

REGULAR BOARD OF DIRECTORS  
MEETING  
Wednesday, March 5, 2025 6:15 PM Pacific

South Umpqua School District  
558 Chadwick Ln  
Myrtle Creek, OR 97457

Kellyn Goodwin: Absent  
William Hill: Absent  
Jeff Johnson: Present  
Quinn Pickering: Absent  
Randy Richardson: Present  
David Stevens: Present  
Anandita Tiwari: Present

Present: 4, Absent: 3.

1. Call to Order/Roll Check
2. Flag Salute
3. Adoption or Adjustment of Agenda
4. Citizens Request of the Board
5. Superintendent Communication
  - 5.1. Enrollment Report
6. Financial Report
7. Facilities Update
8. Consent Agenda (*All items may be adopted by a single motion unless pulled for special consideration.*)
  - 8.1. Approve minutes from Regular Board Session, February 05, 2025, and Board Work Session, February 19, 2025.
  - 8.2. Approve post retirement contract for Lance Bennett, PE Teacher at Coffenberry Middle School
  - 8.3. Approve post retirement contract for Tamara Bryant, Elementary Teacher at Tri City Elementary
  - 8.4. Approve employment of Abby Currington, Elementary Teacher at Tri City Elementary
9. Action Items
  - 9.1. Approve the 2025/26 District calendar
  - 9.2. Approve Resolution 2025-03, Resolution for Appropriating Special Revenue Funds (COPS - School Violence Prevention Program)
  - 9.3. Approve Resolution 2025-04, Resolution for Appropriating Special Revenue Funds - Facilities Assessment Technical Assistance Program (TAP)
  - 9.4. Approve Resolution 2025-05, Resolution for Appropriating Special Revenue Funds- Seismic Assessment Technical Assistance Program (TAP)
  - 9.5. Approve Resolution 2025-06, Probationary Teacher contract renewals
  - 9.6. Approve Resolution 2025-07, Contract teacher contract extensions
  - 9.7. Approve Resolutions 2025-08, Probationary Administrator contract renewals
  - 9.8. Approve Resolution 2025-09, Contract Administrators Contract Extensions
  - 9.9. Approve Resolution 2025-10, Classified Employee Appreciation Week resolution

9.10. Approve the 2024/25 Superintendent Evaluation

9.11. Approve Memorandum of Understanding between the South Umpqua School District and Douglas County Bargaining Council and South Umpqua Education Association, OEA/NEA

9.12. Approve Resolution 2025-11, Non-Renwal of Temporary Teacher Contracts

10. Announcements

11. Board Member Comments

12. Board chair closing comments

13. Adjourn Meeting



# Superintendent's Reports

March 5, 2025

To: Board of Directors  
From: Superintendent, Erika Bare  
Subject: **Superintendent Reports**  
Date: March 5, 2025

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## Summary:

Superintendent Erika Bare will provide announcements/reports to the Board on items of interest.

**Strategic Planning Progress:** I am in the process of communicating the strategic plan out to schools and the community. We are in the process now of identifying the highest priority goals and moving them forward. We are currently putting the pieces in place to move to a building based instructional coaching model, which will be a huge support to reaching the targets in **Pillar One: Supported and Successful Students** and **Pillar Two: Empowered and Valued Staff**. Shy, Joe, and I are currently examining our capital project priorities to ensure they are in alignment with **Pillar Four: Modern and Safe Facilities**. I have had several meetings in the last few weeks to move forward Pillar 3 with a focus on after-school care as the top priority.

## SUSD Enrollment Report

19-20	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry (303)	309	311	313	308	309	311	Enrollment frozen at February numbers due to COVID-19 Pandemic.			
Cville (208)	205	206	202	198	201	203				
HS (387)	407	402	405	392	392	389				
MCE (347)	300	302	302	304	292**	287				
MCE Pre-K*	19	19	19	19	20	19				
TCE (307)	309	308	303	300	308	302				
<b>Total (1552)</b>	<b>1549*</b>	1548	1544	1521	1522	1511				

20-21	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry (316)	314	310	309	311	312	311	312	311	308	308
Cville (197)	152	159	161	162	162	163	162	163	165	164
HS (414)	414	397	398	400	393	391	391	384	379	379
MCE (291)	270	261	264	266	267	265	269	275	275	275
MCE Pre-K*	12	12	12	12	16	15	15	14	14	14
TCE (306)	282	278	282	285	281	282	280	277	273	273
<b>Total (1524)</b>	<b>1444</b>	<b>1417</b>	<b>1426</b>	<b>1436</b>	<b>1431</b>	<b>1427</b>	<b>1429</b>	<b>1424</b>	<b>1414</b>	<b>1413</b>

21-22	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry (309)	282	281	282	282	282	288	285	289	281	277
Cville (172)	155	159	159	160	164	162	164	166	164	164
HS (398)	420	404	406	407	402	408	405	399	399	396
MCE (264)	303	292	291	286	291	285	283	295	294	293
TCE (282)	260	265	267	264	264	264	261	263	268	267
SU OLA	58	56	45	42	36	35	32	30	30	30
<b>Total (1425)</b>	<b>1478</b>	<b>1457</b>	<b>1450</b>	<b>1441</b>	<b>1439</b>	<b>1442</b>	<b>1430</b>	<b>1442</b>	<b>1436</b>	<b>1427</b>

22-23	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry (301)	286	288	286	284	286	281	277	272	264	265
Cville (164)	172	170	173	174	179	175	170	169	166	166
HS (398)	449	442	444	442	434	426	428	415	414	414
MCE (286)	274	279	284	285	283	287	285	287	290	290
TCE (268)	293	286	285	286	286	283	282	283	282	281
SU OLA (25)	12	13	13	13	13	13	13	12	12	12
<b>Total (1442)</b>	<b>1486</b>	<b>1478</b>	<b>1485</b>	<b>1484</b>	<b>1481</b>	<b>1465</b>	<b>1455</b>	<b>1438</b>	<b>1428</b>	<b>1428</b>

23-24	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry	288	283	282	284	285	278	273	268	263	260
Cville	165	165	166	169	170	166	168	168	168	168
HS	453	444	438	438	433	427	425	415	409	405
MCE	273	272	270	270	280	280	277	270	267	261
TCE	273	275	272	271	269	271	268	270	269	269
SU OLA	11	11	11	11	9	14	12	12	12	12
<b>Total (1465)</b>	<b>1463</b>	<b>1450</b>	<b>1439</b>	<b>1443</b>	<b>1446</b>	<b>1436</b>	<b>1423</b>	<b>1403</b>	<b>1388</b>	<b>1375</b>

24-25	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry	270	273	275	273	274	269				
Cville	186	184	180	188	187	190				
HS	444	447	447	441	439	427				
MCE	268	259	256	258	257	258				
TCE	250	251	252	256	255	257				
SU OLA	0	0	0	0	0	0				
<b>Total (1431)</b>	<b>1418</b>	<b>1414</b>	<b>1410</b>	<b>1416</b>	<b>1412</b>	<b>1401</b>				



## Superintendent's Reports

March 5, 2025

To: Board of Directors

From: Superintendent, Erika Bare  
Director of Fiscal Services, Shy Chapman

**Subject: Superintendent Reports – Fiscal Responsibility (Board Goal)**

Date: February 27<sup>th</sup>, 2025

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**Summary:** Superintendent Erika Bare and Director of Fiscal Services Shy Chapman will provide announcements/reports to the Board on Fiscal Responsibility.

*Financial Report:* Attached is our financial statement through February 27<sup>th</sup>, 2025<sup>th</sup> showing a projected ending fund balance on June 30<sup>th</sup>, 2025, of \$3,638,429.

*Updated SSF:* The State School Fund (SSF) estimates for the 2024-25 school year were updated as of February 21, 2025. As discussed in previous meetings, we revised our Estimate of Membership to account for the decline in enrollment. This adjustment has resulted in a funding reduction from \$14,230,438.89 to \$14,082,649.85, a decrease of \$147,789.04. This change is reflected in the financial report and lowers our projected ending fund balance.

*Supplemental Budgets:* Under Oregon Budget Law (ORS 294.471), a supplemental budget may be prepared when unexpected funds become available or when unforeseen conditions require financial adjustments. If the change affects expenditures by 10% or less, it can be adopted at a regular board meeting.

At this meeting, we will request board action on the following resolutions:

- Resolution 2025-03: Appropriating Special Revenue Funds – COPS-SVPP
- Resolution 2025-04: Appropriating Special Revenue Funds – Facilities Assessment Technical Assistance Program
- Resolution 2025-05: Appropriating Special Revenue Funds – Seismic Assessment Technical Assistance Program

These resolutions ensure proper allocation of newly available funds.

**South Umpqua School District #19**  
**Estimated 2024-2025 Revenues and Expenditures**  
**As of Feb 27, 2025**

**2024-2025 Fiscal Year**

	<i>Prior Year Actual Audited</i>	<b>2024-25 Budget</b>	<b>Actual YTD 2/27/25</b>	<b>Total Projected for the Year</b>	<b>Net Difference</b>
<b>REVENUE</b>					
Taxes, Current & Prior	3,971,604	4,105,724	3,909,290	4,105,724	-
Interest on Investments	564	500	-	500	-
Student Activities	54,111	58,000	51,607	58,000	-
Miscellaneous Local Sources	120,672	114,800	94,694	114,800	-
County School Fund	19,922	30,000	-	30,000	-
Other Intermediate Sources	4,359	2,456	2,277	2,456	-
ESD Flow Through	125,740	125,798	41,507	125,798	-
State School Support Fund	13,792,903	14,317,860	10,865,501	14,082,650	(235,210)
Common School Fund	193,908	194,000	-	194,000	-
Other State Grants In Aid	1,003	-	-	-	-
Federal Forest Fees	164,200	152,000	-	152,000	-
Other Miscellaneous Sources	37,722	-	-	-	-
<b>TOTAL REVENUE</b>	<b>18,486,708</b>	<b>19,101,138</b>	<b>14,964,877</b>	<b>18,865,928</b>	<b>(235,210)</b>
<b>ESTIMATED BEGINNING FUND BALANCE</b>	<b>4,349,812</b>	<b>4,109,745</b>	<b>5,076,392</b>	<b>5,076,392</b>	<b>966,647</b>
<b>TOTAL REVENUE &amp; BEG. FUND BALANCE</b>	<b>22,836,519</b>	<b>23,210,883</b>	<b>20,041,269</b>	<b>23,942,320</b>	<b>731,437</b>
<b>EXPENDITURES</b>					
Instruction					
Salaries	5,130,478	5,412,445	2,788,081	5,198,843	213,602
Associated Payroll Costs	2,741,036	3,677,414	1,526,438	2,893,065	784,349
Purchased Services	529,946	470,339	293,626	470,339	-
Supplies & Materials	126,285	788,685	340,042	788,685	-
Capital Outlay				-	-
Other Objects	10,990	26,650	8,884	26,650	-
Total Instruction	8,538,735	10,375,533	4,957,070	9,377,583	997,950
Support Services					
Salaries	2,916,261	3,403,130	1,884,695	3,327,931	75,199
Associated Payroll Costs	1,532,563	2,424,379	1,134,945	1,965,116	459,263
Purchased Services	2,438,618	2,819,856	1,438,111	2,819,856	-
Supplies & Materials	757,497	939,897	570,210	939,897	-
Capital Outlay	88,793	126,770	54,058	126,770	-
Other Objects	251,149	298,712	289,938	298,712	-
Total Support Services	7,984,880	10,012,744	5,371,958	9,478,282	534,462
Community and Enterprise Services					
Associated Payroll Costs	1,291	7,692	4,444	7,692	-
Transfers to Other Funds	1,235,220	1,440,334	1,415,993	1,440,334	-
				-	
<b>TOTAL EXPENDITURES</b>	<b>17,760,127</b>	<b>21,836,303</b>	<b>11,749,465</b>	<b>20,303,890</b>	<b>1,532,412</b>
<b>ESTIMATED ENDING FUND BALANCE</b>	<b>5,076,392</b>	<b>1,374,580</b>	<b>8,291,804</b>	<b>3,638,429</b>	<b>2,263,849</b>





Region	Applicant Agency	Project Name	Grant Award Request	Eligible for Match Reduction
Region 1	City of Forest Grove	Mountain View Lane/Pacific Avenue OR8 Sidewalk	\$1,435,680.00	YES: 10.27%
Region 1	City of Gresham	Palmquist Road Sidewalk Infill	\$554,280.74	YES: 10.27%
Region 1	Clackamas County	Oak Grove Elementary/River Road/Crosswalk with RRFB/24	\$798,238.08	YES: 10.27%
Region 1	City of Gresham	Traffic Calming at Davis & Hollydale Elementary Schools	\$124,374.45	YES: 10.27%
Region 1	PBOT	David Douglas High School/Stark and 135th/Crossing Improvements/24	\$1,500,000.00	YES: 10.27%
Region 1	Washington County	175th Ave Sidewalk and School Crossing	\$1,571,172.30	YES: 10.27%
Region 1 Subtotal:			\$5,983,745.57	
Region 2	City of Eugene	4J Chambers Street and Cesar Chavez Connections	\$548,464.31	YES: 10.27%
Region 2	ODOT	Mapleton Pathway to School - Phase 1	\$1,114,383.79	YES: 10.27%
Region 2	City of Springfield	HamlinMS/Pleasant/Path/2024	\$741,972.03	YES: 0%
Region 2	ODOT	Willamina Safe Crossings to School	\$952,209.38	YES: 10.27%
Region 2	City of Stayton	Stayton Elementary School/Fern Ridge Rd/Enhanced Pedestrian Crossing/2024	\$542,440.00	YES: 0%
Region 2	City of Eugene	Prairie Mountain School Crossing of Royal Avenue	\$525,908.34	YES: 10.27%
Region 2	City of Salem	Market at 15th Street NE Pedestrian Crossing Improvement	\$547,353.00	YES: 10.27%
Region 2	Marion County	Stayton Elementary/N First Avenue/ADA & Crossings/2024	\$1,608,019.00	YES: 0%
Region 2	City of Florence	Siuslaw Middle School/35th Street/Sidewalks - Siano Loop to Kingwood/2024	\$892,966.04	YES: 10.27%
Region 2	City of Salem	Leslie MS/Pringle Road SE/School Zone Improvement/2024	\$619,137.00	YES: 10.27%

Oregon Transportation Commission Meeting January 2025

Attachment 2: Safe Routes to School Recommended Projects for the 2025-2026 Competitive Construction Grant Program and Request for Match

Region 2	City of Dallas	W Ellendale Ave/SW Levens St Pedestrian Intersection Improvements	\$1,930,235.87	YES: 10.27%
Region 2	Lane County	MarcolaES/Wendling/Safety_and_ADA/24	\$1,879,445.56	YES: 0%
Region 2 Subtotal:			\$11,902,534.32	
Region 3	Douglas County	Tri City ES/South Old Pacific Hwy/Sidewalk/24	\$3,000,000.00	YES: 0%
Region 3	ODOT	DouglasHS/OR42/MUP/24	\$2,581,250.00	YES: 0%
Region 3	City of Roseburg	Eastwood ES/Douglas Avenue Bike Lanes and Sidewalk Improvements/24	\$2,750,000.00	YES: 0%
Region 3	City of Medford	Speed Feedback Signs - Multiple Locations	\$250,000.00	YES: 0%
Region 3 Subtotal:			\$8,581,250.00	
Region 4	ODOT	MALynch/US97/MultiUsePath/25	\$1,560,913.47	YES: 10.27%
Region 4	ODOT	MALynch/OR126/Marked Crossings/25	\$990,766.00	YES: 0%
Region 4	City of Bend	Bear Creek Elementary School Shared Use Pathways & Crosswalk Enhancements	\$765,710.96	YES: 10.27%
Region 4	City of Redmond	Sage Elementary School, SW Wickiup Ave Safe Crossing Improvements, 2024	\$67,608.00	YES: 10.27%
Region 4 Subtotal:			\$3,384,998.43	
Region 5	CTUIR	Nixyaawii Community School/Mission Road/Crosswalks/2024	\$1,014,912.00	YES: 0%
Region 5	City of La Grande	La Grande School District Sidewalk Infrastructure	\$542,148.66	YES: 10.27%
Region 5 Subtotal:			\$1,557,060.66	
TOTAL			\$31,409,588.98	



## Superintendent's Reports

March 5<sup>th</sup> ,2025

To: Board of Directors  
From: Superintendent, Erika Bare  
Facilities Manager – Joe Motta  
**Subject: Superintendent Reports – Facilities Update**  
Date: February 24, 2025

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### Summary:

Superintendent Erika Bare and Facilities Manager Joe Motta will provide district facility updates/reports to the Board.

### Facilities Updates:

1. High School Seismic Grant.
2. Safe Routes To Schools Grant.
3. LED conversion/grant



## Action Item

March 5, 2025

To: Board of Directors  
From: Erika Bare, Superintendent  
**Subject: Action Item – Instructional Calendar for the 2025-26 School Year**  
Date: February 24, 2025

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**Summary:** The Board is asked to approve the SUSD 2025-26 Instructional Calendar.

**Background:** The instructional calendar is established and approved annually. A draft calendar is provided each February to the licensed and classified unions, as well as the school board for review and consideration. The Superintendent reviews the calendar to ensure it meets:

- All state requirements, including instructional minutes
- All requirements contained in the licensed and classified collective bargaining agreements

**Previous Board Action:** The current instructional calendar was approved in March 2024, and expires June 30, 2025.

**Financial Implications:** No additional expenses beyond daily operating expenses already planned and budgeted annually.

**Staff Recommendation:**

Staff recommends approval of the 25-26 Instructional Calendar.

**School Board Actions:**

Motion: I move to (approve) the South Umpqua School District instructional calendar, (as presented/with noted changes) for the 2025-26 school year.



## 2025-26 Instructional Calendar

166.5 Student Contact Days  
Early Release on Wednesdays

Student Contact Days: Qt. 1: 40 Qt. 2: 40, Qt. 3: 43, Qt. 4: 43.5				
<b>September</b>				
1 H	2 I	3 1st day	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

KEY: H: Holiday I: Inservice V: Vacation PD/wor: No N: Non-Contract students, PD & PC: Conferences work day				
<b>October</b>				
		1	2	3
6	7	8	9 I	10 I
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31 I

<b>July</b>				
	1	2	3	4 H
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

<b>August</b>				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21 New T	22 New T
25 I	26 I	27 I	28 I	29 N

<b>November</b>				
3	4	5	6	7
10 N	11 H	12	13	14
17	18	19	20	21
24 PC	25 PC	26 N	27 H	28 N

<b>December</b>				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22 N	23 N	24 N	25 H	26 N
29 N	30 N	31 N		

<b>January</b>				
			1 H	2 N
5 PD/wor	6	7	8	9
12	13	14	15	16
19 H	20	21	22	23 I
26	27	28	29	30

<b>February</b>				
2	3	4	5	6
9	10	11	12	13
16 H	17	18	19	20
23	24	25	26	27

<b>March</b>				
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23 N	24 N	25 N	26 N	27 N
30	31			

<b>April</b>				
		1	2	3 I
6 PC	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

<b>May</b>				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22 N
25 H	26	27	28	29

<b>June</b>				
1	2	3	4	5
8	9 1/2 day	10 I	11	12
15	16	17	18	19
22	23	24	25	26
29	30			



## Action Item

March 5<sup>th</sup>, 2025

To: Board of Directors

From: Erika Bare, Superintendent  
Shy Chapman, Director of Fiscal Services/Budget Officer

**Subject: Action Item – Resolution 2025-03, Resolution for Appropriating Special Revenue Funds (COPS - School Violence Prevention Program)**

Date: February 26<sup>th</sup>, 2025

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**Summary:** South Umpqua School District #19 has applied and been awarded the COPS School Violence Prevention Program grant through the Department of Justice, in the amount of \$117,500. A supplemental budget is required when new appropriation authority is needed.

**Background:** Oregon Budget Law, under ORS 294.471, provides that a local government may prepare a supplemental budget if unexpected funds are made available by another unit of federal, state, or local government and/or an occurrence or condition that was not known at the time the budget was prepared requires a change in financial planning. When the supplemental budget adjusts fund expenditures by 10 percent or less, the supplemental budget may be adopted at a regularly scheduled meeting of the governing body.

**Previous Board Action:**

The South Umpqua School Board meets annually each June to review, discuss, and approve the district budget and appropriate funds for the upcoming school year, pursuant to ORS 294.456.

**Financial Implications:** A board-approved resolution provides district officials with spending authority, not to exceed approved amounts within each major budget function, for the 2024-25 fiscal year. Without approval of resolution 2025-03, additional spending authority would not be given for the COPS grant in the amount of \$ 117,500.

**Staff Recommendation:** Staff recommends the board approve the resolution to appropriate additional special revenue funds for the COPS grant.

**School Board Action:**

Motion: *I move that the South Umpqua Board of Directors (approve) Resolution 2025-03: Resolution for Appropriating Special Revenue Funds for the 2024-25 fiscal year.*

**RESOLUTION NO. 2025-03**

**ADOPTING THE SUPPLEMENTAL BUDGET AND  
MAKING APPROPRIATIONS FOR THE 2024-25 FISCAL YEAR**

**WHEREAS**, South Umpqua School District #19 has applied for the COPS School Violence Prevention Program grant in the amount of \$117,500, and

**WHEREAS**, The Board of Directors of South Umpqua School District #19 finds that Adopting the Supplemental Budget and Making Appropriations is necessary under ORS 294.471.

**THEREFORE, BE IT RESOLVED**, by the Board of Directors of South Umpqua School District #19 as follows:

That this Supplemental Budget is prepared in accordance with OR 294.471(1)(a), which authorizes the formulation of a supplemental budget resulting from “an occurrence or condition that is not ascertained when preparing the original budget or a previous supplemental budget for the current year or current budget period and that requires a change in financial planning.” This Supplemental Budget was published in accordance with ORS 294.471(3)(b).

That this resolution complies with OR 294.471(4) and does not authorize an increase in the levy of property taxes above the amount published in the 2024-25 Adopted Budget.

That the amounts for the fiscal year beginning July 1, 2024, and for the purposes shown below are hereby appropriated as follows:

<u>SPECIAL REVENUE FUND</u>	<u>EXISTING</u>	<u>CHANGES</u>	<u>ADJUSTED</u>
<u>Resources</u>			
4500 Federal Revenue	\$3,000,717	\$117,500	\$ 3,118,217
<u>Requirements</u>			
2000 Support Services	\$1,942,608	\$117,500	\$2,060,108

**ATTEST:** \_\_\_\_\_ **BOARD CHAIR:** \_\_\_\_\_

**MOVED BY:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**RESOLUTION:** \_\_\_\_\_  
APPROVED OR DISAPPROVED



## Action Item

March 5<sup>th</sup>, 2025

To: Board of Directors

From: Erika Bare, Superintendent  
Shy Chapman, Director of Fiscal Services/Budget Officer

**Subject: Action Item – Resolution 2025-04, Resolution for Appropriating Special Revenue Funds - Facilities Assessment Technical Assistance Program (TAP)**

Date: February 26<sup>th</sup>, 2025

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**Summary:** South Umpqua School District #19 has applied for and been awarded the Facilities Assessment Technical Assistance Program grant, in the amount of \$40,000. A supplemental budget is required when new appropriation authority is needed.

**Background:** Oregon Budget Law, under ORS 294.471, provides that a local government may prepare a supplemental budget if unexpected funds are made available by another unit of federal, state, or local government and/or an occurrence or condition that was not known at the time the budget was prepared requires a change in financial planning. When the supplemental budget adjusts fund expenditures by 10 percent or less, the supplemental budget may be adopted at a regularly scheduled meeting of the governing body.

**Previous Board Action:**

The South Umpqua School Board meets annually each June to review, discuss, and approve the district budget and appropriate funds for the upcoming school year, pursuant to ORS 294.456.

**Financial Implications:** A board-approved resolution provides district officials with spending authority, not to exceed approved amounts within each major budget function, for the 2024-25 fiscal year. Without approval of resolution 2025-04, additional spending authority would not be given for the Facilities Assessment TAP grant in the amount of \$40,000.

**Staff Recommendation:** Staff recommends the board approve the resolution to appropriate additional special revenue funds for the TAP Facilities Assessment grant.

**School Board Action:**

Motion: *I move that the South Umpqua Board of Directors (approve) Resolution 2025-04: Resolution for Appropriating Special Revenue Funds for the 2024-25 fiscal year.*

**RESOLUTION NO. 2025-04**

**ADOPTING THE SUPPLEMENTAL BUDGET AND  
MAKING APPROPRIATIONS FOR THE 2024-25 FISCAL YEAR**

**WHEREAS**, South Umpqua School District #19 has applied for the Facilities Assessment Technical Assistant Program (TAP) grant in the amount of \$40,000, and

**WHEREAS**, The Board of Directors of South Umpqua School District #19 finds that Adopting the Supplemental Budget and Making Appropriations is necessary under ORS 294.471.

**THEREFORE, BE IT RESOLVED**, by the Board of Directors of South Umpqua School District #19 as follows:

That this Supplemental Budget is prepared in accordance with OR 294.471(1)(a), which authorizes the formulation of a supplemental budget resulting from “an occurrence or condition that is not ascertained when preparing the original budget or a previous supplemental budget for the current year or current budget period and that requires a change in financial planning.” This Supplemental Budget was published in accordance with ORS 294.471(3)(b).

That this resolution complies with OR 294.471(4) and does not authorize an increase in the levy of property taxes above the amount published in the 2024-25 Adopted Budget.

That the amounts for the fiscal year beginning July 1, 2024, and for the purposes shown below are hereby appropriated as follows:

<u>SPECIAL REVENUE FUND</u>	<u>EXISTING</u>	<u>CHANGES</u>	<u>ADJUSTED</u>
<u>Resources</u>			
3200 Restricted Grant-In-Aid	\$2,948,836	\$40,000	\$ 2,988,836
<u>Requirements</u>			
2000 Support Services	\$2,060,108	\$40,000	\$2,100,108

**ATTEST:** \_\_\_\_\_ **BOARD CHAIR:** \_\_\_\_\_

**MOVED BY:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**RESOLUTION:** \_\_\_\_\_  
APPROVED OR DISAPPROVED



## Action Item

March 5<sup>th</sup>, 2025

To: Board of Directors

From: Erika Bare, Superintendent  
Shy Chapman, Director of Fiscal Services/Budget Officer

**Subject: Action Item – Resolution 2025-05, Resolution for Appropriating Special Revenue Funds - Seismic Assessment Technical Assistance Program (TAP)**

Date: February 26<sup>th</sup>, 2025

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**Summary:** South Umpqua School District #19 has applied for and been awarded the Seismic Assessment Technical Assistance Program grant, in the amount of \$25,000. A supplemental budget is required when new appropriation authority is needed.

**Background:** Oregon Budget Law, under ORS 294.471, provides that a local government may prepare a supplemental budget if unexpected funds are made available by another unit of federal, state, or local government and/or an occurrence or condition that was not known at the time the budget was prepared requires a change in financial planning. When the supplemental budget adjusts fund expenditures by 10 percent or less, the supplemental budget may be adopted at a regularly scheduled meeting of the governing body.

**Previous Board Action:**

The South Umpqua School Board meets annually each June to review, discuss, and approve the district budget and appropriate funds for the upcoming school year, pursuant to ORS 294.456.

**Financial Implications:** A board-approved resolution provides district officials with spending authority, not to exceed approved amounts within each major budget function, for the 2024-25 fiscal year. Without approval of resolution 2025-05, additional spending authority would not be given for the Seismic Assessment grant.

**Staff Recommendation:** Staff recommends the board approve the resolution to appropriate additional special revenue funds for the TAP Seismic Assessment grant.

**School Board Action:**

Motion: *I move that the South Umpqua Board of Directors (approve) Resolution 2025-05: Resolution for Appropriating Special Revenue Funds for the 2024-25 fiscal year.*

**RESOLUTION NO. 2025-05**

**ADOPTING THE SUPPLEMENTAL BUDGET AND  
MAKING APPROPRIATIONS FOR THE 2024-25 FISCAL YEAR**

**WHEREAS**, South Umpqua School District #19 has applied for the Seismic Assessment Technical Assistant Program (TAP) grant in the amount of \$25,000, and

**WHEREAS**, The Board of Directors of South Umpqua School District #19 finds that Adopting the Supplemental Budget and Making Appropriations is necessary under ORS 294.471.

**THEREFORE, BE IT RESOLVED**, by the Board of Directors of South Umpqua School District #19 as follows:

That this Supplemental Budget is prepared in accordance with OR 294.471(1)(a), which authorizes the formulation of a supplemental budget resulting from “an occurrence or condition that is not ascertained when preparing the original budget or a previous supplemental budget for the current year or current budget period and that requires a change in financial planning.” This Supplemental Budget was published in accordance with ORS 294.471(3)(b).

That this resolution complies with OR 294.471(4) and does not authorize an increase in the levy of property taxes above the amount published in the 2024-25 Adopted Budget.

That the amounts for the fiscal year beginning July 1, 2024, and for the purposes shown below are hereby appropriated as follows:

<u>SPECIAL REVENUE FUND</u>	<u>EXISTING</u>	<u>CHANGES</u>	<u>ADJUSTED</u>
<u>Resources</u>			
3200 Restricted Grant-In-Aid	\$2,988,836	\$25,000	\$ 3,013,836
<u>Requirements</u>			
2000 Support Services	\$2,100,108	\$25,000	\$2,125,108

**ATTEST:** \_\_\_\_\_ **BOARD CHAIR:** \_\_\_\_\_

**MOVED BY:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**RESOLUTION:** \_\_\_\_\_  
APPROVED OR DISAPPROVED

**Resolution 2025- 06**  
**South Umpqua School Board Resolution for**  
**Probationary Teacher Contract Renewals**

WHEREAS, ORS 342.815(3) allows for teachers to complete a probationary period, and the South Umpqua Board has established that it shall remain a three-year period; and

WHEREAS, the probationary teachers' supervisors and the Superintendent have made recommendations on each of the below listed teachers; and

WHEREAS, any new employment contract that renews the teachers' employment for a new term shall replace any prior contracts;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of South Umpqua School District No. 19, Douglas County, Oregon, that the following probationary teachers shall be issued individual employment contracts for the 2025-2026 school year, pursuant to ORS 342.835:

1<sup>st</sup> Year Teachers: Halea, Baca, Jonathan Baer, Troy Beiling, Justin Bennett, John Gronberg, Matthew Hess, Karl Hudson, Hannah Lowell, Donna Mitchell, Jonathan Sharpe, Chace Sheldon, Hailey Yount, Kale Lanza, Jodi Baker, Summer Radon

2<sup>nd</sup> Year Teachers: Vivian Allen, Donald Anderson, Jaime Brown, Ian Dahl, Kyle Huntley, Anita Pacheco, Jaret Raade, Lori Smalley, August Harrison, April Hudgeon, Vanessa Woodruff

The following 3<sup>rd</sup> year teachers shall be moved to contract teacher status and issued two-year employment contracts for 2025-2026 and 2026-2027, with extension to be considered before March 15, 2025:

Kari Butrim, Michaela Hall, Justin Hulse, Emily Savage, Sawyer Stever, Shelby Swift, Katarina Thompson, Austin Doolittle, Lindsay Labelle, Hailey Bishop, Lisa Nash, Samantha Wreden

**Resolution 2025-07**  
**South Umpqua School Board Resolution for**  
**Contract Teacher Contract Extensions**

WHEREAS, ORS 342.895(1) provides that contract teachers will be employed pursuant to two-year employment contracts; and

WHEREAS, the contract teachers' supervisors and the Superintendent have made recommendations on each of the below listed teachers; and

WHEREAS, any new employment contract that extends the teachers' employment for a new term shall replace any prior contracts;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of South Umpqua School District No. 19, Douglas County, Oregon, that the following teachers shall be issued individual employment contracts for the 2025-2026 and 2026-2027 school years, pursuant to ORS 342.895:

Kate Allen  
Nicole Beasley  
Jon Bennett  
Jessica Norton  
Thomas Congdon  
Jeremy Cornish  
Shelly Cullett  
Katherine Dugas  
Sandra Osborne  
Dennis Feero  
Shannon Fye  
Kristina Gale  
Steven Gale  
Luke Gregg  
Katie Grondin  
Autumn Howard  
Ryan Jephson  
Lindsay Killian  
Jason LeFever  
Lydia LeFever  
Brenda Mahler  
Ari Maloney  
Lilly Martin  
Monica Mitchell  
Lance Nutter  
Amber Pennington

Roberto Perez  
Cristal Randolph  
Lynn Rauth  
Lia Reynolds-Bain  
Lori Risner  
Jodi Samuels  
Dawn Shepherd  
Jeffrey Soffer  
Steven Stebbins  
Alice Turpen  
Brigit Valeri  
Keri Vermillion  
Karen Vincent  
Aimee Rabern  
Kimberly Whetzel  
Amanda Willett  
Dianna Wilkerson  
Kami Wright  
Joshua Zietlow

**Resolution 2025-08**  
**South Umpqua School Board Resolution for**  
**Probationary Administrator Contract Renewals**

WHEREAS, ORS 342.835(2) provides that the School Board may renew the contract of any probationary administrator; and

WHEREAS, the following probationary administrator's supervisors and Superintendent have made recommendations on each of the below listed administrators; and

WHEREAS, any new employment contract that renews the administrators' employment for a new term shall replace any prior contracts;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of South Umpqua School District No. 19, Douglas County, Oregon, that the following probationary administrators shall be issued individual employment contracts for the 2025-2026 school year, pursuant to ORS 342.835:

1<sup>st</sup> year administrator: Camron Pope, Tri City Elementary

2<sup>nd</sup> year administrator: Michelle Lind, Middle School Principal

**Resolution 2025-09**  
**South Umpqua School Board Resolution for**  
**Contract Administrator Contract Extensions**

WHEREAS, ORS 342.845(5) provides that contract administrators will be employed pursuant to three-year employment contracts; and .

WHEREAS, any new employment contract that extends the administrator's employment for a new term shall replace any prior contracts;

WHEREAS, the next contract period is from July 1, 2025, to June 30, 2028, with contract extension to be considered by March 15 of the second year of the contract which will occur on or before March 15, 2027.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of South Umpqua School District No. 19, Douglas County, Oregon that the following contract administrator shall be issued individual employment contract for a three-year period beginning July 1, 2025

Emily Veale, Senior Director of Student Services  
Carl Simpson, South Umpqua High School



558 SW Chadwick Lane ♦ Myrtle Creek, OR 97457

Resolution 2025-10  
Classified Employee Appreciation Week

WHEREAS, the education of youth is essential to the future of our community, state, country and world; and

WHEREAS, classified employees are the backbone of our public education system; and

WHEREAS, classified employees work directly with students, educators, parents, volunteers, business partners and community members; and

WHEREAS, classified employees support the smooth operation of offices, the safety and maintenance of buildings and property, and the safe transportation, healthy nutrition and direct instruction of students; and

WHEREAS, our community depends upon and trusts classified employees to serve students; and

WHEREAS, classified employees, with their diverse talents and true dedication, nurture students throughout their school years.

NOW, THEREFORE, BE IT RESOLVED that the South Umpqua School District Board of Directors proclaims March 3-7, 2025, to be CLASSIFIED EMPLOYEE APPRECIATION WEEK; and

BE IT FURTHER RESOLVED that the South Umpqua School District Board of Directors strongly encourages all members of our community to join in this observance, recognizing the dedication and hard work of these individuals.

Adopted this \_\_\_\_ day of \_\_\_\_\_, 2025.

Signed:

\_\_\_\_\_

Chair, David Stevens

School District Board of Directors

Attest:

\_\_\_\_\_

Superintendent



558 SW Chadwick Lane ♦ Myrtle Creek, OR 97457

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February 05, 2025

## Superintendent Bare Evaluation Summary

The board of directors of the South Umpqua School District has completed the annual evaluation of Superintendent Bare for the 2024/25 school year. 6 of the seven board members have served on the board for at least one full year and have been able to observe and be a part of the successes achieved this year.

The evaluation focused on eight professional standards and superintendent goals. Regarding the eight professional standards, we determined that Superintendent Bares performance was accomplished in the areas of visionary district leaderships, ethics and professional norms, culturally responsive instructional, communication and community relations, and policy, governance and advocacy. Additionally, her performance was deemed to consistently meet the standards in the areas of inclusive district culture, effective organizational management and effective financial management.

"As Chairman of the Board of Directors, I am pleased to express our collective appreciation for the exceptional leadership and dedication the superintendent has demonstrated over the past year. The board is extremely satisfied with the progress made in advancing our district's goals. The superintendent's vision, collaborative approach, and unwavering commitment to our students and staff have had a significant, positive impact. We are excited to continue this partnership and look forward to working together to achieve even greater success in the future."

We will be working with Superintendent Bare over the next several months to develop goals for the superintendent aligned with our district goals and look forward to working together to continue the success of our district

# MEMORANDUM OF UNDERSTANDING

Between

**South Umpqua School District**

**and**

**Douglas County Bargaining Council and South Umpqua Education Association, OEA/NEA**

Whereas the South Umpqua School District, hereinafter referred to as “District” and the Douglas County Bargaining Council and South Umpqua Education Association, OEA/NEA, hereinafter referred to as “Association” have a collective bargaining agreement in effect July 1, 2023 – June 30, 2026.

And whereas the district would like to add language:

Article 26, (H), 1–Reimbursement for Moving Expenses: Newly hired employees who relocate greater than 20 miles from their primary residence at the time of accepting a job offer with the district may apply for reimbursement of up to \$1,500 upon submitting receipts of expenses necessary for the move.

Any teacher who chooses to apply for reimbursement for moving expenses and either resigns or is terminated within the calendar year of receiving such reimbursement, shall be required to repay the District the full amount of any moving reimbursement received. The District may withhold from the employee’s final payroll any amount owed the District under this section. Layoff situations due to budget cuts or reduction in force are exempt from this provision.

All other provisions of the parties’ 2023-2026 Collective Bargaining Agreement not amended by this MOU will remain the same.

This MOU will expire on June 30, 2026.

Therefore, the District and the Association have reached a mutual agreement and wish to reduce it to writing.

\_\_\_\_\_  
Chairman, Board of Directors  
South Umpqua School District

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent  
South Umpqua School District

\_\_\_\_\_  
Date

\_\_\_\_\_  
SUEA President

\_\_\_\_\_  
Date

\_\_\_\_\_  
SUEA Bargaining Council Chair

\_\_\_\_\_  
Date

**Resolution 2025-11**  
**South Umpqua School Board Resolution for**  
**Non-Renewal of Temporary Teacher Contracts**

WHEREAS, ORS 342.815(10) allows for the employment of temporary teachers; and

WHEREAS, the following temporary teachers have served out their temporary contracts, or will have done so by the end of the school year;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of South Umpqua School District No. 19, Douglas County, Oregon, that the following temporary teachers' contracts shall be non-renewed for the reason that their contracts were temporary in nature. These teachers' contracts shall terminate at the close of this academic year:

Christopher Hudgeon  
Dawn Dunlap  
Jessalyn Hall  
Robert Redfield  
Cassandra Palmer