

Regular Meeting

Thursday, November 21, 2024 6:00 PM

The Dalles Middle School - Commons, 1100 East 12th Street, The Dalles, Oregon 97058

1. **Call Meeting to Order and Pledge of Allegiance** **Presenter:** David Jones, Chair
2. **District Mission / Vision / Values**
3. **Review / Revision of the Agenda**
4. **Public Comment on Agenda Items Only**
5. **Consent Agenda**
 - 5.a. School Board Meeting Minutes from October 24th, 2024
 - 5.b. Personnel Report
 - 5.c. Policy IGDJ: Interscholastic Activities
6. **Board Action Calendar - Review:**
7. **Student / Staff Recognition**
8. **Student Representatives to the Board - Report:**
 - *Kylee Rose*
 - *Nancy Diaz Sanchez*
9. **Building Student Representative Reports:**
10. **Staff Reports:**
11. **School Board Sub Committee Reports**
12. **New Business:**
 - 12.a. Presentations / Reports:
 - 12.a.1. Superintendent's Report **Presenter:** Dr. Carolyn Bernal, Superintendent
 - 12.a.1.a. Report: AVID Program **Presenter:** Nick Nelson, AVID Coordinator
 - 12.a.1.b. Action Item: *Approve the request for Out of State Travel for Principal Sherri Kilegore to attend the AVID Conference in December 2024.*
 - 12.a.1.c. 2023-2024 Integrated Program Annual Report **Presenter:** Shannon Brennan, Director of TLA
 - 12.a.1.d. Report: JumpStart Kindergarten **Presenter:** Luke Vieira, Principal & Courtney Middleton, Site Supervisor
 - 12.a.2. Chief Financial Officer's Report **Presenter:** Randy Anderson, CFO

12.a.2.a. Financial Statements:

12.a.2.b. Student Enrollment:

12.a.3. Board Attorney's Report

Presenter: Jason
Corey, Board Attorney

13. Discussion / Action Items:

13.a. Action Item: *OSBA Resolution - Amend
OSBA's Bylaws Relating to the PRIDE Caucus of the
Oregon School Boards Association.*

13.b. Action Item: *OSBA Resolution to Amend
the OSBA Dues Schedule*

13.c. Action Item: *OSBA Resolution to Amend
the OSBA 2023 Bylaws*

13.d. Action Item: *Cooperative Sports
Agreement with Dufur School District (Boys &
Girls Wrestling).*

Presenter: Kurt
Evans, Principal

14. 1st Reading on School Board Policies
(informational only):

14.a. Policy GCBDA/GDBDA: *Family Medical Leave*

14.b. Policy JEC: *Admissions - **NEW POLICY***

14.c. Policy GCBDF/GDBDF: *Paid Family and
Medical Leave Insurance*

14.d. Policy AC: *Nondiscrimination*

15. Informational Only:

15.a. Policy AC-AR (1): *Discrimination or
Civil Rights Complaint Procedure*

16. Comments from the Audience about Non Agenda
Items

17. Adjourn the Regular School Board Meeting

North Wasco County School District

Human Resource Office • Sandra Harris - Director
3632 West 10th Street • The Dalles, Oregon 97058 • (541) 506-3420

PERSONNEL CHANGES AND VACANCIES
School Board Meeting – November 21, 2024
Current as of -November 15, 2024

Reference ORS 332.505 (2b) A District Board may employ personnel, including teachers and administrators, necessary to carry out the duties and powers of the board and fix the duties, terms and conditions of employment and the compensation.

Licensed Staff – New Hires

NAME	POSITION	BUILDING	COMMENTS

Licensed Staff – Internal Transfer and or Hires

NAME	CURRENT BUILDING AND ASSIGNMENT	NEW BUILDING AND ASSIGNMENT
N/A		

Licensed Staff – Resignation/Retirements/Separation of Employment

NAME	POSITION	BUILDING	COMMENTS
Tanya Cummings	SPED Teacher	DHE	Resigned November 5, 2024

Licensed Staff– Request for Leave of Absence

NAME	POSITION	BUILDING	COMMENTS
N/A			

Administrative Staff – New Hires

NAME	POSITION	BUILDING	COMMENTS
N/A			

Administrative Staff – Internal Transfer and or Hires

NAME	CURRENT BUILDING AND ASSIGNMENT	NEW BUILDING AND ASSIGNMENT
N/A		

Administrative Staff – Resignation/Retirements/Separation of Employment

NAME	POSITION	BUILDING	COMMENTS

Administrative Staff– Request for Leave of Absence

NAME	POSITION	BUILDING	COMMENTS
N/A			

Please Note: The following information regarding ESP employment is presented to the Board for purposes of (Information Only) and requires no action.

ESP Staff – New Hires – No Action Required

NAME	POSITION	BUILDING	COMMENTS
Curtis Harth	Secretary III-PT	Student Services	Begins November 6, 2024
Rosa Valencia Mondragon	Maintenance I	Operations/Facilities	Begins November 18, 2024

ESP Staff –Transfers and Internal Hires – No Action Required

NAME	CURRENT BUILDING AND ASSIGNMENT	NEW BUILDING AND ASSIGNMENT
N/A		

ESP Staff – Request for Leave of Absence – No Action Required

NAME	POSITION	BUILDING	COMMENTS
N/A			

ESP Staff – Resignation/Retirements/Separation of Employment – No Action Required

NAME	POSITION	BUILDING	COMMENTS
Hailey Benfield	Ed Asst IV-SELA	CES	Resigned November 8, 2024

Confidential Staff – New Hires – No Action Required

NAME	POSITION	BUILDING	COMMENTS
N/A			

Confidential Staff – Internal Transfer and Hires

NAME	CURRENT BUILDING AND ASSIGNMENT	NEW BUILDING AND ASSIGNMENT
N/A		

Confidential Staff – Resignation/Retirements/Separation of Employment – No Action Required

NAME	POSITION	BUILDING	COMMENTS
N/A			

Coaching Staff – New Hires – No Action Required

NAME	POSITION	BUILDING	COMMENTS
Duane Witter	Head Coach-Softball	TDHS	Begins March 3, 2025
Pat Shortt	Head Coach-Swimming	TDHS	Begins November 18, 2024

Coaching Staff – Resignations/Separation of Employment – No Action Required

NAME	POSITION	BUILDING	COMMENTS
Shea Macnab	Head Coach-Swimming	TDHS	Resigned October 29, 2024

Advertised Vacancies

Position	HRS/FTE	Building	Close Date	Comments
Ed Asst IV-SELA	7.5 Hrs	CES	Open Until Filled	Advertised
Bilingual Family Liaison-PT	3.75 Hrs	District Wide	Open Until Filled	Advertised
Ed Asst IV-SPED-Multiple Positions	7.5 Hrs	District Wide	Open Until Filled	Advertised
Physical Therapist	8 Hrs	District Wide	Open Until Filled	Advertised
Maintenance II	8 Hrs	District Wide	Open Until Filled	Advertised
Special Ed Teacher (Temporary 24-25 SY)	8 Hrs	DHE	Open Until Filled	Advertised
3rd Grade Teacher (Temporary 24-25 SY)	8 Hrs	DHE	Open Until Filled	Advertised
Nutrition Services I	6 Hrs	NS	Open Until Filled	Advertised
Choir Teacher 24-25 SY (Temporary)	8 Hrs	TDMS	Open Until Filled	Advertised
Assistant Girls Basketball Coach	Seasonal	TDHS	Open Until Filled	Advertised
Assistant Softball Coach	Seasonal	TDHS	Open Until Filled	Advertised
Head Girls Basketball 7 th and 8 th Gr Coach 24-25 SY	Seasonal	TDMS	Open Until Filled	Advertised

Assistant Girls Basketball Coach 24-25 SY	Seasonal	TDMS	Open Until Filled	Advertised
Assistant Track Coach 24-25 SY	Seasonal	TDMS	Open Until Filled	Advertised
Bus Monitor/Aide	6 Hrs	Transportation	Open Until Filled	Advertised
Bus Driver-Regular Route	6 Hrs	Transportation	Open Until Filled	Advertised
Substitute Bus Driver (Pool)	Substitute	Transportation	Open Until Filled	Advertised

North Wasco County School District 21

2nd Reading/Adoption

Action is required

****NEW POLICY****

Code: IGDJ

Adopted:

Revised/Readopted:

Interscholastic Activities**

The Board recognizes the integral role interscholastic activities¹ play in the character development and general enhancement of the education of its students. Accordingly, administrators, coaches, advisors, student participants, and others associated with the district's high school activities programs and events shall conduct themselves in a manner that is consistent with the letter and spirit of policies, rules, and regulations of the district and any associated voluntary organization². Each will be held accountable for their actions.

The district and its schools may only be members of and pay fees, if any, to a voluntary organization that administers interscholastic activities or that facilitates the scheduling and programming of interscholastic activities if the organization:

1. Implements and adheres to equity focused policies that:
 - a. Address the use of derogatory or inappropriate names, insults, verbal assaults, profanity, or ridicule that occurs at an interscholastic activity, including by spectators of the interscholastic activity;
 - b. Prohibit discrimination;
 - c. Permit a student to wear religious clothing in accordance with the student's sincerely held religious belief and consistent with any safety and health requirements; and
 - d. Balance the health, safety, and reasonable accommodation needs of participants on an activity-by-activity basis;
2. Maintains a transparent complaint process that:
 - a. Has a reporting system to allow participants of interscholastic activities or members of the public to make complaints about student, coach, or spectator behavior;
 - b. Responds to a complaint made within 48 hours of the complaint being received; and
 - c. Resolves a complaint within 30 days of the complaint being received unless the organization determines that there is good cause to extend the timeline for resolving the complaint;
3. Develops and implements a system of sanctions against schools, students, coaches, and spectators if a complaint is verified; and

¹ Interscholastic activities includes: for students any grade from kindergarten through grade 12, athletics, music, speech and other similar or related activities; for students in any grade from kindergarten through grade eight, activities that are offered only before or after regular school hours and that may, but are not required to, involve interaction among other schools.

² Includes a voluntary organization that administers interscholastic activities or that facilitates the scheduling and programming of interscholastic activities.

4. Performs an annual survey of students and their parents to understand and respond to potential violations of equity focused policies or other discrimination.

The district shall allow homeschooled students that reside in the district, students eligible to attend school and enrolled in a high school equivalency program³ that reside in the district, and students attending a public charter school that does not provide interscholastic activities that reside in the district, the opportunity to participate in available interscholastic activities when the requirements found in Oregon law are met.

Interscholastic activities when provided by the district will comply with Title IX and other nondiscrimination laws.

District employees, students, parents, alumni, and activity volunteers are prohibited from inducing or attempting to induce a student to attend a district school for interscholastic activity eligibility or participation. The principal, activities director, advisors and coaches are each responsible for ensuring student participants meet all district eligibility requirements of participation and those of the associated voluntary organization. The principal or designee is responsible for ensuring accurate certification regarding the eligibility of participating students and for verifying that athletic directors, coaches of sports, and activity advisors have all required certifications prior to assuming their duties. The principal or designee shall ensure that a program is in place to effectively evaluate the performance of all coaches and activity advisors under their supervision.

Volunteers may be approved to assist with district activities with prior approval from the principal.

The principal shall investigate all allegations of district student ineligibility, staff recruitment violations or other student or staff conduct that may violate Board policies, administrative regulations, and/or the rules and regulations of the associated voluntary organization. The principal shall notify the superintendent, or designee, of conduct that violates the terms of this policy and report to the associated voluntary organization if required.

An employee determined to have violated Board policies and/or rules and regulations of the associated voluntary organization [will] [may] be subject to discipline, up to and including, dismissal. A student in violation of Board policies and/or the rules and regulations of the associated voluntary organization will be subject to discipline, up to and including, dismissal from an interscholastic activity or program, suspension and/or expulsion from school. Volunteers in violation of Board policies and/or the rules and regulations of the associated voluntary organization shall be subject to discipline, up to and including, removal from district programs and activities and such other sanctions as may be deemed appropriate by the district.

Employees, volunteers, or students in violation of such policies, rules and/or regulations [will] [may] be required to remunerate the district in the event fines are assessed as a result of their actions.

The superintendent will develop procedures, as necessary, to implement this policy, including a process to ensure that all district rules governing the conduct of students, staff, and volunteers engaged in district activities are regularly reviewed and updated.

The district will annually review interscholastic activities and participation to determine whether the current offerings reflect the students the district serves.

END OF POLICY

³ “High school equivalency program” means a program provided to assist a student in earning a certificate for passing an approved high school equivalency test such as the General Educational Development (GED) test.

Legal Reference(s):

[ORS 326.051](#)

[ORS 332.075\(1\)\(e\)](#)

[ORS 332.107](#)

[ORS 339.450 - 339.460](#)

[OAR 581-015-2255](#)

[OAR 581-021-0045 – 0049](#)

[OAR 581-022-2308\(2\)](#)

[OAR 581-026-0005](#)

[OAR 581-026-0700](#)

[OAR 581-026-0705](#)

[OAR 581-026-0710](#)

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2022).
Montgomery v. Bd. of Educ., 188 Or. App. 63 (2003).
Senate Bill 1522 (2022)

What is AVID and what are the proven strengths of AVID

AVID stands for "Advancement Via Individual Determination." It is an educational support scheme designed to help students, particularly those traditionally underrepresented in higher education, develop the academic, organizational, and social skills necessary for success in college, career and beyond. AVID targets students who have the potential to succeed in college/career but might face various challenges in their educational journey. Aligned with student support, AVID supplementally provides wide-scale comprehensive instructional support structures and strategies which enhance teacher instructional expertise and efficacy. WICOR. Growth Mindset, [Leadership, Instruction-Systems-Leadership-Culture]

AVID is typically implemented within schools, and it focuses on the following key components:

1. **Academic Rigor:** AVID students are enrolled in challenging courses that prepare them for college-level work. This often includes Advanced Placement (AP) or honors courses.
2. **Inquiry-Based Learning:** AVID emphasizes critical thinking and critical thinking skills through activities that encourage students to ask questions, analyze information, and explore ideas deeply.
3. **Collaborative Learning:** Students engage in group work and study sessions, which promote peer support and collaborative learning. These interactions help students develop effective communication and teamwork skills.
4. **Writing and Inquiry:** AVID places a strong emphasis on writing as a tool for learning. Students practice writing across subjects and disciplines to improve their communication skills.
5. **Organization and Study Skills:** AVID teaches students how to manage their time, keep track of assignments, and develop effective study habits. These skills are essential for success in both high school and college.
6. **Support System:** AVID provides students with a supportive environment where they can connect with peers and mentors who offer guidance, encouragement, and academic assistance.
7. **College and Career Readiness:** AVID helps students navigate the college application process, explore potential careers, and develop a plan for their post-secondary education.

The proven strengths of the AVID program include:

1. **Increased Academic Achievement:** AVID has demonstrated success in improving students' academic performance, particularly in rigorous courses. AVID students often outperform their peers in terms of grades, test scores, and college acceptance rates.
2. **Higher College Enrollment Rates:** AVID participants are more likely to enroll in college and pursue higher education compared to their non-AVID peers. The program helps students overcome barriers to college access.

3. **Improved Study and Organizational Skills:** AVID teaches students how to manage their time, stay organized, and develop effective study strategies. These skills are transferable and benefit students beyond their academic pursuits.
4. **Enhanced Confidence and Self-Efficacy:** AVID empowers students to believe in their abilities and potential. As students succeed in challenging coursework, their confidence in their academic skills and prospects grows.
5. **Cultivation of a Supportive Community:** AVID creates an intense sense of community among participants, fostering positive relationships among peers and mentors. This network of support helps students overcome obstacles and stay motivated.
6. **Equity and Access:** AVID addresses educational inequities by targeting students who may face socioeconomic or other challenges. The program helps level the playing field and provides opportunities for success to all students.

It is worth noting that while AVID has demonstrated many strengths, the effectiveness of the program can vary based on factors such as the implementation quality, the commitment of educators, and the individual needs of students.

AVID's mission is to close the opportunity gap by preparing all students for college and career readiness and success in a global society.

AVID has always believed in the importance of setting all students up for every aspect of future success.

For many students, that path includes a traditional college route; however, in many other instances, students choose other routes such as trade school, certification, military, or directly entering the workforce.

Regardless of a student's ultimate path to a career, AVID can support the development of rigorous academic preparedness, student agency, and opportunity knowledge.

A student will be better prepared for college and career, which is core to the mission at AVID.

School District 21 Context

TWO AVID STREAMS:

- The AVID Elective...explain app/ criteria/WAGs/static-ms roll-hs///mou
- Schoolwide...describe Col-PLC AVID trained share in teams//PL

How long in D21: ...Grant acceptance in 2016 with initial training 2017.

Funded: Nike Grant, M98, Miller Grant multiple years for MS.

Training: Since 2016-17 111 staff training sessions///Two MS staff trained as APLM professional learning modules.

How many kids 6-12: MS since 2018 223 kids HS since 2017 390 kids

Monitored: AVID Central///Regional Program Director///monthly virtual///monthly checking & updates.

Accountability: Three measures...CCI [coach certify ins...SSD sec school data...Sr. Sur]

>CCI has multi-measures in four domains: Instruction/Systems/Leadership/Culture

>SSD has 45+ data measure points.

Building Leadership: Site Teams Interdisciplinary constituency meeting monthly to trimester.

Local Training offered: Biweekly Fast video-PL recordings//Aug In-service//Monthly.

Certification: Both HS and MS have been AVID certified through 22-23 sy.

MS and HS teaching staff have individual MYAVID subscriptions giving them access to a huge vault of resources aligned to the four key domains: Instruction, Systems, Leadership, and Culture.

Additionally, both MS and HS have a comprehensive AVID library of hardcopy resources.

Current staff trained: MS 13 trained

HS 25 trained

2024-25 Goals:

>Meet with DO Admin monthly.

>>School Board Presentation bimonthly.

>>> Analyze an AVID launch for an elementary school.

>>>>Solidify budget line item in budget cycle training/materials/ 15 to 20 k.

>>>>>Monthly in-person profession learning set aside time presented by site team.

Impediments:

>Initiative multi-mission critical issues.

>>Consistent and designated training and/or implementation time.

>>>Dedicated funding sources unsecured.

AVID Vids

1. <https://youtu.be/x6yBlfSH--8?si=ToO9O-hmTg6W2XpG>

2. <https://youtu.be/yZQj8ElwljU?si=uXhKywLgzaC64Zlw>

3. <https://youtu.be/b9Auw0MzW50?si=MxPW8jE-uJwPuhYn>

How can AVID facilitate and enhance academic excellence in secondary school?

What is academic excellence?

More than just getting good grades on a report card...It is a measure of a student's individual progress and growth. Merits such as; High GPA/Honor Roll/Advanced Course Work/High Test Scores/Awards-Honors/Competitions/Research Projects-independent studies/Presentations/Scholarships-Grants/Leadership roles-academic-related clubs are avenues to Academic Excellence.

The vision; academic excellence is the discovery and enhancing of one's gifts-talents-skills and using those gift(s)-talent(s)-skills for serving others... tools to achieve this vision are gifted teachers, devoted and committed administrators, and a supportive public. What is the secret sauce to use?

AVID (Advancement Via Individual Determination) is a college and career-readiness design created to support students, particularly those in the academic middle, who have the potential to succeed in advanced courses but may lack the tools or support to realize that potential. AVID helps facilitate and enhance academic excellence in secondary school by focusing on the following key areas:

1. Two Stream Structured Support System

Stream One

- AVID Elective Class: Students in the AVID program participate in an elective course that focuses on academic skills development. This class offers support through tutorials, study groups, and targeted instruction in skills like notetaking, time management, and organization, which are critical for academic success.
- Tutoring and Mentoring: AVID incorporates peer tutoring and mentorship, which provides students with additional help and reinforcement in subjects they may find challenging, fostering academic growth.

Stream Two

- AVID Schoolwide: All students benefit from high effect size instructional strategies to excel in all subjects and student selected activities. Achieved through professional development by AVID trained staff through summer institutes, regional pathway trainings, communities of practice, local PLC's, collaboration teams, and In-service events.

2. Focus on Rigorous Coursework

- Access to Advanced Courses: AVID encourages students to enroll in more rigorous coursework, such as Advanced Placement (AP), International Baccalaureate (IB), or honors classes. By pushing students to challenge themselves, the program aims to raise the level of academic achievement and prepare them for college-level expectations.

- **Academic Coaching:** Teachers and AVID coordinators work with students to build the skills needed for success in advanced courses, such as critical thinking, analysis, and problem-solving.

3. WICOR Instructional Framework

AVID employs the WICOR framework, which stands for Writing, Inquiry, Collaboration, Organization, and Reading. These strategies enhance academic excellence by:

- **Writing:** Encouraging students to think critically, clarify their ideas, and communicate effectively.
- **Inquiry:** Promoting a questioning mindset where students learn how to ask deep, meaningful questions and seek out answers through research and discussion.
- **Collaboration:** Fostering teamwork in learning, which helps students develop people skills and work effectively in groups.
- **Organization:** Teaching students to organize their materials and time efficiently, which is crucial for managing the demands of multiple subjects.
- **Reading:** Developing strategies for reading comprehension, which is key for understanding complex texts across disciplines.

4. College and Career Readiness

- **Exposure to College-Going Culture:** AVID emphasizes the importance of higher education, and through guest speakers, field trips to colleges, and information about financial aid and scholarships, students gain a better understanding of the steps they need to take to get to college.
- **Career Exploration:** AVID encourages students to think about potential career paths and the academic requirements for those careers, motivating them to stay focused on long-term goals.

5. Focus on Equity and Closing the Achievement Gap

- **Supporting Underrepresented Students:** AVID aims to close the achievement gap by providing resources and support to students who are often underrepresented in higher education, including those from low-income backgrounds, first-generation college students, and students from minority groups.
- **Developing Soft Skills:** Beyond academic knowledge, AVID also emphasizes the development of soft skills like self-advocacy, leadership, and communication, which are essential for academic success and beyond.

6. Teacher Professional Development

- **Continuous Training:** AVID provides teachers with professional development in effective teaching strategies. This enables them to integrate AVID methodologies across the curriculum, which enhances the quality of education school wide.

- **Collaboration Across Disciplines:** Teachers in AVID collaborate with each other, creating a more cohesive approach to student support and helping to reinforce skills across different subjects.

Conclusion

AVID facilitates academic excellence in secondary schools by creating a structured environment of support, encouraging students to take on academic challenges, teaching them critical skills through the WICOR framework, and preparing them for both college and careers. By focusing on both academic and personal development, AVID helps students unlock their potential and achieve higher levels of success.

AVID

Advancement Via Individual Determination

> AVID Context Brief

AVID's mission is to close the opportunity gap by preparing all students for college and career readiness and success in a global society.

- **Conflation/synthesis of researched evidenced based practices and indicators concentrated on instruction, system, leadership, and culture domains.**
- **2.0 to 3.5/desire to go to college or training/first gen/under-represented/
capable of completing rigorous curriculum/low
income/willingness to work hard/teacher recommendations...**
- **Application/selection process**

>History 2015 to present.

- **Funding M98, NIKE, Miller Grants**
- **Training**
 1. **HS Elective tutorial plus schoolwide [SI/SD/collab/plc]**
 2. **MS Elective tutorial plus schoolwide [SI/SD/collab/plc]**
 3. **APLM AVID Professional Learning Modules trainers**
 4. **SITE Teams**
 5. **Summer Training numbers HS/MS In-person & Virtual**

>AVID Elective

- **WAGs** Guided curriculum tutorials twice a week [TRF Tutorial]
- **HS** 9-12 2017-2023 390 AVID student seats
- **MS** * 7-8 2018-2023 223 AVID student seats 2022-2024
*6th Exploratory/wheel students can explore AVID for one trimester.
- **Tutors** Peer, Cross Grade, HS, CGCC MOU, Parent

>AVID Schoolwide

- **Collaborations/PLC**
- **Staff Development** In-person/FAST videos/Advisories
- **Bridge CM, Hattee's Visible Learning High Effect Size Influencers**
- **Differentiation strategies**

>DATA Requirements

- **CCI** Certification Coaching Instrument [Rubric tool]
- **SSD** Secondary School Data [Info Tech/registrars]
- **Senior Data** Seniors complete survey information
- **Front/back staff surveys** [implementation/SY and summer training]
- **GPA monitoring**
- **Site Goals** [Organization: goal setting-binders, Focused Notetaking: Forgetfulness Curve-10-2-2-10-24-7, 2/3 column, Interactive notebooks, WICOR strategies, Growth Mindset]
- **Secondary Goal** 6-12 trend data C's or higher CORES

>Resources

- **MYAVID Accounts**
- **SITE TEAMS**
- **District Director**

>Future

- **Analyze expansion possibilities:**
 1. **Excel MS Hispanic**
 2. **Summer Bridge MS to HS targeted intervention**
 3. **Elementary site**



OUT OF STATE TRAVEL REQUEST

To:	North Wasco County School District School Board
From:	Shannon Brennan, on behalf of Ms. Sherri Kilgore
Date:	11/5/24
Subject:	AVID National Conference, Dallas, TX

This out of state travel request is being made on behalf of Sherri Kilgore, Principal of The Dalles Middle School. The AVID NATCON (National Conference) is in Dallas, TX, December 12-14, 2024. This will help support Ms. Kilgore to lead AVID at TDMS to “empower staff to help every student reach their full potential and prepare for college and careers.” She will increase the impact of AVID to empower minds, inspire excellence, and transform education.

Funding source: Title II

Estimate of Cost: \$2,000

- Registration: cost is covered by Oregon Higher Education Coordinating Commission (ORHECC) has grant to cover registration fee for Oregon AVID implementers
- Substitutes: Nick Nelson has offered to cover for Sherri (gratis)
- Travel (includes flight, hotel, ground transportation, per diem expenses): \$2,000



NATCON 2024

December 12–14, 2024
Thursday, Friday, and Saturday

Dallas, Texas
Sheraton Dallas Hotel

2023-24 Integrated Programs Annual Report Template

Early Literacy Success School District Grant

This Integrated Programs Annual Report Questions template aims to help grantees organize narrative responses to questions prior to submitting their Annual Report via SmartSheet. **Please note that this template will not be submitted** to the Oregon Department of Education; rather it is a tool to support grantees in compiling the necessary information that will need to be cut and paste into Smartsheet.

Annual Report Questions	
Question	Context/Guidance
<p>1. As you review your progress markers/overall reflection responses and reflect on plan implementation, how do you see your progress contributing to the Outcomes and Strategies in your plan and your Longitudinal Performance Growth Targets (LPGT)/Local Optional Metrics (LOM)?</p> <p>Discuss at least one Outcome where you have seen progress in implementation.</p>	<p>North Wasco County School District’s K-5 educators have participated in multiple opportunities for professional development and coaching that will have a very positive and strong impact on our third grade reading LPGT’s. Roughly 10% of literacy K-5 teachers are currently participating in a focus on foundations study group, which is a professional learning opportunity geared towards supporting teachers implementation of foundational skills, explicit instruction using foundations. 62% of K-5 literacy educators have completed or are in the process of completing the EOU Teacher Training called “Building a Strong Foundation in Literacy.” In addition to completing the six modules of the course, teachers are required to attend six in-person meetings that offer opportunities to reflect and apply new learning in their classrooms and determine instructional shifts they may make to better support students learning to read, as evidenced in the Science of Reading.</p> <p>In the spring of 2020, 17 teachers (29%) in grades K through three participated in literacy coaching with an instructional coach, the goals of this coaching were to support (1) implementation of district adopted instructional materials (Wit & Wisdom, Geodes, Foundations; (2) teachers to avoid curricular chaos by aligning instructional materials, strategies, language of instruction, and routines to create a connected literacy learning experience for students; (3) understanding that all students have ample opportunities to read and/or</p>

	<p>listen to complex texts that provide an appropriate level of rigor, align with grade-level standards, and support the purpose of instruction.</p>
<p>2. Where have you experienced barriers, challenges, or impediments to progress toward your Outcomes and Strategies in your plan that you could use support with?</p> <p>Discuss at least one Outcome where you have seen challenges or barriers to implementation.</p>	<p>Staffing to provide extended learning opportunities for students has been challenging, as NWCS D is ensuring that teachers have completed the EOU Teacher Training “Building a Strong Foundation in Literacy.” While a lot of staff have completed the class, there just is not much interest in working more. Cohort #3 will end on December 18, and at that time we will invite additional staff to express an interest in providing extended learning opportunities for students at After School Academy.</p> <p>Through the Integrated Guidance planning process that NWCS D is doing this year in order to successfully apply in April 2025, we are planning for more integration with all the programs, specifically how efforts with Early Literacy Success School District Grant and attendance are aligned/integrated.</p>

2023-24 Integrated Programs Annual Report Template

SIA, HSS, EIS, Perkins, CSI/TSI

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Annual Report Questions	
Question	Context/Guidance
<p>1. As you review your progress markers/overall reflection responses and reflect on plan implementation, how do you see your progress contributing to the Outcomes and Strategies in your plan and your Longitudinal Performance Growth Targets (LPGT)/Local Optional Metrics (LOM)?</p> <p>Discuss at least one Outcome where you have seen progress in implementation.</p>	<p>NWCSD’s participation in the Intensive Program has been instrumental in engaging our community. The Student Success Team has provided opportunities to deepen relationships, partnerships, and engagement within our community, and there have been several recommendations that have been approved, which has included the Community Engagement Assessment. While the findings haven’t been finalized, the Executive Cabinet has been connecting work across the district to facilitate meaningful engagement with all staff, deepen schools’ connections with their communities, and create sustainable ongoing engagement and consultation.</p> <p>Examining the needs of the district in order to make decisions that create more opportunities for well rounded education is essential in the Integrated Programs. Building principals participated in a data deep dive to determine funding from CSI/TSI would be pooled across the district and contract with the Next Door Incorporated (NDI) to provide schools with Youth Outreach Workers (YOWs). Additionally, Climate and Culture TOSAs were also an Intensive Program Recommendation that was improved, and they are working in elementary schools to support stronger implementation of restorative practices. In collaboration with building administrators, these staff are supporting students and teachers to ensure that learning experiences are relevant and authentic, while also</p>

	<p>ensuring our schools are places where all students feel a sense of belonging.</p> <p>Outcome C is “Increase literacy and math student outcomes with particular attention shown to focal student groups.” While we don’t have data yet to prove effectiveness of activities, tremendous time and effort was put into the Math Adoption for K-12 (iReady Classroom Mathematics K-8; Reveal Math 9-12) . Both programs support student engagement with effective instructional strategies to increase students’ conceptual understanding while also supporting procedural fluency. Additionally, elementary administrators committed to using data from the iReady Diagnostic (Math and Reading) to inform intervention groups for the upcoming school year.</p> <p>Outcome E is “Reduce the gap between staff and student demographics to reflect the diversity of the student population.” In collaboration with CGESD, NWCS D applied for and was awarded about \$50,000 for the “Grow Your Own while Growing your DLI Program” grant. The DLI program is effectively recruiting, hiring, developing, and retaining racially and linguistically diverse educators that represent students being served.</p>
<p>2. Where have you experienced barriers, challenges, or impediments to progress toward your Outcomes and Strategies in your plan that you could use support with?</p> <p>Discuss at least one Outcome where you have seen challenges or barriers to implementation.</p>	<p>Outcome D “Increase diverse student and family engagement for school events and programming, which can be shown through increased attendance” has been particularly challenging to show progress. Our community has experienced a drop in student and family engagement, and NWCS D’s limited change in practices for involving students and families has impacted the rate in which students and families are engaging for school events and programming. We recognize that the population we serve has complex needs, , and we need to learn new ways to continue to invite families and community constituents into partnerships with NWCS D. Our progress has been slower than desired, but we acknowledge that change happens slowly over long periods of time. We remain committed to the strategies written in our plan.</p>

Jump Start Kindergarten 2024

Courtney Middleton, Site Supervisor



Program History

Prior to Summer 2024

- Around 12-18 students served each summer
- Half day 3-hour sessions
- Snacks provided
- Transportation provided
- One teacher
- One instructional assistant
- One SELA (added in 2021)
- Teacher-led curriculum

Summer 2024

- 58 students served this summer
- Full day 5-hour sessions
- Lunch and breakfast provided
- Transportation provided
- Five teachers
- Seven IAs
- Four SELAs
- One Site Supervisor
- Professional Development series for all staff, 18 hours
- Curriculum program designed for PreK to K transition



Teaching Staff

- Lisa Albrecht
- Eliane Vaz
- Lauren Trueb
- Kirsten Benko
- Sonja Little

SELAs

- Allie Johnson
- Miriam Quiroz
- Jamie Anable
- Brent Cyphers

Instructional Assistants

- Dawn Steele
- Armida Quiroz
- Diana Ezelle
- Suzanne Murray
- Lucille Begay
- Rose Chavers
- Madeleine Wetmore

Curriculum: Literacy & Math

Handwriting Without Tears®
by Learning Without Tears

More Letter Learning Fun with
the NEW Digital Student App
hwt-student.lwtears.com

Name: _____

Print Child's Name

Kick Start Kindergarten



goat hippo eagle

Attendance Data

Total students attending at least 3 days:	58
Total students attending at least 9 days:	43
Total students attending all 12 days:	22

Enrollment by Neighborhood Schools	
Chenoweth	12
Dry Hollow*	18
Colonel Wright	28

**3 students are attending St. Mary's but live in the DH zone*

Professional Development Series

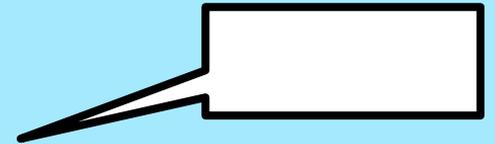
July - August 2024						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29 7:45-12:00 Inservice Lunch 12:00-12:30 12:30-2:45 Prep time Family Night 5-6	30 Students 8:00-1:00 1:30-2:30 Staff Meeting 2:30-3:45 Prep time	31 Students 8:00-1:00 1:30-3:45 Training: Inclusive Kindergarten Classrooms (2)	1 Students 8:00-1:00 1:30-3:45 Training: Inclusive Kindergarten Classrooms (2)	2 Students 8:00-1:00 1:30-3:45 Training: Engaging Kinder families (2)	3
4	5 Students 8:00-1:00 1:30-3:45 Training: STEM Strategies (2)	6 Students 8:00-1:00 1:30-3:45 Training: STEM Strategies (2)	7 Students 8:00-1:00 1:30-3:45 Science of Reading (2)	8 Students 8:00-1:00 1:30-3:45 Training: Restorative Circles for Kinders (2)	9 Students 8:00-1:00 1:30-3:45 Playground and PE strategies (2)	10
11	12 Students 8:00-1:00 1:30-2:00 Staff Meeting 2:00-3:45 Prep time	13 Students 8:00-1:00 1:30-3:45 Prep time	14 Students 8:00-1:00 1:30-3:45 Prep time	15	16	17

Parent Feedback



“ Jump Start gives students the opportunity to see the structure of a typical classroom which is very helpful to them.”

-Alyssa Jones, parent and educator



Additional Requirements

- Existing Summer Learning Plan–21st Century Community Learning Centers (CCLC) Grant
- At least one partner organization
- Final reporting due to ODE November 15, 2025



Overview of Summer Learning Grant (HB 4082)

- Grant allocations were announced March 18, 2024 and applications were due April 12, 2024
- NWCSD was awarded \$630,000
- Three main goals:
 - **academic enrichment**
 - **youth development** and **equitable access**
 - **family partnerships**



NORTH WASCO COUNTY SCHOOL DISTRICT

Balance Sheet
October 31, 2024

Balance Sheet	General Fund	Federal Grants Fund	All State Grant Funds	Local Grants Fund	Special Revenue Funds	Reserve Funds	Nutrition Services Fund	Debt Service Funds	Capital Projects Fund	Internal Services Fund	District Totals
ASSETS:											
Cash & Investments	1,438,980	(340,780)	(904,561)	95,070	578,747	393,156	(56,314)	940,114	64,794	152,338	2,361,544
Accounts Receivable	497,631	-	2,778			-	-	-	-		500,409
Inventory/Prepaid expense	147,021	-	-			-	15,135	-	-		162,156
Total Assets	2,083,632	(340,780)	(901,783)	95,070	578,747	393,156	(41,179)	940,114	64,794	152,338	3,024,109
LIABILITIES:											
Accounts Payable	137,718					-	-	-	-		137,718
Payroll Liabilities	(80,167)	-				-	-	-	-		(80,167)
Deferred Revenue	466,894	-				-	16,201	-	-		483,095
Total Liabilities	524,445	-	-	-	-	-	16,201	-	-	-	540,646
FUND BALANCE:											
Total Fund Balance	1,559,187	(340,780)	(901,783)	95,070	578,747	393,156	(57,380)	940,114	64,794	152,338	2,483,463
Revenues & Expenditures: 2023-24 Year to Date											
Beginning Fund Balance	2,674,611	58,246	139,137	112,042	516,664	350,396	41,687	14,567	115,836	98,276	4,121,462
Year to Date Revenues	8,826,688	544,263	741,639	-	211,990	561,665	150,540	1,272,544	59,540	124,469	12,493,338
Year to Date Expenditures	9,942,112	943,289	1,782,559	16,972	149,907	518,905	249,607	346,997	110,582	70,407	14,131,337
Year to Date Net Income (Loss)	(1,115,424)	(399,026)	(1,040,920)	(16,972)	62,083	42,760	(99,067)	925,547	(51,042)	54,062	(1,637,999)
Ending Fund Balance	1,559,187	(340,780)	(901,783)	95,070	578,747	393,156	(57,380)	940,114	64,794	152,338	2,483,463

NORTH WASCO COUNTY SCHOOL DISTRICT

Expenditure Status Report

For the four months ending October 31, 2024

DESCRIPTION	Budget	Year to Date Expenditures	Encumbrances	Balance	% Budget Expended
100 General Fund					
1000 - Instruction	22,674,992	4,400,973	17,221,073	1,052,946	19.41%
2000 - Support Services	15,052,757	4,611,139	10,218,897	222,721	30.63%
5000 - Debt Service & Fund Transfers	2,505,000	930,000	-	1,575,000	37.13%
6000 - Contingency	300,000	-	-	300,000	0.00%
7000 - Unappropriated Ending Fund Balance	500,000	-	-	500,000	0.00%
Totals	41,032,749	9,942,112	27,439,970	3,650,667	24.23%
210 - Federal Programs Fund					
1000 - Instruction	2,467,085	806,126	1,152,647	508,312	32.68%
2000 - Support Services	859,446	121,276	84,690	653,480	14.11%
3000 - Enterprise & Community Services	98,263	15,887	-	82,376	16.17%
4000 - Capital Outlay	300,000	-	-	300,000	0.00%
7000 - Unappropriated Ending Fund Balance	-	-	-	-	0.00%
Totals	3,724,794	943,289	1,237,337	1,544,168	25.32%
220 - State Grant Funds					
1000 - Instruction	1,767,436	610,565	578,792	578,079	34.55%
2000 - Support Services	474,727	141,200	30,479	303,048	29.74%
3000 - Enterprise & Community Services	46,626	55,204	-	(8,578)	118.40%
4000 - Capital Outlay	2,234,060	67,084	-	2,166,976	3.00%
7000 - Unappropriated Ending Fund Balance	-	-	-	-	0.00%
Totals	4,522,849	874,053	609,271	3,039,525	19.33%
230 - Local Grants					
1000 - Instruction	60,179	16,912	46,110	(2,843)	28.10%
2000 - Support Services	41,650	-	-	41,650	
3000 - Enterprise & Community Services	-	60	593	(653)	
5000 - Debt Service & Fund Transfers	-	-	-	-	
Totals	101,829	16,972	46,703	38,154	16.67%
240 - Vocational Education Fund					
1000 - Instruction	30,000	-	-	30,000	0.00%
Totals	30,000	-	-	30,000	0.00%
242 - Enterprise Zone Funds					
1000 - Instruction	-	-	-	-	
2000 - Support Services	540,000	149,907	349,784	40,309	27.76%
4000 - Capital Outlay	-	-	-	-	
Totals	540,000	149,907	349,784	40,309	27.76%
251 - Student Investment Account					
1000 - Instruction	1,269,215	169,141	737,863	362,211	13.33%
2000 - Support Services	2,428,155	550,524	1,582,500	295,131	22.67%
3000 - Enterprise & Community Services	27,993	-	-	27,993	0.00%
4000 - Capital Outlay	-	-	-	-	0.00%
Totals	3,725,363	719,665	2,320,363	685,335	19.32%
252 - High School Success Account					
1000 - Instruction	657,479	158,977	308,808	189,694	24.18%
2000 - Support Services	93,349	29,864	44,781	18,704	31.99%
4000 - Capital Outlay	-	-	-	-	
Totals	750,828	188,841	353,589	208,398	25.15%

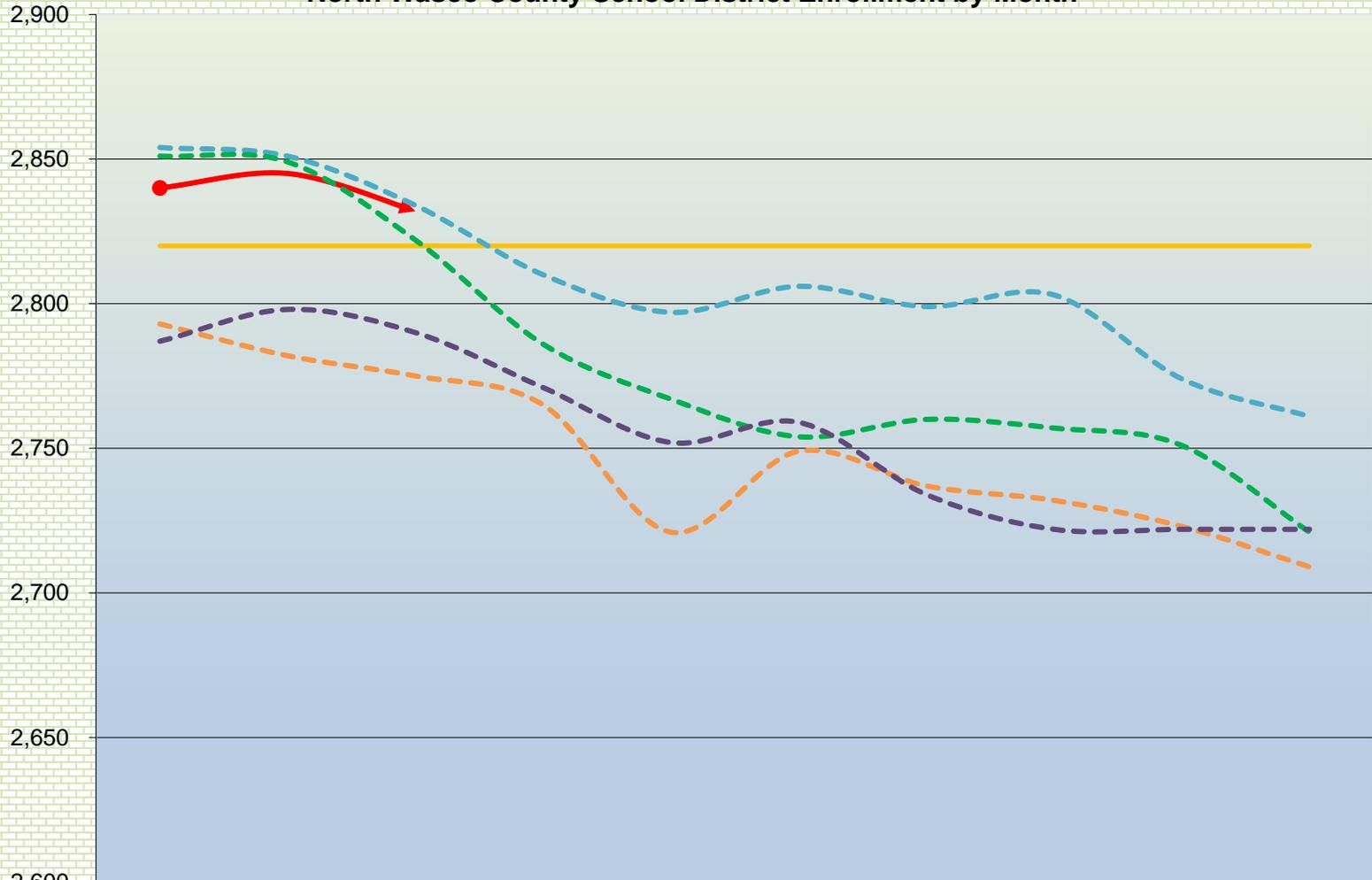
NORTH WASCO COUNTY SCHOOL DISTRICT

Expenditure Status Report (continued)

For the four months ending October 31, 2024

DESCRIPTION	Budget	Year to Date Expenditures	Encumbrances	Balance	% Budget Expende
295 - Bus Replacement Fund					
2000 - Support Services	385,000	-	-	385,000	0.00%
3000 - Enterprise & Community Services	-	-	-	-	-
Totals	385,000	-	-	385,000	0.00%
105 Technology Fund					
2000 - Support Services	325,000	220,862	12,934	91,204	67.96%
7000 - Unappropriated Ending Fund Balance	-	-	-	-	-
Totals	325,000	220,862	12,934	91,204	67.96%
107 - Textbook Replacement Fund					
1000 - Instruction	405,000	228,912	73,825	102,263	56.52%
2000 - Support Services	20,000	22,200	-	(2,200)	111.00%
7000 - Unappropriated Ending Fund Balance	-	-	-	-	-
Totals	425,000	251,112	73,825	100,063	59.09%
110 - Vehicle Replacement Fund					
2000 - Support Services	50,000	46,931	-	3,069	93.86%
7000 - Unappropriated Ending Fund Balance	-	-	-	-	-
Totals	50,000	46,931	-	3,069	93.86%
299 - Nutrition Services Fund					
2000 - Support Services	2,500	193	-	2,307	7.72%
3000 - Enterprise & Community Services	1,883,611	249,414	754,941	879,256	13.24%
Totals	1,886,111	249,607	754,941	881,563	13.23%
303 - OSBA PERS Bonds					
5000 - Debt Service & Fund Transfers	2,019,484	-	-	2,019,484	0.00%
7000 - Unappropriated Ending Fund Balance	-	-	-	-	-
Totals	2,019,484	-	-	2,019,484	0.00%
304 - Full Faith & Credit Obligation					
5000 - Debt Service & Fund Transfers	379,063	-	-	379,063	0.00%
7000 - Unappropriated Ending Fund Balance	5,937	-	-	5,937	0.00%
Totals	385,000	-	-	385,000	0.00%
305 - Bus Purchase Fund					
5000 - Short term debt servcice	348,000	346,997	-	1,003	99.71%
7000 - Unappropriated Ending Fund Balance	-	-	-	-	-
Totals	348,000	346,997	-	1,003	99.71%
401 - Capital Improvements					
2000 - Support Services	-	4,149	-	(4,149)	-
4000 - Capital Outlay	283,100	106,433	-	176,667	37.60%
Totals	283,100	110,582	-	172,518	39.06%
601 - Internal Services					
2000 - Support Services	378,146	70,407	260,787	46,952	18.62%
5000 - Debt Service & Fund Transfers	465,000	-	-	465,000	0.00%
Totals	843,146	70,407	260,787	511,952	8.35%
Total All Funds	61,030,253	13,784,340	33,459,504	13,786,409	-

North Wasco County School District Enrollment by Month



	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
ODE est.	2,820	2,820	2,820	2,820	2,820	2,820	2,820	2,820	2,820	2,820
2024-25	2,840	2,845	2,832							
2023-24	2,854	2,851	2,834	2,810	2,797	2,806	2,799	2,803	2,774	2,761
2022-23	2,851	2,849	2,822	2,786	2,767	2,754	2,760	2,757	2,751	2,721
2021-22	2,793	2,782	2,775	2,765	2,721	2,749	2,737	2,732	2,723	2,709
2020-21	2,787	2,798	2,790	2,771	2,752	2,759	2,734	2,722	2,722	2,722

Enrollment Summary by Building and Grade - 11/01/2024 (without LTCT/Larkspur 3559)															
School	Name	K	1	2	3	4	5	6	7	8	9	10	11	12	Totals
1093	Chenowith Elementary	54	80	73	73	78	55	0	0	0	0	0	0	0	413
1097	Colonel Wright Elementary	47	40	52	44	55	52	0	0	0	0	0	0	0	290
1098	Dry Hollow Elementary	54	67	74	80	79	72	0	0	0	0	0	0	0	426
5250	Innovations Academy	0	0	0	0	0	0	0	0	18	23	24	26	15	106
5251	Innovations Virtual	1	1	1	0	4	2	5	13	11	10	25	32	40	145
1095	Mosier Community School	12	16	21	23	18	23	16	17	17	0	0	0	0	163
1101	The Dalles High School	0	0	0	0	0	0	0	0	0	205	208	208	164	785
1100	The Dalles Middle School	0	0	0	0	0	0	175	157	172	0	0	0	0	504
	Totals	168	204	221	220	234	204	196	187	218	238	257	266	219	2832



Resolution to Amend Oregon School Boards Association's Bylaws Relating to Composition of the Board of Directors

WHEREAS, the Oregon School Boards Association (OSBA) was formed in 1946 as a volunteer association of locally elected public school boards and transitioned to a nonprofit public benefit corporation under Oregon Revised Statute Chapter 65 as of July 1, 2018;

WHEREAS, the Oregon LGBTQIA2S+ School Board Members Advisory Committee has been operating as an OSBA board appointed advisory committee since September 22, 2023; has a record of regular meetings; has draft bylaws; has identified goals that align with the mission, vision and goals of OSBA; has draft action plans; and a draft budget;

WHEREAS, the Oregon LGBTQIA2S+ School Board Members Advisory Committee is ready to elect officers and their Leadership Assembly;

WHEREAS, the Oregon LGBTQIA2S+ School Board Members Advisory Committee has articulated its mission as follows: "To promote quality education for all students with an emphasis on the unique needs of LGBTQIA2S+ students, staff and board members.";

WHEREAS, OSBA's Board of Directors recognizes the importance of the Oregon LGBTQIA2S+ School Board Members Advisory Committee's mission and goals; and

WHEREAS, the Oregon LGBTQIA2S+ School Board Members Advisory Committee has respectfully requested that the Board of Directors submit a resolution to the membership creating the Oregon School Board Members PRIDE Caucus (OSBM PRIDE) and designate a seat on the OSBA Board of Directors and Legislative Policy Committee.

THEREFORE, BE IT RESOLVED by the OSBA Board of Directors that the proposed bylaws amendment designating an Oregon School Board Members PRIDE Caucus representative as a voting member of the OSBA Board of Directors and Legislative Policy Committee be submitted to the membership for consideration during the 2024 OSBA election; and

BE IT FURTHER RESOLVED that the draft bylaws and a copy of this resolution be forwarded to all association member boards in accordance with OSBA's adopted elections calendar.

Submitted by: OSBA Board of Directors

BYLAWS

OREGON SCHOOL BOARD MEMBERS PRIDE CAUCUS
OF THE OREGON SCHOOL BOARDS ASSOCIATION

DRAFT

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ARTICLE 1

CHARTER

The Oregon School Boards Association (the “OSBA”) exists solely to perform essential governmental functions and all its income must accrue to the State of Oregon or its political subdivisions as required under IRC Section 115. OSBA’s mission is to improve student success and education equity through advocacy, leadership and service to Oregon public school boards.

OSBA is aware and acknowledges that diversity is a core value of OSBA. OSBA desires to identify areas of concern and causation, convene a caucus of stakeholders, and create a plan to better promote and support the success of students, school staff and school board members who identify as part of the LGBTQIA2S+ communities.

To this end, The OSBA Board of Directors has formally recognized the Oregon School Board Members PRIDE Caucus (the “Caucus”) to serve as a resource and provide guidance and leadership for these initiatives to the OSBA Board of Directors.

The activities of the Caucus shall align with OSBA bylaws as well as complement, not duplicate, OSBA’s efforts on behalf of all local governing boards.

ARTICLE 2

NAME, MISSION AND GOALS

2.1 Name. This organization shall be known as the Oregon School Board Members PRIDE Caucus (OSBM PRIDE) of the Oregon School Boards Association (OSBA).

2.2 Mission. To promote quality education for all students with an emphasis on the unique needs of LGBTQIA2S+ students, staff and board members.

2.3 Goals.

2.3.1 The implementation of ODE’s “Oregon LGBTQ2SIA+ Student Success Plan.”

2.3.2 Promoting positive and effective relationships among LGBTQIA2S+ school board members, their communities, political leaders, partner organizations and OSBA.

2.3.3 Building and increasing capacity of LGBTQIA2S+ school board members and support a pipeline for LGBTQIA2S+ people to run for school board seats.

2.3.4 Serving as a resource.

2.3.5 Developing, promoting, and advancing legislation to improve educational opportunities and outcomes for LGBTQIA2S+ students, staff and families.

2.3.6 Equipping and advancing LGBTQIA2S+ board members to serve in the general OSBA leadership.

2.3.7 Building capacity of the general board membership in understanding the issues of LGBTQIA2S+ people and inclusion.

ARTICLE 3

MEMBERSHIP

3.1 Qualification. All members must support the purposes and goals of the Caucus as set forth in Article 2.

3.2 Members. The Caucus members may include any elected or appointed member of any public board of education in Oregon who are active members in good standing with the Oregon School Boards Association and identify as a member of the LGBTQIA2S+ communities. Caucus members may participate in all discussions, vote, and serve as an officer of the Caucus. Members must attend the meeting in person, via telephone, or via virtual meeting platform (e.g., Zoom) to vote. Voting by proxy shall not be permitted.

3.3 Attendees. The Caucus may, in its discretion, invite to participate in any meeting or event any other individuals who support the purpose and goals of the Caucus as set forth in Article 2.

3.4 Membership List. The Membership list shall be maintained by the Secretary.

ARTICLE 4

BUDGET

4.1 Budget. The Caucus shall submit an annual budget request as outlined under the OSBA budget process, including approval by the OSBA Board of Directors. The request shall set forth the areas of concern, recommended actions, and annual goals.

ARTICLE 5

MEETINGS

5.1 Annual Meetings. An annual meeting of the Caucus shall be in conjunction with the OSBA Annual Convention at which time the Caucus shall elect officers and shall conduct other business as may properly be brought before the meeting of the Caucus.

5.2 Regular and Special Meetings.

5.2.1 Regular Meetings. The Caucus shall meet as often as required to achieve the goals outlined in its annual Work Plan. These meetings shall be scheduled for the year at the Annual Meeting.

5.2.2 Special Meetings. Special meetings of the members for any purpose may be called, either in writing or by e-mail, by the President or by a majority of the Executive Committee. Such a request shall state the purpose or purposes of the proposed meeting.

5.2.3 Place of Meetings. Regular and special meetings of the Caucus shall be held at any location within Oregon, by virtual meeting platform, or a combination of the two, as designated by the President or the Executive Committee.

5.3 Notice.

5.3.1 Notice of every annual meeting of members, stating the time and place thereof, will be provided with an agenda no less than 15 days prior to such meeting.

5.3.2 Notice of every regular or special meeting of members, stating the time and place thereof, shall be provided with an agenda no less than 10 days prior to such meeting.

5.4 Quorum. Except as otherwise provided by law, the presence at any meeting of a majority of the Executive Committee shall constitute a quorum.

5.5 Organization. The President may determine in their sole discretion whether any meeting of the Caucus shall be held in accordance with Robert's Rules of Order.

5.6 Records. The President shall see that all correspondence, minutes, agendas, and Charter be sent to and kept on file with OSBA.

5.7 OSBA Staff Liaison. The Executive Director of OSBA shall designate a staff member to serve as a liaison representative to the Caucus. The designee shall not have voting rights.

5.8 Compliance with Open Meetings Laws. The Caucus shall comply with the open meetings law requirements of ORS chapter 192 at every convening of its membership in which a quorum is required in order to make a decision or to deliberate toward a decision on any matter.

ARTICLE 6

CAUCUS LEADERSHIP COUNCIL

6.1 Composition. The Leadership Council of the Caucus shall include the President(s), Vice President, Secretary, Treasurer, Regional Directors and two Members of the Caucus.

6.2 Term. Leadership Council members shall serve a two-year term. The President may only serve one consecutive term. The Vice President, Secretary, Treasurer, Regional Members, and Members-at Large may serve any number of consecutive terms. Each officer shall hold office until the term has expired or until a successor has been duly elected and qualified for the position, or until the officer can no longer hold the position because they no longer qualify to be a member of the Caucus as defined in Article 3 above, or because of removal or death.

6.3 Nomination and Election

6.3.1 Nomination. Leadership Council members may be nominated by either the nominating committee or a caucus member at the annual meeting.

6.3.2 Election. The members shall elect the Leadership Council by majority vote at the annual meeting in even numbered years.

6.4 Designations

6.4.1 President. The President shall preside at all meetings of the Caucus and the Executive Committee. The President shall appoint all standing and special committees and shall be an ex-officio member of all committees, except the nominating committee, with voting power. The President shall sign all official reports of the Caucus. Two persons may share the position of President, or one person may serve as President and another as Vice President.

6.4.2 Vice President. In the absence of the President, the Vice President shall have and perform all the powers and duties of the President.

6.4.3 Immediate Past President. The Immediate Past President shall advise and counsel with other officers. The Immediate Past President chairs the officer succession planning process. The past president serves for two calendar years.

6.4.4 Secretary. The Secretary shall keep the minutes and records, maintain a roster of the current membership, and shall see that all notices are duly given in accordance with the provisions of law and this Charter, and such other duties as from time to time may be assigned by the Executive Committee.

6.4.5 Treasurer. The Treasurer shall have the responsibility for receiving and disbursing all funds related to the Caucus in coordination with the OSBA liaison. The Treasurer shall report regularly to the Executive Committee, shall prepare a written yearly financial

report to be distributed to the members at each annual meeting, and shall perform other duties assigned by the Executive Committee.

6.4.6 Regional Caucus Directors. There shall be one Regional Director for each congressional district apportioned to Oregon for election at the Oregon general election held in the year of the Caucus' annual meeting. (For reference, there shall be six Regional Directors starting in 2025.) The Regional Directors shall live in the region which they represent. The Regional Directors shall report issues from their region to the Caucus and shall perform other duties assigned by the Executive Committee. The regions shall be based on Oregon's congressional districts.

Future positions:

6.4.7 At-Large Members. There shall be two At-Large Directors.

6.5 Resignation. A Leadership Council member may resign by filing a written resignation with the President or Secretary of the Caucus or the President of OSBA.

6.6 Vacancies. Any vacancy in any office may be appointed for the unexpired portion of the term by a majority of the officers at the next regular or special meeting.

6.7 Removal. Any member of the Caucus who misses more than two meetings out of any four consecutive meetings, unless they are excused by the board for a valid reason, may have their office vacated by action of the board.

ARTICLE 7

EXECUTIVE COMMITTEE

7.1 Composition. There shall be an Executive Committee made up of the President(s), Vice President, Immediate Past President, Secretary, and Treasurer.

7.2 Responsibilities. The Executive Committee shall have the following responsibilities and powers:

- (a) To respond to any inquiry or question from OSBA.
- (b) To act on behalf of the Caucus when deemed necessary by the President.
- (c) To review plans and programs to be presented to the Caucus at its meetings.
- (d) To give direction to the OSBA liaison on legislative action to come before the state legislature on which there is no formal Caucus policy or resolution.

(e) The Executive Committee shall act as the Nominating Committee and nominate a candidate for each office of the Caucus. A nominating committee report will be included in the notice of the annual meeting of the membership.

7.3 Ratification. Any actions by the President shall be reported to the Executive Committee as soon as the action has taken place. All actions of the Executive Committee shall be subject to ratification by the Caucus at the next meeting of the members.

7.4 Administration. The Executive Committee may use the guidance of Robert's Rules of Order for all procedures. The Executive Committee shall keep regular minutes of its proceedings and all actions by the Executive Committee shall be reported promptly to the membership. Such actions shall be subject to review by the membership, provided that no rights of third parties shall be affected by such review.

ARTICLE 8

COMMITTEES

The President or Executive Committee may establish committees of two or more members to serve at the discretion of the President or the Executive Committee. These committees may consist of such persons and perform such duties as the President designates from time to time. The committees may not act on behalf of the Caucus but may make recommendations to the Caucus for approval. The Chair of any such committee shall be a member of the Executive Committee.

ARTICLE 9

SEAT ON THE OSBA'S BOARD OF DIRECTORS

The Caucus shall appoint one officer from the Leadership Council to serve as liaison to the OSBA Board of Directors and to be a member of the OSBA Board of Directors. The appointee must be an elected or appointed member of any public board of education in Oregon and an active member in good standing with the Association.

ARTICLE 10

GENERAL PROVISIONS

10.1 Amendment of Bylaws

10.1.1 Bylaws may be altered, amended, or replaced by the members of Caucus as approved by voting members at the annual meeting by a majority vote.

10.1.2 Notice of proposed bylaws changes shall be in the annual meeting agenda and sent to all members 15 days prior to the annual meeting.

10.1.3 Omissions from this Charter shall be governed by Robert's Rules of Order when they do not conflict with the Charter.

10.2 Seat on OSBA'S Legislative Policy Committee (LPC)

10.2.1 The Caucus shall appoint one caucus member to serve as liaison to the OSBA Legislative Policy committee and to be a member of the LPC. The appointee must be an elected or appointed member of any public board of education in Oregon who is an active member in good standing with the Association.

The foregoing charter was adopted by the active membership of OSBM PRIDE on August 10, 2024.



Resolution to Amend the OSBA Dues Schedule

WHEREAS, the Oregon School Boards Association (OSBA) dues revenue as a percentage of OSBA's total revenues is declining. OSBA's dues revenue as a percentage of OSBA's operating costs to support the services OSBA provides to members is also declining;

WHEREAS, the percentage of dues revenue as a proportion of total association revenue has fallen 19.1 percent since the 1996-97 fiscal year to 6.4 percent of total association revenue. If dues do not increase, this percentage of total association revenue will continue to decline;

WHEREAS, the OSBA dues schedule has not increased since the 1998-99 fiscal year;

WHEREAS, OSBA retained The Coraggio Group to do an in-depth analysis of the value of the programs and services OSBA offers to its members and develop a 3-5 year sustainable business plan with member engagement;

WHEREAS, based on the survey data obtained by The Coraggio Group, OSBA members overwhelmingly agree that they receive great service for what they currently pay. Current annual member dues are as low as \$250. Given the costs associated with providing no cost or highly subsidized services available to members, \$250 is very low in comparison.

WHEREAS, The Coraggio Group in collaboration with OSBA staff, has recommended a phased increase in the dues schedule. This approach aims to provide financial stability for the organization and align the dues with other state associations, thereby enabling the association to continue offering its high-quality programs and services.

WHEREAS, the proposed dues increase, which was reviewed by the OSBA Finance Committee, and approved by the OSBA Board of Directors on June 15, 2024, supports the recommendation to amend the OSBA Dues Schedule.

THEREFORE, BE IT RESOLVED in recognition of the current financial situation of Oregon districts and the need for an OSBA dues adjustment, the OSBA Board of Directors recommends that the dues schedule be amended in a manner so that OSBA member school districts and education service districts (ESDs) paying more than \$1,500 annually will experience a dues increase of 15% annually for five consecutive years beginning in the 2025-2026 fiscal year. Beginning in the 2030-31 fiscal year, the dues will increase annually as a percentage in alignment with the Consumer Price Index;

THEREFORE, BE IT FURTHER RESOLVED, the OSBA Board of Directors recommends a membership dues floor be established at \$1,500 and a maximum dues rate of \$25,000 per fiscal year. For OSBA member school districts, ESDs, and community colleges who are below this floor, dues will increase \$250 per year until the floor is reached. For school districts and ESDs that reach the floor before the 2030-31 fiscal year, dues will increase by 15% per year until the 2030-31 fiscal year. Beginning in the 2030-31 fiscal year, dues for all school districts, ESDs, and community colleges will increase annually as a percentage in alignment with the Consumer Price Index.

BE IT FURTHER RESOLVED by the OSBA Board of Directors that the proposed amendments to the OSBA Dues Schedule be submitted to the membership for consideration during the 2024 OSBA election; and

BE IT FURTHER RESOLVED by the OSBA Board of Directors that the proposed amendments to the OSBA Dues Schedule and a copy of this resolution be forwarded to all OSBA member boards in accordance with the OSBA Board of Directors' adopted elections calendar.

Submitted by: OSBA Board of Directors

DISTRICT	24-25 DUES	25-26 DUES	26-27 DUES	27-28 DUES	28-29 DUES	29-30 DUES	30-31 DUES**
District Member 01 (under 100)*	\$ 250.25	\$ 500.25	\$ 750.25	\$ 1,000.25	\$ 1,250.25	\$ 1,500.00	\$ 1,560.00
District Member 02 (100-249)*	\$ 541.25	\$ 791.25	\$ 1,041.25	\$ 1,291.25	\$ 1,541.25	\$ 1,772.44	\$ 1,843.34
District Member 03 (250-499)*	\$ 778.00	\$ 1,028.00	\$ 1,278.00	\$ 1,528.00	\$ 1,757.20	\$ 2,020.78	\$ 2,101.61
District Member 04 (500-999)	\$ 1,420.50	\$ 1,633.58	\$ 1,878.61	\$ 2,160.40	\$ 2,484.46	\$ 2,857.13	\$ 2,971.42
District Member 05 (1000-1999)	\$ 2,503.00	\$ 2,878.45	\$ 3,310.22	\$ 3,806.75	\$ 4,377.76	\$ 5,034.43	\$ 5,235.80
District Member 06 (2000-2499)	\$ 3,450.00	\$ 3,967.50	\$ 4,562.63	\$ 5,247.02	\$ 6,034.07	\$ 6,939.18	\$ 7,216.75
District Member 07 (2500-3999)	\$ 5,952.75	\$ 6,845.66	\$ 7,872.51	\$ 9,053.39	\$ 10,411.40	\$ 11,973.11	\$ 12,452.03
District Member 08 (4000-4999)	\$ 7,035.00	\$ 8,090.25	\$ 9,303.79	\$ 10,699.36	\$ 12,304.26	\$ 14,149.90	\$ 14,715.89
District Member 09 (5000-9999)	\$ 8,658.25	\$ 9,956.99	\$ 11,450.54	\$ 13,168.12	\$ 15,143.33	\$ 17,414.83	\$ 18,111.43
District Member 10 (10000-25000)	\$ 10,823.00	\$ 12,446.45	\$ 14,313.42	\$ 16,460.43	\$ 18,929.49	\$ 21,768.92	\$ 22,639.68
District Member 11 (over 25000)***	\$ 18,940.00	\$ 21,781.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 26,000.00
						\$	-
ESD Membership Dues 01 (under 1000)*	\$ 473.75	\$ 723.75	\$ 973.75	\$ 1,223.75	\$ 1,473.75	\$ 1,694.81	\$ 1,762.61
ESD Membership Dues 02 (1000-2500)*	\$ 710.50	\$ 960.50	\$ 1,210.50	\$ 1,460.50	\$ 1,679.58	\$ 1,931.51	\$ 2,008.77
ESD Membership Dues 03 (2500-5000)*	\$ 947.00	\$ 1,197.00	\$ 1,447.00	\$ 1,664.05	\$ 1,913.66	\$ 2,200.71	\$ 2,288.73
ESD Membership Dues 04 (5000-7500)*	\$ 1,082.50	\$ 1,332.50	\$ 1,582.50	\$ 1,819.88	\$ 2,092.86	\$ 2,406.78	\$ 2,503.06
ESD Membership Dues 05 (7500-10000)	\$ 1,556.00	\$ 1,789.40	\$ 2,057.81	\$ 2,366.48	\$ 2,721.45	\$ 3,129.67	\$ 3,254.86
ESD Membership Dues 06 (10000-15000)	\$ 2,029.50	\$ 2,333.93	\$ 2,684.01	\$ 3,086.62	\$ 3,549.61	\$ 4,082.05	\$ 4,245.33
ESD Membership Dues 07 (15000-25000)	\$ 2,367.75	\$ 2,722.91	\$ 3,131.35	\$ 3,601.05	\$ 4,141.21	\$ 4,762.39	\$ 4,952.89
ESD Membership Dues 08 (25000-50000)	\$ 3,111.75	\$ 3,578.51	\$ 4,115.29	\$ 4,732.58	\$ 5,442.47	\$ 6,258.84	\$ 6,509.19
ESD Membership Dues 09 (above 50000)	\$ 4,667.50	\$ 5,367.63	\$ 6,172.77	\$ 7,098.68	\$ 8,163.49	\$ 9,388.01	\$ 9,763.53
State Board of Education	\$ 67.75	\$ 77.91	\$ 89.60	\$ 103.04	\$ 118.50	\$ 136.27	\$ 141.72
Community College Association****	\$ 4,601.00	\$ 8,851.00	\$ 13,101.00	\$ 17,351.00	\$ 21,601.00	\$ 25,500.00	\$ 26,520.00

*Add \$250 annually until floor is reached, then increase 15% through year 5

**Reflects an estimated CPI increase of 4%

*** \$25,000 cap prior to CPI

****Reflects an increase of \$250 per year, per community college (17) annually until the community colleges reach the \$1,500 floor amount per college. (\$25,500)



Resolution to Amend the OSBA 2023 Bylaws

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

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

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

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

WHEREAS, in 2024, the OSBA board of directors reviewed the OSBA bylaws and proposes to amend the OSBA bylaws as reflected in the attached draft OSBA bylaws with changes highlighted in the attached draft OSBA bylaws crosswalk document; and

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

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

THEREFORE, BE IT RESOLVED by the OSBA board of directors that the proposed draft OSBA bylaws be submitted to the membership for consideration during the 2024 OSBA election; and

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

Submitted by: OSBA Board of Directors



BYLAWS

As Amended by the Membership: December 2023

Proposed Edits: September 14, 2024

SECTION 1 PURPOSE

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

- A. To work for the general advancement and improvement of the education of all public school children of the State of Oregon.
- B. To gather and disseminate information pertinent to the successful operation of public schools.
- C. To work for the most efficient and effective organization of public schools of this state. “Public schools” include local school districts, education service districts, the State Board of Education, and community colleges classified as a political subdivision.
- D. To work for adequate and dependable financial support for the public schools of this state.
- E. To study all legislation which affects the public schools of Oregon and to support and work for that which appears to be desirable and to keep members informed thereof. To propose and work for the enactment of proper educational legislation.
- F. To encourage the establishment and maintenance of best practices and high standards in the conduct and operation of the public school educational system.
- G. To study and interpret educational programs and to relate them to the needs of pupils.
- H. To promote public understanding of the role of school boards and school board members in the improvement of education.
- I. To conduct seminars, conferences, and research projects in the various aspects of education for the benefit of members.
- J. To endeavor to implement the policies, beliefs, and resolutions of the Association members and board of directors.
- K. To do such other things as the member boards or board of directors may deem appropriate for the accomplishment of these and other purposes which tend to improve public education.
- L. To enter into such cooperative agreement with members for the pooling of resources and the provision of services as may result in the more efficient utilization of district resources and accrue to their financial advantage.

SECTION 2 MEMBERS

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

- 2.1.1 ~~Local~~ School District as defined under ORS Chapter 332;
- 2.1.2 Education Service District as defined under ORS Chapter 334;
- 2.1.3 Community College District as defined under ORS Chapter 341;
- 2.1.4 State Board of Education as defined under ORS Chapter 326; and

2.1.5 Any other governmental educational organization qualifying as a political subdivision, as approved by resolution of the board of directors.

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

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

2.3.1 Election and removal of directors except as set forth in Section 3.8;

2.3.2 Election and removal of the Legislative Policy Committee (“LPC”) members except as set forth in Section 4.1.3(g);

2.3.3 Approval of resolutions to effectuate any of the following:

(a) Adoption, amendment, or restatement of the articles of incorporation or bylaws;

(b) Modification to the region descriptions set forth in Section 2.6.1; and ~~the~~

(c) Dissolution, merger, or the sale, pledge, or transfer of all or substantially all of the Association’s assets.

2.4 Voting Power.

2.4.1 Election of Directors and LPC Members. For the purposes of nominating and electing directors and LPC members, each member shall have one vote.

2.4.2 Resolution. For the purposes of approving a resolution, each member shall have one vote on all resolutions except as follows:

(a) K-12 Local Districts with an ADMr between 15,600 and 23,400 shall have two votes.

(b) K-12 Local Districts with an ADMr between 23,400.1 and 31,200 shall have three votes.

(c) K-12 Local Districts with an ADMr between 31,200.1 and 39,000 shall have four votes.

(d) K-12 Local Districts with an ADMr of 39,000.1 or more shall have five votes.

2.5 Process of Approval of Member Resolutions.

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

2.5.2 ~~The board of directors may call a special meeting of the members under Section 2.9, as necessary.~~

2.6 Regional Election of Directors and LPC Members.

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

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

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

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

- 2.7 Modification of Regions.** A formal review of the regional organizations described in Section 2.6.1 shall be conducted by the board of directors at least every three years commencing with 2017. Any recommended changes to the regional organization shall be submitted to the members in the form of a resolution in accordance with the provisions of Section 2. ~~115.~~
- 2.8 Annual Meetings.** An annual meeting of members shall be held in November of each year unless a different date or time is fixed by the board of directors and stated in the notice of the meeting. Failure to hold an annual meeting on the stated date shall not affect the validity of any corporate action. At the annual meeting, the president and secretary-treasurer of the board of directors, and any other officer or person whom the president may designate, shall report on the state of the Association, ~~the its~~ activities, and its financial condition ~~of the Association.~~
- 2.9 Special Meetings.** A special meeting of members shall be held upon the call of the president or 25 percent of the board of directors. All members shall be officially notified of a special meeting by written notice, mailed via U.S. mail or electronic mail, to all members at least 15 days prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the members, the place and time of the meeting, and instructions describing the method by which members can participate by telephone or video. Notice shall also comply with all procedures and include any information as required by ORS Chapter 192.
- 2.10 Telephonic/Video Meetings.** The board of directors may permit any member to participate in any annual or special meeting of the membership, or conduct the meetings through, the use of any means of communication by which all persons participating may simultaneously hear each other during the meeting. A member participating in the meeting by this means is deemed to be present ~~in person~~ at the meeting.
- 2.11 Place of Meetings.** Meetings of the members shall be held at any place, in ~~or out of~~ Oregon, designated by the board of directors. If a meeting place is not designated by the board of directors, the meeting shall be held at the Association's principal office.
- 2.12 Action by Written Ballot.** Any action required of the members will be taken by written ballot, and the Association will deliver a written ballot to every member entitled to vote on the matter. Once delivered, a written ballot may not be revoked.
- 2.13 Quorum.** A quorum of the members shall consist of a majority of members in good standing at the time the ballots are to be returned to the association.
- 2. ~~13.114~~ Approval:** With the exception of approving amendments to the Association's bylaws, which is as outlined in Section 7.1 ~~of these bylaws~~, and with the exception of regional elections outlined in 2.6.3, approval by written ballot is effective ~~when~~ at the end of the voting period when:
- (a) The number of votes cast by ballot equals or exceeds a quorum of the members; and
 - (b) The number of approvals equals or exceeds a majority of the number of returned ballots.

SECTION 3 DIRECTORS

- 3.1 Powers.** Except as provided under Section 2. ~~23,~~ all corporate powers shall be exercised by or under the authority of ~~and the affairs of, are managed under the direction of~~ the board of

directors. The board of directors shall adopt policies defining specific obligations of the board of directors.

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

3.3 Number. The board of directors shall consist of not fewer than three nor more than 25 persons. The number of directors may be fixed or changed periodically, within the minimum⁷ and maximum² by the members.

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

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

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

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

3.5 Composition. The board of directors will be comprised of up to ~~23~~²² regionally elected directors, one designated director as defined in the bylaws of the Oregon School Board Members of Color Caucus, ~~and~~ one designated director as defined in the bylaws of the Oregon Rural School Boards Members Caucus, ~~and one designated director as defined in the bylaws of the -Oregon school board members PRIDE caucus and ex-officio nonvoting members advisors as delineated in Section 3.5.4.~~

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

(a) Clackamas Region shall elect two directors;

(b) Marion Region shall elect two directors;

(c) Washington Region shall elect three directors; and

(d) Multnomah Region shall elect three directors.

(e) ~~Provided, however, that i~~ If the president or immediate past president of the board of directors is a representative director from a region that elects only one director, that region shall elect an additional director or directors to serve for the duration of the president and/or the immediate past president's term.

3.5.2 Regional Election.

(a) The nomination and election of directors shall be in accordance with the elections calendar annually adopted by the board. The board of directors shall distribute notice of position vacancies, candidate information packets, and official nomination forms to all incumbent directors and members in electing regions.

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

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

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

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

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

3.5.4 Ex-Officio. The following individuals or their designee may serve as ex-officio, nonvoting, advisors to the board of directors:

(a) Any director of the National School Boards Association elected from Oregon;

~~(b) Any officer of the National School Boards Association, National School Boards Advocacy Committee, or an officer of the NSBA Pacific Region.~~

~~(c) The immediate past president of the Oregon Association of School Executives;~~

(d) The ~~immediate past president~~ Executive Director of the ~~Confederation~~ Coalition of School Administrators;

(e) The ~~board section president~~ Chair-Elect of the Oregon Association of Education Service Districts;

(f) The board ~~section~~ president of the Oregon Community College Association;

(g) The chair of the State Board of Education; and

(h) Any other person ~~as that~~ the board of directors may appoint.

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

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

3.6 Vacancies. In the event that any director position, other than the president or immediate past president serving as a second director for a region as set out in Section 3.5.1(e), is vacant during the term of office, the remaining directors may appoint an interim director from the same region to serve until December 31 of the same year.

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

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

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

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

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

3.9 Regular Meetings. An annual meeting of the board of directors shall be held immediately after, and at the same place as, the annual meeting of members. The board of directors may schedule additional regular meetings to occur during a calendar year. ~~If the time and place of any other directors' meeting is regularly scheduled by the board of directors, the meeting is a regular meeting.~~ All other meetings are special meetings.

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

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

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

3.1013 Notice of Meetings. All ~~members~~ directors shall be officially notified of a special meeting by written notice delivered personally, by telephone or electronic mail to all directors at least 48 hours prior to the date of the meeting. Such notice shall include a description of all agenda items and any matters to be voted upon by the directors, the place and time of the meeting, and instructions describing the method by which directors can participate by telephone or video. Notice of meetings shall ~~also~~ comply with all procedures and include any information as required by ORS Chapter 192.

3.1114 Waiver of Notice. A director may at any time waive any notice required by these bylaws. A director's attendance at or participation in a meeting waives any required notice to the director of the meeting unless the director, at the beginning of the meeting or promptly upon the director's arrival, objects to holding the meeting or transacting business at the meeting and does not thereafter vote for or assent to any action taken at the meeting. Except as provided in the preceding sentence, any waiver must be in writing, must be signed by the director entitled to the notice, must specify the meeting for which the notice is waived, and must be filed with the minutes or the corporate records.

3.1215 Quorum. A quorum of the board of directors shall consist of a majority of the number of directors in office at the time the meeting begins.

3.1316 Voting. If a quorum is present when a vote is taken, the affirmative vote of a majority of the directors present when the action is taken is the act of the board of directors except to the extent that the articles of incorporation, these bylaws, or applicable law require the vote of a greater number of directors.

3.1417 Presumption of Assent. A director who is present at a meeting of the board of directors when corporate action is taken is deemed to have assented to the action taken unless:

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

3.1518 Compensation. Directors and members of committees may receive reimbursement of such expenses as may be determined by resolution or policy of the board of directors to be just and reasonable. Directors shall not otherwise be compensated for service in their capacity as directors.

3.1619 Director Conflict of Interest. The Association shall maintain a Conflict of Interest policy, the terms of which comply with ORS 65.361 and ORS Chapter 244. The board of directors shall annually review and notify ~~its members and the~~ directors of the current Conflict of Interest policy. ~~Each director shall annually complete and return a Conflict of Interest statement.~~

SECTION 4 COMMITTEES AND CAUCUSES

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

4.1.1 Executive Committee. The executive committee shall consist of the five officers of the board of directors: the president as chairman ~~and as an ex-officio voting member pursuant to section 5.5.1 of the Bylaws~~, the president-elect, the vice president, the secretary-treasurer, and the immediate past president. The executive committee ~~may act, pursuant to its delegation delegated~~ of authority to ~~such committee by the board of directors, act~~ in place and instead of the board of directors between board meetings on all matters except those specifically reserved to the board under the terms of the bylaws. Actions of the executive committee shall be reported to the board ~~of directors by mail, email, on a timeframe consistent with the seriousness and urgency of the matter and within two weeks if practicable. Additionally, executive committee actions will be reported~~ ~~or~~ at the next regular board meeting.

4.1.2 Finance Committee. The finance committee shall be appointed by the president and shall be composed of members from Oregon public school districts, education service districts, and community colleges with boards that meet all criteria to be Association voting members. The members shall include, but are not limited to, the President as an ex-officio voting member pursuant to section 5.5.1 of the Bylaws, the Association secretary/treasurer and vice president, one ~~Association board director trustee~~ from the PACE board, one district business official, and one at-large board member.

~~Finance committee members serve for a term of two (2) years unless they are appointed to replace a member who left the committee before finishing their two-year term, in which case the member will serve the remainder of the two-year term. The trustee from the PACE board is recommended by the PACE Board of trustees, appointed by the President, subject to approval by the Board, and will serve a two-year term, with no term limits. The district business official and the at-large board member will be recommended by OSBA staff, appointed by the President, subject to approval by the Board, will serve two-year terms, with no term limits, and staggered start dates starting in January.~~

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

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

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

(b) Composition. The LPC shall be composed of the voting members of the board of directors, the President as an ex-officio voting member pursuant to section 5.5.1 of the Bylaws, ~~and the~~ regional representatives elected under the procedures defined in Section 4.1.3(c) and (d), ~~and~~ one designated voting member as defined in the bylaws of the Oregon School Board Members of Color Caucus, ~~and one designated~~

voting member as defined in the bylaws of the Oregon Rural School Boards Members Caucus, and one designated voting member as defined in the bylaws of the Oregon school board members PRIDE caucus. All committee members must be elected or appointed directors of a member as defined in Section 2.1. The vice president of the board of directors shall chair the LPC.

~~(b)~~(c) Qualifications. LPC representatives must serve on the board of a member of the Association throughout the duration of their term.

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

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

(f) Term. Each committee member shall take office on January 1 in even numbered years and serve for a term of two (2) years.

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

~~4.1.4 PACE Trustees. The board of directors shall appoint the trustees of the OSBA Property and Casualty Coverage for Education Trust ("PACE"). As per the PACE Restated Trust Agreement, the PACE trustees shall nominate trustee candidate(s) to the OSBA board of directors. If the list of candidates is not acceptable by the board of directors, the PACE trustees will continue to submit nominated candidate(s) for consideration until accepted by the board of directors.~~

~~PACE trustees taking office on or after January 1, 2023, may serve three consecutive three year terms and, if eligible, may return after a one year hiatus.~~

4.2 Other Board Committees. The board of directors may create one or more committees of the board of directors and appoint directors and representatives of members to serve on such committee. The creation of a committee and the appointment of directors and member representatives to the committee must be approved by a majority of all directors in office when the action is taken. The provisions of these bylaws governing meetings, action without meetings,

notice and waiver of notice, and quorum and voting requirements of the board of directors shall apply to committees and their members as well. Committees of the board of directors may, to the extent specified by the board of directors, exercise the authority of the board of directors; provided, ~~however,~~ that no committee of the board of directors may:

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

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

4.4 Caucuses. Caucuses shall exist to enhance the work of the Association by addressing the unique needs of member districts. ~~Caucuses shall:~~

4.4.1 ~~Caucuses shall~~ clearly articulate the vision, mission, and goals of the Caucus.

4.4.2 ~~Caucuses shall~~ adopt bylaws for operating, programming, and governing within the context of the Association bylaws described herein.

4.4.3 ~~Caucuses shall~~ comply with Association policies and guidelines.

4.4.4 Caucuses shall be added or eliminated to this provision through the bylaw's amendment process described in Section 8.1~~these bylaws~~.

4.4.5 Caucuses shall submit an end of fiscal year report to the Board of Directors that includes the following:

4.4.5.1 The caucus is meeting regularly;

4.4.5.2 An accounting of the prior year's budget allocation;

4.4.5.3 Identified officers and current bylaws;

4.4.5.4 A summary of the Caucus current goals, the prior year's Caucus activities that support those goals, and how the Caucus goals align with the mission, vision, and goals of OSBA.

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

4.4.56 The Oregon School Board Members of Color Caucus was established by a vote of the membership in 2018.

4.4.57 ~~With the adoption of this section, t~~The Oregon Rural School Boards Members Caucus ~~is~~
was established by a vote of the membership in 2023.

4.4.8 The Oregon school board members PRIDE caucus was established by a vote of the membership in 2024.

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

SECTION 5 OFFICERS OF THE BOARD OF DIRECTORS

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

5.12 **Appointment.** The board of directors shall elect officers by majority vote ~~at least 10 days~~ prior to the November member meeting. In cases where there are more than two candidates nominated for any position, and none receives a majority of the votes, a second ballot shall be required between the two candidates receiving the highest number of votes. The one receiving a majority of the votes is elected.

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

5.34 ~~Compensation and~~ **Term of Office.** Officer terms are one calendar year. No officer, except the secretary-treasurer, shall serve two consecutive terms in the same office, unless the director ~~completed~~completes ~~athe~~ term ~~for~~of another officer who was unable to complete ~~atheir~~ term, and is then voted into the same position the following year. The secretary-treasurer may serve up to two consecutive one-year terms.

5.5 Compensation

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

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

5.57 Officers. The officers of the Association are as follows:

- 5.57.1 President: The president shall preside at all member meetings of the Association and of the board of directors; shall appoint ~~any committees~~ positions not otherwise designated in these bylaws or OSBA adopted policy, subject to the approval of the board of directors; shall call all regular and special meetings as provided herein; shall be an ex-officio voting member of all committees established under sections 4.1 and 4.2 of these bylaws. The president shall automatically serve as immediate past president for the following term. The president serves for a term of one calendar year.
- 5.57.2 President-elect: In the absence of the president, the president-elect shall assume the powers and duties of the president, and when a vacancy occurs in the office of president, shall serve in that capacity for the remainder of the term. The president-elect shall automatically serve as president for the following term, even if required to fill an uncompleted term as president. In addition, the president-elect shall assume duties related to the oversight of Association member elections and resolutions processes and such other administrative duties as are assigned by the president. The president-elect serves for a term of one calendar year.
- 5.57.3 Vice president: In the absence of the president-elect, the vice president shall assume the powers and duties of the president-elect. The vice president shall also serve as the chair of the LPC. The vice president serves for one calendar year.
- 5.57.4 Secretary-treasurer: The secretary-treasurer shall be responsible for keeping ~~in a suitable minute book~~ accurate minutes of all board of director meetings in electronic format in accordance with OSBA's record retention schedule; shall carry on official correspondence of the Association; shall arrange for proper banking facilities; ~~and~~ shall receive, account for, and disburse funds in a businesslike manner as provided for by the board of directors; shall see that the minutes of the previous meetings are ~~read~~ approved by the board of directors; and shall give an itemized and detailed report of the financial condition of the Association at each annual meeting and at such other times as may be required by the board of directors. Such duties of the secretary-treasurer as may be specified by the board of directors may be delegated to the executive director or a designated member of the staff. The secretary-treasurer serves for a term of one calendar year.
- 5.57.5 Immediate past president: The immediate past president shall advise and counsel ~~with~~ other officers. The immediate past president chairs the officer succession planning process. The past president serves for one calendar year.
- ~~5.57.6 Assistants: The board of directors may appoint or authorize the appointment of an assistant to the secretary treasurer. Such assistant may exercise the powers of the secretary treasurer, as the case may be, and shall perform such duties as are prescribed by the board of directors.~~

SECTION 6 NONDISCRIMINATION

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

SECTION 7 OSBA PROPERTY AND CASUALTY FOR EDUCATION TRUST

PACE Trustees. The board of directors shall appoint the trustees of the OSBA Property and Casualty Coverage for Education Trust ("PACE") as provided in ~~As per the PACE Restated Trust Agreement. ,the PACE trustees shall nominate trustee candidate(s) to the OSBA board of directors. If the list of candidates is not acceptable by the board of directors, the PACE trustees will continue to submit nominated candidate(s) for consideration until accepted by the board of directors.~~

It is the policy of OSBA with respect to PACE trustees taking office on or after January 1, 2023, that such trustees will be appointed to no more than ~~may serve~~ three consecutive three-year terms and, if eligible, may return after a one-year hiatus.

SECTION ~~7~~8 GENERAL PROVISIONS

~~78~~8.1 Amendment of Bylaws.

~~78~~8.1.1 Amendments to the bylaws may be initiated by the board of directors or submitted by a member to the board of directors.

~~78~~8.1.2 The board of directors shall provide written notice to the members containing a statement that the members will be asked to approve the amendment and a copy of the proposed amended bylaws.

~~78~~8.1.3 Action by Written Ballot: The Association will deliver a written ballot to every member entitled to vote on the matter. The ballot shall set forth each proposed action and provide an opportunity to vote for or against each proposed action and specify a reasonable time by which a ballot must be received by the Association in order to be counted. Once delivered, a ballot may not be revoked.

~~78~~8.1.4 Approval: Approval by written ballot shall be valid only when the number of votes cast by ballot equals or exceeds a quorum of the members, and the number of approvals equals or exceeds two-thirds majority of the number of the returned ballots.

~~78~~8.1.5 Quorum: A quorum of the members shall consist of a majority of members in good standing at the time the ballots are to be returned to the Association.

~~78~~8.1.6 Whenever an amendment or new bylaw is adopted, it shall be ~~copied in the minute book~~saved in electronic format in accordance with OSBA's record retention schedule with the original bylaws in the appropriate place. If any bylaw is repealed, the fact of repeal and the date on which the repeal occurred shall be stated in such book and place.

~~78~~8.2 **Inspection of Books and Records.** All books, records, and accounts of the Association shall be open to inspection by the directors in the manner and to the extent required by law.

- 78.3 Checks, Drafts, Etc.** All checks, drafts, and other orders for payment of money, notes, or other evidences of indebtedness issued in the name of or payable to the Association shall be signed or endorsed by such person or persons and in such manner as shall be determined by resolution of the board of directors.
- 78.4 Deposits.** All funds of the Association not otherwise employed shall be deposited to the credit of the Association in those banks, trust companies, or other depositories as the board of directors or officers of the Association designated by the board of directors select, or be invested as authorized by the board of directors.
- 78.5 Loans or Guarantees.** The Association shall not borrow money and no evidence of indebtedness shall be issued in its name unless authorized by the board of directors. This authority may be general or confined to specific instances. Except as explicitly permitted by ORS 65.364, the Association shall not make a loan, guarantee an obligation, or modify a pre-existing loan or guarantee to or for the benefit of a director or officer of the Association.
- 78.6 Execution of Documents.** The board of directors may, except as otherwise provided in these bylaws, authorize any officer or agent to enter into any contract or execute any instrument in the name of and on behalf of the Association. Such authority may be general or confined to specific instances. Unless so authorized by the board of directors, no officer, agent, or employee shall have any power or authority to bind the Association by any contract or engagement, or to pledge its credit, or to render it liable for any purpose or for any amount.
- 78.7 Insurance.** The Association may purchase and maintain insurance on behalf of an individual against liability asserted against or incurred by the individual who is or was a director, officer, employee, or agent of the Association, or who, while a director, officer, employee, or agent of the Association, is or was serving at the request of the Association as a director, officer, partner, trustee, employee, or agent of another foreign or domestic business or nonprofit corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise; provided, however, that the Association may not purchase or maintain such insurance to indemnify any director, officer, or agent of the Association in connection with any proceeding charging improper personal benefit to the director, officer, or agent in which the director, officer, or agent was adjudged liable on the basis that personal benefit was improperly received by the director, officer, or agent.
- 78.8 Fiscal Year.** The fiscal year of the Association shall begin on the first day of July and end on the last day of June in each year.
- 78.9 Severability.** A determination that any provision of these bylaws is for any reason inapplicable, invalid, illegal, or otherwise ineffective shall not affect or invalidate any other provision of these bylaws.

* * * * *

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

Coop Information - The Dalles / Dufur

Activity: Girls Wrestling **Duration:** 1 years **School Years:** 2024-25 through 2024-25

Reason: *This is the reason for creating this cooperative sponsorship.*
Lack of athletes in Dufur High School, plus geographic isolation.

Practice Location: The Dalles High School
This is where practices will be held.

Contest Location: The Dalles High School
This is where home contests will be held.

Placement

Combined ADM: 590 **Coop Division:** 4A/3A/2A/1A **Coop League:** 4A/3A/2A/1A-SD3 (2022-2025) Special District 3
Sum of both school's ADM numbers from the selected starting school year. *Based on the combined ADM, this coop would compete in this division.* *The selected league in which this coop will join and compete.*

Host School

The Dalles
Classification: 4A, ADM: 535
League: 4A-2 Tri-Valley Conference

School 2

Dufur
Classification: 1A, ADM: 55
League: 1A-6 Big Sky League



League Approval

Cooperative sponsorship applications must obtain approval from the regular league or special district in which the proposed cooperative team will participate.

League/Special District Representative for 4A/3A/2A/1A-SD3 Special District 3

Name: Darren Goodman **School:** La Grande High School
Email: darren.goodman@lagrandesd.org **Role:** Athletic Director
Signature: /Darren Goodman/ **Date Decided:** 11/12/2024
Approved?: **Approved**
Comments: --

Host School Information - The Dalles

Activity Participation - Girls Wrestling - The Dalles

The Dalles Girls Wrestling participants, by school year and grade

Participation	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	0	0	0	1
Current Year	0	0	2	3
Next Year	0	2	3	1

Superintendent Approval

Superintendent Name: *

Please type in your name.

Signature: /s/ *

Indicate your approval and digitally sign this form by typing in your full legal name. Confirm your signature by clicking outside of the text box.

School Enrollment - The Dalles

Students enrolled at The Dalles, by school year and grade

Enrollment	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	158	151	210	208
Current Year	164	207	209	206
Next Year	207	209	206	172

School Board Approval - North Wasco County School District 21

Date School Board Approved: *

This is the date that the school board for The Dalles approved this cooperative sponsorship. A copy of your school board's approval must be available at the request of the OSAA.

The school can input this date or you as Superintendent can enter this date.

School 2 Information - Dufur

Activity Participation - Girls Wrestling - Dufur

Dufur Girls Wrestling participants, by school year and grade

Participation	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	na	na	na	na
Current Year	na	na	1	na
Next Year	na	1	na	na

Superintendent Approval

Superintendent Name: *

Please type in your name.

Signature: /s/ *

Indicate your approval and digitally sign this form by typing in your full legal name. Confirm your signature by clicking outside of the text box.

School Enrollment - Dufur

Students enrolled at Dufur, by school year and grade

Enrollment	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	18	22	24	27
Current Year	18	18	27	29
Next Year	18	27	29	29

School Board Approval - Dufur School District 29

Date School Board Approved: *

This is the date that the school board for Dufur approved this cooperative sponsorship. A copy of your school board's approval must be available at the request of the OSAA.

The school can input this date or you as Superintendent can enter this date.

Coop Information - The Dalles / Dufur

Activity: Boys Wrestling **Duration:** 2 years **School Years:** 2024-25 through 2025-26

Reason: *This is the reason for creating this cooperative sponsorship.*
Lack of athletes in Dufur High School, plus geographic isolation.

Practice Location: The Dalles High School
This is where practices will be held.

Contest Location: The Dalles High School
This is where home contests will be held.

Placement

Combined ADM: 590
Sum of both school's ADM numbers from the selected starting school year.

Coop Classification: 4A
Based on the combined ADM, this coop would compete in this classification.

Coop League: 4A-SD4 (2022-2025) Special District 4
The selected league in which this coop will join and compete.



Host School

The Dalles
Classification: 4A, ADM: 535
League: 4A-2 Tri-Valley Conference

School 2

Dufur
Classification: 1A, ADM: 55
League: 1A-6 Big Sky League

League Approval

Cooperative sponsorship applications must obtain approval from the regular league or special district in which the proposed cooperative team will participate.

League/Special District Representative for 4A-SD4 Special District 4

Name: Darren Goodman

School: La Grande High School

Email: darren.goodman@lagrandesd.org

Role: Athletic Director

Signature: /Darren Goodman/

Date Decided: 11/12/2024

Approved?: Approved

Comments: --

Host School Information - The Dalles

Activity Participation - Boys Wrestling - The Dalles

The Dalles Boys Wrestling participants, by school year and grade

Participation	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	0	7	11	6
Current Year	7	11	6	7
Next Year	11	6	7	10

School Enrollment - The Dalles

Students enrolled at The Dalles, by school year and grade

Enrollment	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	158	151	210	208
Current Year	164	207	209	206
Next Year	207	209	206	172

Superintendent Approval

Superintendent Name: *

Please type in your name.

Signature: /s/ *

Indicate your approval and digitally sign this form by typing in your full legal name. Confirm your signature by clicking outside of the text box.

School Board Approval - North Wasco County School District 21

Date School Board Approved: *

This is the date that the school board for The Dalles approved this cooperative sponsorship. A copy of your school board's approval must be available at the request of the OSAA.

The school can input this date or you as Superintendent can enter this date.

School 2 Information - Dufur

Activity Participation - Boys Wrestling - Dufur

Dufur Boys Wrestling participants, by school year and grade

Participation	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	0	0	0	0
Current Year	1	0	0	0
Next Year	0	0	0	1

School Enrollment - Dufur

Students enrolled at Dufur, by school year and grade

Enrollment	12th Grade	11th Grade	10th Grade	9th Grade
Last Year	18	22	24	27
Current Year	18	18	27	29
Next Year	18	27	29	29

Superintendent Approval

Superintendent Name: *

Please type in your name.

Signature: /s/ *

Indicate your approval and digitally sign this form by typing in your full legal name. Confirm your signature by clicking outside of the text box.

School Board Approval - Dufur School District 29

Date School Board Approved: *

This is the date that the school board for Dufur approved this cooperative sponsorship. A copy of your school board's approval must be available at the request of the OSAA.

The school can input this date or you as Superintendent can enter this date.

North Wasco County School District 21

Code: GCBDA/GDBDA
Adopted: 1/13/00
Revised/Readopted: 3/31/04; 12/17/15; 7/06/17;
1/25/24
Orig. Code: GCBDA/GDBDA

Family and Medical Leave *

When applicable, the district will comply with the provisions of the Family and Medical Leave Act (FMLA), the Oregon Family Leave Act (OFLA), the Oregon Military Family Leave Act (OMFLA), Paid Family and Medical Leave Insurance (PFMLI) and other applicable provisions of state and federal law, Board policies and collective bargaining agreements regarding family medical leave.

In order for an employee to be eligible for the benefits under FMLA, he/she must have been employed by the district for at least 12 months and have worked at least 1,250 hours during the past 12-month period and worked at a worksite that employs 50 or more district employees within 75 miles of the worksite.

Generally, in order for an employee to be eligible for the benefits under OFLA, the employee must work an average of 25 hours per week during the 180 calendar days immediately prior to the first day of the start of the requested leave. ~~For parental leave purposes, an employee becomes eligible upon completing at least 180 calendar days immediately preceding the date on which the parental leave begins; there is no minimum average number of hours worked per week.~~ Special requirements apply during public health emergencies.

OMFLA applies to employees who work an average of at least 20 hours per week; there is no minimum number of days worked when determining an employee's eligibility for OMFLA.

PMFLI is generally available to district employees who have earned \$1,000 in subject wages or taxable income during the alternate or base years¹, contributed to the PMFLI fund in the alternate or base years and are otherwise eligible.² [PFMLI can be taken for family leave, medical leave or safe leave.](#)³

~~Federal and state leave entitlements generally run concurrently.~~

[Leave taken under OFLA is in addition to leave taken under PFMLI and cannot be taken concurrently; however, OFLA leave or PFMLI may run concurrently with leave available under ORS 653.601 - 653.661, FMLA, and other types of leave if provided by the district. Any leave taken under PFMLI must be taken concurrently with any leave taken under FMLA when for the same purpose.](#)

The superintendent or designee will develop administrative regulations as necessary for the implementation of the provisions of both federal and state law.

¹ The wages are not required to have been earned for work in the district.

² See OAR 471-070-1010 for additional information.

³ Time to effectuate the legal process for the placement of a child in foster care or a child being adopted qualifies for PFMLI starting January 1, 2025. Until then, leave is available through OFLA. {See SB 1515 (2024) Sections 4, 13, 21 and 25.}

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)

[ORS 657B.010](#)

[ORS 659A.090](#)

[ORS 659A.093](#)

[ORS 659A.096](#)

[ORS 659A.099](#)

[ORS 659A.150 - 659A.186](#)

[OAR 839-009-0200 - 0320](#)

Americans with Disabilities Act, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2017); 28 C.F.R. Part 35 (2017).

Family and Medical Leave Act, 29 U.S.C. §§ 2601-2654; 5 U.S.C. §§ 6381-6387 (2012); Family and Medical Leave Act, 29 C.F.R. Part 825 (2017).

Americans with Disabilities Act, 42 U.S.C. §§ 12101-12133 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).

Escriba v. Foster Poultry Farms, Inc. 743 F.3d 1236 (9th Cir. 2014).

Senate Bill 999 (2023).

North Wasco County School District

NEW Policy
1st Reading
No action requested

Code: JEC
Adopted:

Admissions**

The Board is committed to providing an educational program for all students living in the district. The Board believes all students living in the district who have not completed 12 years of education should regularly attend a public full-time school and be included in the available educational programs.

A child is considered to be six years of age if the sixth birthday of the child occurred on or before September 1 immediately preceding the beginning of the current school term.

All new students must register in the office. Students enrolled in the district shall comply with Oregon laws related to age, residence, health, attendance, and immunization.

Students located in the district shall not be excluded from admission solely because the student does not have a fixed, regular and adequate nighttime residence or solely because the student is not under the supervision of a parent.

Students located in the district shall not be excluded from admission where they are otherwise eligible, not receiving special education, and they have not yet attained the age of 19 prior to the beginning of the current school year.

The district may admit an otherwise eligible person who is not receiving special education and who has not yet attained 21 years of age prior to the beginning of the current school year if the person is shown to be in need of additional education to receive a high school diploma or a modified diploma.

Students who attend a district school on an interdistrict transfer or were admitted prior to 2019 through open enrollment are considered residents of the district.

Students living in the district who have attained the age of majority are considered residents of the district unless the student has transferred to another district via interdistrict transfer or open enrollment.

Minor students living with a parent or guardian who resides in the district are considered residents of the district unless the student has transferred to another district via interdistrict transfer or open enrollment.

Students who are in foster care¹ and who are placed in the district are residents of the district of origin, unless the court determines that attending in the district of residence is in the best interest of the student.

¹ “Foster care” does not mean care for children whose parent or guardian voluntarily placed the child outside the child’s home with a public or private agency and for whom the child’s parent or guardian retains legal guardianship.

Students who are military children² are considered resident of the district if the district is the district of military residence³ for the military child. Parents of military students must provide proof of residency within 10 days after the date of military transfer or pending transfer indicated on the official military orders.

Students whose parent or guardian voluntarily placed the child outside the child’s home with a public or private agency and who is living in a licensed, certified or approved substitute care program, and whose residency is established pursuant to Oregon Revised Statute (ORS) 339.134.

END OF POLICY

Legal Reference(s):

[ORS 327.006](#)
[ORS 336.092](#)
[ORS 339.010](#)
[ORS 339.115](#)

[ORS 339.125](#)
[ORS 339.133](#)
[ORS 339.134](#)
[ORS 339.139](#)

[ORS 433.267](#)
[OAR 581-022-2220](#)

Illegal Immigration and Immigrant Responsibility Act of 1996, 8 U.S.C. §§ 1101, 1221, 1252, 1324, 1363, 1367 (2018).
McKinney-Vento Homeless Assistance Act, Subtitle VII-B, reauthorized by Title IX-A of the Every Student Succeeds Act (ESSA), 42 U.S.C. §§ 11431, 11434a (2012).

² “Military child” means a child who is in a military family covered by the Interstate Compact on Educational Opportunity for Military Children, as determined under rules adopted by the State Board of Education.

³ “School district of military residence” means the school district in which 1) the family of a military child intends to reside as the result of a military transfer; or 2) if the school district in which the family intends to reside is unknown, the school district in which the military installation identified in the official military order is located.

North Wasco County School District 21

Code: GCBDF/GDBDF
Adopted: 10/26/23

Paid Family and Medical Leave Insurance *

The district provides an equivalent plan for paid family and medical leave and does not participate in Paid Leave Oregon. This plan has been approved by the [Oregon](#) Employment Department. The district will file the Oregon Quarterly Tax Report as required.

The district will make available a notice poster that outlines the requirements and procedures for the equivalent plan.¹ This poster will be displayed in each of the district's buildings or worksites in an area that is accessible to and regularly frequented by employees. This poster will be provided² to remote employees upon hire or assignment to remote work.

END OF POLICY

Legal Reference(s):

[ORS 657B.210 – 657B.260](#)

[OAR 471-070-2200 - 2460](#)

¹ For poster requirements, see OAR 471-070-2330.

² By hand delivery, regular mail, or through an electronic delivery method.

North Wasco County School District 21

Code: AC
Adopted: 2/12/98
Revised/Readopted: 4/24/08; 11/18/10; 5/10/12;
10/22/15; 11/21/17; 11/18/21
Orig. Code: AC

Nondiscrimination and Civil Rights

The district **does not discriminate on any basis listed below and** prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual's perceived or actual race¹, color, religion, sex², sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, veteran's status, or because of the perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status or veterans' status of any other persons with whom the individual associates.

The district prohibits discrimination and harassment in, but not limited to, employment, assignment and promotion of personnel; educational opportunities and services offered students; student assignment to schools and classes; student discipline; location and use of facilities; educational offerings and materials; and accommodating the public at public meetings.

The Board encourages staff to improve human relations within the schools, to respect all individuals and to establish channels through which patrons can communicate their concerns to the administration and the Board.

The superintendent shall appoint individuals at the district to contact on issues concerning the Americans with Disabilities Act and Americans with Disabilities Act Amendments Act (ADA), Section 504 of the Rehabilitation Act, Title VI and Title VII of the Civil Rights Act, Title IX of the Education Amendments, and other civil rights or discrimination issues, and notify students, parents, and staff with their names, office addresses, and phone numbers. The district will publish complaint procedures providing for prompt and equitable resolution of complaints from students, employees and the public, and such procedures will be available at the district's administrative office and available on the home page of the district's website.

The district prohibits retaliation and discrimination against an individual who has opposed any discrimination act or practice; because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing, and further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising any rights guaranteed under state and federal law.

¹ Includes discriminatory use of a Native American mascot pursuant to OAR 581-021-0047. Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001 (as amended by House Bill 2935 (2021)).

² 34 CFR § 106.10 provides "discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity."

Any complaint alleging discrimination may be made to any civil rights coordinator and will be processed in accordance with administrative regulation AC-AR(1) - Discrimination or Civil Rights Complaint Procedure. Depending on the nature of the complaint, additional requirements may apply.

The district will document and track:

1. All reports of discrimination received by the district and all responses to those reports issued by the district, including any investigations completed and remedies provided; and
2. The training completed by each civil rights coordinator.

Civil Rights Coordinator

[The Human Resources Director is the district's civil rights coordinator.]

The civil rights coordinator(s) will:

1. Be knowledgeable of the requirements in OARs 581-021-0038, 581-021-0045, 581-021-0046, and 581-021-0660;
2. Have the independence and authority necessary to carry out the provisions of OAR 581-021-0660;
3. Monitor, coordinate, and oversee district compliance with state and federal laws prohibiting discrimination in education, including ensuring the availability of, and providing to students and staff:
 - a. The notice of nondiscrimination³ required by OAR 581-021-0045; and
 - b. The district written complaint process for making reports of discrimination.
4. Oversee and ensure the resolution of district investigations of complaints alleging and substantiating discrimination, including the provision of remedies designed to restore or preserve equal access to an education program or activity;
5. Provide guidance to district staff on civil rights issues in the district;
6. Respond to questions and concerns about civil rights in the district;
7. Coordinate efforts to prevent civil rights violations from occurring in the district; and
8. [Satisfy the training requirements in OAR 581-021-0660 (2)-(3)] [Satisfy the following training requirements:
 - a. Upon initial designation, a civil rights coordinator must receive the following training in accordance with a schedule established by the Oregon Department of Education (ODE):
 - (1) The meaning of discrimination under state and federal nondiscrimination law, including ORS 659.850, Title VI of the Civil Rights Act of 1964 Title IX of Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and Title II of the Americans with Disabilities Act of 1990;

³ The notice of nondiscrimination will include the name or title, work address, email address, and phone number of each civil rights coordinator.

- (2) The duties of districts under state and federal nondiscrimination law, including ORS 342.700 to 342.708, ORS 659.850 and 659.855, Title VI of the Civil Rights Act of 1964, Title IX of Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the American's with Disabilities Act of 1990, those statutes' implementing rules and regulations, and determinations made by the Oregon Department of Education and the United States Department of Education's Office for Civil Rights;
- (3) The coordinators required by Title IX of Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, and those coordinators' duties;
- (4) Identifying discrimination and reports of discrimination;
- (5) Responding to reports of discrimination;
- (6) Conducting civil rights investigations, including identifying conflicts of interest, and using strategies to mitigate conflicts of interest;
- (7) Preventing discrimination in public school programs and activities;
- (8) Identifying retaliation taken in response to reports of discrimination, responding to reports of such retaliation, and preventing such retaliation in public school programs and activities;
- (9) Tracking and documenting reports of discrimination.

b. In years subsequent to being designated a civil rights coordinator, a civil rights coordinator must annually receive the following training in accordance with a schedule established by ODE:

- (1) The meaning of discrimination under state and federal nondiscrimination law, including ORS 659.850, Title VI of the Civil Rights Act of 1964 Title IX of Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and Title II of the Americans with Disabilities Act of 1990;
- (2) The duties of districts under state and federal nondiscrimination law, including ORS 342.700 to 342.708, ORS 659.850 and 659.855, Title VI of the Civil Rights Act of 1964, Title IX of Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the American's with Disabilities Act of 1990, those statutes' implementing rules and regulations, and determinations made by the Oregon Department of Education and the United States Department of Education's Office for Civil Rights;
- (3) The coordinators required by Title IX of Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, and those coordinators' duties;
- (4) Reporting discrimination, and responding to reports of discrimination, including through complaint processes and investigations.⁴

END OF POLICY

Legal Reference(s):

⁴ Training must first be completed by June 30, 2025.

[ORS 174.100](#)
[ORS 192.630](#)
[ORS 326.051\(1\)\(e\)](#)
[ORS 408.230](#)
[ORS 659.805](#)
[ORS 659.815](#)
[ORS 659.850 - 659.860](#)
[ORS 659.865](#)
[ORS 659A.001](#)
[ORS 659A.003](#)

[ORS 659A.006](#)
[ORS 659A.009](#)
[ORS 659A.029](#)
[ORS 659A.030](#)
[ORS 659A.040](#)
[ORS 659A.103 - 659A.145](#)
[ORS 659A.230 - 659A.233](#)
[ORS 659A.236](#)
[ORS 659A.309](#)
[ORS 659A.321](#)

[ORS 659A.409](#)
[OAR 581-002-0001 – 002-0005](#)
[OAR 581-021-0045](#)
[OAR 581-021-0046](#)
[OAR 581-021-0047](#)
[OAR 581-022-2310](#)
[OAR 581-022-2370](#)
[OAR 839-003](#)

Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2018).

Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-633 (2018); 29 C.F.R Part 1626 (2019).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12112 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).

Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2018).

Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 793-794 (2018); 34 C.F.R. Part 104 (2019).

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018); 28 C.F.R. §§ 42.101-42.106 (2019).

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018); 29 C.F.R. § 1601 (2019).

Wygant v. Jackson Bd. of Educ., 476 U.S. 267 (1989).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018); 29 C.F.R. Part 1630 (2019); 28 C.F.R. Part 35 (2019).

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, 38 U.S.C. § 4212 (2018).

Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff-1 (2018); 29 C.F.R. Part 1635 (2019).

House Bill 2935 (2021).

House Bill 3041 (2021).

Cross Reference(s):

ACB - All Students Belong

JBB - Educational Equity

GBA - Equal Employment Opportunity

JB - Equal Educational Opportunity

Code: AC-AR (1)
Revised/Reviewed: 6/23/04; 10/22/15; 11/21/17;
2/27/20; 10/28/21; 4/27/23
Orig. Code: AC-AR

Discrimination or Civil Rights Complaint Procedure

Any person, including students, staff, visitors and third parties, may file a complaint.

Complaints regarding discrimination or harassment, on any basis protected by law, shall be processed in accordance with the following procedures:

Step 1: Complaints of sex based discrimination received by the district, in addition to the procedures outlined below, must follow additional requirements in AC-AR(2) – Sex-Based Discrimination Complaints.

Complaints may be oral or in writing and ~~must~~ may be filed with the principal or civil rights coordinator. Any staff member that receives a written or oral complaint shall report the complaint to the principal. If a complaint is filed with the civil rights coordinator, the civil rights coordinator will forward it to the principal. If a complaint is filed with the principal, the principal will notify the civil rights coordinator of the complaint. The civil rights coordinator will oversee the investigation conducted by the principal or designee and ensure the investigation is resolved.

The principal shall ensure that any required notices are provided.¹

The principal shall investigate and determine the action to be taken, if any, and reply in writing, to the complainant within 10 school days of receipt of the complaint.

Step 2: If the complainant wishes to appeal the decision of the principal, they may submit a written appeal to the superintendent or designee within five school days after receipt of the principal’s response to the complaint.

The superintendent or designee may review the principal’s decision within [five] school days and may meet with all parties involved. The superintendent or designee will review the merits of the complaints and the principal’s decision. The superintendent or designee will ~~and~~ respond in writing to the complainant within 10 school days.

Step 3: If the complainant is not satisfied with the decision of the superintendent or designee, a written appeal may be filed with the Board within five school days of receipt of the superintendent’s or designee’s response to Step 2. The Board may decide to hear or deny the request for appeal at a Board meeting. If the Board decides to hear the appeal, the Board may meet with the concerned parties and their representative [at the next regular or special Board meeting][at a

¹ See the following for notice requirements:

1. Administrative regulation ACB-AR - Bias Incident Complaint Procedures
2. Administrative regulation AC-AR(2) - Sex-Based Discrimination Under Title IX
3. Board policy GBN/JBA - Sexual Harassment

Board meeting]. The Board’s decision will be final and will address each allegation in the complaint and contain reasons for the Board’s decision. A copy of the Board’s final decision shall be sent to the complainant in writing or electronic form within 30 days of receipt of the appeal by the Board.

If the principal is the subject of the complaint, the individual may start at step 2 and file a complaint with the superintendent or designee. **The superintendent will notify the civil rights coordinator.**

If the superintendent is the subject of the complaint, the complaint may start at step 3 and should be referred to the Board chair. The Board may refer the investigation to a third party. **The Board chair will direct notification to the civil rights coordinator.**

Complaints against the Board ~~chair as a whole or against an individual Board member,~~ **may start at step 3 and be referred directly to the Board vice chair. The Board vice chair will direct notification to the civil rights coordinator.** ~~should be made to the Board chair and may be referred to district counsel. Complaints against the Board chair may start at step 3 and be made directly to Board vice chair.~~

All complaints, including those starting at Step 2 or later, will meet all legal requirements. The civil rights coordinator will oversee these requirements.

~~The timelines established in each step of this procedure may be extended by [the district for good cause. Any extension will be communicated to the parties and include a reason for the delay][mutual agreement between the district and complainant]. based upon mutual consent of both parties in writing. The overall timeline of this complaint procedure may be extended beyond 90 days from the initial filing of the complaint upon written mutual consent of the district and the complainant.~~

~~If the~~ **The complainant, is if** a person who resides in the district, **[or]** is a parent or guardian of a student who attends school in the district or is a student, is not satisfied after exhausting local complaint procedures, the district fails to render a written decision within 30 days of submission of the complaint at any step **(unless the district and complainant have agreed in writing to a different time period for that step)** or fails to resolve the complaint within 90 days of the initialing filing of the complaint, may appeal² the district’s final decision to the Deputy Superintendent of Public Instruction under Oregon Administrative Rules (OAR) **581-075-00010-0581-075-0045 (the rules are amended by OAR 581-075-0901 until April 30, 2025).** ~~581-002-0001—581-002-0023.~~

Charter Schools of which the District Board is a Sponsor

The district Board, through its charter agreement with Mosier Community School ~~and Riverbend Community School,~~ will not review an appeal of a decision reached by the Board of the Mosier Community School ~~and Riverbend Community School~~ on a complaint alleging a violation of Oregon Revised Statute (ORS) 659.850 or Oregon Administrative Rule (OAR) 581-021-0045 or 581-021-0046 (Discrimination), or **OAR 581-021-0655 (Duty to Designate a Civil Rights Coordinator) or 581-021-0660 (Duties of and Training Requirements for Civil Rights Coordinator),** for which the district Board has jurisdiction, and recognizes a decision reached by the Board of Mosier Community School ~~and Riverbend Community School~~ as the district Board’s final decision. A final decision reached by this district Board

² An appeal must meet the criteria found in OAR 581-002-0005(1)(a).

may be appealed to the Oregon Department of Education under OAR [581-075-0001 – 581-075-0045](#) (the rules are amended by OAR [581-075-0901](#) until April 30, 2025). 581-002-0001 - 581-002-0023.

