North Santiam School District
1155 N 3rd Ave - Stayton, OR 97383
www.nssd29j.org

2026-27 BOARD & STAFF
Board Chair, Mackenzie Strawn **Board Vice-Chair,** Alisha Oliver
Board Members: Mike Wagner, Erin Cramer, Mark Henderson, Coral Ford & Brunk Conley
Student Representatives to the Board, Amalia Bell & Aliya Maciel
Superintendent, Lee W. Loving
Director of Business & Fiscal Services, Rhonda Allen
Director of Human Resources, Danielle Blackwell
Director of Teaching & Learning, Nicole Duncan
Director of Special Programs, Melissa Glover
Director of Ancillary Services, John Barnes
Director of Operations & Facilities, Travis King
Superintendent/School Board Executive Assistant, Tonia Whisman

Access to the agenda and meeting materials can be located on the District website at
www.nssd29j.org > Board of Directors >Agendas/Meeting Minutes

Regular Session
Thursday, June 26, 2025 ~ 6:00 PM
NSSD District Office/Santiam Room, 1155 N 3rd Ave, Stayton, OR 97383
https://youtube.com/live/UX_uro4MSXE?feature=share

1. CALL REGULAR SESSION TO ORDER
(times for agenda items are estimated)

2. AGENDA APPROVAL
Changes to the agenda after posting on June 20, 2025 will be acknowledged:
Added Agenda Items-
*12- 2025-26 School Calendar Revision
*15- Revision to Incoming Interdistrict Transfer Limits

Added Attachments-
*7.1-Financial Board Report May 2025
*11 - 2025-28 Licensed Agreement
*12- 2025-26 Staff Calendar D3
*13- NSSD 2025-30 Strategic Plan_Final
*15- 25-26 Transfer Caps-revised

RECOMMENDED MOTION-AGENDA APPROVAL
I move that the Board approve the agenda as modified.

3. STUDENT BUSINESS:

6:05

3.1. Final 2024-25 ASB Report **6**
ASB June School Board Presentation 2024-2025 ***6***

3.2. Acknowledgement of 24-25 Student Reps

3.3. Santiam Award- Future First Citizen
Bailey Turner will be presented with the Board's Santiam Award for being selected as the Stayton Rotary's Future First Citizen.

4. CITY COUNCIL LIAISON REPORTS:
6:25
This standing agenda item is for reports from the Stayton, Sublimity and Lyons City Council Liaisons:
Stayton: David Patty
Sublimity: Tass Morrison
Lyons: Mike Wagner

5. SUPERINTENDENT'S REPORT: Lee W. Loving
6:30

6. TEACHING & LEARNING REPORT: Nicole Duncan **11**
(written report only)
Teaching & Learning Board Report June 2025 ***11***

7. BUSINESS & FISCAL SERVICES REPORT: Rhonda Allen
6:45

7.1. Monthly Financial Report **15**
Financial Board Report_May2025 ***15***
June 2025 Financial PPT ***24***

7.2. 2025-26 Budget Resolutions **33**

RECOMMENDED MOTION-RESOLUTION 062625A
BE IT RESOLVED that the Board of Directors approves Resolution 062625A as presented.

RECOMMENDED MOTION-RESOLUTION 062625B
BE IT RESOLVED that the Board of Directors approves Resolution 062625B as presented.

RECOMMENDED MOTION-RESOLUTION 062625C
BE IT RESOLVED that the Board of Directors approves Resolution 062625C as presented.

RECOMMENDED MOTION-RESOLUTION 062625D
BE IT RESOLVED that the Board of Directors approves Resolution 062625D as presented.
Resolution Adopting Budget_062625A ***33***
Resolution Imposing Taxes_062625B ***35***
Resolution GASB 54_062625C ***36***
Excise Tax Resolution 062625D ***38***

8. LICENSED/CLASSIFIED UNION REPORTS: Union Reps.
7:00

9. PUBLIC COMMENT
7:05

10. CONSENT AGENDA
7:25

10.1. ***Action: Approval of Meeting Minutes*** ***39***
05.22.25 minutes-DRAFT ***39***

10.2. ***Action: Approval of New Hires*** ***45***

New Hires (Board Action Required)
Haley Meadows: SES/Kindergarten
Jamie Kessler: ML/3rd grade
Katherine Carlgren: SUB/Kindergarten
Breanna Ash: SIS/4th grade
Jaime McCarty: SHS/Principal
Resignations (Informational Only)
Whitney Farris: SHS/English
June Licensed report 2025 ***45***

10.3. ***Action: Approval of Consent Agenda***

RECOMMENDED MOTION-CONSENT AGENDA
I move that the Board approve the Consent Agenda as [presented] [modified].

11. RATIFY LICENSED UNION 2025-28 COLLECTIVE BARGAINING AGREEMENT **46**
7:30

RECOMMENDED MOTION-BARGAINING AGREEMENT
I move that the Board ratify the 2025-28 Licensed Union Agreement between the North Santiam Education Association and the North Santiam School District as presented.
2025-28 Licensed Agreement ***46***

12. 2025-26 SCHOOL CALENDAR REVISION **109**
7:35

RECOMMENDED MOTION-STAFF CALENDAR
I move that the Board approve the revised 2025-26 Staff Calendar as presented.
2025-26 Staff Calendar D3 ***109***

13. APPROVAL OF STRATEGIC PLAN : Laura Wipper **110**
7:40

RECOMMENDED MOTION-STRATEGIC PLAN
I move that the Board approve the NSSD 2025-2030 Strategic Plan as [presented[[modified].

NSSD 2025-30 Strategic Plan_Final ***110***

14. 3% CAP ON VIRTUAL CHARTER ENROLLMENT
7:50
The Board will consider whether to extend the temporary suspension of the enforcement of the 3% cap through 12/31/2025.

POSSIBLE MOTION: 3% CAP EXTENSION
I move that the Board direct the Superintendent to extend the suspension of the 3% cap enforcement through 12/31/2025.

15. REVISION TO INCOMING INTERDISTRICT TRANSFER LIMITS 129
8:00
The Board will review a revised recommendation from Supt. Loving regarding limits for incoming interdistrict transfer requests.

POSSIBLE MOTION: TRANSFER LIMITS
I move that the Board approve the revised incoming interdistrict transfer limits for 2025-26 as [presented] [modified].
25-26 Transfer Caps -revised ***129***

16. BOARD REFLECTIONS/ANNOUNCEMENTS
8:05

17. INFORMATION ONLY
8:15

17.1. Field Trip Report: 130
June 2025 Fieldtrips Board Report ***130***

17.2. Student Enrollment: 147
Current enrollment is listed below. Refer to the attachment for a breakdown by grade at each location and totals from previous months in the school year.

Mari-Linn: 156
Sublimity: 363
Stayton Elementary: 330
Stayton Intermediate/Middle: 461
Stayton High: 621
Locust Street Academy: 39
Stayton Virtual Academy: 77
Total: 2047
June 2025 Enrollment Totals ***147***

17.3. Future Agenda Items: 149
Agenda Items Annual Calendar rev 04.24 ***149***

17.4. Upcoming Board Events & Activities:

*Discuss possible dates for July meeting

7/26/25 - SummerFest (times TBA)

18. ADJOURN

8:20 (estimated)

EQUAL OPPORTUNITY EMPLOYER

SHS Student June 26th Report

•••

Recap + What's ASB up to?

- Summer Kickoff on June 10th
- Committees were finalized for next year(Presidents and Chairs), and they had a work day to clean up anything and everything ASB related
- They are looking forward to helping the freshman navigate their first day of school by participating in Link Crew!

Recap + What's ASB up to?

- ASB President: Gabby Laro

  Senior Class President: Lucy Loving

  Junior Class President: Erin Stutrud

  Sophomore Class President: Cheyenne Johnson-Carroll

  Activities Chair: Carter Roberts

  Production Chair: Bryson Urbach

  Marketing Chair: Lucy Loving

  Dance Chair: Erin Stutrud

  Engagement Chair: Amalia Bell

Sports Report

- All of the fall sports are into their preseason now! This includes Volleyball, Boys and Girls Soccer, Cross Country, and Football.
- Most of the fall sports, along with a few other sports, have kids camps throughout the summer!!

Thank You!

North Santiam School District 29J

Serving Lyons, Mehama, Stayton, and Sublimity

Teaching and Learning Board Report
June 2025

Items for Board Approval:

None today

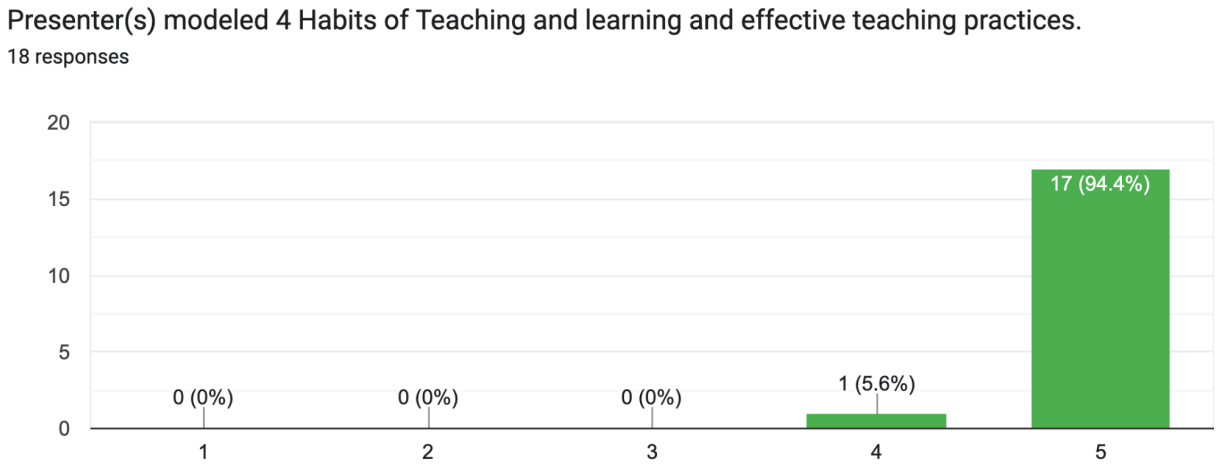
Updates:

New Staff Academy (David Holcomb)

During the 2024-25 school year, 17 of our 22 new staff members, ranging from classroom teachers and reading specialists to school counselors, behavior specialists, and teachers on special assignment, participated in a year-long New Staff program centered on the Four Habits of Powerful Teaching and Learning. Kicking off with an immersive orientation week that introduced staff to NSSD's mission and vision, BERC's Four Habits framework, AVID, and our commitment to belonging and social-emotional support, the program then moved into bi-monthly forums where participants collaboratively explored high-leverage instructional strategies. Half of all new staff completed ten or more hours of after-school professional development, and nearly two-thirds worked one-on-one with district instructional coaches to translate these strategies into their daily practice.

New Staff Academy highlights from new NSSD staff:

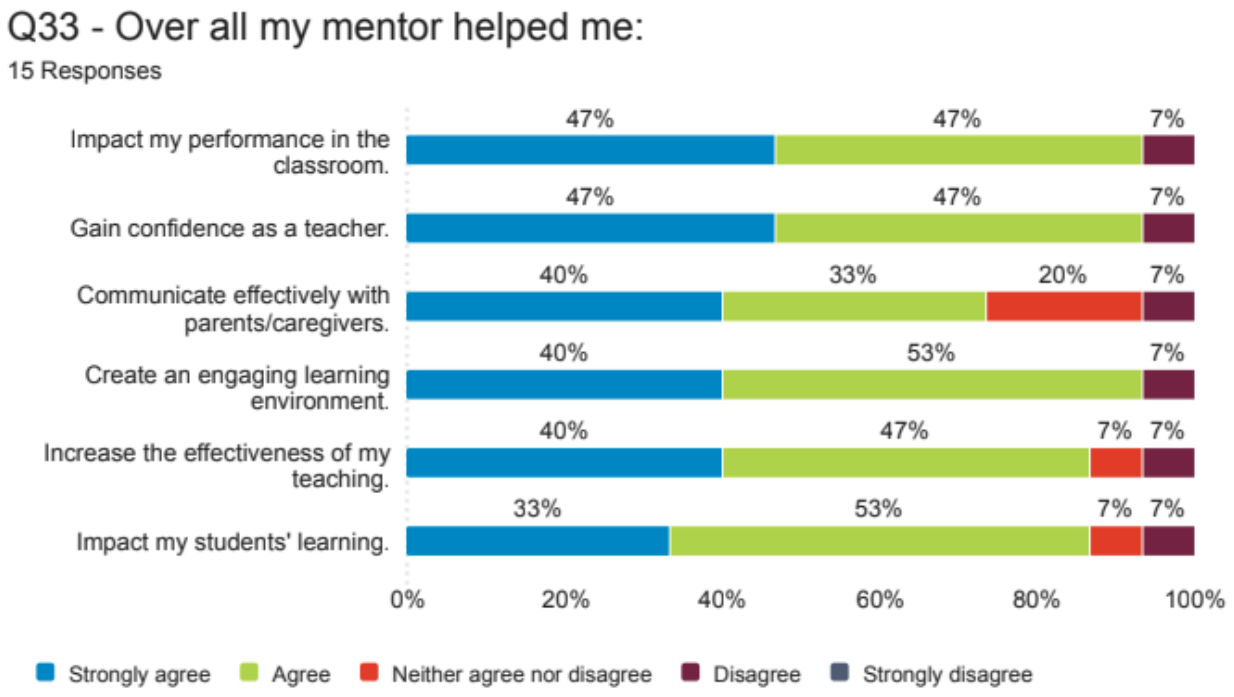
- "I appreciate this opportunity and support SO much and would love to participate in continued learning opportunities if possible."
- "Thank you for doing this for us. There is such a learning curve here that it was helpful to get a second, third, or 10th time hearing these things."
- "Focus on relationships, the building and district are super supportive of educators because they know it's best for kids, the four habits are directly related to my vision of what makes a good teacher."



Early Educator Mentor Program (David Holcomb)

This year marked the inaugural Early Educator Mentor Program, pairing 15 first- and second-year teachers with 12 dedicated building mentors. Mentor–mentee pairs are connected bi-weekly, focusing on providing timely support for creating positive and welcoming classroom environments, promoting and sustaining positive student behaviors, communicating effectively with students and parents, building trusting relationships, and nurturing teacher social-emotional resilience.

Early indicators speak to the program's impact: 94% of beginning teachers reported a positive effect on their classroom practice and gained confidence in their role, 87% noted increased teaching effectiveness, and 86% observed tangible improvements in their students' learning. These results underscore the commitment of our teacher-leaders and the value of sustained, relationship-based support in strengthening our newest educators.



Mentor Program highlights from Year 1 and Year 2 teachers:

- "My mentor has taught me how to effectively communicate with parents in a way that builds trust and benefits students' learning."
- "I learned to have a growth mindset, to celebrate even the small successes, as well as to reach out for support as needed. I also learned the importance of stopping and taking a breath!"
- "Having a mentor in special education is absolutely vital since they not only help with instructional practices but also writing IEPs, running IEP meetings, collecting data, implementing data, progress monitoring, and modeling best practices."

Mentor Program highlights from NSSD building mentors:

- "I know this makes me a better educator and person. It has helped me to reflect on my practice(s) and improve what I am doing. It also evokes a sense of pride to watch mentees grow and become better teachers."
- "It allowed me to explore a different aspect of education that I had yet to experience. I have had student teachers in my classroom, but haven't had the opportunity to formally mentor a new educator who has their own classroom. It was nice to see how a quick conversation or short observation could have an impact on their teaching and classroom environment."

Professional Development

This year, our district delivered 25 after-school professional development sessions, engaging a total of 372 participants. Session topics spanned core instructional and support areas, including vocabulary development, STAR/Freckle implementation, PLC practices, book studies, augmentative and alternative communication, strategies for English language learners, and AVID instructional leadership. These offerings provided targeted, job-embedded learning that aligned with our strategic priorities, focusing on rigorous instruction and collaborative inquiry.

In addition, 82 staff members represented our district at six premier out-of-district events: the Transformative Social-Emotional Learning Summit, the Oregon Statewide Transitions Conference, the PLC Coaching Academy, the Regular Attenders – Every Day Matters, the Learning Forward Conference, and the Northwest MTSS/PBIS Conference. Attendance at these conferences not only broadened individual expertise but has already informed districtwide initiatives, particularly in social-emotional learning, transition planning, and multi-tiered systems of support.

NSSD In-service: The Fall In-Service comprised 23 sessions available to all certified staff. Each session targeted a specific instructional or support skill set, including Four Habits of Powerful Teaching and Learning, AVID WICOR strategies, content-area literacy, classroom management techniques, data-driven interventions using STAR and Freckle, the integration of educational technology and AI, and both staff and student social-emotional learning frameworks. Sessions were facilitated by NSSD teachers and administrators through collaborative workshops and application-focused breakout activities, enabling participants to acquire new strategies and consider implementation plans. The Winter In-Service was conducted under the district-wide theme "Every Student Belongs: Promoting Inclusion and Respect." The half-day Winter workshop was designed to equip staff with the understanding, tools, and confidence needed to promote a respectful and welcoming school environment for all students.

Upcoming:

Summer

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North Santiam School District 29J

Serving Lyons, Mehama, Stayton, and Sublimity

June 24, 2025

TO: North Santiam SD Board of Directors
FROM: Rhonda Allen, Director of Business and Fiscal Services
RE: May 31, 2025, Financial Statements

Board Members,

Attached are the 2024-25 financial statements through May 31, 2025. These statements include the General Fund Statement of Revenues Budget vs. Actual, General Fund Statement of Expenditures Budget vs. Actual, Food Service Statement of Revenue and Expenditures Budget vs. Actual, total Appropriations for the year, Special Revenue Funds, and the Cash Flow Report.

The General Fund statements include the actual revenues and expenditures from July 1, 2024, through May 31, 2025, and projections through June 30, 2025. The estimated General Fund Ending Fund Balance is $4,613,297. Contingency and Unappropriated Ending Fund Balance equal $1,942,026 of the Fund Balance total.

North Santiam's investments are held in the Local Government Investment Pool. These assets total $19,486,886 and yielded 4.60% through May 31, 2025.

Please let me know if you have any questions or concerns regarding these statements.

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North Santiam School District 29J
General Fund: Statement of Revenue Budget Vs. Actual
Fiscal Year 2024-25, As of 05/31/2025

	2024-25 Budget	Actual YTD Rev. 5/31/2025	Projected Revenue 6/30/2025	Total Estimated 2024-25
1000 Revenue From Local Sources				
1111 Current Year's Taxes	7,675,000	7,451,284	184,787	7,636,071
1112 Prior Year's Taxes	150,000	104,975	35,950	140,925
1114 Payments in Lieu of Property Taxes	-	-	-	-
1190 Penalties and Interest on Taxes	-	-	-	
1200 REV from Local Gov't Unit Other Than Districts	-	-	-	-
1510 Interest on Investments	500,000	875,265	109,408	984,673
1700 Fees	27,000	41,203		41,203
1910 Rentals	1,500	14,840	1,855	16,695
1920 Contributions and Donations	-	-	-	-
1960 Recovery of Prior Year Funds	-	8,373	-	8,373
1980 Fees Charged to Grants	100,000	98,150	1,850	100,000
1990 Miscellaneous	25,000	44,625		44,625
Total Revenue From Local Sources	**$ 8,478,500**	**8,638,715**	**333,851**	**8,972,565**
2000 Revenue from Intermediate Sources				
2101 County School Funds	55,000	28,247	26,753	55,000
2102 General Education Service District Funds	405,573	338,988	66,585	405,573
2199 Intermediate Rev Heavy Equipment Tax	-	(3,553)	-	(3,553)
2800 Heavy Equipment Rent Tax	-	6,980	-	6,980
Total Revenue from Intermediate Sources	**$ 460,573**	**370,662**	**93,338**	**464,000**
3000 Revenue From State Sources				
3101 State School Fund—General Support	18,292,632	18,296,193	-	18,296,193
3103 Common School Fund	290,645	142,400	146,792	289,192
3104 State Managed County Timber	80,000	1,301	-	1,301
3107 State School Fund High Cost Disability	150,000	(23,613)	-	(23,613)
Total Revenue From State Sources	**$ 18,813,277**	**18,416,280**	**146,792**	**18,563,072**
4000 Revenue From Federal Sources		-		
4801 Federal Forest Fees	10,000	-	-	-
Total Revenue From Federal Sources	**$ 10,000**	**-**	**-**	**-**
5000 Revenue From Other Sources		-		
5110 Bond Proceeds	-	-		
5400 Beginning Fund Balance**	5,310,865	5,310,865		5,310,865
Total Revenue From Other Sources	**$ 5,310,865**	**5,310,865**	**-**	**5,310,865**
Total Resources	**$ 33,073,215**	**$ 32,736,522**	**$ 573,980**	**33,310,502.12**
		Less Estimated Requirements		**$ 28,697,205**
		Estimated Ending Fund Balance		***$ 4,613,297***
		Less Contingency & UEFB		***$ 1,942,026***
		Estimated Ending Fund Balance		***$ 2,671,271***

North Santiam School District 29J
General Fund: Statement of Expenditures Budget Vs. Actual
Fiscal Year 2024-25, As of 05/31/2025

Expenditure Functions	2024-25 Budget	Actual YTD EXP 5/31/2025	Projected Expenditures 6/30/2025	Total Estimated 2024-25
1000 Instruction				
1111 Elementary, K-5 or K-6	5,454,283	4,969,908	50,000	5,019,908
1120 AVID Instruction	4,750	2,195	2,477	4,671
1121 Middle/Junior High Programs	2,971,988	2,693,978	50,000	2,743,978
1122 Middle/Junior High School Extracurricular	142,294	144,736	3,846	148,582
1127 After School Program	15,000	-	-	-
1131 High School Programs	3,520,192	3,219,916	50,000	3,269,916
1132 High School Extracurricular	715,533	668,500	11,148	679,648
1140 Pre-kindergarten Programs	-	-	-	-
1220 Restrictive Pgms for Students w/Disabilities	2,185,835	2,011,956	173	2,012,128
1250 Programs for Students w/Severe Disabilities	1,002,760	1,086,069	-	1,086,069
1271 Remediation	592,868	562,173	-	562,173
1272 Title I-A	109,818	48,204	-	48,204
1281 Alternative Education High School	85,000	137,442	-	137,442
1285 District Options Academy	547,644	488,156	1,500	489,656
1291 English Second Language Programs	580,000	468,798	-	468,798
1292 Teen Parent Program	6,100	-	-	-
1460 Summer School, Middle/Jr High	800	-	-	-
Total Instruction	**$ 17,934,865**	**$ 16,502,030**	**$ 169,143**	**$ 16,671,173**
2000 Support Services				
2111 Safety and Security Service Area Direction	122,203	100,303	-	100,303
2115 Student Safety	238,464	176,264	1,688	177,953
2120 Guidance Services	212,149	203,692	335	204,027
2134 Nurse Services	205,303	206,803	629	207,432
2139 Other Health Services	4,800	3,803	997	4,800
2143 Psychological Couseling Services	262,797	160,922	-	160,922
2152 Speech Pathology Services	126,128	125,961	-	125,961
2160 Other Student Treatment Services	-	-	-	-
2190 Service Direction, Student Support Services	319,416	323,554	721	324,275
2210 Improvement of Instruction Services	-	-	-	-
2211 Teaching and Learning Service Area Direction	298,307	266,706	20,000	286,706
2213 Curriculum Development	204,650	31,859	50,000	81,859
2219 Other Improvement of Insturction Svcs	234,633	177,231	500	177,731
2220 Educational Media Services	328,764	331,569	1,504	333,073
2230 Assessment and Testing	-	-	-	-
2240 Instructional Staff Development	41,844	31,374	5,000	36,374
2310 Board of Educatin Services	132,575	103,499	15,000	118,499
2320 Executive Administration Services	397,420	408,150	494	408,643
2410 Office of the Principal Services	2,847,444	2,941,378	5,066	2,946,444
2490 School Administration - Other Support Services	-	-	-	-
2510 Direction of Business Support Services	220,324	214,193	-	214,193
2520 Fiscal Services	410,300	398,424	2,000	400,424
2528 Risk Management Services	341,210	324,966	-	324,966

North Santiam School District 29J
General Fund: Statement of Expenditures Budget Vs. Actual
Fiscal Year 2024-25, As of 05/31/2025

Expenditure Functions	2024-25 Budget	Actual YTD EXP 5/31/2025	Projected Expenditures 6/30/2025	Total Estimated 2024-25
2541 Maintenance & Facilities Service Area Direction	259,777	264,739	-	264,739
2542 Care and Upkeep of Buildings Services	2,812,317	2,360,348	44,826	2,405,174
2543 Care and Upkeep of Grounds Services	179,695	134,969	30,528	165,497
2549 Other Operation and Maintenace Services	9,961	10,171	-	10,171
2550 Student Transportation Services	1,216,250	875,304	118,884	994,187
2558 Special Education Transportation Services	250,000	316,203	48,963	365,166
2630 Information Services	73,939	66,232	-	66,232
2640 Staff Services	265,659	245,980	-	245,980
2641 Human Resources Service Area Direction	225,879	225,230	947	226,177
2649 Human Resources Other Services		231	-	231
2660 Technology Services	867,630	620,085	12,625	632,709
2661 IT Service Area Direction	-	-	-	-
2680 Interpretation and Translation		-	-	-
Total Support Services	**$ 13,109,838**	**$ 11,650,143**	**$ 360,707**	**$ 12,010,851**
3000 Enterprise and Community Services				
3360 Welfare Activities Services	5,700	5,305	-	5,305
Total Enterprise and Community Services	**$ 5,700**	**$ 5,305**	**$ -**	**$ 5,305**
5000 Other Uses				
5110 Long Term Debt Service	-	-		-
5200 Transfers of Funds	80,786	9,875		9,875
Total Other Uses	**$ 80,786**	**$ 9,875**	$ -	**$ 9,875**
6000 Contingencies				
6110 Operating Contingency	1,012,026	-	-	
Total Contingencies	**$ 1,012,026**	**$ -**	**$ -**	**$ -**
7000 Unappropriated Ending Fund Balance				
7000 Unappropriated Ending Fund Balance	930,000	-	-	-
Total Unappropriated Ending Fund Balance	**$ 930,000**	**$ -**	**$ -**	**$ -**
GENERAL FUND EXPENDITURES GRAND TOTAL	**$ 33,073,215**	**$ 28,167,354**	**$ 529,851**	**$ 28,697,205**

North Santiam School District 29J
Food Service Fund: Statement of Revenues and Expenditures Budget Vs. Actual
Fiscal Year 2024-25, As of 05/31/2025

	2024-25 Budget	Actual as of 5/31/2025	Encumbered as of 5/31/2025	Total Estimated 2024-25
REVENUE				
1610/1620 Daily Sales	100,000	60,607	6,735.00	67,342
1630 Special Functions	-	-	-	-
1940 Services Provided Other LEA's	6,200	12,030	8,025.00	20,055
1960 Recovery of Prior Year Funds	-	-	-	-
1990 Miscellaneous Revenue	8,000	2,081	5,918.55	8,000
3299 State Breakfast/Lunch SSA	100,000	273,188	29,618.00	302,806
4500 CEP Incentive Payment	-	47,469	57,000.00	104,469
4511 State Breakfast		-	-	-
4512 State Lunch		-	-	-
4513 NSLP Breakfast	295,000	256,295	17,600.00	273,895
4515 NSLP Lunch	870,000	653,931	37,400.00	691,331
4518 NSLP Snack Program		-	-	-
4519 Farm to School	15,000	-	15,000.00	15,000
4525 Summer Lunch	20,000	7,593		7,593
4526 Federal Revenue Summer Lunch	1,500	-	-	-
4910 USDA Commodities	90,000	-	90,000.00	90,000
5200 Interfund Transfers		9,875		9,875
5400 Beginning Fund Balance	170,000	21,215	-	21,215
TOTAL REVENUE	**$ 1,675,700**	**$ 1,344,285**	**$ 267,297**	**$ 1,611,582**
EXPENDITURES				
Enterprise and Community Services				
3100-100 Salaries	450,611	449,858	-	449,858
3100-200 Payroll Costs	385,995	351,260	-	351,260
3100-300 Contracted Services	21,500	7,938	51	7,989
3100-410 Supplies and Materials	41,500	41,469	869	42,337
3100-411 Fuel	1,000	167	833	1,000
3100-415 USDA Commodities	90,000	-	90,000	90,000
3100-450 Food	629,747	512,484	48,358	560,842
3100-460 Non-Consumable	29,240	9,127	478	9,605
3100-470 Computer Software	4,695	3,155	-	3,155
3100-480 Computer Hardware	1,500	-	-	-
3100-540 Equipment Replacement	10,662	-	-	-
3100-640 Dues and Fees	9,250	9,222	560	9,782
TOTAL EXPENDITURES	**1,675,700**	**$ 1,384,681**	**$ 141,150**	**$ 1,525,831**
			FOOD SERVICE EST EFB	**$ 85,751**

North Santiam School District 29J
Appropriations: Budget Vs. Actual
Fiscal Year 2024-25, As of 05/31/2025

	Appropriations	YTD	Encumbrances	Totals	Resolutions	(Over)/Under Budget
General Fund (100)						
1000 Instruction	17,894,865	16,502,030	169,143	16,671,173	40,000	1,263,692
2000 Support Services	12,489,338	11,650,143	360,707	12,010,851	620,500	1,098,987
3000 Community Services	5,700	5,305	-	5,305		395
5200 Transfers	80,786	9,875	-	9,875		70,911
6000 Contigency	661,661	-	-	-	350,365	1,012,026
Sub Total	**$ 31,132,350**	**$ 28,167,354**	**$ 529,851**	**$ 28,697,205**	**$ 1,010,865**	**$ 3,446,010**
Special Revenue Funds (200)						
1000 Instruction	3,357,615	2,755,915	258,291	3,014,206	521,666	865,075
2000 Support Services	4,705,226	2,996,438	57,579	3,054,017	272,943	1,924,152
3000 Community Services	108,253	83,836	14	83,850	56,307	80,710
4000 Facilities Acquisition	200,000	-	-	-		200,000
5200 Transfers	258,425	183,425	-	183,425		75,000
5300 Apportionment of Funds by ESD	14,952	-	-	-	(14,952)	-
6000 Contigency	2,313,022	1,000,000	-	1,000,000		1,313,022
Sub Total	**$ 10,957,493**	**$ 7,019,614**	**$ 315,885**	**$ 7,335,498**	**$ 835,964**	**$ 4,457,959**
Food Service Funds (299)						
3000 Community Services	1,675,700	1,384,681	51,150	1,435,831	-	239,869
Sub Total	**$ 1,675,700**	**$ 1,384,681**	**$ 51,150**	**$ 1,435,831**	**$ -**	**$ 239,869**
PERS Bond Debt Service (310.321.375)						20
5100 Debt Service	5,125,000	5,123,292	-	5,123,292	-	1,708
6000 Contigency	1,882,155	-	-	-	-	1,882,155
Sub Total	**$ 7,007,155**	**$ 5,123,292**	**$ -**	**$ 5,123,292**	**$ -**	**$ 1,883,863**
Facilities (400,401,420,425,426,430,448)						
1000 Instruction Services	100,000	34,880	-	34,880		65,120
2000 Support Services	410,010	146,313	24,898	171,211		238,799
4000 Facilities Acquisition	2,551,654	97,948	9,693	107,640		2,444,014
5110 Debt Service	41,500	40,531	-	40,531		969
5200 Transfers	-	-	-	-		-
6000 Contingency	1,308,266	-	-	-		1,308,266
Sub Total	**$ 4,411,430**	**$ 319,672**	**$ 34,591**	**$ 354,263**	**$ -**	**$ 4,057,167**
Internal Service Funds (600)						
2000 Support Services	251,200	120,068	-	120,068		131,132
6000 Contingency	589,379	-	-	-		589,379
Sub Total	**$ 840,579**	**$ 120,068**	**$ -**	**$ 120,068**	**$ -**	**$ 720,511**
Trust and Agency Fund (700)						
2000 Support Services	48,542	8,083	1,000	9,083	-	39,459
Sub Total	**$ 48,542**	**$ 8,083**	**$ 1,000**	**$ 9,083**	**$ -**	**$ 39,459**
Total Appropriations	56,073,249	42,142,764	932,476	43,075,240	1,846,829	14,844,838
Total Unappropriated	930,000	-	-	-	-	930,000
APPROPRIATION TOTAL	**$ 57,003,249**	**$ 42,142,763.80**	**$ 932,475.80**	**$ 43,075,239.60**	**$ 1,846,829.00**	**$ 15,774,838**

North Santiam School District 29J
Special Revenue Funds
Fiscal Year 2024-25, As of 05/31/2025

Special Revenue Funds: MISC	Allocation	Beginning Fund Bal	YTD Revenue	YTD Exp/Enc	Fund Balance
201: Board Reserve	$ -	$ 1,001,791	$ -	$ 1,000,000	$ 1,791
202: Textbook Reserve	$ -	$ 1,006,350	$ -	$ -	$ 1,006,350
205: CTE Construction House	$ -	$ 47,915	$ 520	$ 44,430	$ 4,005
206: CTE SHS Grants	$ -	$ -	$ -	$ -	$ -
211: United Way	$ -	$ -	$ -	$ -	$ -
216: Misc Grants	$ -	$ 8,426	$ -	$ 8,426	$ 0
230: Technology Services	$ -	$ 12,836	$ 8,847	$ 242	$ 21,441
231: After School Grant	$ -	$ 11,763	$ -	$ 10,500	$ 1,263
240: E-Rate Category 1	$ -	$ 87,848	$ -	$ 6,750	$ 81,098
241: Nike Grant	$ -	$ -	$ -	$ -	$ -
243: District Grants	$ -	$ 1,619	$ 1,100	$ 1,971	$ 748
244: E-Rate Category 2	$ -	$ -	$ 37,924	$ 50,219	$ (12,295)
249: SB 1149	$ -	$ 138,610	$ 72,478	$ 183,425	$ 27,663
278: Communication/Community Engagement		$ 41,539	$ -	$ 3,687	$ 37,852
280: Homeless Support	$ -	$ -	$ -	$ -	$ -
281: PERS Increase Reserve	$ -	$ 775,000	$ 1,000,000	$ -	$ 1,775,000
284: SHS Athletic Improvement Fund	$ -	$ 19,072	$ 10,546	$ 19,342	$ 10,276
TOTALS	**$ -**	**$ 3,152,768**	**$ 1,131,415**	**$ 1,328,992**	**$ 2,955,190**

Special Revenue Funds: GRANTS	Allocation	Beginning Fund Bal	YTD Revenue	YTD Exp/Enc	Grant Balance
204: ARP HCY I	$ 5,546	$ -	$ 5,546	$ 5,546	$ -
209: ESSER III	$ 43,096	$ -	$ 43,096	$ 43,096	$ -
215: Title IV	$ 38,192	$ -	$ 29,078	$ 32,707	$ 5,485
219: Title III	$ 14,649	$ -	$ 10,858	$ 11,831	$ 2,819
221: IDEA 611	$ 915,999	$ -	$ 455,388	$ 624,722	$ 291,277
222: Carl Perkins CTE	$ 5,025	$ -	$ 5,209	$ 4,445	$ 580
224: HB3499 EL Transformation	$ 125,000	$ -	$ 52,771	$ 122,242	$ 2,758
225: IDEA 611 ARP	$ -	$ -	$ -	$ -	$ -
227: Title I-A	$ 573,631	$ -	$ 386,108	$ 508,054	$ 65,577
228: Title II-A	$ 134,752	$ -	$ 71,729	$ 88,546	$ 46,206
232: Outdoor School	$ 72,283	$ -	$ -	$ 84,555	$ (12,272)
247: IDEA 619	$ 6,244	$ -	$ 266	$ 2,076	$ 4,168
251: Student Investment Act	$ 2,948,160	$ 707,241	$ 2,136,946	$ 2,606,127	$ 342,033
252: High School Success	$ 808,661	$ -	$ 466,976	$ 702,341	$ 106,320
255: Preschool Promise	$ 652,116	$ -	$ 328,300	$ 514,958	$ 137,157
259: Career Pathways Program	$ 15,793	$ -	$ 11,924	$ 12,464	$ 3,330
273: Salmon Watch Grant	$ 1,418	$ -	$ 975	$ 1,418	$ -
274: SIA - EIIS	$ 6,139	$ -	$ 5,672	$ 6,139	$ -
275: Oregon Community Foundation	$ -	$ -	$ -	$ -	$ -
276: OSU Grant	$ -	$ -	$ -	$ -	$ -
277: TAP Grants	$ 72,350	$ 52,016	$ -	$ -	$ 72,350
279: Early Literacy Grant	$ 207,526	$ -	$ 155,510	$ 148,703	$ 58,823
282: Oregon Extended Assessment	$ -	$ -	$ -	$ -	$ -
283: PEEK Grant	$ 65,000	$ -	$ 52,377	$ 52,377	$ 12,623
285: SB283 Mentorship	$ 90,759	$ -	$ 39,971	$ 90,247	$ 512
286: Panice Alarm Grant	$ 10,000	$ -	$ 10,000	$ 10,000	$ -
287: MAPS CU Grant	$ 750	$ -	$ 750	$ 737	$ 13
288: SPED Staff Stipends	$ 29,205	$ -	$ 22,293	$ 22,293	$ 6,912
TOTALS	**$ 6,842,295**	**$ 759,257**	**$ 4,291,742**	**$ 5,695,624**	**$ 1,139,759**

FY24/25 REVENUE	July Actual	August Actual	September Actual	October Actual	November Actual	December Actual	January Actual	February Actul	March Actual	April Actual	May Actual	June Projected
General Fund Revenue												
Local Sources	$50,374.00	$88,040.00	$94,204.00	$99,287.00	$6,720,159.00	$474,913.00	$235,353.00	$125,638.00	$269,385.00	$117,190.00	$112,162.00	$488,198.94
Intermediate Sources	$0.00	$0.00	$1,609.00	$0.00	($3,553.00)	$115,131.00	$0.00	$112,996.00	$23,255.00	$119,973.00	$0.00	$27,820.83
State Sources	$3,036,727.00	$1,517,440.00	$1,518,753.00	$1,517,452.00	$1,517,452.00	$1,517,452.00	$1,659,852.00	$1,517,452.00	$1,548,099.00	$1,374,849.00	$1,690,741.00	$0.00
Federal Sources	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Other Sources	$5,310,865.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Other Revenue												
Special Revenue Funds/BFB	$4,324,121.00	$136,233.00	$41,919.00	$516,631.00	$320,432.00	$400,414.00	$344,107.00	$2,387,831.00	$569,277.00	$292,880.00	$1,569,685.00	$111,172.10
Debt Service Funds/BFB	$2,397,687.00	$79,882.00	$232,361.00	$223,189.00	$2,261,376.00	$400,535.00	$257,610.00	$227,853.00	$269,835.00	$231,363.00	$233,334.00	$877,909.21
Capital Project Funds/BFB	$3,785,905.00	$1,749.00	$5,909.00	$20,900.00	$118.00	$174,973.00	$1,422.00	$1,422.00	$16,223.00	$7,820.00	$0.00	$19,851.44
Internal Service Funds/BFB	$595,167.00	$6.00	($24.00)	($23.00)	($35,224.00)	$108,962.00	$40,542.00	$35,984.00	$35,661.00	$62,721.00	$35,393.00	$33,623.16
Trust and Agency Funds/BFB	$47,292.00	$0.00	$0.00	$0.00	$0.00	$14,000.00	$0.00	$0.00	$0.00	$0.00	$3,000.00	$0.00
Total Cash In	$19,548,138.00	$1,823,350.00	$1,894,731.00	$2,377,436.00	$10,780,760.00	$3,206,380.00	$2,538,886.00	$4,409,176.00	$2,731,735.00	$2,206,796.00	$3,644,315.00	$1,558,575.68

EXPENDITURES	July	August	September	October	November	December	January	February	March	April	May	June
General Fund Expenditures	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Projected
Salaries	$300,922.00	$336,995.00	$1,259,717.00	$1,264,978.00	$1,286,428.00	$1,245,160.00	$1,245,649.00	$1,231,188.00	$1,249,616.00	$1,227,801.00	$1,227,334.00	$3,009,398.00
Associated Payroll Costs	$160,632.00	$215,145.00	$705,456.00	$752,427.00	$709,408.00	$775,650.00	$729,793.00	$714,106.00	$718,109.00	$717,588.00	$719,152.00	$1,791,394.00
Purchased Services	$93,895.00	$126,976.00	$199,639.00	$346,453.00	$157,253.00	$437,566.00	$455,512.00	$318,989.00	$306,766.00	$422,481.00	$487,321.00	$404,274.00
Supplies and Materials	$79,737.00	$65,512.00	$64,643.00	$105,321.00	$45,353.00	$36,568.00	$79,478.00	$23,649.00	$33,724.00	$50,679.00	$56,658.00	$52,188.00
Capital Outlay	$41,841.00	$4,576.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Debt Service	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Other Objects	$348,917.00	$5,554.00	$7,867.00	$3,627.00	$11,771.00	$2,674.00	$2,470.00	$1,694.00	$4,574.00	$6,410.00	$2,347.00	$6,745.00
Transfers	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$9,875.00	$0.00
Reserves	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Other Expenditures												
Special Revenue Funds	$119,936.00	$415,982.00	$852,530.00	$468,371.00	$459,836.00	$655,713.00	$527,912.00	$1,441,647.00	$522,912.00	$507,868.00	$937,855.00	$1,855,718.00
Debt Service Funds	$0.00	$0.00	$0.00	$330,622.00	$0.00	$341,024.00	$0.00	$0.00	$0.00	$0.00	$1,870,623.00	$2,581,024.00
Capital Project Funds	$75,840.00	$82,632.00	$77,435.00	$16,670.00	$11,278.00	$900.00	$24,989.00	$1,274.00	$1,015.00	$1,200.00	$24,868.00	$36,162.00
Internal Service Funds	$210.00	$8,946.00	$0.00	$85,987.00	$0.00	$0.00	$210.00	$18,222.00	$0.00	$6,494.00	$0.00	$85,000.00
Trust and Agency Funds	$2,500.00	$0.00	$0.00	$2,000.00	$0.00	$0.00	($500.00)	$0.00	$0.00	$0.00	$2,583.00	$2,500.00
Total Cash Out	$1,224,430.00	$1,262,318.00	$3,167,287.00	$3,376,456.00	$2,681,327.00	$3,495,255.00	$3,065,513.00	$3,750,769.00	$2,836,716.00	$2,940,521.00	$5,338,616.00	$9,824,403.00
Total Additon/Deficit	**$18,323,708.00**	**$561,032.00**	**($1,272,556.00)**	**($999,020.00)**	**$8,099,433.00**	**($288,875.00)**	**($526,627.00)**	**$658,407.00**	**($104,981.00)**	**($733,725.00)**	**($1,694,301.00)**	**($8,265,827.32)**

PROJECTED ENDING FUND BALANCE	July	August	September	October	November	December	January	February	March	April	May	June
	$18,323,708.00	**$18,884,740.00**	**$17,612,184.00**	**$16,613,164.00**	**$24,712,597.00**	**$24,423,722.00**	**$23,897,095.00**	**$24,555,502.00**	**$24,450,521.00**	**$23,716,796.00**	**$22,022,495.00**	**$13,756,667.68**
Fund 100	$7,372,022.00	$8,222,744.00	$7,599,988.00	$6,743,921.00	$12,767,766.00	$12,377,644.00	$11,759,947.00	$11,226,407.00	$10,754,357.00	$9,941,410.00	$9,241,626.00	**$4,493,646.78**
Fund 200	$4,204,185.00	$3,924,436.00	$3,113,825.00	$3,162,085.00	$3,022,681.00	$2,767,382.00	$2,583,577.00	$3,529,761.00	$3,576,126.00	$3,361,138.00	$3,992,968.00	**$2,248,422.10**
Fund 300	$2,397,687.00	$2,477,569.00	$2,709,930.00	$2,602,497.00	$4,863,873.00	$4,923,384.00	$5,180,994.00	$5,408,847.00	$5,678,682.00	$5,910,045.00	$4,272,756.00	**$2,569,641.21**
Fund 400	$3,710,065.00	$3,629,182.00	$3,557,656.00	$3,561,886.00	$3,550,726.00	$3,724,799.00	$3,701,232.00	$3,701,380.00	$3,716,588.00	$3,723,208.00	$3,698,340.00	**$3,682,029.44**
Fund 600	$594,957.00	$586,017.00	$585,993.00	$499,983.00	$464,759.00	$573,721.00	$614,053.00	$631,815.00	$667,476.00	$723,703.00	$759,096.00	**$707,719.16**
Fund 700	$44,792.00	$44,792.00	$44,792.00	$42,792.00	$42,792.00	$56,792.00	$57,292.00	$57,292.00	$57,292.00	$57,292.00	$57,709.00	**$55,209.00**

CASH REPORT

Monthly Beginning Balance	July	August	September	October	November	December	January	February	March	April	May	June
General Checking	$2,680,027.97	$1,179,642.38	$269,885.88	$989,867.25	$697,186.83	$1,380,638.94	$1,139,057.83	$1,033,842.69	$2,269,358.55	$1,321,506.85	$798,639.61	$550,414.28
LGIP Main	$14,040,849.00	$16,959,749.90	$18,351,833.30	$16,307,325.49	$15,045,138.46	$17,896,821.35	$22,146,423.54	$21,610,868.12	$20,793,396.66	$21,177,277.00	$20,953,062.66	$19,486,886.57
LGIP PERS UAL	$61,688.95	$385,818.21	$578,517.29	$772,024.59	$966,260.08	$1,161,125.23	$1,165,370.14	$1,360,970.02	$1,556,741.76	$1,753,799.58	$1,951,312.67	$1,958,936.10
US Bank 2021 Bond	$654,377.00	$149,054.34	$225,072.63	$301,252.82	$377,543.96	$453,949.20	$380,681.00	$457,250.45	$533,681.35	$610,149.24	$680,539.83	$681,391.08
Scholarship Checking	$44,049.00	$39,799.11	$39,299.11	$39,299.11	$37,799.11	$37,799.11	$51,799.11	$51,299.11	$51,299.11	$51,799.11	$51,799.11	$52,799.11
	$17,480,991.92	$18,714,063.94	$19,464,608.21	$18,409,769.26	$17,123,928.44	$25,223,361.44	$24,934,486.44	$24,407,859.44	$25,066,266.44	$24,961,285.44	$24,227,560.44	$22,533,259.44

Monthly Ending Balance	July	August	September	October	November	December	January	February	March	April	May	June
General Checking	$1,179,642.38	$269,885.88	$989,867.25	$697,186.83	$1,380,638.94	$1,139,057.83	$1,033,842.69	$2,269,358.55	$1,321,506.85	$798,639.61	$550,414.28	
LGIP Main	$16,959,749.90	$18,351,833.30	$16,307,325.49	$15,045,138.46	$17,896,821.35	$22,146,423.54	$21,610,868.12	$20,793,396.66	$21,177,277.00	$20,953,062.66	$19,486,886.57	
LGIP PERS UAL	$385,818.21	$578,517.29	$772,024.59	$966,260.08	$1,161,125.23	$1,165,370.14	$1,360,970.02	$1,556,741.76	$1,753,799.58	$1,951,312.67	$1,958,936.10	
US Bank 2021 Bond	$149,054.34	$225,072.63	$301,252.82	$377,543.96	$453,949.20	$380,681.00	$457,250.45	$533,681.35	$610,149.24	$680,539.83	$681,391.08	
Scholarship Checking	$39,799.11	$39,299.11	$39,299.11	$37,799.11	$37,799.11	$51,799.11	$51,299.11	$51,299.11	$51,799.11	$51,799.11	$52,799.11	
PROJECTED ENDING CASH BALANCE	**$18,714,063.94**	**$19,464,608.21**	**$18,409,769.26**	**$17,123,928.44**	**$25,223,361.44**	**$24,934,486.44**	**$24,407,859.44**	**$25,066,266.44**	**$24,961,285.44**	**$24,227,560.44**	**$22,533,259.44**	**$14,267,432.12**
												Outstanding Items
Diffence between Fund Balance and Cash Balance												**($510,764.44)**

Financial Report
Period Ending May 31, 2025

- Summary of the General Fund through 5-31-2025
- Projected Ending Fund Balance
- Budget Appropriations
- Cash Flow Report
- Resolutions

Financial Report
Period Ending May 31, 2025

Revenue Source	Actual YTD	Projected	Total Estimated	Budget to Actual
Local Revenue	$8,638,715	$333,851	$,8,972,565	(494,065)
Intermediate Revenue	$370,662	$93,338	$464,000	($3,427)
State Revenue	$18,416,280	$146,792	$18,563,072	$250,205
Federal Revenue	$0	$0	$0	$10,000
Fund Balance	$5,310,865	$0	$5,310,865	$0
TOTAL REVENUE	**$32,736,522**	**$573,980**	**$33,310,502**	**($237,287)**

Financial Report
Period Ending May 31, 2025

Expenditure Activity	Actual YTD	Projected	Total Estimated	Budget to Actual
Instruction	$16,502,030	$169,143	$16,671,173	$1,263,692
Support Services	$11,650,143	$360,707	$12,010,851	$1,098,987
Community Services	$5,305	$0	$5,305	$395
Transfer of Funds	$9,875	$70,911	$80,786	$0
Contingencies	$0	$0	$0	$1,012,026
Unappropriated	$0	$0	$0	$930,000
TOTAL EXPENDITURES	**$28,167,353**	**$600,761**	**$28,768,115**	**$4,305,100**

Financial Report
Period Ending May 31, 2025

Ending Fund Balance	Actual YTD	Projected	Total Estimated	Budget to Actual
Revenue	$32,736,522	$573,980	$33,310,502	($237,287)
Expenditures	$28,167,353	$600,761	$28,768,115	$4,305,100
PROJECTED ENDING FUND BALANCE			**$4,613,297**	
Contingencies & Unappropriated			$1,942,026	
Uncommitted Ending Fund Balance			**$2,671,271**	

Financial Report
Period Ending May 31, 2025

Fund 100 Appropriations	Spending Authority	YTD	Encumbrances	Over/Under Authority
Instruction	$17,934,865	$16,502,030	$169,143	$1,263,692
Support Services	$13,109,838	$11,650,143	$360,707	$1,098,987
Community Services	$5,700	$5,305	$0	$394
Transfer of Funds	$80,786	$0	$0	$80,876
Contingency	$0	$0	$0	$1,012,026

Financial Report
Period Ending May 31, 2025

Fund 200 Appropriations	Spending Authority	YTD	Encumbrances	Over/Under Authority
Instruction	$3,879,281	$2,755,915	$258,291	$865,075
Support Services	$4,978,169	$2,996,438	$57,579	$1,924,152
Community Services	$164,560	$83,836	$14	$80,710
Facilities Acquisition	$200,000	$0	$0	$200,000
Transfers	$258,425	$183,425	$0	$75,000
Contingency	2,313,022	1,000,000	0	1,313,022

Financial Report
Period Ending May 31, 2025

Fund 299 Appropriations	Spending Authority	YTD	Encumbrances	Over/Under Authority
Community Services	$1,675,700	$1,384,681	$51,150	$239,869

Financial Report
Period Ending May 31, 2025

Fund 300's Appropriations	Spending Authority	YTD	Encumbrances	Over/Under Authority
Debt Service	$7,007,155	$5,123,292	$0	$1,883,863

Fund 400's Appropriations	Spending Authority	YTD	Encumbrances	Over/Under Authority
Cap Improv	$4,411,430	$319,672	$34,591	$4,057,167

Fund 610 Appropriations	Spending Authority	YTD	Encumbrances	Over/Under Authority
Unemployment	$840,579	$120,068	$85,000	$635,511

Fund 701 Appropriations	Spending Authority	YTD	Encumbrances	Over/Under Authority
Scholarship	$48,542	$8,083	$1,000	$39,459

Financial Report
Period Ending May 31, 2025

CASH FLOW thru 5-31-25	Beginning Balance	Ending Balance	Total Additions/Deficit
General Checking	$798,639.61	$550,414.28	
LGIP Main	$20,953,062.66	$19,486,886.57	
LGIP PERS UAL	$1,951,312.67	$1,958,936.10	
US Bank 2021 Bond	$680,539.83	$681,391.08	
Scholarship	$51,799.11	$52,799.11	
June net Revenue & Expenditures			-$8,265,827.32
Projected Ending Cash Balance at 6-30-25	$24,435,353.88	$22,730,427.14	$14,464,599.82

North Santiam School District 29J

Serving Lyons, Mehama, Stayton, and Sublimity

A RESOLUTION ADOPTING THE BUDGET AND MAKING APPROPRIATIONS FOR FOR THE FISCAL YEAR 2025-2026
RESOLUTION 062625A

ADOPTING THE BUDGET

BE IT RESOLVED that the Board of Directors of the North Santiam School District 29J hereby adopts the budget for the fiscal year 2025-2026 in the sum of $57,269,721, now on file at the Business Office, 1155 N Third Avenue, Stayton, Oregon 97383.

MAKING APPROPRIATIONS

BE IT RESOLVED that the amounts for the fiscal year beginning July 1, 2025, and for the purposes shown below are hereby appropriated:

General Fund (100)	
1000 Instruction	$ 19,165,102
2000 Support Services	$ 13,297,379
3000 Enterprise & Community Services	$ 1,000
5200 Transfers of Funds	$ 10,200
6000 Contingency	$ 490,716
Total	**$ 32,964,397**
Special Revenue Funds (200)	
1000 Instruction	$ 2,970,708
2000 Support Services	$ 3,897,957
3000 Enterprise & Community Services	$ 129,399
4000 Facilities Acquisition and Construction	$ 200,000
5200 Transfers of Funds	$ 294,542
6000 Contingency	$ 2,183,142
Total	**$ 9,675,748**
Food Service (299)	
3000 Enterprise & Community Services	$ 1,814,700
Total	**$ 1,814,700**

North Santiam School District 29J

Serving Lyons, Mehama, Stayton, and Sublimity

Debt Service Funds (300)	
5100 Debt Service	$ 5,401,000
6000 Contingency	$ 1,261,754
Total	**$ 6,662,754**
Capital Projects Funds (400)	
1000 Instruction	$ 60,000
2000 Support Services	$ 473,461
4000 Facilities Acquisition and Construction	$ 2,510,579
5100 Debit Service	$ 40,800
6000 Contingency	$ 965,298
Total	**$ 4,050,138**
Internal Service Funds (600)	
2000 Support Services	$ 351,200
6000 Contingency	$ 773,886
Total	**$ 1,125,086**
Trust and Agency Funds (700)	
2000 Support Services	$ 9,848
6000 Contingency	$ 37,050
Total	**$ 46,898**
Total Appropriations, All Funds	$ 56,339,721
Total Unappropriated and Reserve Amounts, All Funds	$ 930,000
Total Adopted Budget	**$ 57,269,721**

The above resolution statements were approved and declared adopted on the 26th day of June 2025.

_____ _____

Erin Cramer, Board Chair Date

_____ _____

Attest, Lee Loving, Superintendent Date

1155 N 3rd Ave, Stayton, Oregon 97383
P: 503.769.6924 F: 503.769.3578
www.nssd29j.org ~ communications@nsantiam.k12.or.us

North Santiam School District 29J

Serving Lyons, Mehama, Stayton, and Sublimity

A RESOLUTION IMPOSING THE TAX RATE AND CATEGORIZING TAXES FOR FOR THE FISCAL YEAR 2025-2026
RESOLUTION 062625B

IMPOSING THE TAX RATE

BE IT RESOLVED that the Board of Directors of the North Santiam School District 29J hereby imposes the taxes provided for in the recommended budget:

At the rate per $1,000 of the assessed value of $4.3973 for operations;
In the amount of $2,340,000 for debt service on general obligation bonds;

And that these taxes are hereby imposed and categorized for the tax year 2025-2026 upon the assessed value of all taxable property within the district as follows:

CATEGORIZING THE TAX

BE IT RESOLVED that the taxes imposed are hereby categorized for purposes of Article XI Section 11b as:

Education Limitation
Permanent Tax Rate……$4.3973/$1,000 of assessed value for permanent rate tax

Excluded from Limitations
General Obligation Bond Debt Service……$2,340,000

The above resolution statements were approved and declared adopted on the 26th day of June 2025.

_____ _____

Erin Cramer, Board Chair Date

_____ _____

Attest, Lee Loving, Superintendent Date

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North Santiam School District 29J

Serving Lyons, Mehama, Stayton, and Sublimity

A RESOLUTION TO DESIGNATE CERTAIN FUNDS OF THE DISTRICT AS COMMITTED FOR REPORTING PURPOSES UNDER GASB 54 "FUND BALANCE REPORTING AND GOVERNMENTAL FUND TYPE DEFINITIONS"
FOR THE FISCAL YEAR 2024-2025

RESOLUTION 062625C

GASB 54, a ruling by the Government Accounting and Standards Board effective for the fiscal year ending June 30, 2025, requires fund balances to be reported in classifications that "comprise a hierarchy based primarily on the extent to which the government is bound to honor constraints on the specific purposes for which amounts in those funds can be spent."

The ending balance for all funds must be designated per the following categories set forth by GASB 54:

- **Non-spendable** – Funds that cannot be spent.
- **Restricted** – Amounts subject to externally enforceable legal restrictions (imposed by grantors, contributors, governmental regulations, etc.)
- **Committed** – Amounts whose use is constrained by limitations that a government imposes upon itself.
- **Assigned** – Intended use of resources established by the governing body itself or by an official or officers to which authority is delegated by the governing body.
- **Unassigned** – Available for any purpose. (Reported only in the General Fund.)

Assignments

Authority to classify portions of the ending fund balance as Assigned is hereby granted to the Superintendent and the Business Director.

Spending as it Relates to Ending Fund Balance Policy

The Board of Directors considers the spending of restricted fund balances on purposes for which such funds can be used to occur first when funds are spent for restricted and unrestricted purposes. When unrestricted classifications of fund balance are spent, the board will consider that committed amounts will be reduced first, followed by assigned amounts, and then unassigned amounts.

NOW, THEREFORE, BE IT RESOLVED the Board of Directors for North Santiam School District 29J hereby makes the following designations of 2024-2025 ending fund balances in accordance with GASB 54.

- Fund 100 – All General Fund Balances are unassigned.

1155 N 3rd Ave, Stayton, Oregon 97383
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www.nssd29j.org ~ communications@nsantiam.k12.or.us

- Fund 200 – Special Revenue Funds – Although the vast majority of these funds are restricted by Federal or State laws or grant award restrictions, there are funds that are included that are not restricted by one of these means. The following funds are restricted in accordance with the purposes stated for the fund as designated in the 2025-2026 adopted budget.

    - Fund 201, Board Reserve – the Fund Balance is restricted for future needs, such as would be caused by a revenue shortfall or unanticipated expenditures.
    - Fund 202, Textbook Reserve – the Fund Balance is restricted for the purchase of textbooks/curriculum adoptions.
    - Fund 281, PERS Reserve – the Fund Balance is restricted for future increases in the PERS rates.

- Fund 300 – Debt Service Funds – the Fund Balance is restricted for the payment of principal and interest related to the associated debt offerings as designated in the 2025-2026 adopted budget.

- Fund 400 – Capital Projects Funds – the Fund Balance is restricted for those purposes stated in each fund or program as designated in the 2025-2026 adopted budget.

- Fund 600 – Internal Service Funds – the Fund Balance is committed for the purpose of unemployment claims within the District for the 2025-2026 fiscal year.

- Fund 700 – Trust and Agency Funds – the Fund Balance is restricted for the purpose of providing scholarships to graduating seniors as designated by the scholarship board for the 2025-2026 fiscal year.

The above resolution statements were approved and declared adopted on this 26th day of June 2025.

_____ _____

Erin Cramer, Board Chair Date

_____ _____

Attest, Lee Loving, Superintendent Date

North Santiam School District 29J

Serving Lyons, Mehama, Stayton, and Sublimity

RESOLUTION TO AUTHORIZE SCHOOL CONSTRUCTION TAX INCREASE FOR THE FISCAL YEAR 2025-2026
RESOLUTION 062625D

WHEREAS, the Board of Directors for the North Santiam School District authorizes the following construction tax increases:

WHEREAS, the Oregon Department of Revenue has established Construction Tax Limits based upon ORS 320.170

WHEREAS, the Construction Tax Rate for Residential is $1.67

WHEREAS, the Construction Tax Rate for Non-Residential is $.84. For Non-Residential Construction only, the excise tax is limited to $41,800 per building permit.

NOW THEREFORE BE IT RESOLVED that the North Santiam School District Board approves the Construction Tax Increases as published by the Oregon Department of Revenue for Fiscal Year 2025-2026 at $1.67 per square foot for residential and $.84 per square foot for non-residential. The Non-Residential maximum per building permit is $41,800.

_____ _____
Erin Cramer, Board Chair Date

_____ _____
Attest, Lee Loving, Superintendent Date

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North Santiam School District
1155 N 3rd Ave - Stayton, OR 97383
www.nssd29j.org

2024-25 Board of Directors
Board Chair, Erin Cramer **Board Vice-Chair,** Mackenzie Strawn
Board Members: Mike Wagner, Laura Wipper, Mark Henderson, Coral Ford & Alisha Oliver
Student Representatives to the Board, Lucas Joyce & Haley Butenschoen
Superintendent, Lee W. Loving
Director of Business & Fiscal Services, Rhonda Allen
Director of Human Resources, Danielle Blackwell
Director of Teaching & Learning, Nicole Duncan
Director of Special Programs, Melissa Glover
Director of Nutrition Services, John Barnes
Director of Safety, Security, and Health Services, Gary Rychard
Director of Facilities, Dave Parsons
Superintendent/School Board Executive Assistant, Tonia Whisman

Access to the agenda and meeting materials can be located on the District website at
www.nssd29j.org > Board of Directors >Agendas/Meeting Minutes

Thursday, May 22, 2025 Regular Session
Stayton High School Auditorium, 757 W Locust St, Stayton, OR 97383 ~ 6:00 PM
https://youtube.com/live/evblJDoXe1c?feature=share

MINUTES - DRAFT

1. CALL REGULAR SESSION TO ORDER

The Board Chair called the meeting to order at 6:00 pm and acknowledged that all board members were present (Mark Henderson attended virtually). He then led everyone in the Pledge of Allegiance.

2. AGENDA APPROVAL

Changes to the agenda after posting on May 16, 2025, were acknowledged:

Added Agenda Item
3.1 - Ack. of Valedictorians/Salutatorian (separated from SHS spotlight)
4.1 -NSSD Licensed Union Student Scholarships (separated from Union Monthly Report, Agenda #8)

MOTION-AGENDA APPROVAL
Motion that the Board approve the agenda as modified.
Motion Made By: Mike Wagner
Vote: 7-0, motion passed

3. SPOTLIGHT:

3.1. Acknowledgment of Valedictorians & Salutatorian

The following students from the Class of 2025 were honored for their accomplishments:

Valedictorians

Laina Atiyeh (not present)
Landon Berning
Haley Butenschoen
Brooklyn Dean
Hyatt Dirkx (not present)
Kenzi Hollenbeck
Lucas Joyce
Caden Moore (not present)
Brookelynne Morley
Kendall Van Handel
Elizabeth Young

Salutatorian

Aubrey Hall

3.2. Stayton High School

Principal Vicky Storey was joined by staff members Corrie Boock, Megan Schiedler, Megan Newquist, Nic Anundson, Rebecca Rose, and Assistant Principal Joe Traeger. They spoke largely about the Professional Development (PD) cycles implemented this year. The presentation included a video featuring students sharing their experiences on the student advisory group Stayton 7.

The presentation may be viewed at the link below.
SHS 2025 NSSD Board Spotlight

4. STUDENT BUSINESS:

4.1. NSSD Licensed Union Student Scholarships: Paulie Lime

The following students were announced to receive scholarships from the Licensed Union:

Laina Atiyeh $750
Grady Salisbury $750
Preston Perkins $500
Landon Berning $750
Elizabeth Young $750
Hudson Hughes $1,000

4.2. ASB Report: Lucas Joyce/Haley Butenschoen

Lucas and Haley presented their monthly activities report. It can be viewed at the link below:
May ASB Board Presentation

4.3. Applications for Student Rep. to the Board

The applicants in attendance were asked to introduce themselves and offered the opportunity to add information or statements that were not included in their application submissions before the Board cast their votes. Board members then voted for their top two choices.

The Board Chair called for a recess from 7:15-7:20 while he, Supt. Loving and the Board's Administrative Assistant tabulated and confirmed the votes. Board members shared their deep appreciation for all those who submitted applications and expressed how difficult it was to choose

only 2. It was then announced that Rylie Worcester and Amalia Bell both received 3 votes, making them the 2025-26 Student Representatives. It is noted for the record that Mackenzie Strawn abstained from voting since his daughter was one of the applicants.

5. SUPERINTENDENT'S REPORT: Lee W. Loving

Key points included:

- Celebration for the Class of 2025 - June 6th, Salem Armory - 7:00 pm
- Plans to bring internal STAR assessment data to the June board meeting
- Oregon Revenue Forecast is $700 million less than anticipated, but they still believe the legislature will approve $11.36 billion for education
- Legislative Update including Oregon Corporate Activity Tax (CAT), HB 2251, HB 3365, and HB 2009/SB 141.

6. TEACHING & LEARNING REPORT: Nicole Duncan

This month's report included two requests for new curriculum adoption to be effective for the 2025-26 school year. The Teaching and Learning report and presentations for new Science and Social Emotional Learning (SEL) curricula are available at the links below.
Teaching & Learning Board Report May 2025.docx
24-25 Instructional Materials Adoption Board Presentation

6.1. Grades 9-12 Science Curriculum Proposal

The Grade 9-12 Science Committee shared its recommendation for new curriculum to be implemented in the 2025-26 school year. The committee included Danielle Flood, Elena Gerasimova, Aidan King, Megan Newquist (SpEd), Kathryn Szramek, and Dan Bixler. The presentation can be viewed at the link above.

MOTION: CURRICULUM ADOPTION
Motion that the Board approve the adoption of Carolina: OpenSciEd instructional materials for core science classes and Western Oregon-aligned text materials for honors dual credit courses to be implemented in the fall of 2025.
Motion Made By: Laura Wipper
Vote: 7-0, motion passed

6.2. Social/Emotional Learning (SEL) Curriculum Proposal

The K-12 Social-Emotional Learning (SEL) and Comprehensive Counseling teams shared its recommendation for new curriculum to be implemented in the 2025-26 school year. The committee included Ashley Mitchell, Rachel Schaffer, Katelyn Thomson, Aliyah Hill, Shaylee Serry, Stella McCahill, Morgan Fredericks, Yara Coblentz, Kevin Wise, Christi Robinson, Nicole Shafer, Meghan Smatlan, Bethany Voth, Uli Sparks, Kevin Wise, Grace Bromley, Morgan Fredericks, Corrie Boock, Jason Platt, Wendi Nyquist, Alonso Gonzalez, Susy Saray, and Melissa Glover. The presentation can be viewed at the link above.

MOTION-CURRICULUM ADOPTION
Motion that the Board approve the adoption of the Wayfinder Social Emotional Learning & Counseling Instructional Materials for grades K-12 for the Fall of 2025.
Motion Made By: Alisha Oliver
Vote: 7-0, motion passed

7. BUSINESS & FISCAL SERVICES REPORT: Rhonda Allen

The General Fund statements included the actual revenues and expenditures from July 1, 2024, through April 30, 2025, and projections through June 30, 2025. The estimated General Fund Ending Fund Balance is $3,679,386. Contingency and Unappropriated Ending Fund Balance equal $1,942,026 of the Fund Balance total. The report and presentation can be viewed at the links below:
Financial Board Report_April2025
Financial Report PPT - May 22, 2025

8. LICENSED/CLASSIFIED UNION REPORTS: Union Reps.

There was no additional

9. PUBLIC COMMENT

There was no public comment.

10. RECESS

The Board Chair called for a recess from 8:54-9:02 pm.

11. CONSENT AGENDA

11.1. *Action: Approval of Meeting Minutes*

04.17.25 minutes-DRAFT
04.17.25 Special Session minutes-DRAFT

11.2. *Action: Approval of New Hires*

New Hires (Board Action Required)
n/a
Resignations (Informational Only)
Matt Jones: SHS/Biomedical CTE Teacher - 6/12/2025
Cassie Stark: SES/Teaching Job Share - 6/12/2025
Nicole Medley: SIS/4th grade - 6/12/2025
Leave of Absence (Informational Only)
Ruth Daniels: SES/Teaching Job Share - 6/12/2025
May 2025 Licensed Report

11.3. *Action: Approval of Consent Agenda*

MOTION-CONSENT AGENDA
Motion that the Board approve the Consent Agenda as presented.
Motion Made By: Mackenzie Strawn
Vote: 7-0, motion passed

12. STRATEGIC PLANNING FEEDBACK REVIEW: Laura Wipper/Alisha Oliver

Laura and Alisha reviewed the feedback survey results regarding the proposed strategic plan (Results 2030 Plan). One key finding was a lack of reference to the district's work on student Belonging. Therefore, there is a recommendation to add some language to be more explicit about how belonging ties throughout the plan, but predominantly in the social-emotional learning component. The results overview can be accessed at the link below:

May 25 - Results 2030 Feedback Survey Results

13. WESD LOCAL SERVICE PLAN: Supt. Loving

Supt. Loving reviewed the services NSSD plans to access from the WESD (Willamette Education Service District) for the upcoming school year. The list is available at the link below.
N.Santiam WESD LSP IGA 25-26

14. REVIEW POLICY LBEA-VIRTUAL CHARTER ATTENDANCE

The Board revisited NSSD's stance on enforcing the statutory 3% enrollment cap for resident students requesting to attend virtual charter schools. After a lengthy discussion, the Board approved a motion to instruct Supt. Loving to place a temporary hold on enforcing the 3% cap on students wishing to attend virtual charter schools through June 30th.

Motion that the Board direct the Superintendent to release students who apply to virtual charter schools through 6/30/25.
Motion Made By: Mike Wagner
Vote: 5-1, motion passed (Erin Cramer-yes, Alisha Oliver-yes, Coral Ford-yes, Mark Henderson-yes, Mike Wagner-yes, Laura Wipper-no, Mackenzie Strawn-abstained)

LBEA -Resident Student Denial for Virtual Public Charter School Attendance

15. INCOMING INTERDISTRICT TRANSFER REQUEST LIMITS

Supt. Loving reviewed his recommendation for class size limits for incoming transfer requests for each grade level for 2025-26.

MOTION-INCOMING TRANSFER CLASS SIZE LIMITS
Motion that the Board approve the transfer student caps as recommended by the Superintendent.
Motion Made By: Alisha Oliver
Vote: 7-0, motion passed

Recommended NSSD Transfer Student Caps - 2025-2026

16. BOARD REFLECTIONS/ANNOUNCEMENTS

- appreciation for efforts by SHS and Regis students on the Make-A-Wish fundraiser
- acknowledgment of Coral's efforts to increase awareness of the Student Rep. positions and the number of students who apply
- request for data/research on disciplinary literacy

17. INFORMATION ONLY

17.1. Field Trip Report:

May 2025 Fieldtrips Board Report

17.2. Student Enrollment:

Mari-Linn: 158
Sublimity: 364
Stayton Elementary: 333
Stayton Intermediate/Middle: 469
Stayton High: 620
Locust Street Academy: 40
Stayton Virtual Academy: 87
Total: 2071 (2099 including pre-K)
May 2025 Enrollment Totals

17.3. Future Agenda Items:

Agenda Items Annual Calendar rev 04.24

17.4. Upcoming Board Events & Activities:

Click the link to view the listed events.

18. RECESS INTO EXECUTIVE SESSION PER ORS 192.660(2)(i) -To review and evaluate the employment-related performance of the chief executive officer

The Board Chair recessed the meeting into Executive Session at 10:30 pm per ORS 192.660(2)(i).

19. RECONVENE TO OPEN SESSION

Since no additional board action was required, the Board Chair adjourned the meeting at 10:45 p.m. without reconvening to open session.

EQUAL OPPORTUNITY EMPLOYER

ACTION REQUIRED			
NEW HIRES		**SCHOOL**	**NOTE**
Haley Meadows		SES	Kindergarten
Jamie Kessler		ML	3rd grade
Katherine Carlgren		SUB	Kindergarten
Breanna Ash		SIS	4th
Jaime McCarty		SHS	Principal
FYI			
TRANSFERS			
David Holcomb			TOSA: Teaching & Learning Coordinator to Asst. Principal/Athletic Director
Vicky Storey			SHS Principal to Asst. Director of Teaching & Learning
Rachel Krieger			SHS Teacher to SVA Teacher at Options Academy
NEW HIRES	**DOH**	**SCHOOL**	**NOTE**
RESIGNATIONS	**DOT**	**SCHOOL**	**NOTE**
Whitney Farris	6/12/2025	SHS	HS English
RETIREMENTS	**DOR**	**SCHOOL**	**NOTE**
LEAVE OF ABSENCE	**DOL**	**SCHOOL**	**NOTE**

North Santiam School District

June 2025 Licensed Staff Board Report

North Santiam School District
Licensed Agreement
2025-2028

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PREAMBLE/PURPOSE

A. This agreement is entered into by the Board of Directors of the North Santiam School District #29J, referred to as the "Board" or "District" and the North Santiam Education Association, referred to as the "Association."

B. The intent of this agreement is to record the full agreement between the Board and the Association concerning employment relations under all relevant provisions of the Oregon Revised Statutes governing public employee collective bargaining.

C. This agreement shall modify or replace any policies, rules, regulations, procedures, or practices of the District that are contradictory to its terms. The granting of recognition and the negotiation of this agreement does not obligate the Board or the Association in any way to continue practices of the dissolved school boards. This section does not prohibit, in any way, the Association from exercising its rights under the collective bargaining law.

ARTICLE 1
RECOGNITION

A. The Board recognizes the North Santiam Education Association/Oregon Education Association/National Education Association as the exclusive bargaining representative for all employees of the District who are required as a condition of employment to possess an academic license and who are half time or more. Academically licensed employees include but are not limited to teachers, TSPC licensed school nurses, counselors, child development specialists and similar positions. Administrative employees, confidential employees, temporary employees who are hired for sixty (60) consecutive work days or less, and substitute employees shall be excluded.

B. Employees in accredited administrative positions shall be excluded from the unit. Subsequent to the ratification of this agreement, if the District wishes to exclude additional positions from the unit as administrative, it shall notify the Association and shall bargain upon demand regarding the exclusion of the position.

C. "Half-time or more" means an average of twenty (20) hours or more per work week within the individual's contract period.

D. Individuals who hold extra duty contracts, but are not members of the bargaining unit as described in 'A' above are not covered by this agreement.

ARTICLE 2
SAVINGS CLAUSE

A. If any provision of this agreement is held to be contrary to law, then such provision shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions shall continue in full force and effect. The parties agree to negotiate a replacement provision for such invalid provision upon the request of either party.

ARTICLE 3

CONTRACT IMPLEMENTATION AND DISTRIBUTION

A. This Agreement shall be executed in duplication with each party to retain an executed original.

B. In addition, the Association shall provide an electronic copy of this executed Agreement to each employee covered by this Agreement. The electronic copy shall be provided to all other employees covered by this Agreement who were hired during the term of this Agreement.

ARTICLE 4
MANAGEMENT RIGHTS

A. The District, on its own behalf and on behalf of the electors of the District, retains and reserves unto itself all powers, rights and authority, duties and responsibilities conferred upon and invested in it by the laws and the constitution of the State of Oregon.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations and practices shall be limited only by the specific terms of this agreement.

ARTICLE 5

ASSOCIATION RIGHTS

A. The District shall grant the Association's designated representatives a total of ten (10) days leave for Association business. The leave shall be used for the purposes set forth in ORS 243.798. The Association shall reimburse the District the cost of the substitute(s).

B. The Association can use teacher mail boxes in each building for communication to the members of the bargaining unit, provided such communications are labeled as official Association business.

C. The Association shall have the exclusive use of a bulletin board in the staff center in each building. The location of the Association bulletin board in each staff room shall be cooperatively decided upon by the Association and the building principal.

D. Upon specific written request and when reasonably available, the Board shall furnish to the Association such public information as exists and is required for the Association's functioning as exclusive bargaining representative. This shall not be construed to include personal files of the Board or District administrative and supervisor files or the personnel files of District employees, except as allowed for in this agreement. The Association shall reimburse the District for all reasonable costs of duplicating such information.

E. Whenever any representative of the Association or any teacher is required by the Board or the District or by the terms of this agreement to participate during working hours in grievance proceedings, or other proceedings under this agreement, including negotiations proceedings, the teacher shall incur no loss of pay

F. Upon approval by District administration, an Association representative may make brief announcements during any faculty or other professional meeting.

G. The Board shall provide a place on the agenda of each regular Board meeting for the association representative to address the Board. The Board shall make the Board packet available to the Association president, no less than twenty-four (24) hours prior to each regular board meeting.

H. Each building shall be provided with a copy of the official agenda of all regular public Board meetings on the weekday prior to the meeting. These agendas shall be posted in each building's staff center.

I. The Association may use meeting rooms for Association meetings. These meetings may be held at times when there is no interference with previously scheduled meetings or other normal school operations or licensed duties, with advanced notification.

J. The Association will be allowed use of office equipment for duplication of information for employees of the bargaining unit. The Association will report such use to the business office, which will bill the Association based on the actual cost to the District. Use of equipment will not be done on duty time or when the machines are otherwise in use. If the use of a piece of office equipment is assigned exclusively to an employee, such as a computer, the Association will confer with that employee prior to using the machine as long as that employee is available.

K. The Association president shall have the opportunity to suggest items for the regular Board meeting. These requests should be made no later than two weeks before the meeting. Suggestions will be reviewed by the board secretary, superintendent, board chair, and/or vice chair, who shall prepare the agendas for all regular meetings of the Board.

ARTICLE 6
DISTANCE LEARNING

Should the District elect to provide instructional opportunities via Internet, the parties agree as follows:

A. The District retains the right to offer courses through on-line classes, which are an enhancement of, or in addition to, courses currently provided by bargaining unit members. The District has no obligation to negotiate with the Association on any aspect of these course offerings so long as no current bargaining unit member is laid off as a result of these classes. Within these guidelines, this is understood to be a continuing waiver of the right to demand bargaining over the decision to offer and the impact of offering this type of instruction.

B. The District retains the right to offer courses currently taught by bargaining unit members through on-line classes when a bargaining unit member voluntarily transfers to a different position or voluntarily agrees to teach different courses. The District has no obligation to negotiate with the Association on any aspect of these course offerings so long as no current bargaining unit member is laid off as a result of these classes. Within these guidelines, this is understood to be a continuing waiver of the right to demand bargaining over the decision to offer and the impact of offering this type of instruction.

ARTICLE 7

WORK YEAR-INCLUDING HOLIDAYS

A. During the term of this agreement there shall be 190 contract days, including two (2) work days and two (2) in-service orientation days at the beginning of the work year; one (1) work day assigned by the district as part of the annual school calendar process, in consultation with the District Calendar Committee; the Statewide in-service day; the equivalent of one (1) additional in-service day; and the equivalent of four (4) grading days; five (5) paid holidays: Labor Day, Veterans Day, Thanksgiving Day, Presidents Day, and Memorial Day. The following days shall be non-contract days: Martin Luther King Day and the Day after Thanksgiving.

- A Work day is defined as a protected day for teachers. Teachers will not be required to attend any meetings or trainings on work days including PLC meetings, IEP meetings, committee meetings or extra duty meetings, unless mutually agreed upon by all parties. Work days will be given in a minimum of two (2) hour increments. At the beginning of each school year, one eight (8) hour in-service work day will be uninterrupted.
- A Grading day is defined as a protected day for teachers. Teachers will not be required to attend any meetings or trainings on work days including PLC meetings, IEP meetings, committee meetings or extra duty meetings, unless mutually agreed upon by all parties. Grading days are uninterrupted days given in eight (8) hour increments.

B. All licensed employees shall be scheduled one (1) school day at or near the end of the first and third quarter as compensation for time spent holding evening conferences. This leave is non-cumulative.

C. The Board may assign additional days to teachers in positions requiring an extended contract year. Extra days shall be paid on a per diem basis.

D. If extreme conditions require that the school(s) be closed on a day that was otherwise scheduled to be a day when teachers report to work, teachers will not be required to report. Such days shall be without loss of pay, but may be rescheduled at the discretion of the Board without payment of additional salary.

E. District administrators and Association representatives will meet by March 1st each year to discuss suggestions for the District Calendar for the following school year.

F. Teachers new to the District shall work one hundred ninety-five (195) days with the additional five (5) days paid at the curriculum rate. Two (2) of the days are protected work days given in a minimum of two(2) hour increments.

G. On the last student contact day preceding Thanksgiving, Winter break, and Spring break teachers may leave their building as soon as the students have left the building. The day before summer break, once check out sheets have been signed and turned in, the official work day is considered complete and the teacher may leave the building.

ARTICLE 8
WORK DAY AND PREPARATION TIME

A. WORK DAY

1. The regular work week for all full-time teachers shall be for forty (40) hours, including a minimum half-hour duty-free lunch period each day.

2. Teachers may leave the building without requesting permission during their scheduled duty-free lunch period, but may be requested to notify the administration of their absence from the site through an established "check out" procedure. Teachers shall not be required to eat with the students.

3. Starting time and leaving time shall be set by individual building administrators. The implementation and authorization of flex time hours shall be subject to the discretion of the building administrator.

   With the exception of special meetings, Individual Education Plan (IEP) meetings, 504 meetings, or emergency committee meetings, regular staff meetings shall not extend beyond contracted work hours. As an exception, building administrators may schedule one (1) staff meeting per month to extend up to thirty (30) minutes beyond the workday, provided that participating teachers receive an equivalent amount of flexible time (flex time) to be used during non-student contact hours within the same calendar pay period as approved by the building administrator.

   Teachers shall be required to attend two evening events as part of their professional responsibilities. Principals shall identify events that require teacher attendance at the beginning of the year. These events will be marked on the calendar.The principal will also make reasonable efforts to ensure that staff meetings do not add any additional time the same week of the evening event. If additional evening events are required a time card will be given at curriculum rate.

B. PREPARATION TIME

1. High School and Middle School

When a building is on a traditional schedule, full time teachers shall be provided, in addition to their duty-free lunch period, a minimum daily preparation time of one (1) period (of not less than forty-five [45] minutes) each full student contact day during which they shall not be assigned to any other duty. Special events, activities, ~~or~~ emergencies, or weather-related delays may, on occasion, interfere with scheduled preparation time.

If a schedule change occurs at the high school,a full time teacher's preparation time will equal no less than the amount guaranteed full time teachers on a traditional schedule. A change in schedule will not necessitate

bargaining a change in working conditions.

2. **Elementary**

Full-time teachers will be provided with, in addition to their duty-free lunch period, a minimum of four hundred fifty (450) minutes within the instruction day per normal, ten (10) day work period for preparation time, with a minimum thirty (30)-minute block for preparation time per day. Special events, activities, or emergencies, or weather-related delays may, on occasion, interfere with scheduled preparation time.

C. JOB SHARING

1. Job sharing is defined as two bargaining unit members voluntarily fulfilling the obligations of a full-time position.

2. Both employees who desire to job share must apply in writing to the Superintendent or designee and the building principal by the last working day in February of the school year prior to the job share. The principal of the building has the right to approve or disapprove the establishment or continuation of a job share agreement for each school year, with final approval required from the Superintendent. The Superintendent's decision is not subject to the grievance procedure.

   If the parties approve a job sharing proposal, it is agreed that the benefits of the position will shall not exceed the cost of benefits for a single employee holding the position. Each party will be paid a salary based upon the percentage worked during the school year.

3. Employees who share positions who wish to return to full-time teaching will have the same rights as full-time staff members in requesting transfers, but are not guaranteed the position of their choice or a full-time position if there is no vacancy.

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4. The District will pay for both teachers at their hourly rate to attend District-sponsored staff development activities, within the contract day, when all staff are expected to attend and is pertinent to the subjects they are teaching.

5. If one partner of the job share is absent, the District will request the other partner to cover the absent partner's work time. If the partner works the additional time, he/she will be paid at his/her hourly rate for the time worked, or trade the time with the other partner, after receiving pre-approval from the building principal. If the partner is unable to cover the absent partner, then a substitute will be procured where appropriate.

6. Teachers who participate in job share positions will receive one (1) step increase on the salary schedule every other year.

ARTICLE 9
LICENSED EMPLOYEE RIGHTS AND RESPONSIBILITIES

A. CRITICISM OF LICENSED EMPLOYEE

Any criticism by the administration or a Board member of a licensed employee and/or a licensed employee's instructional methodology shall be made in confidence. Licensed employee shall likewise refrain from making criticisms of supervisors, administration personnel or Board members in the presence of students, parents, or volunteers.

B. COMPLAINT PROCEDURES

Employees are to carry out their duties and responsibilities in the best possible manner. However, if a complaint is made, all reasonable efforts will be made to resolve the complaint informally through proper channels starting with the teacher

A complaint made formally regarding a teacher to the administration by a parent, guardian, student, or staff member that may influence the evaluation or include any possible discipline shall be processed according to the procedures as outlined below:

1. The purpose of the complaint procedure is to resolve a matter to the satisfaction of the complainant, the teacher complained about, and the administration.
2. If, in the determination of the administrator receiving the complaint, it is deemed desirable to notify the teacher involved, the administrator will hold an interview with the teacher to discuss the matter and share all what the administrator deems relevant information.
3. The complainant will be given an opportunity to meet with the teacher, if they so wish, in order to solve the problem if the administrator deems it necessary in affecting a remedy to the complaint. If the complainant is a minor, their parent or guardian may, if the minor requests, be present during the meeting. This meeting will take place within ten (10) working days of the receipt of the complaint, unless it is impractical to do so because of the absence or unavailability of any of the parties involved.
4. If, in the determination of the administrator receiving the complaint, it is deemed undesirable to notify the teacher involved, they shall do a full investigation of the complaint and shall provide a written summary of the complaint and their findings to the teacher within fifteen (15) working days of the receipt of the complaint.
5. Once the teacher receives the summary of the complaint and the investigational findings, the teacher will be notified that they have ten (10) working days to respond to the complaint.

6. The administrator shall provide the primary sources of information, including the name of the complainant that will be relied upon to substantiate the facts, if requested by the teacher.

7. A teacher shall not discriminate or retaliate in any way against a complainant; student, parent, or staff member who may directly or indirectly be involved in the investigation of a complaint.
8. If the formal complaint procedure was followed and the investigator determined the complaint was substantiated; the complaint against the employee may be placed in the employee's working file if a verbal warning or reprimand was issued. If a written reprimand or directive is issued it will be placed in the employee's personnel file. Formal complaints placed in the working file may be used in future discipline or program of assistance if the principal determines there is a history of behavior that needs to be addressed. If the complaint is unsubstantiated it will not go in the employee's personnel file.
9. Documentation related to the complaint may be maintained in the employee's personnel file. Complaints in the working file may be used in future discipline or program of assistance if the principal or District determines it is needed to show a history of behavior.

This complaint procedure shall not apply when the complaint includes allegations of sexual harassment, sexual conduct, unlawful discrimination, bias incidents, criminal behavior, child abuse, or a report and/or investigation of criminal behavior by an outside authority.

C. ACADEMIC FREEDOM

The Association and the District acknowledge the fundamental need to protect teachers from censorship or restraint, which might interfere with their obligation to perform their prescribed teaching function. Teachers will have the discretion, with the building principal's knowledge and approval, to best organize their curriculum and instruction. Teaching professionals will have the latitude to use their professional expertise to develop lesson plans. Both in direct student instruction and when working with peers in professional learning communities, teachers will be expected to plan and implement lessons that are focused on the State and District-adopted standards. This paragraph does not release any staff member from the responsibility to use the curriculum, textbooks, and other Board-prescribed components of the educational program. It further does not release any staff member from conforming to District and building-specific initiatives or from the descriptors in the Board-adopted District standards. This statement also does not release teachers from the obligation to respond to requests and/or recommendations to improve instruction from the building administration.

D. TEACHER PARTICIPATION IN HIRING INTERVIEW COMMITTEES

Teachers will have the opportunity to be represented in an advisory role, wherever possible, in the interviews of prospective teachers, math and reading coaches, and teachers on special assignments (TOSAS). Teacher members of interview committees will be selected by building principals and will include, wherever possible, representatives from the subject area or grade level of the position opening. When possible, teacher members of interview committees will receive reasonable notification of the date and time of interviews.

E. PERSONAL TIME

The personal life of any employee covered by this contract is not an appropriate concern of the Board except as the employee's personal life may affect, or interfere with, the employee's work performance. In such instances, an employee shall be advised of the reasons why the District believes that the employee's personal life is affecting their role as an employee and the possibility of disciplinary action.

F. LICENSURE

Employees covered by this contract may allow any license, endorsement, or authorization to lapse if the license, endorsement, or authorization has not been utilized by the District during the previous five (5) school years. Before allowing such a license, endorsement, or authorization to lapse, however, the employee must give prior written notice of his or her intent to the superintendent or designee.

Employees covered by this contract may request permission from the District to allow any other license, endorsement, or authorization to lapse. Approval of the request is at the Superintendent's or designee's discretion, and the Superintendent's or designee's decision is not grievable.

G. TECHNOLOGY & CELL PHONE USE IN CLASSROOMS

All teachers are expected to enforce the student “off and away” cell phone policy during class time.

ARTICLE 10

JUST CAUSE

No member of the bargaining unit shall be disciplined without just cause. Paid administrative leave pending an investigation shall not be considered discipline. Just cause shall not apply to oral warnings or oral reprimands.

The discharge and/or dismissal of contracted teachers can be appealed through Fair Dismissal appeals procedures as provided for in ORS 342.865 through 342.930. Discharge and/or dismissal of contracted teachers are not subject to the grievance procedure and are not subject to arbitration.

The discharge and/or non-renewal of a probationary teacher may be appealed to the North Santiam School District Board in accordance with the provisions and guarantees of ORS 342.835. Discharge and/or non-renewal of probationary teachers are not subject to the grievance procedure and are not subject to arbitration.

ARTICLE 11
GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A "grievance" is a claim that there has been a violation, misinterpretation, or misapplication of the terms and conditions of this agreement.

2. A "grievant" is a bargaining unit member, a group of bargaining unit members, or the local Association who initiate(s) a grievance, as defined above.

3. The term "days" shall mean school days.

B. TIME LIMITS

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step of the procedure shall be considered a maximum and every effort should be made to expedite the process. However, the time limits specified may be changed by mutual agreement, in writing, between the District and the grievant and/or the Association where appropriate.

2. The failure of the District to respond within the time limits set forth will constitute a rejection of the grievance and thereby allow the grievant to take the grievance to the next step within the time limit specified. Failure on the part of the grievant to pursue a grievance within the time limits specified shall constitute a resolution of the grievance in accordance with the terms of the District's response at the preceding step.

C. PROCEDURE

1. **Step One-Supervisor/Principal**

   Informal Process:
   To initiate a grievance, the employee must discuss the issue informally with their principal or immediate supervisor within fifteen (15) days of either the grievance occurring or when they became aware (or should have become aware) of it, whichever is later, with the goal of finding a resolution.
   Formal Process:
   If this discussion does not resolve the concern, the grievant may, within fifteen (15) days, submit the grievance in writing to the supervisor. The written grievance must specify the specific management action or inaction being grieved, the agreement article or articles and section(s) and paragraph(s) alleged to have been violated, and the specific remedy being sought. The principal or supervisor shall have fifteen (15) days in which to respond in writing to the grievance.
2. **Step Two - Superintendent**

If the grievant is not satisfied with the disposition of the grievance in Step One, the grievant may file a grievance in writing with the Superintendent within fifteen (15) days after the decision at Step One has been received. The written grievance must specify the specific management action or inaction being grieved, the agreement article or articles and section(s) and paragraph(s) alleged to have been violated, and the specific remedy being sought. The Superintendent shall have fifteen (15) days in which to respond in writing to the grievance.

3. **Step Three-School Board**
   If the grievant is not satisfied with the disposition of the grievance at Step Two, the grievance, may be presented to the Board by filing all correspondence, information, material or testimony presented or received at prior steps with the clerk or the Board within fifteen (15) days of receiving the decision at Step Two. The Board shall hear the grievance no later than at the next regularly scheduled Board meeting, as long as the grievance was filed at Step Two at least five days before that meeting. The meeting will be open to the public if the grievant so requests.

4. **Step Four - Arbitration**
   In the event the grievant is dissatisfied with the decision of the Board, then the grievant may ask the Association to present the grievance to binding arbitration. If the Association agrees and so states in writing, the following procedure shall apply:

   a. Within fifteen (15) days of the Board's decision at Step Three, the Association and the grievant may make written demand to the Board to arbitrate a grievance. A representative of the Board and a representative of the Association shall meet to prepare a formal statement of the issue to be submitted to the arbitrator. If, after fifteen (15) days from receipt of the demand for arbitration, agreement is not reached on the issue to be submitted to the arbitrator, each party may draft its own description of the issue to be arbitrated.

   b. Within fifteen (15) days after the procedure in subsection (4a) above, the Association shall request a list of seven (7) arbitrators from the Employment Relations Board. The parties shall then select an arbitrator from that list by such method as they may mutually determine.

   c. The conduct of the arbitration hearing shall be pursuant to the American Arbitration Association rules. The arbitrator's decision shall be in writing and shall set forth findings of fact, reasoning and conclusions on the issues submitted in accordance with the definition of a grievance subject to arbitration. The arbitrator may not add to, subtract from, or amend terms of this agreement and shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which violates the terms of this agreement. Insofar as the decision involves only matters subject to arbitration as above defined,

such decision shall be final and binding upon the grievant and the parties to this agreement.

d. Fees and expenses of the arbitrator shall be borne equally by both parties; however, each party shall be responsible for compensating its own representatives and witnesses. Any other costs incurred shall be borne by the party incurring the same.

D. MISCELLANEOUS

1. No documents, communications, or records dealing solely with the processing of a grievance shall be kept in the personnel file of any grievant. The grievant shall be permitted to inspect this file at the resolution of the grievance.

2. No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any participant in the grievance procedure by reason of such participation.

3. No meeting or hearing under this procedure shall be conducted in public except during the Board meeting in Step Three.

4. A teacher may speak on his/her behalf or may be represented at all stages of the grievance procedure by a designated representative or another person to appear with him/her at any step of the grievance. The grievant must attend all steps of the grievance except for emergency situations. In cases of a group grievance it is not expected for all those involved in the grievance to attend all steps of the procedure.

ARTICLE 12
REDUCTION IN FORCE AND RECALL

A. REDUCTION IN FORCE

In the event the District determines that a reduction in force is necessary, it will determine the teachers to be retained by reviewing licensure, endorsements, seniority and cultural or linguistic expertise as stated in ORS 342.934.

The District will make the determination of whether the teacher is "appropriately licensed" to hold the available position(s).

Seniority will be determined by calculating the number of years of continuous service as a certified employee, beyond twelve (12) weeks, with the District. Ties shall be broken by the drawing of lots. If the District desires to retain a teacher with less seniority than a teacher being released under this section, the District shall determine that the teacher being retained has more competence than the teacher with more seniority that is being released. The definitions for the phrases "Competence" and "Cultural or linguistic expertise" can be found in ORS 342.934.

B. NOTIFICATION

Teachers to be laid off or reduced as specified in section A above, shall be given not less than thirty (30) calendar day notice in writing before the start of the school year or the start of the period when they will not be working or will be reduced.

C. RECALL

A licensed teacher who is laid off will remain on the recall list and be eligible for recall for twenty-seven (27) months after the last day worked. No new teachers shall be hired for any position until all laid off teachers who are fully qualified and licensed for the position have been given an opportunity to accept the position.

The District shall notify laid off teachers of a position opening by registered letter, return receipt requested, at their address of record as maintained in the Superintendent's office. Laid off teachers shall have fourteen (14) calendar days from the mailing date of such notification in which to indicate their acceptance or rejection of the position and an additional fourteen (14) calendar days there from in which to begin active employment. However, if a teacher is employed by another Oregon school district while awaiting recall, and if that district is not willing to release the teacher until the end of sixty (60) calendar days, the teacher will not be required to report by the fourteen (14) calendar day deadline if he/she would thereby jeopardize his/her Oregon teaching license.

Teachers who cannot be reached at their last known address, or who reject any position offered, shall forfeit all re-employment rights and will be removed from the recall list. Teachers who wish to waive re- employment rights may do so by written notification to the District.

Employees returning from layoff shall have all previously accrued Sick Leave and seniority reinstated, but shall not receive benefits for the period of layoff except that the District shall pay the laid off employee's premium for three (3) months of health insurance immediately following the layoff.

Employees who worked one-half or more of the school year in which the layoff occurred shall be advanced to the next step on the salary schedule, if step movement was provided to those licensed employees unaffected by the layoff. Employees who worked less than one-half of the school year shall be placed on the same step where they were when the layoff occurred.

ARTICLE 13

ASSIGNMENTS AND TRANSFERS-INCLUDING POSTINGS

A. VACANCIES

1. Vacancies shall be posted for a minimum of ten (10) calendar days.

2. If there is a vacancy in the District, a teacher in the District may submit an application to the District by the closing date for the position, in which case the teacher will be considered along with all other applicants.

4. The administration may fill any new position or position vacated by leave, transfer, or termination with existing staff (after any contractual/legal recall requirements or return from leave requirements are met). Resulting vacancies will be posted a minimum of ten (10) calendar days. Positions posted for the following school year between March 31 and July 31 will be posted District-wide for three (3) calendar days prior to posting outside of the District. The three (3) calendar days may run concurrently with the minimum ten (10) calendar days that the position will be posted. On or after August 1st until the last day of school for staff, an expedited posting/hiring process will be used, and efforts will be made to notify teachers who have indicated an interest in the position and/or building.

5. Notification of posted positions will be e-mailed during the summer, until August 1st, to those teachers who have indicated, in writing, by their last regular work day of the preceding school year, their interest in vacancies that may occur during the summer. The notice will be dated no fewer than seven (7) calendar days prior to the position being closed, except in cases of expedited posting/hiring process.

6. If a teacher applies and is not granted a position, she/he may request the reason for not being given the position. The reasons given are not grievable.

7. The three (3) most senior applicants who are appropriately licensed will be guaranteed interviews.

8. Teaching positions which opened after August 1st, but before October 31st and, therefore, were filled as temporary positions at the building principal's discretion, may be posted internally only for a period of at least ten (10) calendar days.

B. ASSIGNMENTS

1. The District will give notice of assignments to new teachers as near to their date of their hiring as possible. Teachers that have assignment changes for the following school year will be given written notice of their new assignment not later than June 15th. Changes of assignment(s) may be made thereafter, however, and teachers given as much notice as possible. Principals are responsible for building assignments.

2. The District will work to assign employees so they can remain "appropriately licensed."

3. Each teacher shall be notified in writing of their teacher assignment within a building as early as possible. If the notice has been given after the beginning of the school year for a change in assignment, which will occur during the same school year, then the teacher shall be provided reasonable time of no less than one (l) day and up to three (3) days duty-free time to prepare for the assignment. The number of days needed to prepare shall be determined by the building principal.

4. Any teacher desiring a change of assignment within the District to another grade or subject shall make a written request to the District Office on or before March 31st in order to be considered for the following school year. Such requests must be renewed annually in order to be considered.

If a teacher is notified of a change in teaching assignment that requires moving buildings or rooms and feels there is a need for additional time to prepare, the teacher may request additional duty-free time from their principal.

C. **INVOLUNTARY TRANSFERS**

1. Each teacher shall be notified in writing of any involuntary building transfer as early as possible, and if the teacher is given notice of the involuntary transfer after the beginning of the school year for a transfer which will occur during that same school year, then the teacher shall be provided reasonable time of no less than one (1) day and up to three (3) days of duty free time to prepare for the assignment.

2. Prior involuntary transfers: A teacher shall not, except in special circumstances, be involuntarily transferred more than twice in five (5) years.

3. The Superintendent or designee shall make transfer decisions.

ARTICLE 14
PERSONNEL FILES

A. The official personnel files on all teachers shall be kept in a central location, such files are confidential. Teachers shall have the right, upon request, to review the contents of their personnel file and to receive a copy of any document in that file at their expense. A representative of the Association may, at the teacher's request, accompany the teacher in his/her review.

B. Each teacher's personnel file subject to review shall contain the following minimum items of information:

1. Teacher evaluation reports

2. Transcript of academic records

3. Copy of annual contracts of the teacher with the District

4. Recommendation for contracted status

C. Each teacher may respond in writing to any item placed in his/her personnel file and said response shall become a part of that file.

D. No evaluation, written disciplinary action or complaint will be placed in the personnel file without notice to the teacher.

ARTICLE 15

EVALUATIONS

A. EVALUATIONS/OBSERVATIONS

Probationary teachers employed by the District shall be observed on multiple occasions by a building or District assigned administrator and evaluated annually based on those observations. At minimum, an evaluation of performance will be made by the building or District assigned administrator biennially for any other teacher. The purpose of the evaluation is to assist the teacher in making continued professional growth and to determine the teacher's performance. Evaluations shall be based upon at least two observations and other relevant information developed by the District.

Teachers who score a 1 (one) or a 2 (two) on any aspect of the evaluation completed by their administrator will receive support and guidance during the initial fall evaluation conferences to assist in their demonstrated effort which will be evidenced by a higher evaluation score in the designated area(s). In addition, teachers may request a different evaluator from the district to assist in a revised-calibration. The District may grant the request for a different evaluator.

Probationary teachers who may be non-renewed will be provided a Directed Growth Goals Plan for problems related to performance if deficiencies are identified that would cause their non renewal or dismissal. This Directed Growth Goals Plan shall include a statement of deficiencies, a statement of expectations, a statement of assistance provided by the District, and a timeline for completion not to be less than thirty (30) school days and will be a sufficient basis for the District to take action to non-renew an employee. This in no way restricts the District's rights to place a probationary teacher on a Formal Program/Plan of Assistance if it deems necessary.

The District will place a contract teacher on a Directed Growth Goals Plan prior to a Formal Plan of Assistance, if based upon instructional deficiencies. If it is determined that the District shall place a contract teacher on Directed Growth Goals Plan, this Directed Growth Goals Plan shall include a statement of deficiencies, a statement of expectations, a statement of assistance provided by the District, and a timeline for completion not to be less than thirty (30) school days. This in no way restricts the District's rights to place a contract teacher on a Formal Plan of Assistance it deems necessary.

Contracted employees will be provided a Plan of Assistance for problems related to performance if deficiencies are identified that would cause their dismissal. The teacher shall be observed again to determine if the Plan of Assistance has been satisfied.

B. NON-ADMINISTRATOR OBSERVATIONS

Non-administrator observations and visits shall not be part of the contracted teacher's evaluation.

C. VIDEO/AUDIO TAPING

Any video/audio recording which exists as a result of learning walks, for a teacher's own learning, or as a result of being suggested by administration for reflection/learning (with the teacher's consent), belongs to the teacher unless video includes students or student information within.

Administrators will conduct observations in person.

If video/audio is being used for an investigation involving a teacher, the video/audio taping will be made available for review to the teacher upon request after the administrator and/or HR has had the chance to review and is in accordance with all laws.

D. FORMAL PLAN ~~PROGRAM~~ OF ASSISTANCE FOR IMPROVEMENT

A Formal Plan of Assistance for Improvement shall be in writing and shall include the following:

1. Statement of deficiencies

2. Statement of expectations and action needed to correct the deficiencies with identification of assessment techniques to measure success,
3. Statement of assistance provided by the District, and
4. Timeline for completion not to be less than thirty (30) school days.

E. SCHOOL BOARD

Nothing in this Article shall be construed so as to interfere with the Board's right to dismiss or non-extend a licensed employee pursuant to the provisions of the Fair Dismissal Law, or to dismiss or non-renew a probationary employee pursuant to ORS 342.835, or dismissal under the provisions of this contract.

ARTICLE 16
DISTRICT POLICIES AND PROCEDURES

A. The District shall place updated copies of the current policies manual on the District's Website.

B. All teachers will have access to discipline and behavior support policies and procedures as soon as possible and will be notified of any changes to these prior to their implementation. Electronic copies of the student handbook with discipline and behavior expectations will be available on the District website prior to the start of each school Year.

C. Evaluations of students

No grades shall be changed without consulting with the teacher/licensed professional, unless the teacher responsible for the grade is not available for consultation. Nothing in this clause shall be construed so as to deny the student's rights under the law with respect to appeal of grades to the administration.

If an immediate supervisor/administrator decides to change a student's grade without the teacher's/licensed professional's consent. The immediate supervisor/administrator who changed the grade will notify the teacher/licensed professional in writing within 5 working days.

D. Safety

The administration shall make available to employees the District's discipline procedure and the process for documentation and referral of disruptive and aggressive students at the beginning of each school year. Building disciplinary procedures consistent with District procedures shall be distributed to building staff.

This procedure shall include:

1. When a student's behavior poses an imminent threat to the health, safety, or welfare of the other students or staff, the teacher is authorized to take action to prevent harm to staff and members of the class (please see section 3. below). When a student's behavior seriously disrupts the instructional program, the teacher shall be authorized to send the student to an administrator's office or designated area.

2. Notification of the student's return to the classroom will be provided to the teacher prior to the student's return to class. If requested by the teacher, notification and/or communication shall occur between the administrator or designee and the teacher prior to, or if not reasonably possible prior to, then within a reasonable time after the student is authorized to return to class. Part of the communication will be whether a behavior plan should be developed and who it should be shared with. This communication shall not be done in front of students.

3. No provision in this article will have the effect of denying any rights a student has under federal or state law and regulations. Staff are required to follow any procedures described in IEPs, BSPs, BIPs, Section 504 Plans, Safety Plans, Crisis Intervention Plans, Health Management Plans, or any other plans that prescribe how to respond to an individual student's behavior under the IDEA or Section 504.

4. The district will provide adequate protective equipment for students and staff. The equipment needs will be determined by the Special Programs Director in consultation with a SPED representative from each building.

ARTICLE 17
DUES, PAYROLL DEDUCTIONS AND FAIR SHARE

A. Prior to the first Association dues deduction of the school year, and then for any employee who becomes a member of the Association after the start of the school year, the Association shall notify the District of bargaining unit members who have elected to have dues deducted from their paychecks and shall identify the dues to be deducted from each, including voluntary Association contributions. The Association shall give notice to the District by providing the employee's signature with dues authorization language for each employee who is to have dues deducted. The District will enact dues deduction changes on the pay period following a notification provided that notification is received no later than the 5th of the month.
The Association shall notify the District immediately when a bargaining unit member should no longer have dues deducted. The District shall enact dues deduction changes on the pay period following a notification.

For any new employee who was an Association member at their prior place of employment, the District will prorate dues for the remainder of the school year, provided a signed dues authorization form is received.

B. Dues deductions shall be made monthly in an amount equal to one-twelfth of annual dues, commencing with the month of September and ending with August of each year.

C. The District agrees to continue the practice of submitting the dues deducted, with a list of employees and their deduction amount, to the state office of the Oregon Education Association by the fifteenth (15th) of each month following payroll deductions.

D. The Association agrees to hold the District harmless and will pay to defend the District against any and all claims, suits, orders, judgments or other complaints filed against the District as a result of the provisions of this Article.

E. The District will, upon request of the Association, provide the Association with the name, position, first date of service, position title, FTE, and worksite of all employees of the bargaining unit by September 15th of each year. When a new employee is hired into the bargaining unit, the District shall provide such information to the Association within ten (10) Calendar days. thirty (30) days.Reporting of information required under Article 17.E will be provided to the Association at least every 120 calendar days as required under ORS 243.804(4)(b)(B).

F. Other Payroll Deductions by the district may include:

1. Tax sheltered account payment,
2. Approved insurance payments, and
3. Others as mutually agreed to by the District and Association.

ARTICLE 18

PAID LEAVES

Because all leave is credited to teachers at the beginning of the school year, if a teacher's employment terminates prior to the end of the school year, their leave will be reduced on a prorated basis, based upon the length of their employment during that school year. Teachers who begin with the District after the start of the school year, will also have their leave awarded on a pro-rated basis.

A. BEREAVEMENT LEAVE

Teachers shall be granted a total of five (5) days off per year with pay for bereavement. All bereavement leave shall not accumulate from year to year. Additional days could be taken, in accordance with current OFLA (Oregon Family Leave Act) law. Any days taken after the first five (5) bereavement days will need OFLA leave paperwork submitted to Human Resources within three (3) days after the first five days. The employee may use personal days and then sick leave once personal leave is exhausted for pay during these additional days.

Additionally, in accordance with OFLA (Oregon Family Leave Act), up to two weeks may be taken per OFLA's defined family member for the purpose of bereavement within 60 days of the notice of the death.

B. JURY OR WITNESS DUTY

When a teacher is called for jury duty or is subpoenaed as a witness before a court, legislative committee or judicial body, the teacher will be continued at full salary for the period of required service; however, that compensation received by the teacher for jury duty or witness fees shall be signed over to the District unless such fees are earned on non-contract days. Upon being excused from jury duty or appearance as a witness during any day, the teacher shall immediately report to the supervisor for possible assignment for the remainder of the regular school day. Please refer to the "for staff" section of the NSSD website for the step-by-step process.

Jury or witness duty leave identified in this action shall not apply when a teacher is involved as a litigant for personal reasons or in any case brought by the association or employee against the District.

An employee subpoenaed to testify as a District employee must immediately inform his/her supervisor and the HR Director and provide a copy of the subpoena to both.

C. PERSONAL LEAVE

Personal leave means absence for personal, religious, legal, business, family or emergency matters.

All certified employees shall be granted Three (3) paid personal leave days.

An additional unpaid day may be granted at the discretion of the Superintendent. Unused portions of this leave are non-accumulative.

Written prior notice of not less than twenty-four (24) hours before the absence shall be provided to the teacher's principal or other immediate supervisor for personal leave (whenever possible), however, notice shall not have to state the reason for taking such leave.

Personal leave may be used in conjunction with holidays or vacation leaves upon securing a substitute and providing advanced written notification to the licensed employee's supervisor and the HR Director by filling out the request form online.

Licensed employees shall be reimbursed at a rate of $250 (two hundred and fifty dollars) per day for up to three (3) unused days, which shall be prorated for part-time employees. Reimbursements shall only be given in half day or full day increments. Such reimbursement shall be included in the June paycheck. If the employee's employment terminates prior to the end of the school year, their reimbursement will also be prorated.

Personal leave days may not be taken for professional monetary gain, as this constitutes professional leave (see Article 18D).

Emergency Leave: An employee who is faced with a crisis of fire or flood damage to their home, requiring immediate attention, may be provided up to two (2) paid emergency leave days during the school year, with Superintendent approval. This leave is to be used only for fire or flood purposes and shall not accumulate from year to year

D. PROFESSIONAL LEAVE

The Superintendent shall have the discretion to grant paid professional leave as they so determine.

E. SABBATICAL LEAVE

The purpose of sabbatical leave is to provide up to one year's leave for the purpose of returning to school to complete a District-approved educational program.

The following terms and conditions apply to the granting of sabbatical leaves of absence.

1. To be eligible to apply for a sabbatical leave, the teacher must have at least six (6) years of continuous employment with the District.

2. A teacher on sabbatical leave will receive two-thirds (2/3) of the salary which would have been paid to the teacher during the year of the sabbatical leave had the sabbatical leave not been taken, paid over a twelve (12) month term as if the person did not go on a sabbatical leave. The District will pay the insurance payment according to Article 21.

3. Application for such leave shall be presented to the Superintendent no later than January 1st of the school year prior to the requested sabbatical leave. The application shall then be presented to the Board of Directors for its approval. The application shall provide in detail the type of activity to be carried out during the sabbatical and shall further explain how the sabbatical would help the teacher in becoming more effective as a teacher.

4. A teacher on sabbatical is not eligible for another sabbatical leave for at least seven (7) years after the return from the last sabbatical leave.

5. Upon return from the sabbatical the teacher will be placed in a teaching position for which they are Highly Qualified within the District. The teacher will be placed on the salary schedule at the level where the teacher would have been had the sabbatical not been taken.

6. Upon returning from sabbatical leave, the teacher shall remain with the District as an employee for at least two school years after his/her return. Further, before going on the sabbatical, the teacher shall sign the agreement with the District agreeing to repay the District the amount received as sabbatical pay if the teacher fails to complete the agreed course of study, retires or leaves the District prior to expiration of the two years after return from sabbatical leave. Death or serious illness that prevents the employee from teaching for two consecutive

years shall release the employee from this obligation. In order to secure the amount so promised, the teacher shall sign a promissory note payable to the District, which shall bear interest at the rate of 12% per annum and shall be payable upon demand in the event the teacher leaves the District prior to the time period described in this subparagraph. Final approval for the sabbatical leave will be given to the employee when the signed promissory note is delivered to the District.

7. The District shall grant no more than one (1) Sabbatical Leave during any three (3) consecutive school years. The School Board retains the discretion to grant or deny sabbatical leave requests. Upon request of the employee, the District shall provide in writing all reasons for denying such leave.

F. SICK LEAVE

8. Every teacher holding a regular full-time position shall accrue eighty (80) hours sick leave pay for each school year. Sick Leave shall accumulate without maximum. As provided by ORS 332.507, each teacher shall receive their sick leave on the first contract day of the school year for personal illness or injury as provided by the Oregon and Federal Family Leave Acts.

9. All teachers shall be credited with their full annual sick leave benefits on the first contract day of the school year. Teachers leaving employment before the end of their contract days, who used more sick leave than their service days entitled them to, shall reimburse the District for the excess days paid to them. If the employee's employment terminates prior to the end of the school year, they will have their awarded sick leave reduced accordingly.

   School employees holding a regular part-time position shall accrue sick leave with pay in proportion to the relationship their basic work week has to forty (40) hours.

   In the case of regular full-time teachers who begin employment after the beginning of the school year, sick leave shall be credited on the first day of employment and shall consist of eight (8) hours of sick leave for each payroll month remaining in the school year.

10. Temporary disability to include pregnancy shall qualify for sick leave benefits. To qualify for paid sick leave, the employee's attending physician may be required to certify disability to the District. The District may, at its own option and expense, obtain a second or additional physician's certification as to disability where cause to question the employee's physician exists. In addition to personal illness or injury, sick leave may be used for illness or injury to immediate family or members of the household. Immediate family shall be defined as domestic partner, spouse, children, parents, parents-in-law, grandparents, grandchildren, brothers, and sisters.

    Sick leave may also be used for non-emergency medical, dental, or ocular appointments when absence during working hours is reasonably necessary and when approved in

advance by the District. In any instance involving the use of a fraction of a day of sick leave the minimum charge to the employee's sick leave account shall be one (1) hour. The Superintendent or designee shall be responsible for controlling abuse of the sick leave privilege. Any employee obtaining sick leave benefits by fraud, deceit or falsified statements shall be subject to disciplinary and/or legal action.

Once a substitute is secured, the minimum amount paid is four (4) hours. In response to this, the Association and the District agree that teachers who are absent for less than four (4) hours will need to coordinate with the office manager and the building administrator to find in-building coverage. If in-building coverage is not found, then a substitute will be secured for the four hours and the employee will be charged with four (4) hours of sick leave.

11. A teacher returning from any illness or injury, whether or not sick leave benefits have been paid, may be required to furnish a medical doctor's certificate of health prior to returning to work in order to safeguard the health of the employee, students and fellow employees. The District may, at its option and expense, obtain a second or additional physician's certification.

12. Except as otherwise provided by Oregon Revised Statutes, all sick leave benefits shall terminate upon termination of employment for any reason.

13. A teacher who has been employed in another public school district in Oregon may receive credit for accumulated sick leave up to six hundred (600) hours; however, the transfer of sick leave from another Oregon district shall not become effective until the teacher has completed thirty (30) days of employment in the District as provided for in ORS 332.507.

14. The purpose of the sick leave bank shall be to provide a bargaining unit member who will exhaust their accumulated sick leave, and has a serious illness, injury, or requires constant or continued care, or whose immediate family member has a serious illness, injury, or requires constant or continued care, to request additional paid sick leave days.

    Immediate family members shall be as defined in Article (18 G3). A request for additional paid sick leave days from the sick leave bank shall be limited to a maximum of fifteen (15) days as long as there are an adequate number of days in the bank. Additional days may be requested, but shall be approved only upon mutual agreement between the Association president and the Superintendent or designee. All members will have an option to donate up to three (3) days (24 hours) of sick leave to the bank per year. Each member donating shall sign a form approving the donation. The payroll clerk shall deduct up to three (3) days (24 hours) of sick leave for each member making a donation. No member will regain the donated hours, even if the bank is not accessed. At the end of each contract year, the balance of any unused sick leave in the bank will be rolled over into a bank and used as needed for future years. No more than four hundred (400) hours shall be carried over from one year to the next.

G. MILITARY LEAVE

Any unit member, who is a member of any reserve unit of the Armed Forces of the United States, shall be granted a leave of absence in accordance with state and federal laws governing military leaves.

H. WORKER'S COMPENSATION (WC) LEAVE

When an employee experiences an absence due to a compensable injury, as defined in ORS 656.005(7) (a) that incurred in the course of the teacher's employment they may access personal and/or sick leave for any time which is determined to not be covered by Workers Compensation Benefits. Notwithstanding, upon written request along with a financial statement from WC, sick leave may be drawn on a pro-rated basis and added to Worker's Compensation benefits for non-covered days. The combined pay shall not exceed the employee's regular salary and shall be only for those days that are compensable. The compensation may continue up to one (1) calendar year from the date of the accident.

ARTICLE 19
UNPAID LEAVES

A. LONG TERM UNPAID LEAVE

A certified contracted teacher who is employed full-time by the District may apply for a long-term unpaid leave of absence subject to the following conditions and procedural requirements:

1. All requests for leave of absence beginning at the start of the following school year must be in writing and delivered to the teacher's principal by April 1st except in unforeseen circumstances. Leave commencing during the school year will require three (3) months of notice, except in unforeseen circumstances. The application must state the specific leave being requested, the reasons, and the justification for such leave.

2. The leave application must be forwarded from the principal, with his/her recommendations, to the Superintendent, who will collect all requested leaves and forward them with his/her recommendation, to the Board.

3. Extended unpaid leaves of absence shall be granted for no more than one (1) year, but renewal may be requested.

4. An employee who is granted an extended unpaid leave of absence shall not advance on the salary schedule during his/her absence.

5. The Board is obligated to make its final determinations on granting or denying requested unpaid leaves of absence by no later than the next regularly scheduled Board meeting.

6. HR shall communicate, within seven (7) business days, with employees who request leave.

7. Unpaid leave for up to one year shall be granted for parental leave.

8. Upon return to active employment with the District following leave, the employee shall have all previous accrued benefits (i.e. salary, sick leave, seniority, etc.).

9. The Board will have discretion to grant unpaid leave to part time and/or probationary teachers. The Board's decision on such a request shall be final and is not grievable.

10. Upon return from an unpaid leave, the teacher will be placed in a teaching position for which they are highly qualified within the District.

11. The employee shall notify the Human Resources Director in writing of the expected date of return to work no later than March 1st or as of the date stated in the acceptance letter of the requested leave provided to the employee.

B. SHORT TERM UNPAID LEAVE

All leave without pay must be pre-approved, in writing, by the Superintendent. As with all other leave, all leave without pay must be entered into the District's leave tracking program.

C. FAMILY AND MEDICAL LEAVE

The District will comply with the federal and state laws related to the Family and Medical Leave Acts.

A teacher on family leave must teach more than half-time and a minimum of 135 days during the school year in which the leave is taken in order to be credited for one (1) year of experience on the salary schedule. As stated in Article 23, paid leave shall count as actual days worked.

D. EXPRESSION OF BREAST MILK OR BREASTFEEDING

The District will comply with ORS 653.077 and with other state and federal laws related to expression of breast milk or breastfeeding.

ARTICLE 20
TUITION REIMBURSEMENT AND PROFESSIONAL DEVELOPMENT

A. Tuition for pre-approved coursework is eligible for reimbursement at the rate of six (6) graduate-level, resident credits at Western Oregon University (WOU) per fiscal year.

   Reimbursement for workshops will be equal to the current rate charged for three (3) graduate, resident credits at Western Oregon University. Reimbursement for workshops taken for credit will be available for the cost of both registration fees, tuition, and textbooks up to the rate charged by WOU for an equivalent number of credit hours.

B. Teachers must teach at least six (6) months in the school year for which they are reimbursed.

C. Pre-approved Professional Development Units (PDUs) may be covered under this article.

D. To borrow available funds from the current year and the following year to be used over the summer for registration fees, tuition and textbooks pre-approval must be granted by the Human Resources Director by May 15th. This will allow teachers to take and be reimbursed for the equivalent monetary value of twelve (12) credits taken during the summer.

E. To qualify for reimbursement, courses or workshops must be pre-approved by the employee's supervisor and HR Director based on importance to the improvement of the overall instructional program and being eligible for the monies as defined by this article. The teacher must obtain written approval from the supervisor and HR Director, on the District approved Tuition Reimbursement Form, **prior to** the start of any coursework.

F. This article does not provide any reimbursement for extra-curricular areas not associated with the classroom duties of the teacher. All courses must be graduate level, unless the teacher provides justification for and receives approval from the Superintendent and/or HR Director to enroll in and be reimbursed for an undergraduate course or PDU workshop courses.

G. Other costs associated with the class or workshop, such as transportation, outside meals, room rents, etc., are not covered.

   The District will strive to get reimbursements paid within twenty (20) days from the submission of the proof of payment and approval of all completed paperwork required by the HR Director.

H. To qualify for reimbursement a teacher must submit an itemized paid or itemized tuition or registration fee receipt or bill for the amount of tuition paid or to be paid along with the District-approved Tuition Reimbursement Form.

I. Satisfactory evidence of completion of the course is required. For courses with a grade option, "satisfactory evidence of completion" shall include the transcript showing a grade of C or better. This submission must be given to the HR office within ninety (90) days of the last day of the term in which the course is completed for the reimbursement payment to be made. An extension may

be granted by the HR Director under extenuating circumstance if requested in writing prior to the required submission date.

If a reimbursement is paid, yet the course is not completed or submission of the transcript with a grade of a C or better is not provided within the ninety (90) days, an equal amount to the reimbursement paid to the employee and/or university shall be deducted from their next regularly scheduled paycheck.

The employee may submit for tuition reimbursement prior to receiving a transcript, but must do so on or before May 15th.

J. The employee must continue to work for the District for the semester following the completion of the reimbursed class. If the employee does not continue to work for the District for the semester following the completion of the reimbursed class, an equal amount to the reimbursement paid to the employee and/or the university shall be deducted from the employee's final check, or the employee will be billed for that amount. Layoff situations are exempt from this provision. Staff on leave must return to work before any payment is made.

K. The total expenditure by the District for the cost of all continuing educational credit hours and Professional Development Units (PDUs) shall not exceed $40,000 per fiscal year. All workshops, except those for which college credit is offered, will have a $500 per person, per year maximum. Substitute costs will not be addressed as part of the budget for continuing educational credit, PDU or workshop expenditures. Reimbursement will be on a first-come basis, with all applications made no later than May 15th of each year.

TEACHER CREDIT EVALUATION

1. For advancement on the salary schedule all credit hours must be taken through an accredited four-year university or college. The credit hours indicated on the salary schedule are quarter credits. Semester credits count as 1.5 quarter credits each.

2. Upon verification of teacher qualification, the teacher shall be paid based on the teacher's position in the new column. Verification must be received in the District Office by October 15th.

ARTICLE 21
SUBSTITUTES

Substitute teachers shall be provided by the District to assume the duties of absent classroom teachers, within the following guidelines and conditions:

A. For each day a teacher is absent from work, the teacher is required to post his or her absence on the District approved system, no later than 6:30 a.m. of the day of the absence. If the employee notifies the District approved system later than 6:30 a.m., they must make "personal contact" with the principal or designee as soon as possible.

B. If the absence is for consecutive days, the principal or designee shall be notified of the probable date of return.

C. It is the teacher's responsibility to provide lesson plans and directions to assist the substitute in carrying out the substitute's duties except in the case of an emergency.

D. It is the District's responsibility to manage the system and continue to recruit qualified substitutes.

E. In the event that the District is unable to secure the services of a qualified substitute teacher within a reasonable time, teachers may be asked to sub.

1. The teacher removed from their prep will be paid, in addition to their eight (8) hour regular rate, their hourly rate or curriculum rate, whichever is higher, for each hour worked with a minimum of one (1) hour. For example if an employee's hourly rate is $40 they will be paid an additional $40 for being removed from their prep time.

2. When a teacher is assigned concurrent supervision of an additional classroom during their regularly scheduled teaching assignment, the teacher shall receive additional compensation. This additional compensation shall be calculated at the District's base rate for the duration of such supervision, with a guaranteed minimum payment equivalent to one (1) hour at said base rate.

ARTICLE 22
INSURANCE

A. EMPLOYEE HEALTH INSURANCE

Benefits shall be purchased on a tiered basis. Benefits are not pooled.

Specific amounts and language for all plans, including HRAs and HSAs, will be listed in Appendix C Insurance for the 2025-26, 2026-27, and 2027-28 years.

B. HEALTH INSURANCE

Employees shall be permitted to purchase two-party medical insurance after retirement at their sole expense, provided monthly payments are made 10 days prior to payroll cut off. If any monthly payment is not made by the retiree, they shall be dropped from the insurance coverage. This health insurance benefit shall not exceed age 65.

ARTICLE 23
PROFESSIONAL COMPENSATION

A. SALARY

The salaries for licensed staff, including extra duty positions, shall be as established in the attached schedules.

2025-26, and 2026-27, and 2027-28

The salary schedules are attached as Appendix A and by this reference is incorporated herein.

Those eligible for step movement will advance one step during each of the 2025-26, and 2026-27, and 2027-28 school years.

The District shall "pick-up" the employee's required contribution towards the PERS retirement benefits.

B. TEACHER CREDIT EVALUATION FOR HORIZONTAL PLACEMENT

1. For advancement to higher-paying columns on the salary schedule, all graduate credit hours must be taken through an accredited four-year university or college, with the exception of in-district credit or undergraduate credit hours approved by the Superintendent prior to enrollment.

2. Upon verification of sufficient credit hours or degrees to qualify for a higher- paying column, the teacher shall be paid based on the new column. In order for a teacher's pay to increase based on education for that school year, verification of the coursework and the appropriate form must be received in the District Office by October 15th.

C. PLACEMENT ON STEP OF SALARY SCHEDULE

Teachers shall be placed on the step of the column for which they qualify, based on years of experience. In order to count as a year of experience, the teacher must have actually worked at least 135 contract days during the year. Paid leave shall count as actual days worked.

1. Upon the expiration of this A agreement, should no replacement agreement be negotiated prior to the start of the next school year, the District shall not be obligated to advance teachers one (1) step automatically as part of the status quo. Vertical step movement would be provided in that year only if bargained into the successor agreement.

2. To advance from one (1) column to another on the salary schedule, a teacher must comply with the provisions of the Tuition Reimbursement Article of this agreement. When a teacher advances from one (1) column to a higher-paying column, the teacher

will advance no more than one (1) vertical step, except at the sole discretion of the District.

D. MILEAGE REIMBURSEMENT

The District shall reimburse any teacher for all authorized miles driven in the teacher's personal automobile as required by the District, provided the teacher makes suitable accounting for such authorized mileage. Authorized mileage shall be reimbursed at the rate specified by the Internal Revenue Service (IRS) for employee reimbursement. The District shall have the correct rate on the mileage reimbursement form.

E. EXTRA DUTY

3. The District has the right to non-renew or refuse to appoint members to extra duty contracts. Neither the member nor the Association will challenge these non-renewals or refusals to appoint, through ERB, through the grievance procedure, or any other litigation, except that individual rights under state or federal laws shall not be waived. The member may request and receive a reason for the non-renewal or other District action.

4. At any time after the start of a season or assignment the District may “buy out" the remainder of the contract, but no record of this will be kept in the personnel file of the member and it shall not be considered discipline. The bargaining unit member may request and receive the reason for the "buy out". The following two paragraphs will be added to extra duty contracts:

    a. The extra duty pay is the total and only payment that will be made to a member of the bargaining unit for all activities involving the assignment for that entire season. If a team makes it to the OSAA sanctioned state playoffs, the paid head coaches involved in the extended season, will be paid a "bonus" of $500 in addition to their normal coaching stipend and all paid assistant coaches who participate in the postseason will receive a "bonus" of $300.

    b. Coaches will typically have input to the athletic director when competition schedules are being discussed, but this may not be possible if schedules need to be set and a coach needs to be hired. When a coaching contract is offered, the prospective coach should ask to see the schedule arranged for that year. If he/she agrees to accept the appointment, he/she agrees to do all of the activities required to have the team compete at all the scheduled games. The coach can negotiate with the athletic director should he/she (the coach) not be willing to accept the assignment unless the activity during a break period was eliminated.

3. Coaches not employed as teachers by the District are not eligible for rights under contract. There will be no grievances or unfair labor practice complaints for breach of contract for non-renewal or buy out of extra duty contracts. Extra duty contracts are annual contracts only and there is no expectation of yearly renewal.

4. The extra duty schedules are attached as Appendix B

F. ADDITIONAL PAY

A licensed employee shall be compensated for work required by an administrator, which needs to be done outside of the licensed employee contractual obligation. Work which is similar to their daily assigned tasks will be calculated on a per-diem basis. Work which is outside of their normally assigned tasks will be calculated at a curriculum rate. Examples: a classroom teacher working on District curriculum development would result in a curriculum rate; a Reading Specialist asked to do work on a task they do during their assigned work tasks would result in a per-diem rate.

1. The rate of pay for such work will be determined by the Administrator and HR Director and is not grievable, but upon written request the Superintendent will review.

2. Any teacher who, with the consent of the Association and the District, is assigned to teach an extra course either within their normal work day during time normally assigned as a preparation period or during a "0" period before or after normal school hours-shall be awarded extra pay at their per diem rate according to the fraction of time added to the student contact time (relative to the building norm) in the schedule. For example, a teacher who normally teaches six periods of a seven-period day would receive one-sixth of his or her salary to teach a class during his or her prep. A teacher who teaches eight periods of a nine-period day would receive one-eighth of his or her salary. A teacher who teaches a zero period but has their contract day end earlier to account for the earlier start, shall receive no additional pay or prep.

3. If Willamette Promise classes are taught, teachers who teach a Willamette Promise class will receive a stipend based on the amount set by the Willamette Education Service District (WESD)

4. If an elementary teacher is required to teach a blended-grade classroom, a stipend of $5,000 will be paid and divided equally over the twelve (12) months.

   Definition of "blended-grade classroom": A self-contained classroom where all the core subjects are taught to multiple grade levels by one teacher for the entire day with the exception of music and physical education, which may be taught by specialists. No special education

teacher who teaches multiple levels within one classroom will be given an additional stipend over what is already given to them for preparation time.

G. ECONOMIC RE-OPENER

Both parties agree to reopen negotiation in regards to COLA only for the following fiscal year should the rate of inflation, using the Western States CPIU from the previous twelve (12) month period be greater than or equal to six (6) percent on March 15, 2027.

H. Experienced-based Stipend

NSSD licensed employees shall receive an experienced-based stipend based on years of service.-**experience-based** pay shall be effective after an employee reaches the final step of their pay column. The experienced-based stipend will be paid annually in full with the last pay period of the school year. The **experience-based** stipend is as follows:
$1,000 for licensed staff who reach the final step of their pay column.
BA: Step 12
BA + 24: Step 13
BA + 45: Step 14
BA 60/MA: Step 15
BA +90/MA+30: Step 16

ARTICLE 24
TSA OPTION

All employees hired on or before October 1, 2001 will have the option to participate in a Tax Sheltered Account (TSA) program as follows:

A. The District will match employee contributions up to twenty-five (25) dollars per month for each eligible employee.

B. Participation in the TSA program will be governed by the rules and guidelines of the selected carriers and statute.

ARTICLE 25 CLASSIZE

A. The parties agree to establish an ad hoc Class Size Committee to review problems identified by a teacher relating to class size.

B. The committee shall be composed of the Superintendent or his/her designee, the NSEA President or his/her designee, the Associate Superintendent, the Human Resources Director, and at least two classroom teachers from the affected building.

C. The committee shall be convened within ten (10) working days from receipt of a teacher's request.

D. The task of the committee will be to meet and explore options relating to the situation. Options may include, but are not limited to, payment of an additional stipend to the teacher, hiring of additional licensed staff, or reassignment of classified staff to help in the affected classroom.

E. Building administrators when possible and advisable shall create smaller mixed-grade level homeroom classrooms than adjacent

single-grade homeroom classrooms (at the K-8 level).

F. A report concerning the findings and recommendations of the committee shall be filed within thirty (30) days with the Superintendent.

G. The decision of the Superintendent will be final and binding on the parties.

ARTICLE 26
REOPENING CLAUSE

Any article in this agreement may be reopened for negotiations upon the mutual consent of both the District and the Association.

The parties agree to enter into collective bargaining over a successor agreement no later than March 1st, prior to the expiration of this agreement. Any agreement so negotiated shall be reduced to writing after ratification by the parties.

ARTICLE 27
TERMS OF AGREEMENT

The duration of this agreement will be from July 1, 2025 through June 30, 2028.

The parties acknowledge that during the negotiations, which resulted in this agreement, each had the unlimited right to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and agreements arrived at by the parties after the exercising of that right and opportunity are set forth in this agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter covered by this agreement. All terms and conditions of employment not covered by this agreement shall continue to be subject to the Board's direction and control; however, the Board recognizes its' statutory obligation to notify the Association and to bargain, upon request any unilateral changes in a mandatory subject under ORS 243.698.

ARTICLE 28

SPECIAL EDUCATION

Special Education shall be defined as the provision of services to students who have been identified as meeting one or more of the statutorily defined eligibility categories. Service delivery options vary depending on the needs of the student.

It is the intent of the Employer and the Association to meet the diverse and unique needs of the students receiving special education services in the District to comply with Federal and State laws and regulations. All students will receive an education within the Least Restrictive Environment (LRE) that provides them the needed support for a free and appropriate education (FAPE).

This section applies to: Special Education Licensed teachers, special education support specialists, special education behavior specialists, special education TOSA, speech and language pathologists, and school psychologists.

A caseload is defined as eligible students and active IEPs assigned to a case manager or service provider.

1. Special Education Preparation Time

A. Special Education case managers will be given additional preparation time for case management, testing, IEPs, and required paperwork. This time shall be equal to twice the contracted preparation time allowed to regular education teachers as defined in Article 8.-School psychologists and special education TOSA are exempt from this.

B. Special Education teachers in self-contained classrooms will be given compensation per diem equal to four (4) hours of additional pay per week, in a supplemental contract in lieu of the second prep.

C. During the school year, the District shall provide funding for a substitute for up to three (3) additional days for resource room teachers and self-contained teachers for the purpose of completing special education paperwork. These days shall be scheduled and approved by the Director of Special Programs or their designee.

2. Special Education Stipend:

Licensed school employees whose caseloads consist of 75% or more students with Individualized Education Programs (IEPs) are eligible for an annual stipend. The base stipend is $3,500 and increases by 3.5% for each year of service in the district, up to a maximum of 12 years. This stipend will be distributed in 12 equal monthly payments over the course of the school year.

Year	Amount	Percentage Increase per year
1	$3,500	Baseline
2	$3,623	3.5%
3	$3,749	3.5%
4	$3,831	3.5%
5	$4,016	3.5%
6	$4,157	3.5%

7	$4,302	3.5%
8	$4,453	3.5%
9	$4,609	3.5%
10	$4,770	3.5%
11	$4,937	3.5%
12	$5,110	3.25%

3. Rights of educators supporting students receiving special education services:

1. All licensed employees serving students who receive special education services will be provided access to the student's IEP as soon as it becomes available in the records management system.
2. Special Education Teachers and Speech Language Pathologists will receive two (2) additional days (16 hours) of protected time prior to the start of the contract year to review student IEPs, transcripts, class schedules, and other relevant records.

4. Special Education spaces and materials: each special education licensed employee shall have:

A. A dedicated confidential classroom/office space for prep time and scheduled paperwork time.

B. Access to all adopted instructional, academic, and curriculum materials available in the general education classroom for all grade levels for which the special education licensed employee provides services, including student materials.

C. Access to age-appropriate, district adopted intervention work materials for which the special education licensed employee provides services, and copies provided upon request.

APPENDIX A

NORTH SANTIAM SCHOOL DISTRICT SALARY SCHEDULE

APPENDIX A

NORTH SANTIAM SCHOOL DISTRICT SALARY SCHEDULE

NEW BASE $47,500 3.5% BETWEEN STEPS 3% BETWEEN COLUMNS (MA COLUMN 5% INCREASE)					
2025-26	BA	BA+24	BA+45	BA+60/ MA	BA+90/ MA+30
STEP 1	$47,500.00	$48,925.00	$50,393.00	$52,913.00	$54,500.00
STEP 2	$49,163.00	$50,637.00	$52,157.00	$54,765.00	$56,408.00
STEP 3	$50,884.00	$52,409.00	$53,982.00	$56,682.00	$58,382.00
STEP 4	$52,665.00	$54,243.00	$55,871.00	$58,666.00	$60,425.00
STEP 5	$54,508.00	$56,142.00	$57,826.00	$60,719.00	$62,540.00
STEP 6	$56,416.00	$58,107.00	$59,850.00	$62,844.00	$64,729.00
STEP 7	$58,391.00	$60,141.00	$61,945.00	$65,044.00	$66,995.00
STEP 8	$60,435.00	$62,246.00	$64,113.00	$67,321.00	$69,340.00
STEP 9	$62,550.00	$64,425.00	$66,357.00	$69,677.00	$71,767.00
STEP 10	$64,739.00	$66,680.00	$68,679.00	$72,116.00	$74,279.00
STEP 11	$67,005.00	$69,014.00	$71,083.00	$74,640.00	$76,879.00
STEP 12	$69,351.00	$71,429.00	$73,571.00	$77,252.00	$79,570.00
STEP 13	$0.00	$73,929.00	$76,146.00	$79,956.00	$82,355.00
STEP 14	$0.00	$0.00	$78,812.00	$82,754.00	$85,237.00
STEP 15	$0.00	$0.00	$0.00	$85,651.00	$88,220.00
STEP 16	$0.00	$0.00	$0.00	$0.00	$91,308.00
BASE RATE YEAR 1	$31.25				
CURRICULUM RATE YEAR 1	$41.25				
3% COLA/STEP					
2026-27	BA	BA+24	BA+45	BA+60/ MA	BA+90/ MA+30
STEP 1	$48,925.00	$50,393.00	$51,905.00	$54,500.00	$56,135.00
STEP 2	$50,637.00	$52,157.00	$53,722.00	$56,408.00	$58,100.00
STEP 3	$52,409.00	$53,982.00	$55,602.00	$58,382.00	$60,134.00
STEP 4	$54,243.00	$55,871.00	$57,548.00	$60,425.00	$62,239.00
STEP 5	$56,142.00	$57,826.00	$59,562.00	$62,540.00	$64,417.00

STEP 6	$58,107.00	$59,850.00	$61,647.00	$64,729.00	$66,672.00
STEP 7	$60,141.00	$61,945.00	$63,805.00	$66,995.00	$69,006.00
STEP 8	$62,246.00	$64,113.00	$66,038.00	$69,340.00	$71,421.00
STEP 9	$64,425.00	$66,357.00	$68,349.00	$71,767.00	$73,921.00
STEP 10	$66,680.00	$68,679.00	$70,741.00	$74,279.00	$76,508.00
STEP 11	$69,014.00	$71,083.00	$73,217.00	$76,879.00	$79,186.00
STEP 12	$71,429.00	$73,571.00	$75,780.00	$79,570.00	$81,958.00
STEP 13	$0.00	$76,146.00	$78,432.00	$82,355.00	$84,827.00
STEP 14	$0.00	$0.00	$81,177.00	$85,237.00	$87,796.00
STEP 15	$0.00	$0.00	$0.00	$88,220.00	$90,869.00
STEP 16	$0.00	$0.00	$0.00	$0.00	$94,049.00
BASE RATE YEAR 2	$32.19				
CURRICULUM RATE YEAR 2	$42.19				
3% COLA/STEP					
FY2027-28	BA	BA+24	BA+45	BA+60/ MA	BA+90/ MA+30
STEP 1	$50,393.00	$51,905.00	$53,462.00	$56,135.00	$57,819.00
STEP 2	$52,157.00	$53,722.00	$55,333.00	$58,100.00	$59,843.00
STEP 3	$53,982.00	$55,602.00	$57,270.00	$60,134.00	$61,938.00
STEP 4	$55,871.00	$57,548.00	$59,274.00	$62,239.00	$64,106.00
STEP 5	$57,826.00	$59,562.00	$61,349.00	$64,417.00	$66,350.00
STEP 6	$59,850.00	$61,647.00	$63,496.00	$66,672.00	$68,672.00
STEP 7	$61,945.00	$63,805.00	$65,718.00	$69,006.00	$71,076.00
STEP 8	$64,113.00	$66,038.00	$68,018.00	$71,421.00	$73,564.00
STEP 9	$66,357.00	$68,349.00	$70,399.00	$73,921.00	$76,139.00
STEP 10	$68,679.00	$70,741.00	$72,863.00	$76,508.00	$78,804.00
STEP 11	$71,083.00	$73,217.00	$75,413.00	$79,186.00	$81,562.00
STEP 12	$73,571.00	$75,780.00	$78,052.00	$81,958.00	$84,417.00
STEP 13	$0.00	$78,432.00	$80,784.00	$84,827.00	$87,372.00
STEP 14	$0.00	$0.00	$83,611.00	$87,796.00	$90,430.00
STEP 15	$0.00	$0.00	$0.00	$90,869.00	$93,595.00
STEP 16	$0.00	$0.00	$0.00	$0.00	$96,871.00

BASE RATE YEAR 3	**$33.15**				
CURRICULUM RATE YEAR 3	**$43.15**				

APPENDIX B

APPENDIX B					
EXTRA DUTY SALARY SCHEDULE DESCRIPTION					
SCHEDULE A **HS HEAD COACH**	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	14.00%	14.50%	15.00%	15.50%	16.00%
DESCRIPTION	Basketball, Baseball, Cross Country, Dance Team, Football, Soccer, Softball, Track, Volleyball, Wrestling, Weight Training (Fall and Winter Seasons)				
SCHEDULE B **HS HEAD COACH**	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	12.00%	12.50%	13.00%	13.50%	14.00%
DESCRIPTION	Golf, Tennis, Swimming				
SCHEDULE C **HS ASSISTANTS/DIRECTORS**	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	9.50%	10.00%	10.50%	11.00%	11.50%
DESCRIPTION	Assistant Coaches: Basketball, Baseball, Cross Country, Dance Team, Football, Golf, Softball, Soccer, Swimming, Tennis, Track, Volleyball, and Wrestling Directors: Drama (14 or more actors per production), Pep Band (home football, basketball and playoffs), Activities Coordinator, Cheerleading (Fall and Winter)				
SCHEDULE D **HS ADVISORS/DIRECTORS**	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	7.50%	8.00%	8.50%	9.00%	9.50%
DESCRIPTION	Band Director, Choral Director, Drama Director (with 13 or fewer actors, per production) Drama Advisor (per production), FBLA Advisor, ASB Advisor (per advisor), -Skills USA Advisor Assistant Cheer Coach (Fall & Winter Seasons) (an assistant coach may be hired with the approval of the Superintendent when there are more than 12 participants)				
SCHEDULE E **HS ADVISORS/TRAINERS**	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	5.50%	6.00%	6.50%	7.00%	7.50%

DESCRIPTION	Advisors: Junior Class, Musical Choreographer, Yearbook, Video Productions CPR Trainer, Early Educator Mentor Facilitator, GLAD Trainer, AVID Pathway Trainer				
SCHEDULE F ASSISTANT VARSITY COACHES	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	3.50%	4.00%	4.50%	5.00%	5.50%
DESCRIPTION	Varsity assistants for Basketball, Baseball, Softball, Soccer, or Volleyball as soon as participation justifies the creation of three teams (varsity, JV, JVII) according to the OSAA maximum playoff roster guidelines.				
SCHEDULE G HS DEPARTMENT CHAIR	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	3.00%	3.50%	4.00%	4.50%	5.00%
DESCRIPTION	Department Chair, Voc. Ed Coordinator, Musical Director, Link Crew Advisor, Piano Accompaniment				
SCHEDULE H HS ADVISORS/MISC	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	2.00%	2.50%	3.00%	3.50%	4.00%
DESCRIPTION	Class Advisors, Drama Tech Director, Construction/Drama/Tech Director, Technical (lights and sound), Shop Maintenance (maintenance or repair of shop equipment)				
SCHEDULE I EXTRA CURRICULAR ACTIVITY PAY	**PAY**				
PERCENT OF BASE	.06% of co-curricular base per hour				
DESCRIPTION	Extra Curricular Activity Pay must have prior approval by the principal with proposed number of hours written in the contract.				
SCHEDULE AA MS HEAD COACH/COORDINATOR	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	6.50%	7.00%	7.50%	8.00%	8.50%

DESCRIPTION	MS Head Coach: Cross Country, Baseball, Basketball, Cross Country, Dance Team, Football, Softball, Soccer, Track, Wrestling, SMS Head Outdoor School Coordinator, Mentor Teacher, District Instructional Coach				
SCHEDULE BB **MS ADVISOR**	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	5.00%	5.50%	6.00%	6.50%	7.00%
DESCRIPTION	Cheerleading Advisor (2 seasons), PBIS Facilitator, Drama (per production)				
SCHEDULE CC **MS ASSISTANT COACH**	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	4.00%	4.50%	5.00%	5.50%	6.00%
DESCRIPTION	Assistant (B Team) Coach: Baseball, Basketball, Cross Country, Football, Softball, Track, Volleyball				
SCHEDULE DD **ACADEMIC ADVISOR/TEAM LEAD/COORDINATOR**	**STEP 1**	**STEP 2**	**STEP 3**	**STEP 4**	**STEP 5**
PERCENT OF BASE	3.00%	3.50%	4.00%	4.50%	5.00%
DESCRIPTION	Academic Advisor, Sublimity and Mari-Linn Head Outdoor School Coordinator, PLC Team Lead, Stayton Seven Advisor, First Year Building Mentor, Synergy/Technology Support Specialist				
SCHEDULE EE **TITLE I PARENT NIGHT**	**PAY/FLAT RATE**				
	$159				
DESCRIPTION	Staff responsible for coordinating "Title I Parent Night", that occurs during non-school hours.				
SCHEDULE FF **OUTDOOR SCHOOL**	**PAY PER NIGHT**				
	$96				

DESCRIPTION	Extra duty pay for staying overnight at outdoor school for those staff required to participate (including the Outdoor School Coordinator)				
Percentages will be based on the current year's base salary (column 1 step 1) of the salary schedule in Appendix A of this agreement. Advancement on this salary schedule will occur yearly, one step per year to step 5. Each coach's initial placement on this schedule will be based on the number of years of prior experience he/she has in coaching the same sport or activity at the same or higher level. Co-curricular employment outside of the District is prohibited during the established standard work schedule. Release time will not be provided to employees that coach for other employers.					

APPENDIX C INSURANCE

2025-2026	
COVERAGE TYPE	MONTHLY CAP
Employee, Spouse & Children	$2,115
Employee & Spouse	$1,470
Employee & Children	$1,325
Employee Only	$690

2026-27 3% increase for all CAPs

2027-28 3% increase for all CAPs

If benefits are less than district contribution, the difference will be given as an additional HSA/HRA amount.

High Deductible Benefit

Employees with the following health plans will receive a $150 high-deductible benefit towards a Health Savings Account (HSA).

- Kaiser Plan 3
- MODA Plan 6
- MODA Plan 7

Opt Out Benefit

Employees who opt out of medical insurance will receive an opt-out benefit split between a Health Savings Account (HSA) and a stipend. If the employee opts out of medical and enrolls in dental and vision coverage, the premium will be deducted from the stipend benefit.

- HSA/HRA - $325
- Stipend - $325

2025-2026 Staff Calendar

North Santiam School District
1155 N 3rd Ave - Stayton, OR 97383
www.nssd29j.org • 503.769.6924

July 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

September 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

December 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Aug 4	School Offices Open
Aug 14-15	Eagle Days/Registration
Aug 18-20	New Licensed Staff Training
Aug 20	New Classified Staff Training
Aug 25-28	*Staff Work/In-Service Days
Aug 27	K-8 Open Houses
Aug 29	Non-work Day
Sept 1	Labor Day
Sept 2	First Day of School (K-9)
Sept 3	First Day of School (10-12)
Oct 10	State-wide Teacher In-Service Day
Oct 31	Grading Day/Mid-Term 1
Nov 3-7	Conferences Occur
Nov 7	Early Release
Nov 10	Conference Hours Payback
Nov 11	Veterans Day
Nov 26-28	Thanksgiving Break
Dec 22-Jan 2	Winter Break
Jan 19	Martin Luther King Jr. Day
Jan 23	Grading Day, Term 1
Jan 23	Classified In-Service Day
Jan 26	Non Student Work Day/Semester Trans.
Jan 30	Licensed Staff In-Service Day
Feb 16	Presidents' Day
March 23-27	Spring Break
April 3	Grading Day/Mid-Term 2
April 6-9	Conferences Occur
April 9	Early Release
April 10	Conference Hours Payback
May 25	Memorial Day
June 5	SHS Graduation
June 10 <	Early Release/Last day of School
June 11 <	Grading Day, Term 2
June 11 <	Last day for Teachers
June 19	Juneteenth

Student Contact Days	
Student contact Sept	21
Student contact Oct	21
Student contact Nov	15
Student contact Dec	15
Student contact Jan	16
Student contact Feb	19
Student contact March	17
Student contact April	20
Student contact May	20
Student contact June	8
Student contact total	172

January 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2026						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

June 2026						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Licensed Contract Days

In-Service Days	4
Conference Days	2
Grading Days	4
Non-school Work Days	3
Holidays	5
Student Contact	172
Total Contract	190

Calendar Notes

*These In-service (2) and work days (2) are set by building admin and will be communicated prior to the start of the school year.

△ Classified staff should refer to their work calendars for dates with this symbol and for their start/end dates as they vary by position.

< Dates with this symbol may be changed due to extended unplanned closures.

No School-Holiday/Break
Early Release
Late Start
Conference Hours
In-Service
Grading Day
New Staff Orientation
Licensed Work Day
In-service or Work Day-TBA

Calendar Templates by Vertex42.com https://www.vertex42.com/calendars/school-calendar.html

2025-2030

North Santiam School District 29J

Results 2030 Strategic Plan

1155 N 3RD AVE, STAYTON, OREGON 97383

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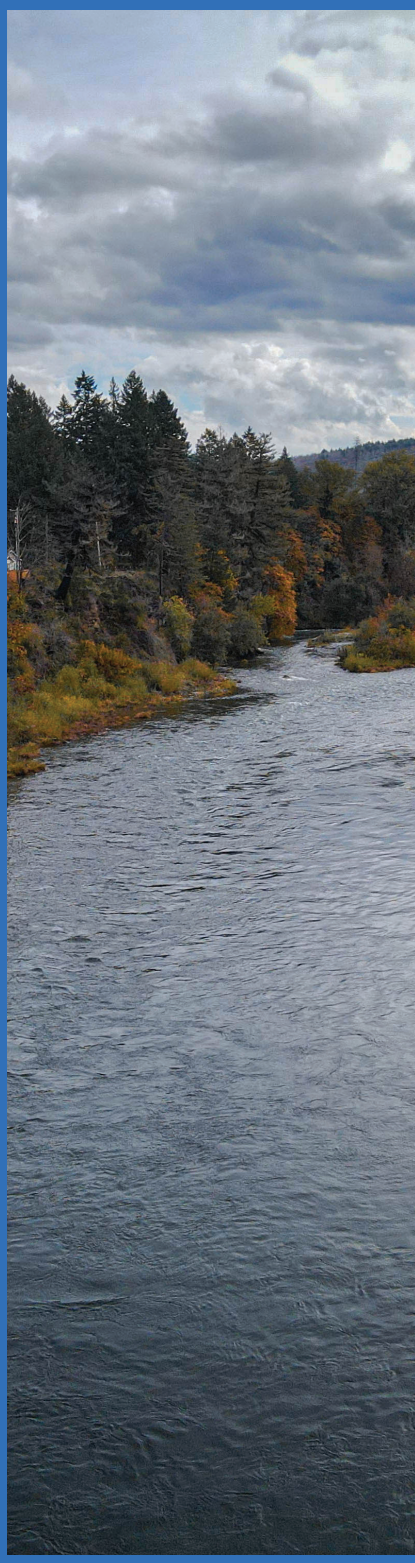


A LETTER FROM THE BOARD OF DIRECTORS

Dear North Santiam School District Communities,

On behalf of the North Santiam School District Board of Directors, I am honored to introduce our district's strategic plan Results 2030, a guiding framework that reflects our shared vision for the future of our schools. This plan is the result of months of meaningful collaboration among students, families, educators, staff, and community members who are committed to do what is best for all kids and ensure that every single student receives high-quality educational opportunities.

At the heart of this plan are our core values: citizenship, accountability, relationships/connections, and excellence. These values shape our goals and strategies, ensuring that we provide the best possible learning environment for all students.

We recognize that a strong school district is built on trust, transparency, and continuous improvement. This plan is not just a document—it is a commitment to action, accountability, and progress. Over the coming years, we will work diligently to implement these initiatives, measure our success, and adjust as needed to meet the evolving needs of our students and community.

I invite you to explore Results 2030 and join us in our mission to empower students for success. Your voice and partnership are invaluable as we work together to create a brighter future for the North Santiam School District.

Thank you for your continued support and dedication to our schools,

Erin L. Cramer
Board Chair
North Santiam School District 29J

EXECUTIVE SUMMARY

The North Santiam School District includes the communities of Stayton, Sublimity and Lyons/Mehama. These communities send about 2100 students to the five different campuses that make up the district. The effort to educate these students is guided by:

- **Our Vision:** Future-Ready Graduates.
- **Our Mission:** Provide a skills-based and rigorous academic education for all students.
- **Our Guiding Principle:** Do what is best for all kids.
- **Our Values:** C.A.R.E.
  - Citizenship.
  - Accountability.
  - Relationships/Connections.
  - Excellence.

Reviews of the state of the district and input heard from staff, students and families, and numerous members of our communities resulted in priority focus areas shown in the table that follows. The intended outcomes and key metrics for tracking our progress are outlined. Additional background information and details follow the table and this section.

Strategic Themes and Focus Areas	***Desired Outcomes***	***Metric Concepts***
Future-Ready Students • Next-step readiness. • Work skills. • Career-connected learning. • Social-Emotional readiness and resilience.	Increases in: • Student participation in activities. • Attendance and timely arrivals. • Participation in career or college learning. • Appropriate use of cell phones, etc.	• Student attendance and timeliness. • Student participation in sports, co- and/or extra- curricular activities. • College credits earned. • Career Pathways completers.
Teaching & Learning • Rigor. • Competency. • Tech habits.	Increases in: • Academically on-track. • Testing participation.	• Students academically on-track. • Participation in STAR assessments.
Thriving Communities • Collaborate and engage with communities. • Promote belonging. • Encourage civic engagement and service.	Increases in: • Student collaboration & engagement in communities. • Student community service. • Participation in student government elections.	• Hours of student community service. • Annual participation in student elections.
Quality Staff • Hiring. • Retention. • Professional growth. • District & building support.	• Hire well. • Retain quality staff. • Relevant professional development. • Support mechanisms for staff success.	• Staff renewed. • Staff who continue with NSSD. • Satisfaction with professional development. • Positive support.
Fiscal Stewardship • Sustainable budget. • Quality learning spaces. • Safety and security.	• Transparent budget. • Quality learning spaces, facilities and technology. • Safe and secure facilities. • Community engagement in facilities planning.	• Annual balanced budget. • Quality of learning spaces. • Support of communities.

STRATEGIC THEMES & FOCUS AREAS

Strategic themes guide implementation of this plan. Each strategic theme will be operationalized over the next five years based on key focus areas within each strategic theme. These efforts include and integrate with additional and more specific planning, such as those required by the Oregon Department of Education or district-specific plans like those outlining investments and stewardship of learning spaces of the district.

The superintendent will also engage with both staff and the board to use existing metrics or to develop those needed to effectively monitor the successful implementation of this plan. A select summary of representative metrics will be made available in a public-facing dashboard within the first year of this plan.

Themes and priorities for focus emerged from comments heard from almost 300 in-person interviews and questionnaires conducted as part of the analysis of the state of the district. Beyond the board and the district office, about a third of this input came from building staff, about another third came from students, and the remaining third came from families and diverse members of all the district's communities.

Focus Areas & Priorities within Strategic Themes

Focus Areas & Priorities within Strategic Themes

Future-Ready Students

Why this is Important:

The district operates in partnership with students, parents and the communities of the district. Students who make individual progress each year and are subsequently ready to successfully engage with their future in their communities' benefit all at a micro and a macro level. Great schools contribute to thriving communities for all.

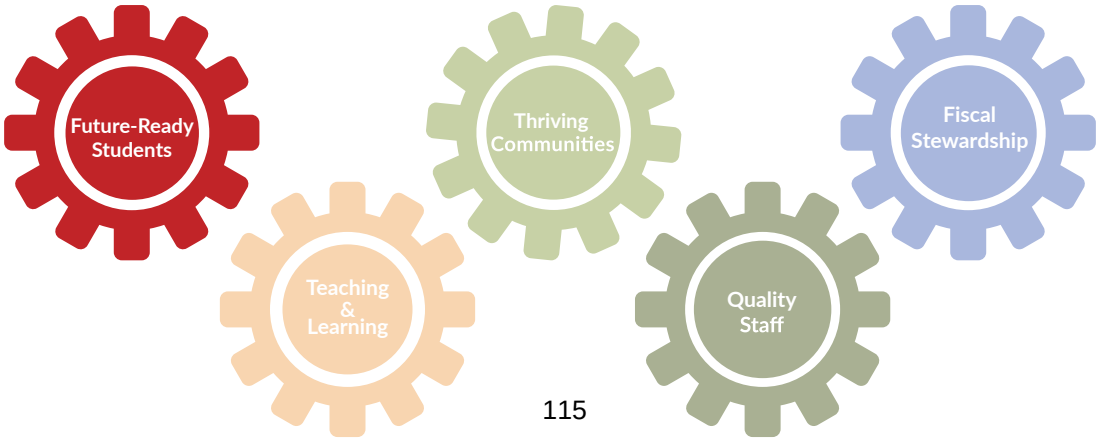
Students build toward being "Future-Ready" each year of their primary education. Future-ready students are those who build upon their academic readiness with social and emotional growth that prepares them for independence. Complimentary career-connected learning starts with exposure to different careers in elementary school to career pathway learning in high school. Student participation in athletics, co-curricular, and extra-curricular activities provides important opportunities for students to learn work-ready skills such as dependability, work ethic, teamwork, and communication.

Metrics we'll use and/or develop:

- Percent student attendance by school and by grade.
- Percent students on time.
- Percent students participating in sports, co- and/or extra-curricular activities.
- Number of college credits earned by graduates.
- Number of Career Pathways completers.
- Reduced discipline referrals for technology use.

Desired Outcomes:

- Increases in middle school and high school student participation in sports, co- and extra-curricular opportunities.
- Increases in student attendance and timely arrivals at school.
- Increases in participation in career or college learning (CTE, internship opportunities, college credit opportunities).
- Reduced inappropriate use of cell phones or other similar technology.



Teaching & Learning

Why this is Important:

Future-ready graduates are the result of 13 years of teaching and learning – each day, week, month, term, and year building on the one prior. Effective efforts require attention on teaching methods and learning outcomes in the rapidly evolving needs for the 21st century. Students' needs extend beyond traditional academics; they require skills in critical thinking, collaboration, creativity and technology.

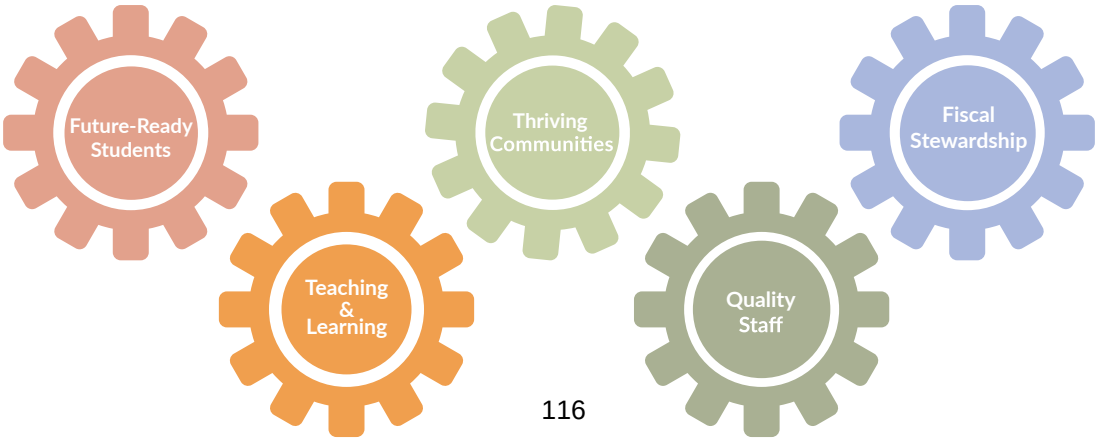
Teaching and learning are at the core of all educational efforts. NSSD staff strives to incorporate proven, evidence-based strategies for instruction, so all students optimize competency and mastery of subjects. The district philosophy on cell phones is to teach responsible use, which contributes rather than detracts from student learning.

Desired Outcomes:

- Increases across all academically on-track metrics for grade level and graduation rates.
- Increased participation in formative (checking on learning progress) and summative (learning mastery) testing.

Metrics we will use and/or develop:

- Percent students academically on track for grade level and ready for their next level of learning.
- Percent of students who participate in STAR interim assessments.



Focus Areas & Priorities within Strategic Themes

Thriving Communities

Why this is Important:

It has been well established that successful schools contribute significantly to thriving communities, both economically and in terms of livability. Successful students who learn the importance of this engagement will graduate and go on to contribute to the strong fabric of their thriving communities.

Quality learning in area schools contributes to thriving communities, but an engaged civic and community-minded citizenry significantly enhances this. Schools have always taught government, but the North Santiam School District seeks to enhance this by teaching citizenship and civic involvement by fostering more community engagement and volunteerism. To do this well, the schools and students of the district must engage with all the communities of the district. Equally important is creating and maintaining school environments where all students feel welcome, valued, and that they truly belong. Having students' meaningful engagement begins with a strong sense of inclusion and connection within the school community. The broader the engagement, the better the outcomes for all.

Metrics we'll use and/or develop:

- Hours of student community service completed.
- Annual Middle School and High School Associated Student Body (ASB) Election Participation.

Desired Outcomes:

- Increase student collaboration and engagement in the community.
- Increase student community service participation and hours.
- Increase student participation in student government elections.

Quality Staff

Why this is Important:

The quality of staff directly influences teaching and learning for students. Both licensed and classified staff are critical for learning and readiness to learn. When the district hires well and subsequently grows and supports all staff, the school culture and environment for learning are enhanced.

The district retains quality staff who will continue their employment here for many years. When staff do leave, open positions are in high demand due to the culture, professional development opportunities, and support for success for both new and established staff.

Desired Outcomes:

- Hire well and retain quality staff.
- Relevant professional development and growth for licensed and classified staff.
- Support mechanisms for the success of all staff.

Metrics we'll use and/or develop:

- Percent of staff renewed in each of their first three years in the district.
- Percent of staff who continue NSSD employment each year.
- Percent of staff satisfied with professional development opportunities (survey).
- Percent of staff who feel supported (survey).

Focus Areas & Priorities within Strategic Themes

Fiscal Stewardship

Why this is Important:

Being fiscally strategic is foundational for stability and long-term success. The board and both the previous and current superintendents have maintained a sustainable approach to fiscal management of district resources. NSSD was one of very few districts across the state to not have to make drastic cuts in the last budget cycle.

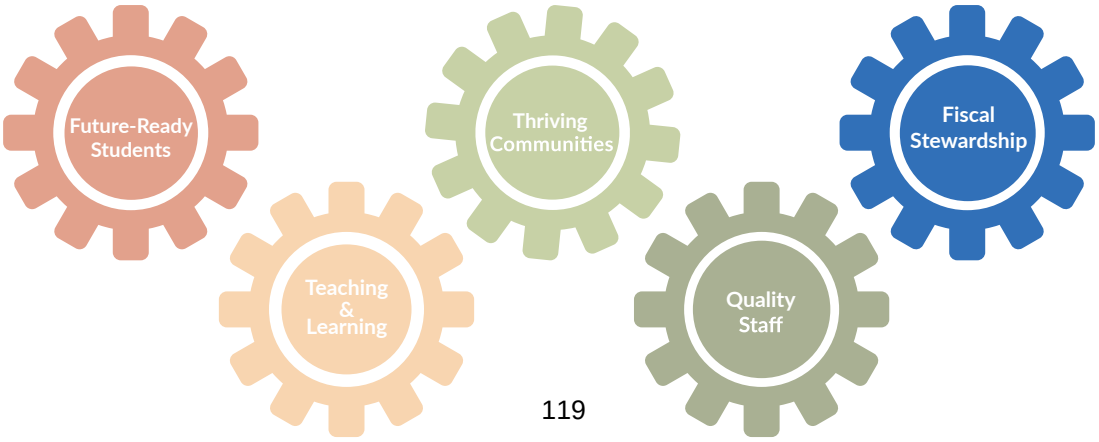
Fiscal stewardship includes budget, buildings, safety, and security management. NSSD will continue a sustainable annual and biennial philosophy for its operating budget. Capital improvement must be funded predominantly by local bonds, so the district will also seek a sustainable, prudent approach to fund upgrades to learning spaces. This prudent approach will regularly include community input on a master facilities plan.

Desired Outcomes:

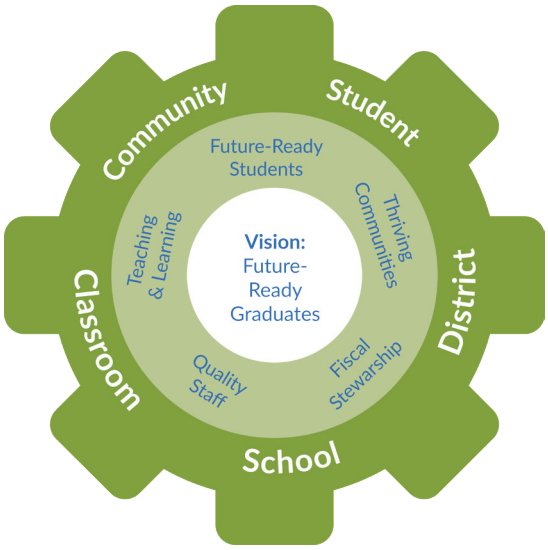
- Maintain a transparent, sustainable budget and process.
- Quality learning spaces, facilities, and technology.
- Safe and secure facilities for students and staff.
- Broad community engagement and support for facilities plan to ensure quality learning spaces.

Metrics we'll use and/or develop:

- Annual balanced budget.
- Learning spaces quality metric.
- Supportive survey or vote by all four communities.



BACKGROUND



About the North Santiam School District

Communities and Schools

Lyons and Mehama: These two smallest communities of the district exist on each side of the North Santiam River. The two communities include over 500 households and are collectively home to about 1500 residents. One district school campus serves students in the area:

- Mari-Linn School: Home of the Hornets includes Kindergarten through eighth grade.

Stayton: The largest community in the district includes over 2500 households, home to 8000 residents. There are three district school campuses:

- Stayton Elementary: Home of the Cheetahs offers Kindergarten through third grade, a preschool program, and specialized life skills classes.
- Stayton Intermediate/Middle School: Home of the Vikings encompasses two buildings on one campus, one with fourth and fifth grades; the other a typical middle school with sixth-eighth grades.
- Stayton High School: The home of the Eagles is the comprehensive high school for the district, serving grades 9-12.
- Options Academy: Includes Stayton Virtual Academy, an online K-12 academy, and Locust Street Academy, the district's grades 9-12 alternative school.

Sublimity: Sublimity is on the north side of Highway 22, includes over 1000 households, and is home to about 3000 residents. One district school campus serves students in the area:

- Sublimity School: The home of the Wildcats consists of one building serving elementary grades kindergarten through fifth grade and another building that serves Middle school students, grades 6-8. A third building includes the gym with a cafeteria below serves all students.

Our Students

The total student enrollment in the district averaged approximately 2100 students over the past five years. Each school across the district is unique in its own student demographics, yet the collective demographics of the district are as follows:

Student Demographics:

White: 69%
Hispanic: 21%
Other: 10%

Our Programs

District programs include but are not limited to:

- Advancement Via Individual Determination (AVID Schoolwide)
- BERC Instructional Habits and Evaluation System (BERC)
- Emotional Intelligence and Resiliency Program (RULER)
- Advanced Placement (AP), Willamette Promise, Early College, College Now Programs (University/College Credit)
- Career-Preparation Learning and Pathways. (CTE)
- Outdoor School for all 6th-grade students. (OS)
- Special Education Services, including Learning Resource Centers, Life Skills, and Structured Learning Classrooms.

Our Staff

North Santiam School District 29J is one of the larger employers in the area, with a total staff of approximately 275 employees. Our dedicated team includes 130 teachers, with roughly 70% having three or more years of teaching experience. Student well-being is prioritized through comprehensive support, with school guidance counselors and/or deans of students available on every campus. Our classified staff, exceeding 100 individuals, plays a vital role, encompassing educational assistants, food service personnel, maintenance teams, office staff, and other essential roles that directly or indirectly support student learning. Transportation Services for students are provided by an independent contractor.

Our Administrators & Superintendent

The Superintendent stewards the operations and human capital of the school district as the superintendent. Administrators and directors steward and lead school campuses or programmatic areas of the district, such as Teaching & Learning, Special Programs, Fiscal & Business Services, Nutrition Services, Human Resources, and Facilities & Maintenance.

Our School Board

A seven-member, publicly elected board of directors oversees the hiring and performance of the district superintendent, as well as policies and budget for the district. The 2024-2025 Board of Directors who created and approved this strategic plan include:

- Erin Cramer, Chair, 6 years on the NSSD board;
- Mackenzie Strawn, Vice-Chair, 4 years;
- Coral Ford, 4 years;
- Mark Henderson, 4 years;
- Alisha Oliver, 8 years;
- Mike Wagner, 18 years;
- Laura Wipper, 20 years

OUR VISION

Future-ready graduates.

OUR MISSION

Provide a skills-based and rigorous academic education for all students.

OUR GUIDING PRINCIPLE

Do what is best for all kids!

OUR VALUES

The following district values serve as a framework for both staff behavior and student learning:

Citizenship: District staff and students who are ready to be active, informed, responsible members of our communities and society, including civic participation.

Accountability: As a public entity, the district and its staff strive to achieve successful outcomes while being good stewards of public resources. We also teach and expect students to do the same and to learn responsibility for themselves. Accountability for the district includes transparency with honesty, integrity, and ethical principles in all we do.

Relationships/Connections: Strong, supportive relationships among students, staff, families, and our four communities are a priority. This includes fostering an inclusive environment where every student and staff member feels valued and connected within their school and the district. This also includes connecting and collaborating with our business community in efforts to improve graduate readiness.

Excellence: We are committed to achieving the highest standards in education and district operations. This includes fostering curiosity in students that encourages exploration and adaptation in the face of challenges and nurtures thoughtful innovation. We want students to develop the same aptitudes for their own success.

PLANNING PROCESS

Background

The North Santiam School District embarked on a year-long process to develop a strategic plan. The goal was to develop an implementable plan that would refine our approach, optimize existing successful strategies, and maximize our impact on critical student outcomes. The process included reviews of existing district plans and data and extensive outreach to students, staff, families, and community members. Key considerations in these reviews were the analysis of pre-pandemic performance and the emerging trends observed as student learning recovered and progressed following the impacts of 2020.

The demographics and unique characteristics of the district's four communities and six schools were additional considerations in the planning process. The district understands how its schools serve as hubs in each community and is committed to maintaining community schools.

Work sessions with the school board and district superintendent wrapped around all planned activities Material efforts were made to engage representatives of all demographics that make up the district which resulted in some sessions being translated into Spanish. Student input came from middle schoolers at all three campuses and data from the work of the "Stayton 7" student advisory group at the high school. District representatives went to local events to hear from community members. There were listening sessions with community governments, organizations, businesses, and faith-based representatives.

Representatives of the North Santiam School District sought input from many individuals from every corner of the district to explore as many perspectives as possible. The discussions and questions revolved around four main topics:

- What attribute or knowledge is most important for a graduate's readiness for their future?
- What is working or "good?"
- What needs improvement or "is hard?"
- What else do you want us to know?

What We Heard

Comments from almost 300 in-person interviews and questionnaires were curated. Beyond the board and the district office, about a third of this input came from building staff, about another third from students, and the remaining third from families and diverse members of all the district's communities.

Excerpts of what we heard that will guide the implementation of this plan:

Elements of Readiness for Graduates:

- Responsible, accountable, and prepared to be independent.
- Social skills and emotional maturity.
- Academic proficiencies.
- Career readiness includes work ethic, dependability, teamwork, communication skills, critical thinking, etc.
- Civic and community-mindedness.

Efforts to Continue:

- Positive district, school, and staff culture at campuses serving pre-K through 8th grade.
- Staff district-wide who care and are dedicated to student outcomes and readiness for what is next.
- Strategies and instruction methods from AVID practices.
- Positive Behavioral Interventions and Supports (PBIS).

Opportunities for Improvement:

- High school culture.
- Partial implementation of AVID (Advancement Via Individual Determination) creates mixed perceptions and questions.
- Increase academic rigor and expectations, especially at the high school.
- Frenetic pace of today's education is hard on students and staff.
- Want more advanced courses and relevant electives at the high school AND middle school grades.

Challenges to Manage Throughout Efforts:

- Extensive demands of regular documentation and reporting required by the Department of Education.
- Student mental health has declined; behavior issues have increased in magnitude and frequency; and new laws make it more difficult to navigate.
- Still in recovery from the pandemic – all students have not returned to in-person learning; student engagement remains affected.
- Retaining quality staff under the above conditions is more of a challenge.

Analysis of Data and Inputs

Themes were identified based on review and analysis of all of the data, input, and comments collected. Common themes stood out, but there were also differences between perspectives from staff versus students versus families and community members. Top themes are shown in the tables below.

Top areas for Graduate Readiness by Source

NSSD Staff	Students	Families / Community Members
Independence	Social/Emotional	Independence
Social/Emotional	Academics	Social/Emotional
Civic/Community	Health	Personal Growth

Top Areas Felt to Be Working or Good by Source

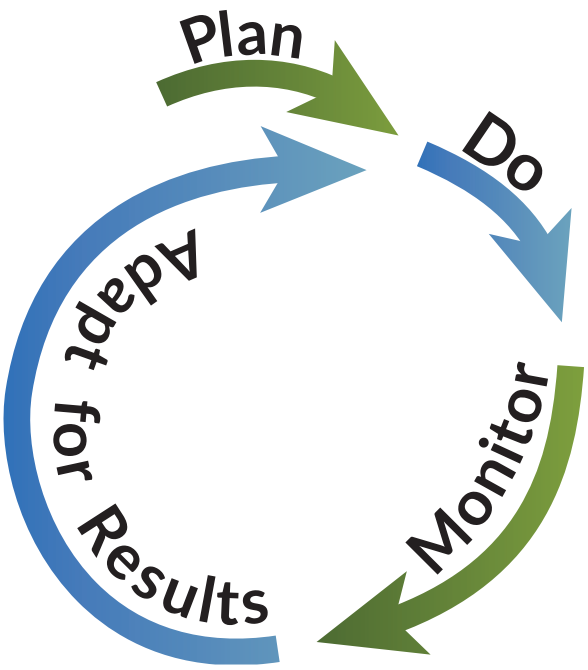
NSSD Staff	Students	Families / Community Members
District/School Culture	District/School Culture	Independence/Career
Academics	Academics	Academics
Staff Culture/Development	School Activities	Social/Emotional

Top Areas Felt to Need Improvement by Source

NSSD Staff	Students	Families / Community Members
Operations	Academics	Academics
Academics	District/School Culture	Social/Emotional
Social/Emotional	Social/Emotional	Operations

Brief Definitions of Top Themes

- **Academics:** Learning outcomes, course options, including advanced and electives, rigor.
- **Independence/Career:** Combination of personal skills, critical thinking, and other basics for successful independent living and responsible member of the work force.
- **Civic/Community:** Active interest in contributing to the community and active engagement in civic activities.
- **District/School Culture:** Perceptions of a positive school or district climate.
- **Growth:** Eye on the future, goals, and how to improve opportunities.
- **Health:** Nutrition and activities that contribute to physical and mental health.
- **Operations:** Related to how the district is doing things (as opposed to what).
- **School Activities:** Co-curricular sports and activities and school/district events.
- **Social/Emotional:** Ability to navigate basic social norms and age-appropriate levels of maturity, coping skills, and mental health.
- **Staff Culture/Development:** Teacher and other staff collaboration, support, and preparation to do what is best for kids.



The school board spent its work sessions assimilating all the details of input and data as well as the themes. Reflection on the district's core work crystallized its strategic focus over the next five years and led to refinement of the district mission, vision and values included in this strategic plan.

The superintendent will lead the implementation of all elements of this strategic plan. The board will support implementation by overseeing the budget, policy, and the superintendent's management of outcomes.

Several thoughtful ideas were also heard that didn't necessarily lend themselves to a five-year strategic plan but were near-term operational improvements. Some of these ideas were implemented and some will be evaluated further for potential implementation.

A LETTER FROM THE SUPERINTENDENT: **Lee Loving**

Dear North Santiam School District 29J Community,

I look forward to leading implementation of the North Santiam School District's strategic plan, Results 2030 - a roadmap that will guide our priorities, decision-making, and continuous improvement over the next five years. This plan reflects our shared commitment to future-ready students, academic growth, student and staff well-being, and thriving local communities for years to come.

Grounded in valuable input from staff, families, students, and community members, this strategic plan is designed to ensure that every student is equipped for success in their next steps, no matter what that student chooses to pursue. As we implement this plan, we will focus on strengthening instructional practices, maintaining strategic and responsible budgeting, investing in the growth and support of our staff, and providing students with the skills they need to be future-ready.

Research and experience continue to show that strong community support leads to better student outcomes. As we move forward, we are committed to deepening the partnership between our schools and the broader community. To foster transparency and engagement, we plan to introduce a public dashboard in the coming year that will track strategic plan progress and share meaningful updates with the community.

Thank you for your ongoing partnership and support as we work together to make the North Santiam School District a place where every student has the opportunity to succeed.

Thank you for your support and dedication to our students and schools…Proud to be NSSD!

Lee W. Loving
Superintendent
North Santiam School District 29J

NSSD

North Santiam School District

Grade	Formual For Determining Incoming Interdistrict Transfer Openings for 2025-26 School Year *School transfer requests by resident students will adhere to Core Classroom levels but are not limited by SpEd classroom limits*				
K	If Core Classroom level is less than	20	**AND** Specialized Education classrooms levels are less than	15	Incoming transfers are accepted. If either quantity is exceeded, incoming transfers are closed until both levels are under maximum capacity
1	If Core Classroom level is less than	20	**AND** Specialized Education classrooms levels are less than	15	Incoming transfers are accepted. If either quantity is exceeded, incoming transfers are closed until both levels are under maximum capacity
2	If Core Classroom level is less than	22	**AND** Specialized Education classrooms levels are less than	15	Incoming transfers are accepted. If either quantity is exceeded, incoming transfers are closed until both levels are under maximum capacity
3	If Core Classroom level is less than	25	**AND** Specialized Education classrooms levels are less than	15	Incoming transfers are accepted. If either quantity is exceeded, incoming transfers are closed until both levels are under maximum capacity
4	If Core Classroom level is less than	25	**AND** Specialized Education classrooms levels are less than	15	Incoming transfers are accepted. If either quantity is exceeded, incoming transfers are closed until both levels are under maximum capacity
5	If Core Classroom level is less than	25	**AND** Specialized Education classrooms levels are less than	15	Incoming transfers are accepted. If either quantity is exceeded, incoming transfers are closed until both levels are under maximum capacity
6	If Core Classroom level is less than	28	**AND** Specialized Education classrooms levels are less than	15	Incoming transfers are accepted. If either quantity is exceeded, incoming transfers are closed until both levels are under maximum capacity
7	If Core Classroom level is less than	28	**AND** Specialized Education classrooms levels are less than	15	Incoming transfers are accepted. If either quantity is exceeded, incoming transfers are closed until both levels are under maximum capacity
8	If Core Classroom level is less than	28	**AND** Specialized Education classrooms levels are less than	15	Incoming transfers are accepted. If either quantity is exceeded, incoming transfers are closed until both levels are under maximum capacity
9	If grade level cohort level is less than	210	n/a	n/a	Incoming transfers are accepted.
10	If grade level cohort level is less than	210	n/a	n/a	Incoming transfers are accepted.
11	If grade level cohort level is less than	210	n/a	n/a	Incoming transfers are accepted.
12	If grade level cohort level is less than	210	n/a	n/a	Incoming transfers are accepted.

June 2025 Field Trip Report
Overnight & out-of-state trips are indicated in red. Trips added since last report are in yellow.

Trip ID/Name	Trip Destination	Building	Trip Date(s)	Depart & Return Times	Pupils	Adults	Educational Objectives	Organization	Status
250332 - SUB Kinder Star Cinema	Star Cinema - 350 N Third Ave, Stayton	Stayton Elementary	Wed, Jun 10, 2025	11:45am - 2:15pm	32	12	Correlates with Literacy/Science Ocean unit	Curriculum	approved
248641 - Erwin, Robbins/Olson to Star Cinemas	Star Cinema - 350 N Third Ave, Stayton	Stayton Elementary	Tue, Jun 10, 2025	12:00pm - 2:00pm	45	12	To culminate the end of our ocean unit and kindergarten year students will watch Finding Nemo.	Curriculum	approved
250478 - 5th Grade Graduation Picnic	John Neal Park Lyons	Mari-Linn	Mon, Jun 9, 2025	11:00am - 2:00pm	17	34	Social-emotional learning.Celebrating elementary school accomplishments and looking forward to middle school as a class and family.	Curriculum	approved
249914 - Sublimity Silver Falls Trip	Silver Falls HWY SE, Silverton	Sublimity	Mon, Jun 9, 2025	9:30am - 3:00pm	50	4	Environmental Science & Ecology. Identify and describe native plant and animal species found in the park, including discussion of local ecosystems (e.g., temperate rainforest, riparian zones).	Curriculum	approved 130
250326 - SIS 4th Grade to Pool/Star Cinema	Stayton Pool, 333 W Burnett St Star Cinema, 350 N 3rd Ave	Stayton Middle	Mon, Jun 9, 2025	9:15am - 2:15pm	91	25	Making Responsible Choices: Students will make responsible choices regarding safety at the pool and appropriate behavior at the movie theater. Social Interaction in Different Environments: Students will practice positive social interactions in both active and passive recreational settings.	Curriculum	approved
249280 - SHS Graduation Practice - Band	Salem Armory 2310 17th St NE, Salem	Stayton High	Fri, Jun 6, 2025	7:45am - 11:30am	40	1	Graduation Practice	Curriculum	approved
249279 - Graduation Practice	Salem Armory 2310 17th St NE, Salem	Stayton High	Fri, Jun 6, 2025	7:45am - 11:30am	180	2	Graduation Practice	Curriculum	approved
246541 - 3-5th Grade Star Theater Trip	Star Theater, 350 North 3rd Avenue, Stayton	Sublimity	Thu, Jun 5, 2025	11:45am - 2:15pm	150	10	We are celebrating a year of hard work and learning focus. We'll learn about some historical aspects of our small community while we're at it.	Curriculum	approved
249918 - SMS AVID7 to Roth's/Subway/ McDonald's	Roth's/Subway/ McDonald's	Stayton Middle	Thu, Jun 5, 2025	11:30am - 1:00pm	28	2	Student Agency — Students believe in themselves and act intentionally to build relationships, persist through obstacles, and activate their academic, social, emotional, and professional knowledge and skills to reach their potential	Curriculum	approved

250378 - First Grade Walking field trip to Star Cinema	Star Theater, 350 North 3rd Avenue, Stayton	Stayton Elementary	Thu, Jun 5, 2025	8:15am - 11:00am	78	28	PBIS Reward Trip/Year-end Celebration	Curriculum	approved
250335 - 8th Grade End of the Year Trip	Bullwinkle's 29111 Town Center Loop W, Wilsonville	Sublimity	Wed, Jun 4, 2025	8:30am - 2:00pm	30	7	Community team building, and celebrating middle school achievement.	Curriculum	approved
249389 - Pioneer Life Tour Oregon Trail	Phillip Foster Farms 22725 SE Eagle Creek Rd, Eagle Creek	Mari-Linn	Wed, Jun 4, 2025	8:15am - 2:15pm	15	6	Oregon Trail Field Trip Aligning with 4th grade Social Studies Standards	Curriculum	approved
249459 - SMS 8th Grade Oaks Park	Oaks Park 7805 SE Oaks Park Way, Portland	Stayton Middle	Wed, Jun 4, 2025	8:00am - 2:15pm	90	4	PBIS Reward Trip	Curriculum	approved
247908 - ML 8th Promotion Party	Bullwinkle's 29111 SW Town Center Loop W, Wilsonville	Mari-Linn	Wed, Jun 4, 2025	8:00am - 2:30pm	20	3	Eighth Grade Promotion Party celebrating the next chapter of their education	Curriculum	approved
246175 - 1st grade zoo	Oregon Zoo, 4001 SW Canyon RD, Portland	Mari-Linn	Wed, Jun 4, 2025	7:30am - 2:15pm	14	7	Read texts and use media to determine patterns in behavior of parents and offspring that help offspring survive. Make observations to construct an evidence-based account that young plants and animals are like, but not exactly like, their parents	Curriculum	131 approved
249917 - SMS AVID8 to Roth's/Subway/ McDonald's	Roth's/Subway/ McDonald's	Stayton Middle	Tue, Jun 3, 2025	11:30am - 1:00pm	28	2	Student Agency — Students believe in themselves and act intentionally to build relationships, persist through obstacles, and activate their academic, social, emotional, and professional knowledge and skills to reach their potential	AVID	approved
250358 - AVID Program End-of-year Relational Capacity	Lincoln City	Stayton High	Tue, Jun 3, 2025	8:00am - 3:00pm	55	3	End-of-year program relational capacity and reflection	AVID	approved
250334 - SIS 5th Grade to Stayton Pool	Stayton Family Memorial Pool 333 W Burnett St. Stayton	Stayton Middle	Tue, Jun 3, 2025	10:25am - 1:30pm	82	20	Students will be able to demonstrate an understanding of water safety principles	Curriculum	approved

250358 - AVID Program End-of-year Relational Capacity	Lincoln City beach	Stayton High	Tue, Jun 3, 2025	8:00am - 3:00pm	55	3	End-of-year program relational capacity and reflection	AVID	approved
249966 - SES 3rd Grade Swimming Field Trip	Stayton Family Memorial Pool 333 W Burnett St. Stayton	Stayton Elementary	Mon, Jun 2, 2025	12:55pm - 2:20pm	22	2	Students will develop an understanding of basic swimming techniques and water safety practices by participating in hands-on instruction at the local pool.	Curriculum	approved
249965 - 3rd Grade Swimming Lessons	Stayton Family Memorial Pool 333 W Burnett St. Stayton	Stayton Elementary	Jun 2-5, 2025	12:25pm - 1:35pm	21	2	Provide 3rd graders with the essential water safety skills and introduce them to basic swimming techniques.	Curriculum	approved
247450 - SES Kindergarten to Stayton Library	Stayton Library - 515 N First Ave, Stayton	Stayton Elementary	Mon, Jun 2, 2025	10:30am - 2:00pm	80	10	Promote summer reading by seeing the library and meeting the librarians.	Curriculum	approved
247686 - Garden Buddies	Stayton Elementary School	Stayton High	Thu, May 29, 2025	12:22pm - 2:52pm	30	1	Helping the elementary students get their garden ready for their garden show.	Curriculum	approved
250190 - ML Adopt a Farmer Visit	Boshart Trucking, 32788 Tangent Loop Rd, Tangent	Mari-Linn	Thu, May 29, 2025	9:00am - 1:15pm	16	3	Oregon Ag in the Classroom - plant science - adopt a farmer program	Curriculum	approved
250433 - Cordry to Oregon Coast Aquarium	Oregon Coast Aquarium 2820 SE Ferry Slip Rd, Newport	Stayton Middle	Thu, May 29, 2025	8:00am - 4:00pm	14	4	Provide students with a hands-on learning experience that fosters an understanding and appreciation for marine ecosystems, conservation efforts, and the interconnectedness of life in the Pacific Northwest.	Curriculum	approved
250027 - Third Grade Swimming Lessons: Hill	Stayton Family Memorial Pool 333 W Burnett St. Stayton	Stayton Elementary	May 27-30, 2025	12:55pm - 2:05pm	21	3	Provide 3rd graders with the essential water safety skills and introduce them to basic swimming techniques.	Curriculum	approved
250028 - SES - Third Grade Swimming Lessons: Flemming	Stayton Family Memorial Pool 333 W Burnett St. Stayton	Stayton Elementary	May 27-30, 2025	12:55pm - 2:05pm	21	3	Provide 3rd graders with the essential water safety skills and introduce them to basic swimming techniques.	Curriculum	approved
248310 - Team Laugle/Ables to Silver Falls Children's Nature Play Area/ North Canyon Day Use Area	20024 Silver Falls HWY SE Sublimity	Stayton Elementary	Tue, May 27, 2025	9:00am - 2:00pm	50	25	Students will learn about the natural world and the importance of wildlife, plants, and animals in maintaining a healthy environment.	Curriculum	approved

249440 - SMS Band/Choir to Wild Waves	Todd Beamer HS, 35999 16th Ave S, Federal Way Wild Waves, 36201 Enchanted Pkwy S, Federal Way, WA	Stayton Middle	Sat, May 24, 2025	6:00am - 10:00pm	81	5	Students will perform at a competition and listen to other schools from Oregon and Washington, learning from what they are doing and how they can utilize those concepts. Afterward, there will be group bonding at the wave park.	Curriculum	approved
250270 - SES 3rd graders to visit SIS	Stayton Intermediate School	Stayton Elementary	Thu, May 22, 2025	1:15pm - 2:15pm	86	4	To visit the school where the students' will be attending next school year. To help with anxiety and anticipation of next school year.	Curriculum	approved
250195 - SES Music Program Dress Rehearsal at SHS	Stayton High School	Stayton Elementary	Wed, May 21, 2025	9:00am - 10:15am	all	all	3rd grade will perform on the SHS stage and the rest of the school will be in the audience.	Curriculum	approved
248403 - SES 3rd grade music program rehearsal at SHS	Stayton High School	Stayton Elementary	Wed, May 21, 2025	9:00am - 10:15am	90	6	Rehersal for the 3rd graders music program	Curriculum	approved 133
249573 - Sublimity Walking Field trip	Sublimity fire station, city hall, post office & Panezanellies	Sublimity	Wed, May 21, 2025	8:15am - 2:30pm	45	8	To better understand the local history and to explore careers in the area	Curriculum	approved
250057 - Oregon Garden Field Trip	Oregon Garden 879 West Main Street, Silverton	Mari-Linn	Wed, May 21, 2025	7:40am - 12:15pm	17	5	Oregon Garden will teach a lesson to the students that lines up with a science standard.	Curriculum	approved
250353 - ML 7th Walking	Lyons Rural Fire Dept 1114 Main Street, Lyons	Mari-Linn	Fri, May 16, 2025	11:15am - 2:00pm	18	3	Students will learn about Emergency Response, First Aid and Community Involvement	Curriculum	approved
247268 - Oregon Tradeswomen's Career Fair 2025	NECA/IBEW Electrical Training Center 16021 NE Airport Way Portland OR	Stayton High	Fri, May 16, 2025	8:00am - 3:00pm	12	2	To educate and provide CTE career options to our female students in job fields that females been historically underrepresented.	CTE	approved
249678 - WCA- Sublimity School 8th Grade	Willamette Career Academy 1200 Lancaster Dr NE, Salem	Sublimity	Thu, May 15, 2025	8:20am - 12:05pm	30	2	Through this field trip, 8th grade students will develop a broader understanding of local trade programs, postsecondary opportunities, and the value of community and industry collaboration in shaping future career choices.	CTE	approved

248627 - AVID10 Campus Tour	University of Oregon 1585 E 13th Ave Eugene	Stayton High	Wed, May 14, 2025	8:00am - 2:00pm	22	2	College readiness/opportunities	AVID	approved
245475 - 2nd Grade SES Oregon Coast Aquarium	Oregon Coast Aquarium 2820 SE Ferry Slip Rd, Newport	Stayton Elementary	Fri, May 9, 2025	8:00am - 4:00pm	80	30	Students will be able to apply their learning of animal and plant habitats as well as changes to land connected to our science units.	Curriculum	approved
247311 - Sublimity 1st/2nd grade and Life Skills Zoo Field Trip	Oregon Zoo, 4001 SW Canyon RD, Portland	Sublimity	Thu, May 8, 2025	8:15am - 2:00pm	89	30	To learn more about animals and their adaptations/offspring.	Curriculum	approved
248498 - AVID9 to Salem Ropes, LLC	Salem Ropes, LLC 7085 Battle Creek Rd SE Salem	Stayton High	Wed, May 7, 2025	8:30am - 1:00pm	22	1	Relational Capacity with AVID9	AVID	approved
247814 - Mari-Linn 3rd Swimming	Stayton Swimming Pool	Mari-Linn	Tue, May 6-9, 2025	12:00pm-2:30pm	24	3	Swimming lessons/safety	Curriculum	approved
~~247689 - FFA CDE Day 2 Competition~~	~~Oregon State University 1500 SW Jefferson Way, Corvallis~~	~~Stayton High~~	~~Tue, May 6, 2025~~	~~7:00am - 6:00pm~~	~~14~~	~~1~~	~~The educational objective of FFA Career Development Events (CDEs) is to help students develop critical thinking, decision-making, and teamwork skills. CDEs also prepare students for careers in agriculture.~~	~~FFA~~	~~approved~~
~~247688 - FFA CDE Day 1 Contests~~ canceled due to low participation numbers	~~Oregon State University 1500 SW Jefferson Way, Corvallis~~	~~Stayton High~~	~~Mon, May 5, 2025~~	~~7:00am - 6:00pm~~	~~14~~	~~1~~	~~The educational objective of FFA Career Development Events (CDEs) is to help students develop critical thinking, decision-making, and teamwork skills. CDEs also prepare students for careers in agriculture.~~	~~FFA~~	~~approved~~
249092 - Zoo Field Trip	Oregon Zoo 4001 SW Canyon Rd, Portland	Stayton Elementary	Thu, May 1, 2025	8:15am - 2:00pm	80	30	Hands-on learning experience that supports classroom lessons in life science and environmental conservation.	Curriculum	approved
249050 - Kinder Gilbert House	Gilbert House Children's Museum 116 Marion St NE, Salem	Mari-Linn	Wed, Apr 30, 2025	10:00am - 1:45pm	14	8	Students will have STEAM hands-on experiences about various career opportunities.	Curriculum	approved
248582 - Marion County Circuit Court visit	Marion County Circuit Court 100 High ST. NE. Salem	Sublimity	Wed, Apr 30, 2025	8:30am - 1:00pm	30	6	After learning about the three branches of the US government and focusing on the Judicial Branch, we have conducted our own classroom court cases. This opportunity will allow the students to ask questions to real judges, clerks and lawyers and possibly conduct our own case in a real courtroom.	Curriculum	approved

246783 - 5th Grade to Biztown	JA Biztown7830 SE Foster Road, Portland	Stayton Middle	Wed, Apr 30, 2025	8:00am - 2:30pm	86	15	To give students real-world applications of career readiness through a combination of in-class learning and an in-person simulation. Students will learn all about what it means to be career ready and apply that learning to applying for a job, working at a job, and then managing personal finances and budgets.	Curriculum	approved
247428 - 5th Grade BizTown Field Trip	BizTown 7830 SE Foster Rd. Portland	Mari-Linn	Wed, Apr 30, 2025	7:15am - 2:45pm	17	7	Career Readiness	Curriculum	approved
249438 - FFA Ag Fest Petting Zoo	Salem Fair Grounds 2330 17th St NE, Salem	Stayton High	Sat, Apr 26, 2025	7:00am - 5:00pm	10	1	Volunteering at ag fest and teaching children and families about animals and livestock.	FFA	approved
247685 - Garden Buddies	Stayton Elementary	Stayton High	Thu, Apr 24, 2025	12:22pm - 2:52pm	30	1	Using knowledge acquired in ag classes to work with elementary students in their garden.	Curriculum	approved
248514 - Oregon Ag Fest Field Trip	Oregon State Fairgrounds 2330 17th Street NE, Salem	Sublimity	Thu, Apr 24, 2025	9:00am - 2:00pm	22	6	To learn about the flora and fauna of Oregon and experience some ag activities first hand.	Curriculum	approved
249394 - Career Fair @CHS	Cascade High School - 10226 Marion Rd SE, Turner	Stayton High	Thu, Apr 24, 2025	9:00am - 11:00am	50	2	CTE College and Career	Curriculum	approved
248581 - 9GOT Connections to Next Level Pinball Shop & Museum	Next Level Pinball Shop & Museum 1458 NE 25th Ave Hillsboro	Stayton High	Thu, Apr 24, 2025	9:00am - 3:30pm	50	5	9th Grade on Track connection field trip	Curriculum	135 approved
249388 - LBCC Welding competition 2025	Linn-Benton Community College 6500 Pacific Blvd. SW Albany	Stayton High	Thu, Apr 24, 2025	7:30am - 3:00pm	10	1	This trip provides students access to the LBCC Welding School and provides a friendly competition. Student can win tools and possible scholarships.	CTE	approved
~~249393 - McMinnville Welded Sculptures and Scholarships~~ CANCELED	~~McMinnville High School 615 NE 15th Street, McMinnville~~	~~Stayton High~~	~~Wed, Apr 23, 2025~~	~~3:00pm - 8:00pm~~	~~7~~	~~1~~	~~This is a free after-school welding metal art competition and an opportunity to learn about trades scholarships.~~	~~CTE~~	~~pending~~
249116 - Sublimity Zoo Trip	Oregon Zoo 4001 SW Canyon Rd, Portland	Sublimity	Tue, Apr 22, 2025	8:30am - 2:00pm	114	30	Students will explore the Oregon Zoo through a self-guided experience, observing and analyzing diverse animal species and their habitats.	Curriculum	approved
247803 - SMS AVID7 to WOU	Western Oregon University 345 N Monmouth Ave, Monmouth	Stayton Middle	Fri, Apr 18, 2025	9:00am - 1:30pm	29	6	Advancing College Preparedness (AVID Essential Skill) Explore education and college path based on personal strengths, skills, and interests. Explore college admission requirements, including financing, testing, and application. Plan education and college path based on personal goals.	AVID	approved
248138 - Stayton Swimming Lessons	Stayton Swimming Pool	Sublimity	Tue, Apr 15-18, 2025	12:00pm-2:15pm	45	3	Swimming lessons/safety	Curriculum	approved

248422 - Gilbert House 2nd grade Field Trip	Gilbert House 116 Marion St NE, Salem	Mari-Linn	Tue, Apr 15, 2025	9:15am - 2:15pm	17	5	Write narratives to develop real or imagined experiences or events using effective technique, descriptive details, and clear event sequence.	Curriculum	approved
245402 - Knife River Training Center	Knife River Training Center 35973 Kennel Rd SE Albany	Stayton High	Tue, Apr 15, 2025	8:30am - 2:30pm	20	2	Providing opportunities to our graduating student in the construction industries.	CTE	approved
246784 - ML - Sixth Grade Outdoor School	OMSI Hancock Field Station 39472 Hwy 218, Fossil	39472 Hwy 218, Fossil Oregon	Tue, Apr 15, 8:00am - Fri, Apr 18, 2025	2:30pm	19	5	Outdoor School	Curriculum	approved
249087 - ML 8th visits SHS	Stayton HS	Mari-Linn	Mon, Apr 14, 2025	9:30am - 11:30am	19	2	Eighth graders visiting CTE programs	CTE	approved
249089 - SkillsUSA Conference (Day 2 of 2)	Knife River Training Center 35973 Kennel Rd SE and LBCC 6500 Pacific Blvd. SW., Albany	Stayton High	Sat, Apr 12, 2025	7:00am - 7:00pm	10	1	SkillsUSA yearly welding and skills competition	CTE	approved
249088 - SkillsUSA Conference (Day 1 of 2)	see above	Stayton High	Fri, Apr 11, 2025	7:00am - 7:00pm	10	1	SkillsUSA yearly welding and skills competition	CTE	approved
248659 - Oregon State Thespian Festival	Salem Convention Center 200 Commercial St SE, Salem	Stayton High	Fri, Apr 4, 2025	3:30pm - 10:30pm	4	1	Students are going to enjoy the State Festival acting workshops and showcases. Students will continue to hone their craft and receive feedback on acting strategies.	Curriculum	approved
248658 - Great Western Music Championships	Western Oregon University Rice Auditorium 345 Monmouth Ave. N Monmouth	Stayton High	Fri, Apr 4, 2025	7:30am - 1:30pm	36	1	Students are working for state qualifying scores for the OSAA state band championship.	Curriculum	approved
247684 - Garden Buddies	Stayton Elementary	Stayton High	Thu, Apr 3, 2025	12:22pm - 2:52pm	30	1	Utilizing knowledge learned in ag classes to work with the elementary students in their garden.	Curriculum	approved
246314 - Ables & Laugle to Gilbert House & Carousel	Gilbert House Children's Museum & Salem's Riverfront Carousel Salem	Stayton Elementary	Thu, Apr 3, 2025	8:30am - 2:00pm	44	26	tudents will make discoveries in science, technology, engineering, art, and math through exploration of 20+ interactive exhibits. Students will be learning through creative play and hands-on activities.	Curriculum	approved

247771 - AVID8 to SHS	Stayton High School	Stayton Middle	Thu, Apr 3, 2025	8:30am - 11:00am	29	5	Opportunity Knowledge: Students research opportunities, set goals, make choices that support their long-term aspirations, and successfully navigate to the next level.	AVID	approved
247770 - AVID7 to SHS	Stayton High School	Stayton Middle	Tue, Apr 1, 2025	8:30am - 11:00am	28	5	Opportunity Knowledge: Students research opportunities, set goals, make choices that support their long-term aspirations, and successfully navigate to the next level.	AVID	approved
246740 - SHS Juniors to Chemeketa	Chemeketa Community College 4000 Lancaster Dr NE Salem	Stayton High	Fri, Mar 21, 2025	9:30am - 1:30pm	40	3	Opportunity Knowledge	Curriculum	approved
246656 - SIS 4th Grade to Newell Pioneer Village	Newell Pioneer Village 8087 Champoeg Rd NE, St. Paul	Stayton Middle	Thu, Mar 20, 2025	8:45am - 1:30pm	93	25	Students will go to the Newell Pioneer Village to hear about content about Oregon's Earliest Settlers	Curriculum	approved
245756 - FFA State Convention	FFA State Convention Deschutes County Fairgrounds 3800 SW Airport Wy, Redmond	Stayton High	Thu, Mar 20, 2025- Sun, Mar 23, 2025	8:00am- 6:00pm	14	1	To enhance their leadership, career development, and agricultural knowledge through workshops, competitions, and networking opportunities. Students develop essential skills in public speaking, decision-making, and teamwork.	FFA	approved
247988 - OMEA District XI Choir Festival	West Albany High School 2100 SW Elm St, Albany	Stayton High	Wed, Mar 19, 2025	12:00pm - 3:15pm	8	1	Choir Perofomance and feedback from judges	Curriculum	approved
243572 - 2nd Grade to OMSI	OMSI 1945 SE Water Ave, Portland	Stayton Elementary	Wed, Mar 19, 2025	8:15am - 2:30pm	80	30	Students will be able to obtain first hand experience with scientific elements, including changes to land.	Curriculum	approved
247656 - SMS Honor Band	Molalla HS 357 Frances St, Molalla	Stayton Middle	Mon, Mar 17, 2025	8:00am	10	1	Honor band performance	Curriculum	approved
247678 - Molalla Middle School Honor Band Practice & Concert	Molalla HS 357 Frances St, Molalla	Mari-Linn	Mon, Mar 17, 2025	8:00am	4	3	Honor band performance	Curriculum	approved
247464 - McMinnville High School Welding Competition	McMinnville High School 615 NE 15th Street, McMinnville	Stayton High	Sat, Mar 15, 2025	7:00am - 6:00pm	7	1	To increase the interest in the CTE trades	Curriculum	approved
247328 - Sound of Music	2100 SW Elm St, Albany	Stayton High	Fri, Mar 14, 2025	6:00pm - 10:00pm	32	2	Exposing students to the performing arts	Curriculum	approved

247872 - SHS Tour Day	Stayton High School	Stayton High	Fri, Mar 14, 2025	8:40am - 12:25pm	42	6	We also have been exploring a unit on engineering and metal foundries. They will explore the metal shop at the high school and do a small activity with the older kids! Students will get to see what an AVID school is like at a high school and see how we are doing very similar things here in 2nd grade.	Curriculum	approved
245608 - ML 8th Grade visiting Western Oregon University	Western Oregon University 345 N Monmouth Ave, Monmouth	Mari-Linn	Wed, Mar 12, 2025	8:45am - 2:00pm	20	4	Visiting college campuses is a vital opportunity for middle school students; helping to expose students to a broad range of options, identifying the colleges that will be a good fit.	Curriculum	approved
246688 - Stayton 7 to SES	Stayton Elementary	Stayton High	Tue, Mar 11, 2025	12:30pm - 2:45pm	14	1	Stayton 7 students visited SES to share about the work they have been doing at SHS	Curriculum	approved
247756 - OMEA District 11 Large Instrumental Festival	Crescent Valley HS 4444 NW Highland Dr, Corvallis	Stayton High	Tue, Mar 11, 2025	8:15am - 2:15pm	36	1	Students will be performing for feedback from judges and hopefully going for state qualifying scores. Students will also listen to and give feedback on other groups performances and what they can take in to their own playing and learning.	Curriculum	approved
246554 - Western Welding Academy welding Demo tour	McMinnville High School 615 NE 15th Street, McMinnville	Stayton High	Thu, Mar 6, 2025	8:00am - 3:00pm	6	1	Introducing beginning students just starting in welding to the benefits of the welding trade for careers in the trades. Fabrication students preparing for future welding competitions, trying to better their skills. Preparing students to be job ready.	CTE	approved 138
245606 - ML 7th Tour Chemeketa Community College	Chemeketa Community College 4000 Lancaster Drive NE, Salem	Mari-Linn	Wed, Mar 5, 2025	9:15am - 1:15pm	16	4	Visiting college campuses is a vital opportunity for middle school students; helping to expose students to a broad range of options, identifying the colleges that will be a good fit.	Curriculum	approved
244105 - Willamette Career Academy, 4th Grade Tour	Willamette Career Academy, 1200 Lancaster Drive NE, Salem	Sublimity	Wed, Mar 5, 2025 (rescheduled from Feb 5)	8:45am - 11:30am	32	12	Students will tour the career-tech high school program at Willamette Career Academy. This aligns with our Avid educational focus of exposing young students to college and career pathways.	AVID	approved
246787 - Sublimity 8th Grade Visits BioMed & CTE at Stayton High School	Stayton High School	Sublimity	Tue, Mar 4, 2025	8:15pm - 10:15pm	30	4	This visit provides 8th-grade students with an early opportunity to explore the Biomedical and Career & Technical Education (CTE) programs at the high school level. By engaging in hands-on activities and interacting with instructors and current students, students will gain a deeper understanding of potential career pathways and academic options available to them in high school.	Curriculum	approved
246687 - Stayton 7 to SES	Stayton Elementary	Stayton High	Mon, Mar 3, 2025	12:30pm - 2:45pm	14	1	Stayton 7 students visited SES to share about the work they have been doing at SHS	Curriculum	approved

246749 - Garden Buddies	Stayton Elementary	Stayton High	Fri, Feb 28, 2025	12:30pm - 3:00pm	40	1	Utilizing skills and knowledge learned in class to educate elementary students in their garden and help them get it planted and ready for spring.	Curriculum	approved
247291 - Peterson Cat Technician Training Program	5450 NE Five Oaks Dr, Hillsboro	Stayton High	Thu, Feb 27, 2025	7:45am - 3:00pm	14	1	This is a free tour of the Peterson Cat Shop to showcase the "Think Big Technician	CTE	approved
246683 - Sublimity MS to SHS- The Wizard of Oz	Stayton High School	Sublimity	Wed, Feb 26, 2025	8:40am - 11:45am	115	8	Sublimity middle school students will explore the amazing programs available at Stayton High School in preparation for high school.	Curriculum	approved
246750 - SHS Drama Dept Play	Stayton High School	Mari-Linn	Wed, Feb 26, 2025	8:30am - 12:00pm	115	10	Visiting the high school and seeing a production of a play and all that it entails	Curriculum	approved
246638 - Oregon West Conference Jazz Festival	Cascade High School - 10226 Marion Rd SE, Turner	Stayton High	Tue, Feb 25, 2025	8:30am - 1:00pm	25	1	Students will be competing in the OWC League Jazz contest. Students will perform in front of peers and judges for feedback on their playing and technique. Students will receive a short clinic at the end of their performance. Students will also use the Oregon Jazz Band evaluation for to learn what the judges use while listening to other groups perform.	Curriculum	approved
246686 - Stayton 7 to SES	Stayton Elementary	Stayton High	Mon, Feb 24, 2025	12:30pm - 2:45pm	14	1	Stayton 7 students visited SES to share about the work they have been doing at SHS	Curriculum	approved
246651 - Seniors to Chemeketa	Chemeketa Community College 4000 Lancaster Dr Salem	Stayton High	Fri, Feb 21, 2025	9:15am - 1:30pm	50	3	Chemeketa Campus tour for Chemeketa Scholars qualifiers	Curriculum	approved
245530 - AVID11 to Linfield	900 SE Baker St. McMinnville	Stayton High	Fri, Feb 21, 2025	8:45am - 1:00pm	18	2	Opportunity Knowledge - campus tour	AVID	approved
246685 - Stayton 7 to SES	Stayton Elementary	Stayton High	Tue, Feb 18	12:30pm - 2:45pm	14	1	Stayton 7 students visited SES to share about the work they have been doing at SHS	Curriculum	approved
245755 - FFA District Convention	Silvercreek Fellowship 822 Industrial Way NE, Silverton	Stayton High	Tue, Feb 18	7:15am - 5:00pm	10	1	The educational objective of FFA Leadership Development Events (LDEs) is to provide students with opportunities to develop and enhance their leadership, communication, and interpersonal skills. Through LDEs, participants are encouraged to engage in public speaking, teamwork, problem-solving, and critical thinking, all of which are essential for personal and professional growth.	FFA	approved

245287 - FBLA Regional Skills Conference	1530 Monmouth St, Independence	Stayton High	Sat, Feb 15, 2025	6:45am - 3:45pm	7	1	Competing at the Regional Skills Conference for FBLA, Business Education	FBLA	approved
241470 - SES 3rd Grade Music Field Trip	Willamette University's Smith Auditorium 270 Winter St. SE, Salem	Stayton Elementary	Wed, Feb 12, 2025	9:00am - 11:30am	95	20	Training Program". I have 2 students that graduated last year that are currently in the "Think Big" because of this field trip we took last year.	Curriculum	approved
245142 - Oregon State University Tour	Oregon State University LaSalls Stewart Center 875 SW 26th St, Corvallis	Sublimity	Wed, Feb 12, 2025	8:15am - 2:15pm	46	10	Students will be doing hands on math and science activities, learn about different aspects of future jobs and elements of a college campus.	Curriculum	approved
245529 - SHS Juniors to OSU	Oregon State University 660 SW 26th St Corvallis	Stayton High	Tue, Feb 11, 2025	8:15am - 1:00pm	30	3	College exploration/campus visit	Curriculum	approved
245136 - SHS Connection Field Trip	Moda Center 1 N Center St; Portland	Stayton High	Thu, Feb 6, 2025	5:00pm - 11:00pm	68	6	Relational Capacity - social/emotional learning	Curriculum	approved
245605 - Oregon Thespians Regional Competition	South Eugene High School 400 E 19th Ave, Eugene	Stayton High	Sat, Feb 1, 2025	7:00am - 8:00pm	7	1	This is an acting competition that allows students to be adjudicated and receive valuable feedback. It helps them hone their craft and develop into stronger actors.	Curriculum	approved
244781 - Hoodoo Trip	Hoodoo lodge and ski area 27400 Big Lake Road, Sisters	Stayton High	Sat, Feb 1, 2025	7:00am - 6:15pm	15	5	Immerse students in a learning environment that is place-based and relative to their cultural appreciation.	Curriculum	approved
244104 - Willamette Career Academy, 5th Grade Tour	Willamette Career Academy, 1200 Lancaster Drive NE, Salem	Sublimity	Tue, Jan 21, 2025	8:45am - 11:30am	60	20	Students will tour the career-tech high school program at Willamette Career Academy. This aligns with our Avid educational focus of exposing young students to college and career pathways.	AVID	approved
244868 - FFA District Test Competition	Chemeketa Community College Ag Complex 4000 Lancaster Dr NE, Salem	Stayton High	Fri, Jan 17, 2025	7:00am - 5:00pm	14	1	These are competitive activities designed to educate FFA members by developing their practical job skills (CDE) and leadership abilities (LDE) through hands-on experiences, fostering critical thinking, communication, teamwork, and ethical competition, all while preparing them for potential careers in agriculture.	FFA	approved
244049 - Garden Buddies	Stayton Elementary	Stayton High	Fri, Dec 13, 2024	12:30pm - 2:30pm	30	1	Utilizing skills and knowledge learned in class to educate elementary students in their garden and help them get it planted and ready for spring.	Curriculum	approved

242681 - Cascade Raptor Center	Cascade Raptor Center 32275 Fox Hollow Rd, Eugene	Sublimity	Fri, Dec 13, 2024	8:15am - 2:00pm	50	6	A visit to the Cascade Raptor Center offers an immersive, hands-on learning experience that directly aligns with the Next Generation Science Standards (NGSS) for 7th grade.	Curriculum	approved
244091 - Tree of Giving Shopping Trip	Walmart 1330 Goldfish Farm Rd, Albany	Options Academy	Thu, Dec 12, 2024	9:30am - 2:00pm	28	5	Students will shop for families from the Giving Tree. Involves Consumer Math course (budgeting, shopping) also social-emotional learning (serving others).	Curriculum	approved
242417 - McMinnville Welding Competion	McMinnville High School 615 NE 15th Street, McMinnville	Stayton High	Sat, Dec 7, 2024	6:00am - 6:00pm	10	1	Fabrication students preparing for future welding competitions, trying to better their skills	CTE	approved
243165 - SMS Smash Bros Tournament	Cascade Junior High 10226 Marion Rd SE, Turner	Stayton Middle	Fri, Dec 6, 2024	2:20pm - 7:00pm	40	2	Promote Teamwork and Collaboration by fostering collaboration and communication skills among participants, especially in team-based games. Teams will learn how to work together, delegate roles, and communicate effectively to achieve a common goal, which mirrors real-world teamwork dynamics.	Curriculum	approved
242726 - Storybook Land	Linn County Fair & Expo Center, 3700 Knox Butte Rd., Albany	Sublimity	Fri, Dec 6, 2024	8:30am - 11:15am	41	10	Students will be able to obtain first hand knowledge of design engineering and fairytales by seeing their favorite stories come to life in animated displays. They will be able to take that knowledge and apply it to their fairytale/engineering unit.	Curriculum	141 approved
241011 - Kindergarten to Storybook Land	Storybook Land Linn County Expo Center 3700 Knox Butte Road Albany	Stayton Elementary	Fri, Dec 6, 2024	8:45am - 12:00pm	88	6	Recognize familiar book characters and make text to character connections. Revisit and retell familiar stories, identify characters, settings, and major events.	Curriculum	approved
242787 - SHS Leadership to Student Leadership Collaboartive	Newberg High School 2400 Douglas Ave Newberg	Stayton High	Fri, Dec 6, 2024	8:00am - 2:00pm	28	2	Leadership skills/ASB related student development	ASB	approved
243754 - Seniors to Linfield	Linfield University 900 SE Baker St, McMinnville	Stayton High	Fri, Dec 6, 2024	8:00am - 1:00pm	30	3	Learn about college opportunities and readiness	Curriculum	approved
241003 - 2nd Grade to Storybook Land	Storybook Land Linn County Expo Center 3700 Knox Butte Road Albany	Stayton Elementary	Thu, Dec 5, 2024	8:30am - 11:45am	80	24	Students will be able to obtain first hand knowledge of design engineering and fairytales by seeing their favorite stories come to life in animated displays. They will be able to take that knowledge and apply it to their fairytale/engineering unit.	Curriculum	approved

244170 - SUB Gr. 6-8 Visit SHS Drama Dept.	Stayton High School	Sublimity	Wed, Dec 4, 2024	8:40am - 11:00am	118	5	Watch a preview of Little Women and then participate in a Q & A with the SHS students and teacher	Curriculum	approved
242326 - 4-5 Beavers Beyond the Classroom Basketball Game	Oregon State University Gill Coliseum 660 SW 26th St Corvallis	Sublimity	Tue, Dec 3, 2024	9:15am - 2:00pm	94	32	AVID-College and Career Readiness	AVID	pending
243099 - OSU Women's Basketball Game	Oregon State University Gill Coliseum 660 SW 26th St Corvallis	Mari-Linn	Tue, Dec 3, 2024	9:00am - 2:00pm	17	4	AVID-College and Career Readiness	AVID	pending
240518 - SHS Boys Basketball Eagle Crest Trip	Eagle Crest Resort	Stayton High	Fri, Nov 22, 2024, - Sun, Nov 24, 2024	4:00pm & 11:00am	12	3	Team Building for the boys basketball team	Athletics	pending
~~242683 - Garden Buddies~~ canceled due to weather	~~Stayton Elementary School 875 N 3rd Ave, Stayton~~	~~Stayton High~~	~~Fri, Nov 22, 2024~~	~~12:30pm - 2:30pm~~	~~30~~	~~1~~	~~Advanced Ag students have the opportunity to work with the SES students in their garden cleaning up and sharing knowledge they have learned in class.~~	~~Curriculum~~	~~approved~~
242793 - National Apprenticeship Week @ IBEW and LBCC	Central Electrical--IBEW Training Center 33309 OR-99E Tangent and LBCC 6500 Pacific Blvd SW Albany	Stayton High	Fri, Nov 22, 2024	8:15am - 3:00pm	14	1	To introduce our students to the options of electrical and other apprentice opportunities.	CTE	142 pending
242792 - Seniors to LBCC	Linn Benton Community College 6500 SW Pacific Blvd SW; Albany	Stayton High	Thu, Nov 21, 2024	8:30am - 1:30pm	30	3	Seniors opportunity knowledge for college.	AVID	approved
241874 - A-DEC Field Trip	A-DEC 2601 Crestview Dr, Newberg	Sublimity	Wed, Nov 20, 2024	8:15am - 2:15pm	46	10	Students will learn about different career opportunities. Students will learn about inquiry and scientific concepts such as force and motion.	Curriculum	pending
242220 - "Fools" Theatre Field Trip at Corban University	Corban University Theater 5000 Deer Park Dr SE, Salem	Stayton High	Fri, Nov 15, 2024	6:30pm - 11:00pm	25	2	Students will be exposed to a live theatre production	Curriculum	approved

241765 - FFA District Ag Sales Competition	Silverton High School	Stayton High	Wed, Nov 13, 2024	3:30pm - 9:00pm	10	1	Students are getting to apply their newly learned skills in agriculture sales by participating in the district competition where they will showcase their knowledge of Ad layouts, customer relations, prospecting, phone orders, and a team activity.	FFA	approved
242443 - Willamette Valley Ag Expo	Linn County Fair Grounds and Expo Center 3700 Knox Butte Rd E, Albany	Stayton High	Wed, Nov 13, 2024	9:15am - 3:00pm	14	1	Getting students in direct contact with local companies and industry professionals in the agriculture industry.	Curriculum	approved
241972 - SMS AVID8 to WCA and CCC	Willamette Career Academy-1200 Lancaster Dr and Chemeketa Community College-4000 Lancaster Dr, Salem	Stayton Middle	Wed, Nov 13, 2024	8:00am - 1:00pm	24	5	AVID Essentials Skills: Opportunity Knowledge: Students research opportunities, set goals, make choices that support their long-term aspirations, and successfully navigate to the next level.	AVID	pending
242096 - Sublimity Middle School Assembly	Sublimity School 376 E Main St, Sublimity	Stayton High	Wed, Nov 6, 2024	9:00am - 11:00am	9	1	Perform the National Anthem for the Sublimity Middle School Veterans Assembly and advertise choir to Sublimity middle school	Curriculum	approved 143
242081 - SHS ASB to OASC conference	Seaside Convention Center & Seaside High School 415 1st Ave; Seaside	Stayton High	Sun, Nov 3, 2024, - Mon, Nov 4, 2024,	8:30am & 12:00am	8	1	Student Council Retreat	ASB	approved
240899 - K-3 Pumpkin Patch	Greens Bridge Pumpkin Patch 3730 Jefferson Scio Dr SE, Jefferson	Mari-Linn	Thu, Oct 31, 2024	8:30am - 2:00pm	69	20	Use observations to describe patterns of what plants and animals (including humans) need to survive	Curriculum	approved
241740 - SUB K-1 Pumpkin Patch Field Trip	E.Z. Orchard Farm 5504 Hazelgreen Rd NE, Salem	Sublimity	Wed, Oct 30, 2024	9:00am - 1:00pm	65	24	Hands on experience for farming/plants science unit	Curriculum	approved
241654 - Health Occupations Vision Screening - MLN & SES	MLN - 641 5th Street. Lyons SES 875 3rd Ave, Stayton	Stayton High	Wed, Oct 30, 2024	7:15am - 12:30pm	5	3	Expand understanding of Health Occupations through assisting with vision screening at district schools	Curriculum	approved

241767 - EZ Orchards Life Skills	EZ Orchards 5504 Hazelgreen Rd NE, Salem	Sublimity	Mon, Oct 28, 2024	12:00pm - 2:30pm	13	4	The objective of this field trip is to promote a real world connection with the seasons and the calendar year. This is also an opportunity to build relationships and improve social skills.	Curriculum	approved
241763 - Advanced Ag Class Garden Buddies	Stayton Elementary School	Stayton High	Fri, Oct 25, 2024	12:30pm - 2:30pm	26	1	Students will be taking what they are learning in plant science and applying it at the SES garden and sharing their knowledge and learned skills with the elementary students.	FFA	approved
240273 - SES Stayton Walking Field Trip	Stayton Post Office, Stayton Library, Star Cinema, Brown House, Police Station, Pioneer Park	Stayton Elementary	Fri, Oct 25, 2024	8:45am - 2:15pm	80	25	Students will be able to gain first-hand knowledge of the historical sites in their community and how they work to support the members of the community.	Curriculum	approved
240981 - SHS Seniors to Oregon State University	Oregon State University 660 SW 26th St, Corvallis	Stayton High	Fri, Oct 25, 2024	8:00am - 1:00pm	40	3	Opportunity Knowledge for seniors (Senior Seminar class curriculum)	Curriculum	approved
241514 - Cascade College Fair	Cascade High School - 10226 Marion Rd SE, Turner	Stayton High	Tue, Oct 22, 2024	9:30am - 11:15am	40	2	College Opportunity Knowledge	Curriculum	approved 144
240634 - SES Kindergarten Pumpkin Patch 2024	Greens Bridge Pumpkin Patch 3730 Jefferson Scio Dr SE, Jefferson	Stayton Elementary	Mon, Oct 21, 2024	8:00am - 2:00pm	90	30	Life cycle unit science unit	Curriculum	approved
240751 - Sublimity 6th Grade Outdoor School	OMSI Coastal Discovery Center 3400 SW Abalone Street, South Beach	Sublimity	Mon, Oct 21, 2024, - Wed, Oct 23, 2024	9:30am and 1:45pm	36	11	Aligned with NGSS. An inquiry-based program, ODS is a unique chance for kids to experience the connections among living things and biological systems. Instead of learning these concepts from a book, students develop critical thinking skills by asking questions in the field then working together to investigate, measure and report their discoveries.	Curriculum	approved
241070 - SHS Homecoming Parade	Stayton High School	Sublimity	Fri, Oct 18, 2024	1:20pm - 2:15pm	32	4	Giving students the opportunity to watch the homecoming parade and participate in a high school activity that they will be able to take part in next year.	Curriculum	approved
241057 - ML 8th Grade Attending SHS Homecoming Parade	Stayton High School	Mari-Linn	Fri, Oct 18, 2024	1:00pm - 2:15pm	20	3	To attend SHS activities to prepare for next year	Curriculum	approved

240597 - Third Grade Silver Falls State Park Field Trip	Silver Falls State Park 20024 Silver Falls Hwy SE, Silverton	Stayton Elementary	Wed, Oct 16, 2024	8:30am - 2:00pm	46	12	This field trip connects to both our science life cycle standards and our social studies regions of Oregon standards.	Curriculum	approved
241655 - Health Occupations Vision Screening	Stayton Middle and Sublimity Elementary	Stayton High	Wed, Oct 16, 2024	7:30am - 12:30pm	5	2	Assisting with vision screening with middle and elementary schools	Curriculum	approved
241086 - 2nd Grade Sublimity Walking Field Trip	Sublimity Post office, Sublimity Fire Department, Sublimity Dental, K's Koffee, and PanezaNellie Breadstick Shoppe.	Sublimity	Thu, Oct 10, 2024	10:00am - 2:15pm	41	10	Students will be able to gain first-hand knowledge of the historical sites in their community and how community members work to support the area in which they live.	Curriculum	approved
240596 - Third Grade Silver Falls State Park	Silver Falls State Park 20024 Silver Falls Hwy SE, Silverton	Stayton Elementary	Wed, Oct 9, 2024	8:30am - 2:00pm	44	13	This trip connects to our science life cycles unit and our Regions of Oregon social studies unit.	Curriculum	approved
240690 - AVID12 to Oregon State	Oregon State University 660 SW 26th St; Corvallis	Stayton High	Wed, Oct 2, 2024	8:00am - 1:30pm	10	2	Opportunity knowledge for AVID Elective students applying to college	Curriculum	approved
240959 - FFA District Soils Competition	Pearmine Farms 1223 River Rd NE, Gervais	Stayton High	Wed, Oct 2, 2024	7:00am - 4:00pm	6	1	Learn about soil, water, and land management through a hands on competition where students explore and take samples from soil pits.	FFA	145 approved
240829 - Lyons City Hall	Lyons City Hall	Mari-Linn	Mon, Sep 30, 2024	12:15pm - 1:15pm	14	2	To support their learning about the government in our first Social Studies unit, we will interview the mayor of Lyons.	Curriculum	approved
240510 - FFA District Leadership Camp	449 5th St.	Stayton High	Sun, Sep 29, 2024, - Mon, Sep 30, 2024	9:00 am & 3:00pm	7	1	Applied leadership development though peer collaboration	Curriculum	approved
240215 - Salmon Watch Day 2	Lyons	Stayton High	Wed, Sep 25, 2024	8:15am - 1:30pm	60	4	This trip will provide all juniors in biology classes at Stayton High school with a field trip that directly connects to our biology curriculum in our ecology unit. It is rare for high school students to get the opportunity to attend science field learning and this is an incredible opportunity for them. Each day one of the biology teachers will attend the trip along with other adult volunteers.	Curriculum	approved

240213 - Salmon Watch Day 1	Packsaddle County Park 34519 N Santiam Hwy. Gates	Stayton High	Tue, Sep 24, 2024	8:15am - 1:45pm	60	4	see above	Curriculum	approved
239552 - SMS Outdoor School - Students	Camp Tadmor 43943 McDowell Creek Dr, Lebanon	Stayton Middle	Mon, Sep 23, 2024 - Fri, Sep 27, 2024	9:00am & 2:15pm	95	5	Develop an understanding of, and an appreciation for, their natural environment and will acquire desirable attitudes concerning the conservation of natural and human resources. First hand experiences with the interrelationships and adaptations found in nature, the dynamics of energy, cycles and systems of change, and people's dependency and responsibility to the environment.	Curriculum	approved
240625 - SMS Outdoor School Day Trip Bus	Camp Tadmor 43943 McDowell Creek Dr, Lebanon	Stayton Middle	Mon, Sep 23, 2024 - Thu, Sep 26, 2024	9:00am & 2:15pm	8	5	See above for objective. This trip for students attending ODS during the days only.	Curriculum	approved
239554 - SMS Outdoor School Counselors	Camp Tadmor 43943 McDowell Creek Dr, Lebanon	Stayton Middle	Mon, Sep 23, 2024 - Fri, Sep 27, 2024	2:30pm & 3:00pm	25	2	High schools counselors who will be supervising and supports middle school students in their learning experiences	Curriculum	approved

June NSSD Enrollment Totals												
School Name	**Grade**	**Jun '24**	**Sept '24**	**Oct '24**	**Nov '24**	**Dec '24**	**Jan '25**	**Feb '25**	**Mar '25**	**Apr '25**	**May '25**	**Jun '25**
MARI-LINN	KG	13	13	13	13	13	13	13	14	14	15	15
MARI-LINN	1	18	14	14	14	14	14	14	14	14	14	14
MARI-LINN	2	24	18	18	18	18	18	18	17	18	18	18
MARI-LINN	3	17	24	25	25	25	23	24	24	23	23	22
MARI-LINN	4	14	19	19	18	18	18	17	16	16	16	16
MARI-LINN	5	21	14	16	17	17	17	17	17	17	17	17
MARI-LINN	6	15	20	20	20	20	20	19	19	19	19	19
MARI-LINN	7	18	14	14	14	15	16	17	17	17	18	18
MARI-LINN	8	19	20	20	20	20	20	19	19	19	18	17
MARI-LINN	**ALL**	**159**	**156**	**159**	**159**	**160**	**159**	**158**	**157**	**157**	**158**	**156**
SUBLIMITY	KG	30	30	29	29	29	31	32	33	32	32	32
SUBLIMITY	1	34	35	36	36	36	36	36	37	37	37	35
SUBLIMITY	2	37	41	41	41	41	41	42	42	41	40	41
SUBLIMITY	3	33	48	46	46	46	45	45	45	45	45	45
SUBLIMITY	4	52	34	34	34	33	34	35	35	35	35	35
SUBLIMITY	5	35	58	59	59	59	59	59	60	60	60	59
SUBLIMITY	6	49	34	35	35	35	37	36	35	35	35	35
SUBLIMITY	7	33	53	54	51	50	51	49	51	51	50	51
SUBLIMITY	8	48	32	32	32	31	31	30	30	30	30	30
SUBLIMITY	**ALL**	**351**	**365**	**366**	**363**	**360**	**365**	**364**	**368**	**366**	**364**	**363**
OA-VIRTUAL ACADEMY	KG	0	0	1	0	0	0	0	0	0	0	0
OA-VIRTUAL ACADEMY	1	1	0	0	0	0	0	0	0	0	0	0
OA-VIRTUAL ACADEMY	2	0	1	1	1	1	1	1	1	1	1	1
OA-VIRTUAL ACADEMY	3	0	1	0	0	0	0	1	1	1	2	2
OA-VIRTUAL ACADEMY	4	1	0	1	2	1	1	2	3	3	3	3
OA-VIRTUAL ACADEMY	5	2	3	2	2	2	2	2	2	2	2	2
OA-VIRTUAL ACADEMY	6	1	1	1	2	2	3	4	4	4	4	5
OA-VIRTUAL ACADEMY	7	3	3	2	2	2	2	3	3	3	3	2
OA-VIRTUAL ACADEMY	8	8	3	4	3	3	3	6	5	5	6	5
OA-VIRTUAL ACADEMY	9	14	6	5	8	8	8	9	10	10	10	10
OA-VIRTUAL ACADEMY	10	20	6	10	12	9	10	11	11	17	21	19
OA-VIRTUAL ACADEMY	11	14	14	14	14	14	13	15	15	19	24	20
OA-VIRTUAL ACADEMY	12	13	12	14	15	12	11	12	11	12	11	8
OA-VIRTUAL ACADEMY	**ALL**	**76**	**50**	**55**	**61**	**54**	**54**	**66**	**66**	**77**	**87**	**77**

School Name	Grade	Jun '24	Sept '24	Oct '24	Nov '24	Dec '24	Jan '25	Feb '25	Mar '25	Apr '25	May '25	Jun '25
STAYTON ELEMENTARY	PreK	30	27	29	30	30	30	30	30	30	30	30
STAYTON ELEMENTARY	KG	69	88	91	91	90	86	89	89	88	90	88
STAYTON ELEMENTARY	1	71	74	75	74	74	75	76	75	78	78	78
STAYTON ELEMENTARY	2	88	74	78	78	76	75	76	77	76	77	77
STAYTON ELEMENTARY	3	97	91	92	91	92	90	89	89	90	88	87
STAYTON ELEMENTARY	**ALL**	**325**	**327**	**336**	**334**	**332**	**326**	**330**	**330**	**332**	**333**	**330**
STAYTON INTERMEDIATE	4	81	94	93	92	90	91	91	90	91	92	88
STAYTON INTERMEDIATE	5	87	86	87	87	87	88	86	86	86	85	84
STAYTON MIDDLE	6	96	102	102	100	99	97	97	97	95	96	93
STAYTON MIDDLE	7	93	103	105	105	104	99	99	102	102	101	100
STAYTON MIDDLE	8	76	101	99	100	100	98	94	98	96	95	96
SIS/SMS TOTAL	**ALL**	**433**	**486**	**486**	**484**	**480**	**473**	**467**	**473**	**470**	**469**	**461**
OA-LOCUST ST ACADEMY	9	2	0	0	0	0	0	0	0	0	0	0
OA-LOCUST ST ACADEMY	10	9	2	1	0	0	0	0	0	0	0	0
OA-LOCUST ST ACADEMY	11	17	16	13	13	14	14	16	18	17	15	15
OA-LOCUST ST ACADEMY	12	7	30	20	19	21	22	22	19	20	11	10
OA-GED				13	15	15	19	19	15	14	14	14
OA-LSA & GED	**ALL**	**36**	**48**	**47**	**47**	**50**	**55**	**57**	**52**	**51**	**40**	**39**
STAYTON HIGH	9	172	157	157	155	155	156	155	151	154	151	150
STAYTON HIGH	10	165	191	183	182	181	180	177	178	173	168	166
STAYTON HIGH	11	137	163	169	167	165	166	164	160	157	151	153
STAYTON HIGH	12	111	140	138	138	135	135	134	133	131	129	131
Early College (off campus)		16	13	17	17	17	17	17	17	17	17	17
Transitions (post-grad SPED)		5	5	4	5	5	4	4	4	4	4	4
STAYTON HIGH	**ALL**	**601**	**669**	**668**	**664**	**658**	**658**	**651**	**643**	**636**	**620**	**621**
NSSD Total (w/o PreK)	**TOTAL**	***1986**	**2101**	**2117**	**2112**	**2094**	**2090**	**2093**	**2089**	**2089**	**2071**	**2047**
NSSD Total (w/ PreK)		***2016**	**2128**	**2146**	**2142**	**2124**	**2120**	**2123**	**2119**	**2119**	**2099**	**2077**
# Registered w/ WESD to homeschool		**111**	**111**	**96**	**103**	**105**	**105**	**105**	**101**	**98**	**98**	**98**
# Enrolled in Virtual Charter Schools		**81**	**80**	**81**	**80**	**79**	**82**	**82**	**81**	**82**	**82**	**82**

Notes

NSSD receives Preschool Promise Grant monies for preschool grades and does not receive state funding as it does for grades K-12 so they are not included in the total.

*slightly lower enrollment in Options Academy may be due to students finishing school prior to the June report date

North Santiam School District

BOARD OF DIRECTORS
SCHOOL YEAR ANNUAL AGENDA ITEMS CALENDAR

Updated 4/2024

These agenda items typically occur every month so have not been repeated below:

1. Spotlight/Recognition/Awards *(may not occur every month)*
2. Reports:
    - ASB Report-ASB President or designee
    - Superintendent's Report
    - Business Director's Report
    - Teaching & Learning Report
    - Licensed Union Rep. Report
    - City Council Liaison Reports
    - Informational Reports including: field trips, enrollment & upcoming events
3. Consent Agenda: Approval of Meeting Minutes & Licensed Staff Changes
4. First and/or second readings of updates to NSSD board policies
5. Board Reflections/Announcements

These items will appear as needed but do not happen at the same time every year:

1. Long Range Facility Master Planning Committee/Bond Planning
2. OSBA (in-house) training or other group learning opportunities
3. Budget Appropriations/Funding Resolutions
4. Curriculum Adoptions

July

According to ORS 255.335, each district board shall hold a regular organizational meeting following the regular district election and not later than the last day of July of that year.
According to ORS 332.040, No later than at the next regular meeting following July 1, the district school board shall meet and organize by electing a chairperson and a vice chairperson from its members.

During election years when there are no newly elected board members, items 2-6 may be approved in June if the Board chooses to hold a work session in July (no business items) or skip the July meeting all together. During election years when new members are seated, the organizational meeting will occur in July. During non-election years, the meeting can occur in July or August (7/31 deadline does not apply so items don't need to be approved in June)

Traditional Location: Santiam Room

Annual Agenda Items:

1. Oath of office for newly elected members
2. Approve Board Goal Strategies for upcoming year (done annually)
3. (Next Applicable in 2023) Approve Board/District Goals – every three years
4. Supt. Evaluation Document Approval
5. Approval of Board Operating Protocol
6. Board members choose their "buddy school"
7. Annual Organizational Agenda Items (list copied from OSBA website)
   (in an election year, the Annual Organizational Items must be approved before July 31)

- Elect chair and vice-chair (incumbent chair presides until a successor is elected). No member of the Board may serve as chair more than two years in succession unless the Board approves an extension of this period by a motion in June.
- Designate the following positions:
  - Chief administrative officer (the superintendent) as school district clerk or another individual, if there is no chief administrative officer. (ORS 332.515)
  - Business manager or deputy clerk, or both.
  - Custodian of funds who will sign checks or, if the school board so authorizes, utilize a facsimile signature for that purpose. (ORS 328.441, 328.445)
  - Budget officer, who shall prepare or supervise preparation of the budget document under the direction of the executive officer. (ORS 294.331)
  - Financial auditors for the school year, who may be contracted for through the administrative office of the county in which the administrative office of the school district is located. (ORS 328.465, 327.137, 297.405)
  - Legal counsel.
  - Civil Rights Coordinator
- Designate the fidelity-bond amounts for those authorized to handle district funds and ensure they are bonded by a surety company authorized in Oregon. (ORS 332.525)
- Designate the Board as the Local Public Contract Review Board as per policy DJC
- Approve contracts for payment (ORS 332.075(2-3) (e.g. transportation contract, contracts related to bond projects)
- Establish depository(ies) for school funds. (ORS 328.441, 294.805-294.895)
- Establish dates, time and place of regular monthly board meetings.
- Appoint members of standing committees
- Appoint board member to participate on the district negotiation team (as board representative)

Other annual reports or approvals as require by law or per NSSD policy/practice

- Receive English Learners In Oregon Annual Report (distributed by ODE in June)
- Approve list of low-impact pesticides for use according to the integrated pest management plan ORS 634.705 (5)
- Approve Excise Tax annual adjustment for the upcoming school year
- Approve list of third-party alternative education programs

Other Activities/Events

- SummerFest (last Saturday in July)

August

Traditional Location: Santiam Room

Regular Session Annual Agenda Items:

1. Projected Student Enrollment

2. Oaths of Office of newly re-elected members, including any student representatives (if not done in July)

Other Activities/Events

- Leadership Team Goal Workshop (2nd week in August)
- OSBA Annual Conference (Salem)
- Safe Schools Training on Mandatory Reporting (online)
- Lyons Fire Dept Car Show
- Welcome Back to School-Staff (last week in August)
- Back to School Open Houses (see school calendars for dates)

September

Traditional Location: Santiam Room

Annual Agenda Items:

1. Possible nominations for NSSD board member wishing to run for an OSBA board position
2. OSES (Oregon Statewide Educator Survey) Survey Results

Other Activities/Events

- Safe Schools Training on Mandatory Reporting-due to be completed this month
- **National School-Related/Staff Appreciation Days This Month**- I.T. Professionals Day, Arts in Education Week

October

Traditional Location: Santiam Room

Annual Agenda Items:

1. Stayton Booster Club Report (projects, membership, etc.) - Club President (may vary depending on status of current projects)
2. Division 22 Report- Director of Teaching & Learning
3. Professional Development Report – Director of Teaching & Learning or designee
4. Previous Stayton High school year data
    a. Graduation/Completer rates
    b. On-Track to Graduate rates for upcoming 10-12 graders
    c. College Credits Earned
    d. CTE Enrollment (demographics if possible)
    e. Percentage of Students Involved in Co-Curricular Activities
    f. Percentage of Students Involved in Activities/Clubs with Service

Other Activities

- State-Wide Licensed In-Service Day

- OSBA Regional Meetings
- **National School-Related/Staff Appreciation Days This Month-**Custodial Workers, School Bus Safety Week, Farm to School Month, Walk to School Day, Coaches Day, School Lunch Week, Red Ribbon Week, Bullying Prevention Month, School Principal Month

November

Traditional Location: Santiam Room

Annual Agenda Items:

1. Exit Interview Survey Results (Oct or Nov)- Director of Human Resources
2. OSBA Elections
3. Master Facilities Plan Review and Revisions—Director of Facilities
4. State/District Report Cards-Director of Teaching & Learning (Nov or Dec)
5. TAG Program Report
    a. Number of Student Identified and the screening process
    b. Supports/Programs offered

Other Activities/Events

- OSBA Annual Conference (Portland)
- **National School-Related/Staff Appreciation Days This Month**-School Psychologist Week, School Resource Officer Day, Education Support Professionals Day, Substitute Educators Day

December

Traditional Location: Santiam Room

Annual Agenda Items:

1. School Spotlight – Options Academy
2. District-wide AVID Report – District AVID Coordinator
3. Special Education Report - Director of Special Services
    a. Must include the Abbreviated School Day Notice & Acknowledgement (see ISST)
4. Integrated Guidance Annual Report-Director of Teaching & Learning
5. Superintendent's Goals/Evaluation Check-in (Exec. Session)

Board Secretary Tasks:

1. Distribute copies of NSSD audit report to board members so they can review before the January meeting.

Other Activities/Events

National School-Related/Staff Appreciation Days This Month- Special Education Day,

January

Traditional Location: Stayton Middle School
Annual Agenda Items:
1. Board Appreciation Month-Staff/Schools
2. School Spotlight-School Admin
3. WESD Local Service Plan Approval (every 2 years, next due 2025)-Superintendent
4. Audit Review- Director of Business & Fiscal Services (may be joined by rep. from auditing firm)
5. School Board Student Representative Recruitment Strategies
6. Annual report of all pesticide applications from the previous year-IPM Program Coord

Other Activities/Events
- Classified In-Service Day

Board Secretary Tasks:
- File notice of district board election, next due 2025 (see Marion Co Calendar for deadline)
- Provide filing information to anyone seeking election/re-election (next due 2025)

February

Traditional Location: Stayton Elementary School
Annual Agenda Items:
1. School Spotlight-School Admin
2. Proclamation for Classified Appreciation Week (occurs in March)
3. Integrated Guidance Application Review
4. Approval of Budget Committee Members and Calendar- Director of Business & Fiscal Services
5. Superintendent's Goals/Evaluation Check-in

Other Activities/Events
- Board members complete annual superintendent evaluation forms
- Licensed In-Service Day
- Stayton Sublimity Chamber of Commerce Awards Banquet (schedule may vary)
- Booster Club Annual Auction
- **National School-Related/Staff Appreciation Days This Month**-School Bus Driver Appreciation Day

Board Secretary Tasks:
- Notify Budget Committee of approved meeting dates

March

***Prior to March meeting, the individual scores from the Supt Eval must be compiled so they can be reviewed during the meeting* - Board Volunteer or Board Secretary**

Meeting #1 Traditional Location: District Office/Santiam Room
Special Session: (first Thursday in March)

1. Renewal of Contracts (Licensed/Administrative)

Meeting #2 Traditional Location: Mari-Linn School
Regular Session Annual Agenda Items:

1. School Spotlight-School Admin
2. School Calendar Adoption
3. Review Consolidated Scores on the annual Superintendent Evaluation (Board only/Exec session)
4. Approve Board Chair & Vice-Chair (or designees) to negotiate contract extension on behalf of whole board.

Board Secretary Tasks:

- Provide Reminder of Board Elections Filing Due Date (if applicable)
- **National School-Related/Staff Appreciation Days This Month-**Music in our Schools Month and Classified School Employee's Week

After March Meeting

The Board Chair and Vice Chair (or designee) review Salary/Benefits comparisons with the Director of Human Resources. Then they review the compiled scores/comments from the evaluation with Superintendent and negotiate the extension of the contract prior to April meeting.

April

Traditional Location: Sublimity School
Annual Agenda Items:

1. School Spotlight-School Admin
2. Adopt resolution for Teacher Appreciation Week (first week of May)
3. Review Board Goal Strategies/Schedule work session (if needed) to revise in order to be adopted in July
4. (Next Applicable 2026) Review Board/District Goals and schedule work session (if needed) to revise in order to be adopted in July.
5. Review Supt. Evaluation as a group with the Superintendent (Board only/Exec Session)
6. Approve contract extension of Superintendent

Board Secretary Tasks

- Coordinate with current student board representative and SHS admin to announce the student representative position opening for the upcoming school year. Applications should be submitted to the principal by June 1st.
- **National School-Related/Staff Appreciation Days This Month**- School Library Month, Administrative Professional Day

May

NSSD Budget Committee traditionally meets in the second week of May

Traditional Location: Stayton High School

Annual Agenda Items:

1. School Spotlight-School Admin
2. Student awards @ SHS-Valedictorian, Salutatorian, Future First Citizen
3. Board Awards – Santiam, Jack Adams, Community Partner, Eagle Award (as recommended by the Community Engagement Committee)
4. WESD Local Service Plan List of Services Taken-Supt or Director of Business & Fiscal Services
5. Establish the number of student transfer requests into the District for coming year
6. Review results of annual parent survey (if available)

Board Secretary Tasks

- Coordinate with current student board representative and SHS admin to collect student representative applications for the upcoming school year. Applications should be submitted to the principal by June 1st.
- **National School-Related/Staff Appreciation Days This Month**-Teacher Appreciation Week, Principal's Day, School Lunch Hero Day, School Nurse Day, Speech Pathologists Day

June

Traditional Location: Santiam Room

Special Session/Budget Hearing (prior to Regular Session):

Review of Budget Documents/Resolutions: Director of Business & Fiscal Services

Regular Session Annual Agenda Items:

1. Resolutions to adopt budget- Director of Business & Fiscal Services
2. Professional Development Report – Director of Teaching & Learning
3. Annual Restraint & Seclusion Report – Director of Special Programs
4. Acknowledge student reps. for service on the board
5. Select student representative to the school board for following year (June-Aug)