Board of Directors
North Clackamas School District 12
12400 SE Freeman Way
Milwaukie, Oregon 97222

Agenda

North Clackamas School Board
Thursday, April 9, 2026 6:30 PM
Boardroom/YouTube
12400 SE Freeman Way
Milwaukie, OR 97222

Times listed on the agenda below are only estimates and may be adjusted.

OPEN SESSION

6:30 Call to Order
Community Comments

Native Land Acknowledgement **3**

Flag Salute **4**

Consent Agenda
A. Employment Changes
B. Minutes - March 12, 2026 **5**
C. Contract Extensions/Non-Renewals
D. Travel Request - Sabin-Schellenberg Professional Technical Center DECA **8**

7:05 1. Superintendent's Report

Presenter: Shay James

7:25 2. North Clackamas Education Association (NCEA) **18**

7:35 3. Board Reports

7:45 4. Declaration of Board Vacancy - Discussion/Action **19**
Presenter: Tory McVay

7:50 5. Process for Filling Board Vacancy - Discussion **21**
Presenter: Tory McVay

7:55 6. Milwaukie High School/Milwaukie Academy of the Arts - OSAA Cooperative Agreement - Discussion **23**
Presenter: Ryan Richardson

8:00 7. Oregon School Employees Association (OSEA) **24**

8:10 8. 2026-2027 Board Meeting Calendar - Discussion **25**
Presenter: Tory McVay

8:20 Adjourn

Native Land Acknowledgment

We acknowledge the land on which we sit and which we call the North Clackamas School District rests on the traditional and indigenous lands and village sites of the Native peoples of the Kalapuya, Chinook, Molalla, and the Clackamas. We take this opportunity to offer gratitude for the ability to learn, work, and be a community on this land, and we offer thanks to the original caretakers of this region. We recognize the historic policies of colonization, genocide, relocation, and assimilation that affected Indigenous and Native families both past and present and that will affect those in the future, and honor the resilience and revitalization of our Indigenous and Native communities. We pay our respects to the Elders, both past and present, who have been the stewards of this land throughout the generations.

Adopted 6/4/2020

Flag Salute

I pledge allegiance to the Flag of the United States of America, and to the Republic for which it stands, one Nation under God, indivisible, with liberty and justice for all.

NORTH CLACKAMAS SCHOOL DISTRICT 12
CLACKAMAS COUNTY, OREGON
MINUTES — BOARD OF DIRECTORS MEETING
March 12, 2026
Boardroom/YouTube

Executive Session

With due notice having been given and a quorum present, Director April Dobson convened executive session under ORS 192.660(2)(i), at 6:00 p.m. with the following members present:

Tory McVay	-	Vice Chair (virtual - open session only)
April Dobson	-	Director
Paul Kemp	-	Director
April Olson	-	Director
Samantha Tamtreng	-	Director
Donna Collingwood	-	Board Secretary

Superintendent Evaluation - The Board reviewed and discussed the Superintendent's evaluation.

Executive session adjourned at 6:23 p.m.

Open Session

Director April Dobson convened open session at 6:30 p.m.

Present, in addition to those in the executive session, were Shay James, Tiffany Shireman, Ivonne Dibblee, Teresa Neff-Webster, Michelle Riddell, Patricia Ahrens, Petra Callin, Matt Makara, David Kruse, Jennifer Dove-Kiltow, and Ryan Richardson.

Community Comments - There were no community members signed up to provide comments.

Native Land Acknowledgement video was shown. April Olson led the Pledge of Allegiance.

R25/26-28

Consent Agenda – Paul Kemp moved, April Olson seconded the motion to adopt the consent agenda as recommended:

Employment Changes - Approve employment changes as listed, with a copy of the list made as part of the official minutes, as recommended by the Chief of Human Resources & Business Services:

- Licensed appointments and terminations

Contract Extensions/Non-Renewals-

- Approve licensed staff non-renewal of contract, 2026-2027
- Approve extension of three-year contract, 2026-2029, for administrators
- Approve extension of two-year contract, 2026-2028, and non-extension for licensed staff
- Approve licensed staff and administrators renewal of contract, 2026-2027
- Approve licensed staff and administrators initial two and three-year contracts, 2026-2028 & 2026-2029

Minutes - February 26, 2026 - Approve the minutes of the regular Board Meeting held February 26, 2026.

2026-2027 Interdistrict Transfers - Approve interdistrict transfer slots for the 2026-2027 school year.

- 146 Interdistrict transfer slots into North Clackamas.
- An unlimited number of interdistrict transfer slots out of North Clackamas.

Travel Permission Request -

- Grant permission for 24 students from Sabin-Schellenberg Professional Technical Center to travel to Redmond, Oregon, March 19-22, 2026.

Motion passed 5-0 - Dobson, Kemp, McVay, Olson, Tamtreng voted yes.

2024-25 District Financial Audit – Executive Director of Finance & Business Services Matt Makara and Conor Delany on behalf of Clear Trails CPAs presented information on the 2024-2025 District Financial Audit. Questions and comments from the Board were addressed.

Proposed November Capital Construction Bond - Chief of Operations Teresa Neff-Webster, Special Projects Administrator Cindy Detchon, Jeremy Wright with Wright Public Affairs, and Superintendent Bond Advisory students and community member gave an update on the Superintendent's Bond Advisory Committee which concluded their work on January 22, 2026, confirming its recommendations to the Superintendent. Questions and comments from the Board were discussed.

Contract Award: Student Transportation Routing and Dispatch System - Discussion/Action – Chief of Operations Teresa Neff-Webster and Director of Transportation Kathy Calkins discussed a school transportation services

Draft

routing and dispatch system. Questions and comments from the Board were discussed.

R25/26-29 Paul Kemp moved, Tory McVay seconded the motion to award the School Transportation Services Routing and Dispatch System to Zūm Services, Inc., for an amount not to exceed $896,362.00 for the installation, licensing, training, and support of a new system.

Motion passed 5-0 - Dobson, Kemp, McVay, Olson, Tamtreng voted yes.

Contract Award: Student Chromebook Lease Buy Out - Discussion/ Action – Chief of Operations Teresa Neff-Webster and Director of Technology & Information Services Leigh Anne Scherer discussed student Chromebook lease buy out. Questions and comments from the Board were discussed.

R25/26-30 Paul Kemp moved, April Olson seconded the motion to award a contract to Insight Investments for the purchase of 9,262 student Chromebooks for a total cost of $370,480.00 as part of the district's long-term routine maintenance and refresh program.

Motion passed 5-0 - Dobson, Kemp, McVay, Olson, Tamtreng voted yes.

There being no further business to come before the Board, the meeting adjourned at 7:30 p.m.

Unapproved

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TRAVEL PERMISSION REQUEST **CONSENT D**

Sabin-Schellenberg Professional Technical Center DECA April 9, 2026

SUPERINTENDENT'S RECOMMENDATION:

Board approval of the request to travel.

BACKGROUND:

Sabin-Schellenberg Professional Technical Center is requesting permission for 21 students and 3 chaperones to travel to the DECA International Conference, April 24-29, 2026 in Atlanta, Georgia. This trip will cost $1,740.00 per student to be funded by student store profits and Pathways funding. Students will have the opportunity to compete in financial consulting, share the presentation of their student store written project, and attend leadership, networking, and business related workshops.

SOURCE OF FUNDS:

See attached Application for Permission to Travel

ATTACHMENTS:

Application for Permission to Travel and required attachments

STAFF CONTACT:

Petra Callin, Executive Director of Secondary Programs

Received 3/2/26 RW

Code: IICA-AR(2)

North Clackamas Schools

2025-2026 Application for Permission to Travel Form

Section I – General Information *(check all that apply)*

☑ Requires Principal Approval ☑ Requires District Approval ☑ Requires Board Approval
☐ First time travel for this group/itinerary OR ☑ Annual/Repeated trip (i.e. annual Fall choir retreat)

School: Sabin Schellenberg Name of group: Sabin Schellenberg DECA

Dates of travel: April 24-29 Initiator: Grace Saad

Destination: Atlanta, GA, DECA International Competition Application date: 2/27/26

Number of nights of overnight stay: 5 Time of departure: 5:00 am

Number of school days students will miss: 4

Rationale for missed school days:

DECA Internationals is a business competition that students have been working towards for the whole year. These students qualified based on participation in State Conference.

Number of students: 9 male 12 female Number of chaperones: 1 male 2 female

Background checks will be completed and verified on all chaperones. Background checks must be submitted every three years. Gender ratio of students should be reflected in chaperones.

Person verifying background checks will be: Julie Coleman ***Initial here when completed:*** JFC

Purpose of travel:

DECA Internationals brings together more than 23,000 DECA high schoolers from across the world to compete in business events, network, and apply their learning in the classroom to solving real world business problems. They attend leadership workshops and compete in the events that they qualified for based on placing in our State Conference.

What plans have been made for school make-up work when trip requires students miss school?

There will be significant downtime during the trip when not participating in DECA-related activities. Students will communicate with their teachers and check Google Classroom and will complete all missing work during travel time, as well as in between activities.

What specific responsibilities have been assigned to the chaperones?

Room checks, supervision during air and ground transportation, arranging ground transport, nightly meetings, and morning meetings. Supervision at theme parks and off conference activities, conference event duties assigned by DECA Inc, and communication with parents and participants.

Section II – Budget Information – Cost per student (*Does not include chaperone costs.*)

Expenses (per student)

1. Transportation $ 500.00
2. Lodging (no home stays) $ 650.00
3. Meals $ 200.00
4. Fees/Event Expense $ 130.00
5. Other $ 260.00

   Description of other expenses: Atlanta City Pass, Brave's game, Six Flag tickets

6. **Total cost per student (total lines 1 through 5: $** 1740
7. # of chaperones 3
8. # of students 21
9. **Total # of students + chaperones** 24
10. **Total cost of participation (Line 6 x Line 9:** $ 41,760.00
11. Substitute Teachers: (rates are effective 2025-2026)

    a. 2 # Full-Day Substitute(s) 4 # of Days @ $318.50 = $ 2,548.00

    b. # Half-Day Substitute(s) # of Days @ $159.25 = $ 0.00

    c. **Total Sub Cost** $ 2,548.00

TOTAL COST OF FIELD TRIP/TRAVEL (Line 10 plus line 11c.): $ 44,308.00

Funding for Planning Purposes (estimates only) *Planning purposes only- does not reflect final budget amounts.*

1. Does your current account balance cover this trip? No.
   a. If no, please explain

   Pathways funds will be used.

2. Amount of fund balance allocated for this trip: 10,000.00
3. Projected fundraising income*: 1,250.00
4. Projected contributions (donations)*: 1,000.00
5. OUT OF POCKET (per student): 1,526.57

Total Funding Resources – including fund raising, student out-of-pocket, contributions, school budget (totals should match): $ 44,308.00

*Describe projected fund-raising activities and contributions:

We have set aside Pathways funding for CTSO travel, as well as student store profits, as the student store

No students will be denied participation due to lack of funds. Adequate sources of revenue must be made available to all students.

No students will be required to pay additional costs beyond the original plan.

Section III – Transportation and Lodging Information

Transportation:

- ☐ NCSD bus
- ☐ NCSD mini bus (Type 20)
- ☐ Rental Vehicle* (no rental of 15-passenger vans allowed)
- ☑ Nondistrict commercial transportation (bus, train, plane)
- ☐ Private/personal vehicles (Must have parent/guardian release form)

For use of NCSD minibus, please identify the NCSD current certified mini-bus drivers:

Name of minibus Driver(s): _____

_____

NCSD mini buses cannot be used for trips which total more than 600 miles round trip.

Number of miles round trip: _____

*Drivers of rental vehicles must be approved via the District's driver certification process. Contact Risk Management to complete the certification process (allowing a minimum of two weeks for processing with the State DMV).

Name of rental vehicle Driver(s): _____

_____

Name the type(s) of non-district transportation to be used (including to and from airport) and company name:

Parents will drop off and pick up students at the airport to and from PDX. We will hire passenger vans for to and from the airport in Atlanta, and to and from any off conference activities. An advisor will be present in each van for ground transportation. Students will also use DECA provided buses and transport to and from DECA conference activities.

Name and location of lodging and description of room arrangements (chaperones may not share rooms with students; see item #2 under Chaperone Guidelines). Students are not allowed to stay with host families without written permission from Superintendent or designee. This is in accordance with Volunteer Policy IICC-AR(1):

We will be staying at the required conference hotel in same-gender rooms. DECA requires we stay in the Grand Hyatt in Buckhead, as the state delegation is housed there. Advisors and chaperones will have their own rooms, and students will be staying in same-gender 4-person and 3-person rooms.

For all travel requests, transportation details and a pre-trip driver requirements forms (If driving a Type 20 NCSD minibus must be included).

I have read and understand all trip guidelines.

Grace Saad _____ 2/27/26

Trip Leader Signature Date

Section IV – Required Attachments for building level approval only.

The following attachments must accompany this application:

- [✓] Detailed Itinerary which includes **all** planned activities and outline of student expectations specific to the trip.
- [ ] Pre-trip Driver Requirements (NCSD minibus-Type 20) upon departure. □
- [✓] Copy of Permission Release Forms and Emergency Information
- [✓] List of chaperones and verification of current background check on file.

Section V – Required Attachments to be sent to district level. (All other forms stay at the building.)

- [✓] Detailed itinerary which includes **all** planned activities and outline of student expectations specific to the trip.
- [✓] List of chaperones and verification of current background check on file.

Section VI – Approval

Principal Level: [✓] Approved [ ] Denied

_____ 3/2/26

Principal Date

District Level: [✓] Approved [ ] Denied

_____ 3/3/26

Executive Director of Elementary/Secondary Date

Date of Board Approval: _____

PROGRAM NAME: SSC DECA, State Career Development Conference

Trip Description: DECA Internationals	
Departure Date : 4/24	Departure Time : 5:00 am
Return Date: 4/29	Return Time: 3:00 pm
Agenda Activities:	
Day: Friday	Date: 4/24/26
Time: 4:55 am	Activity: Arrive at airport for flight
Tim: 6:55 am	Activity: Flight to ATL
Time: 4:25 pm	Activity: Arrive in ATL, transport to Grant Hyatt
Time: 6:30 pm	Activity: Transportation to and attendance of the the Atlanta Braves Game
Time: 10:00 pm	Activity: Transportation back to the hotel
Time: 11:00 pm	Activity: Curfew in your room

Agenda Activities:	
Day: Saturday	Date: 4/25/26
Time: 9:00 am	Activity: Pick up conference materials and event tickets
Time: 10:00 am	Activity: Transport to Conference Center and museum area

Time: 10:00 am - 5:00 pm	Activity: Explore City Pass attractions (Aquarium, Civil Rights Museum, College Football Hall of Fame, World of Coca Cola)
Time: 5:00 pm	Activity: Transport back to hotel
Time: 5:30 pm	Activity: State meeting and prep for opening session
Time: 7:30 pm	Activity: Transport to opening session
Time: 8:00 pm	Activity: Opening session
Time: 10:30 pm	Activity: Transport back to hotel
Time: 11:30 pm	Activity: Curfew in your rooms

Agenda Activities:	
Day: Sunday	Date: 4/26/26
Time: 7:00 am	Activity: Wake up and get ready for day
Time: 8:00 am - 4:30 pm	Activity: Conference activities, back to hotel and get ready for the evening
Time: 5:30 - 11 pm	Activity: Transport to and participate in DECA Block Party night; special conference event
Time: 11:30 pm	Activity: Return to hotel, curfew in your rooms
Agenda Activities:	
Day: Monday	Date: 4/27/26
Time: 7:00 am	Activity: Wake up and get ready for the day

Time: 8 am - 4:30 pm	Activity: Conference activities, back to hotel and get ready for the evening
Time: 5:30 - 11 pm	Activity: Transport to and tour Six Flags Over Georgia
Time: 11:30 pm	Activity: Return to hotel, curfew in your rooms

Agenda Activities:	
Day: Tuesday	Date: 4/28/26
Time: 7:00 am	Activity: Wake up and get ready for day
Time: 8:00 am - 4:30 pm	Activity: Conference activities, back to hotel and get ready for the evening
Time: 5:30 - 7:00 pm	Activity: Chapter dinner
Time: 7:00 - 10:00 pm	Activity: Grand Awards Session
Time: 11:30 pm	Activity: Curfew in your room, prepare rooms for EARLY checkout

Agenda Activities:	
Day: Wednesday	Date: 4/29/26
Time: 4:30 am	Activity: Wake up and get ready for the day
Time: 5:30 am	Activity: Transport to airport and check-in
Time: 7:30 am	Activity: Fly back to PDX
Time: 3:00 pm	Activity: Parent pick up at PDX

INTERNATIONAL CAREER DEVELOPMENT CONFERENCE

FRIDAY, APRIL 24

12:00 PM – 1:30 PM	Chartered Association Advisor Check-in + Luncheon *By invitation only* *Chapter advisors register with their chartered association advisor at their assigned hotel*	GWCC

SATURDAY, APRIL 25

9:00 AM	Event Directors' Briefing *Sponsored by College Board*	GWCC
10:00 AM – 8:00 PM	Headquarters + Attraction Ticket Booth	GWCC
10:00 AM – 8:00 PM	Shop DECA + Blazer Shop	GWCC
10:00 AM - 5:00 PM	Explore Atlanta or Competition Preparation *On your own*	
10:00 AM	Executive Officer Candidate Orientation + Interviews	GWCC
1:00 PM – 5:00 PM	Exhibit Booth Set-up	GWCC
5:00 PM	Parade of Chartered Associations Rehearsal	Mercedes-Benz Stadium
6:30 PM	National Advisory Board + Executive Mentor Reception *By invitation only*	Mercedes-Benz Stadium
8:00 PM	Grand Opening Session	Mercedes-Benz Stadium
12:30 AM	Curfew *Chapters and chartered associations may set earlier curfew times*	Assigned Hotel

SUNDAY, APRIL 26

7:00 AM – 5:00 PM	Headquarters + Attraction Ticket Booth	GWCC
7:00 AM – 5:00 PM	Shop DECA + Blazer Shop	GWCC
7:30 AM	Judge Check-in	GWCC
8:00 AM	MDA Fundraising Recognition Breakfast *Sponsored by the Muscular Dystrophy Association	By invitation only*	GWCC
8:00 AM – 11:30 AM	School-based Enterprise Academy	Food Operations	Omni Hotel
8:00 AM – 3:30 PM	Emerging Leader Series	GWCC
8:00 AM – 4:00 PM	College + Career Exhibits *Advisors only from 8:00 AM - 9:00 AM*	GWCC
8:00 AM – 5:00 PM	Competitive Event Testing *Principles of Business Administration Events, Personal Financial Literacy, Team Decision Making Events, Individual Series Events, Integrated Marketing Campaign Events, Professional Selling and Consulting Events*	GWCC
8:00 AM – 5:00 PM	Competitive Event Preliminary Competition *Business Operations Research Events, Project Management Events, Entrepreneurship Written Events, Stock Market Game*	GWCC
9:00 AM	Virtual Business Challenge Participants' Briefing	GWCC
9:00 AM – 4:00 PM	Advisor Professional Learning Series	GWCC
9:30 AM	Executive Mentor Program	GWCC
10:00 AM – 4:00 PM	Virtual Business Challenge Competition	GWCC
12:00 PM – 3:30 PM	School-based Enterprise Academy	Retail Operations	Omni Hotel
4:00 PM	Voting Delegates' Briefing + Candidate Campaign Sessions	GWCC
5:00 PM – 11:00 PM	Choose Your Own ATL Adventure *Advance ticket purchase required*	
12:30 AM	Curfew *Chapters and chartered associations may set earlier curfew times*	Assigned Hotel

MONDAY, **APRIL 27**

7:00 AM – 5:00 PM	Headquarters + Attraction Ticket Booth	**GWCC**
7:00 AM – 5:00 PM	Shop DECA	**GWCC**
7:30 AM	Judge Check-In	**GWCC**
8:00 AM – 4:00 PM	College + Career Exhibits	**GWCC**
8:00 AM – 3:30 PM	Emerging Leader Series	**GWCC**
8:00 AM – 6:00 PM	Competitive Event Preliminary Competition *Principles of Business Administration Events, Personal Financial Literacy, Team Decision Making Events, Individual Series Events, Integrated Marketing Campaign Events, Professional Selling and Consulting Event*	**GWCC**
8:00 AM – 6:00 PM	School-based Enterprise Preliminary Competition	**GWCC**
9:00 AM – 3:00 PM	Advisor Professional Learning Series	**GWCC**
10:00 AM – 4:00 PM	Virtual Business Challenge Competition	**GWCC**
12:00 PM – 1:30 PM	Chartered Association Officer + Advisor Luncheon *Sponsored by the U.S. Army | By invitation only*	**GWCC**
2:00 PM – 3:30 PM	Leadership Recognition Reception *By invitation only*	**GWCC**
2:30 PM – 4:30 PM	Meet the Candidates Session *Open to all members*	**GWCC**
3:30 PM – 4:30 PM	Competitive Events Update *Advisors only*	**GWCC**
5:00 PM – 11:00 PM	Choose Your Own ATL Adventure *Advance ticket purchase required*	
12:30 AM	Curfew *Chapters and chartered associations may set earlier curfew times*	**Assigned Hotel**

TUESDAY, **APRIL 28**

7:30 AM – 6:00 PM	Headquarters	**GWCC**
8:00 AM	Achievement Awards Session	**Mercedes-Benz Stadium**
8:30 AM – 11:30 AM	Judge Check-In	**GWCC**
8:30 AM – 5:00 PM	Shop DECA + Finalist T-Shirts + Recognition Items	**GWCC**
8:30 AM – 6:00 PM	Competitive Event Final Competition	**GWCC**
12:00 PM	Business + Election Session	**GWCC**
6:00 PM – 7:00 PM	Scholarship + National Advisory Board Reception *Sponsored by National Advisory Board Partners | By invitation only*	**Mercedes-Benz Stadium**
7:30 PM	Grand Awards Session	**Mercedes-Benz Stadium**
12:30 AM	Curfew *Chapters and chartered associations may set earlier curfew times*	**Assigned Hotel**

WEDNESDAY, **APRIL 29**

9:00 AM – 11:00 AM	New Executive Officer Orientation	**Omni Hotel**

Check **deca.org/icdc** for updates. Events will be held in the **GEORGIA WORLD CONGRESS CENTER** unless otherwise noted.

NORTH CLACKAMAS EDUCATION ASSOCIATION (NCEA)

Agenda Item #2
April 9, 2026

REQUEST:
In accordance with Article 23.3.A of the NCEA/NCSD Collective Bargaining Agreement, the North Clackamas Education Association requested time on March 30, 2026 to appear at the April 9, 2026 board meeting. The Association intends to speak regarding financials and budgeting.

DECLARATION OF BOARD VACANCY **DISCUSSION/ACTION**

Agenda Item #4
April 9, 2026

SUPERINTENDENT'S RECOMMENDATION:
That the Board declares Board of Directors Position 7 vacant as of June 17, 2026.

REASON FOR BOARD CONSIDERATION:
The resignation of Board Director April Dobson.

BACKGROUND:
On March 29, 2026, Director April Dobson submitted a resignation letter, creating a future vacancy in Position 7 on the Board of Directors. Her resignation will be effective on June 17, 2026. In accordance with ORS 332.030(1)(a), the Board needs to declare the position vacant.

The Board will then appoint a new Director who will finish the remainder of Director Dobson's term. In order to continue in the position, the Director will need to run for the office in the May 2027 election.

ATTACHMENTS:
Policy BBC

PRESENTER:
Tory McVay, Board Vice Chair

Code: **BBC**
Adopted: 6/19/86
Revised/Readopted: 1/20/11; 9/22/16
Orig. Code(s): BBC

Board Member Resignation

Any citizen who files for and is elected or selected to serve on the Board is expected to so with the intent of serving his or her full term of office.

If a member decides to terminate service prior to the completion of his or her term of office, a letter of resignation addressed to the Board chair shall be delivered to the Board secretary at the district office. Board members can resign the office effective at a future date. The resignation is binding unless withdrawn in writing and submitted to the Board secretary by the end of the fifth calendar day after the resignation is made.

The Board will announce the resignation and declare the vacancy at the next scheduled Board meeting.

The Board will determine the procedures to be used in filling the vacancy. The Board may begin a replacement process and select a successor prior to the effective date of resignation; however, the actual appointment shall not be made before the resignation date.

END OF POLICY

Legal Reference(s):

ORS 236.320
ORS 236.325
ORS 332.030

Cross Reference(s):

BBE - Vacancies on the Board

PROCESS FOR FILLING BOARD VACANCY **DISCUSSION**

Agenda Item #5
April 9, 2026

SUPERINTENDENT'S RECOMMENDATION:
This time is set aside to discuss a process in order to fill the vacancy of the Board of Directors Position 7.

REASON FOR BOARD CONSIDERATION:
The resignation of Board of Director April Dobson. Board policy BBE states that, "Vacancies will be filled by appointment by the Board."

BACKGROUND:
On March 29, 2026, Director April Dobson submitted a resignation letter, creating a vacancy in Position 7 on the Board of Directors. Her resignation will be effective on June 17, 2026.

The timeline proposed to fill the vacancy is as follows:

- April 9 Declare the position vacant and discuss the process
- May 7 Board adopts the process and timeline
- May 8 Open and advertise the position
- May 21 Deadline for applications
- June 4 Interview applicants
- June 18 Appoint the new member to the Board

The appointee will finish the remainder of the previous director's term. In order to continue in the position, the Director would need to run for the office in the May 2027 election.

ATTACHMENTS:
Policy BBE

PRESENTER:
Tory McVay, Board Vice Chair

Code: **BBE**
Adopted: 6/19/86
Readopted: 1/20/11
Orig. Code(s): BBE

Vacancies on the Board

Vacancies will be filled by appointment by the Board. The Board appointee must be a legally registered voter who will serve until the next regular election, at which time a replacement will be duly elected.

Board elections are held every odd-numbered year which for the purposes of this policy are termed "election" years. The appointee:

1. Will serve until June 30 following the next "election," at which time the individual elected in May of that year will fill the remaining portion of an unexpired term or serve a full four-year term; or

2. Will serve until June 30 of a subsequent "election" year if the vacancy occurs after the filing date in an "election" year.

A Board member so elected will serve the remaining years of the term of office of the Board member being replaced.

Upon appointment by the Board, the newly appointed Board member(s) may be sworn and seated immediately or at the next Board meeting.

In the event of multiple vacancies the position of the Board member who resigned first will be filled first.

END OF POLICY

Legal Reference(s):

ORS 249.865 - 249.877
ORS 255.245
ORS 255.335
ORS 332.030
ORS 332.122
ORS 332.124

Cross Reference(s):

BBBA - Board Member Qualifications
BBC - Board Member Resignation
BBD - Board Member Removal from Office

MILWAUKIE HIGH SCHOOL/MILWAUKIE ACADEMY OF THE ARTS - OSAA COOPERATIVE AGREEMENT

DISCUSSION
Agenda Item #6
April 9, 2026

SUPERINTENDENT'S RECOMMENDATION:
Staff recommends approval of the Oregon School Activities Association (OSAA) Cooperative Sponsorship agreement between Milwaukie High School (MHS) and Milwaukie Academy of the Arts (MAA).

BACKGROUND:
Milwaukie High School and Milwaukie Academy of the Arts have had a cooperative sponsorship in accordance with OSAA rules over the past 20 years. This sponsorship enables students attending MAA who reside outside the North Clackamas School District boundaries to participate in Milwaukie High School teams and activities alongside their classmates. The OSAA co-op application requires the host school to apply online separately for each individual activity; MHS is requesting the approval to complete this process for each OSAA sponsored activity, including band, orchestra and choir.

Without the cooperative agreement, MAA students would be required to participate in activities at their resident school, resulting in transportation and other barriers. Therefore, MAA students would have reduced access to these advantageous programs.

Schools with a 9th to 11th grade enrollment above 608 and under 1004 are classified as 5A under the OSAA guidelines. Consequently, MHS falls within this range with or without the additional MAA enrollment so this move has no impact on classification.

In order for MAA students to retain co-curricular options for the next four years, the OSAA Cooperative Sponsorship application process must be completed by Athletic Director Tom Moore and approved by Superintendent Shay James after Board approval.

PRESENTER / STAFF CONTACT:
Ryan Richardson, Executive Director of Athletics and Multiple Pathways

OREGON SCHOOL EMPLOYEES ASSOCIATION (OSEA)

Agenda Item #7
April 9, 2026

REQUEST:
North Clackamas School District's Oregon School Employees Association (OSEA) requested time on April 3, 2026 to appear at the April 9, 2026 board meeting. The Association intends to speak regarding budget, ending fund balance and layoffs to classified staff.

2026-2027 BOARD MEETING CALENDAR **DISCUSSION**

Agenda Item #8
April 9, 2026

ORIGINATED BY:
Annual agenda item.

BACKGROUND:
The Board annually establishes the dates, times, and locations for regular meetings. This time on the agenda is set aside for the Board to discuss board meeting calendaring for the 2026-2027 school year. Areas for discussion include the start time, location, and the use of virtual meeting technology.

For 2026-2027, staff reviewed whether modifications to the current format could better serve community accessibility, Staff/Board well-being, and fiscal stewardship without sacrificing transparency or public engagement. Staff reviewed practices at other public agencies and school districts and considered the following factors:

- Accessibility: being mindful of barriers to meeting participation for families with childcare needs, transportation constraints, etc.
- Financial stewardship: reducing per-meeting operational costs.
- Staff and Board well-being: ensuring meetings conclude at a reasonable hour, as the following day is typically a work day.
- Transparency: maintaining full public access, live streaming, and public comment options regardless of meeting format.

With all of that in mind, the following is a structure for 2026-2027 School Board meetings for consideration:

- In months with two meetings, one in-person and one virtual.
- Months with only one meeting (eg. December and March) typically remain in-person.
- July (when some district functions are on hiatus and many people are travelling) would be virtual.
- All meetings continue to be livestreamed and recordings posted for public review.
- Board members retain the ability to call in or use a virtual connection to any board meeting.
- Any meeting with public comment on the agenda will include a virtual option.
- A 6:00 p.m. start time for board meetings.

ATTACHMENTS:
Draft 2026-2027 Board Calendar
2026-2027 Board Meeting Calendar Presentation Slides

PRESENTER:
Tiffany Shireman, Chief of Staff

North Clackamas School Board

2026-2027 Meeting Calendar

Meetings typically held at NCSD Administration Building or online, starting at 6:00 p.m.

July 2026

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

August 2026

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

September 2026

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

October 2026

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

November 2026

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

December 2026

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

January 2027

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

February 2027

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

March 2027

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

April 2027

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

May 2027

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

June 2027

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

- Regular Board Meeting (in person)
- Regular Board Meeting (virtual)
- School Closed/Holiday
- Hold for Special Meeting/Governance

Reference:

- OSBA Conferences
- NSBA Conferences (tentative)
- Hold: Budget Meeting

This calendar is subject to change.
Any modifications to date, time, format, or location will be properly noticed per Oregon state law.

Board Proposed 4/9/26



2026-2027 Board Meeting Calendar Board Discussion







April 9, 2026

North Clackamas Schools

Planning for the 2026-2027 School Year



- Annual agenda item - discussion tonight.
- Ensure meeting structure meets the needs of our community, staff, and Board members while carrying out the essential functions of the school district.
- Consider modifying format to include some virtual meetings and an earlier start (and end) time.

North Clackamas Schools

Consistency and Availability



To balance community needs, in-person meeting expense, and well-being:

- Format:
  - Months with two meetings: One In-Person and One Virtual.
  - Typically months with one meeting (eg. Dec., March): Remain In-Person.
  - July 2026: Virtual.
- Board members retain the ability to call in or use a virtual connection for any meeting.
- 6:00 PM Start Time: Aiming to conclude business at a reasonable hour for students, families, staff, and the Board.

Transparency & Public Access



Regardless of the meeting format (Virtual or In-Person):

- Live Streaming: Every meeting is broadcast live.
- Recordings: Every meeting is recorded and posted for public review.
- Public Comment: An online option for public comment is available for all meetings where public comment is accepted. The Board also receives and reviews all written correspondence.

Analysis of Varied Meeting Format and 6:00 PM Start Time:



Strengths	Drawbacks
Increased Accessibility: Students, families and staff can join from home without needing childcare or a commute. Reduces perception that in-person public comments or presentations are better received by the Board.	**Reduced In-Person Interaction:** One less opportunity per month for physical, face-to-face connection with the Board. Also, loss of non-verbal communication and body language can make it harder to guage reactions and build trust.
Financial Stewardship: Saves ~$750 per in-person meeting by reducing security, audio/visual/technology support, and custodial hours.	**Technology Dependency:** Participants rely on stable internet or phone connections.
Wellbeing: A 6:00 PM start and virtual options help meetings end at a reasonable hour, reducing burnout.	**Virtual Meeting Fatigue/Disengagement:** At times meeting participants can become easily distracted or less engaged in virtual meeting settings.
Operational Efficiency: Eliminates physical setup/teardown and increases access to the space for additional school district groups.	**Calendar Consistency/Confusion:** Need to refer to calendar routinely to know which meetings are which format.

North Clackamas Schools

Determining the 2026-2027 Board Meeting Schedule



- **Feedback for Board Chairs and Staff?**
  - One in-person and one virtual meeting per month?
  - July 2026 - virtual?
  - 6:00 pm start time?

- **Next step:**
  - Scheduled action on May 7



Thank you!







North Clackamas Schools