



**Regular Meeting OF THE BOARD OF DIRECTORS**

Thursday, May 22, 2025 - 5:30 PM  
 Oakdale Middle School Room 230  
 815 S. Oakdale Ave.  
 Medford, OR 97501

**AGENDA**

- 1. **Call to Order / Pledge of Allegiance / Roll Call**
- 2. **Agenda Adjustments and Approval**
- 3. **Recognitions** 2
  - a. Oregon State Seal of Biliteracy Awards
  - b. SkillsUSA State Leadership Skills Conference
  - c. Appreciation for Board Director Michelle Atkinson
- 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, if you reside in the district, 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. FY2025-26 Budget Update 6
  - b. Board Candidate Application Process 17
  - c. School Board Policy - *second reading* 32
- 7. **Consent Agenda**
  - a. Staff Assignment Report 39
  - b. Minutes from previous meeting 41
- 8. **Announcements**
  - a. May 28 - SMHS Graduation at Spiegelberg Stadium - 7:00 PM
  - b. May 29 - NMHS Graduation at Spiegelberg Stadium - 7:00 PM
  - c. May 30 - Innovation Academy & Innovation Academy Online at Spiegelberg Stadium - 7:00 PM
  - d. June 5 - Work Session at Oakdale Middle School - 5:30 PM
- 9. **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 22, 2025
<b>Agenda Item:</b>	Recognitions
<b>Item Type:</b>	Board Recognitions
<b>Administrator:</b>	Bret Champion, Natalie Hurd
<b>Objective:</b>	Oregon State Seal of Biliteracy, SkillsUSA State Leadership Skills Conference and Appreciation for Board Director Michelle Atkinson

**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:

### 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**

Yasmin Aguilar

Valentin Bazan

Jennifer Cabezas

Emmanuel Callejas

Eslyn Cruz

Alondra Gomez Monarrez

Juan P. Gonzalez

Michelle Guillen de la Cruz

Diana D. Huizar

Patrick A. Ixchop

Deanna Linares Ortega

Lesly Mancilla

Alexandra M. Mendez

Victor Mendoza

Joaquin G. Nicasio

Betzy Ordonez

Eben Pena

Bryan Perez

Estefania Sanchez Aceves

Gabriel A. Santillan

Ashley Santizo

Maritza Villa

**South Medford High School**

Danilo A. Barajas  
Marayah H. Barajas  
Diana V. Barrera  
Maria J. Cardenas  
Lillyan J. Carroll  
Alondra Contreras  
Julissa Cortes  
Angel Cortes Tellez  
Valeria Cortes Tellez  
Caylin Cortez Villa  
Mayra Giselle Cortes Villa  
Jocelynn Cortes Ruiz  
Melissa Cruz de Paz  
Nathálya de Castro Dobrowolski  
Taiga M. Ellis  
Maria Guadalupe Estrada Ruvalcaba  
Julio Flores  
Monceratt Gomez

Kaily A. Gomez Jacinto  
Rodrigo G. Gutierrez  
Ethan E. Hall  
Giselle N. Hernandez Topete  
Owen T. Leavens  
Evan Luksich  
Nathan Luna Rodriguez  
Jonathan I. Maldonado Quintero  
Karla E. Manzano Suarez  
Rowan S. Maple  
Rece C. Moser  
Richard J. Parks  
Melanie Dahyan Román Olivares  
Valentina A. Salazar Pina  
Kevin Israel Torres  
Payson R. Wallace  
Stella B. Weston  
Kimberly S. Zavala

**SkillsUSA State Leadership Skills Conference**

McLoughlin Middle School, South Medford High School, and North Medford High School SkillsUSA students competed in various events during the SkillsUSA Oregon State Leadership Skills Conference (SLSC).

**McLoughlin Middle School**

Advisor: LeVonda Vickery

Student Placers:

Lorelei Marsh

- T-Shirt Design - 2nd

**Zoe Marsh**

- Pin Design - 1st
- T-Shirt Design - 3rd

**Kyleigh Moore**

- T-Shirt Design - 1st

**South Medford High School**

Advisor: Doug Hanson

Student Placers:

Alexander Scott

- Fire Science - 3rd

**Rece Moser**

- Engineering Technology & Design - 1st

**Jack Spence**

- Engineering Technology & Design -1st

**Keegan Thonstad**

- Engineering Technology & Design - 1st

## North Medford High School

### Student Placers:

Chloe Bell

- Quiz Bowl - 3rd

Nathan Bilauca

- Quiz Bowl - 2nd

Emmanuel Callejas Fuentes

- Quiz Bowl - 2nd

Joe Castillo

- Architectural Drafting - 3rd

Brycelin Endrikat

- Architectural Drafting - 5th

Kamden Gaswint

- Welding Fabrication - 2nd
- Welding - TIG - 3rd

Samantha Hageman

- Novice CAD - 3rd

Lonnie Haywood

- Engineering Technology & Design - 2nd
- Related Technical Math - 3rd
- Technical Drafting - 3rd

Braydon Jackson

- Automotive Maintenance & Light Repair - 3rd

Mila Lavelle

- Architectural Drafting - 1st

Matthew Leon-Huerta

- Quiz Bowl - 2nd

Louis Lim

- Quiz Bowl - 2nd
- Technical Drafting - 5th

Lucca McCoy

- Welding Sculpture - 1st

Calvin McGary

- Quiz Bowl - 1st
- Architectural Drafting - 2nd
- Job Interview - 2nd

Keeghan Mercer

- Technical Drafting - 1st
- Engineering Technology & Design - 2nd
- Related Technical Math - 4th

Zane Messer

- Technical Drafting - 2nd
- Job Skill Demonstration A - 3rd

**Roquin Michael**

- Quiz Bowl - 1st
- Architectural Drafting - 6th

Taylor Morrison

- Early Childhood Education - 3rd
- Job Skill Demonstration A - 6th

Dylan Myers

- Architectural Drafting - 4th
- Novice CAD - 4th

Aaliyah Nelson

- Early Childhood Education - 2nd
- Job Skill Demonstration A - 5th

**Sam Nichol**

- Quiz Bowl - 1st

**Manda Reso**

- Early Childhood Education - 1st
- Job Skill Demonstration A - 4th

**Sara Roberts**

- Quiz Bowl - 1st

Payden Salliotte

- Welding Fabrication - 2nd

**Gabriel Santillan**

- Quiz Bowl - 1st

**Conner Searles**

- Job Skill Demonstration Open - 1st
- Technical Drafting - 6th

Lydia Seese

- Quiz Bowl - 3rd

Kathryn Staszak

- Quiz Bowl - 3rd
- Mobile Robotics Technology - 4th

Dante Tipler

- Quiz Bowl - 2nd

Casey Ultsch

- Engineering Technology & Design - 2nd

Cara Walcher

- Quiz Bowl - 3rd
- Mobile Robotics Technology - 4th

Natalie Yant

- Quiz Bowl - 3rd

Jaxon Zimmer

- Welding Fabrication - 2nd

**Appreciation for Board Director Michelle Atkinson**

Michelle Atkinson, who has served as a Board Director since 2023, will be resigning from her position effective June 1, 2025, due to a move out of the area. Her unwavering dedication to supporting students and staff will be sincerely missed.



## EXECUTIVE SUMMARY

<b>Meeting Date:</b>	May 22, 2025
<b>Agenda Item:</b>	FY 2025-26 Budget Update
<b>Item Type:</b>	Discussion
<b>Administrator:</b>	Brad Earl
<b>Objective:</b>	Update the Board on State Funding Forecast

**Background:** The Budget Committee approved the Proposed Budget as presented on April 17, 2025. School districts in Oregon must have an Adopted Budget by June 30 every year.

At this meeting, the district will update the Board on the unfavorable state funding forecast and recommend postponing adoption of the Budget until the June 26 Board meeting when more information will be available.

**Additional Materials:** [OPB Article](#); [Oregon Live Article](#)

**Recommendation:** Information only.

**Suggested Motion:** Not required at this time.

POLITICS

# Oregon lawmakers have \$500 million less to spend, as economic uncertainty reigns



By **Dirk VanderHart** (OPB)

May 14, 2025 8:12 a.m. **Updated:** May 14, 2025 11:41 a.m.

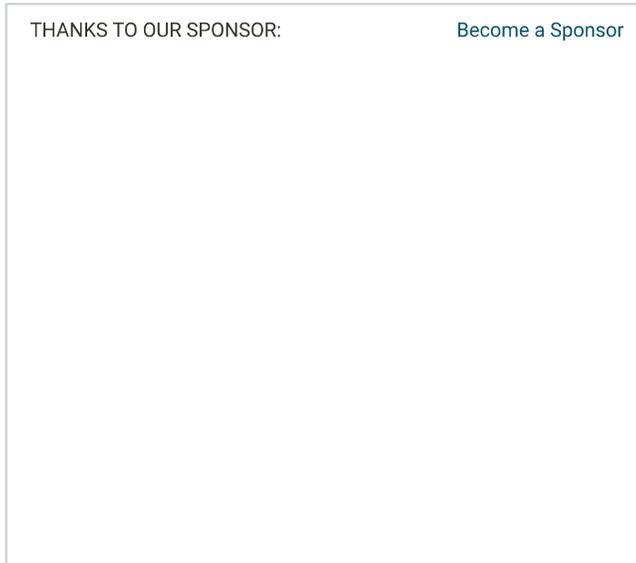
**The final revenue forecast before the Oregon Legislature passes a two-year budget comes with bad news for many spending bills.**



Oregon State Capitol building, May 18, 2021. The capitol was completed in 1938 and is topped with a gilded bronze statue of



As they prepare to pass a new two-year budget, Oregon lawmakers have been bracing for news of what disruptive federal policies will mean for the state’s tax revenues.



They got their answer Wednesday.

In a pivotal forecast, state economists said they expect Oregon will have around \$500 million less to spend in the 2025-27 budget cycle than anticipated just three months ago.

That outlook — the final number lawmakers will use to ink a budget — could doom many spending bills that have been on ice in the Capitol awaiting their fates. But under a framework that top budget writers released in March, it likely won’t be enough to force meaningful cuts at state agencies.

The revised forecast is a reflection of a national economy that is grappling with uncertainty because of ongoing trade tensions, and is now growing [far more slowly](#) than many economists had anticipated. That impacts corporate and business income taxes that are leading drivers of the state’s general fund budget.

Oregon Chief Economist Carl Riccadonna told reporters that tariffs, federal job cuts and immigration issues “are levers that are pushing the growth forecast” downward, noting economic growth is now pegged at 0.8% for the year, rather than 2%.

“The economy’s a bit like a jumbo jet and when it slows down to a certain speed, it starts to lose altitude,” Riccadonna said in a presentation to lawmakers Wednesday. The slow growth is likely to increase the state’s unemployment rate, he said.

Oregon is expecting \$162 million less in the current budget cycle than previously anticipated, and \$334 million less over the next two years.

Taxpayers can also expect a smaller “kicker” tax refund as a result. The rebate — triggered when actual revenues come in at least 2% higher than what lawmakers budgeted for — has been revised to \$1.64 billion, a \$87.5 million decrease.

The most immediate impact of Wednesday’s report is on the state’s budget. In March, the Legislature’s top budget writers [unveiled a framework](#) that laid out what spending priorities the state might be able to fund under the previous revenue outlook released in February.

[That document](#) included some cuts. But top Democrats said that if the state paid for most ongoing services — including a record \$11.4 billion for K-12 schools — and set aside roughly \$550 million for reserves, lawmakers would still have \$987 million left over “to support key investments.”

Potential investments included three items Gov. Tina Kotek has pressed for: more than \$800 million to bolster housing and homelessness, \$246 million for the state’s behavioral health system, and \$200 million for education.

With the new forecast, the scope of those investments may be reduced. The overall forecast predicts lawmakers will have \$39.3 billion in general fund and lottery money to spend, compared to \$40.1 billion expected three months ago. Some of that difference comes from [spending bills](#) the Legislature passed earlier this year.

Even with the reductions, the state is expected to have billions more to spend in the next two-year budget than it did for the current one.



FILE - Oregon Chief Economist Carl Riccadonna said Wednesday, May 14, 2025, that tariffs, federal job cuts and immigration issues “are levers that are pushing the growth forecast” downward

*Courtesy Oregon Department of Administrative Services*

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The budget framework also does not include a massive tax proposal Democrats are floating to pay for roads and bridges, a plan expected to take final form in coming days.

## Parties trade blame

The numbers unveiled Wednesday come with immense uncertainty.

Lawmakers are wary that the national economy will slip into a recession, which could dim future revenue projections and force the Legislature into belt tightening. And Oregon, like other states, is waiting to see whether congressional Republicans will push through [proposed cuts to Medicaid](#). That could drastically reduce federal money the state uses to provide health care to low-income people.

“If they’re going to make cuts to Medicaid, that is the biggest impact on not only our state budgets, but on Oregonians and their lives.” House Speaker Julie Fahey, D-Eugene, said on Monday. “States are not set up to backfill those resources. Every state, not just Oregon, will be hurt significantly by those cuts.”

Riccadonna told reporters that federal tariff policies that change by the day would play a big role in whether the outlook gets better or worse. Oregon is highly trade dependent, and so more impacted than many other states by trade wars.

Riccadonna put the risk of a recession in the next 12 months at around 25%. He noted to lawmakers Wednesday that chaos surrounding on-again, off-again tariff announcements appeared to be abating.

“Of course this can change in a tweet or in a moment,” he said, “but where we are is not really consistent with the economy on the precipice of recession.”

The chief economist said Oregon’s economy has so far not seen a rush in unemployment claims due to federal layoffs ordered by the U.S. Department of Government Efficiency, or DOGE.

“In aggregate we’re, shall I say, pleasantly surprised that there hasn’t been a more material consequence,” Riccadonna said. “It looks very much like a typical year for the state of Oregon.”

Democrats wasted no time Wednesday tearing into the Trump administration for the

“Reckless federal actions have consequences, and we are seeing the harm appearing in Oregon’s economy,” Senate Majority Leader Kayse Jama, D-Portland, said in a statement. “President Trump’s tariffs slow international trade and that has extra impact on an export-heavy economy like Oregon’s.”

Gov. Tina Kotek said in a release she is “committed to working diligently with the Legislature from now through the end of the session to make hard budget choices.”

Republicans, meanwhile, blamed Democratic policies for the state’s slowing economy — a stance that was at odds with the picture presented by state economists, which focused on federal actions.

“It’s no surprise that Democrats who’ve spent years passing policies that weaken our economy are quick to blame anyone but themselves,” Senate Minority Leader Daniel Bonham, R-The Dalles, said in a release. “It’s time to stop blaming D.C. and start fixing what Democrats broke here at home.”

House Republican Leader Christine Drazan noted that, despite the new revisions, the state is expecting healthy revenue growth.

“This increase could have been greater if it weren’t for Oregon’s highest in the nation taxes, aggressive regulatory environment, and public policy choices that harmed our economic engine,” Drazan said in a statement. “If we want to see our state budgets grow, we shouldn’t raise taxes, we should cut them.”

*This story may be updated.*

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**POLITICS**

**Oregon's economic outlook sours, leaving state lawmakers with millions less to spend than previously expected**

Updated: May. 14, 2025, 3:35 p.m. | Published: May. 14, 2025, 8:34 a.m.



The Oregon Capitol framed by cherry blossoms this spring. Lawmakers are grappling with the news that Trump tariffs mean they'll have \$750 million less than previously expected to spend in the coming years. Sami Edge



By [Sami Edge | The Oregonian/OregonLive](#) and [Carlos Fuentes | The Oregonian/OregonLive](#)

Oregon lawmakers will have about [\\$755 million less](#) to spend in the next two years than they previously expected.

That's the big news out of the [May revenue forecast](#) Oregon's top economists provided Wednesday. Lawmakers will have to limit their spending to the amount forecast – meaning they can commit up to \$37.4 billion in general funds, said Michael Kennedy, a senior economist at the state's Department of Administrative Services.

mission to break world records for visiting every country in the world      Teen on mission to break world records fo



That's about 2% less than the \$38.2 billion that economists predicted in February that lawmakers would have for the coming biennium, which begins in July.

The drop in expected resources is largely due to a nearly \$500 million decline in projected personal income taxes at the end of this budget cycle and the first two quarters of the next one, Kennedy said. Decreases in Oregonian's employment rates, wage growth and capital gains will all contribute, he said. Lawmakers will also have about \$250 million less to spend in the next budget because they already spent it this legislative session, Kennedy said.

The writing has been on the wall. Democratic House Speaker Julie Fahey predicted on Monday that the revenue briefing would "not be good news" based on turbulent economic waters in the first three months of Donald Trump's presidency.

"If we are able to hold the line on the budget this year, I think that will be a major success," Fahey said. "If we are able to continue serving Oregonians at the level that we are serving them at right now."

Even the diminished spending forecast would represent an increase from the state's current budget. Lawmakers allocated nearly \$32 billion in general fund spending for the 2023-25 biennium.

Uncertainty caused by Trump's rollercoaster pledges and actions on tariffs is the biggest factor driving the projected decline in Oregon's projected revenue and volatility about how precipitous it in fact will be, state economists said. The administration's cuts to federal employment and slashing of many federal programs also have contributed, along with a promised crackdown on immigration, Oregon's chief economist Carl Riccadonna said.

"All of these factors are levers that are pushing the growth forecast in that direction," Riccadonna told reporters Tuesday.

Export-dependent Oregon is particularly sensitive to major trade policies, which directly affect personal income taxes and state labor trends, economists said. On the other hand, projected revenue from corporate activity taxes and lottery sales, which are less volatile, remain in line with earlier estimates, Kennedy said.

The state revenue forecast is more uncertain than most, Riccadonna said, and unpredictable federal policies like a dramatic tax package or another bump in tariffs could alter the picture.

"Of course this can change in a tweet or in a moment," Riccadonna told lawmakers Wednesday while presenting the forecast.

Riccadonna cast the current economic outlook as one of "sluggish growth," not outright recession. The probability of national recession is about 25% over the next year, he said, compared to 15% or less in an average year.

Economists predict that Oregon's kicker rebate, which returns money to taxpayers after the close of two year budgets in which income tax collections exceed projections by more than 2%, will return \$1.64 billion to Oregonians next year in the form of tax credits. That's an \$88 million decline from the most recent forecast in February.

Lawmakers have indicated for months that they would not have enough revenue to expand many state services or fund sizable new programs. And as the president and Congress have moved to cut funding for major programs, including reducing Medicaid by billions of dollars, Oregon's top budget writers have reiterated that the state's budget is not intended to, or fully equipped to, plug holes left by federal cuts.

Legislators now have about six weeks to figure out how to balance their spending priorities with the diminished budget forecast. It's unclear which priorities will survive. Even before the new budget revision, [Salem's top legislative budget writers](#) indicated they wouldn't have enough money to fully fund increased spending on homelessness, education and mental health that Gov. Tina Kotek included in her [proposed budget](#) last December.

In a statement Wednesday, Kotek reiterated the need to build more homes, house more Oregonians sleeping outside and improve education outcomes.

"I refuse to let Oregon be knocked off our game," she said in response to the revenue forecast. "... I am committed to working diligently with the Legislature from now through the end of the session to make hard budget choices and address our challenges head on, despite the dampening of economic growth."

The revised forecast also puts more pressure on lawmakers scrambling to find more dollars to prepare for and fight wildfires. A workgroup has proposed increasing wildfire funding by nearly \$300 million, though most of their ideas for how to do that would divert money from the state general fund, savings or lottery dollars, leaving less money for other existing programs. Ideas to raise new revenue include taxing bottles and cans, which has proven contentious, or keeping the state's kicker revenue instead of giving it back to taxpayers. Approving that plan would take a two-thirds majority in both chambers.

Wednesday's revenue forecast provided little insight into the future of Oregon transportation funding, one of the major issues that lawmakers are grappling with this session. That's because most of the state's funding to maintain roads or build transportation infrastructure comes from Oregon's gas tax, DMV fees and taxes on large trucks.

While Oregon economists expect less growth in Oregon's incomes, and thus their personal income taxes, top Democrats in the Legislature have indicated that they intend to increase taxes and fees on drivers to help pay for the state's transportation needs.

Democratic legislators slammed Trump's trade policies and their impact on Oregon in response to the forecast Wednesday.

"Reckless federal actions have consequences, and we are seeing the harm appearing in Oregon's economy," Senate Majority Leader Kayse Jama, a Portland Democrat, said in a statement.

Republican lawmakers blamed policies passed by Oregon Democrats, not federal trade policies, for the state's diminished economic forecast. They said the state's high taxes and business policies are "strangling opportunity" for Oregonians.

"It's time to stop blaming D.C. and start fixing what Democrats broke here at home," Senate Republican Leader Daniel Bonham of The Dalles said in a statement. "Oregon's problem isn't a lack of money. It's a lack of leadership."

Protect Oregon Now, a coalition of Oregon unions and groups advocating for children, the environment and various communities of color, praised Oregon leaders on Wednesday for building reserves that have left the state "better positioned than others" to weather economic uncertainty.

The group urged lawmakers to reject tax breaks for high-income Oregonians this session and instead fund child care, mental health and housing. It took specific aim at House Bill 2301, which would move Oregon's estate tax threshold from \$1 million to \$7 million, arguing that bill would cost the state nearly \$200 million in revenue this biennium.

“Economists agree: the best way to get through a downturn is to maintain support for our communities so families have every opportunity to thrive,” Alejandro Queral, executive director of the Oregon Center for Public Policy, said in a statement. “Billionaires and the wealthy will glide through a recession, but working families here in Oregon are counting on state leadership to fund the services we need to get through difficult times.”

*Sami Edge covers higher education and politics for The Oregonian. You can reach her at [sedge@oregonian.com](mailto:sedge@oregonian.com) or (503) 260-3430.*

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## LATEST LOCAL POLITICS STORIES

**Key Oregon Democrats pledge to push through a transportation plan by end of June**

**‘People will go hungry:’ Oregon leaders decry Republican plan to cut federal food benefits**

**Lawyer warns Clackamas County commissioner: Stop talking about Melissa Fireside theft case**

**Multnomah DA finds potential ally in budget fight with powerful county chair**

**Bill would prevent landlords from evicting low-income and pregnant Oregonians who fail to pay rent**

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## EXECUTIVE SUMMARY

<b>Meeting Date:</b>	May 22, 2025
<b>Agenda Item:</b>	Board Candidate Application Process
<b>Item Type:</b>	Discussion
<b>Administrator:</b>	Board Chair Wright
<b>Objective:</b>	Discuss next steps for filling the vacancy

**Background:** Board Director Michelle Atkinson, Position 5, submitted a resignation to the Board on May 5, with the effective date of the resignation on June 1, 2025. The Board declared the vacancy at the Work Session on May 8.

The term for Position 5 ends June 30, 2027. Board Policies BBC - Board Member Resignation, BBD - Board Member Removal from Office, and BBE - Vacancies on the Board and ORS 332.030(4) provide requirements and legal guidance for School Boards when a member resigns.

At this meeting, the Board will discuss next steps for filling the vacancy.

Process so far:

- The Board announced the resignation and declared the vacancy at the May 8 Work Session and discussed the application process.
- Application questions were submitted to the Board Secretary by noon on May 13.
- Board subcommittee met to review the submitted questions on May 14.
- Application form went live on the website on May 15.
- Applications will be received through 5:00 PM May 22.
- The Board will receive candidate applications via email from the Board secretary on May 23
- The Board will rank the applications and submit individual rankings to the Board secretary by 5:00 PM May 27.
- The Board will interview the top three ranked individuals, unless there is a clear standout, on May 29 or 30.

At this meeting the Board will:

- discuss the number of applications received
- discuss the ranking process
- set a meeting date (tentatively May 29 or 30) to interview top ranking candidates

If the Board appoints a Board member on May 29 or 30, the new member will be sworn into office at the June 5 Work Session and serve the remainder of the term, which will end on June 30, 2027.

**Additional Materials:** Policies [BBC](#), [BBD](#), [BBE](#); and [Candidate Application](#)

**Recommendation:** The Board will discuss the Board candidate application process.

**Suggested Motion:** No action required at this meeting.

# Medford School District 549C

Code: BBC  
Adopted: 12/12/16  
Revised/Readopted: 3/11/19  
Orig. Code(s): BBC

## Board Member Resignation

The Board believes that any citizen who files for and seeks election or appointment to the Board should do so with full knowledge of and appreciation for the investment in time, effort and dedication expected of all Board members, and that the citizen’s intent is to serve a full term of office.

When a member decides to terminate service, the Board requests earliest possible notification of intent to resign so that the Board may plan for the continuity of the Board business. Resignations must be made in writing. Board members can resign the office effective at a future date.

The Board will announce the resignation and declare the vacancy at a Board meeting.

Prior to filling the vacancy, the Board will meet to determine the selection process. The Board may begin a replacement process and select a successor prior to the effective date of resignation; however, the actual appointment shall not be made before the resignation date.

END OF POLICY

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### Legal Reference(s):

[ORS 236.320](#)

[ORS 236.325](#)

[ORS 332.030](#)

### Cross Reference(s):

BBE - Vacancies on the Board

# Medford School District 549C

Code: BBD  
Adopted: 9/15/09  
Revised/Readopted: 3/11/19  
Orig. Code(s): BBD

## Board Member Removal from Office

The Board shall declare the office of a director vacant upon any of the following:

1. The death or resignation of an incumbent;
2. When an incumbent ceases to be a resident of the district;
3. When an incumbent ceases to discharge the duties of office for two consecutive months unless prevented by sickness or unavoidable cause;
4. When an incumbent ceases to discharge the duties of office for four consecutive months for any reason;
5. When an incumbent is removed from office by judgment or decree of any competent court;
6. When an incumbent has been recalled from office by district voters.

Vacancies will be filled through appointment by the Board unless a majority of the positions are vacant at the same time. In that case, vacancies will be filled by the Southern Oregon Education Service District.

END OF POLICY

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### Legal Reference(s):

[ORS 249.865 to -249.877](#)

[ORS 332.030](#)

[ORS 408.240](#)

# Medford School District 549C

Code: BBE  
Adopted: 9/15/09  
Revised/Readopted: 3/11/19  
Orig. Code(s): BBE

## Vacancies on the Board

Vacancies will be filled through Board appointment. The Board appointee must be a legally registered voter and a resident within the district for one year immediately preceding the appointment.

Board elections are held every odd-numbered year, which for the purposes of this policy are termed “election” years. The appointee:

1. Will serve until June 30 following the next “election,” at which time the individual elected in May of that year will fill the remaining portion of an unexpired term or serve a full four-year term; or
2. Will serve until June 30 of a subsequent “election” year if the vacancy occurs after the filing date in an “election” year.

A Board member so elected as a replacement will serve the remaining year(s) of the term of office of the Board member being replaced.

In the event of multiple vacancies, the position vacated first will be filled first.

Upon appointment by the Board, the newly appointed Board member(s) will be sworn and seated immediately.

If the offices of a majority of Board members are vacant at the same time, the Directors of the Southern Oregon Education Service District shall appoint persons to fill the vacancies from qualified school district voters.

END OF POLICY

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### Legal Reference(s):

[ORS 249.865 to -249.877](#)  
[ORS 255.245](#)

[ORS 255.335](#)  
[ORS 332.030](#)

[ORS 332.122](#)  
[ORS 332.124](#)

### Cross Reference(s):

BBBA - Board Member Qualifications

BBC - Board Member Resignation

BBD - Board Member Removal from Office

# Candidate Application for School Board Appointment

Medford School District 549C - Jackson County, Oregon

*This application (and any additional information) must be submitted by 5:00 PM on Thursday, May 22, 2025.*

*The Board will interview the top scoring candidate(s) at a Special Board Meeting tentatively scheduled on May 29 or May 30, 2025.*

*The person selected for this position will be sworn in at the June 5, 2025 Board Work Session and will serve until June 30, 2027.*

To be eligible to serve on the School Board you must meet the following requirements:

- Be a registered voter
- Be 18 years of age or older
- Be a resident in the Medford School District for one year immediately preceding appointment.

Paid employees of the District, including coaches, substitute teachers, food service workers, bus drivers, etc. are not eligible for School Board service. Also, a person who serves on a Board of any Medford School District-sponsored charter school is not eligible to serve as a Board member.

For more information about Board service, please explore the ["About the Medford School Board"](#) section of the website.

\* Indicates required question

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1. First Name \*

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2. Last Name \*

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3. Home Address \*

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4. Resident Telephone \*

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5. Email \*

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6. Education \*

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7. How long have you been a resident within the Medford School District (MSD) attendance area (minimum of one year immediately preceding appointment)? \*

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8. Do/Did you have students in the Medford School District schools? \*

*Mark only one oval.*

Yes

No

9. If yes, which schools?

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10. Are you a registered voter in the State of Oregon? \*

*Mark only one oval.*

Yes

No

11. Place of Business \*

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12. Occupation or Title \*

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Experience

13. Have you ever attended a MSD Board Meeting? \*

*Mark only one oval.*

Yes

No

14. Are you available to attend monthly evening meetings (2 to 4 times/monthly)? \*

*Mark only one oval.*

Yes

No

15. Are you available to attend Board member education and professional development, sometimes at nights or on weekends? \*

*Mark only one oval.*

Yes

No

16. Are you available to attend school events and activities (games, plays, assemblies, etc.) and be a positive, visible presence in the school community? \*

*Mark only one oval.*

Yes

No

17. Are you able to make decisions that serve the best needs of the students and staff of the District but may not always be popular with the community? \*

*Mark only one oval.*

Yes

No

18. Are you able to work collaboratively and in a highly ethical manner as a team member of the School Board? \*

*Mark only one oval.*

Yes

No

19. Do you have any relatives employed by the Medford School District? (This does not disqualify you from service, but it is information the Board may need to consider.) \*

*Mark only one oval.*

Yes

No

20. Do you currently serve on a Charter School Board at Kids Unlimited Academy, Logos Public Charter, Madrone Trail Public Charter, or The Valley School of Southern Oregon? \*

*Mark only one oval.*

Yes

No

21. Do you currently work for Sodexo Food Service, First Student, or ESS? \*

*Mark only one oval.*

Yes

No

22. Have you ever served on a Board or with a volunteer organization? \*

*Mark only one oval.*

Yes

No

23. If so, please explain.

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24. Do you have a criminal record? \*

*Mark only one oval.*

Yes

No

25. If so, please explain.

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References

(please list three, non-relative, references)

26. Reference One (Name, Relationship & Phone Number) \*

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27. Reference Two (Name, Relationship & Phone Number) \*

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28. Reference Three (Name, Relationship & Phone Number) \*

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Questions/Prompts

29. What do you believe are the greatest recent accomplishments of our District? \*

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30. What do you see are the most pressing issues facing our schools right now and how might the Board address them? \*

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31. What unique qualities would you bring to the School Board? \*

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32. Please tell us your primary reason for wanting to be on the School Board. \*

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33. As a Board member, please list three things you would like to change. Please list them in the order of importance to you. \*

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34. What are the primary responsibilities of a School Board Director? \*

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35. What are the primary responsibilities of the Superintendent? \*

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36. How would you approach decision-making when the Board is divided on an issue? \*

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37. MSD encompasses a large geographic area, including urban and rural communities. How would you engage families and community members from all parts of the District? \*

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38. Is there anything else you would like to share with the Board regarding your desire \*  
to serve Medford School District?

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### Conclusion

Please feel free to email a resume, letters of reference or any other documents you feel would help give the Board a clear picture of who you are and how your service would benefit the Medford School District to the [Board Secretary](#).

\*\*My signature below indicates that I attest to the fact that the information I have provided in this application is truthful and accurate.

39. Signature \*

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Google Forms

**EXECUTIVE SUMMARY**

<b>Meeting Date:</b>	May 22, 2025
<b>Agenda Item:</b>	School Board Policy - second reading
<b>Item Type:</b>	Action
<b>Administrator:</b>	Bret Champion, Jodi Fahy
<b>Objective:</b>	Review the policy and readopt new language

**Background:** A Board member requested a review of policy GCN/GDN. Staff has reviewed the proposed language and which is reflected in the policy packet.

Revisions in **blue** font indicate staff updated language.

<b>Policy</b>	<b>Title</b>	<b>Summary</b>
GCN/GDN	Evaluation of Staff	<p><i>Following discussions with a Board Director who brought forward a request to add language to this policy, staff and the Board Director added language that defines the process for how a teacher would request an alternative evaluator for their summative evaluation, and also includes additional language to more formally define district policy on supervisors not being able to evaluate relatives or members of their households (which is only loosely mentioned in another policy).</i></p> <p><i>The additional language is at the end of the policy in blue font.</i></p>

**Additional Materials:** [Policy Packet 5.22.25](#)

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

**Recommendation:** Readopt policy with new language.

**Suggested Motion:** *“I move to approve the May 22nd policy packet as presented.”*

# Medford School District 549C

Code: GCN/GDN  
Adopted: 6/10/13  
Revised\Readopted: 1/14/19; 5/06/19; 4/20/23; xx/xx/xx  
Orig. Code(s): GCN/GDN

## Evaluation of Staff

An effective evaluation program is essential to a quality educational program. It is an important tool to determine the current level of a teacher's performance of the teaching responsibilities. It is also an important assessment of classified employees and current performance of their job assignments. Under Board policy, administrators are charged with the responsibility of evaluating the staff. An evaluation program provides a tool for supervisors who are responsible for making decisions about promotion, demotion, contract extension, contract nonextension, contract renewal or nonrenewal, dismissal and discipline.

### Licensed Staff

The evaluations for licensed staff shall be based on the core teaching standards adopted by the Oregon State Board of Education. The standards shall be customized based on collaborative efforts with teachers and any exclusive representatives of the licensed staff.

Evaluation and support systems established by the district for teachers must be designed to meet or exceed the requirements defined in the Oregon Framework for Teacher and Administrator Evaluation and Support Systems, including:

1. Four performance level ratings of effectiveness;
2. Classroom-level student learning and growth goals set collaboratively between the teacher and the evaluator;
3. Consideration of multiple measures of teacher practice and responsibility which may include, but are not limited to:
  - a. Classroom-based assessments including observations, lesson plans and assignments;
  - b. Portfolios of evidence;
  - c. Supervisor reports; and
  - d. Self-reflections and assessments.
4. Consideration of evidence of student academic growth and learning based on multiple measures of student progress, including performance data of students that is both formative and summative. Evidence may also include other indicators of student success;
5. A summative evaluation method for considering multiple measures of professional practice, professional responsibilities and student learning and growth to determine the teacher's professional growth path;

6. Customized by each district, which may include individualized weighting and application of standards.

An evaluation using the core teaching standards must attempt to:

1. Strengthen the knowledge, skills, disposition, classroom practices of teachers, and effective delivery of district curriculum.
2. Refine the support, assistance and professional growth opportunities offered to a teacher, based on the individual needs of the teacher and the needs of the students, the school and the district;
3. Allow the teacher to establish a set of classroom practices and student learning objectives that are based on the individual circumstances of the teacher, including the classroom and other assignments;
4. Establish a formative growth process for each teacher that supports professional learning and collaboration with other teachers;
5. Use evaluation methods and professional development, support and other activities that are based on curricular standards and are targeted to the needs of the teacher; and
6. Address ways to help all educators strengthen their culturally responsive practices.
7. Monitor the teacher implementation of the district's curriculum and instructional model as outlined in the Curriculum Management Plan.

Evaluation and support systems established by the district must evaluate teachers on a regular cycle. The superintendent shall regularly report to the Board on implementation of the evaluation and support systems and educator effectiveness.

Each probationary teacher shall be evaluated at least annually, but with multiple observations. The purpose of the evaluation is to aid the teacher in making continuing professional growth and to determine the teacher's performance of the teaching responsibilities. Evaluations shall be based upon at least two observations and other relevant information developed by the district.

Each contract teacher shall be evaluated at least every other year, but with multiple observations. The purpose of the evaluation is to aid the teacher in making continuing professional growth and to determine the teacher's performance of the teaching responsibilities. Evaluations shall be based upon at least two observations and other relevant information developed by the district.

Evaluation of licensed staff (as defined in policy GAA) shall be conducted to conform with applicable Oregon Revised Statutes and any applicable collective bargaining provisions.

### **Classified Staff**

All classified employees (as defined in policy GAA) will be formally evaluated by their immediate supervisor at least twice during their first year of employment and at least once every other year thereafter.

## Potential Conflicts of Interest

Supervisors may not evaluate subordinates who are relatives or members of the household in accordance with Board Policy GBC unless the supervisor complies with the conflict of interest requirements of Oregon Revised Statute (ORS) Chapter 244.

An employee who has a child of their direct supervisor enrolled in their classroom may submit a written request to the Human Resources Department to have an alternative evaluator assigned to their summative evaluation in order to avoid a potential conflict of interest. For transparency, the supervisor must disclose both verbally and in writing the potential conflict of interest prior to beginning the evaluation process which includes communicating that the employee has the option to request an alternative evaluator. This policy does not preclude the supervisor from conducting observations of the classroom for purposes such as instructional support, professional development or operational oversight of the educational program in the school and may be used as supporting documentation in the evaluation of the employee, but may not be the sole basis for the summative evaluation.

END OF POLICY

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### Legal Reference(s):

[ORS 243.650](#)  
[ORS 332.505](#)  
[ORS 342.850](#)

[ORS 342.856](#)  
[OAR 581-022-2405](#)

[OAR 581-022-2410](#)  
[OAR 581-022-2415](#)

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Code: GCN/GDN  
Adopted: 6/10/13  
Revised\Readopted: 1/14/19; 5/06/19; 4/20/23; xx/xx/xx  
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END OF POLICY

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[ORS 342.850](#)

[ORS 342.856](#)  
[OAR 581-022-2405](#)

[OAR 581-022-2410](#)  
[OAR 581-022-2415](#)



## EXECUTIVE SUMMARY

<b>Meeting Date:</b>	May 22, 2025
<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 (to be provided prior to the meeting)

**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 22, 2025**

**Recommendation for election to the position of Administrator for the 2025-26 school year:**

Employee Name	School/Location	Position	University/College
Wileman, Michele	Hoover Elementary	Principal	Southern Oregon University

**Recommendation for election to the position of Temporary Teacher for the 2025-26 school year:**

Employee Name	School/Location	Position	University/College
Gottula, Scott	McLoughlin Middle School	6th Grade Science	Pacific University
Richardson, Chris	McLoughlin Middle School	6th Grade Social Studies	Southern Oregon University

**Recommendation for election to the position of Teacher for the 2025-26 school year:**

Employee Name	School/Location	Position	University/College
Adams, Christine	Roosevelt Elementary	STEAM	Portland State University
Brodahl, Haylee	Abraham Lincoln Elementary	Elementary - Grade 4	Southern Oregon University
Burns, Julia	Jefferson Elementary	SPED Resource	Grand Canyon University
Downey, Julian	Hedrick Middle School	School Counselor	Bushnell University
Haux, Fabiola	Jackson Elementary	Dual Language	Western Oregon University
Hutchinson, Alissa	Griffin Creek Elementary	Elementary - Grade 5	Southern Oregon University
Kanahele, Kacey	Griffin Creek Elementary	Elementary - Grade 1	Southern Oregon University
King, Karen	Special Education	Occupational Therapist	University of Southern California
Lopez-Valadez, Jonathan	Innovation Academy	CTE - Ag & Manufacturing	Oregon State University
Patrick, Lindsey	Wilson Elementary	Elementary - Grade 2	Southern Oregon University
Schilling, Dominique	Griffin Creek Elementary	Kindergarten	Western Governors University
Schwink, Frederick	McLoughlin Middle School	6th Grade Science	University of Illinois
Slunaker, Conner	South Medford High School	Blended Learning	Northern Arizona University
Valencia, Soledad	North Medford High School	ELD	Portland State University
Walder, Georgia	Griffin Creek Elementary	Elementary - Grade 2	Southern Oregon University

**Resignations:**

Employee Name	School/Location	Position	Effective Date
Bacon, Sienna	South Medford High School	School Counselor	Declined position
DeBerry, Cerita	Special Education	Autism Specialist	06.09.2025
Ellis, London	South Medford High School	Math	06.06.2025
Hernandez, Maria	Jackson Elementary	Elementary - Grade 3/4	06.06.2025
Loper, Cheyenne	Jackson Elementary	Kindergarten	06.06.2025
Noble, Lance	Medford Online Academy	Math	06.06.2025
Warren, Hannah	Innovation Online	Science	06.06.2025
Weiss, Kara	Medford Online Academy	Science	06.06.2025

**Retirements:**

Employee Name	School/Location	Position	Effective Date
Brasseur, Real	Abraham Lincoln Elementary	Elementary - Grade 2	05.09.2025



## EXECUTIVE SUMMARY

<b>Meeting Date:</b>	May 22, 2025
<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 8, 2025.

**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 of the Board of Education

Thursday, May 8, 2025 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: Absent  
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](#). The slide presentation can be viewed by clicking on Extras listed next to the meeting at [this link](#).*

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

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

Chair Wright welcomed the public and stated the district's vision statement.

### 2. Agenda Adjustments and Approval

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

### 3. Recognitions

#### 3.a. Valedictorians

Innovation Academy and Innovation Online Academy Principal Cass Thonstad, North Medford High School Principal Allen Barber, and South Medford High School Principal Jonathan Lyons introduced the valedictorians and salutatorians for the class of 2025. 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 introduced MEA President Jessica Fitzsimmons and Vice President Lisa North and spoke regarding teachers centering themselves around students and knowing every student by name, strength, and need and doing something about it. Fitzsimmons shared memories as a student when education was simplified and went on to share that regardless of the way things have changed, the focus remains the same with relationships, growth, and hope.

Board Directors expressed appreciation for Medford School District teachers.

### **4. Recess**

*The recess took place earlier following the recognition of valedictorians.*

### **5. Public Hearing for the FY2025-26 Budget**

Chair Wright opened the public hearing for the FY2025-26 Budget.

Public Input: No comments were made. Chair Wright closed the public hearing.

### **6. Work Session Items**

#### **6.a. Coherency in Action: A Community Share-Out**

Chair Wright recognized former Board members Jim Horner, Tod Hunt, and Karen Starchvick involved in the 2020 Strategic Planning effort and explained the report reflects district work since then. Superintendent Champion described the Strategic Planning Team—70 educators, parents, students, and community members—who developed a plan based on the principle that "ALL are learning and learning is for ALL." The team focused on four key themes: Nurturing and Growing Potential, Engaging in Hands-on Learning, Harmonizing Community, and Upstreaming Resources.

Superintendent Champion invited South Medford High School Assistant Principal Doug Buttorff, Social Emotional Learning Advocate April Pacheco, Jacksonville Elementary Assistant Principal Shawna Smith, Executive Director, Oregon Center for Creative Learning & The Children's Museum of Southern Oregon/The Ivy School Sunny Spicer, and Abraham Lincoln Elementary Teachers Jennifer Sweet & Amanda Artale to the presentation table to present on initiatives such as Graduation-on-Track Systems, Multi-tiered System of Support (MTSS), ABLE Leadership, Preschool Expansion, and Curriculum Development.

Board members praised their dedication to student success.

The Board Chair paused the meeting for a short recess.

### **6.b. NMHS Gymnasium Update - Engineer Outbrief**

Superintendent Champion introduced Katie Ritenour of KPFF Consulting Engineers, who presented a report on the NMHS gym roof collapse. She reviewed her qualifications and provided an overview of KPFF's role and scope, the existing gym building, collapse timeline, and contributing factors.

Board Directors put forth questions and comments regarding the investigation's thoroughness, the potential for predicting such failures, and the structural glulam beams.

After the report, Board Director Michael Williams requested an opportunity to comment on Teacher Appreciation, suggesting funds or stipends for classroom supplies due to out-of-pocket teacher spending. He also raised concerns about the professional development budget.

Assistant Superintendent of Operations Brad Earl responded, explaining that classroom supplies are budgeted and available through principals, and the professional development increase supports new curriculum rollout.

Vice Chair Kendell Ferguson noted receiving notification of free supplies for her students attending elementary school. Superintendent Champion acknowledged teachers' dedication.

### **6.c. Board Member Resignation and Next Steps**

Chair Wright announced Board Director Michelle Atkinson's resignation effective June 1, 2025, and thanked her for two years of service. Director Atkinson cited a family relocation and encouraged continued collaboration among the Board.

The Board discussed the vacancy process. Board Director Lilia Caballero proposed a timeline for applications, interviews, and swearing in a new member by June 5. Discussion included developing application questions, using another district's application as a model, revising Policy BBE, and possibly delaying the appointment until after the May 20 election.

**MOTION: A motion to approve the proposed timeline for filling the vacancy on the Board included: submit application questions (maximum 5 each) to Jodi by 12:00 pm on May 13; application goes live by 5:00 pm on May 15; applications are due by 5:00 pm on May 22; Board member individual ranking of applicant answers due by 5:00 pm on May 27; interview top three ranked applicants on May 29 or May 30; and swear in new member at the June 5 currently**

scheduled Board work session. This motion was made by Lilia Caballero and seconded by Suzanne Messer.

**Roll call vote:**

**Ferguson: Yea, Caballero: Yea, Messer: Yea, Williams: Yea, Atkinson: Yea, Wright: Abstain** (*Due to conflict with candidacy for School Board election.*)

**Yea: 5, Abstain: 1, Absent: 1**

**Motion carried.**

Following the approval of the motion, it was determined that Board Directors Kendell Ferguson, Suzanne Messer, and Lilia Caballero would meet on May 14 to finalize the application questions.

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

Board Directors reviewed the policy and determined to move it forward for a second reading and approval at the May 22 Board meeting.

**7. Consent Agenda**

**7.a. Staff Assignment Report**

**7.b. Minutes from previous Board meetings**

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

**8. Announcements**

**8.a. May 22 - Board Meeting at Oakdale Middle School - 5:30 PM**

Chair Wright acknowledged the Board meeting on May 22 at Oakdale Middle School.

**9. Adjournment**

There being no further business before the Board, the meeting was adjourned at 8:06 PM.

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Chair of the District School Board  
Medford School District

ATTEST:

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Superintendent-Clerk

DRAFT