

MEDFORD SCHOOL DISTRICT 549C  
JACKSON COUNTY, OREGON  
*ALL are Learning and Learning is for ALL*

**Regular Meeting OF THE BOARD OF DIRECTORS**

Thursday, May 23, 2024 - 5:30 PM  
Oakdale Middle School Room 230  
815 S. Oakdale Ave.  
Medford, OR 97501

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**AGENDA**

*This meeting will take place in person. The public may also view the School Board meeting via the following link: <https://portal.stretchinternet.com/msbm/>. Citizen comments will be accepted in-person and via Zoom at this link <https://medfordsd.zoom.us/j/97288598513>. To speak to the Board, please register here by noon on the meeting date and indicate if you will be speaking in-person (onsite) or virtually. Registration names must match the screen name when presenting citizen comments virtually. If the district does not receive requests to speak to the Board virtually by noon on the meeting date, the Zoom webinar will not be launched. The Board will accept written citizen comments sent via email. All written comments sent to [citizencomment@medford.k12.or.us](mailto:citizencomment@medford.k12.or.us) by noon on the meeting date will be read by the Board prior to the meeting.*

**1. Call to Order / Pledge of Allegiance / Roll Call**

**2. Agenda Adjustments and Approval**

**3. Recognitions**

- a. Solo State Championships
- b. Speech State Championships
- c. Oregon State Seal of Biliteracy Awards
- d. SkillsUSA State Leadership Skills Conference

**4. Recess**

**5. Citizen Comments**

*a. School Board meetings are meetings of the School Board held in public, not meetings with the public. As a general rule, the Board will not engage in discussion with the public during this portion of the meeting. Please rest assured that all comments are carefully considered and will help guide future Board action. When your name is called, come forward to the table and state your name, address and identify the organization, if any, that you represent. Keep your remarks brief and respect the three-minute time limit. Complaints about staff members cannot be discussed in open session and must be handled through a complaint procedure.*

**6. Items for Information & Discussion / Board Action Items**

- a. Legislative Priorities Update
- b. School Board Policies - *second reading*

**7. Consent Agenda**

- a. Staff Assignment Report
- b. Minutes from previous Board meetings
- c. Additional Foreign Exchange Program

**8. Board Reports**

**9. Announcements**

**3**

**8**

**9**

**24**

**26**

**31**

- a. May 31, 2024 - IA & MOA Graduation at 6:00 PM - Spiegelberg Stadium
  - b. June 1, 2024 - NMHS Graduation at 9:00 AM & SMHS Graduation at 12:00 PM - Spiegelberg Stadium
  - c. June 6, 2024 - School Board Meeting at 5:30 PM - Oakdale Middle School
10. **Adjournment**

*The meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours before the meeting to the Superintendent's office at (541) 842-3621 or [superintendent.office@medford.k12.or.us](mailto:superintendent.office@medford.k12.or.us).*



## EXECUTIVE SUMMARY

<b>Meeting Date:</b>	May 23, 2024
<b>Agenda Item:</b>	Recognitions
<b>Item Type:</b>	Board Recognitions
<b>Administrator:</b>	Bret Champion, Natalie Hurd
<b>Objective:</b>	Solo State Championships, Speech State Championships, Oregon State Seal of Biliteracy Awards & SkillsUSA State Leadership Skills Conference

**Background:** There are many outstanding students and staff in the Medford School District, and the Medford School District Board of Directors takes time in each regularly scheduled Board meeting to celebrate many of them. Students may be recognized for a variety of areas, including academics, athletics, arts, career and technical education, and music, or as nominated by school district staff. Staff members may also be nominated for exemplary contributions to the district.

Tonight, we celebrate:

### Solo State Championships

#### **North Medford High School**

Leader: Shayne Flock

Student Placers:

Axel Gil-Carrillo

- Tenor Voice - 4th

#### **South Medford High School**

Leaders: Erik Osberg & Zoryn Thompson

Student Placers:

Nathaniel Garcia

- High Saxophone - 4th
- Jordan King
- String Bass - 3rd

### Speech State Championships

#### **South Medford High School**

Coach: Caroline Campbell

Student Placers:

Madelena Batista

- Radio Commentary - 2nd
- Oratory - 2nd

Brooklyn Eubank

- Informative Speaking - 1st
- Josie North
- Informative Speaking - 2nd

### **Oregon State Seal of Biliteracy Awards**

The State School Board created the Oregon State Seal of Biliteracy (OSSB) to recognize and value the native language/s students speak and bring to their English academic studies, to value language programs in schools, and to encourage students in the study of languages. This award recognizes student literacy in reading, writing, listening, and speaking in one or more World Languages, in addition to English.

By design, the Oregon State Seal of Biliteracy not only validates the student's primary language, but also recognizes that through the study and high level of proficiency in more than one language, students become citizens ready for a multilingual society.

#### **North Medford High School**

Fatima Aguilar

Yasmin Aguilar

Perla Bazan

Nataly Bovadilla

Emmanuel Callejas Fuentes

Eslyn Cruz

Jesus Duarte

Chirstiam Fernandez

Daniela Fernandez

Alondra Gomez Monarrez

Deanna Linares-Ortega

Victor Mendoza

Jorge Moctezuma

Evelyn Pulido

Jocelyn Ramirez

Gabriel Santillan

Ashley Santizo

Angel Tan Colin

Luis Valdez

Diana Rosas

Anai Villa Gaytan

Juan Gonzalez

Alina Gonzalez-Duran

Judit Murillo

Guadalupe Nunez

Ashly Rios

Emily Sanchez

Estefania Sanchez-Aceves

#### **South Medford High School**

Avery Allred

Katerin Lopez Agustin

Emmily Argumedo

Nora Arias

Agustin Avina Recendiz

Stephanie Castaneda

Naiyana Chavez

Edwin Colin Ordonez

Luis Cortes Cortes

Alejandra Cortes Villa

Amoreli De La Torre

Ocean Demmin-Ferneau

Kyle Denn

Diego Escobedo

Dulce Ginez Nieves

Anahi Guinac

Estrella Jaime Roman

Cecilia Ledezma Acosta

Makani Manuwai

Selena Marmon

Paulina Martinez

Emilio Mendoza

Brianna Miranda

Erika Montes de Oca

Akinori Oka

Andrew Opperman

Karina Perez

Silvano Pineda

Cristian Resendiz-Gonzalez

Marlene Rodriguez

Perla Rodriguez

Marisol Ruiz

Emily Ruiz Baltazar

Evelyn Salas

Brandon Salinas-Rios  
Eloy Saucedo  
Leenet Saucedo  
Natalie Scheuneman  
Jenifer Suarez  
Felix Valenzuela

Sinai Vargas  
Eric Villa  
Edith Villa-Bernal  
Jasmatae Whyte  
Jeanne Windom

### **SkillsUSA State Leadership Skills Conference**

McLoughlin Middle School, South Medford High School, and North Medford High School SkillsUSA students competed in various events over a 3 day period during the SkillsUSA Oregon State Leadership Skills Conference (SLSC) last month.

#### **McLoughlin Middle School**

Advisor: LeVonda Vickery

Student Placers:

Daniel Garcia Martinez

- Robotics: Urban Search & Rescue - 3rd

**Lorelei Marsh**

- **Cake Decorating - 1st**
- **T-Shirt Design - 1st**

#### **South Medford High School**

Advisor: Doug Hanson

Student Placers:

Owen Anderson

- Job Interview - 3rd

Alyssa Fryling

- Job Interview - 4th
- Welding Sculpture - 5th

Tommy Golden

- Job Interview - 5th

Dawson Hill

- Engineering Technology and Design - 3rd

**Rece Moser**

- **Additive Manufacturing (3D Printing) - 1st**

#### **North Medford High School**

Advisor: Kirstie Christopherson

Student Placers:

**Elijah Bevers**

- **Related Technical Math - 1st**
- Mobile Robotics Technology - 2nd

**Jaxon Wall**

- **Job Skills Demo - 1st**
- **Pin Design - 1st**

Cooper Wall

- Robotics: Urban Search & Rescue - 3rd

Andrew Opperman

- Engineering Technology & Design - 3rd

**Mea Simonsen**

- **T-Shirt Design - 1st**

Olivia Smith

Pin Design - 2nd

Jack Spence

Engineering Technology & Design - 3rd

**Keegan Thonstad**

- **Additive Manufacturing (3D Printing) - 1st**

● Novice CAD - 4th

Matthew Biermann

- Novice CAD - 2nd

- Job Interview - 5th

Annabella Billups

- Engineering Technology & Design - 2nd
- Architectural Drafting - 4th

Jesse Brewer

- Power Equipment Technology - 2nd

Kayla Cruz

- Early Childhood Education - 5th

Cole Desautel

- Welding Fabrication - 4th

Trevor Dodd

- Cabinetmaking - 3rd

Jordyn Fausnaugh

- Television Video Production - 5th

Kamden Gaswint

- Welding Fabrication - 4th
- Welding TIG - 5th

Erica George

- Engineering Technology & Design - 2nd
- Job Interview - 2nd

Jedidiah Gervais

- Mobile Robotics Technology - 5th

**Jace Green**

- **Cabinetmaking - 1st**

Teagan Gurney

- Architectural Drafting - 5th

**Lonnie Haywood**

- **Technical Drafting - 1st**
- Engineering Technology & Design - 4th

Mila Lavelle

- Architectural Drafting - 2nd

Jayle Leggett

- Television Video Production - 4th
- Photography - 5th

Louis Lim

- Technical Drafting - 6th

Rylee Martyn

- Television Video Production - 4th

Lucca McCoy

- Television Video Production - 5th

**Calvin McGary**

- **Architectural Drafting - 1st**
- Engineering Technology & Design - 2nd

**Maya McLaren**

- **Early Childhood Education - 1st**

- Job Demo A - 5th

Keegan Mercer

- Technical Drafting - 2nd
- Related Technical Math - 5th

Zane Messer

- Job Demo A - 4th

Sam Nichol

- Engineering Technology & Design - 4th
- Technical Drafting - 4th

Kiana Patrick

- Engineering Technology & Design - 4th
- Technical Drafting - 5th

Porter Charles

- Job Demo A - 3rd

**Rachel Rustad**

- **Electrical Construction Wiring - 1st**

**Connor Searles**

- **Job Demo A - 1st**

Lydia Seese

- Extemporaneous Speaking - 3rd
- Mobile Robotics Technology - 3rd

Layliana Smith

- Early Childhood Education - 2nd

Emma Sowles

- Prepared Speech - 2nd
- Mobile Robotics Technology - 2ns

Tanner Staller

- Job Demo A - 2nd
- Mobile Robotics Technology - 5th

Kathryn Staszak

- Extemporaneous Speaking - 5th
- Mobile Robotics Technology - 6th

Kerrie Tapp

- Early Childhood Education - 6th

Anna Uffens

- Architectural Drafting - 3rd

Casey Ultsch

- Technical Drafting - 3rd

Cara Walcher

- Mobile Robotics Technology - 3rd

Dylan Wittenberg

- Welding Fabrication - 4th

Natalie Yant

- Extemporaneous Speaking - 4th

- Mobile Robotics Technology - 6th



## EXECUTIVE SUMMARY

<b>Meeting Date:</b>	May 23, 2024
<b>Agenda Item:</b>	Legislative Priorities Update
<b>Item Type:</b>	Discussion
<b>Administrator:</b>	Board Chair Wright
<b>Objective:</b>	The Board will discuss legislative priorities

### Background:

A subcommittee meeting including Board Directors and MEA and OSEA representatives met on May 14th to outline a plan for legislative advocacy around three priorities:

- Fully funding public schools in Oregon
- Fully funding special education without a cap
- Not adding any unfunded mandates

Ideas generated from that meeting included:

- Update legislators and the community on funding needs (testify in person and Zoom)
- Invite local legislators to a meeting
- Create guiding questions
- Identify unfunded mandates
- Acknowledge the Quality Education Model (QEM) is not fully funded
- Include student voice (What would it look like if education was fully funded?)
- Generate videos of parents sharing challenges from under funded program (special education)

The meeting included Board Chair Cynthia Wright, Board Vice Chair Lilia Caballero, Board Director Michael Williams, MEA President Jessica Fitzsimmons, Janelle Aldaco, Megan Bogart, Lisa North, OSEA President Amanda Potts, Sarah Reames, and Superintendent Bret Champion.

The committee scheduled a follow-up meeting on May 28th.

**Additional Materials:** None

**Recommendation:** Information only.

**Suggested Motion:** N/A



**EXECUTIVE SUMMARY**

<b>Meeting Date:</b>	May 23, 2024
<b>Agenda Item:</b>	School Board Policies - second reading
<b>Item Type:</b>	Information and Discussion
<b>Administrator:</b>	Bret Champion, Jodi Fahy
<b>Objective:</b>	Review the policies presented for a first reading

**Background:** OSBA provides quarterly policy updates that include current revisions to state and federal laws and guidelines. Staff has reviewed the updated language and applied applicable revisions which are reflected in the policy packet.

The Board reviewed the policies as a first reading on May 9, 2024 and no questions were presented.

Revisions in **red** font indicate OSBA updated language.

Policy	Title	Summary
BBF	Board Member Standards of Conduct	<p>Board members are mandatory reporters of child abuse. Language reflecting the requirement is reflected in this policy, along with other standards of conduct. Revisions to this policy were provided by OSBA. The summary is below.</p> <p><i>The Oregon Department of Human Services (DHS) reports the purpose of Senate Bill 231 (2023) was to align state law with the agency’s current process for receiving child abuse reporting, through a centralized child abuse reporting system established by DHS. Reports must still be submitted to DHS as directed or to a law enforcement agency.</i></p>

BBFC	Reporting of Suspected Abuse of a Child	<p>Board members are mandatory reporters of child abuse. Language reflecting the requirement is reflected in this policy. Revisions to this policy were provided by OSBA. The summary is below.</p> <p><i>The Oregon Department of Human Services (DHS) reports the purpose of Senate Bill 231 (2023) was to align state law with the agency’s current process for receiving child abuse reporting, through a centralized child abuse reporting system established by DHS. Reports must still be submitted to DHS as directed or to a law enforcement agency.</i></p>
CB	Superintendent	<p>Revisions to this policy were provided by OSBA. The summary is below.</p> <p><i>With the passage of Senate Bill 283 (2023), the law was revised regarding superintendent contracts to remove mention of laws relevant to education service district boards added by Senate Bill 1521 in 2022 to ORS 332.505.</i></p>
CBC	Superintendent’s Contract	<p>Revisions to this policy were provided by OSBA. The summary is below.</p> <p><i>With the passage of Senate Bill 283 (2023), the law was revised regarding superintendent contracts to remove mention of laws relevant to education service district boards added by Senate Bill 1521 in 2022 to ORS 332.505.</i></p>

**Additional Materials:** [Policy Packet](#)

The policy packet is organized with the revised version first (colored font), followed by a draft final version with the revisions incorporated.

**Recommendation:** Review revised language and readopt the policies.

**Suggested Motion:** *“I move to readopt the policies as presented in the May 23rd policy packet.”*

# Medford School District 549C

Code: BBF  
Adopted: 12/04/79  
Readopted: 6/02/14; 3/11/19; 1/22/20; [xx/xx/xx](#)

## Board Member Standards of Conduct

Individual Board members and the Board as a public entity must comply with ethics laws for public officials.

Board members will treat other Board members, the superintendent, staff and the public with dignity and courtesy and will provide an opportunity for all parties to be heard with due respect for their opinions.

Board members will recognize the superintendent as the chief executive officer to whom the Board has delegated administrative authority to establish regulations and oversee the implementation of Board policy.

When a Board member expresses personal opinions in public, the Board member should clearly identify the opinions as personal.

A Board member will respect the privacy rights of individuals when dealing with confidential information gained through association with the district.

A Board member will keep information and documents discussed in executive session confidential.

A Board member will not post confidential information or documents about students, staff or district business online, including but not limited to, on social media.

Board members will treat fellow Board members, staff, students and the public with respect while posting online or to social media and will adhere to Oregon Public Meetings Laws, including when communicating with other Board members via websites or other electronic means.

A Board member is a mandatory reporter of child abuse. A Board member having reasonable cause to believe that any child with whom the Board member comes in contact with has suffered abuse or that any person with whom the Board member comes in contact with has abused a child shall immediately make ~~an oral~~ a report ~~by telephone or otherwise~~ to the ~~local~~ Department of Human Services (DHS)<sup>1</sup>, ~~to the designee of the department~~ or to ~~a local~~ law enforcement within the county where the person making the report is located at the time of contact.

END OF POLICY

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**Legal Reference(s):**

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<sup>1</sup> How to report abuse or neglect: [Oregon DHS](#). Call 855-503-SAFE (7233)

[ORS 162.015 - 162.035](#)  
[ORS 162.405 - 162.425](#)  
[ORS 192.610 - 192.710](#)

[ORS 244.040](#)  
[ORS Chapter 244](#)  
[ORS 332.055](#)

[ORS 419B.005](#)  
[ORS 419B.010](#)  
[ORS 419B.015](#)  
[Senate Bill 415 \(2019\)](#)

**Cross Reference(s):**

BBFA - Board Member Ethics and Conflicts of Interest  
GBI - Gifts and Solicitations

## **Medford School District 549C**

Code: BBF  
Adopted: 12/04/79  
Readopted: 6/02/14; 3/11/19; 1/22/20; xx/xx/xx

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A Board member is a mandatory reporter of child abuse. A Board member having reasonable cause to believe that any child with whom the Board member comes in contact with has suffered abuse or that any person with whom the Board member comes in contact with has abused a child shall immediately make a report to the Department of Human Services (DHS)<sup>1</sup>, or to law enforcement within the county where the person making the report is located at the time of contact.

END OF POLICY

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<sup>1</sup> How to report abuse or neglect: [Oregon DHS](#). Call 855-503-SAFE (7233)

**Legal Reference(s):**

[ORS 162.015 - 162.035](#)  
[ORS 162.405 - 162.425](#)  
[ORS 192.610 - 192.710](#)

[ORS 244.040](#)  
[ORS Chapter 244](#)  
[ORS 332.055](#)

[ORS 419B.005](#)  
[ORS 419B.010](#)  
[ORS 419B.015](#)

**Cross Reference(s):**

BBFA - Board Member Ethics and Conflicts of Interest  
GBI - Gifts and Solicitations

DRAFT

# Medford School District 549C

Code: BBFC  
Adopted: 1/22/20; xx/xx/xx

## Reporting of Suspected Abuse of a Child

A Board member is a mandatory reporter of child abuse<sup>1</sup>. A Board member having reasonable cause to believe that any child with whom the Board member comes in contact with has suffered abuse or that any person with whom the Board member comes in contact with has abused a child shall immediately notify ~~the~~ Oregon Department of Human Services (DHS) or ~~local~~ law enforcement pursuant to Oregon Revised Statute (ORS) 419B.015.

The Board member making a report of child abuse, as required by ORS 419B.010, shall make ~~an oral~~ a report ~~by telephone or otherwise to through the local office of the Department of Human Services DHS<sup>2</sup>, to the designee of the department~~ or to a law enforcement agency within the county where the Board member making the report is located at the time of the contact.

The report ~~shall~~ **must** contain, if known: the names and addresses of the child and the parents of the child or other persons responsible for the care of the child; the child's age; the nature and extent of the abuse, including any evidence of previous abuse; the explanation given for the abuse; and any other information that the Board member making the report believes might be helpful in establishing the cause of the abuse and the identity of the perpetrator.

END OF POLICY

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### Legal Reference(s):

[ORS 332.107](#)  
[ORS 419B.005](#)

[ORS 419B.010](#)  
[OR 419B.01](#)

[Senate Bill 415 \(2019\)](#)

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<sup>1</sup> Includes the neglect of a child; abuse is defined in ORS 419B.005.

<sup>2</sup> How to report abuse or neglect: [Oregon DHS](#). Call 855-503-SAFE (7233)

## **Medford School District 549C**

Code: BBFC  
Adopted: 1/22/20; xx/xx/xx

### **Reporting of Suspected Abuse of a Child**

A Board member is a mandatory reporter of child abuse<sup>1</sup>. A Board member having reasonable cause to believe that any child with whom the Board member comes in contact with has suffered abuse or that any person with whom the Board member comes in contact with has abused a child shall immediately notify Oregon Department of Human Services (DHS) or law enforcement pursuant to Oregon Revised Statute (ORS) 419B.015.

The Board member making a report of child abuse, as required by ORS 419B.010, shall make a report through DHS<sup>2</sup>, or to a law enforcement agency within the county where the Board member making the report is located at the time of the contact.

The report must contain, if known: the names and addresses of the child and the parents of the child or other persons responsible for the care of the child; the child's age; the nature and extent of the abuse, including any evidence of previous abuse; the explanation given for the abuse; and any other information that the Board member making the report believes might be helpful in establishing the cause of the abuse and the identity of the perpetrator.

END OF POLICY

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#### **Legal Reference(s):**

[ORS 332.107](#)  
[ORS 419B.005](#)

[ORS 419B.010](#)  
[ORS 419B.015](#)

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<sup>1</sup> Includes the neglect of a child; abuse is defined in ORS 419B.005.

<sup>2</sup> How to report abuse or neglect: [Oregon DHS](#). Call 855-503-SAFE (7233)

# Medford School District 549C

Code: CB  
Adopted: 6/16/87  
Revised/Readopted: 3/11/19; 1/12/23; xx/xx/xx  
Orig. Code(s): CB

## School Superintendent

The superintendent<sup>1</sup> is designated as the chief executive officer of the district. Under the direction of the Board, the superintendent exercises general supervision of all the schools and of all the personnel of the district. The superintendent is responsible for management of the schools under the Board’s policies, and is accountable to the Board. The Board may not direct the superintendent to take any action that conflicts with a local, state or federal law<sup>2</sup> that applies to school districts.<sup>3</sup>

The superintendent may delegate to other school personnel any powers and duties imposed upon the Superintendent by these policies or by vote of the Board. The delegation of power or duty will not relieve the superintendent of responsibility for the action taken under such delegation.

The superintendent shall advise the Board on the manner in which official Board policy or other Board decisions have been implemented by the superintendent and staff.

END OF POLICY

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### Legal Reference(s):

[ORS 332.505](#)  
[ORS 332.515](#)

[OAR 581-022-2405](#)  
[OAR 584-005-0005\(51\)](#)

~~Senate Bill 1521 (2022)~~

### Cross Reference(s):

CBG - Evaluation of the Superintendent

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<sup>1</sup> The term “superintendent” includes an interim superintendent.

<sup>2</sup> “Local, state or federal law” means a local, state or federal directive having the force of law, including an ordinance, a city or county resolution, a statute, a court decision, an administrative rule or regulation, an order issued in compliance with ORS Chapter 183, an executive order or any other directive, declaration or statement that is issued in compliance with the law as having the force of law and that is issued by a local government as defined in ORS 174.116, the state government as defined in ORS 174.111 or the federal government.

~~<sup>3</sup> Also includes taking any action that conflicts with law that applies to education service districts.~~

# Medford School District 549C

Code: CB  
Adopted: 6/16/87  
Revised/Readopted: 3/11/19; 1/12/23; xx/xx/xx  
Orig. Code(s): CB

## Superintendent

The superintendent<sup>1</sup> is designated as the chief executive officer of the district. Under the direction of the Board, the superintendent exercises general supervision of all the schools and of all the personnel of the district. The superintendent is responsible for management of the schools under the Board's policies, and is accountable to the Board. The Board may not direct the superintendent to take any action that conflicts with a local, state or federal law<sup>2</sup> that applies to school districts.

The superintendent may delegate to other school personnel any powers and duties imposed upon the Superintendent by these policies or by vote of the Board. The delegation of power or duty will not relieve the superintendent of responsibility for the action taken under such delegation.

The superintendent shall advise the Board on the manner in which official Board policy or other Board decisions have been implemented by the superintendent and staff.

END OF POLICY

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### Legal Reference(s):

[ORS 332.505](#)  
[ORS 332.515](#)

[OAR 581-022-2405](#)  
[OAR 584-005-0005\(51\)](#)

### Cross Reference(s):

CBG - Evaluation of the Superintendent

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<sup>1</sup> The term "superintendent" includes an interim superintendent.

<sup>2</sup> "Local, state or federal law" means a local, state or federal directive having the force of law, including an ordinance, a city or county resolution, a statute, a court decision, an administrative rule or regulation, an order issued in compliance with ORS Chapter 183, an executive order or any other directive, declaration or statement that is issued in compliance with the law as having the force of law and that is issued by a local government as defined in ORS 174.116, the state government as defined in ORS 174.111 or the federal government.

# Medford School District 549C

Code: CBC  
Adopted: 4/06/10  
Revised/Readopted: 3/11/19; 2/16/23; xx/xx/xx  
Orig. Code(s): CBC

## Superintendent’s Contract

The superintendent, upon appointment by the Board, will receive a written contract, which will state the terms of employment such as compensation, benefits, and other conditions. The Board may not issue a contract that includes terms which direct the superintendent<sup>1</sup> to take any action that conflicts with a local, state or federal law<sup>2</sup> that applies to the district<sup>3</sup>, or which allows the Board to take an adverse employment action against the superintendent for complying with such laws. Contracts shall not be issued for more than three years in duration. The contract shall automatically expire at the end of its term. The Board may elect to issue a subsequent contract at any time for up to three years.

The compensation and benefits for the position of superintendent will be fixed by the Board and based upon the responsibilities required of the superintendent. The Board may not enter into an employment contract that contains provisions that expressly obligates the district or school to compensate the superintendent for work that is not performed.

Provisions for termination of the superintendent’s employment, either by the Board or the superintendent, will also be set forth in the superintendent’s employment contract. The employment contract, if it includes a mutually agreed to termination-without-cause provision by the Board, will include a 12-month notice of termination for such provision.

For a period of one year after termination of the contract the superintendent may not:

1. Purchase property or surplus property owned by the district or school; or
2. Use property owned by the district or school in a manner other than the manner permitted for the general public.

END OF POLICY

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<sup>1</sup> The term “superintendent” includes an interim superintendent.

<sup>2</sup> “Local, state or federal law” means a local, state or federal directive having the force of law, including an ordinance, a city or county resolution, a statute, a court decision, an administrative rule or regulation, an order issued in compliance with ORS Chapter 183, an executive order or any other directive, declaration or statement that is issued in compliance with the law as having the force of law and that is issued by a local government as defined in ORS 174.116, the state government as defined in ORS 174.111 or the federal government.

<sup>3</sup> ~~Also includes taking any action that conflicts with law that applies to education services districts.~~

**Legal Reference(s):**

[ORS 332.432](#)  
[ORS 332.505](#)

[ORS 342.549](#)  
[ORS 342.815](#)

[OAR 584-005-0005\(51\)](#)

~~Senate Bill 1521 (2022)~~

**Cross Reference(s):**

CBB - Recruitment and Appointment of the Superintendent

## **Medford School District 549C**

Code: CBC  
Adopted: 4/06/10  
Revised/Readopted: 3/11/19; 2/16/23; xx/xx/xx  
Orig. Code(s): CBC

### **Superintendent's Contract**

The superintendent, upon appointment by the Board, will receive a written contract, which will state the terms of employment such as compensation, benefits, and other conditions. The Board may not issue a contract that includes terms which direct the superintendent<sup>1</sup> to take any action that conflicts with a local, state or federal law<sup>2</sup> that applies to the district, or which allows the Board to take an adverse employment action against the superintendent for complying with such laws. Contracts shall not be issued for more than three years in duration. The contract shall automatically expire at the end of its term. The Board may elect to issue a subsequent contract at any time for up to three years.

The compensation and benefits for the position of superintendent will be fixed by the Board and based upon the responsibilities required of the superintendent. The Board may not enter into an employment contract that contains provisions that expressly obligates the district or school to compensate the superintendent for work that is not performed.

Provisions for termination of the superintendent's employment, either by the Board or the superintendent, will also be set forth in the superintendent's employment contract. The employment contract, if it includes a mutually agreed to termination-without-cause provision by the Board, will include a 12-month notice of termination for such provision.

For a period of one year after termination of the contract the superintendent may not:

1. Purchase property or surplus property owned by the district or school; or
2. Use property owned by the district or school in a manner other than the manner permitted for the general public.

END OF POLICY

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<sup>1</sup> The term "superintendent" includes an interim superintendent.

<sup>2</sup> "Local, state or federal law" means a local, state or federal directive having the force of law, including an ordinance, a city or county resolution, a statute, a court decision, an administrative rule or regulation, an order issued in compliance with ORS Chapter 183, an executive order or any other directive, declaration or statement that is issued in compliance with the law as having the force of law and that is issued by a local government as defined in ORS 174.116, the state government as defined in ORS 174.111 or the federal government.

**Legal Reference(s):**

[ORS 332.432](#)  
[ORS 332.505](#)

[ORS 342.549](#)  
[ORS 342.815](#)

[OAR 584-005-0005\(51\)](#)

**Cross Reference(s):**

CBB - Recruitment and Appointment of the Superintendent

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## EXECUTIVE SUMMARY

<b>Meeting Date:</b>	May 23, 2024
<b>Agenda Item:</b>	Staff Assignment Report
<b>Item Type:</b>	Report
<b>Administrator:</b>	Janel Reed
<b>Objective:</b>	Approve new licensed and administrative staff.

**Background:**

Under current Board policy, one responsibility of the Board is to approve the hiring of licensed and administrative staff. The Staff Assignment Report includes that information, as well as any retirements or resignations.

**Additional Materials:** Staff Assignment Report

**Recommendation:** Administration recommends approval of the new hires.

**Suggested Motion:** A formal motion is not required if approved with the consent agenda.

**Medford School District Staff Assignment  
School Board Meeting, May 23, 2024**

**Recommendation for election to the position of Teacher for the 2024-25 school year:**

Employee Name	School/Location	Position	University/College
Alvarado, Courtney	North Medford	Science	University of Johannesburg
Bohn, Matthew	South Medford	Math	Concordia-Portland
Burrows, Robyn	Innovation Academy Online	PE/Health	University of Pittsburg
Clark, Madison	North Medford	English Language Arts	University of Montana
George, Travis	North Medford	Science	George Fox University
Hughes, James	North Medford	Social Studies	University of Tennessee
Littlefield, Lane	Howard	Special Education	University of Oregon
Mayben, Elizabeth	Kennedy	Special Education	Corban University
Myers, Allyssa	South Medford	PE/Health	Southern Oregon University
Olsen, Freja	South Medford	Science	Portland State University
Rono, Lisa	North Medford	ELD/English Language Arts	University of California Davis
Sanders, Christie	Oakdale Middle	Special Education	Southern Oregon University

**Resignations:**

Employee Name	School/Location	Position	Effective Date
Agnello-Shelton, Senta	Oakdale Middle	English Language Arts	06.07.2024
Caro, Nicole	Jacksonville	Special Education	06.10.2024
Robison, Kimberly	South Medford	Music (Vocal)	06.07.2024
Stickrod, Kristin	Washington	Elementary - Grade 01	06.07.2024

**Retirements:**

Employee Name	School/Location	Position	Effective Date
Ashpole, Leslie	Academics/Curriculum	Science Curriculum Facilitator	06.07.2024



## EXECUTIVE SUMMARY

<b>Meeting Date:</b>	May 23, 2024
<b>Agenda Item:</b>	Consideration for approval of minutes from previous meeting(s)
<b>Item Type:</b>	Minutes
<b>Administrator:</b>	Bret Champion, Jodi Fahy
<b>Objective:</b>	Approve meeting minutes

**Background:** School Board policies BDDG and BDDC indicate the Board shall provide for the taking of written minutes of all its meetings, and that the minutes shall be available to the public after approval by the Board.

**Additional Materials:** Draft minutes for the Work Session held on May 9, 2024.

**Recommendation:** Approve the minutes included with the consent agenda.

**Suggested Motion:** A formal motion is not required if approved with the consent agenda.

Work Session  
Thursday, May 9, 2024 5:30 PM

Oakdale Middle School Room 230  
815 S. Oakdale Ave.  
Medford, OR 97501

Michelle Atkinson: Present  
Lilia Caballero: Present  
Kendell Ferguson: Present  
Jeff Kinsella: Present  
Suzanne Messer: Present  
Michael Williams: Present  
Cynthia Wright: Present

*A video recording of the Board meeting can be found on the district website at this link: <https://portal.stretchinternet.com/msbm> and the slide presentation can be viewed at this link: <https://meetings.boardbook.org/Meeting/Supplementals/1545?meeting=634308>*

### **1. Call to Order / Pledge of Allegiance / Roll Call**

Board Chair Cynthia Wright called the meeting to order at 5:30 PM and led the Pledge of Allegiance. Roll was called.

Chair Wright welcomed the public, stated the district's vision statement, and read the public meeting civility standards for Medford School District (MSD) Board meetings.

### **2. Agenda Adjustments and Approval**

**Hearing no objections, the agenda was approved by unanimous consent.**

### **3. Recognitions**

#### **3.a. Valedictorians**

Innovation Academy Principal Cass Thonstad; Medford Online Academy Learning Coordinator Natasha Savage, North Medford High School Principal Allen Barber, and South Medford High School Principal Jonathan Lyons introduced the valedictorians and salutatorians for the class of 2024. Students shared college and/or career plans following graduation. Board members were formally invited to the graduation commencements.

The meeting was briefly recessed to take photos with those recognized.

#### **3.b. Teacher Appreciation**

Superintendent Bret Champion shared it was an honor to celebrate MSD teachers and spoke regarding the heavy lift of teachers. A video was presented honoring the exemplary teachers in the districts.

MEA President Jessica Fitzsimmons shared some important teacher character traits as shared by students. She went on to share that being a great teacher is a balancing act of

teaching all the subjects while finding ways to inject fun and doing it with kindness, respect, and integrity.

Board Directors expressed gratitude for the challenging work teachers do every day for MSD students.

#### **4. Work Session Items**

##### **4.a. Facilities and Enrollment Update**

Assistant Superintendent of Operations Brad Earl provided an overview of district trends regarding enrollment, birth rates, and general demographics. He reviewed information provided in the Student Enrollment Forecast 2023-2042 report prepared for MSD by Johnson Economics, LLC. The report included the district boundary map; population growth graph; historical and projected birth counts in MSD and Oregon; birth and kindergarten enrollment graph; and capacity by school.

Board Directors put forth questions and comments regarding declining enrollment while simultaneously increasing special education students, and consideration for meeting the demands of student needs if consolidating elementary schools.

City of Medford Planning Director Matt Brinkley provided a report on citywide growth trends and projections that included information regarding current city population; number of building permits issues; single family home occupancy data; and population distribution by age and household composition.

Board Directors put forth questions and comments regarding birthrate trends in Medford vs. state of Oregon and nationally; access to medical facilities makes the area popular for an older population; real estate inventory and interest rates; best way to use the data when making decisions for schools; population growth on west side of the city; rental inventory and affordability; and shrinking household compositions.

Earl directed attention to the Schedule of Properties Owned and Leased document and walked the Board through each area.

Board Directors put forth questions and comments regarding district office current location (possibility of reoccupying Oakdale Middle School (OMS)); cost of Innovation Academy (IA) and OMS and funding source(s); sense of urgency for both schools; community engagement (Facilities Optimization Committee) that influenced direction; original intent of the failed Bond; outcome of repurposing sixth grade classrooms when moved to middle schools; departments/areas that were relocated when the Oakdale building was remodeled for OMS; cost of IA students verses traditional high school cost; and support for students moved from Central Medford High School to traditional high schools (funding from Student Investment Account).

##### **4.b. Legislative Priorities**

Chair Wright shared a committee consisting of Board members, MEA, and OSEA representatives were scheduled to meet to form a plan for legislative advocacy. She let the Board know the outcome of the meeting would be shared at the next Board meeting.

#### **4.c. Student Cell Phone Discussion - Policy JFCEB**

Chair Wright led the discussion on student cell phone use and referred to the current School Board Policy JFCEB. Board Directors shared comments regarding policy language; effectiveness of enforcing the policy; inconsistencies in schools and classrooms; student behavior and bullying related to cell phone use; and current practice at McLoughlin Middle School. Suggestions were put forth to gather community input and invite secondary principals to a future Board meeting for further discussion.

#### **4.d. Strategies for Student Success in MSD**

Superintendent Bret Champion, Deputy Superintendent Jeanne Grazioli, and Assistant Superintendent of Operations Brad Earl provided a thorough presentation that included three distinct time periods:

- The period right after the economic downturn of 2007-2010
- Five year focus on graduation improvement
- Five year plan to make further gains in graduation and improve student outcomes in other metrics

Additional areas of focus included:

- Student Success Act/Student Investment Account (SIA)
- Covid-19 Impact 2020 to Today
- Staffing by Category and Graduation Rate Trend
- Strategic Planning Committee/ Coherency Plan Strategies
- Addressing Challenging Student Behaviors
- Improving Family Engagement and Student Belonging
- Addressing Safety and Security and Market Share
- Administration Expenditures Per Pupil

Board Directors put forth questions and comments regarding decision to create district's curriculum and did it create collaboration between elementary and secondary; resources to help teachers with new curriculum; cost of replacing Chromebooks and how was that funded; special education coordinator role; addressing challenging student behavior; number of school marshals in district; concern for low reading scores; and rate of administrator expansion.

#### **4.e. School Board Policies - *first reading***

No questions were presented. It was determined the policies would move forward for a second reading at the May 23 Board meeting.

### **5. Consent Agenda**

#### **5.a. Staff Assignment Report**

#### **5.b. Minutes from previous Board meeting**

**Hearing no objections, the consent agenda was approved by unanimous consent.**

**6. Announcements**

**6.a. May 16 - Budget Committee Meeting at 5:30 PM - Oakdale Middle School**

**6.b. May 23 - School Board Meeting at 5:30 PM - Oakdale Middle School**

Chair Wright announced the next Budget Committee meeting on May 16 and the next School Board Meeting on May 23.

**7. Adjournment**

There being no further business before the Board, the meeting was adjourned at 8:42 PM.

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Chair of the District School Board  
Medford School District 549C

ATTEST:

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Superintendent-Clerk

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## EXECUTIVE SUMMARY

<b>Meeting Date:</b>	May 23, 2024
<b>Agenda Item:</b>	Additional Foreign Exchange Program
<b>Item Type:</b>	Consent Agenda
<b>Administrator:</b>	Jeanne Grazioli
<b>Objective:</b>	Approve Foreign Exchange Programs for the 2024-25 School Year

**Background:** School Board policy JECBA states that the district shall accept, without tuition, students from other countries who are participating in exchange programs officially recognized by the Board. Each year, we bring recommended programs for Board approval. We are adding one program in addition to the programs previously approved.

**Additional Materials:** None

**Recommendation:** Approve additional foreign exchange program listed below for the 2024-2025 school year. This organization is in addition to the ones previously approved on April 11, 2024.

- Council for Educational Travel USC (CETUSA)

**Suggested Motion:** A formal motion is not required if approved with the consent agenda.