AGENDA	CORBETT SCHOOL DISTRICT BOARD WORK SESSION AND REGULAR BOARD MEETING CMS at Woodard Rd 31520 E Woodard Rd Troutdale, OR 97060	5:00 PM Wednesday, August 19, 2026

Anyone needing reasonable accommodations for accessibility should contact Robin Lindeen-Blakeley, at least 48 hours before the meeting. rlindeen@corbett.k12.or.us

1. WORK SESSION - 5:00-6:55 p.m. - In person or If looking for Zoom Webinar Information for Virtual School Board Meeting: 2
   Webinar ID: 864 3251 0383
   Register in advance for this webinar:
   https://us02web.zoom.us/webinar/register/WN_CAQp4ZsxTGWHJt85fkYTBA
   After registering, you will receive a confirmation email containing information about joining the webinar.

2. PRELIMINARY BUSINESS
   1. Call to Order / Flag Salute
   2. Review and Acceptance of Agenda
3. CONSENT AGENDA - Items 3.1 - 3.5
   1. Approval of Minutes 11
   2. Personnel: Resignations/ Leave of Absence Requests/ Retirements/ Rescindment of Contract/ Terminations /Layoffs /Hires /Extra Duty /Change of FTE /Transfers/Coaches 18
   3. Ratification of Corbett Association of Classified Employees Bargaining Agreement 22
   4. **RESOLUTION NO. 8.21-26 — RESOLVED** that the Board amend resolution 7.7-26 to add Kalkin Stransky as an alternate check signer for Corbett Middle / High School Student Body Account funds.
   5. **RESOLUTON NO. 8.22-26 - RESOLVED** that the Board approve the out-of-state/overnight field trip for CAPS 6th-8th graders to Washington on September 16-17, 2026.
4. REPORTS 85
5. PUBLIC COMMENT
6. INFORMATION AND DISCUSSION
   1. Summer Learning Program 87
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   3. Fiscal Update 98
7. ACTION ITEMS
   1. District Academic Calendar Revision 2026 - 2027 99
8. ANNOUNCEMENTS
9. ADJOURNMENT

CORBETT SCHOOL DISTRICT 39
35800 E. Historic Columbia River Hwy.
Corbett, OR 97019

TO:	Members of the School Board
FROM:	Marleen Carroll
DATE:	August 19, 2026
RE:	Work Session: Board/Superintendent Operating Principles and Goals
EXPLANATION:	This work session, facilitated by McPherson and Jacobson, provides an opportunity for the Board and Superintendent to establish shared expectations for how we work together and what we will accomplish together during the coming year. The focus is on creating clarity around governance, communication, priorities, accountability, and the Board-Superintendent relationship.
PRESENTERS:	Mike Scott
SUPPLEMENTARY MATERIALS:	None
RECOMMENDATION:	None
REQUESTED ACTION:	Information Only

Board / Superintendent Team Operating Agreements

Why Working Agreements Matter

1. Provides clarity regarding the manner in which the team will work together
2. Builds / maintains respectful relationships
3. Manages / clarifies expectations
4. Builds trust
5. Improves communication
6. Helps to navigate change and conflict

Concepts Commonly Found in Working Agreements:

1. Communication Protocols & "No Surprises"

- **The "No Surprises" Rule:** Neither the board nor the superintendent springs unexpected issues or questions on each other during public meetings.
- **Questions in Advance:** Board members review packets early and send complex or technical questions to the superintendent prior to meetings.
- **Emergency Alerts:** The superintendent promptly notifies the board of crisis situations or major events before they become public news.

2. Role Boundaries & Governance vs. Operations

- **Superintendent as Chief Executive:** The board sets policy, budget, and outcomes; the superintendent manages daily operations and staff.
- **One Employee:** The board acts as a whole to manage its sole employee (the superintendent), and individual directors do not direct staff.
- **Complaint Routing:** Public or staff complaints are directed to the superintendent rather than investigated by individual board members.

Concepts Commonly Found in Working Agreements:

3. Public Representation & "One Voice"

- **Authority in the Boardroom:** Individual board members hold no legal authority outside of official, convened board meetings.
- **Designated Spokesperson:** The Board Chair or Superintendent serves as the official media and community spokesperson.
- **Unity After the Vote:** Directors debate openly before a vote, but respect and support the majority decision once cast.

4. Board Meeting Logistics & Behavior

- **Agenda Setting:** A clear, predictable process determines how items are added to the meeting agenda.
- **Airtime & Etiquette:** Directors practice active listening, speak concisely, and ensure equal opportunity for all members to weigh in.
- **Executive Session Privacy:** Strict adherence to state laws regarding the confidentiality of private executive sessions.

Concepts Commonly Found in Working Agreements:

5. School Visits & District Engagement

- **Campus Visits:** Board members notify the superintendent or principal in advance before visiting schools.
- **Community Ambassadors:** Directors actively champion the district's vision, budget, and goals throughout the local community.

6. Team Dynamics & Annual Review

- **Private Feedback:** Interpersonal issues or critiques are handled privately rather than aired in public meetings.
- **Annual Review:** The board regularly evaluates its own performance, the superintendent, and these operating agreements..

Working Agreements Discussion

What agreements would the Corbett Board / Superintendent Team benefit from if they were in place?

Working Agreements Review: With A Partner

Review the example of the Core Working Agreements that have been shared with you

Use your knowledge of the current functioning of the board / superintendent team to identify those elements that you would like to see in your working agreements. Mark these items with your highlighter.

Core Working Agreements Example

Be prepared to share out

Next Steps

Based on the patterns that have been identified and the discussion that has occurred, board leadership and the superintendent will do the following:

a. Create working agreements
b. Formally adopt working agreements

Regular School Board Meeting minutes

Via in person and ZOOM/Owl

Wednesday, July 15, 2026

Board approved: _____

A Regular School Board Meeting of the Board of Trustees of Corbett School District was held Wednesday, July 15, 2026, beginning at 7:00 PM via in person and via ZOOM/Owl virtual platform at Corbett Middle School Cafeteria. Board members present were Leah Fredericks, initial Chair, then Vice Chair; David Osborn, Initial Vice Chair, then Chair; Malinda Carlson; Dylan Rickert, Ben Byers and Zac Arndt. Board member Sis Childs had an excused absence. Also present were Administrators Marleen Carroll, Superintendent; Brie Windust, Business Office Assistant/ZOOM moderator; Kalkin Stransky, Business Manager and Robin Lindeen-Blakeley, Deputy Clerk/HR Lead. NOTE: The minutes are prepared to coincide with time scheduled matters and the numbering system of the agenda and is not necessarily the actual order of happenings at the meeting.

1. Preliminary Business

Hybrid meeting:

In person at the CMS Cafeteria/Boardroom -Woodard Rd. campus or online via webinar link.

1.1. Call to Order / Flag Salute

https://policy.osba.org/corbett/I/INDB%20D1.PDF

7:00 p.m. Leah Fredericks, Board Chair, called the meeting to order and led the board in the pledge of allegiance to the flag.

1.2. Review and Acceptance of Agenda – as in the Board packet.

https://policy.osba.org/corbett/AB/BDDC%20D1.PDF

1.3. Board Chair Report Information/Discussion

https://policy.osba.org/corbett/AB/BBF%20G2.PDF

https://policy.osba.org/corbett/AB/BHB%20D1.PDF

https://policy.osba.org/corbett/AB/BK%20D1.PDF

https://policy.osba.org/corbett/AB/BD_BDA%20G1.PDF

https://policy.osba.org/corbett/AB/BBAA%20D1.PDF

https://policy.osba.org/corbett/AB/BG%20D1.PDF

https://policy.osba.org/corbett/AB/BBA%20D1.PDF

Leah Fredericks announced:

a. OSBA Summer School Board Sessions — Friday, July 10, 2026 — Redmond OR and Thursday, July 16, 2026 — Eugene OR

b. Board Workshop/Special School Board meeting in August – reminder for workshop with Mike Scott from the Superintendent search with Superintendent Carroll. The Board discussed open dates and times.

c. Welcome to Marleen Carroll in her official first Superintendent role at a Board meeting, and also excited and glad that she is not a stranger to our District.

2. Elect Board Chair Action Item
Leah Fredericks, moved and Ben Byers seconded:
RESOLUTION NO. 7.1-26 - RESOLVED that the Board Elected David Osborn as Board Chair.
(Board Policies BC/BCA and BCB/ORS 332.040)
https://policy.osba.org/corbett/AB/BC_BCA%20D1.PDF
https://policy.osba.org/corbett/AB/BCB%20D1.PDF
Board discussion.
The vote of the Board was 6-0.
2.1. Elect Board Vice Chair Action Item
New Board Chair, David Osborn, extended his happiness to be in service in this role.
Zac Arndt moved and Ben Byers seconded;
RESOLUTION NO. 7.2-26 — RESOLVED that the Board elected Leah Fredericks as Vice Chair.
Board discussion.
The vote of the Board was 6-0.
3. CONSENT AGENDA
Attachments: (2)
Leah Fredericks moved and Ben Byers seconded:
3.1. **Consent agenda **Resolution items 7.3-26** through 7.16-26** Action Items**
4.1RESOLUTION NO. 7.3-26** — RESOLVED** that the Board approved the minutes of the Special School Board meeting of June 10, 2026, and the Public Hearing of the 2026-2027 Budget and Regular School Board meeting of June 17, 2026. https://policy.osba.org/corbett/AB/BDDG%20D1.PDF
4.2RESOLUTION NO. 7. 4-26** — RESOLVED** that the Board approved the Regular School Board meetings for 2026-27 as the ***third*** Wednesday of every month, except for the March 2027 meeting, which is on the second Wednesday of the month. (ORS 332.045)
https://policy.osba.org/corbett/AB/BC_BCA%20D1.PDF
6.2RESOLUTION NO. 7.5-26** — RESOLVED** that the Board sets a borrowing limit on bonded debt for Corbett School District on the recommendation of the Superintendent and Business Manager as custodian of funds. (ORS 328.245, ORS 328.250)
6.3RESOLUTION NO. 7.6-26**—RESOLVED** that the Board has purchased crime insurance for employees authorized to handle district funds including Marleen Carroll, 1.0 FTE Superintendent; Robin Lindeen-Blakeley, 1.0 FTE Deputy Clerk/HR Lead; Brie Windust and Christie Dillard, 1.0 FTE Business Office Assistants and Kalkin Stransky, 1.00 FTE Business Manager. (ORS 332.525)(Board Policy DH)
6.4RESOLUTION NO. 7.7-26** — RESOLVED** that the Board designated Marleen Carroll, Superintendent and Kalkin Stransky, Business Manager, as check signers for

Corbett School District No. 39, Multnomah County, and Marleen Carroll, Superintendent, and Brie Windust, as check signers for Corbett Middle/High School Student Body Account funds. (ORS 328.441 and that such funds be disbursed only in the manner provided in subsection (1) of ORS 328.445)(Board Policies DGA, DH and BC/BCA)

6.5RESOLUTION NO. 7.8-26** — RESOLVED** that the Board designated Oregon State Treasury Local Government Investment Pool, U.S. National Bank, Bank of NY Mellon and Zions Bank as depositories.(ORS 328.441, 294.805-294.895, ORS 294.135(1)(a))(Board Policy DG and DFA)

6.6RESOLUTION NO. 7.9-26**- RESOLVED** that the Board designated Marleen Carroll as Chief Administrative Officer/School District Clerk and Budget Officer who should prepare or supervise the preparation of the budget document. (ORS 294.331 and ORS 332.515) (Board Policies CB and CBA).

6.7RESOLUTION NO. 7.10-26**—RESOLVED** that the Board designated Kalkin Stransky, 1.00 FTE Business Manager, as the District Purchasing Agent (Policy DJ) (ORS 332.515)

6.8*RESOLUTION NO. 7.11-26—RESOLVED** that the Board confirmed the financial auditors for the school year ending in 2026 as Umpqua Valley Financial, LLC (ORS 328.465,327.137, 297.405) (Policy DIE)

8.2RESOLUTION NO. 7.12-26**—RESOLVED** that the Board approved the student fees for the 2026-27 school year as attached in the Board packet.

10.2RESOLUTION NO. 7.13-26** — RESOLVED** that the Board confirmed the hire of a 1.00 FTE temporary HS Social Worker/Counselor, Hannah Fisher, effective August 20, 2026.

10.3RESOLUTION NO. 7.14-26** — RESOLVED** that the Board confirmed the payment of 2023-2026 head varsity coaches that advanced beyond districts for high school sports as attached in the board packet.

10.4RESOLUTION NO. 7.15-26** — RESOLVED** that the Board confirmed the appointment of two new teacher hires under the State Summer Learning Grant program at the unit member's hourly rate: Madison Ryder and Diego Quiroga.

10.5RESOLUTION NO. 7.16-26 — RESOLVED** that the Board rescinded the hire of Leticia Barahona for the 1.00 FTE 7th-12th Grade Spanish Teacher, effective with her withdrawal of acceptance on June 22, 2026.

Attachments: (5)

The vote of the Board was 6-0 in favor of Consent agenda **Resolution items 7.3-26** through 7.16-26**.

4. Minutes/Board Policy

- ☐ 4.1. See 3.1
- ☐ 4.2. See 3.1

5. Introduction and Comments of Guests - none at this meeting.

https://policy.osba.org/corbett/AB/BDDH%20D1.PDF

5.1. Principal / Director/ Supervisor Reports – none at this time in the meeting.

Marleen Carroll, Superintendent – Thanked the Board for the opportunity and thanked the community for their warm welcome to the Superintendent position. She thanked Leah Fredericks for her Board Chair navigation services. Ms. Carroll reported on the summer activities buzzing with maintenance projects, camps, athletics.

6. FINANCIAL REPORTS / MATTERS

Marleen Carroll, Superintendent and Kalkin Stransky, Business Manager reported.

☐ 6.1. Report Information Item – A handout was given to the Board and added as an extra in BoardBook Premier. A slideshow was presented. Work is centered on resolving discrepancies without historical understanding, and working towards a confident starting point with checks and balances, starting with audit to reconciled budget. Ms. Hall and Mr. Stransky are working on technical fixes and reconciliation of the bank statements for 2025-26.

System improvements are being worked on and will be discussed in future workshop.

Board discussion.

Ms. Carroll shared ideas about increased transparency through communication of the financial documents. It is hard with a smaller district to cross train given the challenging workload and complicated requirements of doing more with less and gaining efficiencies where we can while getting caught up.

Mr. Stransky addressed technical issues with slide regarding suggestions for increasing Ending Fund Balance (EFB), example using Purchase Orders (PO's).

Ms. Carroll talked about OEBB rates in October weren't accounted for and we are still paying invoices from January as well as PERS and IRS deep dives. So the Beginning Fund Balance (BFB) will be down.

Board discussion.

We will be sharing facts even if bad or dissatisfying. There is the tedious piece of old system and new system which is time consuming with manual reports.

Board discussion about pressure for control and processes and seeing concrete progress and rebuilt trust.

Chair Osborn shared his gratitude for work, excitement for momentum, public communication being built and confidence building.

Attachments: (1)

6.2. See 3.1

☐ 6.3. See 3.1

☐ 6.4. See 3.1

☐ 6.5. See 3.1

☐ 6.6. See 3.1

☐ 6.7. See 3.1

6.8. See 3.1

7. Superintendent Carroll's Report Information Item(s)

Marleen Carroll, Superintendent introduced:

a. Summer Academy — Summer Learning Grant Program - Becca Hart, Summer Academy Coordinator

Ms. Hart said this is her 13th year in the District, having worked in the GS, MS and HS, and now in her new role this summer, to help with the grant that Ms. Carroll wrote. We learned in May that we were receiving the grant, so hiring, onboarding, registering and programming have transpired. A slide show was presented to the Board. An invite was given to come visit. It is the hope that the legislature will pass another two years of grant funding.

This grant covers 80 continuous hours, four to five hours per day for four to five weeks for 1st-8th graders and 30 continuous hours for kindergarteners. Kindergarten camp, during the last week, will be paid from this grant with about 50 students.

To encourage attendance, we targeted students who are not reading at grade level for Summer Academy. MAP testing was used to help decide who to invite, as well as writing production and teacher's professional judgment in the upper levels. Classes were filled by grade levels and then if extra spots it was open to all students. Scheduling was impacted by other athletics and camps and will have more consideration in the future.

Strict reporting will be required of the Summer Learning Grant Program.

Board discussion.

Ms. Hart reported that 109 enrolled students with about a third literacy, a third math and a third in Enrichment projects covered by eight teachers and 15 students per class maximum daily. Many previous CSD graduates are helping as teaching assistants. Partners have been made with Multnomah Falls Trolley and Multnomah County Library. The launch has been possible with the help of our Transportation, District Office and Nutrition staff and one nurse from the MESD.

https://policy.osba.org/corbett/C/CCB%20D1.PDF

Attachments: (2)

7:43 p.m.

8. STUDENTS

Marleen Carroll, Superintendent – suggested ODE requires this be on our website and reported to the Board:

8.1. ODE's Oregon English Learners annual report 2024-25 per ORS 327.016 Information Item

This is not specific to CSD yet, but there will be a report in the fall.

Attachments: (2)

8.2. See consent agenda item 3.1

9. TRANSPORTATION, BUILDINGS AND MAINTENANCE

Attachments: (1)

9.1. Radon Testing Results Information item

Attachments: (1)

Ms. Carroll reported that we are now cleared OK at CMS.
Ms. Windust added that it is also on the website.
10. Personnel
Marleen Carroll, Superintendent – suggested the Board read through the following:
Eligibility Official — .15 FTE additional for Cynthia Deibert, .5 FTE Bus Driver, effective with July 2026 training
.85 FTE GS Special Education Assistant — Resignation of Jen Rondema for the 2026-27 school year
Summer Academy temporary Instructional Assistant for July/August — additional hourly to Kelli Conley, who is a .35 Bus Driver/.65 Educational Assistant during the 2026-27 school year
Summer Academy temporary Instructional Assistants for July/August: Katie Bayer; Natalie Matias; Josue Montes-Villeda; Miguel Arzeta; Lindsay Ayers; Kimberly Solis, Ellen Horton and Israel Ray
Ms. Lindeen-Blakeley explained that classified employees do not need a formal action item resolution for approval at Board level.
10.1. Vacant Positions Information Item
Marleen Carroll, Superintendent, read aloud:
We have vacant positions open for the 2026-27 school year for: Substitute/Temporary Bus Drivers; .85 FTE GS Special Education Assistant; 1.00 FTE 7th-12th Spanish Teacher and coaches for fall season.
https://corbett.tedk12.com/hire/Index.aspx

10.2. See 3.1

10.3. See 3.1

10.4. See 3.1

10.5. See 3.1

11. RECESS – The Board recessed at 8:17 p.m. into:
11.1. EXECUTIVE SESSION — ORS 192-660(2)(d) — To conduct deliberations with persons designated by the governing body to carry on labor negotiations.
Board Chair Osborn announced the Board would meet in the CMS building.
Attachments: (1)
8:24 p.m. – 8:34 p.m.
All members of the Board and Administrators as noted at the beginning of the meeting were in attendance except for Brie Windust.
There was a recess from Executive Session from 8:35 p.m.-8:39 pm.
Brie Windust entered at 8:43 p.m. to see if Sis Childs was available to join by phone, but connection couldn't be made at 8:44 p.m.
8:44 p.m.-8:52 p.m. Executive session continued.
The Board Chair at 8:55 p.m.:

12. RECONVENED TO PUBLIC SESSION FOLLOWING EXECUTIVE SESSION.
12.1. ACTION ON PROPOSED OR TABLED MATTERS TO FOLLOW EXECUTIVE SESSION
Leah Fredericks moved and Zac Arndt seconded:
RESOLUTION NO. 7.17-26 — RESOLVED that the Board approved the draft CBA between Corbett School District 39 and Corbett Association of Classified Employees.
The vote of the Board was 6-0.
13. Matters for the Good of the Order
a. Dylan Rickert thanked the Classified staff, expressing that this is well deserved.
https://policy.osba.org/corbett/AB/BBAA%20D1.PDF

14. COMING EVENTS
Board Chair Osborn read aloud:

- 14.1. Regular School Board Meeting, Wednesday, August 19, 2026, CMS Cafeteria/Board Room via ZOOM/Owl, 7:00 p.m. if approved under item 3.1.
- 14.2. New hire day workshop, Thursday, August 20, 2026
- 14.3. Monday-Thursday, August 24-27, 2026 - Teacher In-service and Preparation days; Wednesday-Thursday, August 26-27, 2026 - Classified Prep
- 14.4. First Day of School for all students, Monday, August 31, 2026
- 14.5. Monday, September 7, 2026, Labor Day Holiday — no school

14.6. Friday, September 11, 2026 - School Day

- 14.7. Thursday, September 24, 2026 - OSBA Regional Dinner/Meeting, Time and Place TBD 80th Annual Convention, Nov. 12-14, 2026, at the Portland Marriott Downtown Waterfront. Please sign up with Robin for any OSBA events you wish to attend.

15. ADJOURNMENT – The Board adjourned at 8:58 p.m.

Regular School Board Meeting minutes61726.docx

CORBETT SCHOOL DISTRICT 39
35800 E. Historic Columbia River Hwy.
Corbett, OR 97019

TO:	Members of the School Board
FROM:	Marleen Carroll
DATE:	August 19, 2026
RE:	3.2 - Personnel: New Hires, Extra Duty Assignments, Modifications and Adjustments, Leaves, and Resignations
EXPLANATION:	The following personnel are being recommended for employment for the 2026-2027 school year.
Administrative:	None
Director/ Supervisor:	None
Confidential:	None
Certified:	Katie Bayer, 1.0 FTE, Spanish Teacher, District Wide: grades 7-12. Position due to resignation. Effective August 20, 2026.
	Jennifer Ducey, Intermittent ORPFML of 1.00 FTE HS Teacher, effective August 24, 2026–November 30, 2026.
Classified:	Allan Greathouse, Bus Driver, District Wide. Agreement period August 26, 2026 through June 7, 2027.
	Dorthy Hayden, Bus Driver, District Wide. Agreement period August 26, 2026 through June 7, 2027.
	Amanda Kveton, 0.85 FTE, Special Educational Assistant, Grade School. Position due to resignation. Effective August 20, 2026
	Cynthia (Cindi) Deibert, 0.5 FTE Bus Driver/.15 Eligibility Officer adjustment to .35 FTE Bus Driver/.15 Eligibility Officer. Effective August 26, 2026.
	Kuwaiola Ahina, Resignation of 0.5 FTE CAPS Building Scretary / 0.5 FTE SBMH Administrative Assistant. Effective August 3, 2026.

Extra-Duty: Brie Windust, Resignation of MS Girls Soccer Head Coach. Effective August 2026.

Carrie Evans, Summer Academy, $2750.00 stipend for additional duties supporting the Summer Academy, including program administrative assistance and routing/coordination responsibilities, effective July 1 through August 13, 2026.

Robin Faye Lindeen Blakeley, Summer Academy, $2000.00 stipend for additional duties supporting the Summer Academy, including human resources, nutrition services grant management, and district grant support, effective July 1 through August 13, 2026.

Todd Williams, Summer Academy, $1400.00 stipend for additional duties supporting the Summer Academy, including transportation supervisor and summer bus servicing/mechanic, effective July 1, 2026 through August 13, 2026.

Christie Dillard, Summer Academy, $1000.00 stipend for additional duties supporting the Summer Academy, including payroll and accounts payable, effective July 1, 2026 through August 31, 2026.

Brie Windust, Summer Academy, $250.00 stipend for additional duties supporting the Summer Academy, including communications, facilities use, and district operations, effective July 1, 2026 through August 13, 2026.

Amendments: 2026-27 Administrative and Confidential Salaries Resolutions No. 6.141-26 and 6.142-26 to show additional stipend notes:
Marleen Carroll — $200/mo. Communication, $1,400 Tech
Kalkin Stransky — $200/mo. Tech (not $100)
Chris Wingler — no $100/mo. Tech (CSD pays for a separate cell phone)

PRESENTERS: Consent Agenda

SUPPLEMENTARY MATERIALS: None

RECOMMENDATION: The Administration recommends the above new hires/extra duty assignments/modifications and adjustments and resignations and leaves be approved.

REQUESTED ACTION: Consent Agenda Approval

FALL 2026

HS Volleyball	**VAR/JV/JV2**						Board approved	Board approved	Board approved	Board Action or Resignation
Angela Davis- HEAD	var	adavis@corbett.k12.or.us		CSD	LICN/XDLA/03	$7,222	8/21/24	7/16/25	8/20/25	8/19/26
Catherine Arndt- Asst.	jv Head Coach	carndt@corbett.k12.or.us	[redacted]	CSD	Level B Step II	$5,537	6/17/26			
Audrey Winebarger	jv assist.				volunteer	$0	8/19/26			
Kuwi Ahina	var assist.	kahina@corbett.k12.or.us		offsite	volunteer	$0	8/21/24	7/16/25	8/20/25	8/19/26
Grace Davis	jv 2 Head Coach	gdavis@corbett.k12.or.us		offsite	Level B Step I	$5,296	8/19/26			
Stephen Gomez- Asst.	var assist.			offsite	volunteer	$0	8/19/26			
HS Varsity Cheer										
HS Football	**VAR/JV**									
Jacob Phillips- HEAD	**var**	jphillips@corbett.k12.or.us		CSD	Level A Step III	$6,878	8/21/24	7/16/25	8/19/26	
Ethan Wallis -Asst.	assist	bruinpride51@gmail.com			1/2	level B Step I $2648.00	8/19/26	paperwork needed		
Justin Svaren- Asst.	assist	jsvaren@corbett.k12.or.us	[redacted]	offsite	1/2	level B Step III $2888.50	7/00/23	11/00/24	8/19/2026	
Adam Taylor- Asst.	assist	[redacted]		offsite	Full Stipend	level B Step II $5537.00		7/16/25	8/20/25	8/19/26
Khumeron Muongvang-Asst	assist	[redacted]		offsite	Full Stipend	LEVEL B Step II $5537.00		7/16/25	8/20/25	8/19/26
HS Boys Soccer	**VAR/JV**									
Seth Payton HEAD	VAR Head Coach	[redacted]	[redacted]	offsite	Level A Step III	$7,222	8/21/24	7/16/25	8/20/25	8/19/26
Mark MacIntire	JV Head Coach	mmcintire@corbett.k12.or.us		CSD	Level B Step III	$5,777	8/19/26			
Stone, Skyler- Jv Coach		[redacted]	[redacted]	offsite	volunteer					
Simon Leone- VAR Asst.				offsite	VOLUNTEER		8/21/24	7/16/25	8/20/25	8/19/26
HS Girls Soccer										
Sierra Beideck	VAR Head Coach	sbeideck@corbett.k12.or.us			Level A Step I	$6,740.00	8/19/26			
[redacted]	VAR Assist	[redacted]	[redacted]	CSD	Level B Step III	2888 5	8/21/24	7/16/25	8/20/25	8/19/26
Hilarie Oslund	VAR Assist.	[redacted]			Level B Step I	$2,648.00	8/19/26	paperwork needed		
HS Cross Country										
Paul Rondema- HEAD		[redacted]		CSD	LICN/XDLB/03	$5,777	8/21/24	7/16/25	8/20/25	8/19/26
Carley Strid- Asst		[redacted]	[redacted]	offsite	Level B Step III	$5,777	8/21/24	7/16/25	8/19/26	

Fairview, OR 97024

MS Cross Country

Josh Andrews- HEAD	jandsandrews@gmail.com	offsite	Level C Step I	$3,852	8/19/26	paperwork needed

MS Volleyball 3 Teams

Celia Younker - HEAD	[redacted]	CSD	Level C Step Step III	$4,333	8/19/26	
Dawn Griffith			Level D Step I	$1,445	8/19/26	two asssist. wil split one coaches stipend paperwork needed
Emmalia Younker -Asst			Level D Step I	$1,445	8/198/26	paperwork needed

MS Football

Karl Haley - Head			Level C Step II	$4,092	8/20/2025	8/19/26
Kirk Hanson- Assist			Level D Step I	$2,889	8/19/26	paperwork needed
Bill Schimel			Level D Step II	$3,129	8/21/24	no 25-26 8/19/26

MS Boys Soccer

John Neighbors		CSD	Level C Step II	$4,092	9/17/25	8/19/26

MS ~~Girls~~ 2 Soccer

?						
Brie Windust						8/19/26 resignation
~~Chelsea Blakeley Asst.~~						

COLLECTIVE BARGAINING AGREEMENT



2026-2027

BETWEEN CORBETT SCHOOL DISTRICT #39 & CORBETT ASSOCIATION OF CLASSIFIED EMPLOYEES

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ARTICLE 1
PREAMBLE

A. Names of Parties

This Agreement is entered into between the Board of Directors on behalf of the Corbett School District, herein referred to as the "Board" or "District," and the Corbett Association of Classified Employees, herein referred to as the "Association," affiliated with the Oregon Association of Classified Employees/NEA. Bargaining unit employees will herein be referred to as "employees."

B. Intent

The intent of this Agreement is to set forth and record herein the Agreement between the parties on those matters pertaining to wages, hours, and conditions of employment for personnel included in the bargaining unit.

C. Modification

This Agreement shall not be modified except by written mutual agreement between the Association and the District.

ARTICLE 2

RECOGNITION

A. Recognition

The Board recognizes the Association as the sole and exclusive bargaining representative for all regular classified employees, except those specifically excluded.

B. Exclusions

Specifically excluded from this contract are all supervisory and confidential employees, temporary employees, substitute employees, and student workers.

01. Temporary employees are defined as those hired for a special assignment or project for not more than seventy five (75) work days.
02. Substitute employees are defined as those hired to temporarily replace bargaining unit employees who are on an approved paid or unpaid leave of absence.
03. The position of Youth Transition Specialist will be covered by this contract, with the exception of Article 15 Sections A - E. The salary of the Youth Transition Specialist is determined by the Oregon Youth Transition Program through Oregon Department of Human Services.

C. Rehired-Retirees

All contractual rights and benefits under the Collective Bargaining Agreement will be afforded to re- employed unit members, except those rights and/or benefits expressly set forth below as exclusions.

01. Employees who retire from the Corbett School District and who are subsequently re-hired will be employed under the following conditions:

A. Rehired Retirees will be employed for up to one year. The parties may mutually agree to extend the timeline for individual employees

B. Placement on the salary schedule will comply with the negotiated salary schedule.

C. Employees will receive insurance coverage in accordance with Article 17

D. Members will receive one day of paid sick leave per contract month cumulative) at the beginning of service period.

E. Employees will not be eligible for the Sick Leave Donation Program.

F. The employee will be fully responsible for completing all retirement arrangements with PERS including the date of retirement, retirement options etc.

G. The District will not be responsible for monitoring work hours to ensure that the retired and then rehired employee does not exceed PERS or Social Security (FICA) limits. Furthermore, the District will not pay or incur any financial liability should the employee exceed PERs or FICA limits.

ARTICLE 3

MANAGEMENT RIGHTS

A. The District, on its own behalf and on behalf of the electors of the District, hereby 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. Such powers, rights, authority, duties and responsibilities shall include, but are not limited to:

a. The exclusive management and administrative control of the school system and its properties and facilities, except as limited by the expressed terms of this Agreement.

b. The hiring of all unit members and, subject to the provisions of law and this Agreement, to determine their qualifications and the conditions of their continued employment or their dismissal, discipline, demotion or promotion, and transferring and assignment of all such unit members.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, and regulations and practices shall be limited only by the specific terms of this agreement and then only to the extent that such specific terms are in conformance with the Constitution and laws of the State of Oregon.

ARTICLE 4

ASSOCIATION RIGHTS AND PRIVILEGES

A. Facilities and Equipment

The Association shall be allowed to use District facilities for meetings and use such office equipment as required to provide duplicated materials to the employees. The use of such facilities and/or equipment shall not conflict with normal District use, as determined by the building administrator and/or superintendent. The Association will provide all materials and supplies incidental to such use or reimburse the District for costs incurred by such use. The District shall not charge a fee to the Association for holding meetings on District property.

B. Bulletin Boards

Space on existing bulletin boards may be utilized for posting Association notices. The Association president shall be responsible for maintaining the bulletin board in a neat and orderly condition.

C. Meetings

01. The District shall provide the Association reasonable access to employees within the bargaining unit. Reasonable access includes but is not limited to:

a. The right to meet with employees during the employees' regular work hours at their regular work location to investigate and discuss grievances, workplace-related complaints, and other matters relating to employment relations.

b. The right to conduct meetings at the employees' regular work location before or after the employees' regular work hours, during meal periods, and during any other break periods.

02. Whenever the District schedules negotiations, grievance proceedings or other meetings during working hours, any employee who is required to participate or is called as a witness by either party shall suffer no loss in pay.

03. The right to meet with new employees without loss of employee compensation and benefits. This includes a union-conducted meeting with new employees within 30 calendar days from the date of hire for at least 30 minutes but not more than 120 minutes during a District's new employee orientation or at individual or group meetings.

D. Minutes

A copy of the agenda and minutes for any regularly scheduled board meeting shall be given to the Association at the same time such material is prepared and sent to the board members.

E. Mail Service

The Association has the right to use the District mail service (including email) for distribution of communications to members of its bargaining unit. The Association agrees to hold the District harmless from any liability for having permitted this use of the District mail service.

F. Association Leave

Up to ten (10) days of Association leave shall be granted with no salary deduction each year upon request from the Association president. The president shall allocate the ten (10) days as they deem appropriate. The superintendent may grant additional leave upon request

G. Right to Bargaining Unit Information

The District agrees to provide the Association all information necessary for its functioning as the exclusive bargaining representative.

The District shall provide to the Association in an editable digital file format agreed to by the Association (at the time of signing - Microsoft Excel or Google Sheets) a list of each employee in the bargaining unit (both active and nonmembers) that includes the employee's name; first date of service; cellular, home, and work telephone numbers; work and personal email addresses; FTE; classification or title; PERS classification; worksite; position on the salary schedule; and home or personal residential mailing address.

The District shall provide the above information to the Association for the full bargaining unit every 120 calendar days.

Whenever a new employee is hired into the bargaining unit, the District shall provide the above information for the new employee to the Association within ten (10) calendar days of hire.

H. Designated Representatives of the Association

Employees who are appointed by the Association as designated representatives of the Association shall be permitted reasonable time to engage in the following

activities during their regularly scheduled work hours without loss of compensation, seniority, leave accrual or any other benefits:

A. Investigate and process grievances and other workplace-related complaints;
B. Attend investigatory meetings and due process hearings involving represented employees;
C. Participate in or prepare for proceedings under ORS 243.650 to 243.806 or that arise from a dispute involving the collective bargaining agreement, including arbitration proceedings, administrative hearings and proceedings before the Employment Relations Board;
D. Act as a representative of the exclusive representative for employees within the bargaining unit for purposes of collective bargaining;
E. Attend labor management meetings;
F. Attend union trainings;
G. Conduct interviews with bargaining unit members;
H. Provide information regarding a collective bargaining agreement to newly hired employees at employee orientations or at any other meetings that may be arranged for new employees; and
I. Testify in a legal proceeding in which the public employee has been subpoenaed as a witness.

ARTICLE 5

PERSONNEL FILES

A. Each employee shall have the right, upon request, to review the contents of their own personnel file exclusive of references/placement files received prior to the date of employment by this District.

B. At the request of the employee, the District shall furnish a copy of such records. The employee will reimburse the District for the actual cost of providing this service.

C. The employee shall have the right to make a written statement relating to any evaluation, reprimand, or other document relating to District job performance placed in the personnel file. Such employee statement shall be attached to the document.

D. All employee files, including personnel, working, and investigatory files, shall be considered confidential and open to inspection only by the member, representatives of the District who have a legitimate need for information in order to perform administrative functions, or representatives designated in writing by the member. Additionally, access to those records shall be permitted only in accordance with state and federal law.

E. The employee has the right to request the Superintendent to remove any letters of warning or reprimand from the personnel file after three years, provided that no subsequent such entries have been made into that file. The decision of the Superintendent is final and binding.

F. There shall be one official personnel file for each employee. The District may establish a separate file for each employee for payroll information. An employee's immediate supervisor may maintain a working file that is not part of the personnel file.

   The contents of the working file shall be considered a confidential file and will be available to the employee or designee, their supervisor, or Superintendent, upon request of the designated party. The employee may include a response to any item in the working file. Upon request from the employee, the building Principal/designee will provide a copy of any materials in the working file. An employee may request deletion of any contents of the working file at the end of three (3) years after being placed in the working file and the principal will respond to the request with reasons for their decision. The working file shall be secure and accessible for employees to review and respond.

G. The employee will be asked to sign any material before it is placed in the official personnel file. If the employee refuses to sign, the supervisor will note that refusal on the document prior to its inclusion in the file. A copy of the document noting the refusal will be given to the employee.

ARTICLE 6

PERSONAL LIFE

The personal life of a unit member is not an appropriate concern of the School Board except where an action is in violation of ORS 342.865.

A. Maintaining a professional and respectful workplace requires that feedback and concerns be communicated appropriately and privately.

To support a respectful and professional work environment; concerns or criticism regarding employees and students should be communicated privately and not in front of other students, parents, or the public.

Similarly, employees are expected not to use district workstations or resources to publicly criticize supervisors, administrators, board members, or other staff.Failure to adhere to these expectations may result in appropriate action in accordance with the remedies outlined in this agreement.

ARTICLE 7

GRIEVANCE PROCEDURE

A. Definitions

A. A "grievance" is a claim by an employee, groups of employees, or the Association that there has been a violation of any provision(s) of this Agreement.

B. The term "days" in this article means District workdays. If a grievance is filed on or after the last student day, the term "days" means calendar days.

C. The term "grievant" means the person or persons who has the grievance and is presenting the complaint.

B. General Procedures

1. Grievances should be processed as rapidly as possible; the number of days indicated for settlement or appeal at each level should be considered a maximum. The time limits can be extended by written mutual consent of the parties involved at any level of the procedure. During the summer either party may extend the time limits of this procedure if either party deems it necessary and will do so by giving written notice to the other party and discussing the need for the extension with the other party.

2. Failure by the grievant to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level. Failure by the District to respond to a grievance within the stated timelines in Article 7C at any level shall be deemed a denial of the grievance and permits the grievant to appeal to the next step.

3. In the course of investigating any grievance, representatives of either party in interest who need to contact an employee or student in school will contact the building supervisor of the building being visited and will state the purpose of the visit immediately upon arrival.

4. Every effort will be made by all parties to avoid interruption of classroom and/or any other school-sponsored activities.

5. Every effort will be made by all parties to avoid the unnecessary involvement of students in the grievance procedure.

6. The processing of all grievances shall be on forms provided by the District.

7. The grievant may be represented by any person of their choice at any stage of the grievance procedure.

8. Subject to requirements of the open meeting law, all meetings and hearings under this procedure shall not be conducted in public and shall include only the parties and their designated or selected representatives. All parties will process grievances after their regular workday or at other times which do not interfere with assigned duties.

C. Grievance Procedure

1. Level One - Informal

   In the event an employee believes that they a grievance, they shall discuss the matter with their immediate supervisor or the administrator responsible for the issue within ten (10) days of the occurrence of the event, or within ten (10) days of when they should have reasonably known that such an event occurred, with the objective of resolving the matter informally.

2. Level Two - Formal

   If not satisfied with the supervisor's informal response, the grievant(s) may file a written grievance with their supervisor within five (5) days of the informal discussion. The written grievance shall cite the contractual provisions alleged to have been violated and the requested remedy. The supervisor shall render their decision in writing within five (5) days of receiving the written grievance.

3. Level Three - Superintendent

   If the grievant is not satisfied with the disposition of the grievance at Level Two, the written grievance may be submitted to the Superintendent within five (5) days of receipt of the Level Two response. The Superintendent shall meet with the grievant within ten (10) days of receiving the written grievance. The Superintendent shall render their decision in writing within five (5) days of the meeting.

4. Level Four - Arbitration

   If the grievant is not satisfied with the decision rendered at Level Three they shall, within five (5) days of the receipt of the Superintendent decision, make a request in writing to the president of the Association that the grievance be submitted to binding arbitration.

If the Association chooses to submit the matter of arbitration, it shall so notify the Superintendent within five (5) days from the date of receiving the request for arbitration and shall request that the Employment Relations Board submit to the Association and the Superintendent a list of five arbitrators.

Within ten (10) days from the receipt of the list from the Employment Relations Board, the Superintendent or their designee, and the president of the Association or their designee shall meet to select an arbitrator.

If the parties cannot mutually agree on an arbitrator from the list submitted, they shall alternately strike the name of an arbitrator from the list until one name remains. That person shall be the arbitrator.

In the conduct of the hearing, the parties shall be bound by the rules of the American Arbitration Association. The arbitrator shall also be bound by the rules of the American Arbitration Association in conducting the hearing and rendering their decision, provided that they shall not have the power or authority to amend, modify, alter, add to, or subtract from this Agreement. The arbitrator shall be without authority to substitute their judgment for that of the District's in any matter not specifically contracted away by a provision of this Agreement.

The arbitrator's decision shall be in writing and shall set forth the findings of fact, reasoning, and conclusion on the issues submitted.

A lawful decision of the arbitrator within their authority shall be final and binding on the parties, and they shall share equally in the cost of the arbitrator's fee and expenses.

D. Non-Reprisal

Neither the Association nor the District shall take any reprisal(s) against any person or agency as a result of the exercise of their rights under this article.

E. Grievance Files

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file which will be maintained by the bargaining unit and the district office**.** A brief statement of the grievance and its resolution may be placed in the employee's personnel file.

F. Board Action

The filing or pendency of any grievance under the provisions of this article shall in no way operate to impede, delay or interfere with the right of the District to take the action complained of, subject, however, to a final decision regarding the grievance.

ARTICLE 8

DISCIPLINE/DISMISSAL

A. Just Cause

No member in the bargaining unit shall be disciplined, reprimanded, reduced in rank or basic salary, or dismissed without just cause. All information forming the basis for disciplinary action will be made available to the member and the Local Association (CACE) at the member's request. Any violation of this provision may be used as a basis for grievance. Just cause rights for dismissal will begin for new employees after seven (7) months of employment with the District.

B. Dismissal

Dismissal because of unacceptable job performance will be initiated only after a review of the employee's job performance with their supervisor. The employee will be given written suggestions for improving performance and will be given a reasonable period of time, determined and communicated by the District, in which to improve. If the employee has not improved to the District's satisfaction, the District may take further action, as it deems appropriate.

C. Meeting

An employee called to a disciplinary or investigatory meeting shall be: a) notified at least forty eight (48) hours in advance, b) that notice shall include the topic to be discussed, and c) entitled to Association representation prior to any investigatory meeting which the employee reasonably believes may lead to discipline (for example written reprimand, suspension, demotion, or recommendation for dismissal). The employee's request for representation shall not delay the meeting more than 48 hours.

D. Fair Process Procedure

Prior to discipline such as reprimands, reduction in rank or basic salary, or dismissal, the following procedure will be used:

1. The employee will be informed of the basis(es) for the disciplinary action or recommendation of dismissal.

2. The employee will be given the opportunity to discuss the matter with the Superintendent (in case of dismissal or paid or unpaid suspension) or supervisor/principal (in case of written reprimand) and refute the charge(s).

The employee may be accompanied and represented by anyone of their choosing.

3. The Superintendent shall give the employee written notice of their decision together with the reason(s) for such action.

E. Administrative Leave

In case of imminent hazard or threat to employees and/or students, an employee may be immediately placed on paid administrative leave pending the completion of the District's investigation. The employee will be notified of the reasons for administrative leave and of a date and time to meet with the Superintendent regarding the investigation. When meeting with the Superintendent, the procedures in this article will be followed.

ARTICLE 9

EMPLOYEE WORKING CONDITIONS

A. Work Year

The number of work days included in a school work year shall adhere to the following table based on job title:

Job Title	Number of Work Days per School Year
Bus Driver	155
Campus Monitor	155
Driver/Safety Trainer	155
Educational Assistant	155
Food Services Assistant	155
Groundskeeper	155
Head Cook	155
Maintenance	155
Special Education Assistant	155
Building Secretary	170
Building Secretary Assistant	170
Health Assistant	170
Special Education Secretary	170
Eligibility Officer	170
Custodian	260

The workdays are inclusive of the following:

1. One-hundred forty-six (146) student contact days
2. Six (6) paid holidays (Memorial Day, Labor Day, Thanksgiving, Veterans' Day, and President's Day, and MLK Day)
3. Four (4) Preparation/Inservice Days which will be given in advance on the district calendar.
4. One (1) additional paid day will be provided for all new members for district orientation.

B. Workweek

The workweek will be up to forty (40) hours within seven consecutive days commencing Sunday 12:00 a.m. and ending Saturday 11:59 p.m.

C. Workday

The workday for employees will be assigned and communicated in writing by the Superintendent or their designee, according to District needs. The work day will be from 7:30 am to 4:15 pm for .83 FTE or 7:30am - 4:30pm for .85 employees, unless otherwise arranged with their supervisor.

D. Lunch and Breaks

Each classified employee shall receive an uninterrupted non-paid lunch period of at least one-half (1/2) hour and two paid 15 min breaks. Such time will be scheduled by the employee's immediate supervisor.

E. Overtime

Overtime may only be worked with the prior approval of the employee's supervisor. Overtime hours shall be paid at the rate of time and one-half (1.5) of the employee's regular hourly wage for working excess of forty (40) hours within the workweek as defined in paragraph A above. As an alternative, the District and affected employee(s) may mutually agree to time off in lieu of overtime pay at the rate of one and one-half (1.5) hours off for each hour of overtime worked. All overtime worked must be recorded on the appropriate District online system.

F. Safety

The District shall comply with ORS 654.010 requiring Employers to furnish a safe and healthful place of employment.

All employees shall report to the Superintendent any District facility, equipment or other condition that creates an unsafe work situation. The Superintendent will review the concern and determine whether the concern needs to be investigated. The Superintendent will report back to the employee when a determination has been made concerning the employee's report.

The District agrees to provide a copy of the Oregon Administrative Rules (OAR 581-053-0010) which govern riding in school buses and school activity vehicles to all staff and students at the beginning of each school year. In the event an employee experiences a violation of these rules, the employee may request a meeting between the Transportation Supervisor and the involved parties to discuss expectations.

G. Vacancies

1. When a vacancy or new position is to be filled, the job opening shall be emailed to all employees in the bargaining unit. The notice shall include the qualifications for the job and the application procedures. The notice shall be at least ten (10) days prior to the closing of the open position. Any employee may apply for a vacancy.

2. All employees requesting a transfer to a vacancy or new position shall be notified in writing within 10 working days of closing the job posting, whether their request for transfer was granted. The employee may speak to the supervisor making the selection about the reasons for the decision.

3. District needs and vacancies may be filled with a substitute or contracted substitute for a maximum of 60 days or until the position is filled within the district, whichever comes first, unless it is otherwise agreed upon with the bargaining unit and must be continually posted for until it is filled.

H. Seniority

District Seniority shall be defined as the total length of unbroken service as a classified employee within the district and shall be computed from the first date of actual service. Classification seniority shall be defined as the total length of unbroken service within the employee's present job classification and shall be computed from the first date of actual service.

If multiple positions are held, each position shall have its own timeline of seniority. Seniority is defined as permanent employment placement within the district.

Employees who are laid off and subsequently recalled within two (2) years from the layoff date shall retain all accrued seniority except the layoff period. Employees who retire and rehired within two (2) years from the retirement date should retain all accrued seniority except for the retirement period.

I. Assignments and Job Descriptions

1. Each new employee shall receive a notice in writing within 14 days of the start of assignments to a position, including the class, step, hours, days per year worked, starting and ending dates, and benefits available.

2. In case a new classification is created, the Association President will be provided, in writing, with a job description (if available) and a proposed wage rate. The President shall respond within 14 days if the Association is demanding to bargain the wage rate, in which case the expedited bargaining procedures of ORS 243.698 will apply. In case bargaining is demanded by the Association, the District may fill the position and pay at the proposed rate, but any later-negotiated higher pay rate may be paid retroactively to the date of the demand to bargain, if such is agreed to by the parties.

3. All newly appointed employees will be assigned to their specific positions, which positions will be within the class and step for which the employee has been appointed in accordance with the provisions in Appendix A Salary Schedule.

4. Every employee will receive a job description at the time of hire and thereafter whenever the job description is changed. The job description will outline the major duties and responsibilities of the position. The Association President will receive a copy of any new or changed job description within one week prior to implementation. The District shall provide an employee a current job description upon request.

5. If the District makes significant changes in the duties and responsibilities assigned to a position, the wages for that position shall be subject to negotiation upon the request of the Association. Notice of significant changes in the duties of a position shall be given, in writing, to the Association President as soon as the Superintendent has reason to know duties need to be modified.

J. Reclassification

1. New positions:

In the event a new position is established, the District will establish a tentative placement on a salary range and shall notify the Association of this placement, together with a copy of the job description. If the Association wishes to bargain over this placement, the Association President will contact the Superintendent in writing within fourteen (14) calendar days. The District will then enter into good faith bargaining with the Association for purposes of determining a range placement, and any agreement reached shall be retroactive to the date the new position was first filled.

2. Modified Positions:

In the event the District or the Association believes that the responsibility level of a position's duties and/or level of required skill and ability have been changed so significantly as to make inappropriate the range placement determined during the bargaining that led to the signing of this Agreement, the Association or District will notify each other of: (1) the changes that require re-bargaining the range placement, and (2) the proposed modified range placement.

If the responsibility level of the duties and/or level of required skill and ability of the position have changed so significantly as to constitute a new issue for bargaining under ORS 243.650 et seq., (the State's collective bargaining law), then the parties shall meet and bargain over the appropriate range placement. Any change in range will be retroactive to the date of the first Association notice of intent to bargain.

3. Bargaining regarding reclassification under 1 or 2 above will be conducted by the Association team and the District team. The teams shall have final authority to resolve the issue(s) before them, subject to ratification procedures either team may employ. Rules and operating procedures will be established by the teams prior to beginning bargaining. Any agreed upon reclassification may be retroactive.

4. The District retains the prerogative to develop and modify job descriptions, all modified or newly developed positions must be reviewed with the bargaining unit.

5. An employee or the Association shall request reclassification of an individual position using the form in Appendix C. Issues concerning whether individual employees are appropriately classified and paid shall be

submitted in writing to the Superintendent by either the supervisor or the Association.

6. The Association will have fourteen (14) calendar days to reply to a new position notice and the District will reply to the Association presentation of a proposed change in classification within thirty (30) calendar days. If the first meeting regarding Association proposal for reclassification is scheduled after April 30, the District will have until August 31 to reply. Any agreed-upon reclassification may be retroactive. In all cases, either party may request a mutually agreed-upon extension.

K. School Reform

The District and the Association will form a mutual committee to investigate the impact and effects state and federal legislation may have on the classified staff related to hours, wages and conditions of employment.

L. Annual eContracts and Notice of Training Dates

Annual contracts designating hours, pay rates, and the annual contracted days will be issued no later than June 1st of each year for the subsequent school year. Each year any training days required of bargaining unit members, especially on Fridays, will be designated and communicated to staff prior to student arrivals at the start of each school year.

Training needs that come up during the course of the year will be discussed with the impacted members with a copy of the plan to the CACE President. The District will attempt to provide alternate training days should a conflict occur with the employee's ability to attend to the scheduled training date.

ARTICLE 10

EMPLOYEE EVALUATION

A. Evaluations shall be reduced to writing and discussed with the employee prior to submitting the evaluation to the personnel office. Employees shall be evaluated at least once per year.

B. Employees may attach written comments to the evaluation for inclusion in their personnel file.

C. The Association will work collaboratively with the District in the event that the parties wish to modify or redesign the evaluation program.

D. Evaluation shall be based primarily, but not solely, on the employee's job description and the Classified Evaluation form, which shall be made known to the employee prior to an evaluation.

E. The District shall notify each employee who their supervisor(s) and evaluator(s) are.

ARTICLE 11

UNPAID LEAVES OF ABSENCE

A. Temporary Leave

Temporary leaves of absence without pay may be granted, at the discretion of the District, for extended illness or injury, maternity, or the adoption of a child, when requested in writing and submitted to the District. Temporary leaves of absence, for purposes other than those listed above, may be granted at the discretion of the District. The District retains the right to attach such stipulations and conditions upon the granting of a temporary leave of absence as it deems appropriate. Temporary leaves will not normally exceed ninety (90) calendar days.

B. Extended Leave of Absence

Extended leave of absence, without pay, may be granted, at the discretion of the District, or any reason deemed appropriate by the District. Such leaves may be granted up to one calendar year and must be requested in writing and submitted to the Superintendent.

C. Return From Leave

Upon return from leave, the employee shall be placed in the same or a comparable position in the same pay classification as they were prior to the leave.

ARTICLE 12

PAID LEAVES OF ABSENCE

A. Sick Leave

1. Members of the bargaining unit who are absent due to personal or family illness or injury shall receive compensation during such absence in accordance with the provisions and reservations pertaining to sick leave allowances. The District will comply with all statutory sick leave provisions of ORS 342.596 and SB454 including use of sick leave not already covered in FMLA, OFLA, Paid Leave Oregon, and the CBA.

2. The District shall allow each school employee at least 10 days' sick leave at full pay for each school year or one day per month employed, whichever is greater. Unlimited accumulation of sick leave will be allowed.

3. The total sick leave allowance shall be available to employees on the first working day of each school year except as modified in Article 12.A.4. below. In the event that an employee is dismissed or resigns prior to the end of the work year and has used more sick leave than has been accumulated on the one day per month rate, the excess sick leave pay shall be deducted from the employee's final paycheck.

4. Employees shall receive no pay for sick leave during the entry period (60 workdays). After completing 48 workdays, sick leave pay shall be made retroactive to the employee's initial employment date.

5. Sick leave may be used for wellness if used for no more than one consecutive day.

6. A grant of sick leave in excess of five (5) consecutive days may be verified at the District's discretion by a written statement from the employee's attending physician or practitioner that injury or illness prevents the employee from working. If the absence is extended over successive pay periods, these verifications must be submitted on a regular monthly basis. Those individuals who for religious reasons do not employ the services of a medical physician shall furnish such other proof as may be required by the District. Employees returning to work after an extended absence due to an accident or illness may be required to provide a written release from the attending physician prior to assuming their duties.

7. An updated accounting of accumulated sick leave shall be provided monthly or on every paystub.

8. For each day an employee is absent from work because of illness or injury, they shall give reasonable prior notice to their supervisor, or building principal using the designated sub tracker system.

9. Verification of illness or medical evidence may be required for sick leave taken the day prior to or after a holiday.

10. If an illness, test result, or diagnosis has a mandated quarantine minimum number of days (such as spending five days out of work) the District and Association shall bargain over whether to provide special paid leave for employees, including special cases where people may not have enough accrued leave to cover the mandated quarantine period.

B. Personal Business Leave

1. Four (4) days of paid leave per school year may be granted under this section for the following reasons:

    a. Personal business which cannot be accomplished before or after regular working hours; or

    b. An emergency which requires immediate action.

    c. If an employee does not use any business/emergency leave during the year, Members will have the option to rollover one personal day. Payout will be assumed for up to three (3) day's salary at their current rate at the end of the year unless otherwise requested by unit member in writing by June 14th .

2.

    a. A request for personal business leave must be made at least two (2) days in advance of the requested leave dates. The request must be in writing to their supervisor and submitted to the District's online system unless there is an emergency that requires immediate action (Article B.1.b above), then the request must be submitted as soon as possible.

    b. Unless the Superintendent denies the request for leave, the employee shall consider the leave granted.

    c. Employees are responsible for making sure plans are available for all school activities during their absence.

3.

a. In the event of an emergency, the building administrator must be immediately notified of the emergency and duration of leave requested.

b. Unless the building administrator denies the request for leave, the employee shall consider the leave granted.

4. Business or emergency leave will not accumulate from year to year and must be taken in at least one-half (1/2) day amounts.

5. Members will not be required to state a reason for this leave. No more than two (2) employees from each work site (elementary, middle school, High school, caps, bus barn, custodial) without the consent of the supervisor shall be granted personal leave on the same day. Requests for leave will be processed in the order in which they are received. Members can use this for religious holidays when attendance is called for during the work day by their religious beliefs.

6. Employees new to the District shall not be eligible for paid business/emergency leave during the entry period (32 workdays).

C. Bereavement Leave

Up to five (5) days at any one time in the event of the death of any unit member's immediate family/household. Immediate shall be defined as to mean spouse, domestic partner, parents, children, sibling, grandparents, grandchildren, or spouse's immediate family as already defined. Other persons may be considered as members of the immediate family, provided they are living in the home of the unit member or are dependent on the unit member for support. Other family members with a significant close relationship will be considered upon request by the unit member.

Other bereavement leaves, either paid or unpaid, may be approved by the Superintendent based upon special circumstances. The Superintendent's decision in such matters shall be final and not subject to the grievance procedure.

D. Legal Leave

If an employee is called for jury duty, they shall be granted a paid leave of absence. If provided with a fee for such service, the employee shall submit it to the District; however, the employee shall retain all mileage and expense monies. The District reserves the right to petition the court or other tribunal to excuse the employee called for such duty.

If an employee is required by the District to attend a legal proceeding, such attendance shall be with pay. If an employee is subpoenaed to appear in a legal proceeding as the result related to the employee's employment with the District, such appearance shall be with no loss of compensation.

This section does not apply if the employee is under subpoena or otherwise involved in a case where either the employee or the Association is a complainant against the District

E. Injury on Duty

If an employee of the District is injured on the job and received industrial accident benefits under Worker's Compensation Law (ORS 656.001 to ORS 656.990), the District shall, at the employee's option, adjust the sick leave payment an amount equal to benefits received under Worker's Compensation with respect to the same injury that gave rise to the sick leave. However, the deduction of sick leave shall not exceed an amount determined by taking the employee's regular pay for the period less benefits received under ORS 656.001 to ORS 656.990 divided by the individual's daily wage. Any injury on duty must be reported to the supervisor or building principal and district office immediately and the proper forms completed as soon as the injury permits.

F. OFLA, FMLA, Paid Leave Oregon

Leave will be granted in accordance with ORS 659A.150 et.seq (OFMLA) and the Family and Medical Leave Act (FMLA) and Paid Leave Oregon. During this leave members may use any accumulated paid sick, personal/business, or vacation, in this order unless designated otherwise by the employee.

G. Sick Leave Bank

The parties agree that a need exists to support colleagues who are faced with unforeseen illness or injury while employed by the Corbett School District. The intent of the sick leave bank is to bridge the time required by an employee's illness or disability and their return to work, when other categories of leave days have been exhausted. The sick leave bank is not intended to replace other available leave days and is intended to work in concert with short term and long term disability.

1. Membership in Sick Leave Bank

Employees who have full or part-time employment with the district are eligible. Employees will abide by the decision of the sick leave bank committee.

2. Sick Leave Bank Committee

The committee consists of two members of the participating bargaining unit association and one member of the Corbett Administration. Each group shall be responsible for the replacement of their representative members. The committee shall annually elect a chairperson who shall call the meetings and communicate decisions with the members and District as appropriate.

3. Donations to Sick Leave Bank

All regular (full or part-time) employees have access to the sick leave bank.

01. Participation in the sick leave bank shall be voluntary.

02. Prior to a donation, employees must have a balance in their sick leave account equal to or more than their donation.

03. Donations shall be made in hourly increments up to sixteen (16) hours annually.

04. Annual voluntary sick leave donation hours (days) will be made on the appropriate form, and signed, within an open enrollment period established by the District. New hires may elect to participate at the time of hire.

05. Donation of these hours is irrevocable, but hours in the bank shall be cumulative from year to year.

06. The committee may elect to ask for new donations only when it is necessary to replenish these days.

4. Use of Sick Leave Bank

01. The employee requesting must have depleted all available leave days, which are calculated in “hours”.

02. The requester must have verification from a medical doctor, certifying a debilitating illness or injury preventing the member from performing the duties of their job.

03. The request to use the sick leave bank days shall be submitted in writing to the Superintendent or administrative designee, who shall notify the Sick Leave Bank Committee chairperson of the need to meet.

04. The Sick Leave Bank Committee shall determine if the available hours (days) requested shall be retroactive.

05. The Sick Leave Bank committee shall determine if a member may use the bank multiple times within one year.

06. Hours granted shall not carry over into a new work year; if necessary the employee can reapply.

07. The total number of hours granted shall be at the discretion of the Sick Leave Bank Committee, who shall have the authority to increase that number at a later date if the request still meets all other qualifying determiners.

5. Denial of Request

The member shall be informed from the Committee, in writing, as to the reason(s) for denial.

6. Records

The District shall keep accurate records of leave accumulated by the bank and sick leave used by the bank and shared with the committee twice a year (fall and spring). An annual report shall be made available for contributing members stating a beginning balance, contributions, total requests, hours that have been granted and ending balance.

ARTICLE 13

VACATION

A. Regular

Twelve-month employees shall accrue vacation days at the rate of ten (10) days per year for the first five years of full time employment and one additional day for each year thereafter with a maximum of 20 days allowed. Earned vacation time shall be granted as of July and must be taken within the twelve-month period after which it is earned. Vacation time may not be accumulated.

Vacation requests need to be submitted to the employee's supervisor and documented through the designated substitute tracking system.

B. Probationary

Twelve-month Employees shall not receive vacation during the first year of service to the District. After one year of service, they will be allowed vacation credit from the beginning of the employment period.

ARTICLE 14

HOLIDAYS

A. Nine or Ten Month Employees

Employees who work nine (9) or ten (10) months shall receive the following six (6) holidays per year as paid holidays:

Labor Day
Veterans Day
Thanksgiving Day
Presidents Day
Memorial Day
MLK Day

B. Twelve Month Employes

Employees who work twelve (12) months shall receive the following eleven (11) holidays per year as paid holidays:

Labor Day
Veterans Day
Thanksgiving Day
Christmas Day
Day before or after Christmas
MLK Day
New Year's Day
Presidents Day
Memorial Day
Juneteenth
Independence Day

C. Additional Student Contact Days

The District, at its discretion, may make modifications to the District School Calendar if additional student contact days are needed after discussions with the Association.

ARTICLE 15

COMPENSATION AND PAYROLL DEDUCTIONS

A. Employee Compensation

Employees shall be compensated for 2026-2027 in accordance with Appendices A1 of this Agreement.

To create the salary schedule for 2026-27 the 2025-26 salary schedule was increased by 3%.

For each year, employees not at the top of the schedule shall be advanced one step.

01. Newly hired employees shall be placed on the salary schedule, up to Step 4, based upon their verified, prior work experience of at least 32 hours per week in a related field. Each step on the salary schedule is equivalent to at least seven (7) months of experience within a twelve (12) month period. Newly hired employees without prior experience shall be placed at Step 1 of the salary schedule.
02. Employees shall increase one (1), and only one (1), step on the salary schedule at the conclusion of each full year of work experience in the District
03. Pay stubs will include an itemization of hours worked at various pay rates, leaves and a clear designation of any deductions. Members will have access or a hardcopy on payday. In the event that a member does not have access to their paystub electronically the District will print and provide a copy to the member within one day. Should the member wish to have a hard copy of their paystub monthly, they will need to request that of the District in writing and the hardcopy will be provided.
04. Pay period for all classified employees will be from the 16th of one month to the 15th of the next, and employees shall have their annual salary paid in twelve (12) equal installments. on the final week day of the month.
05. In the event that an employee does not complete the work-year assignment, the amount of the employee's final paycheck shall be determined by multiplying the employee's daily wage rate by the number of days actually worked and subtracting from this total any previous salary payments.
06. An advance on the current month's salary of up to five hundred dollars ($500) may be approved by the Superintendent once during the contract year.

This advance must be based upon one of the following reasons: a) emergency leave; b) bereavement leave; c) other emergency situations agreed to by the Superintendent. Monies borrowed will be paid back within the current contract year.

07. Upon advance approval of their principal or immediate supervisor, employees required in the course of their work to drive personal automobiles from one school building to another shall be reimbursed at the approved Internal Revenue Service rate. The same allowance shall be given for use of personal cars for authorized business of the District.
08. The District agrees to deduct from the salaries of its regular employees, as requested by the employee, the premiums for District approved insurance programs, Credit Union, and District-approved tax-sheltered annuities.

B. Transportation Compensation

01. Regular Working Hours--For all hours worked between 7:30 am and 5:00 pm, bus drivers shall be paid their regular hourly rate in accordance with the salary schedule (Appendix A). Bus drivers assigned to special trips and/or required classes outside regular working hours shall be compensated their regular hourly rate of pay for a minimum one hour during each round trip. Drivers shall not forfeit any compensation if special trips fall short of these regular work hours.

02. Stand-by time--Stand-by time shall be defined as time without any supervision or duties, except to be on site and on call. Stand-by time shall only apply between the hours of 5:00 pm and 10:00 pm. Stand-by time shall be paid at the state minimum wage rate plus $1.25.

Drivers performing duties between 5:00 pm and 10:00 pm shall be paid at their regular hourly rate of pay.

03. Overnight trips-- All drivers shall be provided with their own individual rooms for any overnight events. Lodging shall be arranged and pre-paid by the District at District expense. Meal compensation for these authorized overnight trips shall be allocated in advance, at the rate of thirty-five dollars ($35) per day. Unless a driver is required to perform duties, the hours between 10:00pm and 6:00am will be unpaid.

04. Holidays - All drivers required to drive on a holiday listed in this document shall receive overtime pay as laid out in the contract.

C. If the District closes its schools because of lack of operating funds, no member of the bargaining unit shall be entitled to any salary provided in this Agreement while the schools are closed.

D. An employee called back to work to perform work outside the employee's work schedule shall receive a minimum of two (2) hours' pay.

E. Any training required by the District (not to include training required to hold a license or satisfy a prerequisite for employment) shall be compensated at the employee's regular rate if held during the employee's regular workday, and/or shall be given comp time if training is held outside the workday including summer break. Any training provided by an employee (to colleagues) who was previously trained and/or certified at District request, shall be compensated at the hourly rate of their step at class 9 of the salary schedule, with prior approval of training by the District.

F. The District will provide an annual training opportunity for all new employees and any interested current employees on the insurance plans, facilitation of employee benefits and payroll information. This training will be scheduled when all employees can participate and paid time at their hourly rate.

G. A bargaining unit member who is temporarily assigned for no more than one consecutive day, to perform the duties of another position during their regular work hours, or who voluntarily agrees to substitute for another employee outside of their regular hours, shall be compensated at the higher of their regular hourly rate or the hourly rate of the position being performed.

H. A bargaining unit member who agrees to regularly perform additional duties in more than one classification shall be compensated at the appropriate Class and Step level for hours worked in each classification. Employees working in more than one classification shall meet with the appropriate supervisor to determine a mutually agreeable schedule. It is not the intent of this section to have employees work non-contiguous schedules.

I. The District will reimburse tuition equal to the cost of six (6) undergraduate credit hours at the Portland State University rate upon proof of successful course completion. Reimbursement requests shall be governed by District policies and procedures. Upon request, the District will pre-pay tuition costs. In the event that the employee does not complete the course then any pre-payment will be deducted from the employee's paycheck in installment amounts agreed to by the parties.

J. PERS/OSRP

1. The District shall be relieved of any obligation to otherwise pick-up, assume or pay the six percent (6%) employee contribution/payment required by ORS 238.200 and ORS 238A.330.

2. The District shall provide statements of contributions made to each member of the bargaining unit every other month.

K. Retirement Bonus

1. Members with ten (10) years or more of service to the District who are retiring from the District under PERS Tier 1,Tier 2, or OPSRP will be paid a sum as described in the chart below; in no case will this amount exceed $7500.

Years of Service to the District	Bonus: Calculated at the rate of the employees' daily rate of pay during their final year of employment.
10	15 Days of Pay
15	20 Days of Pay
20	25 Days of Pay
25	30 Days of Pay
30+	35 Days of Pay

ARTICLE 16

ASSOCIATION DUES DEDUCTIONS

A. Membership Dues Deductions

01. The District shall deduct dues, fees, and any other assessments or authorized deductions to the Association in accordance with the payroll-deduction authorizations signed by members and provided to the Association.

02. The Association shall provide the District with a list identifying the employees who have signed such authorizations and the authorized deduction amounts. The District shall rely on the list to make the authorized deductions and to remit payment to the Association.

03. Upon written notification from the Association authorizing the District to make a payroll deduction for Association membership dues, the District will deduct one-tenth (1/10) of the OEA-NEA-CACE dues from the regular salary check of the unit member each month for ten (10) months from November through August. Within ten (10) business days after each pay period, the District shall remit to the Oregon Education Association, in a single payment, the combined OEA/NEA dues, including voluntary association contributions, deducted for the month.

04. The District shall remit to the Corbett ACE local dues deducted for the month.

B. Indemnification

The Association agrees to indemnify, defend, and hold the District harmless from employee or former-employee claims, orders, or judgments against the District concerning the dues deductions procedures outlined in this agreement.

The Association's obligations are contingent upon the District: 1) giving the Association at least two-week's notice, in writing, of any claim; 2) and fully cooperating with the Association and its designated counsel in the defense of the claim. The Association's obligation does not extend to criminal allegations or actions brought against the District by the Association. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. In the event the District wishes to use its own attorney, the District will pay the fees and costs of said attorney.

ARTICLE 17

TRANSPORTATION

A. Seniority

Seniority will be defined as specified in Article 9. Drivers' names shall be maintained on a list according to seniority order, and the list shall be posted in the drivers work area. A digital version will be made available by the District Office to the bargaining unit twice yearly (spring and fall).

B. Regular Routes and Vacant Routes

Vacant regular bus routes will be posted in the drivers' work area for three (3) workdays or as far in advance as possible. Routes will be awarded to the most senior driver applying for the route. Should the route be declined by all drivers, the transportation supervisor will assign a driver for the route. If a driver is assigned a route in this manner, the transportation supervisor will not bump the driver from the next available route.

For example, when a route becomes available, if the most senior driver accepts or declines the vacant route, that route or the next vacant route will then be available to the second senior driver, and so on, until all drivers on the list have accepted or declined a vacant route. Then subsequent vacant route offers will start at the point on the list after the last route offer was accepted.

C. Trips and Extra Assignments

A. Emergency trips and extra trips with a departure time of less than 12 hours from acknowledgment (i.e., field trips, athletic/activity trips) will be assigned based on seniority and/or based on the initial trip sheet sign up list.

B. When a trip is available, the most senior driver has their choice of accepting or declining the trip.

C. If the most senior driver accepts the trip, the next trip will be available to the second senior driver, and so on, until all drivers on the list have accepted or declined a trip. Then the subsequent trip offers will start at the point on the list after the last trip was accepted. Drivers who give up their regular route for a trip assignment shall complete that trip unless cancelled. No other driver may drive the trip. Emergency trips (repair trips,driver call out, etc.) will be assigned on the basis of seniority. Each driver will have the opportunity to accept or decline an emergency trip before starting at the top of the seniority list again.

D. If the most senior driver declines a trip, the trip is then passed to the second name (second most senior driver), and so on, through the list until a driver

accepts the trip. Should the trip be declined by all drivers, the transportation supervisor will assign a driver for the trip. If a driver is assigned a trip in this manner, the transportation supervisor will not bump the driver from the next available trip.

E. Once an extra trip is signed for, there will be no trading.

F. If a driver in unable to complete their trip due to unforeseen circumstances, that assignment will then be considered an emergency trip and be assigned by emergency trip as designated in C.A

G. Drivers are encouraged to sign up on the trip sheet for any trip they are interested in driving. Signing up does not guarantee assignment to that trip. However, drivers who sign up will be placed on a list to be considered if the originally assigned driver becomes unavailable. In such cases, the trip sheet will be used to determine the next eligible driver for the trip.

H. The trip sheet will be posted and shall remain posted for six (6) school days from the date of posting, except in emergency trips.

ARTICLE 18

FRINGE BENEFITS

A. Insurance

The District shall offer medical, dental, vision, life and long term disability insurance for each member and medical, dental and vision for their family.

The District's maximum contribution for member insurance benefits shall be. $1900 for 2026-27 and contributed to the members HSA account no later than December 1 of that calendar year.

Employees must work more than sixteen (16) hours per week to be eligible for single party or family coverage. Employees working sixteen (16) hours or less per week but twelve (12) hours or more per week are eligible for single party coverage only. If the employee wishes other members of their family covered, arrangements may be made for payroll deductions.

Each year the Association and the District will identify medical, vision and dental choices for employees. The District and the Association will designate a plan as the "Preferred District Major Medical Plan" and Kaiser medical (if offered to school

districts) will be available as an option. The parties will determine a participation rate necessary to offer the “Preferred District Major Medical Plan".

The District will allocate the dollar difference between the above annual caps and the premium amount into a District funded notional HRA account HSA, FSA, or other similar account compensatory with current health reform laws provided the HSA, FSA, or other similar account accomplishes the same task as the notional HRA, at no increased cost to the district. These dollars will be used to pay for allowable out of pocket expenses for employees who select the “Preferred District Major Medical Plan”.

Employees who select the "Preferred District Major Medical Plan" shall be eligible to participate in the District sponsored HRA account HSA, FSA, or other similar account compensatory with current health reform laws provided the HSA, FSA, or other similar account accomplishes the same task as the notional HRA, at no increased cost to the district. Employees participating in the District sponsored notional HRA account or the replacement HSA, FSA, or other similar account compensatory with current health reform laws will be will be able to access up to the in and out of network out of pocket maximums as defined by the District Preferred Major Medical Plan for reimbursement of qualified out of pocket medical costs. Over the counter medications and supplies are specifically excluded from reimbursement.

After claims for the year are completely processed, the District and the Association shall review each eligible employee's use of the “District sponsored notional HRA or similar account”. Employees who accessed less than $1000 dollars throughout the plan year will be awarded the difference between $1000 and their use of the "District Sponsored Notional HRA similar account” into a “portable individual VEBA similar account”. Employees will not be required to access their VEBA account similar account in subsequent years before accessing the District’s HRA or similar account associated with the “Preferred District Major Medical Plan”.

If after allowable medical expenses and premiums are paid and the notional HRA funds similar account are “insufficient” for full payments to individual VEBA accounts or similar account, then the remaining dollars will be prorated to all eligible employees. For the purposes of this paragraph “insufficient” will be defined by the following formula:

> The total dollars spent on insurance premiums, notional HRA use or similar account, and VEBA claims that exceed the number of employees participating in the "preferred district major medical plan" times the annual cap.

Employees who do not select the "Preferred District Major Medical Plan" will not be eligible to participate in the “District Sponsored Notional HRA” or the portable individual VEBA or similar account.

Employees who can provide evidence of dual insurance coverage may opt out of the District's health insurance program. An employee who opts out of medical insurance coverage (not vision and dental insurance) will have $4000 dollars contributed to their portable individual VEBA or similar account.

The District and the Association will evaluate the effectiveness of the fund and the plans to assess the viability of continuing the HRA or similar account structure and plan options on or before May 1 of each calendar year. The district will provide the Association with an accounting of the costs of the PDMMP during this meeting. In the event that the Association or the District does not wish to continue with the HRA or similar account structure the parties will identify mutually agreed upon plan options under OEBB or other health care options available to school districts and the caps identified above will continue. Thereafter, the Association and the District will review the plans offered annually under OEBB or other health care options available to school districts and make mutually agreed upon changes for the following school year.

The District will also provide an Employee Assistance Plan (EAP) that will be paid for by the District.

The benefit program(s) identified herein shall be provided only in accordance with the underwriting rules and regulations as set forth by the carrier(s) in the policy (policies) retained by the policyholder. Upon joining the Statewide Insurance Pool, the guidelines of the Oregon Educator Benefits Board (OEBB) or other health care options available to school districts shall be followed.

The District will not be obligated and shall not pay for any medical and/or dental expenses not covered by the insurance carrier(s). Such expenses shall be the sole obligation of the employee(s) incurring them.

The District contribution as identified above shall become the maximum amount the District is obligated to contribute for the lifetime of this contract. If no agreement is reached on a successor agreement prior to the expiration of the Agreement, the specified District contribution shall be the maximum amount the District is required to pay until a successor agreement is signed.

In addition, the District shall provide term life and replacement income insurance free of premium cost for each member. The intent of this insurance program is to protect accumulated sick leave beyond the thirty (30)-day qualification period. Members will be provided the option of using sick leave until exhausted or freezing

sick leave at the end of thirty (30) calendar days and applying through the payroll department to the insuring company for replacement income benefits.

No district representative will have access to employee medical information.

Any changes to the current structure as referred to in this Article as “similar accounts” or any changes from the HRA, VEBA and OEBB structures will be made by mutual agreement of the parties.

B. Domestic Partners

Health insurance coverage shall extend to the spouse, domestic partners, and/or child or children residing in the same home as the member.

1. Domestic partners of a member are eligible for coverage under the district insurance plans, if they meet the legal criteria required for such partnership.

C. Workers Compensation

If a member of Corbett District is injured on the job and receives industrial accident benefits under Worker's Compensation Law (ORS 656.001 to ORS 656.990), the District shall adjust the sick leave payment an amount equal to benefits received under Worker's Compensation with respect to the same injury that gave arise to the sick leave. However, the deduction of sick leave shall not exceed an amount determined by taking the member’s regular pay for the period less benefits received under ORS 656.001 to ORS 656.990 divided by the individual's daily wage.

01. The District shall provide Section 125 Plans (A and B) for use by employees.

02. The District shall provide term life and replacement income insurance for each employee working twelve (12) hours or more per week. The types of plans and amount of benefits shall be determined by the District.

03. Employees receiving replacement income benefits will continue to receive medical, and dental insurance benefits set out in Section A above for a period up to six (6) months. After six (6) months, employees may remain on the group plan at their own expense subject to approval by the carrier(s).

04. Employees on temporary or extended leave of absence without pay will not be eligible for District-paid medical and dental insurance. Employees may choose to remain on the group plan at their own expense subject to approval by the carrier(s).

05. New employees will begin receiving the District Fringe Benefits upon the start of the second calendar month of their employment.

06. The benefit program(s) identified herein shall be provided only in accordance with the underwriting rules and regulations as set forth by the carrier(s) in the policy (policies) retained by the policyholder. Upon notice of an impending change from the carrier, the District will notify the Association, within five (5) working days, of the substance of the proposed change.

The District will not be obligated and shall not pay for any medical and/or dental expenses not covered by the insurance carrier(s). Such expenses shall be the sole obligation of the employee(s) incurring them.

ARTICLE 19

EMERGENCY CLOSURE

A. Maintenance Employees

All maintenance employees will maintain their regularly scheduled working hours on days when schools are closed or opening late due to emergency closure. Work schedules may be modified by the Superintendent. If a maintenance employee cannot get to work because of emergency closure, the employee shall notify the Superintendent or their designee. If the Superintendent or designee concurs, the employee shall not receive a pay deduction for that day and shall not be required to report to work that day.

B. All Other Employees

01. The Superintendent or their designee shall determine which employees are to report to work on days when schools are closed due to emergency closure. Work schedules may be modified by the Superintendent or their designee. If an employee cannot get to work because of emergency closure, the employee shall notify the Superintendent or their designee. If the Superintendent or designee concurs, the employee shall not receive a pay deduction for that day and shall not be required to report to work that day.

02. Employees not required to report to work on days when schools are closed due to emergency closure shall not receive a pay deduction for those days.

C. Rescheduled Student Contact Days

01. In the event of emergency closure, the District may schedule student contact make-up days. Those employees who were not required to work during days the schools were closed due to emergency closure shall report for work on the student contact make-up days without compensation on a day-for-day basis.

ARTICLE 20

REDUCTION IN FORCE

A. Notice

If the Board is contemplating a reduction in force of any employee or employees, it will notify the affected employees and the Association in writing at least sixty (60) calendar days before the date of the reduction in force. In case of emergency, such as a mid-school year reduction, the Board will give notice as soon as practicable.

B. Reduction in Force Procedure

Reduction in force of bargaining unit employees will be based upon seniority but such reduction in force will occur by category.

For the purposes of administering this article only, the following categories shall be used:

Custodial/Maintenance Custodian - Class 1 Maintenance - Class 3 Groundskeeper - Class 3	Cafeteria Head Cook - Class 1 Food Services Assistant - Class 3
Secretarial Building Secretary Assistant - Class 3 Special Education Secretary - Class 3 Eligibility Official - Class 6	Instruction General Education Assistant - Class 2 Special Ed. Assistant- Class 3 Campus Monitor - Class 2 Heath Assistant - Class 3
Transportation Bus Driver	Transition Services YTP Specialist

An employee may bump a less senior employee in the same or lower position within their category. An employee may also bump a less senior employee in a position within a different category if the more senior employee has previous in-District experience in that position.

C. Recall

01. An employee who is laid off shall be eligible for recall for twenty-seven (27) consecutive months from the date of their reduction in force.

An employee who is laid off will remain on the recall list for twenty seven (27) months after the effective date of their lay off unless they:

a. waives their recall rights in writing;

b. resigns, or

c. fails to accept recall to the positions that are offered within the timelines of this article.

02. Whenever the District determines that a vacancy exists within a category which has experienced a reduction in force (within the last twenty seven (27) months), laid off employees from that category will be recalled in reverse order of the reduction in force. The recall notice will be sent by certified mail to the last address the District has on record for the laid off employee with a copy to the local president. The laid off employee will have ten (10) District workdays to respond to the recall notice. Failure to respond within the ten (10) days or rejection of any recall notice will cause the laid off employee to forfeit all recall rights and will be deemed to be a resignation.

03. All currently existing monetary benefits will be available to the employee upon the employee's return to active employment. Other benefits to which an employee was entitled at the time of the reduction in force, such as accumulated sick leave and seniority, will be restored to the employee upon return to active employment.

04. Upon return to active employment, step advancement may be awarded to employees who worked six (6) months or more of the fiscal year in which the reduction in force occurred. The superintendent shall make the final decision on this matter.

05. Employee benefits do not accrue during the period of reduction in force.

06. Employees who are laid off shall have the option to continue insurance programs (Article 17 - Fringe Benefits) at their own expense and subject to the approval of the insurance carrier.

D. Seniority

Seniority for the purpose of reduction in force and recall shall be defined as stated in Article 9.

The employment relationship between the bargaining unit members and the District shall continue to the extent described in this Article during any unforeseen period of school closure. During such a school closure, the District acknowledges that the bargaining unit members are temporarily laid off, rather than dismissed or non-renewed due to budget failure during the period of any such school closure. Following a closure, the District agrees to recall members to available bargaining unit positions before hiring non-District individuals for those positions, in accordance with Section B.

ARTICLE 21

STRIKES

The Association and the members of the bargaining unit, as individuals or as a group, will not initiate, authorize, cause, engage in, or sanction any strike, work stoppage, boycott, slow-down, picketing, or any other interruption or restriction of work related to the District. Nothing shall impose any obligation on the District to compensate employees for absences resulting from concerted work stoppage.

Employees in the bargaining unit, while acting in the course of their employment, shall not honor any picket line established by the Association or by any other organization when called upon to cross such picket line in the line of duty.

There will be no lockout of members of the bargaining unit by the District during the term of this Agreement.

ARTICLE 22

SEPARABILITY OF PROVISIONS

In the event that any provision of this Agreement shall at any time be declared invalid by operation of law or by any court of competent jurisdiction, such decision shall only apply to the specific article, section, or portion thereof directly specified in the decision. Such a decision shall not invalidate the entire contract, it being the express intention of all parties hereto that all other provisions not declared invalid shall remain in full force and effect.

Upon written agreement of both parties, the parties agree to enter into negotiations for the sole purpose of attempting to arrive at a mutually satisfactory replacement for such specific provision(s) invalidated.

ARTICLE 23

REDUCTION IN HOURS

Employees who have had their work hours reduced as a result of funding problems, or a change in program or staffing (but not as a result of a voluntary transfer, voluntary reduction in hours, or disciplinary demotion), shall submit to the superintendent's office within 10 working days of notification of reduced hours a letter of request, stating which positions or additional hours the member would accept.

The District will review the list prior to hiring replacement personnel. For 27 months after the reduction in hours, an employee on the list of reduce-hour-employees shall have first consideration for additional hours of employment in the positions they listed in the notification letter, if qualified or can become qualified within two weeks of on-the-job training and if the scheduling of the additional hours or position does not conflict with the existing assignment. The District will notify the employee at the time other candidates are notified as to what decision was made by the administrator concerning the additional hours sought by the employee in the letter or request.

ARTICLE 24

MEDICAL INSURANCE

After fifteen (15) years of employment with the District, a classified employee retiring under PERS shall be entitled, at their own expense, to pay their own single party insurance premium, with a second party option, at the group rate of active employees, from the date of retirement until the retired employee would be eligible for Medicare.

ARTICLE 25

COMPLAINT PROCEDURE

A. Complaint Procedure

It is recognized by the Board of Education that members seek to carry out their responsibilities in the best possible manner. However, there may be times when complaints are made against a member. A complaint is a written criticism regarding a member made to any member of administration. It is the intent of this Agreement to provide a complaint procedure which will handle such complaints expeditiously and fairly. If a written complaint is made against a member, such complaint shall be processed under the following circumstances:

01. Any written complaint regarding a member made to any member of the administration by any parent/guardian, student, or other person which does or may influence evaluation or disciplinary action against a member, shall, within ten (10) calendar days, be processed according to the procedures outlined below.
02. The principal or immediate superior shall meet with the member to inform the member of the full nature of the complaint and they shall attempt to resolve the matter informally.
03. The member shall have the right to be represented by the Local Association (CACE) at any meeting or conference regarding such complaint that is processed through section E, below.

B. Procedure

01. In the event a complaint is unresolved to the satisfaction of all parties, the member may request a conference with the complainant to attempt to resolve the complaint. If the complaint is unresolved as a result of such conference or if no mutually accepted conference can be agreed on, the complaint shall move to Step 2.

02. Any complaint unresolved in Step 1, at the request of the member or the complainant, shall be reviewed by their immediate supervisor in an attempt to resolve the matter to the satisfaction of all parties concerned. Any complaint not resolved in Step 2 shall be submitted to the superintendent in writing.

03. Upon receipt of the written complaint, the superintendent or his designee shall confer with all parties. Prior to any action taken, the superintendent or member may request a meeting with either party in an attempt to resolve

the complaint. The member shall have the right to be present at any additional meetings of the superintendent or his designee and the complainant, if requested by the member.

04. If the superintendent or his designee is unable to resolve a complaint to the satisfaction of all parties concerned, at the request of the complainant or the member, he shall forward the results of his investigation along with his recommendations, in writing, to the Board and a copy to all parties concerned.

05. After receipt of the findings and recommendations of the superintendent or his designee, before action thereon, the Board shall afford the parties the opportunity to meet with the Board and show cause why the recommendation of the superintendent or his designee should not be followed. Copies of the action taken by the Board shall be forwarded to all parties.

The preceding procedure shall also apply in complaints filed by the member.

ARTICLE 26

TERM OF AGREEMENT

The Agreement shall be effective and shall remain in full force from July 1, 2026 to June 30, 2027.This Agreement may be extended only by written mutual consent of the parties. This is the total agreement of the parties; neither party shall be obligated to bargain on any subject or matter, covered or not covered by this Agreement, during the life of this Agreement.

All pay and benefits shall be retroactive.

The parties agree to be bound by the contents set forth in this contract agreement.

In witness whereof, the parties affix their signatures as of the date written below.

Denise Papin
Co-President for the Association

Audrey Winebarger
Co-President for the Association

Marleen Carroll
Superintendent- For the District

David Osborn
Board Chairperson

Bruce Scherer
OEA Consultant

APPENDIX A1(3%)

CORBETT SCHOOL DISTRICT NO. 39
CLASSIFIED SALARY SCHEDULE

2026-2027

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
1	$18.26	$19.36	$20.52	$21.75	$23.06	$24.44
2	$19.18	$20.33	$21.55	$22.84	$24.22	$25.67
3	$20.14	$21.34	$22.63	$23.98	$25.42	$26.94
4	$21.15	$22.41	$23.75	$25.18	$26.69	$28.29
5	$22.20	$23.54	$24.95	$26.44	$28.03	$29.71
6	$23.31	$24.71	$26.19	$27.76	$29.43	$31.20
7	$24.47	$25.95	$27.50	$29.15	$30.90	$32.75
8	$25.70	$27.24	$28.87	$30.61	$32.45	$34.39
9	$26.99	$28.60	$30.32	$32.14	$34.06	$36.11
10	$28.34	$30.03	$31.84	$33.74	$35.77	$37.91
11	$29.75	$31.54	$33.42	$35.43	$37.55	$39.81

APPENDIX B

JOB CLASSIFICATION

Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Head Cook	Building Secretary Assistant	Groundskeeper	Maintenance	Bus Driver	Driver/Safety Trainer
Custodian	Educational Assistant	Special Education Secretary			Eligibility Official
	Campus Monitor	Building Secretary			
		Health Assistant			
		Food Services Assistant			
		Special Education Assistant			

APPENDIX C

RECLASSIFICATION REQUEST FORM

Corbett Association of Classified Employees

Instructions:
This form should be completed and submitted, along with a revised job description, to your direct supervisor. If your supervisor is in agreement that a reevaluation is warranted they will sign the document and submit it to Human Resources.

Employee Name:_____ Date:_____

Position Title:_____ Department:_____

Proposed New Title (if applicable):_____

Supervisor:_____

This is a request to complete an evaluation of my position classification.

Please read each question carefully before answering. Make all of your answers as complete and clear as possible. In responding to the questions, please think of the duties that you have been assigned to perform on a regular basis, and consider the required knowledge, skills, and abilities which are necessary to perform these duties.

1. I have read my job description and I agree that it adequately represents the duties of my position.

   ☐ Yes

   ☐ No

   If the answer is "YES", what is that basis for your request?:

2. If the answer in #1 is "NO", please answer the following: (attach additional pages as necessary)

   a. What, if any, essential functions do you perform on a regular or recurring basis that are not included in your current job description?

   b. What, if any, essential functions are included in your current job description that you rarely or no longer perform?

3. Attach a revised job description which clearly shows the additional, revised, and deleted responsibilities and/or requirements and accurately reflects your position as it currently exists.

_____

Employee Signature Date

I not be

_____

Supervisor Signature Date

Robin Faye Lindeen Blakeley <rlindeen@corbett.k12.or.us>

OSBA Elections - Nominations open August 1!

1 message

OSBA Information <info@osba.org> Wed, Jul 29, 2026 at 3:57 PM
To: Robin Lindeen-Blakeley <rlindeen@corbett.k12.or.us>

Dear Robin Lindeen-Blakeley:

We're excited to announce that the nomination period opens on August 1 for positions on the OSBA Board of Directors!

Serving on the OSBA Board or LPC is an excellent opportunity for board members within each region to develop leadership skills, elevate the voice of their region, and influence education policy at the state and federal levels.

Serving on the OSBA Board is an opportunity to make a meaningful contribution to the future direction, governance, and success of the Association. Board members play a vital role in providing strategic leadership, ensuring accountability, and representing the interests of our members statewide. Board members are elected from regions but serve the organization as a whole, using regional perspectives to guide their work.

Serving on the Legislative Policy Committee (LPC) supports OSBA's primary legislative goal to serve as a collective voice for all Oregon public school boards by building relationships with the legislators that represent each LPC region, serving as a resource for the OSBA members within each LPC region, and lending an effective voice in public policy that impacts education. The LPC members report to and represent the member boards in their respective LPC region.

Before submitting candidate materials, we encourage prospective candidates to review general information about the Board of Directors, the Board's roles and responsibilities, the LPC's roles and responsibilities, and the annual calendar to ensure the position aligns with their skills, interests, and availability, and to help identify where they can make the greatest contribution to the Association's success.

School board members interested in running for a position on the OSBA Board of Directors or LPC need to be nominated by a member board within their region and submit a candidate questionnaire and résumé.

Open Positions

- All odd-numbered OSBA Board of Director positions

Additional information regarding all open positions - including region names, position numbers, and current incumbents - is available on the OSBA Elections Information webpage.

How to Run for a Seat:

If you are interested in running for a seat on the OSBA Board or LPC, ask your local board or another member board in your region to nominate you. Nominations must be made through official board action. Sample language to assist with motions or resolutions is available on the OSBA Elections Information webpage.

Additionally, interested parties need to submit a completed candidate questionnaire and résumé.

Instructions for District Staff:

Please consult your board chair about adding an agenda item to your next board meeting to discuss interest in serving on the OSBA Board of Directors or the Legislative Policy Committee and providing an opportunity to take official board action to nominate an interested board member.

Nomination Deadline

All completed candidate materials, linked below, are due in the OSBA offices before **5 p.m. Wednesday, September 30, 2026,** by email to elections@osba.org or by mail to Oregon School Boards Association, Attention: Executive Assistant, 1201 Court Street NE #400, Salem, OR 97301.

The 2026 Elections Calendar details all nomination and election dates.

Board Candidate Materials:
Nomination Form for OSBA Board of Directors Regional Member
OSBA Board of Directors Candidate Questionnaire

Legislative Policy Committee Candidate Materials:
Nomination Form for OSBA Legislative Policy Committee Member
OSBA Legislative Policy Committee Member Candidate Questionnaire

Key Resources:

- Essential duties of OSBA Board members
- OSBA Board of Directors Calendar of Events
- Essential duties of LPC members
- OSBA's Election Center containing nomination and candidate forms and other election information

Sincerely,

José Gamero-Georgeson
OSBA President-Elect
elections@osba.org

CORBETT SCHOOL DISTRICT 39
35800 E. Historic Columbia River Hwy.
Corbett, OR 97019

TO:	Members of the School Board
FROM:	Marleen Carroll
DATE:	August 19, 2026
RE:	6.1 - Summer Learning Program
EXPLANATION:	The 2026–28 State Summer Learning Initiative, established through House Bill 2007 (2025), created competitive grants for school districts to expand access to high-quality summer learning programs that strengthen literacy and improve student outcomes. The grant supports schools, districts, Education Service Districts (ESDs), Tribes, and community partners in providing engaging, hands-on summer learning opportunities focused on building students' reading and writing skills. The Summer Learning Program wrapped up last week. This evening, district staff will provide an update on activities, enrollment, attendance, student experiences, and next steps for the program.
PRESENTERS:	Rebecca Hart
SUPPLEMENTARY MATERIALS:	Presentation
RECOMMENDATION:	None
REQUESTED ACTION:	Information Only

Summer Learning Program

August 19, 2026



Grant Goals

1) Accelerate Academic Learning

2) Support Youth Development

3) Ensure Equitable Access and Family Partnership



Kinder Camp

Our youngest Cardinals

- A welcoming first experience of school for our incoming kindergarten students
- Focus on early literacy, routines, and social-emotional readiness
- Small groups and lots of hands-on, playful learning



[61]

students in Kinder Camp

90

[90%]

Attendance Percentage

Summer Academy

Grades 1 through 9

- Daily literacy instruction built around a placement assessment and small-group teaching
- Enrichment woven through every day: hands-on projects, movement, and exploration
- Field trips that extended learning beyond the classroom
- Grouped by grade bands to keep instruction targeted and engaging

[99]

students in Summer Academy

91

[82%]

Attendance Percentage

Accelerating Academic Learning

Placement assessment

K-5 teachers assessed students early to place them into targeted literacy groups

Small-group instruction

Daily reading instruction tailored to each group's level

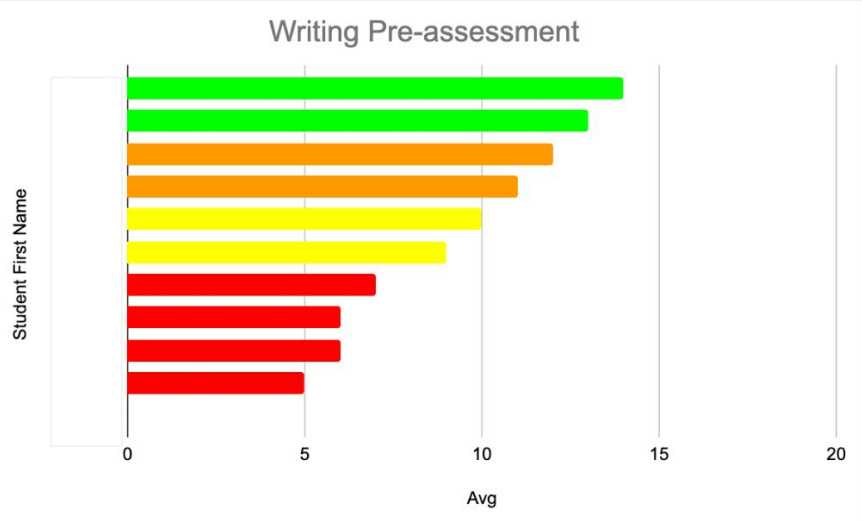
Research-based literacy resources

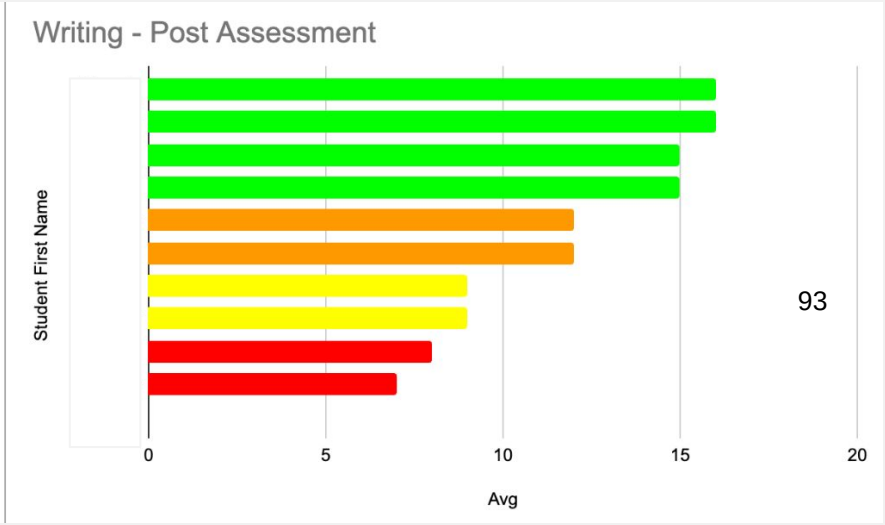
Shared with teachers and instructional assistants, with training support

Growth data

Student progress captured to inform instruction and grant reporting

Student Growth Example





Enrichment & Activities

Field Trips

East County Library visit and Troutdale Station food trucks; Latourell Falls

Hands-On Learning

Project-based activities, movement, and exploration built into each day









Looking Ahead

- Funding anticipated for two more summers, pending continued legislative allocation
- Building on a strong first year with staff we hope to welcome back
- Refining structure and schedule based on what we learned
- Deepening community partnerships to enrich student experiences



Questions

Thank you!



CORBETT SCHOOL DISTRICT 39
35800 E. Historic Columbia River Hwy.
Corbett, OR 97019

TO:	Members of the School Board
FROM:	Marleen Carroll
DATE:	August 19, 2026
RE:	6.2 - Policy Update (First Read)
EXPLANATION:	In 2026, the Oregon Legislature adopted three bills related to federal immigration enforcement in schools: Senate Bill (SB) 1538, SB 1594, and House Bill (HB) 4079). These new laws require the Oregon Attorney General's (AG) Office to publish model policies related to immigration enforcement in schools. Districts must provide these model AG policies to employees, and must adopt a policy that is consistent with the AG model policies by September 30, 2026. This evening, District administration will bring the Immigration Enforcement on District Property policy and AR for first read and review to the Board.
PRESENTERS:	Marleen Carroll
SUPPLEMENTARY MATERIALS:	KNA
RECOMMENDATION:	First Read and Review
REQUESTED ACTION:	None

CORBETT SCHOOL DISTRICT 39
35800 E. Historic Columbia River Hwy.
Corbett, OR 97019

TO: Members of the School Board

FROM: Marleen Carroll
Kalkin Stransky

DATE: August 19, 2026

RE: 6.3 – District Financial Update

EXPLANATION: The District has been conducting a comprehensive review of the District's financial records and reporting beginning in July. The goal of this work is to establish a clear and accurate understanding of the District's current financial position. Staff continue working with a third-party consultant to review financial reports, reconcile accounts, identify outstanding items and liabilities, and assess the accuracy of prior financial reporting. This work will help establish a reliable baseline for the District's financial status and inform future budgeting and financial decisions.

Tonight staff will provide the Board with an update of additional information regarding the District's financial position.

PRESENTER: Marleen Carroll
Kalkin Stransky

SUPPLEMENTARY MATERIALS: None

RECOMMENDATION: Information Only

REQUESTED ACTION: None

CORBETT SCHOOL DISTRICT 39
35800 E. Historic Columbia River Hwy.
Corbett, OR 97019

TO:	Members of the School Board
FROM:	Marleen Carroll
DATE:	August 19, 2026
RE:	7.1 District Academic Calendar 2026-2027 Revisions
EXPLANATION:	The District is recommending several adjustments to the 2026–27 school calendar to ensure the calendar accurately reflects planned instructional and work days. The proposed adjustments include: Senior Last Day: Adjust the last day for seniors to June 1, 2027, to reflect the planned early completion of requirements for graduating seniors. July 4th Holiday (Observed): Add July 3, 2026, as the observed Independence Day holiday to the calendar. Classified In-Service Day: Add a color notation for the classified in-service day at the end of the school year to clearly identify the scheduled workday for classified staff. These changes are intended to improve the accuracy and clarity of the published school calendar and ensure that staff workdays, holidays, and student attendance dates are appropriately identified.
PRESENTERS	Marleen Carroll
SUPPLEMENTARY MATERIALS:	Academic Calendar Version 2
RECOMMENDATION:	Adopt the revisions to the 2026 - 2027 Academic Calendar as presented.
REQUESTED ACTION:	Take the recommended action.

Corbett School District 39 / 2026-2027 Calendar

	Holiday or Break
	Friday School
	Teacher Work Day
	Teacher/Classified
	First and Last Day
	New Hire Day

3 – July 4th Holiday (Observed)

JULY 2026

S	M	T	W	Th	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	

20 – New Hire Day
25 – 26 – Teacher Inservice (2)
24 & 27 – Teacher Prep (2)
26 & 27 – Classified Prep
31 – FIRST DAY FOR STUDENTS

AUGUST 2026

S	M	T	W	Th	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					

7 – Labor Day – NO SCHOOL
11 – FRIDAY SCHOOL DAY
25 – Inservice (1)

SEPTEMBER 2026

S	M	T	W	Th	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			

8 – Mid-Term (GS/CAPS/MS)
29 – Midterm (HS)
30 – Assessment (HS)

OCTOBER 2026

S	M	T	W	Th	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

11 – Veterans Day NO SCHOOL
13 – FRIDAY SCHOOL DAY
19 – End of 1st Trimester (GS/CAPS/MS)
20 – Assessment (GS/CAPS/MS)
25 – 27 – Thanksgiving Break

NOVEMBER 2026

S	M	T	W	Th	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					

18 – Winter Break Begins

146 – Student Contact
5 – Inservice
3 – Assessment (24 hrs)
3 – Preparation
2 - Conferences (16 hrs)
5 – Holidays
164 – Total

DECEMBER 2026

S	M	T	W	Th	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		

JANUARY 2027

S	M	T	W	Th	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						

4 – Back to School
14 – End of Semester 1 (HS)
15 – Assessment (HS)
18 – MLK Day – NO SCHOOL
22 – FRIDAY SCHOOL DAY
22 – Mid Term (GS/CAPS/MS)

FEBRUARY 2027

S	M	T	W	Th	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						

12 – Inservice (1)
15 – Presidents Day – NO SCHOOL
19– FRIDAY SCHOOL DAY

MARCH 2027

S	M	T	W	Th	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			

4 – End 2nd Trimester (GS/CAPS/MS)
5 – Assessment (GS/CAPS/MS)
18 – Midterm (HS)
19 – Assessment (HS)
22 – 26 – Spring Break

APRIL 2027

S	M	T	W	Th	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	

8 – Mid Term (GS/CAPS/MS)

MAY 2027

S	M	T	W	Th	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					

7 – Inservice (1)
31 – Memorial Day - No School

JUNE 2027

S	M	T	W	Th	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			

1 – Last Day for Seniors
4 – FRIDAY SCHOOL DAY
4 – LAST DAY FOR STUDENTS (12:30 pm Dismissal)
7 – Assessment/Classified Inservice
7 – HS Graduation
8 – Teacher Preparation (1)
18 – Juneteenth Holiday (Observed)

Version 2 Board Approved –