Work Session OF THE BOARD OF DIRECTORS
Thursday, November 5, 2026 - 5:45 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 2
   b. Minutes from previous Board meeting 4
4. **Work Session Items**
   a. Board/Superintendent Goal: Strengthen Community Engagement — Nutrition 10
   b. Board/Superintendent Goal: Improve Student Attendance — Attendance Programs and Interventions 11
   c. Board/Superintendent Goal: Improve Mathematics Proficiency K-8 — Curriculum Implementation Update 12
   d. School Board Policy - *first reading* 17
5. **Announcements**
   a. November 19 - Board Meeting at Oakdale Middle School Room 230
6. **Adjournment**

Medford SCHOOL DISTRICT

EXECUTIVE SUMMARY

Meeting Date:	November 5, 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, November 5, 2026

Recommendation for election to the position of Temporary Teacher for the 2026-27 school year:

Employee Name	School/Location	Position
Charla Wistos	South Medford HS	TEMP Science Teacher

Resignations:

Employee Name	School/Location	Position	E	Effective Date
Plaisance, Kevin	Operations	Director of Security & Emergency Mgmt		11/13/2026

Medford SCHOOL DISTRICT

EXECUTIVE SUMMARY

Meeting Date:	November 5, 2026
Agenda Item:	Consideration for approval of minutes from previous meetings
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 October 15 Board Meeting.

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 15, 2026 — 5:45 PM
Oakdale Middle School, Room 230
815 S. Oakdale Ave.
Medford, OR 97501

The meeting was video recorded and is available on the district website at *this link*. The slide presentation is available under Extras listed next to the meeting at *this link*. Recording timestamps are provided throughout these minutes to assist in locating presentations and discussions.

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

Board Chair Kendell Ferguson called the meeting to order at 6:18 p.m., led the Pledge of Allegiance, confirmed a quorum through roll call, and welcomed attendees.

Board Members Present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski.

Superintendent Jeanne Grazioli acknowledged the school shooting in Bend, Oregon, and expressed condolences to those affected.

2. Agenda Adjustments and Approval

Recording timestamp: [32:30]

Motion: Move citizen comments before any Board discussion.

Made by: Angela Zbikowski, seconded by Michael Williams

Vote: Yes-3 (Johnsen, Zbikowski, Williams); **No-4** (LaNier McHenry, Caballero, Spicer, Ferguson).

Motion failed 3-4.

3. Consent Agenda

Recording timestamp: [36:14]

3.a. Staff Assignment Report
3.b. Minutes from Previous Meeting
3.c. Annual Designations Reassignment for 2026-27 School Year

The Board approved the Consent Agenda by unanimous consent.

4. Board Action Items

4.a. Decision Following Executive Session

Recording timestamp: [36:41]

Motion: I move that Superintendent Grazioli be authorized to execute, on behalf of the District as landlord, a new lease with ATT and a new lease with T-Mobile, as tenants, for a portion of the grounds at North Medford High School near the existing track and football field that is not currently being used for school purposes, for the purpose of relocating cellular antennas and equipment that were formerly located on the roof of the North Medford High School Gym.

In addition to authorization to execute the leases themselves, I also move that Superintendent Grazioli be authorized to execute on behalf of the District any related documents necessary to implement those leases.

Made by: Lilia Caballero, second by Angela Zbikowski

Vote: **7-0**
Motion passed.

5. Items for Information & Discussion

5.a. Student Report

Presentation — recording timestamp: [37:54]

Student Representatives from South Medford High School, Victoriano Pena and Riley Kezer; North Medford High School, Wes Bartholomew; and Innovation Academy, Josalinn Rees, shared updates on school activities, student engagement, and learning experiences.

5.b. District Priority: Preserve Financial Sustainability — Financial Update

Presentation and Discussion — recording timestamp: [48:51]

Superintendent Grazioli reviewed the district's financial sustainability work, including community feedback, FAQs, and financial analysis. No school closure or consolidation decisions have been made.

Chief Operations Officer Kati Falger reviewed school and site costs, district funding and budgeting, declining enrollment, and labor expenses.

Discussion focused on the need for detailed information about administrative structure and compensation, staffing and substitute costs, and potential savings.

Board Directors emphasized financial transparency, public trust, and a thoughtful, student-centered process that considers alternatives to school consolidation or closure.

Discussion also addressed potential effects on class sizes, staffing, student support, and long-term educational outcomes.

6. Citizen Comments

Presentation — recording timestamp: [1:24:04]

Chair Ferguson reviewed citizen comment procedures.

Janelle Aldaco, Sarah Reames, Summer Wolarik, Helena Elam, Amanda Moreira, Kellie Reilly, and Erin Andrews commented on school consolidation and closure, declining enrollment, financial sustainability, employee compensation, transparency, community engagement, and alternatives. Written comments from **Mr. and Mrs. Ernst** were acknowledged.

The Chair reiterated that the financial sustainability process is ongoing and no school closure decisions have been made.

7. Recess

The Board recessed until 7:25 p.m.

8. Items for Information & Discussion (continued)

8.a. Superintendent Report: Quarterly Update on Goals

Presentation and Discussion — recording timestamp: [2:01:56]

Superintendent Grazioli reviewed progress on the Board/Superintendent Goals: K-8 reading and mathematics proficiency, K-12 attendance, community engagement, and student safety.

The update covered implementation, progress monitoring, data-informed adjustments, professional learning, budget development, and community engagement.

Discussion addressed school safety following the Bend shooting, filling the district security position, coordination with Medford Police, existing safety practices, and communication with families.

Board Directors discussed participating in community listening sessions and consistent messaging. Superintendent Grazioli noted state recognition for student attendance and an upcoming attendance report.

8.b. Board/Superintendent Goal: Increase Reading and Mathematics Proficiency K-8

Presentation and Discussion — recording timestamp: [2:24:10]

Chief Academic Officer Dr. Doris Ellison reviewed beginning-of-year K-8 i-Ready reading and mathematics data, grade-level placements, growth projections, and instructional strategies.

Strategies included strengthening core instruction, targeted intervention and enrichment, progress monitoring, and adjusting instruction based on student data.

Directors discussed identifying learning gaps early and using data throughout the year to guide classroom planning and student support.

Discussion addressed classroom composition, teacher workload, differentiated instruction, and ability-based grouping.

Additional discussion covered elementary interventions, middle school acceleration, and addressing learning gaps before high school.

8.c. Recess

The Board took a short recess.

8.d. Division 22 Assurances for 2025-2026

Presentation and Discussion — recording timestamp: [3:09:09]

Superintendent Grazioli and Dr. Ellison reviewed 2025-26 Division 22 Assurances. The district was out of compliance with the annual interscholastic activities survey requirement; SOMSAC has prepared a survey for administration at the end of 2026-27, and staff expect the district to return to compliance.

8.e. Budget Committee Vacancies

Discussion — Recording timestamp: [3:11:06]

The Board reviewed Budget Committee vacancies. Staff will post the application on the district website in November.

8.f. Revise DLC-AR — Expense Reimbursement for Out-of-District Travel

Discussion — recording timestamp: [3:11:40]

DRAFT

The Board reviewed proposed revisions to DLC-AR – Expense Reimbursement for Out-of-District Travel. The administrative regulation will be updated and posted on the district website.

9. Announcements

9.a. November 5, 2026 — Board Work Session

The next Board Work Session is November 5 at Oakdale Middle School, Room 230.

9.b. November 12–14, 2026 — Oregon School Boards Association Convention

The Oregon School Boards Association Convention will be held November 12–14 in Portland.

10. Adjournment

With no further business before the Board, the meeting was adjourned at 8:36 p.m.

DRAFT

EXECUTIVE SUMMARY

Meeting Date:	November 5, 2026
Agenda Item:	Board/Superintendent Goal: Strengthen Community Engagement - Nutrition
Item Type:	Report
Administrator:	Jeanne Grazioli/ Sodexo Nutrition Services Director Sid Taylor
Objective:	Provide an update on the student food service program/nutrition

Background: At the summer Board Retreat, the Board requested an update on the District's School Nutrition Services Program. At this meeting, Sodexo Nutrition Services Director Sid Taylor will provide a presentation highlighting program activities, accomplishments, student and community engagement, and priorities for the 2026-27 school year. The presentation will include:

- Nutrition Services Fun Facts
- 2025-26 Year in Review
- Total Meal Participation Comparison
- Student Engagement – Student/Parent Survey and Promotions
- Community Engagement – Local Partnerships
- Priorities for the 2026-27 School Year

Additional Materials: None

Recommendation: N/A

Suggested Motion: N/A

EXECUTIVE SUMMARY

Meeting Date:	November 5, 2026
Agenda Item:	Improve Student Attendance - Attendance Programs & Interventions
Item Type:	Items for Information & Discussion
Administrator:	Amy Muhler, Director of Student Wellness
Objective:	Update on Board/Superintendent Goal #3 - Improve Student Attendance

Background: One of our Board/Superintendent Goals is to increase the number of positive attenders at all grade levels.

With the use of the Student Information System (Synergy), Student Service teams are tracking attendance data weekly and working to intervene with students experiencing chronic absenteeism. Through a Multi-Tiered System of Support, schools are experiencing improved attendance outcomes.

At the Work Session, staff will share year-over-year attendance data and highlight best practices for schoolwide attendance incentives, with an emphasis on how fostering a culture of belonging and building strong relationships can positively impact student attendance. The presentation will also highlight the important work of our Positive Attendance Specialists, along with the district's efforts to monitor chronic absenteeism and provide targeted interventions to support students and families.

Additional Materials: Handouts will be shared at the meeting.

Recommendation: N/A; Information only

Suggested Motion: N/A

EXECUTIVE SUMMARY

Meeting Date:	November 5, 2026
Agenda Item:	Board/Superintendent Goal: Improve Mathematics Proficiency K-8 Curriculum Implementation Update
Item Type:	Information
Administrator:	Dr. Doris Ellison
Objective:	Provide the Board with an overview of districtwide mathematics curriculum implementation, instructional practices, and professional development initiatives across all grade levels.

Background:

The district's goal is to increase mathematics proficiency by monitoring the implementation of the district's mathematics curriculum, strengthening evidence-based instructional practices, and supporting professional development that enhances teaching and learning.

This work focuses on aligning curriculum, instruction, and professional learning across elementary, middle, and high school levels to ensure students develop the mathematical understanding and skills necessary for success. Supporting resources will include the Mathematics Curriculum Work Plan developed by the Curriculum Director, research on John Hattie's effect sizes related to mathematics instruction, the district's mathematics course progression, and school-level professional development plans and initiatives.

The presentation will provide an overview of implementation across all grade levels, highlighting areas of progress, ongoing challenges, and promising practices. This review will support continued reflection, collaboration, and strategic decision-making to strengthen mathematics instruction and improve student outcomes throughout the district.

Additional Materials:
K-12 Mathematics Curriculum Implementation and High School Course Phase-In Work Plan
K-8 Math Professional Learning & Practices in Schools
6-12 Mathematics Courses

Recommendation: N/A- For information only.

Suggested Motion: N/A

K–12 Mathematics Curriculum Implementation and High School Course Phase-In

2026–27 IMPLEMENTATION WORK PLAN

Purpose & Implementation Context

Complete the development and phased implementation of Medford School District's K–12 mathematics course sequence, emphasizing high school curriculum, resources, assessments, and course structures in 2026–27.

Building on the mathematics redesign initiated in 2023, the district is transitioning from curriculum and resource development toward sustainable implementation. K–8 curriculum and resources are in place, with varying levels of implementation across schools. Current work centers on the high school sequence while advancing high-quality instruction, equitable access to rigorous coursework, appropriate acceleration, and long-term de-tracked mathematics pathways.

Target milestone: Full MSD Mathematics Sequence implementation by the 2027–28 school year.

Strategic Alignment

Superintendent/Board Priority: Close Student Achievement Gaps | Goal 2: Increase Mathematics Proficiency

Implementation Priorities

01 Complete High School Course Phase-In & Curriculum Infrastructure

- Complete the high school course phase-in and supporting curriculum infrastructure in accordance with the linked 2026–27 timeline.

02 Support High-Quality Mathematics Instruction

- Provide professional learning aligned with Oregon Mathematics Standards and effective mathematics pedagogy.
- Strengthen teacher capacity for student reasoning, discourse, productive struggle, problem solving, and conceptual understanding.
- Use adopted resources as tools for standards-aligned instruction, not as the sole definition of curriculum.
- Leverage instructional coaching and collaborative professional learning to strengthen implementation.

03 Advance De-Tracking & Equitable Access

- Build shared understanding among administrators, counselors, teachers, students, and families of the integrated mathematics sequence.
- Examine placement, acceleration, intervention, and access to advanced coursework.
- Monitor enrollment and student progression through mathematics pathways.
- Maintain appropriate acceleration opportunities while ensuring a rigorous core pathway for all students.

Timeline & Accountability

Timeline	2026–27 High School Math Curriculum Timeline (linked below)
Responsible leads	Megan Young, Andrea Kapphahn, Abby Quiel, and Jen Beck, in collaboration with the Math Curriculum Design Team
Professional resources	Oregon Department of Education; National Council of Teachers of Mathematics; Oregon Math Leaders (OML) Network; Teachers Development Group

Sustainability & Continuous Improvement

The 2023–25 change-management work established the foundation for ongoing system stewardship. Sustained implementation requires district oversight of:

- Synergy course names, codes, prerequisites, and forecasting structures.
- Planned Course Statements (Division 22 compliance), including common scope and sequence, assessments, proficiency expectations, curriculum guides, and instructional resources.
- Grades 3–10 acceleration process.
- Professional learning and instructional coaching (including K–8 TLFs); an ongoing high school professional learning plan remains to be developed.
- Monitoring, feedback, and continuous improvement.

After completing the high school phase-in, the primary emphasis shifts to instructional practice, effective resource use, student access and outcomes, and the long-term work of high-quality mathematics pedagogy and de-tracking.

Communication & Stakeholder Engagement

District leadership: Regular progress updates, decisions, barriers, student access, and achievement data.

Teachers and TLFs: Curriculum updates, professional learning, implementation guidance, feedback opportunities, and advance notice of changes.

Students and families: Accessible explanations of pathways, graduation requirements, +1 options, acceleration opportunities, and the rationale for sequence changes.

School Board and community: Updates on system coherence, student access and outcomes, and major milestones.

Communication cadence: As needed and as appropriate for each audience.

K–8 Mathematics

Professional Learning & Instructional Practices in Schools

The following chart highlights examples of school-level professional learning and instructional practices currently underway across Medford School District schools. These targeted efforts strengthen instructional practice, deepen educators' understanding of effective mathematics teaching, and support improved student learning outcomes. Together, they reflect schools' ongoing commitment to increasing mathematics achievement.

SCHOOL	PROFESSIONAL LEARNING & ACTION
Abraham Lincoln Elementary	Teachers collaboratively design, teach, and reflect on lessons that promote engagement and deepen student understanding. (0.76)
Howard Elementary	Driver diagram to improve mathematics achievement: a visual quality-improvement tool connecting an overarching goal to specific, actionable changes. (0.92)
Jefferson Elementary	• Explicit modeling instruction (0.63) • Planning and practicing think-alouds (0.55) • Modeling (0.56)
Kennedy Elementary	• Procedural fluency (0.73) • Mathematics lesson design (0.92) • Mathematics implementation gallery walks (0.50)
Hedrick Middle School	• Grade-level partners: teachers observe colleagues' classrooms using established criteria. (0.88) • Peer coaching by department chairs (0.88) • Participation in AMLE conference mathematics breakout sessions (0.51) • Mathematics support/lab class (0.73)
McLoughlin Middle School	• Peer coaching by department chairs (0.88) • Four to six teachers providing mathematics interventions (0.73) • Grade-level partners: collaboratively plan a lesson emphasizing prompts and cues, observe one another, and identify next steps through post-observation reflection. (0.88)

Note: Numerical values are reproduced as provided; the source and interpretation of these values should be confirmed before publication.

Mathematics Courses & Acceleration Guidelines

GRADES 6–12 | COURSE PATHWAYS

Grade	Course
6	Integrated 6
7	Integrated 7
8	Integrated 8
9	High School Integrated 1
10	High School Integrated 2 Test-out option for Calculus pathways.
11–12	Applied +1 mathematics course (student choice; one-year course, 1 credit)

GRADES 11–12 | MATHEMATICS COURSE OPTIONS

Course	Prerequisite
Math Modeling	Not specified
AP Statistics	Not specified
Algebraic Reasoning	Not specified
Pre-Calculus	Algebraic Reasoning
Pre-Calculus Honors	Algebraic Reasoning
AP Calculus AB	Pre-Calculus
AP Calculus BC	AP Calculus AB

MATHEMATICS ACCELERATION | GRADES 3–10

Process: Medford School District process for considering acceleration in mathematics is a team effort to analyze various aspects of a student's mathematical needs. If a student or their family wishes to consider skipping a mathematics grade or course, please follow these steps:

- Contact the Student Services Assistant Principal at your school.
- A meeting will be scheduled several weeks in advance so the school has time to gather multiple measures to analyze a student's readiness for acceleration.
- Those gathered at the meeting can include family member(s), teacher(s), administrator(s), and the student.
    - Topics to be discussed include the family's goals, student readiness, student work samples, and assessment results. (Please note identification of Talented and Gifted in Math is not an indicator of current proficiency, rather an indicator that a student has evidence of proficiency in the past.)
- A decision will be made at the meeting.

EXECUTIVE SUMMARY

Meeting Date:	November 5, 2026
Agenda Item:	School Board Policy - first reading
Item Type:	Information and Discussion
Administrator:	Jeanne Grazioli, Jodi Fahy
Objective:	Review the policy as a first reading

Background:
The Board reviewed proposed Policy FL – Closure of Facilities during the October 1 work session and determined that the policy would be presented for a first reading in November. The proposed policy is based on a sample policy provided by the Oregon School Boards Association for district consideration, and is not required.

Revisions in red font indicate OSBA language. Revisions in blue font indicate staff/Board updated language.

Policy	Title	Summary
FL - *new policy*	Closure of Facilities	Following discussion of the proposed policy, the word "may" was struck and replaced with the word "shall" in the last sentence.

Additional Materials: Policy Packet 11.5.26

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 proposed policy and move it forward for adoption at the November 19 Board meeting.

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

Medford School District 549C

Code: FL
Adopted: xx/xx/xxxx

~~Retirement~~ Closure of Facilities

~~Certain school buildings may no longer be adequate for instructional purposes and should be used to benefit the district or public in other ways.~~ In determining which facility is to be closed ~~retired for regular school purposes~~, the Board's decision will be guided by a combination of these factors:

1. Facility conditions;
2. Building capacity;
3. Operating costs;
4. Geographic considerations;
5. Transportation;
6. Existing programs; and
7. Impact potential changes would have on students, staff, families and neighborhoods.

~~8. Educational flexibility: Which school building is least adaptable for housing a modern and flexible educational program?~~

~~9. Site: Which school site is least adequate for continued use as an educational center?~~

~~10. Cost: Which school building represents the highest cost in terms of upkeep, maintenance and renovation?~~

The Board ~~may~~ **shall** invite the viewpoints of community residents and staff in making its decision.

END OF POLICY

Legal Reference(s):

ORS 332.107
ORS 332.155
OAR 437-001-0760
OAR 437-002-0020 to -0075
OAR 581-022-2345

Toxic Substances Control Act, 15 U.S.C. §§ 2601-2629 (2012); Asbestos Hazard Emergency Response Act of 1986, 15 U.S.C. §§ 2641-2656 (2012).

Medford School District 549C

Code: FL
Adopted: xx/xx/xxxx

Closure of Facilities

In determining which facility is to be closed, the Board's decision will be guided by a combination of these factors:

1. Facility conditions;
2. Building capacity;
3. Operating costs;
4. Geographic considerations;
5. Transportation;
6. Existing programs; and
7. Impact potential changes would have on students, staff, families and neighborhoods.

The Board shall invite the viewpoints of community residents and staff in making its decision.

END OF POLICY

Legal Reference(s):

ORS 332.107
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