Regular Meeting OF THE BOARD OF DIRECTORS
Thursday, November 19, 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 3
   - b. Minutes from previous meeting 5
4. **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.*
5. **Recess**
6. **Items for Information & Discussion**
   - a. Oregon School Employees Association (OSEA) Report 9
   - b. Superintendent Report: Highlight Staff Innovation 10
   - c. Board/Superintendent Goal: Strengthen Student Safety — Safety Update 12
   - d. Recess
   - e. District Priority: Preserve Financial Sustainability - Financial Update 26
   - f. Process for Student Representatives to the School Board 33
   - g. OSBA Convention Share-out & Legislative Priorities 36
7. **Board Action Items**
   - a. OSBA Elections 41
     - 1) OSBA Board of Directors 42
     - 2) OSBA Resolution to Amend the 2024 Bylaws 56
   - b. School Board Policy - *second reading* 87
8. **Announcements**
   - a. December 17 - Board Meeting at Oakdale Middle School Room 230
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:	November 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, November 19, 2026

Recommendation for election to the position of Administrator for the 2026-2027 school year:

Employee Name	School/Location	Position
McDonald, Ian	Security & Emergency Management	Director of Security & Emergency Management

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

Employee Name	School/Location	Position
Ani Hansen	Roosevelt Elementary School	Temporary Fifth Grade Teacher
Charla Wistos	South Medford High School	Temporary Science Teacher
Cheryl Lemke	Roosevelt Elementary School	Temporary Fifth Grade Teacher
Cheryl Markiewicz	Lone Pine Elementary School	Temporary First Grade Teacher
Mason Goche	South Medford High School	Temporary Science Teacher

Retirements:

Employee Name	School/Location	Position	Effective Date
Cooper , Karen	Oakdale Middle School	Sixth Grade Math Teacher	6.11.27
Schaan, Shellie	Jefferson Elementary	Third Grade Teacher	Revised-6.11.27

Medford SCHOOL DISTRICT

EXECUTIVE SUMMARY

Meeting Date:	November 19, 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 November 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, November 5, 2026 – 5:45 PM
Oakdale Middle School, Room 230
815 S. Oakdale Ave.
Medford, OR 97501

The meeting was video recorded and 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.*

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 5:45 p.m., led the Pledge of Allegiance, confirmed a quorum through roll call, and welcomed attendees.

Board Members Present: Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry (attended virtually), Sunny Spicer, Angela Zbikowski (attended virtually), and Michael Williams (joined at 6:05 p.m.)

Absent: Lilia Caballero

2. Agenda Adjustments and Approval

Chair Ferguson provided an explanation of how agenda items are listed on the meeting agendas.

The Board approved the agenda by unanimous consent.

3. Consent Agenda

Presentation — recording timestamp: [11:07]

3.a. Staff Assignment Report
3.b. Minutes from previous Board meeting

The Board approved the Consent Agenda by unanimous consent.

4. Work Session Items

4.a. Board/Superintendent Goal: Strengthen Community Engagement — Nutrition

Presentation and Discussion — recording timestamp: [11:29]

Nutrition Services Director Sid Taylor provided an update on meal participation, student engagement, community partnerships, and local purchasing. Breakfast and lunch participation increased from 2024–25 to 2025–26 and local Rogue Valley purchases have increased in 2026–27.

Discussion included parent survey participation, menu information across grade levels, barriers to expanding local purchasing, priorities for customer feedback, quality improvement, and increased local purchasing.

4.b. Board/Superintendent Goal: Improve Student Attendance — Attendance Programs and Interventions

Presentation and Discussion — recording timestamp: [22:50]

Student Wellness Director Amy Muhler, Positive Attendance Specialists Teri Foster, Andrea Kariger, and Jeffrey Raines, and Wilson Elementary Assistant Principal Christie Sanders presented the district's multi-tiered attendance approach, including schoolwide activities, student interventions, family engagement, and attendance incentives.

Discussion addressed attendance calculations and reporting, chronic absenteeism, and interventions at the secondary level, including early-warning systems, credit recovery, graduation planning, and family outreach. The Board also discussed the academic and financial impacts of absences, school climate and relationships, truancy requirements, and online or homebound options.

4.c. Board/Superintendent Goal: Improve Mathematics Proficiency K-8 — Curriculum Implementation Update

Presentation and Discussion — recording timestamp: [1:09:41]

Chief Academic Officer Dr. Doris Ellison and Director of Literacy, Curriculum & Assessment Megan Young provided a mathematics curriculum update, with classroom perspectives from Jackson Elementary teacher Amanda Klosterman and Hedrick Middle School teacher Julie Becksted. The presentation covered K–8 implementation and instructional practices, grades 6–12 coursework, and successes and challenges involving pacing, materials, student access to digital resources, family engagement, and the Math Advantage intervention.

Discussion included standards and student reasoning, teacher support, Math Advantage capacity and scheduling, and course acceleration.

4.d. School Board Policy — First Reading

Discussion — recording timestamp: [1:49:20]

The Board reviewed the policy presented for first reading. No further revisions were requested, and the policy will move forward for a second reading at the November 19 Board meeting.

5. Announcements

5.a. November 19, 2026 — Board Meeting

The next Board meeting will be held November 19 at Oakdale Middle School, Room 230.

6. Adjournment

With no further business before the Board, the meeting was adjourned at 7:26 p.m.

DRAFT

EXECUTIVE SUMMARY

Meeting Date:	November 19, 2026
Agenda Item:	Oregon School Employees Association (OSEA) Report
Item Type:	Informational
Administrator:	Jeanne Grazioli
Objective:	To share employee association perspectives on progress, priorities, and Board support.

Background:
As part of our ongoing commitment to collaboration and open communication, leaders from our employee associations will provide updates to the Board. These short presentations are an opportunity to highlight what's working well, share priorities and progress, and suggest ways the Board can continue to offer meaningful support. This month, representatives from the Oregon School Employees Association (OSEA), the classified union, will share their perspectives.

Additional Materials: N/A

Recommendation: N/A

Suggested Motion: N/A

EXECUTIVE SUMMARY

Meeting Date:	November 19, 2026
Agenda Item:	Superintendent Report - Highlight Staff Innovation
Item Type:	Report
Administrator:	Jeanne Grazioli, Dr. Doris Ellison
Objective:	Provide the Board with examples of staff innovation from a variety of teachers in the district

Background
During the summer Board Retreat, Board members expressed interest in learning more about the innovative practices staff are implementing to enhance student learning. At this meeting, teachers and staff from both elementary and secondary schools will highlight examples of innovative instructional practices taking place across the district.

MSD Innovations in Action:

Kindergarten Wonder Lab – Play-Based Learning
The Kindergarten Wonder Lab incorporates a play-based learning model focused on developing the six Cs: Collaboration, Communication, Content, Critical Thinking, Creative Innovation, and Confidence. In partnership with Active Playful Learning, this approach creates engaging, hands-on learning experiences that support students' academic, social, and cognitive development. The Science of Playful Learning

Griffin Creek Elementary School – Releasing Writers
Releasing Writers (formerly Think SRSD) is an evidence-based, K–12 professional learning and writing instruction framework developed by Dr. Leslie Laud. Grounded in the Science of Writing and Self-Regulated Strategy Development (SRSD), this approach equips teachers with practical instructional strategies to strengthen students' writing skills, independence, and confidence.
Think SRSD

North Medford High School – Micro-Teaching and AI-Generated Feedback
North Medford High School is exploring an innovative approach to professional learning through micro-teaching, a structured practice in which educators deliver short, focused lessons to refine specific instructional skills. This approach incorporates AI-generated feedback reports tailored to each teacher, providing personalized insights to support reflection and professional growth. Teachers have the option to share their feedback with colleagues or keep it confidential for their own professional development.

Additional Materials: None

Recommendation: N/A

Suggested Motion: N/A

EXECUTIVE SUMMARY

Meeting Date:	November 19, 2026
Agenda Item:	Board/Superintendent Goal: Strengthen Student Safety - Safety Update
Item Type:	Information
Administrator:	Jeanne Grazioli and Staff
Objective:	Provide a safety update

Background:

One of the established Board/Superintendent Goals for the 2026–27 school year is to Strengthen Student Safety.

The enclosed materials provide an overview of key areas related to student discipline and behavioral supports within the district. Topics include Oregon K-12 discipline laws and requirements, the district's elementary and secondary Discipline Matrix, and an overview of professional learning provided to support staff in responding to student behavior. The presentation will conclude with a brief overview of MSD's overall approach to student safety and security.

These areas are interconnected and support the district's commitment to maintaining safe, supportive, and equitable learning environments, district practices, behavior trends, and professional learning efforts. These topics will be discussed in greater detail during the Board meeting presentation.

Additional Materials: Laws that Impact Our Classrooms
Elementary Discipline Matrix
Secondary Discipline Matrix
Student Wellness, Behavioral Support, and Prevention Initiatives

Recommendation: N/A - For information only.

Suggested Motion: N/A

Laws That Impact Our Classrooms

In response to Board Member questions about laws that our schools must attend to, we have provided a summary of laws that are impacting classrooms. The following chart lists the specific Oregon Revised Statute (ORS), Oregon Administrative Rule (OAR), or Federal law and how schools are required to respond. This list is primarily centered on behaviors and consequences that are a reflection of what our schools are managing. It is organized (for the most part) by ORS (Oregon law), OAR (the rules written to provide clarity about the associated law), and then Federal laws and requirements.

Oregon and Federal Laws and Regulations Impacting K–12 and Discipline

Jurisdiction	Law / Rule #	Title	What it means for behavior / consequences
Oregon (ORS)	ORS 339.240	Rules of student conduct, discipline and rights; duties of state board and district school boards	Requires the State Board to adopt rules setting minimum standards for student conduct/discipline and related rights/procedures; foundation for district discipline codes.
Oregon (ORS)	ORS 339.250	Duty of student to comply with rules; policies on discipline, suspension, expulsion, threats, firearms, physical force; student handbook/code of conduct	Requires districts to maintain and enforce policies (typically in a handbook/code of conduct) addressing discipline, suspension, expulsion, threats, firearms, and physical force.
Oregon (ORS)	ORS 339.250(6)	Student discipline policies (as amended for young students)	Requires districts to consider age and developmental level when imposing discipline. In practice, elementary discipline must be developmentally appropriate and cannot mirror secondary punitive models without consideration of age.
Oregon (ORS)	ORS 339.252	Student with disability remains entitled to FAPE when removed for disciplinary reasons	Ties discipline removals to continued educational services for students with disabilities after certain removal thresholds (e.g., >10 school days).
Oregon (ORS)	ORS 339.256	Prohibition on restricting access to specialized learning areas / certain common areas	Limits punitive exclusion (e.g., restricting access to electives/lunch/common areas) for

Jurisdiction	Law / Rule #	Title	What it means for behavior / consequences
			certain student groups in ways that differ from peers.
Oregon (ORS)	ORS 339.285–339.303 (series)	Restraint and Seclusion statutes (definitions, limits, reporting, training, complaints)	Oregon's core statutory framework: defines, limits, requires documentation/notification, training, and complaint processes for restraint and seclusion. While applicable K-12, it has significant elementary impact because younger students are disproportionately affected. Prohibits use of restraint/seclusion for discipline, punishment, convenience, or retaliation. Must be safety-based only.
Oregon (OAR)	OAR 581-021-0553	Use of Restraint and Seclusion in Public Education Programs	Adds implementation requirements and prohibited techniques. Particularly relevant in elementary behavioral escalations; limits use and requires trained personnel.
Oregon (ORS)	ORS 339.885	Secret societies prohibited; membership grounds for suspension/expulsion	Explicitly authorizes suspension/expulsion for secret-society membership (rarely used, but still a discipline authority).
Oregon (OAR)	OAR 581-021-0060	Discipline Procedures; Prohibition of Corporal Punishment	Requires "fair and reasonable" discipline procedures and **bans corporal punishment** in Oregon public schools.
Oregon (OAR)	OAR 581-021-0065	Suspension	Sets minimum due-process elements for suspensions (notice, charges, chance to present student's view; notice to parents, etc.).
Oregon (OAR)	OAR 581-021-0070	Expulsion	Limits when expulsion may be used (e.g., safety threat, other strategies ineffective; not for truancy) and imposes hearing/waiver requirements. Prohibits expulsion of students in

Jurisdiction	Law / Rule #	Title	What it means for behavior / consequences
			Grade 5 and below **except** in limited circumstances (e.g., serious bodily injury, credible threat to safety). Requires documentation that other strategies were ineffective.
Federal (statute)	20 U.S.C. § 7961	Gun-Free Schools Act	Requires states/districts (as a condition of certain federal funds) to have a law/policy requiring ≥1-year expulsion for bringing/possessing a firearm at school, with case-by-case modification authority. Applies to elementary students as well.
Federal (statute/reg)	IDEA (20 U.S.C. ch. 33) + 34 CFR Part 300 discipline rules	Special education discipline protections	Sets discipline boundaries for students with disabilities: removals, manifestation determinations, IAES placements, and required services during removals (implemented in 34 CFR 300.530 and related sections).
Federal (reg)	ADA Title II regs (28 CFR Part 35)	Disability nondiscrimination by public entities	Requires reasonable modifications and nondiscriminatory access to programs/services—often implicated when discipline excludes a student in ways tied to disability.
Federal (statute/reg)	Section 504 (29 U.S.C. § 794) + 34 CFR Part 104	Disability nondiscrimination (504)	Requires nondiscriminatory discipline and procedural safeguards connected to disability-related placement/services decisions (34 CFR 104.36).
Federal (Section 504)	34 CFR 104.35	Evaluation and placement procedures	Requires evaluation before significant change in placement. For elementary students with suspected disabilities, disciplinary removal may trigger evaluation obligations.
Federal (Title IX)	34 CFR 106.44	Response to sex-based harassment	Applies to elementary students; schools must respond to sex-based harassment in developmentally appropriate ways. Disciplinary

Jurisdiction	Law / Rule #	Title	What it means for behavior / consequences
			procedures must account for age and maturity.
Federal (IDEA)	34 CFR 300.530(g)	Authority of school personnel — special circumstances	Allows removal to an Interim Alternative Educational Setting (IAES) for weapons, drugs, or serious bodily injury—even in elementary grades—but still requires services. Important because it overrides typical grade-level removal limits in narrow cases.
Federal (IDEA)	34 CFR 300.536	Change of placement because of disciplinary removals	Defines cumulative removal thresholds (10 school days). Highly relevant in elementary where repeated short removals may trigger manifestation determination requirements.

Elementary Discipline Continuum

Medford School District seeks to ensure a school climate which is appropriate for learning and assures the safety and welfare of all personnel and students. Interventions and consequences are designed to produce behavioral changes that enable students to develop the self-discipline necessary to remain in school and to function successfully in their educational and social environments. All consequences are handled on a student-by-student basis within the scope of School Board policy.

Behavior Choices	**Staff Handled Infractions**		**Major Office Referrals - Admin/Disciplinarian Handled Infractions**		
	Classroom Management Consequences can include: ● Student conference ● Reteach and practice procedures	**Minor Referral** Consequences can include: ● Parent contact ● Classroom assigned consequence ● Student Success Plan/ Safety Plan ● Buddy Room/Time Out of Class/Reset	**Major Referral and possible Threat Assessment** Consequences can include: ● **Community Service** ● **Loss of privilege/device** ● **In-school suspension** ● **Out-of-school suspension** ● **Student Success Plan/Safety Plan** ● **Restorative practice**		
	Warning/Verbal	Up to teacher supervised detention or in-class consequence	Up to in-school suspension	Up to one day out-of-school suspension	Up to multiple day suspension
Bullying	Naïve impulsive mistreatment of someone more vulnerable	Thoughtless hurtful comments- in person, in writing or cyber/ electronic- behaviors that involves real or perceive imbalance of power	Repeated, planned, cruel, thoughtless hurtful comments- in person, in writing or cyber/ electronic based on an imbalance of power	*See Threat/Intimidation*	
Defiance	Non-compliance with school or classroom rules	Back talking, rude comments or actions, arguing that create a possible safety situation for self or others.	Willful refusal to follow directions, persistent arguing, refusal to leave classroom, direct opposition that could create harm		
Disrespect	Socially rude, Low intensity to adults and/or students	Continued direct opposition/willful disrespect			
Disruptions or Room Clear	Talking out, off task, or interrupting	Continual interruptions, Distracting from learning for others	Willful refusal to follow directions, persistent arguing, refusal to leave classroom, direct opposition that could create harm	*See Threat/Intimidation*	
Dress Code Violation	Change clothes	Repeated becomes minor defiance. *Repeated offense - see Defiance.*			
Forgery/ Plagiarism/ Cheating	Accidental plagiarism, Lying/cheating that does not result in a benefit for self or a loss of time or privileges for others	Plagiarism of assignment /assessment or Repeated cheating			
Gang Affiliation Display	Wearing clothing associated with gang activity, flashing gang signs, student unaware of meaning	Repeatedly wearing clothing associated with gang activity, flashing gang signs, student unaware of meaning	Flashing gang signs, student aware of meaning and using to intimidate others or Gang Contract violations	*See Threat/Intimidation*	

Inappropriate behavior with guest teacher	Non-compliance, rude, talk outs, off task, and/or intentional interrupting	Back talking, rude comments/actions, arguing,continual interruptions, and/or distracting others	Willful refusal to follow directions, persistent arguing, refusal to leave classroom, direct opposition that could create harm		
Inappropriate objects at school	Naïve or not-unsafe object brought to school inadvertently	Inappropriate objects at school (not unsafe)	Unsafe objects at school *(no violation of school board policy)*		
Inappropriate or Abusive Language	Mild inappropriate language aimed at object or indiscriminate	Disrespectful language aimed at classmates/staff. Swearing, abusive language	Repeated disrespectful language aimed at classmates/staff, swearing, abusive and directed language toward a specific person or group		
Physical Contact	Not keeping hands, feet, and objects to self, play fighting	Repeat play fighting, pushing, shoving, kicking	Actions involving serious physical contact but no serious harm (pushing/shoving) or one-sided attempted attack without contact	Physical attack with harm (one sided). Unable to keep away from others. Continued attempts to harm.	
Racial Harassment/ Bias Incident	Naïve use of racist terms.	Derogatory racial- based comment, cyber, electronic comments **	Continued racial harassment and/or threats of violence based upon race**	Race based attacks**	
Sexual Harassment	Naïve sexual comments, boyfriend/girlfriend inappropriate mild comments	Inappropriate comment or gesture	If the alleged conduct meets the definition of sexual harassment under Tiitle IX, AND occurred within an educational program or activity of the Medford School District, AND was against a person in the US, contact the Title IX Coordinator prior to conducting an investigation.		
Skip or Elopement	Leaving class to a known location without prior permission.	Elopement from class, but stays on school grounds.	Repeated elopement from class, but stays on school grounds; Leaves school grounds but returns	Leaves school grounds***	
Technology Violation/ Chromebook	Inappropriate website or uses unacceptable search engine;	Downloads information from an unauthorized website, appropriate or inappropriate content			
Theft	Accidental theft	Imitation of theft (returns item to student) or serious threats of theft	Repeated behavior or minor classroom item		
Unacceptable behavior (other)	Inappropriate use of an object/throwing object, writing on desks.	Unsafe use of an object Throwing objects at others Misuse of supplies /materials	Objects used to threaten others- See *Threats* or *Intimidation*		

**Bias Incident

Note: Contact the Bias Incident Coordinator prior to inquiry.

***Law Enforcement may be called

School Board Policy JG

The use of out-of-school suspension or expulsion for discipline of a student in the fifth grade or below, is limited to:

1. Nonaccidental conduct causing serious physical harm to a student or employee;
2. When a school administrator determines, based on the administrator's observation or upon a report from an employee, the student's conduct poses a direct threat to the health or safety of students or employees; or
3. When the suspension or expulsion is required by law.

Discipline ranges from in-school suspension to expulsion with or without law enforcement involvement, as outlined in School Board Policy

Major Referral Incidents	Level 1/2	Level 3/4	Level 4/5
Consequences	Up to in-school suspension	Up to one day out-of-school suspension	Up to multiple day suspension and/or expulsion
Arson		Intentional possession of matches/lighter, with intent to cause harm towards students or school employees	Intentional possession of matches/lighter, with harm towards students or school employees and/or damage to property due to fire
Battery (Physical Attack/Harm)		Touching or striking of another person against his or her will or intentionally causing bodily harm to an individual.	Touching or striking of another person against his or her will or intentionally causing bodily harm to an individual that results in serious harm
Bomb Threat/False Alarm		Pulling fire alarm falsely	Delivering a message of possible explosive materials, In possession of possible combustibles and or bomb paraphernalia .
Burglary/Breaking & Entering		Attempted unlawful entry into school property with or without taking any items	Unlawful entry into school property with or without taking any items with the intent to commit a crime
Drugs/Alcohol/ Tobacco/Vapor Pens/E-Cigs****	Use/possession of drug/alcohol/controlled substance/tobacco/ vapor pens /e-cigs /paraphernalia	Repeated use/possession of drug/alcohol/controlled substance/tobacco/ vapor pens /e-cigs /paraphernalia	Distribution or intent to distribute drug/alcohol/controlled substance/tobacco/ vapor pens /e-cigs /paraphernalia
Fighting/ Assault/ Aggression****	Mutual participation involving physical violence hitting, kicking, choking, scratching, biting, other types of attacks with minimal harm	Premeditated act of violence involving hitting, kicking, choking, scratching, biting, or other attacks. Continued pursuit of the victim.	Premeditated act of violence involving hitting, kicking, choking, scratching, biting, or other attacks in addition to harassment and/or continued pursuit of the victim.
Threat/Intimidation/ Harassment		Repeated and pervasive harassment and/or threats of violence	Repeated and pervasive harassment and/or threats of death with reasonable belief of acting on the threat.
Trespassing	Remains on school property after being asked to leave (outside of school hours)	Enters school property outside of school hours without authorization	
Vandalism	Purposeful destruction/ disfigurement of school property		
Weapons****	In possession of/transports or uses a knife, firearms or toxic materials with no intent to use them.	In possession of/transports or uses a knife, firearms or toxic materials. OR use of any object in a dangerous way	
Other Offenses	Any significant incident not included in other ODE defined categories that lead to in or out of school suspension. Includes using school property to commit a crime, vandalism or theft resulting in fines, or criminal investigations.		

**** Possible allowability for an interim alternative educational setting for up to 45 days regardless of disability/manifestation.

Secondary Discipline Continuum

Medford School District seeks to ensure a school climate which is appropriate for learning and assures the safety and welfare of all personnel and students. Interventions and consequences are designed to produce behavioral changes that enable students to develop the self-discipline necessary to remain in school and to function successfully in their educational and social environments. All consequences are handled on a student-by-student basis within the scope of School Board policy.

Behavior Choices	**Staff Handled Infractions**		**Major Office Referrals - Admin/Disciplinarian Handled Infractions**		
	Classroom Management Response can include: ● Student conference ● Reteach and practice procedures	**Minor Referral** Response can include: ● Parent contact ● Classroom consequence ● Student Success Plan/ Safety Plan	**Major Referral and possible Threat Assessment** Response can include: ● **Community Service** ● **Loss of privilege/device** ● **In-school suspension** ● **Out-of-school suspension** ● **Student Success Plan/Safety Plan** ● **Restorative practice**		
	Warning/Verbal	Up to teacher supervised detention or in-class consequence	Up to in-school suspension	Up to one day out-of-school suspension	Up to multiple day suspension
Bullying	Naïve mistreatment of someone vulnerable	Thoughtless hurtful comments- in person, in writing or cyber/ electronic- behaviors that involves real or perceive imbalance of power	Repeated cruel, thoughtless hurtful comments- in person, in writing or cyber/ electronic based on an imbalance of power	Repeated cruel, thoughtless hurtful comments- in person, in writing or cyber/electronic based on an imbalance of power with threats of violence***	*See Threat/Intimidation*
Defiance	Non-compliance with school or classroom rules	Back talking, rude comments or actions, arguing, failure to serve detention	Continued refusal to follow directions without unruliness	Persistent arguing, refusal to serve detention, refusal to leave designated space with unruliness	Continued willful refusal to follow directions, persistent arguing, refusal to serve detention, refusal to leave classroom with large-scale unruliness
Disrespect	Socially rude	Low intensity to adults and/or students	Continued direct opposition/willful disrespect	See *Defiance*	
Disruptions	Talking out, off task, or interrupting	Continual interruptions, Distracting from learning for others	Disrupting in exchange class or other detention/buddy room	Disruptive during ISS, Public disruption (i.e. cafeteria) causing potentially dangerous situation	See *Defiance*
Dress Code Violation	Change clothes	Repeated becomes minor defiance	*Repeated offense - see Defiance.*		
Forgery/ Plagiarism/ Cheating	Accidental plagiarism, Lying/cheating that does not result in a benefit for self or a loss of time or privileges for others	Plagiarism of assignment /assessment or Repeated cheating	Forgery - to use with/without owners knowledge or permission Repeated plagiarism or cheating resulting in an advantage for self	Continued and willful cheating or plagiarism	
Gang Affiliation Display	Wearing clothing associated with gang activity, flashing gang signs, student unaware of meaning	Repeatedly wearing clothing associated with gang activity, flashing gang signs, student unaware of meaning	Flashing gang signs, student aware of meaning and using to intimidate others	Gang Contract violations AND using gang clothing, signs, pictures to intimidate others*** *See Threat*	

Inappropriate behavior with guest teacher	Non-compliance, rude, talk outs, off task, and/or intentional interrupting	Back talking, rude comments/actions, arguing,continual interruptions, and/or distracting others	See *Defiance or Disrespect*		
Inappropriate Display of Affection	Inappropriate hugging	Repeated inappropriate hugging and/or kissing	Persistent kissing or hugging after multiple redirects	Persistent kissing, grabbing private areas, both parties consenting	Obscene, consenting behavior, sexual in nature
Inappropriate objects at school	Naïve or not-unsafe object brought to school inadvertently	Inappropriate objects at school (not unsafe)	Unsafe objects at school *(no violation of school board policy)*	Repeated bringing of unsafe objects at school *(no violation of school board policy)*	
Inappropriate or Abusive Language	Mild inappropriate language aimed at object or indiscriminate	Disrespectful language aimed at classmate/staff	Swearing, abusive language,	Repeated abusive language	
Physical Contact	Not keeping hands, feet, and objects to self, play fighting	Repeat play fighting, pushing, shoving, kicking	Actions involving serious physical contact but no harm (pushing/shoving) or one-sided attempted attack without contact	Physical attack with minimal harm (one sided)	See *Fighting*
Racial Harassment/ Bias Incident	Naïve use of racist terms.		Derogatory racial- based comment, cyber, electronic comments **	Continued racial harassment and/or threats of violence based upon race**	Race based attacks**
Sexual Harassment	Naïve sexual comments, boyfriend/girlfriend inappropriate mild comments	Inappropriate comment or gesture	If the alleged conduct meets the definition of sexual harassment under Tiitle IX, AND occurred within an educational program or activity of the Medford School District, AND was against a person in the US, contact the Title IX Coordinator prior to conducting an investigation.		
Skip	Dawdles on the way back from other school wide areas when they have a pass.	Returns late from break or repeatedly late to class	Leave without a pass, skips class; unauthorized off-campus activity/lunch		
Technology Violation	Goes to inappropriate website or uses unacceptable search engine; uncharged device	Downloads information from an unauthorized website, no inappropriate content	Downloads inappropriate content		
Theft	Accidental theft	Imitation of theft (returns item to student) or serious threats of theft	Repeated behavior or minor classroom item	Theft (or accomplice to) of an object from classmates or staff	Criminally defined theft or repeated thefts
Unacceptable behavior (other)	Inappropriate use of an object/throwing object Non-compliance, rude, talk outs, off task, and/or intentional interrupting	Unsafe use of an object Throwing objects at others Misuse of supplies /materials	Objects used to threaten others Driving in off-limits areas Misuse of bathroom		

**Bias Incident

Note: Contact the Bias Incident Coordinator prior to inquiry.

***Law Enforcement may be called

Discipline ranges from in-school suspension to expulsion with or without law enforcement involvement, as outlined in School Board Policy (ODE reporting)

Major Referral Incidents	**Level 1/2**	**Level 3/4**	**Level 4/5**
Consequences	Up to in-school suspension	Up to one day out-of-school suspension	Up to multiple day suspension and/or expulsion
Arson		intentional possession of matches/lighter, with intent to cause harm towards students or school employees	intentional possession of matches/lighter, with harm towards students or school employees and/or damage to property due to fire
Battery (Physical Attack/Harm)		Touching or striking of another person against his or her will or intentionally causing bodily harm to an individual.	Touching or striking of another person against his or her will or intentionally causing bodily harm to an individual that results in serious harm
Bomb Threat/False Alarm		Pulling fire alarm falsely	Delivering a message of possible explosive materials, In possession of possible combustibles and or bomb paraphernalia .
Burglary/Breaking & Entering		Attempted unlawful entry into school property with or without taking any items	Unlawful entry into school property with or without taking any items with the intent to commit a crime
Drugs/Alcohol/ Tobacco/Vapor Pens/E-Cigs****	Use/possession of tobacco/ vapor pens /e-cigs /paraphernalia *Alcohol/Drug abatement program may be completed in lieu of suspension screener and support may be offered in conjunction*	Use/possession of drug/alcohol/controlled substance/tobacco/ vapor pens /e-cigs /paraphernalia and/or failure to complete alcohol/drug abatement program school and community resources will be made available as part of a success plan	Distribution or intent to distribute (possibly based on quantity) and in possession of drug/alcohol/controlled substance/tobacco/ vapor pens /e-cigs /paraphernalia Under the influence of controlled substance
Fighting/ Assault/ Aggression****	Mutual participation involving physical violence hitting, kicking, choking, scratching, biting, other types of attacks that causes harm		Premeditated act of violence involving hitting, kicking, choking, scratching, biting, or other attacks or causes significant harm and/or disruption to the school environment
Threat/Intimidation/ Harassment	Repeated and pervasive harassment and/or threats of violence		Repeated and pervasive harassment and/or threats of death
Trespassing	Remains on school property after being asked to leave (outside of school hours)	Enters school property outside of school hours without authorization***	Repeated trespassing violations***

Vandalism	Purposeful minor destruction/ disfigurement of school property	Purposeful major destruction/ disfigurement of school property	Purposeful severe destruction/disfigurement of property; resulting in substantial cost to replace/repair
Weapons****			In possession of/transports or uses a knife, firearms or toxic materials. OR use of any object in a dangerous way
Other Offenses	Any significant incident not included in other ODE defined categories that lead to in or out of school suspension. Includes using school property to commit a crime.		

**** Possible allowability for an interim alternative educational setting for up to 45 days regardless of disability/manifestation.

Student Wellness, Behavioral Support, and Prevention Initiatives

Professional Learning and Student Support

This year, the Student Wellness Department, in collaboration with the Special Education Department, has developed targeted professional learning opportunities for Social-Emotional Advocates. Training focuses on four key areas: understanding the root causes and functions of behavior, implementing interventions and strategies aligned to those functions, applying practical strategies to support diverse learners, and collaborative problem-solving.

The Student Wellness Department also continues to serve as a resource for school-based student services teams, providing support during student mental health and behavioral crises and assisting families with referrals to community health providers.

Bullying Prevention and Reporting

Throughout the past month, elementary schools have focused on teaching students the skills necessary to recognize, prevent, and respond to bullying. Using the CharacterStrong social-emotional learning curriculum, schools are reinforcing the importance of being an "upstander"—someone who speaks up and supports peers who may be experiencing bullying. Students and families are encouraged to report concerns about bullying to teachers or school administrators.

To strengthen the district's ability to monitor and respond to bullying incidents, a new documentation protocol has been implemented. Because Oregon Department of Education (ODE) discipline codes categorize incidents under harassment, threat/intimidation, or physical aggression rather than a distinct bullying category, administrators will now include the phrase "ongoing bullying" in applicable discipline incident records within Synergy. This change will allow for more accurate tracking and reporting of bullying incidents moving forward. Previous years' data relied on interpretations of incident descriptions within existing ODE discipline categories and may not fully reflect the number of bullying incidents.

Crisis Prevention and De-Escalation Training

The Student Wellness Department has coordinated seven Crisis Prevention Institute (CPI) training opportunities for the school year, with 234 staff members currently certified. MSD has seven certified CPI trainers, and staff certifications remain valid for two years.

To strengthen onboarding and preparedness, newly hired Special Education staff are now required to complete the online portion of CPI training before beginning classroom assignments.

Additionally, the Special Education Department has introduced **Ukeru**, a trauma-informed, restraint-free crisis response approach, within the district's self-contained programs. This training equips staff with strategies to prevent escalation, respond safely to physically aggressive behaviors, and preserve student dignity and positive relationships with adults.

Alternatives to Suspension: Substance Use Intervention and Support

An Alternative to Suspension program has been fully implemented across all secondary schools, building on work initiated during the latter part of last school year. The program provides a supportive, intervention-focused response for students involved in substance use incidents.

Through a partnership coordinated by the Student Wellness Department and Crisis Prevention Manager Jill Jeter, eligible students found in possession of substances are offered a substance use assessment and on-site counseling through Continuum, provided by a certified alcohol and drug counselor, as an alternative to out-of-school suspension.

This program is provided at no cost to the Medford School District through a partnership supported by the City of Medford's opioid settlement funding. The approach prioritizes early intervention, access to treatment resources, and opportunities for students to remain engaged in their education while addressing substance use concerns.

EXECUTIVE SUMMARY

Meeting Date:	November 19, 2026
Agenda Item:	District Priority: Preserve Financial Sustainability - Financial Update
Item Type:	Report
Administrator:	Jeanne Grazioli/ Kati Falger
Objective:	Provide a Financial Update Report on the District

Background:

At this meeting, staff will provide an update on the planning and preparatory work underway to inform the next phase of scenario development.

The October Financial Report is also included in the Board packet for your review.

Additional Materials: October Financial Report

Recommendation: N/A

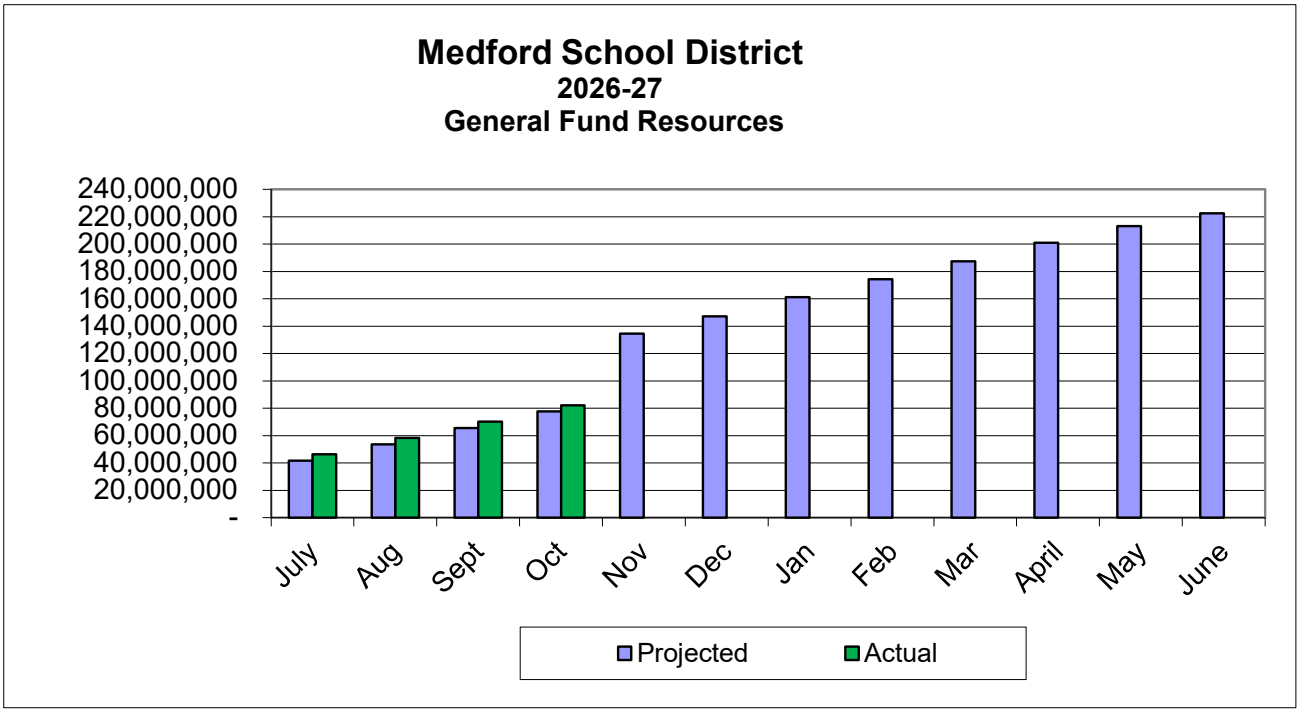
Suggested Motion: N/A

Medford School District 549C
General Fund
Statement of Resources
10/31/2026

	Budget FY 2026-27	Year-to-Date Projected *	Year-to-Date Actual 10/31/2026	Year-to-Date Over/(under) Projection
Resources				
Local Sources	$ 56,550,467	$ 1,529,633	$ 1,314,784	(214,849)
Intermediate Sources	$ 3,650,000	9,500	13,195	3,695
State Sources	$ 141,366,756	57,750,000	57,748,896	(1,104)
Federal Sources	$ 130,000	29,809	91,292	61,483
Transfers In	$ 550,000	-	-	0
Total Revenue & Transfers In	$ 202,247,223	59,318,942	59,168,167	(150,775)
Other Income GASB 87 & 96	$ 1,900,000	-	-	0
Beginning Balance	$ 18,300,686	18,300,686	20,971,804	2,671,118
Total Resources	$ 222,447,909	$ 77,619,628	$ 80,139,971	2,520,343

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

Revenue is essentially on budget down $.015 million or 0.25%. Unaudited beginning fund balance is favorable $2.67 million primarily to favorable spending in the prior year. Budgeted beginning fund balance will be adjusted in the mid-year budget amendment.

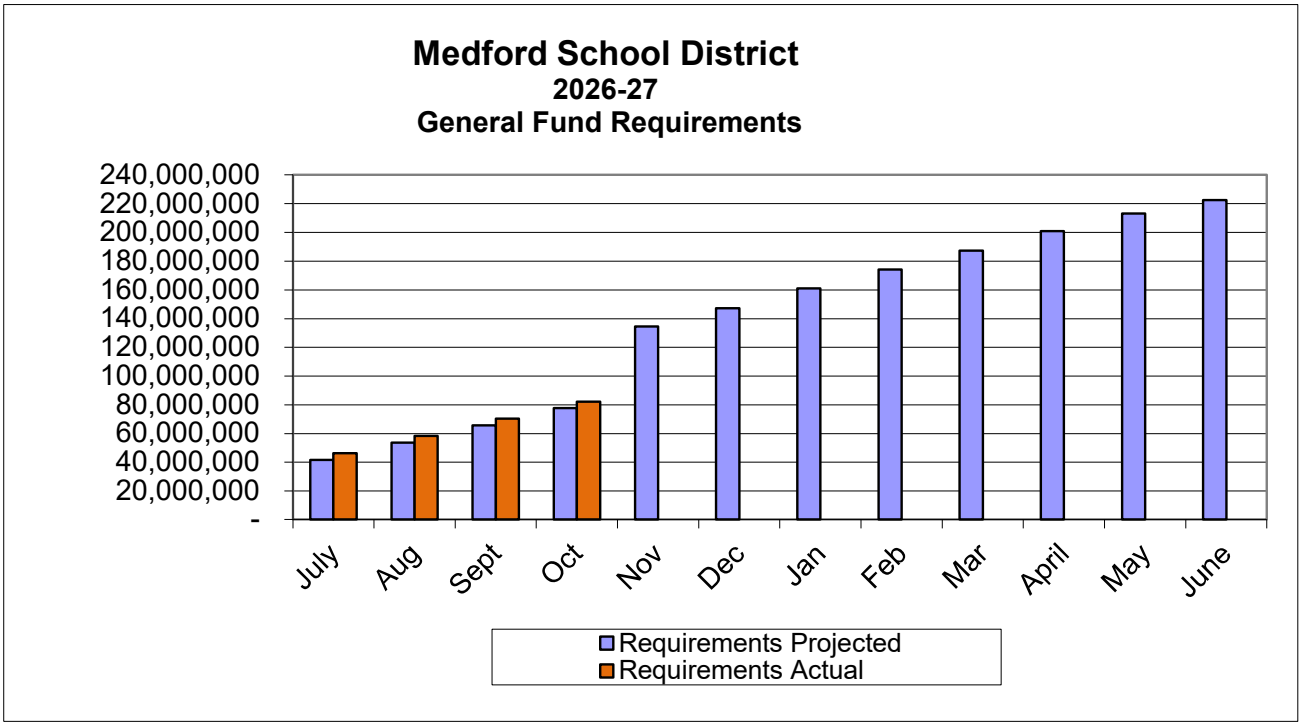


Medford School District 549C
General Fund
Statement of Requirements/Reserves
10/31/2026

	Budget FY 2026-27	Year-to-Date Projected *	Year-to-Date Actual 10/31/2026	Over/(under) Projection
Requirements				
Salaries	$ 87,223,194	$ 18,234,856	$ 17,915,677	(319,179)
Associated Payroll Costs	$ 53,237,841	$ 10,372,161	10,150,837	(221,324)
Purchased Services	$ 44,935,489	$ 15,100,000	15,072,790	(27,210)
Supplies & Materials	$ 7,770,141	$ 3,727,995	3,742,085	14,089
Capital Outlay/GASB 87 & 96	$ 365,000	$ 99,103	17,103.63	(81,999)
Dues & Fees & NPV GASB 87 and 96	$ 2,277,557	$ 2,035,000	2,054,306	19,306
Transfers Out	$ 8,488,000	$ -	-	0
Total Expenditures	$ 204,297,222	$ 49,569,114	48,952,798	(616,316)
Other Expense GASB 87 & 96	$ 1,900,000	$ -	-	0
Contingency/Reserves	$ 16,250,687	$ 38,302,816	31,187,173	(7,115,643)
Total Requirements/Reserves	$ 222,447,909	$ 87,871,931	$ 80,139,971	$ (7,731,960)

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

Expenses are slightly under budget at $0.62 million or 0.30% favorable due in part to the timing of ongoing labor negotiations resulting in MEA COLA for 2026-27 not yet being agreed to or paid yet. Contingency is favorable due primarily to beginning fund balance being favorable and that will be adjusted in a future mid-year budget amendment after the audit and annual staffing reconciliation is completed.



Medford School District 549C
General Fund Statement of Resources and Requirements
10/31/2026

	Full Year Budget 2026-27	FYTD Actual @ 10/31/2026	% of 26 Budget	Prior Year FYTD Actual @ 10/31/2025	*% of '25 Actual*
Resources by Source					
State School Fund Formula					
State School Fund	$ 139,374,923	$ 57,745,476	41.4%	$ 56,348,102	44.1%
Property Taxes, Penalties & Interest	51,956,001	401,618	0.8%	409,001	0.9%
Common School Fund	1,961,833	-	0.0%	-	0.0%
Federal Forest Fees	100,000	-	0.0%	-	0.0%
Other State Grants	-	1,800	-	-	0.0%
					-
Intermediate -					-
SOESD/COUNTY	3,650,000	13,195	0.4%	15,031	0.4%
					-
Interest on Investments	2,200,966	658,446	29.9%	692,515	22.9%
Juvenile Detention	-	-	2.7%	-	0.0%
Fees Charged to Grants	1,140,000	31,039	2.7%	43,423	3.5%
Rentals	100,000	19,350	19.3%	14,401	37.0%
Teen Parent Funding	30,000	1,620	5.4%	867	4.2%
Transfers In	550,000	-	0.0%	-	0.0%
Other Federal Funding	30,000	91,292	304.3%	234,190	277.3%
Miscellaneous	1,153,500	204,331	17.7%	380,346	32.2%
					-
Subtotal Revenue	**$ 202,247,223**	**$ 59,168,167**	29.3%	**$ 58,137,876**	30.9%
Other Income GASB 87/96	1,900,000	-		-	
Beginning Fund Balance	**18,300,686**	**20,971,804**		**23,058,686**	108.4%
					-
Total Resources	**$ 222,447,909**	**$ 80,139,971**	36.0%	**$ 81,196,562**	38.5%
	-				
.					
Uses by Object					
Wages	$ 87,223,194	$ 17,915,677	20.5%	$ 17,322,478	22.2%
Associated Payroll Costs	$ 53,237,841	10,150,837	19.1%	9,896,364	21.3%
Purchased Services	$ 44,935,489	15,072,790	33.5%	15,193,501	36.7%
Supplies & Materials	$ 7,770,141	3,742,085	48.2%	3,904,548	80.1%
Capital Outlay Including GASB 87/96 NPV	$ 365,000	17,104	4.7%	30,006	8.1%
Other Objects	$ 2,277,557	2,054,306	90.2%	1,842,551	52.8%
Transfers Out	$ 8,488,000	-	0.0%	607,700	5.3%
Subtotal Expenditures	**$ 204,297,222**	**$ 48,952,798**	24.0%	**$ 48,797,148**	26.0%
Other Financing Uses	$ 1,900,000	-		-	
Contingency & Unappropriated Fund Balance	$ 16,250,687	31,187,173		32,399,415	140.5%
Total Uses	**$ 222,447,909**	**$ 80,139,971**	36.0%	**$ 81,196,562**	38.5%
Beginning Fund Balance	**$ 18,300,686**	**20,971,804**		**23,058,686**	108.4%
Plus Total Revenue/Other Income	$ 204,147,223	$ 59,168,167		$ 58,137,876	30.6%
Less Total Expenditures ex. Contingencies	$ 206,197,222	48,952,798		48,797,148	26.0%
Ending Fund Balance Ex. Contingency	**$ 16,250,687**	**$ 31,187,173**		**$ 32,399,415**	
Net Change in Fund Balance	**$ (2,049,999)**	**$ 10,215,369**		**$ 9,340,729**	

Medford School District 549C
General Fund Resources by Object
10/31/2026

Acct	Description	Amended Budget 2026-27	Month Actual	YTD Actual	*YTD % of Budget*
1111	Current Yr. Taxes	51,067,281	60,858	$ 238,006	*0.5%*
1112	Prior Yr. Taxes	848,720	52,220	162,775	*19.2%*
1114	Payments in lieu of Property Tax	-	-	-	-
1190	Interest & Penalties on taxes	40,000	-	837	*2.1%*
1312	Tuition	-	-	-	-
1510	Interest on Investments	2,200,966	169,823	658,446	*29.9%*
1800	Pre-School	65,000	8,700	17,389	*26.8%*
1900	Other Local Revenue	70,000	-		
1910	Rentals	100,000	4,275	19,350	*19.3%*
1920	Local Donations	-	-	24	-
1943	Services To Other Districts	40,000	317	317	*0.8%*
1960	Recovery of Expenditures	5,000	-	79	*1.6%*
1970	Services to Other Funds	50,000	12,092	26,331	*52.7%*
1980	Fees Charged to Grants	1,140,000	31,039	31,039	*2.7%*
1990	Miscellaneous revenue	150,000	(3,125)	13,928	*9.3%*
1991	Payroll reimbursement	35,000	400	4,988	*14.3%*
1992	Field Trip reimbursement	15,000	2,354	4,836	*32.2%*
1994	P-Card Rebate	75,000	-	-	*0.0%*
1995	Music Inst. Rental	12,500	-	13,900	*111.2%*
1997	Self Pay Health reimb.	533,000	2,400	122,539	*23.0%*
1999	E-Rate	103,000	29,305	-	*0.0%*
	Subtotal Local Revenue	**56,550,467**	**$ 370,658**	**$ 1,314,784**	***2.3%***
2102	SOESD	3,650,000	$ -	$ -	*0.0%*
2199	Other Intermediate Revenue	-	13,195	13,194.64	-
	Subtotal Intermediate Revenue	**3,650,000**	**$ 13,195**	**$ 13,195**	***0.4%***
3101	State School Fund	139,374,923	$ 11,546,323	$ 57,745,476	*41.4%*
3103	Common School Fund	1,961,833	-	-	*0.0%*
3199	State Grants	-	-	-	-
3294	JUV Detention	-	-	-	-
3296	Teen Parent	30,000	1,620	1,620	*5.4%*
3299	Other Grants		1,800	1,800	-
	Subtotal State Revenue	**141,366,756**	**$ 11,549,743**	**$ 57,748,896**	***40.9%***
4202	Medicaid Billing		-	$ 84,982	
4500	Federal Revenue	-	-	4,052	
4508	Foster Care Transportation		-	-	
4512	Child Care Block Grant	30,000	2,259	2,259	*7.5%*
4801	Federal Forest Fees	100,000	-	-	*0.0%*
	Subtotal Federal Revenue	**130,000**	**$ 2,259**	**$ 91,292**	***70.2%***
5201	Transfers In	550,000	$ -	$ -	*0.0%*
	Total Transfers/Other	**550,000**	**$ -**	**$ -**	***0.0%***
	Total Revenue	**202,247,223**	**$ 11,935,854**	**$ 59,168,167**	***29.3%***
	Other Income/Expense GASB 87/96	1,900,000		$ -	*0.0%*
5401	Beginning Fund Balance	18,300,686	20,971,804	20,971,804	*114.6%*
	Total Resources	**222,447,909**	**$ 32,907,658**	**$ 80,139,971**	*36.0%*

Medford School District 549C
Expenses By Object
October 31, 2026

Obj	Description	Budget 2026-27	Month Actual	YTD Actual	YTD Exp % of Budget
111	Certified salaries	$ 47,983,386	$ 3,942,065	$ 7,916,839	16.5%
112	Classified salaries	25,526,262	2,223,513	6,107,140	23.9%
113	Admin salaries	7,311,707	623,576	2,093,151	28.6%
114	Classified Managers	1,506,628	115,780	443,408	29.4%
116	Early Retirement	638,800	-	98,000	15.3%
121	Certified subs	23,690	-	-	0.0%
122	Classified subs	150,475	11,186	43,891	29.2%
123	Temp - Certified	630,186	16,736	190,957	30.3%
124	Temp - Classified	479,584	599	176,845	36.9%
130	Additional Salary	50,000	9,478	23,717	47.4%
140	Overtime - Classified	432,875	47,956	152,317	35.2%
141	X-Comp	1,782,140	204,938	439,797	24.7%
142	Home Instruction	157,861	5,073	6,736	4.3%
144	Insurance Opt Out	549,600	57,605	222,879	40.6%
	Total Salaries	**$ 87,223,194**	**$ 7,258,505**	**$ 17,915,677**	**20.5%**
210	PERS	26,199,126	2,161,236	5,145,913	19.6%
220	Social Security	5,544,381	445,214	1,073,657	19.4%
221	Medicare	1,299,107	104,449	242,050	18.6%
231	Worker's Comp	417,491	40,012	83,013	19.9%
232	Unemployment Insurance	898,305	29,412	66,242	7.4%
234	Oregon Paid Leave	337,211	29,319	58,479	17.3%
241	Health Insurance	15,693,988	1,092,866	2,810,334	17.9%
242	Life Insurance	119,981	2,253	(1,577)	-1.3%
243	403b ER Contribution	1,208,899	58,757	139,213	11.5%
244	Long Term Disability	119,233	13,298	29,277	24.6%
245	FSA Match/HSA Match	677,671	352,335	355,548	52.5%
246	403B Match	216,140	7,503	23,957	11.1%
270	Retiree Medical	506,308	30,516	124,731	24.6%
	Total Benefits	**$ 53,237,841**	**$ 4,367,171**	**$ 10,150,837**	**19.1%**
312	Program Improvement	-	-	-	
313	Student Services	2,000	-	850	42.5%
315	Management Service	70,000	-	9,033	12.9%
318	Professional Growth	264,050	43,688	87,757	33.2%
319	Prof/Tech Service - Instr.	2,376,878	155,484	283,956	11.9%
321	Cleaning Service	1,800	-	1,810	100.6%
322	Repair and Maintenance	2,641,300	299,915	1,001,350	37.9%
324	Rental	667,700	111,953	207,473	31.1%
325	Electricity	2,163,000	166,453	522,489	24.2%
326	Natural Gas/Heating Fuel	490,350	10,400	18,894	3.9%
327	Water/Sewer	859,280	99,608	246,381	28.7%
328	Garbage	325,686	25,538	56,472	17.3%
329	Other Property Service	35,000	612	21,296	60.8%
331	Pupil Transportation	7,284,162	1,726,638	1,783,742	24.5%
332	Pupil Trans - Other	89,850	10,118	10,566	11.8%
341	Travel - In District	30,618	4,086	5,263	17.2%
342	Travel - Out of District	161,747	19,952	42,717	26.4%
344	Training - In District	20,000	-	-	0.0%
351	Telephone	360,000	81,768	165,606	46.0%
353	Postage	41,100	234	40,755	99.2%
354	Advertising	58,000	-	3,733	6.4%
355	Printing	55,000	-	-	0.0%
360	Charter School	21,851,434	1,816,486	9,080,686	41.6%
371	Tuition Payments	53,000	170	710	1.3%
381	Audit	60,000	28,000	28,000	46.7%
382	Legal	145,000	10,233	28,675	19.8%
383	Arch/Eng. Services	60,000	-	13,975	23.3%
384	Negotiations	45,000	5,944	11,174	24.8%
388	Elections	30,000	-	-	0.0%
389	Prof/Tech Service	1,532,450	74,797	723,846	47.2%
391	Licensed Substitutes	2,382,473	276,083	430,149	18.1%
392	Classified Substitutes	778,611	167,138	245,430	31.5%
	Total Purchased Services	**$ 44,935,489**	**$ 5,135,301**	**$ 15,072,790**	**33.5%**

Medford School District 549C
Expenses By Object
October 31, 2026

Obj	Description	Budget 2026-27	Month Actual	YTD Actual	YTD Exp % of Budget
410	Supplies/Materials	2,587,481	205,962	619,698	23.9%
412	Student Rewards	-	-	289	
420	Textbooks	249,500	14,618	112,170	45.0%
430	Library Books	145,200	198	198	0.1%
440	Periodicals	5,907	-	71	1.2%
450	Food	-	6,488	37,908	
451	Travel Meals	-	2,140	3,889	
460	Non-Consumable	790,681	119,837	294,360	37.2%
470	Computer Software	3,010,185	96,379	2,257,871	75.0%
471	Accelerated Reader Software	2,165	-	-	0.0%
480	Hardware less than 5K	979,022	144,596	415,629	42.5%
	Total Supplies and Materials	**$ 7,770,141**	**$ 590,218**	**$ 3,742,085**	**48.2%**
520	Building Acquisition/Improvement	-	-	-	
530	Site Improvement	-	-	-	
541	Equipment over 5K	200,000	4,504	4,504	2.3%
542	Replacement Equipment	165,000	-	12,600	7.6%
550	Technology over 5K		-	-	
555	SBITA (GASB 96)	1,300,000	-	-	0.0%
556	Lease (GASB 87)	600,000	-	-	0.0%
	Total Capital Outlay	**$ 2,265,000**	**$ 4,504**	**$ 17,104**	**0.8%**
613	Redemption of Principal GASB 87/96	-	-	-	
614	Interest GASB 87/96	-	-	-	
640	Dues/Fees/Memberships	330,417	48,969	154,276	46.7%
651	Liability Insurance	911,343	-	890,175	97.7%
653	Property Insurance	1,010,797	-	1,009,855	99.9%
655	Judgements and Settlements	25,000	-	-	0.0%
690	Indirect Charges	-	-	-	
	Total Other Objects	**$ 2,277,557**	**$ 48,969**	**$ 2,054,306**	**90.2%**
790	Interfund Transfers	8,488,000	-	-	0.0%
	Total Transfers	**$ 8,488,000**	**$ -**	**$ -**	**0.0%**
	Subtotal Expenditures and Transfers	**$ 206,197,222**	**$ 17,404,668**	**$ 48,952,798**	23.7%
810	Contingency & Unappropriated Fund Balance	16,250,687	(5,468,814)	31,187,173	**191.9%**
	Total General Fund Requirements/Reserves	**$ 222,447,909**	**$ 11,935,854**	**$ 80,139,971**	**36.0%**
SPECIAL REVENUE FUND		72,019,400	4,889,339	12,435,208	17.3%
DEBT SERVICE FUND		19,782,469	-	750	0.0%
CAPITAL PROJECTS FUND		581,317	-	-	0.0%
TRUST FUND		714,222	-	109,790	15.4%
TOTAL USES EXCLUDING STUDENT BODY FUND		**$ 315,545,317**	**$ 16,825,193**	**$ 92,685,718**	**29.4%**

EXECUTIVE SUMMARY

Meeting Date:	November 19, 2026
Agenda Item:	Process for Student Representatives to the Board
Item Type:	Discussion
Administrator:	Jeanne Grazioli / Marisa Poling
Objective:	Discuss a process for adding student representatives to the Board

Background: The Board has expressed interest in establishing student representation on the Board. At this meeting, the Board will review Policies BCBA and JFB, which outline the current guidelines for appointing student representatives and define their roles and participation in Board meetings.

The Board will discuss options for implementing a student representative process, including following the existing policies or developing an alternative approach. Potential considerations may include an application and interview process, selection by the Board, representation from each high school, and expectations and responsibilities of student representatives.

Additional Materials: Policies BCBA & JFB - Student Representatives to the Board

Recommendation: Review the policies and discuss options and next steps.

Suggested Motion: N/A

Medford School District 549C

Code: BCBA
Adopted: 9/26/16
Revised/Readopted: 3/11/19
Orig. Code(s): BCCC

Student Representatives to the Board of Education

The Board provides for an ongoing method of communication with the students of Medford schools by inviting student representatives to attend regular meetings with the Board.

Student representatives shall be invited to attend the Board meetings.

Students will be invited to participate in discussions with the Board when appropriate and shall not be voting members.

The student representatives shall not participate in executive sessions of the Board.

END OF POLICY

Legal Reference(s):

ORS 332.107

Medford School District 549C

Code: JFB
Adopted: 1/21/92
Revised/Readopted: 9/19/19
Orig. Code: JFB

Student Representatives to the Board

The Board recognizes the value of listening to student voices. Students may be invited to report and participate in Board work sessions. The students will not have voting privileges.

The Board provides for an on-going method of communication with the students of Medford Schools by establishing student representatives to the Board.

There shall be one high school student representative to the Board from each high school. Student representatives shall be appointed by the building principals or designee.

The student representatives shall receive notice of meetings, the agenda, and the appropriate non-confidential agenda materials; be provided chairs and name plates at the Board table; and shall have the same privileges of discussion as apply to members of the Board. The student representatives shall not be voting members of the Board.

The student representatives shall not participate in executive sessions of the Board. Exceptions to this rule may be granted by the Board Chair.

END OF POLICY

Legal Reference(s):

ORS 332.107

EXECUTIVE SUMMARY

Meeting Date:	November 19, 2026
Agenda Item:	Oregon School Boards Association (OSBA) Convention Share-out & Legislative Priorities
Item Type:	Information & Discussion
Presenters:	Board Directors & Jeanne Grazioli
Objective:	Share information learned at the OSBA Convention and discuss Legislative Priorities

Background: Board Directors and Superintendent Grazioli recently attended the annual Oregon School Boards Association (OSBA) Convention in Portland. At this meeting, they will share highlights from the sessions attended. The Board will also discuss and provide input on prioritizing legislative issues related to state school funding for state representatives to focus on during the upcoming legislative session. Attached are draft priorities for consideration and discussion.

Additional Materials: Example Draft Legislative Priorities

Recommendation: None

Suggested Motion: N/A; For discussion only

2027 Legislative Priorities

SAMPLE DRAFT ONLY For School Board Review and Discussion

The 2027 Legislative Session comes at a pivotal time for Medford School District (MSD) as we navigate increasing student needs, declining enrollment, rising operational costs, aging school infrastructure, and significant budget challenges.

The Medford School Board is committed to partnering with legislators, education stakeholders, and community members to advance policies that strengthen public education, provide sustainable and equitable funding, expand educational opportunities, and improve outcomes for all students.

Priority 1 | Modernize Oregon's K–12 Funding System

The Issue

Oregon's K–12 funding system was largely established more than three decades ago and has not kept pace with evolving student and community needs. The methods for determining educational adequacy and distributing resources are increasingly disconnected from actual costs. Meaningful modernization requires comprehensive reform rather than isolated adjustments to formula components.

Impact on Medford School District

Poverty funding: The state's method for identifying students experiencing poverty may not accurately reflect local needs. In the 2026 recalculation, the estimated poverty count for MSD declined from 13.0% to 12.7%, resulting in an estimated midyear revenue reduction of $0.40 million. The District believes both of these estimates do not reflect the actual poverty being experienced in our district.

Special education: Oregon's 11% special education funding cap dates to 1991. Approximately 15–16% of students statewide qualify for special education, compared with nearly 18% in MSD. More students require intensive services, particularly at younger ages, while High-Cost Disability reimbursement is approximately 20% of eligible costs.

$7.75M	**Special education funding gap — current school year** MSD's estimated gap reflects the mismatch between service needs and state funding.

Proposed Legislative Action

Establish a statewide School Funding Modernization Commission with broad stakeholder representation, defined timelines, and clear recommendations. Its work should:

- Update the state's methodology for determining educational adequacy.
- Modernize the State School Fund formula, including poverty measures and weights.
- Address the longstanding 11% special education funding cap.
- Improve High-Cost Disability reimbursement and funding for essential student supports.
- Strengthen transparency, equity, predictability, and long-term sustainability.

Priority 2 | Protect and Strengthen K–12 Funding

The Issue

School districts face increasing student needs, expanding expectations, and rising costs. The Governor's preliminary 2027–29 Current Service Level (CSL) calculation of $12.55 billion includes a $1.19 billion increase, yet remains below the approximately $2.5 billion increase cited in the district's draft from the Quality Education Commission (QEC). The draft also cites nearly $5 billion in additional investment to meet state academic targets, bringing total K–12 needs above $16 billion. [1]

Approximately 85% of State School Fund expenditures support staffing. Compensation, healthcare, and PERS costs continue to increase the cost of maintaining services. [1, 2]

Federal changes affecting Medicaid and SNAP add pressure on families and community partners. The Board supports early literacy, instructional time, and K–5 summer learning priorities, but these initiatives require funding beyond the cost of maintaining existing services. [1, 2]

Impact on Medford School District

MSD anticipates expenditure growth of approximately [insert amount] in 2027–28 simply to maintain existing services. CSL is calculated for the biennium and does not represent the cost of expanded opportunities or new academic expectations. Even with full CSL funding, MSD anticipates continued efficiencies and difficult budget decisions. Funding below CSL would require deeper reductions to staffing, programs, and student services.

MSD must also protect investments in literacy, attendance, career and technical education, and other initiatives aligned with state improvement goals.

Proposed Legislative Action

- Fully fund 2027–29 CSL as a minimum threshold for maintaining existing programs and services.
- Provide sustainable funding beyond CSL for new academic accountability expectations.
- Use the Education Stability Fund to protect schools during economic uncertainty.
- Preserve Corporate Activity Tax revenue for Student Success Act and other dedicated pre-K–12 purposes.

Priority 3 | Address Rising Costs, Unfunded Mandates, and Critical Facility Needs

The Issue

Aging facilities, retirement contributions, unemployment insurance, healthcare expenses, and other obligations create significant costs beyond districts' direct control. Necessary structural repairs can be especially difficult to absorb within operating budgets. These expenses reduce resources available for instruction and student support.

Impact on Medford School District

Aging school infrastructure: Repairs to glued-laminated timber (glulam) structural beams, many installed in the 1950s and 1960s, are necessary to maintain insurance coverage and ensure safe, operational facilities. Similar repair needs may emerge across Oregon districts.

$10M	**Estimated one time critical structural repair costs** Beam repairs required to maintain insurance coverage

Unemployment insurance: Changes to eligibility during school breaks have created a substantial additional obligation within the district's operating budget.

$1.25M+	**Additional annual unemployment insurance costs** MSD's estimated yearly expense associated with expanded benefits during school breaks.

Proposed Legislative Action

- Establish dedicated state funding or matching grants for critical structural repairs and aging infrastructure needed to keep schools safe and insurable.
- Conduct a statewide assessment of aging school infrastructure, including glulam structural beams.
- Provide relief or dedicated funding for increased unemployment insurance costs during school breaks.
- Require a comprehensive fiscal impact assessment of all proposed state mandates affecting school districts and provide sufficient, ongoing state funding to cover implementation and operational costs.
- Explore long-term solutions to reduce volatility from state-mandated employment and benefit costs.

Priority 4 | Strengthen Oversight and Accountability for Virtual Charter Schools

The Issue

Statewide virtual charter enrollment has grown substantially, with over 27,000 students enrolled. Oregon's decentralized authorization structure raises questions about consistency in academic expectations, oversight, financial transparency, and accountability. Some programs reportedly offer educational allowances exceeding $3,000 per student.

Impact on Medford School District

More than 3% of students residing within MSD boundaries attend virtual charter schools, contributing to declining enrollment and revenue. These declines do not result in proportional reductions in district operating costs.

MSD educators have reported academic gaps among some students returning from virtual programs. These observations support the need for consistent reporting and oversight, rather than assumptions about every virtual program.

Proposed Legislative Action

- Establish consistent statewide academic performance and accountability expectations.
- Strengthen oversight of authorization, operations, and student outcomes.
- Require transparent reporting of achievement, attendance, enrollment, and expenditures.
- Review family incentives and educational allowances for appropriate stewardship of public funds.
- Evaluate whether virtual charter funding reflects actual instructional and operational costs.
- Examine whether funding allocations reflect the different costs of virtual instruction and comprehensive in-person schooling.

To read more on financial sustainability for the Medford School District, visit our Website . A sample Template Letter to Legislators for staff and families can also be accessed there. [coming soon]

EXECUTIVE SUMMARY

Meeting Date:	November 19, 2026
Agenda Item:	OSBA Elections
Item Type:	Action
Board Director:	Board Chair Kendell Ferguson
Objective:	Elect one candidate for the OSBA Board of Directors and consider support of Resolution 1 to Amend the OSBA Bylaws

Background: The Oregon School Boards Association (OSBA) is organized as a statewide association with up to 22 regionally elected representatives serving across 14 geographic regions to ensure regional representation and encourage member participation. At this meeting, the Board will elect a representative to the OSBA Board of Directors for Southern Region Position 5 and determine whether to support or oppose the proposed amendments to the OSBA Bylaws outlined in Resolution 1.

Votes must be submitted to OSBA between October 15 and December 15, 2026. On behalf of the Medford School Board, the Board Secretary will submit the Board's final voting decisions through the Official Ballots section of the OSBA website.

Additional Materials: OSBA Board of Directors candidate questionnaires and resumes; OSBA Resolution 1 – Amending the OSBA Bylaws.

Recommendation: Review the candidate questionnaires and resumes and elect a representative for Southern Region Position 5. Review the proposed OSBA Bylaw amendments outlined in Resolution 1 and be prepared to vote in support of or opposition to the resolution.

Suggested Motion #1: "*I move to elect* [**Jay Chick; Mariah Rossi; or Dawn Watson**] *for the OSBA Board of Directors Southern Region Position 5."*

Suggested Motion #2: "*I move to* [**support OR oppose]** *Resolution 1 - Amending the 2024 OSBA Bylaws."*

Docusign Envelope ID: D88B8B38-4F03-8F55-80B3-DC88B0819DED

NOMINATION FORM
OSBA BOARD OF DIRECTORS
REGIONAL MEMBER

Date: September 15, 2026

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

Nominations are due by 5 pm, September 30, 2026

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

Dear José Gamero-Georgeson:

With this letter, our board nominates the candidate named below to a position on the OSBA Board of Directors for the Southern Region, Position # 5.

BOARD CANDIDATE INFORMATION

Name: Jay Chick
District/ESD/Community College: Rogue River School Disrict No. 35
Address: PO Box 1045
City: Rogue River Oregon ZIP: 97537
E-mail: jay.chick@rogueriver.k12.or.us Phone: [redacted]

This nomination was approved by official action of our board of directors at a duly called meeting on September 15, 2026.
(date)

Signed by:
64C7903E9D25468...
(Board Chair signature)

Board Chair name: Heather Friend
District: Rogue River School District
Address: PO Box 1045
City, State, Zip: Rogue River, OR 97537

Docusign Envelope ID: D88B8B38-4F03-8F55-80B3-DC88B0819DED

Rogue River School District #35
1898 East Evans Creek Road | PO Box 1045
Rogue River, Oregon 97537

Rogue River School District No. 35
Resolution No 2026-2027:2
OSBA Board of Directors Southern Region

September 15, 2026

WHEREAS, the Rogue River School Board is a member of the Oregon School Boards Association;

WHEREAS, the Oregon School Boards Association requests the Rogue River School Board cast its vote for OSBA governance positions.

NOW, THEREFORE, BE IT RESOLVED that Rogue River School Board supports Jay Chick for the OSBA Board of Director position 5.

Adopted by the Rogue River School Board of Directors on the 15th day of September 2026.

Submitted by:

Signed by:
64C7903E9D25408...

RRSD35 Chair: Heather Friend
Date: September 15, 2026

April L. Harrison

RRSD35 Superintendent: April Harrison, D.Ed.
Date: September 15, 2026

Phone (541) 582-3235 www.RogueRiver.k12.or.us Fax (541) 582-1600

OSBA Board of Directors
CANDIDATE QUESTIONNAIRE

Name: Jay Chick

Date: September 15, 2026

Address: [redacted]

City/Zip: [redacted]

Business phone: [redacted]

Residence phone:

Cell phone: [redacted]

E-mail:

District/ESD/CC: Rogue River School District No. 35

Term expires: 12/27 Years on board: 1

Region: Southern

Position #: 5



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

Jay A Chick

Name

9/29/26

Date

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

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

   My mission is to help the OSBA support school boards so they can in turn help support their administration and staff to give the highest quality education to our students.

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

   I hope to help create a strong organization so that school districts around the state have everything they need to create an amazing learning environment for students.

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

   I have been a school board member for 5 yrs now, I also am the Chair of the Planning Commision for the city of Rogue River, I served on the board of directors for the Rogue River Chamber of Commerce for 4 years and am an Elder in my local church. I have lead teams of people nearly my whole adult life, from mountaineering trips to coaching high school and Jr. High and Little League sports teams. I have learned a lot about what it takes to run a successful organization but I still have a ton to learn.

Email to elections@osba.org, or mail to: Oregon School Boards Association, 1201 Court St NE, #400, Salem, OR 97301

Materials submitted by the candidate on this form may be subject to a public information request under ORS Chapter 192.

OSBA Board of Directors

4. What do you see as the two most challenging issues faced by OSBA?

   1. Overcoming the arduous and unfunded mandates from the state level. Especially within small rural districts.
   2. Helping the education system in Oregon to get back to the basics of education, and allow other organizations within our community to step up to help kids that need it in other areas of development.

5. What do you see as the two most challenging issues faced by your region?

   It's the same answer.
   1. Overcoming the arduous and unfunded mandates from the state level. Especially within small rural districts.
   2. Helping the education system in Oregon to get back to the basics of education, and allow other organizations within our community to step up to help kids that need it in other areas of development.

6. What is your plan for communicating with boards in your region?

   I want to help unite Southern Oregon boards and communicate as a unified voice for our region. I want us to hold more regional meetups to network and bounce ideas off each other and work together for our southern Oregon students.

Please continue to the next section.

Materials submitted by the candidate on this form may be subject to a public information request under ORS Chapter 192.

OSBA Board of Directors
CANDIDATE PERSONAL/PROFESSIONAL RESUME

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

Coaching high school and Jr. High and Little League sports teams. Supporter of the Booster Club.

Other education board positions held/dates:

Rogue River #35 5 years.

Occupation (Include at least the past five years):

Employers:	Dates:
HMK Co. present	Present
Self employed	2017-present

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

High school: Rudyard High School Rudyard MI 1997

College: Central MI University 2001

Degrees earned: BS in Outdoor and Environmental Recreation w/ Earth Science and Art minors.

Education honors and/or awards:

Other applicable training or education:

Activities, other state and local community services:

I have been a school board member for 5 yrs now, I also am the Chair of the Planning Commision for the city of Rogue River, I served on the board of directors for the Rogue River Chamber of Commerce for 4 years and am an Elder in my local church.

Hobbies/special interests:

Surfing, hunting, golf, woodworking

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

NFIB, Rogue River Chamber of Commerce,

Additional comments:

It has been a pleasure to server Southern Oregon School boards on the OSBA and I will proudly continue to!

NOMINATION FORM
OSBA BOARD OF DIRECTORS
REGIONAL MEMBER

Date: 9/16/2026

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

Nominations are due by 5 pm, September 30, 2026

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

Dear José Gamero-Georgeson:

With this letter, our board nominates the candidate named below to a position on the OSBA Board of Directors for the Southern Region, Position # 5.

BOARD CANDIDATE INFORMATION

Name: Mariah Rossi
District/ESD/Community College: Three Rivers
Address: [redacted]
City: Grants Pass Oregon ZIP: 97527
E-mail: mariah.rossi@threerivers.k12.or.us Phone: [redacted]

This nomination was approved by official action of our board of directors at a duly called meeting on 9/16/26.
(date)

(Board Chair signature)
Board Chair name: Pat Kelly
District: Three Rivers
Address: 433 Hidden Valley Rd
City, State, Zip: Grants Pass, OR 97527

OSBA Board of Directors
CANDIDATE QUESTIONNAIRE

Name: Mariah Rossi Date: 09/29/2026

Address: [redacted]

City/Zip: [redacted]

Business phone:

Residence phone:

Cell phone: [redacted]

E-mail:

District/ESD/CC: Three Rivers

Term expires: 6/30/2029 Years on board: 1

Region: Southern Oregon Position #: 5

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

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

Mariah Rossi 09/29/2026

Name Date

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

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

   To provide the education and resources needed for local school boards to properly govern local school districts.

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

   For too long, Oregon public education has focused on preventing failure rather than cultivating success. The results are concerning; declining enrollment, declining academic achievements, and worsening student mental health. We need a new approach-one that sets high expectations, celebrates progress and gives every student the opportunity to thrive.

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

   The best leaders understand that success comes from serving those they lead. As a pharmacist-in-Charge for 10 years I helped lead my team overcome challenges by providing educational tools, motivation and constructive feedback. This empowered my team to embrace new challenges and enabled us to succeed, grow and continually improve.

Email to elections@osba.org, or mail to: Oregon School Boards Association, 1201 Court St NE, #400, Salem, OR 97301

Materials submitted by the candidate on this form may be subject to a public information request under ORS Chapter 192.

OSBA Board of Directors

4. What do you see as the two most challenging issues faced by OSBA?

   AI-will transform both how we teach and how students learn. We must harness its potential while protecting students from its harms.
   Declining enrollment-Families are increasing seeking alternatives to public education. If public education is to survive as an institution we must return to first principals: pursue excellence, restore trust and respect to essential role of parents.

5. What do you see as the two most challenging issues faced by your region?

   Declining enrollment-see above
   Chronic absenteeism-undermines academic success. Currently, school districts cannot hold students accountable until they miss 10 consecutive days of school. Chronic absenteeism disrupts their learning and negatively affects the educational experience of all students.

6. What is your plan for communicating with boards in your region?

   I will reach out to districts quarterly via email to keep districts up to date and open a dialog for them to inform me of the challenges they are facing. I will also attend as many OSBA events as possible to interact personally with school board members and district personal.

Please continue to the next section.

Materials submitted by the candidate on this form may be subject to a public information request under ORS Chapter 192.

OSBA Board of Directors
CANDIDATE PERSONAL/PROFESSIONAL RESUME

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

Three Rivers School Board Vice Chair July 2025 to present

Other education board positions held/dates:

None

Occupation (Include at least the past five years):

Employers:	Dates:
Fred Meyer 126 staff pharmacist	May 1, 2026 to present
Fred Meyer 126 Pharmacist in Charge	May 1 2016 to April 30, 2026

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

High school: Hidden Valley High School 1997

College: University of Oregon BS Biology March 2002, Oregon State University PharmD June 2007

Degrees earned:

Education honors and/or awards:

na

Other applicable training or education:

na

Activities, other state and local community services:

4H leader Card-N-Combs 2010 to 2020
4H Sheep Superintendent Josephine County 2013-2019

Hobbies/special interests:

Gardening, canning, cooking

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

na

Additional comments:

Historically public schools have been the glue that holds communities together. If we want communities to thrive our schools must thrive.

BEFORE THE BOARD OF DIRECTORS OF THE PHOENIX TALENT SCHOOLS

RESOLUTION NO. 26-8

RESOLUTION TO CAST A VOTE FOR OSBA GOVERANCE POSITION, BOARD OF DIRECTOR POSITION #5

WHEREAS, the Phoenix-Talent School District #4 is a member of the Oregon School Boards Association;

WHEREAS, the Oregon School Boards Association requests the Phoenix-Talent School District #4 cast its vote for OSBA governance positions.

NOW, THEREFORE, BE IT RESOLVED that Phoenix-Talent School District #4 supports Dawn Watson for the OSBA Board of Director position 5;

PASSED AND ADOPTED by the Board of Directors of the Phoenix-Talent Schools of the County of Jackson, State of Oregon, this 10th day of September 2026, by the following vote:

Ayes: **Campbell, Castillo-McKinnis, Farrimond, Rasmussen, Weathers**
Noes: **None**
Absent: **None**
Abstain: **Dawn Watson**

JACKSON COUNTY SCHOOL DISTRICT NO. 4 (PHOENIX-TALENT), OREGON

By: _____
Name: Rebecca Weathers, Board Chair

ATTEST:

By: _____
Brent Barry, Superintendent/District Clerk

NOMINATION FORM
OSBA BOARD OF DIRECTORS
REGIONAL MEMBER

Date: September 14, 2026

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

Nominations are due by 5 pm, September 30, 2026

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

Dear José Gamero-Georgeson:

With this letter, our board nominates the candidate named below to a position on the OSBA Board of Directors for the **Southern Region, Position #5**.

BOARD CANDIDATE INFORMATION

Name: Dawn Watson

District/ESD/CommunityCollege: Phoenix-Talent School District #4

Address: 4491 Pioneer Rd

City: Medford State: Oregon ZIP: 97501

E-mail: dawn.watson@phoenix.k12.or.us Phone: 541-292-3695

This nomination was approved by official action of our board of directors at a duly called meeting on September 10, 2026.

(Board Chair signature)

Board Chair name: Rebecca Weathers

District: Phoenix-Talent School District #4

Address: 401 West 4th Street

City, State, Zip: Phoenix, OR 97535

OSBA Board of Directors
CANDIDATE QUESTIONNAIRE

Name: Dawn Watson Date: 9/29/26

Address: [redacted]

City/Zip: [redacted]

Business phone:

Residence phone: N/A

Cell phone: [redacted]

E-mail:

District/ESD/CC: Phoenix-Talent

Term expires: 6/30/27 Years on board: 13

Region: Southern Oregon Position #: 5



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

Dawn Watson 9/29/26

Name Date

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

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

   OSBA believes it is vital to give all school boards the knowledge, tools, guidance, and support to lead our districts and advocate for all students in Oregon and nationwide. That work exists so boards can improve student success and educational outcomes for every learner.

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

   I want to continue the momentum of strong boards leading valuable work in their districts and remain a strong advocate for all Oregon students. I will help OSBA continue and strengthen education partnerships so we are a fierce, unified voice for public education.

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

   I lead with kindness and respect. This year we had hard conversations about OSBA's governance structure. I kept us focused on our shared commitment to students, compromise, and working together so the organization can grow stronger.

Email to elections@osba.org, or mail to: Oregon School Boards Association, 1201 Court St NE, #400, Salem, OR 97301

Materials submitted by the candidate on this form may be subject to a public information request under ORS Chapter 192.

OSBA Board of Directors

4. What do you see as the two most challenging issues faced by OSBA?

The coming legislative session will be a major challenge. We must educate legislators on the real cost of running schools and end the pattern of passing laws districts then struggle to implement. Second, we have to work together on solutions so Oregon students are not left behind and can thrive as adults.

5. What do you see as the two most challenging issues faced by your region?

Southern Oregon districts are struggling with budgets. We also need stronger partnerships and outside resources to fill gaps we cannot pay for locally, especially when services and supports are not readily available in our region.

6. What is your plan for communicating with boards in your region?

I plan to email boards in our region regularly with updates from OSBA board and legislative work, and to stay available so local concerns can be shared and carried forward.

Please continue to the next section.

Materials submitted by the candidate on this form may be subject to a public information request under ORS Chapter 192.

OSBA Board of Directors
CANDIDATE PERSONAL/PROFESSIONAL RESUME

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

OSBA President (1 year); Vice President (1 year); Secretary/Treasurer (1 year)
OSBA PACE Trust, 5 years
OSBA Budget Committee, 5 years
OSBA Policy Committee, 3 years

Other education board positions held/dates:

NSBA Nomination committee, NSBA Goverance

Occupation (Include at least the past five years):

Employers:	Dates:
Think Green Ranch	10/2018 - present

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

High school: Brookings Harbor High School
College: LCC / SOU
Degrees earned: None

Education honors and/or awards:

None

Other applicable training or education:

School Law Conferences, PACE trainings.

Activities, other state and local community services:

For the past three years I have served on the OSBA executive board and focused my service on OSBA and NSBA work, including statewide leadership, advocacy, and national school board engagement.

Hobbies/special interests:

I love animals and care for more than 50 on my small farm. I also enjoy time in nature and being with family and friends.

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

None

Additional comments:

Resolution to Amend the 2024 OSBA Bylaws

WHEREAS, the Oregon School Boards Association (OSBA) was formed in 1946 as a volunteer association of locally elected public school boards;

WHEREAS, in 2017, through a vote of the OSBA membership, OSBA was incorporated under ORS chapter 65 as a public benefit non-profit corporation and the OSBA bylaws replaced the OSBA constitution;

WHEREAS, in 2018, through a vote of the OSBA membership, the OSBA bylaws were amended to expand the OSBA board of directors and legislative policy committee with representatives from the Oregon school board members of color caucus;

WHEREAS, in 2023, through a vote of the OSBA membership, the OSBA bylaws were amended to expand the OSBA board of directors and legislative policy committee with representatives from the Oregon rural school board members caucus and additional revisions to the bylaws;

WHEREAS, in 2024, through a vote of the OSBA membership, the OSBA bylaws were amended to include the following substantive changes:

- Allowing caucuses to have an additional director on the OSBA board of directors in the circumstance where the OSBA president or immediate president is a director from a caucus. This revision is intended to provide the same opportunity for representation for caucuses as is currently provided to regionally elected directors.
- Clarify that OSBA board of directors must comply with the Oregon government ethics laws with respect to conflicts-of-interest.
- Require OSBA caucuses to submit an annual year end fiscal report to the OSBA board of directors.
- Create officer eligibility criteria that requires candidates for officer positions and directors in officer positions to be voting members of the OSBA board of directors.
- Edits to grammar, punctuation, and language for readability.

WHEREAS, in 2026, the OSBA board reviewed its governing structure as per Bylaws 2.7 and proposes to amend the OSBA bylaws as reflected in the attached draft OSBA bylaws with changes highlighted in the attached summary document; and

WHEREAS, the substantive changes to the draft OSBA bylaws are the following:

- Change deadline for members or board directors to submit resolutions to the OSBA board from September 30 to September 15.
- Clarify that if a member has a main administrative office in more than one region, the member board must declare which region it intends to vote and shall vote only in that region.
- Change the requirement of an in-person annual meeting of the members in November to a requirement that the annual meeting be held on a date and time and in a manner fixed by the board of directors and stated in the notice of the meeting.

- Clarify that returned blank ballots will count towards establishing a quorum but will not count as a “yes” or “no” vote.
- Replace the current caucus structure with a Caucus Council composed of designated representatives from caucuses that report to the OSBA executive director. The Caucus Council will retain two director seats on the OSBA board, replacing the two current caucus seats. The current two caucus directors will remain in their seats until the Caucus Council designates their first positions, or until December 31, 2027, whichever occurs first. The Caucus Council will have the option of designating a representative to serve on the finance committee. The Caucus Council will have the option of recommending seats on the OSBA legislative policy committee.
- Eliminate ex-officio positions and replace them with the option of appointment of nonvoting advisors to the board of directors as determined by resolution of the board of directors.
- Allow the OSBA board of directors the option of appointing directors to all vacant director positions except for the additional directors created pursuant to Section 3.5.1(e) if the president or immediate past president is no longer from the region to which the position is assigned.
- Eliminate the ability to appoint a director from a contiguous region.
- Add term limits to the finance and legislative policy committee positions.
- Clarify that OSBA officers, other than the past-president, must be reelected by their regions to continue serving as OSBA officers.
- Change OSBA board director participation on the legislative policy committee from a requirement to optional participation except that executive committee members continue to be required to serve on the LPC.

THEREFORE, BE IT RESOLVED by the OSBA board of directors that the proposed draft OSBA bylaws be submitted to the membership for consideration during the 2026 OSBA election; and

BE IT FURTHER RESOLVED that the proposed draft OSBA bylaws, the draft OSBA bylaws summary document, and a copy of this resolution be forwarded to all OSBA member boards in accordance with the OSBA board of directors’ adopted elections calendar.

Submitted by: OSBA Board of Directors



BYLAWS

As Amended by the Membership: December 2024
Proposed Edits: September 19, 2026

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SECTION 1 PURPOSE

The Oregon School Boards Association (the "Association" or "OSBA") exists solely to perform essential governmental functions and all of its income accrues to the State of Oregon or its political subdivisions as required under IRC Section 115. In particular, the Association's mission and purpose are as follows:

A. To work for the general advancement and improvement of the education of all public school children of the State of Oregon.

B. To gather and disseminate information pertinent to the successful operation of public schools.

C. To work for the most efficient and effective organization of public schools of this state. "Public schools" include local school districts, education service districts, the State Board of Education, and community colleges classified as a political subdivision.

D. To work for adequate and dependable financial support for the public schools of this state.

E. To study all legislation which affects the public schools of Oregon and to support and work for that which appears to be desirable and to keep members informed thereof. To propose and work for the enactment of proper educational legislation.

F. To encourage the establishment and maintenance of best practices and high standards in the conduct and operation of the public school educational system.

G. To study and interpret educational programs and to relate them to the needs of pupils.

H. To promote public understanding of the role of school boards and school board members in the improvement of education.

I. To conduct seminars, conferences, and research projects in the various aspects of education for the benefit of members.

J. To endeavor to implement the policies, beliefs, and resolutions of the Association members and board of directors.

K. To do such other things as the member boards or board of directors may deem appropriate for the accomplishment of these and other purposes which tend to improve public education.

L. To enter into such cooperative agreement with members for the pooling of resources and the provision of services as may result in the more efficient utilization of district resources and accrue to their financial advantage.

SECTION 2 MEMBERS

2.1 Admission. All members must qualify as (1) a "political subdivision" as defined under Treas Reg § 1.103-1(b) and Revenue Ruling 78-276, 1978-2 CB 256 and (2) as one of the following:

2.1.1 School District as defined under ORS Chapter 332;
2.1.2 Education Service District as defined under ORS Chapter 334;
2.1.3 Community College District as defined under ORS Chapter 341;
2.1.4 State Board of Education as defined under ORS Chapter 326; and
2.1.5 Any other governmental educational organization qualifying as a political subdivision, as approved by resolution of the board of directors.

2.2 Dues. Annual dues shall be set by majority vote of the members and shall be based on resident Average Daily Membership (ADMr) as of December 31 of the preceding year as reported to the Oregon Department of Education. Dues shall be payable on July 1 of each year and shall become delinquent on September 1 of each year. Member status shall automatically terminate for members failing to pay dues by September 1 unless an extension is requested and granted by the board of directors.

2.3 Reserved Powers of the Members. The following corporate actions require the consent and approval of the members:

2.3.1 Election and removal of directors except as set forth in Section 3.8;
2.3.2 Election and removal of the Legislative Policy Committee ("LPC") members except as set forth in Section 4.1.3(g);
2.3.3 Approval of resolutions to effectuate any of the following:

(a) Adoption, amendment, or restatement of the articles of incorporation or bylaws;
(b) Modification to the region descriptions set forth in Section 2.6.1; and
(c) Dissolution, merger, or the sale, pledge, or transfer of all or substantially all of the Association's assets.

2.4 Voting Power.

2.4.1 Election of Directors and LPC Members. For the purposes of nominating and electing directors and LPC members, each member shall have one vote.
2.4.2 Resolution. For the purposes of approving a resolution, each member shall have one vote on all resolutions except as follows:

(a) K-12 Local Districts with an ADMr between 15,600 and 23,400 shall have two votes.
(b) K-12 Local Districts with an ADMr between 23,400.1 and 31,200 shall have three votes.
(c) K-12 Local Districts with an ADMr between 31,200.1 and 39,000 shall have four votes.
(d) K-12 Local Districts with an ADMr of 39,000.1 or more shall have five votes.

2.5 Process of Approval of Member Resolutions. Generally, members shall approve resolutions annually by ballot vote. Members or the board of directors may submit a resolution for member approval. Such resolutions shall be submitted to the board of directors no later than September ~~30~~15. The board of directors shall distribute all timely submitted resolutions, together with an official ballot, to the members no later than October 15. Members shall vote by ballot submitted to the board of directors no later than December 15.

2.6 Regional Election of Directors and LPC Members.

2.6.1 Regional Voting. For the purposes of nominating and electing the board of directors and LPC members, the Association members shall be organized into and represented by region:

(a) Eastern Region includes all of the members located in the counties of Baker, Grant, Malheur, Union, Wallowa, and Wheeler.
(b) Gorge Region includes all of the members located in the counties of Gilliam, Morrow, Sherman, Umatilla, and Wasco.
(c) Central Region includes all of the members located in the counties of Crook, Deschutes, and Jefferson.
(d) Southeast Region includes all of the members located in the counties of Harney, Klamath, and Lake.
(e) Southern Region includes all of the members located in the counties of Jackson and Josephine.
(f) Lane Region includes all of the members located in the county of Lane.
(g) Clackamas Region includes all of the members located in the counties of Clackamas and Hood River.
(h) Douglas/South Coast Region includes all of the members located in the counties of Coos, Curry, and Douglas.
(i) Linn, Benton, Lincoln Region includes all of the members located in the counties of Benton, Lincoln, and Linn.
(j) Marion Region includes all of the members located in the county of Marion.
(k) Yamhill, Polk Region includes all of the members located in the counties of Polk and Yamhill.
(l) North Coast Region includes all of the members located in the counties of Clatsop, Columbia, and Tillamook.
(m) Washington Region includes all of the members located in the county of Washington.
(n) Multnomah Region includes all of the members located in the county of Multnomah.

2.6.2 Members shall be assigned to the region in which their main administrative office is located. If a member~~'s district boundaries span~~ has a main administrative office in more than one region, the member board must declare which region it intends to vote and shall vote only in that region.

2.6.3 Regional elections shall be determined by a majority of votes cast by members within the region.

2.7 Modification of Regions. A formal review of the regional organizations described in Section 2.6.1 shall be conducted by the board of directors at least every ~~three~~five years commencing with 2017. Any recommended changes to the regional organization shall be submitted to the members in the form of a resolution in accordance with the provisions of Section 2.5.

2.8 Annual Meetings. ~~An annual meeting of members shall be held in November of each year unless a different date or time is fixed by the board of directors and stated in the notice of the meeting. Failure to hold an annual meeting on the stated date shall not affect the validity of any corporate action. At the annual meeting,~~ An annual meeting of members will be held each calendar year on a date and time and in a manner fixed by the board of directors and stated in the notice of the meeting. At the annual meeting, the president and secretary-treasurer of the board of directors

and any other officer or person whom the president may designate, shall report on the state of the Association, its activities, and its financial condition.

2.9 **Special Meetings.** A special meeting of members shall be held upon the call of the president or 25 percent of the board of directors. All members shall be officially notified of a special meeting by written notice, mailed via U.S. mail or electronic mail, to all members at least 15 days prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the members, the place and time of the meeting, and instructions describing the method by which members can participate by telephone or video. Notice shall also comply with all procedures and include any information as required by ORS Chapter 192.

2.10 **Telephonic/Video Meetings.** The board of directors may permit any member to participate in any annual or special meeting of the membership, or conduct the meetings through the use of any means of communication by which all persons participating may simultaneously hear each other during the meeting. A member participating in the meeting by this means is deemed to be present at the meeting.

2.11 **Place of Meetings.** Meetings of the members shall be held at any place, in Oregon, designated by the board of directors. If a meeting place is not designated by the board of directors, the meeting shall be held at the Association's principal office.

2.12 **Action by Written Ballot.** Any action required of the members will be taken by written ballot, and the Association will deliver a written ballot to every member entitled to vote on the matter. Once delivered, a written ballot may not be revoked.

2.13 **Quorum.** A quorum of the members shall consist of a majority of members in good standing at the time the ballots are to be returned to the A~~a~~ssociation. If there is more than one item on a single ballot, the returned ballot will count towards establishing a quorum for each item on the ballot. A blank ballot or a ballot with an abstention counts for purposes of establishing a quorum if it is returned to the association.

2.14 **Approval.** With the exception of approving amendments to the Association's bylaws as outlined in Section 8.1, and with the exception of regional elections outlined in 2.6.3, approval of an item by written ballot is effective at the end of the voting period when:

(a) T~~he number of votes cast by ballot equals or exceeds a quorum of the members~~ A quorum is established pursuant to Section 2.13; and

(b) The number of ~~approvals equals or exceeds a majority of the number of returned ballots~~"yes" votes exceeds the number of "no" votes for the item.

An abstention or a blank ballot returned to the association does not count as a "yes" or "no" vote.

SECTION 3 DIRECTORS

3.1 **Powers.** Except as provided under Section 2.3, all corporate powers shall be exercised by or under the authority of the board of directors. The board of directors shall adopt policies defining specific obligations of the board of directors.

3.2 **Qualifications.** Directors must serve on the board of a member of the Association throughout the duration of their term, with the exception of the director serving as past president.

3.3 **Number.** The board of directors shall consist of not fewer than three nor more than 25 persons. The number of directors may be fixed or changed periodically, within the minimum and maximum, by the members.

3.4 **Term.** Directors shall take office on January 1 and shall serve for a term of two calendar years or until their successors are elected and qualified. Terms shall be staggered as per the election calendar.

3.4.1 Directors who took office prior to January 1, 2018, and are re-elected may serve for any number of terms as long as they continuously remain members of the board of directors.

3.4.2 Directors taking office on or after January 1, 2018, may serve five consecutive two-year terms and, if eligible, may rerun after a two-year hiatus.

3.4.3 If a director serving as immediate past president requires additional time beyond the term limits outlined above, the term limits will be held in abeyance to allow the director to complete their term as immediate past president.

3.5 **Composition.** The board of directors will be comprised of up to 22 regionally elected directors and:

(a) Until June 30, 2027, ~~,~~ one designated director as defined in the bylaws of the Oregon School Board Members of Color Caucus, and one designated director as defined in the bylaws of the Oregon Rural School Board Members Caucus.

(b) Effective July 1, 2027, ~~and~~ two designated directors from the Caucus Council appointed pursuant to the operating procedures of the Caucus Council. Directors designated by the Oregon School Board Members of Color Caucus and the Oregon Rural School Board Members Caucus as of June 30, 2027, shall continue as directors until the Caucus Council designates its first two directors pursuant to this paragraph or until December 31, 2027, whichever occurs first.

3.5.1 Regional Elected Directors. Each region, as described under Section 2.6.1, shall elect one director except as follows:

(a) Clackamas Region shall elect two directors;
(b) Marion Region shall elect two directors;
(c) Washington Region shall elect three directors; and
(d) Multnomah Region shall elect three directors.
(e) If the president or immediate past president of the board of directors is a representative director from a region that elects only one director, that region shall elect an additional director or directors to serve for the duration of the president and/or the immediate past president's term.

3.5.2 Regional Election.

(a) The nomination and election of directors shall be in accordance with the elections calendar annually adopted by the board. The board of directors shall distribute notice

of position vacancies, candidate information packets, and official nomination forms to all incumbent directors and members in electing regions.

(b) Each regional candidate for a director position shall be nominated by a member within the region by means of a nomination form. To nominate a director candidate, one or more of the members in the region must timely submit to the board of directors a formal resolution or motion of the member and the completed nomination form(s). Nominations in regions where there is more than one open director position shall indicate the numbered position for which the nomination is being submitted.

(c) Each member in a region shall have one vote in the regional elections for the board of directors. The director candidate receiving a majority of the votes cast by the members within the region shall be elected.

(d) In cases where there are more than two candidates nominated for any position, and none receives a majority of the votes cast, a second regional ballot shall be required between the two candidates receiving the highest number of votes; the one receiving a majority of the votes is elected.

3.5.3 Caucus Council Representatives. In accordance with their ~~bylaws~~operating procedures, the ~~caucuses of OSBA shall~~ Caucus Council may appoint ~~a~~ up to two representatives of the Caucus Council to serve as a directors of the Association. The representatives must be an elected or appointed member of any public board of education in Oregon that is an active member in good standing with the Association. All Association bylaws and policies shall apply to the designated representative serving as the Caucus Council~~'~~ directors of the Association.

If the president or immediate past president of the board of directors is a representative director from ~~a caucus~~ the Caucus Council, then the ~~c~~Caucus Council shall elect an additional director to serve for the duration of the president and/or the immediate past president's term.

3.5.4 ~~Ex-Officio~~Advisors. The board of directors may designate ~~following individuals or their designee may serve as ex-officio,~~ nonvoting, advisors to the board of directors by resolution, for such purposes and such duration as is specified in the resolution.~~:~~

~~(a) Any director of the National School Boards Association elected from Oregon;~~
~~(b) The Executive Director of the Coalition of School Administrators;~~
~~(c) The Chair-Elect of the Oregon Association of Education Service Districts;~~
~~(f) The board president of the Oregon Community College Association;~~
~~(g) The chair of the State Board of Education; and~~
~~(h) Any other person that the board of directors may appoint.~~

~~Ex-officio a~~Advisors do not vote and do not attend executive sessions of the board of directors unless they hold a separate position that entitles them to attend executive session, or they are invited to attend by the board of directors.

~~Ex-officio a~~Advisors are not eligible for travel reimbursement from OSBA unless they hold a separate position for which travel reimbursement is provided.

3.6 **Vacancies.** In the event that any director position~~, other than the president or immediate past president serving as a second director for a region as set out in Section 3.5.1(e),~~ is vacant during the term of office, the remaining directors may appoint an interim director from the same region to serve until December 31 of the same year. Notwithstanding the foregoing, a vacated director position will not be filled if it is an additional director position created pursuant to Section 3.5.1(e) and the president or immediate past president is no longer from the region or Caucus Council position to which the position is assigned.

~~If the board of directors cannot recruit a candidate from the region, they may appoint a person from a contiguous region to serve as director representing the open region. An individual appointed as a director from a contiguous region is not eligible to serve as an officer of the board.~~

All appointed interim directors must run for regional election during the next election cycle following appointment in order to be eligible to continue service on the board of directors past December 31 of the election year. The members shall elect, using the procedures in Section 3.5.2, an interim director to serve from January 1 of the next year until the end of the remaining term.

If there is a vacancy in an OSBA ~~c~~Caucus Council-designated director position, then the ~~c~~Caucus Council shall, as set forth in Section 3.5.3, appoint a new ~~caucus~~ representative to serve the remaining term.

3.7 **Resignation.** A director may resign at any time by delivering written notice to the president or the secretary. A resignation is effective when notice is effective under ORS 65.034 unless the notice specifies a later effective date. Once delivered, a notice of resignation is irrevocable unless revocation is permitted by the board of directors.

3.8 **Removal.** A director may be removed for cause by vote of two-thirds majority of the directors. A director may be removed with or without cause by a majority vote of the members who elected the director. The board may provide guidance or adopt and amend policies regarding what types of actions the board considers to be sufficient cause for removal.

3.9 **Regular Meetings.** An annual meeting of the board of directors shall be held immediately after, and at the same place as, the annual meeting of members. The board of directors may schedule additional regular meetings to occur during a calendar year. All other meetings are special meetings.

3.10 **Special Meetings.** A special meeting of the board of directors may be called by the president or the president-elect or 20 percent of the board of directors. All directors shall be officially notified of a special meeting by written notice delivered personally, by telephone, or electronic mail at least 48 hours prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the directors, the place and time of the meeting, and instructions describing the method by which directors can participate by telephone or video. No matter may be considered at a special meeting other than the matter(s) specified in the notice.

3.11 **Place of Meetings.** The board of directors may hold annual, regular, or special meetings at any location in the State of Oregon.

3.12 **Telephonic/Video Meetings.** The board of directors may conduct meetings ~~through the use of~~using any means of communication by which all persons participating may simultaneously hear each other during the meeting. A director participating in the meeting by this means is deemed to be present at the meeting.

3.13 **Notice of Meetings.** All directors shall be officially notified of a special meeting by written notice delivered ~~personally,~~ by ~~telephone or~~ electronic mail to all directors at least 48 hours prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the directors, the place and time of the meeting, and instructions describing the method by which directors can participate by telephone or video. Notice of meetings shall comply with all procedures and include any information as required by ORS Chapter 192.

3.14 **Waiver of Notice.** A director may at any time waive any notice required by these bylaws. A director's attendance at or participation in a meeting waives any required notice to the director of the meeting unless the director, at the beginning of the meeting or promptly upon the director's arrival, objects to holding the meeting or transacting business at the meeting and does not thereafter vote for or assent to any action taken at the meeting. Except as provided in the preceding sentence, any waiver must be in writing, must be signed by the director entitled to the notice, must specify the meeting for which the notice is waived, and must be filed with the minutes or the corporate records.

3.15 **Quorum.** A quorum of the board of directors shall consist of a majority of the number of directors in office at the time the meeting begins.

3.16 **Voting.** If a quorum is present when a vote is taken, the affirmative vote of a majority of the directors present when the action is taken is the act of the board of directors except to the extent that the articles of incorporation, these bylaws, or applicable law require the vote of a greater number of directors.

3.17 **Presumption of Assent.** A director who is present at a meeting of the board of directors when corporate action is taken is deemed to have assented to the action taken unless:

(a) The director objects at the beginning of the meeting, or promptly upon the director's arrival, to holding the meeting or transacting the business at the meeting; and
(b) The director's dissent from the action taken is entered in the minutes of the meeting.

3.18 **Compensation.** Directors and members of committees may receive reimbursement of such expenses as may be determined by resolution or policy of the board of directors to be just and reasonable. Directors shall not otherwise be compensated for service in their capacity as directors.

3.19 **Director Conflict of Interest.** The Association shall maintain a Conflict of Interest policy, the terms of which comply with ORS 65.361 and ORS Chapter 244. The board of directors shall annually review and notify the directors of the current Conflict of Interest policy.

SECTION 4 COMMITTEES AND CAUCUS~~ES~~ COUNCIL

4.1 Standing Committees. The board of directors shall maintain the standing committees described below:

4.1.1 Executive Committee. The executive committee shall consist of the five officers of the board of directors: the president as chair and as an ex-officio voting member pursuant to section 5.7.1 of the Bylaws, the president-elect, the vice president, the secretary-treasurer, and the immediate past president. The executive committee is delegated authority to act in place and instead of the board of directors between board meetings on all matters except those specifically reserved to the board under the terms of the bylaws. Actions of the executive committee shall be reported to the board of directors on a timeframe consistent with the seriousness and urgency of the matter and within two weeks if practicable. Additionally, executive committee actions will be reported at the next regular board meeting.

4.1.2 Finance Committee. The finance committee shall be appointed by the president and shall be composed of members from Oregon public school districts, education service districts, and community colleges with boards that meet all criteria to be Association voting members. The members shall include, but are not limited to, the President as an ex-officio voting member pursuant to section 5.7.1 of the Bylaws, the Association secretary/treasurer and vice president, one trustee from the PACE board, one district business official, and one at-large board member. Additionally, the Caucus Council may recommend one Caucus Council member to serve on the Finance committee pursuant to its operating procedures.

The trustee from the PACE board is recommended by the PACE Board of trustees, appointed by the President, subject to approval by the Board, and will serve a two-year term~~, with no term limits~~. The Caucus Council designee is recommended by the Caucus Council, appointed by the President, subject to the approval by the Board, and will serve a two-year term. The district business official and the at-large board member will be recommended by OSBA staff, appointed by the President, subject to approval by the Board, will serve two-year terms.~~,~~ Finance committee members taking office prior to January 1, 2027, shall have ~~with~~ no term limits, and staggered start dates starting in January. Finance committee members taking office on or after January 1, 2027, may serve five consecutive two-year terms and, if eligible, may be re-appointed after a two-year hiatus.~~,~~ Finance committee members shall have ~~and~~ staggered start dates starting in January.

The finance committee shall operate within the corporation's investment guidelines and the Finance Committee Operating Guidelines.

4.1.3 Legislative Policy Committee. The board of directors shall maintain a Legislative Policy Committee ("LPC").

(a) Purpose. The LPC shall develop legislative policies which are recommended to and approved by the members as a resolution proposed by the board of directors and voted on by the membership in accordance with Section 2.4 and 2.5. The LPC also advises the OSBA E~~e~~xecutive D~~d~~irector and staff during legislative sessions.

(b) Composition. The LPC shall be composed of the voting members of the board of directors who choose to participate, the President as an ex-officio voting member pursuant to section 5.7.1 of the Bylaws, the executive committee members, the regional representatives elected under the procedures defined in Section 4.1.3(c) - (e),

and ~~one~~ designated voting members as defined in the operating procedures ~~bylaws~~ of the ~~Oregon School Board Members of Color Caucus and one designated voting member as defined in the bylaws of the Oregon Rural School Board Members~~ Caucus Council pursuant to its operating procedures and this section 4.1.3(b). The board of directors will determine the number of members appointed by the Caucus Council. The Caucus Council appointees are recommended by the Caucus Council, appointed by the OSBA President, subject to the approval by the board of directors, and will serve two-year terms. ~~All committee members must be elected or appointed directors of a member as defined in Section 2.1.~~ The vice president of the board of directors shall chair the LPC.

(c) Qualifications. ~~LPC representatives must serve on the board of a member of the Association throughout the duration of their term.~~ All committee members must be elected or appointed directors of a member as defined in Section 2.1 for the duration of their service on the LPC.

(d) Nomination. The board of directors shall cause the nomination form to be distributed to all members in eligible regions. To nominate a candidate to the LPC, one or more of the members in the region must timely submit to the board of directors a formal resolution or motion and the completed nomination form(s). Nominations in regions where there is more than one representative position shall indicate the numbered position for which the nomination is being submitted. The nomination and election of the LPC representatives shall be in accordance with the elections calendar adopted by the board.

(e) Election. Each member in a region shall have one vote in the regional elections for the LPC representative. The LPC candidate receiving a majority of the votes cast by the members within the region shall be elected. Each region shall elect the number of LPC members as described in Section 3.5, without regard to Section 3.5.1(e). Such elections shall be held using the procedures described in Section 3.5.2.

(f) Term. Each committee member shall take office on January 1 in even numbered years and serve for a term of two years. Committee members may serve five consecutive two-year terms, and, if eligible, may be returned to the committee after a two-year hiatus.

~~(f)~~(g) Vacancies. In the event that there is a vacancy on the LPC, the board of directors may appoint an interim LPC member from the same region to fill the unexpired term of office. If the board of directors cannot recruit an LPC member from the region, they may appoint a person from a contiguous region to serve to represent the open region to fill the unexpired term of office.

4.2 **Other Board Committees.** The board of directors may create one or more committees of the board of directors and appoint directors and representatives of members to serve on such committee. The creation of a committee and the appointment of directors and member representatives to the committee must be approved by a majority of all directors in office when the action is taken. The provisions of these bylaws governing meetings, action without meetings, notice and waiver of notice, and quorum and voting requirements of the board of directors shall apply to committees and their members as well. Committees of the board of directors may, to the extent specified by the board of directors, exercise the authority of the board of directors, provided that no committee of the board of directors may:

(a) Authorize distributions, provided that this restriction does not apply to payment of value for property received or services performed or payment of benefits in furtherance of the Association's purposes;
(b) Approve or recommend dissolution, merger, or the sale, pledge, or transfer of all or substantially all of the Association's assets;
(c) Elect, appoint, or remove directors or fill vacancies on the board or on any of its committees; or
(d) Adopt, amend, or repeal the articles of incorporation or bylaws.

4.3 **Advisory Committees.** The board of directors may create one or more other committees. Members of these committees need not be members or directors, but at least one director shall serve on each such committee. These committees shall have no power to act on behalf of, or to exercise the authority of, the board of directors, but may make recommendations to the board of directors.

4.4 **Caucus Councile~~s~~.** The Caucus Councile~~s~~ shall exist to enhance the work of the Association by addressing the unique needs of ~~member districts~~ school board members.

4.4.1 The Caucus Councile~~s~~ shall clearly articulate the vision, mission, and goals of the ~~Caucus~~Council.
4.4.2 The Caucus Councile~~s~~ shall adopt operating procedures ~~bylaws~~ for operating, programming, and governing within the context of the Association bylaws described herein.
4.4.3 The Caucus Councile~~s~~ shall comply with Association policies and guidelines.
4.4.4 The Caucus Council shall consist of one representative from each caucus established by the OSBA Executive Director. The OSBA Executive Director will establish caucuses based on criteria established by the OSBA Executive Director in support of OSBA's vision, mission, and goals. Each established caucus may recommend one member to serve on the Caucus Council subject to approval of the OSBA board of directors.~~es shall be added or eliminated to this provision through the bylaw's amendment process described in Section 8.1~~.
4.4.5 The Caucus Council budget shall be established by the board of directors.
4.4.6~~5~~ The Caucus Councile~~s~~ shall submit an end of fiscal year report to the board of directors that includes the following:

~~(a) The Caucus is meeting regularly;~~
(b) An accounting of the prior year's budget allocation;
(c) Identified officers and current ~~bylaws~~operating procedures;
(d) A summary of the Caucus Council's current goals, the prior year's Caucus Council activities that support those goals, and how the Caucus Council goals align with the mission, vision, and goals of OSBA.

The end of fiscal year report will be submitted to the board of directors at the first regularly scheduled board of directors meeting following the end of the fiscal year.

4.4.6 ~~The Oregon School Board Members of Color Caucus was established by a vote of the membership in 2018.~~
~~4.4.7 The Oregon Rural School Board Members Caucus was established by a vote of the membership in 2023.~~ The Caucus Council was established by a vote of the membership in 2026, effective ~~and shall take effect on~~ July 1, 2027.

4.5 **Administration.** Each committee and the ~~c~~Caucus Council shall prepare minutes of each of its meetings, and such minutes shall be kept on file at the Association's principal office and made available on request to any member of the board of directors. Each committee and the C~~c~~aucus Council shall also report on its activities at the regular meetings of the board of directors. Each committee and the C~~c~~aucus Council shall comply with the public meetings laws requirements ~~under~~ of ORS Chapter 192.

SECTION 5 OFFICERS OF THE BOARD OF DIRECTORS

5.1 **Eligibility.** Effective January 1, 2026, to hold an officer position on the board of directors other than the immediate past president, candidates and officers must be a voting member of the OSBA Board of Directors.

5.2 **Appointment.** The board of directors shall elect officers by majority vote prior to the November member meeting. In cases where there are more than two candidates nominated for any position, and none receives a majority of the votes, a second ballot shall be required between the two candidates receiving the highest number of votes. The one receiving a majority of the votes is elected.

5.3 **Designation.** The officers of the Association shall be a president, president-elect, past president, vice president, a secretary-treasurer, and such other officers as the board of directors may appoint.

5.4 **Term of Office.** Officer terms are one calendar year. No officer, except the secretary-treasurer, shall serve two consecutive terms in the same office, unless the director completes the term of another officer who was unable to complete their term, and is then voted into the same position the following year. The secretary-treasurer may serve up to two consecutive one-year terms. If an officer's position on the board is up for reelection by their region or redesignation by the Caucus Council, the officer must be reelected by their region or redesignated by the Caucus Council to continue serving in their officer position unless the officer position is the immediate past president. ~~Caucus Council directors serving in officer positions must continue to be recommended by the Caucus Council in accordance with their operating procedures.~~

5.5 **Compensation.** Officers may receive reimbursement of such expenses as may be determined by resolution of the board of directors to be just and reasonable. Officers shall not otherwise be compensated for service in their capacity as officers.

5.6 **Removal and Resignation.** Any officer may be removed, either with or without cause, at any time by action of the board of directors. An officer may resign at any time by delivering notice to the board of directors, the president, or the secretary-treasurer. A resignation is effective when the notice is effective under ORS 65.034 unless the notice specifies a later effective date. If a resignation is made effective at a later date and the Association accepts the later effective date, the board of directors may fill the pending vacancy before the effective date if the board of directors provides that the successor does not take office until the effective date. Once delivered, a notice of resignation is irrevocable unless revocation is permitted by the board of directors. No removal or resignation shall prejudice the rights of any party under a contract of employment.

5.7 **Officers.** The officers of the Association are as follows:

5.7.1 President: The president shall preside at all member meetings of the Association and of the board of directors; shall appoint any committee positions not otherwise designated in these bylaws or OSBA adopted policy, subject to the approval of the board of directors; shall call all regular and special meetings as provided herein; shall be an ex-officio voting member of all committees established under sections 4.1 and 4.2 of these bylaws. The president shall automatically serve as immediate past president for the following term. The president serves for a term of one calendar year.

5.7.2 President-elect: In the absence of the president, the president-elect shall assume the powers and duties of the president, and when a vacancy occurs in the office of president, shall serve in that capacity for the remainder of the term. The president-elect shall automatically serve as president for the following term, even if required to fill an uncompleted term as president. In addition, the president-elect shall assume duties related to the oversight of Association member elections and resolutions processes and such other administrative duties as are assigned by the president. The president-elect serves for a term of one calendar year.

5.7.3 Vice president: In the absence of the president-elect, the vice president shall assume the powers and duties of the president-elect. The vice president shall also serve as the chair of the LPC. The vice president serves for one calendar year.

5.7.4 Secretary-treasurer: The secretary-treasurer shall be responsible for keeping accurate minutes of all board of director meetings in electronic format in accordance with OSBA's record retention schedule; shall carry on official correspondence of the Association; shall arrange for proper banking facilities; shall receive, account for, and disburse funds in a businesslike manner as provided for by the board of directors; shall see that the minutes of the previous meetings are approved by the board of directors; and shall give an itemized and detailed report of the financial condition of the Association at each annual meeting and at such other times as may be required by the board of directors. Such duties of the secretary-treasurer as may be specified by the board of directors may be delegated to the OSBA E~~e~~xecutive D~~d~~irector or a designated member of the staff. The secretary-treasurer serves for a term of one calendar year.

5.7.5 Immediate past president: The immediate past president shall advise and counsel other officers. The immediate past president chairs the officer succession planning process. The past president serves for one calendar year.

SECTION 6 NONDISCRIMINATION

The Association shall not discriminate in providing services, hiring employees, or otherwise, upon the basis of gender identity, race, creed, marital status, sex, sexual orientation, religion, color, age, disability, or national origin.

SECTION 7 OSBA PROPERTY AND CASUALTY FOR EDUCATION TRUST

The board of directors shall appoint the trustees of the OSBA Property and Casualty Coverage for Education Trust ("PACE") as provided in the PACE Restated Trust Agreement. It is the policy of OSBA with respect to PACE trustees taking office on or after January 1, 2023, that such trustees will be appointed to no more than three consecutive three-year terms and, if eligible, may return after a one-year hiatus.

SECTION 8 GENERAL PROVISIONS

8.1 Amendment of Bylaws.

8.1.1 Amendments to the bylaws may be initiated by the board of directors or submitted by a member to the board of directors.

8.1.2 The board of directors shall provide written notice to the members containing a statement that the members will be asked to approve the amendment and a copy of the proposed amended bylaws.

8.1.3 Action by Written Ballot: The Association will deliver a written ballot to every member entitled to vote on the matter. The ballot shall set forth each proposed action and provide an opportunity to vote for or against each proposed action and specify a reasonable time by which a ballot must be received by the Association in order to be counted. Once delivered, a ballot may not be revoked.

8.1.4 Approval: Approval by written ballot shall be valid only when the number of votes cast by ballot equals or exceeds a quorum of the members, and the number of approvals equals or exceeds two-thirds majority of the number of the returned ballots.

8.1.5 Quorum: A quorum of the members shall consist of a majority of members in good standing at the time the ballots are to be returned to the Association.

8.1.6 Whenever an amendment or new bylaw is adopted, it shall be saved in electronic format in accordance with OSBA's record retention schedule with the original bylaws in the appropriate place. If any bylaw is repealed, the fact of repeal and the date on which the repeal occurred shall be stated in such book and place.

8.2 Inspection of Books and Records. All books, records, and accounts of the Association shall be open to inspection by the directors in the manner and to the extent required by law.

8.3 Checks, Drafts, Etc. All checks, drafts, and other orders for payment of money, notes, or other evidences of indebtedness issued in the name of or payable to the Association shall be signed or endorsed by such person or persons and in such manner as shall be determined by resolution of the board of directors.

8.4 Deposits. All funds of the Association not otherwise employed shall be deposited to the credit of the Association in those banks, trust companies, or other depositories as the board of directors or officers of the Association designated by the board of directors select, or be invested as authorized by the board of directors.

8.5 Loans or Guarantees. The Association shall not borrow money and no evidence of indebtedness shall be issued in its name unless authorized by the board of directors. This authority may be general or confined to specific instances. Except as explicitly permitted by ORS 65.364, the Association shall not make a loan, guarantee an obligation, or modify a pre-existing loan or guarantee to or for the benefit of a director or officer of the Association.

8.6 Execution of Documents. The board of directors may, except as otherwise provided in these bylaws, authorize any officer or agent to enter into any contract or execute any instrument in the name of and on behalf of the Association. Such authority may be general or confined to specific instances. Unless so authorized by the board of directors, no officer, agent, or employee shall have any power

or authority to bind the Association by any contract or engagement, or to pledge its credit, or to render it liable for any purpose or for any amount.

8.7 Insurance. The Association may purchase and maintain insurance on behalf of an individual against liability asserted against or incurred by the individual who is or was a director, officer, employee, or agent of the Association, or who, while a director, officer, employee, or agent of the Association, is or was serving at the request of the Association as a director, officer, partner, trustee, employee, or agent of another foreign or domestic business or nonprofit corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise; provided, however, that the Association may not purchase or maintain such insurance to indemnify any director, officer, or agent of the Association in connection with any proceeding charging improper personal benefit to the director, officer, or agent in which the director, officer, or agent was adjudged liable on the basis that personal benefit was improperly received by the director, officer, or agent.

8.8 Fiscal Year. The fiscal year of the Association shall begin on the first day of July and end on the last day of June in each year.

8.9 Severability. A determination that any provision of these bylaws is for any reason inapplicable, invalid, illegal, or otherwise ineffective shall not affect or invalidate any other provision of these bylaws.

* * * * *

The foregoing bylaws were approved by the membership of the Oregon School Boards Association on December 15, 2024. The original bylaws were duly adopted by the Board of Directors of OSBA on September 15, 2017, and approved by the membership on December 15, 2017, then amended and adopted on December 14, 2018; December 15, 2023; December 15, 2024.

2026 OSBA BYLAWS BALLOT MEASURE

OSBA Governance Changes

A summary for member boards: what would change, why, and what comes next

To OSBA member boards,

In 2026, OSBA's Board Governance Committee led a review of how the association is governed. On September 19, 2026, the OSBA Board of Directors adopted a resolution to amend the OSBA Bylaws and referred it to you, our members, for a vote during the 2026 election cycle.

This summary explains what the amendments would change, why, and what would stay the same. The bylaws set the overall framework. Many supporting details would be worked out afterward through Board policy and operating procedures, with input from the people most affected. Each section lists those open details and who will decide them.

Each member board will vote on the amended bylaws as a single ballot measure. Approval requires two-thirds of returned ballots. The full text of the Board's resolution is included in the voting packet.

We encourage every member board to read the "At a Glance" page and discuss it before voting.

OSBA Board Governance Committee

At a Glance

The ballot measure contains four central changes, plus several smaller technical updates described later in this summary.

THE FOUR CENTRAL CHANGES

1

Ex-officio advisor seats. Would end the standing list of named,non-voting advisors on the Board. The Board could still invite advisors when needed.

2

Caucuses. Caucuses would advise the executive director instead of the Board. The executive director would establish caucuses using criteria the Board sets in policy. Today, adding or removing a caucus requires a member vote to amend the bylaws.

3

Caucus Council. Would create a new Caucus Council, with one representative from each caucus, to advise the Board. The two caucus seats on the Board would become two seats filled by the Board on the Council's recommendation. The Council would also have new pathways to additional leadership.

4

Legislative Policy Committee (LPC). Board members would choose whether to serve on the LPC instead of being required to. The Caucus Council would also have LPC seats (number determined in policy).

WHAT IS NOT CHANGING

Board size. The Board would keep up to 25 voting directors: up to 22 elected by region, plus 2 recommended by the Caucus Council.

Caucus seats during the transition. The two established caucuses would keep their Board seats until the new Caucus Council directors are appointed, or until the end of 2027, whichever comes first.

Caucus voice in governance. Caucuses would continue to have a path to leadership through the two Caucus Council seats and committee seats.

Board oversight of funding. The Board would continue to set caucus funding through the annual budget.

Why these changes

Members told us that the Board's size, unclear roles, and confusion between governance and advocacy are the biggest barriers to an effective Board. These changes are a first, measured step. The Governance Committee will review their impact after one year before recommending anything further, including any change to Board size.

Background

How the review was done

As part of OSBA's regular governance review cycle, the Board engaged Coraggio Group in 2026 to assess OSBA's governance structure. The assessment gathered input from:

188 survey respondents, 12 stakeholder interviews, and 7 focus groups, representing the Board, staff, member districts of every size, the caucuses, and the PRIDE Advisory Committee

A review of school board association bylaws in more than 30 states

Coraggio Group reported its findings in June 2026. The Governance Committee then held a design retreat on August 3, recommended bylaws amendments on August 24, and the Board adopted and took action to refer them to the membership on September 19.

Guiding principles

Four principles, set at the start of the review, shaped which changes moved forward:

Efficiency

Design structures that make purposeful use of staff resources and board member time. Every committee, caucus, and process should add clear value.

Effectiveness

Ensure governance structures enable the board to fulfill its core responsibilities: strategic oversight, policy governance, fiduciary accountability, and organizational leadership.

Engagement

Ensure boards as entities have genuine opportunities to participate and inform decisions without creating administrative burden or unnecessary complexity.

Representation

Balance representation between boards as fundamental units and districts serving larger student populations, ensuring all member voices carry appropriate weight while maintaining geographic practicality.

What we heard

- Board size was named by every member group as the greatest opportunity to improve efficiency, and **69%** of Board and staff respondents named it as a structure that should be re-evaluated.
- Confusion between governance and advocacy was the most-cited barrier to Board effectiveness (**29%** of all respondents), followed by unclear roles (**26%**).
- Board and staff rated the Board's understanding of OSBA's Board work **2.6 out of 5**, though they rated orientation **3.9**.
- The non-voting ex-officio seats were rated the least active and least impactful Board roles. **39%** of Board and staff respondents flagged them.
- Both caucuses and the advisory committee received below-target effectiveness ratings. Members of each group flagged their own group's structure for re-evaluation: **69%** of advisory committee respondents, **63%** of Rural Caucus respondents, and **56%** of Members of Color Caucus respondents flagged their own body's structure for re-evaluation.

The Four Central Changes

1. Ex-officio advisor seats

TODAY

Up to 25 voting directors: 22 elected by region, plus one from the Oregon School Board Members of Color Caucus and one from the Oregon Rural School Board Members Caucus. The bylaws cap the Board at 25 voting persons (Sec. 3.3).

Five named, non-voting ex-officio advisors: an NSBA director elected from Oregon; the executive director of the Coalition of Oregon School Administrators; the chair-elect of the Oregon Association of Education Service Districts; the board president of the Oregon Community College Association; and the chair of the State Board of Education.

WHAT WOULD CHANGE

The named list of ex-officio advisors would be removed.

The Board could designate non-voting ex-officio advisors as needed (Sec. 3.5.4).

WHY

The ex-officio role and its relationship to the Board were never clearly defined. These seats were rated the least active and least impactful Board roles, and 39% of Board and staff respondents flagged them. Peer state associations seat 14 to 19 voting directors; OSBA seats up to 25.

2. Caucuses would advise the executive director

TODAY

Two caucuses are named in the bylaws: the Oregon School Board Members of Color Caucus and the Oregon Rural School Board Members Caucus.

Each holds a guaranteed Board seat and LPC seat and advises the Board directly.

A caucus can be created or eliminated only by a bylaws amendment approved by members.

The PRIDE Advisory Committee is not named in the bylaws. It advises the Board and has no guaranteed Board or LPC seat.

WHAT WOULD CHANGE

The executive director would establish caucuses that support OSBA's vision, mission, and goals, following criteria the Board adopts in policy.

Caucuses would advise the executive director instead of the Board. The Caucuses would no longer be approved by the membership.

The two current caucuses would no longer be named in the bylaws. The expectation is that they would be re-established under the new framework, but that would happen through policy, not through this ballot measure.

The PRIDE Advisory Committee is not addressed in the bylaws, so this measure has no immediate effect on its status. Any change would come through Board policy.

Staff support would be defined in caucus operating procedures and an executive director framework rather than in the bylaws.

The Board would continue to evaluate the executive director, providing accountability for groups that report to that position.

WHY

Today the two caucuses and the advisory committee have different budgets, seats, authority, and resources. A single framework would give every caucus the same pathway and the same rules.

Reporting to the executive director would connect caucuses more directly to OSBA staff and day-to-day operations, providing greater flexibility in how they conduct their work while supporting effective coordination and implementation.

STILL TO BE DECIDED

- Criteria and safeguards for establishing a caucus, grounds for dissolving one, and an appeal to the Board if a caucus request is denied or is dissolved (OSBA Policy Committee)
- How caucus leaders are selected, how long they serve, and how leadership rotates (caucus operating procedures)
- What staff provide to caucuses and how staff take part in their meetings (caucus operating procedures and executive director framework)
- How Oregon public meetings law applies to caucus meetings (OSBA Policy Committee, with legal review)

3. A new Caucus Council, and caucus seats on the Board

TODAY

Each of the two caucuses designates one voting director to the Board and Legislative Policy Committee.

Each caucus manages its own budget.

Adding a caucus adds a seat on both the Board and the LPC.

WHAT WOULD CHANGE

A new Caucus Council, advisory to the Board, composed of one Board-approved representative from each caucus, (Sec. 4.4.4).

The Council would recommend two people for the Board to appoint as full voting directors (Secs. 3.5, 3.5.3). These replace the two current caucus seats.

The Council would have the option to recommend a Finance Committee member, LPC members, and members to other Board committees. Recommendations would be subject to the approval of the Board.

The Council would adopt operating procedures (Sec. 4.4.2), keep minutes, report at Board meetings, follow public meetings law (Sec. 4.5), and file a year-end report (Sec. 4.4.6).

The Board would set the Council's budget (Sec. 4.4.5), as it sets caucus budgets today.

New caucuses would join the Council without adding Board seats.

Filling seats and the transition

Officer overlap. If the president or immediate past president is a Caucus Council director, the Council would select an additional director for that term (Sec. 3.5.3).

Start date. The new structure would take effect July 1, 2027, to allow time to develop the supporting policies and procedures

Transition. The two current caucus directors would keep their seats until the Board appoints the two Council directors, or until the end of 2027, whichever comes first.

WHY

One Council would give every caucus, current and future, the same pathways to leadership. The Council structure allows new caucuses to be added without expanding the Board or revising the bylaws each time a caucus is created. This provides greater flexibility while addressing member concerns about Board size.

STILL TO BE DECIDED

- The Council's operating procedures, including how it selects candidates for its two Board seats (OSBA Policy Committee)
- How Caucus Council budget is distributed to individual Caucuses (Caucus Council)

4. Legislative Policy Committee (LPC)

TODAY

Members: all voting Board members, elected regional representatives (Sec. 4.1.3(c)–(e)), the President as an ex-officio voting member, and one designee from each caucus.

Board policy (Policy 2100) requires every director to serve on the LPC.

The bylaws set two-year terms for LPC seats, with terms starting in January 1 of even-numbered years.

WHAT WOULD CHANGE

Members: Board members who choose to serve; the president (ex officio, voting); all Executive Committee members (required to serve); elected regional representatives; and members recommended by the Caucus Council (Sec. 4.1.3(b)).

Two-year terms starting January 1 of even-numbered years, with members being limited to up to five consecutive terms, then eligible again after a two-year break (Sec. 4.1.3(f)).

WHY

Requiring every director to serve on the LPC blurred the line between governance and advocacy, the barrier to effectiveness respondents named most often. Voluntary service would place directors on the LPC who are ready and have capacity for the advocacy role. Term limits would create predictable rotation and new leadership pathways. Seating Council designees would keep caucus representation on the LPC through one consistent process.

STILL TO BE DECIDED

- How directors indicate interest in LPC service, and how seats are filled (OSBA Policy Committee)
- How many Caucus Council designees serve on the LPC (Board and Caucus Council)
- How current members, and directors who join mid-cycle, move into the new term cycle (OSBA Policy Committee)

Other Changes on the Same Ballot

These technical updates are part of the same ballot measure. Items already covered above are noted, not repeated.

CHANGE	WHAT IT DOES
Resolution deadline (2.5)	Moves the deadline for submitting resolutions to the Board from September 30 to September 15.
Region declaration (2.6.2)	Clarifies that if a member has a main administrative office in more than one region, the member must declare which region it intends to vote and shall only vote in that region.
Regional review (2.7)	Formal review of OSBA's regions would happen at least every five years instead of every three.
Annual meeting (2.8)	Keeps the annual members' meeting but drops the requirement that it be in person in November. OSBA would still report on its activities and finances at least once a year.
Quorum and approval (2.13, 2.14)	Blank ballots and abstentions would count toward quorum but would not count as "no" votes.
Board vacancies (3.6)	Clarifies that the Board would be able to fill any vacant director seat by appointment, except an extra seat created under Sec. 3.5.1(e) when the president or immediate past president is no longer from that region.
Contiguous regions (3.6)	Ends the option of appointing a director from a neighboring region. Directors would have to come from the region they represent.
Finance Committee term limits (4.1.2)	Members starting on or after January 1, 2027, would be able to serve five consecutive two-year terms, then return after a two-year break. Current members would not be affected.
Officer reelection (5.4)	Clarifies that an officer (other than the past president) whose Board seat is up for election would have to be reelected by their region to remain an officer.
Also on the ballot	Caucus director transition (3.5.3) and Finance Committee Council designee (4.1.2): see Change 3. LPC terms (4.1.3(f)): see Change 4.

Improvements Already Underway (No Vote Needed)

These improvements fall within the Board's and staff's existing authority. Several are already in progress.

AREA	WHAT IS CHANGING
Onboarding	Written role descriptions at recruitment, mentoring for new directors, and a check-in at six to eight months.
Board and LPC expectations	Written attendance and engagement expectations and a way to track them, applying equally to regional and Caucus Council directors.
Regional director role	Clarifies that regional directors are a point of contact for member boards, not their delegates, and owe their primary duty to the association as a whole as its fiduciaries.
Governance training	Ongoing training on Board, staff, and officer roles, fiduciary duty, and officer eligibility.
Member communication	Clear ownership of member communication, a regular governance digest and legislative updates, and roadshows redesigned for two-way dialogue.
Meetings	In-person sessions for complex decisions and more emphasis on preparation before meetings.

Timeline

June 2026	Coraggio Group delivered governance review report
August 3, 2026	Governance Committee design retreat
August 24, 2026	Governance Committee recommended bylaws amendments
September 19, 2026	Board adopted resolution and referred it to members
2026 election cycle	Member vote Oct. 15 – Dec. 15
January 1, 2027	New Finance Committee term limits apply to incoming members
July 1, 2027	New caucus and Caucus Council structure takes effect
By December 31, 2027	Caucus Council directors seated on the Board
One year after implementation	Governance Committee reviews impact

EXECUTIVE SUMMARY

Meeting Date:	November 19, 2026
Agenda Item:	School Board Policy - second reading
Item Type:	Action
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 as a first reading at the November 5 work session. 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 the first discussion of the proposed policy, the word "may" was struck and replaced with the word "shall" in the last sentence. No additional revisions were suggested during the first reading on November 5.

Additional Materials: Policy Packet 11.19.26

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: *"I move to approve policy FL as presented."*

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
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).

DRAFT