Regular School Board Meeting

Wednesday, September 16, 2026 6:00 PM
District Office , 150 SW Evergreen, Mill City, OR 97360

1. **Call to Order**

2. **Flag Salute**

3. **Approval of / or Changes to the Agenda**

4. **Public Comment**
   Thank you for being at the Santiam Canyon School District 129J board meeting tonight. Hearing from our families and community is important to us. During this section, the board's role is to listen. While we may ask clarifying questions from time to time, we will not be engaging in dialogue with people making comments. When follow-up is warranted, that will usually be done through our superintendent. In accordance with policy BDDH, speakers may offer objective criticism of district operations and programs, but the board will not hear comments regarding any individual district staff member. Those comments can be submitted to the district in accordance with district policy. The board requests commenters be respectful and to please keep all comments to 3 minutes per person. As you begin, please state and spell your name for the record, and if you are representing an organization, please state the organization. Thank you.

5. **Consent Agenda**

5.1. August 12, 2026 Board Meeting Minutes

5.2. Hires

5.2.1. Owen Bromley - SJSHS Social Studies Teacher

5.2.2. Jeffrey Benjamin - SES Instructional Assistant

5.3. Surplus

6. **Staff Report**

6.1. ORCA - Allison Galvin

6.2. Santiam Elementary School - Alisha Hansen

6.3. Santiam Jr./ Sr. High School - Phil Kelly

6.4. Student Services Director - Jess Rist

6.5. Financial Report - Nichole Cooper

6.6. Superintendent Report - Krista Nieraeth

6.7. Enrollment Report - Krista Nieraeth

7. **Action Items**

7.1. Second Read of Policies

7.1.1. BCB - Board Officers

7.1.2. BD - Board Meetings, Notices and Communications

7.1.3. BD/BDA - Board Meetings - Delete

7.1.4. BDC - Executive Session

7.1.5. CBA - Qualifications and Duties of a Superintendent

7.1.6. CBG - Evaluation of the Superintendent

7.1.7. DIC - Financial Reports and Statements

7.1.8. DJB - Petty Cash Accounts

7.1.9. EBBA - Student Health Services

7.1.10. GBN/JBA - Sexual Harassment

7.1.11. IMB - District Improvement Program

7.1.12. JBA/GBN - Sexual Harassment

7.1.13. KBA - Public Records Request

7.1.14. KNA - Immigration Enforcement on District Property

8. **Informational Items**

8.1. PERS Side Account Presentation - Brendon Watkins

8.2. SIA - Annual Report

9. **Items for Next Meeting / Board Comments**

10. **Important Dates**

9/18 - Certified Staff Inservice Day
10/2 - Certified Staff Inservice Day
10/16 - Certified Staff Inservice Day
10/21 - October Board Meeting @ 6pm
10/30 - Grading Day
11/11 - Veteran's Day - NO SCHOOL
11/12-14 - OSBA School Board Annual Convention
11/13 - Friday School
11/18 - November Board Meeting @ 6pm
11/19-20 - District Parent/Teacher Conferences
11/25-27 - Thanksgiving Break

11. **Adjourn**

Santiam Canyon School Board of Directors
Regular School Board Meeting
August 12th, 2026 6:00 pm
Santiam Canyon District Office

Board Members Present: Melissa Allison, Carl Anderson, Doug Cole, Lynda Harrington Elizabeth Reeser (via video conference)
Staff Present: Krista Nieraeth, Phil Kelly, Alisha Hansen, Sam Proctor, Lisa Follis, Nichole Cooper, Jess Rist, Karen Baker,

Visitors: Allison Galvin, Kyle Laier- Assist Ed, Peter Stauffer, Chandra Clayton

1.0 Call to Order:

Mrs. Allison called the board meeting to order at 6:00 pm.

2.0 Flag Salute

Mrs. Allison led the Pledge of Allegiance

3.0 Approval of/or Changes to the Agenda:

Mrs. Harrington motioned to accept the agenda as presented.

Mr. Anderson second.

No Discussion. Motion passed 5-0

4.0 Public Comment
None

5.0 Consent Agenda

Mr. Cole motioned to accept the consent agenda.

Mr. Anderson seconded.

No Discussion. Motion passed 5-0

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6.0 Staff Reports

6.1 ORCA - Mrs. Galvin

Ms. Galvin presented the ORCA report, which is available online.
Mrs. Harrington asked how the online schools handle the current absenteeism issues that the brick and mortar schools are seeing. Mrs. Galvin stated the online students are required to daily two way communication with teachers.

6.2 Financial Report – Nichole Cooper

Mrs. Cooper presented her report to the board, which is available online.

6.3 Superintendent Report – Krista Nieraeth

Ms. Nieraeth presented her report, which is available online.

Ms. Nieraeth introduced the new High School Principal, Phil Kelly, and provided a brief overview of his background. Mr. Kelly then answered questions from the Board. In response to Mrs. Harrington's question about what prompted him to apply in Mill City, Mr. Kelly shared that he enjoys working in smaller schools and is familiar with the area. The full discussion is available online.

Ms. Nieraeth presented the board with a book that was given to her by the Pre School. She let the board know that eighty percent of the funding for the preschool is funded through the Doris Whippler Foundation. Ms Nieraeth went on to explain how she meets with the staff and then chooses things to share with the donor.

Ms. Nieraeth requested the day of the board meetings be changed from the second Wednesday of the month to the third Wednesday. Ms. Nieraeth explained it is too hard to get the financial report to Mrs. Cooper in time for the agenda.

Mrs. Harrington asked Ms. Nieraeth if she will be the Athletic Director for the upcoming school year. Ms. Nieraeth stated that she will be on paper, but it will be shared among the administration.

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7.0 Action Items

<u>Resolution No. 26.27.01</u> - A Resolution Adopting The Annual Organizational Resolution

Discussion

Ms. Nieraeth discussed changing the regular Board meeting date from the second Wednesday of the month to the third Wednesday to allow additional time to prepare financial reports. All Board members confirmed their availability and agreed to the change.

Mr. Anderson motioned to approve Resolution 26.27.01 Annual Organizational Resolution as amended.

Mrs. Harrington second.

Motion passed 5-0

7.2 Approve the Santiam Jr./ Sr. High School Coaches' Handbook

Mr. Anderson motioned to approve the Santiam Jr./Sr. High School Handbook as presented

Mrs. Reeser second.

No Discussion, Motion passed 5-0

7.3 Approval of Administrative and Confidential Salaries - 2026.27 SY

Mrs. Harrington asked who is considered confidential staff? Ms. Nieraeth let Mrs. Harrington know it is the District Office staff.

Mrs. Harrington motioned to approve the raise.

Mr. Anderson second.

No Discussion, Motion passed 5-0

7.4 Election of new board chairperson

Ms. Nieraeth explained that Board Policy BCB states the board must pick the new chair person at the first meeting that takes place after July 1st.

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Mrs. Allison asked for a nomination of a new board chairperson? Mrs. Harrington asked if it had to be a new person. Ms. Nieraeth said it did not, it is just a new person that is picked for the year.

Mr. Anderson nominated Elizabeth Reeser as the SY 26.27 Chairperson

Mrs. Harrington second

No Discussion.

Motion passed 4-0-1, with Mrs. Reeser abstaining.

Mrs. Allison asked for a nomination for Vice Chairperson

Mrs. Reeser nominated Melissa Allison for the Vice Chairperson

Mr. Anderson second

No Discussion, Motion passed 4-0-1, with Mrs. Allison abstaining.

8.0 Informational Items

8.1 Assist Education Proposal

Ms. Nieraeth introduced Kyle Laier of Assist Education Services. Mr. Laier provided background on his experience and explained Assist's services, including support with strategic planning, measurable student outcomes, community engagement, and state reporting requirements.

Mr. Laier reviewed a proposed timeline beginning in Fall 2026, with implementation targeted for Spring 2028. He explained that the process would include district leadership, staff, educators, and community members. A community planning committee of approximately 20 members would be developed to ensure representation from across the district.

The Board discussed the proposed cost, including the $1,400 monthly retainer and a contract maximum of $50,000. Mr. Laier explained the billing structure, noted that costs could be reduced depending on the level of services needed, and stated that the contract includes an early termination provision.

Board members discussed the value of developing a measurable strategic plan, upcoming state accountability and reporting requirements, community engagement, student outcomes, and the cost of the services. Ms. Nieraeth stated that the services would help the District prepare for new state requirements and better understand community priorities. Board members expressed support for having assistance with goal setting,

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measurable outcomes, community engagement, and strategic planning, while also discussing the importance of being able to explain the expenditure to the community.

Ms. Nieraeth noted that she had reviewed other options and believes Assist Education Services would provide valuable support. She also shared information from another district using Assist's services. The Board was informed that no formal Board action was required because the Superintendent has authority to sign contracts under $100,000.

All Board members expressed support for moving forward with Assist Education Services. Ms. Nieraeth stated she would proceed with the contract and begin scheduling meetings. The Board may reassess the services as the work progresses, and the contract may be terminated if the District determines the services are no longer needed.

Mr. Laier recommended that Board members begin identifying community members with strong community connections who may serve on the planning committee and review the current strategic plan, considering what is working well and what should be improved. Ms. Nieraeth emphasized the importance of including representation from Detroit and Idanha due to the geographic size of the District.

The Board thanked Mr. Laier for his presentation.

8.2 First Reads

- 8.2.a BCB - Board Officers
- 8.2.b BD - Board Meetings, Notices and Communications
- 8.2.c BD/BDA - Board Meetings - DELETE
- 8.2.d BDC - Executive Session
- 8.2.e CBA - Qualifications and Duties of a Superintendent
- 8.2.f CBG - Evaluation of the Superintendent
- 8.2.h DIC - Financial Reports and Statements
- 8.2.i DJB - Petty Cash Accounts
- 8.2.j EBBA - Student Health Services
- 8.2.k GBN/JBA - Sexual Harassment
- 8.2.l GCDBB/GDBDD - Sick Time
- 8.2.m IMB - District Improvement Program
- 8.2.n JBA/GBN - Sexual Harassment
- 8.2.o KBA - Public Records Request
- 8.2.p KNA - Immigration Enforcement on District Property

Ms. Nieraeth gave the board an overview of the first reads.

8.3 Administrative Regulations

8.3.a BBE - AR - Board Member Vacancy Application

8.3.b KBA - AR - Public Records Request

Ms.Nieraeth advised this section is informational only and is the operational piece of the policy and procedure and talked to the board about the Board Member Vacancy application that can be used and asked the board if they liked the questions? If they do they can be put into the policy as an AR. Mrs. Reeser said she liked the questions. Mrs. Harrington agreed.

8.4. Annual State EL Report

Ms.Nieraeth stated these are reports that are required to be given to the board annually. THese reports are a compilation of data throughout the state.

9.0 Items for the Next Meeting / Board Comments

Mrs. Harrington asked if they would be discussing the first read policies from tonight at the next board meeting. Ms. Nieraeth stated that was correct.

Mrs. Allison reminded the board if they have questions to reach out to Krista prior to the meeting so she can be prepared at the meeting with answers.

10.0 Important Dates

August 17th	Start of HS Sports Practices
August 24th	Staff Inservice / Start of MS Sports Practices
August 31st	1st Day of School
September 7th	Labor Day - NO SCHOOL
September 11th	Teacher Inservice Day

Mrs. Harrington asked about the start date for the first day of school being so early. Mrs. Allison said that a majority of staff elected to start early this year and the board took their recommendation. Ms. Nieraeth reminded them that Labor Day is late this year.

11.0 Adjourn

Mrs. Harrington motioned to adjourn

Mr. Anderson second.

No Discussion

Motion passed 5-0

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Meeting Adjourned at: 7:26 pm

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September Surplus

Bus #24 VIN 1GBHG31V751207615 Mileage: 94552

Bus #25 VIN 1GBHG31R5X1006737 Mileage: 102073

1998 Kawaski RS Motorcycle VIN JKBVNCB12WB500064

1963 Chevy Nova VIN30469N145914

Gmail **Krista Nieraeth <krista.nieraeth@santiam.k12.or.us>**

Fwd: Older buses

1 message

Chuck Follis <chuck.follis@santiam.k12.or.us> Mon, Jun 8, 2026 at 9:47 AM
To: Krista Nieraeth <krista.nieraeth@santiam.k12.or.us>

Just FYI
Sincerely,
Chuck Follis
GroundsKeeper/Transportation Support/IPM Coordinator
Santiam Canyon SD 129J
503-897-2321 Ext. 310
chuck.follis@santiam.k12.or.us

---------- Forwarded message ---------
From: **Chuck Follis** <chuck.follis@santiam.k12.or.us>
Date: Thu, Jun 4, 2026 at 1:13 PM
Subject: Re: Older buses
To: Tobi Bassett <tbassett@westernbus.com>

Thank you

Sincerely,
Chuck Follis
GroundsKeeper/Transportation Support/IPM Coordinator
Santiam Canyon SD 129J
503-897-2321 Ext. 310
chuck.follis@santiam.k12.or.us

On Thu, Jun 4, 2026 at 11:29 AM Tobi Bassett <tbassett@westernbus.com> wrote:

> Hi Chuck,
>
> Per our conversation, I think it would be fair to say that you could probably get approximately $1500 for 25 and maybe around $2500 for 24 in a private sale. Please let me know if you have any questions. Have a great day!
>
> Tobi
>
> **Tobi Bassett | Sales Coordinator | Western Bus Sales, Inc.**
>
> 30355 S.E. Highway 212 | Boring, Oregon | 97009 | **www.westernbus.com**
>
> (503) 905-0009 Direct | (503) 905-0003 Fax | (800) 258-2473 Toll-Free | (503) 307-6532 Cell

Santiam Canyon School District Mission
"We strive to provide students a quality education by: establishing strong collaborative relationships, fostering a safe, positive and supportive learning environment and working to help students develop their limitless potential."

Santiam Canyon School District, 150 SE Evergreen St., Mill City, OR 97360 

Gmail **Krista Nieraeth <krista.nieraeth@santiam.k12.or.us>**

Fwd: Car and bike

1 message

Jason Saari <jason.saari@santiam.k12.or.us> Tue, Sep 1, 2026 at 6:12 AM
To: Krista Nieraeth <krista.nieraeth@santiam.k12.or.us>

---------- Forwarded message ---------
From: **Jason Saari** <saaripops@gmail.com>
Date: Mon, Aug 31, 2026 at 2:26 PM
Subject: Car and bike
To: <jason.saari@santiam.k12.or.us>

Hey Krista here are poictures of the car and the motorcycle to be auctioned. The car is a 1963 Chevy Nova worth about $4k-$6k as is. It has a brand new windshield with seal in a box as well. The Motorcycle is a 1998 Kawasaki RS worth $500 to $1000. When you get ready to sell them I could help with more information if needed.
Thank you!
Jason

School Leader Report
September 16, 2026

Enrollment

September 8, 2026	August 4, 2026	September 2, 2025	September 3, 2024
2,551	2,309	2,438	2,192

Student Kick-Off Events

- Back to School: Oregon Charter Academy students came back to school on Tuesday, September 8, 2026. While the first week at any school is a transition, often, families new to the virtual setting need additional support in the first few weeks of school. During the first week, teachers held welcome calls with every student, had school assemblies, and supported families through onboarding. This year, we even added an in-person drop-in opportunity for new families to come ask questions or receive hands-on technical support at our Wilsonville facility. Overall, it's been a fantastic start to this school year.

- Open House: Friday, September 25, 2025, is ORCA's annual Open House for all students and families outside in the parking lot of Santiam Elementary. Families attend our book fair, get school pictures, and meet their teachers and classmates. This is a fun event where we build the foundation for the ORCA community for the school year. We invite you to check it out: 12:00 - 3:00 p.m. on Friday, September 25, 2026, in Mill City.

- Regional Event Day: Coming to a park near you, on Friday, October 2, 2026, ORCA will be hosting "meet and greet" type events at parks around the state for students to get to know peers in their communities, as well as meet local staff members. Meet and greets are a fun way to bring the small school feel to our big virtual school.

Best of the Mid-Valley

I am excited to share that Oregon Charter Academy has once again been recognized as the Best of the Mid-Valley. The Best of the Mid-Valley includes all businesses, industries, and organizations from Corvallis to Aurora, and Detroit to Willamina. ORCA earned top honors in the following categories:

- Best Charter School - sixth year in a row
- Best Public School - out of all public schools in the region
- Best Place to Work
- Best Employer
- Best Overall Leadership
- Best Boss

We are looking forward to an amazing year at Oregon Charter Academy. Week one was our best first week yet with high student engagement and high morale around the school. Thank you for your continued support in making ORCA the best virtual experience for students they can find in the state.

SANTIAM ELEMENTARY SCHOOL

STAND TOGETHER • FIND YOUR PATH • NEVER GIVE UP

Alisha Hansen, Principal — alisha.hansen@santiam.k12.or.us
Jenifer Crow, Office Manager/Registrar — jenifer.crow@santiam.k12.or.us
450 SW Evergreen St. — 503-897-4034 Fax
P.O. Box 198 — 503-897-2368 Ph.
Mill City, OR 97360

Board Report - September, 2026

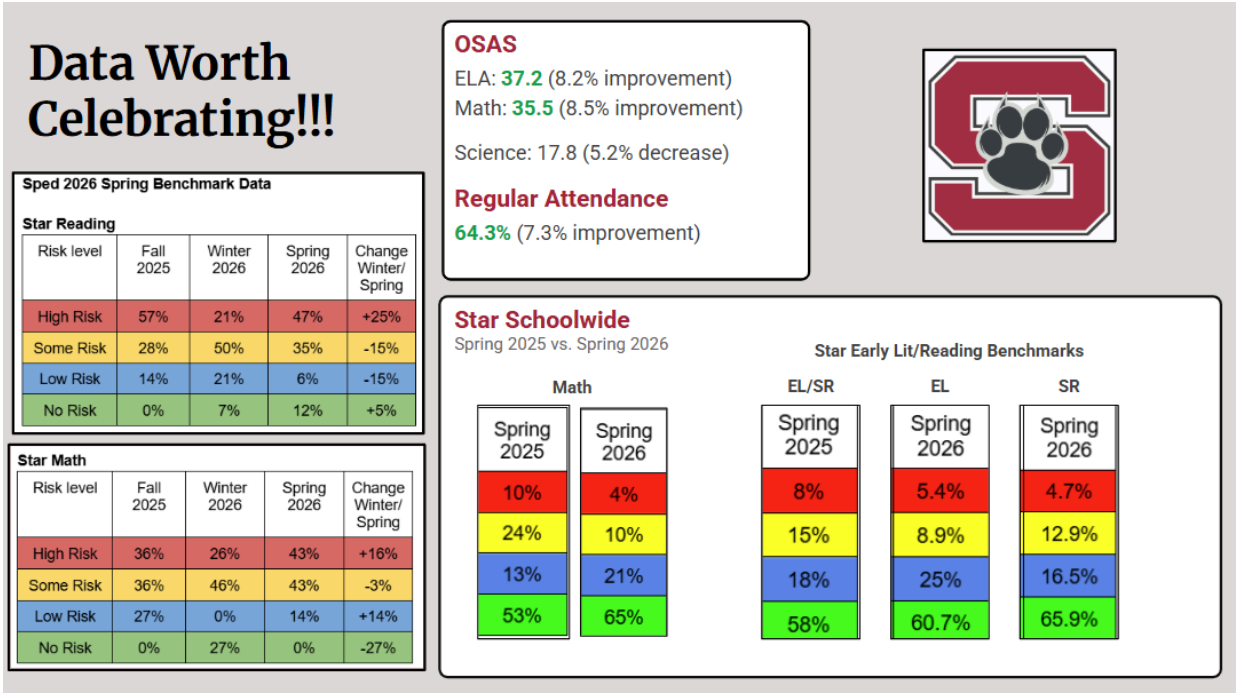
Upcoming Event:

- **Open House:** 5:30–6:30 p.m.
- **Resource Fair** – Organized by Strengthening Rural Families
- **Dinner** – Hot dogs, watermelon, and chips
- **Kona Ice** – PTO fundraiser
- **Attendance Booth** – In partnership with Ross Davis from LBL ESD
    - Students can choose a bonus attendance button
    - Participate in a "School Is Cool" scavenger hunt
    - Pick up Attendance Matters flyers and resources

New Team Members:

- Marshall Anderson (PE Teacher), Bibi Lopez (IA), Jeff Benjamin (IA), Tabitha Stewart (Evening Custodian)

Data Worth Celebrating:



:

Santiam Canyon School District does not discriminate on the basis of race, religion, color, national origin, disability, marital status, sexual orientation, sex or age in providing or access to benefits of education services, activities and programs in accordance with Title VI, Title VII, Title IX and other civil rights or discrimination issues; Section 504 of the Rehabilitation Act of 1973, as amended; and the American with Disabilities Act.
The following has been designated to coordinate compliance with these legal requirements and may be contacted at the Santiam Canyon School District office for additional information and/or compliance issues:, Title II Coordinator, Title IX Coordinator and Section 504 Coordinator: Director of Special Programs, 150 SW Evergreen St./PO Box 197, Mill City, OR 97360, (503) 897-2321

SANTIAM WOLVERINES

STAND TOGETHER • FIND YOUR PATH • NEVER GIVE UP

Phil Kelly, Principal
Amber Jungwirth, Assistant Principal
Jessica Benavidez, Office Manager

300 SW Cedar St, PO Box 199
Mill City, OR 97360
503-897-2311 Ph. 503-897-3154 Fax

Board Report - September, 2026

New Staff:

- Brooks Becker - CTE
- Owen Bromley - Social Studies
- Abigail Finley - 6th grade
- Jammie Pugmire - SLC

Athletics :

- Football - 120 points scored in the last two games resulting in two wins
- Pep band was out in full force supporting the football team at our first home game
- Volleyball - Many new players this season; league play starts on Tuesday
- Cross Country - Two events completed

Leadership

- Many students and staff participated in the 343 Push-up challenge to honor the firefighters who lost their lives on 9/11, with 27 people completing the challenge
- Recognized 1st responders from Lyons, Mill City, and Gates at our first home football game last week

Coming Soon:

- After-school clubs start this week
- Fall blood drive - October 6
- Homecoming Week - October 5 - 10
- NW Mathematics Conference - October 9 & 10

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Board Notes: Student Services

Prepared by: Jess Rist, Director of Student Services
Meeting Date: September 16, 2026

Executive Summary

The Student Services Department achieved a seamless start to the 2026–2027 school year, successfully onboarding several new students with complex support needs. Strong operational consistency continues to drive department stability; for the second consecutive year, 100% of case managers are fully licensed—a rare distinction among districts statewide. Additionally, zero staff turnover among returning personnel has provided vital continuity of care.
As of September 10, 2026, total special education enrollment stands at 100 students (a net decrease of 7 students year-over-year), primarily reflecting broader districtwide contraction in enrollment.

Key Highlights & Wins

- In-House Speech Model: Shifted away from ESD-contracted speech coverage by hiring our own virtual Speech-Language Pathologist (SLP), supported on-site by a full-time, in-person Speech-Language Pathology Assistant (SLPA) for daily student services.
- Comprehensive Safety & Medical Training: Partnered with the ESD to host on-site Crisis Prevention Institute (CPI) training; fully certified all department staff in CPR/First Aid, seizure protocols, g-tube care, and basic medication administration; scheduled upcoming Type 10 driver certification sessions.
- 100% fully licensed case manager status maintained for two consecutive years; zero staff turnover providing high continuity of care for high-needs students.
- Expanded Family Support: Secured an additional Family Service Liaison through the ESD, effectively doubling district capacity to connect families with community resources and wraparound supports.
- Standardized Counseling & Health Protocols: Formized and unified districtwide processes for mental health referrals, head injury/concussion management, Section 504 plans, and suicide risk screening and intervention.

Programmatic and Strategic Initiatives

Updates on ongoing programs, curriculum implementation, and community partnerships.

- Speech & Language Services Restructuring:
  - Transitioned from ESD speech service management to a district-managed hybrid model. Our newly hired virtual SLP leads evaluations, IEP goal development, and case management, while our on-site SLPA delivers direct daily therapy interventions to maintain high-touch student support.
- Counseling Department Alignment (ASCA Framework):
  - Following the formalization of key crisis and referral protocols, the counseling team is shifting focus toward establishing data-driven comprehensive school counseling

programs aligned with the American School Counseling Association (ASCA) Mindsets & Behaviors framework.

- Community Partnerships & External Resources:
    - Partnered with the ESD to place a second Family Service Liaison within the district, doubling our direct outreach and support capacity for families facing socio-economic, attendance, or mental health barriers.
- Staff Professional Development:
    - Training for counselors in the ASCA Framework
    - All special education case managers will attend the COSA Special Education Conference in October

Santiam Canyon School District 129J

Post Office Box 197
150 SW Evergreen St.
Mill City, Oregon 97360
Office (503) 897-2321

Krista Nieraeth, Superintendent
Nichole Cooper, Business Manager
Lindsay Sloan, AP & Payroll
Lisa Follis, District Secretary

September 14, 2026

TO: Santiam Canyon Board
FROM: Nichole Cooper, Business Manager
RE: Financial Statements for fiscal year 2026-27

Board Members,

Attached are the financial statements through August 31, 2026. The reports include:

- General Fund Statement of Revenues – Budget vs. Actual
- General Fund Statement of Expenditures – Budget vs. Actual
- Total Appropriations for the year

Fiscal Year 2026-27

For July 1 through August 31, actual revenues and expenditures show an estimated Ending Fund Balance of **$7,799,842**. Of this total, **$4,928,242** is set aside as Contingency and Unappropriated Ending Fund Balance, leaving a remaining estimated Ending Fund Balance of **$2,871,600**.

Updates

Since we are still early in the fiscal year, there are limited adjustments at this time. We will continue to monitor revenues, expenditures, and fund balance projections as the year progresses.

I would also like to note that these financials include the estimated May payment from ODE related to the FY 2025-26 reconciliation. We expect to receive this payment in the current fiscal year, with the majority of the funds being passed through to ORCA. You will see this amount recognized on the revenue statement under **Due from ODE FY25-26**.

I also want to note that the financials presented last month were overstated due to some percentage and formula issues in the new fiscal year report. I apologize for that error. Those issues have been corrected, and the current report more accurately reflects the district's financial position.

We are currently working to provide information to our audit firm, and the audit is scheduled for the week of September 28, 2026.

Investments
As of August 31, 2026, Santiam Canyon's investments in the Local Government Investment Pool total **$13,150,969.03**, earning an annualized interest rate of **4.00%**.

Please don't hesitate to reach out with any questions or concerns about these statements.

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Santiam Canyon School District 129J
General Fund: Statement of Revenues Budget Vs. Actual
For the Fiscal Year 2026-27

Source	Budget 2026-27	Actual YTD Rev. 8/31/2026	Projected through 6/30/2027	Total Estimated 2026-27	(Over)/Under Budget	Budget 2025-26	Actual YTD Rev. 6/30/2026
SSF Funding							
1111 Current Year Property Taxes	2,947,164	-	2,947,164	2,947,164	-	2,583,621	2,748,504
1112 Prior Year's Property Taxes	40,000	19,919	20,081	40,000	-	29,286	52,971
1114 Payment in Lieu of Poperty Taxes	13,370	15	13,355	13,370	-	13,370	13,170
1190 Penalties & Interest on Investments	5,800	-	-	-	-	13,567	-
2101 County School Funds	2,500	-	-	-	2,500	2,500	-
3101 State School Support Funds	45,103,091	10,594,570	31,783,710	42,378,280	2,724,811	39,521,666	42,277,307
3101 SSF - Due from ODE FY25-26			472,691	472,691	(472,691)		
3101 SSF - Small HS Grant				-	-		
3101 SSF - Small HS/HC disability FY24/25				-	-		
3103 Common School Fund	493,472	-	493,472	493,472	-	465,672	154,786
3104 State Timber	300,000	-	300,000	300,000	-	300,000	340,097
Total SSF Funding	48,905,397	10,614,503	36,030,474	46,644,977	2,254,620	42,929,682	45,586,835
Total SSF Revenue	**$ 48,905,397**	**$ 10,614,503**	**$ 36,030,474**	**$ 46,644,977**	**$ 2,254,620**	**$ 42,929,682**	**45,586,835**
Non State School Support Formula Sources							
Local Sources							
1510 Earnings on Investments	525,000	90,633	434,367	525,000	-	450,000	582,006
1710 Admissions/Fees	10,500	-	10,500	10,500	-	10,000	10,454
1910 Rentals	1,000	-	1,000	1,000	-	1,000	8
1920 Donations from Private Sources	5,000	-	5,000	5,000	-	18,000	-
1943 Serv Provided to Charter School	1,706,867	420,126	1,353,969	1,774,095	(67,228)	1,535,796	1,554,338
1960 Recovery of Prior Year Expenditures		-	-	-	-		10,808
1990 Miscellaneous Local Revenue	40,000	853	39,147	40,000	-	38,388	21,902
1991 Miscellaneous ERATE	6,500	-	6,500	6,500	-	6,500	6,221
Total Non Formula Local Sources	2,294,867	511,612	1,850,483	2,362,095		2,059,684	2,185,737
Intermediate Sources							
2102 ESD Apportionment	350,000	-	350,000	350,000	-	288,000	32,020
2199 - Other Inter. Sources (HERT)	500	-	500	500	-	500	1,062
2800 Revenue in Lieu of Taxes		-	-	-	-	500	-
Total Intermediate Sources	350,500	-	350,500	350,000	-	289,000	33,082
State/Federal Sources							
4201 Foster Care Transportation		-	-	-	-	5,000	-
4703 Carl Perkins		-	-	-	-	2,500	6,755
4801 Federal Forest		-	-	-	-		62,007
Total State/Federal Sources	-	-	-	-	-	7,500	68,762
		-					
Other Sources							-
5400 Beginning Fund Balance*	5,865,688	-	6,611,364	6,611,364	(745,676)	5,226,881	5,862,904
Total Other Sources	5,865,688	-	6,611,364	6,611,364	(745,676)	5,226,881	5,862,904
		-					-
Total Non SSF Revenue	**$ 8,511,055**	**$ 511,612**	**$ 8,812,347**	**$ 9,323,459**	**$ (745,676)**	**$ 7,583,065**	**8,150,485**
Total Resources	**$ 57,416,452**	**$ 11,126,116**	**$ 51,454,185**	**$ 55,968,437**	**$ 1,508,944**	**$ 50,512,747**	**$ 53,737,320**
		Less Estimated Requirements		**$ 48,168,595**			
		Estimated Ending Fund Balance		***$ 7,799,842***			
		Less Contingency & UEFB		***$ 4,928,242***			
		Estimated Ending Fund Balance		***$ 2,871,600***			

Santiam Canyon School District 129J

General Fund: Statement of Expenditures Budget Vs. Actual

For the Fiscal Year 2026-2027

Function	Budget 2026-27	Actual YTD EXP 8/31/2026	Projected through 6/30/2027	Total Estimated 2026-27	(Over)/ Under Budget	% Committed	Budget 2025-26	Actual YTD Exp. 6/30/2026
Instruction								
1111 Elementary, K-5 or K-6	1,849,979	3,514	1,575,014	1,578,528	271,451	85.33%	1,853,942	1,574,110
1121 Middle/Junior High Programs	845,803	285	746,489	746,774	99,029	88.29%	858,829	758,275
1122 Middle/Junior High School Extracurricular	80,909	751	43,645	44,396	36,513	54.87%	101,947	55,940
1131 High School Programs	1,401,270	14,082	1,253,626	1,267,708	133,562	90.47%	1,405,712	1,271,727
1132 High School Extracurricular	287,001	22,756	162,845	185,601	101,400	64.67%	395,609	255,837
1140 Pre-Kindergarten Program	30,000	-	-	-	30,000	0.00%	35,000	-
1210 Programs for the Talented and Gifted	6,712	-	3,637	3,637	3,075	54.19%	6,729	3,646
1220 Restrictive Pgms for Students w/Disabilities	798,671	1,973	667,349	669,322	129,349	83.80%	750,378	628,850
1223 Community Transition Centers	-	-	-	-	-	0.00%	-	-
1250 Programs for Students w/Severe Disabilities	619,358	2,629	589,195	591,824	27,534	95.55%	529,991	506,430
1271 Remediation	-	-	-	-	-	0.00%	21,304	166
1283 District Alternative Programs	30,800	-	12,935	12,935	17,865	42.00%	30,800	12,935
1288 Charter School Payments	40,227,703	9,009,326	28,385,910	37,395,236	2,832,467	92.96%	36,325,251	34,811,592
1291 English Second Language Programs	1,601	-	18,393	18,393	(16,792)	1148.82%	25,948	68
Total Instruction	**$ 46,179,807**	**$ 9,055,316**	**$ 33,459,039**	**$ 42,514,355**	**$ 3,665,452**		**$ 42,341,440**	**$ 42,615,689**
								-
Support Services								
2112 Attendance Services	-	-	-	-	-		-	0.00
2120 Guidance Services	41,096	66	32,673	32,738	8,358	79.66%	252,735	34,810
2139 Health Servcies	38,289	3,730	33,793	37,523	766	98.00%	3,100	29,111
2143 Psychological Services	1,500	-	-	-	1,500	0.00%	1,500	-
2150 Speech Pathology and Audiology Services	36,800	-	-	-	36,800	0.00%	36,800	-
2190 Service Directions, Student Support Svcs	203,659	27,293	170,372	197,665	5,994	97.06%	201,460	190,231
2222 Library/Media Center	70,940	70	36,498	36,568	34,372	51.55%	111,191	57,316
2230 Assessment and Testing	9,100	12,783	-	12,783	(3,683)	140.47%	9,100	728
2240 Staff Development	65,113	7,290	57,823	65,113	-	100.00%	63,447	69,481
2310 Board of Education	168,500	10,375	124,129	134,504	33,996	79.82%	101,500	81,022
2321 Office of the Superintendent Services	464,566	78,500	384,190	462,690	1,876	99.60%	486,416	457,288
2410 Office of the Principal Services	829,653	113,316	716,337	829,653	-	100.00%	607,208	757,845
2520 Fiscal Services	235,931	52,677	186,190	238,866	(2,935)	101.24%	274,045	243,937
2542 Care and Upkeep of Building Services	1,521,684	390,780	869,569	1,260,349	261,335	82.83%	1,532,994	1,269,717
2543 Care and Upkeep of Grounds Services	194,569	37,762	107,453	145,215	49,354	74.63%	196,061	146,328
2544 Maintenance	-	-	-	-	-	0.00%		-
2550 Student Transportation Services	854,002	16,502	659,588	676,090	177,912	0.00%	805,845	637,966
2574 Printing, Publishing and Duplicating Services	47,250	8,148	35,310	43,458	3,792	91.97%	48,250	44,378
2649 Other Staff Services	5,200	525	2,191	2,716	2,484	52.23%	5,200	2,716
2669 Other Support Services-Central	307,989	60,628	215,852	276,480	31,509	89.77%	330,707	296,873
Total Support Services	**$ 5,095,841**	**$ 820,444**	**$ 3,631,967**	**$ 4,452,411**	**$ 643,430**		**$ 5,067,559**	**$ 4,319,746**
						-		
Community Services								
3100 Food Service	5,565	-	-	-			55,110	39,874
Total Community Services	**$ 5,565**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 55,110**	**$ 39,874**
Other Requirements								
4150 Building Acquisition, Construction, and Improvem	-	-	-	-	-	0.00%	-	-
5200 Transfers of Funds	1,207,000	-	1,201,829	1,201,829	5,171	99.57%	1,167,000	**1,162,000**
6000 Contingency	3,428,242	-	-	-	3,428,242	100.00%	1,281,338	-
7000 Unappropriated Ending Fund Balance	1,500,000	-	-		1,500,000	100.00%	600,000	-
Total Other Requirements	**$ 6,135,242**	**$ -**	**$ 1,201,829**	**$ 1,201,829**	**$ 4,933,413**		**$ 3,048,338**	**$ 1,162,000**
								-
Total Requirements	**$ 57,416,455**	**$ 9,875,760**	**$ 38,292,835**	**$ 48,168,595**	**$ 9,242,295**		**$ 50,512,447**	**$ 48,137,309**

Santiam Canyon School District 129J

Appropriations: Budget Vs. Actual

For the Fiscal Year 2026-2027

General Fund (100)	Appropriations	YTD	Encumbrances	Totals	Resolutions	(Over)/Under Budget
1000 Instruction	$ 46,179,807	$ 9,055,316	**$ 34,633,711**	$ 43,689,027		$ 2,490,780
2000 Support Services	$ 5,095,841	$ 820,444	**$ 2,458,296**	$ 3,278,740		$ 1,817,101
3000 Community Services	$ 5,562	**$ -**	**$ -**	$ -		$ 5,562
5200 Transfers	$ 1,207,000	**$ -**	**$ -**	$ -		$ 1,207,000
6000 Contingency	$ 3,428,242	**$ -**	**$ -**	$ -		$ 3,428,242
Sub Total	**$ 55,916,452**	**$ 9,875,760**	**$ 37,092,007**	**$ 46,967,767**		**$ 8,948,685**
Special Revenue Funds						
1000 Instruction	$ 3,240,661	$ 28,116	**$ 1,513,546**	$ 1,541,662		$ 1,698,999
2000 Support Services	$ 1,163,667	$ 50,876	**$ 495,272**	$ 546,148		$ 617,519
3000 Community Services	$ 797,916	$ 28,928	**$ 383,395**	$ 412,323		$ 385,593
4000 Facility Acquisition	$ 300,000	$ 177,382	**$ -**	$ 177,382		$ 122,618
5100 Debt Service	$ 19,000	$ 2,742	**$ 13,710**	$ 16,452		$ 2,548
6000 Contigency	$ 613,599	**$ -**	**$ -**	$ -		$ 613,599
Sub Total	**$ 6,134,843**	**$ 288,044**	**$ 2,405,923**	**$ 2,693,966**		**$ 3,440,877**
PERS Bond Debt Service (302, 303, 304)						
2000 Support Services	$ 20	**$ 0**	**$ -**	$ 0		$ 20
5100 Debt Service	$ 1,741,656	**$ -**	**$ -**	$ -		$ 1,741,656
6000 Contigency	$ 298,429	**$ -**	**$ -**	**$ -**		$ 298,429
Sub Total	**$ 2,040,105**	**$ 0**	**$ -**	**$ 0**		**$ 2,040,105**
Facilities (400)						
4000 Facilities Acquisition	$ 2,500,000	**$ -**	**$ -**	$ -		$ 2,500,000
6000 Contingency	$ 1,200,000	**$ -**	**$ -**	$ -		$ 1,200,000
Sub Total	**$ 3,700,000**	**$ -**	**$ -**	**$ -**		**$ 3,700,000**
Total Appropriations	$ 67,791,400	$ 10,163,804	$ 39,497,930	$ 49,661,733		$ 18,129,667
Total Unappropriated	$ 3,018,072	**$ -**	**$ -**	$ -		$ 3,018,072
TOTAL	**$ 70,809,472**	**$ 10,163,804**	**$ 39,497,930**	**$ 49,661,733**		**$ 21,147,739**

How to Read the Monthly Financial Statements

Santiam Canyon School District | Board Reference Guide

Each statement answers a different question about the district's financial position. Taken together, they help the Board monitor financial health, spending trends, and compliance with the adopted budget.

Statement	Question It Answers	What the Board Should Watch
Revenue Statement	Are revenues coming in as expected?	Compare projected revenue with budget. Pay particular attention to large revenue sources, especially State School Fund revenue. A sustained shortfall can reduce the projected ending fund balance.
Expenditure Statement	Are expenditures tracking as expected?	Compare projected expenditures with budget. Watch salaries, benefits, and other large categories for trends above budget. Rising expenditures combined with falling revenues deserve particular attention.
Appropriations Statement	Is spending within the authority adopted by the Board?	Review the remaining appropriation and percentage used in each category. A category approaching its legal spending limit may require Board action even when the district has adequate cash or fund balance overall.

Key Indicators of Financial Health

1. Estimated Ending Fund Balance: This is the clearest overall indicator. The Board should focus on the trend over time rather than a single month. A continuing decline without a clear explanation warrants closer review.

2. Projected Revenue vs. Budget: Watch for projected revenues falling below budget, particularly in the district's largest revenue sources. Because State School Fund revenue is significant, even a relatively small percentage change can have a large dollar impact.

3. Projected Expenditures vs. Budget: Watch for expenditures trending above budget, especially salaries and benefits. The most concerning pattern is declining revenue at the same time expenditures are increasing.

4. Remaining Appropriation: The Board should also monitor whether any appropriation category is nearing its authorized spending limit. This is a budget-compliance issue and is different from overall financial health.

A useful rule of thumb: One unusual movement in a single month does not necessarily indicate financial trouble. The most important signal is a consistent negative trend - particularly when the projected ending fund balance is declining, revenues are coming in below expectations, and expenditures are trending above budget.

Santiam Canyon School District 129J
Post Office Box 197
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Mill City, Oregon 97360
Office (503) 897-2321

Krista Nieraeth, Superintendent
Nichole Cooper, Business Manager
Lindsay Sloan, AP & Payroll
Lisa Follis, District Secretary

Santiam Canyon School District Board Report
September 2026

1. STAND TOGETHER- We celebrate our strengths and differences

a. STAFFING UPDATES

- Current Job Openings:
  - Secondary Science Teacher - SJSHS
  - Certified subs
  - Classified subs
  - Assistant Coaches
    - MS Girls Basketball
    - HS Girls Basketball

2. FIND YOUR PATH- We prepare for the future

a. PRESCHOOL UPDATE

I'm very pleased to announce that the Doris J. Wipper Fund will fully fund the Santiam Canyon Preschool Center for the 2026-27 school year. We were excited to present the following things to the Wipper Fund about the upcoming year:

Great Things at Santiam Canyon Preschool

- **Our preschool continues to grow!** In the 2024–25 school year, we had 24 students. That grew to 38 students in 2025–26, and we currently have 36 students signed up for 2026–27. Because of the needs of some of our students, and the staffing constraints, the preschool enrollment is capped at 36 students.
- **We are meeting a wide range of student needs.** This coming year, we have students who do not speak English, students with medical needs that require health plans, which will be administered by our district nurse, and students who receive IFSP services, including speech, OT/PT, and autism services. The district and preschool partner with our local ESD to help provide IFSP services.
- **We believe in inclusive classrooms.** At this age, we want all of our students learning, playing, and growing alongside their peers. Students receive the additional support and services they need while still being part of the classroom community. This helps all of our students build friendships, learn from one another, and feel like they belong.
- **Free breakfast and lunch is available to every preschool student.** Starting in the 2025–26 school year, the district began providing free breakfast and lunch to all preschool students

Santiam Canyon School District does not discriminate on the basis of race, religion, color, national origin, disability, marital status, sexual orientation, sex or age in providing or access to benefits of education services, activities and programs in accordance with Title VI, Title VII, Title IX and other civil rights or discrimination issues; Section 504 of the Rehabilitation Act of 1973, as amended; and the American with Disabilities Act.

The following has been designated to coordinate compliance with these legal requirements and may be contacted at the Santiam Canyon School District office for additional information and/or compliance issues:, Title II Coordinator, Title IX Coordinator and Section 504 Coordinator: Director of Special Programs, 150 SW Evergreen St./PO Box 197, Mill City, OR 97360, (503) 897-2321

through the National School Lunch Program. Students receive the same meals that meet the requirements of the program and are served in our school cafeterias, at no cost to families.

We are proud that our preschool is a place where all kids are welcomed, supported, and given the opportunity to learn and grow together.

b. PERFORMANCE GROWTH TARGETS (PGTs)

The district was required to submit PGT to ODE as a part of SB 141 (The Accountability Bill) for the next 4 years. Below are the targets that SCSD submitted to ODE for approval:

K - 2 Attendance

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Baseline	54.9%	64.3%	66.0%	68.0%	71.0%	73.0%
Focal Students	50.0%		62.0%	65.0%	69.0%	72.0%

K - 12 Attendance

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Baseline	58.8%	63.2%	65.0%	67.0%	69.0%	72.0%
Focal Students	53.5%		60.0%	63.0%	66.0%	70.0%

3rd Grade ELA

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Baseline	33.3%	36.7%	39.0%	42.0%	45.0%	49.0%
Focal Students	28.0%		35.0%	39.0%	43.0%	48.0%

8th Grade Math

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Baseline	7.3%	5.4%	10.0%	15.0%	20.0%	25.0%
Focal Students	5.0%		8.0%	13.5%	19.0%	24.5%

9th Grade on Track

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Baseline	94.1%	91.7%	95.0%	96.0%	97.0%	98.0%
Focal Students	90.0%		91.0%	93.0%	95.0%	97.0%

4 Year Graduation Rate

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Baseline	93.2%		93.5%	94.0%	94.5%	95.0%
Focal Students	93.1%		93.5%	94.0%	94.5%	95.0%

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5 Year Graduation Rate

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Baseline	94.4%		94.5%	95.0%	95.5%	96.0%
Focal Students	90.0%		90.4%	91.5%	92.5%	94.0%

Career & Workforce Readiness

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Baseline	134.6		136.0	141.0	146.0	151.0
Focal Students	118.9		121.0	129.0	136.0	146.0

*Composite total of CTE Participants and CTE Concentrators

Concentrator - A student who has earned at least 2.0 creditds within a single CTE Program of Student, and at least 1.0 credit being designated as Intermediate or Advanced coursework

Participant - A secondary student who has earned at least 0.5 credit within a single CTE Program of Student

Denominator - Total number of secondary students enrolled on the first day of school

CTE Numerator = (Number of Participants x 1) + (Number of Concentrators x 4)

CTE Composite = (CTE Numerator / Denominator) x 100

Please remember these are our baseline goals for each year. Each school will work to be above and beyond these baseline numbers.

3. **NEVER GIVE UP- We push through to reach our goals**

   a. **INTEGRATED GUIDANCE AND STATE GRANTS**

   I have been working with Nichole Cooper to finalize last year's IG grant budgets and complete the claiming process for all eligible expenditures. As we close out those grants, we are also shifting our focus to the upcoming school year by developing new IG grant budgets based on the funding available and our district priorities. This transition provides an opportunity to review how funds were utilized last year and be more intentional about planning for the year ahead. I will be working with the building principals to review their available grant funds, clarify allowable uses, and identify how these resources can best support building and district priorities.

   b. **DISTRICT AND SCHOOL FACILITIES**

   The Q-Hut project is now complete. Spike Aerni finished painting the soffits and sides of the building, and the county has completed its final inspection and signed off on the project. We have also purchased a sign for the building, which is expected to be installed by the end of the month.

   Chuck Follis is working to prepare the grounds for the fall season. We have also been working with Hart Landscape to evaluate and address sprinkler issues throughout the campus. Our goal is to ensure that our irrigation systems are operating properly and efficiently, helping us reduce unnecessary water usage while also making the best use of staff time.

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I have been working with building administration to ensure that our facilities are consistently cleaned and maintained on a daily basis, as well as appropriately prepared for scheduled events. We are also working to streamline our facility use processes, including improving procedures for the distribution and collection of keys and access badges.

Additionally, we are reinforcing expectations with both school and community groups regarding the use of district facilities. This includes ensuring that groups understand their responsibility to properly care for and clean the spaces they use. Our goal is to establish clear, consistent expectations that allow our facilities to be used by our schools and community while ensuring they remain clean, secure, and well maintained.

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District Enrollment

Grade Level	2026 - 2027 FY										2025-2026 SY									
	9/8	10/1	11/1	12/1	1/1	2/1	3/1	4/1	5/1	6/1	9/1	10/1	11/1	12/1	1/1	2/1	3/1	4/1	5/1	6/1
KG	94	0	0	0	0	0	0	0	0	0	82	100	103	106	107	108	108	108	105	102
1st	100	0	0	0	0	0	0	0	0	0	116	121	123	125	127	133	134	136	139	136
2nd	136	0	0	0	0	0	0	0	0	0	120	126	125	130	132	135	138	142	140	140
3rd	137	0	0	0	0	0	0	0	0	0	146	151	153	154	152	157	158	161	167	170
4th	160	0	0	0	0	0	0	0	0	0	185	189	191	199	202	197	200	200	205	206
5th	191	0	0	0	0	0	0	0	0	0	164	170	177	191	194	197	206	214	214	213
6th	214	0	0	0	0	0	0	0	0	0	199	203	214	220	225	236	241	255	259	258
7th	266	0	0	0	0	0	0	0	0	0	267	266	284	303	307	316	336	350	368	377
8th	333	0	0	0	0	0	0	0	0	0	328	266	355	359	361	366	388	397	408	413
9th	275	0	0	0	0	0	0	0	0	0	290	336	313	323	328	349	372	394	411	421
10th	357	0	0	0	0	0	0	0	0	0	333	305	371	379	383	403	413	434	443	435
11th	394	0	0	0	0	0	0	0	0	0	380	389	406	419	422	437	450	454	472	474
12th	425	0	0	0	0	0	0	0	0	0	383	389	392	398	399	376	376	374	374	370
Total ADM	3082	0	0	0	0	0	0	0	0	0	2993	3011	3207	3306	3339	3410	3520	3619	3705	3715

ENROLLMENT

Grade	In building/ ORCA	K	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
As of 9/8/26	In building	40	28	35	40	35	53	47	50	51	46	45	35	46	**551**
As of 9/8/26	ORCA	54	72	101	97	125	138	167	216	282	229	312	359	379	**2531**
As of 9/8/26	**TOTAL**	**94**	**100**	**136**	**137**	**160**	**191**	**214**	**266**	**333**	**275**	**357**	**394**	**425**	**3082**
As of 10/1/26	In building														**0**
As of 10/1/26	ORCA														**0**
As of 10/1/26	**TOTAL**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
As of 11/1/26	In building														**0**
As of 11/1/26	ORCA														**0**
As of 11/1/26	**TOTAL**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
As of 12/1/26	In building														**0**
As of 12/1/26	ORCA														**0**
As of 12/1/26	**TOTAL**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
As of 1/1/27	In building														**0**
As of 1/1/27	ORCA														**0**
As of 1/1/27	**TOTAL**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
As of 2/1/27	In building														**0**
As of 2/1/27	ORCA														**0**
As of 2/1/27	**TOTAL**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
As of 3/1/27	In building														**0**
As of 3/1/27	ORCA														**0**
As of 3/1/27	**TOTAL**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
As of 4/1/27	In building														**0**
As of 4/1/27	ORCA														**0**
As of 4/1/27	**TOTAL**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
As of 5/1/27	In building														**0**
As of 5/1/27	ORCA														**0**
As of 5/1/27	**TOTAL**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
As of 6/1/27	In building														**0**
As of 6/1/27	ORCA														**0**
As of 6/1/27	**TOTAL**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

SCSD Monthly Enrollment for Board 26.27.xlsx

ENROLLMENT

Grade	In building/ ORCA	K	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
As of 9/1/25	In building	28	33	43	35	52	44	50	54	56	51	40	43	38	**567**
As of 9/1/25	ORCA	54	83	77	111	133	120	149	213	272	239	293	337	345	**2426**
As of 9/1/25	**TOTAL**	**82**	**116**	**120**	**146**	**185**	**164**	**199**	**267**	**328**	**290**	**333**	**380**	**383**	2993
As of 10/1/25	In building	28	34	42	34	52	46	49	55	55	51	40	41	39	**566**
As of 10/1/25	ORCA	72	87	84	117	137	124	154	211	281	254	321	348	350	**2540**
As of 10/1/25	**TOTAL**	**100**	**121**	**126**	**151**	**189**	**170**	**203**	**266**	**336**	**305**	**361**	**389**	**389**	3106
As of 11/1/25	In building	27	36	39	32	52	46	47	55	52	50	39	41	39	**555**
As of 11/1/25	ORCA	76	87	86	121	139	131	167	229	303	263	332	365	353	**2652**
As of 11/1/25	**TOTAL**	**103**	**123**	**125**	**153**	**191**	**177**	**214**	**284**	**355**	**313**	**371**	**406**	**392**	3207
As of 12/1/25	In building	27	36	39	32	52	46	47	53	50	49	38	41	40	**550**
As of 12/1/25	ORCA	79	89	91	122	147	145	173	250	309	274	341	378	358	**2756**
As of 12/1/25	**TOTAL**	**106**	**125**	**130**	**154**	**199**	**191**	**220**	**303**	**359**	**323**	**379**	**419**	**398**	3306
As of 1/1/26	In building	27	37	39	32	52	46	47	53	47	49	36	39	41	**545**
As of 1/1/26	ORCA	80	90	93	120	150	148	178	254	314	279	347	383	358	**2794**
As of 1/1/26	**TOTAL**	**107**	**127**	**132**	**152**	**202**	**194**	**225**	**307**	**361**	**328**	**383**	**422**	**399**	3339
As of 2/1/26	In building	27	37	39	32	52	46	50	50	47	50	37	40	42	**549**
As of 2/1/26	ORCA	81	96	96	125	145	151	186	266	319	299	366	397	334	**2861**
As of 2/1/26	**TOTAL**	**108**	**133**	**135**	**157**	**197**	**197**	**236**	**316**	**366**	**349**	**403**	**437**	**376**	3410
As of 3/1/26	In building	27	37	39	31	52	47	50	50	47	51	35	41	40	**547**
As of 3/1/26	ORCA	81	97	99	127	148	159	191	286	341	321	378	409	336	**2973**
As of 3/1/26	**TOTAL**	**108**	**134**	**138**	**158**	**200**	**206**	**241**	**336**	**388**	**372**	**413**	**450**	**376**	3520
As of 4/1/26	In building	27	37	38	30	51	47	50	48	45	51	36	41	40	**541**
As of 4/1/26	ORCA	81	99	104	131	149	167	205	302	352	343	398	413	334	**3078**
As of 4/1/26	**TOTAL**	**108**	**136**	**142**	**161**	**200**	**214**	**255**	**350**	**397**	**394**	**434**	**454**	**374**	3619
As of 5/1/26	In building	27	37	38	31	52	46	50	49	44	49	36	41	41	**541**
As of 5/1/26	ORCA	78	102	102	136	153	168	209	319	364	362	407	431	333	**3164**
As of 5/1/26	**TOTAL**	**105**	**139**	**140**	**167**	**205**	**214**	**259**	**368**	**408**	**411**	**443**	**472**	**374**	3705
As of 6/1/26	In building	27	37	37	32	52	45	50	49	42	49	36	41	39	**536**
As of 6/1/26	ORCA	75	99	103	138	154	168	208	328	371	372	399	433	331	**3179**
As of 6/1/26	**TOTAL**	**102**	**136**	**140**	**170**	**206**	**213**	**258**	**377**	**413**	**421**	**435**	**474**	**370**	3715

Santiam Canyon School District 129J

Post Office Box 197
150 SW Evergreen St.
Mill City, Oregon 97360
Office (503) 897-2321

Krista Nieraeth, Superintendent
Nichole Cooper, Business Manager
Lindsay Sloan, AP & Payroll
Lisa Follis, District Secretary

Board Recommendation Form

To: Santiam Canyon School District 129J Board of Directors

Prepared By: Krista Nieraeth, Superintendent

Date: September 16th, 2026

Background: At the August 12th, 2026, board meeting, I presented to the board 15 polices as a 1st read for the board to consider either for adoption or deletion. The board was able to review policies prior to the August meeting, had time to comment and ask clarifying questions during that meeting, as well as the public has had time to read and comment.

Due to questions that were brought to me in regards to GCDBB/GDBDD – Sick Time, I have pulled that policy so that the we can do more research on the laws behind that policy and answer those questions. I will bring it back the board in October.

At the September board meeting, I am presenting 14 of the 15 policies for a 2nd read, which leads to adoption or deletion of the policies if approved.

Action Requested: To approve all policies as presented.

Motion Requested: **"**I motion to approve policies listed under Agenda Item 7.1 as presented."

Santiam Canyon School District does not discriminate on the basis of race, religion, color, national origin, disability, marital status, sexual orientation, sex or age in providing or access to benefits of education services, activities and programs in accordance with Title VI, Title VII, Title IX and other civil rights or discrimination issues; Section 504 of the Rehabilitation Act of 1973, as amended; and the American with Disabilities Act.

The following has been designated to coordinate compliance with these legal requirements and may be contacted at the Santiam Canyon School District office for additional information and/or compliance issues:, Title II Coordinator, Title IX Coordinator and Section 504 Coordinator: Director of Special Programs, 150 SW Evergreen St./PO Box 197, Mill City, OR 97360, (503) 897-2321

OSBA Model Sample Policy

Code: BCB
Adopted:

Board Officers

No later than the next regular meeting after July 1, the Board will elect one of its members to serve as chair and one to serve as vice chair. In an election year, this meeting must occur no later than the last day of July. No member of the Board may serve as chair more than four years in succession.

The Board chair will:

1. Prepare the agenda for Board meetings in accordance with Board policy BDDC – Board Meeting Agenda;

2. Call special meetings;

3. Preside at meetings of the Board and enforce the rules of order. The Board chair has inherent authority to keep order and to impose any reasonable restrictions necessary for the efficient and orderly conduct of a meeting. If public comment is a part of the meeting, the Board chair may regulate the order and length of appearances and limit appearances to presentations of relevant points in accordance with Board policy BDDH – Public Comment at Board Meetings;

4. Sign official documents that require the signature of the chair;

5. Represent the district and the Board at official functions, unless this duty is delegated by the Board chair to another Board member;

6. Appoint Board members to committees unless otherwise ordered by the Board;

7. Have the right to discuss issues and vote; and

8. Perform such other duties as may be prescribed by law or by action of the Board.

In the absence of the chair, the vice chair will perform the duties of chair and, when so acting, will have the chair's powers. The vice chair will perform other functions as designated by the Board.

If a Board member is unable to continue to serve as an officer, a replacement will be elected. The replacement officer will serve the remainder of the officer's term, until the officer resigns or ceases to remain on the Board, or until the officer is removed or replaced by the Board.

Board Spokesperson

The Board may designate the chair, vice chair or another Board member as the Board's spokesperson. A Board member speaks on behalf of the Board only when specifically authorized by the Board. Official Board statements will be made using official district or Board communication channels, websites or social media accounts, or at official district events. When a Board member expresses personal opinions in public, the Board member is encouraged to clearly identify the opinions as personal. Comments made by Board members when not authorized by the Board are considered personal comments of the Board member.

2nd Read

END OF POLICY

Legal Reference(s):

ORS 255.335
ORS 332.040
ORS 332.045
ORS 332.057
OAR 166-400
OAR 166
OAR 199-050-0050

2nd Read

OSBA Model Sample Policy

Code: BD
Adopted:

Board Meetings, Notices and Communications

Definitions

"Communication" means the expression or transmission of information from one person to another through verbal, non-verbal, written, or electronic means. Non-verbal means include gestures, such as thumbs-up and thumbs-down, as well as sign language.

"Convening" means gathering in a physical location, using electronic, video or telephonic technology to be able to communicate contemporaneously among participants, using serial electronic written communication among participants, or using an intermediary to communicate among participants.

"Decision" means any determination, action, vote or final disposition upon a motion, proposal, resolution, order, ordinance or measure on which a vote of the Board[1] is required, at any meeting at which a quorum is present.

"Decision-making process" means the process the Board engages in to make a decision, such as: (a) identifying or selecting the nature of the decision to be made; (b) gathering information related to the decision to be made; (c) identifying and assessing alternatives; (d) weighing information; and (e) making a decision.

"Deliberation" means discussion or communication that is part of a decision-making process.

"Executive session" means any meeting or part of a meeting of the Board that is closed to certain persons for deliberation on certain matters.

"Intermediary" means a person who is used to facilitate communications among members of the Board about a matter subject to deliberation or decision by the Board, by sharing information received from a member of the Board with other members of the Board. The term "intermediary" can include a member of the Board.

"Meeting" means the convening of the Board for which a quorum is required in order to make a decision or to deliberate toward a decision on any matter. Meeting does not include any on-site inspection of any project or program or the attendance of members of the Board at any national, regional or state association to which the Board or the members belong.

"Public Meetings Law" means Oregon Revised Statutes (ORS) 192.610 – 192.705 and Oregon Administrative Rules (OAR) 199-040 and 199-050.

2nd Read

[1] This policy is written to apply to the Board. Other bodies, including Board committees, may be subject to public meeting laws. This policy may help other bodies understand what is required, but is intended as direction for the Board.

"Quorum" means the minimum number of members of the Board required to legally transact business. For the Board, a quorum is three[2] Board members.

"Work session" or "workshop" means meetings held for the purpose of either presenting information to the Board to prepare for a regular or special meeting, or to allow the Board to engage in preliminary discussions or deliberations.

Board Authority at Meetings

The Board has the authority to act only when a quorum is present at a properly noticed regular, special or emergency meeting. The affirmative vote of three[3] members of the Board is required to transact any business.

Types of Meetings

The Public Meetings Law applies to all regular, special, emergency, executive session and work session meetings of the Board.

1. Regular Meetings

   The regular meeting schedule will be established at the annual organizational meeting each year and may be changed by the Board with public notice. The purpose of each regular meeting will be to conduct the regular Board business.

2. Special Meetings

   A special meeting may be scheduled when less than a quorum is present at a regular meeting and therefore no business may be conducted, additional business still needs to be conducted at the ending time of a meeting, conducting business prior to the next regular meeting would be advantageous to the district, or other reasons. Special meetings may be convened by the Board chair, upon request of three Board members, or by common consent of the Board.

3. Emergency Meetings

   Emergency meetings may be called in the case of an actual emergency upon appropriate notice under the circumstances. Only topics necessitated by the emergency may be discussed or acted upon at the emergency meeting.

4. Work Sessions

   The Board may use regular or special meetings for the purpose of conducting work sessions to provide its members with opportunities for planning and thoughtful discussion. Work sessions will

2nd Read

[2] ORS 332.055 establishes the quorum as a majority. If the Board has five members, three constitute a quorum. If the Board has seven members, four constitute a quorum. If the Board has nine members, five constitute a quorum.

[3] ORS 332.055 provides "the affirmative vote of the majority of members of the board is required to transact any business." If the Board has five members, three votes are required. If the Board has seven members, four votes. If the Board has nine members, five votes.

be conducted in accordance with Public Meetings Law. The Board may make official decisions during a work session.

5. Executive Sessions

   Executive sessions may be held during regular, special or emergency meetings for a reason permitted by law. (See Board policy BDC – Executive Sessions).

Communications Outside of a Board Meeting (Serial Meetings Prohibited)

Private meetings where a quorum of the Board engages in discussions or communications that are part of the Board's decision-making process on matters within the authority of the Board violate Public Meetings Law, except as part of an executive session.

A quorum of Board members shall not, outside of a meeting conducted in compliance with Public Meetings Laws, use a series of communications of any kind, directly or through intermediates, for the purpose of deliberating or deciding on any matter that is within the jurisdiction of the Board. This prohibition applies to using any one or a combination of the following methods of communication:

1. In-person;

2. Telephone calls;

3. Videos, videoconferencing, or electronic video applications;

4. Written communication, including electronic written communications, such as email, texts, and other electronic applications;

5. Use of one or more intermediaries to convey information among members; and

6. Any other means of conveying information.

Communications outside of a Board meeting may contain communications between or among members of the Board, including a quorum, that are:

1. Purely factual or educational in nature and that convey no deliberation or decision on any matter that might reasonably come before the Board;

2. Not related to any matter that, at any time, could reasonably be foreseen to come before the Board for deliberation and decision; or

3. Nonsubstantive in nature, such as communication relating to scheduling, leaves of absence and other similar matters.

E-mails sent to other Board members are encouraged to have the following notice:

Important: Please do not reply or forward this communication if this communication could constitute a decision or deliberation toward a decision between and among members of the district board. Board member electronic communications on district business are subject to Public Meetings and Public Records Law.

2nd Read

A quorum of Board members may attend social meetings or gatherings so long as no discussions or deliberations are had.

Meeting Location, Public Accommodations and Logistical Requirements

All meetings will be open to the public except as provided by law.

All Board meetings, including Board retreats and work sessions, will be held within district boundaries, except as allowed by law[4]. The Board may attend training sessions outside the district boundaries but may not deliberate or discuss district business. No meeting will be held at any place where discrimination on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, age or national origin is practiced. Meeting locations shall be accessible to persons with disabilities.

Any Board meeting may be held in person, through the use of electronic or telephonic means, or in some combination of in-person, electronic or telephonic means.

Access to and the ability to attend all meetings (excluding executive sessions) by telephone, video or other electronic or virtual means will be made available when reasonably possible. For Board meetings (excluding executive session) held by telephone or other electronic means of communication, the district shall make available a place or an electronic means by which the public can listen to or view the meetings in real time. The place provided may be a place where no Board member is present.

For executive sessions where the media are statutorily authorized to be present, if any person, including any Board member, is attending the executive session by telephone, video, or other electronic means, the district shall provide members of the media the same attendance option. The district may establish reasonable security measures to ensure the media's attendance by telephone, video, or other electronic means is conducted through a secure connection or method.

If requested to do so at least 48 hours before a meeting held in public, the Board shall make a good faith effort to provide an interpreter for persons who are deaf or hard of hearing. The request should include the name of the requester, sign language preference and any other relevant information requested. If the meeting is being held upon less than 48 hours' notice and a request for an interpreter is made, the Board shall make a reasonable effort to have an interpreter present. Other appropriate aids and services may be provided upon request and appropriate advance notice.

If requested to do so at least 72 hours before a meeting held in public, the Board will make a reasonable effort to provide translation services.

Recordings or minutes will be kept for all meetings in accordance with state law and Board policy BDDG – Recordings or Minutes of Board Meetings.

All meetings shall comply with applicable provisions of the Oregon Indoor Clean Air Act.

2nd Read

[4] ORS 192.630(4). Meetings of the governing body of a public body shall be held within the geographic boundaries over which the public body has jurisdiction, or at the administrative headquarters of the public body or at the other nearest practical location. Training sessions may be held outside the jurisdiction if no deliberations toward a decision are involved.

The possession of a firearm, deadly weapon or any other instrument used as a dangerous weapon is prohibited at Board meetings, except as authorized by law.[5]

Public Notice Requirements

The district posts public notice[6] of its meetings on the district's website or on a publicly accessible website hosted by a third-party that is linked to the district's website.

The public notice shall identify the following:

1. The time, date, location of the meeting, and, to the extent reasonably possible, will include the electronic link or telephone access information to allow members of the public to attend the meeting by telephone or electronic means;

2. The agenda or list of the principal subjects anticipated to be considered at the meeting and will be specific enough to permit the public to recognize matters in which they are interested. The Board may amend the agenda or may add or remove items from the list of principal subjects prior to or during a meeting. See Board policy BDDC – Board Meeting Agenda for additional meeting agenda information; and

3. The name, telephone number, and email address of a person at the district office to contact to request an interpreter or other communication aids or a statement that the district will provide a sign language interpreter or other communication aids at the meeting.

The district will provide notice to interested persons and news representatives who have requested notice through means reasonably calculated to provide actual notice to interested persons known to the Board.

For all regular meetings, the meeting notice shall be provided with as much advance notice as reasonably possible, but no less than 48 hours' advance notice.

For all special meetings, the meeting notice shall be provided with no less than 24 hours' advance notice.

For an emergency meeting, public notice shall be provided with as much advance notice as reasonably possible given the emergency circumstances. The district shall attempt to contact the media and other interested persons to inform them of the emergency meeting by telephone, email, social media, or other method reasonably calculated to provide actual notice. If reasonably possible under the emergency circumstances, the emergency meeting notice shall be conspicuously displayed on the district's website or on a publicly accessible website hosted by a third-party hosted and linked to the district's website.

2nd Read

[5] ORS 166.670(1)(a) prohibits the possession of firearms or "any other instrument used as a dangerous weapon" on school grounds and in facilities occupied by the district, unless an exception applies. ORS 166.370(3)(g) provides an exception for persons "licensed under ORS 166.291 and 166.292 to carry a concealed handgun."

[6] The public notice must be displayed conspicuously on the district's website. If the district does not maintain a publicly accessible website, the district shall satisfy the public notice requirements through other means such as posting on the Oregon Transparency Website, community postings, bulletin boards, newspaper notice, or any other means reasonably calculated to provide actual notice to the general public. Modify this sentence to communicate how the district publishes its public notices.

If a meeting will include an executive session, the notice shall comply with the above notice requirements and the notice shall also identify the specific statutory citation and appropriate subsection and paragraph authorizing the executive session, as well as a general description of the statutory authorization. Example:

> "The Board will meet in executive session under ORS 192.660(2)(a) to consider the employment of a public officer, employee, staff member or individual agent."

If an executive session is to be part of an open regular, special, or emergency meeting, the notice shall comply with the above notice requirements and prior to entering the executive session, the Board chair shall make a public announcement and identify in open session the specific statutory provision and appropriate subsection and paragraph authorizing the executive session, as well as a general description of the statutory authorization (See Board policy BDC – Executive Sessions for additional information on executive sessions.)

Complaints

Complaints regarding Public Meetings Laws can be filed in accordance with Public Meetings Law complaint procedures outlined in Board policy KL – Public Complaints. Complaints must be filed within 30 days of the alleged violation.

[7]Mandatory Training

Every member of the Board shall attend or view a training on Public Meetings Law as required by ORS 192.700 and Board policy BBAA – Board Member's Authority and Responsibilities.

END OF POLICY

Legal Reference(s):

ORS Chapter 192
ORS 332.040 - 332.061
ORS 332.107
ORS 433.835 - 433.875
OAR 199-050-0005 – 199-050-0085

2nd Read

[7] {Training is only required for districts with annual fiscal expenditures of $1M or more. See ORS 192.700.}

2nd Read

Santiam Canyon School District 129

Code: BD/BDA
Adopted: 12/03/09
Readopted: 2/11/15; 1/16/26
Orig. Code: BD/BDA

Board Meetings

The Board has the authority to act only when a quorum is present at a duly called regular, special or emergency meeting. "Meeting" means the convening[1] of a quorum of the Board as the district's governing body to make a decision[2] or to deliberate[3] toward a decision on any matter. This includes meeting for the purpose of gathering information to serve as the basis for a subsequent decision or recommendation by the Board, i.e. a work session. "Meeting" does not include any on-site inspection of any project or program the attendance of members of the Board at any national, regional or state association to which the Board or its members belong.

The affirmative vote of the majority of members of the Board is required to transact any business.

All regular, special and emergency meetings of the Board will be open to the public except as provided by law. Access to and the ability to attend all meetings (excluding executive sessions) by telephone, video or other electronic or virtual means will be made available when reasonably possible. All meetings will be conducted in compliance with state and federal statutes. For information how to give or submit public comment, it is outlined in Board policy BDDH - Public Comment at Board Meetings[4].

All Board meetings, including Board retreats and work sessions, will be held within district boundaries, except as allowed by law[5]. The Board may attend training sessions outside the district boundaries but cannot deliberate or discuss district business. No meeting will be held at any place where discrimination

DELETE

[1] "Convening" means: (a) Gathering in a physical location; (b) Using electronic, video or telephonic technology to be able to communicate contemporaneously among participants; (c) Using serial electronic written communications among participants; or (d) Using an intermediary to communicate among participants.

[2] "Decision" means any determination, action, vote or final disposition upon a motion, proposal, resolution, order, ordinance or measure on which a vote of a governing body is required, at any meeting at which a quorum is present.

[3] "Deliberation" means discussion or communication that is part of a decision-making process.

[4] When telephone or other electronic means of communication is used during a meeting open to the public, the Board shall make at least one place available to the public where, or at least one electronic means by which, the public can listen during the meeting. At all meetings of the Board open to the public, the public will be provided an opportunity, to the extent reasonably possible, to access and attend the meeting by telephone, video or other electronic or virtual means. If in-person oral testimony (or public comment) is allowed, the public will be provided, to the extent reasonably possible, an opportunity to submit oral testimony during the meeting, at the designated portion of the agenda, by telephone, video or other electronic or other means. If in-person written testimony is allowed, the public will be provided, to the extent reasonably possible, an opportunity to submit written testimony including by email or other electronic means, so that the Board is able to consider the submitted testimony in a timely manner.

[5] ORS 192.630(4). Meetings of the governing body of a public body shall be held within the geographic boundaries over which the public body has jurisdiction, or at the administrative headquarters of the public body or at the other nearest practical location. Training sessions may be held outside the jurisdiction if no deliberations toward a decision are involved.

on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, age or national origin is practiced.

The Board will give public notice reasonably calculated to give actual notice to interested persons, including the news media which have requested notice, of the time and place for all Board meetings and of the principal subjects to be considered. The Board may consider additional subjects at a meeting, even if they are not included in the notice.

If requested to do so at least 48 hours before a meeting held in public, the Board shall make a good faith effort to provide an interpreter for hearing-impaired persons. If the meeting is being held upon less than 48 hours' notice and a request for an interpreter is made, the Board shall make a reasonable effort to have an interpreter present. Other appropriate auxiliary aids and services will be provided upon request and appropriate advance notice.

If requested to do so at least 72 hours before a meeting held in public, the Board will make a reasonable effort to provide translation services.

All meetings held in public shall comply with the Oregon Indoor Clean Air Act.

The possession of dangerous or deadly weapons and firearms, as defined in law and Board policy, is prohibited on district property.

DELETE

1. Regular, Special and Emergency Meetings

   Generally, a regular Board meeting will be held each month. The regular meeting schedule will be established at the annual organizational meeting and may be changed by the Board with proper notice. The purpose of each regular monthly meeting will be to conduct the regular Board business.

   No later than the next regular meeting following July 1, the Board will hold the annual organizational meeting to elect Board officers for the coming year and to establish the year's schedule of Board meetings.

   Special meetings can be convened by the Board chair, upon request of three Board members, or by common consent of the Board at any time to discuss any topic. A special meeting may be scheduled if less than a quorum is present at a meeting, additional business still needs to be conducted at the ending time of a meeting, conducting business prior to the next regular meeting would be advantageous to the district or other reasons. At least 24 hours' notice must be provided to all Board members, the news media which have requested notice, and the general public for any special meeting.

   Emergency meetings can be called by the Board in the case of an actual emergency upon appropriate notice under the circumstances. The minutes of the emergency meeting must describe the emergency. Only topics necessitated by the emergency may be discussed or acted upon at the emergency meeting.

2. Communications Outside of Board Meetings

   Communications, to, by and among a quorum of Board members outside of a legally called Board meeting, in their capacity as Board members, shall not be used for the purpose of discussing district business. This includes electronic, video or telephonic communications, serial electronic

communications among participants and using an intermediary to communicate among participants. Such communications among Board members shall be limited to messages not involving deliberation, debate, decision-making or gathering of information on which to deliberate.

Communications outside of a Board meeting may contain:

a. Communications to, between or among members of a governing body that are:

(1) Purely factual or educational in nature and that convey no deliberation or decision on any matter that might reasonably come before the Board (including agendas and information concerning agenda items);
(2) Not related to any matter that, at any time, could reasonably be foreseen to come before the Board for deliberation and decision; or
(3) Nonsubstantive in nature, such as communication relating to scheduling, leaves of absence and other similar matters; or

b. Individual responses to questions posed by community members, subject to other limitations in Board policy.

E-mails sent to other Board members will have the following notice:

Important: Please do not reply or forward this communication if this communication constitutes a decision or deliberation toward a decision between and among a quorum of a governing body which could be considered a public meeting. Electronic communications on district business are governed by public meetings law.

3. Private or Social Meetings

Private or social meetings of a quorum of the Board for the purpose of making a decision or to deliberate toward a decision on any matter are prohibited by public meetings law.

4. Work Sessions

The Board may use regular or special meetings for the purpose of conducting work sessions to provide its members with opportunities for planning and thoughtful discussion. Work sessions will be conducted in accordance with state law on public meetings, including notice and minutes. Generally, Boards do not take official action during work sessions, although there is no legal prohibition to do so.

5. Executive Sessions

Executive sessions may be held as an agenda item during regular, special or emergency meetings for a reason permitted by law. (See Board policy BDC - Executive Sessions)

Complaints regarding public meetings laws can be filed with the Board in accordance with Board Policy KL – Public Complaints. The Board will respond and provide a copy of the complaint and response to the Oregon Government Ethics Commission within 21 days in accordance with state law.[6]

[6] See House Bill 2805 (2023) Section 5(2) for requirements of the response.

DELETE

[7]Mandatory Training

Every member of the Board shall attend or view a training on public meetings law prepared or approved by the Oregon Government Ethics Commission (OGEC) at least once during the Board member's term of office and shall verify attendance in accordance with OGEC procedures.

END OF POLICY

Legal Reference(s):

ORS Chapter 192 | ORS 255.335 | ORS 332.040 - 332.061 | ORS 433.835 - 433.875

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).
OR. ATTY. GEN. Public Records and Meetings Manual.

Cross Reference(s):

ACA - Americans with Disabilities Act
BDC - Executive Sessions
BDDA - Notification of Board Meetings

DELETE

[7] This is required for Board members in districts with total expenditures for a fiscal year of $1 million or more. This number will be reviewed by OGEC at least once every five years. If the district has total expenditures of less than $1 million, this language can be kept, but "shall" should be replaced with "is encouraged to."

OSBA Model Sample Policy

Code: BDC
Adopted:

Executive Sessions

The Board may meet in executive session to discuss subjects allowed by statute under Oregon Revised Statute (ORS) 192.660 or ORS 332.061 but may not take final action in executive session except for the expulsion of a student and matters pertaining to or examination of the confidential records of the student in accordance with ORS 332.061.

An executive session may be included as an agenda item of a meeting open to the public in accordance with Board policy BDDC - Board Meeting Agenda or held as its own meeting. Public notice is required as outlined in Board policy BD – Board Meetings, Notices and Communications.

If an executive session is held as part of a meeting open to the public, the Board chair will announce the executive session in compliance with Board policy BD – Board Meetings, Notices and Communications and include and identify the appropriate statutory citation, appropriate subsection and the paragraph authorizing the session under ORS 192.660 or ORS 332.061 for holding such session and by noting the general subject of the executive session.

Example:

> "The Board will now meet in executive session under ORS 192.660(2)(a) to consider the employment of a public officer, employee, staff member or individual agent."

Prior to or at the beginning of the executive session, the Board chair may read the following[1]:

> "Representatives of the news media and designated staff shall be allowed to attend the executive session. All other members of the audience are asked to leave the room. Representatives of the news media are specifically directed not to report on or otherwise disclose any of the deliberations or anything said about these subjects during the executive session, except to state the general subject of the session as previously announced. No decision may be made in executive session. At the end of the executive session, we will return to open session and welcome the audience back into the room."

The Board may hold an executive session:

1. To consider the employment of a public officer, employee, staff member or individual agent; may not include a discussion or negotiation of compensation (including salaries and benefits).[2]

[1] This statement should be amended if ORS 192.660 does not require that representatives of the news media be allowed to attend, ORS 332.061 allows the Board to vote in executive session, or the Board will not be returning to open session following the executive session. This statement can also be included on the agenda.

[2] This provision does not apply to the filling of a vacancy in elective office or on any public committee, commission or other advisory group; or for the consideration of general employment policies. It also does not apply to the employment of the chief executive officer, other public officers, employees and staff members of the district unless:

a. The vacancy has been advertised;
b. Regular hiring procedures have been adopted;
c. If hiring an officer, the public has had the opportunity to comment on the employment of the officer; and

2nd Read

(ORS 192.660(2)(a))

2. To consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer[3], employee, staff member or individual agent who does not request an open hearing[4]; may not include a discussion or negotiation of compensation (including salaries and benefits). (ORS 192.660(2)(b))

3. To conduct deliberations with persons designated by the governing body to carry on labor negotiations. (ORS 192.660(2)(d))

4. To conduct deliberations with persons designated by the governing body to negotiate real property transactions. (ORS 192.660(2)(e))

5. To consider information or records that are exempt by law from public inspection.[5] (ORS 192.660(2)(f))

6. To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.[6] (ORS 192.660(2)(h))

7. To review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing[7]; may not include a discussion or negotiation of compensation (including salaries and benefits or a general

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d. If hiring a chief executive officer, the Board has adopted hiring standards, criteria and policy directives in meetings open to the public in which the public has had the opportunity to comment on the standards, criteria and policy directives.

[3] To determine whether the individual involved is considered a public officer, consult with legal counsel.

[4] Notice must be provided to the public officer, employee, staff member or individual agent in accordance with OAR 199-0040-0030. The public official must receive written notice of the meeting no less than one business day or 24 hours, whichever is greater, in advance of the meeting. The notice must include:

a. Identification of the governing body before which the matter will be considered (the Board);
b. The time, date and location of the meeting;
c. The purpose for which the governing body proposes to convene the executive session, including the citation to the applicable section of ORS 192.660 and the fact that the governing body will be considering the dismissal or disciplining of, hearing complaints or charges against, or reviewing and evaluating the performance of the public official receiving the notice; and
d. Information on how the public official may make a request for an open hearing.

[5] Consider including a reference to the law that exempts the information or records from public inspection in the notice.

[6] Legal counsel must be present in the executive session, either in-person or via electronic or telephonic communications.

[7] Notice must be provided to the chief executive officer, public officer, employee or staff member in accordance with OAR 199-0040-0030. The public official must receive written notice of the meeting no less than one business day or 24 hours, whichever is greater, in advance of the meeting. The notice must include:

a. Identification of the governing body before which the matter will be considered (the Board);
b. The time, date and location of the meeting;
c. The purpose for which the governing body proposes to convene the executive session, including the citation to the applicable section of ORS 192.660 and the fact that the governing body will be considering the dismissal or disciplining of, hearing complaints or charges against, or reviewing and evaluating the performance of the public official receiving the notice; and
d. Information on how the public official may make a request for an open hearing.

2nd Read

evaluation of an agency, goal, objective or operation or any directive to personnel concerning agency goals, objectives, operations or programs.
(ORS 192.660(2)(i))

8. To consider matters relating to school safety or a plan that responds to safety threats made toward a school. (ORS 192.660(2)(k))

9. To consider matters relating to the safety of the governing body and of public body staff and volunteers and the security of public body facilities and meeting spaces. (ORS 192.660(2)(o))

10. To consider matters relating to cyber security infrastructure and responses to cyber security threats. (ORS 192.660(2)(p))

11. To review the expulsion of a minor student from a public elementary or secondary school. (ORS 332.061(1)(a))

12. To review matters pertaining to or examination of the confidential records of a student. (ORS 332.061(1)(b))

Members of the press may attend executive sessions except those matters pertaining to:

1. Deliberations with persons designated by the Board to carry on labor negotiations;

2. Hearings on the expulsion of a minor student or examination of the confidential records of a student; and

3. Current litigation or litigation likely to be filed if the member of the news media is a party to the litigation or is an employee, agent or contractor of a news media organization that is a party to the litigation.

If an executive session is held pursuant to ORS 332.061, the following shall not be made public: the name of the minor student; the issue, including the student's confidential records; the discussion; and each Board member's vote on the issue.

Recordings or minutes shall be kept for all executive sessions in accordance with state law and Board policy – BDDG – Recordings and Minutes of Board Meetings.

Content discussed in executive sessions and recordings or minutes for executive sessions are confidential except as provided by law. Board members, district employees and the media are instructed not to disclose information obtained in executive session except when specifically authorized to do so or as required or allowed by law.

END OF POLICY

Legal Reference(s):

ORS 192.660
ORS 192.685
ORS 192.705
ORS 332.045
ORS 332.061
OAR 199-040-0015 - 0060
OAR 199-050-0015
OAR 199-050-0040
OAR 199-050-0050
OAR 199-050-0060

2nd Read

OR. ATTY. GEN. *Public Records and Meetings Manual*.
OREGON GOVERNMENT ETHICS COMMISSION, Staff Advisory Opinion No. 22-106S

2nd Read

OSBA Model Sample Policy

Code: CBA
Adopted:

Qualifications and Duties of the Superintendent

The Board requires the superintendent be a strong educational leader who has the following professional experience and training:

1. A current license that qualifies the individual to serve as superintendent of the district;

2. A master's degree or higher in the field of education, preferably in educational administration;

3. Successful teaching experience at the elementary or secondary school level;

4. Service as a superintendent or administrative experience in the central administration of a school system.

In lieu of the experience and training requirements above, the Board may consider as a candidate for its superintendent's position an individual who meets alternative licensure requirements. The Board may take steps to assist an individual to qualify for such a license.

The superintendent will have the following personal and professional qualities:

1. Success in leadership roles with staff, community and professional peers;

2. Ability to communicate effectively, both orally and in writing;

3. Scholarship, intelligence and excellent ability to plan and organize;

4. Training, experience and success in personnel selection, evaluation and development;

5. Knowledge of curriculum development, implementation and evaluation;

6. Knowledge of business and support service systems which facilitate planning, control and accountability;

7. Experience in administering collective bargaining agreements;

8. Ability to motivate other administrators and significantly involve them in the decision-making process;

9. Strong management skills; and the desire and ability to motivate and innovate, taking advantage of the district's strengths.

General Functions

1. The superintendent is the chief executive officer of the district and, under the direction of the Board, is responsible for control and operation of the school system, and for implementing the decisions and policies of the Board.

2. The superintendent has the authority to formulate and delegate duties and responsibilities to subordinate administrative personnel. The delegation of such duties and responsibilities, however, will not relieve the superintendent of responsibility for the action taken under such delegation.

2nd Read

Specific Functions

The superintendent will have the duty and authority to perform the following specific functions:

1. Review data regularly and lead the district in enacting equitable changes to improve educational outcomes for every student;

2. Serve as educational leader to the Board, staff and community;

3. Act as the district's chief administrative officer;

4. Serve as district school clerk, performing such duties as required by law or by the Board;

5. Support the Board with scheduling meeting places, providing for required notices, and ensuring any required recordings or minutes are created for all Board meetings and for all committee meetings authorized by the Board, as appropriate;

6. Attend all regular and special meetings of the Board, except when excused;

7. Serve as executive officer of the budget committee and prepare an educational plan that is the basis for formulating the district's budget;

8. Administer adopted Board policies;

9. Regularly review adopted Board policies and make recommendations for needed changes;

10. Advise, inform and make recommendations to the Board on matters of policy and other required action(s), and inform the Board on all phases of district operation;

11. Provide an ongoing program of communication to and from the community, staff and Board concerning district programs and activities;

12. Assess trends and changing procedures in salary negotiations and assist the Board in collective bargaining and salary consultation with district employee groups;

13. Serve as a member of the Board's salary consultation and negotiations teams, and make recommendations to the Board on all issues;

14. Direct the implementation and administration of all agreements resulting from the consultation or negotiation process;

15. Develop and file a complete list of position descriptions, with job descriptions within each classification for all classes of personnel; review and change those descriptions as needed or directed by the Board;

16. Formulate and recommend for Board adoption such personnel policies as may be necessary for efficient functioning of the district staff;

17. Make rules and reasonable regulations to govern routine matters and see that such rules and regulations are communicated to employees concerned;

18. Resolve problems of operations and settle disputes referred through administrative channels;

19. Work with staff organizations and committees in the development of sound personnel practices and procedures and provide for their implementation;

2nd Read

20. Assume responsibility for the development, maintenance and operation of a constructive program of in-service, training and education for all school system employees. For this responsibility, the superintendent may employ lecturers, grant temporary leave from work, approve reimbursement for extension or college courses and develop professional library facilities as required, subject to Board approval;

21. Recommend to the Board, the appointment, renewal, contract extension, contract nonrenewal, contract non-extension or dismissal of licensed district employees in accordance with state law, Board policy and the employee's collective bargaining agreement, as applicable;

22. Appoint, promote, demote or discharge classified and non-represented employees as provided by state law, Board policy, collective bargaining agreements and meet and confer agreements, as applicable;

23. Assign or transfer all district employees in accordance with state law, Board policy and the employee's collective bargaining agreement, as applicable;

24. Evaluate the performance of all district administrative personnel in accordance with state law and Board policy, and make recommendations for those positions to the Board before March 15 of each year;

25. Provide for performance evaluations of licensed and classified personnel in accordance with state law, Board policy and the employee's collective bargaining agreement, as applicable;

26. Assign and control the promotion of students;

27. Maintain a continuous inventory of all district property, furniture, material and supplies;

28. Recommend plans for repairs to district property and for new construction and see that all plans adopted by the Board are properly executed;

29. Establish procedures to involve teachers, principals, supervisory personnel and representatives from student and community groups in the preparation and selection of courses of study and other instructional materials;

30. Recommend instructional materials, instructional supplies and school equipment to be purchased by the district;

31. Direct the preparation of the budget, prepare the budget message for presentation to the budget committee, supervise the administration of all fiscal policies of the district and serve as custodian of all district funds;

32. Develop and recommend to the Board long-range plans for educational programs, facilities and financial resources that are consistent with population trends, district goals and community needs;

33. Direct the district in its relationships with federal, state and local government agencies;

34. Cooperate with universities and colleges in their student-teacher training programs;

35. Attend local, state and national meetings, conferences and workshops as deemed beneficial to the interests of the district;

36. Visit, as may be required, all district schools as a regular part of a schedule and institute and carry out such regulations, as may be necessary, to attain their efficient operation;

2nd Read

37. Direct the administrative staff in establishing and changing, as needed, school attendance area boundaries subject to Board approval;

38. In cases of matters not specifically covered by Board policies, take appropriate action and report such action to the Board no later than the next regular Board meeting;

39. Have other power and duties as may be approved by the Board, and as may be necessary to fulfill the functions of the office of superintendent.

END OF POLICY

Legal Reference(s):

ORS 332.075
ORS 342.143
ORS 342.173
ORS 342.850
OAR 584-020-0000 - 0035
OAR 584-046-0003 - 0024
OAR 584-080-0151
OAR 584-080-0152
OAR 584-080-0161

2nd Read

OSBA Model Sample Policy

Code: CBG
Adopted:

Evaluation of the Superintendent

The Board will formally evaluate the superintendent's job performance at least once each year. The evaluation will be based on the superintendent's job description, any applicable standards of performance, Board policy and progress in attaining any goals for the year established by the superintendent and/or the Board.

Additional criteria for the evaluation, if any, will be developed at a public board meeting prior to conducting the evaluation. The superintendent will be notified of the additional criteria prior to the evaluation.

The Board's discussion and conferences with and about the superintendent and their performance will be conducted in an executive session, unless the superintendent requests a session open to the public.[1] Such an executive session will not include a general evaluation of any district goal, objective or operation or of any directive to personnel concerning district goals, objectives, operations or programs. Results of the evaluation will be written and placed in the superintendent's personnel file.

At the Board's discretion, it may notify the superintendent in writing of specific areas to be remedied, and the superintendent may be given an opportunity to correct the problem(s). Where the Board provided written notice pursuant to the prior sentence, if the Board determines the superintendent's performance remains unsatisfactory, the Board may dismiss or non-renew the superintendent pursuant to Board policy, the superintendent's employment contract and state law and rules. In those situations where the superintendent's employment contract includes an evaluation, dismissal or non-renewal provision, it shall take precedent over this policy.

END OF POLICY

Legal Reference(s):

ORS 192.660
ORS 332.107
ORS 332.505

OAR 581-022-2405

OAR 199-040-0027
OAR 199-040-0030

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[1] Notice must be provided to the superintendent in accordance with OAR 199-0040-0030. The superintendent must receive written notice of the meeting no less than one business day or 24 hours, whichever is greater, in advance of the meeting. The notice must include:

a. Identification of the Board;
b. The time, date and location of the meeting;
c. The purpose for which the Board proposes to convene the executive session, including the citation to the applicable section of ORS 192.660 and the fact that the Board will be reviewing and evaluating the performance of the superintendent; and
d. Information on how the superintendent may make a request for an open hearing.

2nd Read

Hanson v. Culver Sch. Dist. (FDAB 1975).

2nd Read

OSBA Model Sample Policy

Code: DIC
Adopted:

Financial Reports and Statements

The Board will receive monthly financial reports that include estimates of expenditures for the general fund in comparison to budget appropriations, actual receipts in comparison to budget estimates and the district's overall cash condition. Supplementary reports on other funds or accounts will be furnished upon request of the Board or superintendent.

The Board may receive a preaudit report from the business manager recapping the year-end closure of financial statements prior to the annual audit.

Appropriate staff will be available at any Board meeting, upon the Board's request, to respond to questions and to present current financial information. The superintendent will notify the Board at any time of substantial deviations in the anticipated revenues and/or expenditures.

END OF POLICY

Legal Reference(s):

ORS 294.155
ORS 294.311
ORS Chapter 297
ORS 328.465
ORS 332.105
OAR 162-010-0000 to -0330
OAR 162-040-0000 to -0160
OAR 581-023-0037

OR. DEP'T OF EDUC, PROGRAM BUDGET AND ACCOUNTING MANUAL.

2nd Read

OSBA Model Sample Policy

Code: DJB
Adopted:

Petty Cash Accounts

Petty cash funds will be established annually in the amount of $250 for each school building and for the central administrative office. Such funds will be used for the payment of properly itemized bills of nominal amounts and under conditions calling for immediate payment. Allowances, responsibility, security and accounting of petty cash funds will be in accordance with Board policy and requirements of law.

Petty cash will not be used to thwart or circumvent established purchasing procedures. It is a convenient accommodation to facilitate immediate acquisition of low-cost goods and services in an efficient manner.

END OF POLICY

Legal Reference(s):

ORS 294.311

OR. DEP'T. OF EDUCATION, PROGRAM BUDGET AND ACCOUNTING MANUAL.

2nd Read

OSBA Model Sample Policy

Code: EBBA
Adopted:

Student Health Services */**

Although the district's primary responsibility is to educate students, the students' health and general welfare is also an important Board responsibility. The Board believes school programs should be conducted in a manner that protects and enhances student and employee health and is consistent with good health practices. A health services plan shall be developed, implemented, and updated annually. The plan shall describe a health services program for all students at each facility that is owned or leased where students are present for regular programming.

The district shall maintain a written prevention-oriented health services plan for all students. The health services plan will[1]:

1. Explain available health care space that is appropriately supervised and adequately equipped for providing health care and administering medication or first aid;

2. Refer to available communicable disease prevention and management plan that includes school-level protocols[2];

3. Outline a district-to-school communication plan[3];

4. Provide information about health screenings, including immunizations and TB certificate requirements;

5. Describe how services for all students, including those who are medically complex, medically fragile or nursing dependent, and those who have approved 504 plans, individual education program plans, and individualized health care plans or special health care needs are managed[4];

6. Integrate school health services with school health education programs and coordinate with health and social service agencies, public and private;

7. Describe how hearing, vision and dental screenings are managed and/or verified for required students[5];

8. Include a process to assess and determine a student's health services needs, including availability of a nurse to assess student nursing needs upon, during, and following enrollment with one or more

[1] For exact language and complete requirement, see OAR 581-022-2220(1).

[2] For specific protocol content requirements, see OAR 581-022-2220(1)(b).

[3] For requirements of this plan see OAR 581-022-2220(1)(c).

[4] For more information regarding these requirements see ORS 336.201 and 339.869, OARs 581-021-0037, 581-015-2040, 581-015-2045, 851-045-0040 – 0060, and 851-047-0010 – 0030.

[5] For vision screening or eye examination or dental screening information see ORS 336.211 and 336.213.

2nd Read

new medical diagnose(s) impacting a student's access to education, and implement a student's individual health plan prior to attending school[6];

9. Comply with OR-OSHA Bloodborne Pathogens Standards for all persons who are assigned to job tasks which may put them at risk for exposure to body fluids[7];

10. Refer to adopted policy and procedures for medications in accordance with Oregon law[8];

11. Include guidelines for the management of students who are medically complex, medically fragile, or nursing dependent as defined by ORS 336.201, including students with life-threatening food allergies and adrenal insufficiency while the student is in school, at a school-sponsored activity, under the supervision of school personnel, in before-school or after-school care programs on school-owned property, and in transit to or from school or school-sponsored activities[9].

Any nurse(s) employed by the district and providing services to students on behalf of the district shall be licensed in Oregon to practice as a registered nurse or nurse practitioner or be a licensed practical nurse (LPN) in alignment with LPN supervision requirements of OAR 851-045-0050 – 0060.

A nurse employed by the district shall follow all applicable requirements of ORS Chapter 678 and OAR Chapter 851. This includes, but is not limited to, delegation in accordance with OAR 851-047, which includes performing a nursing assessment of a student prior to delegation, providing adequate supervision during the delegation, and evaluating the skills, ability and willingness of the delegee.[10]

An administrator or other staff who is not a nurse may supervise, evaluate or direct a school nurse or registered nurse for purposes related to the nurse's role as a school employee, including but not limited to assigning the nurse's work hours, locations and workload and other matters addressed through a collective bargaining agreement. An administrator may not direct the school nurse or registered nurse in the practice of nursing.

A nurse employed by the district will function as an integral member of the instructional staff, serving as a resource person to teachers in securing appropriate information and materials on health-related topics.

END OF POLICY

Legal Reference(s):

ORS 329.025
ORS 332.107
ORS 336.201
ORS 336.204
ORS 336.211 – 336.214
ORS 342.458
OAR 581-021-0017
OAR 581-021-0031
OAR 581-021-0587
OAR 581-021-0590
OAR 581-022-2050
OAR 581-022-2220
OAR 581-022-2515

[6] For definitions for this policy see ORS 336.201.

[7] OAR 437-002-0360 lists various health and safety regulations that apply in the employment setting.

[8] Medication laws can be found in ORS 339.866 – 339.874 and OAR 581-021-0037; relevant Board policy includes JHCD/JHCDA - Medications.

[9] For guideline requirements see OAR 581-022-2220(1)(k).

[10] For additional delegation requirements see OAR 851-047-0030.

2nd Read

Every Student Succeeds Act, 20 U.S.C. § 7928 ~~(2018)~~(2024).
Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g ~~(2018)~~(2024).

2nd Read

OSBA Model Sample Policy

Code: GBN/JBA
Adopted:

Sexual Harassment

The district is committed to eliminating sexual harassment. Sexual harassment will not be tolerated in the district. All students, staff members and other persons are entitled to learn and work in an environment that is free of harassment. All staff members, students and third parties are subject to this policy. Any person may report sexual harassment.

The district processes complaints or reports of sexual harassment under Oregon Revised Statute (ORS) 342.700 et. al. and federal Title IX laws found in Title 34 C.F.R. Part 106. Individual complaints may require both of these procedures, and may involve additional complaint procedures.

General Procedures

When information, a report or complaint regarding sexual harassment is received by the district, the district will review such information, report or complaint to determine which law applies and will follow the appropriate procedures. When the alleged conduct could meet both of the definitions in ORS Chapter 342 and Title IX, both complaint procedures should be processed simultaneously (*see* GBN/JBA-AR(1) - Sexual Harassment Complaint Procedure and GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure). The district may also need to use other complaint procedures when the alleged conduct could meet the definitions for other complaint procedures{[1]}.

OREGON DEFINITION AND PROCEDURES

Oregon Definition

Sexual harassment of students, staff members or third parties[2] shall include:

1. A demand or request for sexual favors in exchange for benefits;

2. Unwelcome conduct of a sexual nature that is physical, verbal, or nonverbal and that:

    a. Interferes with a student's educational activity or program;
    b. Interferes with a school or district staff member's ability to perform their job; or
    c. Creates an intimidating, offensive, or hostile environment.

[1] Common complaint procedures that may also be involved include: Nondiscrimination and Civil Rights (Board policy AC), Workplace Harassment (Board policy GBEA), Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence and Domestic Violence – Student (Board policy JFCF), and Reporting Requirements for Suspected Sexual Conduct with Students (Board policy GBNAA/JHFF).

[2] "Third party" means a person who is not a student or a school or district staff member and who is: 1) on or immediately adjacent to school grounds or district property; 2) at a school-sponsored activity or program; or 3) off school grounds or district property if a student or a school or district staff member acts toward the person in a manner that creates a hostile environment for the person while on school or district property, or at a school- or district-sponsored activity.

2nd Read

3. Assault when sexual contact occurs without consent[3].[4]

Sexual harassment does not include conduct that is necessary because of a job duty of a school or district staff member or because of a service required to be provided by a contractor, agent, or volunteer, if the conduct is not the product of sexual intent or a person finding another person, or another person's actions, offensive because of that other person's sexual orientation or gender identity.

Examples of sexual harassment may include, but not be limited to, [5]physical touching or graffiti of a sexual nature; displaying or distributing of sexually explicit drawings; pictures and written materials; sexual gestures or obscene jokes; touching oneself sexually or talking about one's sexual behaviors in front of others; or spreading rumors about or rating other students or others as to appearance, sexual activity or performance.

Oregon Procedures

Reports and complaints of sexual harassment should be made to the following individual(s):

Krista Nieraeth, Superintendent krista.nieraeth@santiam.k12.or.us (503) – 897 – 2321

This individual is responsible for accepting and managing complaints of sexual harassment. Persons wishing to report should contact them using the above information. This person is also designated as the Title IX coordinator. *See* GBN/JBA-AR(1) - Sexual Harassment Complaint Procedure.

Response

Any staff member who becomes aware of behavior that may violate this policy shall [immediately] report to a district official. The district official (with coordination involving the reporting staff member when appropriate) will take any action necessary to ensure the:

1. Student is protected and to promote a nonhostile learning environment;

2. Staff member is protected and to promote a nonhostile work environment; or

3. Third party who is subjected to the behavior is protected and to promote a nonhostile environment.

This includes providing resources for support measures to the student, staff member or third party who was subjected to the behavior and taking any actions necessary to remove potential future impact on the student, staff member or third party, but are not retaliatory against the student, staff member or third party being harassed or the person who reported to the district official.

Any student or staff member who feels they are a victim of sexual harassment are encouraged to report their concerns to district officials, this includes officials such as the principal, compliance officer or superintendent. Students may also report concerns to a teacher, counselor or school nurse, who will promptly notify the appropriate district official.

2nd Read

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[3] "Without consent" means an act performed: (a) without the knowing, voluntary and clear agreement by all parties to participate in the specific act; or (b) when a person who is a party to the act is incapacitated by drugs or alcohol; unconscious; or pressured through physical force, coercion or explicit or implied threats to participate in the act.

[4] The statutory definition (ORS 342.704) for sexual harassment includes separate definitions with slightly different language for students, staff members and third parties. The language used in this policy comes from OAR 581-021-0038(1).

[5] OAR 581-021-0038 requires that the policy include a "examples of harassing behaviors covered by policy".

Investigation

All reports and complaints about behavior that may violate this policy shall be investigated. The district may use, but is not limited to, the following means for investigating incidents of possible harassment:

1. Interviews with those involved;

2. Interviews with witnesses;

3. Review of video surveillance;

4. Review of written communications, including electronic communications;

5. Review of any physical evidence; and

6. Use of third-party investigator.

The district will use a reasonable person standard when determining whether a hostile environment exists. A hostile environment exists if a reasonable person with similar characteristics and under similar circumstances would consider the conduct to be so severe as to create a hostile environment.

The district may take, but is not limited to, the following procedures and remedial action to address and stop sexual harassment:

1. Discipline of staff and students engaging in sexual harassment;

2. Removal of third parties engaged in sexual harassment;

3. Additional supervision in activities;

4. Additional controls for district electronic systems;

5. Trainings and education for staff and students; and

6. Increased notifications regarding district procedures and resources.

When a student or staff member is harassed by a third party, the district will consider the following:

1. Removing that third party's ability to contract or volunteer with the district, or be present on district property;

2. If the third party works for an entity that contracts with the district, communicating with the third party's employer;

3. If the third party is a student of another district or school, communicate information related to the incident to the other district or school;

4. Limiting attendance at district events; and

5. Providing for additional supervision, including law enforcement if necessary, at district events.

No Retaliation

Retaliation against persons who initiate complaint or otherwise report sexual harassment or who participate in an investigation or other related activities is prohibited. The initiation of a complaint,

2nd Read

reporting of behavior, or participation in an investigation, in good faith about behavior that may violate this policy may not adversely affect the:

1. Educational assignments or educational environment of a student or other person initiating the complaint, reporting the behavior, or participating in the investigation; or

2. Any terms or conditions of employment or of work or educational environment of a school or district staff member or other person initiating the complaint, reporting the behavior, or participating in the investigation.

Students who initiate a complaint or otherwise report harassment covered by the policy or who participate in an investigation may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered because of the report or investigation, unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct.

Notices

When a person[6] who may have been affected by this policy files a complaint or otherwise reports behavior that may violate the policy, the district shall provide written notification to the following:

1. Each reporting person;

2. If appropriate, any impacted person who is not a reporting person;

3. Each reported person; and

4. Where applicable, a parent or legal guardian of a reporting person, impacted person, or reported person.

The written notification must include[7]:

1. Name and contact information for all persons designated by the district to receive complaints;

2. The rights of the person that the notification is going to;

3. Information about the internal complaint processes available through the school or district that the person who filed the complaint may pursue, including the person designated for the school or district for receiving complaints and any timelines;

4. Notice that civil and criminal remedies that are not provided by the school or district may be available to the person through the legal system and that those remedies may be subject to statutes of limitation;

5. Information about services available to the student or staff member through the school or district, including any counseling services, nursing services or peer advising;

6. Information about the privacy rights of the person and legally recognized exceptions to those rights for internal complaint processes and services available through the school or district;

[6] Student, staff member, or third party, or if applicable, the student or third party's parent. If the person is a minor, the district should consider when to contact the person's parent.

[7] Remember confidentiality laws when providing any information.

2nd Read

7. Information about, and contact information for, services and resources that are available to the person, including but not limited to:

    a. For the reporting person, state and community-based resources for persons who have experienced sexual harassment; or
    b. For the reported persons, information about and contact information for state and community-based mental health services.

8. Notice that students who report about possible prohibited conduct and students who participate in an investigation under this policy may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered as a result of a prohibited conduct report or investigation unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct; and

9. Prohibition of retaliation.

The notice must:

1. Be written in plain language that is easy to understand;

2. Use print that is of a color, size and font that allows the notification to be easily read; and

3. Be made available to students, students' parents, staff members and member of the public at each office, at the district office and on the website of the school or district.

Additionally, notice must be provided to the person who initiated the complaint and, if applicable, the person's parents, when an investigation is initiated and when it is concluded. The notification at the conclusion of the investigation must include whether a violation of the policy was found to have occurred, to the extent allowable under state and federal student confidentiality laws.

Oregon Department of Education (ODE) Support

The ODE will provide technical assistance and training upon request.

FEDERAL DEFINITION AND PROCEDURES

Federal Definition

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the district conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcome sexual conduct;

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity[8];

3. "Sexual assault": an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;

[8] "Education program or activity" includes locations, events, or circumstances over which the recipient exercised substantial control over both the respondent and the context in which the sexual harassment occurs." (Title 34 C.F.R. § 106.44(a))

2nd Read

4. "Dating violence": violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship;

5. "Domestic violence": felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction; or

6. "Stalking": engaging in a course of conduct directed at a specific person that would cause a reasonable person fear for the person's own safety or the safety of others, or suffer substantial emotional distress.

This definition only applies to sex discrimination occurring against a person who is a subject of this policy in the United States. A district's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Federal Procedures

The district will adopt and publish grievance procedures that provide for the prompt and equitable resolution of the student and employee complaints alleging any action that would be prohibited by this policy. *See* GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure.

Reporting

Any person may report sexual harassment. This report may be made in person, by mail, by telephone, or by electronic mail, or by any other means that results in the Title IX coordinator receiving the person's verbal or written report. The report can be made at any time.

The superintendent is designated as the Title IX coordinator and can be contacted at (503) 897 – 2321. The Title IX coordinator will coordinate the district's efforts to comply with its responsibilities related to this AR. The district prominently will display the contact information for the Title IX coordinator on the district website and in each handbook.

Response

The district will promptly respond to information, allegations or reports of sexual harassment when there is actual knowledge of such harassment, even if a formal complaint has not been filed.[9] The district shall treat complainants and respondents equitably by providing supportive measures[10] to the complainant and

[9] (Title 34 C.F.R. § 106.44(a)) Response cannot be deliberately indifferent. A recipient is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.

[10] (Title 34 C.F.R. § 106.44(a)) Supportive measures means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the district's educational environment, or deter sexual harassment.[10] The district must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the recipient to provide supportive measures. (Title 34 C.F.R. § 99.30(a))

2nd Read

by following a grievance procedure[11] prior to imposing any disciplinary sanctions or other actions that are not supportive measures against a respondent. The Title IX coordinator is responsible for coordinating the effective implementation of supportive measures.

The Title IX coordinator must promptly contact the complainant to discuss the availability of supportive measures, consider the complainant's wishes, with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.[12]

If after an individualized safety and risk analysis, it is determined that there is an immediate threat to the physical health or safety of any person, an emergency removal of the respondent can take place.[13] The district must provide the respondent with notice and an opportunity to challenge the decision immediately following the removal. A non-student employee may also be placed on non-disciplinary administrative leave pending the grievance process.

Notice

The district shall provide notice to all applicants for admission and employment, students, parents or legal guardians, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the district of the following:

1. The name or title, office address, electronic mail address, and telephone number of the Title IX coordinator(s);

2. That the district does not discriminate on the basis of sex in the education program or activity that it operates, as required by Title IX. This includes admissions and employment; and

3. The grievance procedure and process, how to file a formal complaint of sex discrimination or sexual harassment, and how the district will respond.

No Retaliation

Neither the district or any person may retaliate[14] against an individual for reporting, testifying, providing evidence, being a complainant, otherwise participating or refusing to participate in any investigation or process in accordance with this procedure. The district must keep confidential the identity of parties and participating persons, except as disclosure is allowed under Family Educational Rights and Privacy Act (FERPA), as required by law, or to carry out the proceedings herein. Complaints of retaliation may be filed using these procedures.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding does not constitute retaliation.

Publication

2nd Read

[11] This grievance procedure must meet the requirements of Title 34 C.F.R. § 106.45 (included in accompanying administrative regulation, *see* GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure).

[12] The Title IX coordinator may also discuss that the Title IX coordinator has the ability to file a formal complaint.

[13] The district may still have obligations under Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973 or the American with Disabilities Act (ADA). (Title 34 C.F.R. § 106.44(c))

[14] Retaliation includes, but is not limited to, intimidation, threats, coercion, and discrimination.

This policy shall be made available to students, parents of students and staff members. This policy and contact information for the Title IX coordinator shall be prominently published in the school student handbook and on the district website. This policy shall also be made available at each school office and at the district office. The district shall post this policy on a sign in all grade 6 through 12 schools, on a sign that is at least 8.5 inches by 11 inches in size. A copy of the policy will be made available to any person upon request.

END OF POLICY

Legal Reference(s):

ORS 243.706
ORS 332.107
ORS 342.700
ORS 342.704
ORS 342.708
ORS 342.850
ORS 342.865
ORS 659.850
ORS 659A.006
ORS 659A.029
ORS 659A.030
OAR 581-021-0038
OAR 584-020-0040
OAR 584-020-0041

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).
Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Gebser v. Lago Vista Indep. Sch. Dist., 524 U.S. 274 (1998).

2nd Read

OSBA Model Sample Policy

Code: IMB
Adopted:

District Improvement Program

The Board recognizes that the key work of school boards is to establish and promote a clear vision of student achievement as the top priority of the district. Student achievement will be defined by the district and include, but not be limited to, improved assessment results, increased student attendance and reduced drop-out rates and diploma attainment. The district will accomplish this through continued evaluation and improvement of its programs.

The superintendent will ensure development and implementation of a comprehensive, collaborative planning and self-evaluation process that [engages the school community] in the district's goal setting and continuous improvement program efforts.

The district's program will be consistent with Oregon Department of Education requirements and reflected in school and district continuous improvement plans.

The district will, in striving for continuous improvement, annually review district and individual school data on student achievement and prioritize, allocate and realign resources as necessary. The district will annually review and report test results and progress to the community.

The superintendent will develop administrative regulations as needed to implement this policy.

END OF POLICY

Legal Reference(s):

ORS 329.095 ORS 332.107 OAR 581-022-2250

2nd Read

OSBA Model Sample Policy

Code: JBA/GBN
Adopted:

Sexual Harassment

The district is committed to eliminating sexual harassment. Sexual harassment will not be tolerated in the district. All students, staff members and other persons are entitled to learn and work in an environment that is free of harassment. All staff members, students and third parties are subject to this policy. Any person may report sexual harassment.

The district processes complaints or reports of sexual harassment under Oregon Revised Statute (ORS) 342.700 et. al. and federal Title IX laws found in Title 34 C.F.R. Part 106. Individual complaints may require both of these procedures, and may involve additional complaint procedures.

General Procedures

When information, a report or complaint regarding sexual harassment is received by the district, the district will review such information, report or complaint to determine which law applies and will follow the appropriate procedures. When the alleged conduct could meet both of the definitions in ORS Chapter 342 and Title IX, both complaint procedures should be processed simultaneously (*see* GBN/JBA-AR(1) - Sexual Harassment Complaint Procedure and GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure). The district may also need to use other complaint procedures when the alleged conduct could meet the definitions for other complaint procedures{[1]}.

OREGON DEFINITION AND PROCEDURES

Oregon Definition

Sexual harassment of students, staff members or third parties[2] shall include:

1. A demand or request for sexual favors in exchange for benefits;

2. Unwelcome conduct of a sexual nature that is physical, verbal, or nonverbal and that:

    a. Interferes with a student's educational activity or program;
    b. Interferes with a school or district staff member's ability to perform their job; or
    c. Creates an intimidating, offensive, or hostile environment.

[1] Common complaint procedures that may also be involved include: Nondiscrimination and Civil Rights (Board policy AC), Workplace Harassment (Board policy GBEA), Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying, Teen Dating Violence and Domestic Violence – Student (Board policy JFCF), and Reporting Requirements for Suspected Sexual Conduct with Students (Board policy GBNAA/JHFF).

[2] "Third party" means a person who is not a student or a school or district staff member and who is: 1) on or immediately adjacent to school grounds or district property; 2) at a school-sponsored activity or program; or 3) off school grounds or district property if a student or a school or district staff member acts toward the person in a manner that creates a hostile environment for the person while on school or district property, or at a school- or district-sponsored activity.

2nd Read

3. Assault when sexual contact occurs without consent[3].[4]

Sexual harassment does not include conduct that is necessary because of a job duty of a school or district staff member or because of a service required to be provided by a contractor, agent, or volunteer, if the conduct is not the product of sexual intent or a person finding another person, or another person's actions, offensive because of that other person's sexual orientation or gender identity.

Examples of sexual harassment may include, but not be limited to, [5]physical touching or graffiti of a sexual nature; displaying or distributing of sexually explicit drawings; pictures and written materials; sexual gestures or obscene jokes; touching oneself sexually or talking about one's sexual behaviors in front of others; or spreading rumors about or rating other students or others as to appearance, sexual activity or performance.

Oregon Procedures

Reports and complaints of sexual harassment should be made to the following individual(s):

Krista Nieraeth, Superintendent krista.nieraeth@santiam.k12.or.us (503) – 897 – 2321

This individual is responsible for accepting and managing complaints of sexual harassment. Persons wishing to report should contact them using the above information. This person is also designated as the Title IX coordinator. *See* GBN/JBA-AR(1) - Sexual Harassment Complaint Procedure.

Response

Any staff member who becomes aware of behavior that may violate this policy shall [immediately] report to a district official. The district official (with coordination involving the reporting staff member when appropriate) will take any action necessary to ensure the:

1. Student is protected and to promote a nonhostile learning environment;

2. Staff member is protected and to promote a nonhostile work environment; or

3. Third party who is subjected to the behavior is protected and to promote a nonhostile environment.

This includes providing resources for support measures to the student, staff member or third party who was subjected to the behavior and taking any actions necessary to remove potential future impact on the student, staff member or third party, but are not retaliatory against the student, staff member or third party being harassed or the person who reported to the district official.

Any student or staff member who feels they are a victim of sexual harassment are encouraged to report their concerns to district officials, this includes officials such as the principal, compliance officer or superintendent. Students may also report concerns to a teacher, counselor or school nurse, who will promptly notify the appropriate district official.

2nd Read

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[3] "Without consent" means an act performed: (a) without the knowing, voluntary and clear agreement by all parties to participate in the specific act; or (b) when a person who is a party to the act is incapacitated by drugs or alcohol; unconscious; or pressured through physical force, coercion or explicit or implied threats to participate in the act.

[4] The statutory definition (ORS 342.704) for sexual harassment includes separate definitions with slightly different language for students, staff members and third parties. The language used in this policy comes from OAR 581-021-0038(1).

[5] OAR 581-021-0038 requires that the policy include a "examples of harassing behaviors covered by policy".

Investigation

All reports and complaints about behavior that may violate this policy shall be investigated. The district may use, but is not limited to, the following means for investigating incidents of possible harassment:

1. Interviews with those involved;

2. Interviews with witnesses;

3. Review of video surveillance;

4. Review of written communications, including electronic communications;

5. Review of any physical evidence; and

6. Use of third-party investigator.

The district will use a reasonable person standard when determining whether a hostile environment exists. A hostile environment exists if a reasonable person with similar characteristics and under similar circumstances would consider the conduct to be so severe as to create a hostile environment.

The district may take, but is not limited to, the following procedures and remedial action to address and stop sexual harassment:

1. Discipline of staff and students engaging in sexual harassment;

2. Removal of third parties engaged in sexual harassment;

3. Additional supervision in activities;

4. Additional controls for district electronic systems;

5. Trainings and education for staff and students; and

6. Increased notifications regarding district procedures and resources.

When a student or staff member is harassed by a third party, the district will consider the following:

1. Removing that third party's ability to contract or volunteer with the district, or be present on district property;

2. If the third party works for an entity that contracts with the district, communicating with the third party's employer;

3. If the third party is a student of another district or school, communicate information related to the incident to the other district or school;

4. Limiting attendance at district events; and

5. Providing for additional supervision, including law enforcement if necessary, at district events.

No Retaliation

Retaliation against persons who initiate complaint or otherwise report sexual harassment or who participate in an investigation or other related activities is prohibited. The initiation of a complaint,

2nd Read

reporting of behavior, or participation in an investigation, in good faith about behavior that may violate this policy may not adversely affect the:

1. Educational assignments or educational environment of a student or other person initiating the complaint, reporting the behavior, or participating in the investigation; or

2. Any terms or conditions of employment or of work or educational environment of a school or district staff member or other person initiating the complaint, reporting the behavior, or participating in the investigation.

Students who initiate a complaint or otherwise report harassment covered by the policy or who participate in an investigation may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered because of the report or investigation, unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct.

Notices

When a person[6] who may have been affected by this policy files a complaint or otherwise reports behavior that may violate the policy, the district shall provide written notification to the following:

1. Each reporting person;

2. If appropriate, any impacted person who is not a reporting person;

3. Each reported person; and

4. Where applicable, a parent or legal guardian of a reporting person, impacted person, or reported person.

The written notification must include[7]:

1. Name and contact information for all persons designated by the district to receive complaints;

2. The rights of the person that the notification is going to;

3. Information about the internal complaint processes available through the school or district that the person who filed the complaint may pursue, including the person designated for the school or district for receiving complaints and any timelines;

4. Notice that civil and criminal remedies that are not provided by the school or district may be available to the person through the legal system and that those remedies may be subject to statutes of limitation;

5. Information about services available to the student or staff member through the school or district, including any counseling services, nursing services or peer advising;

6. Information about the privacy rights of the person and legally recognized exceptions to those rights for internal complaint processes and services available through the school or district;

[6] Student, staff member, or third party, or if applicable, the student or third party's parent. If the person is a minor, the district should consider when to contact the person's parent.

[7] Remember confidentiality laws when providing any information.

2nd Read

7. Information about, and contact information for, services and resources that are available to the person, including but not limited to:

    a. For the reporting person, state and community-based resources for persons who have experienced sexual harassment; or
    b. For the reported persons, information about and contact information for state and community-based mental health services.

8. Notice that students who report about possible prohibited conduct and students who participate in an investigation under this policy may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported prohibited conduct and that were discovered as a result of a prohibited conduct report or investigation unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct; and

9. Prohibition of retaliation.

The notice must:

1. Be written in plain language that is easy to understand;

2. Use print that is of a color, size and font that allows the notification to be easily read; and

3. Be made available to students, students' parents, staff members and member of the public at each office, at the district office and on the website of the school or district.

Additionally, notice must be provided to the person who initiated the complaint and, if applicable, the person's parents, when an investigation is initiated and when it is concluded. The notification at the conclusion of the investigation must include whether a violation of the policy was found to have occurred, to the extent allowable under state and federal student confidentiality laws.

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FEDERAL DEFINITION AND PROCEDURES

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Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the district conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcome sexual conduct;

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity[8];

3. "Sexual assault": an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;

[8] "Education program or activity" includes locations, events, or circumstances over which the recipient exercised substantial control over both the respondent and the context in which the sexual harassment occurs." (Title 34 C.F.R. § 106.44(a))

2nd Read

4. "Dating violence": violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship;

5. "Domestic violence": felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction; or

6. "Stalking": engaging in a course of conduct directed at a specific person that would cause a reasonable person fear for the person's own safety or the safety of others, or suffer substantial emotional distress.

This definition only applies to sex discrimination occurring against a person who is a subject of this policy in the United States. A district's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Federal Procedures

The district will adopt and publish grievance procedures that provide for the prompt and equitable resolution of the student and employee complaints alleging any action that would be prohibited by this policy. *See* GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure.

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[9] (Title 34 C.F.R. § 106.44(a)) Response cannot be deliberately indifferent. A recipient is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.

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2nd Read

by following a grievance procedure[11] prior to imposing any disciplinary sanctions or other actions that are not supportive measures against a respondent. The Title IX coordinator is responsible for coordinating the effective implementation of supportive measures.

The Title IX coordinator must promptly contact the complainant to discuss the availability of supportive measures, consider the complainant's wishes, with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.[12]

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1. The name or title, office address, electronic mail address, and telephone number of the Title IX coordinator(s);

2. That the district does not discriminate on the basis of sex in the education program or activity that it operates, as required by Title IX. This includes admissions and employment; and

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No Retaliation

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Publication

2nd Read

[11] This grievance procedure must meet the requirements of Title 34 C.F.R. § 106.45 (included in accompanying administrative regulation, *see* GBN/JBA-AR(2) - Federal Law (Title IX) Sexual Harassment Complaint Procedure).

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[13] The district may still have obligations under Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973 or the American with Disabilities Act (ADA). (Title 34 C.F.R. § 106.44(c))

[14] Retaliation includes, but is not limited to, intimidation, threats, coercion, and discrimination.

This policy shall be made available to students, parents of students and staff members. This policy and contact information for the Title IX coordinator shall be prominently published in the school student handbook and on the district website. This policy shall also be made available at each school office and at the district office. The district shall post this policy on a sign in all grade 6 through 12 schools, on a sign that is at least 8.5 inches by 11 inches in size. A copy of the policy will be made available to any person upon request.

END OF POLICY

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OAR 584-020-0041

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2018).
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2018).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2018); Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R. Part 106 (2020).
Bartsch v. Elkton School District, FDA-13-011 (March 27, 2014).
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).
Gebser v. Lago Vista Indep. Sch. Dist., 524 U.S. 274 (1998).

2nd Read

OSBA Model Sample Policy

Code: KBA
Adopted:

Public Records Request**

A request to inspect or receive a copy of a public record shall be in writing and will be presented to the [district] office.

A "public record" includes any writing that contains information relating to the conduct of the public's business, prepared, owned, used or retained by the district regardless of physical form or characteristics, unless otherwise exempted by law.[1] "Writing" means handwriting, typewriting, printing, photographing and every means of recording, including letters, words, pictures, sounds, or symbols or combination thereof and all papers, maps, files, facsimiles or electronic recordings. Public record does not include any writing that does not relate to the conduct of the public's business and that is contained on a privately owned computer.[2]

All such information will be made available to individuals with disabilities in an accessible format, upon request and with appropriate advanced notice. Auxiliary aids and services available to ensure equally effective communications to qualified persons with disabilities may include large print, Braille, audio recordings, readers, assistance in locating materials or other equally effective accommodations.

The Board supports the right of the people to know about programs and services of their schools and will make reasonable efforts to disseminate information. Each principal is authorized to use available means to keep parents and others in the particular school's community informed about the school's program and activities.

The Board reserves the right to establish a fee schedule which will reasonably reimburse the district for the actual cost of making public records available pursuant to law. The district will not be obligated to complete a request for which the requester has not paid the fee as permitted by state law. There will be no additional charge for auxiliary aids and services provided for persons with disabilities.

Employee and volunteer personal residential addresses, personal electronic mail addresses, social security numbers, dates of birth and personal telephone or cellular numbers, and other information listed in Oregon Revised Statute (ORS) 192.355 as exempt, contained in personnel records maintained by the district are exempt from public disclosure pursuant to ORS 192.363 - 368 and ORS 192.355(3). District electronic mail addresses assigned by the district to district employees are not exempt. This exemption does not apply to a substitute teacher, as defined in ORS 342.815, when requested by a professional education association of which the substitute teacher may be a member.

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[1] There are multiple definitions for "public record" in ORS 192. This definition comes from ORS 192.311 and applies to the inspection of records.

[2] In accordance with Bialostosky v. Cummings, 319 Or. App. 352 (2022), an individual board member may be considered a public body for public record purposes. Consequently, records created and retained solely by individual board members may be considered public records.

2nd Read

The district will not disclose the identification badge or card of an employee without the employee's written consent if the badge or card contains the employee's photograph and the badge or card was prepared solely for internal use by the district to identify district employees. A duplicate of the photograph used on the badge or card shall not be disclosed.

The district shall not, in accordance with state law, disclose personal information for the purpose of enforcement of federal immigration laws.

The district shall retain and maintain its public records in accordance with Oregon Administrative Rule (OAR) 166-005-0010 and Chapter 166, Division 400 and ORS Chapter 192.

END OF POLICY

Legal Reference(s):

ORS 180.805
ORS Chapter 192
OAR 137-004-0800(1)
OAR 166-005-0010
OAR 166-400

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (2021); 28 C.F.R. Part 35 (2021).
OREGON DEP'T OF JUSTICE, OREGON ATTORNEY GENERAL, *Public Records and Meetings Manual*.
Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2018).
Bialostosky v. Cummings, 319 Or. App. 352 (2022).

2nd Read

OSBA Model Sample Policy

Code: KNA
Adopted:

Immigration Enforcement on District Property

The district complies with state and federal law, including Oregon Revised Statute (ORS) 180.805 and ORS 181.826, and this policy and accompanying administrative regulations KNA-AR(1) – Interactions with Immigration Enforcement and KNA-AR(2) – Federal Immigration Enforcement Request Log when responding to requests from federal immigration authorities regarding immigration enforcement. Absent a judicially authorized subpoena, warrant or court order, district staff must not allow federal immigration authorities access to the district's records or facilities not open to the public for the purposes of immigration enforcement and must verify the validity of any subpoena, warrant or court order involving immigration enforcement presented to them by federal immigration authorities to ensure it is judicially authorized. Examples of judicial and administrative warrants and subpoenas can be found in the Oregon Attorney General's Model Public School Policies.[1] The superintendent or designee must review and approve any response to a request involving immigration enforcement. The district will provide ongoing training to designated staff to ensure compliance with this policy.

This policy will be made available in the student handbook and on the district's website[2].

Designation of Primary Point of Contact

The superintendent is the primary point of contact for coordinating interactions with federal immigration authorities occurring in the district ("immigration liaison"). The Director of Student Services shall serve as an alternative point of contact during the immigration liaison's absence or unavailability ("alternate immigration liaison").

The immigration liaison's responsibilities include:

1. Serving as the district's representative during encounters with federal immigration authorities;

2. Confirming when federal immigration authorities have entered school property for immigration enforcement purposes;

3. Ensuring federal immigration authorities engaging in enforcement activities at the district have notice of relevant district policies: JO/IGBAB – Education Records/Records of Students with Disabilities, JOA – Directory Information, JOB – Personally Identifiable Information and this policy;

PROPOSED

[1] https://www.doj.state.or.us/wp-content/uploads/2026/06/Attorney-Generals-Model-Public-School-Policies-in-Compliance-with-SB-1538.pdf

[2] Must be provided in culturally appropriate languages that are used to communicate effectively with parents and guardians of students in the district, as determined by the Board. {The district is encouraged to evaluate language needs in the district in order to effectively communicate with all parents and guardians.}

4. Assisting staff in performing their duties in response to immigration enforcement efforts, including ensuring compliance with all district policies and procedures related to interactions with federal immigration authorities and immigration enforcement efforts;

5. Reviewing and responding to requests from federal immigration authorities, in coordination with, and under the direction of, the superintendent or designee;

6. Facilitating the district's compliance with lawful immigration enforcement efforts in a manner that does not unnecessarily disrupt the school environment or invade the privacy of students, staff, or volunteers;

7. Providing notice as required in this policy when a federal immigration authority has been confirmed to have entered school property for immigration enforcement.

Required Notice

When a federal immigration authority is reported to have entered school property for the purpose of immigration enforcement the immigration liaison shall confirm whether federal immigration authorities have entered school property for immigration enforcement and when confirmed, shall provide notice as follows:

1. Notice must be provided to:

    a. Students who attend the school where the federal immigration authority is confirmed to be on school property for immigration enforcement and who are in grades [9] and above;
    b. Parents or guardians of students attending the school where the federal immigration authority is confirmed to be on school property for immigration enforcement;
    c. Staff of the school where the federal immigration authority is confirmed to be on school property for immigration enforcement; and
    d. Community-based service providers that have requested to receive notice when a federal immigration authority is confirmed to be on school property for immigration enforcement. Community-based service providers can request to receive such notifications by contacting superintendent.

2. Notice must include:

    a. The general location of the federal immigration authority; and
    b. Whether classes or school operations were affected by the presence of the federal immigration authority.

3. Notice must not disclose:

    a. Personally identifiable information;
    b. Other information that may not be legally disclosed; or
    c. Other information when the disclosure may threaten the health or safety of students or staff of the district or is prohibited by a court order.

The required notice will be provided as expediently as possible existing methods used for providing electronic communications.

PROPOSED

Unless otherwise prohibited by law or court order, the district will make reasonable efforts to provide notice to a student, or to the parent of guardian of a student, when the district has provided information related to the student to a federal immigration authority.

Confidentiality of School Records

Except when required by a judicially authorized warrant, subpoena, or order, Oregon law prohibits the district from disclosing protected information to federal immigration authorities for the purpose of enforcing federal immigration laws. Protected information includes information relating to a person's:

1. Address;
2. Workplace or hours of work;
3. School or school hours;
4. Contact information, including telephone number, electronic mail address or social media account information;
5. Known associates or relatives; and
6. Date, time or location of the person's hearings, proceedings or appointments with a public body that are not matters of public record.

Oregon law also prohibits sharing any of the above information about a person's relatives or known associates with federal authorities for immigration enforcement purposes.

Oregon law generally prohibits the district from sharing or disclosing citizenship or immigration status or country of birth information[3] that the district collects, unless one of the following exceptions applies:

1. The disclosure is required by state or federal law (other than federal immigration law);
2. The disclosure is required by a judicially authorized warrant, order, or subpoena;
3. The information being shared with a person concerns only that person or their dependents; or
4. The information is aggregated and not personally identifiable.

In addition to the prohibitions described above, federal and state laws make records and information related to students confidential and permit disclosure only in limited circumstances. The district's policies with respect to student records can be found in Board policies JO/IGBAB – Education Records/Records of Students with Disabilities, JOA – Directory Information and JOB – Personally Identifiable Information. To ensure compliance with applicable federal and state law, the district's staff shall not disclose any school records or information to federal immigration authorities except as provided in these policies.

PROPOSED

[3] Citizenship or immigration status or country of birth information is any information concerning:
1. Where a person was born; or
2. Whether a person is a citizen of the United States; or
3. Whether a person has lawful authority to be present in the United States.

Staff must also maintain the confidentiality of school records and other information about students, staff, and volunteers when communicating with other students, parents, or community members about immigration enforcement activities involving students, staff, or volunteers of the district or occurring on district property. Staff should direct anyone with questions about immigration enforcement activities occurring on district property to the immigration liaison.

Training

The district will provide the immigration liaison and alternate immigration liaison with training as follows:

1. The training must include information on the requirements of House Bill 4079 (2026), any applicable model policies published by the Attorney General, and this policy; and

2. The training must be provided at the time of designation and at least once every two years thereafter.

END OF POLICY

Legal Reference(s):

ORS 180.810
ORS 180.805
ORS 181.826
OAR 581-021-0371

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2012); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2017).
Oregon Attorney General's *K12 School Model Policy*
Senate Bill 1538 (2026).
Senate Bill 1594 (2026).
House Bill 4079 (2026).

PROPOSED

PIPER | SANDLER



Pension Obligation Bonds:
Presentation to Santiam Canyon School District 129J

September 16, 2026

POBs: How do they work?

- Concept is to borrow to reduce unfunded pension liabilities.
- Bond proceeds are deposited into Side Accounts (SAs) and invested with PERS fund; if returns exceed borrowing rate, jurisdictions generally save.
- POBs must be sold on taxable basis, so borrowing rates are higher than on capital borrowings.
- SAs are drawn down and provide 'rate credit' against overall PERS rates over ~20 years.
- From 1996-2022, over 150 Oregon jurisdictions issued POBs for over $8 billion.
- Generally positive PERS returns since borrowings means most, but not all, have realized savings.

PERS Historic Investment Performance

OIC manages PERS' investments.

Average Rates of Return (1970-2024):

Regular account earnings:	9.93%
Tier One Crediting:	9.21%
Tier Two Crediting:	9.03%
Variable Crediting:	10.84%
Avg. SA return 2007-2024:	7.60%

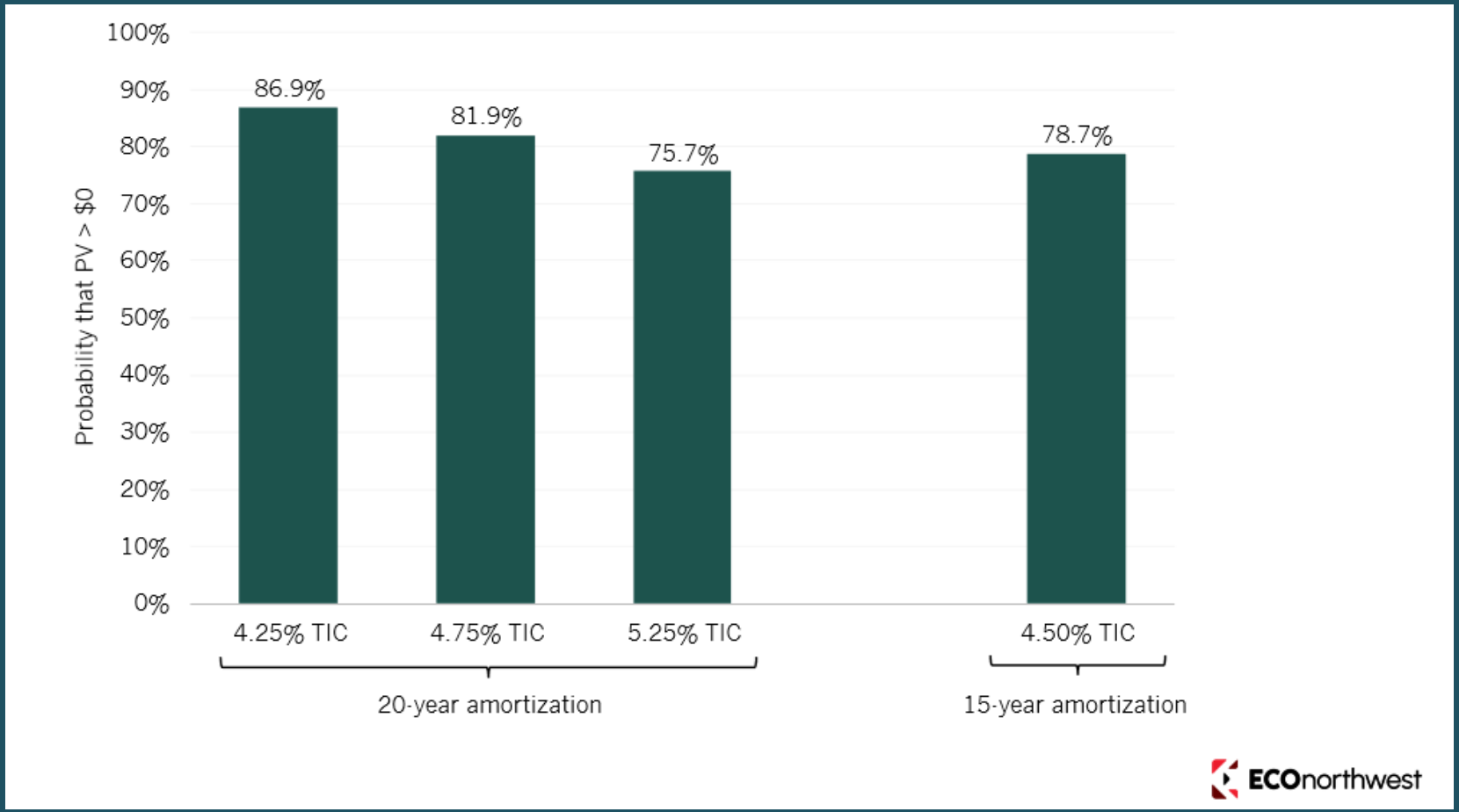
1 Year earnings thru 7/31/2026: 8.74%

Source: PERS by the Numbers; December 2025. OPERF monthly returns and asset allocation report; June 2026.

“Expected value of POB strategy is positive”

ECONW Assessment - June 2026

Probability that NPV is more than $0



Current estimated borrowing rate: 5.50%-5.75%

Poor rate of return is not the only risk

- Timing of earnings matter; early negative returns are hard to overcome.
- Rate credits will not be consistent:
  - ✓ SAs cause ‘doubling down’ of investment performance.
  - ✓ Earnings variability causes volatility, even if overall earnings rate exceeds bond rate.
  - ✓ Payroll growth will be different from assumption, leading to rate credit variability.
  - ✓ Changes in OPERF assumed rate of return changes UALs and rate credits, at least temporarily.
- Debt service is fixed but rate credit is variable: some years may have savings, others may not.
- **Holding reserves is crucial!**

Existing Pension Bond and Side Account

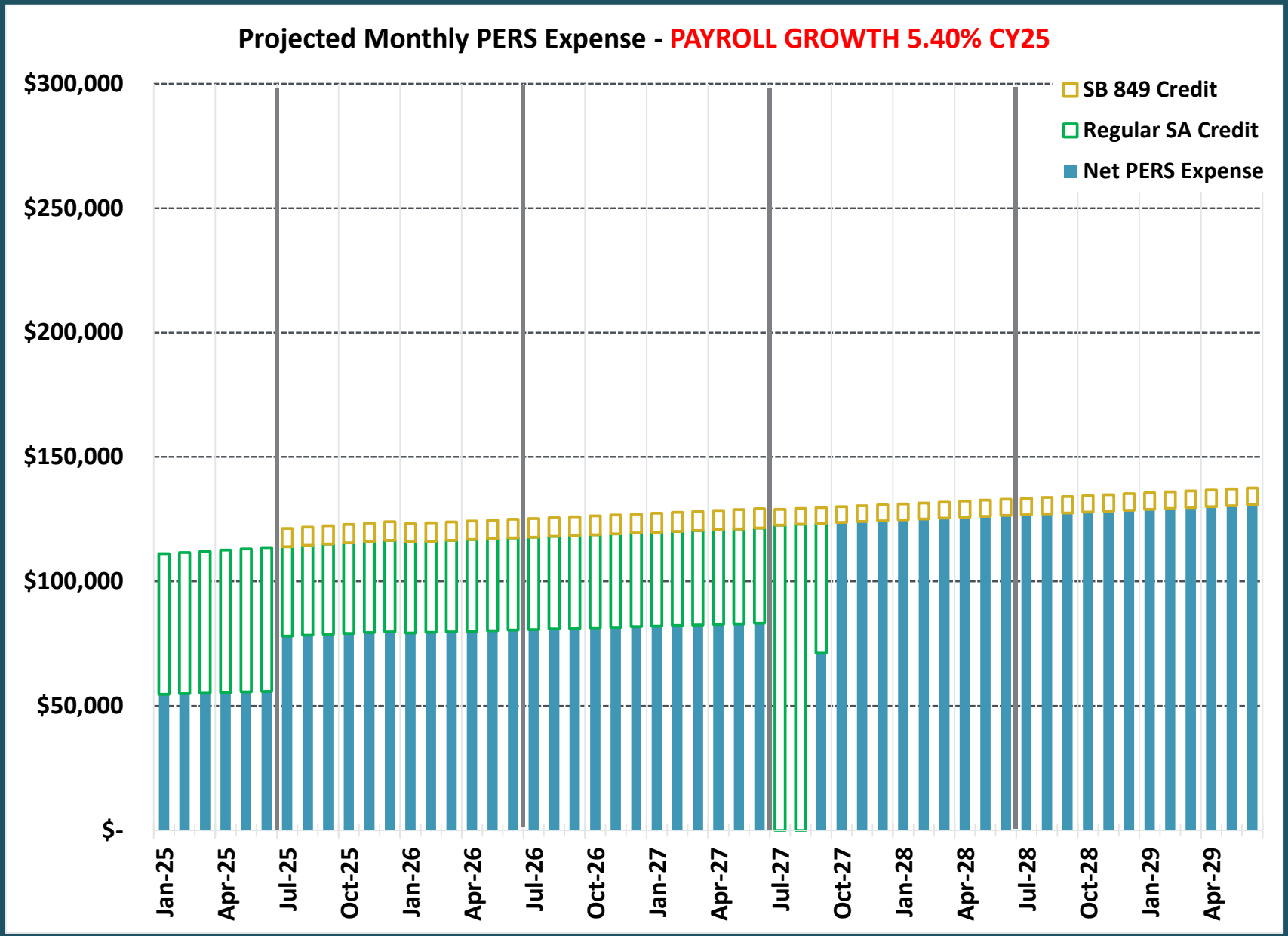
- Borrowed $4.6 million in 2004.
- All in interest rate of 5.49%.
- Bonds mature June 2028.
- Faster than assumed payroll growth (~5% annual growth from 2021 to 2024) accelerated SA drawdown.
- SA could expire by August 2027.
- District has saved $2.1 million, net of debt service, through December 2024!

Existing Pension Bond and Side Account

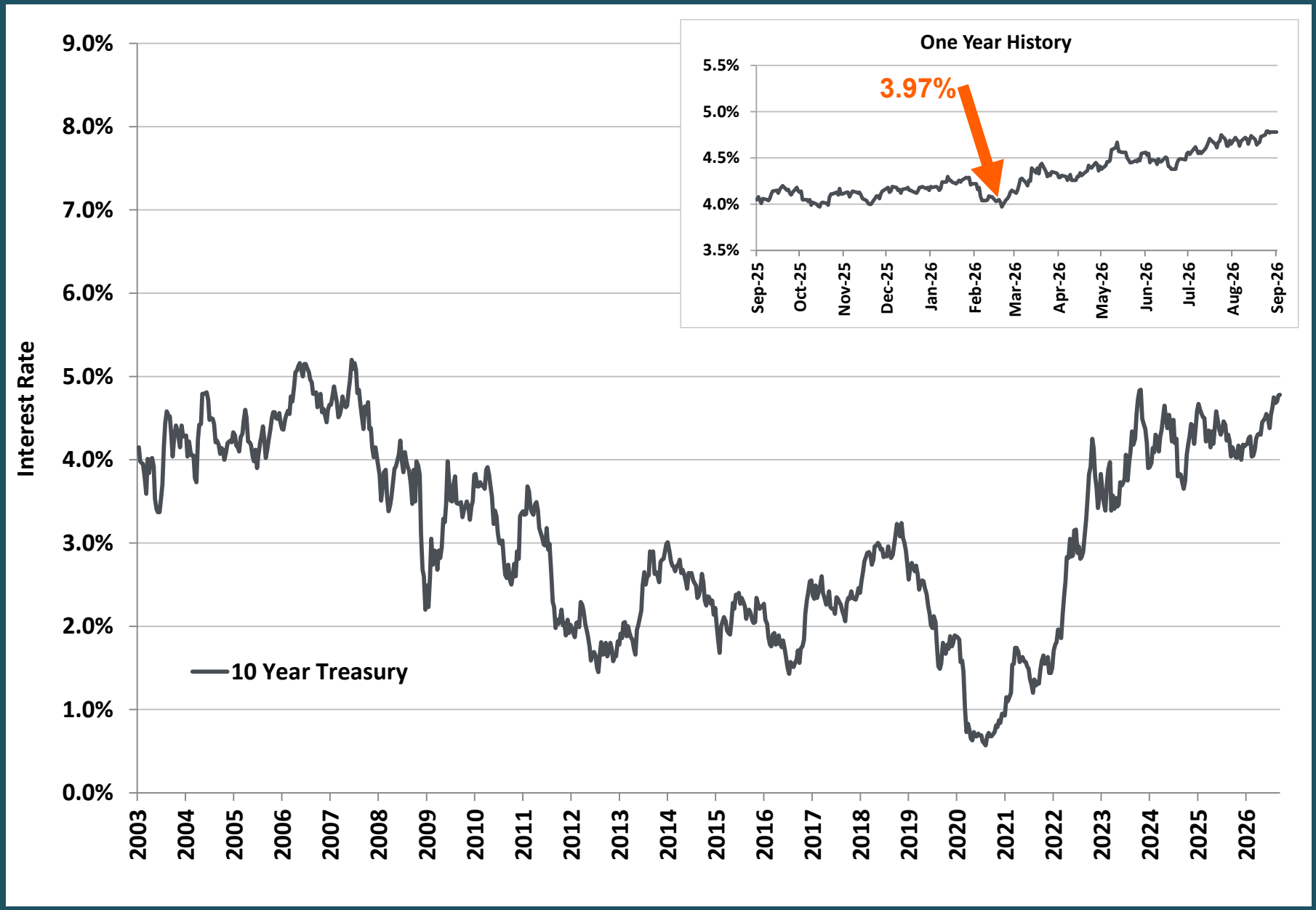
Pension Bonds Issued	Dated Date	Amount Issued	TIC
Series 2004	2/19/04	4,620,000	5.49%
Total Amount Issued		**$ 4,620,000**	

CALENDAR Year End	PERS Covered Payroll	Balance on January 1	Admin. Expense	Reported Rate Credit	Pension Bond Deposits	Reported Investment Earnings ($)	Reported Earnings Crediting (%)	Balance on December 31	Net Debt Service	Calculated Pension Bond Savings
Dec-2004	$ 3,066,611	$ -	$ (2,500)	**$ (229,145)**	$ 4,386,506	$ 477,271	13.30%	$ 4,632,132	**$ 213,384**	**$ 15,761**
Dec-2005	3,069,323	4,632,132	(1,000)	**(291,238)**	-	612,368	13.86%	4,952,262	**247,004**	**44,234**
Dec-2006	2,966,093	4,952,262	(1,000)	**(327,486)**	-	773,543	15.58%	5,397,319	**247,004**	**80,482**
Dec-2007	3,325,995	5,397,319	(1,000)	**(309,347)**	-	545,161	9.45%	5,632,133	**247,004**	**62,343**
Dec-2008	3,201,789	5,632,133	(1,000)	**(351,864)**	-	(1,456,791)	(27.32%)	3,822,478	**266,679**	**85,185**
Dec-2009	3,165,594	3,822,478	(1,000)	**(353,884)**	-	675,219	19.02%	4,142,813	**275,804**	**78,080**
Dec-2010	3,160,830	4,142,813	(1,000)	**(341,174)**	-	496,787	12.44%	4,297,426	**284,429**	**56,745**
Dec-2011	2,817,808	4,297,426	(1,000)	**(329,172)**	-	114,699	2.51%	4,081,953	**297,393**	**31,779**
Dec-2012	2,709,587	4,081,953	(1,000)	**(261,256)**	-	578,873	14.67%	4,398,570	**309,577**	**(48,321)**
Dec-2013	2,091,156	4,398,570	(1,000)	**(253,173)**	-	684,044	15.62%	4,828,441	**325,824**	**(72,651)**
Dec-2014	2,269,958	4,828,441	(1,000)	**(250,165)**	-	350,024	7.39%	4,927,300	**336,160**	**(85,995)**
Dec-2015	2,563,645	4,927,300	(1,000)	**(393,749)**	-	102,327	1.87%	4,634,878	**350,566**	**43,183**
Dec-2016	2,920,750	4,634,878	(1,000)	**(537,306)**	-	313,291	7.15%	4,409,863	**363,848**	**173,458**
Dec-2017	2,890,624	4,409,863	(500)	**(563,450)**	-	646,355	15.23%	4,492,268	**380,852**	**182,598**
Dec-2018	3,438,830	4,492,268	(500)	**(647,269)**	-	29,819	0.42%	3,874,318	**396,405**	**250,864**
Dec-2019	3,977,437	3,874,318	(500)	**(699,088)**	-	490,069	13.92%	3,664,799	**410,457**	**288,631**
Dec-2020	3,813,199	3,664,799	(500)	**(715,776)**	-	208,987	7.18%	3,157,510	**427,885**	**287,891**
Dec-2021	4,264,610	3,157,510	(500)	**(678,517)**	-	596,437	20.76%	3,074,930	**448,441**	**230,076**
Dec-2022	4,618,097	3,074,930	(500)	**(559,319)**	-	(52,320)	(1.81%)	2,462,791	**466,957**	**92,362**
Dec-2023	5,097,139	2,462,791	(500)	**(641,477)**	-	123,449	5.72%	1,944,263	**483,388**	**158,089**
Dec-2024	4,901,556	1,944,263	(500)	**(671,838)**	-	95,671	5.58%	1,367,596	**502,658**	**169,180**
									Subtotal (Actual)	**$ 2,123,975**

Existing Pension Bond and Side Account



Borrowing Rates



Investment Scenarios Considered

All cases: Bonds mature June 2045; SAs expire December 2045

- **Base Case:**
  - ✓ 18-year fixed rate at 4.75% TIC
  - ✓ 6.90% reinvestment rate
- **2002 Issuer:**
  - ✓ 18-year fixed rate at 4.75% TIC
  - ✓ Reinvestment returns experienced by 2002 borrowers
- **2007 Issuer:**
  - ✓ 18-year fixed rate at 4.75% TIC
  - ✓ Reinvestment returns experienced by 2007 borrowers
- **Modified 2007 Issuer:**
  - ✓ 18-year fixed rate at 5.25% TIC
  - ✓ Reinvestment returns experienced by 2007 borrowers except Year 1 loss set to achieve breakeven.

Sensitivity Analysis Summary

UAL projected to be $7.0 million at payoff.

Scenario:	1 6.90% earnings for all years	2 Actual earnings from 2003-2021	3 Actual earnings from 2008-2025, 6.90% thereafter	4 Modified earnings from 2008-2025, 6.90% thereafter
Years where Net Rate Credit is negative	0	0	12	10
Years where Net Rate Credit is positive	20	20	8	10
Investment Earnings Crediting, First Full Year	6.90%	22.00%	-27.32%	-22.00%
UAL Payoff Cash Flow Savings (in millions)	$1.7	$4.5	$0.2	$0.5
NPV Savings (in millions)	$1.0	$2.6	($0.1)	$0.1
NPV Savings % of Projected Payoff	14.34%	37.76%	-0.78%	1.21%

Assumes bonds sold at TIC of 4.75% (Scenario 1-3) and 5.25% (Scenario 4).

Notes: "Average" Rate Credit may include years of both positives and negatives and does not take the time value of money into account. "Net Savings" is effective payroll rate credit after payment of debt. Assumes Employer payroll grows at 3.40% annually. To the extent higher or lower payroll growth is experienced, results will differ.

New Side Account Comparison

Scenario:	Status Quo			Base Case		
	Fiscal Year 2027	Fiscal Year 2028	Fiscal Year 2029	March 2027 - June 2027	Fiscal Year 2028	Fiscal Year 2029
Series 2004 Side Account rate	8.33%	5.30%	0.00%	8.33%	5.30%	0.00%
2027 Side account rate relief	0.00%	0.00%	0.00%	9.01%	9.01%	9.01%
Side Account Rate Credit	**8.33%**	**5.30%**	**0.00%**	**17.34%**	**14.31%**	**9.01%**
Employer Contribution Rate, Tier 1/Tier 2	**19.69%**	**24.04%**	**29.34%**	**10.68%**	**15.03%**	**20.33%**
Employer Contribution Rate, OPSRP	**16.51%**	**21.33%**	**26.63%**	**7.50%**	**12.32%**	**17.62%**
Existing Pension Bond Debt Service	10.68%	5.35%	0.00%	10.68%	5.35%	0.00%
New Pension Bond Debt Service	0.00%	0.00%	0.00%	8.10%	8.10%	8.10%
Pension Bond Debt Service	**10.68%**	**5.35%**	**0.00%**	**18.79%**	**13.46%**	**8.10%**
Net Employer Contribution Rate, Tier 1/Tier 2	**30.37%**	**29.40%**	**29.34%**	**29.47%**	**28.49%**	**28.44%**
Net Employer Contribution Rate, OPSRP	**27.19%**	**26.69%**	**26.63%**	**26.29%**	**25.78%**	**25.73%**

SA rate relief shown in FY 2028 for 2004 SA is annualized calculation of projected remaining SA balance. Actual credit will be applied in lump sum during summer of 2027.

1) Base Case Scenario assumed borrowing rate of 4.75% for New Pension Bond Debt Service.
2) Assumes Employer payroll grows at 3.40% annually. To the extent higher or lower growth is experienced, results will differ.
3) Net Employer Contribution Rates are effective payroll rate after payment of debt.
4) Employer Contribution Rates are effective payroll rate after affect of Senate Bill 849.

POBs take a while to complete…

Many additional steps to issue POBs vs. Capital Bonds:

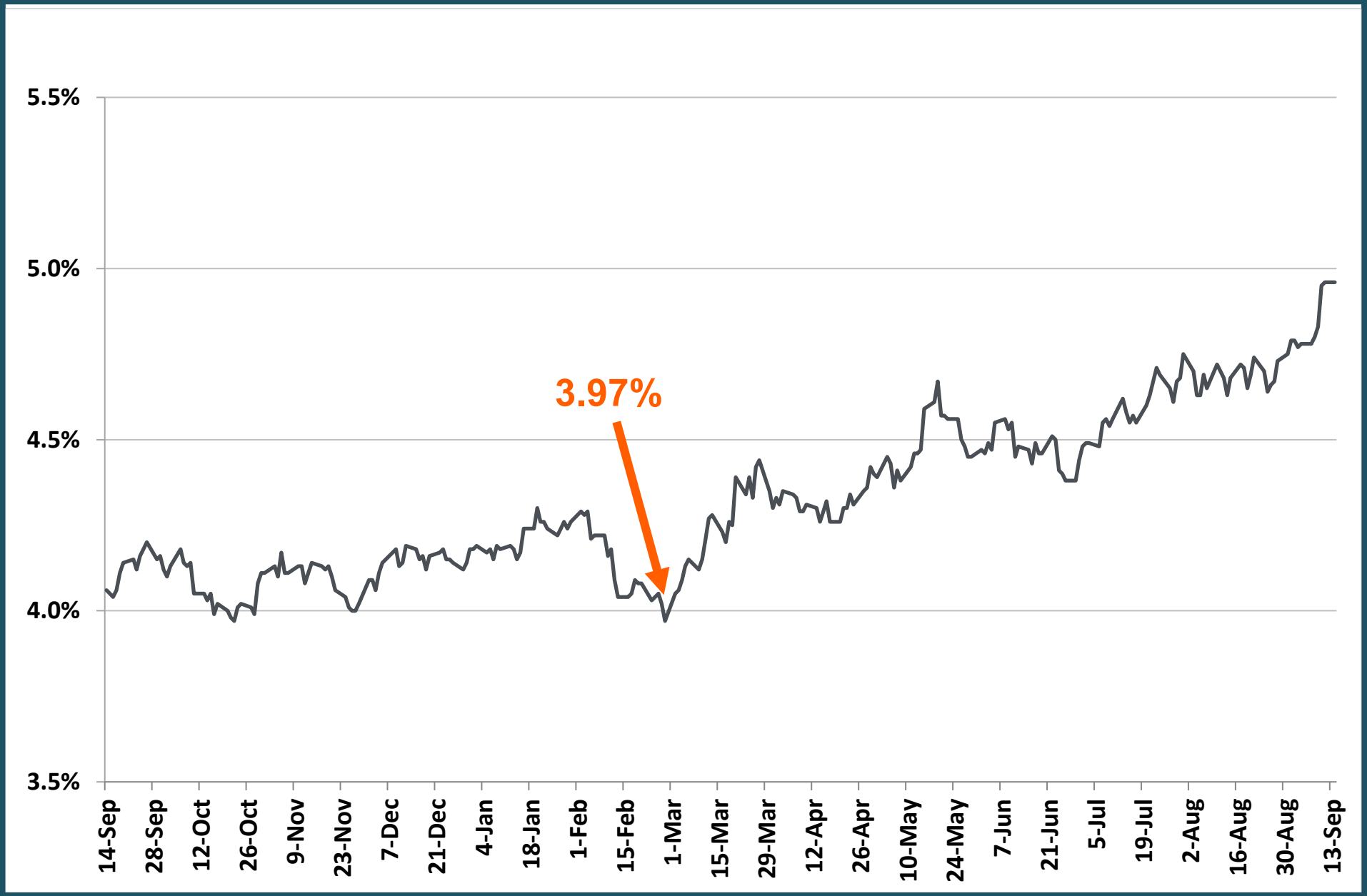
- **Extra education of all stakeholders to discuss risks. IN PROCESS**
- ✓ **Statistical assessment required. DONE**
- **Legal documentation, including:**
  - **Borrowing Resolutions.**
  - **Intercept and Trust Agreements for pools.**
  - **Disclosure document.**



- **Request to Milliman to calculate payoff amounts. Base cost is $1,000, plus $250 for each payoff date selected.**
- **Bond Rating.**
- **If market cooperates, sale and closing.**
- **Send funds to PERS. Payroll rates generally reduced immediately.**

Can take 9-12 months from start to finish.

Current Borrowing Rates



What about fees?

- Most fees do not take effect until and unless bonds are sold.
- Fees that could be incurred regardless include:
  - ✓ ECONorthwest Assessment Fee (~$2,500) DONE
  - Milliman calculation fee (~$2,500)
  - Rating fee. Fee is incurred once rating is assigned, but there is grace period. Amount TBD based on bond size (and number of participants in a pool).
- Overall fees vary by amount of issue, number of participants, general market conditions. We are estimating ~1.50% for underwriting, legal, trustee, rating and miscellaneous fees.

Potential Timeline – SD and CC Bond Pools

September

- ✓ By September 13: Districts notify Piper/Hawkins if want resolution, max TIC. DONE
- September 23: Zoom meeting to review next steps
- By September 30: Hawkins provides resolutions.

October

- 2025 Valuation released

November

- By November 15: Districts adopt resolutions, publish assessment.
- November 16: Market Update Zoom - proceed or pause decision
- After November 16: If conditions are favorable, Districts send payoff requests to Milliman.

Potential Timeline – SD and CC Bond Pools

December 2026

- Finalize documentation: disclosure, trust, intercept agreements.
- Rating and due diligence process.

January 2027

- Receive payoff letters from Milliman
- Final Opt-in forms to Piper
- Week of January 18 - Bond sale for CCs
- Week of January 25 - Bond sale for SDs

February 2027

- Week of Feb 8th - Bond closing for CCs
- Week of Feb 15th – Bond closing for SDs
- Funds sent to PERS no later than Feb 25
- March 1, 2027 – Payroll rates reduced

Concluding Thoughts

- SAs and POBs introduce more volatility for borrowers.
- Volatility can cause cash flow issues, even when savings are positive.
- Assessment results suggest achieving success with POB is potentially within reach.
- Current interest rates are higher than assessed levels, but may decline should national and international events stabilize.
- Given long lead time on a POB issue, it may make sense to get ready and wait for market conditions to improve.

Questions



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(503) 275-8307

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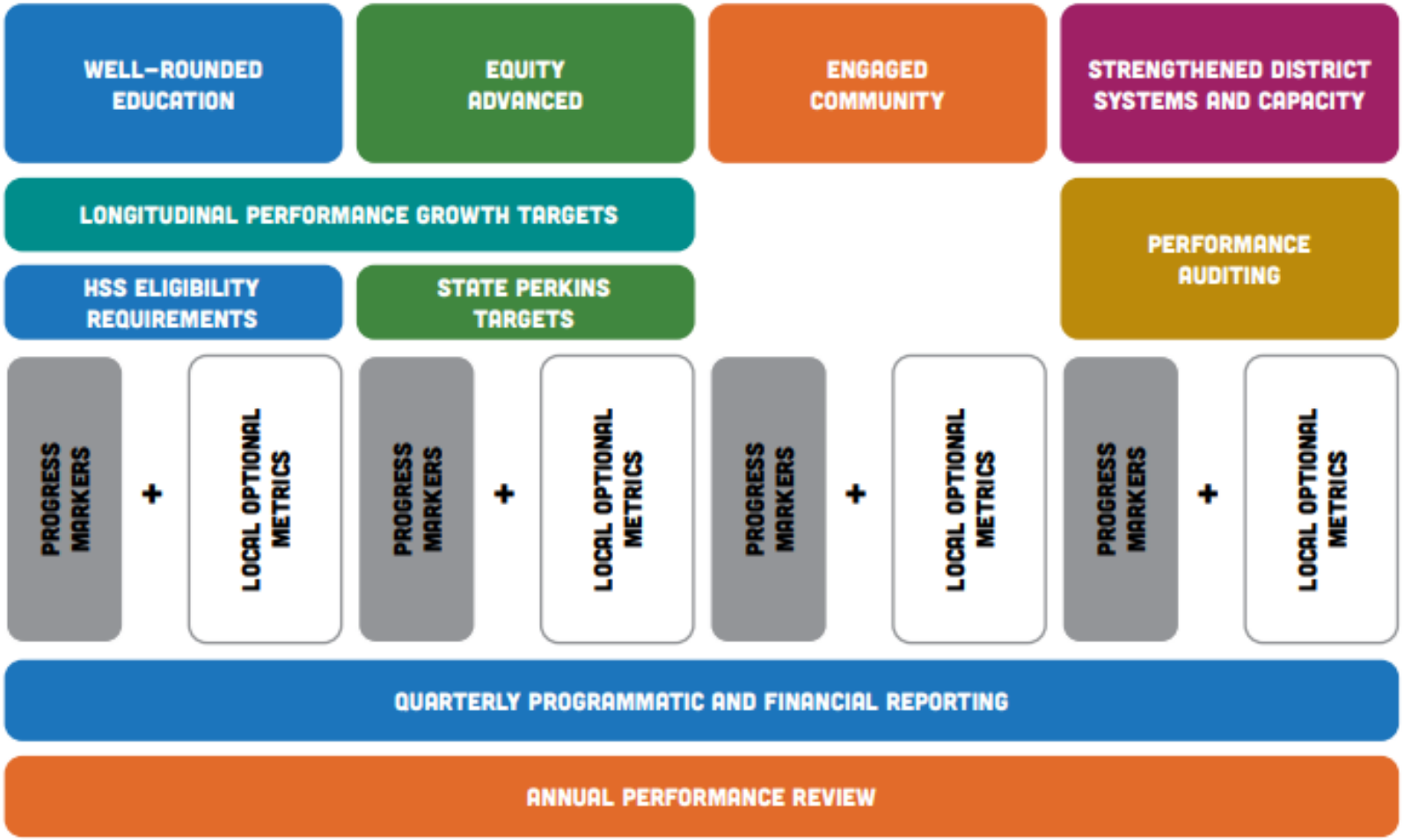
25-26 Integrated Programs Annual School Board Report Presentation

Krista Nieraeth, M.Ed.
Superintendent

Annual Reporting Requirements

- ODE's annual report consists of two narrative questions
- Throughout the year, grant recipients have been asked to report expenditures and report on progress markers which will help inform overall progress on the annual report.

Summary of Integrated Programs Performance Measures



Annual Report Narrative #1

As you review your progress markers/overall reflection responses and reflect on plan implementation, how do you see your progress contributing to the Outcomes and Strategies in your plan and your Longitudinal Performance Growth Targets (LPGT)/Local Optional Metrics (LOM)?

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

We are seeing our strongest gains in the lower grades, where intentional systems have been established to support students at all achievement levels through targeted intervention and enrichment. PLCs meet monthly to review data, monitor student growth, and identify instructional strategies and supports based on student needs.

At the upper grade levels, we have implemented interim assessments to better monitor student progress throughout the year. Our next step is to establish data teams that regularly analyze results, inform instructional decisions, and identify appropriate interventions and enrichment opportunities.

At the district level, we continue to review curriculum, assessments, and instructional tools to ensure alignment with standards, research-based practices, and student needs. Professional development has also focused on strengthening literacy instruction across content areas and increasing consistency in instructional practices across classrooms.

Our Early Lit 2 strategy demonstrates progress in both implementation and staff capacity. In partnership with LBL ESD, all elementary instructional assistants completed eight weeks of Science of Reading training to meet highly qualified tutor requirements. This training strengthened staff knowledge of evidence-based literacy practices and increased our capacity to provide consistent, targeted reading support aligned with classroom instruction.

Additionally, the SES principal is participating in WestEd's Literacy Leaders Collaborative, which focuses on strengthening early literacy systems at the elementary level.

Annual Report Narrative #2

Where have you experienced barriers, challenges, or impediments to progress toward your Outcomes and Strategies in your plan that you could use support with?

Discuss at least one Outcome where you have seen challenges or barriers to implementation.

We continue to strengthen data systems and teams at SJSHS. Last year, we implemented interim assessments for grades 6–8, providing additional data to monitor student progress and identify areas of need. Our next step is to establish consistent data teams with regularly scheduled meetings to analyze results, identify trends, and determine appropriate instructional responses and interventions.

Outcome B1 remains an area for growth. With increased district-level support and changes in building staffing, we anticipate greater consistency and progress. Moving forward, our focus is on establishing sustainable systems for data analysis, collaborative decision-making, and targeted interventions that remain effective regardless of staffing changes.