

09/16/2026 Board Meeting

Wednesday, September 16, 2026 7:00 PM

Google Meet, 401 N Canyon City Blvd, Canyon City, OR 97820

1. PRELIMINARY BUSINESS

1.1. Call to order

1.1.1. Board Attendance

1.2. Pledge of Allegiance

1.3. Agenda Review

2. PUBLIC COMMENTS | 3-MINUTE LIMIT

2.1. Public Forum

2.1.1. 1)

2.1.2. 2)

2.1.3. 3)

3. REPORTS

3.1. Student Reports

3.1.1. GU Student Body

3.2. Financial/Business Manager

Speaker (s) : Mary Jo Evers

3.3. Current Enrollment | Average Daily Membership (ADM) Reporting as of last day of previous month

3.4. Current Staffing

3.5. Administrator's Reports | Previous Month

3.5.1. Principal, Shanna Northway | Vice Principal, Andy Lusco | GU/SPED

3.5.2. Principal, Rhonda McCumber | Humboldt (HES)

3.5.3. Head Teacher, Stacy Durych | Seneca (SES)

3.6. Superintendent's Report

3.7. Construction/Capital Projects Update

3.8. Integrated Programs Annual Report | Mark Habilston

3.8.1. Receive Public Comment

4. CONSENT AGENDA

4.1. Recommend Approving Board Meeting Minutes

4.1.1. 08/19/2026 Board Meeting

4.1.2. 09/08/2026 Work Session

4.2. Recommend Accepting New Hires

4.2.1. Jessica Schmadeka | JH Assistant
Volleyball Coach (position split)

4.2.2. Ryland Beil | JH Head Football Coach

4.2.3. Darian Thompson | Humbolt Instructional
Assistant

4.2.4. Jovi Davenport | Grant Union
Instructional Assistant

4.2.5. Kylene Uhl | Humbolt Instructional
Assistant

4.2.6. Mollie Gill | Humbolt Instructional
Assistant

4.2.7. Danielle Silva | JH Assistant Girls
Basketball Coach

4.3. Recommend Accepting Employment Role Transfer

4.4. Recommend Accepting Employment Role Addition

4.4.1. Debbi Clark | GU Cook's Helper 1 |
Additional 4 hours per week

4.4.2. Meghan Tremblay | JH Assistant Volleyball
Coach (position split)

4.4.3. Dennise Blevins | Online Language Arts
Teacher of Record

4.4.4. Robyn Miller | K6 Online Teacher of
Record

4.4.5. Tia Kastner | GU Cook's Assistant |
Additional 4 hours per week

4.4.6. Raney Anderson | Seneca Instructional
Assistant

4.4.7. Humbolt Leadership Team

4.4.7.1. Andrea Ashley

4.4.7.2. Janine Attlesperger

4.4.7.3. Shanley Cobb

4.4.7.4. Vanessa Houpt

4.4.7.5. Mikayla Miller

4.4.7.6. Robyn Miller

4.4.7.7. Charissa Moulton

4.4.7.8. Sena Raschio

4.4.7.9. Ashleigh Romero

4.4.8. Grant Union Leadership Team

4.4.8.1. Dennise Blevins

4.4.8.2. Andrea Combs

4.4.8.3. Cindy Dougharity-Spencer

4.4.8.4. Drew Lusco

4.4.8.5. Mariah Moulton

4.4.8.6. Sonna Smith

4.4.8.7. Kalli Wilson

4.5. Recommend Accepting Employment Resignations

4.5.1. Jason Miller | GU CTE/PE Teacher

4.5.2. Ashley Hall | Preschool Instructional Assistant

5. **OLD BUSINESS**

5.1. Second Reading of Policies

5.1.1. KNA | Immigration Enforcement on District Property

6. **NEW BUSINESS**

6.1. Board - Superintendent Operating Agreement School Year 2026-27

6.2. Low Impact Pesticides List

6.3. First Reading of Policies

6.3.1. JBA/GBN | Sexual Harassment

6.4. PERS Side Account

6.5. Humbolt Elementary School Early Childhood Learning Center Phase 2 Proposal

6.6. Resolution #27-15 | Revising Authorized Signers for Humbolt Elementary School Student Body Account

6.7. Resolution #27-16 | Revising Authorized Signers for Grant School District #3 Accounts

7. **FUTURE CALENDAR DATES | 2026 | ALL MEETINGS ARE HELD AT DISTRICT OFFICE, UNLESS OTHERWISE SPECIFIED**

7.1. OSBA Fall Regional | 09/29/2026 | 5:00 PM

7.2. Board Meeting | 10/21/2026 | 7:00 PM

7.3. OSBA Annual Convention | 11/12-11/14/2026

7.4. Board Meeting | 11/17/2026 | 7:00 PM

8. **BOARD REPORTS**

8.1. Kris Beal

8.2. M.T. Anderson

8.3. Amy Charette

8.4. Chris Labhart

8.5. Zac Bailey

8.6. Will Blood

8.7. Lucas Moore

9. **TOTAL IN ATTENDANCE**

9.1. In Person

9.2. Via Zoom

10. **ADJOURN MEETING**

[illegible]

1 | GSD3 Enrollment Tracking
Revised: 6/12/2026 - MJE

September Board Meeting

New Hires

DATE	NAME	POSITION
8/19/2026	Ryland Beil	Head JH Football Coach
8/26/2026	Meghan Tremblay	JH Assistant Volleyball Coach
8/26/2026	Jessica Schmadeka	JH Assistant Volleyball Coach
8/27/2027	Mollie Gill	Educational Assistant
8/27/2026	Kylene Uhl	Special Education Assistant
9/8/2026	Darian Thompson	Special Education Assistant
9/14/2026	Jovi Davenport	Special Education Assistant
1/1/2027	Danielle Silva	JH Assistant Girls Basketball Coach

Resignations/Quits

8/20/2026	Jason Miller	Retiring end of 26.27 year
9/2/2026	Ashley Hall	Last Day- 9/15/2026

Misc Changes

8/24/2026	Dennise Blevins	Online Language Arts Teacher of Record
8/18/2026	Debbi Clark	Additional hours at Grant Union
8/18/2026	Tia Kastner	Additional hours at Grant Union
8/24/2026	Raney Anderson	Seneca EA 2 hours per day 26.27 year only
9/15/2026	Robyn Miller	K6 Online teacher of Record

Building Count

DO/Transportation	8
Humbolt	39
Humbolt Preschool	4
GU	36
Seneca	4
Total District Employees	91

September 2026 Board Report



District Mission Statement

Our Prospector Promise: A place for every student to feel support, achieve success, and learn respect.

District Vision Statement

A Place Where Every Prospector is Known, Empowered, and Ready for the World!

To: Mrs. Rebecca Nordtvedt and Grant School District #3 Board of Directors
From: Mrs. Rhonda McCumber, Humbolt and Seneca Elementary Principal and Director of Special Education

Strategic Goal #1: Recruit, Train, and Retain Staff to Implement, Adjust, and Achieve Excellence

We have continued to make progress with staffing at Humbolt. After successfully hiring our third Special Education teacher, we were able to become fully staffed with the addition of three Educational Assistants. We recently received a resignation from one of our preschool assistants and are actively looking for a replacement. We will continue to focus on building and maintaining a strong, stable, and supportive staff.

Strategic Goal #2: Create a Student-Focused Environment Where Each Student is Known and Prepared for Success

Benchmark testing is nearly complete and will provide us with valuable baseline data on student performance. We will use this information to identify student strengths, areas of need, and opportunities for additional support as we move through the school year.

I have also enjoyed opportunities to spend more time directly with students. I have taught 6th grade and music and have enjoyed being in the classrooms and getting to know students in a

different setting. I have especially enjoyed cafeteria duty, which has been a great opportunity to connect with students and get to know them outside of the classroom.

I also visited Seneca and worked with staff to assist with scheduling so that students receive their specially designed instruction at the times required by their IEPs. This has been an important step in making sure we are meeting student needs and following each student's individual plan.

Strategic Goal #3: Positive Perceptions, Community Ownership, and Support for District Facility Improvements

I have continued to meet with staff and create opportunities for communication and collaboration. I have been scheduling meetings with several staff groups, including leadership and safety, custodial, and individual meetings when needed. These meetings provide opportunities to listen, address concerns, and work together to strengthen our school.

I am also continuing to participate in the Studer Leadership Trainings for District 3. The training continues to provide valuable opportunities for professional growth and is helping me build leadership capacity within our staff. My goal is to empower teachers and staff to take an active role in creating positive change and strengthening the culture at Humbolt.

September 2026 Board Report



District Mission Statement

Our Prospector Promise: A place for every student to feel support, achieve success, and learn respect.

District Vision Statement

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To: Mrs. Rebecca Nordtvedt and Grant School District #3 Board of Directors

From: Stacy Durych, Seneca Elementary Head Teacher

The 2026–27 school year is off to a strong start at Seneca School. Our ten students have settled back into the rhythms and routines of school, staff are getting systems in place, families have already shown strong engagement, and we are continuing to build connections between our classroom, community, and the wider district. Students were genuinely excited to return, and it has been wonderful to have our little schoolhouse full of learning and activity again.

Strategic Plan Goal #1

Recruit, Train, and Retain Staff to Implement, Adjust, and Achieve Excellence

Our Seneca staff have been busy getting systems, routines, and responsibilities in place for the new school year. Staff have completed required annual safety and compliance trainings, and our secretary has participated in extensive beginning-of-year training and support involving Synergy, breakfast and lunch programs, Title I, special education, and other school office responsibilities. In a small school where staff members wear many hats, this collaboration and cross-training are especially valuable as we work together to support students and families.

Seneca staff also met with Mark Habliston from Grant ESD for a demonstration of the ESD STEM Lending Library. We had an opportunity to explore the STEM materials and equipment available for schools to borrow and are excited about incorporating these resources into our classrooms throughout the year. Having access to a lending library like this greatly expands the hands-on STEM opportunities we can provide our students without having to purchase every piece of equipment ourselves.

We are very appreciative of the support we have received from Grant ESD as we have gotten the school year underway. Their staff have been incredibly responsive in helping us get Chromebooks operational, student accounts and passwords updated, and the many little technology details resolved that come with starting a new school year. Between that support, staff training, and access to resources such as the STEM Lending Library, the ESD continues to be a valuable partner for our students and staff.

We are also excited to be reconnecting with former Grant Union art teacher JJ Collier, who has been invited to serve as an Artist-in-Residence with Seneca School. We are looking forward to incorporating her talents into our Christmas program and exploring additional opportunities for students to work with her in the arts throughout the year.

Strategic Plan Goal #2

Create a Student-Focused Environment Where Every Student Is Known, Valued, and Prepared for Success

We have also begun our fall assessment cycle, including AIMSweb, MAP Growth, and math assessment work through the EOREN Rural Collaborative, giving us multiple baseline measures to help guide instruction and intervention.



Forest School is already underway, giving students regular opportunities to learn, explore, and grow outdoors.

Our Forest School program is already underway. Students visited the SWICK Old Growth Forest on the first day of school and returned the following Monday. Beginning September 14, Forest School will continue every other Monday, alternating with visits from our social-emotional learning specialist. We are working to intentionally connect outdoor learning with science, art, writing, social-emotional learning, and place-based experiences throughout the year.

We are also beginning to reconnect with community partners who can add their knowledge and expertise to our Forest School experiences. We have been in communication with the Burns Paiute Tribe about opportunities to incorporate drumming, singing, dancing, and other cultural experiences into some of our Monday outdoor learning days. We have also connected with the Forest Service about joining us for a Forest School day at the SWICK Old Growth Forest.

Another new addition to our Morning Circle this year is the introduction of four Paiute words each week. We are especially grateful to our school secretary, who speaks Paiute and is sharing her language knowledge with students through these lessons. This provides a meaningful way for students to connect with the language, culture, and history of our local area as part of the regular rhythm of our school day.



Hands-on science and agriculture learning includes caring for and observing our classroom rabbits.

Science has also gained two very popular new members of the Seneca School community—our classroom rabbits! Students are helping care for and observe the rabbits as part of their science and agriculture learning, and we may soon have the added experience of watching a new litter of baby rabbits grow and develop.

Later this month, Seneca will welcome the Mobile STEM Lab for a hands-on robotics experience. Our younger students will work with Bee-Bots, while students in grades 3–6 will explore coding and robotics with Finch robots. We have also invited Darla's preschool, located within our school building, to join us for the experience. We are looking forward to providing students across age levels with another opportunity to explore STEM through hands-on learning.

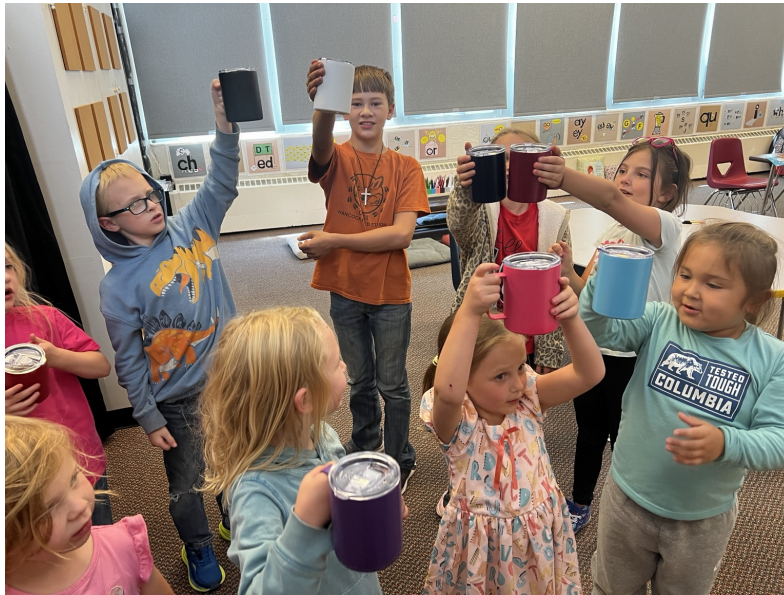
Strategic Plan Goal #3

Positive Perceptions, Community Ownership, and Support for Facility Improvements

We kicked off the school year with a successful Back-to-School Meet & Greet and Walking Taco Night. Seven of our ten families attended, along with all four Seneca staff members, our superintendent, a school board member, and our Title I reading teacher. It was a relaxed and enjoyable way for students, families, and staff to reconnect and begin the new year together.

Our PTA continues to be an important partner for Seneca School. They helped us begin the year by purchasing student supplies, and one of our Seneca families generously donated four boxes of art supplies for student use. We are grateful for the many ways our families and PTA step in to support students and staff.

Our first PTA meeting of the school year was held in September, with new officers elected and new members joining the organization. We are excited to see continued involvement and enthusiasm as the PTA begins planning for the year ahead.



School traditions such as our tea gatherings help build belonging and connection across our K–6 community.

Seneca School's Facebook presence has also continued to grow significantly as we work to strengthen connections with current families, former students and families, and the broader community. Our page now has approximately 373 followers, more than double the approximately 180 followers we had near the end of last school year. During a recent 28-day period, Seneca School posts received more than 40,000 views and nearly 4,000 engagements. It has been exciting to see so many people following, commenting, sharing memories, and taking an interest in what is happening at Seneca School.

We are continuing to strengthen connections with local arts organizations, including Painted Sky Center for the Arts, as we explore opportunities to bring additional artists, experiences, and creative learning opportunities to Seneca students.

We have also had an opportunity to test the district's new communication platform and found it very user-friendly. We look forward to having a shared communication system that provides families with more consistent access to information across schools throughout the district.

Looking Ahead

As we settle into the new school year, we are excited about the opportunities already taking shape for our students. From Forest School and Paiute language to robotics, arts, agriculture, academic interventions, and community partnerships, our goal continues to be providing our students with a rich educational experience that takes advantage of both the close relationships possible in a small school and the resources available throughout our larger community.

We are grateful to our families, PTA, community partners, Grant ESD, district staff, and School Board for the many ways they support our students and help Seneca School continue to grow.

Onward the Seneca Way.

>>> GRANT SCHOOL DISTRICT #3

IG ANNUAL REPORT

WHAT IS IG

State program that combines the Six Initiatives: Student Investment Account (SIA) - \$571,586.46, High School Success (HSS) - \$154,845.02, Early Literacy (EL) - \$61,481.10, Early Indicator and Intervention Systems (EIS) - \$1,995.25, Continuous School Improvement (CSI) - N/A, Career & Technical Education (CTE) - N/A , and Everyday Matters (EDM) - \$0.



GRANT #3 IG OUTCOMES/GOALS

Goal # 1 - Greater student mental well-being through increased access to timely and high-quality mental health support in schools (Strategic Goal #1,2)

Goal #2 - Reduce the disparities of achievement for our students served by IDEA & demonstrate proficiency in meeting state benchmarks for all students (SG #1,2)

Goal #3 - Create a well-rounded education for students (SG #1,2)

Goal #4 - A system and culture is established where the school is the nucleus of the community and fosters ongoing community engagement, and develops a strong positive culture with students (SG #3)



INTERVENTION SERVICES

>>>\$142,400.00

Intervention teacher and supplies in all schools



COUNSELING SERVICES

>>>\$220,800.00

School counselors for all schools to support students mental well-being



CURRICULUM, SUPPLIES, PD

>>>\$255,540.27

Supporting classes with new curriculum, technology upgrades and supplies to support students.



SAFE & INCLUSIVE SCHOOLS

>>>\$83,686.46

improvements that create a safer, more welcoming environment.

NARRATIVE QUESTIONS

#1 - REFLECT ON PLAN IMPLEMENTATION

One of our clearest areas of progress has been the continued growth of CTE and career-connected learning. Our Health Occupations, Agriculture, and Business programs have all applied for state pathway approval, expanding opportunities for students to earn industry certifications, participate in work-based learning, and develop skills connected to their future goals.

Our Health Occupations program is a strong example of this progress. The program has graduated seven certified CNAs, one EMT, and one phlebotomist. Students are participating in work-based learning in pharmacy, rehabilitation, radiology, nursing, medical assisting, laboratory services, assisted living, and other community settings. This year, we are projecting approximately 11 industry certifications, three college classes, and 12 work-based learning placements.

We have also expanded well-rounded learning opportunities during the school day. Students are gaining practical experience through the Prospector Spirit Shop, Digital Media and The Mining Report, coding, arts and crafts, music, and other hands-on experiences. Sophomore Careers and 8th Grade Success students are also using YouScience to identify aptitudes, interests, and potential career pathways.

Applied learning is occurring within core academics as well, including a multi-week forensic engineering project in Physical Science. Our music program has expanded through a community pep band and preparation for regional and state honor groups, and one student recently earned the American FFA Degree, the highest degree available to an FFA member.

Overall, we continue to make progress toward providing students with meaningful, well-rounded experiences that connect classroom learning with postsecondary education, careers, and the workforce.



#2 - CHALLENGES TO IMPLEMENTATION

One area where we continue to experience challenges is reducing disparities in achievement for students served by IDEA while ensuring all students have access to a well-rounded education.

We have made progress by adjusting our master schedule so students receiving specially designed instruction are no longer required to give up electives to receive those services. This has been an important improvement in providing equitable access to the full school experience.

Our continuing challenge is providing the intensity and individualization of academic intervention students need within the limitations of staffing, scheduling, and instructional time. Creating effective small-group interventions while maintaining access to grade-level instruction, electives, CTE, and other opportunities can be difficult.

We continue to strengthen our intervention systems and would benefit from additional support around effective intervention models, progress monitoring, scheduling, and maximizing limited staff resources. Our goal is to ensure students receive the academic support they need without limiting their access to the other opportunities that make up a well-rounded education.



GRANT SCHOOL DISTRICT NO.3

401 N. Canyon City Blvd. | Canyon City, OR 97820-6111
Phone (541)575-1280 | Fax: (541)575-3614

08/19/2026 Board Meeting Minutes

Wednesday, August 19, 2026 | 7:00 PM

1. PRELIMINARY BUSINESS

- 1.1. Call to order 7:06pm
- 1.1.1. Board Attendance – all members present
- 1.2. Pledge of Allegiance
- 1.3. Agenda Review – WB – Add 4.3.2 Jordan Hall transfer from Humbolt to GU EA
 - 4.4.1 Jordan Hall JH Assist Boys Basketball Coach
 - 4.5.1 Dixon Apostol – resignation from Humbolt EACL – approve as correct MT seconded – All in favor
- 1.4. Election of Board Chair – ZB nominates Will Blood for Chairman Seconded by KB – All in favor with WB abstaining
- 1.5. Election of Board Vice Chair – ZB nominates Amy Charette as Vice Chair seconded by LM – all in favor with Amy abstaining

2. PUBLIC COMMENTS | 3-MINUTE LIMIT

- 2.1. Public Forum
 - 2.1.1. 1) Jake Taylor – Thank you for letting me speak. On behalf of Art Thunell Legacy Fund Alumni Game, I would like to thank board and specifically Board Chair and Superintendent Nordtvedt. Over 80 alumni played with some flying in. There is a documentary in process to show small communities can do big things with the right people. It should be released by June 2027 and it will go to the film festivals.

3. REPORTS

- 3.1. Financial/Business Manager - Mary Jo Evers – Audit is scheduled for Week of November 11th
- 3.2. Current Enrollment | Average Daily Membership (ADM) Reporting as of last day of previous month
- 3.3. Current Staffing
- 3.4. Administrator's Reports | Previous Month
 - 3.4.1. Principal, Shanna Northway | Vice Principal, Andy Lusco | GU/SPED
 - 3.4.2. Principal, Rhonda McCumber | Humbolt (HES)
 - 3.4.3. Head Teacher, Stacy Durych | Seneca (SES)
- 3.5. Superintendent's Report - MAC Survey - Working on changing MAC Survey over to Wallowa County ESD who is also doing Medicaid Billing. Wallowa will be doing all of the billing for Grant County Schools.
Division 22 Standards - In 2024 we were not in compliance with Division 22 Standards – We now have a plan that will be implemented this year and since we have developed a plan we are now in compliance.
OrRTII Grant – Oregon Response to Intervention – program over several years to improve instruction to our students. This will help us make sure that students are getting interventions that they need and in time may reduce our referrals for special education. Grant Funding – CTE Revi Grant – still pending ODE announcement for Humbolt Greenhouse; Renew America – All is done just waiting for funding; Early Learning Center – plans

Board of Directors:

Kris Beal | M.T. Anderson | Amy Charette, Vice Chair | Chris Labhart | Zac Bailey | Will Blood, Chair | Lucas Moore

to submit for Oregon Construction Funds Requests to supplement projects; GU Health Center – Public Health waiting for funding; JTFM – Friday academy will be starting in the fall. ParentSquare – implementing a new district wide communication platform. Gives parents different forms of communication methods and allows differential importance on announcements from urgent to FYI. It is also an easy way for teachers to communicate positive interactions with the students. Data is currently being converted to this system. This will be the same platform from Pre-K to 12 so district wide. Art Thunell – 85+ attendees with the documentary the plan is to use the dollars generated for field maintenance and/or projects at 7th Stree Complex, SB 141 Accountability Model – new indicators include K-2 regular attenders, 8th grade Math. The optional local metric can include CTE, Academic Growth, 5th Grade Science. There are more areas that we will be held accountable on. Our district chose 5th grade Science for the local metric, but we may move to academic growth. Accountability includes Directed Coaching after 2 year of not meeting growth goals, then move into Intensive Coaching after 3rd year and then if you don't meet after 4th year then ODE will direct spending of up to 25% of State School Fund and SIA grant funds. Fully agree that MAPS data is great for students and teachers, but the accountability model is directly tied to State Testing not MAPS. We currently are showing a low pass rate on state testing because the district chose to emphasize MAPS testing and even with full district participation the number of students opting out is challenging. This cultural mindset will take time to change and has real consequences. ZB – How much instructional time is taken by state testing? RN – Once a year, but two different math test and two different English and then science. Some kids finish in one sitting, but another kid might take two weeks to finish if broken into 30 minutes. ZB – if we add state testing can we remove a MAPS testing. AL – MAPS gives us the most accurate real time data. RN – It is a state mandate that we do both.

- 3.6. Construction/Capital Projects Update – BN – many projects completed over the summer. GU - 4 complete classroom refreshes, landscaping, shot put area, and some windows. Humbolt – restrooms, siding, windows, HVAC replacement and kitchen flooring. Seneca – new doors, restrooms and painting.

4. **CONSENT AGENDA**

- 4.1. Recommend Approving Board Meeting Minutes from 06/17/2026 Board Meeting
- 4.2. Recommend Accepting New Hires
 - 4.2.1. Meghan Tremblay | Grant Union SPED Teacher
 - 4.2.2. Stephanie Thompson | School Counselor
 - 4.2.3. Trey Thompson | 7th-12th Grade Science Teacher
 - 4.2.4. Desiree Sam | Office Specialist/Instructional Assistant
- 4.3. Recommend Accepting Employment Role Transfer
 - 4.3.1. Fallen Lusco | GU SPED Instructional Assistant to Humbolt SPED Teacher
 - 4.3.2. Jordan Hall | Humbolt SPED Instructional to
- 4.4. Recommend Accepting Employment Role Addition
- 4.5. Recommend Accepting Employment Resignations
 - 4.5.1. Jessica Suchorski | GU Science Teacher
 - 4.5.2. Sawyer Watterson | Junior High Assistant Volleyball Coach
 - 4.5.3. Stephanie Riis | Behavior Interventionist
 - 4.5.4. Kenna Combs | Humbolt Instructional Assistant

MT motion to approve with modifications to minutes on spelling error – AC seconded – All in favor

5. **NEW BUSINESS**

- 5.1. First Reading of Policies
 - 5.1.1. KNA | Immigration Enforcement on District Property
RN – State law requires policy to be in place by September 30. MT – Are we just approving what they wrote? RN – It basically designates a point person if there are ICE visits and then mandatory trainings for staff.
- 5.2. Approval Lease Purchase of Ford Micro Bird Bus – KB – motion to approve, LM Seconded – All in favor

- 5.3. Resolution #27-1 | Revising Authorized Signers Grant School District #3 Accounts – AC motion to approve, KB – seconds – all in favor
- 5.4. Annual Resolutions
 - 5.4.1. Approve Resolution #27-2 | Designating the Chief Administrative Officer
 - 5.4.2. Approve Resolution #27-3 | Designating the Deputy Clerk/Business Manager
 - 5.4.3. Approve Resolution #27-4 | Designating Co-Custodians of School District Funds
 - 5.4.4. Approve Resolution #27-5 | Designating the Budget Officer for 2026-27
 - 5.4.5. Approve Resolution #27-6 | Designating the Official Auditors for 2026-27
 - 5.4.6. Approve Resolution #27-7 | Designating the day, time, and place of regular board meetings
 - 5.4.7. Approve Resolution #27-8 | Designating depositories for school district funds
 - 5.4.8. Approve Resolution #27-9 | Designating the legal counsel
 - 5.4.9. Approve Resolution #27-10 | Designating the Asbestos Program Manager
 - 5.4.10. Approve Resolution #27-11 | Designating the Insurance Agent of Record
 - 5.4.11. Approve Resolution #27-12 | Authorization to co-mingle funds
 - 5.4.12. Approve Resolution #27-13 | Authorizing signature for federal/state grant programs
 - 5.4.13. Approve Resolution #27-14 | Authorizing Superintendent to enter into contracts and approve payments

MT - Motion to approve 5.4.1 – 5.4.13, seconded by CL – All in favor
- 5.5. Athletic Co-Op Dance – RN – one year coop for dance team Grant Union Gold, CL – How many coming in? AL – 1 but we heard nothing from Dayville – AC motion to approve Coop with PC for Dance , MT Seconds ZB – would like to see costing of one student if possible. RN – All Coops will be expiring at the end of the year so we can work that into the approval process. All in favor
- 5.6. GU Athletics | Coach Staffing Levels – RN – There have been some questions about staff and how decisions are made. Recommendation that we have a workgroup to work through that if there are a few board members that would like to participate? ZB, MT and Amy would like to be on it. Beccy will reach out to schedule
- 5.7. Schedule Work Session | PERS Side Account – RN to email out a few dates and see if that will work.
6. **FUTURE CALENDAR DATES | 2026 | ALL MEETINGS ARE HELD AT DISTRICT OFFICE, UNLESS OTHERWISE SPECIFIED**
 - 6.1. Board Meeting | 09/16/2026 | 7:00 PM
 - 6.2. Board Meeting | 10/21/2026 | 7:00 PM
7. **BOARD REPORTS**
 - 7.1. Kris Beal – Thank Will and Amy for agreeing to lead us for another year.
 - 7.2. M.T. Anderson – Went to Seneca’s back to school night on Monday. Lots of our kids participated at the fair last week and we had the highest gross FFA/4H auction of all time.
 - 7.3. Amy Charette – Welcome Beccy. Looking forward to great year!
 - 7.4. Chris Labhart – Meeting with Rural Development about the mills and we have some grants to get the mills going. Good for all of Grant County.
 - 7.5. Zac Bailey – Appreciate the board reports. Enjoyed the fair and glad to be a part of the county.
 - 7.6. Will Blood – Welcome Beccy! Alumni game was fantastic. I even bought a sweatshirt in 100degree weather to fundraise for the documentary.
 - 7.7. Lucas Moore – Thank you Beccy for calling ahead and going over the state testing issue. Went to Alumni game and it was a really neat deal with great turnout.
8. **TOTAL IN ATTENDANCE**
 - 8.1. In Person - 4
 - 8.2. Via Zoom - 4
9. **ADJOURN MEETING KB motion to Adjourn, ZB seconded – All in favor 8:23pm**

X: _____ Date: _____
Rebecca Nordtvedt, Superintendent

X: _____ Date: _____
Will Blood, Board Chair

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GRANT SCHOOL DISTRICT NO.3

401 N. Canyon City Blvd. | Canyon City, OR 97820-6111
Phone (541)575-1280 | Fax: (541)575-3614

09/08/2026 Work Session Meeting Minutes

Tuesday, September 8, 2026 | 7:00 PM

ZOOM IN BY USING THE FOLLOWING ACCESS CREDENTIALS:

<https://us02web.zoom.us/j/2595245851?pwd=ZjFIZ2w2eDNPMmhoT1VtS0wvbk1MZz09HelloGSD3>

Or attend the meeting in person:

District Office Board Room
401 N Canyon City Blvd
Canyon City, OR 97820

1. PRELIMINARY BUSINESS

1.1. Call to order - WB 7:02PM

1.1.1. Board Attendance – All members present; Guests – Brendan Watkins, David Williams

2. **PERS Side Account Work Session** – Received PO Bonds Presentation

3. **ADJOURN MEETING** – Motion: KB; Second: AC; Unanimous: X 8:32PM

Approval of Meeting Minutes:

X: _____ Date: _____
Rebecca Nordtvedt, Superintendent

X: _____ Date: _____
Will Blood, Board Chair

Board Packet posted on district web site at:

<https://meetings.boardbook.org/Public/Organization/3326>

Grant School District No.3 does not discriminate in employment, educational programs and activities, on the basis of race, national origin, color, creed, religion, gender, gender identification, sexual orientation or associational preference, age, disability, veteran status. The District also affirms its commitment to providing equal opportunities and equal access to its facilities. For additional information or assistance contact the District office at: (541)575-1280 | 401 N Canyon City Blvd

Board of Directors:

Kris Beal | M.T. Anderson | Amy Charette, Vice Chair | Chris Labhart | Zac Bailey | Will Blood, Chair | Lucas Moore



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Jessica Schmadeka

POSITION: JH Assistant VB

*FIRST DAY OF WORK: 8/26/26

WORK HOURS PER DAY: 2

APPLICATIONS RECEIVED: 2 # PERSONS INTERVIEWED: 2

EXPERIENCE: 4 years VB Coaching experience at GU

EDUCATION: HS Diploma

NAMES OF REFERENCES CHECKED: Mariah Moulton, Shanna Northway

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Mariah Moulton

Andy Lusco

NAMES OF ALL PERSONS INTERVIEWED:

Jessica Schmadeka

Meghan Tremblay

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: New Position

REASON FOR LEAVING: ☐ RETIRED ☐ RESIGNED ☐ TERMINATED ☒ NEW POSITION

DATE OF NOTICE OF POSITION: 6/10/2026

DATE APPLICATIONS CLOSED: 8/25/26

CLASSIFICATION (select one): ☐ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☐ EXTRA DUTY

LANE: D STEP/YEARS: 4 SALARY: 1506.31 (select one) ☐ Hourly
☐ Annually
☒ Season

☐ Contract issued

☒ RECOMMENDED TO THE BOARD FOR HIRE

DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

SIGNATURE OF SUPERVISOR

SIGNATURE OF SUPERINTENDENT

DATE FORM COMPLETED

DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Ryland Beil

POSITION: Head JH Football

*FIRST DAY OF WORK: 8/19/26

WORK HOURS PER DAY: 2

APPLICATIONS RECEIVED: 2

PERSONS INTERVIEWED: 1

EXPERIENCE: High School Athlete- Grant Union

EDUCATION: HS Diploma, Plumber's Apprenticeship (ongoing)

NAMES OF REFERENCES CHECKED: Jason Miller, Mitch Wilson

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Mitch Wilson

Andy Lusco

NAMES OF ALL PERSONS INTERVIEWED:

Ryland Beil

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: _____

REASON FOR LEAVING:

☐ RETIRED

☒ RESIGNED

☐ TERMINATED

☐ NEW POSITION

DATE OF NOTICE OF POSITION: 3/9/2026

DATE APPLICATIONS CLOSED: 8/18/2026

CLASSIFICATION (select one):

☐ CLASSIFIED

☐ LICENSED

☐ ADMINISTRATOR

☐ CONFIDENTIAL

☐ COACH

☐ EXTRA DUTY

LANE: C STEP/YEARS: 0 SALARY: 2786.09

(select one)

☐ Hourly

☐ Annually

☒ Season

☐ Contract issued

☒ RECOMMENDED TO THE BOARD FOR HIRE

DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

SIGNATURE OF SUPERVISOR

DATE FORM COMPLETED

SIGNATURE OF SUPERINTENDENT

DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Darian Thompson

POSITION: Special Education Educational Assistant

*FIRST DAY OF WORK: 9/8/26 WORK HOURS PER DAY: 7.5

APPLICATIONS RECEIVED: 5 # PERSONS INTERVIEWED: 5

EXPERIENCE: Child care for severely impacted kiddo, cosmetology, USPS

EDUCATION: GED- LBCC

NAMES OF REFERENCES CHECKED: Kimberly McManus

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Rhonda McCumber, Holly Wick

Shanley Cobb

Fallen Lusco

Charissa Moulton

NAMES OF ALL PERSONS INTERVIEWED:

Darian Thompson, Mollie Gill

Kylene Uhl

Jovi Davenport

Aaliyah Judd

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Jordan Hall

REASON FOR LEAVING: ☐ RETIRED ☒ RESIGNED ☐ TERMINATED ☐ NEW POSITION

DATE OF NOTICE OF POSITION: 8/3/26 DATE APPLICATIONS CLOSED: 8/25/26

CLASSIFICATION (select one): ☒ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☐ EXTRA DUTY

LANE: 2 STEP/YEARS: 100 SALARY: 2042 (select one) ☒ Hourly
☐ Contract issued ☐ Annually
☐ Season

☒ RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

*ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.

Rhonda McCumber
SIGNATURE OF SUPERVISOR

Ben Goodspeed
SIGNATURE OF SUPERINTENDENT

8/26/26
DATE FORM COMPLETED

9/1/26
DATE



GRANT SCHOOL DISTRICT #3

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PERSONNEL SELECTION FORM

APPLICANT SELECTED: Jovi Davenport

POSITION: Grant Union SPED IA

*FIRST DAY OF WORK: 9/14/26

WORK HOURS PER DAY: 7.5

APPLICATIONS RECEIVED: 2 # PERSONS INTERVIEWED: 1

EXPERIENCE: Resident Care Coordinator/ Business Office Manager/Lead Care Giver

EDUCATION: High School Diploma

NAMES OF REFERENCES CHECKED: Lysandra Jacks, Kathi Schulze, Stacey McAtee

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Shanna Northway

Meghan Tremblay

NAMES OF ALL PERSONS INTERVIEWED:

Jovie Davenport

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Fallen Lusco

REASON FOR LEAVING: ☐ RETIRED ☒ RESIGNED ☐ TERMINATED ☐ NEW POSITION

DATE OF NOTICE OF POSITION: 8/21/26

DATE APPLICATIONS CLOSED: open until filled

CLASSIFICATION (select one): ☒ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☐ EXTRA DUTY

LANE: 2 STEP/YEARS: 100 SALARY: 20.42 (select one) ☒ Hourly
☐ Annually
☐ Season

☐ Contract issued

☒ RECOMMENDED TO THE BOARD FOR HIRE

DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

SIGNATURE OF SUPERVISOR

Ben Yodanis
SIGNATURE OF SUPERINTENDENT

6/9/26

DATE FORM COMPLETED

9/10/26
DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
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PERSONNEL SELECTION FORM

APPLICANT SELECTED: Kylene Uhl

POSITION: Special Education Assistant

*FIRST DAY OF WORK: 8/27/26 WORK HOURS PER DAY: 7.5

APPLICATIONS RECEIVED: 5 # PERSONS INTERVIEWED: 5

EXPERIENCE: Strong Ag Background, Management of Teams

EDUCATION: HS Diploma, Imbler and one year at OSU

NAMES OF REFERENCES CHECKED: Stephanie Rovey

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Rhonda McCumber Holly Wick, Fallen Lusco

Shanley Cobb Charissa Moulton

NAMES OF ALL PERSONS INTERVIEWED:

Mollie Gill, Darian Thompson Kylene Uhl

Aaliyah Judd Jovi Davenport

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Kenna Combs

REASON FOR LEAVING: ☐ RETIRED ☒ RESIGNED ☐ TERMINATED ☐ NEW POSITION

DATE OF NOTICE OF POSITION: 8/3/26 DATE APPLICATIONS CLOSED: 8/25/26

CLASSIFICATION (select one): ☒ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☐ EXTRA DUTY

LANE: 2 STEP/YEARS: 100 SALARY: 20.42 (select one) ☒ Hourly
☐ Contract issued ☐ Annually
☐ Season

☒ RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

Rhonda McCumber
SIGNATURE OF SUPERVISOR

8/26/26
DATE FORM COMPLETED

Ben J. [Signature]
SIGNATURE OF SUPERINTENDENT

9/1/26
DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Mollie Gill

POSITION: General Education Assistant

*FIRST DAY OF WORK: 08/27/2026 WORK HOURS PER DAY: 7.5

APPLICATIONS RECEIVED: 5 # PERSONS INTERVIEWED: 5

EXPERIENCE: Working with dementia patients, caring giving for autistic family members

EDUCATION: HS diploma, Prairie City

NAMES OF REFERENCES CHECKED: Stephanie Rodriguez

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Fallen Lusco

Charissa Moulton

Shanley Cobb

Holly Wick, Rhonda McCumber

NAMES OF ALL PERSONS INTERVIEWED:

Darian Thompson

Aaliyah Judd

Jovi Davenport

Mollie Gill, Kylene Uhl

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Dixon Apostol

REASON FOR LEAVING: ☐ RETIRED ☒ RESIGNED ☐ TERMINATED ☐ NEW POSITION

DATE OF NOTICE OF POSITION: 8/3/26 DATE APPLICATIONS CLOSED: 8/25/26

CLASSIFICATION (select one): ☒ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☐ EXTRA DUTY

LANE: 2 STEP/YEARS: 300 SALARY: 21.67 (select one) ☒ Hourly
☐ Annually
☐ Season

☐ Contract issued

☒ RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

Shonda Mc

SIGNATURE OF SUPERVISOR

Ben Ford

SIGNATURE OF SUPERINTENDENT

9/2/26

DATE FORM COMPLETED

9/1/26

DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820

Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Danielle Silva

POSITION: JH Assistant Girls Basketball Coach

*FIRST DAY OF WORK: 1/1/2027 WORK HOURS PER DAY: 2

APPLICATIONS RECEIVED: 1 # PERSONS INTERVIEWED: 1

EXPERIENCE: Parks and Recreation Basketball, Little League Baseball

EDUCATION: BSN

NAMES OF REFERENCES CHECKED: Jake Taylor,

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Jake Taylor

Kristal Hansen

Andy Lusco

Raney Raymond

NAMES OF ALL PERSONS INTERVIEWED:

Danielle Silva

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: New position

REASON FOR LEAVING: ☐ RETIRED ☐ RESIGNED ☐ TERMINATED ☒ NEW POSITION

DATE OF NOTICE OF POSITION: 6/10/26 DATE APPLICATIONS CLOSED: 9/10/26

CLASSIFICATION (select one): ☐ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☒ COACH ☐ EXTRA DUTY

LANE: D STEP/YEARS: 0 SALARY: 2385.48 (select one) ☐ Hourly
☐ Annually
☒ Season

☐ Contract issued

☒ RECOMMENDED TO THE BOARD FOR HIRE

DATE OF BOARD APPROVAL: _____

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SIGNATURE OF SUPERVISOR

DATE FORM COMPLETED

SIGNATURE OF SUPERINTENDENT

DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
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PERSONNEL SELECTION FORM

APPLICANT SELECTED: Debbi Clark

POSITION: GU Cook's Helper 1- Adding 1 hour per day to Debbi placement from 2 to 3 hours

*FIRST DAY OF WORK: 8-18-2026 WORK HOURS PER DAY: 3 M-TH

APPLICATIONS RECEIVED: _____ # PERSONS INTERVIEWED: _____

EXPERIENCE: _____

EDUCATION: _____

NAMES OF REFERENCES CHECKED: _____

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

NAMES OF ALL PERSONS INTERVIEWED:

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: _____

REASON FOR LEAVING: ☐ RETIRED ☐ RESIGNED ☐ TERMINATED ☐ NEW POSITION

DATE OF NOTICE OF POSITION: _____ DATE APPLICATIONS CLOSED: _____

CLASSIFICATION (select one): ☐ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☐ EXTRA DUTY

LANE: 5 STEP/YEARS: 1000 SALARY: 21.92 (select one) ☒ Hourly
☐ Annually
☐ Season

☐ Contract issued

☐ RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

Karina Jones
SIGNATURE OF SUPERVISOR

Brian Ford
SIGNATURE OF SUPERINTENDENT

8/27/26
DATE FORM COMPLETED

8/27/26
DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820

Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Meghan Tremblay

POSITION: JH Assistant VB

*FIRST DAY OF WORK: 8/26/26

WORK HOURS PER DAY: 2

APPLICATIONS RECEIVED: 2

PERSONS INTERVIEWED: 2

EXPERIENCE: Youth VB Coach several years, HS Softball, Mat Club Wrestling, PR Coach Football

EDUCATION: Master's in Education

NAMES OF REFERENCES CHECKED: Mariah Moulton, Shanna Northway

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Mariah Moulton

Andy Lusco

NAMES OF ALL PERSONS INTERVIEWED:

Jessica Schmadeka

Meghan Tremblay

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: New Position

REASON FOR LEAVING: ☐ RETIRED ☐ RESIGNED ☐ TERMINATED ☒ NEW POSITION

DATE OF NOTICE OF POSITION: 6/10/2026

DATE APPLICATIONS CLOSED: 8/25/26

CLASSIFICATION (select one): ☐ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☐ EXTRA DUTY

LANE: D STEP/YEARS: 4 SALARY: 1506.31 (select one) ☐ Hourly
☐ Annually
☒ Season

☐ Contract issued

☒ RECOMMENDED TO THE BOARD FOR HIRE

DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

SIGNATURE OF SUPERVISOR

DATE FORM COMPLETED

SIGNATURE OF SUPERINTENDENT

DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
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PERSONNEL SELECTION FORM

APPLICANT SELECTED: Dennise Blevins

POSITION: Online Language Arts Teacher of Record

*FIRST DAY OF WORK: 8/24 WORK HOURS PER DAY: varies

APPLICATIONS RECEIVED: 1 # PERSONS INTERVIEWED: 1

EXPERIENCE: Teaching license, LA Teacher at Grant Union

EDUCATION: Master's Degree

NAMES OF REFERENCES CHECKED: Shanna Northway, Cindy Dougharity-Spencer

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Andy Lusco

Shanna Northway

NAMES OF ALL PERSONS INTERVIEWED:

Dennise Blevins

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: _____

REASON FOR LEAVING: ☐ RETIRED ☒ RESIGNED ☐ TERMINATED ☐ NEW POSITION

DATE OF NOTICE OF POSITION: 8/10/26 DATE APPLICATIONS CLOSED: 8/24/26

CLASSIFICATION (select one): ☐ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☐ EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: 25,450.00 (select one) ☐ Hourly
Stipend ☐ Annually
☐ Season

☐ Contract issued

☒ RECOMMENDED TO THE BOARD FOR HIRE

DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

[Signature]
SIGNATURE OF SUPERVISOR

8/24/26
DATE FORM COMPLETED

[Signature]
SIGNATURE OF SUPERINTENDENT

8/25/26
DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
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PERSONNEL SELECTION FORM

APPLICANT SELECTED: Robyn Miller

POSITION: K6 Online Teacher of Record

*FIRST DAY OF WORK: 9/15/2026 WORK HOURS PER DAY: NA

APPLICATIONS RECEIVED: 2 # PERSONS INTERVIEWED: 1

EXPERIENCE: Elementary teacher for GSD (18 years)

EDUCATION: Master's in Education

NAMES OF REFERENCES CHECKED: Rhonda McCumber, Shanna Northway

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

Andy Lusco

Rhonda McCumber

NAMES OF ALL PERSONS INTERVIEWED:

Robyn Miller

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: Andrea Ashley

REASON FOR LEAVING: ☐ RETIRED ☒ RESIGNED ☐ TERMINATED ☐ NEW POSITION

DATE OF NOTICE OF POSITION: 8/31/2026 DATE APPLICATIONS CLOSED: 9/8/2026

CLASSIFICATION (select one): ☐ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☒ EXTRA DUTY

LANE: _____ STEP/YEARS: _____ SALARY: \$2575 (select one) ☐ Hourly
☒ Annually
☐ Season

☐ Contract issued

☒ RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

SIGNATURE OF SUPERVISOR

SIGNATURE OF SUPERINTENDENT

DATE FORM COMPLETED

DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Tia Kastner

POSITION: GU Cooks Assistant-- Adding 1 hour per day to Tia's placement from 8 hrs to 9 hrs

*FIRST DAY OF WORK: 8-18-2026 WORK HOURS PER DAY: 9 M-TH

APPLICATIONS RECEIVED: _____ # PERSONS INTERVIEWED: _____

EXPERIENCE: _____

EDUCATION: _____

NAMES OF REFERENCES CHECKED: _____

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

NAMES OF ALL PERSONS INTERVIEWED:

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: _____

REASON FOR LEAVING: ☐ RETIRED ☐ RESIGNED ☐ TERMINATED ☐ NEW POSITION

DATE OF NOTICE OF POSITION: _____ DATE APPLICATIONS CLOSED: _____

CLASSIFICATION (select one): ☐ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☐ EXTRA DUTY

LANE: 4 STEP/YEARS: 500 SALARY: 22.58 (select one) ☒ Hourly
☐ Annually
☐ Season

☐ Contract issued

☐ RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

Kobena Jones
SIGNATURE OF SUPERVISOR

Benny Nordhaug
SIGNATURE OF SUPERINTENDENT

8/27/26
DATE FORM COMPLETED

8/27/26
DATE



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

PERSONNEL SELECTION FORM

APPLICANT SELECTED: Raney Anderson

POSITION: Educational Assistant- For the 26.27 School year only

*FIRST DAY OF WORK: 8-24-2026 WORK HOURS PER DAY: 2 M-TH

APPLICATIONS RECEIVED: _____ # PERSONS INTERVIEWED: _____

EXPERIENCE: _____

EDUCATION: _____

NAMES OF REFERENCES CHECKED: _____

DISCLOSURE RELEASE FORMS (LICENSED STAFF ONLY) SUBMITTED TO HR: ☐ YES ☐ NO

NAMES OF ALL PERSONS ON INTERVIEW COMMITTEE:

NAMES OF ALL PERSONS INTERVIEWED:

NAME OF EMPLOYEE FORMERLY HOLDING POSITION: _____

REASON FOR LEAVING: ☐ RETIRED ☐ RESIGNED ☐ TERMINATED ☐ NEW POSITION

DATE OF NOTICE OF POSITION: _____ DATE APPLICATIONS CLOSED: _____

CLASSIFICATION (select one): ☐ CLASSIFIED ☐ LICENSED ☐ ADMINISTRATOR
☐ CONFIDENTIAL ☐ COACH ☐ EXTRA DUTY

LANE: 2 STEP/YEARS: 200 SALARY: 21.03 (select one) ☒ Hourly
☐ Annually
☐ Season

☐ Contract issued

☐ RECOMMENDED TO THE BOARD FOR HIRE DATE OF BOARD APPROVAL: _____

**ALL CONTRACTS ARE SUBJECT TO BOARD APPROVAL AND SUCCESSFUL COMPLETION OF MEDICAL EXAMINATIONS/DRUG TESTING PER DISTRICT POLICY GBED.*

Rhonda Mc
SIGNATURE OF SUPERVISOR

Bruce V. ...
SIGNATURE OF SUPERINTENDENT

9/2/26
DATE FORM COMPLETED

9/1/26
DATE

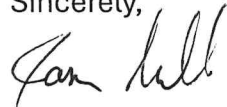
Shanna Northway
Grant Union Jr/Sr High School
911 S. Canyon Blvd
John Day, OR 97845
August 20, 2026

Jason Miller
Autos/Weights/Welding/PE Teacher
Dear Shanna,

It is with mixed emotions that I share my plans to retire on December 31, 2026. Grant Union has been a wonderful place to work and build memories for the last 19 years. I am excited for the opportunity to finish the 2026/27 school year in a full-time capacity and possibly work back in years to come.

My career has run the full gamut while here at Grant Union. I started as a PE/ Weights and conditioning teacher for the first 3 years while coaching basketball and football. In my 4th year was ushered into the role of Dean of Students and Athletic Director while still coaching football and teaching 3 classes. Then I transitioned into starting the Automotive Program which has been a great option for many of our students. I also had the opportunity to coach Girl's basketball and Golf. Student growth was the purpose and building relationships along the way was a bonus. I feel I have added value to this school district and I am incredibly proud of that. At the same time, I appreciate all of the opportunities that this school district has allowed me.

Please let me know what steps I need to take to formally begin the retirement process. I appreciate your guidance in handling the paperwork.

Sincerely,

Jason Miller



Rebecca Nordtvedt <nordtvedtr@johndaysd.org>

Fwd:

Rhonda McCumber <rmccumber@johndaysd.org>

Thu, Sep 3, 2026 at
10:47 AM

To: Rebecca Nordtvedt <nordtvedtr@johndaysd.org>

----- Forwarded message -----

From: **Ashley Hall** <halla@johndaysd.org>

Date: Thu, Sep 3, 2026 at 10:43 AM

Subject:

To: Rhonda McCumber <rmccumber@johndaysd.org>

To whom it may concern,

I am resigning from my post as the teacher aid in the preschool classroom, the 3 year old. My last day is the 15th. I would like to be on the sub list when I'm not working at my other job. I will let you know when I can.

thank you
Ashley hall

OSBA Model Sample Policy

Code: KNA
Adopted:

Immigration Enforcement on District Property

{House Bill 4079 (2026) requires districts to “adopt a policy for providing notice when a federal immigration authority is confirmed to have entered school property for immigration enforcement.” This policy must be “consistent with applicable model policies published by the Attorney General as provided by ORS 180.810.”}

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 website². [The district will ensure a copy of the Oregon Attorney General’s Model Public School Policies³ and this policy and accompanying administrative regulations are provided to staff.]

Designation of Primary Point of Contact

The Superintendent {⁴} is the primary point of contact for coordinating interactions with federal immigration authorities occurring in the district (“immigration liaison”{⁵}). The Building Principal 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 <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.}

³ <https://www.doj.state.or.us/wp-content/uploads/2026/06/Attorney-Generals-Model-Public-School-Policies-in-Compliance-with-SB-1538.pdf>

⁴ {House Bill 4079 (2026) requires the policy to “identify at least one administrator” for this purpose. The Board should consider whether a single administrator is sufficient for the district, or whether multiple administrators should be designated.}

⁵ {The district can choose any title to use for this individual and should use it throughout this policy.}

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;
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 [7] 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 the 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].

Unless otherwise prohibited by law or court order, the district will make reasonable efforts to provide notice to a student, or to the parent or 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 information⁶ 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

⁶ 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.

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.

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.

{⁷} Upon the adoption of this policy and not less than once every two years thereafter, the district will provide training to all current district staff of one hour or more regarding federal and state laws, and the district's policies, relating to interacting with federal immigration authorities and responding to immigration enforcement efforts. The district will provide the required training to all new staff within 30 days of beginning employment.

END OF POLICY

Legal Reference(s):

[ORS 180.810](#)
[ORS 180.805](#)
[ORS 181.826](#)
[OAR 581-021-0371](#)

⁷ {This language is included in the Attorney General's *K12 School Model Policy*. House Bill (HB) 4079 (2026) requires that districts adopt policies that are "consistent with applicable model policies published by the Attorney General as provided by ORS 180.810."}

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



GRANT SCHOOL DISTRICT NO. 3

401 N Canyon City Blvd | Canyon City, OR 97820-6111
Phone: (541)575-1280 | Fax: (541)575-3614

Board - Superintendent Operating Agreement SY 2026-27

Mission Statement

All Grant School District No. 3 students will engage in meaningful programs that meet the highest educational and ethical standards with a safe, caring, collaborative learning community, ensuring each student achieves academic and personal excellence by becoming a lifelong learner and a responsible citizen.

Inspiring Excellence, Fostering Community, Shaping Tomorrow's Leaders.

Purpose

The Board of Directors is the educational decision-making body for the Grant School District #3. To effectively meet the District's guiding principles, the School Board and the Superintendent must function together as a leadership team. Effective group agreements must be in place to ensure unity among team members. The following are the group agreements for the Grant School Board and Superintendent.

Governance Principles for the Board

- Work with members of the Board and the Superintendent in a cooperative and collaborative partnership aligned toward a common mission.
- Set the strategic direction of the District through the mission, vision, priorities, and goals.
- Focus on planning, policy-making, and tracking district progress rather than day-to-day operations.
- Make decisions as a whole board only at properly called meetings. Board members recognize that individual members have no authority to take individual action on policy or district and school administrative matters. (Policy BBAA)

Board of Directors:

Kris Beal | M.T. Anderson | Amy Charette, Vice Chair | Chris Labhart | Zac Bailey | Will Blood, Chair | Jake Taylor

- Support decisions of the majority after honoring the right of individual members to express opposing viewpoints and vote their convictions.
- Deliberate and make decisions following public meeting laws.
- Recognize and respect the Superintendent's responsibility to manage the District and to direct employees in district and school matters while observing the chain of command process.
- Carefully consider all issues brought to you by individuals, listen to all perspectives, and actively solicit input. We will operate as representatives and make decisions in the best interest of students and the whole district.
- Work as a team with the Superintendent, recognizing that the Superintendent is the Board's advisor.
- Establish annual expectations and goals for the Superintendent. (eval short/long term goals - current/future) Objectively evaluate the Superintendent's performance and provide appropriate constructive feedback.
- Value the Board's role in the community and represent the District, when possible, by attending school, community functions, and community meetings.

Expectations of the Superintendent

- Manage the day-to-day operations of the District.
 - Communicate with integrity, honesty, and transparency.
 - Should be accessible.
 - Work together as a team with board members.
 - Respect and acknowledge the Board's role in setting policy and overseeing the performance of the Superintendent.
 - Work with the Board to establish a clear vision for the District.
 - Collaborate with the Board and prepare preliminary annual district goals and priorities for the Board's consideration.
 - Provide information about state standards with supporting data related to student outcomes.
 - Communicate with board members promptly, effectively, and equally.
 - Communicate with the board chair or vice chair if a problem or issue is observed developing with a board member.
 - Respect the confidentiality requirement of board meeting executive sessions.
 - Distribute the board meeting agenda and packet by the Friday before regular and special board meetings. The Superintendent will notify Board members if a situation causes any delay.
 - Provide follow-up information to board members on concerns and issues they have referred to the Superintendent.
-

- Represent the District by being visible in the schools, community, and school functions.
- Oversee the completion of all certified and classified staff evaluations each year.
- Mentor administration to expectations of the Superintendent and Board.
- The annual budget document will be presented to the Board of Directors and Budget Committee by May 15th of each year.

Communication Agreements

- The Board and the Superintendent recognize that effective communication can solve most issues.
- Board members will communicate directly with the Superintendent via email, text message, or phone call to address staff member, student, parent, or community member questions or concerns. (Policy KL, Policy BG)
- Communicate directly with the Superintendent or Board Chair before meetings of the Board to identify questions or concerns about agenda items so that the Board Chair and staff can prepare for the meeting discussion.
- When a board member receives an informal complaint, listen carefully and empathetically. In an ombudsman capacity, board members will direct the person to solve the problem at the lowest level (educator □ principal □ superintendent). Avoid hearing details of an informal complaint. If the matter becomes a formal complaint, the board may hear the case on appeal. Advise the superintendent of the interaction.
- If a complainant is unwilling to speak to the Superintendent, a board member may share the issue and the source of the complaint, concern, or criticism of the District. The Superintendent will keep the information “source” confidential at the request of a board member, but all parties will make every effort to encourage trust and open communication.
- Formal complaints will be in writing and signed by the complainant. The Superintendent or designee hears formal complaints. Complainants may appeal the Superintendent’s decision to the School Board. (Policy KL)
- No individual board member, other than the Board Chair or designee, has the authority to speak for the entire board. Individual board members may always share their viewpoints but must clarify that they speak only for themselves rather than the whole board.
- The Board recognizes that changing technology and the growing use of social media will affect how individual board members communicate with constituents and receive and process information. In social media, board members will treat and refer to other Board members, staff, students, and the public respectfully and operate in compliance with Oregon public meeting law.

Media Communications

- The Board Chair, or designee of the Chair, shall be the official spokesperson for the Board to the media/press on issues of media concern.
 - The Superintendent will be the spokesperson for the district or his designee.
-

- All board members who receive calls from the media shall direct the media to the appropriate person and notify the Superintendent and Board Chair of the interaction.
- Individual board members can submit media publications but are encouraged to identify documents as a personal opinion rather than representing the Board.

Meeting Operation and Organization Agreements

- Start and end meetings on time.
- Focus on remaining on task for the duration of each meeting. The Board and Superintendent intend to keep to a two-hour time limit on all regular business meetings.
- Board members will attend all scheduled board meetings unless a situation makes attendance unworkable. Members can teleconference into board meetings.
- Prepare for board meetings by reading materials and board packets ahead of the meeting and ask questions that you have of the Superintendent before the day of the meeting.
- There should be no surprises in board meetings. Unless operational necessity requires it, the board will not act on new proposals the night they are presented. Members will communicate concerns or questions to the Board Chair and the Superintendent before a public meeting.

Role of Board Chair

The chair will convene meetings and execute documents as appropriate. The Board Chair also recognizes that three board members can call a school board meeting.

The chair is the spokesperson for the Board and is authorized to describe the Board's processes, positions, and decisions. The Chair may delegate this responsibility to other board members or the Superintendent.

The chair will meet regularly with the Superintendent to develop the agenda (seeking Board member input) and determine whether an item should be scheduled for action or future action, to provide feedback on the information needed by the Board for decision-making, to plan meeting processes, and to distribute assignments.

The Vice-Chair will perform these duties when the Chair is not available.

The board will ratify this document annually. This document can be revisited at any time by request of a board member or the Superintendent. The signatures below symbolize each party's commitment to these agreements; the board's approval of the document ensures that all members are bound by its provisions.

X _____ Date: _____
Mark W Witty - Superintendent

X _____ Date: _____
Kris Beal - Board member

X _____ Date: _____
M.T. Anderson - Board Member

X _____ Date: _____
Amy Charette - Board Member

X _____ Date: _____
Chris Labhart - Board Member

X _____ Date: _____
Zac Bailey - Board Member

X _____ Date: _____
Will Blood - Board Member

X _____ Date: _____
Lucas Moore - Board Member

"Low-Impact Pesticides List"

Oregon law requires pesticide applicators to use only low-impact pesticide products in and around schools. ORS 634.705 (5) explains that a **governing body shall adopt a list of low-impact pesticides for use with their IPM plan** and explains which products may not be included on the list they adopt.

This is NOT a list of products that the OSU School IPM Program recommends. It is a list of products based solely on the requirements of ORS 634.705 (5), which were evaluated at the request of school IPM plan coordinators.

Governing bodies can ignore, add or subtract from this "Low-Impact Pesticide List" based on their local situation, as long as the products they choose meet the requirements of ORS 634.705 (5).

The pesticide label is the law. Review the entire label to ensure that it can be used as desired (correct use site, application method, etc.). "Non-crop areas" do NOT include ornamental sites, turf, or sports fields. For assistance with label interpretation, contact the [Oregon Department of Agriculture Pesticides Program](#).

The products listed in this "Low-Impact Pesticide List" were evaluated in June 2023 to determine whether they met the requirements of ORS 634.705 (5) for use in and around Oregon schools, following this [ODA Guidance Document](#).

Pesticide products must be registered for sale and/or distribution in the state of Oregon each year. Current product registration can be verified using this [ODA Search Tool](#).

This list is a tool, provided free-of-charge, but it is not a substitute for the ODA Guidance Document and ODA Search Tool identified above. If you are unsure whether a product you are considering using is still registered for use in the state of Oregon and still meets the requirements of ORS 634.705 (5), please contact the [Oregon Department of Agriculture Pesticides Program](#).

Every effort has been made to provide accurate and current information. Nevertheless, updates to product information or inadvertent errors in information may occur, product registration and labeling may change, and products may no longer meet the requirements of the law. **You accept all responsibility for information updates or errors, changes in products, and compliance with laws.** To the maximum extent permitted by law, OSU disclaims all warranties, including without limitation, any implied warranties of merchantability, fitness for a particular purpose, accuracy, and non-infringement. Before using any specific product on this list, you should always follow the [ODA Guidance Document](#), and check to see if it is currently registered for sale in the state of Oregon.

Use the EPA Registration number to match products on the list. **The same product name can be used for different products, so matching the product name(s) below to products on the shelf is not sufficient.** If there is no EPA RegistrationNumber, match the product name **and** the manufacturer/distributor name when comparing the list to products on the shelf.

Herbicides		
Active Ingredient(s)	Product Name	EPA Reg. No.
2,4-D (diethylamine salt), quinclorac, dicamba	<i>Lesco Momentum Q Herbicide</i>	228-531
2,4-D (diethylamine salt), quinclorac, dicamba	<i>Qunincept Herbicide</i>	228-531
2,4-D ester	Barrage HF Low Volatile Herbicide	5905-529
2,4-D ethylhexyl ester	<i>The Andersons Professional Turf Products Fertilizer with Surge 16-0-9</i>	2217-882-9198
2,4-D ethylhexyl ester, 2,4-DP, dicamba	<i>Gordon's Agricultural Products Brushmaster Herbicide</i>	2217-774
2,4-D ethylhexyl ester, mecoprop-p, dicamba, carfentrazone ethyl	<i>Gordon's Proform Professional Formulations Speed Zone Broadleaf Herbicide for Turf</i>	2217-833
2,4-D ethylhexyl ester, mecoprop-p, dicamba, carfentrazone-ethyl	<i>Gordon's Proform Professional Formulations Speed Zone</i>	2217-835
2,4-D, ethylhexyl ester	<i>Drexel De-ester LV6</i>	19713-655
2,4-D, isopropylamine salt, and glyphosate, isopropylamine salt	<i>Landmaster BW</i>	42750-62
2,4-D, mecoprop, dicamba	<i>Lilly Miller Ultra Green Phosphorus Free Weed & Feed</i>	2217-559-33116
carfentrazone-ethyl	<i>Quicksilver T+O Herbicide</i>	279-3265
clethodim	<i>Envoy Plus Herbicide</i>	59639-132
clethodim	<i>Select Max Herbicide</i>	59639-132
clethodim	<i>Select Max Herbicide with Inside Technology</i>	59639-132
dicamba, 2,4-D (2-ethylhexyl ester), sulfentrazone, and triclopyr, butoxyethyl ester	<i>Gordon's ProForm Professional Formulations T Zone Broadleaf Herbicide</i>	2217-920
dichlobenil	<i>Casoron 4G</i>	400-168
dichlobenil	<i>Casoron 4G</i>	400-168-59807
diquat dibromide, indaziflam, glyphosate isopropylamine salt	<i>Esplanade EZ</i>	432-1528
dithiopyr	<i>Dimension 270-G Turf & Landscape Ornamental</i>	7001-375
dithiopyr	<i>The Andersons Professional Turf Products Dimension 0.25g With Agpro</i>	9198-213
d-Limonene	<i>Moss Melt Concentrate</i>	92967-1-91094
ethofumesate	<i>Poa Constrictor</i>	70506-107
ferrous (iron) sulfate monohydrate	<i>Lilly-Miller Moss Out! plus Fertilizer</i>	802-543
flumioxazin	<i>Broadstar Herbicide</i>	59639-128
flumioxazin	<i>Payload Herbicide</i>	59639-120
flumioxazin	<i>SureGuard SC Herbicide</i>	71368-114
flumioxazin	<i>SureGuard EZ Herbicide</i>	59639-260
glyphosate	<i>EZ-Ject Diamondback Herbicide Shells</i>	83220-1
glyphosate	<i>Razor Herbicide Primera Razor Pro</i>	228-366

Last updated February 2026. Before using any product on this list, check the [ODA Guidance Document](#)

glyphosate	<i>Razor Pro Herbicide</i>	228-366
glyphosate isopropylamine salt	<i>Cornerstone Plus - Agrisolutions</i>	1381-192
glyphosate, diquat dibromide	<i>Quikpro Herbicide</i>	524-535
glyphosate, diquat dibromide	<i>Roundup QuikPro Herbicide</i>	524-535
glyphosate, isopropylamine salt	<i>Aquamaster Herbicide</i>	524-343
glyphosate, isopropylamine salt	<i>Aquapro Herbicide</i>	62719-324-67690
glyphosate, isopropylamine salt	<i>Four Power Plus</i>	34704-890
glyphosate, isopropylamine salt	<i>Gly Star Plus</i>	42750-61
glyphosate, isopropylamine salt	<i>Gly-Star Original Agristar</i>	42750-60
glyphosate, isopropylamine salt	<i>Hi-Yield Super Concentrate Kill-Zall II</i>	42750-61-7401
glyphosate, isopropylamine salt	<i>Kleenup Pro</i>	34704-890
glyphosate, isopropylamine salt	<i>Mad Dog Plus</i>	34704-890
glyphosate, isopropylamine salt	<i>Makaze</i>	34704-890
glyphosate, isopropylamine salt	<i>Ranger PRO Herbicide</i>	524-517
glyphosate, isopropylamine salt	<i>Roundup Custom for Aquatic & Terrestrial Uses</i>	524-343
glyphosate, isopropylamine salt	<i>RoundUp Pro Concentrate</i>	524-529
glyphosate, potassium salt	<i>Roundup Promax Herbicide</i>	524-579
halosulfuron-methyl	<i>Nufarm Prosedge</i>	228-711
halosulfuron-methyl	<i>Sedgehammer+ Turf Herbicide</i>	81880-24-10163
halosulfuron-methyl	<i>Sedgehammer Turf Herbicide</i>	81880-1-10163
imazapic, ammonium salt	<i>Plateau Herbicide</i>	241-365
Indaziflam	<i>Esplande 200 SC</i>	432-1516
indaziflam	<i>Marengo</i>	432-1518-59807
indaziflam	<i>Marengo G</i>	432-1523-59807
indaziflam	<i>Specticle Flo</i>	432-1518
indaziflam	<i>Specticle G</i>	432-1523
iron HEDTA	<i>Fiesta Turf Weed Killer</i>	67702-26
mesotrione	<i>Tenacity</i>	100-1267
pendimethalin	<i>Lesco Pre-M Aqua Cap Herbicide</i>	241-416-10404
pendimethalin	<i>Pendulum AquaCap Herbicide</i>	241-416
quinclorac, 2,4-D, dicamba, sulfentrazone	<i>Gordon's ProForm Professional Formulations Q4 Plus Turf Herbicide for Grassy & Broadleaf Weeds</i>	2217-930
simazine	<i>Drexel Simazine 4L</i>	19713-60
simazine	<i>Simazine</i>	19713-252
triclopyr butoxyethyl ester, sulfentrazone, 2,4- D	<i>T Zone SE</i>	2217-976

Use the EPA Registration number to match products on the list. **The same product name can be used for different products, so matching the product name(s) below to products on the shelf is not sufficient.** If there is no EPA RegistrationNumber, match the product name **and** the manufacturer/distributor name when comparing the list to products on the shelf.

Insecticides		
Active Ingredient(s)	Product Name	EPA Reg. No.
azadirachtin	<i>AzaSol</i>	81899-4-74578
<i>Bacillus thuringiensis</i> subspecies <i>israelensis</i>	<i>Mosquito Dunks Biological Mosquito Control</i>	6218-47
<i>Bacillus thuringiensis</i> subspecies <i>israelensis</i>	<i>Summit B.t.i. Briquets Floating Sustained-Release Larvicide</i>	6218-47
beta-cyfluthrin	<i>Tempo SC Ultra Insecticide</i>	432-1363
boric acid	<i>Boractin Insecticide Powder</i>	73079-4
boric acid	<i>MotherEarth Granular Scatter Bait</i>	499-515
boric acid	<i>Revenge Granular Ant Bait NiBan Granualr Bait</i>	64405-2
boric acid	<i>Terro Multi-Purpose Insect Bait</i>	64405-2-149
chlorantraniliprole	<i>22-0-7 Fertilizer with Acelepryn Insecticide</i>	9198-247
chlorantraniliprole	<i>Acelepryn G</i>	100-1500
chlorfenapyr	<i>Phantom Termiticide- Insecticide</i>	241-392
clove oil, lemongrass oil, rosemary oil, cinnamon oil	<i>NatureLine Plus Professional Grade Botanical Insecticide</i>	None - 25(b)
clove oil, lemongrass oil, rosemary oil, cinnamon oil	<i>NatureLine PRO Power Residual Oil</i>	None - 25(b)
cyfluthrin	<i>Tempo 1% Dust Insecticide Ready to use</i>	432-1373
cypermethrin, prallethrin	<i>Raid Wasp & Hornet Killer 33</i>	4822-553
deltamethrin	<i>Delta Dust Insecticide</i>	432-772
disodium octaborate tetrahydrate (basically boric acid)	<i>Green Way Liquid Ant Killing Bait</i>	73766-2
disodium octaborate tetrahydrate (basically boric acid)	<i>Revenge Pre-Filled Liquid Ant Baits</i>	73766-2-4
d-limonene	<i>Orange Guard</i>	61887-1
esfenvalerate, prallethrin, piperonyl butoxide	<i>Onslaught FastCap Spider & Scorpion Insecticide</i>	1021-2574
fipronil	<i>Maxforce FC Ant Killer Bait Gel</i>	432-1264
fipronil	<i>Maxforce FC Professional Insect Control Roach Killer Bait Gel</i>	432-1259
fipronil	<i>Maxforce FC Select Professional Insect Control Roach Killer Bait Gel</i>	432-1259
fipronil	<i>Taurus SC</i>	53883-279
fipronil	<i>Termidor SC</i>	7969-210
heptyl butyrate	<i>10-Week Yellowjacket Trap Cartridge</i>	84565-5-49407
heptyl butyrate	<i>Rescue Yellowjacket Attractant Cartridge</i>	84565-5-49407
heptyl butyrate, acetic acid, 2- methyl-1-butanol	<i>Reusable WHY Trap</i>	84565-3-49407
heptyl butyrate, acetic acid, 2- methyl-1-butanol	<i>WHY Attractant Kit</i>	84565-3-49407

heptyl butyrate, acetic acid, 2-methyl-1-butanol	<i>WHY Trap Refill</i>	84565-3-49407
hydramethylnon	<i>Amdro Kills Ants Ant Killing Bait</i>	1663-33-73342
hydramethylnon	<i>Maxforce Professional Insect Control Roach Killer Bait Gel</i>	432-1254
indoxacarb	<i>Advion Ant Gel</i>	100-1498
indoxacarb	<i>Advion Cockroach Gel Bait</i>	100-1484
indoxacarb	<i>Arilon Insecticide</i>	100-1501
lambda- cyhalothrin	<i>Cyzmic CS</i>	53883-261
lambda-cyhalothrin	<i>Demand CS Patrol</i>	100-1066
lambda-cyhalothrin	<i>Demand G Insecticide</i>	100-1240
lambda-cyhalothrin	<i>Grenade ER Insecticide</i>	100-1066-773
Mineral Oil	<i>Monterey Horticultural Oil</i>	48813-1-54705
phenothrin, piperonyl butoxide	<i>Anvil 10+10 ULV</i>	1021-1688-8329
prallethrin	<i>PT Wasp-Freeze II</i>	499-550
prallethrin, lambda- cyhalothrin	<i>Eliminator Wasp & Hornet Killer3</i>	9688-190-8845
prallethrin, lambda- cyhalothrin	<i>Hot Shot Wasp and Hornet Killer 3</i>	9688-190-8845
prallethrin, lambda- cyhalothrin	<i>Spectracide Wasp and Hornet Killer 3</i>	9688-190-8845
rosemary oil, geraniol, peppermint oil (Other: oil of wintergreen, white mineral oil, vanillin, polyglyceryl oleate)	<i>Essentria IC-3 Insecticide Concentrate from Envincio/Prentiss LLC</i>	None - 25(b)
sodium chloride (salt)	<i>NatureLine NGB Professional Grade Insecticidal Concentrate</i>	None - 25(b)
sodium tetraborate decahydrate	<i>InTice Gelamino Ant Bait</i>	73079-8
sodium tetraborate decahydrate	<i>InTice Liquid Ant Bait</i>	73079-7
sodium tetraborate decahydrate	<i>Terro Ant Killer II Liquid Ant Baits/Killer</i>	149-8
sodium tetraborate decahydrate	<i>Terro Outdoor Liquid Ant Bait Stakes</i>	149-8
sodium tetraborate decahydrate	<i>Terro Outdoor Liquid Ant Baits Pre-Filled RTU</i>	149-8
spinosad	<i>Conserve SC Turf & Ornamental</i>	62719-291
tetramethrin, d- phenothrin	<i>ARI Wasp and Hornet Killer Bee Bopper II</i>	7754-44

Use the EPA Registration number to match products on the list. **The same product name can be used for different products, so matching the product name(s) below to products on the shelf is not sufficient.** If there is no EPA RegistrationNumber, match the product name **and** the manufacturer/distributor name when comparing the list to products on the shelf.

Molluscicides		
Active Ingredient(s)	Product Name	EPA Reg. No.
iron phosphate	<i>Garden Safe Slug & Snail Bait</i>	67702-3-39609
iron phosphate	<i>Sluggo</i>	67702-3-54705

Use the EPA Registration number to match products on the list. **The same product name can be used for different products, so matching the product name(s) below to products on the shelf is not sufficient.** If there is no EPA RegistrationNumber, match the product name **and** the manufacturer/distributor name when comparing the list to products on the shelf.

Fungicides		
Active Ingredient(s)	Product Name	EPA Reg. No.
mineral oil	<i>Monterey Horticultural Oil</i>	48813-1-54705
azoxystrobin, propiconazole	<i>Headway (not Highway)</i>	100-1216

Grant School District 3

Code: JBA/GBN
Adopted: 5/09/01
Revised/Readopted: 3/14/12; 5/09/12; 9/10/14;
10/17/18; 8/19/20; 11/18/20;
6/19/24; 5/21/25
Orig. Code: JBA/GBN

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.

OREGON DEFINITION AND PROCEDURES

Oregon Definition

Sexual harassment of students, staff members or third parties¹ 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 "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.

3. Assault when sexual contact occurs without the student's, staff member's or third party's consent because the student, staff member or third party is under the influence of drugs or alcohol, is unconscious or is pressured through physical force, coercion or explicit or implied threats.

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 action, offensive because of that other person's sexual orientation or gender identity.

Examples of sexual harassment may include, but not be limited to, 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):

Name	Position	Phone	Email
Rebecca Nordtvedt	Superintendent	(541) 575-1280	nordtvedtr@johndaysd.org
Shanna Northway	High School Principal	(541) 575-1799	northways@johndaysd.org
Rhonda McCumber	Elementary School Principal	(541) 575-0454	rmccumber@johndaysd.org

These individuals are 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 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.

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, 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.

Notice

When a person² 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 include³:

1. Name and contact information for all person 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;

² 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.

³ Remember confidentiality laws when providing any information.

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;
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.

Notification, to the extent allowable under state and federal student confidentiality laws, must be provided when the investigation is initiated and concluded. The notification at the conclusion must include whether a violation of the policy was found to have occurred.

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.

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 activity⁴;
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;
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. 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.

⁴ "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))

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.⁵ The district shall treat complainants and respondents equitably by providing supportive measures⁶ to the complainant and by following a grievance procedure⁷ 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.⁸

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.⁹ 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

⁵ (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.

⁶ (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.⁶ 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))

⁷ 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).

⁸ The Title IX Coordinator may also discuss that the Title IX Coordinator has the ability to file a formal complaint.

⁹ 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))

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 retaliate¹⁰ 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

This policy shall be made available to students, parents of students and staff members. This policy shall be prominently published in the district 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):

.706	.850	.030
.107	.865	
.700	.850	-021-0038
.704	.006	-020-0040
.708	.029	-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).

Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).

Gebser v. Lago Vista Indep. Sch. Dist., 524 U.S. 274 (1998).

Cross Reference(s):

GBN/JBA - Sexual Harassment

GBNA - Hazing/Harassment/Intimidation/Bullying/Menacing - Staff

GBNAA/JHFF - Suspected Sexual Conduct with Students and Reporting Requirements

GBNAB/JHFE - Suspected Abuse of a Child Reporting Requirements

JFCF - Hazing, Harassment, Intimidation, Bullying, Menacing Cyberbullying, Teen Dating Violence, or Domestic Violence - Student

JHFE/GBNAB - Suspected Abuse of a Child Reporting Requirements

JHFF/GBNAA - Suspected Sexual Conduct with Students and Reporting Requirements

¹⁰ Retaliation includes, but is not limited to, intimidation, threats, coercion, and discrimination.

September 1st, 2026

Rebecca Nordtvedt
Superintendent
Grant School District
401 N Canyon City Blvd
Canyon City, Oregon 97820

Reference: Humbolt Elementary School Early Childhood Learning Center Remodel

Subject: Design Services Proposal

Dear Rebecca Nordtvedt,

In March 2026, ZCS submitted a proposal for a concept phase of the Humbolt Elementary School Early Childhood Learning Center Remodel, located at 839 S Canyon Blvd, John Day, Oregon 97845. That concept phase included a 3D Matterport scan of the campus — including the main school building and gym, the classroom annex to the west, and the two temporary structures in the courtyard — along with a preliminary code review addressing lot coverage limitations, parking requirements, and life safety requirements associated with a proposed addition.

Having completed the concept phase, ZCS is pleased to submit this proposal for design services for the Humbolt Elementary School Early Childhood Learning Center Remodel, carrying the project from the concept phase through Construction Services. ZCS will utilize architectural, landscape, civil, and structural disciplines to complete the project; mechanical, electrical, and plumbing design will be provided design-build by others.

Scope of Services:

ZCS will provide project management and overall design coordination across the architectural, landscape, civil, and structural disciplines, from Design Development through Construction Services. The renovation area based on the concept phase is 14,000 square feet of interior space.

Design Development (DD):

- Refine floor plans, sections, interior elevations, and code items for the addition and remodel into a coordinated design package, building on the findings of the concept phase.
- Conduct a detailed site code review to confirm compliance with ADA and City/County standards.
- Material and finish selection, including curated finish palettes presented to the District for review and approval.
- Site landscape design coordinated with the design team for the associated site improvements, including design of the play area required for the Early Childhood Learning Center.
- Site civil design including grading, utilities, parking, and a stormwater drainage concept layout, as required.
- Attend bi-weekly virtual design review meetings with the District.



Construction Documents (CD):

- Prepare permit-ready architectural, landscape, civil, and structural construction documents for the project; specifications will be provided as sheet specifications.
- Prepare the structural calculation package for permit submittal.
- Attend bi-weekly virtual team meetings with the design team to provide updates on the active design.
- Attend a virtual page-turn meeting with the District prior to permit and bid submittal.

Bid and Permit Support:

- Assist the District with contractor bidding and qualification, and respond to bidder RFIs, clarifications, and substitution requests.
- Permitting Support, including submitting documents for permit and responding to permit review comments from the building official and other agencies having jurisdiction, including the City of John Day and Grant County.

Construction Services (CA):

- Review of shop drawings, contractor submittals, material testing reports, and special inspection reports, and response to RFIs, for architectural, landscape, civil, and structural work, including a maximum of three (3) site visits during construction: one for the construction kick-off meeting, one during construction, and one for the punch walk.
- Punch list and closeout support, including record drawings based on Contractor-provided redlines.

Deliverables:

- Design Development (DD) package
- Permit-ready Construction Documents (CD)
- Structural calculation package
- Bid phase support documentation and addenda, as needed

Fee Proposal:

Our services will be provided on a lump-sum basis, with billing based on the percentage of completion for each phase.

- **Design Development (DD): \$72,800**
- **Construction Documents (CD): \$112,850**
- **Bid Support: \$16,750**
- **Construction Services (CA): \$39,600**

Total Design Fee: \$242,000

Mechanical, electrical, and plumbing design is being provided design-build by others and is not included in the fee above.

Invoices will be submitted monthly based on the percentage of work completed for each phase, with payment due within 30 days of the invoice date. This proposal is valid for 60 days from the date of this letter.



Exclusions and Assumptions:

The following services are not included in this proposal but may be provided under a separate agreement if requested:

- This scope and fee are based on the floor plan and site plan developed during the concept phase; changes to the floor plan or site plan beyond this point may be negotiated as an additional service.
- Complete programming or space planning beyond what was defined in the concept phase; it is assumed that the proposed floor plans will remain largely consistent with the concept phase.
- Mechanical, electrical, and plumbing design, which will be provided design-build by others.
- FF&E selection and procurement, and decor, beyond the material and finish palettes provided as part of the Architectural scope of services.
- Environmental consulting, hazardous materials assessment/abatement design. This scope of work is to be covered by the District.
- Site environmental studies, floodplain analysis, wetland delineations, and associated mitigation or permitting.
- Permitting fees, land use approvals, and jurisdictional review fees.
- A design review application or similarly detailed land use application is not anticipated to be required and is excluded.
- Documentation required to obtain a DEQ 1200-C erosion control permit is not anticipated to be required (less than 1 acre of soil disturbance is anticipated) and is excluded.
- Detailed stormwater calculations and a stormwater drainage report are not anticipated to be required and are excluded.
- Utility design beyond the stormwater management described in the Scope of Services.
- Irrigation system design or modifications, which are anticipated to be design-build if necessary.
- Traffic and transportation engineering.
- Construction cost estimating.
- Contractor procurement; this scope of work will be provided by the District.
- Redesign resulting from Contractor substitution requests during the bidding phase.
- Geotechnical, survey, or other specialty consultant services not noted above.
- Additional site visits or in-person meetings beyond the three (3) site visits described in the Scope of Services (construction kick-off, during construction, and punch walk).
- 3D renderings, animations, and marketing presentation materials.
- Special inspections and materials testing.
- LEED Certification
- Value engineering after Construction Document phase; these services may be negotiated as an additional service if needed.
- Any work resulting from scope changes directed by the District after commencement of work; such work will be treated as an additional service, performed only after prior written authorization from the District.
- Additional deliverables for grant applications beyond those described in the Deliverables section.



We appreciate the opportunity to continue supporting the Humbolt Elementary School Early Childhood Learning Center Remodel and look forward to providing full design services for Grant School District. Thank you for considering ZCS for these services.

Sincerely,

Jordan Harrell
Lead Designer



GRANT SCHOOL DISTRICT NO. 3

401 N Canyon City Blvd | Canyon City, OR 97820-6111
Phone: (541)575-1280 | Fax: (541)575-3614

RESOLUTION #27-15

RESOLUTION REVISING AUTHORIZED SIGNERS HUMBOLT ELEMENTARY SCHOOL STUDENT BODY ACCOUNT

IT IS HEREBY RESOLVED, that the Grant School District #3 Board of Directors declares the following in relation to the account held at Bank of Eastern Oregon ending in 0991.

Authorized Signer to be removed: Robert Mitchell-Huerta

Adopted this 16 day of September, 2026.

Signed: _____ Chairman

Attest: _____ Superintendent

Board of Directors:

Kris Beal | M.T. Anderson | Amy Charette, Vice Chair | Chris Labhart | Zac Bailey | Will Blood, Chair | Lucas Moore



GRANT SCHOOL DISTRICT NO. 3

401 N Canyon City Blvd | Canyon City, OR 97820-6111
Phone: (541)575-1280 | Fax: (541)575-3614

RESOLUTION #27-16

RESOLUTION REVISING AUTHORIZED SIGNERS GRANT SCHOOL DISTRICT #3 ACCOUNTS

IT IS HEREBY RESOLVED, that the Grant School District #3 Board of Directors declares the following in relation to the account held at Old West Federal Credit Union, Member Number 0000161929, bank accounts ending in 0030, 0031, 0140, 0701, 0702, and 0703, beginning July 1st, 2026.

Authorized Signer to be added: Mary Jo Evers

Adopted this ____16____ day of September, 2026.

Signed: _____ Chairman

Attest: _____ Superintendent

Board of Directors:

Kris Beal | M.T. Anderson | Amy Charette, Vice Chair | Chris Labhart | Zac Bailey | Will Blood, Chair | Lucas Moore