

Regular Board Meeting

Thursday, May 11, 2023 7:00 PM

Umatilla School District, 1001 6th St, Umatilla, OR 97882

A. **Call Meeting to Order**

B. **Public Input**

C. **Approve Agenda**

D. **Action Items**

D.1. Consent Agenda: Minutes for the April Board Meeting, HR Report, Disbursements and Financial Statements

D.2. Ratify UEA Contract

D.3. Approve 5 Year MidCo Bus Contract

D.4. Approve Surplus

E. **Discussions**

F. **Other/Board Discussions**

G. **Staff Recognition**

H. **Reports**

H.1. McNary Heights Elementary School - Nicole Coyle, Tim Young, Taunya Daniel

H.2. Clara Brownell Middle School - Rick Cotterell, Anthony Brown

H.3. Umatilla High School - Bob Lorence, April Dirksen, Scott Bow

H.4. Maintenance - Vinny Stefani

H.5. District - Heidi Sipe, Stephanie Williams-Strege, Kim Gilsdorf, David Lougee, Julie Hunt, Rikkilynn Starliper, Maria Sanchez, Pat Kerrigan

H.6. IMESD Talking Points

I. **Public Input**

J. **Adjourn**

Umatilla School District 6

Code: BDDH
Adopted: 10/11/95
Revised/Readopted: 2/11/04; 3/10/22
Orig. Code: BDDH

Public Comment at Board Meetings

All Board meetings, with the exception of executive sessions, will be open to the public. The Board invites the district's community members to attend Board meetings to become acquainted with the program and operation of the district. The public has a right to attend public meetings held in open session, and may be invited to share comments, ideas and opinions with the Board during designated times on the agenda. The Board may conduct a meeting without public comment.

Individuals with hearing, vision or speech impairments will be given an equal opportunity to participate in Board meetings and submit written comments to the Board. Individuals requesting assistance, aids or accommodations are encouraged to notify the district at least 48 hours prior to the Board meeting with the request, consistent with Board policy BD/BDA – Board Meetings.

Procedures for Oral Public Comment

The Board establishes the following procedures for public comment at Board meetings held in open session. The information will be accessible and available to all patrons accessing or attending such a Board meeting.

1. Public comment is limited to its designated place on the agenda and while time allows.
2. A person wishing to provide public comment, if an opportunity is provided by the Board during a meeting open to the public, will complete and submit the Intent to Speak card to the Board secretary prior to the Board meeting.¹ A request to give public comment in-person or electronically does not guarantee time will be available.
3. A person speaking during the public comment portion of the meeting may comment only on agenda items.
4. A person speaking during the public comment portion of the meeting should state their name, whether they are a resident of the district, and, if speaking for an organization, the name of the organization. A spokesperson should be designated to represent a group with a common purpose.
5. A person giving public comment is limited to an established time limit of three minutes. Statements should be brief and concise. If a person has more comments than time allows or is unable to comment due to time constraints, the person is encouraged to submit additional written comments to the Board through the district office as directed.

¹ When in-person attendees are allowed to provide oral comment, virtual attendees will be afforded the same opportunity.

- Inquiries from the public during the designated portion of the agenda will not generally be responded to immediately by the Board chair, and may be referred to the superintendent for reply at a later date. The Board will not respond to inquiries that are expected to be addressed during another designated portion of the agenda.

The Board will not hear public comment at Board work sessions.

Procedures for Written Comment

Members of the public may submit written comments or materials to the Board at any time at the district office, by mail or by email to help@umatillasd.org. Materials or comments submitted at least 72 hours in advance of a Board meeting will be provided to the Board before the Board meeting, but will not be read at the Board meeting. Written materials or comments submitted may not warrant action by the Board.

Comments Regarding Staff Members

A person speaking during the designated portion of the agenda for public comment may offer objective criticism of district operations and programs. The Board will not hear comments regarding any individual district staff member. The Board chair will direct the visitor to the procedures in Board policy KL - Public Complaints for consideration of a legitimate complaint involving a staff member. Any association contract governing the employee's rights will be followed. A commendation involving a staff member should be sent to the superintendent.

END OF POLICY

Legal Reference(s):

[ORS 165.535](#)
[ORS 165.540](#)

[ORS 192.610 - 192.690](#)
[ORS 332.057](#)

[ORS 332.107](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2020); 28 C.F.R. Part 35 (2020).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018).

Baca v. Moreno Valley Unified Sch. Dist., 936 F. Supp. 719 (C.D. Cal. 1996).

Leventhal v. Vista Unified Sch. Dist., 973 F. Supp. 951 (S.D. Cal. 1997).

Oregon House Bill 2560 (2021).

Cross Reference(s):

BDDC - Board Meeting Agenda

KC - Community Involvement in Decision Making

Regular Board Meeting
Thursday, April 13, 2023 7:00 PM Pacific

Umatilla School District
1001 6th St
Umatilla, OR 97882

Josiah Barron: Present
Lesly Claustro-Sanguino: Present
Toby Cranston: Absent
Travis Eynon: Present
Veronica Gutierrez: Present
Jon Lorence: Present
Jorge Meza: Present
Present: 6, Absent: 1.

A. Call Meeting to Order

Jon Lorence called the meeting to order at approximately 7:00pm and then led the recitation of the Pledge of Allegiance.

B. Public Input

Michelle Taber and Brian Johnson from Mid-Columbia Bus Company shared their transportation plan for this year as well as improvements and trainings for employees.

C. Presentations

C.1. Superintendents Advisory

Kadin - Fire drills/lockdown drills during lunch. We feel like it would be a good idea to drill these. Crystal Apple awards discussions: Mr. Hill drama club help and Mrs. Ehers has been very helpful in keyclub and the blood drive.

D. Approve Agenda

Motion to approve agenda as presented. This motion, made by Travis Eynon and seconded by Lesly Claustro-Sanguino, Carried.

Josiah Barron: Yea, Lesly Claustro-Sanguino: Yea, Toby Cranston: Yea, Travis Eynon: Yea, Veronica Gutierrez: Yea, Jon Lorence: Yea, Jorge Meza: Yea
Yea: 7, Nay: 0

E. Action Items

E.1. Consent Agenda: Minutes for the March Board of Directors Workshop, March Regular Board Meeting, March Special Board Meeting, HR Report, Disbursements and Financial Statements

Motion to approve consent agenda as presented. This motion, made by Travis Eynon and seconded by Lesly Claustro-Sanguino, Carried.

Toby Cranston: Absent, Josiah Barron: Yea, Lesly Claustro-Sanguino: Yea, Travis Eynon: Yea, Veronica Gutierrez: Yea, Jon Lorence: Yea, Jorge Meza: Yea
Yea: 6, Nay: 0, Absent: 1

E.2. Recommend Alliance for Project Manager

Same as last bond, same expectations and we are happy to recommend and excited to work with him. He has been committed to Umatilla School District.

F. Discussions

Motion to approve Alliance for project management. This motion, made by Travis Eynon and seconded by Lesly Claustro-Sanguino, Carried.

Toby Cranston: Absent, Josiah Barron: Yea, Lesly Claustro-Sanguino: Yea, Travis Eynon: Yea, Veronica Gutierrez: Yea, Jon Lorence: Yea, Jorge Meza: Yea
Yea: 6, Nay: 0, Absent: 1

F.1. Bridge Builder Awards

Chuchy & Ashlee
Jessica Garcia

F.2. Crystal Apple

Stephanie Williams
Sandy Taylor

F.3. Bond Sale Update

We have a bond sale date of May 3rd. We have to contract someone to manage Emma and Edgar for Amazon's tax documents. The county has been great to work with along this process.

G. Other/Board Discussions

Josiah - NSBA "Homework" - the legal side of Special Education was eye-opening. Especially the board language in IDEA and 504 and recognizes the struggle that teachers face.

Lesly - Mental Health and Special education - Resources for mental health - online monthly sessions, available to the entire district and it's been very helpful and it's free.

Travis - Stayed with security aspect of things at the conference. Some was repeat, some was really great new information.

Heidi - Grant finder, very cool new tool to help you search for grants.

Veronica - Attended the dress code session and they were shocking.

Jorge - Attended the mental health session with Lesly.

H. Staff Recognition

Karen Sheller - Earth Day

Isaac Meja - Very sad to see him leave but he's going to college and we are so proud of him.

I. Reports

I.1. McNary Heights Elementary School – Nicole Coyle, Tim Young, Taunya Daniel

Nicole - Thank you to everyone for helping with Earth Day.

I.2. Clara Brownell Middle School – Rick Cotterell, Anthony Brown

I.3. Umatilla High School – Bob Lorence, April Dirksen, Scott Bow

April - So glad Kadin brought it up to run those drills because its been a long time since we've done that kind of drill.

I.4. Maintenance - Vincent Stefani

Vinny - Earl from Alliance, we had so many issues at McNary with HVAC. After receiving over 200 emails a day that it was offline and 200 emails back and forth have it solved. With the help of Earl, it will now be fixed.

I.5. District – Heidi Sipe, Stephanie Williams-Strege, Kim Gilsdorf, David Lougee, Julie Hunt, Rikkilynn Starliper, Maria Sanchez, Pat Kerrigan

Kim - Reminder of May 17th budget meeting.

Rikkilynn - Love Earth Day, same as every year. Turkey hot dogs were great.

Josy - Spring time, so we are very busy.

Maggie - Karen is meeting with Heidi on Monday for items pertaining to negotiations.

Julie - Beefing up for next year and hiring more staff.

I.6. IMESD Talking Points

J. Public Input

None.

K. Adjourn

The meeting adjourned at 7:38pm.

Board Chair

Superintendent

Umatilla School District #6R
Financial Update
April 2023

The following Financial Update highlights the significant transactions for the Umatilla School District for the month:

General Fund Highlights:

- The General Fund collected the following:
 - Basic School Support, \$1,329,962 (2022-23 School Year)
 - Property taxes: Current year, \$18,271, Prior year, \$3,898

- Special Revenue Funds collected:
 - Federal Grant reimbursements (21st CCLC/ESSER II/ESSER III) totaling \$784,267
 - State Grant reimbursements (HS Success/Staff Recruitment/Retention) totaling \$432,142

- A copy of the check register is attached for your review. Current month obligation checks totaled \$259,874.35. Some of the larger expenditures include:

Blue Mountain Community College – Early College credits
Eastern Oregon University – Early College credits
Floor Solutions – carpet replacement UHS Media Center
Mid Columbia Bus Co. – March transportation

Other Notes:

Budget Committee Meeting on Wednesday, May 17, 2023 at 7 pm, Umatilla HS Library

UMATILLA SCHOOL DISTRICT 6R General Fund
Statement of 2022-2023 Anticipated Revenue

4/30/2023

Account	Budget	YTD Revenue	Anticipated	Total	+ / (-) Budget
1111 Current Year's Levy*	\$ 4,300,000	\$ 4,417,758	49,000	\$ 4,466,758	\$ 166,758
1112 Prior Years' Levy*	75,000	66,851	8,149	75,000	-
1113-1190 County Sales Tax-Pymt in Lieu	300	233	0	233	(67)
1500 Earnings on Investments	40,000	174,976	45,000	219,976	179,976
1710 Admissions	2,000	-	-	-	(2,000)
1920 Contributions & Donations	500	16,448	-	16,448	15,948
1941 Svc Oth Dist Within State	25,000	-	-	-	(25,000)
1990 Miscellaneous (Includes Recovery)	35,000	69,502	-	69,502	34,502
2101 County School Fund*	35,000	52,192	-	52,192	17,192
2199 Other Intermediate Sources	-	7,328	-	7,328	7,328
3101 State School Support Fund*	12,200,000	11,659,028	1,313,698	12,972,726	772,726
<i>BSSF - 2021-22 Adjustment</i>	-	-	(12,241)	(12,241)	(12,241)
3103 Common School Fund*	135,000	159,032	-	159,032	24,032
3299 Restricted State Other Grants	-	6,983	-	6,983	6,983
4500 Restricted Fed Govt thru State	-	17,626	-	17,626	17,626
4700 Federal Grants Thru Other Agencies	-	-	-	-	-
4801 Federal Forest Fees*	-	2,902	-	2,902	2,902
5000 Other Sources	-	-	-	-	-
Total Revenue	\$ 16,847,800	\$ 16,650,860	\$ 1,403,605	\$ 18,054,466	\$ 1,206,666
5400 Beginning Fund Balance	4,734,300	4,628,603	-	4,628,603	(105,697)
TOTAL RESOURCES	\$ 21,582,100	\$ 21,279,463	\$ 1,403,605	\$ 22,683,069	\$ 1,100,969

* Local Revenue included within state formula.

PROJECTED ENDING FUND BALANCE CALCULATION

Revenues	\$ 18,054,466
Expenditures Estimated	<u>17,906,286</u>
Revenues Over (Under) Expend.	148,180
Beginning Fund Balance - AUDITED	<u>4,628,603</u>
Projected Ending Fund Balance	<u>4,776,783</u>
Unappropriated Ending Fund Balance	\$ -

Basic School Support Estimate

2022-2023 BSSF Estimate as of May 19, 2022	
1,362 ADMr	12,376,401
2022-2023 BSSF Estimate as of Nov. 23, 2022	
1,344 ADMr	12,431,290
2022-2023 BSSF Estimate as of Mar. 21, 2023	
1,397 ADMr	12,988,991
2022-2023 BSSF Estimate as of April 28, 2023	
1,397 ADMr	12,972,726

Historical Expenditure Review

Expenditures 2023	17,906,286	Estimated
Expenditures 2022	16,554,990	Audited

UMATILLA School District 6R
Statement of 2022-2023 Anticipated Expenditures

4/30/2023

Cost Center	Budget	Encumbrances	YTD Expenditures	Free Balance
1111 Elementary (MHES)	\$ 4,242,895	\$ 1,156,771	\$ 3,129,948	\$ (43,824)
1121 CBMS Middle School	1,795,476	383,542	1,021,534	390,400
1122 CBMS Extra Curricular	79,185	1,432	49,539	28,214
1131 Umatilla High School	2,641,468	748,881	1,707,614	184,973
1132 Umatilla HS Extra Curricular	388,136	85,476	328,538	(25,879)
1210 TAG Program	9,430	1,924	4,593	2,913
1250-1259 Special Education/Spec. Ed. Life Skills	1,894,584	316,257	1,161,226	417,100
1271 Remediation	112,029	24,740	49,030	38,259
1291 ELL Program	1,365,550	258,383	647,782	459,385
1430 UHS Summer School	9,192	-	-	9,192
1460 Special Programs Summer	21,488	-	-	21,488
2114 Student Accounting	229,118	60,749	139,683	28,685
2115 Student Safety	6,225	-	2,474	3,751
2120 Guidance Counseling	556,923	149,599	312,058	95,266
2130 Health Services	500	-	1,028	(528)
2140 Psychological Services	30,000	-	-	30,000
2210 Improvement of Instruction	142,470	14,618	65,949	61,903
2220 Educational Media Services	282,066	52,177	131,144	98,745
2230 Assessment & Testing	157,390	26,354	111,534	19,502
2240 Staff Development	393,698	-	62,317	331,381
2310-2321 Board/Superintendent	723,215	93,856	520,952	108,407
2410 Office of Principal	1,327,748	201,316	960,886	165,545
2520 Fiscal Services	254,765	30,554	227,981	(3,770)
2540 Plant Operations & Maintenance	2,307,042	295,262	1,508,035	503,746
2550-2558 Student/ Spec Ed. Transportation	847,750	181,808	642,126	23,816
2630-2639 Volunteer Programs/Other Info. Services	157,050	19,818	104,872	32,361
2640 HR Staff Services	132,900	19,821	108,777	4,302
2645-2649 Health Services/Other Staff Services	10,000	-	8,830	1,170
2660 Technology Services	524,710	59,648	382,281	82,780
2680 Interpret/Translation Services	900	-	337	563
3300 Community Services	26,197	-	7,637	18,560
6000 Contingencies	662,000	-	-	662,000
Total Expenditures	21,332,100	4,182,986	13,398,706	3,750,409
Transfer of Funds	250,000	250,000	-	-
Unappropriated Ending Fund Balance	-	-	-	-
TOTAL	\$ 21,582,100	\$ 4,432,986	\$ 13,398,706	\$ 3,750,409

FUNCTION	Budget	Encumbrances	YTD Expenditures	Free Balance
1000 Instructional Services	\$ 12,559,433	2,977,406	\$ 8,099,805	\$ 1,482,222
2000 Support Services	8,084,470	1,205,580	5,291,263	1,587,628
3000 Community Services	26,197	-	7,637	18,560
5000 Transfer of Funds	250,000	250,000	-	-
6000 Contingency	662,000	-	-	662,000
Total Expenditures	21,582,100	4,432,986	13,398,706	3,750,409
7000 Fund Balance	-	-	-	-
TOTAL	\$ 21,582,100	\$ 4,432,986	\$ 13,398,706	\$ 3,750,409

OBJECTS	Budget	Encumbrances	YTD Expenditures	Free Balance
100 Salaries	\$ 9,629,342	\$ 2,240,067	\$ 6,335,819	\$ 1,053,456
200 Payroll Taxes & Benefits	6,842,055	1,513,547	4,013,550	1,314,958
300 Purchased Services	2,388,095	280,235	1,686,780	421,080
400 Supplies and Materials	1,399,493	72,180	983,154	344,159
500 Capital Outlay	136,500	76,768	130,038	(70,305)
600 Other Objects	274,615	189	249,365	25,061
700 Interfund Transfers	250,000	250,000	-	-
800 Contingency	662,000	-	-	662,000
Total Expenditures	21,582,100	4,432,986	13,398,706	3,750,409
Unappropriated Ending Fund Balance	-	-	-	-
TOTAL	\$ 21,582,100	\$ 4,432,986	\$ 13,398,706	\$ 3,750,409

Umatilla SD Other Funds - 2022-2023

EXPENDITURES

Fund	Description	Budget	Encumbrances	YTD Expenditures	Free Balance
203	CTE Career Pathways	\$ 22,000	\$ -	1,963	\$ 20,037
204	Umatilla Sports Complex	32,610	-	-	32,610
205	ORTOP	10,000	-	-	10,000
206	Medicaid Claiming	123,440	-	-	123,440
207	SB 1149	40,500	-	-	40,500
210	ECIA Title I	574,950	112,971	306,908	155,071
211	Title IA ESSA	145,750	11,960	133,059	731
212	ECIA Title IIA	71,065	18,246	36,488	16,331
214	ECIA Title III	63,954	19,183	38,246	6,525
216	Title IVA Safe & Drug Free Schools	60,000	-	19,135	40,865
217	21st CCLC	559,276	81,333	421,326	56,617
218	Outdoor School	55,000	-	-	55,000
219	Title VIB REAP	42,000	-	10,562	31,438
221	Title 1C Migrant Ed	46,315	13,908	27,728	4,679
223	Children's Reading Foundation	3,201	-	-	3,201
224	IDEA	102,375	36,216	68,180	(2,021)
225	IDEA Enhancement Grant	3,125	-	-	3,125
230	CARES Act (ESSER I/CDL)	5,000	-	-	5,000
235	ESSER II Funds	830,200	109,396	439,527	281,277
236	ESSER III Funds	1,726,500	168,294	403,248	1,154,958
239	HS Success Grant	421,071	105,369	313,086	2,616
243	OR First Robotics Grant	20,000	-	-	20,000
250	Child Nutrition Fund	1,494,520	406,725	894,593	193,202
251	Farm to School Grant	40,000	8,207	32,589	(796)
255	Student Investment Acct (SIA)	1,298,700	264,565	781,936	252,199
258	Youth Transition Program Grant	126,995	16,025	67,658	43,312
259	Summer Academic Support Grant	295,675	-	248,966	46,709
261	Education Project Grant	18,500	-	-	18,500
267	OR Healthy Schools Grant	35,000	-	4,060	30,940
284	Daycare Center	83,650	7,281	42,186	34,183
285	MHES ASB	50,000	-	-	50,000
290	CBMS ASB	50,000	-	-	50,000
295	UHS ASB	235,000	-	-	235,000
299	Miscellaneous Grants	304,000	36,693	236,838	30,470
302	Debt Service	1,195,000	-	1,175,100	19,900
303	PERS UAL Debt Service	1,122,000	855,409	175,409	91,183
451	Capital Projects Fund	250,050	70,357	40,082	139,611
452	2016 GO Bond Capital Projects Fund	155,500	6,000	31,067	118,433
453	Construction Excise Tax	300,000	-	-	300,000
455	Capital Projects 2022 GO	48,650,000	-	44,654	48,605,346
	Total Expenditures	\$ 60,662,922	\$ 2,348,136	\$ 5,994,594	\$ 52,320,191

RECAP

Fund	Description	Beginning Balance	YTD Receipts	Expenditures	Ending Balance
203	CTE Career Pathways	\$ -	\$ -	1,963	\$ (1,963)
204	Umatilla Sports Complex	3,308	-	-	3,308
205	ORTOP	-	3,850	-	3,850
206	Medicaid Claiming	3,420	120,000	-	123,420
207	SB 1149	6,204	34,440	-	40,644
210	ECIA Title I	-	-	306,908	(306,908)
211	Title IA ESSA	-	95,684	133,059	(37,374)
212	ECIA Title IIA	-	-	36,488	(36,488)
214	ECIA Title III	-	4,654	38,246	(33,591)
216	Title IVA Safe & Drug Free Schools	-	19,135	19,135	-
217	21st CCLC	(153,158)	536,702	421,326	(37,782)
218	Outdoor School	(24,199)	25,099	-	900
219	Title VIB REAP	-	-	10,562	(10,562)
221	Title 1C Migrant Ed	-	3,375	27,728	(24,354)
223	Children's Reading Foundation	3,200	-	-	3,200
224	IDEA	-	-	68,180	(68,180)
225	IDEA Enhancement Grant	-	-	-	-
230	CARES Act (ESSER/CDL)	-	-	-	-
235	ESSER II Funds	(9,794)	419,710	439,527	(29,610)
236	ESSER III Funds	(248,824)	613,200	403,248	(38,872)
239	HS Success Grant	6	266,856	313,086	(46,224)
243	OR First Robotics Grant	-	-	-	-
250	Child Nutrition Fund	614,666	810,123	894,593	530,196
251	Farm to School Grant	(8,800)	17,600	32,589	(23,789)
255	Student Investment Acct (SIA)	190,073	634,542	781,936	42,679
258	Youth Transition Program Grant	9,383	46,657	67,658	(11,618)
259	Summer Academic Support Grant	-	248,966	248,966	-
261	Education Project Grant	18,040	412	-	18,452
267	OR Healthy Schools Grant	(3,139)	3,139	4,060	(4,060)
284	Daycare Center	59,591	81,686	42,186	99,092
285	MHES ASB	24,726	-	-	24,726
290	CBMS ASB	15,408	-	-	15,408
295	UHS ASB	169,879	-	-	169,879
299	Miscellaneous Grants	3,684	262,413	236,838	29,259
302	Debt Service	143,195	1,135,518	1,175,100	103,613
303	PERS UAL Debt Service	89,796	1,028,361	175,409	942,749
451	Capital Projects Fund	(21,624)	74,880	40,082	13,174
452	2016 GO Bond Capital Projects Fund	67,542	50,020	31,067	86,494
453	Construction Excise Tax	97,973	296,841	-	394,814
455	Capital Projects 2022 GO	-	-	44,654	(44,654)
	Total Resources	\$ 1,050,557	\$ 6,833,863	\$ 5,994,594	\$ 1,889,826

* Balances are Audited.

UMATILLA SCHOOL DISTRICT 6R
 Monthly Revenue and Expenditure Summary

GENERAL FUND

2022-2023

ACCT #	SOURCE	BUDGET	JULY	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	Projected	Projected	TOTAL	Over/(Under)
													MAY	JUNE		
RESOURCES																
1111	Current Year Taxes	4,300,000	-	-	-	-	3,560,357	652,684	60,041	33,965	92,440	18,271	9,102	40,000	4,466,860	166,860
1112	Prior Year Taxes	75,000	-	15,401	13,329	3,870	14,494	1,282	5,003	5,934	3,640	3,898	4,686	-	71,537	(3,463)
113-119	County Sales Tax-Pymt in Lieu	300	-	-	-	-	-	-	233	-	-	-	-	10,000	10,233	9,933
1500	Interest on Investments	40,000	6,392	9,284	9,589	10,701	16,205	23,354	24,561	23,903	25,792	25,194	24,883	24,500	224,359	184,359
1710	Admissions	2,000	-	-	-	-	-	-	-	-	-	-	-	-	-	(2,000)
1920	Contributions	500	465	9,708	-	-	-	-	-	-	275	-	600	-	11,048	10,548
1941	Svc Oth Dist Within State	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-	(25,000)
1990	Miscellaneous	35,000	1,823	4,116	204	7,418	217	17,682	265	32,537	1,804	3,436	1,517	-	71,019	36,019
2101	County School Funds	35,000	-	-	-	-	-	-	52,192	-	-	-	-	-	52,192	17,192
2199	Other Intermediate Sources	-	-	-	2,178	-	2,901	-	-	-	2,248	-	2,427	-	9,755	9,755
3101	State School Support	12,200,000	2,063,146	1,030,954	1,030,954	1,030,954	1,030,954	1,035,526	1,035,526	1,035,526	1,035,526	1,329,962	1,313,698	(8,749)	12,963,977	763,977
	2021-22 BSSF Reconciliation												(12,241)		(12,241)	(12,241)
3103	Common School Fund	135,000	76,199	-	-	-	-	-	-	82,833	-	-	-	-	159,032	24,032
3299	Other Restricted Grants-in-Aid	-	-	-	6,983	-	-	-	-	-	-	-	-	-	6,983	6,983
4500	Restricted Fed thru State	-	8,546	-	9,080	-	-	-	-	-	-	-	-	-	17,626	17,626
4700	Federal Grants thru Other Agencies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4801	Federal Forest Fees	-	-	-	-	-	-	-	2,902	-	-	-	-	-	2,902	2,902
5000	Other Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Total Revenue	16,847,800	2,156,571	1,069,463	1,072,316	1,052,943	4,625,129	1,730,529	1,180,724	1,214,698	1,161,725	1,380,761	1,344,671	65,751	18,055,282	1,207,482
5400	Beginning Fund Balance	4,734,300	4,628,603	-	-	-	-	-	-	-	-	-	-	-	4,628,603	(105,697)
	Total Resources	21,582,100	6,785,174	1,069,463	1,072,316	1,052,943	4,625,129	1,730,529	1,180,724	1,214,698	1,161,725	1,380,761	1,344,671	65,751	22,683,885	1,101,785
REQUIREMENTS																
100	Salaries	9,629,342	146,709	179,607	727,573	767,626	761,400	756,902	736,870	753,460	750,613	755,059	750,000	1,705,000	8,790,819	838,523
200	Benefits	6,842,055	118,440	121,029	459,083	477,375	441,693	475,423	472,482	484,548	486,084	477,393	465,000	1,355,000	5,833,550	1,008,505
300	Purchased Services	2,388,095	66,187	213,285	75,886	106,625	172,711	197,882	301,237	87,911	302,802	162,253	170,000	185,000	2,041,780	346,315
400	Supplies & Materials	1,399,493	64,057	400,546	86,606	121,412	63,616	18,506	35,633	22,762	141,319	28,697	65,000	87,000	1,135,154	264,339
500	Capital Outlay	136,500	-	7,019	16,914	25,058	-	-	12,269	33,783	9,130	25,865	37,500	-	167,538	(31,038)
600	Other Objects	274,615	193,124	4,011	4,303	34,470	1,631	1,611	1,198	470	6,707	1,841	1,000	671	251,036	23,579
720	Transfers	250,000	-	-	-	-	-	-	-	-	-	-	-	250,000	250,000	-
800	Contingency	662,000	-	-	-	-	-	-	-	-	-	-	-	-	-	662,000
	Total Expenditures	21,582,100	588,517	925,496	1,370,366	1,532,565	1,441,052	1,450,324	1,559,688	1,382,935	1,696,656	1,451,108	1,488,500	3,582,671	18,469,877	3,112,223
Monthly Fund Balance		0	6,196,656	143,967	(298,050)	(479,622)	3,184,077	280,205	(378,964)	(168,236)	(534,930)	(70,347)	(143,829)	(3,516,920)	4,214,008	
Accumulated Fund Balance		0	6,196,656	6,340,624	6,042,574	5,562,952	8,747,029	9,027,234	8,648,271	8,480,034	7,945,104	7,874,757	7,730,929	4,214,008	4,214,008	
% of Budgeted Resources			31.44%	4.96%	4.97%	4.88%	21.43%	8.02%	5.47%	5.63%	5.38%	6.40%	6.23%	0.30%	105.11%	
% of Budgeted Requirements			2.73%	4.29%	6.35%	7.10%	6.68%	6.72%	7.23%	6.41%	7.86%	6.72%	6.90%	16.60%	85.58%	

Umatilla School District 6R
BOARD REPORT
APRIL 2023

VENDOR	DETAIL	AMOUNT	FUND
1 Accu Shred	Shredding Service	\$ 185.66	
2 Allstream	Long Distance	\$ 222.81	
3 Amazon	Robotics Supplies; Chairs; Toner; Books; Thumb Drive; Potting Mix; Flower Bulbs; Storage Jars; Jelly Beans; Golf Items; Printer Stand; Health Room Supplies; Cash Register Drawer; Churro Maker; Presentation Board; Food Storage Containers; Receipt Book; Chessboard; Pliers; Mini Fridge; Office Supplies; Sheets; Camera; Photo Paper; Badminton Rackets/Shuttles; Stapler; Mini Drones; Weight Training Aids; Organizers; BB Bat; Steam Supplies; Crayfish; Planner; Feminine Pads	\$ 10,216.63	100; 217; 235; 239; 250
4 Aufdermauer, Natalie	Tuition Reimbursement	\$ 2,191.00	
5 Avant	Avant Stamp - Spanish	\$ 747.00	
6 Banner Bank	Coffee; PTO Supplies; Paint Night Supplies; Dispenser Keys; Vacuum Parts; Lock/Key; Adobe; Docusign; Robotics/Travel Meals; Netflix; Glasses/Student; Parking;	\$ 5,265.70	100; 210; 217; 219
7 Barron, Josiah	Travel Expense - Orlando	\$ 708.67	
8 Blue Mountain Community College	Early College Credits	\$ 22,800.00	
9 Bonney's Ag & Auto	Cub Cadet Mower; Blades; Mulching Kit	\$ 5,665.00	
10 Bow, Scott	Wildhorse Tournament	\$ 120.00	
11 Buffalo Peak Golf Course	Golf Tournament	\$ 160.00	
12 Aparicio, Nadia	Skirts for Folk Class	\$ 131.88	217
13 Cardenas, Ramona	Mileage DO/MHES	\$ 30.27	
14 Cardio Partners Inc.	Zoll Pedi-Padz	\$ 1,104.51	
15 Cascade Natural Gas	Heating Fuel	\$ 6,657.63	
16 Century Link	Telephone	\$ 1,202.95	
17 Chase, Gloria	NABE Conf. Meals	\$ 142.84	
18 Chem-Aqua, Inc.	UHS Water Treatment	\$ 333.89	
19 City of Umatilla	Water/Sewer/Garbage	\$ 4,973.44	100; 250
20 Claustro-Sanguino, Lesly	OR Small Schools Conference; NSBA Orlando Travel	\$ 449.43	
21 Coleman Oil	Gas/Diesel	\$ 621.45	
22 Columbia Harvest Foods	Misc Food Supplies	\$ 257.43	
23 Commercial Tire	Tire for District Vehicle	\$ 121.84	
24 Condon High School	Tennis Entry Fee	\$ 50.00	
25 Crown Paper	Janitorial Supplies	\$ 4,459.85	
26 CRS Mini Storage	STEAM Storage Rental	\$ 54.00	217
27 Daniel, Taunya	Battle/Books Prizes	\$ 218.00	
28 Day Wireless	Radios	\$ 524.88	
29 Desert Springs Bottled Water	Water; Delivery; Rental	\$ 250.55	
30 Duke's Auto Plus	Vehicle Repairs	\$ 100.00	
31 Eastern Oregon University	Early College Credits	\$ 1,440.00	
32 Estrella, Christine	Zoo Tickets / 5th Grade	\$ 889.80	
33 Fairfield Inn & Suites	Robotics Lodging	\$ 4,441.80	239
34 Family, Career & Community	Star Events 1" Binder	\$ 90.00	235
35 Fire Protection Inc.	Elev Phone Monitor	\$ 287.40	
36 Floor Solutions	Carpet - Media Center UHS	\$ 20,200.00	
37 Funderburk, Corinne	Inst Coach / Kansas	\$ 368.00	210
38 Garret Hemann Roberts	Legal Fees	\$ 900.00	
39 Gebers, Keith	CTE Mileage	\$ 108.74	203
40 General Parts, LLC	Switch	\$ 198.95	250
41 Gonzalez, Ashlee	Healthy Schools Conference Per Diem	\$ 160.00	267
42 Gutierrez, Veronica	OR Small Schools Conference	\$ 172.50	
43 Haro Robles, Oscar	Travel to Hermiston Construction Site	\$ 154.98	
44 Heggerty Phoenmic Awareness	Spanish Primary	\$ 229.40	210
45 Herff Jones	Diploma Envelopes & Covers	\$ 727.89	
46 Hermiston Auto Parts	Maintenance Supplies	\$ 3.32	
47 Hermiston Track & Field	Kiwanis Inv Track Meet	\$ 150.00	
48 Hogstad, Thomas	Maintenance Consulting	\$ 2,914.96	
49 Home Depot	Robotics & Maintenance Supplies	\$ 911.81	100; 239
50 Home Depot Pro	Chemical Supplies	\$ 450.36	100; 250
51 Intermountain ESD	Paper; Print Jobs; Wireless Display Adapter; Touch Monitor; Thinkpad; Mobile TV Stand	\$ 8,026.80	100; 217;
52 Inland Development	Telecommunications	\$ 237.21	
53 Jimmy's Johns	Porta Potty Rentals	\$ 240.00	
54 JW Pepper & Son	Music Sheets	\$ 159.00	
55 Kane, Michelle	STEAM Supplies	\$ 18.34	217
56 KIE Supply	Irrigation Supplies	\$ 398.41	
57 Leaf Capital Funding	Kyocera Copier Lease	\$ 4,116.83	
58 Lorence, Eunice	Clothing - Brady Grant	\$ 55.00	
59 Lorence, Megan	Robotics Meals	\$ 58.19	
60 Lorence, Tricia	Healthy Schools Conference; Conscious Discipline Per Diems	\$ 337.39	236; 267
61 Lougee, David	Battle of the Books; COSA Expenses	\$ 580.45	
62 Lougee, Eric	Fuel for Type 20 Bus Trip	\$ 78.19	
63 McMaster-Carr Supply	FRC Robotics	\$ 609.56	239

VENDOR	DETAIL	AMOUNT	FUND
64 Mid Columbia Bus	March Student Transportation	\$ 86,804.06	
65 Music in May	Participation Fee; Private Lessons	\$ 1,140.00	
66 Northwest Farm Supply	Maintenance Supplies	\$ 2,413.13	
67 NW Regional Education	Background Checks	\$ 194.50	
68 NWEA	Map Reading Fluency	\$ 1,099.00	
69 Olson, Erick	Baseball/Softball Equipment	\$ 538.04	
70 Oregon Museum Science & Industry	Admission Fees	\$ 909.00	
71 Oregon State Treasury	OSBG Application Fee	\$ 200.00	455
72 OSAA	BIA Program Assessments, Wrestling & Golf	\$ 487.50	
73 Pacific Power	Electricity	\$ 20,874.42	
74 Pro Rentals	Aerator Rental	\$ 212.40	
75 Quadient Leasing	Postage Meter Lease (quarterly)	\$ 459.90	
76 Ridings, Kristina	STEAM Supplies; Travel Expense/Orlando	\$ 248.47	217
77 Riverside High School	Columbia Invitational Track Entry Fee	\$ 120.00	
78 rSchoolToday	Activity Scheduler	\$ 595.00	
79 Sanitary Disposal	Garbage	\$ 17.25	
80 School Outfitters	Tackboards for Board Room	\$ 1,016.13	
81 Shelco Electric	Electrical Work	\$ 544.50	
82 Simplot Grower Solutions	Fertilizer	\$ 379.80	
83 Sipe, Heidi	Mileage PDX to UMA; Airfare & Lodging Funderburk	\$ 2,264.38	100; 210
84 Smitty's Ace Hardware	Maintenance Supplies	\$ 370.78	
85 Stanfield Secondary School	Meal Cost / ASB Band	\$ 95.00	
86 Starliper, Rikkilynn	Healthy Schools Conference Per Diem	\$ 160.00	267
87 Sunriver Resort	Healthy Schools Conference Lodging	\$ 1,056.64	267
88 Ted Brown Music	Band Supplies; Instrument Rentals	\$ 877.50	100; 217
89 TK Elevator Corp	Elevator Maintenance	\$ 420.23	
90 Tortilleria Y Tienda	Food Supplies	\$ 8,140.60	251
91 Tri-County Band Festival	Student Fees	\$ 51.00	
92 Umatilla Police Dept	Sports Security	\$ 1,965.00	
93 Umatilla-Morrow Head Start	Grant 123 March 2023	\$ 529.08	
94 Ventris Learning	UFLI Teacher Manuals	\$ 978.25	210
95 Verizon Wireless	Transportation Secretary Cell Phone	\$ 108.89	
96 West, Shann	Senior Day Gifts	\$ 75.00	
97 West Coast Products	FRC Robotics	\$ 1,553.48	239
98 White, Tess	Robotics Cheney	\$ 245.82	217
99 Wilbur-Ellis	Pesticides/Insecticides	\$ 2,887.01	
100 Yparraguirre, Lourdes	Healthy Schools Conference Per Diem	\$ 160.00	267

TOTAL

\$ 259,874.35

Fund 203-Career Pathways Grant	Fund 236-ESSER III Funds
Fund 204-Umatilla Sports	Fund 239 - Measure 98
Fund 205-ORTOP	Fund 243-Oregon FIRST Robotics Program
Fund 206-Medicaid Administration	Fund 250-Food Service
Fund 207-SB-1149	Fund 251-Farm to School
Fund 210-Title IA Improving Basic	Fund 255-Student Investment Account
Fund 211-Title IA - ESSA	Fund 258-Youth Transition (YTP)
Fund 212-Title IIA-PTR	Fund 259-Summer Academic Support Grant
Fund 214-Limited English Prof.	Fund 261-State Education Project (Lottery)
Fund 216-Title IVA - Safe & Drug Free	Fund 267-OR Healthy Schools Grant
Fund 217-21st CCLC	Fund 284-Daycare Center
Fund 218 - Outdoor School Education	Fund 285-Elementary A S B (MHES)
Fund 219-Title VIB - Rural Low Income	Fund 290-Middle A S B (CBMS)
Fund 221-Title 1C Migrant	Fund 295-High A S B (UHS)
Fund 223-Children's Reading	Fund 299-Miscellaneous
Fund 224-I.D.E.A.	Fund 302-Debt Service - High School
Fund 225-Special Ed. I.D.E.A.	Fund 303-Debt Service - PERS UAL
Fund 227-Gear Up!	Fund 451-Capital Projects
Fund 230-Cares (ESSER I/CDL)	Fund 452-2016 GO Bond Capital Projects
Fund 235-ESSER II Funds	Fund 453-Construction Excise Tax

UMATILLA SCHOOL DISTRICT #6R

May 11, 2023

Superintendent's Recommendation

Recommendations for Hire:

Sarah Silvani - Elementary Teacher- Sarah is a Umatilla Alumni. She is just finishing up her BA in Education. She has 12 years of classified experience. This year she has been a roving classified/certified sub and has been certified subbing in a 3rd grade long term position. She brings a high level of energy and heart to MHES and we are so excited for her to join us as a teacher!

Ebony Wilson - Elementary Behavior Specialist

Resignations:

Hannah Wicklander - UHS Teacher

Adam Rooney - MHES Teacher

Meagan Selis - CBMS Teacher/Instructional Coach

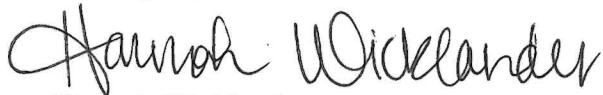
May 10th, 2023

Dear Umatilla School District,

I am writing to inform you of my resignation from Umatilla High School effective June 30, 2023. Thank you for the opportunity to work alongside such a passionate staff and to serve the students at Umatilla High School.

Although brief, I enjoyed my time here and I learned many skills that I will take with me moving forward in my career. I sincerely appreciate you taking a chance on me and helping me grow into an educator.

Thank you,

A handwritten signature in black ink that reads "Hannah Wicklander". The signature is written in a cursive style with a large initial "H".

Hannah Wicklander

Meagan Selis
2895 Pauling Ave #319
Richland, WA 99354
mnselis@gmail.com
503-819-9072

To whom it may concern,

Thank you for the opportunity to be a part of this amazing community for the last two years. I truly felt at home and greatly appreciated the confidence that was placed in me to be a leader in this district. Unfortunately my circumstances have changed and I will no longer be able to stay in Umatilla. Please accept this letter of resignation to not renew my contract at CBMS for the 2023-24 school year.

My temporary address over the summer is below:

Meagan Selis
3236 NE 65th Ave
Portland, Oregon 97213

Please feel free to contact me with any questions.

Thank you,

Meagan Selis

May 11, 2023

Nicole Coyle, Principal of McNary Heights Elementary
Umatilla School District
1001 SW 6th
Umatilla, OR 97882

Dear Mrs. Coyle,

This letter is to formally notify you that I am resigning as a fifth grade teacher at McNary Heights Elementary School. I am thankful that the school district took a chance on me coming into my first year of teaching without formal experience when I started in the fall of 2021. I grew personally and professionally, and I got to see my students' growth.

The McNary team was very welcoming and supportive: Taunya Daniel—my professional coach my first year teaching—challenged me and was there to help me; Tim Young taught in the classroom next to me my first year and answered my questions every day; Christine Estrella, John Williams, Anay Mendoza, and Courtney Keeler have been a wonderful 5th grade team. I also want to thank the assistants in my room, Lucia Wiley, Sarina Herrera, and Ashton Marshall.

I hope to continue teaching abroad next year, possibly in Taiwan. And knew knows where after that, but I know I have community in Umatilla.

Sincerely,

Adam Rooney

Professional Agreement

between

Umatilla Education Association

and

Umatilla School District #6R

Umatilla County, Oregon

July 1, 2023- June 30, 2025

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Preamble

This Agreement is entered into this date, May 1, 2023, by and between the Umatilla Education Association, hereinafter referred to as the "Association" affiliated with the National Education Association (NEA) and Oregon Education Association (OEA) and the Board of Directors of Umatilla School District #6R, Umatilla, Oregon, hereinafter referred to as the "District" or the "Board"

It is the intent of the Association and the District by this Agreement to set forth and record herein the basic and full agreement between the parties on those matters pertaining to wages, hours and conditions of employment for teaching personnel included in the bargaining unit.

The parties agree that, where stated in this Agreement, the terms "teacher," "employee" and "individual" shall be defined to mean "bargaining unit members" only.

Recognition

The District recognizes the Association as the sole and exclusive bargaining representative with respect to wages, hours and conditions of employment for all full-time and part-time (one-half time or more) licensed teaching personnel employed by the District, except those specifically excluded.

Specifically excluded from this Agreement are all supervisory and confidential employees, substitutes and temporary teachers. Temporary teachers are defined as those employed for less than ninety (90) consecutive workdays in the same position per school year, to temporarily replace a unit member who is on an approved paid or unpaid leave of absence. Temporary teachers may also be used to fill a position vacated by a bargaining unit member or to fill a newly created position, in each situation for a period of up to one school year. Substitute teachers are defined as those employed to temporarily replace a bargaining unit member who is on an approved paid or unpaid leave of absence.

The purpose of this article is to recognize the right of the bargaining agent to represent teachers in the bargaining unit in negotiations with the District. Granting of recognition is not to be construed as obligating the District in any way to continue any functions or policies. The District reserves the right to create, combine or eliminate any positions as, in its judgment, is deemed necessary.

Article I Association/District Relations

A. District

The District has the right and obligation to manage and conduct the operation of the District within its legal limitation and to contract out work, adopt, repeal or modify policies, rules and regulations, insofar as such actions are not in violation of the terms of this Agreement. It is recognized that the District has and will continue to retain the rights and responsibilities to operate and manage the school system and its programs, facilities, properties and the activities of its employees. Except as limited by this Agreement and applicable state and federal law, and without limiting the generality of the foregoing, it is expressly recognized that the District's operational and managerial responsibilities include but are not limited to:

1. The right to determine the location of schools and other facilities of the school system, including the right to establish new facilities and to relocate or close old facilities;
2. The right to determine the financial policies of the District, including the general accounting procedures, inventory of and procedures related to supplies and equipment;
3. The right to determine the management, supervisory or administrative organization of each school or facility in the system and the selection of employees for promotion to supervisory, management or administrative positions;
4. The maintenance of discipline and control of the use of school system property and facilities;
5. The right to determine safety, health and property protection measures;
6. The right to enforce the policies, rules and regulations now in effect and to establish new policies, rules and regulations from time to time not in conflict with this Agreement;
7. The right to determine the direction and arrangement of all the working forces in the system, including the right to hire, suspend, discharge, discipline or transfer employees;
8. The right to relieve employees from duty for poor or unacceptable work or for other legitimate reasons;
9. The creation, combination, modification or elimination of any teaching position;
10. The right to determine the size of the working force, the allocation and assignment of work to employees, the determination of policies affecting the selection of employees, and the establishment of quality standards and the judgment of employee performance;
11. The right to determine the layout, processes and equipment to be used and the right to plan, direct and control school activities;
12. The right to establish and revise the school calendar, establish hours of employment, to schedule classes and assign work loads;
13. The right to select textbooks, teaching aids and materials;
14. The right to make assignments for all programs of an extracurricular nature;
15. The right to determine policies and procedures related to public relations and communications.

B. Association

1. Upon request, the Board agrees to furnish to the Association all information necessary for its functioning as exclusive bargaining representatives. The District may charge for such information as per Board policy.
2. Upon request, the District shall provide the President of the Association with a copy of the agenda for Board meetings. The Association may request time on the agenda for Board meetings.
3. The Association will be provided with names and addresses of all new employees and all retiring employees as soon as such information is available.
4. The Association shall have the right to conduct meetings at employee work locations before or after regular work hours, during meal periods, and during any other break periods. The Association shall have the right to select the time and place of meetings, provided that the meetings do not interfere with the District's operations. The Association shall have the right to conduct meetings without undue interference.
5. The Association shall have in each school building the exclusive use of a visible and accessible bulletin board in each faculty room.
6. The Association shall receive notice of vacancies when posted to the district website via email to the Association President. To apply for a vacant position, the teacher may send an email to the principal of the school in which there is an opening.
7. The Association President will provide the District with a list of Designated Association Representatives at the beginning of each school year. Designated Association Representatives shall be granted reasonable paid time to perform Association duties during regular scheduled work hours without loss in pay, benefits, leave accrual, or seniority.
8. The Association shall have the right to use the District's computers and email system to communicate with bargaining unit members regarding Association business.
9. The Association shall have the right to meet with current employees during regular work hours at the employees' worksite to address grievances, complaints, and matters related to employment relations.
10. The Association shall have the right to meet with new employees for up to one hour during New Staff Orientation. If the orientation is held off-site, the Association shall have the right to meet with new employees for up to one hour during Pre-service Week. The Association shall have the right to meet with new employees for one hour during the work day within 30 days after hire without loss of pay or benefits.

Article II – Student Discipline

- A. Any student who poses a threat of imminent harm to a bargaining unit member or other student(s) may be removed from the classroom. The bargaining unit member will have an opportunity to consult with the principal or his/her designee prior to the student being returned to class. The building principal shall notify any bargaining unit member whose name appears on a targeted list threatening violence or harm to the bargaining unit member within 24 hours of any District official finding such a list.
- B. School Principals will meet with the bargaining unit members at the beginning of each school year to discuss building disciplinary standards and procedures and school district policies relating to threats of violence, assaults, or other dangerous student behaviors.

Article III – Savings Clause

- A. The Association and the District agree that, in the event any provision of this agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of the Agreement will remain in force. Only the portion of this Agreement, which might be held invalid, will be reopened for negotiations.
- B. This Agreement may not be modified except by an instrument in writing duly executed by the parties.

Article IV – Nondiscrimination

The Association and the District affirm their adherence to the principles of free choice and agree that they shall not illegally discriminate against any employee covered by this Agreement because of age, race, religion, sex, national origin, disability, membership or non-membership in the Association. All references in this Agreement to employees designate both sexes and, when the male gender is used, it shall be construed to include both male and female employees. If the law changes this language, it will supersede the contract.

Any claim of a violation of this Article may be pursued through the first three (3) steps of the grievance procedure herein, but shall not be pursued to arbitration (Step 4) or otherwise pursued as a claimed violation of this Agreement.

Article V – Grievance Procedure

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to problems which may arise from time to time. The parties agree that these proceedings will be kept informal and confidential, consistent with the ultimate goal of resolving the grievance of each step of the grievance procedure.

A "grievance" is a claim by a teacher or the Association of a violation of one or more specific provisions of this Agreement.

A "grievant" is the teacher, or Association, making the claim.

The term "days," as used herein, shall mean "teacher contract days" during the regular school year, as determined by the District, and "weekdays" during the summer months.

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.

The failure of the District to respond within time limits set forth herein will constitute a rejection of the grievance at that level and thereby allow the grievant to appeal the grievance to the next step within the time limit specified therein. Failure of the grievant to comply with the time limit set forth herein shall constitute a withdrawal of the grievance.

The time limits specified may be modified only by written agreement between the parties.

Step One - Supervisor: A grievant, as defined above, within 10 days of the time the grievant first had knowledge or reasonably should have had knowledge of the alleged act(s) giving rise to the grievance, shall discuss it with a supervisor with the objective of resolving the matter informally. The supervisor shall have 10 days in which to respond to the grievance.

Step Two - Superintendent: If the grievant is not satisfied with the disposition of the grievance at Step One, he/she may file the grievance in writing with the Superintendent within 10 days after Step One procedures have been complete. The written grievance shall specify the specific action or lack of action being grieved, the contract article(s) and section(s) or paragraph(s) thereof alleged to have been violated and the specific remedy sought. The Superintendent shall have 20 days in which to hold a hearing with the parties and respond in writing to the grievance.

Step Three - School Board: If the grievant is not satisfied with the decision of the Superintendent, the grievance may be presented to the Board by filing all correspondence presented or received at prior steps with the clerk of the Board within 10 days after the completion of the Step Two procedure. The Board may hold a hearing with the parties on a grievance appeal from Step Two on or before its next regular meeting; however, if the appeal is received less than five days prior to such meeting, it shall act thereon on or before the second regular meeting following such receipt. Its decision shall be in writing and shall be furnished to the parties within 30 days of the hearing.

Step Four - Arbitration: If the grievant is not satisfied with the decision of the Board, the Association may, within 10 days of completion of Step Three procedures, submit to the Superintendent written notice of the intent to arbitrate the issue. Such written notice shall contain a copy of all materials submitted or received at previous steps.

The parties or their designated representatives shall attempt to select an impartial arbitrator. Failing to do so they shall, within five days of the appeal, request the Oregon Employment Relations Board to submit a list of seven arbitrators. As soon as the list has been received, the parties or their designated representatives shall determine by lot the order of elimination and thereafter shall, in that order, alternately strike a name from the list and the seventh and remaining name shall act as the arbitrator.

The arbitrator so selected shall confer with the representatives of the District and the Association and hold hearings promptly and shall issue his/her decision not later than 30 days from the date of the close of the hearings. Rules and regulations governing the arbitration shall be those found in the Employment Relations Board Statutes and Rules.

The arbitrator's authority shall be limited to determining whether the District has violated specific provisions of this contract. The arbitrator shall be without power to add, delete or modify any provisions of the Agreement except as specifically defined in any other article of the Agreement

The decision of the arbitrator shall be submitted to the District and the Association and shall be final and binding on the parties.

The District and the Association will share equally any joint costs of the arbitration procedure, such as the fee and expenses of the arbitrator and the cost, if any, of the hearing room. However, each party shall be responsible for compensating its own representatives and witnesses or any special costs borne by either party.

Rights of Teachers to Representation - Any grievant may be represented at all stages of the grievance procedure by himself/herself or, at his/her option, by a representative of the Association.

Miscellaneous - Any grievance arising from a direct specific action of the Board or the Superintendent may, at the grievant's option, be introduced at Step Two of the grievance procedure.

The Association shall not be required to pursue any grievance which, in its sole determination, lacks merit.

Meetings and hearings under this procedure shall be conducted in private unless a public hearing or meeting is mutually agreed upon.

No reprisals of any kind shall be taken by the Board, the Administration, the Association, or any member or representative of the above, against the grievant or any other participant in the grievance procedure because of such participation.

Article VI – **Just Cause**

A. No member of the bargaining unit shall be disciplined without just cause. The parties expressly agree that this article and the provisions contained herein shall not apply to oral reprimands, the non-renewal of probationary teacher contracts, or any action by the District connected thereto and the dismissal of teachers or any action by the District connected thereto. The District shall not dismiss a probationary teacher without providing that teacher with due process.

- B. The parties expressly agree that the assignment or reassignment of bargaining unit members, including extra-duty assignments, shall not be subject to the provision contained in Section A herein.
- C. The parties expressly agree that the non-renewal of probationary teachers and any appeal thereto shall be governed solely by the provisions contained in ORS 342.835.
- D. The parties expressly agree that the dismissal of teachers and any appeal thereto shall be governed solely by the provisions contained in ORS 342.865 through ORS 342.915
- E. An employee shall be entitled to have present a representative of the Association during any meeting, which might reasonably be expected to lead to disciplinary action. Any criticism of any employee by a supervisor, administrator, or other agent of the employer shall be made in confidence and not in the presence of students, parents of students, other employees, or at public gatherings, except in emergency situations. All critiques made shall be confidential.
- F. Multiple oral reprimands will not be given for the same or similar transgressions. Following an initial oral reprimand, successive violations of the same nature shall be documented in writing.

Article VII – **Dues Deductions**

A. **Association Dues**

1. **Dues Deduction Authorization:** Prior to the first dues deduction of the school year, and then for any employee who becomes a member of the Association after the start of the school year, the Association shall notify USD of bargaining unit members who have elected to have dues deducted from their paychecks and shall identify the dues to be deducted from each. The Association shall also notify USD when a bargaining unit member should no longer have dues deducted. USD shall enact dues deduction changes on the pay period following a notification.
2. **Processing UEA/OEA/NEA Dues Deductions:** Dues deductions shall be made monthly in an amount equal to one-tenth (1/10) of annual dues, commencing with the month of October and continuing through the July pay period. Deductions for employees who join the Association after the beginning of the school year shall be prorated on a twelve-month proration schedule.
3. **Remittance of Dues Checks:**
 - a) **Data to OEA:** Within ten (10) days after each pay period, USD shall send the Association an Excel-compatible register of the NEA/OEA/UEA dues, including voluntary Association contributions, deducted from each member's paycheck.
 - b) **Payment to OEA:** Within ten (10) days after each pay period, USD shall send to OEA, in a single payment, the combined NEA and OEA dues, including voluntary Association contributions, deducted for the month.

- c) **Payment to UEA:** UEA dues payments will be deducted and paid separately from OEA/NEA dues and shall be remitted to the UEA Treasurer.
4. **Indemnification:** The Association agrees to indemnify, defend, and hold the District harmless from employee or former-employee claims, orders, or judgments against the district concerning the dues deductions procedures outlined in this agreement. The Association's obligations are contingent upon the District: 1) giving the Association at least two-week's notice, in writing, of any claim; 2) and fully cooperating with the Association and its designated counsel in the defense of the claim. The Association's obligation does not extend to criminal allegations or District conduct that would constitute an Unfair Labor Practice. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. In the event the District wishes to use its own attorney, the District will pay the fees and costs of said attorney.

B. Employee Information

1. **Employee List:** Quarterly, USD shall provide to the OEA Membership Specialist an Excel-compatible database of each employee in the bargaining unit (both active members and non-members) that includes the employee ID, date of birth, first date of service, FTE, classification or title, PERS classification, worksite, position on the salary schedule, residential address, and residential phone number. Whenever a new employee is hired into the bargaining unit, USD shall provide the above information to the UEA President and the OEA Membership Specialist within ten (10) days of hire.
2. **Change in Employment Status:** USD shall promptly notify the OEA Membership Specialist and the UEA President whenever an employee in the bargaining unit is placed on an unpaid leave of absence, retires, is laid off, resigns, or changes their name.

Article VIII – Personnel Files

- A. The official files on all teachers are confidential and shall be kept in the District office. These files are open only to the teacher or authorized representative (upon receipt of written request), and others as stated in Board policy. A teacher may attach a rebuttal to, receive copies of or add relevant materials of his/her choosing to any document contained therein. No evaluation, complaint, warning or reprimand shall be removed or placed in the District personnel file unless the teacher has had an opportunity to review such material. An employee will acknowledge that he/she has reviewed the material by signing the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents. A member's refusal to acknowledge such review shall be documented. Teachers, or their designee, may desire to consult with the District from time to time with respect to what materials should be retained in their files. Confidential letters of reference from previous employers are exempt from the requirements of this provision.
- B. The District shall not base discipline of a member on material contained in the member's working file unless the member has previously been made aware of such material within

the year in which it was placed in the working file, or it has been moved to the personnel file in accordance with Section A above.

Article IX – Teacher Evaluation

- A. Employees shall be evaluated in compliance with ORS 342.850. At the beginning of the school year, teachers will be informed of the evaluation policy procedure, standards and criteria upon which unit members will be evaluated. Copies of relevant forms will be made available to the teachers. The performance of each teacher shall be evaluated in writing. Teachers may request additional observations.

The District will follow the procedure listed below:

1. A pre-evaluation interview during which performance goals are jointly developed by the teacher and supervisor as is current practice.
 2. An evaluation based on written criteria which includes the performance goals.
 3. A post- evaluation interview.
 4. A copy of the written evaluation shall be submitted to the teacher at the time of the personal conference or within seven working days thereafter; one copy is to be signed and returned to the administration; the other is to be retained by the teacher. Teachers may put objections to evaluations in writing and have them attached to the evaluation report, to be placed in the teacher’s personnel file, with a copy to the Superintendent. Employees will not be required to sign a blank or incomplete evaluation form.
- B. A teacher may have Association representation at any meeting related to that teacher’s Program of Assistance for Improvement. A Program of Assistance for Improvement means a written plan for a teacher that with reasonable specificity:
1. Identifies specific deficiencies in the teacher’s conduct or performance;
 2. Sets forth corrective steps the teacher may pursue to overcome or correct the deficiencies; and
 3. Establishes the assessment techniques by which the District will measure and determine whether the teacher has sufficiently corrected the deficiencies to meet District standards.
- C. Peer Assistance
1. The district may offer peer assistance to any teacher it determines to have a deficiency specified in ORS 342.865(1)(a), (d), (g), or (h). Participation in peer assistance is voluntary. Both the teacher offered assistance and the person asked to provide assistance may refuse to participate with no adverse consequences or penalty. If either teacher refuses to participate the District will be under no obligation to comply with this Section C of this Article. The District may also offer peer assistance

under any other circumstance it deems appropriate. The teacher who will receive the peer assistance shall select the person(s) or agency that will provide the Assistance.

2. The bargain unit member providing assistance will have the option of earning CPD units.
3. No witness or document relating to or arising from peer assistance will be used for any purpose unless both the teacher receiving assistance and the District specifically authorize its use.

D. Mentoring

Prior to initiating a mentor program, the District and Association shall jointly determine the parameters of such program. The District reserves the right to establish and/or discontinue a mentor teacher program for teachers who are new to the District. Mentor teacher positions will be offered to members of the bargaining unit first.

Teacher on Special Assignment (TOSA)

1. A Teacher on Special Assignment shall have no evaluatory responsibilities with respect to the teachers with which he/she works.

Article X – Layoff and Recall

Layoff – The District will abide by ORS 342.934 if a layoff of bargaining unit positions becomes necessary due to budgeting deficiencies, reduced workload or reduction of programs. The District shall not consider merit or TSPC specializations not required for assignment when a layoff of bargaining unit members becomes necessary. Notification of such action would be by written memorandum from the Superintendent after action is officially taken by the Board. The District will provide at least 30 calendar days' notice of layoff unless such notice is not possible due to changes in the District's financial situation. For the purposes of this article, the effective date of layoff shall be the bargaining unit member's last date of actual service in a bargaining unit position in the District.

Seniority shall be calculated from the first day of actual service as a bargaining unit member with the District, inclusive of leaves of absence. Upon request from the Association, the Superintendent will provide a list showing the seniority of each bargaining unit member. No bargaining unit member shall be laid off based solely on compensation or placement on the salary schedule.

Recall – Bargaining unit members will be recalled in reverse order of layoff, assuming appropriate licensure. A bargaining unit member shall have 10 working days from receipt of a certified letter of notification to inform the District of his/her intent to return. Failure of the teacher to respond within the 10 working days during the school year, or 10 calendar days when school is not in session shall terminate the teacher's employment rights with the District and be deemed a voluntary resignation. The teacher must be offered a contract within 45 calendar days of the letter of intent. The teacher must thereafter report on the starting date specified by the District, providing such date will not result in the loss of the bargaining unit member's license

and providing such date is at least 21 calendar days from the date the notice of recall was received or lose all recall rights.

A teacher's refusal of an offer of contract shall be considered a waiver of recall rights.

A bargaining unit member will remain on the recall list for a period of 27 calendar months, unless he/she resigns or waives his/her recall rights in writing.

All benefits accrued by the bargaining unit member before layoff will be restored upon return to active employment, and he/she will be placed on the proper step of the salary schedule for his/her current position, according to his/her experience and education.

Employees covered by this Article will be given priority for substitution, such will not affect the employees' recall rights.

Article XI – **Calendar**

It is recognized that the District has the responsibility to set the annual school calendar. Prior to adoption of the calendar, a proposed calendar will be referred to the Association for review and comment.

Article XII – **In-Service Professional Days**

Starting with the 2000-2001 school year the District will adopt a calendar which will establish Statewide In-Service Day as a non-contract/non-paid day. To support building/District goals, bargaining unit members may attend an administratively approved professional in-service on statewide in-service day. Registration fees for the above listed administratively approved in-services on statewide in-service day and mileage reimbursement for in-services more than 90 miles round trip from Umatilla will be paid by the District.

Other In-Services/Workshops – If a bargaining unit member attends a workshop, clinic, seminar, etc., throughout the year at the request of the District, registration and other necessary fees shall be paid at the time of registration by the District. If a bargaining unit member requests permission to attend a workshop, clinic, seminar, etc., throughout the year, and permission is granted by the Principal and/or Site Council, fees or expenses may be paid by the Site Council or District Development Pool and time away from school may be arranged by the school.

Article XIII – **Work Year - Workday**

- A. **Work Year** - The basic contract year for teachers will be 185 days, which will include not less than 178 student contact days and no more than three paid holidays.
- B. **Workday** - The workday for bargaining unit members shall consist of eight hours per day, including a 30 minute duty-free lunch period.

The starting and ending times of the teacher workday shall be determined by the District. However, individual teachers desiring an alternative starting/ending time may request so in writing to the District. The District retains the final discretion to grant or deny such

requests; such discretion shall not be subject to challenge by grievance or otherwise. When students are dismissed early because of a holiday, teachers shall be released 30 minutes after the students are released

All time, except designated preparation time (see clause D below) and the duty-free lunch period, is District work time. The District retains the right to assign duties as needed during such time.

- C. **Report Card Preparation** – All middle and high teachers shall receive one-half day for report card preparation on the last day of each nine (9) week grading period, all elementary teachers shall receive one full day for report card preparation on the last day of each nine (9) week grading period. All teachers are to remain on campus until the normal dismissal time.
- D. **Preparation Time** – Teachers shall receive the following preparation time during the workday:
1. Grades K-5: a minimum of 150 minutes of preparation time per week. In addition, when students are not scheduled for Friday afternoons, one-half of these Fridays, excluding any Fridays scheduled as report card preparation, will be designated prep-time from 1:00 to 4:00 p.m. Principals shall not schedule formal staff meetings or committee meetings during these time periods, except in cases of emergency.
 2. Grades 6-12: on a "block schedule" format, a minimum of 420 minutes of preparation time every two weeks or if the District chooses to adopt an alternative schedule, a minimum of 225 minutes per week of preparation time.
 3. Preparation time shall be prorated for less-than-full-time unit members.
 4. Teachers at any grade level may be asked to substitute for another teacher who is temporarily out of his or her assigned classroom. If a teacher is required to substitute for another teacher, resulting in a loss of preparation time, then the teacher shall be paid for the lost preparation time at the BA+0 hourly rate. If an absent teacher's class is divided among teachers, each teacher shall be paid for the coverage time at the BA+0 hourly rate. Administration will attempt to evenly distribute the absent teacher's class. Such payment will be made only in the event that the substitute arrangement was required and approved by an administrator.
- E. **Health/Safety** – If a bargaining unit member agrees to provide or assist with the health services, the District will provide adequate training from a medically licensed professional during the normal workday.

Article XIV – **Paid Leaves of Absence**

- A. **Bereavement Leave** - Up to a total of five days leave with pay will be authorized by the District for Bereavement Leave. Up to five days of bereavement leave will be granted in the event of an immediate family member. Immediate family is defined as the spouse, same-gender domestic partner, custodial parent, non-custodial parent, adoptive parent, foster parent, biological parent, step parent, parent-in-law, parent of same-gender

domestic partner, grandparent or grandchild of the employee, or a person with whom the employee is or was in a relationship of in loco parentis. It also includes the biological, adopted, foster or stepchild of an employee or the child of an employee's same-gender domestic partner, spouse, parent, child, sibling, grandparent or any other person that is a member of the employee's household. Employees may request bereavement days for someone not identified above at the discretion of the Superintendent.

Additional days may be granted in the event of extenuating circumstances as unpaid leave or leave of absence if eligible, or may be arranged through the Superintendent or authorized representative. The teacher may be required to pay the cost of the substitute.

- B. **Jury Duty Leave** - An employee shall be granted leave with pay for service upon a jury; provided, however, that the compensation paid to such an employee for the period of leave shall be reduced by the amount of compensation received by the employee for such jury service. Upon being excused from jury service during any day, an employee shall immediately return to complete his/her assignment for the remainder of his/her regular workday.
- C. **Witness/Appearances Leave** - Leave with pay shall be granted for an appearance before a court, legislative committee, judicial or quasi-judicial body as a witness in response to a subpoena or other direction by proper authority; provided, however that the compensation paid to any such employee shall be reduced by an amount equal to any compensation the employee receives as witness fees. Such leave shall not apply if the teacher is a litigant against the District
- D. **Personal Leave** - Each employee of the District shall be eligible to receive up to four days leave per year with pay subject to the following conditions:
 - 1. The definition of Personal Leave is leave for personal business, which cannot be conducted outside of work hours.
 - 2. Leave may be taken for illness or injury of a member of the employee's immediate family. Immediate family shall consist of parents, children, brothers, sisters and spouse.
 - 3. Except in emergency situations, the teacher must submit a written request for such leave to the Principal at least 48 hours in advance of the requested absence.
 - 4. The District reserves the right to deny teachers' requests for leave based on the availability of substitutes.
 - 5. Leave may not be used before or after a holiday, to extend a holiday or vacation unless approved by the Superintendent. The request for such exception must be made in writing and submitted to the Superintendent at least 72 hours prior to the date of the requested leave.
 - 6. One unused personal day may be carried over for use in the following school year.

- E. **Sick Leave** - Leave with pay will be provided to each regular teacher at the rate of 10 days per school year as provided in ORS 332.507. Such sick leave will be credited to said teachers on the first school day of the fall semester except in cases of teachers who begin service after the beginning of the school year. If this is the case, sick leave shall be credited on the first day of active teaching service and shall consist of one day for each month of the school year in which the teacher is employed. Total accumulated days shall be without limit.

If an absence exceeds three consecutive days, the employee may be required to furnish a statement from a physician or other qualified medical practitioner showing the absence was for reasons of personal illness or injury.

All teachers who find it necessary to be absent shall notify the school administration as soon as possible, but no later than one hour prior to reporting time on the day of absence. If at all possible, teachers shall notify the school administration by 3:00 p.m. of the day absent if he/she is to be gone for the following day.

Sick leave may be taken for personal and/or family illness or injury. Medical, dental and vision appointments. The District may require a teacher to submit to medical evaluation where cause to question the employee's fitness may exist. The District shall designate the physician, clinic or other facility to be utilized and shall pay all costs including transportation associated with the examination.

Family Medical Leave Insurance

An employee who receives a benefit under Workers' Compensation Insurance or Paid Family and Medical Leave Insurance may elect to use accrued sick leave to make up the difference between their benefits and their normal salary. Upon receiving written notice of such an election, the District shall deduct and apply the number of accrued sick leave hours necessary to ensure that the employee receives their normal salary.

- F. **Association Leave** - Not more than eight days of leave will be granted for Association members to attend meetings related to collective bargaining, contract administration, and Association business including, but not limited, to the Oregon Education Association Representative Assembly. These leave days must be arranged not less than three working days in advance of the absence from work. The Association will pay the substitute's salary and benefits.
- G. **Charged Leave Hours** - Employees will be charged leave hours commensurate with the hours paid, i.e., if an employee takes a day of sick leave, but a substitute teacher is only required for a portion of that day, the employee will be charged for eight hours leave.

Article XV – Unpaid Leaves of Absence

A. Parental/Family Illness Leave

Parental leave shall be granted in accordance with ORS 332.507, 342.545, 342.610, 659.010, 659.121, 659.470 - 659.494. Americans with Disabilities Act of 1990. Family and Medical Leave Act of 1993.

B. Military Leave

The District shall allow leaves of absence without pay for reasons of mandatory military service in the Armed Forces of the United States as provided by law.

C. Benefits

A bargain unit member on leave may, subject to such restrictions as the carrier may impose, continue to purchase, at his or her own cost, medical or other insurance under the group plan. Upon return from leave, all benefits accrued prior to the leave, such as sick leave accrual, seniority and longevity placement on the salary schedule, shall be reinstated to the employee.

Article XVI – Fringe Benefits, Payment of Salary, Payroll Deductions

Fringe Benefits – During the specific term of this Agreement, the District shall contribute to the purchase of full family medical hospitalization vision, dental, term life, and long term disability insurance premiums for any eligible member of the bargaining unit, as provided below:

A. Payment of Premiums

1. During the term of the contract, beginning October 1, 2023, the District shall contribute up to \$1,700 per month per eligible member toward the purchase of medical, vision, dental, and term life insurance premiums and \$1,750 beginning October 1, 2024. During that year, members will pay long-term disability premiums, regardless of whether the cap is exceeded. Long term disability shall be negotiated by the district at group rates.
- B. Any costs above the Districts contribution for such insurance premiums shall be borne by each unit member through payroll deduction.
- C. The District and the Association shall create a committee of equal members to evaluate the OEGB insurance plans and make a recommendation to the School Board for insurance plans that include at least three plans.
- D. Licensed staff working half time or less shall not be required to participate in the benefit program. If said employees choose to participate their benefits will be prorated.
- E. District shall offer Section 125 for child care and unreimbursed medical as allowable by law and provided by the OEGB.
- F. If an employee selects a high deductible policy (HDHP that is HSA compatible) and the monthly cost for such plan is less than the cap, the employee shall receive the difference

into an HSA or HRA as allowable by law. The total amount paid by the district for both the insurances and HSA/HRA shall not exceed the cap identified in Article XVI, section A.

- G. An employee may “opt-out” of District coverage by indicating in writing to the District the employee’s election not to obtain insurance coverage through the District. The deadline for making this election shall be September 1st.

A member’s decision to opt-out of District insurance coverage shall constitute a waiver of the right to any such benefit for the duration of the insurance year and shall be irrevocable until the following year. All members who opt out of District insurances will receive 50% of the insurance cap per month from the District, to be deposited in a Section 125 account, HSA, HRA or 403b account as allowable by law.

Payment of Salary – All licensed staff salaries shall be based on 12 equal payments. Bargaining unit members will receive their final three salary payments upon completion of the contract year. Salary payments shall be made by the 20th day of the month or the last working day before the 20th of the month.

Payroll Deductions – Deductions other than those required by law may be made from the employee’s pay providing it is requested by the employee in writing and is approved by the district.

Article XVII – **Compensation**

The compensation schedules for teachers are attached to this Agreement as Appendices A and B and by reference incorporated herein.

- A. The District shall "pick-up," assume and pay the employee contribution to the Public Employees Retirement Fund for the teacher members participating in the Public Employees Retirement System (PERS). The District shall match up to 4% of the teacher’s annual salary into a 403b account (funded in monthly contributions). Under no situation will the district contribute more than a combined total of 4% into the employee’s 403b account, no matter the total amount contributed by the employee. The employee must choose the TSA provider and plan from the District’s approved provider list and return appropriate paperwork to the district office prior to September 1st to receive this benefit.
- B. If the teacher completes the necessary credits for advancement to the higher educational level on the compensation schedule, an adjustment in placement on the schedule, to be effective in the subsequent pay period, will be made only if official transcripts have been received, verifying successful completion of the additional course work, by the District office prior to the 5th day of the month in the current pay period. Such change shall be made moving forward and will not be retroactive. To be eligible for salary schedule advancement, the course must have the prior written approval of the Superintendent. To be approved, the course work must be related to the teaching assignment or area of licensure of the teacher requesting approval. For movement on the salary schedule:

1. For salary column advancement credits must be graduate credits only from column MA to column MA+15 and must be earned after the degree is conferred. At the Superintendent's discretion, credit may be given for lower division course work.
 2. Only upper division credits will be allowed in movement from column BA to column BA+45.
 3. No teacher shall be denied credit for education that had been previously granted on the salary schedule. However, no teachers shall receive credit for additional horizontal advancement on the salary schedule unless the full number of hours subsequent to the conferral of the degree required for licensure is substantiated and on file.
 4. Should the district request an additional endorsement, the units required will be acceptable for movement on the salary schedule.
- C. In the event of school closure due to inclement weather, those days shall be considered work days unless the District designates them as days teachers are not to report. If they are workdays, teachers shall have the option of reporting or having the days charged to leave under Article XIV – Paid Leaves of Absence. If a teacher who has no leave available does not report to work, the days in question will be without pay. If teachers are not to report, the days shall be with pay. The District shall have the right to make up all such paid days without additional compensation.
- D. Employees who complete 1 year of service will receive an advancement of one step on the salary schedule in accordance with years of experience for the next contract year, unless said employee is on the highest step of that column.
- E. In the event of school closure due to disaster, teachers shall not be paid until the District is able to resume operations in alternative facilities.
- F. The District will allow full experience for new employees. At his/her discretion, the superintendent may approve a higher step placement based on relevant experience.
- G. Mileage involved in administratively approved and regularly scheduled duties will be paid on the basis of the IRS approved rate.
- H. Residency Bonus

The Board encourages all employees to live in the boundaries of our district and to participate in our community. A bonus of 1% of the teacher's annual salary shall be paid in the June balance of contract payment to any teacher who maintains his/her primary residence within the boundaries of the Umatilla School District for the entire period beginning with the preceding September 1 and ending May 1. Pro-rating is not available. An employee must submit his/her proof of primary residence (utility statements reflecting usage for the past twelve months and must match the address on file with the district) on or before May 15th to be awarded the bonus in the June balance of contract payment.

I. Job Share

1. When two bargaining unit members wish to job share, then they may apply to the Superintendent. If the District determines that it is in the best interest of the educational program, the job sharing will be allowed.
2. Each individual shall receive salary and benefits prorated at the level he/she would receive if he/she were teaching full time in that position.
3. Each year's experience as a member of a job sharing team shall be counted as a full year's experience.

Article XVIII – Extra-Duty Compensation

Licensed employees will receive extra-duty pay for assigned duty after the end of the contract day or on weekends for only the first five hours. These payments are to be pre-approved by the appropriate administrator and will not extend to any coach or advisor who is being paid for that activity supervision, or for school functions such as open house, Christmas program and parent conferences or for fund-raising functions such as the carnival and the auction.

The District will set extra-duty pay schedules for activities as shown in Appendix A. When a new extra duty position is added, the District shall bargain over the rate of pay for that position upon demand by the Association. Letters of intent for extra-duty positions will be issued by the close of school the preceding year, if such assignments can be determined. The District will make all extra-duty assignments. Assistant coaches will be assigned dependent on turnout and need.

Extra-duty pay for coaching assignments will be paid on a prorated basis during the coaching season. Extra-duty pay for Special Education, Band, Choral, Speech and Debate, Yearbook, and Drill Team or Rally will be paid on a 12 month basis.

Tuition Reimbursement: Teachers will be reimbursed for administratively approved course work up to a maximum of **\$1,100/year**.

Prior arrangements must be made as soon as possible in advance of the course work and approved by the Superintendent of Schools. All reimbursement will be upon completion and submission of official transcripts showing proof of work.

Extra-Duty Compensation Rates

July 1, 2023- June 30, 2025

Assigned Duty Classified Hourly Flat Rate

Tutor BA+0 hourly rate

Article XIX – **District Activities**

- A. Bargaining unit members shall be required to participate in the following extra-duty school functions beyond the contract day as follows:
1. Holiday ("Christmas") Program – required; Elementary teachers
 2. Carnival – voluntary
 3. Middle School Graduation – required for Middle School teachers
 4. High School Graduation – required for High School
 5. Open House – required
 6. Parent/teacher conferences – required
 7. In special circumstances, absence may be approved by the District.
- B. The parties further acknowledge that no additional compensation shall be paid for participation in any of the aforementioned school functions, in accordance with Article XVIII – Extra-Duty Compensation.

Article XX – **Evaluation of Students**

The teacher shall be responsible for determining grades and other evaluations of students within the grading policies of the District based upon the teacher's professional judgment of available criteria pertinent to any given subject area or activity for which he/she is responsible. No grade or evaluation shall be changed without mutual agreement by the teacher involved and administration. If the building administrator determines it necessary to challenge a final grade, a written request to review the issuance of the grade will be referred to the superintendent or his/her designee. The superintendent or designee, the teacher involved, and the building administrator will review the request. The teacher may invite a colleague of his/her/their choice if he/she/they so chooses. If the superintendent, or his/her/their designee, determines it necessary to change the grade, a written record including the reasons for the review and the decision shall be witnessed by the superintendent or designee, teacher, administrator and colleague (if applicable) and will be placed in the student's permanent file.

Article XXI – Term of Agreement

This Agreement shall be effective as of July 1, 2023, and shall be binding upon the District, the Association and all licensed personnel, and shall remain in full force and effect through 2025. This contract becomes effective when ratified by both the District and the Association.

Nothing in this Agreement is intended to limit the right of either the District or the Association from, at any time, freely discussing any or all aspects of this contract. Any changes, however, must be agreed to jointly and properly executed in writing by the District and the Association. Neither side, however, is required to bargain collectively on any portion of this Agreement if such bargaining is to change the effect of this Agreement during the period of time through June 30, 2025.

The Association and its members agree that they will not participate in any strike, work stoppage, slow-down or other concerted work action during the term of this Agreement.

The District agrees that during the term of this Agreement there will be no lockout of employees in the bargaining unit.

In witness whereof the District has caused this Agreement to be signed by its chairman, and attested to by its clerk, and the Association has caused this Agreement to be signed by its President and attested to by the Chairperson of the Association’s negotiating team.

Date: _____
Umatilla School District #6R
Board of Directors

Date: _____
Umatilla Education Association

By: _____
Chairman, Board of Directors
Association

By: _____
President, Umatilla Education

By: _____
Clerk

By: _____
Chair, UEA Negotiating Team

Appendix A

2023-2025 Extra Duty Salary Schedule

Position	Salary
TAG Coordinator/TSPC Bilingual Specialization	\$1,591
Dual Language and Special Education Teachers	4% of assigned teacher's salary annually

Approved contracts other than those listed above will be negotiated on a basis of percent comparison of time spent and length of season as compared to the head or assistant coaches of sports in a similar program.

Appendix B: Salary Schedules

2023-24 Salary Schedule

Step	BA 23-24	BA+15 23-24	BA+30 23-24	BA+45 23-24	MA 23-24	MA+15 23-24
0	\$43,970.13	\$45,728.47	\$47,556.11	\$49,460.55	\$51,439.33	\$53,496.20
1	\$45,288.89	\$47,098.87	\$48,984.45	\$50,944.33	\$52,982.30	\$55,099.63
2	\$46,646.69	\$48,510.85	\$50,453.10	\$52,472.17	\$54,570.61	\$56,753.44
3	\$48,047.32	\$49,965.64	\$51,967.08	\$54,045.37	\$56,206.79	\$58,456.36
4	\$49,487.01	\$51,464.52	\$53,526.44	\$55,665.17	\$57,893.33	\$60,209.67
5	\$50,970.78	\$53,011.27	\$55,132.37	\$57,337.87	\$59,631.54	\$62,017.15
6	\$52,499.88	\$54,602.10	\$56,786.18	\$59,057.18	\$61,418.85	\$63,876.27
7	\$54,074.35	\$56,240.79	\$58,490.38	\$60,829.38	\$63,260.34	\$65,792.07
8	\$55,696.66	\$57,927.35	\$60,246.21	\$62,655.75	\$65,159.76	\$67,765.81
9	\$57,369.36	\$59,664.28	\$62,053.68	\$64,535.01	\$67,112.09	\$69,798.74
10	\$59,089.93	\$61,455.39	\$63,915.32	\$66,469.71	\$69,126.12	\$71,894.65
11	\$60,863.39	\$63,299.40	\$65,831.10	\$68,463.60	\$71,200.63	\$74,049.77
12		\$65,198.81	\$67,807.36	\$70,519.20	\$73,336.84	\$76,271.64
13			\$69,840.31	\$72,635.27	\$75,537.31	\$78,560.27
14				\$74,814.33	\$77,804.52	\$80,915.65
15				\$77,057.60	\$80,137.24	\$83,344.09

An annual Longevity Bonus of 3% of annual salary will be paid to those on Step 15 in columns BA+45, MA and MA+15 during the 2023-24 and 2024-25 school years.

On the November paycheck in the first year of a contract teacher (following probationary period), a 3% of annual salary retention bonus will be paid during the 2023-24 and 2024-25 school years.

2024-25 Salary Schedule

Step	BA 24-25	BA+15 24-25	BA+ 30 24-25	BA+45 24-25	MA 24-25	MA+15
0	\$46,168.63	\$48,014.89	\$49,933.91	\$51,933.58	\$54,011.29	\$56,171.01
1	\$47,553.33	\$49,453.82	\$51,433.67	\$53,491.54	\$55,631.41	\$57,854.61
2	\$48,979.03	\$50,936.39	\$52,975.75	\$55,095.77	\$57,299.14	\$59,591.11
3	\$50,449.69	\$52,463.92	\$54,565.44	\$56,747.64	\$59,017.13	\$61,379.18
4	\$51,961.36	\$54,037.75	\$56,202.76	\$58,448.43	\$60,787.99	\$63,220.16
5	\$53,519.31	\$55,661.83	\$57,888.99	\$60,204.76	\$62,613.11	\$65,118.01
6	\$55,124.87	\$57,332.20	\$59,625.49	\$62,010.04	\$64,489.79	\$67,070.08
7	\$56,778.07	\$59,052.83	\$61,414.90	\$63,870.85	\$66,423.35	\$69,081.67
8	\$58,481.49	\$60,823.72	\$63,258.52	\$65,788.54	\$68,417.75	\$71,154.10
9	\$60,237.82	\$62,647.49	\$65,156.37	\$67,761.76	\$70,467.70	\$73,288.67
10	\$62,044.42	\$64,528.16	\$67,111.08	\$69,793.20	\$72,582.43	\$75,489.38
11	\$63,906.56	\$66,464.37	\$69,122.66	\$71,886.77	\$74,760.66	\$77,752.26
12		\$68,458.75	\$71,197.73	\$74,045.16	\$77,003.69	\$80,085.22
13			\$73,332.32	\$76,267.03	\$79,314.18	\$82,488.28
14				\$78,555.04	\$81,694.75	\$84,961.44
15				\$80,910.48	\$84,144.10	\$87,511.30

An annual Longevity Bonus of 3% of annual salary will be paid to those on Step 15 in columns BA+45, MA and MA+15 during the 2023-24 and 2024-25 school years.

On the November paycheck in the first year of a contract teacher (following probationary period), a 3% of annual salary retention bonus will be paid during the 2023-24 and 2024-25 school years.

Appendix C: Extra Duty Salary Schedule

2023-24

		Extra Duty Salaries 2023-24					
		Experience					
	Rate of Base	0 Years	1 Year	2 Year	3 Year	4 Years	5 Years +
		Base	1.03	1.06	1.09	1.12	1.15
Based on BA, Step 0 Teacher's Salary	\$43,970.13						
Head Football	13%	\$5,716.12	\$5,887.60	\$6,059.08	\$6,230.57	\$6,402.05	\$6,573.53
Head Basketball (B and G)	13%						
Head Volleyball	11%	\$4,836.71	\$4,981.82	\$5,126.92	\$5,272.02	\$5,417.12	\$5,562.22
Head Soccer (B and G)	11%						
Head Baseball	11%						
Head Softball	11%						
Head Wrestling	11%						
Head Cross-Country	10%	\$4,397.01	\$4,528.92	\$4,660.83	\$4,792.74	\$4,924.65	\$5,056.56
Head Track	10%						

Head Tennis	10%						
Head Golf	10%						
Asst. Football	9%	\$3,957.31	\$4,076.03	\$4,194.75	\$4,313.47	\$4,432.19	\$4,550.91
JV Basketball (B and G)	9%						
JV Volleyball	8%	\$3,517.61	\$3,623.14	\$3,728.67	\$3,834.20	\$3,939.72	\$4,045.25
JV Soccer (B and G)	8%						
JV Baseball	8%						
JV Softball	8%						
Asst Track	7%	\$3,077.91	\$3,170.25	\$3,262.58	\$3,354.92	\$3,447.26	\$3,539.60
Asst XC (10+)	7%						
Asst Tennis	7%						
Asst Golf (10+)	7%						
Asst Wrestling (10+)	7%						
Head Assistant (available for player numbers as follows)	6%	\$2,638.21	\$2,717.35	\$2,796.50	\$2,875.65	\$2,954.79	\$3,033.94
Football More than 45	6%						
Soccer 30 or More OR No JV	6%						
XC 30 Plus	6%						
Volleyball No JV or 26 Plus	6%						
Basketball No JV or 23 for 3rd and 30 for 4th	6%						
Baseball No JV or 30 Plus	6%						
Softball No JV or 30 Plus	6%						
Tennis 30 Plus or 2nd Coach	6%						
Track 60 for 4th Coach	6%						

Additional Assistants (Admin Approval)	6%						
MS Coaches	5.50%	\$2,418.36	\$2,490.91	\$2,563.46	\$2,636.01	\$2,708.56	\$2,781.11
3rd Coach- Volunteer (Extra Duty Hourly Only as Approved by Admin)							
In School Club/Activity -with no outside of school hours regularly scheduled	3%	\$1,319.10	\$1,358.68	\$1,398.25	\$1,437.82	\$1,477.40	\$1,516.97
Out of School Club/Activity with less than 10 hours of out of school time scheduled per month	6%	\$2,638.21	\$2,717.35	\$2,796.50	\$2,875.65	\$2,954.79	\$3,033.94
Out of School Club/Activity with more than 10 hours of regularly scheduled activities outside of school	11%	\$4,836.71	\$4,981.82	\$5,126.92	\$5,272.02	\$5,417.12	\$5,562.22
Playoffs after League Per Week							
Head Coach	0.75%	\$329.78	\$339.67	\$349.56	\$359.46	\$369.35	\$379.24
Assistant 1 Payout	0.50%	\$219.85	\$226.45	\$233.04	\$239.64	\$246.23	\$252.83

2024-25

		Extra Duty Salaries 2024-25					
		Experience					
	Rate of Base	0 Years	1 Year	2 Year	3 Year	4 Years	5 Years +
		Base	1.03	1.06	1.09	1.12	1.15
Based on BA, Step 0 Teacher's Salary	\$46,168.63						
Head Football	13%	\$6,001.92	\$6,181.98	\$6,362.04	\$6,542.09	\$6,722.15	\$6,902.21

Head Basketball (B and G)	13%						
Head Volleyball	11%	\$5,078.55	\$5,230.91	\$5,383.26	\$5,535.62	\$5,687.98	\$5,840.33
Head Soccer (B and G)	11%						
Head Baseball	11%						
Head Softball	11%						
Head Wrestling	11%						
Head Cross-Country	10%	\$4,616.86	\$4,755.37	\$4,893.87	\$5,032.38	\$5,170.89	\$5,309.39
Head Track	10%						
Head Tennis	10%						
Head Golf	10%						
Asst. Football	9%	\$4,155.18	\$4,279.83	\$4,404.49	\$4,529.14	\$4,653.80	\$4,778.45
JV Basketball (B and G)	9%						
JV Volleyball	8%	\$3,693.49	\$3,804.30	\$3,915.10	\$4,025.90	\$4,136.71	\$4,247.51
JV Soccer (B and G)	8%						
JV Baseball	8%						
JV Softball	8%						
Asst Track	7%	\$3,231.80	\$3,328.76	\$3,425.71	\$3,522.67	\$3,619.62	\$3,716.57
Asst XC (10+)	7%						
Asst Tennis	7%						
Asst Golf (10+)	7%						
Asst Wrestling (10+)	7%						
Head Assistant (available for player numbers as follows)	6%	\$2,770.12	\$2,853.22	\$2,936.32	\$3,019.43	\$3,102.53	\$3,185.64
Football More than 45	6%						

Soccer 30 or More OR No JV	6%						
XC 30 Plus	6%						
Volleyball No JV or 26 Plus	6%						
Basketball No JV or 23 for 3rd and 30 for 4th	6%						
Baseball No JV or 30 Plus	6%						
Softball No JV or 30 Plus	6%						
Tennis 30 Plus or 2nd Coach	6%						
Track 60 for 4th Coach	6%						
Additional Assistants (Admin Approval)	6%						
MS Coaches	5.50%	\$2,539.27	\$2,615.45	\$2,691.63	\$2,767.81	\$2,843.99	\$2,920.17
3rd Coach- Volunteer (Extra Duty Hourly Only as Approved by Admin)							
In School Club/Activity -with no outside of school hours regularly scheduled	3%	\$1,385.06	\$1,426.61	\$1,468.16	\$1,509.71	\$1,551.27	\$1,592.82
Out of School Club/Activity with less than 10 hours of out of school time scheduled per month	6%	\$2,770.12	\$2,853.22	\$2,936.32	\$3,019.43	\$3,102.53	\$3,185.64
Out of School Club/Activity with more than 10 hours of regularly scheduled activities outside of school	11%	\$5,078.55	\$5,230.91	\$5,383.26	\$5,535.62	\$5,687.98	\$5,840.33
Playoffs after League Per Week							
Head Coach	0.75%	\$346.26	\$356.65	\$367.04	\$377.43	\$387.82	\$398.20
Assistant 1 Payout	0.50%	\$230.84	\$237.77	\$244.69	\$251.62	\$258.54	\$265.47



UMATILLA SCHOOL DISTRICT

2023-24 COST OPTIONS

	2022-23	2023-24
Home-to-School:		
Base Daily Rate per bus	\$ 271.96	\$ 402.50
Base Daily Mileage Rate per bus	\$ 1.79	\$ 2.65
Kindergarten Rate:		
Base Daily Mileage Rate per bus	\$ 1.79	\$ 2.65
Special Needs:		
Three Hour Minimum	\$ 298.33	\$ 441.53
Excess Hourly Rate (over 3 hours)	\$ 26.67	\$ 39.47
Activities:		
School Bus Rate per mile	\$ 1.76	\$ 2.60
Motor coach rate per mile	\$ 2.49	\$ 3.69
Per mile D/H rate when more than (1)		
Motor coach is requested	\$ 2.30	\$ 3.40
Driver Standby Rate per Hour	\$ 18.57	\$ 27.48
Driver Overtime (after 8hrs/day and all hours On weekends and holidays)	\$ 9.28	\$ 13.73
Overnight Charge (Meal/Motels) \$ Actual		
Type 20 Vehicles:		
Rate per mile	\$ 1.56	\$ 2.31
Activity Vehicle:		
Maintenance Cost Per Mile	\$ 0.66	\$ 0.98

1-YEAR OPTION

- Completion of current contract
- Increased wages 33% to match First Student, drivers and full-time staff
- Replacing Type 20 with a 2022
- No additional technology

5-YEAR OPTION

- ☐ Increased wages 33% to match First Student, drivers and full-time staff
- ☐ 8 new buses over the first 3 years of the contract (see next page for breakdown)
 - ☐ New buses for 2023-24 will be ordered upon signed contract.
 - ☐ New bus orders are taking 6 month to a year for delivery.
- ☐ New cellular based radios
- ☐ New HD camera systems

	2022-23	2023-24
Home-to-School:		
Base Daily Rate per bus	\$ 271.96	\$ 413.38
Base Daily Mileage Rate per bus	\$ 1.79	\$ 2.72
Kindergarten Rate:		
Base Daily Mileage Rate per bus	\$ 1.79	\$ 2.72
Special Needs:		
Three Hour Minimum	\$ 298.33	\$ 453.46
Excess Hourly Rate (over 3 hours)	\$ 26.67	\$ 40.54
Activities:		
School Bus Rate per mile	\$ 1.76	\$ 2.68
Motor coach rate per mile	\$ 2.49	\$ 3.78
Per mile D/H rate when more than (1) Motor coach is requested	\$ 2.30	\$ 3.50
Driver Standby Rate per Hour	\$ 18.57	\$ 28.23
Driver Overtime (after 8hrs/day and all hours On weekends and holidays)	\$ 9.28	\$ 14.11
Overnight Charge (Meal/Motels) \$ Actual		
Type 20 Vehicles:		
Rate per mile	\$ 1.56	\$ 2.37
Activity Vehicle:		
Maintenance Cost Per Mile	\$ 0.66	\$ 1.00

FLEET REPLACEMENT SCHEDULE 5-YEAR TERM

Bus No	Year	Cap.	WC positions	Veh Type	Site Name	Usage	Five Year Term Fleet
359	2010	83		D	Umatilla	Route Bus	Replace 2023/24
362	2010	83		D	Umatilla	Route Bus	Replace 2023/24
1520	2015	23		A	Umatilla	Route Bus	Replace 2024/25
1502	2015	12	2	AWC	Umatilla	Route Bus	Replace 2024/25
1605	2016	77		C	Umatilla	Route Bus	Replace 2025/26
1606	2016	77		C	Umatilla	Route Bus	Replace 2025/26
1809	2018	77		C	Umatilla	Route Bus	
1810	2018	77		C	Umatilla	Route Bus	
2213	2022	84		D	Umatilla	Route Bus	
459	2010	78		D	Umatilla	Spare Bus	Replace 2023/24
1856	2018	12	2	AWC	Umatilla	Spare Bus	
27	2003	50		MC	Umatilla	DCB	
1746	2017	84		D	Umatilla	DCB	
2234	2022	14		20	Umatilla	DCB - Type 20	Replace 2023/24 (from Hermiston)

4. Service Level Guarantee. Contractor agrees to a service level guarantee. Without limiting the District's other rights and remedies under the Agreement, at law, and in equity, the following will result in liquidated damages (but not a penalty) in the amounts set forth below for Contractor's service level guarantee failures:

a. If a Home to School Route Bus is more than 10 minutes late without advanced written notification to the District, Contractor will pay District \$200 for each such violation.

b. If an Activity Bus is more than 15 minutes late without advanced written notice to the district, Contractor will pay District \$200 for each such violation.

c. If a Home to School Route must be doubled/combined, District will receive a 50% discount on that route for that day.

d. If a Home to School Route does not run without advanced written notice to the District, Contractor will pay District \$3,000.

e. If a bus breaks down on a trip and a replacement bus is not provided within one hour of notice of breakdown, Contractor will not charge District for the trip.

SERVICE LEVEL GUARANTEE

- Service level guarantee language will remain in effect through the term of a new contract.

BASE BID
 REQUIRED SUBMITTAL FORMS
 C. PROPOSAL TOTAL COST SHEET

Name of Proposer: First Student, Inc.

This evaluation is not intended to reflect the actual routing costs for the District. It will be used by the District as a means to apply, measure and compare rates provided by the Proposers.

1. Fixed Costs							\$ 1,194,351.67
2. Rate Based Fees							
a. Home to School Route Bus Base Rate (First 50 Miles)							
83-89 Passenger Bus	\$ 402.28	x	7 Routes	x	175 Days	=	\$ 492,793.00
65-78 Passenger Bus	\$ 402.28	x	14 Routes	x	175 Days	=	\$ 985,586.00
36-48 Passenger Bus	\$ 402.28	x	2 Routes	x	175 Days	=	\$ 140,798.00
12-30 Passenger Mini-Bus (No Lift)	\$ 402.28	x	1 Routes	x	175 Days	=	\$ 70,339.00
b. Home to School Route Bus Excess Mileage Rate (After 50 Miles)							
83-89 Passenger Bus	\$ 1.33	x	5,000 Miles	=		=	\$ 6,650.00
65-78 Passenger Bus	\$ 1.33	x	5,000 Miles	=		=	\$ 6,650.00
36-48 Passenger Bus	\$ 1.33	x	5,000 Miles	=		=	\$ 6,650.00
12-30 Passenger Mini-Bus (No Lift)	\$ 1.33	x	5,000 Miles	=		=	\$ 6,650.00
c. Special Needs Route Bus Base Rate (First 3 Hours)							
12-30 Passenger Mini-Bus (Lift)	\$ 325.53	x	6 Routes	x	175 Days	=	\$ 341,806.50
12-30 Passenger Mini-Bus (No Lift)	\$ 325.53	x	4 Routes	x	175 Days	=	\$ 227,871.00
d. Special Needs Route Bus Excess Hourly Rate (Over Three Hours)							
12-30 Passenger Mini-Bus (Lift)	\$ 55.42	x	5,000 Hrs	=		=	\$ 277,100.00
12-30 Passenger Mini-Bus (No Lift)	\$ 55.42	x	5,000 Hrs	=		=	\$ 277,100.00
e. Trip Rates (Per Mile)							
84-89 Passenger Bus	\$ 4.03	x	1,000 Miles	=		=	\$ 4,030.00
65-78 Passenger Bus	\$ 4.03	x	1,000 Miles	=		=	\$ 4,030.00
f. Activity Vehicles Driven by District Staff (Lease)							
11-20 Passenger Activity Vehicle (No Lift)	\$ 678.34	x	12 Months	=		=	\$ 8,140.08
11-20 Passenger Activity Vehicle (With Life)	\$ 678.34	x	12 Months	=		=	\$ 8,140.08
TOTAL COST PROPOSAL							\$ 4,058,745.33

FIRST STUDENT COST COMPARISON

- \$580.44 Home to School Base Rate
- 40% higher rates than our proposed costs

\$ 4,058,745.33	Total Cost Per Year for Contract
\$ 3,453,605.17	Total Route Cost Without Excess Hours & Activity Expenses
\$ 101,576.62	Total Route Cost / by 34 Routes
\$ 580.44	Actually Cost Per Route with Fixed Cost included



AMENDMENT TO STUDENT TRANSPORTATION SERVICE AGREEMENT

This amendment (“Amendment”) to Transportation Service Agreement, effective as of December 8, 2022 (“**Amendment Effective Date**”) is executed by and between Mid Columbia Bus Company, Inc., an Oregon corporation located at 73458 Bus Barn Lane, Pendleton, OR 97801 (“**MIDCO**” or “**Contractor**”) and Umatilla School District, an Oregon school district located at 1001 6th St, Umatilla, OR 97882 (“**District**”). This amendment modifies and supplements certain terms and conditions of that certain Transportation Service Agreement executed by and between Midco and District dated August 18, 2005, as previously amended (the “**Agreement**”).

RECITALS:

- A. The Agreement sets for the terms and conditions under which Midco provides certain transportation services to District; and
- B. The parties desire to modify and supplement the Agreement to extend the term, amend the Agreement and update criteria for Services as set forth herein.

NOW THEREFORE, in consideration of the mutual covenants and conditions contained in this Amendment, and in the Agreement, the receipt and sufficiency of which are hereby acknowledged, the parties hereby agree to modify and supplement the Agreement as follows:

AMENDMENTS:

1. The parties agree that, upon the District’s written direction in each instance, MIDCO shall deliver to law enforcement photos or video in MIDCO’s care, custody or control.
2. Except as modified by this Amendment, the Agreement (as previously amended) remains in full force and effect.

IN WITNESS, WHEREOF, the parties, by their duly authorized representatives, have executed this Amendment as of the Amendment Effective Date.



Mid Columbia Bus Company

Michelle Lake

Name:
Title:

Umatilla School District #6R

Name: Heidi Sipe
Title: Superintendent



AMENDMENT TO STUDENT TRANSPORTATION SERVICES AGREEMENT

This amendment to Student Transportation Services Agreement (“**Amendment**”), effective as of April 1st, 2022 (“**Amendment Effective Date**”) is executed by and between Mid Columbia Bus Company, Inc., an Oregon corporation located at 73458 Bus Barn Lane, Pendleton, OR 97801 (“**MIDCO**” or “**Contractor**”) and Umatilla School District, an Oregon school district located at 1001 6th St, Umatilla, OR 97882 (“**District**”). This amendment modifies and supplements certain terms and conditions of that certain Student Transportation Services Agreement executed by and between Midco and District dated April 1st, 2021, as previously amended (the “**Agreement**”).

RECITALS:

- A. The Agreement sets for the terms and conditions under which Midco provides certain transportation services to District; and
- B. The parties desire to modify and supplement the Agreement to extend the term as set forth herein and to update criteria for Services as set forth herein.

NOW THEREFORE, in consideration of the mutual covenants and conditions contained in this Amendment, and in the Agreement, the receipt and sufficiency of which are hereby acknowledged, the parties hereby agree to modify and supplement the Agreement as follows:

AMENDMENTS:

1. The parties acknowledge and agree that the Agreement shall be effective on July 1st, 2022, and shall continue in force and effect until June 30th, 2024, with an option to renew for an additional 1-to-5-year term.
2. Driver Wage Increase. District agrees to fund a driver wage increase with rates to be agreed upon in writing between District and Contractor by April 15, 2022.
3. Fleet. Contractor agrees to supply a new bus and several newer buses for the 2022-2023 school year. “Newer” means buses manufactured after 2017.



4. Service Level Guarantee. Contractor agrees to a service level guarantee. Without limiting the District's other rights and remedies under the Agreement, at law, and in equity, the following will result in liquidated damages (but not a penalty) in the amounts set forth below for Contractor's service level guarantee failures:
- a. If a Home to School Route Bus is more than 10 minutes late without advanced written notification to the District, Contractor will pay District \$200 for each such violation.
 - b. If an Activity Bus is more than 15 minutes late without advanced written notice to the district, Contractor will pay District \$200 for each such violation.
 - c. If a Home to School Route must be doubled/combined, District will receive a 50% discount on that route for that day.
 - d. If a Home to School Route does not run without advanced written notice to the District, Contractor will pay District \$3,000.
 - e. If a bus breaks down on a trip and a replacement bus is not provided within an hour of notice of breakdown, Contractor will not charge District for the trip.

The above liquidated damages are cumulative. The District may deduct the above liquidated damages from payments due to Contractor.

5. Termination for Convenience. District may terminate the Agreement (as amended) for its convenience by providing six months' advance notice to Contractor. The Contractor agrees that in the event of a termination for convenience, Contractor shall not be entitled to any compensation or markup, including but not limited to overhead and profit, on transportation services not performed.
6. Scope of Amendment. Except as modified by this Amendment, the Agreement (as previously amended) remains in full force and effect.

IN WITNESS, WHEREOF, the parties, by their duly authorized representatives, have executed this Amendment as of the Amendment Effective Date.

Mid Columbia Bus Company

Umatilla School District #6R

A handwritten signature in black ink that reads "Chuck Moore".

Name: Chuck Moore
Title: Region Vice President

Name: Heidi Sipe
Title: Superintendent

**UMATILLA SCHOOL DISTRICT 6-R
TRANSPORTATION SERVICE AGREEMENT**

August 18, 2005

THIS AGREEMENT is made and entered into as of the above date by and between the parties set forth below.

1. Parties.

The parties to this agreement are Umatilla School District #6-R, 1470 Seventh St., P. O. Box 430, Umatilla, Oregon 97882, ("District") and Mid Columbia Bus Co., Inc., an Oregon corporation, 73458 Bus Barn Lane, Pendleton, Oregon 97801 ("Contractor").

2. Scope of Agreement.

Contractor shall, during the period hereinafter set forth, provide and maintain the required number of school buses to conveniently and safely transport all students designated by Umatilla School District to be served under the provisions of this contract. Such transportation shall be provided for "home- to-school" service for each and every day that school is convened and, in addition, the Contractor shall, during the period of this agreement, provide activity transportation for all students or authorized personnel as may be required by the District (field trips, excursions, athletic activities or any other purpose designated by the District).

3. Term.

The term of this agreement is from July 1, 2005 to June 30, 2009. Effective July 1, 2005, this agreement supersedes and replaces any prior agreement concerning transportation services between these parties.

It is the intention of the parties to renegotiate a four-year agreement on an annual basis. Accordingly, on or before March 15, 2006 and on or before each March 15 thereafter, Contractor shall propose a new four-year contract to District, which shall be intended to supersede the agreement then in effect on July 1 of the year in which such new contract is proposed. The parties shall thereupon enter into good faith negotiations for the purpose of annually executing, and mutually agreeing to the terms of, a new four-year contract. This clause shall be effective only during such time as there is a contract in effect between these parties. The District has no obligation to extend the contract, it is only obligated to negotiate in good faith with the Contractor.

This contract shall run from July 1 through June 30 of each year irrespective of the payment schedule.

4. Equipment.

A. The Contractor shall keep all equipment used to fulfill the terms of this Agreement in strict accordance with the state and federal specifications and standards for school buses, and such equipment shall be maintained in good mechanical and other order at all times and successfully pass any required state and federal school bus inspections. The buses shall be kept in clean and sanitary condition at all times, and shall be open to examination and subject to approval of District. Contractor agrees to administer an extensive preventative maintenance system on all buses that are used under this contract which will include:

- (1) Twice daily pre-trip bus inspections;
- (2) Withdraw a bus from service if a serious defect exists, which includes steering, brakes, primary vision, exhaust wheels and tires.

B. In addition to the number of required home-to-school buses, Contractor agrees to maintain sufficient spare buses to be utilized for trips conflicting with the regular home-to-school transportation hours so as to have at all times, an adequate number of buses to fulfill its obligation for activity and athletic trips or any other usage needed by the District. By August 30, of each year of this agreement, upon request by the District, the Contractor shall submit a list of buses to be provided under this contract, including the year, make, capacity, and specifications of each.

C. Contractor shall keep enough standby equipment available to assure uninterrupted service in the event of mechanical breakdowns.

D. The Contractor shall equip all regular route buses with F.M. band type Radios. These radios are to be used for daily dispatching service, as well as Communicating to a regional or division supervisor. The Contractor is to supply a base station at the Contractors main office as a continual communication link.

E. The District reserves the right to inspect, approve or reject any vehicle. All regular route buses will not exceed the following age limitations:

Gasoline 12 years (Average age no more than 7 years.)

Diesel 15 tears (Average age no more than 8 years.)

F. Contractor agrees to provide a 47 passenger motor coach for use by the District on various field trips, band trips, and athletic trips.

5. Schedules and Routes.

A. Routing and scheduling of buses shall be the responsibility of the Contractor. The Contractor may describe to the District, if requested, the routes being followed. Contractor shall schedule all routes with the District's approval, in keeping with the safety of the children, so as to deliver students and so as to return them to their respective designated stops within a reasonable time after the close of the school day. The Contractor is to cooperate with the District in maintaining good public relations with the community so that any items affecting transportation can be brought to the attention of the public at the earliest possible date. All route records shall remain the exclusive property of Contractor, and Contractor shall not be required to disclose the same to any third person or party.

B. In the designation and selection of routes, the Contractor shall be limited to operation of equipment on highways, roads and streets that are owned and maintained by the State of Oregon, or any of the various cities, towns, or counties located within the District. However, where the safety of children is involved, the District, at its option, may specify that the Contractor shall operate over private roads which are maintained in condition equal to that of the maintenance provided for public roads.

C. The Contractor shall design a routing system so as to conform with students' addresses, school and delivery times, as provided by the District.

D. During inclement weather, the District has the sole responsibility of altering bus routes or canceling bus service for that day. The Contractor is to act as a resource, checking on road conditions and weather conditions in the school district boundaries, so as to provide the District with as much information as possible. Should bus service be required, the Contractor agrees that it will abide by the decision of the District and will run routes as normally as possible. The Contractor shall equip all route buses with a minimum of one set of tire chains. It shall be the responsibility of the Contractor to chain up buses when road conditions require such action and the Contractor shall include the expense of chaining up buses as part of the regular daily rate.

6. Rates.

A. The home-to-school operation of buses will be on the basis of so much per bus per day and so much per mile based on the total miles for each route. Mileage is the most direct route from the bus storage facility to the start of the agreed upon route and return to the storage area. Special need routes will be on the basis of so much per bus per day base on a three hour minimum and so much per hour based on any hours in excess of the three hour minimum.

B. Activity trips, field trips, etc., both inside and outside the District, will be charged at a rate per mile based on capacity of vehicle or bus used, plus a driver rate per hour. Athletic trips require a higher rate due to the need for overtime pay, length and time of athletic trips, specialized equipment and special skills required of the driver.

C. Rates shall be as described in the page entitled "Cost of Transportation Service" (Exhibit "A"), which is attached to this agreement.

7. Rate Adjustment.

A. It is recognized by the parties hereto: (1) that certain of the Contractor's operating expense, such as the cost of materials, service and labor, may change materially, up or down, during the contract period; (2) that such change in cost cannot be determined in advance; (3) that without a realistic escalation clause in the contract the parties must, of necessity, agree on a rate high enough to compensate for possible yet unknown added costs to cover the entire term of the contract; (4) that if an escalation clause which is fair and just is included in the contract, cost projections can be more accurate and the corresponding rate will be lower than it otherwise would be.

B. This escalation clause is intended to deal with the following conditions:

1. Increases in operating expenses caused routinely and ordinarily by a generally inflating economy; or
2. Extraordinary increases in operating expenses; or
3. Capital outlay necessitated by modifying the existing bus fleet to accommodate new regulations; or
4. Extraordinary increases in the cost of new buses to be operated under this contract.

C. It is therefore agreed by both parties that payment for services described herein shall be negotiated each year up or down to coincide with the annual change in operational costs and that the negotiated compensation for that particular fiscal year shall be incorporated into this agreement in the form of a revised Exhibit "A". Negotiations or adjustments are to be completed by the end of each calendar year and applied on a percentage basis to the contract rate for the ensuing fiscal year.

D. If the parties cannot agree to increases or decreases in Contractor's operating expenses, then they shall be determined by arbitration through the American Arbitration Association and its rules and regulations. The expenses of such arbitration will be shared equally by the parties.

E. It is understood by both parties that the rates established are based on current bus routes and a projected number of days in the school year. Changes in either of those conditions impact the rates and will result in the need to negotiate new rates.

8. Fuel.

In order to eliminate the cost of fuel from the negotiation process, the following method will be used to establish a fair price to all parties involved.

The Contractor's daily bus rate and per mile rate are set forth on the attached rate addendum and are computed on a base fuel rate of 66.8 cents (excluding federal tax).

A. Daily per Bus Rate. For each \$.025 increase or decrease in the cost of fuel to the Contractor, this rate will increase or decrease by \$.25.

B. Per Mile Rate. For each \$.025 increase or decrease in the cost of fuel to the Contractor, this rate will increase or decrease by \$.005.

C. Per Hour Rate. For each \$.025 increase or decrease in the cost of fuel to the Contractor, this rate will increase or decrease by \$.10

These rates are described in Exhibit "B", attached hereto.

Payment for these adjustments will be noted on each monthly invoice and will be accounted for on the final check drafted in May of each year.

9. Billing and Payment of Compensation.

The District agrees to pay within 15 days of receipt of a detailed invoice. The invoice shall detail all services and costs for transportation for the month the service was provided.

10. Contractor's Personnel and Facilities.

A. The Contractor shall employ an on-site manager and designate a safety and discipline officer, who shall work with students, driver, school personnel, and parents.

B. The Contractor shall have supervisory personnel located no more than 1 hour from the District office so as to be readily available to deal with serious discipline problems, equipment failure, accidents, or other emergencies that may occur. In addition, the Contractor's transportation shop and office may be located outside the boundaries of the District, provided all school bus/driver time and mileage required to dead-head school bus equipment to/from the District, shall begin and end at the District's boundary. Contractor's facility shall be capable of storing and maintaining the number of buses required to perform the duties as outlined in this agreement.

C. The Contractor shall permit subject vehicles to be operated only by trained and competent drivers who hold a valid Class "B" Commercial Drivers License (C.D.L.) with appropriate endorsements, and where applicable by law, a school bus driver's license issued by the State of Oregon.

D. The Contractor shall administer a satisfactory safety program. Said Program shall include but not be limited to regularly scheduled safety meetings for the Contractor's personnel, behind-the-wheel training, multi-media first aid classes, fire suppression and emergency evacuation procedures. A driver supervisor shall ride with every driver at least twice each school year for the purpose of evaluating his/her driving practices with respect to safety, mechanical operation, and conformance with applicable laws, rules and regulations, including adherence to published time schedules.

E. The Contractor will make a written report within 24 hours of any accident over \$500.00 involving a school bus, while in operation for the District.

F. It is the essence of this contract that the students be transported to and from school regularly, promptly, safely, and without interruption or incident, and that the interests of the children in such transportation shall take precedence over the interests of either the Contractor and its drivers, or the District. It shall be the primary obligation of the Contractor to provide a continuous and reliable service. It is recognized that, for the protection of the children, drivers and all other persons coming in contact with the children must be of stable personality and of highest moral character. The District places upon the Contractor, and the Contractor agrees to accept, the full responsibility of assuring such qualities in its personnel. The Contractor agrees that it will not knowingly allow any person to drive a school bus whose moral character is not of the highest level or whose conduct might, in any way, expose a child to any impropriety of work or conduct whatsoever, nor shall the Contractor knowingly allow any person to drive a school bus who is not at the time in a condition of mental and emotional stability.

G. The responsibility for hiring and discharging personnel, in respect to all of the foregoing, shall rest entirely upon the Contractor and the Contractor agrees that it shall enter into no agreement or arrangement with any employee, person, group or organization which will in any way interfere with the Contractor's ability to comply with this requirement. The Contractor further agrees to employ local people when at all possible.

11. Insurance and Indemnity.

Contractor agrees to provide and pay premiums on insurance against bodily injury liability and property damage protecting the School District, its Board of Directors, and the individual members thereof, the owners of the buses, drivers of the buses, and supervisory personnel with the following coverage and sums:

- A. *Commercial General Liability*—Contractor shall obtain at Contractor's expense and keep in effect during the term of this contract. Commercial General Liability Insurance covering bodily injury and property damage. This insurance shall include products/completed operations liability coverage, personal injury liability coverage and contractual liability coverage for the indemnity provided under this contract.

Combined single limit per occurrence shall not be less than \$1,000,000 or equivalent. Each annual aggregate limit shall not be less than \$1,000,000 where applicable.

- B. *Automobile Liability*—Contractor shall obtain at Contractor's expense and keep in effect during the term of this contract, Automobile Liability Insurance Covering bodily injury and property damage.

Combined single limit per occurrence shall not be less than \$1,000,000 or equivalent.

- C. *Umbrella/Excess Liability*—Contractor shall obtain at Contractor's expense and keep in effect during the term of this contract Umbrella/Excess Liability Insurance.

Combined single limit per occurrence shall not be less than \$9,000,000. Aggregate limit shall not be less than \$9,000,000.

- D. *Additional Insured*—School District, its elected officials, departments, employees and agents shall be named as additional insureds on said policies.

- E. *Hold Harmless*—Contractor shall also defend, indemnify and hold harmless the District from and against any and all claims, suits, judgements and demands whatsoever, including without any limitation, cost, litigation expense, counsel fees and liability with respect to injury to or death of any person by reason of negligent operation of the buses of the contractor.

- F. *Upon Request*, Contractor shall deliver to District documents attesting to said coverage and shall promptly notify District of any and all changes and/or cancellations thereof.

12. Compliance with Law.

- A. The Contractor agrees to abide by the provisions in Oregon Revised Statutes, Chapter 279, Public Contracts and Purchasing that pertain to this contract, including but not limited to:

(1) ORS 279.312: Conditions of public contracts concerning payment of laborers and material, contribution to Industrial Accident Fund, liens and withholding taxes;

(2) ORS 279.314: Conditions concerning payment of claims by public officers;

(3) ORS 279.316: Conditions concerning hours of labor;

(4) ORS 279.320: Conditions concerning payment of medical care and attention to employees; and

(5) ORS 279.334: Maximum hours of labor on public contract, holidays, exceptions.

B. During the entire term of this agreement, the Contractor shall comply in every respect with all laws, rules and regulations of the State of Oregon and the United States of America affecting or regulating the transportation of school children including, but not limited to the Motor Vehicle Code, and rules promulgated by Oregon Department of Education.

C. Transportation shall be provided in accordance with the provisions of the rules, regulations and statutes prevailing in the State of Oregon and the United States of America.

13. State or Federally Mandated changes in School Bus Regulations.

It is recognized by the parties hereto: (1) That compensation as provided in this contract covers current state and/or federally mandated student transportation regulations, including school buses and motor coaches; (2) That changes in current state and/or federal mandates regarding school bus and motor coach transportation are subject to change during the term of the contract; (3) That such change in cost cannot be determined in advance; (4) That confirmed cost due to mandated changes not covered by other funding sources, shall be the responsibility of the District and will be added to the rates in effect at that time.

14. Termination of Contract.

A. Default.

Should the Contractor fail to comply with any of the terms or conditions set forth in this agreement, or should the Contractor become in any way unfit, unqualified or unable to perform all of its duties under this contract, then and in that event, with sixty (60) days written notice to the Contractor, this agreement may be terminated.

B. Funding.

The District shall perform its obligations under this contract as long as it has funds available to it to budget and spend on student transportation that equal or exceed the funds budgeted and available for it to spend on student transportation on the date of this agreement; provided, however, that after the first year of this contract, in each subsequent year of this agreement the District shall be entitled to reduce the amount it is otherwise required to pay to Contractor under this agreement in an amount not to exceed thirty (30%) percent of the amount it budgeted for student transportation in the preceding year, and if it does so, the Contractor shall be entitled to reduce the services it is required to provide to the District by the same percentage that the District elects to reduce its contractual obligations to the Contractor. Notwithstanding anything herein to the contrary, this agreement shall not require the District, its board, committees or administration, to violate any law governing the matters which are the subject of this agreement.

C. Force Majeure.

It is agreed by the parties that in the event the Contractor is unable to provide transportation service as herein specified because of acts of God, fire, riot, war, picketing, civil commotion, strikes, labor disputes, or any other similar condition, the District shall excuse the Contractor from performance hereunder, and shall have the right to take over the operation of such buses that the Contractor is prevented from running with such school employees or other persons as the District may deem appropriate until the Contractor is able to resume operation. The Contractor shall keep all such buses serviced and fueled for the District's use at all times. The District shall pay to the Contractor for such buses the same amount specified in the rate schedule, less all reasonable expenses and costs incurred by the District in securing the services of said operation personnel.

15. Miscellaneous.

A. Attorney's Fees.

In the event suit or action is instituted to enforce this agreement, or to enforce any of the terms hereof, the prevailing party shall be entitled to such sums as the court may adjudge reasonable as attorney's fees in said suit or action.

In the event of an appeal from a judgment or decree in any suit or action brought to enforce any of the terms or conditions of this agreement, the prevailing party shall be entitled to such sums as the court may adjudge reasonable as attorney's fees in such an appeal.

B. Assignment.

The Contractor shall not sell or assign the agreement, nor any interest herein, nor shall it subcontract any part thereof, without prior written approval of the District; provided, however, that Contractor may at any time assign this contract and all of its rights and duties hereunder, to Pendleton Bus Co., a subsidiary company of Contractor.

C. Contractor Not an Agent.

In the interpretation of this agreement and relations between the Contractor and the District, the same shall be constructed as being an independent agreement with the Contractor for furnishing transportation only, and the Contractor shall not be held or deemed in any way to be an agent, employee, or official of the District.

IN WITNESS WHEREOF, the parties have caused this agreement to be duly executed pursuant to Resolutions duly adopted by their respective Board of Directors, all on the day and year first above written.

UMATILLA SCHOOL DISTRICT 6-R
Umatilla, Oregon

By: Brian Soy
Superintendent
(Print Title)

8/24/05
(Date)

MID COLUMBIA BUS CO., INC.

By: Lewis J. Sambert
Lewis J. Sambert
(Print Title)

6/27/05
(Date)

MID COLUMBIA BUS CO., INC
UMATILLA SCHOOL DISTRICT NO. 6R
COST OF TRANSPORTATION SERVICES
RATE SHEETS
2005/2006 SCHOOL YEAR

EXHIBIT "A"

FY
25/26

A. HOME TO SCHOOL

Base daily rate per bus \$169.78

Base daily mileage rate per bus \$ 1.10

B. KINDERGARTEN RATE

Base daily mileage rate per bus \$ 1.10

C. SPECIAL NEEDS

Three Hour Minimum \$185.58

Excess Hourly Rate for Each Hour Over Three Hours \$ 16.59

C. ACTIVITY TRIPS

School bus rate per mile \$ 1.27

Motor coach rate per mile \$ 1.81

Per mile D/H rate when more than (1) motor coach is requested. \$ 1.66

Driver rate per hour (standby time only) \$ 12.59

Driver overtime (after 8 hours per day and for all hours weekends and holidays) add per hour to driving and standby time. \$ 6.30

Driver overnite rate (meals & motel) \$ 73.32

D. TYPE 20 VEHICLES

Rate Per Mile \$ 1.12

E. ACTIVITY VEHICLE

Maintenance Cost Per Mile \$.46

MID COLUMBIA BUS CO., INC. ADDENDUM B
 FUEL RATES/MILEAGE RATES
 UMATILLA SCHOOL DISTRICT #6R
 2004/2005 SCHOOL YEAR

FUEL COST DAILY RATE MILEAGE RATE

\$0.318	\$166.28	\$1.030
\$0.343	\$166.53	\$1.035
\$0.368	\$166.78	\$1.040
\$0.393	\$167.03	\$1.045
\$0.418	\$167.28	\$1.050
\$0.443	\$167.53	\$1.055
\$0.468	\$167.78	\$1.060
\$0.493	\$168.03	\$1.065
\$0.518	\$168.28	\$1.070
\$0.543	\$168.53	\$1.075
\$0.568	\$168.78	\$1.080
\$0.593	\$169.03	\$1.085
\$0.618	\$169.28	\$1.090
\$0.643	\$169.53	\$1.095

BASE \$0.668 \$169.78 \$1.100

\$0.693	\$170.03	\$1.105
\$0.718	\$170.28	\$1.110
\$0.743	\$170.53	\$1.115
\$0.768	\$170.78	\$1.120
\$0.793	\$171.03	\$1.125
\$0.818	\$171.28	\$1.130
\$0.843	\$171.53	\$1.135
\$0.868	\$171.78	\$1.140
\$0.893	\$172.03	\$1.145
\$0.918	\$172.28	\$1.150
\$0.943	\$172.53	\$1.155
\$0.968	\$172.78	\$1.160
\$0.993	\$173.03	\$1.165
\$1.018	\$173.28	\$1.170
\$1.043	\$173.53	\$1.175
\$1.068	\$173.78	\$1.180
\$1.093	\$174.03	\$1.185
\$1.118	\$174.28	\$1.190
\$1.143	\$174.53	\$1.195
\$1.168	\$174.78	\$1.200
\$1.193	\$175.03	\$1.205
\$1.218	\$175.28	\$1.210
\$1.243	\$175.53	\$1.215
\$1.268	\$175.78	\$1.220
\$1.293	\$176.03	\$1.225
\$1.318	\$176.28	\$1.230
\$1.343	\$176.53	\$1.235
\$1.368	\$176.78	\$1.240
\$1.393	\$177.03	\$1.245
\$1.418	\$177.28	\$1.250
\$1.443	\$177.53	\$1.255
\$1.468	\$177.78	\$1.260
\$1.493	\$178.03	\$1.265
\$1.518	\$178.28	\$1.270
\$1.543	\$178.53	\$1.275
\$1.568	\$178.78	\$1.280
\$1.593	\$179.03	\$1.285
\$1.618	\$179.28	\$1.290
\$1.643	\$179.53	\$1.295
\$1.668	\$179.78	\$1.300
\$1.693	\$180.03	\$1.305
\$1.718	\$180.28	\$1.310
\$1.743	\$180.53	\$1.315
\$1.768	\$180.78	\$1.320
\$1.793	\$181.03	\$1.325
\$1.818	\$181.28	\$1.330
\$1.843	\$181.53	\$1.335
\$1.868	\$181.78	\$1.340
\$1.893	\$182.03	\$1.345
\$1.918	\$182.28	\$1.350
\$1.943	\$182.53	\$1.355
\$1.968	\$182.78	\$1.360
\$1.993	\$183.03	\$1.365
\$2.018	\$183.28	\$1.370
\$2.043	\$183.53	\$1.375
\$2.068	\$183.78	\$1.380
\$2.093	\$184.03	\$1.385
\$2.118	\$184.28	\$1.390
\$2.143	\$184.53	\$1.395
\$2.168	\$184.78	\$1.400
\$2.193	\$185.03	\$1.405
\$2.218	\$185.28	\$1.410
\$2.243	\$185.53	\$1.415
\$2.268	\$185.78	\$1.420

MID COLUMBIA BUS CO., INC. ADDENDUM B

FUEL RATES/MILEAGE RATES
 UMATILLA SCHOOL DISTRICT #6R
 2005/2006 SCHOOL YEAR
 SPECIAL NEED ROUTES

FUEL COST	DAILY RATE	HOURLY RATE
\$0.318	\$182.08	\$15.19
\$0.343	\$182.33	\$15.29
\$0.368	\$182.58	\$15.39
\$0.393	\$182.83	\$15.49
\$0.418	\$183.08	\$15.59
\$0.443	\$183.33	\$15.69
\$0.468	\$183.58	\$15.79
\$0.493	\$183.83	\$15.89
\$0.518	\$184.08	\$15.99
\$0.543	\$184.33	\$16.09
\$0.568	\$184.58	\$16.19
\$0.593	\$184.83	\$16.29
\$0.618	\$185.08	\$16.39
\$0.643	\$185.33	\$16.49

BASE \$0.668 \$185.58 \$16.59

\$0.693	\$185.83	\$16.69
\$0.718	\$186.08	\$16.79
\$0.743	\$186.33	\$16.89
\$0.768	\$186.58	\$16.99
\$0.793	\$186.83	\$17.09
\$0.818	\$187.08	\$17.19
\$0.843	\$187.33	\$17.29
\$0.868	\$187.58	\$17.39
\$0.893	\$187.83	\$17.49
\$0.918	\$188.08	\$17.59
\$0.943	\$188.33	\$17.69
\$0.968	\$188.58	\$17.79
\$0.993	\$188.83	\$17.89
\$1.018	\$189.08	\$17.99
\$1.043	\$189.33	\$18.09
\$1.068	\$189.58	\$18.19
\$1.093	\$189.83	\$18.29
\$1.118	\$190.08	\$18.39
\$1.143	\$190.33	\$18.49
\$1.168	\$190.58	\$18.59
\$1.193	\$190.83	\$18.69
\$1.218	\$191.08	\$18.79
\$1.243	\$191.33	\$18.89
\$1.268	\$191.58	\$18.99
\$1.293	\$191.83	\$19.09
\$1.318	\$192.08	\$19.19
\$1.343	\$192.33	\$19.29
\$1.368	\$192.58	\$19.39
\$1.393	\$192.83	\$19.49
\$1.418	\$193.08	\$19.59
\$1.443	\$193.33	\$19.69
\$1.468	\$193.58	\$19.79
\$1.493	\$193.83	\$19.89
\$1.518	\$194.08	\$19.99
\$1.543	\$194.33	\$20.09
\$1.568	\$194.58	\$20.19
\$1.593	\$194.83	\$20.29
\$1.618	\$195.08	\$20.39
\$1.643	\$195.33	\$20.49
\$1.668	\$195.58	\$20.59
\$1.693	\$195.83	\$20.69
\$1.718	\$196.08	\$20.79
\$1.743	\$196.33	\$20.89
\$1.768	\$196.58	\$20.99
\$1.793	\$196.83	\$21.09
\$1.818	\$197.08	\$21.19
\$1.843	\$197.33	\$21.29
\$1.868	\$197.58	\$21.39
\$1.893	\$197.83	\$21.49
\$1.918	\$198.08	\$21.59
\$1.943	\$198.33	\$21.69
\$1.968	\$198.58	\$21.79
\$1.993	\$198.83	\$21.89
\$2.018	\$199.08	\$21.99
\$2.043	\$199.33	\$22.09
\$2.068	\$199.58	\$22.19
\$2.093	\$199.83	\$22.29
\$2.118	\$200.08	\$22.39
\$2.143	\$200.33	\$22.49
\$2.168	\$200.58	\$22.59
\$2.193	\$200.83	\$22.69
\$2.218	\$201.08	\$22.79
\$2.243	\$201.33	\$22.89

Library Surplus

- 9 Woodcock-Munoz Language Survey (English)
- 2 Woodcock-Munoz Language Survey (Spanish)
- 2 WM administration manuals
- 4 WM CD-ROMs

McNary Heights Elementary School

May Board Report 2023



Home of the Mustangs

Principal: Nicole Coyle Vice Principal: Tim Young
Director of Elementary Programs: Taunya Daniel

Enrollment:

As of May 4, 2023, we have 643 students currently enrolled at McNary.

Enrollment by grade level: Kinder = 100, 1st = 98, 2nd = 99, 3rd = 116, 4th = 110 5th = 127

Last year there were 650 students enrolled at this time.

April Professional Development:

- **MTSS Data Team Lead Meeting** Tuesday, May 2nd at 3:45
- **Math Adoption Team Meeting** Friday, May 5th at 12:15
- **CORE Team Meeting:** Friday, May 5th at 12:15
- **Data Team Meetings:** Friday, May 19th at 1:15
- **CORE Team Meeting:** Friday, June 2nd at 12:15

Calendar

- May 5th School Lunch Hero Appreciation Day!
- May 8th-12th Teacher Appreciation Week!
- May 8th-12th MAPS Reading Fluency Benchmark Testing
- May 9th Life Skills Field Trip to Planetarium
- May 10th School Nurse Appreciation Day!
- May 15th-19th Kindergarten Registration
- May 15th-19th MAPS Testing
- May 18th 5th Grade Zoo Trip
- May 24th REN Dinner
- May 25th 2nd-5th grade Olympics
- May 26th Kinder Field Trip (3 classes)
- May 29th Memorial Day (No school)
- June 2nd Kinder Field Trip (2 classes)
- June 2nd 5th Grade Fly-Up Day
- June 5th Behavior Party
- June 6th Presidential Awards
- June 6th OMSI Assemblies
- June 7th MOST Assemblies
- June 7th Kindergarten Graduation
- June 8th Talent Show
- June 9th Field Day

McNary Heights Elementary School

May Board Report 2023



Home of the Mustangs

Principal: Nicole Coyle Vice Principal: Tim Young
Director of Elementary Programs: Taunya Daniel

Vice Principal's Report

Discipline:

We have had 52 major referrals between 04/07/23 and 05/05/23

- 18 Minors to Major
- 5 Physical Aggression/Fighting
- 7 Insubordination
- 5 Assault
- 1 Threatening
- 8 Harassment
- 1 Defiance and Disrespect
- 3 Inappropriate Language
- 2 Horseplay/Recess
- 1 Inappropriate Use of Technology
- 1 Sexual Harassment
- 1 Fireworks
- 1 Abusive Language
- 1 Activity Violation

McNary Heights Elementary School

May Board Report 2023



Home of the Mustangs

**Principal: Nicole Coyle Vice Principal: Tim Young
Director of Elementary Programs: Taunya Daniel**

SAFETY:

We had a fire drill on April 25th at 1:45pm.

ACTIVITIES (May):

Fab Fridays: We are wanting to improve attendance, and we are starting with focusing on improving Friday attendance. Every student receives a ticket when they arrive. During the day, the school attendance total is announced, how it compares to the previous Friday's attendance, and what our goal is for the next Friday. I then draw a ticket and announce it over the intercom. The student with the winning ticket can choose up to three friends to eat lunch with me that day.

Friday, April 6: 87% of the students attended.

Friday, April 27: 86% of the students attended.

McNary Heights Elementary School

May Board Report 2023



Home of the Mustangs

Principal: Nicole Coyle Vice Principal: Tim Young
Director of Elementary Programs: Taunya Daniel



We celebrated Mr. Young, who finished the Boston Marathon on April 17th!!!



**Clara Brownell Middle School
School Board Report
April 2023
Anthony Brown
Dean of Students/Athletic Director**

Discipline:

- 3 students served O.S.S. in April.
- 10 in-school suspensions in April.

Student Activities:

- Vaping presentation was held in the gym for all students on April 20th. The presenter was able to talk to the students about the dangers of vaping, peer pressure and how to say no.
- The last two track meets are April 4th at Riverside and April 11th at Pendleton.



Clara Brownell Middle School
Board Report
Rick Cotterell

Enrollment 2022-2023									
	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
6th	104	99	97	95	98	99	101	99	100
7th	114	104	106	107	99	101	103	100	100
8th	123	120	118	120	118	122	124	122	122
Total	341	323	321	322	315	322	328	321	322

May 2023

Spring conferences were held April 20-21, and we had 67 families participate. We were joined by Nayeli Contreras from OSU extension, who visited with families about the Juntos program. Juntos is a pathway program that connects students to colleges; however, it is unique in its aim to engage the entire family in the process. We appreciated her bringing information for our families, and we look forward to working more closely with her and the Juntos program next year.

Spring MAPs testing will take place May 16-17. Similar to winter testing, heavy emphasis will be put on test prep, individualized goal setting, and incentives for growth. Our goal is for 50% of students in each grade level to make their individualized growth goal.

Eligible 8th-grade students will be invited to participate in the promotion ceremony and dance taking place on Tuesday, June 6. Please reach out to me if you would like seats reserved for the event.

Upcoming Events:

May 16-17: Spring MAPs testing

May 18: UHS/CBMS Spring Concert

May 19: Data Teams

May 29: Memorial Day – No school

May 30-June 1: Outdoor School for 6th-grade students

June 2: 5th-grade Fly Up Day – no school for 6th-grade students

June 6: 8th-grade Promotion Celebration

June 7: CBMS Core Team

June 9: Last day for students

UMATILLA HIGH SCHOOL



Board Report May 2023

Earth Science and Earth Day: Earth Science had a guest speaker who shared information about the water quality and nitrates in our water in Umatilla County. He will finish up next week. Our Earth Science classes will be going to LIGO Hanford Observatory next week.

The Earth Science students created lesson plans, gathered materials, and presented them during Earth Day for MHES. They did a fantastic job. It was a positive experience for the high school students to be able to go back to Earth Day from their elementary years and become role models.



Afterschool Drama Club Presents: You are invited to our spring play. Mr. Hill and his actors have been working hard on this play and are eager to perform. These students have done an excellent job this year and always put on an enjoyable show.

The
Incomplete
Life
&
Random
Death
Of
Molly
Denholtz

a play by
IAN McWETHY

MAY
17th
19th
20th
@7:00

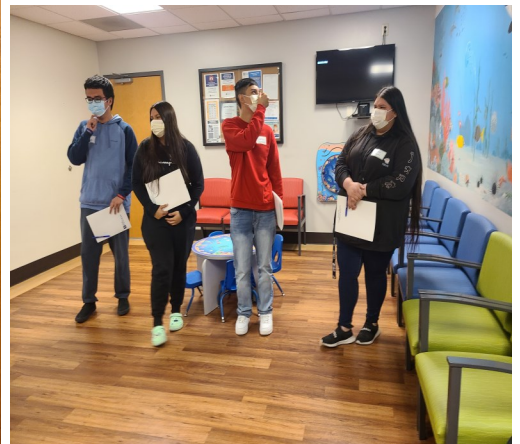
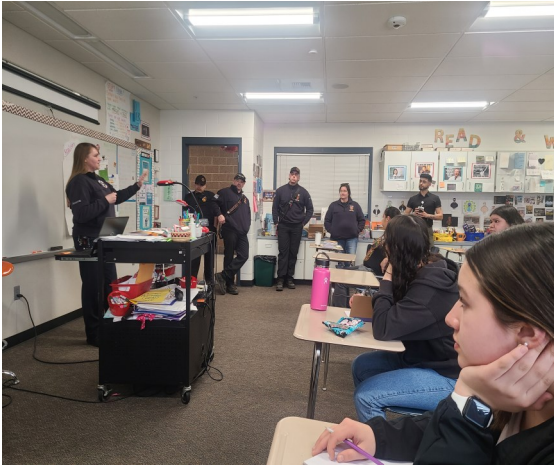
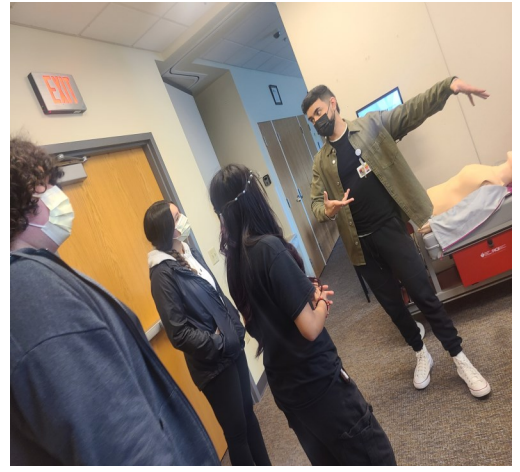
presented by
UMATILLA HIGH SCHOOL DRAMA CLUB
UHS Stage - Free Admission

Careers in Health Sciences :

I would like to report on the Health Careers class. The speakers we have had have been phenomenal. They come once a week. We have learned about respiratory therapists, nurses, a person in HR, a nuclear Medicine Technologist, an Emergency Medical Technician, ICU nurses, Xray Technician, an LPN, a lab technician/ phlebotomist, an LPN, and a Community Health Worker.

We have been able to travel to the hospital for a tour, and are now starting to job shadow. So far, we have been to the women's center.

Thank you SO Much for this wonderful opportunity!!!



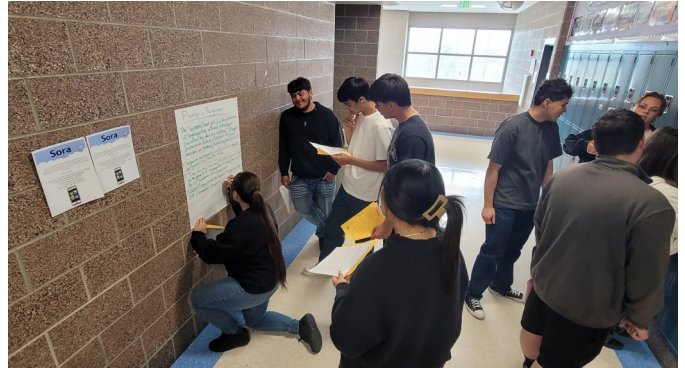
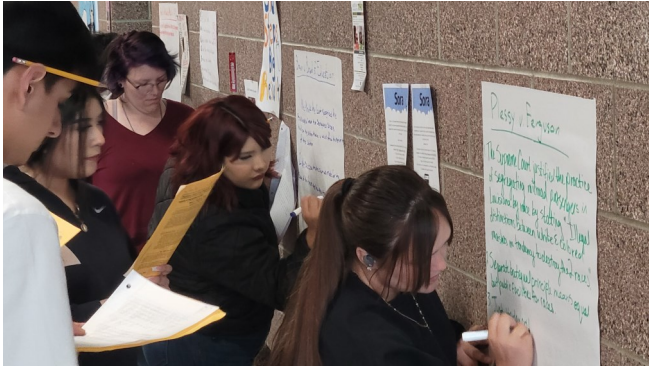


Prom 2023



Prom
2023
Umatilla High School

Civics Class: Students in Mr. Early's fifth period Civics class compare what they have learned about four U.S. Supreme Court decisions that have shaped the American ideal of "Equal Justice Under the Law" throughout our nation's history. These range from African-Americans having "no rights any white person was bound to respect" in *Dred Scott v. Sanford* to the end of legal segregation in *Brown v. Board of Education*.



May Maintenance Board Report

This month maintenance will be focusing on preventative maintenance items throughout the district, some of these preventative maintenance items will include checking all water heaters, boilers, HVAC units, plumbing within bathrooms. Grounds will be continuing to work on irrigation. We have already fixed multiple main line water leaks within the football field area. Maintenance will also be planning and prepping for end of year activities. We will be getting McNary ready to have the new playground construction to start. Custodians will be doing extra deep cleaning within areas we will be having end of the year activities at. Maintenance will also be finishing up the shot clocks at the school and then will be installing them at the Middle School.

ELD/Bilingual Board Report

May 2023

ESL & Dual Language

We are in the midst of the dog days of ESL. It's that agonizing period between finishing ELPA testing and when we receive the results, and we are waiting impatiently. As soon as we get the results – tentatively by Friday, May 12 – then we can work on placement and scheduling for next year. We also can plan for graduating (exiting) students and look at growth trends. In the meanwhile, I have been working on updating EL files.

Speaking of graduating, we now have 12 seniors who have qualified for the Oregon Seal of Biliteracy, with another 4 who may qualify before graduation.

Libraries

I have submitted our Library Revitalization grant. Through it we will be blessed to get new fiction books at each school, and more Spanish books at CBMS and MHES.

I recently submitted several end-of-the-year book orders, including purchasing copies of next year's Battle of the Books titles. So, we will have plenty of book processing to work on as soon as those come rolling in.

We plan to continue book check out up until the last two weeks of the school year, and set the Friday before the end of the year as the deadline for book returns. Also, this year (or during the summer) I will be doing inventories at all of the school libraries.

As usual, if you have any questions or comments, feel free to reach out to me. Thank you!

David Lougee



STEAM Academy of Umatilla

Stephanie Williams, Program Director 541-922-6516

Stephanie Blake, Site-coordinator MHES 541-922-6680

Tina Ridings, Site-coordinator CBMS/UHS 541-922-6543

May 2023

Dear Umatilla School Board Members,

The spring is rapidly moving! In after school, we have had several engaging activities. On Friday, April 28th, Sub Zero Nitrogen Ice Cream shop came and taught the students about states of matter and how to transfer from state to state. The presentation was well received by our students, kinder through high school. Everyone enjoyed some ice cream at the end.

Plans for our Summer School/STEAM Camp are forming nicely. While the budget is reduced compared to the last few years, enrollment is still open to all students and we are offering academics as well as our STEAM Camp. The Mobile Maker Lab from GO STEM and MCT are scheduled. Our goal is a screen free summer experience that excites and engages kids in education!

Sincerely,

Stephanie Williams

Board Talking Points

May 2023

Crystal Apple Awards IMESD is excited to sponsor our annual awards ceremony this month:

- May 8, Union County, 5:00 PM, Eastern Oregon University Gilbert Center
- May 16, Umatilla-Morrow, 5:00 PM, Pendleton Convention Center

We hope to see you there to honor our outstanding educators.

Summer Professional Development IMESD provides four core services to our component districts: Special Education, Technology, Administrative Services, and School Improvement. Over the past several years, funding for the School Improvement program increased due to the Student Success Act (SSA) and Regional Educator Network (REN) contracts. This has allowed IMESD to greatly expand our professional development offerings.

Throughout this past year, the IMESD Instructional Services team connected with each district in the region to ascertain professional development needs. This feedback resulted in the attached “Summer Series” document, detailing a vast list of workshops at little to no individual cost due to REN funding. We are looking forward to a busy summer!

MISSION

To provide outstanding customer service to our school districts in four areas: special education, technology, school improvement, and administrative services.

VISION

IMESD strives to ensure the success of every child by providing equitable services to close the opportunity gap. We are committed to the values of antiracism and multiculturalism.

IMESD/OTREN Summer Series 2023

IMESD Component Districts Only INVITE ONLY OTREN

JUNE 12 • MONDAY

- | | | |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| 8:00am – 4:00pm | <input type="checkbox"/> INVITE ONLY: Core Collaborative Content Huddle End of Year Celebration
<i>Speakers: Katie Smith, Jennifer Teeter</i> | IMESD Pendleton- Lodgepole/Ponderosa |
| 1:00pm – 2:00pm | <input type="checkbox"/> Reading with Sora - An amazing library right at your fingertips
<i>Speakers: Christie Boen</i> | IMESD Pendleton- Juniper |

JUNE 13 • TUESDAY

- | | | |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 9:00am – 11:00am | <input type="checkbox"/> Discipline and LRE for Administrators (IMESD Component districts only)
<i>Speakers: Gretchen McKay, Corrina Robinson</i> | Virtual Meeting |
| 2:00pm – 3:00pm | <input type="checkbox"/> Science of Reading Framework
<i>Speakers: Sybil Stewart</i> | IMESD Pendleton- Juniper |
| 2:00pm – 4:00pm | <input type="checkbox"/> Creating Learner Agency- Administrator Session
<i>Speakers: Jennifer Teeter, Katie Smith</i> | |

JUNE 14 • WEDNESDAY

- | | | |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 8:00am – 4:00pm | <input type="checkbox"/> Registration Required with OTREN: Rethinking Challenging Behaviors- Collaborative Problem Solving Tier 1 (Day 1 of 3)
<i>Speakers: Rick & Doris Bowman</i> | |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

JUNE 15 • THURSDAY

- | | | |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| 8:00am – 3:30pm | <input type="checkbox"/> CPI: Crisis Prevention Institute Training (IMESD Component Districts Only) | IMESD Pendleton- Lodgepole/Ponderosa |
| 8:00am – 4:00pm | <input type="checkbox"/> Registration Required with OTREN: Rethinking Challenging Behaviors- Collaborative Problem Solving Tier 1 (Day 2 of 3)
<i>Speakers: Rick & Doris Bowman</i> | |
| 8:00am – 4:00pm | <input type="checkbox"/> Substitute Teacher Essentials Facilitated Workshop
<i>Speakers: McKennon McDonald</i> | IMESD La Grande- Conference Room |

JUNE 16 • FRIDAY

- | | | |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 8:00am – 4:00pm | <input type="checkbox"/> Registration Required with OTREN: Rethinking Challenging Behaviors- Collaborative Problem Solving Tier 1 (Day 3 of 3)
<i>Speakers: Rick & Doris Bowman</i> | |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

JUNE 20 • TUESDAY

- | | | |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 8:00am – 4:00pm | <input type="checkbox"/> Behavioral Support Foundations - Elementary
<i>Speakers: Gretchen McKay, Corrina Robinson, Tonya Smith</i> | IMESD Pendleton- Lodgepole/Ponderosa |
| 8:00am – 4:00pm | <input type="checkbox"/> Crisis Response General & Lead Volunteer Training- Christine Ewing: PART 1
<i>Speakers: Christine Ewing, Alisha Delatori</i> | IMESD La Grande- Conference Room |
| 8:00am – 4:00pm | <input type="checkbox"/> Registration Required with OTREN: Conscious Discipline Academy | Armand Larvie Middle School- Hermiston, OR |

JUNE 21 • WEDNESDAY

- | | | |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| 8:00am – 4:00pm | <input type="checkbox"/> Behavioral Support Foundations - Secondary
<i>Speakers: Gretchen McKay, Corrina Robinson, Tonya Smith</i> | IMESD Pendleton- Lodgepole/Ponderosa |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|

8:00am – 4:00pm ○ **Crisis Response General & Lead Volunteer Training with- Christine Ewing: Part 2** IMESD Pendleton- Tamarack
Speakers: Christine Ewing, Alisha Delatori

8:00am – 4:00pm ○ **Registration Required with OTREN: Conscious Discipline Academy** Armand Larvie Middle School- Hermiston, OR

9:00am – 12:00pm ○ **(K-12) Student-Centered Feedback** IMESD Pendleton- Juniper
Speakers: Ayla Olson, Beth Naughton, Jennifer Teeter

12:00pm – 4:00pm ○ **(K-12) Structuring Student Discussions** IMESD Pendleton- Juniper
Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton

JUNE 22 • THURSDAY

8:00am – 4:00pm ○ **Behavioral Support Foundations (Elementary)** IMESD La Grande- Conference Room
Speakers: Gretchen McKay, Corrina Robinson, Tonya Smith

8:00am – 4:00pm ○ **Registration Required with OTREN: Conscious Discipline Academy** Armand Larvie Middle School- Hermiston, OR

8:30am – 11:30am ○ **Classroom Law Project Moves Civics from the Theoretical to the Practical: How Should We Live Together?** Virtual Meeting
Speakers: Molly Hylton

9:00am – 4:00pm ○ **Empowering Your Students and Powering Up Your Classroom** IMESD Pendleton- Lodgepole/Ponderosa
Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton

JUNE 23 • FRIDAY

8:00am – 4:00pm ○ **Behavioral Support Foundations (Secondary)** IMESD La Grande- Conference Room
Speakers: Gretchen McKay, Corrina Robinson, Tonya Smith

8:00am – 4:00pm ○ **Registration Required with OTREN: Conscious Discipline Academy** Armand Larvie Middle School- Hermiston, OR

9:00am – 12:00pm ○ **Connecting Learning to Future Success for All Students** IMESD Pendleton- Juniper
Speakers: Jennifer Teeter

12:00pm – 4:00pm ○ **Special Education 101** IMESD Pendleton- Lodgepole/Ponderosa
Speakers: Sarah Crane, Ed.D.

1:00pm – 4:00pm ○ **Leveraging A.I. for the Classroom** IMESD Pendleton- Juniper
Speakers: Ayla Olson

JUNE 24 • SATURDAY

8:00am – 4:00pm ○ **Registration Required with OTREN: Conscious Discipline Academy** Armand Larvie Middle School- Hermiston, OR

JULY 31 • MONDAY

9:00am – 3:00pm ○ **G.R.O.W. Beginning Teacher Workshop** IMESD La Grande- Conference Room
Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton

AUGUST 1 • TUESDAY

8:00am – 4:00pm ○ **Special Education Foundations (Primary)** IMESD Pendleton- Lodgepole/Ponderosa
Speakers: Gretchen McKay, Corrina Robinson, Tonya Smith

9:00am – 12:00pm ○ **Student-Centered Feedback (K-12)** IMESD La Grande- Conference Room
Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton

12:30pm – 3:00pm ○ **Structuring Student Discussions (K-12)** IMESD La Grande- Conference Room
Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton

AUGUST 2 • WEDNESDAY

8:00am – 4:00pm	○ Special Education Foundations (Secondary) <i>Speakers: Gretchen McKay, Corrina Robinson, Tonya Smith</i>	IMESD Pendleton- Lodgepole/Ponderosa
9:00am – 4:00pm	○ Empowering Your Students and Powering Up Your Classroom <i>Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton</i>	IMESD La Grande- Conference Room
AUGUST 3 • THURSDAY		
8:00am – 4:00pm	○ Special Education Foundations - Primary <i>Speakers: Gretchen McKay, Corrina Robinson, Tonya Smith</i>	IMESD La Grande- Conference Room
8:00am – 4:00pm	○ Substitute Teacher Essentials Facilitated Workshop <i>Speakers: McKennon McDonald</i>	IMESD Pendleton- Lodgepole/Ponderosa
AUGUST 4 • FRIDAY		
8:00am – 4:00pm	○ Special Education Foundations - Secondary <i>Speakers: Gretchen McKay, Corrina Robinson, Tonya Smith</i>	IMESD La Grande- Conference Room
9:00am – 3:00pm	○ Leading with Mentorship: Tools and Strategies for Working with Mentees <i>Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton</i>	IMESD Pendleton- Lodgepole/Ponderosa
AUGUST 7 • MONDAY		
9:00am – 3:00pm	○ G.R.O.W. Beginning Teacher Workshop <i>Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton</i>	IMESD Pendleton- Lodgepole/Ponderosa
1:00pm – 3:00pm	○ Intelligent Practice: Getting the Most Out of a New Idea for 6-12th grade Math Teachers <i>Speakers: Chris Garrigues</i>	IMESD Pendleton- Tamarack
AUGUST 8 • TUESDAY		
8:00am – 12:00pm	○ Classroom Law Project Presents Civic Education Resources for K-12 Educators <i>Speakers: Molly Hylton</i>	IMESD Pendleton- Tamarack
9:00am – 4:00pm	○ Empowering Your Students and Powering Up Your Classroom <i>Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton</i>	IMESD Pendleton- Lodgepole/Ponderosa
AUGUST 9 • WEDNESDAY		
9:00am – 12:00pm	○ Student-Centered Feedback (K-12) <i>Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton</i>	IMESD Pendleton- Lodgepole/Ponderosa
1:00pm – 4:00pm	○ Structuring Student Discussions (K-12) <i>Speakers: Ayla Olson, Jennifer Teeter, Beth Naughton</i>	IMESD Pendleton- Lodgepole/Ponderosa
AUGUST 10 • THURSDAY		
8:00am – 4:00pm	○ Crisis Prevention Institute Training (IMESD Component Districts Only)	IMESD Pendleton- Lodgepole/Ponderosa
9:00am – 12:00pm	○ Leveraging A.I. for the Classroom <i>Speakers: Ayla Olson</i>	IMESD La Grande- Conference Room
1:00pm – 4:00pm	○ Connecting Learning to Future Success for All Students <i>Speakers: Jennifer Teeter</i>	IMESD La Grande- Conference Room
AUGUST 11 • FRIDAY		
9:00am – 12:00pm	○ Morning Meetings: SEL Ideas for Starting Your School Day <i>Speakers: Beth Naughton</i>	IMESD Pendleton- Lodgepole/Ponderosa
12:00pm – 4:00pm	○ Your Behavior Questions Answered <i>Speakers: Sarah Crane, Ed.D., Liz Durant</i>	Virtual Meeting
2:00pm – 3:00pm	○ Science of Reading Framework <i>Speakers: Sybil Stewart</i>	IMESD Pendleton- Juniper

AUGUST 15 • TUESDAY

8:00am – 3:00pm ○ **Yolanda Westerberg Writing Foundations** IMESD Pendleton- Lodgepole/Ponderosa
Speakers: Ashley Harsin, Yolanda Westerberg

AUGUST 16 • WEDNESDAY

8:00am – 3:00pm ○ **Yolanda Westerberg Writing Foundations** IMESD Pendleton- Lodgepole/Ponderosa
Speakers: Ashley Harsin, Yolanda Westerberg

1:00pm – 2:00pm ○ **Reading with Sora - An amazing library right at your fingertips** IMESD Pendleton- Tamarack
Speakers: Christie Boen

Umatilla School District 6

Code: BDDH
Adopted: 10/11/95
Revised/Readopted: 2/11/04; 3/10/22
Orig. Code: BDDH

Public Comment at Board Meetings

All Board meetings, with the exception of executive sessions, will be open to the public. The Board invites the district's community members to attend Board meetings to become acquainted with the program and operation of the district. The public has a right to attend public meetings held in open session, and may be invited to share comments, ideas and opinions with the Board during designated times on the agenda. The Board may conduct a meeting without public comment.

Individuals with hearing, vision or speech impairments will be given an equal opportunity to participate in Board meetings and submit written comments to the Board. Individuals requesting assistance, aids or accommodations are encouraged to notify the district at least 48 hours prior to the Board meeting with the request, consistent with Board policy BD/BDA – Board Meetings.

Procedures for Oral Public Comment

The Board establishes the following procedures for public comment at Board meetings held in open session. The information will be accessible and available to all patrons accessing or attending such a Board meeting.

1. Public comment is limited to its designated place on the agenda and while time allows.
2. A person wishing to provide public comment, if an opportunity is provided by the Board during a meeting open to the public, will complete and submit the Intent to Speak card to the Board secretary prior to the Board meeting.¹ A request to give public comment in-person or electronically does not guarantee time will be available.
3. A person speaking during the public comment portion of the meeting may comment only on agenda items.
4. A person speaking during the public comment portion of the meeting should state their name, whether they are a resident of the district, and, if speaking for an organization, the name of the organization. A spokesperson should be designated to represent a group with a common purpose.
5. A person giving public comment is limited to an established time limit of three minutes. Statements should be brief and concise. If a person has more comments than time allows or is unable to comment due to time constraints, the person is encouraged to submit additional written comments to the Board through the district office as directed.

¹ When in-person attendees are allowed to provide oral comment, virtual attendees will be afforded the same opportunity.

- Inquiries from the public during the designated portion of the agenda will not generally be responded to immediately by the Board chair, and may be referred to the superintendent for reply at a later date. The Board will not respond to inquiries that are expected to be addressed during another designated portion of the agenda.

The Board will not hear public comment at Board work sessions.

Procedures for Written Comment

Members of the public may submit written comments or materials to the Board at any time at the district office, by mail or by email to help@umatillasd.org. Materials or comments submitted at least 72 hours in advance of a Board meeting will be provided to the Board before the Board meeting, but will not be read at the Board meeting. Written materials or comments submitted may not warrant action by the Board.

Comments Regarding Staff Members

A person speaking during the designated portion of the agenda for public comment may offer objective criticism of district operations and programs. The Board will not hear comments regarding any individual district staff member. The Board chair will direct the visitor to the procedures in Board policy KL - Public Complaints for consideration of a legitimate complaint involving a staff member. Any association contract governing the employee's rights will be followed. A commendation involving a staff member should be sent to the superintendent.

END OF POLICY

Legal Reference(s):

[ORS 165.535](#)
[ORS 165.540](#)

[ORS 192.610 - 192.690](#)
[ORS 332.057](#)

[ORS 332.107](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2020); 28 C.F.R. Part 35 (2020).

Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018).

Baca v. Moreno Valley Unified Sch. Dist., 936 F. Supp. 719 (C.D. Cal. 1996).

Leventhal v. Vista Unified Sch. Dist., 973 F. Supp. 951 (S.D. Cal. 1997).

Oregon House Bill 2560 (2021).

Cross Reference(s):

BDDC - Board Meeting Agenda

KC - Community Involvement in Decision Making