



PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

Regular Board Meeting - 6:00 PM

Thursday, September 7, 2023

In-Person at Phoenix Elementary School

<https://us02web.zoom.us/j/82994831315?pwd=WFJValJraml0anBIYWQvT2RCS3FNUT09>

Password: 744944

Agenda Español

Minutas Español

AGENDA

- A. **Executive Session – 5:30 p.m. - In accordance with the provisions of ORS 192.660 (2)(d)**
- B. **Call to Order - 6:00 p.m.**
- C. **Accentuate the Positive**
- D. **Citizen Comments**
- E. **Superintendent Report**
- F. **Consent Agenda**
 1. Approval of Revised Agenda
 2. Approval of Minutes from 8/9/23 & 8/24/23 Work Session
 3. Personnel Report
- G. **Action Items**
 1. **Textbook Adoption for English Language Development**
 2. **Textbook Adoption for Math**
- H. **Information and Discussion**
 1. **Facilities/Bond Update**
 2. **Financial Update**
 3. **Legislative / OSBA Update**
 4. **Equity, Diversity, & Inclusion Update**
 5. **Review Budget Committee Applicants**
 6. **Review Budget Calendar**
 7. **Recess**
 8. **Review District Employee Handbook**
 9. **Establish Meal Prices**
 10. **Strategic Communications Plan**
 11. **OSBA LPC Candidate Nomination**
 12. **Textbook Adoption for English Language Development**
 13. **Textbook Adoption for Math**
 14. **ATI HVAC Equipment and Van Purchase**
 15. **Student Representatives Application and Selection Timeline**
- I. **Review of the Next Meeting Agenda**
- J. **Adjournment**

Phoenix-Talent School District #4 is an Equal Opportunity Employer and, in accordance with Federal and State Legislation, does not discriminate on the basis of race, sex, religion, age, national origin, or marital status, physical or mental disability in employment practices or education programs. **If you need special accommodations for language interpretation or because of a disability**, please contact the District Office Executive Assistant two days prior to meeting at 541-535-1511 Voice/TD.



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Join the Zoom Meeting:

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Meeting ID: 829 9483 1315 Passcode: 744944

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 - 5. Review Budget Committee Applications
 - 6. Review Budget Calendar
 - 7. **RECESS**
 - 8. Review District Employee Handbook
 - 9. Establish Meal Prices
 - 10. Strategic Communications Plan
 - 11. OSBA LPC Nomination
 - 12. Textbook Adoption for English Language Development
 - 13. Textbook Adoption for Math
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PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

Board Meeting
Wednesday, August 9, 2023 6:00 PM Pacific

District Office
401 West 4th St.
Phoenix, OR 97535

Michael Campbell: Present
Sara Crawford: Present
Polly Farrimond: Present
Nancy McKinnis: Present
Rick Nagel: Absent
Dawn Watson: Present
Rebecca Weathers: Present
Present: 6, Absent: 1.

A. Executive Session – 5:30 p.m. - In accordance with the provisions of ORS 192.660 (2)(d)(e) This meeting was closed to the public and adjourned at 5:40 p.m.

B. Call to Order - Chair Campbell called the meeting to order at 6:00 p.m.

C. Accentuate the Positive – There were no comments.

D. Citizen Comments - There were no citizen comments.

E. Superintendent Report

- Supt. Barry shared an update on the Out of State Student Activity Trips.
- Supt. Barry shared the results of a parent communication survey that was given by Joe Zavala, Communications Specialist, at the end of this past school year. Joe has also drafted an impressive four-year communication strategic plan that is aligned with our district's strategic plan and it is impressive.
- Supt. Barry thanked our team in HR & Finance as we hired and train new staff. This is the first time in years that our principals have been able to take the entire month of July off not having to come in for interviews. Staffing is the best it has been in many, many years. We had nearly all of our positions filled before July.
- Supt. Barry spoke about IPM and the recent updates on the lists for approved sprays. Our organic product that we have been using for pest management is no longer on the list of approved sprays. We have a pest emergency at TES and Jon is looking to using an approved product on that list. We will be posting a notice on Friday.
- Supt. Barry shared that he and Tiffanie Lambert met with Rachel Garner this week, who is the new Executive Director at ATI. Summer Brandon will be working with her this year so that Rachel has an easy transition.
- Supt. Barry shared an update on his goals for 23-24. Supt. Barry welcomes any feedback and he will have a final draft at the next meeting.

F. Consent Agenda

Director Dawn Watson moved to approve the consent agenda as presented. Director Nancy McKinnis seconded the motion. Hearing no objections, the consent agenda was approved.

- F.1. Approval of Revised Agenda
- F.2. Approval of Minutes from 7/6/23 & 7/20/23
- F.3. Personnel Report

G. Action Items

G.1. Board-Superintendent Operating Agreement

I move to adopt the Board Superintendent Operating Agreement as presented. This motion, made by Sara Crawford and seconded by Polly Farrimond, Carried.

Rick Nagel: Absent, Michael Campbell: Yea, Sara Crawford: Yea, Polly Farrimond: Yea, Nancy McKinnis: Yea, Dawn Watson: Yea, Rebecca Weathers: Yea
Yea: 6, Nay: 0, Absent: 1

G.2. Outlier Construction Contract

I move to approve the Outlier Construction contract as presented. This motion, made by Polly Farrimond and seconded by Rebecca Weathers, Carried.

Rick Nagel: Absent, Michael Campbell: Yea, Sara Crawford: Yea, Polly Farrimond: Yea, Nancy McKinnis: Yea, Dawn Watson: Yea, Rebecca Weathers: Yea
Yea: 6, Nay: 0, Absent: 1

Supt. Barry said that there was some confusion about when to bring this to the board with Jon on vacation. We were originally going to use construction excise taxes or bond funds for this project, but it fits under ESSER III funds and anything over a certain dollar threshold would need the board's approval.

H. Recess - No recess was taken.

I. Information and Discussion

I.1. Facilities/Bond Update

- Supt. Barry shared that the PHS playground was installed over the weekend and we are working on scheduling the rubber ADA accessible surface in hopes it will be completed by the time students return. Supt. Barry went on a facilities and grounds tour with Jon today and things are looking good. The carpet was removed in the hallways at TMS and now they have polished concrete so it looks more like our high school.
- Supt. Barry shared that as a result of the conversations we had regarding Colver Road property during the board retreat at the last meeting, we are meeting with ODP, PTL, and the Boys & Girls Club to make sure everyone knows where we are and where we are going. We have similar expectations and what this project is about and what our challenges might be. Today we met with PTL and Boys & Girls Club and there were great conversations and a lot of excitement, but there were reality checks as well.

I.2. Financial Update

Supt. Barry said that we would have a full financial update in September. Yazmin will have an end of year, ending fund balance. We did receive information about the early literacy bill that will have a good amount of funds for the first and second year. We will be talking about how best to utilize those funds but really targeting them for our strategic plan and third grade reading.

I.3. Legislative / OSBA Update

Director Dawn Watson said that Jim Green would be sending out a survey on what OSBA's services and to find out what the needs are of our school districts.

Director Crawford reminded the board that the Rural Schools Committee would have an open meeting on Friday at 4:30 p.m. The Color Caucus will meet on Saturday.

Director Watson spoke about the OSBA conference this weekend and what her desires are for the round table sessions.

Supt. Barry said that during the next session, we would be looking at instructional hours and how we can increase that, how it would relate to collective bargaining agreements and things of that nature. As a state, we have some of the fewest instructional hours and challenges with our ability to increase those. Increasing instructional hours is not only a desire of our administrative team, but it is also what our families want, especially at the elementary level.

I.4. Equity, Diversity & Inclusion Update

Director Nancy McKinnis said that there is current recruitment going on and we are accepting applications for new committee members.

Supt. Barry mentioned that the make-up session for part one of the Equity training is on August 23 and the second part of the training is on August 24. Supt. Barry invited the board members to attend either or both of the Equity sessions and any of the A La Carte sessions on the 24th.

I.5. Budget Committee Vacancies

Chair Campbell shared that we do have two vacancies on the Budget Committee to declare. Denise had reached out to the members whose terms had expired and they have submitted updated applications. The two vacancies will be posted on the website and applications will be received through the month of August. At the September 7 meeting, all applications will be reviewed and at the September 21 meeting, the appointments will be made.

J. Review of the Next Meeting Agenda

K. Adjournment - The meeting adjourned at 6:35 p.m.

Michael Campbell, Chair

Brent Barry, Superintendent



PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

Board Meeting
Wednesday, August 24, 2023 5:00 PM Pacific

District Office
401 West 4th St.
Phoenix, OR 97535

Michael Campbell: Present
Sara Crawford: Present
Polly Farrimond: Present
Nancy McKinnis: Absent
Rick Nagel: Present
Dawn Watson: Present
Rebecca Weathers: Present
Present: 6, Absent: 1.

A. Executive Session – 5:00 p.m. - In accordance with the provisions of ORS 192.660 (2)(e)(f) This meeting was closed to the public and adjourned at 5:15 p.m.

B. Call to Order - Chair Campbell called the meeting to order at 5:15 p.m.

C. Discussion Regarding OSBA Summer Conference

The board discussed the following topics from the OSBA Summer conference:

1. Ethics - making sure gifts throughout the year do not exceed the \$50 limit.
2. Board Self-Assessment - Having OSBA facilitate the next board assessment.
3. Early Literacy Success Initiative - How can the board support the district?
4. Legislation workshop - Dawn Watson feels the board needs to get more involved. Legislators feel that in-person testimony has more impact than a written letter or email. Sara Crawford would like to learn more about how the legislation that is being passed will impact the district.
5. The board's role in community engagement.
6. The board's role in student achievement.
7. Supt. Evaluation – Michael Campbell suggested not doing the evaluation annually and for this next cycle to look at the criteria and see how we want to change it.

D. School Safety

Director Rick Nagel shared information from a demonstration he attended at the Jackson County shooting range. Safe Haven Defense LLC gave a presentation on glass laminate that is bullet resistant. Rick would like to have a presentation given to the board and have the two chiefs of police and Jon involved as well.

E. Adjournment - The meeting adjourned at 6:30 p.m.

Michael Campbell, Chair

Brent Barry, Superintendent

BUDGET CALENDAR

2024-2025 Budget Year

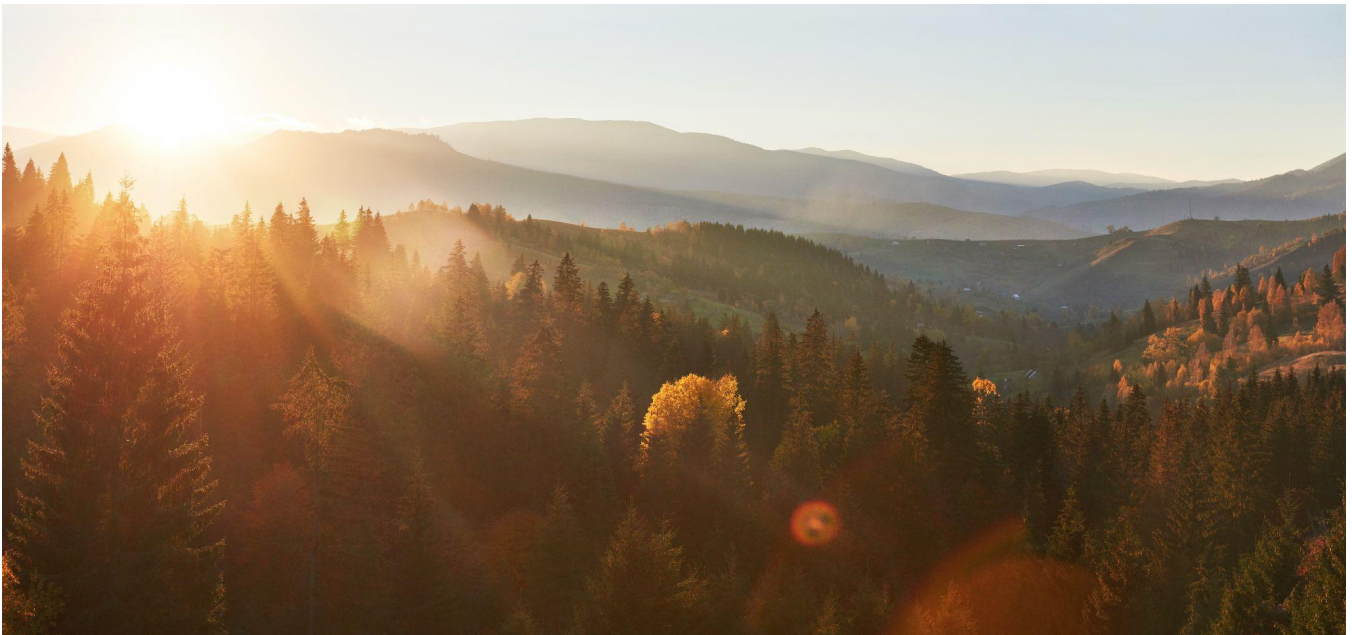
APRIL 2, 2024	Administrative Team	Complete Formulating 2024–25 Budget Guidelines and Priorities
APRIL 11, 2024	Administrative Team	Budgets Due to Business Office
APRIL 11, 2024	Business Office	Notice of Budget Committee Meeting to Newspaper.
APRIL 18, 2024	Business Office	Publish First Notice of Budget Committee Meeting
APRIL 25, 2024	Business Office	Publish Second Notice of Budget Committee Meeting
MAY 3, 2024	Business Office	Complete Budget Document Printing
MAY 7, 2024 6:00 p.m. at PHS	Budget Committee Meeting	Budget Message
MAY 14, 2024 6:00 p.m. - PHS	Budget Committee	Optional 2 nd Meeting, If Needed
MAY 14, 2024	Business Office	Notice of Budget Hearing to Newspapers
MAY 16, 2024	Business Office	Budget Document Completed
MAY 21, 2024	Business Office	Publish Notice of Budget Hearing
JUNE 6, 2024	School Board	Hearing—Board Adopts Budget, Levies Taxes, Makes Appropriations
JUL 10, 2024	Business Office	Submit Budget to Assessor



PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

Employee Handbook



*Together, we shall meet the challenges of preparing
responsible, creative, lifelong learners.*



PREFACE

Dear Colleagues,

We are pleased to provide you with this handbook which summarizes major aspects of employment in Phoenix-Talent Schools. We hope it will become a used and useful reference. The Employee Handbook is intended to be a guide, as it may not cover all aspects of the workplace and is not intended to either enlarge or diminish any Board policy, administrative regulation, or collective bargaining agreement. It refers to selected [School Board Policies](#) in order to define shared

understandings about professional standards and conduct. As laws and regulations change, the Employee Handbook will require updates.

We ask you to take the time to review the contents of this document carefully and to speak with your principal or supervisor regarding any areas about which you have concerns or questions. Any information contained in this staff handbook is subject to unilateral revision or elimination. Appropriate notice will be provided. Suggestions and ideas for items to be added to future versions of the handbook are welcomed.

Equal employment opportunity and treatment shall be practiced by the district regardless of an individual's perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, pregnancy, childbirth or a related medical condition, age, veterans' status, service in uniformed service, familial status, genetic information, an individual's juvenile record that has been expunged, or mental or physical disability, or economic status, if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.

The following staff have been designated to coordinate compliance with the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and Title IX:

Assistant Superintendent of Human Resources
Assistant Superintendent of Teaching & Learning
Director of Equity and Community Care

Jessica Hamlin (541) 535-7504 (1013)
Tiffanie Lambert (541) 535-7502 (1011)
Kelly Soter (541) 897-3730 (1016)

Table of Contents

WELCOME.....	3
2023-27 Phoenix-Talent Schools Strategic Plan.....	4
Our Vision:.....	4
FOCUS ON PROFESSIONAL DEVELOPMENT.....	4
HISTORICAL OVERVIEW.....	5
IMPORTANT NOTICES:.....	5
2023-2024 ACADEMIC CALENDAR.....	6
GOVERNANCE AND ORGANIZATION.....	7
BOARD OF EDUCATION.....	7
→ QUICK LIST OF CONTACTS Link to Full Directory.....	8
SALARIES AND BENEFITS.....	11
BACKGROUND CHECKS/ONBOARDING PROCESS.....	11
PUBLIC SERVICE LOAN FORGIVENESS PROGRAM.....	12
TSPC ISSUED LICENSING.....	12
VACATIONS AND LEAVES.....	12
PAYCHECKS.....	12
REPORTING AN ABSENCE.....	12
Utilizing Okta to View Pay Information and Leave Balances.....	13
PAYROLL DEDUCTIONS.....	13
CHANGE OF ADDRESS.....	13
PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS).....	13
POSITION OPENINGS/TRANSFERS.....	13
RESIGNATIONS.....	14
SAFETY.....	14
ACCIDENT REPORTS.....	14
TRAVEL.....	14
WORKSHOPS AND CONFERENCES.....	14
PURCHASE ORDERS.....	14
EXPENSE REIMBURSEMENTS.....	14
EQUIPMENT.....	14
MAIL.....	15
EMERGENCY SCHOOL CLOSURE.....	15
ONLINE STAFF TRAININGS.....	15
ONLINE TRAINING PROCEDURES.....	15
SUPERVISION AND EVALUATION.....	16
DISTRICT REGULATIONS.....	16
POLICIES.....	16
WELLNESS, HOPE, AND ENGAGEMENT.....	20

WELCOME

Dear Staff Member,

Welcome to PTS Rising! I often share with prospective candidates why they need to give Phoenix-Talent serious consideration when choosing a place to serve kids and the community. I truly believe we have something special in this district and our mission to serve, with relationships being the foundation of all we do, this is what keeps me coming to work every day. We are all part of this amazing PTS Family!

This is my 20th year with the district and starting my 8th year as your superintendent. I am excited about the team we have built and the people who have been so dedicated to our students and families. The team that interviewed you when you were hired recognized something special in you. Thank you for choosing us!

As you know, the last several years we have experienced a number of challenges responding to the pandemic and then the devastating Alameda fire on September 8th, 2020. Though the impact of the fire is a distant memory for some in the Rogue Valley, it is very real for our students and families. I commend and admire you for wanting to be a part of the recovery and rebuilding process. You will find that our staff is committed to ensuring the success of all students with a special focus on supporting our fire survivors and helping them continue to access our schools and programs.

Finally, we recognize that this career we all chose is not an easy path. Educators face a variety of challenges, but the rewards are great. I want to share with you that we are committed to supporting you as you endeavor to have a positive impact on PTS students. Please do not hesitate to reach out to your supervisor or myself if there is anything you should need as you begin this journey with us.

Again, we are grateful for each and every member of our PTS Rising Family...you are in the right place!

Talk with you soon,

Brent Barry

Superintendent
Phoenix-Talent Schools

2023-27 Phoenix-Talent Schools Strategic Plan



Our Vision:

Together, we shall meet the challenges of preparing responsible, creative, life-long learners.

Our Path:

Phoenix-Talent Schools’ four-year plan provides a roadmap that includes *four goals* to guide our work through 2027. To achieve our goals, *focus areas* for success identify practices that reflect our beliefs and shall be incorporated into our daily work.

Strategic Outcomes:

- Decrease disparities in student achievement with all students making appropriate academic growth and progress.
- All students, staff, and community members will feel safe, respected, valued, and included in our schools.
- Provide opportunities for families to engage in 2-way communication experiences.
- Our students will develop proficient academic and social skills to allow them to access current and future opportunities.
- Our students will be prepared for college and/or careers.
- We will provide equitable opportunities for all students.

FOCUS ON PROFESSIONAL DEVELOPMENT

<p><i>Staff/Student Engaged Learning</i></p> <p>High Leverage Instructional Practices Professional Learning Communities Student Engagement</p>	<p><i>Culture of Equity</i></p> <p>Equitable Grading Practices Multiple Pathways to Proficiency Foundations of Equity & Cultural Responsiveness Responding to Bias & Hate</p>
<p><i>Systems of Support</i></p> <p>Multi-Tiered Systems of Support *Academics *Behavior/SEL *Attendance</p>	<p><i>Community Engagement</i></p> <p>Family Engagement Best Practices Authentically Engage our Community Partners</p>

HISTORICAL OVERVIEW

The Phoenix-Talent Schools is located in what the Rogue Indians called the Valley of the Rogue. With the discovery of gold in 1852, miners thronged to the valley in search of a fortune. Farmers soon followed, lured by fertile soil and favorable growing conditions. Small towns sprang up almost overnight. As the California-Oregon Stage Road grew with increasing loads of goods and supplies, the communities of Phoenix, Talent and Medford grew as trading centers.

Today, Medford stands as the business, commercial and professional center of Jackson County. Livability is the prime reason people reside in the Phoenix-Talent area. The climate is mild, being protected by the surrounding mountains. The District is situated largely in a rural environment with agriculture as the major industry. While being located in a rural environment, the Phoenix-Talent District has many of the advantages of urbanization.

September 25, 1959, the Talent School District #22 was merged with the Phoenix School District #4. This was based on a resolution adopted by the Jackson County Reorganization Committee in 1958. At the suggestion of this same committee, Barnett Road was made the northern boundary of District #4. On September 16, 1959, by a vote of the people, Phoenix and Talent consolidated. This made a district of 1,238 students, comprising two grade schools (one in Talent and one in Phoenix), grades one through eight, and a high school in Phoenix (which had to be remodeled to accommodate 330 students). Today, Phoenix-Talent Schools has a K-12 student population of approximately 2,800. The District has three elementary schools (grades K-5), one middle school (grades 6-8) and one high school. Phoenix-Talent Schools have a reputation for providing a quality education through dedicated staff and innovative programs. Over the years, the District has enjoyed a good relationship with the community.

We welcome you to the Phoenix-Talent School District and look forward to the positive contributions you will make. Together we shall meet the challenges of preparing responsible, creative, lifelong learners.

IMPORTANT NOTICES:

Several board policies have been changed, expanded, or created over recent years. Please pay special attention to and review the following policies on the [District Website](#):

- [ACB Every Student Belongs](#)
- [IIBGA](#) and [IIBGA-AR](#), Electronic Communication System
- [GBC](#) Staff Ethics
- [GCAB](#) Personal Communication Devices and Social Media
- [GBNA](#) Hazing, Harassment, Intimidation, Bullying, Menacing, or Cyberbullying-Staff
- [JHFE/GBNAB](#) Abuse of a Child/Mandatory Reporting Responsibilities
- [JHFF/GBNAA](#) Suspected Sexual Contact with Students and Reporting Requirements

2023-2024 ACADEMIC CALENDAR

July 2023						
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August 2023						
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September 2023						
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October 2023						
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November 2023						
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December 2023						
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31						

PHOENIX-TALENT SCHOOLS
 401 W. 4th Street
 Phoenix, Oregon 97535
 (541) 535-1517

JULY	4	Independence Day
AUG	21-22	New Staff Inservice Days
	23	First Day for ALL Staff
	23-24	Staff Training/PD Opportunities
	28-31	Teacher Inservice - No School
SEPT	1	Teacher Inservice - No School
	4	Labor Day
	5	1. Conf Day • TMS Min Day (New Students) PHS Full Day - 9th Grade
	6	First Day for ALL Students
OCT	13	Teacher Inservice - No School
NOV	3	End of Quarter 1 - Teacher Inservice
	10	Observance of Veteran's Day
	11	Veteran's Day
	20-21	Parent-Teacher Conferences
	22 & 24	Non-Contract Day (No Classes)
	23	Thanksgiving Day
DEC	18-29	Winter Recess - No School
	25	Christmas Day
JAN	1	New Year's Day
	15	Martin Luther King Jr. Day (No Classes - Non Contract)
	26	End of Quarter 2 Teacher Inservice (No Classes)
FEB	19	President's Day
MAR	21-29	Spring Recess - No School
APR	5	End of Quarter 3
	8	Teacher Inservice - No School
MAY	27	Memorial Day
JUNE	7	All Schools - Minimum Day
	8	PHS GRADUATION
	10	TMS 8th Grade Recognition
	11	Last Day of School - Min Day
	12	Teacher Inservice - No School
	19	Juneteenth



January 2024						
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February 2024						
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March 2024						
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April 2024						
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May 2024						
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June 2024						
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23	24	25	26	27	28	29
30						

➤ [Link to "Days to Work" Document](#)

GOVERNANCE AND ORGANIZATION

BOARD OF EDUCATION

There is a seven member Board of Directors that supervises the District's operations. Board elections are held in the spring of odd numbered years. The terms of office are for four years commencing on July 1 following the election. Board members for positions 1, 2, 6 and 7 must qualify by residing in Zone 2. Board members for positions 3, 4 and 5 must qualify by residing in Zone 1. All Board Members must qualify by zone, but are elected at large.

[Phoenix-Talent Schools 2023-2024 School Board Meeting Dates](#)

☒ **SCHOOL BOARD:**



Michael Campbell, Chair
[Email](#)



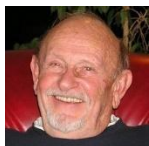
Nancy McKinnis
[Email](#)



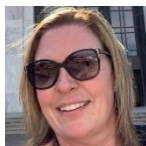
Polly Farrimond, Vice Chair
[Email](#)



Rebecca Weathers
[Email](#)



Rick Nagel
[Email](#)



Dawn Watson
[Email](#)



Sara Crawford
[Email](#)

→ **QUICK LIST OF CONTACTS**

[Link to Full Directory](#)

DISTRICT OFFICE

401 W. Fourth St • PO Box 698 • Phoenix, OR 97535

Main line: 541-535-1517 • Fax: 541-535-3928

NAME	TITLE	DIRECT LINE	EXT
Brent Barry	Superintendent	535-7500	1010
Jessica Hamlin	Asst. Supt. of Human Resources	535-7504	1013
Tiffanie Lambert	Asst. Supt. of Teaching & Learning	535-7502	1011
Aaron Santi	Dir of Magnet Programs	897-5107	1373
Allan Quiros	IT Manager	897-6530	1102
Javier del Rio	Admin. of Instructional Improvement		2007
Kelly Soter	Director of Community Care	897-3730	1016
Yazmin Karabinas	Accounting Director	535-7503	1006
Amy Giovanelli	Payroll Specialist	535-7559	1007
Brissia Morales	Office Technical, Supt & HR Support	535-1517	1022
Charlene Patten	Executive Asst. of Teaching & Learning	535-7520	1005
Debbie Rogers	Accts Payable	535-7523	1003
Denise Skinner	Executive Asst. of Superintendent	535-1511	1001
Derek Rodman	School Psychologist		1009
Erik Jones	Information Specialist - PowerSchool	535-0200	1103
Holly Haviland	Accounting Specialist	897-6845	1004
Joe Zavala	Communications Specialist		1019
María Lee	TOSA/Migrant Ed	535-3353	1326
Monique Strain	Assistant to Community Care		1017
Rene Cabrera	School Psychologist		1002
Thomas Lycett	Computer Support	535-2199	1104
Tiffany Britton	Executive Asst. of HR	897-6757	1002

MAINTENANCE & FACILITIES

873 N. Rose St • Phoenix, OR 97535

Main line: 541-897-5149

NAME	TITLE	DIRECT LINE	EXT
Jon McCalip	Facilities & Projects Director	535-3009	1014
Candace Selden	AP Clerk / Secretary	897-6587	1020
Randy Kirkland	Lead Maintenance	210-7621	



PHOENIX HIGH SCHOOL

745 N. Rose St • PO Box 697 • Phoenix, OR 97535
Main line: 541-535-1526 – Ext. 3000 • Fax 541-535-7511

NAME	TITLE	DIRECT LINE	EXT
Kalin Cross	Principal	535-5288	3010
David Ehrhardt	Assistant Principal/Athletic Director	535-7508	3011
Erika Ochoa	Assistant Principal	535-7545	3012
Mayra Silva	Office Manager		3005
Ramez Akil	Attendance Clerk	535-4456	3014
Maria Thompson	Athletics Secretary		3001
Beverly Miles	Registrar		3004
Lonna Engle	Bookkeeper		3003
Janet Gutridge	Clerk Typist		3002
Yaneth Garcia	Student Manager	897-6756	3017
Hilda Pantoja	Bilingual Student Support		3050
Aaron Hull	SRO	897-6743	3066



PHOENIX ELEMENTARY

215 N. Rose St • PO Box 727 • Phoenix, OR 97535
Main line: 541-535-3353 Ext. 1300

NAME	TITLE	DIRECT LINE	EXT
Shawna Schleif	Principal		1310
Wendy Duffie	Office Manager		1301
Lori Delgado	Secretary		1303
Laura Millette	Community Care Specialist		1348
Nuvia Pineda	Bilingual Family Liaison		1302
Aaron Hull	SRO	897-6743	3066



PHOENIX-TALENT RISING ACADEMY

215 N. Rose St • PO Box 698 • Phoenix, OR 97535
Main line: 541-897-5108

NAME	TITLE	DIRECT LINE	EXT
Aaron Santi	Principal	897-5107	1373
Deni Goodwin	Office Manager	897-5108	1370
Heather Ayers-Flood	Virtual Academy	897-5110	1374
Madeline Macias	Grade 1/2 Blend	890-0921	1375



TALENT MIDDLE SCHOOL

102 Christian Avenue • Talent, OR 97540
Main line: 541-535-1552 Fax: 541-535-7532

NAME	TITLE	EXT
Katherine Holden	Principal	4110
Allison Hass	Assistant Principal	4111
Deanne Tanner	Office Manager	4102
Jessica Morga	Attendance Clerk	4114
Julee Locket	Registrar	4101
Felipe Reyes	Bilingual Family Liaison	4125
Misty Hutsell	Student Manager	4112
Stephen McCormick	Lead Custodian	4162
Ken Lehman	SRO	4107



TALENT ELEMENTARY SCHOOL

307 Wagner Creek Rd. • Talent, OR 97540
Main line: 541-535-1531 Fax: 541-535-1858

NAME	TITLE	EXT
Heather Lowe	Principal	4010
Cheryl Joseph	Office Manager	4001
Alma Velazquez	Registrar	4002
Rosario Medina	Community Care Specialist	4052



ORCHARD HILL ELEMENTARY

1011 La Loma Dr. • Medford, OR 97504
Main line: 541-779-1766 Fax: 541-770-9037

NAME	TITLE	EXT
Kent Vallier	Principal	2010
Dianne Wolff	Office Manager	2001
Crystal Salas	Registrar	2002
Kathleen McCormick	Community Care Specialist	2025
Nicholas Elliott	Lead Custodian	2006

SALARIES AND BENEFITS

Employees in the Phoenix-Talent Schools bargaining unit are represented in collective bargaining with the School District by the Oregon School Employees Association (OSEA) and the Oregon Employees Association (OEA). Please take time to read the collective bargaining agreement negotiated between OSEA, OEA and the School Board that sets salaries and benefits. Copies should be available online at [PTS Staff Resources](#), in school and department offices, from the Human Resources Office, or from your building representative.

Benefits Highlights - For those who work .50 FTE (4 hours per day for classified) or more. Family medical & pharmacy, dental and vision insurance, HSA options, Life insurance/AD&D (employer paid), Flex spending accounts for medical and day care, Employee Assistance Program (EAP).

Paid Leave and Retirement Highlights - Paid Sick leave, Personal leave, and Family leave are provided and the District pays the employee's share (6%) of the Public Employees Retirement System contribution. Optional supplemental TSA retirement plans are available (403b and 457b).

Employee Assistance Program - is available through Uprise Health and is free to employees and their dependents. This is a confidential counseling/referral service that assists in resolving a variety of personal or family concerns. The program is designed to provide immediate professional assistance in dealing with and resolving issues that affect mental health. District employees may log in to the Uprise [Health Members Site](#) with the access code **OEBS**. The portal is a resource hub for all things EAP. More information may also be found online or by reaching out to the Human Resources Office.

Oregon Paid Family and Medical Leave - Effective September 3, 2023, application for OPFML may be submitted to American Fidelity Assurance Company. Employees must notify the District within 30 days of the anticipated leave. In emergency situations, you must notice the District within 24 hours. An additional written notice is required within three days of starting leave. Oregon PFML will run concurrently with OFLA/FMLA when applicable.

For your reference, here is a link to the [2023-24 Plan Year Summary of Medical, Pharmacy, Dental, and Vision Benefits](#)

BACKGROUND CHECKS/ONBOARDING PROCESS

Any newly hired employee not requiring licensure under Oregon Revised Statute (ORS) 342.223 as a teacher, administrator, personnel specialist or school nurse, shall submit to a criminal records check and fingerprinting.

A criminal records check will be conducted during the initial hiring process. Fingerprinting will take place following acceptance of employment.

Every effort will be made to schedule new hire orientations during working hours.

PUBLIC SERVICE LOAN FORGIVENESS PROGRAM

The PSLF Program forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer.

[PSLF Website](#)

Alert! If you are ineligible for PSLF only because some or all of your payments were not made under a qualifying repayment plan for PSLF, you might still be eligible for forgiveness through Temporary Expanded Public Service Loan Forgiveness. [Learn more.](#)

TSPC ISSUED LICENSING

Teaching, administrative and personnel services licenses are issued through TSPC. License renewal is applied for on TSPC's website through eLicensing. TSPC strives to send renewal reminders six months prior to the expiration date of the licenses. Notice is subject to variables such as educators supplying up to date email addresses to TSPC, etc. Please note that the law does not require TSPC to provide renewal reminders and that the awareness of one's expiration date and the timely application for license renewal is the sole responsibility of the educator.

Click here for the eLicensing login page: [eLicense TSPC Oregon](#)

VACATIONS AND LEAVES

See the collective bargaining agreement for specific information. Vacation and leave requests must be requested via the District web page, be approved by your supervisor and the Business Office.

PAYCHECKS

District employees are paid on the 20th of every month. Pay checks that are not electronically deposited will be delivered to the school buildings the morning of the 20th. Employees who work on a timesheet basis must submit their timesheets to the Office Manager on the 1st of each month. If you need to have someone else pick up your paycheck, please notify the Business Office in writing. This written request will be retained in the personnel file.

REPORTING AN ABSENCE

If you are planning to be absent, you must report your absence by visiting [Absence Management](#) or calling 1-800-942-3767 and following the prompts. Whether your position requires a substitute or not, **all staff are required to report absences.**

As a new employee, you will receive an email from Frontline with a link to register. It is important to open this email and follow the directions to ensure you are properly registered in the system. You will not have access to the system until these steps are completed.

Logging into Frontline:

1. Open your Internet browser and access [Frontline](#). The system welcome message and any district announcements are displayed. The link is also available on the District Website's Staff Resources page.
2. Two identifiers are required to log in to the system: Login ID and PIN
3. If you have forgotten your Login ID or PIN, click the link: 'I forgot my ID or username or I forgot my PIN or password. You will receive an email reply.

Before any features are available, you must register with the system and create a PIN. The Access ID and PIN are required for all interactions with the system. If you need assistance registering in the absence system, please contact Debbie Rogers at 541-535-7523 or debbie.rogers@phoenix.k12.or.us.

Utilizing Okta to View Pay Information and Leave Balances

OKTA ACCOUNT INSTRUCTIONS

[Instructions](#) – how to view your LEAVE ACCRUALS in Okta

PAYROLL DEDUCTIONS

All employees shall be required to have deductions from their monthly salary as required by law. Voluntary deductions from paychecks may be made with the employee's written authorization, which will be retained in the personnel file. These deductions may include Rogue Federal Credit Union or other bank accounts, select voluntary contributions, Tax Deferred Annuities, HSA deposits, and Section 125.

CHANGE OF ADDRESS

So that we can keep personnel and payroll records current, please submit in writing to the Human Resources Office any changes in your name, address, phone number or number of dependents.

PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)

Eligibility

You are automatically a member after you have completed six (6) months of employment. If you are a prior member and have not withdrawn your funds from PERS, you are eligible immediately.

Costs/Payment

Both the employee and employer portions are paid by the District.

Withdrawal upon Termination

When an employee leaves the District, a "notice of separation" is sent to PERS. When the "notice" is received by PERS, the employee's share may be withdrawn under some conditions.

POSITION OPENINGS/TRANSFERS

Position openings are emailed to staff and posted five (5) days for Classified and seven (7) days for Licensed. If you are interested in a posted position, please go to the Employment Page of our District Website and submit an application by the listed deadline date. Summer job posting requests are sent to each building for classified employees in June.

RESIGNATIONS

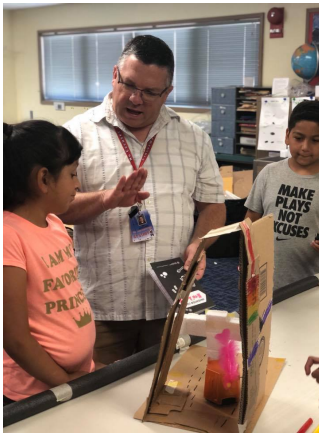
Please submit resignations in writing to the Human Resources Office.

SAFETY

In order to provide and maintain the safest working conditions possible, the District has formed a safety committee. This committee meets once a month and also conducts safety inspections. The minutes of the meetings are posted at each building. Please report any unsafe conditions to your supervisor immediately.

ACCIDENT REPORTS

If you are injured on the job, please report the incident immediately to your supervisor. If you are seeking medical attention for the injury, please fill out [Form 801](#) which is available at the District Office. Keep your supervisor informed at all times about your medical condition and your return to work status.



TRAVEL

Upon approval from a supervisor, employees driving their vehicles for District use need to complete Form A-505 for mileage and submit it to the Business Office for reimbursement. Employees who incur travel expenses need to submit Form A-504 with receipts attached to the Business Office for reimbursement.

WORKSHOPS AND CONFERENCES

Employees attending workshops, conferences or inservice training need to submit a "Request for Leave to Attend" two weeks prior to the event. Please use Form [B-502 for Classified](#) or Form [C-506 for Licensed](#) and have your supervisor sign it and send it to the Business Office.

PURCHASE ORDERS

Purchase orders must be authorized by your supervisor and submitted to your office manager or business office for processing. Our requisition and purchase order system must be used to place orders.

After receiving the merchandise, please submit the packing list to your office manager, business office for payment.

EXPENSE REIMBURSEMENTS

Requests for reimbursement of approved purchases must be authorized by your supervisor, and appropriate receipts must be submitted to your office manager or business office within 30 days of purchase to process payment.

EQUIPMENT

Prior to removing District equipment or materials from District buildings, employees will need to obtain authorization from the building supervisor.

MAIL

The District provides courier service to all buildings on a daily basis. Please check your building office for the delivery schedule. The ESD also provides courier service to all buildings in Jackson and Josephine Counties during the school year. A schedule of delivery times is printed and distributed each fall. All U. S. mail is processed in the warehouse. The deadline for outgoing mail is 2:30 p.m.

EMERGENCY SCHOOL CLOSURE

If a school or the whole District must be closed because of inclement weather or another emergency, the Superintendent's office will work with the media to announce information about the closure. In cases of snow or icy roads, radio stations normally will be notified by 6:00 a.m. Complete emergency closure plans have been outlined and are available in each building.

ONLINE STAFF TRAININGS

Phoenix Talent School District is fully committed to the health and safety of all faculty, staff, students and visitors. The district believes that occupant safety and a healthy environment are important factors in the functioning of the total educational program, making the district schools a better place to learn and work, creating positive relationships with the district customers and partners, and preparing students to be responsible citizens and to work safely in the community.

As part of the district's ongoing program to meet this safety commitment, comply with regulatory requirements, and contain health care costs, all employees must complete certain safety training, when they first start working for the district and periodically thereafter. The courses are available through the [Vector Solutions](#) online staff training system and can be completed at the convenience of the employees. Completion is due no later than September 30th.

Employees will receive an email notification inviting them to complete their assigned training. This email will include a link and instructions.

Vector Solutions will send periodic reminders to employees. The system will track employee training and automatically notify those who haven't completed the courses.

ONLINE TRAINING PROCEDURES

1. You will receive an email invitation including the link to the training and instructions **OR**
2. Visit [Vector Training Portal](#) or go to our [Staff Resources Page](#) in the District Website.
3. On the log-in page, enter your username (your district email address).
4. On the next page enter your password (the first 5 letters of your first name).
5. You will be brought to the "My Assignments" screen where you will be able to click on your assigned training and complete them at your convenience.
6. If you have any problems or need further help, email support at support.education@vectorsolutions.com

After you successfully complete each course and test, the course will be removed from your course list. If you fail a test, you can retake the test until you obtain a passing grade.

SUPERVISION AND EVALUATION

Phoenix-Talent Schools acknowledges and upholds [STANDARDS FOR COMPETENT AND ETHICAL PERFORMANCE OF OREGON EDUCATORS](#)

Information and resources regarding the [evaluation of licensed staff](#) can be obtained on the Human Resources page of the PTS Website.

Here is a link to information regarding the [evaluation of classified staff](#).

DISTRICT REGULATIONS

- All personal telephone calls should be made during break or lunch periods unless they involve an emergency.
- No information regarding District employees or students shall be released without proper authorization.
- Solicitations for donations shall not be allowed without permission of the Superintendent.
- School District keys are issued to specific personnel and must not be duplicated or loaned to other people.
- District vehicles are to be used for District business only and must be checked out according to District policies and procedures.
- All District property, including trucks, lockers, desks, etc., is subject to unannounced inspection by District officials. Please do not expect privacy, or store personal articles, on District premises.

POLICIES

[School Board Policies](#) are online and may be accessed through the District website. All employees should be familiar with board policies.



We have placed summaries of the following policies in this handbook because they represent important information for employees. A few have been condensed to main points; you can access the complete policy by clicking on the hyperlink attached to the title of each.

NONDISCRIMINATION

POLICY CODE: AC

The District strictly prohibits discrimination and harassment based on any legally protected characteristic, such as race, religion, sex, disability, sexual orientation, age, and more. This policy applies to various aspects, including employment, education, facilities, and public meetings. The District aims to create an inclusive and safe environment for everyone.

STAFF CONDUCT

POLICY CODE: GBCB

The Board expects staff members to conduct themselves in a manner that reflects credit on the school system by setting a positive example for students. Compliance with employment terms, directives, and school policies is essential. Staff must prioritize the safety and welfare of students, ensuring proper supervision. They should attend work promptly, refrain from alcohol and controlled substances at work, and take care of school property.

EMPLOYEE ACCEPTABLE USE OF NETWORK

POLICY CODE: GBCC-AR

The district owns and operates a variety of computing systems that are provided for the use of district faculty and staff in support of the programs of the district. Recognizing that computers are now an integral component of personal communication, it must be understood that the primary purpose of the district computing systems is for education, research, academic development, and public service. Commercial uses are specifically excluded. All students, faculty, and staff are held accountable for seeing that these computing facilities are used in a responsible, efficient, ethical, and lawful manner.

...All staff will abide by district Board policy IIBGA – Electronic Communications System and its accompanying administrative regulations governing the use of the district's electronic communications system. Staff violations of board policy and/or administrative regulations may result in discipline up to and including dismissal. Violations of law may be reported to law enforcement officials.

DISTRICT EQUITY

POLICY CODE: JBB

Phoenix-Talent Schools is committed to creating an inclusive and equitable environment. We prioritize narrowing the opportunity gap, valuing diversity, providing culturally competent professional development, and using data for fair decision-making. The school board adopts an equity lens to ensure inclusive practices and community involvement in decision-making.

EVERY STUDENT BELONGS

POLICY CODE: ACB

Phoenix-Talent Schools is dedicated to upholding the worth and dignity of every individual and fostering an inclusive culture where everyone is valued. We are committed to maintaining an antiracist and equitable school environment. Discrimination or harassment based on race, color, religion, gender identity, sexual orientation, disability, or national origin is strictly prohibited for all students, employees, and visitors.

The district defines "bias incidents" as hostile expressions of animus related to perceived characteristics and "symbols of hate" as specific items associated with negative ideologies. The use or display of such symbols is prohibited on school property and in educational programs, except when used in aligned curriculum for teaching purposes according to state standards.

PERSONAL ELECTRONIC DEVICES AND SOCIAL MEDIA

POLICY CODE: GCAB

The policy allows staff to use personal electronic devices on district property and during work hours, but with limitations to avoid interfering with student supervision. Social media usage should respect privacy and avoid disruptions at school. Communication with students on personal devices must be appropriate and professional. Violations may lead to disciplinary action, including dismissal. Staff must follow the Standards for Competent and Ethical Performance of Oregon Educators.

STUDYING CONTROVERSIAL ISSUES

Policy Code: INB

The Board supports the inclusion of controversial issues in students' education. Teachers should present informative discussions, promoting the development of critical thinking and impartial judgment. Staff members must familiarize themselves with major theories and viewpoints, especially those held by their students.

Teachers should present an unbiased overview of controversial topics and avoid expressing personal opinions until students have gathered factual information, interpreted data, and drawn their conclusions. This approach encourages students to seek truth and think independently. If teachers share personal views, they must identify them as such.

Before teaching a controversial topic, teachers and administrators should consider its relevance to the course, the maturity level of the students, the approach to instruction, and the materials to be used.

ALCOHOL/CONTROLLED SUBSTANCE USE

POLICY CODE: GBCBA

The use of intoxicants or controlled substances on District property or during work hours is strictly prohibited. Reporting for work under the influence of said substances is also forbidden. The district reserves the right to conduct searches with prior notice and reasonable suspicion, and refusal may lead to disciplinary action, including dismissal.

CHILD ABUSE REPORTING

POLICY CODE: JHFE/GBNAB

Any district employee who suspects that a child has suffered abuse must immediately make a verbal report to the local Oregon Department of Human Services (DHS) office or law enforcement agency.

Similarly, if an employee believes that someone they have contact with has abused a child, they must report it in the same manner. The report should include relevant details such as names, addresses, the child's age, nature of abuse, and any information about the possible cause and perpetrator.

If an employee suspects that another district employee, contractor, agent, volunteer, or student has engaged in abuse, or if a student has been subjected to abuse by any of the mentioned parties, they must promptly report it to DHS, law enforcement, and the designated licensed administrator.

SUSPECTED SEXUAL CONDUCT WITH STUDENTS & REPORTING REQUIREMENTS

POLICY CODE: JHFF/GBNAA

This policy strictly prohibits sexual conduct by district employees, contractors, agents, and volunteers and applies to all individuals associated with the district, including students acting in such roles. If an employee, contractor, agent, or volunteer believes a student has been subjected to sexual conduct involving another district member or suspects sexual conduct by any of these individuals with a student, they must immediately report it to the designated licensed administrator. If the conduct also involves child abuse, mandatory reports should be made as per Board policy GBNAB/JHFE. Failure to report or maintain confidentiality of records may result in disciplinary action, up to and including dismissal.

COMMUNICABLE DISEASES - STAFF

POLICY CODE: GBEB

Procedures will be followed as per state law and local health authority guidelines. "Restrictable diseases" include COVID-19, chickenpox, measles, and others designated as a danger to public health. Employees lacking immunity to a disease are considered "susceptible." "Reportable diseases" enable public health action.

An employee may not attend work while in a communicable stage of a restrictable disease or when an administrator has reason to suspect that the employee has or has been exposed to any disease for which exclusion is required in accordance with law and per administrative regulation. If the disease is a reportable disease, the administrator will report the occurrence to the local health department.

EXPRESSION OF MILK OR BREAST-FEED IN THE WORKPLACE



POLICY CODE: GBDA

The District recognizes that a normal and important role for mothers is to have the option and ability to provide for their child by breastfeeding or expressing milk in the workplace. To meet this need, and to be in compliance with Oregon law, the District has adopted a policy outlining the process and procedures.

The following locations have been identified in each facility for milk expression or breast-feeding:

1. **District office:** 401 West 4th Street, Phoenix, OR; kitchen/lunch room;
2. **Orchard Hill Elementary School:** 1011 La Loma, Medford, OR; room 25 in the back hallway around the corner from the office.
3. **Phoenix Elementary School:** 215 North Rose, Phoenix, OR; office down the stairs between the main office and the Media Center.
4. **Talent Elementary School:** 307 Wagner Creek Rd, Talent, OR; office in the music room.
5. **Talent Middle School:** 102 Christian Ave, Talent OR; family resource room.
6. **Phoenix High School:** 745 North Rose St, Phoenix, OR; itinerant office room D125.
7. **Maintenance Shop:** 873 N Rose Street, Phoenix, OR; 2nd floor, west storage room.
8. **Phoenix-Talent Transition Program,** 2841 Juanipero, Medford, OR; staff office.

HAZING/HARASSMENT/INTIMIDATION/BULLYING/MENACING/ CYBERBULLYING-STAFF

POLICY CODE: GBNA

The Board is committed to providing a positive and productive learning and working environment.

Hazing, harassment, intimidation, bullying, menacing, and acts of cyberbullying of staff, students or third parties by staff, students or third parties is strictly prohibited and shall not be tolerated in the District.

WELLNESS, HOPE, AND ENGAGEMENT



These beliefs guide the work that we do and the daily experiences that make our connections with every individual we interact with meaningful and validating. Our unwavering commitment to these beliefs creates a strong community and a positive culture.

- Everyone can learn. Learning is the result of a team effort between community, school, family and student.
- Our schools provide a safe environment where healthy values, minds and bodies can grow and learn.
- It is our responsibility to provide multiple opportunities to succeed.
- Our educational program shall provide a core set of knowledge and skills that cultivates personal excellence for success.
- Diversity enriches the community; each person has a right to be treated with respect and dignity.
- In ensuring all graduates are life-long learners who are respectful, confident and prepared for college, career and citizenship.

August 1st, 2023

To: Phoenix-Talent School Board
From: Amy Honts and Yazmin Karabinas
RE: 23-24SY Meal Prices

ADULT MEAL PRICES -

ODE directions state that the minimum adult meal charge for breakfast should be greater than the Free Reimbursement Rate for Severe Need Breakfast (2.73) + Entitlement Commodity Rate (.365) = \$3.10. The charge for adult lunch should also be greater than the Free Reimbursement Rate for Severe Need Lunch (4.35) + Menu Certification (.08), + Entitlement Commodity Rate (.365) = \$4.80.

Adult breakfast meals are currently being charged \$3.15 per meal and \$4.90 for a lunch meal. As these prices already meet the ODE regulations, we are suggesting to keep the adult meal prices the same for the 23-24SY. \$3.15 per Breakfast meal, and \$4.90 per Lunch meal; this includes Adult Salad Bar.

STUDENT MEAL PRICES –

The District has been approved for CEP, (free breakfast and lunch), for the 23-24 school year, therefore meal prices will not affect students first meal.

In 2022-2023 Second Meals were charged at the following rates; Second Breakfast at K-8 \$1.60 and 9-12 \$1.65. Second Lunches at K-5 \$2.70, 6-8 \$2.95, and 9-12 \$3.15. For the 2023-24SY we are suggesting to keep these rates the same.

In 2022-23SY Milk was being charged at \$0.75; we are suggesting to keep this rate the same as well, for the 22-23SY.

2023 OSBA Elections Calendar
Adopted by the Board January 20, 2023

Nomination and election of regional members of the OSBA board of directors holding even-numbered positions and <u>all</u> LPC representatives		
August 21, 2023		Notice of position vacancies, candidate information packets, and official nomination forms shall be distributed to all incumbent directors and boards in eligible regions.
August 21, 2023, through September 29, 2023		A school board nominating one or more of its regional board members to the OSBA board of directors and/or LPC must do so by formal resolution of the board and timely submission of the nomination forms to the office of the OSBA. Nominations are closed after this date.
No later than October 13, 2023		Official ballots are distributed to member boards in each region 30 days prior to the date of the election, but no later than October 13.
No earlier than November 1, 2023		Member boards are asked to vote on the candidate(s) of their choice for their region no earlier than November 1, 2023, following the conclusion of all OSBA Fall Regional Meetings.
November 15, 2023, through December 15, 2023		Submission of votes to OSBA. Each member board in the appropriate region shall have one vote in the regional elections for members of the OSBA board of directors and LPC. The person receiving a majority of the votes cast for any position on the OSBA board of directors and LPC shall be elected.
As soon as possible		In cases where there are more than two candidates nominated for any position, and none receives a majority of the votes cast, a second ballot shall be required between the two candidates receiving the highest number of votes. The one receiving a majority of the votes cast shall be declared elected.
January 1, 2024		Newly elected officers and regional members of the OSBA board of directors and LPC officially take office.

OSBA Resolution Election		
No later than September 29, 2023		All resolutions to be submitted to the membership for a vote must be received at the OSBA offices.
No later than October 13, 2023		Resolution details, along with an official ballot, will be sent to the membership.
November 15, 2023, through December 15, 2023		Each member board in the state shall vote in the general election on resolutions, bylaws amendments, and Legislative Policies and Priorities (even-numbered years only) using the weighted voting system outlined in the bylaws.

OSBA Officer Elections		
September 22-24, 2023, or no later than October 31, 2023		The currently seated OSBA board of directors meets to elect officers. Candidates receiving a majority of the votes cast for any officer position on the OSBA board shall be elected.

NOMINATION FORM

OSBA LEGISLATIVE POLICY COMMITTEE (LPC)

REGIONAL MEMBER

Date _____

TO: Sami Al-Abdrabbuh, OSBA President-Elect
Oregon School Boards Association 1201 Court
St NE, #400
Salem, OR 97301
Fax: 503-588-2813
E-mail: OSBAelections@osba.org

**Nominations are due by 5 pm,
September 29, 2023.**

Return this form and all candidate information
forms to the OSBA office by email at
OSBAelections@osba.org, or mail to Oregon
School Boards Association, 1201 Court
St. NE, #400, Salem, OR 97301

Dear Sami Al-Abdrabbuh:

With this letter, our board nominates the candidate named below to a position on the OSBA Legislative Policy Committee for the _____ Region, Position # _____.

LPC CANDIDATE INFORMATION

Name: _____

District/ESD/Community College: _____

Address: _____

City: _____ Oregon ZIP: _____

E-mail: _____ Phone: _____

This nomination was approved by official action of our board of directors at a duly called meeting on

(date)

(Board Chair signature)

Board Chair name: _____

District: _____

Address: _____

City, State, Zip: _____



PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

TEXTBOOK ADOPTION

The Phoenix-Talent School Board hereby adopts to continue the use of the following curriculum for English Language Development (ELD):

- **EL Achieve**, Systematic ELD Instructional Units, 2011
- **Time Zones**, National Geographic/Cengage Learning, 2019
- **Impact**, National Geographic/Cengage Learning, 2021

On motion by _____, seconded by _____, the adoption of the textbooks as presented for English Language Development was authorized as per the following vote:

Approved this 7th day of September 2023 by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Michael Campbell, Chairperson of the Board

Attest:

Brent Barry, Supt./Clerk of the Board



PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

TEXTBOOK ADOPTION

The Phoenix-Talent School Board hereby adopts the following instructional materials for Mathematics (Contract Years 2023-2030):

- HS Calculus: **The Essentials of Calculus with Early Transcendentals**, Taylor Math Consulting.
- Precalculus: **Precalculus 2e**, OpenStax, 2021.

Continuation of Current Materials

- Grades K-8: **Ready Math**, Curriculum Associates, 2024 edition.
- Grades 9-12: **Algebra, Geometry, Algebra II**, Houghton Mifflin Harcourt, 2018.

On motion by _____, seconded by _____, the adoption of the textbooks as presented for Mathematics was authorized as per the following vote:

Approved this 7th day of September 2023 by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Michael Campbell, Chairman of the Board

Attest:

Brent Barry, Supt./Clerk of the Board



PHOENIX-TALENT SCHOOLS

EXCELLENCE *for* EVERYONE

Board Meeting - 6:00 PM

Thursday, September 21, 2023

In-Person at Phoenix Elementary School

Join the Zoom Meeting:

<https://us02web.zoom.us/j/82994831315?pwd=WFJValJraml0anBIYWQvT2RCS3FNUT09>

Meeting ID: 829 9483 1315 Passcode: 744944

AGENDA

- A. Executive Session – 5:30 p.m. – This session is closed to the public under ORS 192.660 (2)(d)
- B. Call to Order - 6:00 p.m.
- C. Accentuate the Positive
- D. Citizen Comments
- E. Superintendent Report
- F. Consent Agenda
 - 1. Approval of Agenda
 - 2. Approval of Minutes from 9/07/23
 - 3. Personnel Report
- G. Action Items
 - 1. Appoint Budget Committee Members
 - 2. Adopt Budget Calendar for 24-25 Budget Year
 - 3. Establish Meal Prices
 - 4. ATI's HVAC Equipment & Van Purchase
- H. Recess
- I. Information and Discussion
 - 1. Facilities/Bond Update
 - 2. Financial Update
 - 3. Legislative / OSBA Update
 - 4. Community Recovery Update
 - 5. Enrollment Report
 - 6. Review Student Representative Applications
 - 7. Declaration of Surplus Items
- J. Review of the Next Meeting Agenda
- K. Adjournment

Phoenix-Talent School District #4 is an Equal Opportunity Employer and, in accordance with Federal and State Legislation, does not discriminate on the basis of race, sex, religion, age, national origin, or marital status, physical or mental disability in employment practices or education programs. **If you need special accommodations for language interpretation or because of a disability**, please contact the District Office Executive Assistant two days prior to meeting at 541-535-1511 Voice/TD.