LINCOLN COUNTY
SCHOOL DISTRICT

Dr. Majalise Tolan
Superintendent

District Office | Teaching & Learning Center
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LINCOLN COUNTY SCHOOL DISTRICT
Board of Directors – Lincoln County School District Business Meeting of the Board
Tuesday, November 10, 2026 - 6:30 PM
Teaching & Learning Center
1212 NE Fogarty Street
Newport, OR 97365

Agenda

1. Call to Order & Reading of Land Acknowledgment. BG-2 & 4

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Lincoln County School District Equity Team

Land Acknowledgement Statement

We ask that you take a moment to stop what you are doing, to listen to these words as we recognize the land that we currently inhabit. No matter where each of us is physically located in Lincoln County, we must understand that we are on traditional homelands and unceded territories of indigenous peoples. Where we live in Lincoln County, these are the ancestral homelands for the Confederated Tribes of Siletz Indians.

Lincoln County School District acknowledges the Confederated Tribes of Siletz Indians that consists of over 30 bands originating from Northern California to Southern Washington. The Confederated Tribes of Siletz Indians currently occupy and manage a mere fraction of their original 1855 1.1 million-acre Siletz coastal reservation that covered land in what is now Tillamook, Lincoln, Benton, Marion, and Coos Counties. We must remember the people of the Confederated Tribes of Siletz Indians are and will forever be the first stewards of this land, water, and fish.

We acknowledge and recognize the continued sovereignty of the Confederated Tribes of Siletz Indians and honor their ancestral homelands. We are committed to bringing awareness to their history and the existence of the Confederated Tribes of Siletz Indians since time immemorial.

Resources: https://www.ctsi.nsn.us/heritage/
Last updated: October 17th, 2025

2. Roll Call- Establishment of a quorum
3. Introductions
4. Communications. BG-4
    a. Written
    b. From the Audience (This time is reserved for public comment on topics published on the Board's agenda)
    c. Recognition
        1. 2025-26 Oregon's School Garden Coordinator of the Year
        2. Lincoln City Chamber Beautification Nominee
    d. LCEA Report
5. Consultant Reports/Staff Reports/Student Reports
    a. Financial Report. BG-3
    b. Food Services Report (Oral). BG-4
        1. Nutrition Services Report

THE MONTHLY FEED - NOVEMBER 2026

jamie.nicholson@lincoln.k12.or.us
scott.barker@lincoln.k12.or.us
rebecca.smith @lincoln.k12.or.us

NUTRITION SERVICES
Lincoln County School District
School Meals • Gardens • Food Pantry
Growing Foods - Growing Minds - Feeding Our Future

What's Growing On

This November, we're looking ahead with curiosity about what a "Super El Niño" might bring to our gardens while also looking back and reflecting on what we're thankful for.

Forecasters predict a warmer, drier winter, with the potential for isolated heavy rains. October was drier than usual, and we're eagerly awaiting some substantial rainfall to see whether our terracing and soil-building efforts at Toledo High School's garden will help reduce the extreme runoff we experienced last year. Time will tell, but one thing is certain, we'll learn something new and continue honing our gardening skills along the way.

We're grateful for the many opportunities to bring garden education to our students. Some highlights include recess gardening at Sam Case, cider pressing at Newport Middle, Sam Case, Oceanlake, and Yaquina View, preparations for first-grade field experiences later this year, and collaborating with Chris Martin and his Green Team at Newport Middle.

Speaking of Chris Martin, he was named the 2025–26 Oregon Harvest for Schools School Garden Coordinator of the Year! We're fortunate to have such an outstanding educator as a partner and collaborator in the School Garden Program.



2025-26 AWARD OREGON HARVEST for SCHOOLS WINNER
OREGON FARM TO CHILD NUTRITION PROGRAMS

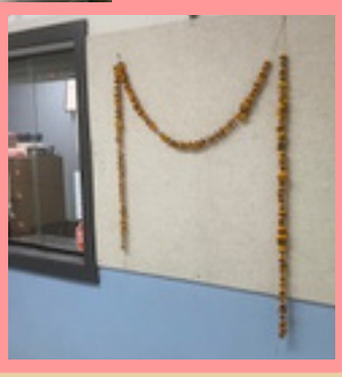
(above) Chris Martin, Winner of the 25/26 Oregon Harvest School Garden Coordinator Award.



(left) Toledo Elementary's impressive garden harvest.

(right) Sam Case students stringing marigolds during recess gardening.





 This institution is an equal opportunity provider.

Want to be part of an amazing team?
Go to us.sodexo.com

What's Cooking

National Native American Heritage Month is celebrated every November to honor the history, culture, traditions, and contributions of Native American, Alaska Native, and Indigenous communities.

Watch the cafeteria for specials all month to help us celebrate!

LIMITED TIME

Check out some of our other specials this month!

November 9th is National Chicken Sandwich Day. Look for the Chicken Sandwich topping bar to make your chicken sandwich just the way you like it.

November 17th try scratch made French Toast Casserole Bake for Breakfast.

November 24th enjoy a classic Turkey Dinner with Apple Crisp Dessert.

Reminder

Both Breakfast & Lunch are FREE to LCSD students

Fresh Picks Trivia

Corn is considered a

A) Vegetable
B) Fruit
C) Grain
D) All of the Above



The answer is D: All of the Above!

Corn is a starchy vegetable similar to potatoes, but its kernels are considered grains and can be milled into flour. But one of the less-known corn facts is that it's also technically a fruit because it comes from the seed or flower of a plant.

 This institution is an equal opportunity provider.

Employee Shout Out!



Kristina Westfall's remarkable milestone of celebrating 10 years with LCSD Sodexo is an inspiring testament to her dedication and work ethic. Achieving perfect attendance over a decade is no small feat either, reflecting her unwavering commitment and reliability. Such dedication deserves recognition and celebration, as it sets a positive example for all. Congratulations to Kristina for her exemplary service and incredible achievement!

freshpick for better health

Corn & Cranberries are this month's Fresh Picks. Watch for these items to show up on your salad bar & in your school meals.

Q: What do you get if you divide the circumference of a pumpkin by its diameter?
A: Pumpkin Pi!

HA HA

FRESH FRUIT AND VEGETABLE PROGRAM (FFVP)

FFVP is an important tool in our effort to combat childhood obesity. The program has been successful in introducing elementary school children (K-8) to a variety of produce that they otherwise might not have the opportunity to try. Some of this month's offerings include: Orange Cauliflower, Parsnips, Avocado, Watermelon, and Blackberries.

Did You Know?



Avocado

Nearly all Hass avocados grown today trace their lineage back to a single "Mother Tree" planted in La Habra Heights, California, in the 1920s by a mailman named Rudolph Hass.

Download nutrislice from the App store for your school's menu

GARLICPALOOZA



SAVE the DATE

3rd Annual Garlicpalooza
October 2nd 2027



Students are planting Garlic for next year's celebration!

Free language assistance, auxiliary aids, and/or accommodations are available upon request. Meal accommodations can also be made to support medical needs as well as some preferential dietary needs. Please contact your school, Nutrition Services, or email jamie.nicholson@lincoln.k12.or.us.

@lcsdschoolgardens

@Lincoln County Oregon School Gardens

c. First Student Report (Written). BG-4

FIRSTstudent Transportation Update

Lincoln County School District
Board Meeting General Session, November 10, 2026

Date: November 4, 2026

Dear: LCSD School Board & Transportation Leadership,

Kindness changes lives! Continue to the end to experience the heartwarming moments of a bus driver.

Driver staffing

The route counts have not changed over the last month. One of our LOA drivers needed to resign due to health conditions, and we recently hired two new drivers.

Our wage and bonus scales are as follows:

- FY 26 Wages: $26.21 – $32.94
- Hiring Bonuses of $3000 for CDL S/P endorsed drivers
- Hiring Bonuses of $2000 for non-CDL S/P endorsed drivers
- Paid Training
- $500 Employee Referral Bonus

Route Count	Oct 26	Nov 26
GenEd	40	40
SpEd	11	11
Type 10	8	8
Total	**59**	**59**
Total Drivers On Hand		
CDL	45	47
Type 10	6	6
Borrowed Drivers	3	2
Casual Drivers (limited route availability)	(5)	(5)
Total	54	55
Over/(Short) for Route Coverage	-5	-4
Drivers Pipeline		
Review/Interview	14	20
Unpaid Training Hold/Offer/Background	6	16
Total # in Training (Classroom)	0	0
Behind-the-Wheel Training	4	3
Leave/Unavailable	3	1

Latest news

Driver Staffing Update-Our routes will continue to adjust to school transportation needs and demographic changes. At this point, we are slowly increasing our numbers. Unfortunately, we will lose a Toledo driver soon as he is moving on to a full-time job with the City of Toledo.

Recruiting & Retention-Our current R&R efforts focus on retaining our current drivers, while our candidate pipeline is filled through online campaigns. We currently have 20 candidates awaiting their interview & a job offer, so they can hopefully be added to our training list as soon as their background checks and drug test results have come back satisfactorily.
Our employees enjoyed our spirit week, and Karol's Kakes continue to be a hit among the sweet teeth. We have several more events planned throughout the next two months, including our traditional Turkey luncheon and holiday potluck with the "Ugly Sweater" campaign.

School Bus Safety & Traffic Hazards-Student safety remains our highest priority, and our school bus drivers play a critical role in maintaining a safe transportation environment. We continue to reinforce defensive driving practices, including maintaining safe following distances, adjusting speeds for road and weather conditions, remaining alert to surrounding traffic, and minimizing distractions. Particular emphasis is placed on safe loading and unloading procedures, proper use of warning lights and stop arms, and ensuring students are safely seated before proceeding. With the arrival of fall and winter weather, drivers are reminded to exercise additional caution when navigating wet roads, reduced visibility, and changing road conditions throughout Lincoln County. Through ongoing safety training, coaching, and regular communication, we continue to promote proactive decision-making, situational awareness, and accountability. Our goal is to ensure that every student arrives at school and returns home safely each day while reinforcing First Student's commitment to Zero Harm.

Even though we do all we can to prevent incidents from happening, during the last month we had three non-preventable collisions, students were on board two of the vehicles, and nobody was hurt.

Collision #1 occurred in Newport at NW Nye & NW 11th Str; the other driver did not adhere to her stop sign and hit our vehicle. The two students on board were taken to the ER by mom to be checked out, and no injuries were reported. Samsara recorded and reported the collision immediately.

Collision #2 happened on HWY 20 when a deer decided to cross the road as our vehicle was heading west towards Toledo. Both driver and student were fine; mom came to get her student off the vehicle. Samsara recorded and reported the collision immediately.

Collision #3 involved tree debris on the road and an oncoming vehicle with bright lights. Our driver was coming out of a stretched curve, when he saw thick broken branches on the road. At the same moment, a vehicle with bright lights came towards him. There was nowhere for the driver to go other than to run over the branches, and wheels needed to be replaced. There were no students on this vehicle

Technology Updates

Samsara Protecting Drivers and Students –The Samsara video system has proven its worth over and over again; especially with the behavioral calls and collisions. Of course, there will be cameras that need tweaking as the bus movement does cause them to reposition them over time. Our technicians review and adjust cameras as they perform their preventative maintenance on our vehicles.

AlexAI-A New Voice to Assist with Candidate Interviews-This week, First Student rolled out Alex AI, a tool that will help candidates get through the initial part of becoming a school bus driver. As I mentioned earlier, we have 20 candidates waiting in the pipeline for their interviews. Prior to Alex AI, candidates could wait up to a week to be scheduled with a live person based on the number of candidates in line. With Alex AI, the response and invite to an interview is immediate which will help retain folks who otherwise would have given up on this opportunity.

🥰 Kindness Changes Lives

Earlier this week, one of our school bus drivers witnessed a heartwarming act of kindness that reminds us how much of a difference a small gesture can make. A high school student noticed that a fellow passenger was struggling with personal hygiene and simply asked if there was anything he needed. The student shared that he could really use some deodorant and cologne. Rather than just acknowledging the request, this thoughtful young man took it upon himself to make a difference. The very next day, he arrived with a bag filled with personal hygiene products and a brand-new jacket, which he generously

gave to his fellow student.

Our driver was deeply touched by this genuine act of compassion and generosity, sharing how the kindness seemed to fill not only the heart of the student receiving the gift but the entire bus. What was an uncomfortable situation became a beautiful example of empathy, dignity, and students looking out for one another. It serves as a wonderful reminder that our school buses are more than just a means of transportation…they are places where friendships grow, character shines, and kindness can change someone's day, or even their life. Sometimes, the greatest lessons in kindness happen outside the classroom!



Important dates

- 11/11/2026-Veterans' Day; Thank you for your services!
- 11/23-26/2026 Thanksgiving Break for Eddyville
- 11/25-27/2026 Thanksgiving Break for LCSD & Siletz

d. Custodial Services Report (Written). BG-4

Monthly Report

October 2026

Lincoln County School District



TOLEDO

sodexo AT SCHOOL

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Highlights / Recap

October started our monthly principal meetings where we looked build our school admin relationships and open dialogue to move our cleaning program forward. We have incorporated cleaning inspections with admin while we are meeting. Also, we saw an increase in absenteeism due to illness in October. We increased disinfection at those specific sites and within a few days we saw numbers come back down to acceptable levels. We are fully staffed as of November 1 and all training has been completed.



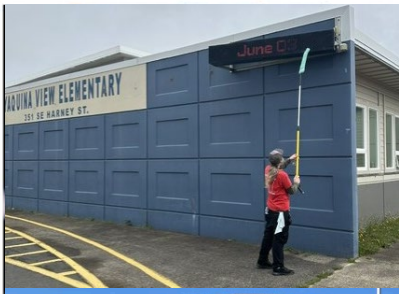
<u>Highlights for October.</u>

- YV vacancy filled
- RE-stripped and finished Rm 10 Sam Case.
- Working extra hours Taft HS to prepare for upcoming Food service audit
- Helping insure IPM plans are being followed. FM attended October Sodexo lead meeting
- Employees worked Sam Case & Taft 7-12 during Bay Front fire incident.
- GM performing QA inspections with building Admin.
- Harassment, EEO and 7-step training complete











Highlight Pictures

- Taft 7-12 Custodial and Food Service

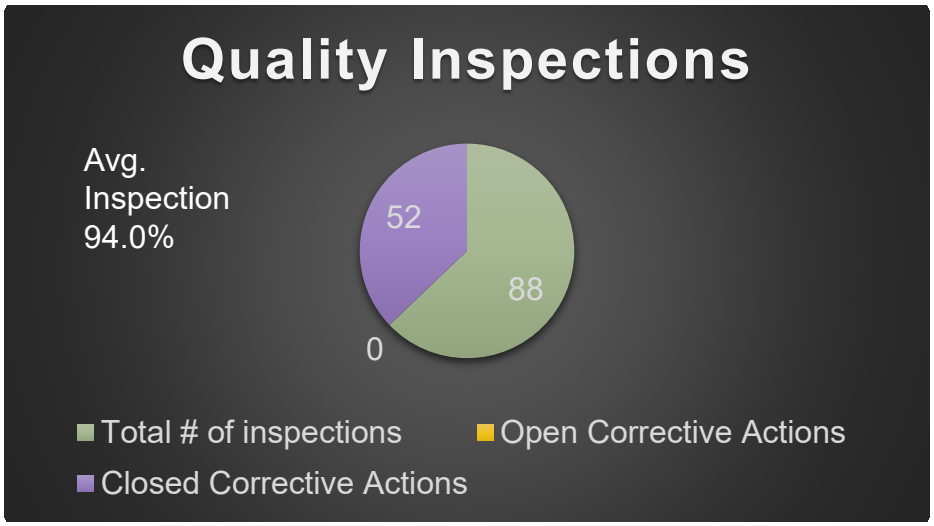


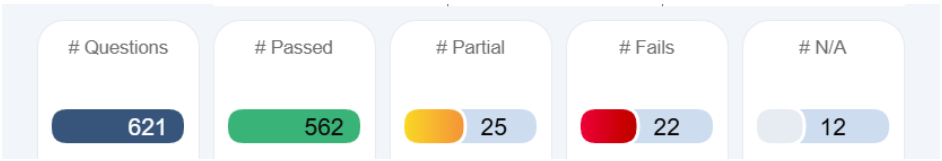


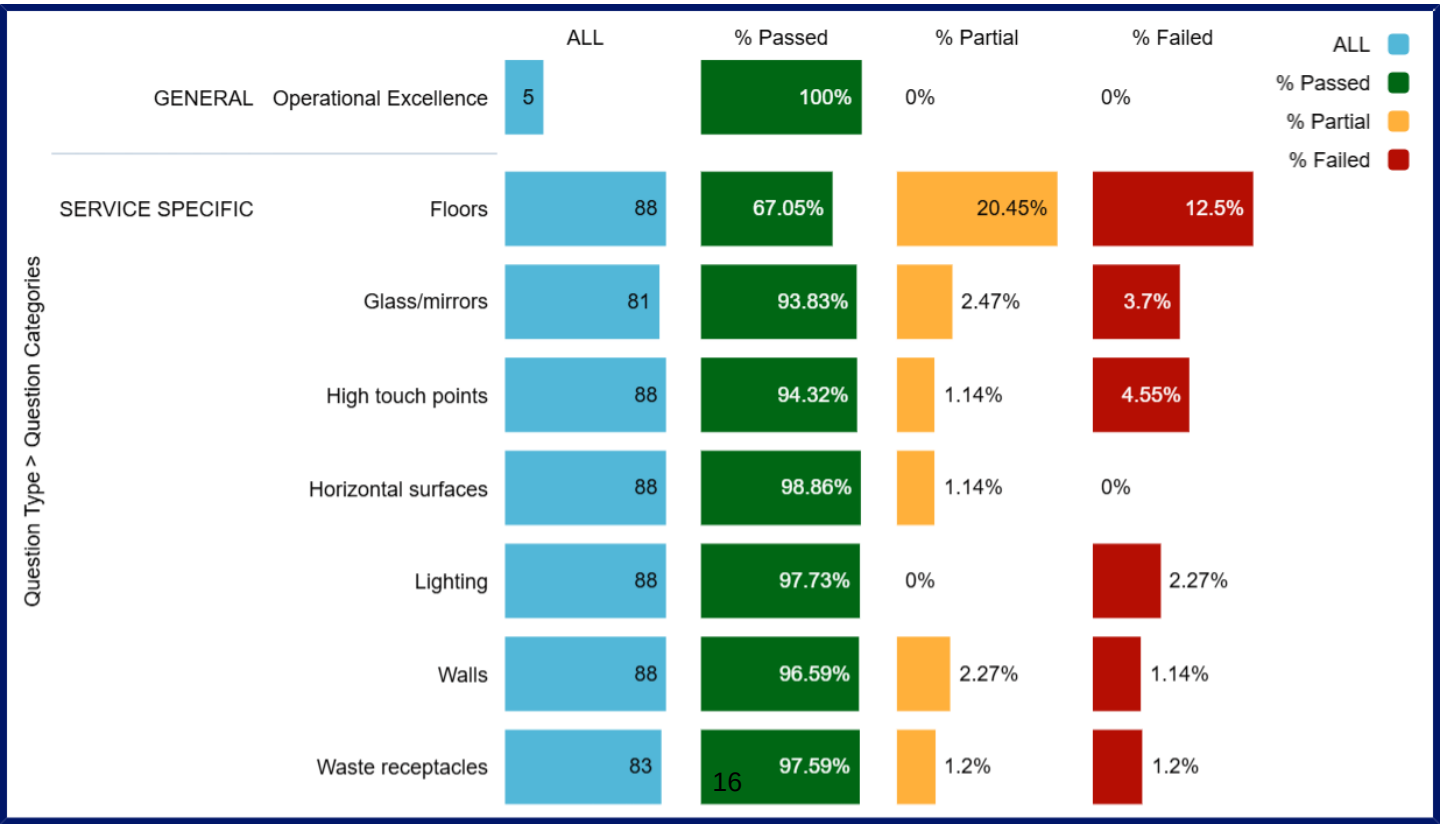




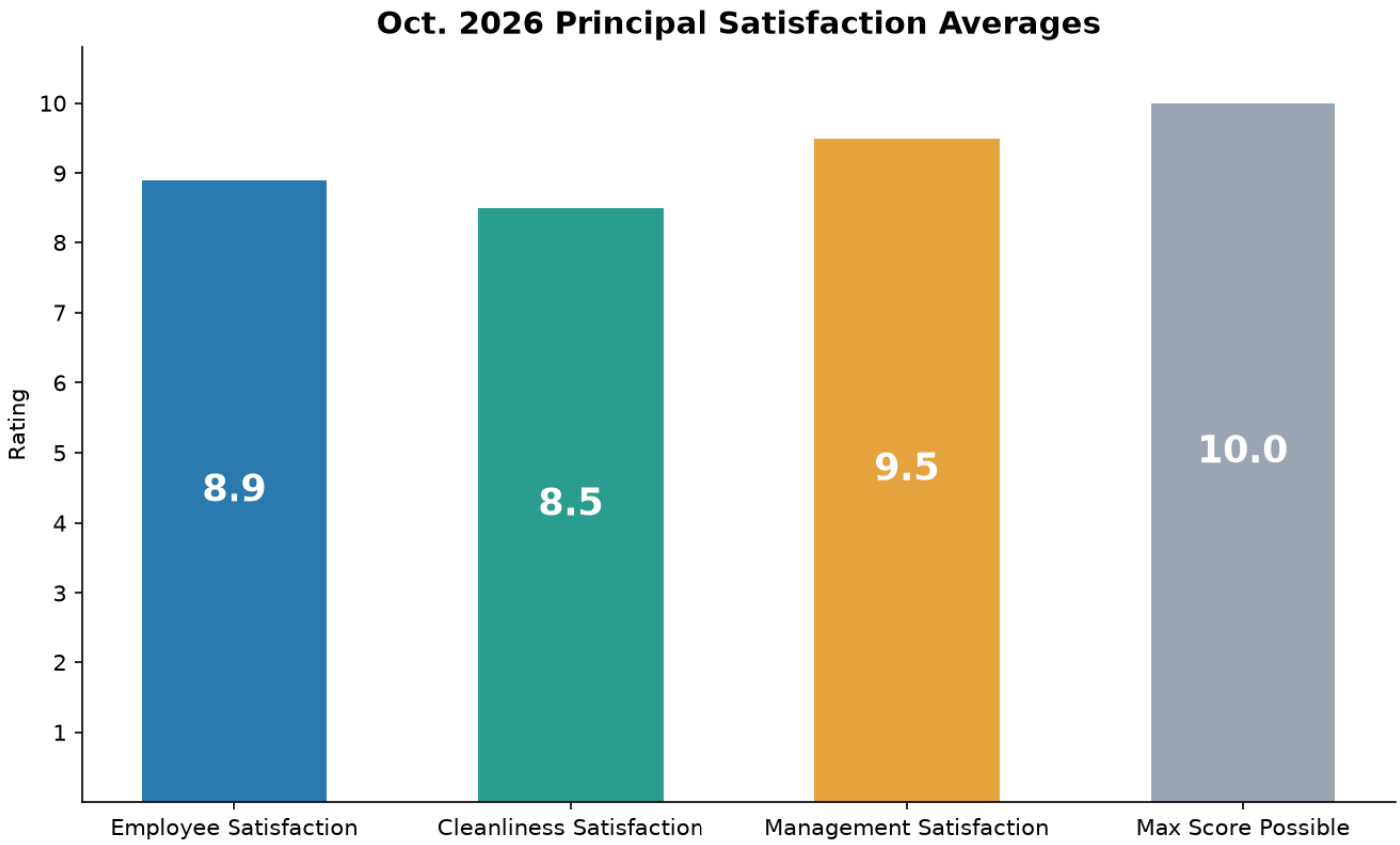
Analytics


Quality Inspections
Avg. Inspection 94.0%
52
88
0
Total # of inspections
Open Corrective Actions
Closed Corrective Actions


Questions
621
Passed
562
Partial
25
Fails
22
N/A
12


ALL
% Passed
% Partial
% Failed
GENERAL Operational Excellence
5
100%
0%
0%
SERVICE SPECIFIC
Floors
88
67.05%
20.45%
12.5%
Glass/mirrors
81
93.83%
2.47%
3.7%
High touch points
88
94.32%
1.14%
4.55%
Horizontal surfaces
88
98.86%
1.14%
0%
Lighting
88
97.73%
0%
2.27%
Walls
88
96.59%
2.27%
1.14%
Waste receptacles
83
97.59%
16
1.2%
1.2%
Question Type > Question Categories

Principal Meetings



October 2025: score was 8.8 for overall satisfaction.
October 2026: the first rating specific to cleanliness employee and management satisfaction independently.

Safety, Training, & Recognition

OSHA-compliant Monthly Safety and Development Training

Monthly Safety Training

- Fire Safety
- Zero Harm- My Why for Safety
- 3 Checks for Safety

Staff Development Training

- Quality and Pride in your daily duties
- 7 Step process
- Working w/Students k-12.
- Workplace Harassment

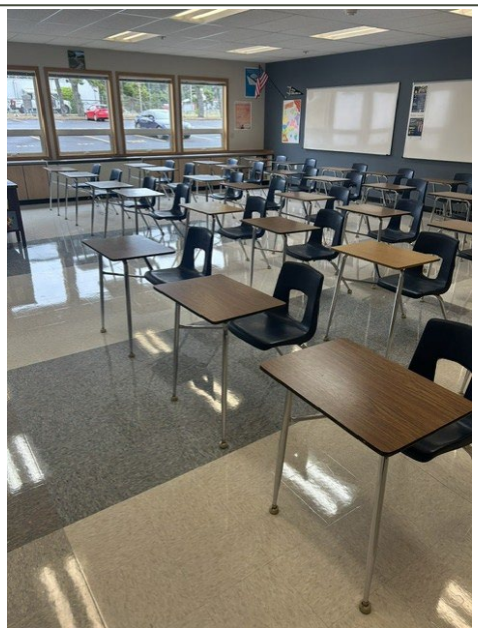
Safety Inspections / Observations

- Inspections Completed – 11
- Safety Meetings-1
- Safety Bingo Winner- 1 Taft 7-12
- October Injuries- 0 YTD- 0

Focus Area!

3 Check for Safety

- ✓ **Do I know my job?**
- ✓ **Do I have the right equipment?**
- ✓ **Is my environment safe?**



Employee Spotlight

Jason Jones-White
EVS PM Custodian
Years of Service – 6 years
Frontline Excellence Award nominee for 2026



Project Updates

Completed/ongoing Projects

- All Vacancies filled. (YV onboarding completed)
- RE-stripped and finished Rm 10 Sam Case.
- Working extra hours Taft HS to prepare for upcoming Food service audit
- Helping insure IPM plans are being followed. FM attended October Sodexo lead meeting
- Employees worked Sam Case & Taft 7-12 during Bay Front fire incident.

Upcoming Projects

- TLC upstairs main hallway to have more finish laid on VCT. (Dec. break)
- Project planning with Tech. to redo their floors (Dec. break)
- Taft 7-12 gym floor fix on scrap spots
- Deep cleaning scheduled for Veterans day. (no school)
- Increase 7-step process accountability through increased training
- PMs on larger floorcare machines.



6. Board Reports
7. Superintendent's Report
    a. Continuous Improvement Plan (CIP) Report. BG- 1 & 2

LCSD Continuous District Improvement Plan Data Tracking
Data Reporting

Acadience: Literacy benchmark administered three times a year in September, February, and May and literacy progress monitoring tool for students below and well below benchmark twice a month. Assessment measures point in time toward benchmark goals.

iReady Reading: Reading comprehension benchmark administered in September, February, and May. Required interim assessment for state accountability. Assessment measures end of year benchmark goals.

iReady Math: Math content and skills benchmark administered in September, February, and May. Required interim assessment for state accountability. Assessment measures end of year benchmark goals.

9th Grade On Track: High school graduation predictability measure. Students must be passing 6 courses, including all core, to be considered on-track. This number is reported monthly.

Graduation Projection: Seniors who are passing required courses and are on track for 4-year-cohort graduation. This number is reported monthly.

College Readiness: Percentage of Juniors and Seniors who have annually completed at least one dual credit or Early College course. This number is reported following the 1st and 2nd semesters.

Career and Workforce Readiness (CTE): Percentage of high school students who complete a CTE course in the school year. This is reported as a composite score to ODE. This number is reported following the 1st and 2nd semesters.

OSAS: Statewide assessment administered April-May and reported publicly in September or October of the following year.

K-2 Attendance Projection: Percentage of kindergarten-second grade students who attend school 90% of the time. This number is updated monthly.

District Attendance Projection: Percentage of K-12 students who attend school 90% of the time. This number is updated monthly.

Exclusions: Percentage of students with one or more suspensions and/or expulsions from school. This number is updated monthly.

Two-Way Family Communication: Percentage of students whose families have engaged in two-way meaningful communication with the school. This number is updated monthly.

Conference Attendance: Percentage of students represented at conferences. This number is updated in November and May.

PBiS Survey Results: Composite score based on a survey administered in April to parents, students, and staff. It will be updated in May.

LCSD Continuous Improvement Plan Data Tracking
October 2026

Academic Engagement

2026-2027 ODE Professional Growth Targets:

- Enhance 3rd-grade ELA outcomes by increasing student proficiency on state assessments to a target goal of 33%
- Enhance 8th -grade Math outcomes by increasing student proficiency on state assessments to a target goal of 18.2%
- Achieve a ninth-grade on-track graduation rate of at least 87.7%
- Achieve a four-year graduation rate of at least 88.7%
- Achieve a five-year completion rate of at least 86.5%
- Achieve a Career & Workforce Readiness CTE composite score of at least 151

Acadience	**K**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
	35%	53%	51%	45%	58%	47%	73%	**NA**	**NA**
iReady Reading	19%	12%	17%	28%	25%	26%	23%	29%	35%
iReady Math	**K**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
	14%	3%	6%	8%	11%	13%	14%	15%	13%

9th Grade On Track Projection	82.3%	**Graduation Projection**	79.9%	**College Readiness**	N/A	**Workforce Readiness CTE**	N/A
3rd Grade Reading OSAS	35.2% +5.5%	**8th Grade Math OSAS**	20.4% +7.7%	**11th Grade ELA OSAS**	48.3% -.07%	**11th Grade Math OSAS**	18.7% -2.1%

Wellness and Belonging

2026-2027 Professional Growth Targets:

- Cultivate student and family mental and emotional needs to achieve a regular attendance rate of at least 64.6% for grades K-2 and 64.5% for grades K-12.

K-2 Attendance Projection	74.8%	**District Attendance Projection**	70.5%	**Exclusions**	2.9%	

School-Community Connection

District Goal:

- LCSD will build strong relationships with families and the community as demonstrated by fully implementing at least one action in each of the identified strategy areas while documenting a meaningful connection with 100% of families through two-way communication using a variety of strategies and modalities.

Two-Way Family Communication	46%	**Conference Attendance**	Elem:1524/1753 (87%) Second: 855/2311 (37%) Total: 2379/4090 (58%)	**PBiS Survey Results**	3.2/4 (Spring 20226 Parent Involvement)	

LCSD Continuous Improvement Plan Data Tracking
September 2026

Academic Engagement

2026-2027 ODE Professional Growth Targets:

- Enhance 3rd-grade ELA outcomes by increasing student proficiency on state assessments to a target goal of 33%
- Enhance 8th -grade Math outcomes by increasing student proficiency on state assessments to a target goal of 18.2%
- Achieve a ninth-grade on-track graduation rate of at least 87.7%
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- Achieve a five-year completion rate of at least 86.5%
- Achieve a Career & Workforce Readiness CTE composite score of at least 151

Acadience	**K**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
	35%	53%	51%	45%	58%	47%	73%	**NA**	**NA**
iReady Reading	19%	12%	17%	28%	25%	26%	23%	29%	35%
iReady Math	**K**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
	14%	3%	6%	8%	11%	13%	14%	15%	13%

9th Grade On Track Projection	66.5%	**Graduation Projection**	78.3%	**College Readiness**	N/A	**Workforce Readiness CTE**	N/A
3rd Grade Reading OSAS	35.2% +5.5%	**8th Grade Math OSAS**	20.4% +7.7%	**11th Grade ELA OSAS**	48.3% -.07%	**11th Grade Math OSAS**	18.7% -2.1%

Wellness and Belonging

2026-2027 Professional Growth Targets:

- Cultivate student and family mental and emotional needs to achieve a regular attendance rate of at least 64.6% for grades K-2 and 64.5% for grades K-12.

K-2 Attendance Projection	75.5%	**District Attendance Projection**	71.8%	**Exclusions**	1.3%	

School-Community Connection

District Goal:

- LCSD will build strong relationships with families and the community as demonstrated by fully implementing at least one action in each of the identified strategy areas while documenting a meaningful connection with 100% of families through two-way communication using a variety of strategies and modalities.

Two-Way Family Communication	29%	**Conference Attendance**	October Data	**PBiS Survey Results**	3.2/4 (Spring 20226 Parent Involvement)	

LCSD

At/ Above	BOY '22	BOY' 23	BOY '24	BOY '25	BOY '26	Change	Cohort Change
KDG	37	38	39	33	35	2	NA
1	24	38	34	42	53	11	20
2	44	41	47	44	51	7	9
3	43	44	47	47	45	-2	1
4	43	41	42	41	58	17	11
5	34	45	45	38	47	9	6
6	64	62	62	66	73	7	35
	41.285714	44.142857	45.142857	44.42857	51.714285		

Total % of students At or Above Benchmark		Change
BOY 2025	44%	
BOY 2026	52%	8

NORTH

At/ Above	BOY '22	BOY' 23	BOY '24	BOY '25	BOY '26	Change	Cohort Change
KDG	27	36	31	33	27	-6	NA
1	24	30	33	36	49	13	16
2	43	43	38	45	44	-1	8
3	27	49	49	41	43	2	-2
4	45	34	41	39	54	15	13
5	37	47	40	37	43	6	4
6	65	64	62	68	73	5	36

SOUTH

At/ Above	BOY '22	BOY' 23	BOY '24	BOY '25	BOY '26	Change	Cohort Change
KDG	52	33	54	29	30	1	NA
1	30	40	55	48	61	13	32
2	56	46	63	65	65	0	17
3	48	44	39	68	58	-10	-7
4	44	41	48	47	68	21	0
5	33	43	50	43	47	4	0
6	75	72	72	76	89	13	46

WEST

At/ Above	BOY '22	BOY' 23	BOY '24	BOY '25	BOY '26	Change	Cohort Change
KDG	42	32	38	34	47	13	NA
1	26	47	33	45	61	16	27
2	44	44	49	33	57	24	12
3	46	43	54	49	37	-12	4
4	45	42	44	46	61	15	12
5	32	53	45	40	53	13	7
6							

EAST

At/ Above	BOY '22	BOY' 23	BOY '24	BOY '25	BOY '26	Change	Cohort Change
KDG	35	58	35	33	26	-7	NA
1	14	27	31	39	34	-5	1
2	34	32	46	46	35	-11	-4
3	60	34	35	42	57	15	11
4	30	57	28	21	51	30	9
5	29	30	56	30	36	6	15
6	52	56	54	59	60	1	30

LCSD

At/ Above	BOY' 23	BOY '24	BOY '25	BOY '26	Char	Cohort Change
KDG	8	8	9	14	5	NA
1	6	8	5	3	-2	-6
2	7	8	7	5	-2	0
3	7	8	4	8	4	1
4	11	11	11	12	1	8
5	18	12	14	12	-2	1
6	18	19	14	14	0	0
	10.714285	10.571428	9.1428571	9.7142857		

Total % of students At or Above Benchmark		Change
BOY 2025	9%	
BOY 2026	10%	1

NORTH

At/ Above	BOY' 23	BOY '24	BOY '25	BOY '26	Char	Cohort Change
KDG	14	6	8	14	6	NA
1	5	7	5	1	-4	-7
2	9	9	9	6	-3	1
3	6	6	4	7	3	-2
4	4	11	11	5	-6	1
5	13	9	13	14	1	3
6	15	14	10	10	0	-3

SOUTH

At/ Above	BOY' 23	BOY '24	BOY '25	BOY '26	Change	Cohort Change
KDG	3	12	10	24	14	NA
1	3	7	16	13	-3	3
2	3	0	0	13	13	-3
3	4	3	3	19	16	19
4	12	11	6	16	10	13
5	12	21	12	8	-4	2
6	15	19	16	18	2	6

WEST

At/ Above	BOY' 23	BOY '24	BOY '25	BOY '26	Char	Cohort Change
KDG	4	7	4	11	7	NA
1	8	6	3	0	-3	-4
2	9	12	6	5	-1	2
3	9	15	6	7	1	1
4	11	15	17	17	0	11
5	24	10	18	16	-2	-1
6	23	26	20	19	-1	1

EAST

At/ Above	BOY' 23	BOY '24	BOY '25	BOY '26	Change	Cohort Change
KDG	4	13	26	12	-14	NA
1	4	12	0	9	9	-17
2	2	4	4	0	-4	0
3	6	0	0	0	0	-4
4	20	7	3	12	9	12
5	18	21	7	3	-4	0
6	17	13	9	6	-3	-1

b. Siletz Valley Charter School Update
c. Policy Deletions - CC, CK, GBEC-AR, GBEDA, GCDA/GDDA-AR, GCQE, IGDJA-AR, IGEB, IGEB-AR, IHGA, IKFA

Lincoln County School District

Code: **CC**
Adopted: 7/09/02
Revised/Readopted: 6/14/16 (Effective 7/01/16)
Orig. Code(s): CC

Administrative Organization

The Board's legal authority will be delegated through the superintendent to the administrative staff as shown in the district's table of organization.

The superintendent will establish a process of the orderly change for any part of this table of organization whether it pertains to the creation of new positions or the elimination, modification or reclassification of existing positions.

The superintendent will establish a process that will assure that changes are justified in terms of the organization's goals and needs, that there are adequate budgetary provisions to meet salary requirements, that changes are compatible with Oregon law, Board policy, the agreements with employee groups and existing salary systems.

END OF POLICY

Legal Reference(s):

ORS 332.505

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).

Cross Reference(s):

CCB - Line and Staff Relations

Delete

Lincoln County School District

Code: **CK**
Adopted: 7/09/02
Revised/Readopted: 6/14/16 (Effective 7/01/16)
Orig. Code(s): CK

Consultants to the Administrative Staff

The Board authorizes the superintendent to use professional consultants as deemed necessary to meet the goals of the district.

All consultants will be approved by the superintendent or designee prior to the invitation and arrangement for visitation to the district by such person or persons.

END OF POLICY

Legal Reference(s):

ORS 294.311
ORS 332.075
ORS 332.505

Delete

Lincoln County School District

Code: **GBEC-AR**
Revised/Reviewed: 7/09/02; 6/14/16 (Effective 7/01/16)
Orig. Code(s): GBEC-AR

Drug-Free Workplace

A copy of this administrative regulation is available at each building/office site and school media center upon request.

1. Definitions

   a. "Controlled substance": A controlled substance shall include any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or other drug classified under the federal Controlled Substances Act, as modified under ORS 475.035.
   b. "Alcohol": Alcohol shall include any form of alcohol for consumption, including beer, wine, wine coolers or liquor.
   c. "Conviction": A finding of guilt (including a plea of no contest) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.
   d. "Criminal drug statute": A federal or state criminal statute involving the manufacture, distribution, dispensation, possession or use of any controlled substance or alcohol.
   e. Drug-free workplace: A site for the performance of work at which employees are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or alcohol.

2. Purpose

   The purpose of this administrative regulation is to promote safety, health and efficiency by prohibiting, in the workplace, the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or alcohol.

3. Applicability

   This administrative regulation applies to all employees, including, but not limited to, those exempt, unclassified, management service, classified and temporary employees who are paid directly or indirectly from funds received under a federal grant or contract.

4. Prohibitions

   An employee shall not, in the workplace, unlawfully manufacture, distribute, dispense, possess or use a controlled substance or alcohol.

5. No district employee shall knowingly sell, market or distribute steroid or performance enhancing substances to kindergarten through grade 12 students with whom the employee has contact as part of employees' district duties; or knowingly endorse or suggest the use of such substances.

Delete

6. Compliance with Policy[1]

An employee shall, as a condition of employment, abide by the provisions of this regulation.

7. Sanctions and Remedies[1]

a. The district, upon determining that an employee has engaged in the unlawful manufacture, distribution, dispensation, use or possession of a controlled substance or alcohol or upon having reasonable suspicion, under section 8. of this regulation, of an employee unlawful use of a controlled substance or alcohol in the workplace, shall pending any criminal drug statute conviction for a violation occurring in the workplace, take action with regard to the employee determined to be appropriate which may include transfer, granting of leave with or without pay, suspension with or without pay.
b. Within 30 days of an employee's criminal drug statute conviction for a violation occurring in the workplace, the district shall:

(1) Take action with regard to the employee determined to be appropriate, which may include discipline up to and including termination; and/or
(2) Require satisfactory participation by the employee in a drug abuse assistance or rehabilitation program approved for such purpose by a federal, state or local health/law enforcement or other appropriate agency.

8. Basis for Reasonable Suspicion of Employee Use of Controlled Substance or Alcohol

Reasonable suspicion of employee use of an unlawful controlled substance or alcohol shall be based upon any of the following:

a. Observed abnormal behavior or impairment in mental or physical performance (such as slurred speech or difficulty walking);
b. Direct observation of use in the workplace;
c. The opinion of a medical professional;
d. Reliable information concerning use in the workplace, the reliability of any such information shall be determined by employer;
e. A work-related accident in conjunction with a basis for reasonable suspicion as listed above.

Delete

[1]Districts directly receiving grants of contracts of $100,000 or more from the federal government are required to meet this obligation.

9. Reasonable Suspicion Testing

The district shall conduct reasonable suspicion drug and alcohol testing as follows:

a. The district will test employees when there is reasonable suspicion to believe that the employee has engaged in drug use or alcohol use in the workplace;
b. Reasonable suspicion will be based on the criteria enumerated in Board policy GBEC - Drug-Free Workplace;
c. A written record shall be made of the observations leading to a reasonable suspicion drug or alcohol test and signed by the administrator/supervisor authorized to make such observations within 24 hours of the observed behaviors or before the results of the test are released, whichever is earlier;
d. The district will ensure that the employee under reasonable suspicion is transported to a certified collection or testing site;
e. Hearsay or secondhand information is not sufficient to require an employee to submit to testing;
f. Alcohol testing may be authorized only if observations resulting in reasonable suspicion are made during, just preceding, or just after, the period of the workday that the employee is required to be in compliance with this policy and administrative regulation.

   If alcohol testing is not administered within two hours of incident, the district will prepare and maintain a record stating the reason(s) the test was not promptly administered.

   If alcohol testing is not administered within eight hours of incident, the district will cease attempts to administer test and prepare and maintain a record stating the reason(s) the test was not promptly administered.
g. Refusal to submit to alcohol testing (breathalyzer) or drug testing (urinalysis), based on reasonable suspicion, may result in a determination by the district that the employee was under the influence of drugs/alcohol and may result in disciplinary action, up to dismissal.

10. Referrals, Evaluations and Treatment

The district shall provide information related to referrals, evaluations and treatment as follows:

a. Covered employees who violate the drug and alcohol prohibitions will be advised of referral services available for evaluating and resolving problems associated with the use of drugs and misuse of alcohol. Such information will include the names, addresses and telephone numbers of substance abuse professionals (SAP) and counseling and treatment programs;
b. SAPs, as referenced, are defined as:

   (1) Licensed physicians with knowledge of and clinical experience in the diagnosis and treatment of alcohol-related disorders;
   (2) Licensed or certified psychologists, social workers or employee assistance professionals with like knowledge; and
   (3) Alcohol and drug abuse counselors certified by the National Association of Alcoholism and Drug Abuse Counselors (NAADAC). This does not include state-certified counselors.

Delete

c. An employee who engages in such prohibited conduct shall be evaluated by a SAP;
d. The SAP will determine what assistance, if any, the employee needs in resolving problems associated with use/misuse of drugs/alcohol;
e. This requirement shall not be interpreted to require the district to provide or pay for any rehabilitation costs, to hold a job open for an employee with or without salary, or to refrain from disciplining or dismissing the employee.

11. Drug and Alcohol Testing Procedures

The district, in cooperation with contracted collection/testing facilities, shall maintain drug and alcohol testing procedures as follows:

a. Drugs:

(1) The employee reports to the designated collection site and provides positive identification;
(2) Employee will provide a urine sample; a "split sample" (a second urine specimen bottle) is collected;
(3) Following completion of a chain of custody form, both specimen bottles are forwarded to the Department of Health and Human Services (DHHS) certified laboratory for analysis. Initial testing is performed only on one specimen bottle; the "split sample" is stored at the laboratory for later testing as may be necessary;
(4) Testing results are reported to the district's designated medical review officer (MRO) by mail or electronic transmission. Results may not be given over the phone;
(5) The MRO will verify both negative and positive testing results;
(6) The MRO will report the verified negative testing results to the district;
(7) The MRO will report verified positive results to the applicant/employee, and discuss the type of illegal substance found and determine whether there is any valid medical reason for the positive testing results;
(8) A verified valid medical reason for a positive result will be reported to the district as a negative testing result;
(9) If no legitimate medical reason exists for a positive drug test, the MRO will report verified positive test result and identity of the substance(s) to the district;
(10) The employee/applicant may request, within 72 hours of a positive test notice, that the second specimen sample be tested. Such retesting costs will be paid for by the applicant/employee;
(11) Unlike the original specimen analyzed for specific levels of controlled substances, the second (split sample) is analyzed only for the presence of drugs;
(12) The MRO will report results of the second screening to the applicant/employee and the district;
(13) The MRO will review the chain-of-custody control form, administrative processing of negative results, verification of positive results and maintenance of confidentiality requirements as may be applicable.

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b. Alcohol:

(1) The employee reports to the district-designated testing site and provides positive identification;
(2) The employee submits to breath testing;
(3) Under the alcohol testing rule, an alcohol test result will be considered positive even if over-the-counter or legally prescribed medication is involved;
(4) A certified breath alcohol technician using evidential breath testing devices or a trained saliva-testing technician using nonevidential devices will conduct all alcohol screening tests;
(5) Testing may be conducted at a DHHS-certified laboratory or other location, including mobile facilities equipped for such testing;
(6) District supervisors/administrators should generally not be used as a breath alcohol technician for covered employees. Under certain circumstances, a properly trained/certified supervisor may conduct such testing in the absence of another technician;
(7) If the results of the testing indicates an alcohol concentration rate of 0.02 or greater, a second confirmation breath test is administered at least 15 minutes, but no longer than 30 minutes, after the initial testing;
(8) The breath alcohol technician will report to the district any invalid tests in which the initial positive test and the confirmation test do not match;
(9) An employee's refusal to sign forms as required shall be considered as refusal to be tested;
(10) The breath alcohol or saliva testing technician will meet all legal requirements including Breath Alcohol Testing form and confidentiality.

12. Record Keeping/Reporting

The district shall maintain records of its drug use and alcohol misuse prevention program as required by 49 CFR 382.401, including, but not limited to:

a. Collection

(1) Documents generated in connection with decisions to administer reasonable suspicion drug or alcohol testing;
(2) Documents verifying the existence of an explanation of the inability of an employee to provide adequate breath or urine specimen for testing.

b. Test Results

(1) Copy of the alcohol test form and test results;
(2) Copy of the controlled substance test chain-of-custody and control form;
(3) Documents received from MRO;
(4) Documents related to the refusal of any applicant/employee to submit to drug and/or alcohol testing;
(5) Documents presented by employee to dispute the results of a drug and/or alcohol test.

Delete

c. Evaluation/Recommendations

(1) Records pertaining to a determination by a SAP concerning an employee's need for assistance;
(2) Records concerning an employee's compliance with recommendations of the SAP.

d. Education/Training

Documentation of training provided to supervisors/designees for the purpose of qualifying individuals to make a determination concerning the need for drug and/or alcohol testing based on reasonable suspicion.

e. Test Sites

Copies of agreements/contracts with collection site facilities, laboratories, MRO or consortia, as applicable.

f. Record Retention

(1) The district will retain the following records for a period of five years:

(a) Records of employee alcohol testing results with results indicating an alcohol concentration of 0.02 or greater;
(b) Records of verified positive drug testing results;
(c) Documentation of refusal to take required drug and/or alcohol tests;
(d) Drug testing custody and control forms;
(e) Employee evaluations and referrals.

(2) The district will retain the following records for a period of two years:

Records related to the drug and alcohol collection process.

(3) The district will retain records of negative and cancelled drug-testing results and alcohol test results with a concentration of less than 0.02 for a period of one year.
(4) Records related to the education and training of breath alcohol technicians, screening test technicians, supervisors and drivers shall be maintained by the district while the individual performs the functions which require training and for two years after ceasing to perform those functions.

g. Confidentiality of Records

Drug and alcohol misuse prevention program records will be maintained at the district office. Records relating to individual applicant/employee drug and/or alcohol testing, evaluation and treatment will be maintained separately from the employee's personnel file.

(1) Records will be maintained in a secure location and confidentiality will be maintained.
(2) Employees are entitled, upon written request, to obtain copies.
(3) The district may disclose information in connection with employee benefit proceedings or in defense of any grievance or dismissal challenge.

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(4) The district shall disclose such information to subsequent employers upon written request from the employee (in accordance with 49 CFR 382.413 (a)(1)).

13. Employee Assistance Program

An employee having a drug or alcohol problem is encouraged to seek assistance, on a confidential basis, under the Employee Assistance Program s such program is provided by the employer.

14. Leave of Absence for Participation in Abuse Assistance or Rehabilitation Program

The district shall, upon employee request, grant leave with or without pay to permit an employee to participate in a drug-abuse assistance or rehabilitation program.

15. Establishment of Drug-Free Awareness Program

The district shall establish a drug-free awareness program to inform employees of the:

a. Dangers of substance abuse in the workplace;
b. Existence of and content of this administrative regulation for maintaining a drug-free workplace;
c. Availability of drug-counseling, rehabilitation and employee assistance programs; and
d. Penalties that may be imposed for substance abuse violations occurring in the workplace.

16. Notification by Employee of Conviction

An employee shall, as a condition of employment, notify the district of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

17. Notification by District of Employee Conviction

The district shall notify the appropriate federal granting or contracting agency of an employee's criminal drug statute conviction for a violation occurring in the workplace no later than 10 days after receiving notice of such conviction.

18. Provision of Copy of Administrative Regulation to Employees

The district shall provide to each employee a copy of this administrative regulation.

Notice to Employees Engaged in Work on Federal Grants or Contracts of $100,000 or More

You are hereby notified while in the workplace that it is a violation of Board policy GBEC - Drug- Free Workplace and accompanying administrative regulation, for any employee to unlawfully manufacture, distribute, dispense, possess or use any narcotic drug, hallucinogenic drug, amphetamine, barbiturate,

Delete

marijuana or any other controlled substance, as defined in schedule I through V of the Controlled Substances Act (21 USC Section 812) and as further defined by regulation 21 CFR 1308.11 through 1308.15.

"Workplace is defined as the site for the performance of work done in connection with a federal grant. That includes any place where work on a school district federal grant is performed, including school building or other school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district.

You are further notified that it is a condition of your continued employment in connection with any direct federal grant or contract of $100,000 or more that you will comply with this administrative regulation and will notify your supervisor of your conviction of any criminal drug statute based on conduct occurring in the workplace, no later than five days after such conviction.

Any employee who violates the terms of the district's drug-free workplace policy may have his/her employment suspended, his/her contract non-renewed or be dismissed at the discretion of the Board.

Delete

Lincoln County School District

Code: **GBEDA**
Adopted: 7/09/02
Revised/Readopted: 6/14/16 (Effective 7/01/16)
Orig. Code(s): GBEDA

Drug and Alcohol Testing - Transportation Personnel

In a continuing effort to prevent accidents and injuries resulting from the use of drugs and misuse of alcohol by drivers of commercial motor vehicles, the district shall establish a drug and alcohol misuse prevention program. The district or its transportation provider shall have an in-house drug and alcohol testing program or be a member of a consortium that provides testing that meets the federal regulations, and shall annually certify this information to the Oregon Department of Education.

The district's program shall meet the requirements of the Omnibus Transportation Employee Testing Act of 1991.

The superintendent or designee will develop administrative regulations as needed to implement the district's program including such provisions for preemployment, reasonable suspicion, random, post-accident, return-to-duty and follow-up testing as may be necessary. The regulations will include training, education and other assistance to employees to promote a drug and alcohol-free environment.

END OF POLICY

Legal Reference(s):

ORS 657.176

OAR 581-053-0220(3)(h)
OAR 581-053-0230(9)(t)
OAR 581-053-0420(4)(b)(B)(ii)
OAR 581-053-0430(13),(14)
OAR 581-053-0531(12),(13)
OAR 581-053-0615(2)(c)(D)(ii)
OAR 581-053-0620(1)(d)

SB 193 (2013)

Omnibus Transportation Employee Testing Act of 1991, 49 U.S.C. §§ 31301-31317; 49 C.F.R. Parts 40, 382, 391-395 (2006).

Cross Reference(s):

EEACA - School Bus Driver Examination and Training

Delete

Lincoln County School District

Code: **GCDA/GDDA-AR**
Revised/Reviewed: 6/12/12; 6/14/16 (Effective 7/01/16); 3/08/17; 9/11/18; 11/12/19
Orig. Code(s): GCDA/GDDA-AR

Criminal Records Checks and Fingerprinting

Requirements

1. Any individual newly hired employee[1], whether full-time or part-time, and not requiring licensure under Oregon Revised Statute (ORS) 342.223, such as a teacher, administrator, personnel specialist, or school nurse shall submit to a criminal records check and fingerprinting.

2. Any individual applying for reinstatement of an Oregon license with the Teacher Standards and Practices Commission (TSPC) that has lapsed for more than three years shall be required to undergo a criminal records check and fingerprinting with TSPC.

3. Any individual registering with the TSPC for student teaching, practicum or internship as a teacher, administrator, or personnel specialist shall be required to submit to a criminal records check and fingerprinting with TSPC.

4. Any individual hired as or by a contractor[2], whether part-time or full-time, into a position having direct, unsupervised contact with students as determined by the district shall be required to submit to a criminal records check and fingerprinting.

   The superintendent will identify contractors who are subject to such requirements.

5. Any community college faculty member providing instruction at the site of an early childhood education program, a school site as part of an early childhood program or at a grade K through 12 school site during the regular school day, shall be required to undergo a criminal records check and fingerprinting.

6. Any individual who is an employee of a public charter school not requiring licensure under ORS 342.223 shall be required to undergo a criminal records check and fingerprinting.

7. A volunteer allowed by the district in a position that has direct, unsupervised contact with students shall to undergo an in-state criminal records check.

8. A volunteer allowed to have direct, unsupervised contact with students, into a volunteer position identified in Board policy[3] by the district as requiring a finger-based criminal records check, shall undergo a state and national criminal records check based on fingerprints.

[1] Any individual hired within the last three months. A subject individual does not include an employee hired within the last three months if the district has evidence on file that meets the definition in Oregon Administrative Rule (OAR) 581-021-0510(11)(b).

[2] A person hired as or by a contractor and their employees may not be required to submit to fingerprinting until the contractor has been offered a contract by the district.

[3] See policy GCDA/GDDA - Criminal Records Checks and Fingerprinting.

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Exceptions

A newly hired employee[4] is not subject to fingerprinting if the district has evidence on file that the employee successfully completed a state and national criminal records check for a previous employer that was a school district or private school, and has not resided outside the state between the two periods of employment.

Notification

1. The district will provide the following notification to individuals subject to criminal records checks and/or fingerprinting:

    a. Such criminal records checks and/or fingerprinting are required by law or Board policy;
    b. Any action resulting from such checks completed by the Oregon Department of Education (ODE) that impact employment, contract or volunteering may be appealed as a contested case to ODE;
    c. All employment or contract offers or the ability to volunteer are contingent upon the results of such checks;
    d. A refusal to consent to a required criminal records check and/or fingerprinting shall result in immediate termination from employment, contract status, or the ability to volunteer in the district;
    e. An individual determined to have knowingly made a false statement as to the conviction of any crime on district employment applications, contracts, ODE forms, or district volunteer forms (written or electronic) will result in immediate termination from employment or contract status;
    f. An individual determined to have been convicted of any crime that would prohibit employment or contract will be immediately terminated from employment or contract status;
    g. A volunteer candidate who knowingly made a false statement or has a conviction of the crimes listed in ORS 342.143, or the substantial equivalent of any of those crimes if the conviction occurred in another jurisdiction or in Oregon under a different statutory name or number will result in immediate termination from the ability to volunteer in the district. The district will remove the volunteer from the position allowing direct, unsupervised contact with students.

2. The district will provide the written notice described above through means such as staff handbooks, employment applications, contracts, or volunteer forms.

Processing and Reporting Procedures

1. Immediately following an offer and acceptance of employment or contract an individual subject to criminal records checks and/or fingerprinting shall complete the appropriate forms authorizing such checks and report to an authorized fingerprinter as directed by the district. The district shall send such authorization, any collection of fingerprint information, and the request to ODE pursuant to law.

2. Fingerprints may be collected by one of the following:

[4] Any individual hired within the last three months.

Delete

a. Employing district staff;
b. Contracted agent of employing district; or
c. Local or state law enforcement agency.

3. To ensure the integrity of the fingerprinting collection and prevent any compromise of the process, the district will provide the name of the individual to be fingerprinted to the authorized fingerprinter.

4. The authorized fingerprinter will obtain the necessary identification and fingerprinting and notify ODE of the results. ODE will then review and notify the district of said results as well as the identity of any individual it believes has knowingly made a false statement as to conviction of a crime, has knowingly made a false statement as to conviction of any crime or has a conviction of a crime prohibiting employment, contract, or volunteering.

5. A copy of the fingerprinting results will be kept by the district.

Fees

1. Fees associated with criminal records checks and/or fingerprinting for individuals applying for employment with the district and not requiring licensure, including persons hired as or by contractors[5], shall be paid by the individual.

2. An individual offered a contract or employment by the district may, only upon request, request that the amount of the fee be withheld from the amount otherwise due the individual in accordance with Oregon law.

3. Fees associated with required criminal records checks for volunteers shall be paid by the individual.

4. Fees associated with a required fingerprinting for volunteers shall be paid by the individual.

Termination of Employment or Withdrawal of Employment/Contract Offer/Volunteer Status

1. A subject individual required to submit to a criminal records check and/or fingerprinting in accordance with law and/or Board policy will be terminated from employment or contract status, or withdrawal of offer of employment or contract will be made by the district upon:

   a. Refusal to consent to a criminal records check and/or fingerprinting; or
   b. Notification[6] from the Superintendent of Public Instruction that the employee has a conviction of any crimes listed in ORS 342.143, or the substantial equivalent of any of those crimes if the conviction occurred in another jurisdiction or in Oregon under a different statutory name or number.

2. A subject individual will be terminated from employment or contract status upon notification from the Superintendent of Public Instruction that the employee has knowingly made a false statement as to the conviction of any crime.

[5] A contractor's employee may not be required to submit to fingerprinting until the contractor has been offered a contract by the district.

[6] Prior to making a determination that results in this notification and opportunity for a hearing, the Superintendent of Public Instruction may cause an investigation pursuant to OAR 581-021-0511; involved parties shall cooperate with the investigation pursuant to law.

Delete

3. Employment termination shall remove the individual from any district policies, collective bargaining provisions regarding dismissal procedures and the provisions of Accountability for Schools for the 21st Century Law.

4. A volunteer who refuses to submit, when required, to a criminal records check or a fingerprint-based criminal records check in accordance with law and/or Board policy will be denied such ability to volunteer in the district.

5. If the district has been notified by the Superintendent of Public Instruction that a volunteer knowingly made a false statement or has a conviction for any crime listed in ORS 342.143, or the substantial equivalent of any the individual will be denied the ability to volunteer.

6. Any volunteer who knowingly makes a false statement, as determined by the district, on a district volunteer application form will be denied the ability to volunteer in the district.

Appeals

A subject individual may appeal a determination from ODE that prevents employment or eligibility to contract with the district to the Superintendent of Public Instruction as a contested case under ORS 183.413 – 183.470.

A volunteer may appeal a determination from a fingerprint-based criminal records checks by ODE that prevents the ability to volunteer with the district to the Superintendent of Public Instruction as a contested case under ORS 183.413 – 183.470.

Delete

Lincoln County School District

Code: **GCQE**
Adopted: 7/09/02
Revised/Readopted: 6/14/16 (Effective 7/01/16)
Orig. Code(s): GCQE

Student Teachers

The Board will cooperate with the Oregon System of Higher Education in the development and maintenance of competent educators. The superintendent is authorized, when necessary, to enter into contractual relationships for the placement of student teachers in the district.

END OF POLICY

Legal Reference(s):

ORS 332.505

Delete

Lincoln County School District

Code: **IGDJA-AR**
Revised/Reviewed: 6/14/16 (Effective 7/01/16)

District Athletic/Activities Eligibility

The following eligibility requirements apply to students who participate in district sanctioned [athletic] activities including cheerleading and dance team. Participating students are required to demonstrate desirable behavior, satisfactory attendance and academic progress as determined by the following district criteria:

1. Behavior: Participants are expected to model exemplary behavior. Students in violation of a severe disciplinary infraction or who establish a pattern of noncompliance as defined by the student code of conduct or the athletic handbook will have the incident(s) reviewed by the administration. The administrative review may result in discipline up to and including being declared ineligible to participate in district activities for a length of time to be determined by the administration;

2. Attendance: Any partial or full day unexcused absence the day of an activity will result in ineligibility for that activity.

   A pattern of irregular attendance may be reviewed by the administration at any time and may result in short-term or long-term activity ineligibility as determined by the administrative review.

3. Academics: In addition to the Oregon School Activities Association (OSAA), minimum eligibility requirements[1], participating students are required to maintain a GPA of 2.0 and be passing all classes with a grade of C or better for each grading period. Each student must adhere to criteria of the school in which they attend. A participant who fails to achieve a passing grade will be placed on academic probation until the end of the next grading period at which time the participant will be declared academically ineligible if the identified deficiency has not been corrected.

   The administration or designee will:

   a. Provide appropriate communications for school staff to facilitate effective and equitable implementation of the policy;
   b. Develop and distribute information regarding staff, parent and student responsibilities for carrying out the policy;
   c. Reinforce consistent and uniform grading practices;
   d. Monitor and enforce policies and regulations that have been adopted and designed to improve academic achievement; and
   e. Ensure that students are provided due process in all disciplinary matters.

[1]See www.osaa.org, *OSAA Handbook,* See Academic Eligibility.

Delete

Special Education Students

Exceptions to participation requirements will be made only when the disabling condition, as identified in a student's IEP, prevents the student from achieving the required grade point average, behavior standard or attendance requirement.

Alternative Program Students/Charter School Students

Flexibility will be provided for these students as it relates to transferring into and out of an alternative program/charter school. The academic, behavior and attendance requirements appropriate to the student's placement shall all apply once a student begins participation.

Home-Schooled Students

Home-schooled students will be considered eligible for participation if they meet the following criteria:

1. The student is in compliance with all the rules governing home schooling and can provide acceptable documentation of compliance to the district;

2. The student can meet the district's eligibility requirements with the exception of attendance;

3. The student need not meet class requirements of the voluntary association administering the activity;

4. The student can achieve the minimum achievement test score required of home-schooled students. Students may participate while awaiting test results;

5. The student must fulfill the same responsibilities, standards of behavior and performance, including related class or practice requirements, as other students participating in the activity. The student must also comply with all public school requirements during the time of participation;

6. The student must reside in the attendance boundaries of the school for which the student participates.

Delete

Lincoln County School District

Code: **IGEB**
Adopted: 10/09/12
Revised/Readopted: 6/14/16 (Effective 7/01/16)
Orig. Code(s): IGEB

Adult High School Programs

Persons over 21 years of age who have not graduated from high school and who are residents of the district may attend regular high school classes upon a recommendation of the principal with the approval of the superintendent and after payment of tuition.

Adults so admitted will be subject to all policies, procedures, rules and regulations governing students. Permission to attend may be revoked for failure to abide by these terms.

END OF POLICY

Legal Reference(s):

ORS 332.107

ORS 336.145

Delete

Lincoln County School District

Code: **IGEB-AR**
Revised/Reviewed: 7/09/02; 6/14/16 (Effective 7/01/16)
Orig. Code(s): IGEB-AR

Adult High School Diploma Program

Adults who have not earned a high school diploma may request a review and evaluation of their high school records and other supportive data to determine required and elective credits needed to satisfy current high school graduation requirements.

The transcript/record evaluation will be done by the counselor of the local high school and approved by the principal, in accordance with JECDA-AR - Transcript/Records Evaluation.

The counselor of the local high school will implement the process for development of a personal education plan.

All appropriate steps required for the development of this plan will be completed as required in Board policy IKF - Graduation Requirements.

Delete

Lincoln County School District

Code: **IHGA**
Adopted: 6/14/16 (Effective 7/01/16)

Alternative Instructional Programs

In addition to the regular curriculum and courses offered, it is possible for students, with prior administrative approval, to obtain credit from the following alternative instructional programs and activities:

1. Community college courses;
2. Correspondence courses;
3. Outdoor school;
4. Educational travel;
5. Challenge tests;
6. Independent study;
7. Online courses;
8. The Expanded Options Program;
9. Others approved by the Board.

END OF POLICY

Legal Reference(s):

ORS 329.860
ORS 332.072
ORS 336.175
ORS 336.615 to -336.665
ORS 336.800
ORS 339.141 to -339.147
ORS Chapter 340
OAR 581-021-0045
OAR 581-021-0065
OAR 581-021-0070
OAR 581-021-0071
OAR 581-022-1130
OAR 581-022-1350
OAR 581-023-0006
OAR 581-023-0008

Delete

Lincoln County School District

Code: **IKFA**
Adopted: 6/14/16 (Effective 7/01/16); 10/13/2020

Early Graduation**

A student who wishes to graduate from high school in less time than the ordinary grade 9-12 sequence may request permission to complete graduation requirements on an altered schedule. The student and his/her parents will consult with high school guidance personnel to develop a graduation plan. Their intention to accomplish this plan will be stated in writing to the building administrator. Once the building administrator approves the plan, the plan will be sent to the superintendent for final approval.

A student may satisfy graduation requirements in less than four years. The district will award a diploma to a student fulfilling graduation requirements in less than four years upon the student's request and if the student's parent or guardian consents, if required.

END OF POLICY

Legal Reference(s):

ORS 339.030
ORS 339.115
ORS 343.295
OAR 581-022-0102(17)
OAR 581-022-1130
OAR 581-022-1210
OAR 581-022-1350

Cross Reference(s):

IKF - Graduation Requirements

Delete

8. Adoption of the Consent Calendar. BG- 1-3
    a. Minutes of the Board
    b. Human Resources
        1. Board Personnel Action

Board Agenda — October 14, 2026 — Personnel Action

Temporary Licensed Hires(s):

Liz Ulmer	Language Arts Teacher/Waldport High School
Lynda White	Language Arts Teacher/Waldport High School

Classified Hires(s):

Daleena Gray	Title Teaching Asst/Toledo Elementary
Jordan Hagan	Special Education TA/Waldport High
Angela Martinez Hernandez	Bilingual Customer Service Coordinator/Sam Case
Deanna Delamarter	Instructional Assistant/Taft Elementary
Alejandra Zacarias Cortes	Bilingual Tutor/Taft Elementary

Coach Hires(s):

Jordan Combs	Assistant Wrestling/Taft 7-12
Joshua Goth	Assistant Girls Basketball/Newport High
Kerrisa Morphis	Assistant Girls Basketball/Newport High
Maria Pettis	Assistant Swim Coach/Newport High
Michael Puckett	Wrestling Coach/Taft 7-12
Sam Wilson	Asst Wrestling/Taft 7-12

Resignation(s):

Diane Berens	Instructional Assistant Oceanlake	Resignation 9/4/2026 – 10/14/2026
Sarah Kantzler	Early Learning Site Coordinator Yaquina View	Resignation 8/31/2026 – 10/12/2026
Nancy Paradiso	Special Education Teaching Asst Toledo Jr-Sr High School	Termination 10/14/2024 – 10/16/2026
Makayla Sanchez	Instructional Assistant Taft Elementary	Resignation 9/4/2026 – 10/8/2026

Keleah Stover	Language Arts Teacher Waldport High	Resignation 8/28/2020 – 11/10/2026

c. Board
    1. Policy Update - JGE

Code: JGE
Adopted: 6/14/16 (Effective 7/01/16);
Revised/Readopted: 2/11/20, 11/13/26
Orig. Code: JGE

Expulsion**

A principal, after reviewing available information, may recommend to the superintendent that a student be expelled. Expulsion of a student shall not extend beyond one calendar year.

A student may only be expelled for the following circumstances:

1. When a student's conduct poses a threat to the health or safety of students or employees;

2. When other strategies to change the student's conduct have been ineffective, except that expulsion may not be used to address truancy; or

3. When required by law.

The use of expulsion for discipline of a student in fifth grade or lower is limited to:

1. Nonaccidental conduct causing serious physical harm to a student or employee;

2. When a school administrator determines, based on the administrator's observations or upon a report from an employee, the student's conduct poses a direct threat to the health or safety of students or employees; or

3. When the expulsion is required by law.

The age of the student and the past pattern of behavior will be considered prior to imposing the expulsion.

No student may be expelled without a hearing unless the student's parents, or the student if 18 years of age, waive the right to a hearing, either in writing or by failure to appear at a scheduled hearing.

The Board delegates the authority to decide on an expulsion to the superintendent.{[1]} The superintendent may designate another person to handle the potential expulsion, and the superintendent, a designee or another individual may act as the hearings officer. The district may contract with an individual who is not employed by the district to serve as the hearings officer. The hearings officer will not be associated with the initial actions of the building administrators. The hearings officer will conduct the hearing and make a final decision regarding the expulsion. A decision of the hearings officer may be appealed by the parent or the student if age 18 or over to the Board for review.

If the decision of the hearings officer is appealed to the Board for review, the findings as to the facts and the hearings officer's decision will be submitted to the Board, and will be available in identical form to the

{[1] The Board can retain authority for all expulsions. If the Board chooses not to delegate this authority, any recommendations for expulsion from administration would come to the Board for resolution. The Board would have to meet and determine next steps for all expulsions.}

Board, the student and the student's parents at the same time. At a future meeting, the Board will review the hearings officer's decision and will affirm, modify or reverse the decision.

When a recommendation for an expulsion is made and a hearing is not waived, the following procedure is required:

1. Notice will be given to the student and the parent by personal service[2] or by certified mail[3] at least five days prior to the scheduled hearing. Notice shall include:

    a. The specific charge or charges and the specific facts that support the charge or charges;
    b. A statement of intent to consider the charges as reason for expulsion;
    c. The student's right to a hearing;
    d. When and where the hearing will take place; and
    e. The student may be represented by counsel or other persons.

2. If the parent or student does not understand the English language, the district will provide an interpreter during the hearing. All communications will be in a manner that is understandable to the parents and student;

3. The student shall be permitted to have representation present at the hearing to advise and to present arguments. The representation may be an attorney, parent or other person. The district's attorney may be present;

4. The student shall be afforded the right to present their version of the events underlying the expulsion recommendation and to introduce evidence by testimony, writings or other exhibits;

5. The student shall be permitted to be present and to hear the evidence presented by the district;

6. The hearings officer or the student may record the hearing;

7. Strict rules of evidence shall not apply to the proceedings. However, this shall not limit the hearings officer's control of the hearing;

8. A Board-conducted hearing or a Board review of the hearings officer's decision will be conducted in executive session unless the student or the student's parent requests a public hearing. If an executive session is held by the Board or a private hearing held by the hearings officer, the following will not be made public:

    a. The name of the minor student;
    b. The issues involved, including a student's confidential records;
    c. The discussion;
    d. The vote of Board members, which may be taken in executive session when considering an expulsion.

[2] The person serving the notice shall file a return of service. (OAR 581-021-0070)

[3] When "certified mail is given to a parent of a suspended student, the notice shall be placed in the mail at least five days before the date of the hearing." (OAR 581-021-0070)

Prior to expulsion for reasons other than a weapons violation, the district must notify the student and parents of alternative programs of instruction or instruction combined with counseling and document this notification.

END OF POLICY

Legal Reference(s):

ORS 192.660
ORS 332.061
ORS 336.615 - 336.665
ORS 339.115
ORS 339.240
ORS 339.250
OAR 581-021-0050 - 021-0075

2. Division 22 Report

Lincoln County School District
Report on Compliance with Public School Standards
2025-26 School Year

By November 1 of each year, school district superintendents are required by OAR 581-022-2305: District Assurances of Compliance with Public School Standards to report to their community on the district's status with respect to all of the Standards for Public Elementary and Secondary Schools. The Standards are adopted by the State Board of Education and set out in Oregon Administrative Rules Chapter 581, Division 22.

The table below contains a summary of Lincoln County School District's compliance with each of the requirements of Oregon's administrative rules found in DIVISION 22 - STANDARDS FOR PUBLIC ELEMENTARY AND SECONDARY SCHOOLS during the 2025-26 school year. For each rule reported as out of compliance, Lincoln County School District has provided an explanation of why the school district was out of compliance and the school district's proposed corrective action plan to come into compliance. The corrective action must be approved by ODE and completed by the district by the beginning of the 2027-28 school year.

What are the requirements of the standards? For a general overview of what each rule/standard requires, consult this high-level Rules at a Glance summary. For specific, comprehensive requirements, use the links below for each individual rule.

Category: High-Quality Learning Experiences for All Students

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2000 Diploma Requirements	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2010 Modified Diploma	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2015 Extended Diploma	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2020 Certificate of Attendance	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2050 Human Sexuality Education	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2055 Career Education	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2263 Physical Education Requirements *Elementary Grades	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2263 Physical Education Requirements *Middle Grades	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2340 Media Programs	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2350 Independent Adoptions of Instructional Materials	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2355 Instructional Materials Adoption	Implementing approved corrective action from prior assurances	We are following our approved action plan from ODE: We are continuing to use an approved ODE ELA curriculum and will adopt ELA again in 29/30	Lincoln County IM Division 22 Action Plan 2024-2025
581-022-2360 Postponement of Purchase of State-Adopted Instructional Materials	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2440 Teacher Training Related to Dyslexia	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2500 Programs and Services for TAG Students- Sections (1) and (2) TAG Plan Requirements	In compliance	The district has met all of the requirements for this rule.	Not applicable

581-022-2500 Programs and Services for TAG Students – Sections (3) and (4): Instruction Requirements	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2505 Alternative Education Programs	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Aligned and Focused Educational Systems

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2025 Credit Options	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2030 District Curriculum	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2060 Comprehensive School Counseling	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2100 Administration of State Assessments	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2110 Exception of Students with Disabilities from State Assessments	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2115 Assessment of Essential Skills: Diploma Requirements	**Waived through the end of 2027-28 school year**	Not applicable	Not applicable
581-022-2115(2) Assessment of Essential Skills: Local Performance Assessment Requirement	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2120 Essential Skill Assessments for English Language Learners	**Waived through the end of 2027-28 school year**	Not applicable	Not applicable
581-022-2250 District Improvement Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2260 Records and Reports	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2265 Report on PE Data	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2300 Standardization	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2305 District Assurances of Compliance with Public School Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2315 Special Education for Children with Disabilities	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2320 Required Instructional Time	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2323 Preserving Student Instructional Time	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2325 Identification of Academically Talented and Intellectually Gifted Students	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2335 Daily Class Size	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2400 Personnel	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2445 Universal Screenings for Risk Factors of Dyslexia	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Engaged Partners and Communities

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2005 Veterans Diploma	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2255 School and District Performance Report Criteria	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2270 Individual Student Assessment, Recordkeeping and Reporting	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2307 Educational Equity Advisory Committees	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2330 Rights of Parents of TAG Students	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2370 Complaint Procedures	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Safe & Inclusive Schools

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2045 Substance Use Prevention and Intervention Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2205 Policies on Reporting of Child Abuse	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2210 Anabolic Steroids and Performance Enhancing Substances	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2215 Safety of School Sports – Concussions	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2220 Health Services	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2223 Healthy and Safe Schools Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2225 Emergency Plans and Safety Programs	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2230 Asbestos Management Plans	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2267 Annual Report on Restraint and Seclusion	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2308 Agreements Entered Into with Voluntary Organizations	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2310 Equal Education Opportunities	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2312 Every Student Belongs	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2345 Auxiliary Services	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2430 Fingerprinting of Subject Individuals in Positions Not Requiring Licensure as Teachers, Administrators, Personnel Specialists, School Nurses	In compliance	The district has met all of the requirements for this rule.	Not applicable

581-022-2510 Suicide Prevention Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2515 Menstrual Dignity for Students	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Committed and Supportive Staff

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2405 Personnel Policies	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2410 Teacher and Administrator Evaluation and Support	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2415 Core Teaching Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2420 Educational Leadership - Administrator Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable

9. Action Items
    a. Teaching & Learning
        1. Building and Grade Band Updates for ODE

LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA

ITEM: School Updates

TOPIC:

PREPARED BY: Katie Lindstrom/Aaron Belloni

WILL BE PRESENTED BY: Aaron Belloni

TYPE OF ITEM: Consent ☐ Information ☐ Discussion ☐ Decision X

DESCRIPTION OF AGENDA ITEM:

Compass School changes from grades 6-12 to grades 6-8

And these are the updates to align with correct info:

Taft Middle School address changes from 4040 High School Dr to 3780 SE Spyglass Ridge Dr
Toledo Jr High address changes from 600 SE Sturdevant Rd to 1800 NE Sturdevant Rd
Crestview Heights School address changes from 3000 Crestline Dr to 2750 Crestline Dr
Waldport Middle School address changes from 2750 Crestline Dr to 3000 Crestline Dr

Crestview web address changes to lincoln.k12.or.us/o/crestview

Oceanlake Elementary School phone changes to 541-283-9488
Waldport Middle School phone changes to 541-563-3243
Compass School phone changes to 541-996-2115

SUPERINTENDENT'S RECOMMENDATION:

It is the recommendation of the Superintendent that the Board approve the updates.

ADDITIONAL MATERIAL Attached: Yes ☐ No ☐ Available: Yes ☐ No ☐

b. Facilities & Maintenance/Transportation/Food Services/Technology
    1. Declaration of Surplus
        i. Compass Building

LINCOLN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING AGENDA

ITEM: Declaration of Surplus

TOPIC: Compass Building (459 SW Coast Hwy, Newport, OR 97365)

PREPARED BY: Eddie Symington

WILL BE PRESENTED BY: Dr. Majalise Tolan

TYPE OF ITEM: Consent ☐ Information ☐ Discussion ☐ Decision X

DESCRIPTION OF AGENDA ITEM:

Under Board Policy DN, the Board designates the deputy clerks to, at any time, declare district property as surplus and authorize its disposal when such property is no longer useful to the district, unsuitable for use, too costly to repair or obsolete.

Under Resolution 2026-27-02, Disposal of Surplus Property, it is resolved that the Deputy Clerks are authorized to dispose of surplus property in accordance with Board Policy to the limit of $25,000.

The Compass building has not been used by LCSD since November 2025 when the Bond office officially moved to the Facilities and Maintenance Office. Having been approached by two different entities with interest in the Compass building, LCSD began working with legal counsel to understand the necessary process for selling the building. The Board was updated on the process at their 6/9/2026 executive session.

SUPERINTENDENT'S RECOMMENDATION:

It is the recommendation of the Superintendent that the Board declare the Compass Building, located at 459 SW Coast Hwy, Newport, OR 97365, as surplus in preparation for sale due to it no longer being useful to the district.

ADDITIONAL MATERIAL Attached: Yes ☐ No X Available: Yes ☐ No X

ii. Technology - Interactive Displays

10. Items of Information & Discussion
    a. Business Services
        1. Draft Budget Calendar

Lincoln County School District
2027-28 Budget Calendar & Process

*	11/10/2026	Draft Budget Calendar Presented to Board
*	12/8/2026	Board Approves Budget Calendar Board Announces Budget Committee Vacancy Zones 1 & 2 - Advertising Begins
	December & January	Budget Committee Vacancies Advertised
	December, January & February	Superintendent, Learning Support Team and Principals meet to discuss budget needs to support Board goals and to update the Integrated Grants Plan. Community Forums or other feedback methods are conducted for Integrated Grants funding.
*	1/26/2027	Board Work Session to develop Board Budget Goals LST will attend to answer Board questions about programs
	2/2/2027	Budget Committee Candidate Names/Applications Due to Board.
*	2/9/2027	Board interviews and appoints Budget Committee Member Zones 1 & 2
	3/1/2027	First Official State Estimate of Funding Released by ODE
	3/4/2027	Budget allocations distributed to all Administrators on staffing sheets
	3/15-3/17/2027	LST meets regionally with principals to review school budget staffing sheets
	3/19/2027	Staffing Sheets due to Business Office - All Buildings & Central Departments
	3/29/2027	Final Budget Decisions made by LST
	April	Business office prepares Proposed Budget Document
	April - Date TBD	Budget Committee Training, Teaching & Learning Center
	4/29/2027 dependent on newspaper deadline	Budget Committee Meeting notice posted on the District's website and published in the newspaper of record
	5/6/2027	Proposed Budget document delivered to Budget Committee and available for public review on District Website
	5/13/27 5/18/27 5/20/27	Budget Committee Meetings: 6:30 pm, Teaching & Learning Center 6:30 pm, if needed, at Teaching & Learning Center 6:30 pm, if needed, at Teaching & Learning Center
	6/2/2027	Budget Hearing Notice published in the newspaper of record and on District Website Official publication requirements for public hearing: 1 notice at least 5 days but no more than 25 days before meeting
*	6/8/2027	Board Conducts Public Hearing on Approved Budget Resolution for Adoption, Appropriations & Levy approved by Board

Board
Budget Committee

* Regular Board Meeting or Board Work Session

9

b. Facilities & Maintenance/Transportation/Food Services
    1. Bond Projects Update

FUTURE BOND PROJECTS
FY26/27

EXTERIOR PAINTING

Painting Completed:

OLES, NMS, CVES & ToES

Painting Left to do:

Bids will go out in January for WHS, NHS, TaES, TaHS and ToHS. YV?

INTERIOR PAINTING

Winter break – Check with Principals on what and where we could paint inside schools.

CTE

NHS Wood Shop/Commercial Art Relocation, Meeting with Reyna regarding what NHS wants.

RESTROOM REMODELS

All Schools. Meet with principals regarding where and when.

PHONE SYSTEMS

Move to VOIP

TLC - Winter break

Arcadia and F&M – unknown

INTERIORS

CVES – Wall on stage

Talk to Sandi on need now with Auditorium.

FIELD HOUSE

TaHS – Permitted November 2

PLAY SHED / TURF FIELD

TaES – Have Geo Report. Working on plans with Architect & Engineers.

PARKING LOT LIGHTS

Lights Completed:

TaHS, TaES, NMS, NHSe

Lights Here and need to Finish:

ToES, CVES, WHS

Light Left to do:

OLES, SCES, NHSw, ToHS

Need to Coordinate with Platt:

YVES

MECHANICAL UPDATES:

ToHS – Replace Condensation Pump & three distinct types of Power (PIER GRANT)

TaES – New Water Pump

OLES – Rebuild Kits for Boilers (3)

TaHS – New Fire Pump including Jocky Pump

NMS – Hot water heaters over 15 years old

NHS – Replace 2 Electrical Panels

TECHNOLOGY

Pull wire for Cameras and Alarms on freezers & refrigerators.

Complete: ToHS, ToES , WHS & TaHS

Left to do: YVES and NMS

AUDITORIUMS

Toledo High School

Waldport High School

Newport High School

c. Board
    1. Annual Charter Report per Charter Agreements
        i. Siletz Valley Charter School

SILETZ VALLEY

WARRIORS

Annual Report to the Lincoln County School District Board

October 2026

Making Progress

Areas of Need Identified and Resolved:

- Multilingual Learner / English Language Learner Plan (ML/EL Plan)
- Teacher licensure
- Bylaws and policy updates
- Federal, state, and district grant reporting
- Timely financial reporting
- Oregon Public Meetings Law
- Tech Support (Cyber Security) – Provided by LCSD
- Tribal consultation requirement

ONGOING INITIATIVES

- **FACILITIES IMPROVEMENTS**
  - Three-year plan prioritizing student safety, with needs organized by urgency and necessity
  - Facilities Director interviews
  - Year-one action plan shared with maintenance and custodial staff
- **COMPLETED**
  - Small Gym siding and critical sides of the Woodshop identified by PACE
- **SCHOOL SAFETY**
  - Safety Committee established; regular meetings
  - Meeting with sheriff's deputy to discuss partnership and school safety
  - Facilities Walkthroughs with Experts to understand needs and urgency
  - OSHA guidance reviewed for committee responsibilities, training, and meeting frequency.

Planning, prevention, and follow-through remain ongoing priorities.

Ongoing Improvement – Systems

BEHAVIOR & DISCIPLINE

- Behavior flow charts created; currently being vetted for input from staff and community.
- Behavior Assistant position created and filled temporarily.
- Permanent position hiring process is in progress.
- Behavior Team development in process; common understandings and process being developed

SCHOOL PROCESSES

- **Currently Under Review:**
- Cell phone usage
  Referral systems
- Skipping and tardies
- Classroom and behavior expectations

CONSISTENCY & SUPPORT

- Referral process articulated and implemented consistently
- Classroom expectations & leadership follow through
- Internal processes reviewed and established
- Data teams to support consistent, informed decisions

The goal: clear expectations, dependable systems, and consistent support across the school.

Attendance

2025–26 SCHOOL YEAR

41%

Attendance rate reported by ODE

REGULAR ATTENDERS • EARLY-YEAR COMPARISON

2025	2026
55.4%	68.9%

STRATEGIES UNDERWAY

- Daily elementary family calls; MS/HS calls by period when students are absent.
- Bi-weekly attendance meetings review student data, nudge letters, barriers, and outreach.
- Families received information about the cumulative impact of missing school.
- Tier 3 tracking sheets provided to identified MS/HS families.
- Welcoming students at the door and using positive re-engagement language.
- Student-created posters encourage peers to attend.

SVS is working with Community Design Partners and LBLESD on attendance strategies.

Graduation

ODE ON-TIME GRADUATION RATE

80%	91%
2025	2026

9th-grade On Track: 93% last year
14 freshmen; 13 were on track to graduate
17 freshmen enrolled this year

SUPPORTS & MONITORING

- Student Success Advisor met with families at conferences and reviewed transcripts.
- Students received transcripts and guidance on tracking graduation requirements.
- High School Success Committee meets monthly to review grades, attendance, and behavior.
- Committee includes high school core teachers, Principal, and Student Success Advisor.
- Principal, LBLESD, and a teacher lead are collaborating on committee work.

The focus: identify students early and coordinate encouragement and support toward graduation.

Academic Growth – Data Teams to Inform Instruction

OSAS: OVERALL AT OR ABOVE GRADE LEVEL

Assessment	2024–25	2025–26	Change
ELA / Reading	12%	22%	+10 pts
Math	3%	6%	+3 pts

PARTICIPATION

98%
2025

100%
2026

Next step: use recurring grade/content data-team cycles to review STAR and OSAS results, identify learning needs, plan instruction, and monitor response.

STAR READING • 2025–26

Window	% Tested	Below Level	Above Level
BOY	62%	76%	24%
MOY	73%	74%	26%
EOY	53%	80%	20%

2026–27 BOY: 86% tested; 70% below level; 30% above level. MOY and EOY results are not yet available.

Academic Growth – Grade-Level Trends

Percentage of students identified at “Urgent Intervention” to match CIP goals

Grade	Subject	2024	2025	2026
3rd	ELA	64%	50%	53%
3rd	Math	57%	67%	47%
4th	ELA	50%	92%	50%
4th	Math	54%	62%	43%
5th	ELA	65%	78%	73%
5th	Math	88%	94%	91%
6th	ELA	94%	76%	75%
6th	Math	83%	82%	69%
7th	ELA	71%	78%	75%
7th	Math	79%	89%	67%
8th	ELA	82%	88%	75%
8th	Math	91%	69%	69%
11th	ELA	50%	61%	5%
11th	Math	100%	83%	84%

CONTEXT MATTERS

- Data are reported by grade level—not cohort student data.
- 4th grade was split from a 4/5 combination in January and assigned a new teacher.
- 5th grade was split from a 4/5 combination in January.
- 6th grade moved from the elementary structure to middle school in January, with multiple teachers and classes.

Source: SVS 2024–2026 grade-level assessment data. Lower urgent-intervention percentages indicate fewer students in that category.



FINAL THOUGHTS

- Significant opportunities for improvement remain.
- We take growth and improvement seriously.
- We are making strides. We believe strong systems and consistent leadership will help stabilize the school.
- We appreciate LCSD's support and partnership and look forward to building stronger ties and collaboration.

SILETZ VALLEY WARRIORS

2. OSBA Elections/Resolution 1

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



BYLAWS

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

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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

3. Public Comment (This time is reserved for general public comment to the Board). BG-4

d. Other
    1. Meeting Takeaways
    2. Reminders/Announcements
e. Adjournment

Board Goals 2024-2029

GOAL ONE: Lincoln County School District will establish and meet high expectations for student achievement.

GOAL TWO: Lincoln County School District will create equitable, diverse, inclusive, and accessible learning environments across the district within a framework of excellence in education.

GOAL THREE: LCSD will provide for the long term health and welfare of our facilities and finances, focusing on accessibility, technological innovation, and purposeful utilization.

GOAL FOUR: Lincoln County School District will strengthen community relationships through communication and engagement with staff, students, families, and community partners.

Lincoln County School District Equity Team
Land Acknowledgement Statement

We ask that you take a moment to stop what you are doing, to listen to these words as we recognize the land that we currently inhabit. No matter where each of us is physically located in Lincoln County, we must understand that we are on traditional homelands and unceded territories of indigenous peoples. Where we live in Lincoln County, these are the ancestral homelands for the Confederated Tribes of Siletz Indians.

Lincoln County School District acknowledges the Confederated Tribes of Siletz Indians that consists of over 30 bands originating from Northern California to Southern Washington. The Confederated Tribes of Siletz Indians currently occupy and manage a mere fraction of their original 1855 1.1 million-acre Siletz coastal reservation that covered land in what is now Tillamook, Lincoln, Benton, Marion, and Coos Counties. We must remember the people of the Confederated Tribes of Siletz Indians are and will forever be the first stewards of this land, water, and fish.

We acknowledge and recognize the continued sovereignty of the Confederated Tribes of Siletz Indians and honor their ancestral homelands. We are committed to bringing awareness to their history and the existence of the Confederated Tribes of Siletz Indians since time immemorial.

NON-DISCRIMINATION: Lincoln County Schools do not discriminate nor tolerate discrimination on the basis of an individual's race, color, religion, sex, sexual orientation, national origin, disability, gender identity, marital status or age or because of the race, color, religion, sex, sexual orientation, national origin, disability, gender identity, marital status or age of any other persons with whom the individual associates.