Regular Meeting OF THE BOARD OF DIRECTORS
Thursday, March 19, 2026 - 6:00 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. **Consent Agenda**
   - a. Staff Assignment Report 3
   - b. Minutes from previous meeting 5
4. **Items for Information & Discussion**
   - a. Superintendent Report: Dual Language Program 9
   - b. Student Report 10
   - c. Board Priority: Financial Stewardship 11
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. **Recess**
7. **Board Action Items**
   - a. Superintendent Contract Approval 18
   - b. Health Instructional Materials Adoption 19
   - c. Science Instructional Materials Adoption 20
   - d. Budget Calendar Adoption 21
   - e. Declare Number of Interdistrict Student Transfers for Release 2026-27 23
   - f. School Board Policy - *second reading* 26
   - g. Action on Complaint
8. **Announcements**
   - a. March 23 - 27 - Spring Vacation
   - b. April 9 - Work Session at Oakdale Middle School - 6:00 PM
9. **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.

Medford SCHOOL DISTRICT

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
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, March 19, 2025

REVISED

Resignations:

Employee Name	School/Location	Position	Effective Date
Dow, Christopher	Lone Pine Elementary	Special Education Teacher	03.04.2026

Retirements:

Employee Name	School/Location	Position	Effective Date
Pauck, Kathy	Abraham Lincoln Elementary	PE Teacher	06.30.2026

Correction to 2026-2027 Status of Licensed Staff - Administrators:

Employee Name	School/Location	Position	Status
Elrod, Amanda	Howard Elementary	Assistant Principal	Third Year Probationary for 2026-2027

Medford SCHOOL DISTRICT

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
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 March 5 Work Session.

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, March 5, 2026 6:00 PM

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

Board members present: Lilia Caballero (attended virtually), Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, and Angela Zbikowski
Board member absent: Michael Williams

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 6:00 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. Recognitions

3.a. Classified Employees Appreciation

Superintendent Jeanne Grazioli expressed appreciation for the district's classified staff. Principal Sandy Holman highlighted the many ways classified employees support the safe and effective operation of schools while building meaningful relationships with students and families.

OSEA President Sarah Reames shared examples of what makes classified staff feel appreciated and recognized three employees for their years of service to the district: Linda Rolie (30 years), Dawn Mete (33 years), and Marilyn Schreiber (48 years).

Board Directors expressed appreciation for the dedication and contributions of classified staff and acknowledged the positive impact they have on students and schools.

4. Work Session Items

4.a. Health Instructional Materials Overview

Director of Literacy, Curriculum & Assessment Megan Young reported on the 2023 update to the Oregon K–12 Health Education Standards and provided an overview of the instructional materials recommended for adoption to align with the revised standards. She reviewed health education requirements, the materials selection process, and how families are informed and involved. Young noted the recommended materials are available for public review through March 19 and explained how families were notified of the opportunity to review them.

4.b. Science Instructional Materials Overview

Curriculum Coordinator Rachel Frison and Director of Literacy, Curriculum & Assessment Megan Young presented an overview of the recommended middle and high school science instructional materials. Frison reviewed the science standards, the process used to select materials for Board recommendation, the specific materials recommended for adoption, and where families and the public can review them.

Board Directors inquired about the process for comparing cost and quality of materials and whether the recommended materials were included in the district budget.

4.c. School Improvement Update (including ELL)

Executive Director, Federal Programs & School Improvement Andrea Partsafas provided an overview of strategies for the English Learner Outcomes Program (ELOP) and the district's Federal School Improvement (FSI) schools, including four-year goals and strategies to support historically underserved student groups.

Board Directors asked about attendance, bilingual support, hybrid learning options, extended absences, national or political impacts on students, identifying needs with ODE data lags, and ongoing support after schools exit the improvement plan. Directors also thanked staff for their detailed work in identifying student needs.

4.d. Interdistrict Transfer of Resident Students

Superintendent Grazioli reported on the outcomes of a recent subcommittee meeting regarding student transfers. She shared a recommendation to reduce the number of outgoing elementary student transfers while maintaining the current practice at the secondary level for the 2026–27 school year. Grazioli noted that elementary hardship requests would be honored. She explained that the recommendation was

informed by several factors, including the number of elementary students released in recent years, the possibility that resident families may not be aware of available in-district options before requesting a release, and declining enrollment in the district's elementary schools. She also noted that a formal recommendation would be brought forward for Board consideration at the next meeting.

5. Board Action Item

5.a. Superintendent Appointment and Contract Negotiations Update

Chair Ferguson noted that the Board had previously announced an offer to Jeanne Grazioli to serve as the district's next superintendent; however, formal action had not yet been taken.

A motion was presented by Caballero and seconded by LaNier McHenry to appoint Jeanne Grazioli as superintendent of the district.

Roll call vote: LaNier McHenry, Spicer, Caballero, Johnsen, Zbikowski, and Ferguson — Yea; Williams — Absent.
Motion passed: 6-0 (1 absent).

Chair Ferguson stated that contract negotiations would proceed with legal counsel and that the final contract would be brought to a future meeting for Board approval.

6. Consent Agenda

The following items were presented on the consent agenda:
-Staff Assignment Report
-Minutes from Previous Meetings
-Annual Licenses Renewal/Nonrenewal Report

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

7. Announcements

Chair Ferguson announced the next School Board meeting scheduled for March 19 at Oakdale Middle School.

8. Adjournment

With no further business, the meeting was adjourned at 7:02 PM.

DRAFT

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
Agenda Item:	Superintendent Report: Dual Language Program
Item Type:	Report
Administrator:	Jeanne Grazioli
Objective:	Provide mid-year update on Dual Language Program

Background: Jackson Elementary will highlight for the Board the Spanish Dual Language Program and share some of its proudest accomplishments. We are excited to give a glimpse into what a day looks and sounds like for students in this immersive program, where they engage fully in both Spanish and English, building a strong foundation to become bilingual. Launched as a program of choice in 2019, enrollment has steadily increased, reflecting strong family interest and the program's growing impact on our school community.

Additional Materials: In the presentation slide deck.

Recommendation: N/A

Suggested Motion: N/A

Medford SCHOOL DISTRICT

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
Agenda Item:	Student Report
Item Type:	Informational
Administrator:	Jeanne Grazioli
Objective:	To share student perspectives on things going well, and areas that could use more attention or improvement

Background: As part of our ongoing commitment to hearing from a variety of voices, student leaders were asked to provide updates from time to time to the Board. This is an opportunity to highlight what's working well and suggest ways the Board can continue to offer meaningful support. This month, representatives from Innovation Academy, North Medford and South Medford High Schools will share their perspectives.

Additional Materials: N/A

Recommendation: N/A

Suggested Motion: N/A

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
Agenda Item:	Board Priority: Financial Stewardship
Item Type:	Report
Administrator:	Brad Earl
Objective:	Provide a Financial Update Report on the District

Background:

At the Board Retreat on September 5, 2025, the Board requested monthly financial updates.

Brad Earl will provide an update on the outcome of the recent legislative session, primarily outcomes in the area of school funding. He will also update the board on the most recent work of the Fiscal Sustainability Study Group and review the February financial report.

Additional Materials: February Financial Report

Recommendation: N/A

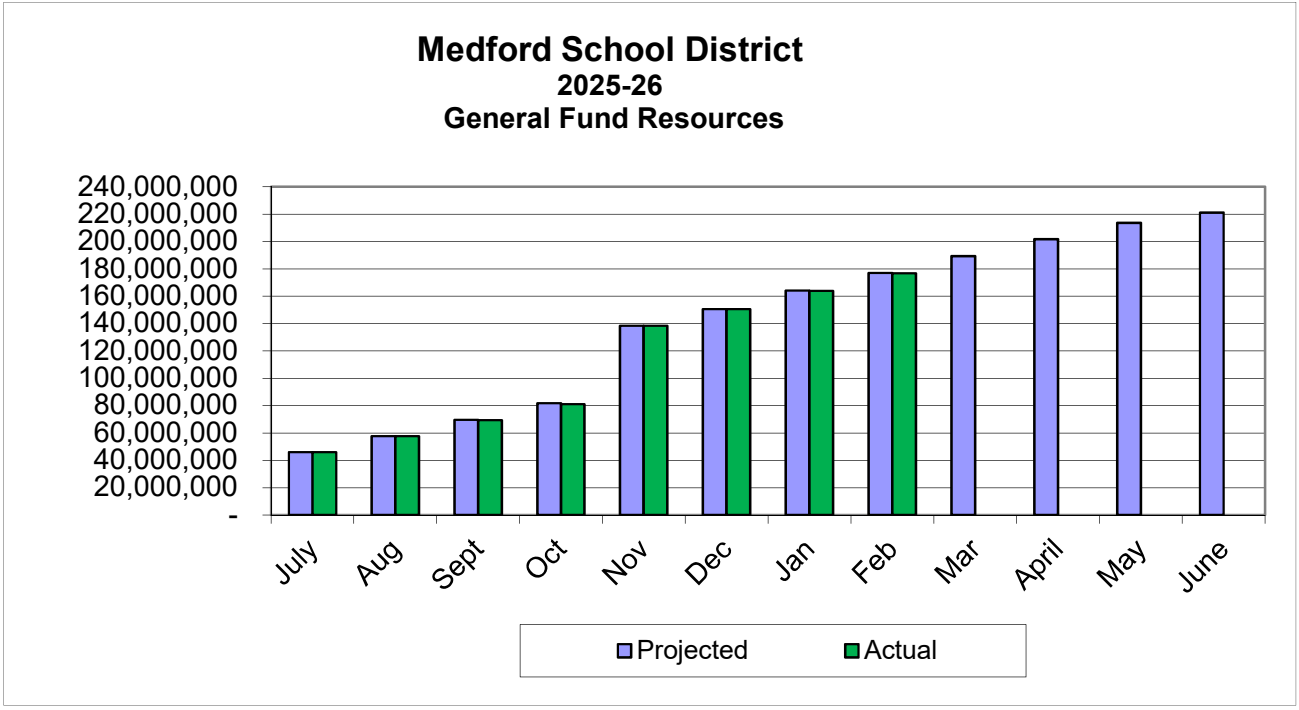
Suggested Motion: N/A

Medford School District 549C
General Fund
Statement of Resources
2/28/2026

	Adopted Budget FY 2025-26	Year-to-Date Projected *	Year-to-Date Actual 2/28/2026	Over/(under) Projection
Resources				
Local Sources	$ 55,388,533	$ 49,554,633	$ 49,613,118	58,485
Intermediate Sources	$ 3,650,000	1,609,500	1,379,986	(229,514)
State Sources	$ 137,326,880	102,535,000	102,518,607	(16,393)
Federal Sources	$ 130,000	64,818	42,191	(22,627)
Transfers In	$ 550,000	-	4,795	4,795
Total Revenue	$ 197,045,413	153,763,951	153,558,697	(205,254)
Other Income/Expense GASB 87 & 96	$ 1,500,000	-	-	0
Beginning Balance	$ 23,058,686	23,058,686	23,058,686	0
Total Resources	$ 221,604,099	$ 176,822,637	$ 176,617,383	(205,254)

* Forecast Projection of budget by month is based on historical average in most cases with some adjustment for recent trends

Revenue is under budget $0.2 million or 0.13% due primarily to lower than anticipated SOESD cash in lieu of services interim payment. The cost for Choice and Equity services have been slightly higher than originally anticipated.

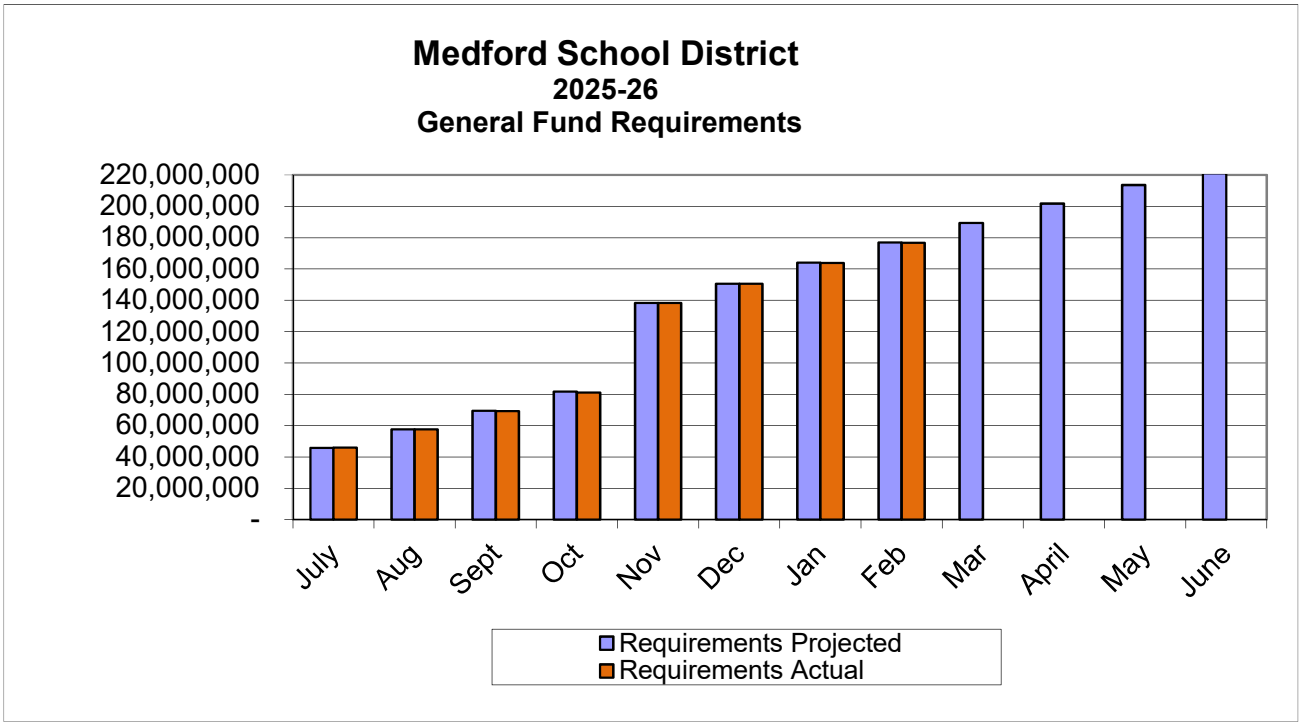


Medford School District 549C
General Fund
Statement of Requirements/Reserves
2/28/2026

	Amended Budget FY 2025-26	Year-to-Date Projected *	Year-to-Date Actual 2/28/2026	Over/(under) Projection
Requirements				
Salaries	$ 85,154,967	$ 46,410,823	$ 45,746,358	(664,465)
Associated Payroll Costs	$ 51,856,744	$ 27,819,170	27,016,972	(802,198)
Purchased Services	$ 43,183,664	$ 29,850,000	29,835,511	(14,489)
Supplies & Materials	$ 7,281,330	$ 5,038,807	4,957,362	(81,445)
Capital Outlay/GASB 87 & 96	$ 1,875,000	$ 229,103	177,442	(51,660)
Dues & Fees & NPV GASB 87 and 96	$ 2,003,707	$ 1,868,852	1,909,420	40,568
Transfers Out	$ 11,948,000	$ 11,948,000	11,948,000	0
Total Expenditures	$ 203,303,413	$ 123,164,754	121,591,066	(1,573,688)
			-	
Contingency/Reserves	$ 18,300,686	$ 53,657,883	55,026,317	1,368,434
Total Requirements/Reserves	$ 221,604,099	$ 176,822,637	$ 176,617,383	(205,254)

* Forecast Projection of budget by month is based on a historical averages in most cases with some adjustment for recent trends

Spending is under forecast $1.57 million or 0.77%. Primarily because of staffing vacancies, and if staffing vacancies in total remain constant, the District is trending to underspend approximately $2.0 million in the General Fund for the full fiscal year.



Medford School District 549C
General Fund Statement of Resources and Requirements
2/28/2026

	Full Year Amended Budget 2025-26	FYTD Actual @ 2/28/2026	% of 26 Budget	Prior Year FYTD Actual @ 2/28/2025	*% of '25 Actual*
Resources by Source					
State School Fund Formula					
State School Fund	$ 134,833,731	$ 101,140,361	75.0%	$ 95,186,803	78.1%
Property Taxes, Penalties & Interest	50,435,000	47,035,509	93.3%	44,922,341	98.6%
Common School Fund	1,967,879	960,886	48.8%	926,268	51.4%
Federal Forest Fees	100,000	-	0.0%	-	0.0%
Other State Grants	-	118,528	-	182,750	638.9%
					-
Intermediate -					-
SOESD/COUNTY	3,650,000	1,379,986	37.8%	27,135	0.7%
					-
Interest on Investments	2,634,533	1,705,735	64.7%	2,014,282	55.9%
Juvenile Detention	495,270	297,162	3.8%	-	0.0%
Fees Charged to Grants	1,140,000	43,423	3.8%	74,360	6.2%
Rentals	100,000	43,753	43.8%	27,274	71.6%
Teen Parent Funding	30,000	1,671	5.6%	10,430	67.8%
Transfers In	550,000	-	0.0%	550,000	100.0%
Other Federal Funding	30,000	42,191	140.6%	62,920	393.6%
Miscellaneous	1,079,000	789,493	73.2%	657,133	69.9%
Subtotal Revenue	**$ 197,045,413**	**$ 153,558,697**	77.9%	**$ 144,641,694**	80.4%
Other Income GASB 87/96	1,500,000	-		-	
Beginning Fund Balance	**23,058,686**	**23,058,686**		**21,279,184**	88.2%
Total Resources	**$ 221,604,099**	**$ 176,617,383**	79.7%	**$ 165,920,878**	80.1%
	-				
.					
Uses by Object					
Wages	$ 85,154,967	$ 45,746,358	53.7%	$ 42,180,698	54.0%
Associated Payroll Costs	51,856,744	27,016,972	52.1%	25,987,161	55.8%
Purchased Services	43,183,664	29,835,511	69.1%	28,926,640	69.8%
Supplies & Materials	7,281,330	4,957,362	68.1%	4,536,677	93.1%
Capital Outlay Including GASB 87/96	375,000	177,442	47.3%	142,394	38.4%
Other Objects	2,003,707	1,909,420	95.3%	1,463,500	42.0%
Transfers Out	11,948,000	11,948,000	100.0%	11,498,650	100.0%
Other Financing Uses	$ 1,500,000	-		-	
Subtotal Expenditures	**$ 203,303,413**	**$ 121,591,066**	59.8%	**$ 114,735,718**	61.0%
Contingency & Unappropriated Fund Balance	$ 18,300,686	55,026,317		51,185,160	222.0%
Total Uses	**$ 221,604,099**	**$ 176,617,383**	79.7%	**$ 165,920,878**	78.6%
		-			
Beginning Fund Balance	**$ 23,058,686**	**23,058,686**		**21,279,184**	100.0%
Plus Total Revenue/Other Income	$ 198,545,413	$ 153,558,697		$ 144,641,694	76.2%
Less Total Expenditures ex. Contingencies	$ 203,303,413	121,591,066		114,735,718	61.0%
Ending Fund Balance Ex. Contingency	**$ 18,300,686**	**$ 55,026,317**		**$ 51,185,160**	
Net Change in Fund Balance	**$ (4,758,000)**	**$ 31,967,631**		**$ 29,905,976**	

Medford School District 549C
General Fund Resources by Object
2/28/2026

Acct	Description	Amended Budget 2025-26	Month Actual	YTD Actual	*YTD % of Budget*
1111	Current Yr. Taxes	49,551,280	$ 269,829	$ 46,590,320	*94.0%*
1112	Prior Yr. Taxes	848,720	50,409	854,515	*100.7%*
1114	Payments in lieu of Property Ta	-	-	(447,125)	-
1190	Interest & Penalties on taxes	35,000	375	37,798	*108.0%*
1312	Tuition	-	-	-	-
1510	Interest on Investments	2,634,533	247,243	1,705,735	*64.7%*
1800	Pre-School	50,000	16,171	58,472	*116.9%*
1910	Rentals	100,000	8,574	43,753	*43.8%*
1920	Local Donations	-	-	-	-
1943	Services To Other Districts	40,000	-	17,576	*43.9%*
1960	Recovery of Expenditures	5,000	-	-	*0.0%*
1970	Services to Other Funds	50,000	12,536	78,076	*156.2%*
1980	Fees Charged to Grants	1,140,000	-	43,423	*3.8%*
1990	Miscellaneous revenue	150,000	5,936	137,878	*91.9%*
1991	Payroll reimbursement	35,000	2,202	500	*1.4%*
1992	Field Trip reimbursement	15,000	-	21,640	*144.3%*
1994	P-Card Rebate	85,000	12,312	40,793	*48.0%*
1995	Music Inst. Rental	13,000	250	13,820	*106.3%*
1997	Self Pay Health reimb.	533,000	36,609	311,950	*58.5%*
1999	E-Rate	103,000	-	103,994	*101.0%*
	Subtotal Local Revenue	**55,388,533**	**$ 662,447**	**$ 49,613,118**	***89.6%***
2102	SOESD	3,650,000	$ -	$ 1,353,463	*37.1%*
2199	Other Intermediate Revenue	-	-	26,523.06	-
	Subtotal Intermediate Revenue	**3,650,000**	**$ -**	**$ 1,379,986**	***37.8%***
3101	State School Fund	134,833,731	$ 11,168,863	$ 101,140,361	*75.0%*
3103	Common School Fund	1,967,879	960,885.69	960,886	*48.8%*
3199	State Grants	-	-	-	-
3294	JUV Detention	495,270	-	297,162	*60.0%*
3296	Teen Parent	30,000	803.52	1,671	*5.6%*
3299	Other Grants		48,911	118,528	-
	Subtotal State Revenue	**137,326,880**	**$ 12,179,463**	**$ 102,518,607**	***74.7%***
4500	Federal Revenue	-	$ -	$ 26,760	-
4508	Foster Care Transportation			$ 2,714	
4512	Child Care Block Grant	30,000	2,228	$ 12,716	*42.4%*
4801	Federal Forest Fees	100,000	-	-	*0.0%*
	Subtotal Federal Revenue	**130,000**	**$ 2,228**	**$ 42,191**	***32.5%***
5201	Transfers In	550,000	$ -	$ -	*0.0%*
5300	Sale of Fixed Assets	-	-	4,795.21	-
	Total Transfers/Other	**550,000**	**$ -**	**$ 4,795**	***0.9%***
	Total Revenue	**197,045,413**	**$ 12,844,138**	**$ 153,558,697**	***77.9%***
	Other Income/Expense GASB 87/96	1,500,000		$ -	*0.0%*
5401	Beginning Fund Balance	23,058,686	23,058,686	23,058,686	*100.0%*
	Total Resources	**221,604,099**	**$ 35,902,824**	**$ 176,617,383**	*79.7%*

Medford School District 549C
Expenses By Object
February 28, 2026

Obj	Description	Budget 2025-26	Month Actual	YTD Actual	YTD Exp % of Budget
111	Certified salaries	$ 47,192,474	$ 4,022,043	$ 24,160,390	51.2%
112	Classified salaries	24,197,826	2,019,797	13,468,876	55.7%
113	Admin salaries	7,325,161	624,924	4,358,087	59.5%
114	Classified Managers	1,490,275	112,877	927,039	62.2%
116	Early Retirement	621,484	61,000	219,500	35.3%
121	Certified subs	23,690	-	-	0.0%
122	Classified subs	146,650	11,961	84,399	57.6%
123	Temp - Certified	654,178	31,363	290,275	44.4%
124	Temp - Classified	469,584	1,571	117,503	25.0%
130	Additional Salary	90,000	11,669	91,410	101.6%
140	Overtime - Classified	432,875	37,557	325,662	75.2%
141	X-Comp	1,792,425	140,860	1,084,426	60.5%
142	Home Instruction	160,611	3,852	14,101	8.8%
144	Insurance Opt Out	557,734	89,908	604,691	108.4%
	Total Salaries	**$ 85,154,967**	**$ 7,169,382**	**$ 45,746,358**	**53.7%**
210	PERS	25,752,244	2,200,723	13,501,342	52.4%
220	Social Security	5,429,616	432,589	2,762,842	50.9%
221	Medicare	1,269,658	101,170	648,060	51.0%
231	Worker's Comp	400,319	37,407	251,362	62.8%
232	Unemployment Insurance	409,522	7,169	45,843	11.2%
234	Oregon Paid Leave	325,169	28,677	182,811	56.2%
241	Health Insurance	15,429,906	1,259,290	7,828,361	50.7%
242	Life Insurance	115,378	18,750	112,867	97.8%
243	403b ER Contribution	1,216,501	492,033	791,101	65.0%
244	Long Term Disability	117,323	-	-	0.0%
245	FSA Match/HSA Match/HC Opt out	680,600	600	379,564	55.8%
246	403B Match	217,397	58,695	195,178	89.8%
270	Retiree Medical	493,112	35,819	317,642	64.4%
	Total Benefits	**$ 51,856,744**	**$ 4,672,924**	**$ 27,016,972**	**52.1%**
312	Program Improvement	-	(15,205)	-	
313	Student Services	-	975	1,923	
315	Management Service	80,000	2,262	45,199	56.5%
318	Professional Growth	178,220	1,662	152,167	85.4%
319	Prof/Tech Service - Instr.	1,967,528	179,967	1,093,479	55.6%
321	Cleaning Service	5,800	-	1,936	33.4%
322	Repair and Maintenance	2,424,508	153,819	1,498,702	61.8%
324	Rental	880,000	69,028	594,633	67.6%
325	Electricity	2,063,000	152,772	1,155,467	56.0%
326	Natural Gas/Heating Fuel	467,000	87,771	253,018	54.2%
327	Water/Sewer	784,280	41,799	404,236	51.5%
328	Garbage	316,200	44,614	194,664	61.6%
329	Other Property Service	70,000	612	23,175	33.1%
331	Pupil Transportation	7,037,065	737,989	4,388,778	62.4%
332	Pupil Trans - Other	109,725	982	86,419	78.8%
341	Travel - In District	29,639	2,108	11,829	39.9%
342	Travel - Out of District	166,621	8,230	128,712	77.2%
344	Training - In District	-	-	-	
345	Training - Out of District	-	-	-	
351	Telephone	350,000	8,283	242,748	69.4%
353	Postage	47,437	37	21,461	45.2%
354	Advertising	56,300	567	4,718	8.4%
355	Printing	5,000	-	-	0.0%
360	Charter School	21,010,994	1,735,265	15,885,030	75.6%
371	Tuition Payments	52,600	1,172	4,091	7.8%
374	Other Tuition Payments	-	-	-	
381	Audit	60,000	-	34,100	56.8%
382	Legal	155,000	10,908	58,984	38.1%
383	Arch/Eng. Svcs	80,000	-	10,925	13.7%
384	Negotiations	45,000	-	-	0.0%
388	Elections	20,000	-	-	0.0%
389	Prof/Tech Service	1,778,664	117,979	1,199,710	67.5%
390	Other General/Prof/Tech Svc	-	-	-	
391	Licensed Substitutes	2,240,473	472,478	1,593,783	71.1%
392	Classified Substitutes	702,611	154,780	745,624	106.1%
	Total Purchased Services	**$ 43,183,664**	**$ 3,970,853**	**$ 29,835,511**	**69.1%**

Medford School District 549C
Expenses By Object
February 28, 2026

Obj	Description	Budget 2025-26	Month Actual	YTD Actual	YTD Exp % of Budget
410	Supplies/Materials	2,617,386	156,790	1,281,650	49.0%
412	Student Rewards	-	-	-	
420	Textbooks	267,800	2,187	259,531	96.9%
430	Library Books	141,350	6,549	25,633	18.1%
440	Periodicals	6,784	-	5,652	83.3%
450	Food	-	9,728	83,561	
451	Travel Meals	-	325	6,985	
460	Non-Consumable	708,233	66,726	686,575	96.9%
470	Computer Software	2,642,041	26,854	2,334,527	88.4%
471	Accelerated Reader Software	2,165	-	-	0.0%
480	Hardware less than 5K	895,572	15,668	273,248	30.5%
	Total Supplies and Materials	**$ 7,281,330**	**$ 284,826**	**$ 4,957,362**	**68.1%**
520	Bldgs. Acquisition	-	-	-	
530	Site Improvement	-	-	367	
541	Equipment over 5K	210,000	-	29,653	14.1%
542	Replacement Equipment	165,000	-	147,423	89.3%
550	Technology over 5K		-	-	
555	SBITA (GASB 96)	1,200,000	-	-	0.0%
556	Lease (GASB 87)	300,000	-	-	0.0%
	Total Capital Outlay	**$ 1,875,000**	**$ -**	**$ 177,442**	**9.5%**
613	Redemption of Principal GASB 87/96	-	-	-	
614	Interest GASB 87/96	-	-	-	
640	Dues/Fees/Memberships	316,746	6,532	224,841	71.0%
651	Liability Insurance	842,130	-	842,130	100.0%
653	Property Insurance	829,831	1,546	832,922	100.4%
655	Judgements and Settlements	10,000	-	9,186	91.9%
690	Indirect Charges	5,000	-	-	0.0%
	Total Other Objects	**$ 2,003,707**	**$ 8,078**	**$ 1,909,420**	**95.3%**
790	Interfund Transfers	11,948,000	1,458,000	11,948,000	100.0%
	Total Transfers	**$ 11,948,000**	**$ 1,458,000**	**$ 11,948,000**	**100.0%**
	Subtotal Expenditures and Transfers	**$ 203,303,413**	**$ 17,564,063**	**$ 121,591,066**	59.8%
810	Contingency & Unappropriated Fund Balance	18,300,686	(4,719,925)	55,026,317	**300.7%**
	Total General Fund Requirements/Reserves	**$ 221,604,099**	**$ 12,844,138**	**$ 176,617,383**	**79.7%**
SPECIAL REVENUE FUND		58,418,635	2,885,320	26,412,390	45.2%
DEBT SERVICE FUND		20,428,100	-	10,076,442	49.3%
CAPITAL PROJECTS FUND		467,099	-	8,033	1.7%
TRUST FUND		726,595	(5,250)	183,397	25.2%
TOTAL USES EXCLUDING STUDENT BODY FUND		**$ 301,644,528**	**$ 15,724,208**	**$ 213,297,645**	**70.7%**

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
Agenda Item:	Superintendent Contract Approval
Item Type:	Action
Administrator:	Board Chair, Kendell Ferguson
Objective:	Approve the employment contract for Superintendent Jeanne Grazioli.

Background: Following completion of the superintendent search process, the Board announced the selection of Interim Superintendent Jeanne Grazioli as the next Superintendent of Medford School District at the February 19, 2026 Board meeting.

At the March 5, 2026 Board work session, the Board formally appointed Jeanne Grazioli to serve as Superintendent.

Following the appointment, Board leadership worked with legal counsel to finalize the terms of an employment contract. The proposed contract outlines the terms and conditions of employment, including compensation, benefits, and the duration of the contract, consistent with Board policy and applicable law.

The proposed employment contract is presented to the Board for consideration and approval.

Additional Materials: Proposed Superintendent Employment Contract (to be provided prior to the Board meeting).

Recommendation: Approval of the Superintendent Employment Contract with Jeanne Grazioli.

Suggested Motion: "*I move to approve the Superintendent Employment Contract between the Governing Board of Medford School District and Jeanne Grazioli as presented.*"

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
Agenda Item:	Health Instructional Materials Adoption
Item Type:	Action
Administrator:	Megan Young
Objective:	Approve the adoption of health instructional materials aligned with Oregon health standards.

Background: In accordance with Oregon Administrative Rules and School Board Policy IIA, the District conducted a review process to identify instructional materials that align with current Oregon Health Education Standards for grades K-12.

A district instructional materials adoption team composed of health teachers representing elementary, middle, and high schools, along with curriculum administrators, reviewed and evaluated available instructional programs during the 2025-26 school year. Programs were evaluated for standards alignment, instructional quality, accessibility, and support for effective health instruction across grade levels.

Based on this review process, the team recommends adopting the following health instructional resources: The Great Body Shop for grades K-8, and Live Well Comprehensive High School Health, Clear Alliance, and American Heart Association First Aid and Basic Life Support for grades 9-12.

The Board was provided an overview of the materials at the March 5 work session and the materials were made available for public review and feedback through March 12, 2026. The district did not receive any feedback on the materials.

The total estimated cost of the recommended health instructional materials adoption is approximately $89,415, funded through curriculum adoption resources.

Additional Materials: Health Preview Flyer

Recommendation: Administration recommends approval of the adoption of the K-12 health instructional materials as presented on March 5.

Suggested Motion: "*I move to approve the adoption of the K-12 health instructional materials as recommended.*"

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
Agenda Item:	Science Instructional Materials Adoption
Item Type:	Action
Administrator:	Megan Young
Objective:	Approve the adoption of secondary science instructional materials for grades 6–12 aligned with Oregon science standards.

Background: In accordance with Oregon Administrative Rules and School Board Policy IIA, the District conducted a review process to identify instructional materials that align with current Oregon Science Standards for grades 6 through 12.

A district instructional materials adoption team composed of science teachers representing middle and high schools, along with curriculum administrators, reviewed and evaluated available instructional programs during the 2025-26 school year. Programs were evaluated for standards alignment, instructional quality, accessibility, and support for effective science instruction across grade levels.

Based on this review process, the team recommends adopting the following secondary science instructional resources: STEMscopes for middle school science (grades 6-8), Savvas Experience Biology, Chemistry, and Physics for high school courses, Gizmos for grades 6-12, and selected resources for Advanced Placement courses including Campbell Biology, Chemistry: A Molecular Approach, Environment: The Science Behind the Stories, and College Physics 2e.

The Board was provided an overview of the materials at the March 5 work session and the The district did not receive any feedback on the materials.materials were made available for public review and feedback through March 12, 2026.

The total estimated cost of the recommended secondary science instructional materials adoption is approximately $956,615 and will be funded through curriculum adoption resources.

Elementary science instructional materials will be brought to the Board for consideration later this spring.

Additional Materials: Science Preview Flyer

Recommendation: Administration recommends approval of the adoption of the secondary science instructional materials as presented on March 5.

Suggested Motion: "*I move to approve the adoption of the secondary science instructional materials for grades 6-12 as recommended.*"

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
Agenda Item:	Budget Calendar Approval for FY26-27 Budget
Item Type:	Action
Administrator:	Brad Earl
Objective:	Review and adopt proposed budget meeting calendar

Background: In accordance with Board policy DBC - Budget Calendar, the Board will adopt a budget calendar, which identifies dates and deadlines required for the legal presentation and adoption of the budget. The budget calendar will be prepared on an annual basis, as appropriate. The calendar will identify dates and activities to include those needed to comply with state law.

The proposed calendar has the Budget Committee Orientation scheduled as an agenda item during the Work Session of the Board on April 9th. The Budget Committee will have scheduled meetings in April and May, and a third in June, if needed. This timeline allows for public input at the budget committee meeting on May 14, and at the public hearing at the Board meeting on June 11th. The budget committee calendar allows for up to three meetings.

Additional Materials: Proposed FY26-27 Budget Calendar

Recommendation: Review proposed budget calendar dates and approve calendar.

Suggested Motion: *"I move to approve the Budget Calendar for the Fiscal Year 2026-27 Budget as presented."*

FY26-27 Budget Calendar Location: Oakdale Middle School @ 6:00 PM	
Date	**Description**
April 9, 2026 Thursday	**Budget Committee Orientation** during the Board Work Session.
April 30, 2026 Thursday	**1st Budget Committee Meeting** – Committee elects officers, Superintendent delivers budget message and committee receives budget document.
May 14, 2026 Thursday	**2nd Budget Committee Meeting** – Public comment, committee discusses and approves Proposed Budget. The budget chair signs resolutions.
June 4, 2026 Thursday	**3rd Budget Committee Meeting** – If needed.
June 11, 2026 Thursday	**Board Work Session** – Public Budget Hearing on FY26-27 Budget* - Deliberate on budget approved by budget committee and considers additional public comment.
June 25, 2026 Thursday	**Board Meeting** – FY26-27 Budget Adoption* – The Board enacts resolutions adopting the budget, makes appropriations, imposes and categorizes tax levy.
June 30, 2026	The district must submit a balanced budget by this date.
July 30, 2026	The district submits required budget documents to the County Assessor, Department of Education, and Southern Oregon Education Service District by July 15, 2026.

*Budget Committee members are invited but not required to attend.

Publishing must be done either twice in the newspaper, 5-30 days before meeting, OR **on website at least 10 days before the meeting AND printing once in the newspaper 5-30 days before the meeting.**

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
Agenda Item:	Declare Number of Interdistrict Student Transfers for Release 2026-27
Item Type:	Action
Administrator:	Jeanne Grazioli, Todd Bloomquist
Objective:	Establish the number of resident students who may transfer out of the district for the upcoming school year.

Background: Each year the School Board declares how many students may transfer in or out of the district. Policy JECB states, "*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."*

Several Board Members had an interest in meeting to review policies, procedures, and data surrounding releasing students to other districts more in depth. After discussion, it was recommended that secondary (grades 6-12) would remain status quo, allowing all releases, and elementary student transfers will still be allowed in situations where hardships exist, in accordance with OAR 581-021-0019.

Several factors went into this recommended change, to include:

- The number of students at the elementary level being released over the past several years
- Options that resident families may not be aware of prior to requesting a release
- Declining enrollment in elementary schools

There was a recommendation to also revisit this change during the next school year to evaluate.

Additional Materials: Policy JECF for reference.

Recommendation: Administration recommends approval of the proposed interdistrict transfer release parameters for the 2026-27 school year.

Suggested Motion: "*I move to allow Kindergarten through 5th grade students to be released for out-of-district transfers through approved hardship criteria only, and allow all 6th through 12th grade students to be released for out-of-district transfers upon request.*

Medford School District 549C

Code: JECF
Adopted: 3/28/16
Revised/Readopted: 9/19/19; 3/17/22
Orig. Code: JECF

Interdistrict Transfer of Resident Students**

(For students transferring out of Medford School District 549C)

Interdistrict Transfer

The Board recognizes there may be circumstances that arise in which a resident student may benefit from attendance in another public school in the state. Consequently, a student who resides within district boundaries may be released to attend school in another district that agrees to accept the student. The agreement will be by written consent of the affected school boards or designees whereby the student becomes a "resident student" of the attending district, allowing the attending district to receive State School Fund moneys. Any additional fees or tuition costs are the responsibility of the parent.

When the resident district approves the release of a resident student to another school district, the student or their parent(s) will be solely responsible for transportation unless federal or state law requires transportation to be provided by the district. When a resident student, who is on an individualized education plan (IEP) is accepted to another district by an interdistrict transfer, the attending district becomes responsible for a free appropriate public education (FAPE).

Additionally, an interdistrict transfer of a resident student will be permitted, as appropriate, to meet the requirements to provide a safe public school choice in the Every Student Succeeds Act (ESSA).

The resident district may not impose any limitations on the length of time for which consent is given to the student requesting release to another district.

The resident district shall not require a student to receive consent more than one time when the student requests admission to the same receiving district, regardless of any time limitations imposed by the receiving district.

The district shall allow the student whose legal residence changes to a different district during the school year or summer between school years, to complete the school year in the district if the student chooses to do so.

Safe Public School Choice Transfer Requests

An interdistrict transfer[1] may be permitted in the event a student has been a victim of a violent criminal offense occurring in or on the grounds of a school the student attends, or the student attends a school identified as persistently dangerous and all other district schools the student may transfer to are also identified as persistently dangerous or there is no other district school to which the student may transfer. The transfer must be to a safe school.

Homeless Student

A homeless student residing in the district and the student's parent, or in the case of an unaccompanied student, the district's liaison for homeless students, may request that the student attend their school of origin[2] located out-of-district. The request will be considered based on the best interest of the student. The student may continue in their school of origin for the duration of the student's homelessness. Transportation will[3] be provided in accordance with law.

The superintendent is directed to establish procedures for the review of any student request to attend school in another district.

END OF POLICY

Legal Reference(s):

ORS 327.006
ORS 329.485
ORS 332.107
ORS 335.090
ORS 339.115 - 339.133
ORS 339.141
ORS 339.147
ORS 339.155
ORS 339.250
ORS 343.221
ORS 433.267
OAR 581-021-0019

Illegal Immigration and Immigration Reform Act of 1996, 8 U.S.C. §§ 1101, 1221, 1252, 1324, 1363, 1367 (2012).
McKinney-Vento Homeless Assistance Act, Subtitle VII-B, reauthorized by Title IX-A of the Every Student Succeeds Act, 42 U.S.C. §§ 11431-11435 (2012).
Every Student Succeeds Act, 20 U.S.C. § 7912 (2012).

[1] Districts are encouraged, but not required, to explore other appropriate options such as an agreement with a neighboring district to accept transfer students if there is not another school in the district in which the student legally resides for the transferring student.

[2] "School of origin" means the school that a student attended when permanently housed or the school in which the student was last enrolled. When the student has completed the final grade served by the school of origin, the term "school of origin" shall include the designated receiving school at the next grade level for all feeder schools.

[3] McKinney-Vento Homeless Assistance Act (see 42 U.S.C. 11432(g)(1)(J)(iii)).

EXECUTIVE SUMMARY

Meeting Date:	March 19, 2026
Agenda Item:	School Board Policy - second reading
Item Type:	Action
Administrator:	Chair Kendell Ferguson
Objective:	Review and consider adoption of the policy.

Background:
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 first readings on October 16, November 6, November 20, and January 15.

Following the November 20 meeting, the additional revisions to the policy were added by the Board Chair and emailed to OSBA for a legal review. The suggested revisions were implemented in the policy.

At the conclusion of the January 15 discussion it was determined that concerns regarding the proposed policy language would be sent to the Board's legal counsel for clarification on specific language and a virtual meeting would be scheduled with the attorney.

On March 6, Board Chair Ferguson and Board Directors Williams and Erik Johnsen met with legal counsel to discuss the policy language in question. Following that meeting Director Williams proposed revisions to the policy.

Policy	Title	Summary
BBG *(new policy)*	Board Member Concerns About Board Member Behaviors	*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.* *At the September 18 Board meeting the Board Chair acknowledged she did not receive any proposals to change the proposed language, and she shared OSBAs 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.*

		Following the meeting, Board members provided suggested revisions which have been included in the first reading presented in the policy packet. *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 the November 6 meeting, the Board made revisions to **Step 3**, and agreed to review Step 4 at the November 20 meeting.* *Board Director Erik Johnsen provided a draft of Step 4, which is included in the packet and will be part of the discussion.* *At the November 20 meeting the Board discussed revisions to Step 4 of the policy, which were added to the attached policy and have been reviewed by OSBA. OSBA's suggestions were implemented into this version.* *At the January 15 meeting the Board reviewed the policy and determined further questions would be emailed to the Board's legal counsel.* *On March 6, the Board Chair and Directors Williams and Johnsen met virtually with legal counsel.*

Additional Materials: Draft Policy BBG and suggested Revisions

Recommendation: Review draft policy and suggested revisions and propose a motion to approve.

Suggested Motion: *"I move to adopt policy BBG as presented (or amended)."*

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, in such an instance the Board Member should also follow the other existing policies and laws. 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, and believes that action should be taken to remedy the violation or avoid a repeat of the violation, then 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 concerned 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 Member. If recorded, there must be notice to the other Board Member at the beginning of the meeting because the recording will be a public record.

- 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 of the Board Norms, Board Code of Ethics, Board Operating Procedures, Board Policy, State or Federal law previously discussed with the Board Member, then the concerned Board Member may proceed to the next step.
- Alternatively, 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 concerned Board Member, the concerned Board Member may move on to Step 2.

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 shall submit the allegation, in writing, to the Board Vice-Chair, third Board Member, or mutually agreed upon third party outside of district (arbiter).

- 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 to 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 of the Board Norms, Board Code of Ethics, Board Operating Procedures, Board Policy, State or Federal law previously discussed with the Board Member, then the concerned Board Member may proceed to the next step.

- Any Board Member or mutually agreed upon third party outside of district may decline to serve as arbiter. The responsibility of the arbiter is to attempt to resolve the matter through conferencing. If the arbiter is unable to do so, then 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 believed that Step 3 was sufficient to stop further violations or continued violations, the Board does not need to proceed to Step 4. If the Board believes that Full Board Action is required to stop repeated or continued violations, the Board may proceed to Step 4 during this special meeting.

- 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 the Board determines that further investigation is necessary, then the Board Chair may call upon the District's General Counsel to help retain an external advisor to investigate the nature of the allegations. The findings of this investigation will be presented at a future special meeting of the Board.

Step 4: Full Board Action: If the allegations are such that action is required to ensure there are no further violations or continued violations, the Board may proceed to this step during the special meeting called for Step 3 rather than scheduling another special meeting at a later date. Alternatively, if the Board believed that Step 3 was sufficient to stop further violations or continued violations, but 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, the concerned Board Member must notify the Board Chair that the concerned Board Member would like to bring a motion to admonish the other Board Member, and the Board Chair 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 against 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 of the full Board to pass. If there is not a majority vote in favor of the motion, the motion fails.

- **Admonition:** An admonition is a formal warning that the board member's conduct does not conform to the policies of the school district, the board operating agreement, or other standards which are expected of an elected official. Admonishment should include prescriptive guidance to bring the accused board member's conduct in line with board expectations. A motion to admonish must be presented in writing and must contain the exact wording of the alleged violation, the proposed admonition, and corrective action. 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 of the full Board to pass. If there is not a majority vote in favor of the motion, the motion fails.

- **Censure:** A censure is a formal action of the board to declare that the accused board member's conduct does not conform to the policies of the school district, the board operating agreement, or other standards which are expected of an elected official. Actions taken by the board may restrict or revoke privileges of the accused board member as necessary to ensure the safe operations of the school district, and uphold the expectations of board member conduct. A censured board member will retain all rights of an elected official, and any limitations imposed on a censured board member should be necessary to achieve the aims of compliance with expected board member conduct and the functioning of the school district. Restrictions and limitations imposed on a censured board member should be reviewed and reaffirmed on a regular and frequent basis, at least quarterly. A motion to censure must be presented in writing and must contain the exact wording of the alleged violation, the proposed censure, proposed corrective action ~~such as loss or restriction or privileges~~, and any proposed loss or restriction of privileges. 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 of the full Board 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.

- **Privileges**: All privileges that have been extended to the Censured Board Member may be revoked and revoked privileges 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 public information requests (PIR) as provided by law. Anything that is not a statutorily protected right of elected officials, however, may be revoked. Privileges that may be revoked include, but are 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, the Censured Board Member will have the same privileges that a member of the general public would have with respect to the privileges that have been revoked and may meet with district staff, access district facilities, access district events, access district athletics, and/or 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.

DRAFT

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, in such an instance the Board Member should also follow the other existing policies and laws. Any staff, student or community member would use existing procedures for complaints about a Board Member.

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- 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 of the Board Norms, Board Code of Ethics, Board Operating Procedures, Board Policy, State or Federal law previously discussed with the Board Member, then the concerned Board Member may proceed to the next step.
- Alternatively, 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 concerned Board Member, the concerned Board Member may move on to Step 2.

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 shall submit the allegation, in writing, to the Board Vice-Chair, third Board Member, or mutually agreed upon third party outside of district (arbiter).

- 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 to 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 of the Board Norms, Board Code of Ethics, Board Operating Procedures, Board Policy, State or Federal law previously discussed with the Board Member, then the concerned Board Member may proceed to the next step.

- Any Board Member or mutually agreed upon third party outside of district may decline to serve as arbiter. The responsibility of the arbiter is to attempt to resolve the matter through conferencing. If the arbiter is unable to do so, then 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 believed that Step 3 was sufficient to stop further violations or continued violations, the Board does not need to proceed to Step 4. If the Board believes that Full Board Action is required to stop repeated or continued violations, the Board may proceed to Step 4 during this special meeting.

- 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 the Board determines that further investigation is necessary, then the Board Chair may call upon the District's General Counsel to help retain an external advisor to investigate the nature of the allegations. The findings of this investigation will be presented at a future special meeting of the Board.

Step 4: Full Board Action: If the allegations are such that action is required to ensure there are no further violations or continued violations, the Board may proceed to this step during the special meeting called for Step 3 rather than scheduling another special meeting at a later date. Alternatively, if the Board believed that Step 3 was sufficient to stop further violations or continued violations, but 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, the concerned Board Member must notify the Board Chair that the concerned Board Member would like to bring a motion to admonish the other Board Member, and the Board Chair 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 against 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 of the full Board to pass. If there is not a majority vote in favor of the motion, the motion fails.

- **Admonition:** An admonition is a formal warning that the board member's conduct does not conform to the policies of the school district, the board operating agreement, or other standards which are expected of an elected official. Admonishment should include prescriptive guidance to bring the accused board member's conduct in line with board expectations. A motion to admonish must be presented in writing and must contain the exact wording of the alleged violation, the proposed admonition, and corrective action. 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 of the full Board to pass. If there is not a majority vote in favor of the motion, the motion fails.

- **Censure:** A censure is a formal action of the board to declare that the accused board member's conduct does not conform to the policies of the school district, the board operating agreement, or other standards which are expected of an elected official. Actions taken by the board may restrict or revoke privileges of the accused board member as necessary to ensure the safe operations of the school district, and uphold the expectations of board member conduct. A censured board member will retain all rights of an elected official, and any limitations imposed on a censured board member should be necessary to achieve the aims of compliance with expected board member conduct and the functioning of the school district. Restrictions and limitations imposed on a censured board member should be reviewed and reaffirmed on a regular and frequent basis, at least quarterly. A motion to censure must be presented in writing and must contain the exact wording of the alleged violation, the proposed censure, proposed corrective action and any proposed loss or restriction of privileges. 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 of the full Board 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.

- **Privileges**: All privileges that have been extended to the Censured Board Member may be revoked and revoked privileges 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 public information requests (PIR) as provided by law. Anything that is not a statutorily protected right of elected officials, however, may be revoked. Privileges that may be revoked include, but are 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, the Censured Board Member will have the same privileges that a member of the general public would have with respect to the privileges that have been revoked and may meet with district staff, access district facilities, access district events, access district athletics, and/or 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: 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, in such an instance the Board Member should also follow the other existing policies and laws. 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,~~ and believes that action should be taken to remedy the violation or avoid a repeat of the violation, then 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 concerned 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 Member. If recorded, there must be notice to the other Board Member at the beginning of the meeting because the recording will be a public record.

- 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 of the Board Norms, Board Code of Ethics, Board Operating Procedures, Board Policy, State or Federal law previously discussed with the Board Member, then the concerned Board Member may proceed to the next step.
- Alternatively, 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 concerned Board Member, the concerned Board Member may move on to Step 2.

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 shall submit the allegation, in writing, to the Board Vice-Chair, third Board Member, or mutually agreed upon third party outside of district (arbiter).

- 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 to 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 of the Board Norms, Board Code of Ethics, Board Operating Procedures, Board Policy, State or Federal law previously discussed with the Board Member, then the concerned Board Member may proceed to the next step.

- Any Board Member or mutually agreed upon third party outside of district may decline to serve as arbiter. The responsibility of the arbiter is to attempt to resolve the matter through conferencing. If the arbiter is unable to do so, then 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 believed that Step 3 was sufficient to stop further violations or continued violations, the Board does not need to proceed to Step 4. If the Board believes that Full Board Action is required to stop repeated or continued violations, the Board may proceed to Step 4 during this special meeting.

- 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 the Board determines that further investigation is necessary, then the Board Chair may call upon the District's General Counsel to help retain an external advisor to investigate the nature of the allegations. The findings of this investigation will be presented at a future special meeting of the Board.

Step 4: Full Board Action: If the allegations are such that action is required to ensure there are no further violations or continued violations, the Board may proceed to this step during the special meeting called for Step 3 rather than scheduling another special meeting at a later date. Alternatively, if the Board believed that Step 3 was sufficient to stop further violations or continued violations, but 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, the concerned Board Member must notify the Board Chair that the concerned Board Member would like to bring a motion to admonish the other Board Member, and the Board Chair 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.

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fails.

- **Admonition:** An admonition is a formal warning that the board member's conduct does not conform to the policies of the school district, the board operating agreement, or other standards which are expected of an elected official. Admonishment should include prescriptive guidance to bring the accused board member's conduct in line with board expectations. A motion to admonish must be presented in writing and must contain the exact wording of

the alleged violation, the proposed admonition, and corrective action. 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 of the full Board to pass. If there is not a majority vote in favor of the motion, the motion fails.

- **Censure:** A censure is a formal action of the board to declare that the accused board member's conduct does not conform to the policies of the school district, the board operating agreement, or other standards which are expected of an elected official. Actions taken by the board may restrict or revoke privileges of the accused board member as necessary to ensure the safe operations of the school district, and uphold the expectations of board member conduct. A censured board member will retain all rights of an elected official, and any limitations imposed on a censured board member should be necessary to achieve the aims of compliance with expected board member conduct and the functioning of the school district. Restrictions and limitations imposed on a censured board member ~~should be reviewed and reaffirmed on a regular and frequent basis, at least quarterly~~ shall be for a period no greater than 4 months or beyond the term of the current school year. A motion to censure must be presented in writing and must contain the exact wording of the alleged violation, the proposed censure, proposed corrective action, and any proposed loss or restriction of privileges. 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 of the full Board 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.

- **Privileges:** All privileges that have been extended to the Censured Board Member may be revoked and revoked privileges 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 public information requests (PIR) as provided by law. Anything that is not a statutorily protected right of elected officials, however, may be revoked. Privileges that may be revoked include, but are 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, the Censured Board Member will have the same privileges that a member of the general public would have with respect to the privileges that have been revoked and may meet with district staff, access district facilities, access district events, access district athletics, and/or 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.

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