LANE EDUCATION SERVICE DISTRICT	BOARD MEETING
1200 Hwy 99 N	Monday, November 2, 2026
Eugene, Oregon 97402	Regular Meeting: 6:00 PM

LANE ESD BOARD MEETING
AGENDA
Monday, November 2, 2026

1. Call Regular Meeting To Order

   Board Chair

2. Lane Education Service District Statement of Accountability: Land Acknowledgment

   Board Member

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3. Public Comment

   B - Lane ESD _ Public Comment .docx 6

4. Agenda Review

   Board Chair

5. Presentation | Aspect Grove | School Success & Student Investment | 2025-26 Integrated Programs Annual Report

   Superintendent Wetherell & Dr. Annie Galaxy, Administrator of Education Programs for Justice Involved Youth

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6. Items for Information and Discussion

   Board Chair

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   A. Information from Administrative Staff

      Administrative Staff

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B. Superintendent Report

Dr. Wetherell, Superintendent

1. Legislative Update

   Superintendent Wetherell will provide an update in legislative activities if there are any updates.

   Dr. Wetherell, Superintendent

C. OSBA Election

The Oregon School Boards Association is organized as one general state association with up to 24 regionally elected representatives established across 14 geographic regions to support member participation and representation.

In odd-numbered years, member boards vote to elect regional representatives for even-numbered positions on the OSBA Board of Directors. Member boards also vote to elect all regional representatives on the Legislative Policy Committee.

In even-numbered years, member boards vote to elect regional representatives for odd-numbered positions on the OSBA Board of Directors. Member boards also vote on the OSBA Legislative Priorities and Principles. **Lane ESD does not vote for an OSBA Board of Directors member this year (2026).**

Resolutions submitted to the membership are on the ballot.

Resolution Election Timeline from OSBA

Date	**Action**
Sept 30	All resolutions to be submitted to the membership for a vote must be received at the OSBA offices.
Oct 15	Resolution details, along with an official ballot, will be sent to the membership.

Oct 15 Voting period opens

Dec 15 Voting period closes

Board Chair

EX20261001-Resolution-2026-Bylaws-Amendments-FINAL 18

EX20261005OSBA-Governance-Change-Summary-FINAL 36

7. Action Items

   Board Chair

   A. Consent Agenda

      Board Chair

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   B. Accept Financial Report

      Board Chair

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8. Board Member Reports and Comments/Agenda Planning

   Lane ESD Board, Liaisons, Advisors

   A. Board Member Reports

      Board members are asked to submit their reports in writing to be attached to Boardbook. Reports can be sent to the Executive Assistant in advance of the meeting.

      Board, Advisors, Liaisons

9. Lane ESD Board Member Activities and Opportunities

   Board Chair

   A. OSBA 80th Annual Fall Convention

Board Chair

10. Adjournment
    - The next regular meeting is scheduled to be held Tuesday, December 8, at the Lane ESD Main Campus, 1200 Highway 99 N, Eugene.

Board Chair

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Shaping the future:
Supporting excellence in education

EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Statement of Accountability: Land Acknowledgment

Lane ESD acknowledges that the lands we call Lane County - the lands that sustain our children, our future, and our collective well-being - are the traditional ancestral home of the Kalapuya, Siuslaw, Molalla, and other indigenous people who have lived in Lane County since time immemorial. Native children, families, and communities bear witness to a legacy of displacement and forced relocation. As an educational institution we are accountable for addressing the current and former silencing, erasure and genocide of native people in Oregon and Turtle Island. We aim to join with indigenous people, honoring their resilience, courage, and self-determination in a purposeful pursuit of justice.

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Public Comment

This is an opportunity for the audience to address the Board on topics either on, or not on, the agenda. There will also be opportunities for the audience to comment on specific agenda items as the Board addresses them.

Comments Regarding Staff Members - Speakers may offer objective criticism of ESD operations and programs. The Board will not hear comments regarding any individual ESD staff member. The Board chair will direct the visitor to the procedures in Board policy KL - Public Complaints for Board consideration of complaints involving a staff member. The association contract governing the employee's rights will be followed. A commendation involving a staff member should be sent to the superintendent, who will forward it to the staff member, his/her supervisor and the Board.

The Board requests that a public comment add information or a perspective that has not already been mentioned previously, and that the patron refrains from repeating a similar point. To make a comment or present a topic during public comment, if the opportunity is available on the Board agenda, please complete the Intent to Speak card and submit it to the Board secretary prior to the start of the meeting. An individual that has submitted an Intent to Speak card and has been invited to speak by the Board chair, will be allowed three minutes.

Any person, who is invited by the Board chair to speak to the Board during a meeting, should state his/her name and address and, if speaking for an organization, the name of the organization. A spokesperson should be designated to represent a group with a common purpose.

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Shaping the future: Supporting excellence in education

EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Presentation | Aspen Grove | School Success & Student Investment Act Report

Prepared for: Lane ESD Board of Directors

Prepared by: Dr. Annie Galaxy, Administrator of Education Programs for Justice Involved Youth

Meeting Date: November 2, 2026

Background

This is the annual High School Success and Student Investment Act submission to the Oregon Department of Education (ODE). It highlights key operational updates, ongoing program achievements, emerging risks, and future initiative plans for board review and awareness.

Key Updates

Annual High School Success and Student Investment Act was reported to ODE and includes the following Key Updates:

- Expanded programming to include 6 licensed teachers, covering all core content and several enrichment subject areas
- Partnerships with key service providers including substance use counselors, juvenile counselors, and public health
- Data collected (enrollment, engagement, progress, risk assessment) is used to inform student support teams. This is helping us identify emerging student risk factors and attempt to provide more comprehensive services earlier.

Emerging Issues & Risks

- Obtaining student records is an ongoing challenge, sometimes causing student frustration.
- Counseling (mental health and substance use disorder) continues to be a gap for students both here and in the community.

Celebrations & Impact

- One student will complete his GED testing by November 6, 2026

- Aspen Grove's detention classroom, Cedar, is graduating its first student.
- Two students from Birch classroom (Behavior Rehabilitative Services) and one student from Redwood classroom (formerly MLK) are engaged in Hope Factory.
- One student will be celebrating 100 days of sobriety on November 5.

Looking Ahead

- Will be requesting to submit a proposal for Opioid Settlement Grant funding to address key risk issues.

Action Requested
No action needed. This report is for informational purposes in support of the Board receiving it.

Attachment: 25-26 Integrated Programs Annual Report

AR1 "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)?

Discuss at least one Outcome where you have seen progress in implementation."

Our progress this year contributes to the Outcome that schools are places where every student is welcomed, their culture and assets are valued, and their voices are integral to decision making, with instruction monitored and adjusted to deepen individual learning. The clearest evidence is in how we used additional funding to expand programming and strengthen pathways to high school completion for students navigating juvenile justice and substance use disorder (SUD) treatment systems.

Our students move through complex, often overlapping systems, including court requirements, probation, treatment schedules, placement changes, and many arrive with disrupted schooling and a history of feeling unwelcome in traditional settings. Added capacity for student support has allowed us to meet students where they are and keep their education moving forward despite those barriers.

We have seen progress in these areas:

Student voice in decision making: We now interview each student about their goals, interests, and strengths, and use that input to shape their learning plan and course of study. All students develop a pathway map within the first few weeks in the program.

Culture and assets valued: Rather than starting from deficits, we build on what students already bring, including interests, skills, lived experience, cultural and family strengths. Programming is designed around student interest, such as job skills curriculum driven by what students want to learn.

Instruction monitored and adjusted: Staff review credit progress, assessments, engagement data on a weekly cycle and adjust instruction and pacing for individual learners, including students whose placements change are transitory.

Connection to community and career learning: We have built partnerships with outside career learning opportunities such as HOPE Factory, giving students hands-on experience and a reason to stay engaged in school during probation and beyond.

Educator agency: Staff have the flexibility to develop interest-based, job-skills-specific curriculum and coordinate with treatment providers and juvenile department input instead of relying on a one-size-fits-all model.

These gains connect to our Longitudinal Performance Growth Targets and Local Optional Metrics. For our students, progress toward credit attainment, GED practice test achievement, graduation/GED completion, regular attendance, the most meaningful measure. Because our population is small and mobile, we are tracking leading indicators such as credits earned per enrollment period, re-engagement after placement transitions, and participation in career learning.

Going forward, we will continue to monitor engagement, deepen partnerships that connect students to work and training, and strengthen the handoff of students as they transition out of juvenile justice or treatment settings.

AR2 "Where have you experienced barriers, challenges, or impediments to progress toward your Outcomes and Strategies in your plan that you could use support with?
Discuss at least one Outcome where you have seen challenges or barriers to implementation."
Outcome: "We will remove barriers for our students to successful complete high school within five years.
Strategy: Increase transcription rates of credits earned while students are in the juvenile detention setting.

Increasing the transcription rate of credits earned in the juvenile detention setting proved to be a challenging outcome to meet over the last academic year. Turnover in our registrar position, followed by a significant delay in hiring a replacement, created a gap in the capacity needed to process and record credits in a timely manner. Once the new registrar was on board, there was a necessary learning curve: transcription involves nuanced details, including aligning coursework completed in the detention setting with district and state graduation requirements, that take time and experience to master. While this slowed our progress during the year, we are now catching up on the backlog. The experience has also strengthened our program's understanding of the technical details of credit transcription, and we are better positioned to build more consistent processes and ensure that credits students earn in detention follow them back to their home schools, removing a key barrier to on-time high school completion."

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Shaping the future: Supporting excellence in education

EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Prepared for: Lane ESD Board of Directors
Meeting Date: November 2, 2026

Items for Information and Discussion

Background
The Items for Information and discussion section provides the Board of Directors with updates, reports, and presentations intended to inform the Board about current programs, initiatives, operational matters, and activities of Lane Education Service District.

These items are informational in nature and do not require Board action. Board members may ask questions, seek clarification, and provide feedback as appropriate.

- ***Information from Administrative Staff***

Purpose: The Directors of Business Services, Human Resources, Information Technology, and School Improvement have submitted written reports to the Board on matters of interest concerning their area of responsibility.

- ***Superintendent's Report***

Purpose: Provide the Board with updates from the Superintendent regarding organizational priorities, district partnerships, significant activities, and other matters of interest.

- ***OSBA Elections***

Purpose: The OSBA Board of Directors adopted a resolution on September 19, 2026, proposing amendments to the OSBA Bylaws and referring the amendments to member boards for a vote during the 2026 election cycle. Approval requires two-thirds of returned ballots. Additional OSBA Election information is included in this packet and via email.

Action Requested
No action is requested. This item is provided for information and discussion.

Business Services Board Report
November 2026

Board Action Needed
What is coming to the Board for information, discussion, or decision in the next 60–90 days?

- Appoint Budget Committee members (to Positions 1, 4, & 8)
- Update Policy DID Inventory to increase capitalization threshold from $5,000 to $10,000 effective July 1, 2027.

Key Updates
What are the most important developments since the last report?

- Final audit fieldwork (for the fiscal year ended June 30, 2026) was completed during the week of October 12, 2026. No material weaknesses or significant deficiencies were reported. Our audit has now moved to the final draft and review phase.

Emerging Issues & Risks
What should the Board know before it becomes a bigger issue?

- Chart of Accounts Modernization

  State leaders have identified a need for greater fiscal transparency, stronger alignment between investments and outcomes, and more consistent data for accountability. Modernization of the Program Budgeting and Accounting Manual (PBAM) is intended to support more timely, reliable, and transparent financial information for every level of Oregon's education system.

  Updating the PBAM and chart of accounts represents a significant change for districts, ESDs, and charter schools. This work will affect coding structures, business processes, and financial reporting practices across all agencies. The transition will require time, coordination, and support. Implementation approaches will vary based on local systems, capacity, and readiness.

  Input from districts, ESDs, charter schools, auditors, software providers, and education partners continues to inform this work and support implementation planning.

Celebrations & Impact
Share stories or highlights that demonstrate the difference our work is making.

- On July 1, 2026 a new Service Provider Toolkit was implemented to streamline and improve the process of contracting with other parties to provide services to the ESD.
- On August 31, 2026 we closed the fiscal year ended June 30, 2026. In fiscal year

2025-26, we processed payroll and associated payroll costs totaling $29 million for 480 different employees, paid 976 different vendors $55 million, and received $39 million from 56 different grants and contracts.

Looking Ahead
What is coming next that the Board should anticipate?

- We are anticipating the release of the Governor's Recommended Budget (GRB) sometime in early December. State law dictates that the sitting governor must produce a budget proposal, and because Governor Kotek's current term runs through January 11, 2027, her administration remains legally responsible for finalizing and releasing the official GRB in December.

  If Governor Kotek is not reelected in the general election on November 3, 2026, the incoming governor would take office in January 2027 and likely issue a "Budget Transition Document" or an amended set of executive recommendations shortly after taking office. While a new governor cannot completely stop the December GRB release, they can formally request that the Legislature alter funding priorities to match their own platform.

Human Resources Board Report
November 2026

Board Action Needed
No Board action is requested at this time. Human Resources will bring forward matters for Board information, discussion, or action as organizational needs and priorities develop.

Key Updates
- Human Resources is working with Executive Leadership and the employee association on the revised employee evaluation framework. The focus is on establishing clear expectations, meaningful feedback, and a consistent approach to employee evaluation across employee groups.
- Human Resources is reviewing hiring processes to identify opportunities to improve efficiency, strengthen coordination, and support successful recruitment outcomes.

Organizational Focus Areas
- Supporting departments with recruitment and workforce planning, including specialized and difficult-to-fill positions.
- Promoting consistent attendance and leave practices through clear communication and guidance for employees and supervisors.
- Keeping HR services and resources aligned with the needs of employees, supervisors, and departments.

Celebrations & Impact
- Collaboration with Executive Leadership, employee associations, and departments continues to be an important part of HR's work, strengthening communication, building shared understanding, and supporting organizational priorities.
- Human Resources continues to build on opportunities for staff to support our community throughout the year. This week's blood drive was one example, with additional opportunities to contribute food, toys, clothing, and toiletries to support local individuals and families.

Looking Ahead
- Review fall UPBEAT survey results and work with departments to identify themes and opportunities related to staff feedback, organizational climate, and culture.
- Begin position and classification reviews with departments to assess organizational needs, position responsibilities, job descriptions, and alignment.
- Use employee feedback and organizational information to help guide HR priorities and future planning.

Technology Services
Board Report Template

Board Action Needed
None at this time.

Key Updates

- Major initiatives and milestones:
    - Server infrastructure rebuild and modernization.
        - Began engaging potential vendors
        - Started environment cleanup and preparation
        - Engaging LCTAC department leads regarding future technologies and district needs.
- Significant accomplishments:
    - Started collecting survey results for IT's continuous improvement.
    - The CyberNut phishing program is underway, and competition is heating up for the #1 spot.
- New partnerships: None at this time.
- Program launches:
    - Pen Testing-Research and development of an internal pen testing service for the ESD and component school districts.
        - Penetration testing is when trusted security experts try to break into your systems the way a real attacker would, so you can find and fix weak spots before someone with bad intentions does.
- Legislative or regulatory changes:
    - WCAG 2.1 Level AA
        - Under Title II of the ADA, public bodies like school districts, ESDs, cities, and counties have to make their websites, apps, online documents, and videos usable by people with disabilities (for example, working with screen readers, captioned, and keyboard-friendly), and the federal deadlines were recently pushed back one year to April 2027 for larger entities and April 2028 for smaller ones.

Emerging Issues & Risks

- PHP Vulnerabilities- which runs roughly 70% of websites worldwide. Serious security flaws were recently found in PHP, software that runs a large share of the world's websites, and attackers are already exploiting them to take over web servers without needing a password, so any organization running PHP needs to install the updates right away.
- A record number of fixes from Microsoft- Microsoft released 1,413 security fixes in a single update. That is more than it released in all of 2025.
- Attackers using AI- Microsoft reported that a hacking group linked to China used AI tools to try to break into more than 2,250 organizations through a company that provides remote IT support. The tools made up to 2,900 login attempts per minute. In some cases, the attackers gained full control of systems in under three hours.

- <u>The tools that protect us came under attack-</u> in a single week, three major security companies (Ivanti, Cisco, and Palo Alto) reported attacks on the very products organizations use to protect their networks. Separately, a group likely backed by a foreign government quietly used a weakness in a remote-support tool for about seven weeks before anyone knew about it.
- <u>Frontline Education-</u> Our HR management vendor had a data breach affecting some current and former Lane ESD employees. TransUnion letters began arriving this week. Scammers often use news like this to send fake emails, calls, or texts, so staff should be cautious of any message that mentions the incident.

<u>What it means</u>

The common thread is speed. AI is helping both attackers and defenders find weaknesses faster than most organizations were built to respond. It is too early to know how much harm will come from the PHP weaknesses. As of last Friday, attacks have been reported, but federal authorities have not yet confirmed that they are widespread.

Celebrations & Impact

- Staff recognition: We recognized an IT team member for the IT Super Star of the Month award in October:
    - Matt Hayes
        - *Thank you for helping with onboarding while Owen was out; your backup is much appreciated.*
        - *For all the work with Clever and Freshservice cleanup. Helping identify who is who, and bridging the gap between IT and HR*
- Positive outcomes:
    - PHP Hardening- Secured LESD's systems against the recent PHP vulnerabilities.
        - *Serious security flaws were recently found in PHP, software that runs a large share of the world's websites, and attackers are already exploiting them to take over web servers without needing a password, so any organization running PHP needs to install the updates right away.*
        - Rebuilt Lane ESD and district websites to secure recent vulnerabilities.
    - Transitioned Windows devices to Chrome at Aspen Grove sites, increasing ease of use and security.

Looking Ahead

As we head into the holiday season, IT is looking forward to focusing on what matters most: friends and family. As we make space for those priorities, we are also fine-tuning department budgets and services, strengthening the cohesiveness of our team, wrapping up projects that have taken years to accomplish while launching new ones, and building a department and culture that gets people excited to come to work.

We are strengthening our partnership with the School Improvement team by joining them on the Computer Science Regional Advisory Committee (RAC). Together, we are exploring how AI is shaping our world and, most importantly, how to prepare our students for success.

School Improvement

Board Report November 2026

Key Updates

- October Curriculum Leaders meeting focused on Artificial Intelligence
    - Oregon Generative AI Guidance
    - Policy Development Guidance and Sharing
    - Professional Development Needs Survey
- School Improvement Team professional learning focused on K-12 Attendance research and best practices.
- Regional Advisory Committee (RAC) meetings are being held this fall to connect high school CTE teachers with LCC faculty and industry partners as required by Perkins.

Celebrations & Impact

- Native Youth Wellness held its first Culture Night of the school year. It was a huge success with 150 participants sharing a meal, receiving coats for winter, and connecting with community partners.
- Our Western Regional Educator Network team spent two days at the REN retreat learning, reflecting, and planning, focused on strengthening the work across the network.
- Our Student Voice and English Language Arts specialists attended the Othering and Belonging Conference in Kentucky with two students. The conference focus was to work towards building inclusive, pluralistic democracies.
- First Instructional Leadership Walk Through day was held at Lowell SD providing administrative teams from Rural District Collaborative the opportunity to engage in professional learning about instructional leadership.

Looking Ahead

- Emergency Medical Services (LCA) skills day on October 31 at Eugene Fire Station will be focused on forcible entry, fire extinguishers, and ropes. This is the third of ten skills days that the EMS students will experience.
- The next Secondary Student Support Systems work session will be held on November 10.
- Reid Sheppard has been hired as the new Lane ESD Math Specialist and will begin work in November.
- December 4th is our next Rural District Collaborative professional learning day at Lowell.

Resolution to Amend the 2024 OSBA Bylaws

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

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

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

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

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

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

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

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

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

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

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

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

Submitted by: OSBA Board of Directors

OREGON SCHOOL BOARDS ASSOCIATION

BYLAWS

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

1201 COURT STREET NE, SUITE 400 • SALEM, OR 97301 | 1-800-578-OSBA • OSBA.ORG

SECTION 1 PURPOSE

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

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

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

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

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

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

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

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

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

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

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

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

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

SECTION 2 MEMBERS

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

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

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

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

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

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

2.4 Voting Power.

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

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

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

2.6 Regional Election of Directors and LPC Members.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SECTION 3 DIRECTORS

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

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

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

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

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

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

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

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

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

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

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

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

3.5.2 Regional Election.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SECTION 4 COMMITTEES AND CAUCUS~~ES~~ COUNCIL

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SECTION 5 OFFICERS OF THE BOARD OF DIRECTORS

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

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

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

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

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

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

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

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

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

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

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

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

SECTION 6 NONDISCRIMINATION

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

SECTION 7 OSBA PROPERTY AND CASUALTY FOR EDUCATION TRUST

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

SECTION 8 GENERAL PROVISIONS

8.1 Amendment of Bylaws.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

* * * * *

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

2026 OSBA BYLAWS BALLOT MEASURE

OSBA Governance Changes

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

To OSBA member boards,

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

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

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

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

OSBA Board Governance Committee

At a Glance

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

THE FOUR CENTRAL CHANGES

1

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

2

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

3

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

4

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

WHAT IS NOT CHANGING

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

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

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

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

Why these changes

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

Background

How the review was done

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

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

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

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

Guiding principles

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

Efficiency

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

Effectiveness

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

Engagement

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

Representation

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

What we heard

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

The Four Central Changes

1. Ex-officio advisor seats

TODAY

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

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

WHAT WOULD CHANGE

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

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

WHY

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

2. Caucuses would advise the executive director

TODAY

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

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

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

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

WHAT WOULD CHANGE

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

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

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

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

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

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

WHY

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

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

STILL TO BE DECIDED

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

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

TODAY

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

Each caucus manages its own budget.

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

WHAT WOULD CHANGE

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

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

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

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

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

New caucuses would join the Council without adding Board seats.

Filling seats and the transition

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

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

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

WHY

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

STILL TO BE DECIDED

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

4. Legislative Policy Committee (LPC)

TODAY

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

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

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

WHAT WOULD CHANGE

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

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

WHY

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

STILL TO BE DECIDED

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

Other Changes on the Same Ballot

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

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

Improvements Already Underway (No Vote Needed)

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

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

Timeline

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

LANE EDUCATION SERVICE DISTRICT
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Shaping the future:
Supporting excellence in education

EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Consent Agenda

Prepared for: Lane ESD Board of Directors
Meeting Date: November 2, 2026

Background

The Lane ESD Board of Directors Board of Directors has established a consent agenda process. Consent agenda items are routine matters that are adopted through a single motion unless a Board member or the Superintendent requests that an item be removed for separate discussion and action.

Consent agenda items are intended to streamline Board meetings by allowing the Board to efficiently address routine business while focusing discussion on items requiring additional deliberation.

Supporting materials for consent agenda items are included in the Board packet as needed. Board minutes will reflect action taken on each consent agenda item.

Any item removed from the consent agenda will be considered separately under the appropriate section of the agenda.

Consent Agenda Items:

- Lane ESD Board Meeting Minutes, October 6, 2026
- Human Resources Personnel Report, November 1, 2026

Action Requested

That the Board of Directors of Lane ESD approve the consent item as presented.

LANE EDUCATION SERVICE DISTRICT
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Shaping the future:
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EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

MINUTES OF THE REGULAR MEETING

Lane Education Service District
Board of Directors
October 6, 2026
Regular Meeting: 6:00 PM

1. Call Regular Meeting to Order:

Chair Leslie Harris called the Regular Meeting to Order at **6:03 PM.**

Guests attending the meeting were introduced.

Board Members Present: Board Chair Leslie Harris, Vice Chair Nora Kent, Directors Sherry Duerst-Higgins, Linda Hamilton, Thomas Hiura, Nora Kent, Andrea Tolson, and Erin Zygaitis.

Administration and Staff Present: Superintendent Wetherell, Olivia Meyers-Buch (Executive Director of Business Services), Molly Gillett (Executive Director of Special Education), Maria Schaad (recording secretary), and Morgan Christensen (Executive Director of Human Resources - remote).

Advisors/Liaisons Present: Danna Brownell (McKenzie School District), Mike Anderson (Creswell School District)

Guests Present: (LCEA - in person) and online community members

2. Lane Education Service District Statement of Accountability: Land Acknowledgement

The Statement was read aloud by Director Hiura.

3. Oath of Office | Newly Appointed Board Directors

Chair Harris administered the oath of office to newly appointed Board Directors Andrea Tolson, representing Position 3, Springfield School District 19, and Erin Zygaitis, Position 6, At-Large.

Both directors affirmed their commitment to uphold the constitutions and laws of the United States and Oregon, the policies of Lane ESD, and to faithfully discharge the duties of their respective positions.

Chair Harris congratulated the new directors and welcomed them to the Board.

4. Public Comment

No public comments were received.

5. Agenda Review

Agenda accepted as presented.

6. Presentation (video) School Improvement | Programming and Grant | Furniture Lab Collaboration

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The Board viewed a prerecorded presentation by Cassadie Mitchell, Executive Director of School Improvement, and Shereen Vogel, Career Technical Education (CTE) Regional Coordinator, highlighting current CTE initiatives, grant opportunities, and program outcomes.

Furniture Lab Collaboration

Ms. Vogel described the Furniture Lab Collaboration, a proposed initiative supported through a Lane County Community and Economic Development grant application submitted through the Lane Education Foundation.

The project would engage students in manufacturing and construction pathways to design and build furniture for identified community needs. The initiative would provide hands-on, project-based learning while strengthening partnerships among schools, industry, and community organizations. BRING Recycling would serve as a logistical partner, coordinating materials, storage, and transportation between industry partners and participating schools. The collaboration would expand access to authentic learning opportunities, particularly for rural school districts.

CTE Revitalization Grants and Regional Partnerships

The presenters announced two CTE Revitalization Grant awards totaling $500,000, supporting expansion of regional industry partnerships and Lane Career Academy programs. The Lane Industry Education Collaborative will build on regional advisory committees organized across ten CTE career pathways. These committees connect educators, industry representatives, and community college partners to strengthen curriculum, work-based learning, and career readiness. Planned activities include expanded industry engagement, job shadowing, internships, hands-on projects, and a spring student showcase at Lane Community College. The presenters also highlighted Career Ready Lane, a platform intended to connect industry partners with classroom and student learning experiences. Regional advisory committee participation during the prior year included more than 150 attendees and more than 70 local industry professionals, with additional growth anticipated.

Lane Career Academy Programs

The second grant award will support expansion of the Behavioral Health and Emergency Medical Services pathways, including stronger connections to health sciences programs and expanded credentialing opportunities.

The presenters shared the following program highlights:

- Hope Factory: Thirty students earned Bureau of Labor and Industries (BOLI) certifications during the prior year. Current enrollment is 67 students.
- Behavioral Health: Seventy-three students participated during the prior year, including three who presented at the University of Oregon Undergraduate Research Symposium. Current enrollment is 93 students.
- Emergency Medical Services: Thirty-five students earned Emergency Medical Responder certifications during the prior year, with several students subsequently joining local fire departments. Current enrollment is 38 students and growing.

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Professional development priorities for the year include employability skills, artificial intelligence and its impact on the workplace, and continued support for students receiving special education services within CTE programs.

Board members expressed appreciation for the continued development of regional CTE opportunities and the emphasis on partnerships and student engagement.

7. Action Items

7.A. Consent Agenda

Chair Harris presented the Consent Agenda, consisting of minutes from two previous Board meetings and the personnel report concerning licensed employee appointments. No items were removed from the Consent Agenda.

1. Lane ESD Board Meeting Minutes for September 1, 2026
2. Lane ESD Board Special Meeting Minutes for September 24, 2026
3. Personnel Report, October 1, 2026

DIRECTOR KENT MOVED TO APPROVE THE CONSENT AGENDA, INCLUDING THE UPDATED PERSONNEL REPORT. DIRECTOR DUERST-HIGGINS SECONDED THE MOTION.

MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, HIURA, KENT, TOLSON, AND ZYGAITIS VOTING YES.

The motion passed unanimously.

7.B. Accept Financial Report

Olivia Meyers-Buch presented the August 2026 Financial Report and provided an update on the closing of the prior fiscal year. Ms. Meyers-Buch reported that final transactions for the 2025–26 fiscal year had recently been completed, with final audit fieldwork scheduled for the following week. She anticipated that prior-year financial figures would be substantially finalized for the November Board report.

The current fiscal year was reported to be off to a stable start. Revenues and expenditures were generally tracking as anticipated, although August financial activity did not yet reflect the larger payroll expenditures associated with the beginning of the school year. Ms. Meyers-Buch reported that the agency was projecting an ending fund balance of approximately 10%, subject to changes as the fiscal year progresses.
She also noted continued monitoring of district transit appropriations, which may require a future budget adjustment depending on component district decisions regarding the use or transfer of funds.

In response to Board questions, Ms. Meyers-Buch explained that district transit activity varies based on whether component districts elect to purchase services from Lane ESD or receive funds directly. She noted that the agency continues to monitor these decisions and their financial implications. Board members expressed appreciation for the projected ending fund balance and the agency's continued financial oversight.

DIRECTOR DUERST-HIGGINS MOVED TO APPROVE THE FINANCIAL REPORT, AS PRESENTED. DIRECTOR HIURA SECONDED THE MOTION.

MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, HIURA, KENT, TOLSON, AND ZYGAITIS VOTING YES.

The motion passed unanimously.

7.C. Approve Grant Proposal | Lane County CED Grant Furniture Lab Collaboration

Chair Harris introduced the proposed Lane County Community and Economic Development grant application supporting the Furniture Lab Collaboration, as described in the earlier School Improvement video presentation. The proposed grant would support student participation in manufacturing and construction projects while strengthening partnerships with local industry, community organizations, and rural school districts.

Board members expressed support for the project and its potential to provide students with meaningful, hands-on learning opportunities.

DIRECTOR HAMILTON MOVED TO ACCEPT THE GRANT PROPOSAL FOR THE FURNITURE LAB GRANT. DIRECTOR DUERST-HIGGINS SECONDED THE MOTION.

MOTION CARRIED WITH DIRECTORS DUERST-HIGGINS, HAMILTON, HARRIS, HIURA, KENT, TOLSON, AND ZYGAITIS VOTING YES.

The motion passed unanimously.

8. Items for Information or Discussion

8.A. Information from Administrative Staff

The Board received written administrative reports from Human Resources, School Improvement, Special Education, and Technology Services. Chair Harris highlighted several items from the reports and invited questions.

In response to a question regarding the RISE classroom, Executive Director of Special Education Services, Molly Gillett, explained that Lane ESD operates two programs serving youth involved in the juvenile justice system: the RISE stabilization program and the Juvenile Detention Education Program (JDEP). The RISE program provides educational services for youth assigned to a short-term stabilization setting. Due to enrollment below the threshold necessary to sustain separate classroom funding, students are currently being served through a combined instructional

model with JDEP. Carryforward funding has allowed Lane ESD to maintain a second teacher during the current year while implementing a collaborative co-teaching approach.

Chair Harris recognized Technology for its work supporting Junction City School District with accessibility and compliance efforts.

The Board also discussed access to supporting materials and hyperlinks within administrative reports. Staff were asked to consider ways to ensure referenced resources remain accessible to Board members.

8.B. Superintendent Report

Superintendent Wetherell presented a report summarizing her first 90 days at Lane ESD, including visits to all 16 component school districts and discussions with district superintendents regarding the agency's services, strengths, and opportunities for improvement.

She reported that district leaders expressed strong appreciation for Lane ESD's expertise, range of services, regional relationships, and willingness to collaborate. The Superintendent identified several themes emerging from the district visits.

Service Accessibility and Responsiveness
Component districts expressed interest in receiving services closer to their communities, particularly when regional collaboration or on-site support could reduce travel and administrative burdens. Superintendent Wetherell highlighted the regional rural collaborative as an effective model for bringing together small-district educators and administrators for professional learning, shared problem-solving, and peer collaboration.

Districts also emphasized the importance of timely communication, consistent follow-up, continuity of services, and backup plans when specialized staff positions become vacant.

Local Service Plan Transparency and Improvement
District superintendents requested greater clarity regarding service models, costs, capacity, and the processes used to develop the Local Service Plan (LSP). Superintendent Wetherell described a two-phase improvement approach. The first phase will focus on clarifying and documenting existing practices, increasing transparency, strengthening communication, and providing districts with more detailed information about available services and associated costs. The second phase will involve a broader review of service delivery models, budget processes, unit costs, billing practices, and opportunities for greater efficiency and responsiveness.
She reported that the executive leadership team had conducted a comprehensive review of the Local Service Plan and would continue evaluating existing practices.

An interest inventory survey will be distributed to component districts to identify service priorities, unmet needs, and potential opportunities for new or expanded regional services. Superintendent Wetherell indicated that the November Board meeting would include additional information regarding the Local Service Plan timeline, proposed improvements, and opportunities for Board input.

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Regional Service Opportunities
Additional areas identified for exploration included expanded specialized student services, technology support, E-rate assistance, student information systems, school improvement services, and administrative supports. Superintendent Wetherell discussed work underway with the Oregon Department of Education and Oregon Health Authority to explore a regional Medicaid billing and administrative claiming service. Such a program could help component districts recover eligible costs associated with school-based health and related services. She acknowledged the technical complexity of Medicaid billing and emphasized the need for cost analysis, appropriate staffing, training, and sustainable operational systems before implementation.

Agency Improvement and Accountability
Superintendent Wetherell reported that the feedback gathered from component districts would be incorporated into agency improvement planning. Executive Directors will identify at least one improvement priority from the district feedback as part of their annual performance goals. The Superintendent emphasized the importance of reporting back to districts, validating their feedback, establishing priorities, and maintaining an ongoing improvement process rather than limiting the discussion to the annual Local Service Plan development cycle.

Board members expressed appreciation for the comprehensive outreach and the emphasis on collaboration, responsiveness, and continuous improvement.

8.C. Legislative Update:
Superintendent Wetherell provided an update on regional legislative priorities and anticipated issues for the upcoming legislative session. She reported that Lane County superintendents were developing a shared legislative priorities document intended to identify areas of common interest and support coordinated advocacy where appropriate. A subcommittee of regional superintendents is reviewing potential priorities, and legislators have been invited to meet with local education leaders.

The Superintendent emphasized a practical approach to legislative advocacy, recognizing the state's fiscal constraints and the importance of protecting existing education funding.

School Funding and Accountability
Discussion included the State School Fund, potential adjustments to education funding formulas, special education funding, and technical changes to accountability requirements.
Superintendent Wetherell noted that proposals to modify poverty weighting within the State School Fund formula could result in significant redistribution of funds among school districts and education service districts.

The Board discussed the importance of evaluating both the financial impact and implementation timeline of any proposed changes.

Virtual Charter Schools and Student Enrollment
The Superintendent also discussed anticipated legislative attention to virtual charter schools, including enrollment patterns, funding structures, accountability, and potential impacts on traditional school districts. Board members discussed the complexity of virtual education,

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including its role in supporting small and rural districts, questions regarding student engagement and outcomes, and the implications of state funding policies. Superintendent Wetherell noted that any legislative changes could have financial implications for Lane ESD and its component districts.

Homeschooling and Enrollment Data
The Board also discussed declining statewide public school enrollment and the need for improved information regarding students participating in homeschooling, private education, and other educational settings. Superintendent Wetherell reported that regional and statewide conversations were underway regarding the consistency and usefulness of homeschool reporting data. She emphasized the importance of understanding enrollment trends and their implications for school district planning and regional services.

8.D. Board Retreat

Superintendent Wetherell proposed scheduling a Board retreat to support the newly constituted seven-member Board and establish shared priorities for the year. She identified several potential objectives for the retreat, including Board orientation and relationship-building, review of agency goals and priorities, discussion of the Board-Superintendent operating agreement, and identification of longer-term organizational improvement objectives. She also noted the need to discuss Board committee assignments, including negotiations and policy committees. Board members discussed the preferred format, duration, and scheduling of the retreat. Options included a weekday, evening, or weekend session, with flexibility regarding the length of the meeting.

The Superintendent expressed interest in working with Board leadership and members to develop a focused agenda that would provide sufficient time for meaningful discussion. Board members expressed support for using the retreat to become better acquainted, orient new directors, and begin identifying shared goals.

The Board came to consensus in favor of a 6-hour Board Retreat on Thursday, October 29.

9. Lane ESD Board Member Activities and Opportunities

The Board discussed attendance at the upcoming Oregon School Boards Association (OSBA) Annual Conference, scheduled for November 12-14, 2026. Directors reviewed registration pricing, pre-conference offerings on Thursday, November 12 (including the Administrative Professionals Conference and the Education Leaders Pre-Conference), and workshop topics such as artificial intelligence and Medicaid. Board members planning to attend were instructed to notify Maria with their schedule preferences prior to the October 19 registration deadline to facilitate conference registration and lodging reservations.

10. Board Member Reports and Comments/Agenda Planning

10.A. Board, Advisors and Liaisons

LESD Directors

Director Kent shared an update regarding a recent "Rock the Boat" class taught, highlighting strong community participation with seven parents and eight children attending.

Liaisons

Danna Brownell, McKenzie School District: Danna Brownell reported that homecoming has been successfully hosted and that the Rural Collaborative is underway, with Lowell having recently joined. The Superintendent has been navigating grant obstacles with FEMA concerning capital projects and HVAC upgrades. Additionally, new housing developments upriver have brought in new students, and demographic data is being evaluated to project potential enrollment growth and capacity. An online learning option has also been established, with many students participating in a hybrid model combining online instruction with in-person attendance.

Mike Anderson, Creswell School District: Mike Anderson shared that the school year has had a strong start and that athletic teams are performing well, with the exception of the football program. Construction has begun on the CTE building, which will feature a new automotive program. Previous leadership identified local employment opportunities to keep students in town, and a long-term goal includes establishing a flight program, though securing qualified instructors remains a challenge. Feedback from recent seniors indicated that providing flexible school options to accommodate work schedules could help re-engage students. Finally, the district successfully obtained grants to support the auto parts program.

10.B. Agenda Planning

Discussion did not identify specific agenda items for future meetings.

11. Adjournment

The next regular meeting is scheduled to be held Monday, November 2, 2026, at the Lane ESD Main Campus, 1200 Highway 99 N, Eugene. Chair Harris adjourned the meeting at **7:52 PM.**

_____
Leslie Harris, Chairperson

Minutes Approved:

_____
Tenneal Wetherell, Superintendent

DRAFT

CONSENT AGENDA - ITEMS FOR ACTION
PERSONNEL ACTIONS

November 1, 2026

Summary
The Superintendent submits the Personnel Report for Board review and approval, including recommended actions related to new appointments, hires, and separations of employment.

Recommendation
The Superintendent recommends that the Board approve the Personnel Report as presented in the Consent Agenda.

LICENSED STAFF

	Employee ID #	*Position*	*Effective Date*
Appointment / New Hire	14415	Teacher, ISP Westmoreland	10/19/2026
Separation of Employment			

LANE EDUCATION SERVICE DISTRICT
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Shaping the future:
Supporting excellence in education

EQUITY COMMITMENT LEADERSHIP COLLABORATION INTEGRITY

Prepared for: Lane ESD Board of Directors
Prepared by: Olivia Meyers Buch, Executive Director of Business Services
Meeting Date: November 2, 2026

September 2026 Financial Report (Unaudited)

General Fund Financial Report

The Financial Report for the General Fund for the period ending September 30, 2026 follows this report. Year-to-date operating revenues through September 30, 2026 total $6,390,623 or 19.2% of total budgeted operating revenues as compared to $6,164,400 or 18.7% through September 30, 2025. As usual, state school fund formula revenue constitutes the majority of funds received. Total projected resources of $37,960,286 is $1,277,857 more than budgeted, which is primarily due to a higher beginning fund balance as a result of more underspending in the previous fiscal year.

Year-to-date operating expenditures through September 30, 2026 total $4,495,150 or 14.8% of total budgeted operating expenditures as compared to $4,514,409 or 15.5% through September 30, 2025. Total projected operating expenditures of $28,835,822 is $1,438,919 less than budgeted, which is due to projected savings related to staffing vacancies and savings in health benefits when employees elect to opt out of coverage. Total projected transfers and transits of $4,432,304 is $1,768,458 more than budgeted, which is due to increased transfers to the internal service fund (dedicating some of the prior year surplus to fund the replacement of capital assets) and changes made to district service orders after the budget was adopted.

Projected resources and requirements through September 30, 2026 result in an ending fund balance of $4,692,160, with $607,541 assigned (reserved) for districts. The remaining ending fund balance of $4,084,619 is unassigned and represents 12.1% of projected operating revenues. The projected unassigned ending fund balance reflects an increase, or operating surplus, of $335,307.

Appropriations

A summary of appropriations for all funds for the period ending September 30, 2026 follows this report. At this time, two appropriations in the General Fund (Transfers of Funds and Apportionment of Funds by ESD) and one appropriation in the Internal

Service Fund (Support Services) are projected to be overspent, but will be corrected with board action at a later date.

Cash and Investment Account Balances by Type

	Yield	Beginning Balance	Deposits	Withdrawals	Ending Balance
Municipal Investor Checking	0.09%	$488,407	$2,862,136	$2,986,841	$363,702
Oregon LGIP (4513)	4.02%	$7,830,928	$1,485,744	$2,100,000	$7,216,672
Oregon LGIP (3676)	4.02%	$284,322	$89,523	$0	$373,845
Total		**$8,603,657**	**$4,437,403**	**$5,086,841**	**$7,954,219**

Assurances

All cash, investment and credit card accounts have been balanced, reconciled and reviewed and all cash and investment accounts have been reconciled to the general ledger as of September 30, 2026.

The adopted budget reflects expected expenditures. All payroll reports have been filed and payroll liabilities have been paid timely. All federal and state reimbursement requests as well as required financial reporting forms have been filed timely. All credit card expenditures, travel and other reimbursements have been reviewed and approved at the proper level.

There have been no significant changes to the internal control system, to the accounting system or accounting policies that are significant. The business services department is adequately staffed to allow for proper segregation of duties and I am not aware of any new pronouncements or other financial changes that may require additional staff time to properly implement.

All financial statements that have been provided to the board are accurate and complete to the best of my knowledge and I am aware of no other financial matters that the board should be aware of at this time. I know of no cases of fraud or other misconduct and I have not been asked by the superintendent to do anything that makes me feel uncomfortable or to present any information I feel is inaccurate.

Please contact me with questions or if you would like any additional information.

LANE EDUCATION SERVICE DISTRICT

General Fund Financial Report (Unaudited)

For the Period Ending September 30, 2026

	Fiscal Year 2025-26					Fiscal Year 2026-27					
	Final Budget	Actuals thru 9/30/2025	% of Budget	Projected thru 6/30/2026	% of Budget	Final Budget	Actuals thru 9/30/2026	% of Budget	Projected thru 6/30/2027	% of Budget	Budget Variance
RESOURCES											
State School Fund Formula Revenue											
State School Fund - General Support	$ 18,679,394	$ 5,852,033	31.3%	$ 17,810,336	95.3%	$ 18,293,546	$ 6,132,004	33.5%	$ 18,341,515	100.3%	$ 47,969
Property Taxes Levied by District	9,359,045	(57)	0.0%	9,513,844	101.7%	9,683,779	-	0.0%	9,715,115	100.3%	31,336
Other Local Revenues	47,000	-	0.0%	82,010	174.5%	47,000	-	0.0%	72,000	153.2%	25,000
Services Provided to Districts	3,441,349	163	0.0%	3,017,995	87.7%	4,106,167	15,111	0.4%	4,061,884	98.9%	(44,283)
Fees Charged to Grants	700,000	119,345	17.0%	688,805	98.4%	600,000	153,613	25.6%	675,000	112.5%	75,000
Other Revenues	662,700	192,916	29.1%	869,033	131.1%	618,200	89,896	14.5%	775,450	125.4%	157,250
Total Operating Revenues	**$ 32,889,488**	**$ 6,164,400**	**18.7%**	**$ 31,982,023**	**97.2%**	**$ 33,348,692**	**$ 6,390,623**	**19.2%**	**$ 33,640,964**	**100.9%**	**$ 292,272**
Beginning Fund Balance (District Reserves)	1,234,309	1,074,947	87.1%	1,074,947	87.1%	892,004	966,250	108.3%	966,250	108.3%	74,246
Beginning Fund Balance	1,915,193	2,279,276	119.0%	2,279,275	119.0%	2,441,733	3,353,072	137.3%	3,353,072	137.3%	911,339
TOTAL RESOURCES	**$ 36,038,990**	**$ 9,518,622**	**26.4%**	**$ 35,336,246**	**98.1%**	**$ 36,682,429**	**$ 10,709,945**	**29.2%**	**$ 37,960,286**	**103.5%**	**$ 1,277,857**
REQUIREMENTS											
Salaries	$ 13,283,749	$ 1,921,363	14.5%	$ 11,628,565	87.5%	$ 13,806,620	$ 1,845,017	13.4%	$ 13,226,945	95.8%	$ (579,675)
Associated Payroll Costs	8,702,645	1,084,709	12.5%	7,241,758	83.2%	9,337,161	1,124,595	12.0%	8,352,917	89.5%	(984,244)
Purchased Services	6,043,463	1,060,975	17.6%	6,099,926	100.9%	6,060,365	1,030,826	17.0%	6,115,365	100.9%	55,000
Supplies and Materials	724,853	154,973	21.4%	693,810	95.7%	679,814	142,888	21.0%	704,814	103.7%	25,000
Capital Outlay	-	-	#DIV/0!	21,354	#DIV/0!	-	32,825	#DIV/0!	45,000	#DIV/0!	45,000
Other Objects	324,933	292,389	90.0%	374,467	115.2%	390,781	318,999	81.6%	390,781	100.0%	-
Total Operating Expenditures	**$ 29,079,643**	**$ 4,514,409**	**15.5%**	**$ 26,059,880**	**89.6%**	**$ 30,274,741**	**$ 4,495,150**	**14.8%**	**$ 28,835,822**	**95.2%**	**$ (1,438,919)**
Transfers											
Interfund Transfers	465,000	425,000	91.4%	461,871	99.3%	315,839	-	0.0%	678,839	214.9%	363,000
Transits to Districts	4,010,894	-	0.0%	4,495,172	112.1%	2,348,007	-	0.0%	3,753,465	159.9%	1,405,458
Other Uses of Funds											
Planned Reserve (District Reserves)	440,383	-	0.0%	-	0.0%	1,567,254	-	0.0%	-	0.0%	(1,567,254)
Planned Reserve	209,617	-	0.0%	-	0.0%	666,974	-	0.0%	-	0.0%	(666,974)
Reserved for Next Year	1,833,453	-	0.0%	-	0.0%	1,509,614	-	0.0%	-	0.0%	(1,509,614)
TOTAL REQUIREMENTS	**$ 36,038,990**	**$ 4,939,409**	**13.7%**	**$ 31,016,924**	**86.1%**	**$ 36,682,429**	**$ 4,495,150**	**12.3%**	**$ 33,268,126**	**90.7%**	**$ (3,414,303)**
ENDING FUND BALANCE	**-**	**$ 4,579,213**		**$ 4,319,322**		**-**	**$ 6,214,795**		**$ 4,692,160**		
Assigned for Districts				$ 966,250					$ 607,541		
Unassigned Fund Balance				$ 3,353,072	10.5%				$ 4,084,619	12.1% *	
** Percent of Operating Revenues*				**$ 4,319,322**					**$ 4,692,160**		

LANE EDUCATION SERVICE DISTRICT
Appropriation Monitoring
For the Period Ending September 30, 2026

		Fiscal Year 2026-27								
		Adopted Budget	Actuals thru 9/30/2026	% of Budget	Encumbered on 9/30/2026	Projected thru 6/30/2027	% of Budget	BUDGET VARIANCE		NOTES
GENERAL FUND	**100**									
Instruction		15,387,850	1,397,493	9.1%	11,948,971	14,656,486	95.2%	731,364	+	
Support Services		14,886,891	3,097,657	20.8%	7,747,672	14,179,336	95.2%	707,555	+	
Transfers of Funds		315,839	-	0.0%	-	678,839	214.9%	(363,000)	-	*transfer to Internal Service Fund*
Apportionment of Funds by ESD		2,348,007	-	0.0%	-	3,753,465	159.9%	(1,405,458)	-	*transits of flex dollars to districts*
Contingencies		2,234,228	-	0.0%	-	-	0.0%	2,234,228	+	
Total		**35,172,815**	**4,495,150**	**12.8%**	**19,696,643**	**33,268,126**	**94.6%**	**1,904,689**	+	
Unappropriated Ending Fund Balance		1,509,614	-	0.0%	-	-	0.0%	1,509,614		
SPECIAL REVENUE FUND	**200**									
Instruction		3,529,726	594,805	16.9%	2,121,367	2,900,000	82.2%	629,726	+	
Support Services		13,680,821	2,094,442	15.3%	6,279,133	12,500,000	91.4%	1,180,821	+	
Enterprise and Community Services		95,000	14	0.0%	-	80,000	84.2%	15,000	+	
Apportionment of Funds by ESD		25,656,712	156,596	0.6%	-	25,100,000	97.8%	556,712	+	
Total		**42,962,260**	**2,845,856**	**6.6%**	**8,400,499**	**40,580,000**	**94.5%**	**2,382,260**	+	
DEBT SERVICE FUND	**300**									
Support Services		2	0	7.5%	-	2	100.0%	-	+	
Debt Service		1,123,916	-	0.0%	-	1,123,916	100.0%	-	+	
Total		**1,123,918**	**0**	**0.0%**	**-**	**1,123,918**	**100.0%**	**-**	+	
Unappropriated Ending Fund Balance		75,253	-	0.0%	-	-	0.0%	75,253		
INTERNAL SERVICE FUND	**600**									
Instruction		25,000	-	0.0%	-	25,000	100.0%	-	+	
Support Services		365,214	820	0.2%	90,287	423,820	116.0%	(58,606)	-	*transfer from General Fund*
Total		**390,214**	**820**	**0.2%**	**90,287**	**448,820**	**115.0%**	**(58,606)**	+	
GRAND TOTAL	**ALL**	**79,649,207**	**7,341,827**	**19.6%**	**28,187,429**	**75,420,864**	**94.7%**	**4,228,343**		