaborative approach being taken.

6. **2026-27 Board Meeting Schedule**
The Board reviewed the proposed 2026–27 meeting calendar and agreed to continue holding regular board meetings at 6:30 p.m. on the second Thursday of each month and work sessions on the fourth Thursday of each month, with some exceptions. The Board also discussed and tentatively scheduled its annual retreat for mid-August 2026.

7. **Board Reflections**
The Board reflected on the past year of service, discussing lessons learned, ongoing challenges, and future professional development needs.

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Common themes included a deeper understanding of the Board's governance role, the importance of preparation and focus, and appreciation for the Board's collaborative and welcoming culture. Board members emphasized the value of serving as both a source of support and accountability for the District while maintaining alignment around district goals and messaging.

Challenges identified included building and maintaining public trust, navigating the District's transformation process in a constructive and forward-looking manner, and addressing negativity and external pressures affecting public education.

Board members expressed interest in continued learning opportunities, including legislative advocacy, parliamentary procedure, peer-to-peer learning with other board members, and strengthening connections with community partners and other school districts.

8. **Board Learning**
The Board discussed Chapters 3 and 4 of *Becoming a Better Board Member*, with conversation centered on trust, communication, information sharing, and the importance of maintaining a shared vision. Members reflected on how communication practices have evolved over time and emphasized the value of being present in the community, listening to others, and building relationships through shared interests and experiences.

The Board will continue the book study with Chapter 11 and the conclusion at a future meeting.

9. **School Board Self-Evaluation**
The Board reviewed the timeline and process for its annual self-evaluation, which focuses on the performance of the Board as a whole rather than individual members. Board members will complete the evaluation by June 30, and staff will compile the results for discussion at the Board's summer retreat in August. The Superintendent's Cabinet will also complete the same evaluation to provide additional feedback to the Board.

10. **Adjourn**
There being no further business, Chair Dyson adjourned the meeting at 8:15 PM.

Submitted by:
Holly Rosser, Board Secretary

Date for Board Approval: June 11, 2026

DRAFT

Ashland School District
Board Personnel Report
June 1, 2026

SITE	NAME	POSITION	STATUS	STATUS CHANGE	SALARY PLACEMENT EXCEPTION
AHS	Andrea Louise Tary	Teacher, SPED Resource/Site Based	Resignation	NO	NONE
AHS	Sam Sagal	Teacher, Math	0.50 FTE	NO	NONE
AHS	Daren Shaw	Teacher, Science	0.50 FTE	NO	NONE
AHS	Gavin White	Track Asst Coach	Temporary Services	NO	NONE
AHS	Charlie Hall	Director of Athletics, Safety & Security	1.0 FTE	NO	NONE
AMS	Ashley Schwedes	Reading Teacher	0.70 FTE	NO	NONE
Bellview	Trish Dorr	Math Specialist	0.80 FTE	NO	NONE
Bellview	Jessica Bakke	PE Teacher	0.60 FTE	NO	NONE
District Office	Trish Dorr	TOSA-District Communications	0.20 FTE	NO	NONE
Helman	Ashley Schwedes	Teacher, Grade 2/3	Resignation 0.30 FTE	NO	NONE
Helman	Diane L Berry	CDS	Resignation	NO	NONE

Ashland School District
Board Personnel Report
June 1, 2026

SITE	NAME	POSITION	STATUS	STATUS CHANGE	SALARY PLACEMENT EXCEPTION
Helman	Sarah Lang	Teacher, Math	1.0 FTE	NO	NONE
Helman	Kari Smith	CDS	1.0 FTE	NO	NONE
Maintenance	James Johnson	Summer Crew	Temporary Services	NO	NONE
Maintenance	Sean Frost	Summer Crew	Temporary Services	NO	NONE
Maintenance	David Tolliver	Summer Crew	Temporary Services	NO	NONE
Maintenance	David Schlichting	Maintenance Worker II	Retirement	NO	NONE
Maintenance	Blue Bunch	Maintenance Worker II	1.0 FTE	NO	NONE
Maintenance	Peter Stone	Summer Crew	Temporary Services	NO	NONE
Maintenance	Mirna Iturbe	Summer Crew	Temporary Services	NO	NONE
Maintenance	Kyle Merwin	Summer Crew	Temporary Services		
Maintenance	Connor McCollom	Summer Crew	Temporary Services	NO	NONE
Nutrition Servicess	Melissa Lebarre-Empson	Food Service Worker	0.6875 FTE	NO	NONE

Ashland School District
Board Personnel Report
June 1, 2026

Student Services	Krista McGuyer	Director of Student Services	1.0 FTE	NO	NONE
Transportation	Kade Bissell	Substitute Bus Driver	Temporary Services	NO	NONE
Willow Wind	Alexi Butler McCullough	EA	Resignation	NO	NONE
Walker	David M Schirner	Teacher, Grade 4/5	Correction to May report - NO Resignation	NO	NONE
Walker	Andrea Jean Osbon	EA SPED I	Resignation	NO	NONE
Walker	Brittany Neumann	Office Manager	1.0 FTE	NO	NONE

ASHLAND PUBLIC SCHOOLS ENROLLMENT SUMMARY

June 2026 Full-Time and Part-Time Enrollment Counts by Site and Grade

SITE	K	1	2	3	4	5	6	7	8	9	10	11	12		
BELLVIEW	36	48	34	40	46	38								242	BELLVIEW
HELMAN	41	30	42	46	45	59								263	HELMAN
WALKER	26	32	38	44	32	45								217	WALKER
TRAILS	9	13	12	8	15	15	14	15	13					114	TRAILS
*Ashland CONNECT	0	0	3	0	3	1	2	5	5					19	CONNECT
AMS							133	174	159					466	AMS
AHS										235/1	210/1	175/1	213/2	833/5	AHS
WILLOW WIND	19/4	21/3	23/7	23/1	25/4	24/6	22/5	24/3	24/0					205/33	WILLOW
Level 2 Program	0	0	0	0	0	0	1	1	1	1	1	0	0	5	L2P
ASD TOTALS	131/4	144/3	152/7	161/1	166/4	182/6	172/5	219/3	202/0	236/1	211/1	175/1	213/2	2364/38	TOTAL

	Full-Time Enrollment History (Fiscal Year)														
	2011	2012	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	
BELLVIEW			315	322	325	315	318	263	256	246	258	254	247	242	BELLVIEW
HELMAN			303	314	351	345	345	286	286	281	315	302	265	263	HELMAN
WALKER			299	342	343	337	344	275	277	226	221	241	241	217	WALKER
TRAILS			100	120	122	123	122	105	107	180	135	139	139	114	TRAILS
AMS			579	562	565	564	517	485	480	461	527	529	510	466	AMS
AHS			971	996	971	950	940	942	914	934	888	822	815	833	AHS
WILLOW			195	192	179	178	180	159	150	150	163	179	194	205	WILLOW
Ashland Connect			0	0	0	0	0	0	0	0	24	24	27	19	CONNECT
Level 2 Program													5	5	L2P
ASD TOTALS			2762	2848	2856	2812	2766	2515	2470	2478	2531	2490	2443	2364	ASD TOTALS

	Monthly Enrollment									
	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
2025-2026	2446	2425	2405	2399	2396	2392	2381	2379	2374	2364
2024-2025	2512	2507	2479	2468	2470	2472	2469	2457	2451	2443
2023-2024	2571	2553	2539	2532	2529	2541	2518	2505	2495	2490
2022-2023	2560	2563	2546	2552	2543	2543	2530	2538	2535	2531
2021-2022	2478	2487	2441	2449	2465	2483	2471	2476	2472	2478
2020-2021			2530	2515	2509	2505	2490	2491	2486	2470
2019-2020		2835	2825	2820	2804	2797	2781	2774	2763	2515
2018-2019		2897	2894	2881	2860	2846	2830	2842	2824	2766
2017-2018	2935	2922	2913	2912	2905	2897	2892	2878	2869	2812
2016-2017	2898	2897	2901	2929	2879	2864	2847	2845	2826	2856
2015-2016	2856	2852	2845	2875	2815	2814	2796	2793	2779	2848

NOTES:

1. The Level 2 Program is the District K-12 site-based now located at AMS and AHS

The purpose of this MOU is to amend item 1.c. to designate the Human Resources Administrative Assistant position as a confidential position. This change is intended to enable the employee to more effectively perform the duties and responsibilities of the role. The position will be reclassified from classified to confidential status, effective July 1, 2026.

Memorandum of Understanding
Between
Ashland School District 5
And
Oregon School Employees Association Ashland Chapter 42

This Memorandum of Understanding is entered into by and between the Ashland School District ("District") and the Oregon School Employees Association (OSEA) Ashland Chapter 42 ("Association"). The District and Association are parties to a collective bargaining agreement ("CBA") with effective dates of July 1 2026 – June 30, 2028.

RECITALS

The parties' intention with this Memorandum of Understanding ("MOU") is to ensure both parties are in agreement regarding positions designated as confidential as defined by ORS 243.650(6).

TERMS OF MEMORANDUM OF UNDERSTANDING

The Ashland School District and the Oregon School Employees Association (OSEA) Ashland Chapter 42 agree that:

1. The following three positions with revised job descriptions and defined duties meet the appropriate standards to be designated as confidential positions:
   a. Board Executive Secretary
   b. One support position in Finance (Currently Payroll Specialist)
   c. Two support position in Human Resources (Currently Human Resources Program Assistant and Administrative Assistant)
2. In the event the assigned duties of the positions designated in Section 1-change, and/or any new or revised job description is created replacing the above designated positions, the parties shall mutually agree that the confidential duties-are reasonably necessary to assist the District in in the role of negotiations for the positions to continue to be designated as confidential positions.
3. The Accounts Payable position, held by long-time confidential employee Renae Rogers, will remain a confidential position but will shift to a classified position upon Ms. Roger's retirement or departure from the position. Upon vacancy of this Accounts Payable position, the District will notify the OSEA Chapter President and Field Representative in writing to negotiate appropriate placement of-the classified Accounts Payable position on the classified wage scale.
4. Any provisions of the parties' CBA not expressly modified by this MOU shall remain in full force and effect.
5. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the CBA between the parties.
6. This MOU shall become effective upon signature of the parties and ratification by OSEA members, if OSEA determines such ratification is required, and it shall not expire unless the parties mutually agree.

For OSEA

For the District

OSEA Chapter President	Date	Superintendent	Date
OSEA Field Representative	Date	Ashland School Board	Date

Notes on Policy CBG – Evaluation of the Superintendent

- Part of April 2026 Policy Update
- Required
- Part of the Public Meetings revisions:
    - Summary: 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. In 2026, the Legislature passed House Bill 4177, but it will not go into effect as it was vetoed by the governor. The policies included in this update include language that matches the new laws.
- Our current version is quite different than OSBA's sample policy
- The redline version is our policy with OSBA's language applied (basically a full rewrite)
- The grey highlight is the newly added language to match the new laws

Ashland School District 5

Code: **CBG**
Adopted: 3/08/10
Readopted: 5/08/17, date
Orig. Code(s): CBG/CBH

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 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.

~~The Board will:~~

~~1. Establish procedures for evaluating the superintendent's performance in a constructive manner, focusing on any accomplishments as well as any inadequacies, and making clear expectations for performance based on:~~

~~a. Job description and responsibilities;~~
~~b. Progress made toward accomplishing annual Board objectives;~~
~~c. Effective district operation in accordance with district policies and legal requirements.~~

~~2. Evaluate the superintendent by no later than the June board meeting. If deficiencies in performance are noted during the evaluation, those specific deficiencies will be discussed again prior to November 1 of that year;~~

~~3. The Board will evaluate the superintendent in his/her presence. If at any time, in the opinion of the majority of Board membership, the superintendent's services are deemed to be unsatisfactory, he/she will be notified in writing of the deficiencies or conditions that need to be corrected.~~

[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.

At the Board's discretion, it may notify the superintendent in writing of specific areas to be remedied and provide the superintendent an opportunity to correct the identified concern(s). If, after such written notice, the Board determines the superintendent's performance remains unsatisfactory, the Board may dismiss or non-renew the superintendent in accordance with Board policy, the superintendent's employment contract, and applicable state law and rules. Provisions for evaluation, dismissal, non-renewal, or termination of the superintendent's employment by either the Board or the superintendent shall be set forth in the superintendent's employment contract and, where applicable, shall take precedence over this policy. ~~Provisions for termination of the superintendent's employment either by the Board or the superintendent will be set forth in the superintendent's employment contract.~~

END OF POLICY

Legal Reference(s):

ORS 192.660(2), (8)
ORS 332.107
ORS 332.505
ORS 342.513
ORS 342.815
OAR 581-022-1720

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

Cross Reference(s):

BDC - Executive Sessions
CB - Superintendent
CBA - Qualifications and Duties of the Superintendent

Ashland School District 5

Code: **CBG**
Adopted: 3/08/10
Readopted: 5/08/17
Orig. Code(s): CBG/CBH

Evaluation of the Superintendent

The Board will:

1. Establish procedures for evaluating the superintendent's performance in a constructive manner, focusing on any accomplishments as well as any inadequacies, and making clear expectations for performance based on:

   a. Job description and responsibilities;
   b. Progress made toward accomplishing annual Board objectives;
   c. Effective district operation in accordance with district policies and legal requirements.

2. Evaluate the superintendent by no later than the June board meeting. If deficiencies in performance are noted during the evaluation, those specific deficiencies will be discussed again prior to November 1 of that year;

3. The Board will evaluate the superintendent in his/her presence. If at any time, in the opinion of the majority of Board membership, the superintendent's services are deemed to be unsatisfactory, he/she will be notified in writing of the deficiencies or conditions that need to be corrected.

Provisions for termination of the superintendent's employment either by the Board or the superintendent will be set forth in the superintendent's employment contract.

END OF POLICY

Legal Reference(s):

ORS 192.660(2), (8)
ORS 332.107
ORS 332.505
ORS 342.513
ORS 342.815
OAR 581-022-1720

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

Cross Reference(s):

BDC - Executive Sessions
CB - Superintendent
CBA - Qualifications and Duties of the Superintendent

Notes on EBB Integrated Pest Management

- Part of the April 2026 Policy Update
- Required
- Summary: House Bill 2684 (2025) added some new requirements to law for Integrated Pest Management Plan requirements. The first requires posting the Integrated Pest Management Plan and list of low-impact pesticides to the website (can be included in the Healthy and Safe Schools Plan); the second requires a review of an IPM plan every five years to identify updates, if any, and readoption.
- Redline version is the OSBA updates applied to our current policy.
- Maintenance Director confirmed IPM coordinator and that we are following the updated requirements
    - Once the board has adopted this revised policy, we will bring the IPM Plan to the board for review and approval

Ashland School District 5

Code: **EBB**
Adopted: 5/14/12
Readopted: 5/08/17, date
Orig. Code(s): EBB

Integrated Pest Management

To ensure the health and safety concerns of student, staff and community members, the ~~district~~Board shall adopt an integrated pest management plan (IPM)[1] which emphasizes the least possible risk to students, staff and community members and shall adopt a list[2] of low-impact pesticides for use with the IPM plan. The IPM plan and list shall be available to the public through the district's website[3].

~~To ensure the health and safety concerns of student, staff and community members, the district shall adopt an integrated pest management plan (IPM)[1] which emphasizes the least possible risk to students, staff and community members and shall adopt a list of low-impact pesticides for use with the IPM plan.~~

The IPM plan is a proactive strategy that:

1. Focuses on the long-term prevention or suppression of pest problems through economically sound measures that:

   a. Protect the health and safety of students and staff;
   b. Protect the integrity of district buildings and grounds;
   c. Maintain a productive learning environment; and
   d. Protect local ecosystem health.

2. Focuses on the prevention of pest problems by working to reduce or eliminate conditions of property construction, operation and maintenance that promote or allow for the establishment, feeding, breeding and proliferation of pest populations or other conditions that are conducive to pests or that create harborage for pests;

3. Incorporates the use of sanitation, structural remediation or habitat manipulation or of mechanical, biological and chemical pest control measures that present a reduced risk or have a low-impact and, for the purpose of mitigating a declared pest emergency, the application of pesticides that are not low-impact pesticides;

4. Includes regular monitoring and inspections to detect pests, pest damage and unsanctioned pesticide usage;

5. Evaluates the need for pest control by identifying acceptable pest population density levels;

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[1] See Integrated Pest Management Program for Oregon Schools at http://blogs.oregonstate.edu/schoolipm/. The program includes access to Resources & Forms including Model plans for large school districts and small school districts.

[2] See ORS 634.705(5).

[3] Inclusion of the list and IPM in the district's Healthy and Safe Schools Plan satisfies this requirement as long as it is posted on the district's website.

6. Monitors and evaluates the effectiveness of pest control measures;

7. Excludes the application of pesticides on a routine schedule for purely preventive purposes, other than applications of pesticides designed to attract or be consumed by pests;

8. Excludes the application of pesticides for purely aesthetic purposes;

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[1]See Model Integrated Pest Management Plan for Oregon Schools at http://www.ipmnet.org/tim/IPM_in_Schools/IPM_Materials.html (See *Model Plan for Large School Districts* or *Model Plan for Small School Districts*)

9. Includes school staff education about sanitation, monitoring, inspection and pest control measures;

10. Gives preference to the use of nonchemical pest control measures;

11. Allows the use of low-impact pesticides if nonchemical pest control measures are ineffective; and

12. Allows the application of a pesticide that is not a low-impact pesticide only to mitigate a declared pest emergency or if the application is by, or at the direction or order of, a public health official.

The ~~district shall designate the~~ Maintenance II Technician is designated as the Integrated Pest Management Plan Coordinator~~(s) give them~~and has the authority for overall implementation and evaluation of the IPM plan.

~~The district shall designate the Facilities Supervisor as the Integrated Pest Management Plan Coordinator and give them the authority for overall implementation and evaluation of the IPM plan.~~

Integrated Pest Management Plan Coordinator

The IPM Plan Coordinator shall:

1. Attend not less than six hours of IPM training each year. The training shall include at least a general review of integrated pest management principles and the requirements of IPM as required by Oregon statute;

2. Ensure appropriate prior notices are given and posted warnings have been placed when pesticide applications are scheduled;

3. Oversee pest prevention efforts;

4. Ensuring identification and evaluation of pest situation;

5. Determine the means of appropriately managing pest damage that will cause the least possible hazard to people, property and the environment;

6. Ensure the proper use and application of pesticide applications when non-pesticide controls have been unsuccessful;

7. Evaluate pest management results; ~~and~~

8. Keep for at least four years following the application date, records of applied pesticides that include:

   a. A copy of the label;
   b. A copy of the Safety Data Sheet (SDS);
   c. The brand name and U.S. Environmental Protection Agency (USEPA) registration number of the product; ~~The brand name and USEPA[2] registration number of the product;~~
   ~~c.~~d. The pest condition that prompted the application;

   ~~d.~~e. The approximate amount and concentration of pesticide applied;

~~e.~~f. The location of where the pesticide was applied;
~~f.~~g. The type of application and whether the application was effective;
~~g.~~h. The name(s) of the person(s) applying the pesticide;

~~[2]U.S. Environmental Protection Agency~~

~~h.~~i. The pesticide applicator's license numbers and pesticide trainee or certificate numbers of the person applying the pesticide;
~~i.~~j. The dates and times for the placement and removal of warning signs; and
~~j.~~k. Copies of all required notices given, including the dates the IPM Coordinator gave the notices.

9. Respond to inquiries about the IPM plan and refer complainants to Board policy KL - Public Complaints; and

10. Conduct outreach to district staff about the district's IPM plan.

At least once every five years, the Board shall review the IPM plan, make any necessary updates and readopt the IPM plan.[4] The final IPM plan shall include the day, month and year the Board adopted or readopted the plan.

END OF POLICY

Legal Reference(s):

ORS 634.116
ORS 634.700 to -750

Cross Reference(s):

EB - Safety Program
GBE - Staff Health and Safety

[4] For IPMs adopted prior to January 1, 2026, the Board shall review, update and readopt the IPM no later than January 1, 2027, or five years from the date of the most recent approval of the plan, whichever is later.

Ashland School District 5

Code: **EBB**
Adopted: 5/14/12
Readopted: 5/08/17
Orig. Code(s): EBB

Integrated Pest Management

To ensure the health and safety concerns of student, staff and community members, the district shall adopt an integrated pest management plan (IPM)[1] which emphasizes the least possible risk to students, staff and community members and shall adopt a list of low-impact pesticides for use with the IPM plan.

The IPM plan is a proactive strategy that:

1. Focuses on the long-term prevention or suppression of pest problems through economically sound measures that:

   a. Protect the health and safety of students and staff;
   b. Protect the integrity of district buildings and grounds;
   c. Maintain a productive learning environment; and
   d. Protect local ecosystem health.

2. Focuses on the prevention of pest problems by working to reduce or eliminate conditions of property construction, operation and maintenance that promote or allow for the establishment, feeding, breeding and proliferation of pest populations or other conditions that are conducive to pests or that create harborage for pests;

3. Incorporates the use of sanitation, structural remediation or habitat manipulation or of mechanical, biological and chemical pest control measures that present a reduced risk or have a low-impact and, for the purpose of mitigating a declared pest emergency, the application of pesticides that are not low-impact pesticides;

4. Includes regular monitoring and inspections to detect pests, pest damage and unsanctioned pesticide usage;

5. Evaluates the need for pest control by identifying acceptable pest population density levels;

6. Monitors and evaluates the effectiveness of pest control measures;

7. Excludes the application of pesticides on a routine schedule for purely preventive purposes, other than applications of pesticides designed to attract or be consumed by pests;

8. Excludes the application of pesticides for purely aesthetic purposes;

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[1]See Model Integrated Pest Management Plan for Oregon Schools at http://www.ipmnet.org/tim/IPM_in_Schools/IPM_Materials.html (See *Model Plan for Large School Districts* or *Model Plan for Small School Districts*)

9. Includes school staff education about sanitation, monitoring, inspection and pest control measures;

10. Gives preference to the use of nonchemical pest control measures;

11. Allows the use of low-impact pesticides if nonchemical pest control measures are ineffective; and

12. Allows the application of a pesticide that is not a low-impact pesticide only to mitigate a declared pest emergency or if the application is by, or at the direction or order of, a public health official.

The district shall designate the Facilities Supervisor as the Integrated Pest Management Plan Coordinator and give them the authority for overall implementation and evaluation of the IPM plan.

Integrated Pest Management Plan Coordinator

The IPM Plan Coordinator shall:

1. Attend not less than six hours of IPM training each year. The training shall include at least a general review of integrated pest management principles and the requirements of IPM as required by Oregon statute;

2. Ensure appropriate prior notices are given and posted warnings have been placed when pesticide applications are scheduled;

3. Oversee pest prevention efforts;

4. Ensuring identification and evaluation of pest situation;

5. Determine the means of appropriately managing pest damage that will cause the least possible hazard to people, property and the environment;

6. Ensure the proper use and application of pesticide applications when non-pesticide controls have been unsuccessful;

7. Evaluate pest management results; and

8. Keep for at least four years following the application date, records of applied pesticides that include:

    a. A copy of the label;
    b. A copy of the Safety Data Sheet (SDS);
    c. The brand name and USEPA[2] registration number of the product;
    d. The approximate amount and concentration of pesticide applied;
    e. The location of where the pesticide was applied;
    f. The type of application and whether the application was effective;
    g. The name(s) of the person(s) applying the pesticide;

[2]U.S. Environmental Protection Agency

h. The pesticide applicator's license numbers and pesticide trainee or certificate numbers of the person applying the pesticide;
i. The dates and times for the placement and removal of warning signs; and
j. Copies of all required notices given, including the dates the IPM Coordinator gave the notices.

9. Respond to inquiries about the IPM plan and refer complainants to Board policy KL - Public Complaints;

10. Conduct outreach to district staff about the district's IPM plan.

END OF POLICY

Legal Reference(s):

ORS 634.116
ORS 634.700 to -750

Cross Reference(s):

EB - Safety Program
GBE - Staff Health and Safety

Notes on Policy GBA Equal Employment Opportunity

- Part of the April 2026 Policy Update
- Required
- Impacted due to laws around VETERAN OR STATE SERVICEMEMBER PREFERENCE
- Summary: Senate Bill 808 (2025) amended ORS 408.225, 408.230 and 408.235, which discusses issuing preferences to veterans and disabled veterans during a hiring or promotion process, and defined and added state servicemembers and former state servicemembers. These are servicemembers who are current servicemembers of the Oregon National Guard or former servicemembers of the Oregon National Guard, and who meet the new provisions.
    - As a result, board policy GBA – Equal Employment Opportunity and administrative regulation GBA-AR – Veteran and State Servicemember Preference has been updated to reflect SB 808 and to account for the four different employment preferences now allowed under Oregon law effective January 1, 2026.
    - After adoption-- notify appropriate staff and other parties in accordance with policy BFD – Board Policy Implementation and/or BFCA – Administrative Regulations.

Policy GBA

- Redline version is OSBA recommended language.
- The grey highlights are all the newly added language or deletions,
- Policy committee's questions answered:
    - The lists classification lists are different in the first and fourth paragraph because they come from different laws. The list in paragraph one is a combination of various federal and Oregon laws regarding employment discrimination. The list in paragraph four comes directly from the definition of "affirmative action" in ORS 243.305(2):

      243.305 Policy of affirmative action and fair and equal employment opportunities and advancement. (1) It is declared to be the public policy of Oregon that all branches of state government shall be leaders among employing entities within the state in providing to its citizens and employees, through a program of affirmative action, fair and equal opportunities for employment and advancement in programs and services and in the awarding of contracts.

      (2) "Affirmative action" means a method of eliminating 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. [1975 c.529 §1; 1981 c.436 §1; 1989 c.224 §35]
    - You'll notice the last revision date of this statute was in 1989, so this list of protected classes has not been updated since then. OAR 581-022-2405 requires district to have personnel policies addressing affirmative action, which is why we use the statutory definition. If you would like to include more classifications in paragraph four, or otherwise make the two lists more consistent, you certainly could.
    - Clarity around footnotes: Footnotes 2 and 4 were removed because the district has six or more employees.

GBA-AR – Veterans' and State Servicemember Preference

- ASD currently does not have this AR

- The included AR is highly recommended by OSBA
- The policy committee agrees, adding this AR would be beneficial

Ashland School District 5

Code: GBA
Adopted: 2/14/05
Revised/Readopted: 5/08/17; 11/09/23, date
Orig. Code: GBA

Equal Employment Opportunity

{OAR 581-022-2405 requires districts to have personnel policies which address affirmative action and 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, 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].

~~Equal employment opportunity and treatment shall be practiced by the district regardless of race[1], color, religion, sex, sexual orientation, gender identity, national origin, marital status, pregnancy, childbirth or a related medical condition[2], age, veterans' status[3], service in uniformed service, familial status, genetic information, an individual's juvenile record that has been expunged, and disability[4] if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.~~

~~The superintendent will appoint an employee to serve as the officer in charge of compliance with the Americans with Disabilities Act, the Americans with Disabilities Act Amendments (ADA), and Section 504 of the Rehabilitation Act. The superintendent will also designate a Title IX coordinator to comply with~~

[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.~~

~~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 to all students and employees.~~

~~The superintendent will develop specific recruiting, interviewing and evaluation procedures as necessary to implement this policy.~~

END OF POLICY

Legal Reference(s):

ORS 174.100
ORS 243.317 – 243.323
ORS 326.051
ORS 332.505
ORS 342.934
ORS 408.225
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
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).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, et. seq. (2018).
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2018); 29 C.F.R Part 1626 (2019).
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2018).
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2018).
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 794 (2018); 34 C.F.R. Part 104 (2019).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2018); 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, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).
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).
Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff-1 (2018).
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 (2018).

Cross Reference(s):

AC - Nondiscrimination

Ashland School District 5

Code: GBA
Adopted: 2/14/05
Revised/Readopted: 5/08/17; 11/09/23
Orig. Code: GBA

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, national origin, marital status, pregnancy, childbirth or a related medical condition[2], age, veterans' status[3], service in uniformed service, familial status, genetic information, an individual's juvenile record that has been expunged, and disability[4] if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

The superintendent will appoint an employee to serve as the officer in charge of compliance with the Americans with Disabilities Act, the Americans with Disabilities Act Amendments (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 to all students and employees.

The superintendent will develop specific recruiting, interviewing and evaluation procedures as necessary to implement this policy.

END OF POLICY

Legal Reference(s):

ORS 174.100
ORS 243.317 – 243.323
ORS 326.051
ORS 332.505
ORS 342.934
ORS 408.225
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
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).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, et. seq. (2018).
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-634 (2018); 29 C.F.R Part 1626 (2019).
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2018).
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2018).
Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 794 (2018); 34 C.F.R. Part 104 (2019).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2018); 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, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).
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).
Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff-1 (2018).
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 (2018).

Cross Reference(s):

AC - Nondiscrimination

Notes on Policy GBN/JBA Sexual Harassment

- Part of the OSBA April 2026 policy update
- Required
- Note: Policy GBN/JBA is the same as Policy JBA/GBN. When we update one, we update both
- Updates follow new language as required by law
- Redline shows OSBA's recommended revisions
- We have also updated our Title IX Coordinator to our new Director of Student Services

GBN/JBA AR

- Not part of OSBA's policy updates
- Went ahead and updated the Title IX Coordinator on the AR to match the policy

Ashland School District 5

Code: **GBN/JBA**
Adopted: 4/12/04
Revised/Readopted: 5/08/17; 11/14/18; 12/14/20; 3/12/26, date
Orig. Code: GBN/JBA

Sexual Harassment

The district is committed to eliminating 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.

OREGON DEFINITION AND PROCEDURES

Oregon Definition

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

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].

[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.

[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.

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 site administrator or to the district Title IX coordinator . The district Title IX coordinator is :

Name	Position	Phone	Email

Krista Gutierrez Paris

~~April Harrison~~ Director, Student Services 541-482-2438
Krista.GutierrezParis@ashland.k12.or.us
~~April.Harrison@ashland.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 report in a timely manner 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. 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. Actions taken must not be 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 is encouraged to report their concerns to district 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;

~~2.~~3. Review of video surveillance;

~~3.~~4. Review of written communications, including electronic communications;

~~4.~~5. Review of any physical evidence; and

~~5.~~6. Possible use of third-party investigator.

The district will use the preponderance of evidence standard when determining whether a hostile environment exists.

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 or, in the case of a student, their parent or legal guardian who filed the complaint, may pursue, including the person designated for the school or district for receiving complaints and any timelines. Care must be taken to observe confidentiality laws when providing information.

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.

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

[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.

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 members 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];

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 complainant 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 complainant, by a person with whom the complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the complainant under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth complainant 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.

[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. § 106.44(a))

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.

The Director of Student Services is designated as the Title IX Coordinator and can be contacted at 541-482-2438. The Title IX Coordinator will coordinate the district's efforts to comply with its responsibilities related to this AR. The district prominently will display the contact information for the Title IX Coordinator on the district website and in each handbook.

Response

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

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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.[7] 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))

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);

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

No Retaliation

Neither the district or any person may retaliate[11] 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 all Ashland School District student handbooks and on the Ashland school and district websites. 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 student, parent of a student, school or district staff member, or third party upon request.

END OF POLICY

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[11] Retaliation includes, but is not limited to, intimidation, threats, coercion, and discrimination.

Legal Reference(s):

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

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).

Cross Reference(s):

AC - Nondiscrimination and Civil Rights
ACB - Every Student Belongs
GBNA - Hazing/Harassment/Intimidation/Bullying/Menacing/Cyberbullying – Staff
GBNAA/JHFF - Suspected Sexual Conduct with Students and Reporting Requirements
GBNAB/JHFE - Suspected Abuse of a Child Reporting Requirements
JBA/GBN - Sexual Harassment
JFCF - Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence, or Domestic Violence – Student
JFE - Pregnant and Parenting Students
JHFE/GBNAB - Suspected Abuse of a Child Reporting Requirements

OSBA Model Sample Administrative Regulation

Code: GBA-AR
Revised/Reviewed:

Veterans~~'~~ and State Servicemember Preference

Oregon~~'s Veterans' Preference L~~law requires the district to grant a preference to qualified and eligible veterans, ~~and~~ disabled veterans, state servicemembers and former state servicemembers at each stage ~~in~~during the hiring ~~and~~ or promotion process who claim a preference. To be **qualified** for ~~veterans'~~ preference, an ~~veteran or disabled veteran~~applicant must meet the minimum qualifications and any other special qualifications required for the position sought. To be **eligible** for ~~veterans'~~ preference[1] an ~~veteran or disabled veteran~~applicant must provide certification they are a veteran, ~~or~~ 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, ~~or~~ 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, ~~or~~ disabled veteran, state servicemember or former state servicemember if the individual is equal to or better than the top candidate after the ~~veterans'~~ preference has been applied.

~~A veteran may submit a written request to the district for an explanation of the reasons why they were not selected for the position. The district shall provide the reasons for not selecting the candidate when requested.~~

Recruitment Procedures

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 ~~veterans and disabled veterans with~~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.

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[1] See Oregon Revised Statute (ORS) 408.235.

[2] See Oregon Revised Statute (ORS) 408.225 ~~and OAR 839-006-0440~~ for definitions of veteran, ~~and~~ disabled veteran, state servicemember and former state servicemember.

[3] ~~See Verification of Veteran's Preference (OAR 839-006-0465).~~ 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)

Selection Procedures{[4]}

Step 1: Before the review of any applications the [human resources director] will establish an evaluation scoring guide based on the minimum qualifications and any special qualifications listed in the job posting.

Step 2: The [human resources director] will review the application materials using the evaluation scoring guide to determine which applicants meet the minimum and any special qualifications listed in the job posting. In assessing the applicant materials of a veteran or disabled veteran the [human resources director] shall evaluate whether the skill experience obtained in ~~the military~~service are transferable skills to the posted position. Any applicants that do not meet the minimum and any special qualifications shall be removed from the applicant pool.

Step 3: Based on Step 2, the [human resources director] determines who will be interviewed. All qualified and eligible veterans or disabled veterans shall be given an opportunity to interview.

Step 4: Interview questions and scoring sheets will be developed and each scoring sheet must be completed after each interview by the interviewers.

Step 5: Following completion of the interviews, the [human resources director] shall complete the selection matrix and score the applicants based on the scoring sheets completed during interviews. ~~Veterans' p~~Preference shall be applied by adding 5 percentage points to an eligible veteran, state servicemember or former state servicemember and 10 percentage points to an eligible disabled veteran.

Step 6: ~~The [human resources director] makes the offer to the applicant with the highest final score. The district is not obligated to hire or promote a qualified and eligible veteran or disabled veteran. The district is obligated to hire or promote a qualified or eligible veteran or disabled veteran if they are equal or better than the top candidate after the veterans' preference has been applied.~~ The district will appoint an otherwise qualified applicant claiming preference to the position if the applicant's results of their application examination, when combined with the preference, are equal to or better than the results for the top candidate.

The district may base a decision not to appoint the applicant claiming preference solely on the applicant's merits or qualifications with respect to the position.

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.

Filing a Complaint

A veteran, ~~or~~ disabled veteran, state servicemember or former state servicemember is encouraged to contact the [human resources office] if ~~they have~~there are any concerns or questions concerning the application of or the process used for ~~veterans'~~ preference.

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[4] {If the district chooses not to use a scored system the law requires that the district give special consideration in the district's hiring decision to veterans, ~~and~~ disabled veterans, state servicemembers and former state servicemembers and the district will need to be able to demonstrate the method used for providing special consideration. ORS 408.230(2)(c).}

An ~~veteran or disabled veteran~~applicant claiming to be aggrieved by a violation of Board policy GBA - Equal Employment Opportunity or this administrative regulation, may file a written complaint with the Civil Rights Division of the Bureau of Labor and Industries (BOLI) in accordance with Oregon Revised Statute (ORS) 659A.820.

Ashland School District 5

Code: **GBN/JBA-AR(1)**
Revised/Reviewed: 12/01/04; 5/08/17; 5/19; 3/12/26, date
Orig. Code: GBN/JBA-AR

Sexual Harassment Complaint Procedure

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

Name	Position	Phone	Email
Krista Gutierrez Paris			
~~April Harrison~~	Director, Student Services	541-482-2438	Krista.GutierrezParis@ashland.k12.or.us ~~April.Harrison@ashland.k12.or.us~~

The district official receiving the complaint shall issue the required written notice as outlined under Oregon Procedures in Board policy GBN/JBA - Sexual Harassment.

Step 1 The district official receiving the report or complaint shall promptly initiate an investigation using procedures and standards, including but not limited to, those identified in Board policy GBN/JBA - Sexual Harassment and will notify the complainant or reporting person, any impacted person who is not a reporting person (if appropriate), each reported person, and where applicable the parents of a reporting person, impacted person, or reported person, when such investigation is initiated. The official will arrange such meetings as may be necessary to discuss the issue with all concerned parties within five working days after receipt of the report or complaint. The parties will have an opportunity to submit evidence and a list of witnesses. All findings of the investigation shall be reduced to writing. The official conducting the investigation shall notify the parties in writing that the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law within 30 days of receipt of the report or complaint.

A copy of the required written notice(s) and the date and details of notification of the notice of investigation and results of the investigation, together with any other documentation related to the sexual harassment incident, including disciplinary action taken or recommended, shall be forwarded to the Title IX Coordinator.

Step 2 If a complainant is not satisfied with the decision at Step 1, the complainant may submit a written appeal to the superintendent or designee. Such appeal must be filed within 10 working days after receipt of the Step 1 decision. The superintendent or designee will arrange such meetings with the complainant and other affected parties as deemed necessary to discuss the appeal within 5 working days of receipt of the appeal. The superintendent or designee shall provide a written decision to the complainant within 10 working days.

Step 3 If a complainant is not satisfied with the decision at Step 2, the complainant may submit a written appeal to the Board. Such appeal must be filed within 10 working days after receipt of

the Step 2 decision. The Board will review the decision of the superintendent or designee in a public meeting to determine what action is appropriate. The Board may use executive session if the subject matter qualifies under Oregon law. Appropriate action may include, but is not limited to, holding a hearing, requesting additional information, and adopting the

superintendent's or designee's decision. All parties involved, including the school administration, may be asked to attend a hearing for the purposes of making further explanations and clarifying the issues. The Board shall provide a written decision to the complainant within 30 working days following receipt of the appeal.

If the Board chooses not to hear the complaint, the superintendent's or designee's decision in Step 2 is final[1].

The superintendent is authorized to amend these procedures (including timelines) when the superintendent feels it is necessary for the efficient handling of the complaint. Notice of any amendments will be promptly provided to the parties.

Complaints against the principal may start at Step 2 and may be filed with the superintendent or designee. The superintendent or designee will cause the required notices to be provided. The superintendent or designee will investigate the complaint and will notify the parties in writing that the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law. If the complaint remains unresolved within 10 working days of receipt by the superintendent or designee, the complainant may appeal to the Board in Step 3.

Complaints against the superintendent or a Board member (other than the Board chair) may start at Step 3 and should be referred to the Board chair on behalf of the Board. The Board chair will cause required notices to be provided. The Board chair shall present the complaint to the Board. The Board may use executive session if the subject matter qualifies under Oregon law. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. After receiving the results of the investigation, the Board shall decide, within 20 days, in open session what action, if any, is warranted. The Board chair shall notify the parties in writing that the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law.

Complaints against the Board chair may start at Step 3 and should be referred to the Board vice chair on behalf of the Board. The Board vice chair will cause required notices to be provided. The Board vice chair shall present the complaint to the Board. The Board may use executive session if the subject matter qualifies under Oregon law. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. After receiving the results of the investigation, the Board shall decide, within 20 days, in open session what action, if any, is warranted. The Board vice chair shall notify the parties in writing that the investigation is concluded and if a violation of the policy was found to have occurred to the extent allowable by law.

Direct complaints related to employment may be filed with the U.S. Department of Labor, Equal Employment Opportunity Commission or Oregon Bureau of Labor and Industries. Direct complaints related to educational programs and services may be made to the Regional Civil Rights Director, U.S. Department of Education, Office for Civil Rights, Region X, 915 2nd Ave., Room 3310, Seattle, WA 98174-1099.

[1] If the Board chooses to accept the superintendent's decision as the district's final decision on the complaint, the superintendent's written decision must meet the requirements of OAR 581-022-2370(4)(b).

Additional information regarding filing of a complaint may be obtained through the principal, compliance officer or superintendent.

All documentation related to sexual harassment complaints may become part of the student's education record or employee's personnel file as appropriate. Additionally, a copy of all sexual harassment complaints and documentation will be maintained as a confidential file and stored in the district office.

The superintendent shall report the name of any person holding a teaching license or registered with Teacher Standards and Practices Commission (TSPC) or participating in a practicum under OAR Chapter 584, Division 17, when, after appropriate investigation, there is reasonable cause to believe the person may have committed an act of sexual harassment. Reports shall be made to the TSPC within 30 days of such a finding. Reports of sexual contact with a student shall be given to a representative from law enforcement or the Oregon Department of Human Services as possible child abuse.

Ashland School District

SEXUAL HARASSMENT COMPLAINT FORM

Name of complainant: _____

Position of complainant: _____

Date of complaint: _____

Name of alleged harasser: _____

Date and place of incident or incidents: _____

_____

Description of misconduct: _____

_____

_____

Name of witnesses (if any): _____

_____

_____

Evidence of sexual harassment, i.e., letters, photos, etc. (attach evidence if possible): _____

_____

Any other information: _____

_____

_____

I agree that all the information on this form is accurate and true to the best of my knowledge.

Signature: _____ Date: _____

Ashland School District

WITNESS DISCLOSURE FORM

Name of Witness: _____

Position of Witness: _____

Date of Testimony/Interview: _____

Description of Instance Witnessed: _____

_____

_____

_____

_____

Any Other Information: _____

_____

_____

_____

I agree that all the information on this form is accurate and true to the best of my knowledge.

Signature: _____ Date: _____

MONTHLY SCHOOL BOARD FINANCIAL REPORT

Ashland School District No. 5

Financial Data through the Month Ending May 31, 2026



June 11, 2026
Board Meeting

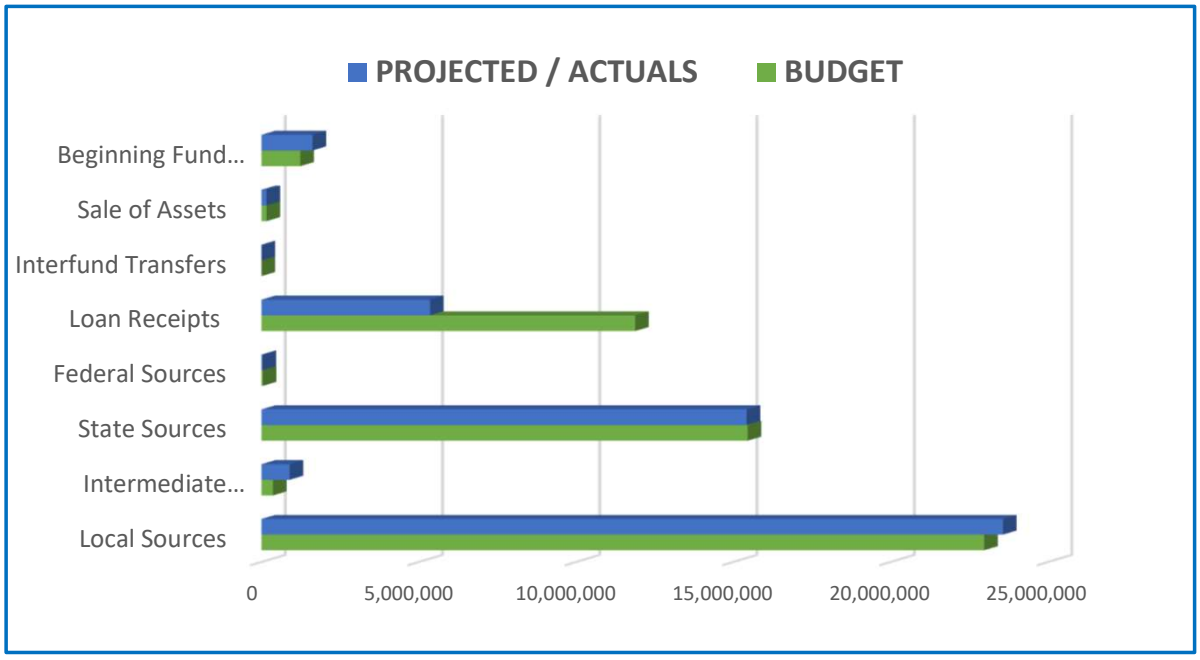
Presented By: Sherry Ely, Director of Business Services

2025.2026 GENERAL FUND (100)

REVENUE

Financial Data Ending May 31, 2026

REVENUE SOURCES BY FUNCTION		BUDGET	PROJECTED / ACTUALS	(Over)/Under Budget
Local Sources	**1000**	22,974,370.00	23,570,840.82	(596,470.82)
Intermediate Sources	**2000**	365,000.00	895,538.36	(530,538.36)
State Sources	**3000**	15,459,445.00	15,424,904.43	34,540.57
Federal Sources	**4000**	40,000.00	32,772.29	7,227.71
Loan Receipts	**5150**	11,880,000.00	5,358,564.00	6,521,436.00
Interfund Transfers	**5200**	0.00	0.00	0.00
Sale of Assets	**5300**	160,000.00	160,000.00	0.00
Beginning Fund Balance	**5400**	1,235,405.00	1,623,616.00	(388,211.00)
		52,114,220.00	**47,066,235.90**	**5,047,984.10**



NOTES

REVENUE: Our final 2024.2025 reconciliation amount from ODE was $88,327.72; $62,708.22 for the State School Fund and $25,619.50 for High Cost Disability - these amounts are included in the revenue actuals for May. Other than that - there were no major variances in what we were anticpating for General Fund revenue to be received in May.

Local Sources Include: Property Taxes, Reimbursements, Fees, and other Misc. Revenue.
Intermediate Sources Include: Flowthrough from ESD.
Federal Sources include: Federal Forest Fees
Sale of Assets include: Payment for the Sale of Briscoe

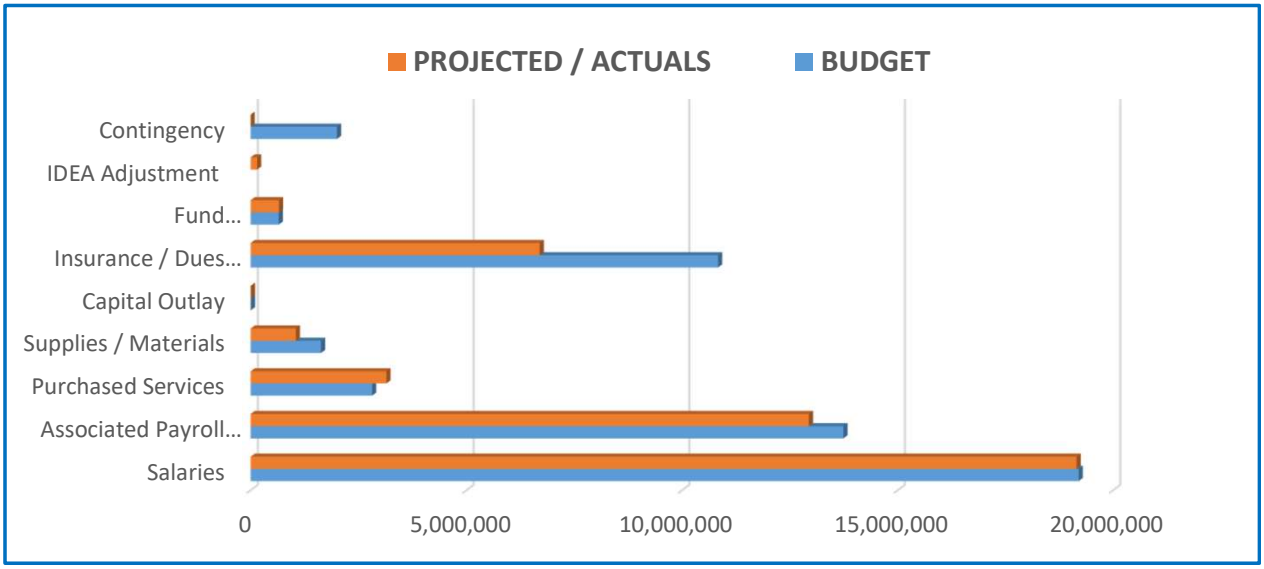
Source	2025.2026 Budget	Actual YTD Rev. 05.31.2026	Projected through 06.30.2026	Total Estimated 2025.2026	(Over)/Under Budget	Actual YTD Rev. 06.30.2025	2024.2025 Budget	(Over)/Under Budget
SSF Funding								
1111 Current Year Property Taxes	17,000,000	**17,068,066**	545,193	17,613,260	(613,260)	**16,685,098**	17,475,000	789,902
1112 Delinquent Property Tax	-	**-**	-	-	-	**-**	-	-
1190 Penalties & Interest on Taxes	9,500	**18,002**	729	18,731		**10,280**		(10,280)
3101 State School Support Funds	15,101,626	**15,069,206**	-	15,069,206	32,420	**14,832,002**	14,004,000	(828,002)
3101 SSF - Due to ODE		**-**	-	-	-			-
3103 Common School Fund	357,819	**177,849**	177,849	355,699	2,120	**348,739**	354,000	5,261
Total SSF Funding	32,468,945	32,333,124	723,771	33,056,895	(578,719)	31,876,119	31,833,000	(43,119)
								-
Total SSF Revenue	**$ 32,468,945**	**$ 32,333,124**	**$ 723,771**	**$ 33,056,895**	**$ (578,719)**	**$ 31,876,119**	**31,833,000**	**(43,119)**
Non State School Support Formula Sources								
Local Sources								
1120 Local Option	4,800,000	**4,713,327**	157,293	4,870,620	(70,620)	**4,717,915**	5,200,000	482,085
1123 Local Option Penalties & Interest	2,700	**4,975**	207	5,182	(2,482)	**2,912**		(2,912)
1311 and 1312 Tuition	50,000	**29,731**	14,865	44,596	5,404	**43,044**	50,000	6,956
1412 Transportation Fees	17,500	**7,725**	3,862	11,587	5,913	**18,684**	25,000	6,316
1510 Earnings on Investments	750,000	**582,786**	65,000	647,786	102,214	**660,557**	900,000	239,443
1740 Fees	1,200	**3,890**	-	3,890	(2,690)	**2,010**	-	(2,010)
1910 Rentals	18,320	**56,814**	14,370	71,183	(52,863)	**34,736**	75,000	40,265
1920 Donations from Private Sources	25,100	**16,163**	-	16,163	8,937	**907,657**	25,000	(882,657)
1940 Serv Provided to Other districts	20,000	**2,500**	2,650	5,150	14,850	**6,385**	25,000	18,615
1960 Recovery of Prior Year Expenditures	15,000	**5,260**	1,115	6,375	8,625	**14,747**	10,000	(4,747)
1980 Fees Charged to Grants	150,000	**91,881**	63,588	155,469	(5,469)	**139,797**	300,000	160,203
1990 Miscellaneous Local Revenue	115,050	**91,568**	9,281	100,850	14,200	**119,056**	100,000	(19,056)
Total Non Formula Local Sources	5,964,870	5,606,618	332,232	5,938,850		**6,667,498**	6,710,000	**42,502**
							-	-
Intermediate Sources								-
2199 - Other Inter. Sources	365,000	**447,769**	447,769	895,538		**819,410**	800,000	(19,410)
Total Intermediate Sources	365,000	447,769	447,769	895,538	-	819,410	800,000	**(19,410)**
								-
State/Federal Sources								-
3299 Rest. From state	-	**-**	-	-		**-**	150,000	150,000
4700 Federal Rev	10,000	**-**	10,000	10,000			10,000	10,000
4801 Federal Forest	30,000	**22,772**	-	22,772		**40,000**	30,000	(10,000)
Total State/Federal Sources	40,000	22,772	10,000	32,772	-	40,000	190,000	**150,000**
								-
Other Sources							-	-
5150 Loan Receipts	11,880,000	**5,358,564**	-	5,358,564		**2,124,188**		
5300 Sale/Loss of Fixed Assets	160,000	**160,000**	-	160,000	-	**160,000**	160,000	-
5400 Beginning Fund Balance	1,235,405	**-**		1,623,616	(388,211)	**(2,004,188)**	1,000,000	3,004,188
Total Other Sources	13,275,405	5,518,564	-	7,142,180	(388,211)	280,000	1,160,000	**880,000**
		-					**-**	-
Total Non SSF Revenue	**$ 19,645,275**	**$ 11,595,724**	**$ 790,001**	**$ 14,009,341**	**$ (388,211)**	**$ 7,806,908**	**$ 8,860,000**	**1,053,092**
								-
Total Resources	**$ 52,114,220**	**$ 43,928,848**	**$ 1,513,772**	**$ 47,066,236**	**$ 5,047,984**	**$ 39,683,027**	**$ 40,693,000**	**1,009,973**
						$ 39,683,022		
		Less Estimated Requirements		**$ 43,801,166**		**Estimated 24.25 EFB**		**1,458,426**
		Estimated Ending Fund Balance		***$ 3,265,070***				

2025.2026 GENERAL FUND (100)

EXPENSES

Financial Data Ending May 31, 2026

EXPENSES BY OBJECT		BUDGET	PROJECTED / ACTUALS	(Over)/Under Budget
Salaries	**100**	19,201,356.00	19,152,622.79	48,733.21
Associated Payroll Costs	**200**	13,739,894.00	12,938,512.86	801,381.14
Purchased Services	**300**	2,815,114.00	3,146,683.45	(331,569.45)
Supplies / Materials	**400**	1,631,221.00	1,049,054.28	582,166.72
Capital Outlay	**500**	6,000.00	6,000.00	0.00
Insurance / Dues / Fees/Loan Pmnt	**600**	10,835,182.00	6,700,492.60	4,134,689.40
Fund Transfers/Flow Thru	**700**	650,000.00	657,800.00	(7,800.00)
IDEA Adjustment			150,000.00	(150,000.00)
Contingency	**800**	2,000,000.00	0.00	2,000,000.00
		50,878,767.00	**43,801,165.98**	**7,077,601.02**



NOTES

EXPENSE: As we get closer to the end of June - I am keeping my eye on the appropriations as well as those year end adjustments that I need to make. I will make the final adjustment to move IDEA expense once June Payroll has been processed and I know an exact amount of expense that needs to be moved. Currently projecting our ending fund balance $3.265 million or 7.45%. I am monitoring Food Service expense as it appears we are going to be ending the year with a positive fund balance - and that is without making the budgeted transfer of $500K from the General Fund. However, it appears we may go over appropriations just slightly. I will know that after all the expenditures have been posted at month end and if that is the case, I will move that amount of expense to the General Fund. Also monitoring Fund 252 - High School Success - as it is projected that we are not going to spend down that fund completely - if that is the case then I will be looking to move some expense, that fits with our budget narrative, out of the General Fund into Fund 252. There are a lot of moving pieces as we wind down the year - so keeping a daily tally on expenditures so I can be prepared to make adjustments in early July.

	2025.2026 Budget	Actual YTD EXP 05.31.2026	Projected through 06.30.2026	Total Estimated 2025.2026	(Over)/ Under Budget	% Committed	2024.2025 Budget	2024.2025 YTD Expense	(Over)/Under Budget
Instruction									
1111 Elementary, K-5 or K-6	6,128,132.00	**4,508,985.53**	1,491,579.01	6,000,564.54	127,567.46	0.98	6,538,879.78	6,372,853.06	**166,026.72**
1113 Elementary Extracurricular	9,058.00	**455.06**	0.00	455.06	8,602.94		5,486.80	10,164.13	**-4,677.33**
1121 Middle/Junior High Programs	3,505,613.00	$ **2,871,722.07**	872,222.64	3,743,944.71	-238,331.71	1.07	4,073,027.82	3,883,237.01	**189,790.81**
1122 Middle/Junior High School Extracurricular	261,926.00	$ **212,471.34**	13,873.44	226,344.78	35,581.22	0.86	250,512.57	237,170.30	**13,342.27**
1131 High School Programs	5,568,609.00	$ **4,046,572.85**	1,367,579.17	5,414,152.02	154,456.98	0.97	5,378,092.35	5,017,450.91	**360,641.44**
1132 High School Extracurricular	945,412.00	$ **691,119.09**	145,888.98	837,008.07	108,403.93	0.89	1,001,075.58	789,165.23	**211,910.35**
1210 Programs for the Talented and Gifted	3,570.00	$ **5,009.54**	3,377.03	8,386.57	-4,816.57	2.35	11,871.50	8,933.85	**2,937.65**
1220 Restrictive Pgms for Students w/Disabilities	84,405.00	$ **23,726.81**	2,657.14	26,383.95	58,021.05	0.31	77,941.05	65,487.33	**12,453.72**
1227 Extended School Year	480.00	**0.00**	0.00	0.00	480.00		5,000.00	2,961.46	**2,038.54**
1250 Programs for Students w/Severe Disabilities	3,769,521.00	$ **2,998,152.05**	668,643.23	3,666,795.28	102,725.72	0.97	4,250,889.56	3,741,598.91	**509,290.65**
1280 Alternative Education	1,718,133.00	$ **1,466,221.19**	450,439.27	1,916,660.46	-198,527.46	1.12	1,695,037.18	1,630,659.77	**64,377.41**
1291 English Second Language Programs	300,404.00	$ **97,141.36**	82,886.58	180,027.94	120,376.06	0.60	144,493.32	124,504.85	**19,988.47**
1400 Summer School	0.00	$ **30,028.47**	0.00	30,028.47	-30,028.47			2,477.39	
Total Instruction	**22,295,263.00**	**16,951,605.36**	**5,099,146.49**	**22,050,751.85**	**244,511.15**		**23,432,307.51**	**21,886,664.20**	**1,545,643.31**
	22,295,263.00	**16,951,605.36**	5,099,146.49	22,020,723.38					
Support Services									
2110 Attendance and Social Work Services	68,188.00	$ **59,305.90**	6,024.68	65,330.58	2,857.42	0.96	60,641.00	60,306.77	**334.23**
2115 Student Safety	0.00	**0.00**	0.00	0.00	0.00		0.00	0.00	**0.00**
2120 Guidance Services	843,276.00	$ **571,942.34**	136,981.23	708,923.57	134,352.43	0.84	815,859.32	744,028.35	**71,830.97**
2130 Health Services	474,530.00	$ **183,521.79**	54,655.95	238,177.74	236,352.26	0.50	307,844.00	157,413.67	**150,430.33**
2140 Psychological Services	117,612.00	$ **129,377.56**	197,922.90	327,300.46	-209,688.46	2.78	251,481.64	154.00	**251,327.64**
2150 Speech Pathology and Audiology Services	276,911.00	$ **455,074.00**	7,584.50	462,658.50	-185,747.50	1.67	443,149.54	552,920.96	**-109,771.42**
2190 Service Directions, Student Support Svcs	520,690.00	$ **419,578.50**	60,616.58	480,195.08	40,494.92	0.92	421,685.00	492,578.18	**-70,893.18**
2210 Improvement of Instruction Services	116,089.00	**104,560.54**	9,416.69	113,977.23	2,111.77	0.98	109,473.27	167,697.88	**-58,224.61**
2220 Library/Media Center	269,676.00	**202,334.39**	24,496.69	226,831.08	42,844.92	0.84	295,932.60	262,994.95	**32,937.65**
2230 Assessment and Testing	86,850.00	**1,288.31**	0.00	1,288.31	85,561.69	0.01	8,150.00	202,446.74	**-194,296.74**
2240 Staff Development	22,773.00	**20,042.68**	0.00	20,042.68	2,730.32	0.88	59,565.00	18,109.54	**41,455.46**
2310 Board of Education	221,555.00	**285,857.31**	1,125.00	286,982.31	-65,427.31	1.30	200,218.00	280,040.98	**-79,822.98**
2320 Office of the Superintendent Services	469,851.00	**428,465.58**	35,922.30	464,387.88	5,463.12	0.99	460,535.82	469,399.80	**-8,863.98**
2410 Office of the Principal Services	3,089,689.00	**2,799,546.94**	257,676.39	3,057,223.33	32,465.67	0.99	3,249,747.11	3,008,375.55	**241,371.56**
2490 Other Support Services—School Administration	143,729.00	**0.00**	0.00	0.00	143,729.00		900.00	129,227.87	**-128,327.87**
2520 Fiscal Services	690,003.00	**606,631.76**	48,662.76	655,294.52	34,708.48	0.95	698,011.86	847,082.37	**-149,070.51**
2540 Maintenance	4,217,104.00	**3,962,532.18**	208,213.06	4,170,745.24	46,358.76		4,285,988.28	4,209,493.92	**76,494.36**
2543 Care and Upkeep of Grounds Services	22,000.00	**52,853.22**	0.00	52,853.22	-30,853.22	2.40	39,000.00	35,880.03	**3,119.97**
2550 Student Transportation Services	1,190,376.00	**1,073,754.05**	74,728.09	1,148,482.14	41,893.86	0.96	1,212,285.73	1,437,419.46	**-225,133.73**
2640 Staff Services	493,855.00	**429,440.10**	4,022.00	433,462.10	60,392.90	0.88	406,257.66	324,169.99	**82,087.67**
2660 Technology Services	2,061,443.00	**1,793,334.70**	153,263.06	1,946,597.76	114,845.24	0.94	2,130,579.93	2,111,429.84	**19,150.09**
2700 Supplemental Retirement	317,304.00	**305,814.50**	27,758.86	333,573.36	-16,269.36		283,386.41	326,766.16	**-43,379.75**
Total Support Services	**15,713,504.00**	**13,885,256.35**	**1,309,070.74**	**15,194,327.09**	**519,176.91**		**15,740,692.17**	**15,837,937.01**	**-97,244.84**
	15,713,504.00	**13,885,256.35**	1,309,070.74	15,194,327.09	519,176.91	15,194,327.09			
Community Services									
3300 Welfare Activities Services	0.00	**0.00**	**0.00**	**0.00**			5,000.00	**0.00**	
Total Community Services	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**5,000.00**	**0.00**	**5,000.00**
Other Requirements									
5120 Short Term Debt Service	10,220,000.00	**5,358,563.56**	547,523.48	5,906,087.04	4,313,912.96				
5200 Transfers of Funds	650,000.00	**0.00**	650,000.00	650,000.00	0.00	1.00	500,000.00	**500,000.00**	**0.00**
		0.00	0.00	0.00	0.00		15,000.00		**15,000.00**
6000 Contingency	2,000,000.00	**0.00**	0.00	0.00	2,000,000.00	1.00	1,000,000.00	**0.00**	**1,000,000.00**
7000 Unappropriated Ending Fund Balance	1,235,453.00	**0.00**	**0.00**	0.00	1,235,453.00	1.00	0.00	**0.00**	**0.00**
Total Other Requirements	**14,105,453.00**	**5,358,563.56**	**1,197,523.48**	**6,556,087.04**	**3,235,453.00**		**1,515,000.00**	**500,000.00**	**1,015,000.00**
		0.00							
Total Requirements	**52,114,220.00**	**36,195,425.27**	**7,605,740.71**	**43,801,165.98**	**8,313,054.02**		**40,692,999.68**	**38,224,601.21**	**2,468,398.47**

General Fund (100)	Appropriations	YTD	Encumbrances	Totals	Resolutions	(Over)/Under Budget
1000 Instruction	$ 22,295,263.00	$ 16,951,605.36	$ 5,099,146.49	$ 22,050,751.85	$ -	$ 244,511.15
2000 Support Services	$ 15,713,504.00	$ 13,885,256.35	$ 1,309,070.74	$ 15,194,327.09	$ -	$ 519,176.91
3000 Community Services	$ -	$ -	$ -	$ -	$ -	$ -
5120 Short Term Debt Service	$ 10,220,000.00	$ 5,358,563.56	$ 547,523.48	$ 5,906,087.04	$ -	$ 4,313,912.96
5200 Transfers	$ 650,000.00	$ -	$ 650,000.00	$ 650,000.00	$ -	$ -
6000 Contingency	$ 2,000,000.00	$ -	$ -	$ -	$ -	$ 2,000,000.00
Sub Total	**$ 50,878,767.00**	**$ 36,195,425.27**	**$ 7,605,740.71**	**$ 43,801,165.98**	**$ -**	**$ 7,077,601.02**
7000 Unappropriated EFB	$ 1,235,453.00	$ -	$ -	$ -	$ -	$ 1,235,453.00
Donations Fund Raising (105)						
1000 Instruction	$ 412,948.00	$ 244,200.00	$ 5,864.15	$ 250,064.15	$ -	$ 162,883.85
2000 Support Services	$ 11,990.00	$ 12,481.41	$ -	$ 12,481.41	$ -	$ (491.41)
3000 Community Services	$ 4,900.00	$ 5,139.34	$ -	$ 5,139.34	$ -	$ (239.34)
	$ 429,838.00	**$ 261,820.75**	**$ 5,864.15**	**$ 267,684.90**	**$ -**	**$ 162,153.10**
Class Fees (110)						
1000 Instruction	$ 260,046.00	$ 96,721.84	$ 1,686.50	$ 98,408.34	$ -	$ 161,637.66
2000 Support Services	$ 28,324.00	$ 2,186.58	$ -	$ 2,186.58	$ -	$ 26,137.42
3000 Community Services	$ -	$ -	$ -	$ -	$ -	$ -
	$ 288,370.00	**$ 98,908.42**	**$ 1,686.50**	$ 100,594.92	$ -	$ 187,775.08
Special Revenue Funds						
1000 Instruction	$ 3,709,448.00	$ 2,351,533.39	$ 613,235.40	$ 2,964,768.79	$ -	$ 744,679.21
2000 Support Services	$ 2,388,745.00	$ 1,619,522.71	$ 356,378.80	$ 1,975,901.51	$ -	$ 412,843.49
3000 Community Services	$ 1,283,100.00	$ 1,215,359.77	$ 75,867.50	$ 1,291,227.27	$ -	$ (8,127.27)
4000 Facility Acquisition	$ 40,000.00	$ -	$ -	$ -	$ -	$ 40,000.00
5200 Transfers	$ -	$ -	$ -	$ -	$ -	$ -
5300 Apportionment of funds		$ -	$ -	$ -	$ -	$ -
Sub Total	**$ 7,421,293.00**	**$ 5,186,415.87**	**$ 1,045,481.70**	**$ 6,231,897.57**	**$ -**	**$ 1,189,395.43**
Debt Service (301)						
5100 Debt Service	$ 8,480,400.00	$ 2,252,440.58	$ 6,077,450.00	$ 8,329,890.58	$ -	$ 150,509.42
Sub Total	**$ 8,480,400.00**	**$ 2,252,440.58**	**$ 6,077,450.00**	**$ 8,329,890.58**	**$ -**	**$ 150,509.42**
Facilities (400)						
2000 Support Services	$ 396,515.00	$ 123,668.93	$ 2,487.42	$ 126,156.35	$ -	$ 270,358.65
4000 Facilities Acquisition	$ 7,065,009.00	$ 2,228,777.73	$ 372,641.00	$ 2,601,418.73	$ -	$ 4,463,590.27
6000 Contingencies	$ 3,000,000.00	$ -	$ -	$ -	$ -	$ 3,000,000.00
Sub Total	**$ 10,461,524.00**	**$ 2,352,446.66**	**$ 375,128.42**	**$ 2,727,575.08**	**$ -**	**$ 7,733,948.92**

Internal Service Funds (600)							
2000 Support Services	$ 10,342,014.00	**$ 7,854,408.58**	**$ 989,189.34**	$ 8,843,597.92	$ -	$ 1,498,416.08	
5200 Transfers	$ 25,000.00	**$ -**	**$ 25,000.00**	$ 25,000.00	$ -	$ -	
6000 Contingencies	$ 859,650.00	**$ -**	**$ -**	$ -	$ -	$ 859,650.00	
Sub Total	**$ 11,226,664.00**	**$ 7,854,408.58**	**$ 1,014,189.34**	**$ 8,868,597.92**	**$ -**	**$ 2,358,066.08**	
Trust & Agency Funds (700)							
1000 Instruction	$ -	**$ -**	**$ -**	$ -	$ -	$ -	
2000 Support Services	$ -	**$ -**	**$ -**	$ -	$ -	$ -	
3000 Community Services	$ 285,000.00	**$ 172,458.00**	**$ -**	$ 172,458.00	$ -	$ 112,542.00	
6000 Contigency	$ -	**$ -**	**$ -**	$ -	$ -	$ -	
Sub Total	**$ 285,000.00**	**$ 172,458.00**	**$ -**	**$ 172,458.00**	**$ -**	**$ 112,542.00**	
7000 Unappropriated EFB	$ 13,750.00	**$ -**			$ -		
Total Appropriations	**$ 89,471,856.00**	**$ 54,374,324.13**	**$ 16,125,540.82**	**$ 70,499,864.95**	**$ -**	**$ 18,971,991.05**	
Total Unappropriated	$ 1,249,203.00	**$ -**	**$ -**	$ -	$ -	$ 1,249,203.00	
TOTAL	**$ 90,721,059.00**	**$ 54,374,324.13**	**$ 16,125,540.82**	**$ 70,499,864.95**	**$ -**	**$ 20,221,194.05**	

Fund	Description	7/1/2025 Actual Beginning Fund Balance	Budget Rev	Total Revenue	Budg Exp	Accounts Receivable	Actual Grant Award	YTD Revenue	YTD Expenditures	Encumbrances	Balance as of 5/31/2026
200	Special Revenue Funds	-	800,000	-	800,000			-	-	-	-
201	Southern Promise Grant	**953**	-	953				-	-	-	953
203	Staff Health Center	**1,315**	14,527	1,315	14,527			-	**604**	-	711
205	SOU (NSF Prime) Grant	**5,767**	-	5,767	-			-	-	-	5,767
206	ODE CTE Program Grants	**(3,467)**	-	7,965		**11,432**		-	**7,965**	-	(0)
207	SOESD - SOREN	**(3,857)**	-	-		**3,857**		-	-	-	-
208	TAP Grants (ODE)	**(2,901)**	-	-		**2,901**		-	-	-	-
209	Ashland Community Health Intern Grant	**17,992**	-	17,992		-		**52,992**	**49,571**	**3,179**	18,234
210	SPED Miscellaneous Grants	-	-	1,407		**1,407**		-	**1,407**	-	(0)
211	Title III via SOESD	**(1,643)**	5,000	3,045	5,000	**4,688**		-	**3,045**	-	(0)
213	Helman Soroptimist Grant	**155**	-	155				-	-	-	155
214	Title IV-A	-	62,149	17	62,149	**17**	52,407	**346**	**363**	-	52,044
215	ESSER	**(62)**		1,454		**1,516**			**1,454**		0
220	EIIS Grant	-	7,600	-	7,600	-	8,492	**1,392**	**1,392**	-	7,100
221	Title I-A	-	711,483	47,796	711,483	**94,435**	683,533	**334,875**	**429,310**	**114,935**	139,288
222	Title II A	-	98,641	216	98,641	**216**	89,349	**73,806**	**74,022**	**3,125**	12,202
229	IDEA	**2,844**	470,026	41,912	470,026	**39,068**	442,815	**385,431**	**475,148**	**117,762**	(147,250)
251	Student Investment Account	-	2,507,495	201,645	2,507,495	**201,645**	2,507,495	**1,752,211**	**1,953,856**	**543,199**	10,440
252	Measure 98	-	756,062	49,136	756,062	**49,136**	730,879	**462,639**	**511,775**	**148,942**	70,161
256	Farm to Education	**(2,911)**	25,000	2,923	25,000	**5,834**	25,000	-	**2,923**	-	19,166
262	BAASS	**(3,797)**	3,055	-	3,055	**3,797**		-	-	-	-
266	AMS Student Body	**(74)**	-	-		**74**		-	-	-	-
267	AHS Student Body Account	**89,677**	-	89,677	-			**127,474**	**31,702**	-	185,449
270	Early Literacy Success	-	-	-		-	113,942	**113,942**	**37,598**	**4,069**	72,275
274	E-rate Funds	**13,851**	-	13,851				-	-	-	13,851
276	Equipment Replacement Fund	**26,001**	-	26,001				-	**2,899**	**5,342**	17,760
277	Transportation Fund	-	185,000	-	185,000	-		**185,000**	**161,408**	-	23,592
280	Senate Bill 1149	**17,845**	6,000	17,845	21,000		-	**6,754**	-	-	24,599
281	Oregon Community Foundation	-	-	-	-	-	-	**4,025**			4,025
282	ASPIRE Partnership Grant	**10,441**	-	10,441	14,441			**1,992**	**519**	-	11,914
283	AHS Dual Credit - ASF Support	**5,000**	-	5,000				-	-	-	5,000
285	Fast Forward Fund	**6,860**	-	6,860	6,900			-	**4,012**	-	2,849
286	ASF - Strings, Band, Orchestra	**(14,463)**	-	(0)		**14,463**		-	-	-	(0)
287	Fee Fund	**7,632**	-	7,632	-			-	-	-	7,632
288	Technology Fund	**24,682**	-	24,682	-			-	-	-	24,682
289	Class of 1958 (Fee Fund-OCF)	**7,564**	-	7,564	-			**945**		-	8,509
290	OSU Outdoor School Program	**(3,309)**	125,000	11,096	125,000	**21,405**	83,362	-	**101,458**	-	(0)
291	Ashland Schools Foundation	**44,120**	150,000	44,120	198,083			**134,020**	**111,570**	**3,159**	63,411
292	Affinity Group Funding	**5,661**	-	23,907	-	**17,921**		**1,000**	**16,601**	**7,982**	(0)
294	Technology Infusion/Ashland Rotary-Walker School	**341**	-	341	-			-	-	-	341
295	Contributions/Donations	**38,669**	-	38,669	34,592			**2,900**	**3,500**	**17,921**	20,148
296	AHAA Grants	**1,168**	-	1,168	-			-	-	-	1,168
297	OEA Choice Trust Wellness Program	**294**	25,000	294	50,000	**25,000**		-	**429**	-	24,865
298	LGBTQ2SIA Consortium	**19,858**	15,000	19,858	37,033			-	**772**	-	19,086
299	Nutrition Services	**265,667**	1,270,000	765,667	1,270,000	**13,068**		**1,188,046**	**1,201,114**	**75,868**	189,800
		-	-	-							-
		-	-	-							-
	Grand Total	**$ 577,876**	**7,237,038**	**1,498,371**	**7,403,087**	**$ 511,877**	**$ 4,737,274**	**$ 4,829,791**	**$ 5,186,416**	**$ 1,045,482**	**821,324**

FY 2025.2026		JUL Actuals	AUG Actuals	SEP Actuals	OCT Actuals	NOV Actuals	DEC Actuals	JAN Actual	FEB Actual	MAR Actual	APR Actual	MAY Actual	JUN Projected	Projected Total	Adopted Budget
REVENUE															
General Funds															
Cash at July 1, 2025	12,149,624														
Local Sources		170,156	129,494	93,256	79,934	20,242,644	375,448	247,248	302,199	613,290	173,148	284,599	859,426	23,570,842	22,974,370
Intermediate Sources								447,769	-	-	-	-	447,769	895,538	365,000
State Sources		2,604,653	1,301,545	1,301,545	1,300,274	1,300,274	1,298,881	1,113,881	1,476,730	1,212,766	1,212,767	1,123,738	177,849	15,424,903	15,459,445
Federal Sources		-	-	-	-	-	-	-	-	-	22,772	-	10,000	32,772	40,000
Sale of Fixed Assets			-	-	-				-	160,000	-	-	-	160,000	13,275,405
Loan Proceeds							5,358,564							5,358,564	
Beginnig Cash Balance(all other Funds)															
Special Revenue Funds		36,713	93,456	47,141	425,603	832,948	235,717	862,843	408,700	569,447	484,097	525,208	2,269,979	6,791,852	7,421,293
Student Body Funds		8,834	25,641	71,887	57,006	59,523	49,170	67,217	27,525	52,839	54,714	46,019	40,718	561,092	718,208
Debt Service		37,500	30,841	20,866	15,277	7,649,534	104,357	25,000	54,134	194,884	36,411	68,247	50,000	8,287,049	8,480,400
Capital Projects - 401, 402, 403		1,193,137	14,828	839,423	1,215,536	4,847	479,581	8,068	22,057	8,594	31,266	3,382	5,000	3,825,718	10,461,524
600-Insurance Fund		195,740	153,213	577,416	622,815	581,265	669,731	715,988	667,438	661,542	707,545	676,841	1,250,000	7,479,534	
6xx-Other Internal Service funds		4,469	1,333	12,272	12,334	4,283	12,122	12,071	12,184	12,420	11,854	12,444	161,000	268,787	
700 - Trust & Agency		0	0	46,375		12,600		1,000	12,767	6,833	6,000	51,750		137,325	
TOTAL REVENUE	**12,149,624**	**4,251,203**	**1,750,350**	**3,010,180**	**3,728,777**	**30,687,918**	**8,583,571**	**3,501,085**	**2,983,734**	**3,492,616**	**2,740,574**	**2,792,228**	**5,271,741**	**84,943,601**	**79,195,645**
EXPENDITURES															
100-Salaries		426,461	558,220	1,610,731	1,704,116	1,614,031	1,615,453	1,634,749	1,617,884	1,640,187	1,591,001	1,624,793	3,664,997	19,302,623	19,201,356
200-Payroll Costs		268,089	344,081	1,097,128	1,099,804	1,078,703	1,149,438	1,181,245	1,137,358	1,135,228	1,131,438	1,156,881	2,159,120	12,938,513	13,739,894
300-Contracted Services		102,184	99,766	241,380	286,894	242,139	420,804	316,136	206,788	192,337	379,398	196,363	462,495	3,146,683	2,815,114
400-Supplies & Materials		154,969	143,252	44,622	65,425	51,034	77,137	69,688	42,707	52,696	190,911	69,949	86,665	1,049,054	1,631,221
500- Equipment		-	-					-	-	-		-	6,000	6,000	6,000
600-Dues/Fees		678,279	16,177	104,692	5,375	4,889	5,266,691	57,560	3,955	3,473	4,432	5,805	549,164	6,700,493	10,835,182
700 - Transfers					-	-	-	-	7,800			-	650,000	657,800	650,000
800- Contingency (planned reserve)														-	-
														-	
Special Revenue Funds		65,651	108,622	503,035	567,358	585,069	555,452	513,714	607,831	639,543	533,513	506,627	1,045,482	6,231,898	7,421,293
Student Body Funds		18,847	33,328	5,507	40,222	44,768	27,042	25,743	43,310	58,002	22,506	41,455	172,966	533,695	718,208
Debt Service		-	-	-			2,337,200						6,078,000	8,415,200	8,480,400
Capital Projects		178,294	68,276	245,712	774,949	47,628	437,341	201,060	97,035	148,869	111,255	42,028	375,128	2,727,575	10,461,524
600-Insurance Fund		415,320	821,245	579,155	582,763	563,693	814,203	922,486	678,547	784,141	655,957	911,825	989,144	8,718,477	
6xx-Other Internal Service funds		115,745	-	-	-	-	-	-	8,549	-	779	-	25,047	150,120	
700 - Trust & Agency		-	164,750	-	-	1,000	-	-	-	-	6,708	-	-	172,458	11,525,414
TOTAL EXPENDITURES		**2,423,837**	**2,357,717**	**4,431,963**	**5,126,905**	**4,232,954**	**12,700,761**	**4,922,381**	**4,451,763**	**4,654,477**	**4,627,898**	**4,555,726**	**16,264,207**	**70,750,588**	**87,485,606**
Projected Ending Fund Balance		13,976,989	13,369,623	11,947,839	10,549,712	37,004,676	32,887,486	31,466,190	29,998,161	28,836,299	26,948,976	25,185,478	14,193,012	14,193,012	

CASH REPORT

Monthly Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June
Main account_9101	3,575,600	861,793	612,977	1,280,351	2,043,364	2,878,028	1,626,242	1,836,702	1,020,560	1,421,231	1,705,832	7,491,144
Health Insurance Fund_9140	336,891	386,509	102,554	290,616	146,000	359,127	565,923	201,140	354,844	697,422	686,917	255,361
Bond Cash account_9105	926,380	769,195	769,209	769,221	639,873	639,883	309,872	309,877	309,882	309,887	309,892	309,898
Bond Investment Account_9106	274,159	275,230	276,305	1,114,489	1,328,982	1,333,818	1,791,529	1,791,529	1,803,433	1,809,559	993,217	996,591
Retainage - 9109	689,381	689,381	676,822	653,178	653,181	653,184	657,414	657,414	679,424	679,424	679,424	170,655
Main Investment Account_9104	6,347,213	7,291,899	6,231,227	3,734,830	2,105,158	25,083,837	24,146,750	22,991,119	22,235,760	20,231,048	19,621,199	11,927,701
Total	**12,149,624**	**10,274,008**	**8,669,094**	**7,842,685**	**6,916,559**	**30,947,877**	**29,097,730**	**27,787,783**	**26,403,903**	**25,148,572**	**23,996,481**	**21,151,349**

Monthly Ending Balance												
Main account_9101	861,793	612,977	1,280,351	2,043,364	2,878,028	1,626,242	1,836,702	1,020,560	1,421,231	1,705,832	7,491,144	-
ACH Account_9140	386,509	102,554	290,616	146,000	359,127	565,923	201,140	354,844	697,422	686,917	255,361	-
Bond Cash account_9105	769,195	769,209	769,221	639,873	639,883	309,872	309,877	309,882	309,887	309,892	309,898	-
Bond Investment Account_9106	275,230	276,305	1,114,489	1,328,982	1,333,818	1,791,529	1,791,529	1,803,433	1,809,559	993,217	996,591	-
Retainage - 9109	689,381	796,041	653,178	653,181	653,184	657,414	657,414	679,424	679,424	679,424	170,655	-
Main Investment Account_9104	7,291,899	6,231,227	3,734,830	2,105,158	25,083,837	24,146,750	22,991,119	22,235,760	20,231,048	19,621,199	11,927,701	-
Total	**10,274,008**	**8,788,313**	**7,842,685**	**6,916,559**	**30,947,877**	**29,097,730**	**27,787,783**	**26,403,903**	**25,148,572**	**23,996,481**	**21,151,349**	**-**
Cash: Net Monthly Change	**(1,875,616)**	**(1,485,695)**	**(826,409)**	**(926,127)**	**24,031,318**	**(1,850,147)**	**(1,309,948)**	**(1,383,879)**	**(1,255,332)**	**(1,152,091)**	**(2,845,131)**	**(21,151,349)**

MEMORANDUM of UNDERSTANDING
Between
Ashland School District #5
And
Oregon School Employees Association Ashland Chapter 42

This Memorandum of Understanding ("MOU") is entered into by and between the Ashland School District #5 ("District") and the Oregon School Employees Association Ashland Chapter 42 ("Association"). The District and Association are parties to a collective bargaining agreement ("CBA") with effective dates of July 1, 2026 - June 30, 2028.

RECITALS

Effective July 1 2026, the following job classifications shall receive a targeted wage increase moving their current wage range equivalent to that of other identified classified positions:

- **Food Service Worker to Secretary I wage range**
- **After School Activities Coordinator, Secretary II, and Technical Service Coordinator step 1- 5 wage range to Education Assistant step 1-5 wage range**
- **After School Activities Coordinator, Crossing Guard, Education Assistant, Media Assistant, and Education Assistant SPED I step 6-8 wage range to Secretary II step 6-8 wage range**

Effective July 1, 2026, the job classification of Cafeteria Manager shall be tiered to reflect both size and volume between those in elementary schools versus those in middle and high schools. Cafeteria Managers at the middle and high schools shall be placed at a higher wage range equivalent to starting at Step 2 of the current Cafeteria Manager.

Effective July 1, 2026, the wage scale (Appendix A) for the 2026-2027 fiscal year shall reflect an increase of 3% from the 2025-26 salary schedule for all classified positions.

The parties agree to a one-year contract extension with a 3% increase to the 2026-27 wage scale (Appendix A) for the 2027-28 fiscal year.

1. Any provision of the parties' CBA not expressly modified by this MOU shall remain in full force and effect.

2. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the CBA between the parties.

3. This MOU shall become effective upon signature of the parties and ratification by OSEA members if OSEA requires ratification, and it shall expire on June 30, 2028.

For OSEA:

Ashland Chapter 42 President Date

OSEA Field Representative Date

For Ashland School District:

Ashland Superintendent Date

Ashland Board Chair Date

RESOLUTION NO. 2025-26 B-6 – iPad Lease

A RESOLUTION OF JACKSON COUNTY SCHOOL DISTRICT NO. 5 (ASHLAND) AUTHORIZING A LEASE PURCHASE AGREEMENT.

WHEREAS, the Jackson County School District No. 5 (Ashland), located in Jackson County, Oregon (the "District") is authorized by Oregon Revised Statutes Section 271.390 to enter into a lease purchase agreement (the "Agreement") for real or personal property which the Board of Directors (the "Board") determines is needed so long as the estimated weighted average life of the Agreement does not exceed the estimated dollar weighted average life of the financed property; and

WHEREAS, the District has identified a need to finance iPads and related accessories (the "Equipment"); and

WHEREAS, the Board hereby determines that the Equipment is needed, and that it is desirable to finance the Equipment pursuant to ORS 271.390;

NOW, THEREFORE, BE IT RESOLVED, as follows:

1. Authorization. The District hereby authorizes the Superintendent or Director of Business Services on behalf of the District and without further action by the Board, to negotiate the terms of the Agreement in a principal amount not to exceed $328,462.49 with Apple or another lessor and to take such further action and execute and deliver such documents as necessary or desirable to carry out this Resolution and to complete the financing.

2. Security. The Agreement may be payable from the District's legally available funds.

3. Maintenance of Tax-Exempt Status. The District covenants not to take any action or omit any action if the taking or omission would cause interest paid pursuant to the Agreements to be includable in gross income for federal income tax purposes pursuant to Section 103(a) of the Internal Revenue Code of 1986, as amended (the "Code"). The Authorized Representative may enter into additional covenants on behalf of the District to protect the tax-exempt status of interest which is payable under the Agreement.

ADOPTED by the Board of Directors of Jackson County School District No. 5 (Ashland), located in Jackson County, Oregon this 11th day of June, 2026.

JACKSON COUNTY SCHOOL DISTRICT NO. 5 (ASHLAND)
JACKSON COUNTY, OREGON

By:_____

Chair

ATTEST:

By:_____

Superintendent/District Clerk