



Work Session OF THE BOARD OF DIRECTORS
Thursday, November 6, 2025 - 5:45 PM
This meeting will be held virtually.

AGENDA

1. Call to Order / Roll Call	
2. Agenda Adjustments and Approval	
3. Work Session Items	
a. Student Transfer Report	2
b. Financial Stability Study Group	9
c. Board Communication Training Proposal	10
d. Oregon School Boards Association (OSBA) Nominations	11
e. School Board Policy (<i>first reading</i>) & Administrative Regulation (<i>for review</i>)	16
4. Consent Agenda	
a. Staff Assignment Report	32
b. Minutes from previous Board meetings	34
5. Announcements	
a. Superintendent Search Update	
b. November 20 — Board Meeting at Oakdale Middle School - 5:45 PM	
6. Adjournment	

We welcome all attendees and are here to help accommodate requests for participation. Requests for interpretation, translation services, an interpreter for the hearing impaired, or other accommodations can be made in advance (48 hours) by emailing the [Superintendent's office](#) or by phone at 541-842-3621.



EXECUTIVE SUMMARY

Meeting Date:	November 6, 2025
Agenda Item:	Student Transfer Report
Item Type:	Items for Information & Discussion
Administrators:	Todd Bloomquist
Objective:	Provide a Report on Student Transfers

Background:

During the summer Board retreat, Board members asked about the number of students transferring out of the district and some of the reasons why they leave the district. This report provides that information and summarizes the number of students who transfer to and from the Medford School District. For this current school year, we had 224 students transfer out of the district. For comparison purposes, we had 117 students who transferred out of the district last year. You will notice that 70 elementary students were released to attend either virtual or homeschool options. If successful, we are hoping to expand our homeschool connection program to attract more families to stay with us. We are also examining our neighboring districts' play-based program to learn more about that program.

By February of each year per Board Policy JECB, the district declares how many students may be allowed in and out on transfers. The attached information may be helpful to the Board for that decision. The policy is attached for informational purposes, as well.

Additional Materials: [Student Transfer Report](#); Policy [JECB](#)

Recommendation: N/A

Suggested Motion: N/A



**Elementary Interdistrict Transfers
as of October 1, 2025**

Elementary - Admission by School	
Admission	
Abraham Lincoln Elementary	3
Griffin Creek Elementary	7
Howard Elementary	3
Jackson Elementary	7
Jacksonville Elementary	6
Jefferson Elementary	4
Kennedy Elementary	2
Lone Pine Elementary	8
MSD Homeschool Connection	2
Oak Grove Elementary	5
Ruch Outdoor Community School	14
Wilson Elementary	4
Admission Total	65

Elementary - Release by Grade Level	
Release	
Kindergarten	104
1st Grade	29
2nd Grade	21
3rd Grade	31
4th Grade	20
5th Grade	25
Release Total	230



**Secondary Interdistrict Transfers
as of October 1, 2025**

Secondary - Admission by School	
Admission	
McLoughlin Middle School	9
Oakdale Middle School	6
Ruch Outdoor Community School	5
Innovation Academy	6
North Medford High School	19
South Medford High School	6
Admission Total	51

Secondary - Release by Grade Level	
Release	
6th Grade	19
7th Grade	15
8th Grade	13
9th Grade	22
10th Grade	17
11th Grade	14
12th Grade	10
Release Total	110



**2025-26 Resident Interdistrict Transfer Release Reasons
as of October 1, 2025**

Transfer Reason	Elementary	Secondary
Daycare	14	0
Moved into MSD and want to remain in current district	45	46
Negative peer relations	2	4
Want same district as sibling (blended families, etc.)	34	6
Live closer to other district	5	5
Better fit/course or program not offered by MSD	6	4
Not doing well @ current school and/or want fresh start	0	3
Family convenience due to health or better family support system	21	3
Online home school program offered through another district	70	13
Family will be moving soon to requested district	12	2
Unknown (secondary was not initially asking for a reason)	0	23
Play-based/recomended by preschool teacher	17	0
Two-way immersion program through high school	4	0
Communication issues	0	1
TOTAL	230	110

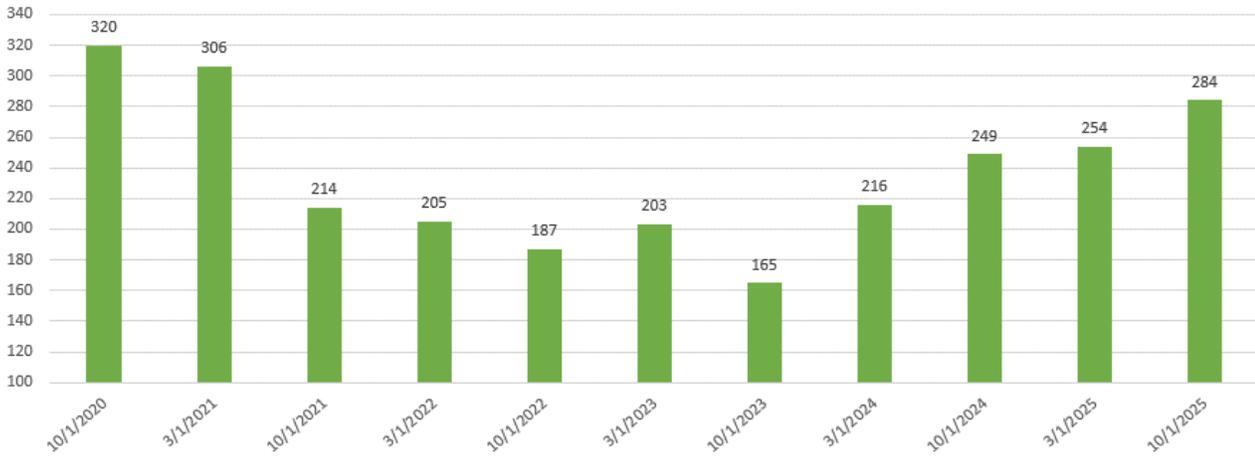


**Medford School District
Virtual Charter Enrollment Data
As of 10/01/25**

ODE 3% Cap Calculation

The number of students enrolled in the schools of the Medford School District:	11461
The number of students enrolled in public charter schools located in the Medford School District:	1179
The number of students enrolled in virtual public charter schools:	283
The number of homeschooled students who reside within the district and who have registered with an education service district:	924
Total Students in the District	13847
Percentage of Students Enrolled in Virtual Charter Schools Sponsored by Different District(s)	2.04%
Number of students that must be enrolled in Virtual Public Charter Schools to reach the 3% cap:	416

Virtual Charter School Enrollment Trend



Medford School District 549C

Code: JECB
Adopted: 8/15/17
Revised/Readopted: 9/19/19; 2/17/22
Orig. Code: JECB

District Admission of Nonresident Students

(For students transferring into Medford School District 549C)

The district may enroll nonresident students as follows:

1. Interdistrict transfers pursuant to ORS 339.133(5)(a): By written consent of the affected school boards, the student becomes a “resident pupil” of the attending district thereby allowing the attending district to receive State School Fund monies for the student.
2. Tuition Paying Student: By admitting nonresident student with tuition, whereby neither affected districts are eligible for State School Fund moneys.
3. By contract pursuant to ORS 339.125: The district may contract with the school board of any other school district to admit students of such other school district into the schools of the district. Any such contract shall be in writing upon forms furnished by the Oregon Department of Education.
4. Court placement pursuant to ORS 339.133(4): If a juvenile court determines it is in the student’s best interest, a student placed in a substitute care program outside the district will continue to be considered a resident student and allowed to attend the school in the district that the student attended prior to placement. The public agency placing the student in a substitute care program will be responsible for the transportation of the student, if public agency funds are available.

The district shall deny regular school admission to nonresident students who are under expulsion from another school district for a weapons policy violation. The district may deny admission to nonresident students who are under expulsion from another district for reasons other than a weapons policy violation.

Consent for Admission of a Nonresident Student by Interdistrict Transfer

Annually, by the start of each school year, the Board shall establish the number of student interdistrict transfer requests into the district, and out of the district, to which consent will be given for the upcoming school year.

The Board reserves the right to accept/reject nonresident students based upon the availability of space, resources, personnel and appropriate programs at district schools. The Board may not consider nor ask for any information regarding: (i) race, religion, sex, sexual orientation, gender identity, ethnicity, national origins, disability, health, (ii) whether a student has an individual education program (IEP) or the terms of that IEP, (iii) whether a student is identified as talented and gifted, or (iv) the student’s income level, residence, proficiency in English, athletic ability or academic records. The Board may not request or require the student to participate in an interview, tour any of the schools or facilities, or otherwise meet with any representatives of the school or district prior to the district deciding whether to give consent. The Board may not deny consent, give priority nor request student information related to race, religion, sex,

sexual orientation, ethnicity, national origin, disability, health, whether a student has an IEP or the terms of any such IEP, income level, residence, proficiency in the English language, athletic ability, academic records or eligibility or participation in talented and gifted programs.

The Board may only ask for: (i) the student’s name, contact information, date of birth, and grade level; (ii) information as to whether the student is currently expelled and the reason for the expulsion; (iii)

information as to whether the student has a sibling enrolled in the district, the name of the sibling and the school where the sibling is enrolled; (iv) information as to whether the student attended a public charter school located in the district for at least three consecutive years, completed the highest grade offered by the public charter school and did not enroll in and attend school in another school district following completion of the highest grade offered by the public charter school; and (vi) information about which schools the student prefers to attend in the district; provided, however, that if consent is granted to an interdistrict transfer for the student, the district will not be required to place the student in a student's preferred school, and the district shall retain the right to determine placement.

If the number of students seeking consent for an interdistrict transfer exceeds the number of students the Board has determined will be given consent, the Board will use an equitable lottery selection process. The process may give priority to students who have siblings currently enrolled in the district; who previously received consent for admission because of a change in legal residence; or who attended a public charter school located in the same district in which the student seeks to attend, for three consecutive years, completed the highest grade offered by the public charter school and did not enroll and attend school in another district following completion of that highest grade in the public charter school.

The Board may revise the maximum number of students to whom consent will be given at a time other than the annual date established by the Board if there are no pending applications for consent.

If the Board decides not to give consent to a student, the Board must provide a written explanation to the student.

The district may require minimum standards of behavior and/or attendance once the student has been accepted. The minimum standards must be the same for all students that are given consent. The district is not allowed to establish minimum standards for academics as a criteria for the student to remain in the district. Students whose consent is revoked for violation of set attendance and/or behavior standards will not be allowed to apply for consent to return to this district in the same or the following school year.

The Board may determine the length of time the consent is given. Any limitations in length of time must be applied consistently among all students to whom consent is given.

The district is not required to provide transportation outside the boundaries of the district. The student will be allowed to use existing bus routes and transportation services of the district. Transportation will be provided if required by federal law.

The attending district is responsible for a free appropriate public education for those students on an IEP.

The athletic eligibility of a high school student that has received consent for an interdistrict transfer shall be subject to compliance with the rules and policies adopted by the Oregon School Activities Association (OSAA).

END OF POLICY

Legal Reference(s):

[ORS 174.100](#)
[ORS 327.006](#)
[ORS 329.485](#)
[ORS 335.090](#)

[ORS 339.115 - 339.133](#)
[ORS 339.141](#)
[ORS 339.250](#)
[ORS 343.221](#)

[ORS 433.267](#)
[OAR 581-021-001](#)



EXECUTIVE SUMMARY

Meeting Date:	November 6, 2025
Agenda Item:	Financial Stability Study Group
Item Type:	Report
Administrator:	Brad Earl
Objective:	Provide information on the launch and timeline of the study group

Background: Declining enrollment and changing federal and state economics will impact the district for the next three to five years. The impact is likely the largest negative impact since the 2008-2011 timeframe. It is also time for us to update our long range facilities plan.

For these reasons, we will be engaging the community for a series of study sessions designed to inform participants about our financial drivers, future funding outlook and long range facility planning processes.

Beyond just study, this group will help us as we prioritize our decisions to balance and sustain our budget(s) and make decisions about our future facility use.

Tonight we will discuss our timeline, group design and potential topics.

Additional Materials: None

Recommendation: N/A

Suggested Motion: N/A



EXECUTIVE SUMMARY

Meeting Date:	November 6, 2025
Agenda Item:	Board Communication Training Proposal
Item Type:	Discussion
Administrator:	Board Chair Ferguson
Objective:	Discuss a proposal to participate in communication training

Background: A Board member expressed interest in exploring communication training opportunities to support positive and constructive dialogue among Board members and strengthen overall team dynamics. An agenda item has been added for Board discussion based on that request. This Board member has offered to pay for the training if the entire Board will agree to attend the training.

The proposed training is designed to enhance respectful dialogue, promote de-escalation, and strengthen relationships. The intent of the request is to support positive communication practices and foster effective interactions among Board members and with the broader community.

Additional Materials: N/A

Recommendation: Discuss the proposal and determine if there is an interest in participating in a training.

Suggested Motion: At the Board's discretion.



EXECUTIVE SUMMARY

Meeting Date:	November 6, 2025
Agenda Item:	Nominations for Oregon School Boards Association Board of Directors
Item Type:	Action
Administrator:	Board Chair Kendell Ferguson
Objective:	Nominate a candidate for the OSBA Board position for the Southern Region

Background: On September 13, 2025, the OSBA Board of Directors elected Dawn Watson, from the Southern region, as its 2026 president. The Southern region holds a single position on the OSBA Board and, per Bylaws 3.5.1(e), the region shall elect an additional director to serve for the duration of the president’s term. The election of the additional director will occur during the 2025 Southern Special Election.

2025 Southern Region Special Election Timeline:

- Oct. 15 - Nominations open
- Nov. 14 - Nominations close at 12:00 p.m.
- Nov. 14 - Voting period opens
- Dec. 15 - Voting period closes
- Jan. 1 - the newly elected regional member of the OSBA Board of Directors will officially take office

Nominations:

Serving on the OSBA Board provides an opportunity to develop leadership skills and impact issues at the state and federal levels. School board members interested in running for a position on the OSBA Board of Directors need to be nominated by a member board within their region. Nominations require official board action.

Candidate nomination materials are attached and are due in the OSBA offices by 12:00 p.m. on Friday, November 14, 2025, by elections@osba.org, or mail to Oregon School Boards Association, Attention: Executive Assistant, 1201 Court Street NE #400, Salem, OR 97301.

Forms: [Nomination Form for OSBA Board of Directors Regional Member; OSBA Board of Directors Candidate Questionnaire](#)

Recommendation: At the discretion of the Board, open the floor for nominations and elect a member(s) for the Southern Region.

Suggested Nomination: *“I nominate _____ as a candidate for the OSBA Board of Directors for the Southern Region #5.” (no second required)*

NOMINATION FORM OSBA BOARD OF DIRECTORS REGIONAL MEMBER

Date: _____

TO: Dawn Watson, OSBA President-
Elect Oregon School Boards Association
1201 Court St NE, #400
Salem, OR 97301
Fax: 503-588-2813
E-mail: elections@osba.org

Return this form and all candidate
information forms to the OSBA office by
email at elections@osba.org, or mail to
Oregon School Boards Association, 1201
Court
St. NE, #400, Salem, OR 97301

Dear Dawn Watson:

With this letter, our board nominates the candidate named below to a position on the OSBA Board of Directors for the
_____ Region, Position # _____.

BOARD CANDIDATE INFORMATION

Name: _____

District/ESD/Community College: _____

Address: _____

City: _____ Oregon ZIP: _____

E-mail: _____ Phone: _____

**This nomination was approved by official action of our board of directors at a duly called meeting on
_____.**
(date)

(Board Chair signature)

Board Chair name: _____

District: _____

Address: _____

City, State, Zip: _____

OSBA Board of Directors CANDIDATE QUESTIONNAIRE

Name: _____

Date: _____

Address: _____

City/Zip: _____

Business phone: _____

Residence phone: _____

Cell phone: _____

E-mail: _____

District/ESD/CC: _____

Term expires: _____ Years on board: _____

Region: _____

Position #: _____

Insert your high-resolution digital photo (head shot):
1) Open this PDF in Adobe
2) Click on Tools tab
3) Click Edit PDF
4) Click on Add Image
5) Navigate to where photo is
6) Position photo in this frame

I certify that if elected I will faithfully serve as a member of the OSBA Board of Directors. My nomination form has been submitted to OSBA (or is attached to this document) as evidence.

Name

Date

Be brief; please limit your responses to 50 words per question.

1. Describe in your own words the mission and goals of OSBA.

2. What do you want to accomplish by serving on the OSBA board of directors?

3. What leadership skills do you believe you bring to the board of directors? Give an example of a situation in which you demonstrated these skills.

OSBA Board of Directors

CANDIDATE PERSONAL/PROFESSIONAL RESUME

Work or service performed for OSBA or local district (include committee name and if you were chair):

Other education board positions held/dates:

Occupation (Include at least the past five years):

Employers:

Dates:

Schools attended (Include official name of school, where and when):

High school:

College:

Degrees earned:

Education honors and/or awards:

Other applicable training or education:

Activities, other state and local community services:

Hobbies/special interests:

Business/professional/civic group memberships; offices held and dates:

Additional comments:



EXECUTIVE SUMMARY

Meeting Date:	November 6, 2025
Agenda Item:	School Board Policy (first reading) and Administrative Regulation (for review)
Item Type:	Information and Discussion
Administrator:	Chair Ferguson, Jeanne Grazioli, Jodi Fahy
Objective:	Discuss Step 3 of Policy BBG and review the administrative regulation

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 revisions which are reflected in the policy packet.

Periodically, staff or Board members will bring a policy forward for revision/adoption. Included in this packet is policy BBG that was initiated by a Board member. It was reviewed as a first reading on October 16, and will be reviewed again as a first reading with additional revisions proposed at that meeting (in **green** font)

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

POLICY

Policy	Title	Summary
BBG <i>(new policy)</i>	Board Member Concerns About Board Member Behaviors	<p><i>At the September 5 Board Retreat, the Board Chair brought forward a proposed policy for consideration and asked Board members to review it and provide feedback. A request was made for a legal opinion to ensure alignment with Oregon law and protection of Board member rights and due process.</i></p> <p><i>At the September 18 Board meeting the Board Chair acknowledged she did not receive any proposals to change the proposed language, and she shared OSBA's response to the draft policy which she stated would be included in the policy to be presented at the next meeting for review as a first reading.</i></p> <p style="text-align: center;">16</p> <p><i>Following the meeting, Board members provided suggested revisions which have</i></p>

		<p><i>been included in the first reading presented in the policy packet.</i></p> <p><i>At the October 16 meeting, Board members reviewed/discussed the proposed policy and suggested additional revisions which are indicated in green font to Steps 1, 2 and part of Step 3. At this meeting, the Board will focus on the wording in Step 3, with Step 4 to be discussed at the November 20 meeting.</i></p>
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ADMINISTRATIVE REGULATION (AR) (for review)

Administrative Regulations (ARs) are companion documents to many Board policies. While Board policies establish the overarching direction and intent of the Board, ARs provide the detailed procedures and guidelines staff follow to implement those policies in daily operations.

Some ARs require Board approval to comply with federal or state law; however, the majority do not. In most cases, administrative staff develop and revise ARs to ensure alignment with policy and operational effectiveness. The Board is provided an opportunity to review proposed ARs, ask questions, and offer feedback prior to implementation or revision.

The following AR does not require Board approval and is presented for informational purposes.

IIA-AR(3) <i>New AR</i>	Reconsideration of Library Materials in a School or Classroom Library	<p><i>This is a new administrative regulation for the district to guide staff when reconsidering library materials available for students.</i></p> <p><i>This AR does not require Board approval.</i></p>
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Additional Materials: [Policy Packet 11.6.25](#)

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

Recommendation: Review the revised language in Policy BBG and the new AR.

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

Medford School District 549C

Code: BBG - *new policy*
Adopted: xx/xx/xx

Board Member Concerns About Board Member Behaviors

The existence of this special process does not excuse the Board from following the law and/or other existing policies for certain complaints and only applies to Board Member to Board Member complaints. Any staff, student or community member would use existing procedures for complaints about a Board Member.

Step 1: One-on-One Communication: If a Board Member believes that another Board Member has violated the Board Norms, Board Code of Ethics, Board Operating Procedures, Board Policy, State or Federal law, it is the responsibility of the concerned Board Member to discuss the alleged violation with the other Board Member in private prior to taking any other action, unless the nature of the allegation requires immediate escalation to the Board Chair or legal authorities (for example, if a child is in imminent physical danger at that exact moment). Board members are strongly encouraged to address concerns directly with Board Member in question first, in a one-on-one format. Notably, the Board Member should not first go to other Board Members, social media, or anywhere else other than the Board Member who they believe has committed a violation. The Board Member is, however, strongly encouraged to provide a written follow-up after the one-on-one communication or to document that the other Board Member declined to meet one-on-one (which then allows for immediate escalation). One or both Board Members may record the meeting, provided that a copy of the recording shall be provided to other participating Board Members. If recorded, there must be notice to the other Board Member.

- If the Board Member facing allegation **does not participate in is unresponsive to requests to schedule** a meeting -- in person, via phone, or via video -- within 7 days of it being **scheduled requested**, the concerned Board Member may proceed to the next step.
- If Board Members have previously completed this step or this is based on an additional infraction, the concerned Board Member may proceed to the next step.
- If there are concerns regarding the threat of harm or accuracy of what is said, or if the Board Member is unwilling to have a private conversation with the other Board Member, the concerned Board Member may move on to Step 2 and involve the Board Chair or Board Vice Chair.

Step 2: Two-on-One Communication: If, after the concerned Board Member has privately discussed the alleged violation with the other Board Member, the concerned Board Member remains unsatisfied that the alleged violation has been addressed, the concerned Board Member may submit, in writing, the allegation to the Board Chair, **vice chair, third Board Member, or mutually agreed upon third party outside of district** (arbiter). If the Board Chair is involved in the allegation, the concerned Board Member may instead submit the allegation, in writing, to the Board Vice-Chair or the next most senior Board Member not involved in the allegation who is then obligated to serve as arbiter instead.

- The Board Members involved will conference to discuss the alleged violation. All parties are strongly encouraged not to allow any further escalation of these procedures and the arbiter's duty is to work to avoid such escalation.
- If the Board Member facing allegation **does not participate in is unresponsive to requests to schedule** a meeting -- in person, via phone, or via video -- within 7 days **of it being scheduled**, the concerned Board Member may proceed to the next step.
- If Board Members have previously completed this step or this is based on an additional infraction, the concerned Board Member may proceed to the next step.

Step 3: Full Board Communication: If, after the conference, the concerned Board Member remains unsatisfied that the alleged violation has been addressed, the Board Chair will call a special meeting of the Board to discuss the alleged violation. ~~The Board Chair may call upon the District's General Counsel or an external legal advisor to investigate the nature of the allegations. The findings of this investigation will be presented at the special meeting of the Board.~~

- If, after the special meeting of the Board to discuss the alleged violation, the Board determines that the allegations are substantiated, the Board should inform the Board Member in question that the allegations have been substantiated and that the Board Member is to refrain from any further such behavior.
- If the Board Member facing allegation **does not participate in is unresponsive to requests to schedule** a conference -- in person, via phone, or via video -- within 7 days **of it being scheduled**, the concerned Board Member may proceed to the next step.
- If Board Members have previously completed this step or this is based on an additional infraction, the concerned Board Member may proceed to the next step.
- ~~If, after the special meeting of the Board to discuss the alleged violation, the Board determines that further investigation is necessary, then the Board Chair may call upon the District's General Counsel or an external legal advisor to investigate the nature of the allegations. The findings of this investigation will be presented at the special meeting of the Board.~~

Step 4: Full Board Action: If, after the Board Member has been informed that their behavior has been substantiated as being a violation **as set forth in Step 3 above**, any Board Member is concerned that the behavior has continued **after the conclusion of Step 3, they** must bring this concern to the Board Chair who will call a special meeting of the Board to consider the allegation. During the special meeting, in order for the alleged violation to be considered, one of the following three motions must be made and seconded: a motion to dismiss allegations, a motion to admonish, or a motion to censure.

- In order to protect the overriding principle of freedom of speech, the Board shall not impose admonition or censure on any of its members solely for the exercise of their First Amendment rights. In order to ensure the right to a fair jury trial, the Board shall not impose admonition or censure on any of its members for the violation of any law while civil or criminal charges are pending. However, when the civil or criminal proceedings are final, the Board need not be bound by the conclusions of the Court and may again pursue admonition or censure.
- **Dismissal:** A motion to dismiss allegations concludes these procedures and exonerates the accused Board Member. Once a motion to dismiss allegations has passed concerning a given alleged violation, no other motions concerning that alleged violation are in order. A motion to dismiss allegations requires a majority vote to pass. **If there is not a majority vote in favor of the motion, the motion fails.**
- **Admonition:** An admonition is a one-time punitive action which serves as a penalty imposed for wrongdoing but carries no fine or suspension of the rights of the Board Member as an elected official. A motion to admonish must be presented in writing and must contain the exact **language wording** of the alleged violation and the proposed admonition. A copy of the motion to admonish must be provided to the accused Board Member at least seventy-two (72) hours prior to discussion of the motion. A motion to admonish requires a majority vote to pass. **If there is not a majority vote in favor of the motion, the motion fails.**

- **Censure:** A censure is an action that is a permanent change in status **of Board Member** until lifted by the Board via a majority vote of the Board. A censure serves as a penalty imposed for wrongdoing but

carries no fine or suspension of the rights of the Board Member as an elected official. A motion to censure must be presented in writing and must contain the exact **wording language** of the alleged violation and the proposed censure. A copy of the motion to censure must be provided to the accused Board Member at least seventy-two (72) hours prior to discussion of the motion. A motion to censure requires a 2/3 majority vote to pass. **If there is not a 2/3 majority vote in favor of the motion, then the motion fails. If the motion fails, a motion for Admonition may be made.** A motion to censure can only be lifted by a motion to dismiss allegations that occurs at least one (1) meeting after the motion to censure was passed, **and requires a 2/3 vote to lift.** If the censure is imposed by the Board, it carries ~~two key~~ the following enforcement **elements**:

~~○ **Status:** The social status of the Board Member shall change from "Board Member" to "Censured Board Member". In all official meetings, oral or written records, and communication, this is the only title or status that the district or district officials may use when referring to them. This change in social status remains in effect until the censure is lifted.~~
(Commenting board members both also requested removal of this section)

- **Privileges:** All privileges that have been extended to the Censured Board Member are immediately revoked and must remain revoked until the censure is lifted. This in no way harms or alters the statutory rights of an elected official — to be in meetings, to participate/vote, and to make special public information requests (PIR) as provided by law. Anything that is not a statutorily protected right of elected officials, however, is revoked. This includes, but is not limited to, officer roles, committee roles, access to district staff, access to district facilities, access to district events, access to district athletics, access to district graduation, ~~access to travel reimbursements approval of board member travel~~, and access to any requests not covered by special PIR rights. In effect, they have the same privileges that a member of the general public would have except for the aforementioned rights afforded to school board members by law. **The Censured Board Member may meet with district staff, access district facilities, access district events, access district athletics, and access district graduation in the same manner as any other member of the general public, but will not receive any special board member access.**

If a motion for Censure is made and fails, then a motion for admonition is made and also fails, the matter shall be dismissed.

Red comments – OSBA suggested changes

Green comments – Board Chair Ferguson suggested changes

Blue comments – Board Director Johnsen suggested changes

Purple comments - Board Director Caballero suggested change

Orange comments - Revisions suggested at Oct. 16 meeting

Medford School District 549C

Code: BBG
Adopted: xx/xx/xx

Board Member Concerns About Board Member Behaviors

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Step 1: One-on-One Communication: If a Board Member believes that another Board Member has violated the Board Norms, Board Code of Ethics, Board Operating Procedures, Board Policy, State or Federal law, it is the responsibility of the concerned Board Member to discuss the alleged violation with the other Board Member in private prior to taking any other action, unless the nature of the allegation requires immediate escalation to the Board Chair or legal authorities (for example, if a child is in imminent physical danger at that exact moment). Board members are strongly encouraged to address concerns directly with Board Member in question first, in a one-on-one format. Notably, the Board Member should not first go to other Board Members, social media, or anywhere else other than the Board Member who they believe has committed a violation. The Board Member is, however, strongly encouraged to provide a written follow-up after the one-on-one communication or to document that the other Board Member declined to meet one-on-one (which then allows for immediate escalation). One or both Board Members may record the meeting, provided that a copy of the recording shall be provided to other participating Board Members. If recorded, there must be notice to the other Board Member.

- If the Board Member facing allegation is unresponsive to requests to schedule a meeting -- in person, via phone, or via video -- within 7 days of it being requested, the concerned Board Member may proceed to the next step.
- If Board Members have previously completed this step or this is based on an additional infraction, the concerned Board Member may proceed to the next step.
- If there are concerns regarding the threat of harm or accuracy of what is said, or if the Board Member is unwilling to have a private conversation with the other Board Member, the concerned Board Member may move on to Step 2 and involve the Board Chair or Board Vice Chair.

Step 2: Two-on-One Communication: If, after the concerned Board Member has privately discussed the alleged violation with the other Board Member, the concerned Board Member remains unsatisfied that the alleged violation has been addressed, the concerned Board Member may submit, in writing, the allegation to the Board Chair, vice chair, third Board Member, or mutually agreed upon third party outside of district (arbiter). If the Board Chair is involved in the allegation, the concerned Board Member may instead submit the allegation, in writing, to the Board Vice-Chair or the next most senior Board Member not involved in the allegation who is then obligated to serve as arbiter instead.

- The Board Members involved will conference to discuss the alleged violation. All parties are strongly encouraged not to allow any further escalation of these procedures and the arbiter's duty is to work to avoid such escalation.
- If the Board Member facing allegation is unresponsive to requests of schedule a meeting -- in person, via phone, or via video -- within 7 days, the concerned Board Member may proceed to the next step.
- If Board Members have previously completed this step or this is based on an additional infraction,

the concerned Board Member may proceed to the next step.

Step 3: Full Board Communication: If, after the conference, the concerned Board Member remains unsatisfied that the alleged violation has been addressed, the Board Chair will call a special meeting of the Board to discuss the alleged violation.

- If, after the special meeting of the Board to discuss the alleged violation, the Board determines that the allegations are substantiated, the Board should inform the Board Member in question that the allegations have been substantiated and that the Board Member is to refrain from any further such behavior.
- If the Board Member facing allegation is unresponsive to requests to schedule a conference -- in person, via phone, or via video -- within 7 days, the concerned Board Member may proceed to the next step.
- If Board Members have previously completed this step or this is based on an additional infraction, the concerned Board Member may proceed to the next step.
- If, after the special meeting of the Board to discuss the alleged violation, the Board determines that further investigation is necessary, then the Board Chair may call upon the District's General Counsel or an external legal advisor to investigate the nature of the allegations. The findings of this investigation will be presented at the special meeting of the Board.

Step 4: Full Board Action: If, after the Board Member has been informed that their behavior has been substantiated as being a violation as set forth in Step 3 above, any Board Member is concerned that the behavior has continued after the conclusion of Step 3, must bring this concern to the Board Chair who will call a special meeting of the Board to consider the allegation. During the special meeting, in order for the alleged violation to be considered, one of the following three motions must be made and seconded: a motion to dismiss allegations, a motion to admonish, or a motion to censure.

- In order to protect the overriding principle of freedom of speech, the Board shall not impose admonition or censure on any of its members solely for the exercise of their First Amendment rights. In order to ensure the right to a fair jury trial, the Board shall not impose admonition or censure on any of its members for the violation of any law while civil or criminal charges are pending. However, when the civil or criminal proceedings are final, the Board need not be bound by the conclusions of the Court and may again pursue admonition or censure.
- **Dismissal:** A motion to dismiss allegations concludes these procedures and exonerates the accused Board Member. Once a motion to dismiss allegations has passed concerning a given alleged violation, no other motions concerning that alleged violation are in order. A motion to dismiss allegations requires a majority vote to pass. If there is not a majority vote in favor of the motion, the motion fails.
- **Admonition:** An admonition is a one-time punitive action which serves as a penalty imposed for wrongdoing but carries no fine or suspension of the rights of the Board Member as an elected official. A motion to admonish must be presented in writing and must contain the exact wording of the alleged violation and the proposed admonition. A copy of the motion to admonish must be provided to the accused Board Member at least seventy-two (72) hours prior to discussion of the motion. A motion to admonish requires a majority vote to pass. If there is not a majority vote in favor of the motion, the motion fails.

- **Censure:** A censure is an action that is a permanent change in status of Board Member until lifted by the Board via a majority vote of the Board. A censure serves as a penalty imposed for wrongdoing but carries no fine or suspension of the rights of the Board Member as an elected official. A motion to censure must be presented in writing and must contain the exact wording of the alleged violation and the proposed censure. A copy of the motion to censure must be provided to the accused Board Member at least seventy-two (72) hours prior to discussion of the motion. A motion to censure requires a 2/3 majority vote to pass. If there is not a 2/3 majority vote in favor of the motion, then the motion fails. If the motion fails, a motion for Admonition may be made. A motion to censure can only be lifted by a motion to dismiss allegations that occurs at least one (1) meeting after the motion to censure was passed, and requires a 2/3 vote to lift. If the censure is imposed by the Board, it carries the following enforcement:
 - **Privileges:** All privileges that have been extended to the Censured Board Member are immediately revoked and must remain revoked until the censure is lifted. This in no way harms or alters the statutory rights of an elected official — to be in meetings, to participate/vote, and to make special public information requests (PIR) as provided by law. Anything that is not a statutorily protected right of elected officials, however, is revoked. This includes, but is not limited to, officer roles, committee roles, access to district staff, access to district facilities, access to district events, access to district athletics, access to district graduation, approval of board member travel, and access to any requests not covered by special PIR rights. In effect, they have the same privileges that a member of the general public would have except for the aforementioned rights afforded to school board members by law. The Censured Board Member may meet with district staff, access district facilities, access district events, access district athletics, and access district graduation in the same manner as any other member of the general public, but will not receive any special board member access.

If a motion for Censure is made and fails, then a motion for admonition is made and also fails, the matter shall be dismissed.

Medford School District 549C

Code: IIA-AR(3)

Revised/Reviewed: xx/xx/xx

Reconsideration of Library Materials in a School or Classroom Library

Student choice reading is endorsed by the district as a key component of literacy and reading instruction. Students select reading materials with the understanding that parents or guardians will discuss concerns and expectations with them.

A staff member who is responsible for the selection or retention of library materials¹, a staff member of the school, or a parent or guardian of a student of the school may raise concerns about library materials available to students through the district's school and classroom libraries. Access to, or use of, materials under reconsideration will not be restricted during the reconsideration process.

This reconsideration process will be completed in its entirety and not subverted or ended prematurely. The person filing the request may withdraw their reconsideration request at any time during the process.

1. Concerns about Library Materials

- a. Any concern made regarding library materials by any staff member of the school or parent or guardian of a student of the school will be made known to the person responsible for the selection or retention. For library materials in school libraries, share concerns with the school principal. For library materials in classroom libraries, share concerns with the classroom teacher.
- b. The person responsible for the selection or retention of the material in question will respond and attempt to resolve the issue informally. Alternatively, the person responsible for selection or retention may move the concern to the site administrator in 1.d. An initial response will be provided within 15 days of receipt of the concern.
- c. If the person who made the inquiry is not satisfied, they can request a meeting with the site administrator.
- d. The site administrator will meet with the person, attempt to resolve the concern, and document the meeting. The staff member responsible for selection or retention may be requested to attend this meeting. The site administrator will issue a follow-up communication about the outcome of the meeting to the person who made the informal inquiry and relevant staff within 10 days of receipt in 1.c.
- e. If the person who made the request is not satisfied with the outcome of the informal inquiry, they may file a written request for reconsideration within 10 days of the conclusion in 1.d. The initial contact from the person and any outcome of a meeting or conversation will be documented and maintained by the site administrator.
- f. Library materials will not be removed from use because of an informal concern.

¹ "Library materials" includes educational or literary materials that are nonfiction or fiction and that are available in print or an electronic format. "Library materials" do not include textbooks or instructional materials that are selected under ORS 337.120, 337.141 or 337.260.

2. Request for Reconsideration of School or Classroom Library Materials

- a. A staff member of the school or a parent or guardian of a student of the school wishing to file a request for reconsideration of library materials in a school or classroom library must complete Step 1 above, prior to filing a request.
- b. Only requests for reconsideration from a staff member responsible for the selection or retention of the material or a staff member of the school or a parent or guardian of a student of the school will be considered. All requests for reconsideration will be in writing on the form found in IIA-AR (2) for this purpose, signed by the person making the request, and must be submitted to the site administrator. If a request for reconsideration involves more than one material, a separate form must be completed for each material. A request to reconsider multiple titles in a series may be submitted on a single form. All school offices will make forms available.
- c. Upon receipt of a request for reconsideration, the site administrator will notify all staff member(s) who are directly involved in the request and forward the request to the curriculum administrator.
- d. The curriculum administrator will, within 15 days, appoint a reconsideration committee.
- e. Use of the material identified in the request for reconsideration will not be removed during the reconsideration process. Materials will not be removed solely for discriminatory reasons.

3. Reconsideration Committee

- a. The reconsideration committee will be made up of an odd number of members representative of the school district with efforts to include the following:
 - (1) Teacher(s) designated by the principal from the grade level and age range of the material under reconsideration;
 - (2) The District Library Media Specialist;
 - (3) Principal;
 - (4) District Curriculum Administrator;
 - (5) Parent(s) from the school;
 - (6) One student may be selected by the principal, as appropriate.

4. Procedures for the Reconsideration Committee

- a. Designate a committee member to keep minutes of the committee.
- b. Every request for reconsideration will be acted upon by the committee. However, the committee may consider requests with similar concerns together.
- c. Review applicable materials and professional reviews of the materials being reconsidered.
- d. Be responsible for documenting all proceedings; adhere to established policies, procedures and guidelines; and prepare and present the recommendation of the committee to the district administrator overseeing Teaching and Learning.
- e. Review the material under reconsideration in its entirety, considering the theme, concept, vocabulary, and illustrations (if any) as they apply to:
 - (1) The material's availability for student selection from the school or classroom library;
 - (2) The alignment of the material with the school or classroom library material selection criteria;

- (3) The material's reading level and intended audience (literary level to comprehend the words as opposed to controversial topics);
 - (4) The suitability of the material for the students it is available for;
 - (5) Professional review sources for the title/material, when available.
- f. In addition to the above, circulation inactivity and physical condition of the materials will be considered for removal.
 - g. An opportunity will be provided to the person who filed the request and staff member(s) involved to offer oral or written testimony on the reconsideration; If applicable, outside consultants, other staff members, or other individuals may be offered an opportunity to provide oral or written testimony on the reconsideration within such procedures and limitations for such testimony may be established by the committee.
 - h. The person who made the request will be kept informed by the curriculum administrator concerning the status of the request throughout the committee process. The person and known interested parties will be given notice of such meetings.
 - i. Review and discuss possible options for a decision, including:
 - (1) Continued use of the material as used, with no restrictions;
 - (2) Restricted or modified use of the material in terms of subject area, grade level, or development level as related to the specific request;
 - (3) Removal of the material from the educational setting and exchanged with optional material that the majority of the committee agrees would meet the educational goals, meets the district library criteria, and is of comparable content; or
 - (4) Removal of the material from the educational setting.

Any decision to prohibit the selection or retention of, refuse to select or retain library materials on the basis that the materials include a perspective, study, story of, or are created by any individual or group against whom discrimination, is prohibited under ORS 659.850.

Following the discussion and review of possible options for recommendation, a committee member may offer a motion outlining the committee's recommendation. Action will be taken on the motion and any subsequent motions within the procedures outlined above and consistent with Oregon law.

- j. Procedures for voting:
 - (1) A quorum² will be present to act upon any business to come before the committee.
 - (2) All outcomes of motions and votes will be recorded and reported in the minutes of the meeting(s).
 - (3) Only votes of the members present at the time of the vote will be recorded³.
 - (4) A vote in the affirmative from a majority of those present is required for a motion to pass.

² A quorum is a majority (one-half of an odd number of members rounded up to the next whole number; one-half of an even number of members plus one). A quorum of a five-member committee is three; a quorum of a six-member committee is four; a quorum of a seven-member committee is four.

³ Committee members may attend virtually. Members attending virtually are considered present for quorum and voting purposes.

The committee's written recommendation will be issued within 45 days of receipt of the original request received by the site administrator.

The committee's written recommendation and its justification⁴ will be forwarded to the site administrator.

5. The district administrator overseeing Teaching and Learning will review the committee's recommendation and communicate a decision within 10 days to the person making the request and affected staff.
6. Appeal to the Superintendent

A decision from the district administrator overseeing Teaching and Learning may be appealed by the person who requested the reconsideration to the superintendent by submission of the appeal to the district office within 10 days from issuance of the decision made by the district administrator overseeing Teaching and Learning. A copy of all procedural documents, recommendations, and decisions will be made available to the superintendent. The superintendent should review whether the correct procedure was followed. If the correct procedure was followed, the superintendent should affirm the decision of the committee. The superintendent will issue a written decision to the involved parties within 30 days of receipt of the appeal.

If an appeal is made, the decision made by the district administrator overseeing Teaching and Learning remains in effect until the appeal is decided by the superintendent.

The timelines in this administrative regulation may be modified by the district based on the availability of staff and/or committee participants. Notice of a modified timeline will be provided to the person who requested the reconsideration and staff member(s) involved.

Requests for reconsideration of the same materials will not be accepted for at least two calendar years following issuance of a decision on those materials.

⁴ Includes an explanation supporting the recommendation.

Medford School District 549C

Code: IIA-AR(3)
Revised/Reviewed: xx/xx/xx

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- b. The person responsible for the selection or retention of the material in question will respond and attempt to resolve the issue informally. Alternatively, the person responsible for selection or retention may move the concern to the site administrator in 1.d. An initial response will be provided within 15 days of receipt of the concern.
- c. If the person who made the inquiry is not satisfied, they can request a meeting with the site administrator.
- d. The site administrator will meet with the person, attempt to resolve the concern, and document the meeting. The staff member responsible for selection or retention may be requested to attend this meeting. The site administrator will issue a follow-up communication about the outcome of the meeting to the person who made the informal inquiry and relevant staff within 10 days of receipt in 1.c.
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 - g. An opportunity will be provided to the person who filed the request and staff member(s) involved to offer oral or written testimony on the reconsideration; If applicable, outside consultants, other staff members, or other individuals may be offered an opportunity to provide oral or written testimony on the reconsideration within such procedures and limitations for such testimony may be established by the committee.
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 - i. Review and discuss possible options for a decision, including:
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⁴ Includes an explanation supporting the recommendation.



EXECUTIVE SUMMARY

Meeting Date:	November 6, 2025
Agenda Item:	Staff Assignment Report
Item Type:	Report
Administrator:	Michael Campbell
Objective:	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, November 6, 2025**

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

Employee Name	School/Location	Position
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Recommendation for election to the position of Temporary Teacher for the 2025-26 school year:

Employee Name	School/Location	Position
Nalle-Acosta, Julie	Wilson Elementary	Teacher- Kindergarten

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

Employee Name	School/Location	Position
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Resignations:

Employee Name	School/Location	Position	Effective Date
Paradis, Caitlyn	Lone Pine	Kindergarten teacher	12.19.25

Retirements:

Employee Name	School/Location	Position	Effective Date
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EXECUTIVE SUMMARY

Meeting Date:	November 6, 2025
Agenda Item:	Consideration for approval of minutes from previous meeting(s)
Item Type:	Minutes
Administrator:	Jeanne Grazioli, Jodi Fahy
Objective:	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 Board Meeting on October 16 and Special Board Meetings on October 22, 24, and 27.

Recommendation: Approve the minutes included with the consent agenda.

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



Regular Meeting of the Board of Education

Thursday, October 16, 2025 5:45 PM

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

Board members present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

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 Kendell Ferguson called the meeting to order at 5:45 PM, led the Pledge of Allegiance, and confirmed a quorum through roll call. She welcomed attendees and read the district's vision statement.

2. Agenda Adjustments and Approval

No objections were raised. The agenda was approved by unanimous consent.

3. Items for Information & Discussion

3.a. Interim Superintendent Report

Interim Superintendent Jeanne Grazioli provided updates and clarifications from the previous meeting. She invited the Board to attend the North Medford High School Planetarium open house and announced plans for a preschool site tour in November. She clarified prior comments regarding pre-kindergarten, explaining that the district's interest in potentially expanding services was specific to students receiving special education, and affirmed appreciation for the ongoing partnership with The Ivy School.

Superintendent Grazioli introduced two new learning models in the district and invited principals and program leads to share updates.

Howard Elementary Principal Ashley Nichols-Lee and teacher Kelsey Miller presented the district's new hybrid program for home-schooled students, called *Homeschool Connection*, which blends home instruction with on-site learning

experiences. The program currently serves 26 students in grades K–5, with potential to expand to 30 as staffing allows. Students participate in art, music, and PE classes, along with clubs and field trips. Parents and students expressed appreciation for the program’s flexibility, community connections, and access to enrichment activities. Staff noted challenges in developing individualized learning plans for students with special needs but emphasized steady growth and strong family satisfaction.

Board members asked about enrollment capacity, grade levels served, options for transition to middle school, and ways to support students’ social and academic development within the hybrid model.

Grazioli introduced the district’s updated online and hybrid learning models following the dissolution of Medford Online Academy.

Middle and high school principals Lori Higgins and Jon Lyons shared updates on the new Blend-Ed and Panther Hybrid-High programs, which replaced the former Medford Online Academy. Middle schools reported improved attendance and engagement through flexible online and in-person learning options for students with medical or personal needs. High schools offer individualized pathways combining in-person and online courses, work experience, and college partnerships.

Board questions focused on curriculum alignment, program rigor, student pacing, and capacity to sustain innovation with existing resources. Board members expressed appreciation for staff creativity and dedication in designing flexible, student-centered models.

3.b. Oregon School Employees Association (OSEA) Report

OSEA President Sarah Reames, a Medford School District graduate, parent, and media technician at Jackson Elementary, shared updates from the classified staff perspective. She expressed appreciation for improved collaboration through district committees, site-based meetings, and more solution-focused labor management discussions. She commended Interim Superintendent Grazioli for strengthening leadership and building trust.

Reames emphasized the importance of safety in the workplace, noting that classified staff continue to experience physical and verbal aggression from students. She also discussed communication around budget challenges and upcoming contract negotiations, expressing a desire for transparency and partnership as both employee groups enter bargaining. Reames concluded by thanking the Board and district leadership for their ongoing support.

Board members expressed appreciation for classified employees’ dedication and acknowledged the seriousness of workplace safety concerns. Questions focused on data collection related to student behavior, possible policy considerations to

improve safety, and opportunities for collaboration between district administration and OSEA to strengthen reporting and advocacy efforts.

3.c. Board Priority: Curriculum Optimization — Math Update

Interim Superintendent Grazioli introduced the topic and invited Senior Executive Director of Teaching and Learning Todd Bloomquist and Curriculum Director Megan Young to provide an update on the district's new math curriculum rollout. Bloomquist noted that math instruction looks different than in the past, acknowledging questions and misconceptions among families, and emphasized the district's commitment to ongoing communication and transparency throughout implementation.

Young presented three areas of focus: a summary of efforts, the May 2025 curriculum launch, and common questions. She described the work of the K–12 Math Curriculum Design Team in aligning standards, piloting and revising written units, and supporting teachers through professional learning on effective math practices. She explained the transition to Integrated Math, which combines algebra, geometry, and data reasoning into a two-year sequence that aligns with Oregon standards and national trends. The new model offers multiple pathways for upper-level math, including calculus, data science, and quantitative reasoning, while maintaining rigorous expectations and opportunities for student acceleration.

Board members asked about the pacing and rigor of the integrated model, how unfinished learning and acceleration are being addressed, and the origins of the national recommendations supporting integrated math. Questions also focused on alignment with college readiness standards, data used to determine student acceleration, and communication with families to address misconceptions. Board members expressed appreciation for staff leadership, responsiveness, and commitment to building strong math foundations and equitable access for all students.

The meeting was recessed for 10 minutes.

3.d. Board Priority: Financial Stewardship — Financial Update

Assistant Superintendent of Operations Brad Earl shared an update from an Oregon School Boards Association (OSBA) webinar attended on October 9, discussing the fiscal challenges facing the district. On October 3, the legislature's fiscal office asked state agencies, including school districts, to make budget cuts for the first year of the biennium. The district anticipates a funding shortfall ranging from \$1.25M to \$7M, driven by declining state revenue, enrollment drops, and reduced federal payments. In response, the district has implemented a hiring freeze, limited spending on non-essential staff food and travel, and is exploring long-term downsizing options, including possible lease non-renewals.

Board members asked about the reserve balance, the potential cost of moving staff to other buildings if the lease is not renewed, the state's plan to hold onto reserves, and the impact of potential credit rating downgrades due to low reserves.

4. Citizen Comments

Chair Ferguson outlined citizen comment procedures. The following citizens addressed the Board:

Sean Rogers, Parent and Teacher

Urged the Board to spend more time in classrooms to better understand the challenges, particularly with the math curriculum, and reconsider policies.

Megan Howell, Parent

Advocated for a farm-to-table food program at Ruch Outdoor Community School, encouraging the Board to explore partnerships with local farms and grant opportunities.

Maggie Williams, Parent

Criticized the removal of the advanced math track in middle school, fearing it would reduce access to calculus and hurt the district's competitiveness, urging the Board to reconsider the decision.

Chair Ferguson acknowledged written comments were received from Jeff & Annette Lynn, Julie Brooksby, Todd and Melissa Clevenger, Dr. Steven & Cyndi Cannon, Aspen Casper, and Michaela Spence.

5. Recess

A recess was taken prior to agenda item 3.d.

6. Items for Information & Discussion (*continued*)

6.a. Budget Committee Vacancies

Chair Ferguson acknowledged two vacancies on the budget committee and, noting no objections, recommended that staff proceed with posting the application to fill the vacancies on November 3rd.

6.b. Division 22 Assurances for 2024-25

Senior Executive Director of Teaching and Learning Todd Bloomquist announced that the district is in full compliance with the Division 22 Assurances for 2024-25. He commended staff for their efforts in organizing and collecting the necessary data.

Interim Superintendent Jeanne Grazioli informed the Board and the public that the report is available on the MSD website, and Bloomquist emphasized that the

Oregon Department of Education (ODE) requires the district to present the compliance report to the Board and the community.

A Board Member inquired whether the documentation was self-reported or subject to an audit, if the state reviews the documentation, and if an audit is conducted.

6.c. School Board Policies — *first reading*

Chair Ferguson opened the discussion on draft Policy BBG – Board Member Concerns about Board Member Behaviors, explaining it was initially proposed by former Board leadership and legal counsel to create a structured process for addressing Board Member concerns. Questions were raised regarding the policy’s origin, the intention behind its steps, and potential disciplinary actions outlined in the policy.

Suggestions were made to clarify the language in step 1 and to refine expectations for Board behavior and communication. Chair Ferguson explained that the policy was intended to avoid repeated complaints at Board meetings, encouraging positive intent and direct one-on-one conversations.

After discussion, the Board reached consensus on revisions to steps 1 and 2, including changes to ensure clear expectations for communication and a mutually agreed-upon mediator. The conversation on step 3, which addresses more formal disciplinary actions, was left unresolved and will be continued at the next meeting.

Chair Ferguson summarized that all the policies presented as a first reading will move on for a second reading on November 20 with the exception of Policy BBG which will be reviewed as a first reading with suggested revisions at the next meeting.

6.d. School Board Meeting Start Time Discussion

Chair Ferguson acknowledged that a couple of Board Members had expressed interest in moving the meeting start time to 5:30 PM and opened the floor for feedback.

Board Members raised questions about the timing, noting that the start time had only recently been set and asked for clarification on the rationale behind the change.

The request was made in light of the earlier sunset hours. Others expressed challenges for some members and members of the public arriving at a 5:30 PM start time.

After further discussion, the Board decided to maintain the current start time of 5:45 PM.

7. Board Action Items

7.a. Health Instructional Materials Adoption Postponement

Grazioli explained that the postponement of the adoption is permissible for up to one year with School Board approval. She explained the primary reason for the delay is to allow the district to prioritize the implementation of the new math curriculum.

A motion was presented by Caballero and seconded by LaNier McHenry to approve postponing the adoption of Health Instructional Materials from spring of 2025 to spring 2026.

**Roll call vote: Caballero: Yea, Johnsen: Yea, Zbikowski: Yea, Williams: Yea, Spicer: Yea, LaNier McHenry: Yea, Ferguson: Yea
Result: Motion passed (Yea: 7, Nay: 0)**

7.b. Future Farmers Association (FFA) Charter Application Approval

A motion was presented by LaNier McHenry and seconded by Zbikowski to approve the application for an FFA charter at Innovation Academy.

A question was asked when the program would be initiated.

**Roll call vote: LaNier McHenry: Yea, Spicer: Yea, Williams: Yea, Caballero: Yea, Johnsen: Yea, Zbikowski: Yea, Ferguson: Yea
Result: Motion passed (Yea: 7, Nay: 0)**

7.c. Superintendent Search RFP Process — Schedule Meetings(s)

Earl provided an overview of the process, which includes scoring the proposals, selecting firms for interviews, and conducting reference checks. It was determined Board Members would send the scoresheets to the Board Secretary by October 21.

A motion was presented by Zbikowski and seconded by Johnsen to schedule a Special Board Meeting on October 22nd via Zoom at noon to review submitted RFPs to determine which firms to interview.

**Roll call vote: Spicer: Yea, Caballero: Yea, LaNier McHenry: Yea, Johnsen: Yea, Williams: Yea, Zbikowski: Yea, Ferguson: Yea
Result: Motion passed (Yea: 7, Nay: 0)**

A discussion took place on the interview process and determine a date and time that would work for Board Members.

A motion was presented by Zbikowski and seconded by LaNier McHenry to schedule a Special Board Meeting on Friday, October 24th to interview potential search firms for the superintendent search process at 12:30 PM via Zoom.

**Roll call vote: Williams: Yea, Caballero: Yea, Spicer: Yea, LaNier McHenry: Yea, Johnsen: Yea, Zbikowski: Yea, Ferguson: Yea
Result: Motion passed (Yea: 7, Nay: 0)**

7.d. School Board Policies — *second reading*

A motion was presented by LaNier McHenry and seconded by Caballero to adopt, delete and readopt policies and administrative regulations as presented in the October 16th policy packet.

**Roll call vote: Johnsen: Yea, LaNier McHenry: Yea; Spicer: Yea, Caballero: Yea, Williams: Yea, Zbikowski: Yea, Ferguson: Yea
Result: Motion passed (Yea: 7, Nay: 0)**

8. Consent Agenda

The following items were presented on the consent agenda:

- Staff Assignment Report
- Minutes from Previous Meetings

No objections were raised. The consent agenda was approved by unanimous consent.

9. Announcements

9.a. October 20 — OSBA Fall Regional Meeting at Ashland Hills Hotel - 5:30 PM

Chair Ferguson announced the OSBA Fall Regional training and meeting and clarified the event was free of charge if Board Members are able to attend.

9.b. November 6-8 - OSBA Conference in Portland

Chair Ferguson mentioned that, in light of the financial outlook, the Board had agreed to limit the number of members attending the upcoming conference. Board Members Johnsen and Zbikowski will be attending and will provide a report on their sessions attended at a future meeting. A discussion followed regarding the addition of a work session on November 6, to be held via Zoom, allowing the two members attending the conference to participate remotely.

A motion was presented by Johnsen and seconded by Zbikowski to add an extra School Board Meeting on November 6th at 5:45 PM via Zoom.

**Roll call vote: Caballero: Yea, Zbikowski: Yea, LaNier McHenry: Yea, Spicer: Yea, Williams: Yea, Johnsen: Yea, Ferguson: Yea
Result: Motion passed (Yea: 7, Nay: 0)**

9.c. November 20 - School Board Meeting at Oakdale Middle School - 5:45 PM

Chair Ferguson acknowledged the School Board meeting scheduled for November 20.

10. Adjournment

With no further business, the meeting was adjourned at 10:00 PM.

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Special Board Meeting of the Board of Education

Wednesday, October 22, 2025 12:00 PM

This meeting was held virtually.

Board members present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

A video recording of the Board meeting can be found on the district website at [this link](#).

1. Call to Order / Roll Call

The meeting was called to order at 12:02 PM. Attendance was noted.

2. Discuss Superintendent Search Firm Proposals & Evaluations and Select Firms to Interview

Board Chair Kendell Ferguson summarized the results of individual Board Member scoresheets for the proposals, noting WBCP as receiving the lowest score of the four proposals. Of the three remaining proposals, a question was posed to the Board on their desire to interview all three firms.

Board Members mentioned cost proposals; some being inclusive while other proposals included add-ons for things like community and staff outreach. It was noted the difficulty of comparing apples to apples, without asking specific questions during an interview process.

Assistant Superintendent of Operations Brad Earl confirmed that the proposal fees were all within an acceptable range, stressed the importance of hiring a good fit for the Board, and noted the experience of all three firms.

Board Director Lilia Caballero exited the meeting.

It was determined that Hazard Young Attea and Associated (HYA), McPherson & Jacobson, LLC, and Ray & Associates would be contacted to arrange interviews on October 24 via Zoom. Additionally, Board members were assigned to complete reference checks prior to October 27.

3. Adjournment

With no further business, the meeting was adjourned at 12:15 PM.



Special Board Meeting of the Board of Education

Friday, October 24, 2025 12:30 PM

This meeting was held virtually.

Board members present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

A video recording of the Board meeting can be found on the district website at [this link](#).

1. Call to Order / Roll Call

The meeting was called to order at 12:30 PM. Attendance was noted.

2. Interview Professional Services Search Firms

2.a. McPherson & Jacobson, LLC

McPherson & Jacobson, LLC consultant Steven Lowder joined the meeting at 12:30 PM and proceeded with answering questions presented by Board members.

Summary of Interview Questions:

Board members asked each firm a consistent set of questions to better understand their experience and approach to the superintendent search process. Questions addressed the firm's unique qualifications; methods for ensuring a fair and transparent process when an interim leader is a candidate; recruitment and advertising strategies; approaches to working with Boards that hold differing perspectives; and expected timelines for a thorough and effective search.

Additional questions focused on lessons learned from unsuccessful placements, indicators of a strong and lasting match, and practices for managing costs within the proposed budget. Board members also asked about strategies for engaging the community in a positive and transparent way given recent leadership changes; relevant educational experience of the consultants; how candidate fit with the Medford community would be assessed; and ways to support a newer Board in building consensus and working cohesively throughout the process.

The interview ended at 1:03 PM and the Board recessed the meeting until 1:20 PM.

Board Director Caballero exited the meeting at 1:03 PM.

2.b. Hazard Young Attea & Associates (HYA)

HYA consultants Debbie Brockett and Valerie Pitts joined the meeting at 1:20 PM and proceeded with answering questions presented by Board members.

Board Director LaNier McHenry exited the meeting at 1:30 PM.

The interview ended at 2:05 PM and the Board recessed the meeting until 2:10 PM.

2.c. Ray & Associates, Inc.

Ray & Associates consultant Libra Forde joined the meeting at 2:10 PM and proceeded with answering questions presented by Board members.

At the conclusion of the interviews Board Chair Kendell Ferguson announced the Board will make a final decision and notify search firms by October 28.

3. Action Agenda

3.a. Board Deliberation & Search Firm Selection

The agenda item did not take place at this meeting. A future meeting will be scheduled to take action on the final selection.

4. Adjournment

With no further business, the meeting was adjourned at 2:39 PM.



Special Board Meeting of the Board of Education

Monday, October 27, 2025 5:30 PM

This meeting will be held virtually.

Board members present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

A video recording of the Board meeting can be found on the district website at [this link](#).

1. Call to Order / Roll Call

The meeting was called to order at 5:30 PM. Attendance was noted.

2. Final Selection and Announcement of Professional Services Search Firm for the Superintendent Search Process

Board Chair Kendell Ferguson summarized the superintendent search process to date, including reviewing proposals, scoring evaluations, and conducting interviews, noting that McPherson & Jacobson was the top-scoring firm. She opened the floor for a motion to enter into a contract.

A discussion followed regarding a proposal to pause the superintendent search in light of current budget challenges facing the district and to consider extending the interim superintendent's contract. Board members shared varying perspectives on whether to proceed or postpone the process.

Some members expressed concern about fiscal responsibility, community perceptions, and whether now was the right time to invest in a search. They suggested maintaining stability with the interim superintendent while allowing time for the district's financial situation and curriculum implementation to settle. Others cautioned that delaying the search could limit future candidate pools, create uncertainty for staff and leadership, and place the interim superintendent in a difficult position.

Board members discussed possible alternatives, including adjusting the search timeline, revisiting the process later in the year, or proceeding as planned. While all expressed appreciation for Interim Superintendent Jeanne Grazioli's leadership, opinions differed on whether moving forward or pausing would best serve the district's long-term interests.

A motion was presented by Zbikowski and seconded by LaNier McHenry to enter into a contract with McPherson & Jacobson for the superintendent search process.

Roll call vote: Johnsen: Yea, Caballero: Yea, Spicer: Yea, LaNier McHenry: Yea, Williams: Yea, Zbikowski: Yea, Ferguson: Yea

Result: Motion passed (Yea: 7, Nay: 0)

Chair Ferguson noted that a letter will be issued to McPherson & Jacobson, LLC to formalize the Board's decision.

3. Adjournment

With no further business, the meeting was adjourned at 5:47 PM.

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