



BOARD OF DIRECTORS
Ashley Carson Cottingham, Chair
María Hinojos Pressey, 1st Vice Chair
Karina Guzmán Ortiz, 2nd Vice Chair
Osvaldo F. Avila, Satya Chandragiri, Marty Heyen, Robert Salazar
PO Box 12024, Salem, Oregon 97309-0024 • 503-399-3001

Christy Perry, Superintendent

AGENDA

BOARD MEETING

5:15 p.m. Executive Session (non-public session)

6:00 p.m. Business Session (public session)

April 11, 2023

Board and designated staff only meet in person, Support Services Center, 2575 Commercial Street SE, Salem, Oregon.

Public access is available online:

English: https://youtube.com/live/QcJgvNH_LMc?feature=share

Spanish: <https://youtube.com/live/pm2WQkNPBWA?feature=share>

ASL: Services provided during meeting.

Meeting broadcast on CC:Media, channel 21. Closed caption in English through CC:Media television and YouTube.

1. **CALL TO ORDER** Chairperson
 - a. Attendance

2. **EXECUTIVE SESSION (non-public session)** Chairperson

The board will meet in executive session under the following Oregon Revised Statute (ORS):

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

Representatives of the news media are allowed to attend executive sessions, except for those sessions held in regard to expulsions. All other audience members are excluded from executive sessions and are asked to exit the meeting area. Representatives of the news media are specifically directed not to report on any of the deliberations during executive sessions, except to state the general subject of the session as listed on the agenda. No recording of executive sessions is allowed without express permission from the board.

3. **RECONVENE 6 p.m. (public session)** Chairperson
 - a. Land Acknowledgement
 - b. Pledge of Allegiance
 - c. Agenda Modifications

4. **SPOTLIGHT ON SUCCESS** Chairperson
 - a. *Spotlights

5. **REPORTS/PRESENTATIONS** Superintendent
 - a. Superintendent's Report

6. **PUBLIC COMMENT** Chairperson

Public comment will be accepted by calling in, joining online, in writing, or in person (sign-up using the online form is required; on-site sign-up will not be available). The link to sign up to give public comment opens when the agenda is posted and **closes at 3 p.m. Monday**. Please [use this Google form](#) to sign up. Directions for all types of public comment are included in the sign-up form.

A lottery system will be used to select speakers at random. Depending on the number of people who signed up to comment, we may not be able to hear from everyone. For this meeting, **thirty (30) minutes** will be designated for public comment. Each speaker will be allowed up to three (3) minutes. Electronic mechanisms are utilized online and in the meeting room to for translation purposes. The board will receive the written public comment prior to the board meeting, and the written comment will be posted on the district website.

7. **ACTION ITEMS** Chairperson
 - a. *Approve the Child Abuse Prevention Month Proclamation
 - b. *Approve the Arab American History Month Proclamation
 - c. *Adopt *The Great Body Shop* Health Curriculum for Elementary Grades K-5, beginning the 2023-2024 School Year

8. **CONSENT CALENDAR** Chairperson
 - a. Acceptance of Grants – None
 - b. *Personnel Actions
 - c. *Approve Contract for Deputy Superintendent Olga Cobb
 - d. *Approve Contract for Deputy Superintendent Iton Udosenata
 - e. Accelerated Advancement to Contract Status for Identified Staff
(This item will be posted to the website as supplemental material the day of the meeting.)

9. **READINGS/DISCUSSION** Chairperson
 - a. None

10. **INFORMATION/STANDARD REPORTS (written form only)** Superintendent
 - a. *Data Monitoring Report – March
 - b. *Board/Budget Meeting Calendar

11. **BOARD REPORTS** Chairperson

Board reports are to share the work from formal committee assignments and activities of the board related to youth programs and school district activities.

12. **ADJOURNMENT** Chairperson

SPOTLIGHT ON SUCCESS

Background/Discussion

The superintendent and her executive cabinet are pleased to recognize the following individuals and/or groups for their outstanding work and/or contributions to our school district and community.

Honoring: Liberty House
Recognition: Community Spotlight
Presented by: Debbie Joa

Honoring: Spring Fling Staff
Recognition: Staff Spotlight
Presented by: Melissa Glover, Director, Student Services

Recommendation/Board Action

For Information Only

**CHILD ABUSE PREVENTION MONTH
PROCLAMATION**

Background/Discussion

The Child Abuse Prevention Month Proclamation recognizes the importance of our families, schools, and community working together to prevent child abuse. April is Child Abuse Prevention Month, and each year our district signs a proclamation to help raise awareness and encourage our community to help improve the well-being of children.

Recommendation/Board Action

Staff recommends the board approve the Child Abuse Prevention Month Proclamation.



**CHILD ABUSE PREVENTION MONTH
PROCLAMATION**

WHEREAS the health and viability of our community are dependent upon the investment in our most vulnerable children; and

WHEREAS in 2021 there were 10,766 reported victims of child abuse and neglect in Oregon, of which 1,387 were victims in Marion and Polk Counties combined; and

WHEREAS we encourage all members of the community to become aware of the issues involved in the prevention of harm to young people so that the next generation will be safe, strong, and successful; and

WHEREAS by strengthening families and providing safe, stable, and nurturing environments that are free from violence, abuse, and neglect, opportunities are created for children’s optimal growth and success, ensuring a secure future for our communities, where the needs of children are a priority and the needs of families are met; and

WHEREAS passage of Senate Bill 415, effective January 1, 2020, added school board directors to the list of mandatory reporters of child abuse; and

WHEREAS Board Governance Policy 4 Board Member Code of Conduct states: “Board members acknowledge their responsibility as mandatory reporters of child abuse and will educate themselves on requirements through district trainings and/or other means,” and by so doing, board members demonstrate their individual and collective commitment to the safety of children in our community;

NOW, THEREFORE, the Board of Directors of Salem-Keizer Public Schools asks everyone to join together in protecting our children and does hereby proclaim April 2023 as Child Abuse Prevention Month.

Ashley Carson Cottingham, Chairperson, Board of Directors
Salem-Keizer Public Schools

Date

**ARAB AMERICAN HERITAGE MONTH
PROCLAMATION**

Background/Discussion

The Arab American Heritage Month Proclamation recognizes the importance of educating ourselves and our community about the history, culture, contributions, and harmful misconceptions about Arab Americans and people with Arab heritage in our community. Arab American Heritage Month supports moving forward and working together to make all students, families, staff, and community members feel safe and welcome in our school communities.

Recommendation/Board Action

Staff recommends the board approve the Arab American Heritage Month Proclamation.



ARAB AMERICAN HERITAGE MONTH PROCLAMATION

WHEREAS Oregon became the second state to permanently recognize Arab American Heritage Month when in 2021, former Governor Kate Brown signed into law House Bill 2914; and

WHEREAS the Arab world is diverse and encompasses people with heritage from 22 countries, including Algeria, Bahrain, Comoros, Djibouti, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Mauritania, Morocco, Oman, Palestine, Qatar, Saudi Arabia, Somalia, Sudan, Syria, Tunisia, the United Arab Emirates and Yemen; and

WHEREAS the Arab nations are ethnically, politically and religiously diverse but share a common cultural and linguistic heritage that connects them to one another in Arab heritage; and

WHEREAS in Salem-Keizer Public Schools, 37 of our district's students were born in Arab world countries; and

WHEREAS 79 students learned Arabic as their first language, bringing culturally rich and linguistic assets to our school communities; and

WHEREAS the month has been named *Arab American* Heritage Month but is nonetheless a celebration of the heritage, culture, history, and contributions of ALL Arab community members; and

WHEREAS there is a growing need for language and cultural support, and Salem-Keizer Public Schools' Arabic Native-Language Specialist and Community School Outreach Coordinator serve as crucial resources for Arab families and students; and

WHEREAS for more than a century, Arab Americans have made valuable contributions to virtually every aspect of American society: in medicine, law, business, education, technology, government, military service, math, science, culture and helped to build a better community; and

WHEREAS the history of Arab Americans in the U.S. remains neglected or defaced by misconceptions, bigotry and anti-Arab hate in the forms of targeted crimes and speech; and

WHEREAS Arab American issues, such as civil rights abuses, harmful stereotyping and bullying must be combated in the forms of education and awareness; and

WHEREAS Salem-Keizer Public Schools condemns such harassment and violence across the country and within our community; and

WHEREAS Arab community members share an equal desire to see a peaceful and diverse society, where every individual feels safe, welcome and included;

NOW, THEREFORE, the Salem-Keizer Public Schools Board of Directors proclaims April 2023 to be Arab American Heritage Month and invites our community to join in learning about the rich culture, history and contributions of our students and staff of Arab heritage and also in making this a time for education and awareness so that Salem-Keizer continues moving forward and working together to make all students, families, staff and community members feel safe and welcome in our district.

Ashley Carson Cottingham , Chairperson, Board of Directors
Salem-Keizer Public Schools

Date

**ADOPT THE GREAT BODY SHOP HEALTH CURRICULUM FOR ELEMENTARY GRADES K-5
BEGINNING THE 2023-2024 SCHOOL YEAR**

Background/Discussion

In August 2022, Elementary Curriculum and Instruction recommended the need to identify a new health curriculum that would support the implementation of the revised 2018 Oregon Health Education Standards and Performance Indicators. The district engaged in the process of piloting the *2021 The Great Body Shop (TGBS)* health curriculum, which was approved by the Oregon Department of Education and met the district needs of language support in Spanish. The pilot was designed to analyze if this curriculum would support the development and understanding of the eight anchor standards including health content and concepts; analyzing influences; interpersonal communication; decision-making; goal setting; self-management; and advocacy in our K-5 students.

The district developed a steering committee that included representation from the following: elementary teachers, elementary counselors, school psychologists, SK board members, school nurses, instructional mentors, school principals, local clinic director, migrant program associate, safety and risk management representative, SIA advisory member and representative from community organization.

Adoption Process Timeline:

7/31/22	District started planning for implementation activities and started contacting possible members for steering committee.
8/9/22	SK Board Meeting
9/8/22	Seven elementary pilot schools were selected, and they received training on health adoption process
9/20/22	Steering Committee Meeting: <ul style="list-style-type: none"> • Understanding of adoption process and the purpose of the steering committee • Building knowledge on the updated 2016 Oregon Health Standards • Health adoption proposal • Review and revise health scoring rubric
10/6/22	Pilot schools principal meeting to review implementation timeline and prepare parent informational meetings.
10/10/22	Pilot schools information letter sent to parents <ul style="list-style-type: none"> • Implementation of TGBS units/opt-out opportunity
10/14/22	Pilot schools training for staff with <i>The Great Body Shop</i> – review scope and sequence
10/15/22	Steering committee meeting <ul style="list-style-type: none"> • Review health curriculum survey • Feedback process for the larger committee and stakeholders • Community view night for curriculum material
10/24-27/22	Pilot Schools Parent Presentations <ul style="list-style-type: none"> • Open house for parents to view curriculum student magazines, hear about grade level standard alignment, TGBS Parent Letter, and any other curriculum materials. • Personnel on site to answer questions.
11/8/22	SK board meeting <ul style="list-style-type: none"> • K-5 health adoption update
11/22/22	School representative communication for non-pilot schools – adoption process updates
12/6/22	Community presentations: Clear Lake Elementary and Bush Elementary
12/8/22	Community presentations: Yoshikai Elementary and Kalapuya Elementary <ul style="list-style-type: none"> • Grade-level units binders containing all materials for units for 1-10 • K-6 program guides • Parent information sheet (multiple languages) • Interpretation support at all locations
12/12-16/22	Community viewing for health adoption materials (Library Media Center) <ul style="list-style-type: none"> • Grade-level units binders containing all materials for units for 1-10 • K-6 program guides

12/12/22	<ul style="list-style-type: none"> • Parent information sheet (multiple languages) Pilot schools health adoption communication
1/10/23	<ul style="list-style-type: none"> • Unit 1 surveys sent to staff and parents Pilot schools health adoption communication
1/24/23	<ul style="list-style-type: none"> • Unit 2 surveys sent to staff and parents SK board meeting
1/27/23	<ul style="list-style-type: none"> • K-5 health adoption update Pilot schools health adoption communication
2/1/23	<ul style="list-style-type: none"> • Unit 3 surveys sent to staff and parents School representative communication for non-pilot schools – adoption process updates
2/16/23	Steering committee meeting <ul style="list-style-type: none"> • Discuss strengths and gaps • Analyze feedback from all stakeholders • Review suggestions that would be needed to be implement the program • Develop recommendations to share with district leadership
2/27/23	Health adoption proposal sent to SK leadership <ul style="list-style-type: none"> • Health proposal narrative • Feedback data from all stakeholders
3/14/23	SK board meeting – first reading of the recommendations shared by the steering committee

During the implementation of the pilot, specific survey questions created by the steering committee were sent to all stakeholders including pilot school staff, parents, and community members.

Survey Information:

Overall, the vast majority of staff members responded to TGBS curriculum as *fair-to-good* in all survey areas. Individual written feedback showed positive responses for student materials being available in Spanish to support our students’ needs and a good connection to parents being able to use the materials at home. A small number of teacher responses reflected that parts of the curriculum were not engaging for their students; examples included student examples not being current, role-play puppets, and overall lesson length. It is important to note that due to limited instructional time, pilot school teachers were asked to specifically teach only the core lesson that did not incorporate all worksheets, handouts, and reinforcement activities. This could explain the reason for some of the challenges that were expressed in the survey feedback.

Parents, teachers, and community members were also given an opportunity to provide feedback of TGBS curriculum. In general, most respondents had a positive view of TGBS curriculum, and the materials were seen as age-appropriate for our student population.

In February 2023, the steering committee came together to review and interpret the feedback from both the pilot school teachers and other stakeholders. The committee came to the recommendation to move forward with proposing *The Great Body Shop* as the curriculum for K-5 elementary schools. They committee added some caveats to their recommendation to support the successful implementation of this curriculum which include:

- Focused professional development and trainings for staff on TGBS curriculum and online components to increase instructional engagement
- Consideration for specific instructional time to make the curriculum more manageable for students and staff
- Adaptation of instructional scripts to support other languages, (specifically Spanish)
- System to monitor and evaluate the TGBS program’s effectiveness in reaching the desired outcomes.

Recommendation/Board Action

This item was presented for a first reading at the March 14 board meeting and now comes before the board for action: Adopt *The Great Body Shop* health curriculum at elementary grades K-5, beginning the 2023-2024 school year.

PERSONNEL ACTIONS

Licensed Actions

Last	First	Location	Start Date	End Date	Status
Drohman	Julie	Student Services	8/29/23	6/17/24	Less than half-time

Last	First	Location	Start Date	End Date	Status
Dishion	Ericka	Clear Lake Elementary	4/3/23	6/20/23	Temporary part-time

Last	First	Location	Start Date	End Date	Status
Barr	Isaac	South Salem High School	3/22/23	6/20/23	Temporary full-time
Corcoran	Brandon	Grant Elementary	4/3/23	6/20/23	Temporary full-time
Ebbs	Rebecca	Whiteaker Middle School	4/17/23	6/20/23	Temporary full-time
Pruett	Madisyn	Claggett Creek Middle School	4/10/23	6/20/23	Temporary full-time
Rogers	Cari	Stephens Middle School	4/3/23	5/12/23	Temporary full-time
Shimomura	Roberta	Student Services	8/29/23	6/17/24	Temporary full-time
Varela	Clark	McKay High School	4/26/23	6/2/23	Temporary full-time
Webb	Arlene	North Salem High School	4/3/23	6/20/23	Temporary full-time
Zens	Maria	Crossler Middle School	4/3/23	6/20/23	Temporary full-time

Last	First	Location	Start Date	End Date	Status
Penosa	Maria Marna	Student Services	8/29/23	6/17/24	First year probation full-time
Sapp	Sonja	Judson Middle School	4/3/23	6/20/23	First year probation full-time

Resignation

Last	First	Location	Eff. Date	Action
Brunetti	Timothy	McNary High School	4/3/23	Resignation
Demaree	Jennifer	Waldo Middle School	6/20/23	Resignation
Langendorf	Hannah	Brush College Elementary	6/2/23	Resignation
Lehman	Daniel	Claggett Creek Middle School	4/7/23	Resignation
Lehman	Haley	Cummings Elementary	3/30/23	Resignation
Martinez Dorado	Amaya	Highland Elementary	6/20/23	Resignation
Mortensen	Cameron	Parrish Middle School	6/20/23	Resignation
Newquist	Megan	Student Services	6/20/23	Resignation
Ohrn	Ashley	Stephens Middle School	6/16/23	Resignation
Robertson	Mzuri	Houck Middle School	6/20/23	Resignation
Shermer	Adria	Student Services	6/20/23	Resignation
Southard	Rebecca	Pringle Elementary	6/20/23	Resignation
Sponheim	Thomas	Parrish Middle School	6/30/23	Resignation
Tanikawa	Amy	McKinley Elementary	6/20/23	Resignation
Towe	Chad	North Salem High School	6/29/23	Resignation
Turner	Jacob	South Salem High School	6/20/23	Resignation
Turner Whitney	Jill	Englewood Elementary	3/17/23	Resignation
Wagstaff	Carly	EDGE Online Academy	6/20/23	Resignation
West	Michael	Parrish Middle School	6/23/23	Resignation

Retirement

Last	First	Location	Eff. Date	Action
Bryson	Richard	McKay High School	6/20/23	Retirement
Burnett	Donna	Crossler Middle School	6/30/23	Retirement
Johnson	Elizabeth	Student Services	6/30/23	Retirement
Jones	Robert	Human Resources	6/20/23	Retirement
Leithold	Becky	Miller Elementary	6/30/23	Retirement
Matter	Nichetta	North Salem High School	3/31/23	Retirement

Change of status Julie Drohman, Health Nurse with Student Services, from contract full-time to less than half-time; effective 8/29/2023.

**SCHOOL DISTRICT 24J, MARION COUNTY, OREGON
EMPLOYMENT AGREEMENT
DEPUTY SUPERINTENDENT**

IT IS HEREBY AGREED by and between the Board of Directors of the Salem-Keizer School District 24J (“District”) and Olga Cobb (“Deputy Superintendent”), that the District, in accordance with its action at the April 11, 2023, Board meeting, does hereby employ Olga Cobb as Deputy Superintendent of the District, in accordance with the terms and conditions set forth below.

1. Term

Olga Cobb shall be employed as Deputy Superintendent of the District for a term of 36 months commencing July 1, 2023, and terminating on June 30, 2026 (the “Term”), unless terminated in accordance with the provisions contained herein, or unless they submit a resignation that is accepted by the Board. This Agreement shall automatically expire at the end of its stated Term. At the time of the Superintendent’s evaluation of the Deputy Superintendent during the second year of this contract, the Superintendent may recommend extension to the Term of this Agreement to the school board for approval. Nothing in this Agreement shall prohibit the parties from mutually agreeing to change one or more of the terms of this Agreement in the future.

2. Salary

During the Term of this Agreement, the District shall pay to the Deputy Superintendent an annual base salary in the amounts set forth below:

- a. One Hundred and Ninety-One Thousand and Eighty-Four Dollars (\$191,084); and
- b. Shall thereafter be increased (but not decreased) according to the percentage COLA increase applied to the District’s annually adopted supervisor salary schedule.

The annual salary shall be paid to the Deputy Superintendent in equal monthly installments in accordance with the periodic payroll practices of the District for administrators and supervisors.

The District will pay all required payroll costs, including the Deputy Superintendent’s Public Employees Retirement System (PERS) contribution of six percent (6%).

3. Other Benefits

In addition to the above salary, the Deputy Superintendent shall receive and be eligible to receive all fringe benefits that might now or hereafter be granted to regular administrative and supervisory employees of the District under District Rules and Regulations and/or the laws of the State of Oregon, except as identified below:

a. Vacation Leave – Carryover Approval:

The Deputy Superintendent may accumulate ten (10) vacation days from one contract year into the next contract year. Vacation days shall not accumulate beyond forty (40) days; any vacation days in excess of forty (40) days shall be forfeited.

Any accumulation consistent with the provisions of this section, to a limit of fifteen (15) days per fiscal year, may be cashed out by the Superintendent in June and twenty (20) days may be paid out at the current per diem rate upon separation from the District.

b. 403(b) Tax-Sheltered Annuity (TSA) Contribution:
Each year as compensation for services rendered by the Deputy Superintendent, the District shall make non-elective employer contributions to the Deputy Superintendent's 403(b) plan, totaling the equivalent of six percent (6%) of the Deputy Superintendent's annual base salary. Contributions shall be made as monthly installments in accordance with the periodic payroll practices of the District. In the event of termination, contributions shall be prorated based upon the portion of the annual base salary paid at time of separation. All contributions to the 403(b) made pursuant to this contract shall be in accordance with federal and state tax law.

c. Other Fringe Benefits:
The District will annually pay the Deputy Superintendent's membership dues in the Coalition of Oregon School Administrators (COSA). In addition, the District will annually pay up to \$1,200 toward the cost of the Deputy Superintendent's membership dues in other professional organizations identified by the Deputy Superintendent and approved by the Superintendent.

4. Performance

The Deputy Superintendent shall perform faithfully the duties of Deputy Superintendent for the District and such duties as prescribed by the laws of the State of Oregon and by the rules and regulations made thereunder by the Board. The Deputy Superintendent shall devote their time, skill, labor, and attentions to the duties of the Deputy Superintendent during the Term of this Agreement; provided, however, that the Deputy Superintendent may, with concurrence by the Superintendent, undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations. If the Deputy Superintendent is paid an honorarium for said activities or if they deem it necessary to absent themselves from their duties for reasons of a personal nature, the Deputy Superintendent shall use vacation leave time and/or unpaid leave for such purposes.

5. Evaluation

Each academic year during the Term of this Agreement, the Superintendent and the Deputy Superintendent shall meet to evaluate the work of the Deputy Superintendent. The evaluation shall be based on the total scope of work assigned to the Deputy Superintendent. The Deputy Superintendent will be furnished a copy of the written record of each evaluation.

6. Termination

a. Termination by the District for Cause:

The District may terminate this Agreement at any time upon good and just cause. Discharge for cause may include, but is not limited to: neglect of duty, breach of contract, immorality, insubordination, conviction of crime involving moral turpitude, inadequate performance, failure to comply with such reasonable requirements as the Board may prescribe to show normal improvement, failure to show evidence of professional training and growth, and failure to maintain in good standing a valid and appropriate license to act as Deputy Superintendent as required by the State of Oregon.

Notice of the District's consideration of termination for cause shall be given in writing. Such notice shall include a statement of the reasons constituting cause and shall be given not less than ten (10) days prior to the date that Deputy Superintendent shall be entitled to appear before the Board as hereinafter provided. Deputy Superintendent shall be entitled to appear before the Board to discuss such causes. Deputy Superintendent may choose to be accompanied by legal counsel at such meeting at Deputy Superintendent's sole cost and expense. Such meeting may be conducted in executive session as provided by Oregon law. Deputy Superintendent shall be provided a written decision describing the results of the meeting.

The District shall not be obligated nor otherwise required to provide severance payment.

b. Termination by the Deputy Superintendent for Convenience

The Deputy Superintendent may terminate this Agreement without cause and at any time upon giving sixty (60) days' prior written notice to the District. Such termination shall be effective upon the date stated within the notice.

The District shall not be obligated nor otherwise required to provide severance payment.

7. Professional Growth

The District encourages the continuing professional growth of the Deputy Superintendent with participation in at least one national conference and travel to and from at District expense during each year of the Agreement.

8. Licensure

Throughout the life of this Agreement, the Deputy Superintendent will hold and furnish to the Superintendent an Oregon license valid and appropriate for the position of Deputy Superintendent.

9. Contract Year and Days

The Deputy Superintendent's shall be considered a "twelve month" employee, and shall be scheduled to work each weekday during the Term of this agreement. A complete, twelve month contract year will, for this Agreement, begin on July 1st and conclude on June 30th of the following calendar year. The Deputy Superintendent's contract year shall include 20 days of paid vacation and 10 days of paid holiday.

10. Applicable Law

It is understood and agreed between the parties that the validity and legal effect of this Agreement is subject to the applicable laws of the State of Oregon, the duly-adopted rules of the State Board of Education and of the District; by this reference said laws and rules are made a part of this Agreement the same as if fully set forth herein.

It is understood and agreed that if any part, term or provision of this Agreement is held by the courts to be illegal or in conflict with any law of the State of Oregon, the validity of the remaining portions or provisions shall not be affected and rights and obligations of the parties shall be

construed and enforced as if the Agreement did not contain that particular part, term or provision.

12. Full Agreement

This Agreement supersedes all prior agreements and understandings between the parties from and after its effective date and may not be changed orally. No change or attempted waiver of any of the provisions hereof shall be binding unless in writing and signed by the party against whom the same is sought to be enforced.

13. Attorney's Fees

In the event of any suit or action hereon, the prevailing party in such suit or action shall be entitled to reasonable attorney fees to be fixed by the trial court, if any appeal is taken, from the decision of the trial court, such further sum as may be fixed by the appellate court as reasonable attorney fees in the appellate court, together with the prevailing party's costs and disbursements incurred therein.

14. Retirement and Reemployment

The parties recognize that the Oregon Legislature passed Senate Bill (SB) 1049 during the 2019 legislative session. Section 37 of SB 1049 authorizes the District to rehire the Deputy Superintendent under the same terms and conditions of this Agreement until December 31, 2024, in the event the Deputy Superintendent elects to retire and then be rehired by the District. Accordingly, during the Term of this Agreement, the District agrees to the following:

- a. The Deputy Superintendent may retire and be rehired by the District.
- b. If the Deputy Superintendent retires prior to the expiration of this Agreement, the Board of Directors hereby authorizes and approves rehire of the Deputy Superintendent under the same terms and conditions of the current Agreement, but with a modification of the Term of this agreement to conclude effective at end of day on December 31, 2024.
- c. Nothing in this section decreases or increases the compensation payable to the Deputy Superintendent under this Employment Contract.
- d. This section is subject to all current and future PERS statutes and administrative rules.

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IN WITNESS WHEREOF, the District, pursuant to the authority of its Board of Directors, by resolution duly and regularly adopted on April 11, 2023, has caused two originals of this Agreement to be signed in the name of the District by the Chairperson of the School Board, Superintendent, and Deputy Superintendent who have hereunto fixed their hand and seal the date hereinafter written.

DATED this _____ day of _____, 2023.

SALEM-KEIZER SCHOOL DISTRICT 24J

Ashley Carson Cottingham, Board Chairperson

Christy Perry, Superintendent

DEPUTY SUPERINTENDENT

Olga Cobb

**SCHOOL DISTRICT 24J, MARION COUNTY, OREGON
EMPLOYMENT AGREEMENT
DEPUTY SUPERINTENDENT**

IT IS HEREBY AGREED by and between the Board of Directors of the Salem-Keizer School District 24J (“District”) and Iton Udosenata (“Deputy Superintendent”), that the District, in accordance with its action at the April 11, 2023, Board meeting, does hereby employ Iton Udosenata as Deputy Superintendent of the District, in accordance with the terms and conditions set forth below.

1. Term

Iton Udosenata shall be employed as Deputy Superintendent of the District for a term of 36 months commencing July 1, 2023, and terminating on June 30, 2026 (the “Term”), unless terminated in accordance with the provisions contained herein, or unless they submit a resignation that is accepted by the Board. This Agreement shall automatically expire at the end of its stated Term. At the time of the Superintendent’s evaluation of the Deputy Superintendent during the second year of this contract, the Superintendent may recommend extension to the Term of this Agreement to the school board for approval. Nothing in this Agreement shall prohibit the parties from mutually agreeing to change one or more of the terms of this Agreement in the future.

2. Salary

During the Term of this Agreement, the District shall pay to the Deputy Superintendent an annual base salary in the amounts set forth below:

- a. One Hundred and Ninety-One Thousand and Eighty-Four Dollars (\$191,084); and
- b. Shall thereafter be increased (but not decreased) according to the percentage COLA increase applied to the District’s annually adopted supervisor salary schedule.

The annual salary shall be paid to the Deputy Superintendent in equal monthly installments in accordance with the periodic payroll practices of the District for administrators and supervisors.

The District will pay all required payroll costs, including the Deputy Superintendent’s Public Employees Retirement System (PERS) contribution of six percent (6%).

3. Other Benefits

In addition to the above salary, the Deputy Superintendent shall receive and be eligible to receive all fringe benefits that might now or hereafter be granted to regular administrative and supervisory employees of the District under District Rules and Regulations and/or the laws of the State of Oregon, except as identified below:

a. Vacation Leave – Carryover Approval:

The Deputy Superintendent may accumulate ten (10) vacation days from one contract year into the next contract year. Vacation days shall not accumulate beyond forty (40) days; any vacation days in excess of forty (40) days shall be forfeited.

Any accumulation consistent with the provisions of this section, to a limit of fifteen (15) days per fiscal year, may be cashed out by the Superintendent in June and twenty (20) days may be paid out at the current per diem rate upon separation from the District.

b. 403(b) Tax-Sheltered Annuity (TSA) Contribution:

Each year as compensation for services rendered by the Deputy Superintendent, the District shall make non-elective employer contributions to the Deputy Superintendent's 403(b) plan, totaling the equivalent of six percent (6%) of the Deputy Superintendent's annual base salary. Contributions shall be made as monthly installments in accordance with the periodic payroll practices of the District. In the event of termination, contributions shall be prorated based upon the portion of the annual base salary paid at time of separation. All contributions to the 403(b) made pursuant to this contract shall be in accordance with federal and state tax law.

c. Other Fringe Benefits:

The District will annually pay the Deputy Superintendent's membership dues in the Coalition of Oregon School Administrators (COSA). In addition, the District will annually pay up to \$1,200 toward the cost of the Deputy Superintendent's membership dues in other professional organizations identified by the Deputy Superintendent and approved by the Superintendent.

4. Performance

The Deputy Superintendent shall perform faithfully the duties of Deputy Superintendent for the District and such duties as prescribed by the laws of the State of Oregon and by the rules and regulations made thereunder by the Board. The Deputy Superintendent shall devote their time, skill, labor, and attentions to the duties of the Deputy Superintendent during the Term of this Agreement; provided, however, that the Deputy Superintendent may, with concurrence by the Superintendent, undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations. If the Deputy Superintendent is paid an honorarium for said activities or if they deem it necessary to absent themselves from their duties for reasons of a personal nature, the Deputy Superintendent shall use vacation leave time and/or unpaid leave for such purposes.

5. Evaluation

Each academic year during the Term of this Agreement, the Superintendent and the Deputy Superintendent shall meet to evaluate the work of the Deputy Superintendent. The evaluation shall be based on the total scope of work assigned to the Deputy Superintendent. The Deputy Superintendent will be furnished a copy of the written record of each evaluation.

6. Termination

a. Termination by the District for Cause:

The District may terminate this Agreement at any time upon good and just cause. Discharge for cause may include, but is not limited to: neglect of duty, breach of contract, immorality, insubordination, conviction of crime involving moral turpitude, inadequate performance, failure to comply with such reasonable requirements as the Board may prescribe to show normal improvement, failure to show evidence of professional training

and growth, and failure to maintain in good standing a valid and appropriate license to act as Deputy Superintendent as required by the State of Oregon.

Notice of the District's consideration of termination for cause shall be given in writing. Such notice shall include a statement of the reasons constituting cause and shall be given not less than ten (10) days prior to the date that Deputy Superintendent shall be entitled to appear before the Board as hereinafter provided. Deputy Superintendent shall be entitled to appear before the Board to discuss such causes. Deputy Superintendent may choose to be accompanied by legal counsel at such meeting at Deputy Superintendent's sole cost and expense. Such meeting may be conducted in executive session as provided by Oregon law. Deputy Superintendent shall be provided a written decision describing the results of the meeting.

The District shall not be obligated nor otherwise required to provide severance payment.

b. Termination by the Deputy Superintendent for Convenience

The Deputy Superintendent may terminate this Agreement without cause and at any time upon giving sixty (60) days' prior written notice to the District. Such termination shall be effective upon the date stated within the notice.

The District shall not be obligated nor otherwise required to provide severance payment.

7. Professional Growth

The District encourages the continuing professional growth of the Deputy Superintendent with participation in at least one national conference and travel to and from at District expense during each year of the Agreement.

8. Licensure

Throughout the life of this Agreement, the Deputy Superintendent will hold and furnish to the Superintendent an Oregon license valid and appropriate for the position of Deputy Superintendent.

9. Contract Year and Days

The Deputy Superintendent's shall be considered a "twelve month" employee, and shall be scheduled to work each weekday during the Term of this agreement. A complete, twelve month contract year will, for this Agreement, begin on July 1st and conclude on June 30th of the following calendar year. The Deputy Superintendent's contract year shall include 20 days of paid vacation and 10 days of paid holiday.

10. Applicable Law

It is understood and agreed between the parties that the validity and legal effect of this Agreement is subject to the applicable laws of the State of Oregon, the duly-adopted rules of the State Board of Education and of the District; by this reference said laws and rules are made a part of this Agreement the same as if fully set forth herein.

It is understood and agreed that if any part, term or provision of this Agreement is held by the courts to be illegal or in conflict with any law of the State of Oregon, the validity of the remaining

portions or provisions shall not be affected and rights and obligations of the parties shall be construed and enforced as if the Agreement did not contain that particular part, term or provision.

12. Full Agreement

This Agreement supersedes all prior agreements and understandings between the parties from and after its effective date and may not be changed orally. No change or attempted waiver of any of the provisions hereof shall be binding unless in writing and signed by the party against whom the same is sought to be enforced.

13. Attorney's Fees

In the event of any suit or action hereon, the prevailing party in such suit or action shall be entitled to reasonable attorney fees to be fixed by the trial court, if any appeal is taken, from the decision of the trial court, such further sum as may be fixed by the appellate court as reasonable attorney fees in the appellate court, together with the prevailing party's costs and disbursements incurred therein.

14. Retirement and Reemployment

The parties recognize that the Oregon Legislature passed Senate Bill (SB) 1049 during the 2019 legislative session. Section 37 of SB 1049 authorizes the District to rehire the Deputy Superintendent under the same terms and conditions of this Agreement until December 31, 2024, in the event the Deputy Superintendent elects to retire and then be rehired by the District. Accordingly, during the Term of this Agreement, the District agrees to the following:

- a. The Deputy Superintendent may retire and be rehired by the District.
- b. If the Deputy Superintendent retires prior to the expiration of this Agreement, the Board of Directors hereby authorizes and approves rehire of the Deputy Superintendent under the same terms and conditions of the current Agreement, but with a modification of the Term of this agreement to conclude effective at end of day on December 31, 2024.
- c. Nothing in this section decreases or increases the compensation payable to the Deputy Superintendent under this Employment Contract.
- d. This section is subject to all current and future PERS statutes and administrative rules.

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IN WITNESS WHEREOF, the District, pursuant to the authority of its Board of Directors, by resolution duly and regularly adopted on April 11, 2023, has caused two originals of this Agreement to be signed in the name of the District by the Chairperson of the School Board, Superintendent, and Deputy Superintendent who have hereunto fixed their hand and seal the date hereinafter written.

DATED this _____ day of _____, 2023.

SALEM-KEIZER SCHOOL DISTRICT 24J

Ashley Carson Cottingham, Board Chairperson

Christy Perry, Superintendent

DEPUTY SUPERINTENDENT

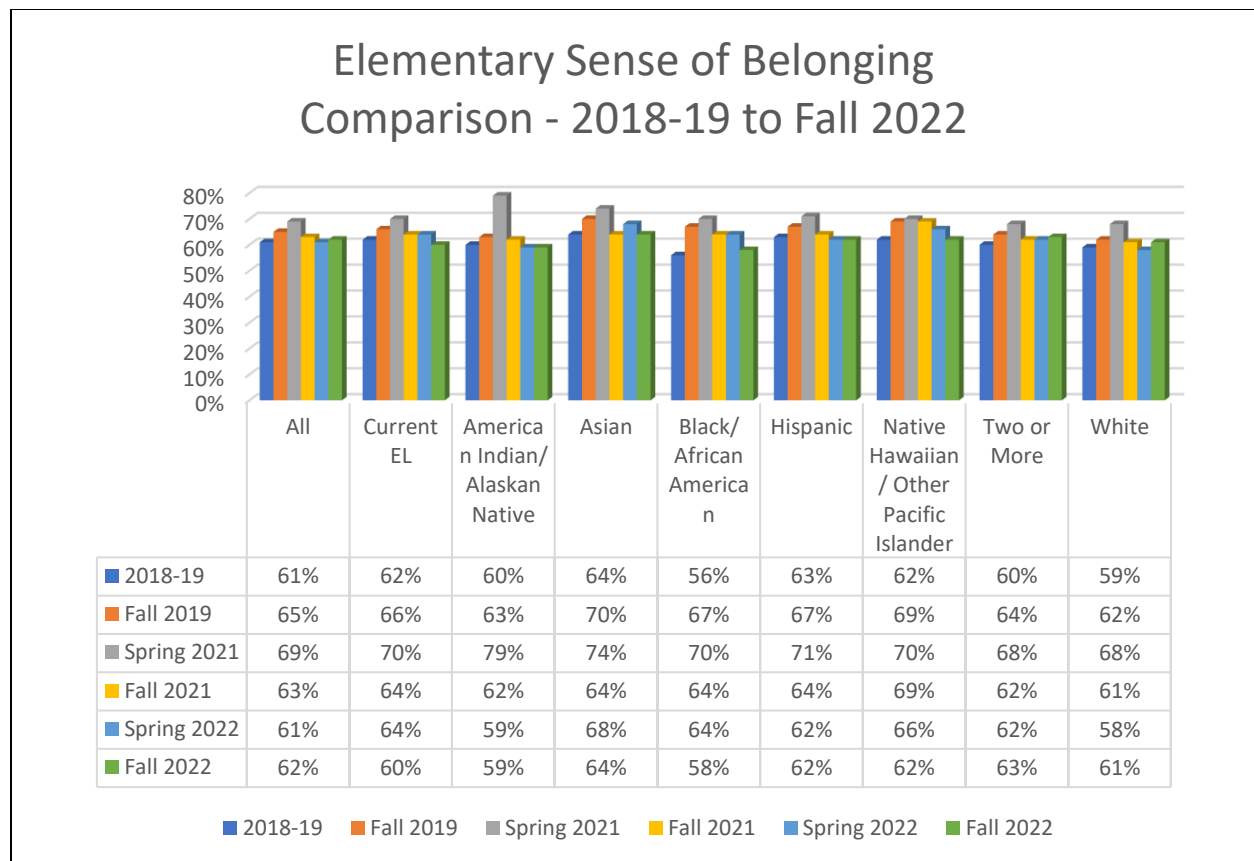
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SKPS MONTHLY MONITORING DATA – THROUGH MARCH 2023

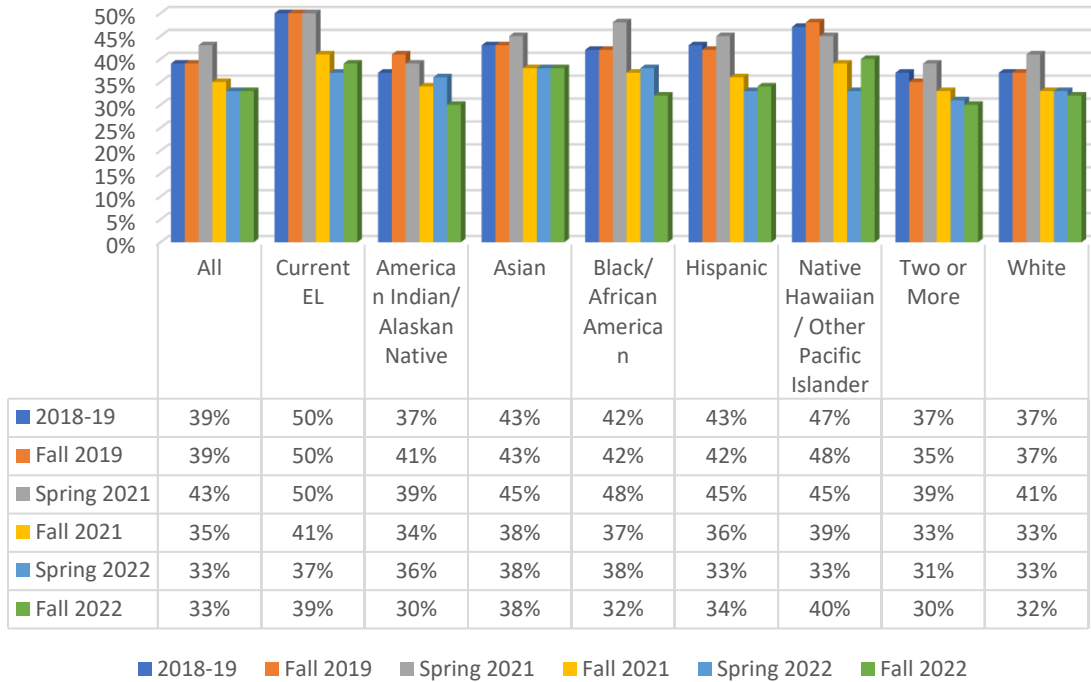
These data are used internally to identify trends and to generate questions that lead to improved outcomes for students and safe and welcoming schools. Note that these data include the emergency closure that occurred from Spring Break 2020 to the end of the school year (June 2020), as well as a full school year of Comprehensive Distance Learning and Hybrid Learning (school year 2020-21), and nearly a year of in-person instruction that included health and safety protocols such as wearing masks and physical distancing (school year 2021-22). Data from these years should be interpreted with caution.

Sense of Belonging

Sense of Belonging is an important aspect of Safe and Welcoming Schools and an aspect of the school experience that SKPS actively cultivates. The sense of belonging is an important and complex metric in that *it tells us student perceptions on topics such as respect shown to student, being understood as a person, and connection to school-based adults*. These data do not tell us the reasons a student feels or does not feel understood, respected, or connected to an adult. The charts below represent the overall sense of belonging for elementary and secondary disaggregated by EL status and race/ethnicity.

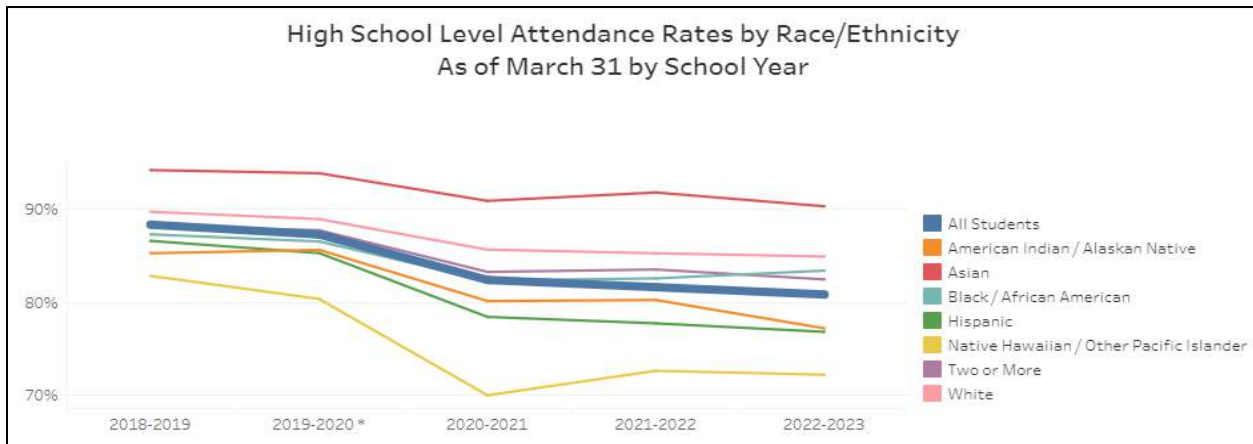
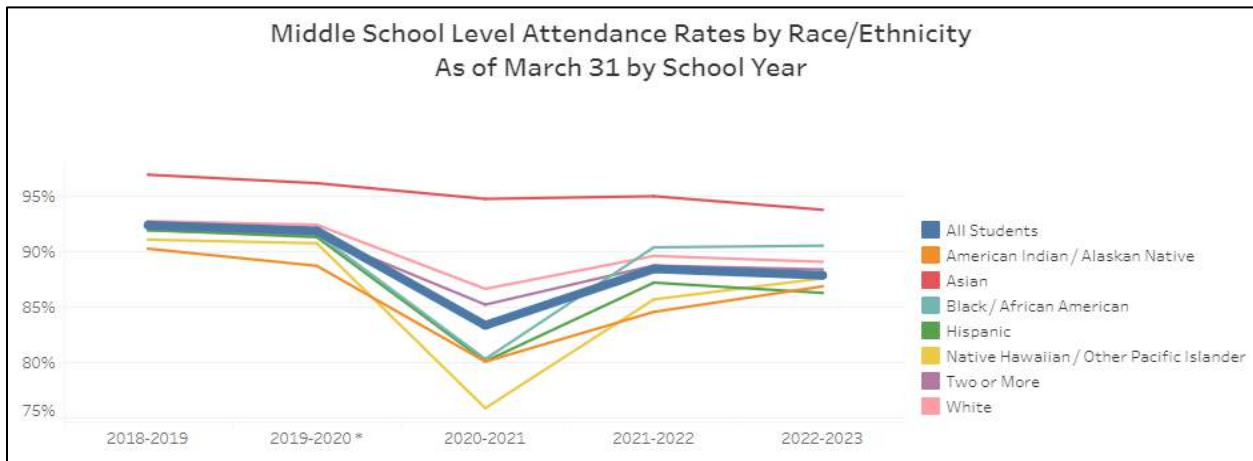
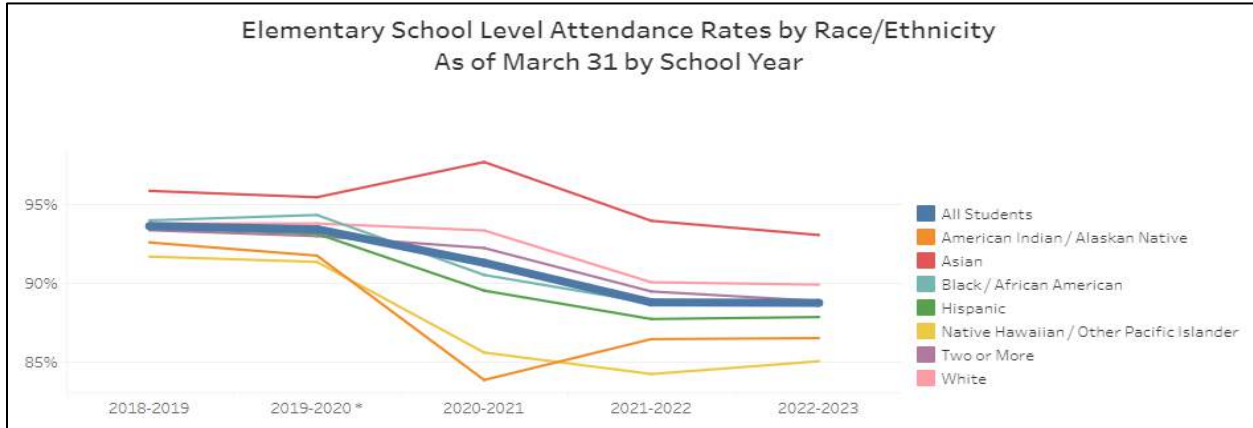


Secondary Sense of Belonging Comparison - 2018-19 to Fall 2022



Attendance Rates

Research shows that as young as grade Kindergarten, attendance patterns are correlated to later academic outcomes such as graduation. Attendance rates may be used as a proxy measure for student engagement. An irregular attendance pattern in and of itself does not tell us when a student is struggling with barriers to accessing education, physical or social-emotional health of themselves or a family member, or a sense of connectedness with the school community. The tables that follow show monthly and year-to-date rates for elementary, middle, and high school levels disaggregated by race and ethnicity.



Major Discipline Incidents

Major discipline incidents are typically those that pose a direct threat to the health or safety of students or school employees and are data that *align with the Office of Civil Rights (OCR) biennium collection*. Some discipline incidents are not included in the following tables, such as those involving drug and alcohol, because these incidents are not reported to OCR. When a major discipline incident occurs, the student's family is contacted, the incident is documented with an office discipline referral (ODR), and a school official, typically an administrator, determines an appropriate school-level response to the incident. These data only capture that an incident occurred. They do not report incident responses, which may include wrap-around services, restoration, detention, in-school or out-of-school suspension, expulsion, or other consequence.

Elementary Major Discipline Incidents

Offense	Mar				
	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019
Null	0	0	0	0	0
Fighting	3	79	0	8	11
Harassment, Discriminatory	4	6	0	1	0
Harassment, Intimidation or Bullying	42	46	0	5	13
Look-Alike Weapons	0	0	0	1	0
Physical Altercation, Minor	816	647	1	44	92
Physical Attack	1	2	0	4	37
School Threat	0	0	0	0	0
Sexual Abuse	0	0	0	0	0
Sexual Assault	0	0	0	0	0
Sexual Harassment	18	13	0	4	1
Sexual Offenses, Other	0	0	0	0	0
Stealing: Personal or Other Property	2	0	0	1	4
Technology Misuse	61	30	0	1	4
Threat/Intimidation	3	4	1	2	5
Weapons - Blade over 2.5 inches	1	0	0	1	2
Weapons - Firearm	0	0	0	0	0
Weapons - Other	3	2	0	0	5
Grand Total	954	829	2	72	174

Middle School Major Discipline Incidents

Offense	Mar				
	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019
Null	0	0	0	0	0
Fighting	87	108	0	53	48
Harassment, Discriminatory	33	38	0	7	7
Harassment, Intimidation or Bullying	155	110	0	55	74
Look-Alike Weapons	9	6	0	0	0
Physical Altercation, Minor	156	213	0	112	150
Physical Attack	56	41	0	4	13
School Threat	3	2	0	2	5
Sexual Abuse	0	0	0	0	0
Sexual Assault	0	0	0	0	0
Sexual Harassment	15	31	0	17	14
Sexual Offenses, Other	0	0	0	0	0
Stealing: Personal or Other Property	38	28	0	10	14
Technology Misuse	91	40	1	18	32
Threat/Intimidation	49	25	0	17	26
Weapons - Blade over 2.5 inches	2	3	0	0	2
Weapons - Firearm	0	0	0	0	0
Weapons - Other	3	7	0	3	2
Grand Total	697	652	1	298	387

High School Major Discipline Incidents

High School Level Major Discipline Incidents - Mar					
Offense	Mar				
	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019
Null	0	0	0	0	0
Fighting	39	31	0	19	20
Harassment, Discriminatory	7	0	0	1	0
Harassment, Intimidation or Bullying	13	18	0	5	5
Look-Alike Weapons	1	3	0	1	0
Physical Altercation, Minor	6	17	1	18	14
Physical Attack	11	9	0	2	2
School Threat	3	0	0	0	0
Sexual Abuse	0	0	0	0	0
Sexual Assault	0	0	0	0	0
Sexual Harassment	2	6	0	1	2
Sexual Offenses, Other	1	0	0	0	0
Stealing: Personal or Other Property	5	1	0	0	3
Technology Misuse	13	2	0	0	1
Threat/Intimidation	12	1	0	4	7
Weapons - Blade over 2.5 inches	2	3	0	0	1
Weapons - Firearm	2	0	0	0	0
Weapons - Other	5	5	0	0	2
Grand Total	122	96	1	51	57

Referrals to Law Enforcement and School-Related Arrests

“Referral to law enforcement is an action by which a student is reported to any law enforcement agency or official, including a school police unit, for an incident that occurs on school grounds, during school-related events, or while taking school transportation, regardless of whether official action is taken. Citations, tickets, court referrals, and school-related arrests are considered referrals to law enforcement.

School-related arrest refers to an arrest of a student for any activity conducted on school grounds, during off-campus school activities (including while taking school transportation), or due to a referral by any school official. All school-related arrests are considered referrals to law enforcement.” (Office of Civil Rights, 2020)

These data only tell us that a referral to law enforcement or a school-related arrest occurred. These data do not tell us the reasons or final outcomes for these actions.

SKPS began collecting school related arrests during school year 2021-22.

Month	School Year	Referrals to Law Enforcement	School-Related Arrests
Sep	2022-2023	8	3
	2021-2022	10	1
	2020-2021	0	
	2019-2020	77	
	2018-2019	58	
Oct	2022-2023	7	3
	2021-2022	12	2
	2020-2021	1	
	2019-2020	78	
	2018-2019	53	
Nov	2022-2023	6	0
	2021-2022	19	1
	2020-2021	0	
	2019-2020	59	
	2018-2019	41	
Dec	2022-2023	6	2
	2021-2022	8	0
	2020-2021	0	
	2019-2020	34	
	2018-2019	25	
Jan	2022-2023	9	0
	2021-2022	6	0
	2020-2021	0	
	2019-2020	55	
	2018-2019	44	
Feb	2022-2023	9	2
	2021-2022	11	1
	2020-2021	0	
	2019-2020	60	
	2018-2019	42	
Mar	2022-2023	10	2
	2021-2022	5	1
	2020-2021	0	
	2019-2020	20	
	2018-2019	38	

Suspensions and Expulsions

These data tables include suspension and expulsions counts and rates. Counts are simply the number of incidents that occur at each level and within each student group for a given month. Rates are a factor of incidents per 100 students for a given student group. Rates for a specific student group that exceed the rate for All Students, are an indication of disproportionality.

These data tell do not tell us the reason for and duration of the suspension and exclusion.

Elementary Expulsions

No Expulsions to report at the elementary school level for school year 2022-23. For the previous four years at the elementary level, there was one expulsion in school year 2018-19.

Middle School Expulsions

Middle School Level Violations Resulting in Expulsion by Race/Ethnicity																	
Count = Total Violations																	
Rate = Violations per 100 Enrolled Students																	
Month	School Year	American Indian / Alaskan Native		Asian		Black / African American		Hispanic		Native Hawaiian / Other Pacific Islander		Two or More		White		Total	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate
September	2022-2023	0	0.00	0	0.00	0	0.00	3	0.07	0	0.00	0	0.00	0	0.00	3	0.03
	2021-2022	0	0.00	0	0.00	0	0.00	2	0.05	0	0.00	0	0.00	0	0.00	2	0.02
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	6	0.13	0	0.00	0	0.00	1	0.02	7	0.07
	2018-2019	0	0.00	0	0.00	0	0.00	2	0.05	0	0.00	0	0.00	0	0.00	2	0.02
October	2022-2023	0	0.00	0	0.00	0	0.00	3	0.06	0	0.00	0	0.00	0	0.00	3	0.03
	2021-2022	0	0.00	0	0.00	0	0.00	4	0.09	0	0.00	0	0.00	1	0.02	5	0.05
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	9	0.20	0	0.00	1	0.17	2	0.04	12	0.12
	2018-2019	0	0.00	0	0.00	0	0.00	1	0.02	1	0.44	3	0.56	4	0.09	9	0.09
November	2022-2023	0	0.00	0	0.00	0	0.00	2	0.04	0	0.00	0	0.00	4	0.10	6	0.06
	2021-2022	0	0.00	0	0.00	0	0.00	5	0.11	0	0.00	0	0.00	1	0.02	6	0.06
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	3	2.01	4	0.09	0	0.00	1	0.17	4	0.09	12	0.12
	2018-2019	1	1.32	0	0.00	0	0.00	1	0.02	0	0.00	1	0.19	1	0.02	4	0.04
December	2022-2023	0	0.00	0	0.00	0	0.00	7	0.15	0	0.00	0	0.00	0	0.00	7	0.07
	2021-2022	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	3	0.07	0	0.00	1	0.17	1	0.02	5	0.05
	2018-2019	0	0.00	0	0.00	0	0.00	2	0.05	0	0.00	0	0.00	3	0.07	5	0.05
January	2022-2023	0	0.00	0	0.00	0	0.00	7	0.15	0	0.00	1	0.15	2	0.05	10	0.10
	2021-2022	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.02	1	0.01
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	8	0.18	0	0.00	0	0.00	2	0.04	10	0.10
	2018-2019	0	0.00	0	0.00	0	0.00	2	0.05	0	0.00	0	0.00	2	0.04	4	0.04
February	2022-2023	2	3.13	0	0.00	0	0.00	9	0.20	0	0.00	0	0.00	0	0.00	11	0.11
	2021-2022	0	0.00	0	0.00	0	0.00	3	0.07	0	0.00	0	0.00	0	0.00	3	0.03
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	1	0.64	8	0.18	0	0.00	0	0.00	3	0.07	12	0.12
	2018-2019	0	0.00	0	0.00	1	0.77	3	0.07	0	0.00	2	0.38	3	0.07	9	0.09
March	2022-2023	0	0.00	0	0.00	0	0.00	1	0.02	0	0.00	2	0.31	0	0.00	3	0.03
	2021-2022	0	0.00	0	0.00	0	0.00	2	0.04	0	0.00	0	0.00	2	0.05	4	0.04
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2018-2019	0	0.00	0	0.00	0	0.00	7	0.16	0	0.00	1	0.19	0	0.00	8	0.08

High School Expulsions

High School Level Violations Resulting in Expulsion by Race/Ethnicity																	
Count = Total Violations																	
Rate = Violations per 100 Enrolled Students																	
Month	School Year	American Indian / Alaskan Native		Asian		Black / African American		Hispanic		Native Hawaiian / Other Pacific Islander		Two or More		White		Total	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate
September	2022-2023	0	0.00	0	0.00	0	0.00	1	0.02	0	0.00	1	0.12	2	0.04	4	0.03
	2021-2022	0	0.00	0	0.00	0	0.00	1	0.02	2	0.58	0	0.00	2	0.03	5	0.04
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	4	4.82	0	0.00	0	0.00	5	0.10	2	0.69	0	0.00	6	0.10	17	0.14
	2018-2019	1	0.90	0	0.00	0	0.00	4	0.09	0	0.00	1	0.15	7	0.11	13	0.11
October	2022-2023	0	0.00	0	0.00	0	0.00	4	0.07	1	0.26	0	0.00	1	0.02	6	0.05
	2021-2022	0	0.00	0	0.00	0	0.00	2	0.04	0	0.00	0	0.00	4	0.07	6	0.05
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	11	0.22	0	0.00	2	0.29	5	0.08	18	0.14
	2018-2019	0	0.00	0	0.00	0	0.00	3	0.06	1	0.32	1	0.15	2	0.03	7	0.06
November	2022-2023	0	0.00	0	0.00	0	0.00	6	0.10	0	0.00	0	0.00	0	0.00	6	0.05
	2021-2022	0	0.00	0	0.00	0	0.00	3	0.05	0	0.00	1	0.13	0	0.00	4	0.03
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	13	0.27	1	0.35	0	0.00	4	0.07	18	0.15
	2018-2019	0	0.00	0	0.00	0	0.00	6	0.13	0	0.00	0	0.00	7	0.11	13	0.11
December	2022-2023	0	0.00	0	0.00	0	0.00	4	0.07	2	0.53	0	0.00	0	0.00	6	0.05
	2021-2022	0	0.00	0	0.00	0	0.00	4	0.07	0	0.00	0	0.00	4	0.07	8	0.06
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	6	0.12	3	1.03	1	0.15	0	0.00	10	0.08
	2018-2019	0	0.00	0	0.00	1	0.58	8	0.18	1	0.33	0	0.00	3	0.05	13	0.11
January	2022-2023	1	1.02	0	0.00	0	0.00	3	0.05	4	1.07	1	0.13	1	0.02	10	0.08
	2021-2022	0	0.00	0	0.00	0	0.00	8	0.14	0	0.00	0	0.00	3	0.05	11	0.09
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	5	0.10	0	0.00	4	0.58	8	0.13	17	0.14
	2018-2019	1	0.94	0	0.00	1	0.57	3	0.07	2	0.65	2	0.30	6	0.10	15	0.12
February	2022-2023	0	0.00	0	0.00	0	0.00	7	0.12	0	0.00	0	0.00	1	0.02	8	0.06
	2021-2022	0	0.00	0	0.00	0	0.00	8	0.14	0	0.00	0	0.00	1	0.02	9	0.07
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	8	0.17	2	0.68	0	0.00	9	0.15	19	0.16
	2018-2019	0	0.00	0	0.00	0	0.00	2	0.04	2	0.66	0	0.00	3	0.05	7	0.06
March	2022-2023	0	0.00	0	0.00	0	0.00	19	0.33	0	0.00	0	0.00	0	0.00	19	0.15
	2021-2022	0	0.00	0	0.00	1	0.58	1	0.02	0	0.00	1	0.14	0	0.00	3	0.02
	2020-2021	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2019-2020	0	0.00	0	0.00	0	0.00	3	0.06	0	0.00	0	0.00	0	0.00	3	0.02
	2018-2019	0	0.00	0	0.00	0	0.00	6	0.13	0	0.00	0	0.00	3	0.05	9	0.08

Elementary Level Suspensions
(Number of Violations That Resulted in ISS, OSS, or Combination of ISS/OSS)

Elementary School Level Violations Resulting in Suspension by Race/Ethnicity																	
Month	School Year	American Indian / Alaskan Native		Asian		Black / African American		Hispanic		Native Hawaiian / Other Pacific Islander		Two or More		White		Total	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate
September	2022-2023	0.0	0.0	0.0	0.0	0.0	0.0	9.0	0.1	0.0	0.0	1.0	0.1	8.0	0.1	18.0	0.1
	2021-2022	0.0	0.0	0.0	0.0	0.0	0.0	15.0	0.2	3.0	0.6	0.0	0.0	7.0	0.1	25.0	0.1
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	0.0	0.0	0.0	0.0	2.0	0.8	29.0	0.4	3.0	0.7	4.0	0.4	50.0	0.6	88.0	0.5
	2018-2019	1.0	0.6	0.0	0.0	0.0	0.0	36.0	0.4	0.0	0.0	2.0	0.2	38.0	0.4	77.0	0.4
October	2022-2023	1.0	0.8	0.0	0.0	2.0	0.8	8.0	0.1	2.0	0.4	2.0	0.2	13.0	0.2	28.0	0.2
	2021-2022	0.0	0.0	0.0	0.0	0.0	0.0	24.0	0.3	2.0	0.4	4.0	0.4	11.0	0.2	41.0	0.2
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	
	2019-2020	0.0	0.0	1.0	0.3	1.0	0.4	56.0	0.7	5.0	1.1	9.0	0.8	83.0	1.0	155.0	0.8
	2018-2019	2.0	1.2	0.0	0.0	1.0	0.4	50.0	0.6	1.0	0.2	14.0	1.3	61.0	0.7	129.0	0.7
November	2022-2023	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.1	0.0	0.0	1.0	0.1	15.0	0.2	26.0	0.2
	2021-2022	0.0	0.0	0.0	0.0	0.0	0.0	19.0	0.2	2.0	0.4	1.0	0.1	12.0	0.2	34.0	0.2
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	1.0	0.7	0.0	0.0	1.0	0.4	49.0	0.6	1.0	0.2	10.0	0.9	57.0	0.7	119.0	0.6
	2018-2019	5.0	3.1	0.0	0.0	3.0	1.1	37.0	0.5	6.0	1.2	7.0	0.7	56.0	0.6	114.0	0.6
December	2022-2023	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.1	3.0	0.0	5.0	0.0
	2021-2022	3.0	2.4	0.0	0.0	0.0	0.0	21.0	0.3	0.0	0.0	2.0	0.2	10.0	0.1	36.0	0.2
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	2.0	1.4	0.0	0.0	1.0	0.4	40.0	0.5	1.0	0.2	6.0	0.5	52.0	0.6	102.0	0.5
	2018-2019	3.0	1.8	0.0	0.0	1.0	0.4	33.0	0.4	1.0	0.2	9.0	0.9	86.0	1.0	133.0	0.7
January	2022-2023	0.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	6.0	0.0
	2021-2022	1.0	0.8	0.0	0.0	0.0	0.0	37.0	0.5	11.0	2.1	2.0	0.2	31.0	0.4	82.0	0.5
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	0.0	0.0	2.0	0.5	4.0	1.5	20.0	0.2	1.0	0.2	3.0	0.3	56.0	0.7	86.0	0.5
	2018-2019	5.0	3.0	0.0	0.0	3.0	1.1	48.0	0.6	0.0	0.0	13.0	1.2	58.0	0.6	127.0	0.7
February	2022-2023	0.0	0.0	0.0	0.0	1.0	0.4	5.0	0.1	1.0	0.2	3.0	0.3	2.0	0.0	12.0	0.1
	2021-2022	0.0	0.0	0.0	0.0	0.0	0.0	27.0	0.3	4.0	0.8	0.0	0.0	32.0	0.5	63.0	0.4
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0
	2019-2020	0.0	0.0	0.0	0.0	4.0	1.5	52.0	0.6	1.0	0.2	19.0	1.7	85.0	1.0	161.0	0.8
	2018-2019	3.0	1.8	0.0	0.0	5.0	1.9	51.0	0.6	7.0	1.3	15.0	1.4	101.0	1.1	182.0	0.9
March	2022-2023	0.0	0.0	0.0	0.0	0.0	0.0	17.0	0.2	0.0	0.0	4.0	0.4	21.0	0.3	42.0	0.2
	2021-2022	2.0	1.6	0.0	0.0	2.0	0.8	64.0	0.8	4.0	0.8	7.0	0.6	34.0	0.5	113.0	0.7
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	2.0	1.4	0.0	0.0	0.0	0.0	27.0	0.3	3.0	0.6	7.0	0.6	29.0	0.3	68.0	0.4
	2018-2019	2.0	1.2	2.0	0.5	1.0	0.4	37.0	0.5	0.0	0.0	3.0	0.3	77.0	0.9	122.0	0.6

Middle Level Suspensions
(Number of Violations That Resulted in ISS, OSS, or Combination of ISS/OSS)

Middle School Level Violations Resulting in Suspension by Race/Ethnicity																	
Month	School Year	American Indian / Alaskan Native		Asian		Black / African American		Hispanic		Native Hawaiian / Other Pacific Islander		Two or More		White		Total	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate
September	2022-2023	3	4.5	2	0.9	15	9.9	131	2.9	4	1.5	14	2.2	84	2.1	253	2.5
	2021-2022	1	1.4	1	0.5	2	1.4	103	2.4	3	1.1	17	2.8	57	1.4	184	1.9
	2020-2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2019-2020	9	11.3	1	0.5	6	4.1	206	4.6	2	0.8	33	5.7	157	3.4	414	4.0
	2018-2019	4	4.9	2	1.0	11	8.4	157	3.7	4	1.8	29	5.4	137	3.0	344	3.4
October	2022-2023	2	2.9	1	0.4	10	6.6	242	5.2	12	4.3	34	5.2	155	3.8	456	4.5
	2021-2022	2	2.8	0	0.0	9	6.4	232	5.3	11	3.9	26	4.3	123	3.0	403	4.1
	2020-2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2019-2020	14	17.3	5	2.7	25	17.0	498	11.0	23	9.2	66	11.5	333	7.1	964	9.2
	2018-2019	12	15.6	4	2.0	17	12.7	436	10.2	18	8.0	64	12.0	323	7.0	874	8.7
November	2022-2023	7	10.4	7	3.1	20	12.9	343	7.4	24	8.5	47	7.1	251	6.1	699	6.9
	2021-2022	5	6.8	3	1.5	9	6.3	296	6.7	17	6.0	39	6.5	189	4.7	558	5.7
	2020-2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2019-2020	14	17.9	4	2.2	25	16.8	419	9.3	17	6.8	53	9.2	322	6.9	854	8.2
	2018-2019	8	10.5	1	0.5	14	10.7	359	8.4	8	3.6	38	7.1	251	5.5	679	6.8
December	2022-2023	4	6.0	2	0.9	5	3.2	117	2.5	6	2.1	20	3.1	83	2.0	237	2.4
	2021-2022	7	9.7	1	0.5	11	7.6	196	4.4	3	1.1	28	4.5	116	2.8	362	3.6
	2020-2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2019-2020	7	9.3	3	1.6	17	11.3	397	8.9	16	6.4	47	8.2	293	6.3	780	7.5
	2018-2019	9	11.8	4	2.0	15	11.7	384	9.0	30	13.4	40	7.5	291	6.4	773	7.7
January	2022-2023	9	13.4	5	2.2	16	10.2	341	7.4	28	9.9	38	5.8	226	5.5	663	6.6
	2021-2022	10	13.9	0	0.0	10	6.5	199	4.4	19	6.6	34	5.4	118	2.8	390	3.9
	2020-2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2019-2020	13	17.6	2	1.1	18	11.5	368	8.2	18	7.2	42	7.3	270	5.8	731	7.1
	2018-2019	3	3.9	5	2.4	22	17.1	343	8.0	22	9.8	25	4.7	235	5.1	655	6.5
February	2022-2023	5	7.8	4	1.8	25	16.2	294	6.4	27	9.7	49	7.6	209	5.2	613	6.1
	2021-2022	15	20.8	2	0.9	14	9.2	328	7.1	13	4.5	35	5.6	206	4.8	613	6.0
	2020-2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2019-2020	12	15.8	1	0.5	33	21.2	561	12.6	36	14.1	55	9.6	411	8.9	1,109	10.8
	2018-2019	5	6.8	4	2.0	14	10.8	345	8.1	12	5.4	40	7.5	243	5.3	663	6.6
March	2022-2023	6	9.4	8	3.6	25	16.3	346	7.6	23	8.5	61	9.4	285	7.1	754	7.6
	2021-2022	16	22.2	4	1.8	23	14.6	339	7.4	12	4.1	47	7.5	223	5.2	664	6.5
	2020-2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2019-2020	3	4.0	1	0.5	18	11.7	259	5.8	13	5.1	29	5.1	196	4.3	519	5.1
	2018-2019	4	5.5	3	1.5	11	8.5	370	8.7	19	8.5	35	6.6	183	4.0	625	6.3

High School Level Suspensions (Number of Violations That Resulted in ISS, OSS, or Combination of ISS/OSS)

High School Level Violations Resulting in Suspension by Race/Ethnicity

Month	School Year	American Indian / Alaskan Native		Asian		Black / African American		Hispanic		Native Hawaiian / Other Pacific Islander		Two or More		White		Total	
		Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate	Count	Rate
September	2022-2023	6.0	6.2	0.0	0.0	6.0	3.0	146.0	2.5	21.0	5.6	26.0	3.2	125.0	2.2	330.0	2.5
	2021-2022	0.0	0.0	0.0	0.0	3.0	1.7	100.0	1.8	6.0	1.7	2.0	0.3	48.0	0.8	159.0	1.2
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	6.0	7.2	0.0	0.0	8.0	4.8	93.0	1.9	12.0	4.1	12.0	1.8	127.0	2.1	258.0	2.1
	2018-2019	1.0	0.9	1.0	0.3	6.0	3.4	77.0	1.7	12.0	3.9	15.0	2.2	75.0	1.2	187.0	1.5
October	2022-2023	5.0	5.2	0.0	0.0	11.0	5.5	144.0	2.4	14.0	3.6	28.0	3.5	91.0	1.6	293.0	2.2
	2021-2022	0.0	0.0	0.0	0.0	6.0	3.3	122.0	2.1	4.0	1.1	9.0	1.2	115.0	2.0	256.0	1.9
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	4.0	4.7	0.0	0.0	7.0	4.1	178.0	3.6	16.0	5.5	26.0	3.8	188.0	3.1	419.0	3.4
	2018-2019	6.0	5.4	1.0	0.3	11.0	6.2	126.0	2.7	22.0	7.1	22.0	3.2	120.0	1.9	308.0	2.5
November	2022-2023	11.0	11.1	1.0	0.3	8.0	4.0	239.0	4.0	23.0	5.9	29.0	3.6	138.0	2.5	449.0	3.4
	2021-2022	3.0	3.2	0.0	0.0	5.0	2.7	216.0	3.8	9.0	2.6	21.0	2.7	106.0	1.8	360.0	2.7
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	1.0	1.2	2.0	0.7	14.0	8.1	158.0	3.2	32.0	11.1	15.0	2.2	160.0	2.7	382.0	3.1
	2018-2019	2.0	1.8	2.0	0.7	8.0	4.5	109.0	2.4	10.0	3.2	14.0	2.1	116.0	1.9	261.0	2.1
December	2022-2023	7.0	7.1	1.0	0.3	3.0	1.5	95.0	1.6	12.0	3.2	17.0	2.2	75.0	1.4	210.0	1.6
	2021-2022	1.0	1.1	1.0	0.3	5.0	2.8	127.0	2.3	13.0	3.8	16.0	2.1	89.0	1.6	252.0	1.9
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	0.0	0.0	2.0	0.7	3.0	1.7	117.0	2.4	15.0	5.2	8.0	1.2	97.0	1.6	242.0	2.0
	2018-2019	1.0	0.9	3.0	1.0	17.0	9.8	120.0	2.6	4.0	1.3	19.0	2.8	122.0	2.0	286.0	2.3
January	2022-2023	10.0	10.2	0.0	0.0	7.0	3.5	221.0	3.8	37.0	9.9	43.0	5.5	134.0	2.5	452.0	3.5
	2021-2022	3.0	3.3	0.0	0.0	1.0	0.6	137.0	2.4	7.0	2.1	11.0	1.5	100.0	1.8	259.0	2.0
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	1.0	1.2	4.0	1.4	3.0	1.7	119.0	2.4	17.0	5.8	11.0	1.6	161.0	2.7	316.0	2.6
	2018-2019	2.0	1.9	1.0	0.3	12.0	6.9	82.0	1.8	11.0	3.6	14.0	2.1	98.0	1.6	220.0	1.8
February	2022-2023	7.0	7.3	0.0	0.0	5.0	2.4	128.0	2.2	17.0	4.6	14.0	1.8	85.0	1.6	256.0	2.0
	2021-2022	1.0	1.1	1.0	0.3	5.0	2.9	138.0	2.5	6.0	1.8	14.0	1.9	121.0	2.2	286.0	2.3
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	4.0	4.8	1.0	0.3	10.0	5.7	180.0	3.7	40.0	13.7	15.0	2.2	160.0	2.7	410.0	3.4
	2018-2019	4.0	3.8	1.0	0.3	8.0	4.7	121.0	2.7	13.0	4.3	7.0	1.1	122.0	2.0	276.0	2.3
March	2022-2023	6.0	6.3	0.0	0.0	12.0	5.8	233.0	4.1	21.0	5.8	10.0	1.3	147.0	2.8	429.0	3.4
	2021-2022	2.0	2.3	4.0	1.4	9.0	5.3	153.0	2.8	12.0	3.7	25.0	3.4	129.0	2.4	334.0	2.7
	2020-2021	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2019-2020	1.0	1.3	0.0	0.0	5.0	3.0	77.0	1.6	16.0	5.5	6.0	0.9	67.0	1.2	172.0	1.4
	2018-2019	3.0	3.0	0.0	0.0	11.0	6.4	106.0	2.4	10.0	3.3	14.0	2.1	116.0	2.0	260.0	2.2

STAT/SIRC/Fire Data

SKPS practices several proactive assessment processes when students demonstrate behaviors that pose an immediate threat to themselves or to other students, such as setting fires (Fire), violence (STAT), or sexualized behavior (SIRC). Depending on the severity of the behavior, a Level 1 or a Level 2 assessment is conducted. These assessments include a supportive team that includes the student’s family, school personnel, and appropriate wrap-around services.

These data allow us to make inferences about our proactive efforts to provide support to students before behaviors escalate to a level of harming self or others. These data do not tell us what supports were activated or if the Level 2 assessment was the first assessment completed for a student or an escalation of a Level 1 assessment.

STAT / SIRC / Fire Data										
As of 3/31/2023										
Updated 4/4/2023 7:17:08 AM										
STAT / SIRC / Fire Incidents										
Category	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023 YTD	
	Level 1	Level 2	Level 1	Level 2	Level 1	Level 2	Level 1	Level 2	Level 1	Level 2
STAT	231	83	200	43	40	20	283	72	181	35
SIRC	125	154	84	56	21	28	102	71	55	33
Fire	13		18		4		21		6	

SPPs (Suicide Prevention Protocols)

Suicide Preventions Protocols (SPPs) are conducted when a student exhibits or voices suicidal ideation or when a student’s behavior(s) suggest risk of suicide. SPPs are conducted at the school-level and records are confidentially maintained at the school-level. Like STAT, SIRC, and Fire assessments, SPPs are conducted by appropriate school personnel, involve the student’s family, and may result in additional community supports.

SKPS is working on a system to centrally collect anonymized SPP data.

References

Office of Civil Rights (2021). *Civil Rights Data Collection: Referrals to Law Enforcement & School-Related Arrests (ARRS) Module* [PDF]. <https://crdc.communities.ed.gov/#communities/pdc/documents/20083>

Board Meetings (including Budget Committee Meetings) 2022-23

July 12 – Regular Board Meeting (Business Session)
<i>July 19 – Special Board Meeting (Work Session)</i>
July 26 – Work Session
August 9 – Regular Board Meeting (Business Session)
August 23 – Work Session
<i>August 24 – Tentative Special Board Meeting (Work Session) CANCELED</i>
September 13 – Regular Board Meeting (Business Session)
September 27 – Work Session
October 4 – Special Board Meeting (Work Session)
October 11 – Regular Board Meeting (Business Session)
October 25 – Work Session
<i>November 3 – Special Board Meeting (Work Session)</i>
November 8 – Regular Board Meeting (Business Session)
<i>November 30 – Special Board Meeting (Business Session)</i>
December 13 – Regular Board Meeting (Business Session)
January 10 – Regular Board Meeting (Business Session)
<i>January 21 – Special Board Meeting (Executive Session, only)</i>
January 24 – Work Session
<i>January 28 – Special Board Meeting (Executive Session, only)</i>
<i>February 11 – Special Board Meeting (Executive Session, only)</i>
February 14 – Regular Board Meeting (Modified/Limited Business Session)
February 28 – Business Session (Moved forward from 2/14)
March 14 – Regular Board Meeting (Business Session)
<i>April 4 – Special Board Meeting</i>
<i>April 5 – Special Board Meeting (pre-budget season info session): noon, 45 minutes, online only</i>
April 11 – Regular Board Meeting (Business Session)
<i>April 12 – Special Board Meeting (pre-budget season info session): noon, 45 minutes, online only</i>
<i>April 19 – Special Board Meeting (pre-budget season info session): noon, 45 minutes, online only</i>
April 25 – Work Session
<i>April 26 – Special Board Meeting (pre-budget season info session): noon, 45 minutes, online only</i>
May 2 – Budget Committee Meeting (Superintendent’s Budget Message)
May 9 – Regular Board Meeting (Business Session)
May 16 – Budget Committee Meeting
May 22 – Budget Committee Meeting
May 23 – Budget Committee Meeting (Tentative)
May 24 – Budget Committee Meeting (Tentative)
June 13 – Regular Board Meeting (Business Session)
June 27 – Work Session

- ~ Meetings are subject to change
- ~ Meeting are 6 p.m. unless otherwise posted on the website/agenda.
- ~ Work session (no action items) may be changed to business sessions (with action items)
- ~ Meeting notifications and agendas are posted prior to meetings as required by Oregon Revised Statutes (ORS).
- ~ The board typically hears public comment at regular business meetings or special meetings with action items, but not typically at work sessions.
- ~ **Meetings Already Occurred**