

REGULAR BOARD OF DIRECTORS
MEETING
Wednesday, March 4, 2026 6:15 PM Pacific

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

Greg Bicondoa: Present
William Hill: Present
Jeff Johnson: Present
Randy Richardson: Absent
David Stevens: Present
Anandita Tiwari: Present

Present: 5, Absent: 1.

1. Call to Order/Roll Check
2. Flag Salute
3. Adoption or Adjustment of Agenda
4. Citizens Request of the Board
5. Coffenberry Middle School Presentation
6. Superintendent Communication
 - 6.1. Enrollment Report
7. Financial Report
8. Student Services Update
 - 8.1. SWISS Data
9. Foundation Communication
10. Consent Agenda (*All items may be adopted by a single motion unless pulled for special consideration.*)
 - 10.1. Approve board minutes from February 04, 2026, board meeting and February 18, 2026 work session.
 - 10.2. Second reading and approval of board policy IIA-Instructional Materials
 - 10.3. Approve employment of Beau Shelby, Counselor at South Umpqua High School
 - 10.4. Approve Employment of Natalee Dold, DLC Teacher at Tri City Elementary
 - 10.5. Approve Employment of Shaylene Graham, ELA/Interventionist Teacher at Canyonville School
11. Action Items
 - 11.1. Approve SUSD Substance use and prevention plan
 - 11.2. Approve the 2026/27 District calendar
 - 11.3. Approve Resolution 2026-04, Classified Employee Appreciation Week Resolution
 - 11.4. Approve Resolution 2026-05, Probationary Teacher contract renewals
 - 11.5. Approve Resolution 2026-06, Contract teacher contract extensions
 - 11.6. Approve Resolution 2026-07, Granting Contract Status to Eligible Probationary Teachers
 - 11.7. Approve Resolution 2026-08, Contract Administrators Contract Extensions
 - 11.8. Approve Resolution 2026-09, Probationary Administrator Contract Renewals

11.9. Approve 2026-10, Probationary Administrator to move to Contract Status

11.10. Approve Resolution 2026-11, Non-Renewal of Temporary Teacher Contracts

11.11. Approve the 2026-2029 Administrative Agreement

12. Announcements:

13. Board Member Comments

14. Board chair closing comments

15. Adjourn Meeting



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Superintendent's Reports

March 4, 2026

To: Board of Directors
From: Superintendent, Erika Bare
Subject: Superintendent Reports, Choice Program
Date: March 4, 2026

Summary:

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

Items of Interest:

After our conversation regarding the choice program last week, we have begun moving forward to implement this new exciting program for our community. As I shared last week, Michelle Lind will be leading this important project and will serve as the Program Principal. She is the exact right choice for this important role due to her deep community connections, strong technological background, innovative mindset, exceptional work ethic and organizational skills. Our goal is to have the framework established and be prepared to begin advertising and reaching out to families by April 1.

Last week I also informed you that Emily Veale will be stepping in to lead Coffenberry next year. She is an exceptional leader, and her proven success as both a building principal and district level leader allows me to have complete confidence that Coffenberry will thrive under her leadership. She will continue to do some district level work for us as well and is very much looking forward to returning to daily building leadership, allowing her to work closely alongside students, teachers and support staff.

Student Services has been led by a senior director in most recent history. As we start looking at where we can find efficiencies to match our current enrollment, this is an area that we have decided to fill with a coordinator role. This is a role that can only be filled by an administrator but will have less responsibility in comparison to a senior director. I will act as the executive leader that oversees student services.

As we recognize Classified Appreciation Week, I want to take a moment to honor the extraordinary contributions of our classified staff across the district. Our instructional assistants, office professionals, custodial and maintenance teams, nutrition services employees, and so many others are the quiet strength behind our schools. They are often the first to greet our students in the morning and the steady presence that keeps our systems running safely, smoothly, and efficiently each day. Their work reflects patience, skill, compassion, and an unwavering commitment to students. As superintendent, I have the opportunity to see firsthand how essential they are to fulfilling our mission and living out our values. On behalf of the entire district, I extend my deepest gratitude for their dedication and the countless ways they support student success.

SUSD Enrollment Report

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
Total (1425)	1478	1457	1450	1441	1439	1442	1430	1442	1436	1427

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
Total (1442)	1486	1478	1485	1484	1481	1465	1455	1438	1428	1428

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
Total (1465)	1463	1450	1439	1443	1446	1436	1423	1403	1388	1375

24-25	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry	270	273	275	273	274	269	263	262	264	264
Cville	186	184	180	188	187	190	190	189	187	190
HS	444	447	447	441	439	427	414	407	399	400
MCE	268	259	256	258	257	258	253	255	261	256
TCE	250	251	252	256	255	257	251	250	249	249
SU OLA	0	0	0	0	0	0	0	0	0	0
Total (1431)	1418	1414	1410	1416	1412	1401	1371	1363	1360	1359

25-26	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Cberry	273	270	266	264	259	254				
Cville	203	205	207	200	196	190				
HS	437	427	413	409	415	411				
MCE	256	248	248	250	242	243				
TCE	243	241	241	243	243	241				
Total	1412	1391	1375	1366	1355	1339				



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Board Reports

March 4th, 2026

To: Board of Directors

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

Subject: Superintendent Reports – Fiscal Responsibility (Board Goal)

Date: February 25, 2026

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 the District's Revenue and Expenditure Report, reflecting financial activity through February 25, 2026. The projected ending fund balance for the fiscal year ending June 30, 2026, is currently \$3,814,496.

Food Service Management Company RFP: Our current Food Service Management Company contract is up for renewal, and we are required to conduct a formal Request for Proposal (RFP) process in accordance with procurement rules.

I will post public notice of the RFP through OregonBuys on March 9, 2026, with a 30-day advertisement period. Following the close of the solicitation, I will form an evaluation committee to review and score the proposals received. The intent is to notify the apparent successful proposer by April 20, 2026, at which time the required protest period will begin.

After ODE approves the FSMC contract, the Board will be asked to approve the selected proposer at or before the June 3rd, 2026, meeting.

South Umpqua School District #19
Estimated 2025-2026 Revenues and Expenditures
As of February 26, 2026

2025-2026 Fiscal Year

	<i>Prior Year Actual Audited</i>	2025-26 Budget	Actual YTD 2/26/26	Total Projected for the Year	Net Difference
REVENUE					
Taxes, Current & Prior	4,163,716	4,273,234	4,116,850	4,273,234	-
Interest on Investments	705	700	-	700	-
Student Activities	56,960	55,000	10,973	55,000	-
Miscellaneous Local Sources	170,229	147,150	62,593	147,150	-
County School Fund	20,314	20,000	-	20,000	-
Other Intermediate Sources	3,638	4,555	1,879	4,555	-
ESD Flow Through	123,720	124,521	41,507	124,521	-
State School Support Fund	13,995,191	15,203,421	11,367,337	14,617,418	(586,003)
Common School Fund	195,515	195,520	190,476	195,520	-
Other State Grants In Aid	9,795	1,100	-	1,100	-
Prior YR Forster Child Transportation Reimb	4,557	-	4,335	4,335	4,335
Federal Forest Fees	22,027	25,000	-	25,000	-
TOTAL REVENUE	18,766,368	20,050,201	15,795,952	19,468,533	(581,668)
ESTIMATED BEGINNING FUND BALANCE	5,076,392	3,503,807	4,540,219	4,540,219	1,036,412
TOTAL REVENUE & BEG. FUND BALANCE	23,842,760	23,554,008	20,336,171	24,008,752	454,744
EXPENDITURES					
Instruction					
Salaries	5,295,429	5,619,953	2,827,533	5,440,296	179,657
Associated Payroll Costs	2,975,879	3,880,475	1,560,710	2,990,794	889,682
Purchased Services	508,683	488,924	311,989	488,924	-
Supplies & Materials	399,452	202,859	73,168	202,859	-
Capital Outlay			-	-	-
Other Objects	27,420	17,850	12,874	17,850	-
Total Instruction	9,206,863	10,210,061	4,786,274	9,140,723	1,069,338
Support Services					
Salaries	3,319,620	3,594,336	2,025,928	3,550,326	44,010
Associated Payroll Costs	1,740,030	2,560,202	1,187,280	2,050,494	509,708
Purchased Services	2,449,888	3,146,793	1,453,204	3,146,793	-
Supplies & Materials	755,640	971,711	602,718	971,711	-
Capital Outlay	72,044	113,717	29,735	113,717	-
Other Objects	292,362	396,206	372,264	396,206	-
Total Support Services	8,629,583	10,782,965	5,671,129	10,229,247	553,718
Community and Enterprise Services					
Associated Payroll Costs	5,210	14,286	10,710	14,286	-
Transfers to Other Funds	1,416,196	810,000	811,677	810,000	-
TOTAL EXPENDITURES	19,257,852	21,817,312	11,279,789	20,194,256	1,623,056
ESTIMATED ENDING FUND BALANCE	4,584,908	1,736,696	9,056,382	3,814,496	2,077,800



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Board Reports

March 4, 2026

To: Board of Directors
From: Superintendent, Erika Bare
Director of Student Services , Emily Veale

Subject: District SWIS Data

Date: March 4, 2026

Summary:

Purpose of SWIS (School Wide Information System)

- Monitor behavioral trends at schools by behavior, location and time of day.
- Identifying specific student groups or settings where targeted support s are needed.
- PBIS (Positive Behavioral Interventions and Supports) systems evaluation
- Check-in/Check-out supports for students
- Standardized graphs and data for team problem solving
- Supported decision making

District SWIS referrals data comparison:

School	2024-2025	2025-2026
Canyonville School	611	80
Myrtle Creek Elementary	766	340
Tri City Elementary	289	173
Coffenberry Middle School	578	252
South Umpqua High School	286	91

REGULAR BOARD OF DIRECTORS
MEETING
Wednesday, February 4, 2026 6:15 PM Pacific

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

William Hill: Present
Jeff Johnson: Present
Randy Richardson: Present
David Stevens: Present
Anandita Tiwari: Present
Present: 5.

1. Call to Order/Roll Check

The meeting was called to order at 6:15

2. Flag Salute

3. Adoption or Adjustment of Agenda

I motion to approve the agenda for February 04, 2026. This motion, made by Anandita Tiwari and seconded by Jeff Johnson, Carried.

William Hill: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0

4. Citizens Request of the Board

Steve Hammerson wanted to speak with the school board to discuss ideas and thoughts for retention of students that are graduating from the area. The board asked for his contact information to reach out to have a discussion.

5. Interview Board Candidate for the vacant board position: Zone 3, Position 2

The school board interviewed Greg Biconda applicant for the vacant board position zone 3, position 2.

6. South Umpqua High School Presentation

Carl Simpson, SUHS Principal, presented the SUHS School Presentation. Mr. Simpson reported that after the first semester that 96% of the freshman are on track. Mr. Simpson reported that the goal for graduation has been to increase the graduation rate to over 80% and that they are currently at an 85% graduation rate.

7. Superintendent Communication

Erika Bare provided a strategic plan update that aligns to the superintendent's goals.

Superintendent goal aligned to Pillar 2: Empowered and Valued Staff

The SUEA contract presented for action was noted as fair, providing competitive compensation and additional workdays to support capacity building and community connections. The collaborative and collegial process with the South Umpqua Education Association (SUEA) was acknowledged.

Superintendent Bare reported on her goal to increase the percentage of third-grade students meeting or exceeding standards on the OSAS assessment from 38.8% to 42% by October 2026. Current iReady assessment data indicates that 48% of third-grade students have demonstrated readiness to meet standard on OSAS, placing the district on track to exceed this goal.

The Superintendent also reported on the goal to increase the percentage of regular attenders from 60% to 64%. All schools have shown improvement and are currently on track to meet or exceed the target.

Aligned to Pillar 2, the Superintendent's goal to increase the percentage of teachers reporting that professional development meaningfully impacted their teaching from 60% to 75% by April 2026 was reviewed. Post-professional development surveys indicate the district has already surpassed this goal.

Superintendent Goal aligned to Pillar 3: Strong Family and Community Partnerships
K-8 attendance at fall conferences increased. The redesign to student-led conferences received positive feedback from families. The high school plans to transition to student-led conferences in the spring. Site councils have been established in all buildings and are working to increase participation.

Superintendent Goal aligned to Pillar 4: Modern and Safe Facilities

Superintendent Bare reported progress toward facility safety goals. Remote entry systems have been installed at all sites, and a visitor management system is being implemented. Materials have been ordered for fencing at the high school and will be breaking ground soon.

7.1. Enrollment Report

Enrollment is at 1355- Down 11 students from December. Reaching out to families to see what is happening and will share in the February work session and the plan to recapture those families.

8. Financial Report

Shy Chapman presented the District's Revenue and Expenditure Report, reflecting financial activity through January 26, 2026. The projected ending fund balance for the fiscal year ending June 30, 2026, is currently \$3,861,859.

9. Facilities Update

Joe Motta reported that the board is now required to approve the integrated pest management plan and he will be bringing it the February work session for board approval.

10. Foundation Communication

Jeff Johnson reported that the foundation will be meeting on the 11th and will be onboarding new members. The foundation is also starting work on scholarships for high school seniors in the past they have award \$15,000-\$20,000 to seniors.

11. Consent Agenda(*All items may be adopted by a single motion unless pulled for special consideration.*)

Approve the consent agenda for February 04, 2026. This motion, made by Randy Richardson and seconded by William Hill, Carried.

William Hill: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0

11.1. Approve minutes from January 07, 2026 School Board Meeting

11.2. Resignation of Chace Sheldon, Special Education Teacher at South Umpqua High School

12. Action Items

12.1. Resolution 2026-03- ESD Local Service Plan

Resolution 2026-03- ESD Local Service Plan. This motion, made by Jeff Johnson and seconded by Randy Richardson, Carried.

William Hill: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0

12.2. Approve the contract between South Umpqua School District 19 and Dougals County Bargaining Council and South Umpqua Education Association, OEA/NEA

Approve the contract between South Umpqua School District 19 and Dougals County Bargaining Council and South Umpqua Education Association. This motion, made by Randy Richardson and seconded by Anandita Tiwari, Carried.

William Hill: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0

12.3. Take action on letter of interest for the vacant board position, Zone 3, Position 2.

Appoint Greg Biconda to board position, Zone 3, Position 2. This motion, made by Jeff Johnson and seconded by Randy Richardson, Carried.

William Hill: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0

12.4. Approve Cooperative Sponsorship between South Umpqua School District and Days Creek School District for the 2025-26 Baseball Season.

Approve Cooperative Sponsorship between South Umpqua School District and Days Creek School District for the 2025-26 Baseball Season. This motion, made by Anandita Tiwari and seconded by Randy Richardson, Carried.

William Hill: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0

13. Announcements:

Board Work Session, February 18, 2026, 6:15 pm

Regular Board Session, March 04, 2026, 6:15 pm

14. Executive Session : In accordance with ORS 192.660(2)(i)A governing body (school board) may hold an executive session to review and evaluate the job performance of the chief executive, employees and staff, so long as the person whose performance is being evaluated does not request an open hearing.

The board recessed at 7:02 pm. The board convened into executive session at 7:06 pm under ORS 192.660(2)(i)A governing body (school board) may hold an executive session to review and evaluate the job performance of the chief executive, employees and staff, so long as the person whose performance is being evaluated does not request an open hearing. The board reconvened into open session at 8:01 pm.

15. Board Member Comments

16. Board chair closing comments

17. Adjourn Meeting

Meeting was adjourned at 8:01 pm.

WORK SESSION- BOARD OF
DIRECTORS MEETING
Wednesday, February 18, 2026 6:15 PM
Pacific

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

Greg Bicondoa: Present
William Hill: Absent
Jeff Johnson: Present
Randy Richardson: Present
David Stevens: Present
Anandita Tiwari: Present
Present: 5, Absent: 1.

1. Call to Order/Roll Check
Meeting was called to order at 6:15 pm

2. Flag Salute

3. Adoption or Adjustment of Agenda
I motion to approve the agenda for February 18, 2026. This motion, made by Jeff Johnson and seconded by Randy Richardson, Carried.
William Hill: Absent, Greg Bicondoa: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea
Yea: 5, Nay: 0, Absent: 1

4. Swear in new School Board Member Greg Biconda, Zone 3, Position 2.
Davis Stevens swore in new board member Greg Bicondoa for board position Zone 3, Position 2.,

5. Citizens Request of the Board
None

6. Superintendent Communication
Superintendent Bare updated the board on staffing changes for the upcoming school year. The descison has been made to not to fill three positions that were projected to be open for next year. These include 2 elementary positions, one at Tri City and one at MCE, and a social studies position at Coffenberry. This is in response to declining enrollment and designed to ensure that our staffing aligns to the number of students we serve. Superintendent Bare will continue to examine each position as it becomes open to determine if it is still necessary given our current size. It is important to note that these decisions reflect careful long-term planning, not a financial crisis. By utilizing natural attrition rather than reductions, we can right-size staffing over time while maintaining stability and supporting our staff.

Superintendent shared with the board that she is currently in conversation with the administrative team about their administrative agreement. Superintendent Bare reported that in the past the board chair and Superintendent have discussed the changes as part of the process. If the board

would like us to continue in that same way, she will meet with Dave prior to the March board meeting.

7. Addressing Enrollment Decline, Possibility of a Choice Program

Superintendent Bare reported that the Teaching and Learning Team has been reviewing why students residing within district boundaries are choosing online programs or homeschooling and what response the district might consider.

The district surveyed and contacted families currently enrolled in online or homeschool programs. Of more than 60 students enrolled online, 42 families provided feedback. Families most commonly cited the need for greater flexibility, reduced stress, more individualized or small-group instruction, academic challenge, and concerns related to school climate and emotional safety. Many respondents indicated they would consider returning if a flexible option were available.

The Superintendent shared a tentative proposal to develop a grades 6-12 flexible learning program (not a separate school) with its own identity and location, while students remain enrolled at Coffenberry Middle School or South Umpqua High School for accountability purposes.

The proposed program would include flexible scheduling, online and district-supported curriculum options, optional in-person attendance, transportation and meals for in-person days, and access to activities, athletics, interventions, counseling, and graduation ceremonies. The music building at Myrtle Creek Elementary is being considered as a potential location.

The proposal is in the early planning stages. The board asked how many students would need to be enrolled to financially make sense. Superintendent Bare estimated 25-30 students and anticipates that enrollment by the second year of the program.

8. 2026.27 School Calendar

Ryan Savage presented the 26.27 instructional calendar to the board for review. Jeff Johnson asked if there were fewer student contact days with the additional full weeks off. Mr. Savage reported that the student contact days would be the same 166.5 days.

9. DIBELS/I-Ready data presentation

Ryan Savage shared the fall data.

10. First reading and review of board policy IIA- Instructional Materials

Ryan Savage shared board policy IIA ,Instructional Materials.

11. Consent Agenda(*All items may be adopted by a single motion unless pulled for special consideration.*)

Approve the consent agenda for February 18, 2026. This motion, made by Jeff Johnson and seconded by Anandita Tiwari, Carried.

William Hill: Absent, Greg Bicondoa: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0, Absent: 1

11.1. Resignation of Michaela Hall, Elementary Teacher at Myrtle Creek Elementary

12. Action Items

12.1. Reappoint Cynthia Rohm to the South Umpqua School District Budget Committee Zone 3-2

Reappoint Cynthia Rohm to the South Umpqua School District Budget Committee Zone 3-2. This motion, made by Jeff Johnson and seconded by Anandita Tiwari, Carried.

William Hill: Absent, Greg Bicondoa: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0, Absent: 1

12.2. Approve Integrated Pest Management Plan.

Approve Integrated Pest Management Plan. This motion, made by Anandita Tiwari and seconded by Randy Richardson, Carried.

William Hill: Absent, Greg Bicondoa: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0, Absent: 1

Joe Motta provided an update on the Integrated Pest Management Plan. Every 5 years, the board is required to update the Integrated Pest Management Plan which is part of the HASS plan. Pesticide is a last option.

12.3. Approve Superintendent Bare's 25-26 Evaluation

Approve Superintendent Bare's 25-26 Evaluation. This motion, made by Jeff Johnson and seconded by Randy Richardson, Carried.

William Hill: Absent, Greg Bicondoa: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David Stevens: Yea, Anandita Tiwari: Yea

Yea: 5, Nay: 0, Absent: 1

David Stevens presented the summary of the Superintendent's Bare evaluation. The board of directors of the South Umpqua School District has completed the annual evaluation of Superintendent Bare for the 2025/26 school year. All of the 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 all eight professional standards.

The board is pleased with the development and progress Erika has made on the districts strategic plan. Supporting successful students, empowering and valuing our staff, supporting strong community partnerships and improving the safety of our facilities has been her focus.

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

12.4. Approve the extension of the Superintendent's contract.

Approve the extension of the Superintendent's contract. This motion, made by Anandita Tiwari and seconded by Randy Richardson, Carried.

William Hill: Absent, Greg Bicondoa: Yea, Jeff Johnson: Yea, Randy Richardson: Yea, David

Stevens: Yea, Anandita Tiwari: Yea
Yea: 5, Nay: 0, Absent: 1

13. Announcements:

Board Regular Session, March 04, 2026, 6:15 pm

Budget Regular Session, April 01, 2026, 6:15 pm

Budget Committee Work Session, April 15, 2026, 6:15 pm

Board Work Session, April 15, 2026, Immediately following Budget Committee Meeting

14. Board Member Comments

15. Board chair closing comments

16. Executive Session: In accordance with ORS 192.660(2)(i)A governing body (school board) may hold an executive session to review and evaluate the job performance of the chief executive, employees and staff, so long as the person whose performance is being evaluated does not request an open hearing.

The board recessed at 7:18 pm. The board convened into executive session at 7:18 pm under ORS 192.660(2)(i)A governing body (school board) may hold an executive session to review and evaluate the job performance of the chief executive, employees and staff, so long as the person whose performance is being evaluated does not request an open hearing. The board reconvened into open session at 7:36 pm.

17. Adjourn Meeting

The meeting was adjourned at 7:41

Instructional Materials**

The Board believes proper care and judgment should be exercised in selecting core and supplemental instructional materials and ~~school and classroom~~ library materials in school and classroom libraries and that those materials should be inclusive of populations represented in a global society]. ~~[The process to select materials will reflect respect for all people, regardless of race, color, creed, national origin, age, sex, sexual orientation, gender identity, or disability.]~~

Any person responsible for the adoption of textbooks or the approval of instructional materials may not prohibit the use of, or refuse to approve the use of, textbooks or instructional materials on the basis that the textbooks or instructional materials include a perspective, study or story of, or are created by, any individual or group identified in ORS 337.260(1)(a)-(e) ~~[, i.e., are Native American, European, African, Asian, Pacific Island, Chicano, Latino, Middle Eastern or Jewish descent, have disabilities, are immigrants or refugees, or are lesbian, gay, bisexual or transgender].~~

Any person responsible for the selection or retention of library materials may not prohibit the selection or retention of, or refuse to select or retain, library materials on the basis that the library materials include a perspective, study or story of, or are created by any individual or group against whom discrimination is prohibited under ORS 659.850 ~~[, i.e., race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, age or disability].~~

A material involved with a reconsideration request will remain available throughout the reconsideration process. Materials will not be removed for discriminatory reasons. A request for reconsideration of materials may be processed through established procedures found in accompanying administrative regulations. Meetings of reconsideration committees may be subject to Public Meetings Law. Records regarding reconsideration procedures are subject to Public Records Law.

[This policy is not intended to cover classroom activities. Complaints regarding classroom activities unrelated to materials can be filed using other established district complaint procedures.]

The term “instructional material” includes core instructional materials, supplemental materials, ~~school library materials, and classroom library materials~~ and library materials made available in classroom or school libraries as defined below.

Some materials may fall into more than one of the following categories. If there is a question regarding selection or reconsideration, the district administration may select which procedure to use.

Definitions

“Core instructional material,”¹ sometimes referred to as basal, means any organized system, which constitutes the major instructional vehicle for a given course of study, or any part thereof. Core instructional materials may include adaptive or personalized learning programs, digital textbooks, and print textbooks and are adopted and paid for by the district. Core instructional materials may include such instructional materials as a hardbound or a softbound book or books or sets or kits of print and non-print materials, including electronic and internet or web-based materials or media.

“Supplemental instructional materials” means instructional materials used as part of the course of study, which are not part of the core instructional materials. They contain materials to supplement and/or differentiate core instruction and are generally teacher selected. These materials are not adopted by the Board. Materials required or assigned to be used as part of a class may be considered supplemental instructional materials, regardless of the source or location of the material.

“Library materials” includes educational or literary materials that are nonfiction or fiction and that are available in print or an electronic format. “Library materials” does not include textbooks or instructional materials that are selected under ORS 337.120, 337.141 or 337.260.

“School library ~~materials~~” means any collection of library materials ~~which are kept in the school library for student selection and use~~ made available to students at school, either at a central location of the school, at a common area for one or more grades of the school, or through an online remote education program. The use of these materials may not be required for a particular class, but they may be selected by students to use. ~~These may include books, media, newspapers, magazines, videos, websites, or databases, including in digital or print, etc.~~ These materials are not adopted by the Board.

“Classroom library ~~materials~~” means any collection of library materials ~~which are kept in the classroom for student selection and use~~ made available to students in a single classroom or a common area accessible by two or more classrooms in district schools. The use of these materials is not required for the class, but they may be selected by students to use. ~~These may include books, media, newspapers, magazines, videos, etc.~~ These materials are not adopted by the Board.

Core Instructional Materials

The Board retains the authority to approve core instructional materials used in district schools and authorizes the superintendent [or designee] to develop and implement administrative regulations governing selection and adoption of such materials. Procedures will provide for involvement of administrators, staff, parents, [students,] and community members; will use established selection criteria to contribute to the attainment of district, program, and course or grade-level goals; and will reflect recent knowledge, trends, and technology in the field.

The district will review core instructional materials in accordance with the State Board of Education adoption cycle. Each core instructional program and its instructional materials will be reviewed [on a seven-year cycle], and any resulting recommendations will be issued by district administration to the Board for approval. All recommended core instructional materials shall be approved by the Board prior to use. ~~[The adoption of textbooks [for American history and government] by the Board and any committee shall be done in a manner in accordance compliant with ORS 337.260.]~~ The district will establish a process and timeline for regularly determining and considering whether core instructional materials are available through online resources that enable students with print disabilities to receive textbooks and

¹ This comes from OAR 581-011-0050(1), referring to instructional materials which must be adopted by local school boards.

instructional materials free of charge. ~~[All requests for reconsideration of core instructional materials may be considered under administrative regulation IIA-AR(2)– Reconsideration of Core Instructional Materials.]~~

~~[The district may choose to independently adopt core instructional materials which are not on the state-approved list, using state-approved selection criteria. (See administrative regulation IIA-AR(6)– Independent Adoption of Core Instructional Materials)]~~

Supplemental Instructional Materials

All supplemental instructional materials will be selected by [teachers, principals, librarians, and/or others, as determined appropriate] [which may not be through any formal selection procedure]. Decisions regarding the use of, or refusal to approve the use of, supplemental instructional materials shall be made in a manner compliant with ORS 337.260. Such materials will contain suitable readability levels and support the district’s adopted curriculum content. Materials will be used for their intended audience.

~~[All requests for reconsideration of supplemental instructional materials may be considered under administrative regulation IIA-AR(3)– Reconsideration of Supplemental Instructional Materials.]~~

School Library Materials

All school library materials will be selected by a librarian using established selection criteria. The selection or retention of library materials in a school library shall be made in a manner compliant with Section 2 of Senate Bill 1098 (2025). Such materials will contain suitable readability levels. ~~[All requests for reconsideration of school library materials may be considered under administrative regulation IIA-AR(4)– Reconsideration of School or Classroom Library Materials in a School or Classroom Library.]~~

Classroom Library Materials

All classroom library materials will be selected by a classroom teacher and/or others[, with no formal selection procedure]. The selection or retention of library materials in a classroom library shall be made in a manner compliant with Section 2 of Senate Bill 1098 (2025). Such materials will contain suitable readability levels. Teachers are responsible for knowing the available materials in their classroom library. ~~[All requests for reconsideration of classroom library materials may be considered under administrative regulation IIA-AR(4)– Reconsideration of School or Classroom Library Materials in a School or Classroom Library.]~~

END OF POLICY

Legal Reference(s):

[ORS 174.100](#)
[ORS 332.107](#)
[ORS 336.035](#)
[ORS 336.082](#)
[ORS 336.840](#)
[ORS 337.120](#)
[ORS 337.141](#)

[ORS 337.150](#)
[ORS 337.260](#)
[ORS 337.511](#)
[ORS 339.155](#)
[ORS 659.850](#)

[OAR 581-011-0050 - 0117](#)

[OAR 581-021-0045](#)
[OAR 581-021-0046](#)
[OAR 581-022-2310](#)
[OAR 581-022-2340](#)
[OAR 581-022-2350](#)
[OAR 581-022-2355](#)

Every Student Succeeds Act, 20 U.S.C. §§ 6311-6322 (20182024).

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (20182024); 28 C.F.R. §§ 42.101-42.106 (20192024).

HR 1/24/25 | SL/LF

Instructional Materials** – IIA

Title IX of the Education Amendments ~~of 1972~~, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (~~2018~~2024);
Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 34 C.F.R.
Part 106 (~~2024~~2020).
Americans with Disabilities Act/Americans with Disabilities Act Amendments Act ~~of 2008~~, 42 U.S.C. §§ 12101-12133
(~~2018~~2024); 29 C.F.R. Part 1630 (~~2019~~2024); 28 C.F.R. Part 35 (~~2019~~2024).
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (~~2018~~2024).
Senate Bill 1098 (2025).



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Board Reports

March 04, 2026

To: Board of Directors

From: Superintendent, Erika Bare

Subject: Action Item – Approval of the SUSD Substance Use, Prevention and Intervention Plan

Date: March 04, 2026

Summary: Approval of the SUSD Substance Use, Prevention and Intervention Plan

Background: The South Umpqua School District Comprehensive Substance Use Prevention Plan (CSUPP) has been developed in accordance with a series of Oregon Senate Bills, Oregon Revised Statutes and Oregon Administrative Rules. This plan primarily encompasses:

- OAR 581-022-2045 (Prevention Education in Drugs and Alcohol)
- OAR 581-022-1140 (Equal Educational Opportunities)
- OAR 581-022-1210 (District Curriculum, instruction of infectious diseases, including HIV/AIDs and Hepatitis B/C)

In addition, many secondary state sources are also reflected in this plan, including:

- ORS 339.351-364 (Harassment, Bullying, Cyber-bullying and Intimidation)
- OAR 581-022-1510 (Comprehensive Guidance and Counseling)
- SB 79 (CPR Instruction for grades 7-12)

Effective teaching and learning provides opportunities for each student to make sense and deepen their understanding of health, so they can identify, practice, and maintain health-enhancing behaviors. Content standards, adopted by the State Board of Education, include health concepts, accessing information, self-management, analyzing influences, interpersonal communication, goal setting, decision-making, and self-advocacy.

Previous Board Action: None

Financial Implications: The district currently purchases SEL and Health Curriculum

Staff Recommendation: The recommendation is to approve the plan which is required in Oregon. It is a comprehensive, living document, that works to support students in the prevention and intervention of substance use. The plan also discusses how we support students who may be struggling with substances and working with community partners.

School Board Action:

Motion: *I move that the board (approve) the SUSD Substance Use, Prevention and Intervention Plan*



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Substance Use Prevention and Intervention Plan

Updated 2/9/26

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South Umpqua School District

Comprehensive Substance Use Prevention Plan

Introduction

South Umpqua School District is located in South Douglas County in Southern Oregon. The district currently serves approximately 1375 students in grades K-12. In Oregon, each school district must develop a comprehensive drug and alcohol use prevention plan as a part of the Kindergarten through 12th grade Health Instructional Program.

The South Umpqua School District Comprehensive Substance Use Prevention Plan (CSUPP) has been developed in accordance with a series of Oregon Senate Bills, Oregon Revised Statutes and Oregon Administrative Rules. This plan primarily encompasses:

- OAR 581-022-2045 (Prevention Education in Drugs and Alcohol)
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This is a living document and will be reviewed and updated at least annually to reflect current research and be consistent with State Board adopted Health Education Academic Content Standards as per Oregon Department of Education requirements

Acknowledgements:

The South Umpqua School District would like to thank the following people for their contributions to the Substance Use Prevention Plan development process:

Substance Use Prevention Task Force Members:

Erika Bare – South Umpqua School District Superintendent
Douglas County Sherrif's Department - Deputy Taylor Vian
Al Springer – ADAPT Integrated Health Care
Emily Veale – Director of Student Services
Ryan Jephson – Behavior and Crisis Coordinator

South Umpqua School District Board of Directors:

- David Stevens
- Randy Richardson
- William Hill
- Anandita Tiwari
- Jeff Johnson

South Umpqua School Board Policies Related to Substance Use Prevention

Drug, Alcohol and Tobacco Prevention, Health Education

Code: IGAEB

Adopted: 1/16/02 (**Revised/Readopted:**10/18/17)

Prohibited Use, Possession, Distribution or Sale of Tobacco Products and Inhalant Delivery Systems

Code: KGC/GBK/JFCG

Adopted: 4/16/08 (**Revised/Readopted:** 10/18/17)

Anabolic Steroids and Performance Enhancing Substances

Code: IGAEC

Adopted: 3/18/09 (**Revised/Readopted:** 10/18/17)

Medications

Code: JHCD/JHCDA

Adopted: 10/18/17 (**Revised/Readopted:** 6/5/22)

Multi-Tiered Systems of Support Framework

Multi-tiered Systems of Support (MTSS) is a framework that provides evidence-based support and interventions to students based on their level of need. This approach allows the district to identify students at increased risk for substance use and offer targeted interventions in addition to universal interventions intended for all students.

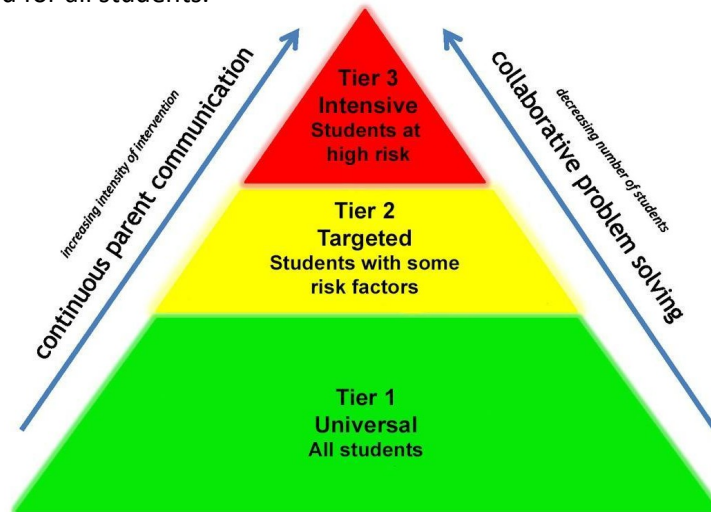


Image from <https://www.aak8.org/apps/pages/aa-sss-rti>

Tier 1 components involve universal prevention efforts that address all students. This includes K-12 curriculum, social-emotional education, district policies, staff training, and educational resources for families.

Tier 2 components include assessment and intervention for students at increased risk for substance use. Risk factors may include:

- Family history of substance use
- Favorable parental attitudes towards the behavior
- Poor parental monitoring
- Parental substance use
- Family rejection of sexual orientation or gender identity
- Association with substance using peers
- Lack of school connectedness
- Low academic achievement
- Childhood sexual abuse
- Mental health issues

Tier 2 interventions include mental health and counseling services, behavioral support services, peer groups, multidisciplinary support teams, and resources for families.

Tier 3 interventions target students who have been identified as using substances. These interventions are supportive of student recovery and school re-entry as opposed to disciplinary. Tier 3 interventions include cessation services, individualized behavioral support, and emergency response protocol.

Summary of Tiered Supports

CURRICULUM AND EDUCATION			
Intervention	Resources	Involved Parties	MTSS Tier(s)
K- 5 Instruction	Great Body Shop Health Curriculum Too Good for Drugs,	<ul style="list-style-type: none"> Classroom teachers 	Tier 1 - Universal
6-8 Instruction	Great Body Shop Health Curriculum CATCH My Breath, Stanford Tobacco Prevention Toolkit, Smart Talk: Cannabis Prevention and Awareness	<ul style="list-style-type: none"> PE/Health teachers 	Tier 1 - Universal
9-12 Classroom Instruction	Great Body Shop Health Curriculum	<ul style="list-style-type: none"> PE/Health teachers Classroom teachers Counselors 	Tier 1 - Universal
9-12	College Dual Credit Health Curriculum	<ul style="list-style-type: none"> Umpqua Community College Classroom teacher 	Tier-1 Universal - Optional
9-12	Operation Prom Night	<ul style="list-style-type: none"> Douglas County Sheriff's Department Local first responders 	Tier 1 - Universal
K-5 SEL	Second- Step SEL Curriculum	<ul style="list-style-type: none"> Classroom Teachers Counselor 	Tier 1 – Universal Tier 2 - Targeted
6-12 SEL	Wayfinder SEL Curriculum	<ul style="list-style-type: none"> Classroom Teachers 	Tier 1 - Universal /Targeted

Alternative-to-Suspension / Cessation Programs	ADAPT Integrated Health	<ul style="list-style-type: none">• Behavior and Crisis Coordinator• ADAPT Integrated Health	Tier 3- Indicated
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COMMUNICATION / CAMPAIGNS

Intervention	Resources	Involved Parties	MTSS Level(s)
Flyers and posters	Stanford Tobacco Prevention Toolkit Song for Charlie Talk. They hear you.	<ul style="list-style-type: none"> ● Nurse ● Counselors ● Health teachers ● Administrators 	Tier 1 - Universal
Social Media	Song for Charlie Above the Influence Talk. They hear you.	<ul style="list-style-type: none"> ● Nurse ● Counselors ● Health teachers ● Administrators ● Social media managers 	Tier 1 - Universal
Parent communication (info nights, handouts, trainings)	Stanford Tobacco Prevention Toolkit CATCH Parent Toolkit Talk. They hear you. Fentanyl Parent Handout	<ul style="list-style-type: none"> ● Nurse ● Counselors ● Health teachers ● LPHA 	Tier 1 - Universal / Tier 2 - Targeted / Tier 3 - Indicated
District website	Stanford Tobacco Prevention Toolkit	<ul style="list-style-type: none"> ● Nurse ● District website manager 	Tier 1 - Universal / Tier 2 - Targeted /

MENTAL AND BEHAVIORAL HEALTH

Intervention	Resources	Involved Parties	MTSS Level(s)
School Counselors		<ul style="list-style-type: none"> ● Counselors ● Administrators 	Tier 1 - Universal / Tier 2 - Targeted
Mental Health Therapists	ADAPT Integrated Health Care	<ul style="list-style-type: none"> ● ADAPT Therapists ● Behavior and Crisis Coordinator ● Administrators 	Tier 2 - Targeted/ Tier 3 - Indicated
Vape Cessation Classes	ADAPT Integrated Health Care	<ul style="list-style-type: none"> ● Counselor ● Behavior and Crisis Coordinator ● ADAPT Substance Abuse Counselor ● Administrators 	Tier 2 - Targeted/ Tier 3 - Indicated
Anonymous Reporting Systems	Safe Schools	<ul style="list-style-type: none"> ● Administrators ● Counselors 	Tier 1 - Universal / Tier 2 - Targeted / Tier 3 - Indicated
Substance Abuse Counselor	ADAPT Integrated Health Care	<ul style="list-style-type: none"> ● Substance Abuse Counselor ● Behavior and Crisis Coordinator ● Administrators 	Tier 3 - Indicated

STAFF TRAINING			
Intervention	Resources	Involved Parties	MTSS Level(s)
Substance Use Training	Vector Training	<ul style="list-style-type: none"> • Classroom teachers • Coaches • Administrators • Classified Staff 	Tier 1 - Universal
Narcan Administration Training Designated Staff	Douglas ESD	<ul style="list-style-type: none"> • Nurse • Trained Responders 	Tier 3 - Indicated

POLICIES AND PROCEDURES			
Intervention	Resources	Involved Parties	MTSS Level(s)
District policy indicating consequences for using and/or selling illegal substances on school grounds.	KGC/GBK/JFCG	<ul style="list-style-type: none"> • Administrators • School Board 	Tier 1 - Universal
Vape sensors at Coffenberry Middle School and South Umpqua High School		<ul style="list-style-type: none"> • Administrators • Behavior support staff 	Tier 1 - Universal
Disciplinary protocol	See <i>Alcohol and Substance Use Protocol</i>	<ul style="list-style-type: none"> • Administrators 	Tier 3 - Indicated
Narcan administration & Emergency response	Naloxone Protocol	<ul style="list-style-type: none"> • Douglas ESD Nurse • Trained Responders 	Tier 3 - Indicated

Partnerships and Additional Resources

ADAPT Integrated Health

- Youth Addiction Services (541) 492-0172
- Rapid Access (541) 492-0222

Douglas Public Health Network

- Opioid Prevention <https://douglaspublichealthnetwork.org/programs/overdose-prevention>
- Tobacco Prevention and Education: <https://douglaspublichealthnetwork.org/programs/tobacco-prevention-education>

Recovery Resources

- ADAPT Deer Creek Adolescent Treatment Center (541) 673-519
- Oregon Recovery Schools – www.oregonrecoveryschools.org

Tabacco Cessation Resources

- Smokefree Oregon: www.smokefreeoregon.com
- Oregon Tobacco Quit Line
 - English: 1-800-784-8669
 - Spanish: 1-855-338-356-92
- exProgram: www.exprogram.com
- Smokefree.gov: www.smokefree.gov
- American Cancer Society: <https://www.cancer.org/cancer/risk-prevention/tobacco/guide-quitte-smoking.html>

Opioid Education and Resources:

- Save Lives Oregon: www.savelivesoregon.org

Curriculum and Education

Substance use curriculum is consistent with requirements listed in [ORS 581-022-2045](#).

K-8 Education

Teachers provide age-appropriate lessons on these topics using *The Great Body Shop* curriculum from Children's Health Market (<https://www.thegreatbodyshop.net/>). Supplemental lesson materials may be incorporated from other programs. Guest speakers such as the nurse, school counselor, or community partners may assist with instruction as permitted by Oregon Department of Education and district policies.

9-12 Education

Teachers provide age-appropriate lessons on these topics using The Great Body Shop grades 9-12 . Supplemental lesson materials may be incorporated from other programs. Guest speakers such as nurses, school counselor, or community partners may assist with instruction as permitted by Oregon Department of Education and district policies. A dual credit class offered in partnership with Umpqua Community College is also offered. Annual instruction may be provided by district staff or guest speakers.

Communication and Campaigns

School-Wide Messaging

School-wide messaging campaigns may include school-wide distribution of age-appropriate posters and flyers that emphasize fact-based information. Messaging tactics will avoid shaming or fear-based approaches. School personnel and community partners may host school-based events, such as tables or assemblies, to share prevention-focused information with students.



Fig. 1) Sample campaign poster taken from the [Stanford Tobacco Prevention Toolkit](https://tobaccoventiontoolkit.stanford.edu)

Family & Community Messaging

The district will communicate with families regarding drug and alcohol-related classroom instruction, parent and student resources, and upcoming events using the established school communication methods. The school may collaborate with community partners to host family events focused on substance use prevention and treatment.

Mental and Behavioral Health

Social Emotional Learning

At the elementary level, each class has a half hour dedicated time for Social Emotional Learning. Elementary classroom teachers utilize Second - Step as their social emotional learning curriculum in the general education classroom. Secondary teachers utilize Wayfinder curriculum in a class which is designated by their administrator.

School Counselors

The district maintains one full-time counselor in the high school building and at Coffenberry middle school. School counselors can provide behavioral support, assist with drug and alcohol instruction, and connect students with mental health resources.

Adapt Integrated Health Therapists

The district utilizes ADAPT Integrated Health to provide two full-time mental health therapists to support students as well as a drug and alcohol counselor that provides services to all five schools. Counselors have a rotating schedule at each school. The ADAPT drug and alcohol counselor serves students at the high school and facilitates small groups at the district office.

Small Groups

Small groups are led by ADAPT Integrated Health and/or school counselors to provide interventions for students identified as at risk for substance use or other mental and behavioral health concerns.

Student Reporting

The South Umpqua School District utilizes an anonymous reporting system, Safe Schools for K-12 students. Safe Schools is a 24/7 anonymous topline accessed by phone, text, app or email. It is used to report analyze and address safety threats in K-12 schools. This includes reporting issues of bullying, violence, drugs, mental/behavioral health issues and self-harm. Tips are directly relayed to school officials or law enforcement if necessary. to help with early intervention and to prevent safety threats.

Staff Training

All staff will receive annual drug and alcohol required training. Any other trainings will be determined on an as needed basis.

Policies and Procedures

Disciplinary Protocols

Discipline for possession, use, distribution or sale of tobacco, alcohol, drugs, or inhalant delivery systems will be consistent with School Board Policy KGC/GBK/JFCG and IGAEB The following table and figure outlines guidelines that the school district may use when addressing substance use.

OFFENSE	PROGRESSIVE SEQUENCE OF CONSEQUENCES <i>Any level of consequences may be administered for any offense taking into consideration the age of and the past behavior of the student.</i>
Alcohol and Other Drugs- <u>Possessing, buying, use of, or being under the influence</u> of alcoholic beverages, inhalants, including solvents and other dangerous substances; or any other drug as defined by, but not necessarily limited to, the Uniform Controlled Substance Act, ORS 475.005, including look-alikes being represented as being a controlled substance and/or misuse of prescription or non-prescription drugs.	<ul style="list-style-type: none"> ● Confiscation of item(s) related to offense. ● Contact and conference with parent or guardian. ● Referral to law enforcement authority. ● District level Disciplinary Hearing ● Suspension, in or out of school, for up to 10 days. ● Reduced suspension and participation in an intervention program as determined by ADAPT Integrated Health and/or the School District.
Alcohol and Other Drugs- <u>Selling, distributing, or possession with the intent to sell</u> alcoholic beverages, inhalants, including solvents and other dangerous substances; or any other drug as defined by, but not necessarily limited to, the Uniform Controlled Substance Act, ORS 475.005, including look-alikes being represented as being a controlled substance and/or misuse of prescription or non-prescription drugs.	<ul style="list-style-type: none"> ● Confiscation of item(s) related to offense. ● Contact and conference with parent or guardian. ● Referral to law enforcement authority. ● District level Disciplinary Hearing ● Suspension, in or out of school, for up to 10 days. ● Continuing suspension and a recommendation for expulsion. ● Conditional expulsion with student participating in referral, screening and recommended interventions offered by ADAPT Integrated Health ● Possible recommendation for diversion as determined by ADAPT Integrated Health and/or the School District.
Tobacco or Tobacco Products- <u>Smoking, possessing, selling, buying, transmitting, distributing, or otherwise using</u> tobacco or tobacco products and to those substances represented as being tobacco and tobacco products (such as e-cigarettes and their contents).	<ul style="list-style-type: none"> ● Confiscation of item(s) related to offense. ● Contact and conference with parent or guardian. ● Referral to law enforcement authority. ● Suspension, in or out of school, for up to 5 days. ● District level Disciplinary Hearing ● Reduced suspension and participation in an intervention program as determined by ADAPT Integrated Health and/or the School District. ● Continuing suspension and a recommendation for expulsion.

Alcohol/Substance Use Referral Protocol

1. Identify student
 - a. Behavioral referral/ incident related to:
 - i. Use of alcohol or other illegal substance while attending school or while participating in district functions
 - ii. Possession of alcohol or other illegal substance while attending school or while participating in district functions
 - iii. Possession of drug paraphernalia while attending school or while participating in district functions
 - b. Student and/or guardian request
2. Follow district policies and protocols regarding Drug, Alcohol and Tobacco Prevention, Health Education (Code: **IGAEB**)
 - a. Enforce reasonable and proportionate school/district-based consequences
 - i. Considerations include but are not limited to: form, quantity, number of related offenses, number of unrelated offenses, nature of offense, potential distribution, prior consequences and outcomes, conduct, etc.
 - b. Contact law enforcement and/or other related emergency services
 1. School resource officer/deputy
 2. Probation officer (if student is currently receiving court ordered probation)
 3. ADAPT crisis (dual mental health crisis)
 4. Child welfare
 5. **911 (EMERGENCY)**
 - a. If staff, students, or any other involved parties are concerned for the immediate health and safety of the student in question
 - c. Site administrator or designee will complete a referral to ADAPT or other related agency (i.e. Evergreen, AVIVA, etc.)
 - i. District Behavior and Crisis Coordinator will be notified of the intended referral, during which time concerns and/or barriers may be communicated and addressed
 - ii. Parent/Guardian consent is required unless student is fourteen years or older, during which time the student can independently complete informed consent for outpatient services (OAR 309-019-0115)
 1. If necessary, a district site may be identified to receive outpatient support/treatment
 - d. Site administrator or designee may complete a referral for health-related academic courses (i.e. vape cessation, etc.)

Naloxone Administration

Designated staff will receive training in naloxone administration by the Douglas ESD school nurse. Naloxone maintenance, storage and administration will be conducted as outlined in the district Medication Policy JHCD/JHCDA



Vape Sensors

Coffeeberry Middle School: Vape sensors are located in the main boys and girls bathrooms. South Umpqua High School has sensors located in both boys and girls bathrooms. When sensors are triggered, an immediate notification is sent to designated staff members who investigate the incident per district protocols.



2026-27

SOUTH UMPQUA SCHOOL DISTRICT INSTRUCTIONAL CALENDAR

Adopted by the board: _____

July

S	M	T	W	T	F	S
			1	2	3 H	4 H
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24 I	25 I	26 I	27 I	28 I	29
30	31 1st Day					

September

S	M	T	W	T	F	S
		1	2	3	4 N	5
6	7 H	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9 I	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26 Q1	27 PC	28 PC	29 PC	30 I	

November

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11 H	12	13	14
15	16	17	18	19	20	21
22	23 N	24 N	25 N	26 H	27 N	28
29	30					

December

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21 N	22 N	23 N	24 N	25 H	26
27	28 N	29 N	30 N	31 N		

January

S	M	T	W	T	F	S
					1 H	2
3	4 PD/I	5	6	7	8	9
10	11	12	13	14	15	16
17	18 H/N	19	20	21	22	23
24	25	26	27	28	29 Q2	30

February

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	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15 H	16	17	18	19	20
21	22	23	24	25	26	27
28						

March

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7	8	9	10	11	12	13
14	15	16	17	18 PC	19 PC	20
21	22 N	23 N	24 N	25 N	26 N	27
28	29	30	31			

April

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9 Q3	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May

S	M	T	W	T	F	S
						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24 H	25	26	27	28	29
30	31					

June

S	M	T	W	T	F	S
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6	7	8	9	10	11 Q4	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

LEGEND

H Holiday

N Non-Contract Days

I Inservice Days

PC Parent Conferences



**SOUTH UMPQUA
SCHOOL DISTRICT**

558 SW Chadwick Lane ♦ Myrtle Creek, OR 97457

Resolution 2026-04
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 2-6, 2026, 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 _____, 2026.

Signed:

Chair, David Stevens

School District Board of Directors

Attest:

Superintendent

Resolution 2026- 05
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 2026-2027 school year, pursuant to ORS 342.835:

1st Year Teachers: Julieanna Chilman, Allison Cosby, Kylie Farmer, Kyrie Kensey, Dawn Lopez, Pamela Milholand-Elliot, Emily Niebergall, Leslie Riley, Kamaryn Schneider, Cassondra Palmer, Robert Redfield

2nd Year Teachers: Halea Baca, Celenda Hayter, Matthew Hess, Hannah Lowell, Donna Mitchell, Hailey Yount, Jodi Baker

The following 3rd year teachers shall be moved to contract teacher status and issued two-year employment contracts for 2026-2027 and 2027-2028, with extension to be considered before March 15, 2026:

Vivian Allen, Donald Anderson, Jaime Brown, Ian Dahl, Kyle Huntley, Jarett Raade, Lori Smalley, August Harrison, April Hudgeon, Samantha Wreden, Vanessa Woodruff

Resolution 2026-06
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 2026-2027 and 2027-2028 school years, pursuant to ORS 342.895:

ALLEN, KATE
BENNETT, JON
BISHOP, HAILEY
BUTRIM, KARI
CONGDON, THOMAS
CORNISH, JEREMY
CULLETT, SHELLY
DOOLITTLE, AUSTIN
DUGAS, KATHERINE
FEERO, DENNIS
FYE, SHANNON
GALE, KRISTINA
GALE, STEVEN
GREGG, LUKE
GRONDIN, KATIE
HOWARD, AUTUMN
HULSE, JUSTIN
JEPHSON, RYAN
KILLIAN, LINDSEY
LABELLE, LINDSAY
LEFEVER, JASON
LEFEVER, LYDIA
MAHLER, BRENDA
MALONEY, ARI

MARTIN, LILY
MATEKEL-SAVAGE, EMILY
NASH, LISA
NORTON, JESSICA
NUTTER, LANCE
OSBORNE, SANDRA
PENNINGTON, AMBER
PEREZ, ROBERTO
POTTER, NICOLA
RABERN, AIMEE
RAUTH, LYNN
RISNER, LORI
SAMUEL, JODI
SHEPHERD, DAWN
SOFFER, JEFFREY
STEBBINS, STEVEN
STEVER, SAWYER
SWIFT, SHELBY
THOMPSON, KATARINA
TURPEN, ALICE
VERMILLION, KERILYNN
VINCENT, KAREN
WILKERSON, DIANNA
WILLETT, AMANDA
WRIGHT, KAMI
ZIETLOW, JOSHUA

Resolution 2026-07
South Umpqua School Board Resolution for
Granting Contract Status to Eligible Probationary Teachers

WHEREAS, ORS 342.815, as amended by House Bill 2900 Any teacher who has been regularly employed by a fair dismissal district for two successive years, who has already satisfied the initial three-year probationary term in another Oregon school district, and who has been retained for the next succeeding school year.; and

WHEREAS, the Board of Directors of South Umpqua School District No. 19 has reviewed the recommendations of the Superintendent regarding probationary teachers who have successfully completed two consecutive school years of employment with the District; and

WHEREAS, the Superintendent has determined that the teachers listed below have met statutory and District requirements for advancement to contract status;

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 2026-2027 and 2027-2028 school years, pursuant to ORS 342.895:

Baer, Jonathan
Bennett, Justin
Hudson, Karl
Sharpe, Jonathan

Resolution 2026-08
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, 2026, to June 30, 2029, with contract extension to be considered by March 15 of the second year of the contract which will occur on or before March 15, 2028.

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, 2026:

Shilo White, K-8 Principal
Ryan Savage, Director of Teaching and Learning
Ariel Mainz, Elementary Principal

Resolution 2026-09
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 2026-2027 school year, pursuant to ORS 342.835:

1st year administrator:

Cody Gray, Secondary Vice Principal

Christopher Lofton, Secondary Vice Principal

2nd year administrator:

Camron Pope, Elementary Principal

Eric Savage, District Athletic Director

Resolution 2026-10
South Umpqua School Board Resolution for
Probationary Administrators to move to Contract Status

WHEREAS, ORS 342.845(5) provides that administrators will be required to complete a probationary period, and the South Umpqua Board has established that it shall be at least a two-year period not to exceed three years; and

WHEREAS, the Superintendent has made a recommendation on the below listed administrators; and

WHEREAS, any new employment contract that renews the administrator's 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 moved to contract administrator status and shall be issued individual employment contract for a three year period beginning July 1, 2026. Contract extensions will be considered by March 15, 2028.

Michelle Lind, Middle School Principal

Resolution 2026-11
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:

Shaylene Graham
Beau Shelby
Natalee Dold
Jarrett Bernhardt



SOUTH UMPQUA SCHOOL DISTRICT

Unlocking Unlimited Potential in Every Student

Board Reports

March 4, 2026

To: Board of Directors
From: Superintendent, Erika Bare

Subject: Administrative Agreement
Date: March 4, 2026

Summary:

I am very pleased to share with you the attached agreement. We are grateful to the hardworking and skilled administrators. I am pleased that the agreement I am presenting to you allows us to be competitive in compensation and provides for additional time in their calendar to allow for the important work that administrators do to both open and close school each year in August and June. Some of the significant changes include:

- Adjusting the calendar so that administrators work from the first workday in August to the final workday in June each year.
- Limits on the number of flex days allowed
- An additional personal day
- Increase in Salary (12% in year one, 3% in year two, and 3% in year three) and the adjustment of categories to separate elementary principals from secondary vice-principals and to place all secondary administrators on the same line.

Financial Implications:

The total cost of the new contract over the next three years is \$729, 972 between general fund and grant funds. The salary increase is necessary to make us competitive with like districts in our area. This agreement puts our administrative salaries in the middle range of like districts in Douglas County.

Staff Recommendation:

Staff recommends approval of the 2026-2029 Administrative Agreement

School Board Action:

Motions: I move the board (approve) the 2026-2029 Administrative Agreement

AGREEMENT BETWEEN

**South Umpqua Board of Directors
And District Administrators**

July 1, 2026 - June 30, 2029

2026-2029

ADMINISTRATIVE AGREEMENT

Between

**South Umpqua Board of Directors
And District Administrators**

July 1, 2026 - June 30, 2029

CONDITIONS OF EMPLOYMENT

Probationary Period. All new administrators to the South Umpqua School District will serve a probationary period of three school years.

Administrator Work Year. Members of the administrative staff are assigned contract work years of eleven (11) months, beginning their work calendar on the first workday in August and completing their work calendar on the final workday in June, in line with their varying responsibilities. In the event that the District determines that it is necessary to reduce days from the school calendar for budgeting reasons, the Administrator's contract will be reduced accordingly.

Administrators will receive 9 paid holidays: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Labor Day, and Veteran's Day, Thanksgiving Day, day after Thanksgiving, Christmas Day. Additionally, administrator will receive credit as days worked for winter break eight (8) days and spring break five (5) days.

Sick Leave. Each administrator working eleven months will be granted eleven (11) days of sick leave annually; administrators working less than eleven months will be granted one (1) day of sick leave for each month worked. Accumulation shall be unlimited.

Oregon Paid Leave. Starting on July 1, 2023, Employer shall pay up to a maximum of one percent (1%) contributions to the Oregon Paid Family Medical Leave Insurance as an employer-provided benefit.

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

Personal Leave. Each administrator shall be credited with three (3) days per year of personal leave, which may be accumulated to a maximum of six (6) such days. Employees may elect to receive \$150 for each unused personal leave day left at the end of the year. Any days for which an employee receives \$150 will then be considered used and ineligible for rollover. Payment shall occur in the last pay period of the school year.

Bereavement Leave. Each administrator shall be allowed three (3) days Bereavement Leave per year with pay. Additional days may be granted at Superintendent's discretion. Bereavement Leave is allowed in accordance with state and federal laws.

Flex days. With prior approval from the Superintendent, each administrator may be granted permission to take days off during regularly scheduled work days to compensate for up to 5 days worked during unscheduled work days. Flex days will not accumulate or have the ability to roll over. The administrator will be required to fill out a Flex day form prior to working unscheduled days to initiate this request.

Payroll Deductions. The District will make provisions for automatic deductions for all district administrators for agreed upon benefits.

Notice of Extension/Non-Extension or Non-renewal of Individual Administrator Contracts.

Probationary Administrators:

Probationary administrator contracts are a one-year contract, unless waived, and will be subject to renewal unless the following have occurred:

- a. An administrator receives notice that their contract has been non-renewed. The district may discharge or remove any probationary administrator in the employ of the district at any time during a probationary period for any cause considered in good faith sufficient by the board; or
- b. The administrator gives notice to resign after sixty (60) days, or until a suitable replacement can be found.

Contract Administrators:

The parties agree that a new contract shall be issued for a term of three (3) years commencing July 1 at the conclusion of the second year of the contract unless the following have occurred:

- a. By February 1 of the second year of the three-year contract, the administrator has been notified in writing that the district is considering non-extension of the contract upon grounds that are described by that notice, and that the superintendent has had a full and meaningful opportunity to consult and confer with the responsible supervisor regarding the content of the written notice, and;

- b. By March 15, after providing reasonable support and direction in remediation of identified deficiencies, the district has delivered written notice to the administrator that the contract will not be renewed or extended (As per ORS 342.845, a district school board may elect to not extend an administrator's contract for cause the school board in good faith considers sufficient); or;
- c. The administrator gives notice to resign after sixty (60) days, or until a suitable replacement can be found.

Evaluation. All administrators will be evaluated.

Public Employees Retirement System. The District shall "pick up," assume and pay a six (6%) percent employee contribution to the Public Employees Retirement Fund pursuant to ORS Chapter 238.

Mileage, Travel and Expense Reimbursement. Administrators shall be reimbursed upon request at the prevailing IRS rate per mile, when their privately owned vehicles are used for school business. Administrators claiming reimbursement shall submit beginning and ending odometer readings on district approved forms.

When an administrator is requested or given approval to attend a professional meeting, all approved expenses will be paid by the District. Receipts for expenses must be provided to receive reimbursement.

Cell Phone. Cell Phone: Each administrator shall have the choice of two options:

- a. \$75 per month stipend to be used towards a cell phone plan, or
- b. District-issued cell phone and a cell phone plan chosen by the District. Administrators are responsible for any damage they cause to this phone. Phones will be replaced by the District every three years.

Administrators shall be required to have their cell phone number on file with the district office and are expected to be available on that phone at all times unless coverage is not available in their area or reasonable circumstances prohibit them being contacted.

Professional Renewal. The nature of management is such that additional training and education are needed to remain competent. Knowing that professional improvement in those skills and abilities are important for administrators to function effectively in their respective assignments, the Board will provide annual opportunities to pursue this endeavor. Workshop fees and mileage will be paid at the prevailing rate. All reimbursements must be pre-approved by the Superintendent, or his designee.

Tuition Reimbursement. If requested by the administrator the district may reimburse tuition for accredited courses directly related to their administrative roles and responsibilities, with prior approval by the Superintendent. Receipts for courses taken and transcript records of passing grades must be presented to Human Resources to receive reimbursement. Any administrator who chooses to participate in the District's tuition reimbursement program and either resigns or is terminated within

two calendar years of receiving such reimbursement, shall be required to repay the District the full amount of any tuition reimbursement received in the previous two calendar years. 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 exempted from this provision.

Insurance. Major medical and hospital coverage will be provided for each administrator within the limits which have been established between the District and the contracted insurance carrier. A \$50,000 life insurance and accidental death and dismemberment policy will be provided by the District for each administrator.

For the 2026-2027 school year, District will use a tiered insurance rate structure and agrees to provide up to \$1,655 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$2,090 per month towards the premiums for medical, dental and vision plans.

For the 2027-2028 school year the District will use a tiered insurance rate structure and agrees to provide up to \$1,680 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$2,115 per month towards the premiums for medical, dental and vision plans.

For the 2028-2029 school year the District will use a tiered insurance rate structure and agrees to provide up to \$1,705 per month towards the premiums for medical, dental, and vision plans for those employees choosing Employee Only, Employee and Child/Children, or Employee and Spouse/Partner coverage. For those employees choosing the Employee plus Spouse/Domestic Partner and Children option (also referred to as Family), the District agrees to provide up to \$2,140 per month towards the premiums for medical, dental and vision plans.

Opt Out: In conjunction with the District Section 125 plan, effective with the October 1, 2023 insurance year and during open enrollment thereafter, administrative staff, including new staff, eligible for District premium contribution toward medical, dental, vision, and life/AD&D insurance and who elect to opt out of insurance, may choose to receive additional pay of \$700 per month. Those electing to receive additional pay will have that pay taxed in accordance with state and federal regulations.

Employees also have the option of having \$700 per month applied to their spouse's out-of-pocket insurance premiums costs if their spouse works for the District. Should the spouse's out of pocket premiums be less than \$700 per month, the remaining balance is considered forfeited and remains the District's to use at its discretion.

Employees who have chosen to opt out the previous insurance year may continue to do so as long as their employment causes them to be eligible for a District contribution toward their insurance premiums.

Professional Dues. The District will pay each administrator’s professional dues not to exceed the annual cost of membership in state and national organizations.

New Administrators. Newly hired administrators will be granted one year credit on the salary schedule for each year of administrative experience.

Early Retirement. Each administrator will be eligible for early retirement benefits paid by the District at age 58 and completion of fifteen (15) years of service to the District. Benefits for early retirement include a \$300 per month stipend and fully funded employee only medical premiums until he/she reaches age 62. Each request will be considered on an individual basis and will be assumed to be revenue neutral to the district. To be revenue neutral, the administrator will be required to provide the district with either:

- 25 days of service each year they receive early retirement insurance and stipend benefits
- or
- 18 days of service each year they receive early retirement insurance benefits (no stipend)

Approved leaves of absence will be counted as part of the continuous service qualifications.

Salary Schedule Structure. Administrators’ salaries will be based upon the attached salary schedules.

Superintendent

Date

Board Chairman

Date

Appendix A
SOUTH UMPQUA ADMINISTRATORS' SALARY SCHEDULE

SALARY SCHEDULE FOR 2026-2027
(Reflects a 12% salary increase)

Category	Description	1	2	3	4	5	6	7
Admin A	Senior Director High School Principal	\$119,345	\$121,733	\$124,169	\$126,651	\$129,184	\$131,768	\$134,403
Admin B	Middle School Principal K-8 Principal	\$112,666	\$114,923	\$117,220	\$119,564	\$121,955	\$124,395	\$126,884
Admin C	Elementary Principal	\$108,807	\$110,982	\$113,203	\$115,465	\$117,775	\$120,131	\$122,534
Admin D	Secondary Vice Principal Athletic Director Program Coordinator	\$106,672	\$108,807	\$110,982	\$113,203	\$115,465	\$117,775	\$120,131

SALARY SCHEDULE FOR 2027-2028
(Reflects a 3% salary increase)

Category	Description	1	2	3	4	5	6	7
Admin A	Senior Director High School Principal	\$122,925	\$125,385	\$127,894	\$130,451	\$133,060	\$135,721	\$138,435
Admin B	Middle School Principal K-8 Principal	\$116,046	\$118,371	\$120,737	\$123,151	\$125,614	\$128,127	\$130,691
Admin C	Elementary Principal	\$112,071	\$114,311	\$116,599	\$118,929	\$121,308	\$123,735	\$126,210
Admin D	Secondary Vice Principal Athletic Director Program Coordinator	\$109,872	\$112,071	\$114,311	\$116,599	\$118,929	\$121,308	\$123,735

SALARY SCHEDULE FOR 2028-2029
(Reflects 3% salary increase)

Category	Description	1	2	3	4	5	6	7
Admin A	Senior Director High School Principal	\$126,613	\$129,147	\$131,731	\$134,365	\$137,052	\$139,793	\$142,588
Admin B	Middle School Principal K-8 Principal	\$119,527	\$121,922	\$124,359	\$126,846	\$129,382	\$131,971	\$134,612
Admin C	Elementary Principal	\$115,433	\$117,740	\$120,097	\$122,497	\$124,947	\$127,447	\$129,996
Admin D	Secondary Vice Principal Athletic Director Program Coordinator	\$113,168	\$115,433	\$117,740	\$120,097	\$122,497	\$124,947	\$127,447