



BOARD OF EDUCATION
January 23, 2017
Administration Center Board Room
525 Mill Street
Springfield, OR 97477

4:00 pm Executive Session (non-public) pursuant to ORS 192.660(2)(h) to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.

4:30 Mid-Year Planning Session, Board Room

6:30 pm School Board Appreciation Reception, Board Room

7:00 pm Board Meeting, Board Room

AGENDA		TAB
1.	Call Meeting to Order and Flag Salute	Board Chair Tina DeHaven
2.	Changes or Additions to the Agenda	Chair DeHaven
3.	School Presentation: Yolanda Elementary School	Principal Jeff Butler
4.	Performance Contracting: Part 2	Brett Yancey
5.	Work Session Summary	Chair DeHaven
6.	Public Comments (Three (3) minutes each; maximum time 20 minutes. Speakers may not yield their time to other speakers.)	
7.	Consent Agenda	
	A. December 12, 2016 Board Meeting Minutes	1
	B. Financial Statement	Brett Yancey 2
	C. Personnel Action, Resolution #16-17.025	Michael Henry 3
	D. Board Policies, First Reading	Jenna McCulley 4
	E. Out of State Trip THS Band, Resolution #16-17.026	Kevin Ricker 5
	F. Out of State Trip SHS VICA, Resolution #16-17.027	Kevin Ricker 6
	G. Out of State Trip THS Baseball, Resolution #16-17.028	Kevin Ricker 7
	H. Out of State Trip THS Publications, Resolution #16-17.029	Kevin Ricker 8
	I. Integrated Pest Management Report	Brett Yancey 9
	J. Division 22 Assurances, Resolution #16-17.030	David Collins 10
	K. Board Policy Approval, Resolution #16-17.031	Michael Henry 11
8.	Reports and Discussion	
	A. Willamette Leadership Academy Charter School Annual Report	Kevin Ricker
	B. Student Communication	
	C. Superintendent Communication	Sue Rieke-Smith
	D. Board Communication	Chair DeHaven
9.	Other Business	
10.	Next Meetings: February 13, 2017, 7:00 pm, Business Meeting February 27, 2017, 4:00 pm Board Work Session	
11.	Adjournment	Chair DeHaven

WORK SESSION MINUTES

1. CALL MEETING TO ORDER

11/The Springfield Board of Education held a work session/training with Renee Sessler from Oregon School Boards Association (OSBA) on Parliamentary Procedure.

2. WELCOME

Board Chair Tina DeHaven welcomed those in attendance and called the meeting to order at 4:07 pm in the First Floor Conference Room of the District Administration Center, 525 Mill Street, Springfield.

Attendance

Board members present included Chair DeHaven, Laurie Adams, Erik Bishoff, Sandra Boyst and Dr. Emilio Hernandez.

Others in attendance included Superintendent Sue Rieke-Smith, Jenna McCulley, Judy Bowden, Tom Lindly, Greg James, Chris Reiersgaard, Linda Henry and Renee Sessler from OSBA.

3. OSBA TRAINING: PARLIAMENTARY PROCEDURE

Ms. Sessler distributed a document entitled **Parliamentary Procedure Workshop, December 12, 2016, Springfield School District**.

In response to Ms. Sessler, Board members identified Workshop Outcomes they hoped to achieve:

- Formality of Making motions and approving them.
- Process timing.
- Amend motions how?
- General understanding/refresher.
- The Springfield Way for Parliamentary Procedure.

Ms. Sessler distributed a document entitled **Principles: Lockrie's six principles of a meeting** and asked Board members to complete the ADVANCE QUIZ.

Ms. Sessler facilitated a discussion and practice by Board members making and amending motions.

The group took a short dinner break.

Ms. Sessler reviewed the Workshop Outcomes and encouraged Board members to develop the Springfield Way for Parliamentary Procedure during future Board meetings.

4. NEW ADMINISTRATION BUILDING BOARD ROOM DESIGN

Mr. Lindly distributed a document entitled **New Administration Building—Board Meeting**. Mr. Lindly and Mr. Reiersgaard facilitated a discussion on the plans for the design of the Board Room in the new Admin

Building:

New Administration Building—Board Meeting

- Existing Board Room
 - What works well?
 - What doesn't work well?
- New Board Room Considerations:
 - Seating
 - Board
 - Audience
 - Staff & Students
 - Legal Counsel
 - Media
 - Open Area
 - Performance, display, presentation area
 - Audio/Visual
 - Projection
 - Monitors
 - Sound
 - Acoustics
 - Lighting
 - Access/Egress
 - Feel/Vibe
 - Display space
 - Bulletin boards
 - Display cases
 - Ventilation/HVAC
 - Security
 - Multiple use & flexibility
 - Other

Have you been in meeting rooms that you really liked? What were the attributes of that space?

Mr. Lindly asked Board members to send suggestions for the Board Room to him via email.

5. NEXT MEETING

January 9, 2017, 7:00 pm, Business Meeting

6. ADJOURNMENT

The work session adjourned at 6:50 pm.

BOARD BUSINESS MEETING MINUTES

A Regular Meeting of the Lane County School District No. 19 Board of Education was held on December 12, 2016.

1. CALL MEETING TO ORDER

Board Chair Tina DeHaven called the Springfield Board of Education meeting to order in the Board Room of the District Administration Center at 7:00 pm and led the Pledge of Allegiance.

Attendance

December 12, 2016

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Board Members present included Chair Tina DeHaven, Laurie Adams, Erik Bishoff, Sandra Boyst and Dr. Emilio Hernandez.

District staff, students and community members identified included Superintendent Sue Rieke-Smith, Jenna McCulley, Tom Lindly, Brian Megert, Kevin Ricker, Suzy Price, Judy Bowden, Kristen Denmark, Tim Stevens, Anne Goff, Chad Towe, Linda Henry, John Saraceno, Paul Weill, Joan Bolls, Kasey Scott, Levi Scott, Chris Reiersgaard, Terry Rutledge, Kevin Goad, Pete White, Tanner Weaver, Mike Maulding, Kim Hernandez, Alyssa Nestler, Becky Springer, Kara Minchin, Hillary Galloway, Dan Sterling, Afrika Mucha, Dawn Adams, Katie Bowlby, Erin Grace, Ken Allen, Brenda Holt, Mark Shoemaker, Kristine Fuller, Amber Mitchell, José da Silva, Bob Houston, Joni Wareham and Greg James.

Student Board representatives in attendance included Kat Dobrowski, Delilah Berger, Nathaniel Schiffer, and Nick Romig.

2. CHANGES OR ADDITIONS TO THE AGENDA

Board Chair Tina DeHaven asked if there were any changes or additions to the agenda. There were no changes to the agenda.

3. SCHOOL PRESENTATION – CENTENNIAL ELEMENTARY SCHOOL

Principal Dan Sterling introduced Music Teacher Lynn Smith and ten 5th graders who sang **7 Years**.

Mr. Sterling introduced several teachers who offered presentations to the Board:

- Fourth grade teacher, Kim Hernandez, reviewed the Centennial Vision.
- First/Second grade teacher, Aly Nestler, gave a presentation on *Innovations and Motivations*.
- Fifth grade teacher, Mike Maulding, gave a presentation on *SPED Model*.
- Fourth grade teacher, Hillary Galloway, gave a presentation on *Leadership Team*.
- Learning Specialist Becky Springer, gave a presentation on *FUSION math for 1st grade* and *MOCCA project for 3rd-5th grade*.
- Learning Specialist Kara Minchin, gave a presentation on *Community Support and Family Center*.

In response to Mr. Sterling, the teachers shared one word that spoke to their aspirations: success, diligence, growth, happiness, confidence, and compassion.

4. PERFORMANCE CONTRACTING

Chris Reiersgaard and Terry Rutledge provided a report on Performance Contracting. Mr. Reiersgaard explained that the Facilities Department had been looking for ways to make available funding go farther; what staff could do to save the District money; and how the District could provide money for long term improvements at District facilities. In response to these goals, the District had: made water improvements at Thurston High School (THS); stopped garbage pickup during winter and spring breaks, and other times when classes were not in session; reduced laundry services; reduced electricity cost with the use of LED lights; taken advantage of reduced gasoline prices that had provided savings to the District; introduced efficiencies in water and sewage uses. Performance contracting, initiated by Mr. Rutledge, allowed the District to undertake a technical energy audit at all District schools through a contract with Johnson Controls.

In response to Ms. Adams, Mr. Rutledge said the District selected Johnson Controls through a Request for Qualifications (RFQ) to provide services to improve the District's energy efficiency. He introduced Kevin Goad and Peter White from Johnson Controls.

Mr. Goad and Mr. White offered a PowerPoint presentation entitled *Energy Solutions for SPS*.

5. WORK SESSION SUMMARY

Chair DeHaven provided an overview of the work session held earlier in the afternoon with Renee Sessler from OSBA about Parliamentary Procedure. The Board had also discussed suggestions for the design of the Board Room in the new Administration Building with Tom Lindly.

6. PUBLIC COMMENTS

No public comment was offered.

7. CONSENT AGENDA

A. November 14, 2016 Board Meeting Minutes

B. December 6, 2016 Special Work Session Meeting Minutes

C. Financial Statement

D. Board Policies Approval, Resolution #16-17.018

Jenna McCulley recommended that the Board of Directors approve the following board policy as presented:

- BGA Equal Employment Opportunity

E. Personnel Action, Resolution #16-17.019

Dr. Michael Henry recommended that the Board of Directors approve the personnel action for licensed employees as reflected below:

New Hires

Alexandra Newson

Miriham Walle

Retirement

Karen Coldren

Colleen K. Hunter

Donna Miller

Zehra Greenleaf

Jovone Kettwig

Change of Contract Status

Karen Coldren

Colleen K. Hunter

Donna Miller

Zehra Greenleaf

Jovone Kettwig

F. OSBA 2017-2018 Elections, Resolution #16-17.020

Dr. Sue Rieke-Smith recommended that the Springfield Board of Directors adopt the Oregon School Boards Association 2017-2018 Legislative Priorities and Policies as recommended by the Legislative Policy Committee.

It was further recommended that the Board direct the Superintendent or designee to submit this vote at OSBA's E-Voting Center no later than midnight on December 16, 2016.

G. Out of State Trip THS Choir, Resolution #16-17.021

Kevin Ricker recommended the Board of Directors approve Thurston High School's Choir students' request to travel to Bellevue, WA to participate in the All-Northwest Choir event. THS Choir class had fundraised half of the monies required to cover the cost of this trip. There was no cost to the district for this trip.

Principal Towe would report fundraising progress to the Board in January 2017. It was understood trip approval was contingent upon the club/organization raising all funds required to cover all costs, including substitute teacher costs associated with this trip.

Motion: Ms. Adams moved, seconded by Dr. Hernandez to approve the Consent Agenda.

The motion carried unanimously, 5-0.

8. ACTION ITEM

A. Comprehensive Annual Financial Report (CAFR) and 2014-2015 Audit, Resolution #16-17.022

Joan Bolls, District Internal Auditor/Budget Specialist and Kenny Allen, with the firm of Pauly, Rogers and Co., P.C., reviewed the District's CAFR and Audit. Ms. Bolls recommended that the Board of Directors accept the audited financial reports for 2015-2016 as presented by the firm of Pauly, Rogers and Co., P.C.

Mr. Allen said the District's financial records were in excellent condition and commended District staff for their work.

Ms. DeHaven thanked District staff for their excellent work.

Motion: Ms. Adams moved, seconded by Mr. Bishoff for approval.
The motion carried unanimously, 5-0.

B. Hamlin Middle School (HMS) Replacement School Furnishing, Fixtures and Equipment (FF&E) RFP, Resolution #16-17.023

Dr. Sue Rieke-Smith recommended that the Board of Directors approve contracting with Virco Manufacturing Corporation of Torrance, California for the services and provision of furnishings, fixtures and equipment as outlined.

Motion: Ms. Adams moved, seconded by Ms. DeHaven for approval.

Greg James said this RFP process had been a very good process for HMS, which was a Science, Technology, Engineering, Art, Mathematics (STEAM) based school. The District had received five proposals for the project. The Selection Committee unanimously supported contracting with Virco Manufacturing Corporation, which had done high quality work with STEAM based programs across the United States.

The motion carried unanimously, 5-0.

C. Budget Committee Appointment, Resolution #16-17.024

Dr. Sue Rieke Smith recommended that the Board of Directors appoint Kenneth Kohl to position #2 effective January 1, 2017 through December 31, 2019.

Motion: Ms. Adams moved, seconded by Ms. Boyst, that Ken Kohl be appointed to Budget Committee position #2, effective January 1, 2017 through December 31, 2019.
The motion carried unanimously, 5-0.

Ms. DeHaven said the Board had met on in a work session on December 6, 2016 to interview four applicants to fill a vacant position on the Budget Committee, as a result of Dr. Emilio Hernandez's resignation from the committee.

Ms. Adams said candidates who had applied to serve on the Budget Committee were amazing, which made the selection process difficult.

Ms. DeHaven, Dr. Hernandez and Ms. Boyst agreed that all of the candidates were well qualified to serve on the Budget Committee and would advocate effectively for the District.

Motion: Mr. Bishoff moved, seconded by Dr. Hernandez, to appoint Nancy Cameron to Budget Committee position #3, effective January 1, 2017 through December 31, 2019.
The motion carried unanimously, 5-0.

Mr. Bishoff suggested that the District and the Board follow-up and thank the applicants and encourage them to continue to be active in District issues.

8. REPORTS AND DISCUSSION

A. Student Communication

Kat Dobrowski reported that the Academy of Arts and Academics (A3) completed Confluence last week, which was complicated due to weather. A lot of cool stuff had taken place, including student written skits about the space race and globalism, and Ed Talks, which were spoken word pieces on the civil rights movement. J Term, which would feature many interesting classes, would begin after winter break.

Delilah Berger reported that Gateways High School (GHS) students recently had a presentation by a Mixed Martial Arts (MMA) fighter at the Wildish Theater. The GHS Holiday Feast, catered by Texas Roadhouse, would be held on December 14, 2016. Community businesses donated Christmas trees and gift cards that would be raffled at the Holiday Feast. Students participated in an ornament making party today after school. Board members and staff had been invited to attend the Holiday Feast. She reported that GHS had a new mental health specialist.

Nathaniel Schiffer reported that Springfield High School (SHS) students collected over 1,300 pounds of food through a canned food drive for SHS families and families in the community. Students were collecting gifts for the Tree of Joy for elementary students in the District. Today the students participated in Hot Compliments, where they wrote compliments on sticky notes for all SHS students, which students could exchange for hot chocolate during lunch periods. The Students Opposed to Drugs and Alcohol (SODA) Club would visit elementary schools after winter break to talk about how drugs were bad for students. Students would also bring out Mr. Butt, the cigarette mascot, to interact with the elementary students. The SHS choir was scheduled to perform on December 13, 2016.

Nick Romig reported that Thurston High School (THS) students recently held a sports registration for basketball, wrestling, and swimming. THS recently hosted a regional cheer competition in which over 200 students participated. Evan Thomas made it to the All State Cheerleading Team. Students recently performed in two theater programs. Students had raised approximately \$5,000 for the Tree of Joy and would deliver presents to over 50 kids on December 13, 2016. Students were serving hot chocolate to THS students, with compliments written on the cups. The Oregon Shakespeare Institution was currently visiting THS. A band concert was scheduled for December 13, 2016. Leadership was currently working on the Mr. and Ms. THS Pageant with the Children's Miracle Network.

B. Superintendent Communication

Superintendent Sue Rieke-Smith thanked THS Principal Chad Towe and SHS Principal José da Silva for their assistance with bringing community members, specifically from the natural resources sector, to provide tours and opportunities to discuss how those community members might partner with the District in developing a new pathway for Career and Technical Education (CTE). She commended SHS for its Hot Compliments event today. She also commended SHS for having materials for Hot Compliments in English and other languages, which spoke well to the school's commitment to diversity and equity. She commended THS for its culinary arts program which had prepared food for the school's First Friday's of Color celebration. She had completed her first half day visits to Centennial Elementary School where she talked with students about what was great with their school. In response to Mr. Bishoff, Superintendent Rieke-Smith said those who had participated in the events with partners from the natural resources sector were asked to complete a survey in collaboration with the Springfield Chamber of Commerce, to learn how participants felt about the effectiveness of the program. The survey information would be brought to the Board in 2017.

C. Board Communication

• Board Committee Reports

Dr. Hernandez was pleased that the Board was having a conversation about how sports could motivate students in other areas. He noted being on his high school and the University of Oregon wrestling teams had helped him through his educational experiences. He recently had been working with community members on the Guy Lee immersion program. He suggested the Board should discuss this program in a work session in the near future. Community members had contacted him about issues going on in the District that he would bring forward in

2017. His first three months on the Board had been interesting and busy. He thanked Board members for their good work.

Ms. Boyst said she attended the Springfield Chamber of Commerce Education Committee meeting chaired by Nancy Bigley. She was very impressed with her children's volleyball coach, Teresa Bronson, who was a senior at SHS. She thanked John Saraceno and Brett Yancey for leading the tour of HMS.

Ms. DeHaven thanked John Saraceno and Brett Yancey for the HMS tour. She was impressed with the progress with the project.

Mr. Bishoff said he planned to attend the CTE counselor support summit in Salem on December 17, 2016.

Ms. Adams thanked the District staff who checked the weather and road conditions in rain/snow/ice conditions. She thanked the Board for the work and service to the District. She wished everyone a Merry Christmas. She commended Board members for participating in Springfield Christmas Parade.

9. OTHER BUSINESS

There was no other business.

10. NEXT MEETING

Ms. DeHaven said the next Business Meeting would be held on January 9, 2017 at 7:00 pm.

11. ADJOURNMENT

With no other business, Ms. DeHaven adjourned the meeting at 9:05 pm.

(Minutes recorded by Linda Henry)

**SPRINGFIELD PUBLIC SCHOOLS
2016-2017 Revenue/Expenditure Forecast
As of December 31, 2016
Please see attached report**

REVENUES:

- A majority of our (current year) property taxes were received during the month of November, with minor collections remaining throughout the remainder of the year. Additionally, it is estimated that approximately \$450,000 of prior year property taxes are to be received on behalf of the District. This report is based on the information received through the Lane County Tax and Assessment office.
- The District's most significant portion of revenue is the District's scheduled Basic School Support payments. According to Oregon Department of Education's estimate, the District is scheduled to receive approximately 99.3% of the adopted budget. This estimate includes the additional students enrolled in the SPS Online program, as well as Charter School enrollment at both A3 and Willamette Leadership Academy.
- The District is anticipating receiving approximately \$190,000 in County School Funds. To date the District has not received anticipated funds.
- The District is anticipating receiving approximately \$1.31 million in Common School Funds, which is approximately 25% more than originally anticipated. To date the District has received approximately % of anticipated funds (\$854,729).

EXPENDITURES:

- Salary amounts are based upon staff allocations adopted during the budgeting process. This is estimated using actual data (per year-end estimates). These projections reflect anticipated and realized retirements.
- Benefit amounts are based upon staff allocations revised during the budgeting process, along with budgeted salaries.
- The purchased services, supplies and capital outlay expenditure projections are based upon budgeted expenditures and anticipated to be expended similar to past trends. Under expenditures of approximately 2% - 3% are consistent with previous years. While historically the District has under spent these budget areas, reductions in discretionary budget no longer afford for significant under-expending.
- Other objects include the cost for property and liability insurance and is based upon premiums negotiated after the 2016-2017 adopted budget.
- During the summer 2016 the District requested \$95,000 transferred from Contingency into Capital Outlay for the plumbing replacement at Page Elementary School. This transfer is reflected in these two line items.

Additional Notes: For the 2016-2017 budget year the current estimate of ending fund balance is \$4,976,664, which is approximately 4.9%. Included in this number is the audited ending fund balance from the 2015-2016 fiscal year (\$7,997,166).

Submitted by:
Brett M. Yancey
Chief Operations Officer

Reviewed by:
Susan Rieke-Smith, D.Ed.
Superintendent

SPRINGFIELD SCHOOL DISTRICT 19
2016-2017 REVENUE/EXPENDITURE FORECAST
as of
12/31/16

	<u>BUDGET</u>	<u>ACTUAL through 12/31/16</u>	<u>ESTIMATED from 12/31/16 to year end</u>	<u>PROJECTED 2016-2017</u>	<u>PROJECTED as % of BUDGET</u>
REVENUES:					
Property taxes - current	23,471,453	22,024,346	1,447,107	23,471,453	100.00%
Property taxes - prior years	450,000	183,666	266,334	450,000	100.00%
Other local sources	936,100	342,637	593,463	936,100	100.00%
Lane ESD Apportionment	1,607,785	401,946	1,205,839	1,607,785	100.00%
County School Fund	190,000	0	190,000	190,000	100.00%
State School Fund	70,872,711	40,635,897	29,760,222	70,396,119	99.33%
Common School Fund	1,048,399	854,729	456,768	1,311,497	125.10%
 Total revenues	 98,576,448	 64,443,222	 33,919,732	 98,362,954	 99.78%
 Beginning fund balance	 8,133,941	 0	 7,992,966	 7,997,166	 98.32%
 Total Beginning fund balance	 8,133,941	 0	 7,992,966	 7,992,966	 98.27%
 Total resources	 <u>106,710,389</u>	 <u>64,443,222</u>	 <u>41,912,698</u>	 <u>106,360,120</u>	 <u>99.67%</u>
 EXPENDITURES:					
Personal services	52,025,705	18,800,325	33,225,380	52,025,705	100.00%
Employee benefits	31,493,037	11,578,226	19,914,811	31,493,037	100.00%
Purchased services	11,490,100	4,767,219	6,378,178	11,145,397	97.00%
Supplies & materials	3,098,500	1,211,801	1,793,744	3,005,545	97.00%
Capital outlay	265,000	163,448	96,252	259,700	98.00%
Other objects	723,295	703,059	20,236	723,295	100.00%
Fund transfers	2,631,577	2,631,577	0	2,631,577	100.00%
 Total expenditures	 101,727,214	 39,855,655	 61,428,601	 101,284,256	 99.56%
 Unappropriated	 4,000,000	 0	 0	 0	 -
Contingency	983,175	0	95,000	95,000	9.66%
 Total appropriations	 <u>106,710,389</u>	 <u>39,855,655</u>	 <u>61,523,601</u>	 <u>101,379,256</u>	 <u>95.00%</u>
 Total resources		64,443,222	41,912,698	106,355,920	
Total appropriations		<u>39,855,655</u>	<u>61,523,601</u>	<u>101,379,256</u>	
 Ending fund balance		24,587,567	(19,610,903)	4,976,664	
Less: contingency			0	0	
 Net fund balance		<u>24,587,567</u>	<u>(19,610,903)</u>	<u>4,976,664</u>	

PERSONNEL ACTION

RELEVANT DATA:

Each month the board of Directors is asked to approve personnel action involving licensed employees. Tonight the Board is being asked to approve the attached retirement. If the Board of Directors would like to discuss any of these recommendations in executive session, in accordance with ORS 192.660(2)(f) Exempt Public Records, the employee should be identified by the number preceding the name and it will be withdrawn pending further instruction from the Board. Dr. Michael Henry is available for questions.

RECOMMENDATION:

It is recommended that the Board of Directors approve the personnel action for licensed employees as reflected in this resolution and any addendum presented along with this resolution. Categories include:

- Retirement

SUBMITTED BY:

Michael Henry, Ph.D.
Director of Human Resources

APPROVED BY:

Susan Rieke-Smith, D.Ed.
Superintendent

NO	NAME	CURRENT BUILDING ASSIGNMENT	CURRENT STATUS	FTE	EFFECTIVE DATE	NOTES
	RETIREMENTS					
1	ROBIN FURRER	ASMS	CONTRACT TEACHER	FT	6/30/2017	RETIREMENT

FIRST READING/REVIEW

DATE: January 23, 2017

BOARD POLICIES FOR REVIEW

RELEVANT DATA:

From time to time, changes in laws or operating practice require changes or additions to board policies. In addition, the district subscribes to a policy review service with Oregon School Boards Association and receives samples that are used to craft policy for Springfield Public Schools. Administrative Rules (ARs) are brought to the board for approval when required.

Four current policies are presented for Board first reading and review to reflect updated procedures and to reflect legislative changes.

RECOMMENDATION:

It is recommended the Board of Directors review the following board policies as a first reading:

- JECBA Admission of International Study or Exchange Students
- JECBB Intra-district (In-District) Transfer Students
- JECC Admission of Students to Schools
- JECF Inter-district (Out of District) Transfer of Resident Students

David Collins is available for questions.

SUBMITTED BY:

Jenna McCulley
Community Engagement Officer

RECOMMENDED BY:

Susan Rieke-Smith, D.Ed.
Superintendent



Code: JECBA

Adopted: 4/21/03

Revised/Readopted: 3/10/08; 4/23/12

Orig. Code(s): JECBA

Admission of **International Study or Exchange** Students

In the interest of furthering better understanding and improving human relations among district students and youth from all parts of the world, the school Board encourages the high schools to participate in student **International Study or Exchange** ~~foreign exchange~~ programs.

International Study or Exchange students must meet the regulations and expectations of local students, including immunization requirements. No student will be enrolled until all standards for admission have been cleared. Information such as the student's name, nationality, age, **sponsor's name**, host family ~~and sponsor's name and address~~, immunization information and health records, school transcript, and English proficiency **documents** will be required upon application submission.

International Study or Exchange students must be a 10th or 11th grade student, hold a J-1 visa, attend for a full academic year and maintain a full day academic schedule. Completion of a **International Study or** ~~student-exchange~~ program does not result in the award of a Springfield School District high school diploma.

International Study or Exchange students are required meet a minimum language ability scores. SPS accepts SLEP (minimum scaled score of 48) and ELTis (minimum score of 215) SPS does not accept TOEFL test scores. Sponsoring agencies for International Study or Exchange students found to require additional ELL services will be billed for those services.

International Study or Exchange students are required to participate with an agency that is recognized and meets standards set by CSIET (The Council on Standards for International Educational Travel).

International Study or Exchange students must reside within the attendance boundaries of the high school they are approved to attend. **International Study or** Exchange students are not eligible to transfer schools or districts.

The district will not approve any **International Study or Exchange** ~~foreign exchange~~ student should there be a current waiting list of transfer students to either Springfield or Thurston High Schools.

International Study or Exchange students may not transfer schools or districts. International Study students approved to attend a charter school (whether it be a Springfield District sponsored charter or not) may not enroll, take classes or participate in athletics or extra curricular activities at another Springfield school.

International Study or Exchange students are not eligible to attend Gateways High School.

Exchange students must agree to abide by the district policies and regulations and those of the high school they are attending.

At the time of admission to the district, the exchange student must be at least 16 years old but not older than 18 years of age and cannot be a graduate of high school in their own nation.

International Study or Exchange students will be encouraged to participate in all student activities and will be eligible to participate in interscholastic athletics, provided academic requirements and Oregon School Activities Association criteria are met.

The district reserves the right to limit the number of exchange students.

END OF POLICY

Legal Reference(s):

[ORS 339.133](#)

[ORS 433.267](#)

OAR 581-022-1130

Illegal Immigration and Immigration Reform Act of 1996, 8 U.S.C. §§ 1101, 1221, 1252, 1224, 1363, 1367 (2006).



Code: JECBB

Adopted: 3/09/04

Revised/Readopted: 9/10/07

Orig. Code(s): JECBB

Intra-district (*In-district***) Transfer Students**

The Board requires that students attend the school assigned to the attendance area in which they live. However the Board recognizes that there may be circumstances in which a student's parents or guardians would request that the student be allowed to attend another school in Springfield.

Requests for transfers will be granted under the following conditions:

1. There must be space available at the school to be entered;
- 2. The requested school must be open to accept transfers;***
- ~~3.~~ ***2.*** The student must maintain appropriate attendance;
- ~~3. The student must maintain appropriate academic progress;~~
4. The student must maintain appropriate behavior; and
5. The parents must provide transportation both to and from school, ***regardless of documented disability***. The student should not arrive too early or be left waiting after school. The district will not allow a transfer student to walk unaccompanied across major streets in order to attend as a transfer.

Failure to maintain any of these conditions may result in the revoking of the right to transfer. ***In the event a student's transfer is revoked, the student cannot apply for a transfer for one calendar year.***

When a student moves into another attendance area during the school year the district will allow the student to complete the current school year in their former school. This is also subject to the conditions listed above.

Students who attend a district school identified for improvement, corrective action or restructuring under the No Child Left Behind Act of 2001 may, as required by law, transfer to another public school in the district which has not been identified for improvement or as persistently dangerous under federal No Child Left Behind definition. Additionally, students who attend a district school identified as persistently dangerous, or who are victims of a violent criminal offense occurring in or on the grounds of the school the student attends, may transfer to a safe public school in the district that has not been identified as in need of improvement.

Additionally, as provided by ORS 329.485, the district may allow a student who has not met or has exceeded all of the state standards at grades 3, 5, 8 and 10 to attend another district school outside of the student's attendance area.

Transfer priority will be given to the lowest achieving students from low-income families. A transferring student will be permitted to remain in the school until he/she completes the highest grade in that school.

For students requesting a transfer under conditions listed in the No child Left Behind Act of 2001, the district will provide transportation, as provided in Board policy EEA-Student Transportation Services. That obligation will end at the completion of the school year for students transferring from a school identified for improvement as persistently dangerous, if the school from which the student has transferred is no longer identified for improvement, subject to corrective action or restructuring or persistently dangerous.

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

END OF POLICY

Legal Reference(s):

[ORS 329.485](#)

[ORS 332.107](#)

[OAR 581-021-0045](#)

No Child Left Behind Act of 2001, 20 U.S.C. §§ 6316, 7912 (2006).



Code: JECC

Adopted: 3/09/04

Revised/Readopted: 9/10/07

Orig. Code(s): JECC

Admission of Students to Schools

Students will attend the school in the attendance area in which their parent or legal guardian live, unless as otherwise provided by state and federal law.

When a student moves into another Springfield attendance area after the school year has begun, the parents may complete a transfer application and he/she may remain at the former school **as space allows** ~~until that current school year ends. At the end of the school year, the student must transfer to the school that serves the attendance area of his/her new residence or apply for an intradistrict transfer to remain at their current school.~~

Students who wish to attend another Springfield school outside of their assigned school boundary should follow the policies and procedures outlined in Board policy JECCA – Intra-district Transfers. In all such cases, parents must provide transportation, as outlined in Board policy.

In the event a district school is identified for school improvement, corrective action or restructuring under the No Child Left Behind Act of 2001 (NCLBA), the district shall, no later than the first day of the school year following such identification, provide all students enrolled in the school the option to transfer to a safe district school meeting adequate yearly progress standards as defined by law. Transfer priority will be given to the lowest achieving students from low-income families. A transferring student will be permitted to remain in the new school until he/she completes the highest grade in that school.

A student who becomes a victim of a violent criminal offense, as determined by state law, while in or on the grounds of a school the student attends, or any student attending a district school that is identified by the Oregon Department of Education (ODE) as persistently dangerous, may transfer to a safe district school that has not been identified as in need of improvement.

Additionally, as provided by ORS 329.485, the district may allow a student who has not met or has exceeded all of the state standards at grades 3, 5, 8 and 10 to attend another district school outside the student's attendance area.

The district will provide transportation, as provided by Board policy EEA - Student Transportation Services. That obligation will end at the completion of the school year for students transferring from a school identified for improvement or as persistently dangerous, if the school from which the student has transferred is no longer identified for improvement, subject to corrective action, restructuring or persistently dangerous.

Notice to parents of their right to request the transfer of their student as provided by this policy will be provided as required by law.

Attendance areas are subject to annual adjustment to balance student enrollment as outlined in Board policy JC - School Attendance Areas.

END OF POLICY

Legal Reference(s):

ORS 329.485

ORS 332.107

OAR 581-021-0045

No Child Left Behind Act of 2001, 20 U.S.C. §§ 6316, 7912 (2006).



Code: **JECF**

Adopted: 3/09/04

Revised/Readopted: 9/10/07

Orig. Code(s): JECF

Inter-district (Out of District Transfer of Resident Students)

The district offers a variety of programs and services designed to meet the individual needs of its students. Nevertheless, the Board recognizes there may be circumstances that arise in which a resident student may benefit from attendance in another public school in the state. Therefore the Board authorizes the superintendent, or designee, to ***manage Inter-District transfer of resident students in keeping with state law and district guidelines.*** ~~enter into agreements with other districts for the exchange of students between the two districts.~~

~~The agreements will be by written consent of the affected Boards or designees whereby the student becomes a "resident student" of the attending district, allowing the attending district to receive state school fund moneys. These arrangements should be in the form of "one for one" exchanges of students between the districts.~~

Prior to March 1 of each year the Board will determine the number of students, if any, it will accept and release for the coming school year.

The District will release all students up to the number declared.

When the district approves the release of a resident student ~~under the above criteria~~, the student or his/her parent(s) will be solely responsible for transportation. ~~The Board recognizes that resident students under the Individuals with Disabilities Act (IDEA) remain the primary responsibility of the district. District consideration of transfer requests by students under IDEA will meet the requirements of state and federal law.~~

In emergency situations, a student who resides within district boundaries may be released to attend school in another district that agrees to accept the student. Any additional fees or tuition costs are the responsibility of the parent.

In all of the above situations, the parent assumes the responsibility of transportation ***regardless of documented disability.***

The superintendent or designee may consider for approval requests that meet one or more of the following criteria:

1. ~~The student has not met or has exceeded all of the standards at grades 3, thru 8 and 10 and appropriate additional services or alternative educational options may better be met in another district;~~
2. A ~~financial, educational,~~ safety or health condition affecting the student would likely be improved as a result of the transfer. "Would likely be improved" means it is probable, in the judgment of the district,

that the nature and effect of the benefit to be received will be real and meaningful;

- ~~3. Attendance at the school in the nonresident district is nearer to the parent's place of work or to the location of child care;~~
4. There is ~~some other special hardship or detrimental condition~~ affecting the student or his/her immediate family which would be alleviated as a result of the transfer. "Special" means a ~~circumstance or factor not generally applicable to other students or families~~. "Hardship" and "~~detrimental condition~~" apply to any circumstance or factor which has a harmful effect on the student or his/her immediate family, and is ~~not~~ restricted to a ~~financial, educational~~, safety or health condition.

Additionally, the inter-district transfer of resident students will be permitted, as appropriate, to meet the requirements of the No Child Left Behind Act of 2001 (NCLBA). Accordingly, the district shall, to the extent practicable, establish a cooperative agreement with one or more districts in the area to allow the transfer of any student who attends a school receiving Title I funds that has been identified for improvement, corrective action or restructuring when all other district schools the student may transfer to are also identified as in need of improvement, or there is no other district school to which the student may transfer. The student may remain in the new school until the student has completed the highest grade in that school.

All such transfers must be to a safe school not identified as in need of improvement, corrective action or restructuring. Priority shall be given to the lowest achieving students from low-income families.

An inter-district transfer may also be permitted in the event a student has been a victim of a violent criminal offense occurring in or on the grounds of a school the student attends or the student attends a school identified as persistently dangerous, and all other district schools the student may transfer to are also identified as persistently dangerous or there is no other district school to which the student may transfer. The transfer must be to a safe school and, to the extent possible, to a school that is making adequate yearly progress and has not been identified for school improvement, corrective action or restructuring.

A homeless student residing in the district and the student's parent, or in the case of an unaccompanied student, the district's liaison for homeless students, may request that the student attend his/her school of origin, located out-of-district. The request will be considered based on the best interest of the student. The student may continue in his/her school of origin for the duration of the student's homelessness when the student's family becomes homeless during or between an academic year, or for the remainder of the academic year if the student becomes permanently housed during the school year. Transportation to an out-of-district school will be provided through ~~an inter-district agreement~~ the McKinney-Vento program.

The superintendent is directed to establish procedures for the review of student requests to attend school in another school district.

END OF POLICY

Legal Reference(s):

[ORS 327.006](#) [ORS 332.107](#) [OAR 581-022-0705](#) [ORS 329.485](#) [ORS 339.115](#)

Illegal Immigration and Immigration Reform Act of 1996, 8 U.S.C. §§ 1101, 1221, 1252, 1224, 1363, 1367 (2006). McKinney-Vento Homeless Education Assistance Improvements Act of 2001, 42 U.S.C. §§ 11431-11435 (2006). No Child Left Behind Act of 2001, 20 U.S.C. §§ 6316, 7912 (2006).

RESOLUTION #16-17.026
OUT-OF-STATE TRIP REQUEST

DATE: January 23, 2017

THURSTON HIGH SCHOOL
BAND & ORCHESTRA

RELEVANT DATA:

The objective of our trip is to provide a quality performance opportunity for Thurston High School's Band and Orchestra students to perform at the University of Hawaii and the Royal Hawaiian Stage.

Rationale for missing four days of school includes a reduced cost to students, greater travel efficiency, students are required to bring homework on the trip and will have mandatory study time, and the dates of the trip do not interfere with other school functions.

There is no cost to the district for this trip. All sub costs will be paid using THS or non-district funds.

RECOMMENDATION:

It is recommended the Board approve Thurston High School's Band and Orchestra student's requests to travel to Oahu, Hawaii to perform at the University of Hawaii and the Royal Hawaiian Stage. Dates of the trip will be Thursday, April 20, 2017 through Tuesday, April 25, 2017. Students will miss four (4) school days.

Chad Towe and Tim Vian will be available to answer questions.

SUBMITTED BY:

Kevin Ricker
Secondary Director

RECOMMENDED BY:

Susan Rieke-Smith, D.Ed.
Superintendent

Springfield School District

OUT-OF-STATE TRAVEL REQUEST

School: Thurston Contact: Tim Vian Date: 10-6-16

Club/Organization Going on Trip: Band and Orchestra # of Students (M/F): 35/34

Number of Faculty Chaperones: 1 Number of Parent/Other Chaperones: 43

Names of Chaperones:

School Staff: Tim Vian

Parents/Others: Please see attached Itinerary for list of parent chaperones.

Destination: Oahu, Hawaii Dates of Trip: April 20 – 25, 2017

Estimated Total Cost: \$1400/per Cost to the Program/Building*: \$0
(Includes substitute teacher cost.)

Amount Fundraised to Date: \$200-\$300

Fundraising Activities: Candy, Ads, Christmas tree sale, cookie dough, Spaghetti dinner, Cosmos corn sale, bottle drive, Fireworks sign holding,

Lodging: Miramar Honolulu

Food: Stipend for each student

Method of travel: Alaska Air, Roberts tour bus company,
(Note: District vehicles **are not** available for out-of-state travel)

of School Days Missed: 4
(If more than two school days will be missed, please attach additional rationale to justify absences)

Special insurance, if applicable: (Company) _____
Type of Coverage _____ Cost per Person _____

Applicable forms on file: (please check)

X Parent Permission Form X Medical Release Form X Student Fundraising Agreement

Purpose for the trip and a tentative Itinerary must be included with this form.

Approval, once granted, is contingent upon the club/organization raising all funds required to cover all costs, including substitute teacher costs, associated with the trip. The building principal will report to the Board no less than 30 days prior to the trip of the club/organization's status raising all required funds.

Approved: ✓ Denied: _____ Principal: Chad Towe Date: 10/31/16

Approved: ✓ Denied: _____ Secondary Director: Kevin Ricker Date: 12/21/16

IMPORTANT NOTE

Out of State Trip request forms must be submitted and approved at least 90 days prior to date of proposed trip before any commitment can be made to parents, students, etc. Any changes to this trip request must be covered and resubmitted to the Board in an Addendum.

****All costs must be paid by the program or building. The District assumes no costs for trips.***

THS Band and Orchestra
Oahu, Hawaii
April 20-25, 2017

PURPOSE OF THE TRIP

Purpose of trip:

- a. The main purpose of the trip is to perform at the University of Hawaii and clinic under one of the nations top ensemble conductors as well as perform on stage at the Royal Hawaiian Stage. Since music is a performance based art these experiences will allow students to see the different venues available to them.
- b. By traveling to Hawaii, the Thurston students will get a chance to visit a state that many would never get to in life and to experience an American culture different and more varied.
- c. The music field affords the opportunity to travel more often than many other career opportunities. Because the trip is in Hawaii, it will show the students the rewards for hard work and diligence to achieve a goal.
- d. The trip does make good use of time and money. Because we can get group rates on travel, hotel, and miscellaneous items, the costs will be lower while still ensuring quality.
- e. We will be chartering from a reputable airline (Alaskan Air) and a licensed and bonded bus company (Roberts Tours). We also will have an adult/chaperone to student ration of 1 to 2 (one adult to every two students)

**THS Band and Orchestra
Oahu, Hawaii
April 20-25, 2017**

ITINERARY

Departure Date & Time: April 20 – 3:00 AM (7:00 am flight)

Return Date & Time: April 25, 10:00 PM to THS

6:00am		6:35am pick up at Hotel	Breakfast	Breakfast	Kualoa Ranch Excursion	Breakfast	
7:00am		USS Arizona/City Tour	Pick up at hotel for clinic		7:25am pick up @	Free Time	
8:00am	Leave THS	Tour	Clinic @ UofH	Snorkeling Trip	Sheraton Waikiki	Free Time	
9:00am		Tour	Clinic @ UofH	Pick up @ 9:20am @	Kualoa Ranch Excursion	Free Time	
10:00am	Arrive at PDX for check-in	Tour	Return to hotel	Waikiki Trade Center	Kualoa Ranch Excursion	Check out of Hotel	
11:00am	2 hours prior to departure	Tour		Snorkeling Trip	Kualoa Ranch Excursion	Free Time	
12:00pm	Flight departs 12:40pm	Lunch	Lunch	Snorkeling Trip	Kualoa Ranch Excursion	Free Time	
1:00pm	Flight	Walk to	Free time	Snorkeling Trip	Kualoa Ranch Excursion	Free Time	
2:00pm	Flight	Royal Grove Performance	Free time	Snorkeling Trip	Kualoa Ranch Excursion	Free Time	
3:00pm	Flight arrives 3:29pm	Free time	Free time	Snorkeling Trip		Free Time	
4:00pm	Transfer to hotel & check-in		Free time	Snorkeling Trip		Free Time	
5:00pm			Load bus	Snorkeling Trip	Dinner	Free Time	
6:00pm	Dinner	Planet Hollywood	Luau	Dinner		Free Time	
7:00pm	Free Time		Luau	Mandatory Study Time	Free Time	Gather back at Hotel	
8:00pm	Free Time	Society of Seven	Luau	Mandatory Study Time	Free Time	8:30pm transfer to airport	
9:00pm	Free Time	Society of Seven	Luau	Mandatory Study Time	Free Time		
10:00pm	Free Time	Society of Seven	Return to Hotel	Mandatory Study Time	Free Time	Flight departs 10:40pm and	
11:00pm	Curfew		Curfew	Curfew	Free Time	arrives Portland Monday 7:17am	
12:00am		Curfew			Curfew	Return 10:30 AM	

Parent Chaperones:

Jobina and Mike McGillivray, Cherene Dehne, Tiffani Haugen, Mrs. Bonk, Mrs. Chow, Mr. & Mrs. Clifton, Mr. Hales, Mrs. Hamel, Mrs. Hampton, Mr. & Mrs. Huston, Mr. & Mrs. Kjeldgaard, Mrs. McKay, Mrs. Monroe, Mr. & Mrs. Napper, Mrs. Phelps, Mrs. Russell, Mr. & Mrs. Sabin, Mr. & Mrs. Scatena, Mrs. Steele, Mr. & Mrs. Thompson, Mrs. Velasco, Mr. and Mrs. Wagoner, Ms. Nunneley, Mrs. McFerrin

THS Band and Orchestra
Oahu, Hawaii
April 20-25, 2017

Rationale

The reason student will be missing 4 days (2 A days, 2 B days) is several fold.

1. By going during the time we are going, the cost of the trip is cheaper by quite a bit (missing the Spring Break rate hikes) making it more affordable for more students.
2. the amount of time and effort it takes to get to Hawaii would be lessened if we went for only 2 days and a weekend, especially with travel times.
3. All students will be required to bring homework on the plane, and a detailed homework form will be filled out by all students. Also there will be a required study hall night that will be monitored by myself. Any tests that need to be proxied will be done as well.
4. By going on the date we are going on, we miss many other school functions that happen in the Spring.

SPRINGFIELD HIGH SCHOOL
VICA

RELEVANT DATA:

The objective of our trip is to motivate students to further develop their knowledge and job skills by providing them an opportunity to visit one of the most high tech manufacturing facility in the country and to discuss professional careers with current industry specialists.

Students will miss one school day.

There is no cost to the district for this trip. All sub costs will be paid using SHS or non-district funds. Additionally, SHS indicates Ms Toncray, an SHS educational assistant, has been granted approval to take a personal leave day to attend.

RECOMMENDATION:

It is recommended the Board approve Springfield High School's VICA student's requests to travel to Seattle, Washington to attend the Boeing Industry Tour. Available tour dates will determine actual travel dates. We will travel either:

Saturday, May 6 to Monday, May 8, 2017 or
Saturday, May 13 to Monday, May 15, 2017

We will have tour schedule selected and trip details finalized and will report to the Board in April 2017.

José da Silva and Scott Touchette will be available to answer questions.

SUBMITTED BY:

Kevin Ricker
Secondary Director

RECOMMENDED BY:

Susan Rieke-Smith, D.Ed.
Superintendent

Springfield School District

OUT-OF-STATE TRAVEL REQUEST

School: Springfield HS Contact: Scott Touchette Date: 10/17/16

Club/Organization Going on Trip: VICA # of Students (M/F): 26/6

Number of Faculty Chaperones: 5 Number of Parent/Other Chaperones: 1

Names of Chaperones:

School Staff: Scott Touchette, Randy Wilson, Adam Dimock, Mark Simmons

Parents/Others: Shelley Toncray, Tony Toncray

Destination: Seattle, Washington Dates of Trip: May 6-8 or May 13-15, 2017

Estimated Total Cost: TBD Cost to the Program/Building*: 0
(Includes substitute teacher cost.)

Amount Fundraised to Date: \$1,000 roughly

Fundraising Activities: Lane Electric & EPUD Truck Wash, Booster Concessions, Cosmos, Others to be picked by the club.

Lodging: Hotel

Food: Local Restaurants

Method of travel: Charter Bus
(Note: District vehicles **are not** available for out-of-state travel)

of School Days Missed: One (1)
(If more than two school days will be missed, please attach additional rationale to justify absences)

Special insurance, if applicable: (Company) _____ Type of Coverage _____ Cost per Person _____

Applicable forms on file: (please check)

_____ Parent Permission Form _____ Medical Release Form _____ Student Fundraising Agreement

Purpose for the trip and a tentative Itinerary must be included with this form.

Approval, once granted, is contingent upon the club/organization raising all funds required to cover all costs, including substitute teacher costs, associated with the trip. The building principal will report to the Board no less than 30 days prior to the trip of the club/organization's status raising all required funds.

Approved: ✓ Denied: _____ Principal: José da Silva Date: 11/7/16

Approved: ✓ Denied: _____ Secondary Director: Kevin Ricker Date: 1/3/17

IMPORTANT NOTE

Out of State Trip request forms must be submitted and approved at least 90 days prior to date of proposed trip before any commitment can be made to parents, students, etc. Any changes to this trip request must be covered and resubmitted to the Board in an Addendum.

***All costs must be paid by the program or building. The District assumes no costs for trips.**

**Springfield High School, VICA
Boeing Industry Tour
Seattle Washington
May 2017 Days TBD**

**PURPOSE OF THE TRIP
Objectives**

The objectives of this trip are:

1. Motivate students to further develop their knowledge and job skills by providing them an opportunity to visit one of the most high tech manufacturing facilities in the country.
2. To provide an opportunity to discuss professional careers with current industry specialists.
3. To provide an opportunity for students to see these high tech industries who may otherwise not be able to do so.

Opportunities for new skills and knowledge

The opportunity to visit a high tech industry like Boeing will encourage students to invest in their education and take classes that may lead to one of these high paying careers. They will meet industry professionals with similar skills and interests. The prospective of seeing how high tech the airline industry is, and talking with industry professionals will help our students to focus their studies.

Further Learning

This is my first time organizing this and I can report back when I am better informed.

Best use of money

Although it is expensive, it is the goal of VICA to provide the opportunity for students who may never see an business like Boeing a chance to broaden his / her view of our industry. Opportunities like this motivate the new and upcoming SHS students to be high achievers.

Effect on other classes

Students may miss one class day and they will consult with their teachers and make arrangements to complete make-up work.

Transportation and other arrangements

Parents are responsible for getting their child to SHS, where they will meet Scott Touchette and the rest of the Industrial CTE department. From there, they will ride a

charter bus from Eugene to Seattle, WA. Round trip transportation is arranged to and from SHS. While in Seattle the group will stay in a hotel. There will be both male and female chaperones to ensure everyone's safety.

Fundraising

Fundraising efforts are underway right now.

Rationale

Attending a VICA trip to Boeing or any industry, tech school or engineering marvel for many is a once in a lifetime experience! Students learn valuable communication skills, gain knowledge in manufacturing, construction and other CTE areas. They will begin formulating a more viable career choice. Opportunities to see high tech industries like this do not exist in Eugene or Springfield.

Itinerary

TBD:

Available tour dates will determine when we will travel. Historically, we have gone Mother's Day weekend (May 13-15, 2017) or the weekend before (May 6-8, 2017).

We will have tour schedule selected and trip details finalized and will report to the Board in April 2017.

RESOLUTION #16-17.028
OUT-OF-STATE TRIP REQUEST

DATE: January 23, 2017

THURSTON HIGH SCHOOL
BASEBALL

RELEVANT DATA:

The objective of our trip is to provide student athletes the opportunity to work on team bonding, skill building and teamwork. Student athletes will be able to play new teams and experience different cultures and learn to get along with a variety of personalities.

There is no cost to the district for this trip. All sub costs will be paid using THS or non-district funds.

RECOMMENDATION:

It is recommended the Board approve Thurston High School's Baseball Team's student's requests to travel to Phoenix, Arizona to participate in the Coach Bob Invitational Baseball Tournament. Dates of the trip will be Friday, March 24, 2017 through Saturday, April 1, 2017. Students will miss a half-day of school.

Chad Towe and Dennis Minium will be available to answer questions.

SUBMITTED BY:

Kevin Ricker
Secondary Director

RECOMMENDED BY:

Susan Rieke-Smith, D.Ed.
Superintendent

Springfield School District

OUT-OF-STATE TRAVEL REQUEST

School: THS Contact: Dennis Minium Date: 9/19/16

Club/Organization Going on Trip: THS Baseball # of Students (M/F): 16-20

Number of Faculty Chaperones: 5 or 6 Number of Parent/Other Chaperones: 10

Names of Chaperones:

School Staff: Dennis Minium, Rob Cantwell, Kevin Cave, Jeff Bragg, Bert Harrison, TBD

Parents/Others: _____

Destination: Phoenix, AZ Dates of Trip: 3/24 thru 4/1 2017

Estimated Total Cost: \$18,000 Cost to the Program/Building*: \$0.00
(Includes substitute teacher cost.)

Amount Fundraised to Date: \$18,000

Fundraising Activities: Apple/pear sales, tournaments, concessions, field signs, 100 inning game fundraiser

Lodging: Hyatt Chandler Hotel

Food: Hotel provides breakfast. Lunch and dinner as a team (kids pay). One dinner provided by program

Method of travel: Charter Bus
(Note: District vehicles **are not** available for out-of-state travel)

of School Days Missed: Half day (March 24)
(If more than two school days will be missed, please attach additional rationale to justify absences)

Special insurance, if applicable: (Company) N/A Type of Coverage N/A Cost per Person _____

Applicable forms on file: (please check)

X Parent Permission Form X Medical Release Form N/A Student Fundraising Agreement

Purpose for the trip and a tentative Itinerary must be included with this form.

Approval, once granted, is contingent upon the club/organization raising all funds required to cover all costs, including substitute teacher costs, associated with the trip. The building principal will report to the Board no less than 30 days prior to the trip of the club/organization's status raising all required funds.

Approved: ✓ Denied: _____ Principal: Chad Towe Date: 9/19/16

Approved: ✓ Denied: _____ Secondary Director: Kevin Ricker Date: 1/3/17

IMPORTANT NOTE

Out of State Trip request forms must be submitted and approved at least 90 days prior to date of proposed trip before any commitment can be made to parents, students, etc. Any changes to this trip request must be covered and resubmitted to the Board in an Addendum.

***All costs must be paid by the program or building. The District assumes no costs for trips.**

**Thurston High School Baseball
Coach Bob Invitational Baseball Tournament
Phoenix, AZ
March 24 thru April 1, 2017**

PURPOSE OF THE TRIP

What are the objectives of the trip and how are the experiences provided related to class or school program?

Teamwork, skill building, and team bonding, play new teams, experience different cultures. Be productive in different environments. Get along with a variety of different personalities, learning tolerance.

How will the activities on the trip provide opportunities for students to obtain new skills, insights, knowledge, or appreciation? How will the trip provide opportunities for students to use those skills they have already acquired?

With a small group of kids learning to live with others. Learn tolerance of different habits and quirks. Learn to deal with stress. Real world experiences make learning more meaningful and memorable.

How will the experience motivate students for further learning?

Reward for working hard for student athletes per school GPA standard of 2.0 GPA.

Does the trip make best use of available time and money?

Yes, spring break for students using fundraising money.

What effect does the trip have on other classes or programs?

Student athletes will miss half day of school on Friday March 24th.

What arrangements for transportation and other factors pertaining to supervision of students have been considered to ensure maximum safety?

Coaches will be at everything we do. Hotel rooms are blocked together. Curfew and bed checks.

Has all monies required to cover the cost of this trip been fundraised?

Yes.

RATIONALE*

*Rationale must be included if students will miss two or more school days.

N/A

**Thurston High School Baseball
Coach Bob Invitational Baseball Tournament
Phoenix, AZ
March 24 thru April 1, 2017**

ITINERARY

Departure Date & Time: Friday March 24, 2017. 12:30pm

Return Date & Time: Saturday April 1, 2017. Approximately 3:00pm

Please note: we will be together at everything we do, we will have team bonding/meetings every night along with bed checks each night.

Leave Friday March 24th at 12:30pm

Arrive in Phoenix Saturday March 25th around 12:30pm, we will be going start to Water Park. Check into hotel around 5:00pm. Dinner and team bonding/meeting.

Sunday March 26th: three (3) hour practice, breakfast, lunch, dinner, pool time and team bonding/meeting. Possible spring training baseball game depends on schedule of spring training games.

Monday March 27th: Game Day- game at 3pm. Breakfast, lunch, dinner, pool time, team bonding/meeting,

Tuesday March 28th: Game Day- game at 6pm. Breakfast, lunch, dinner, pool time, team bonding/meeting.

Wednesday March 29th: three (3) hour practice, breakfast, lunch, dinner, Pro Hockey game, team bonding/meeting.

Thursday March 30th: Game Day- game at noon. Breakfast, lunch, dinner, pool time, team bonding/meeting

Friday March 31st: Game Day/Departure- Clean rooms, check out, load bus, game at noon and head home

Saturday April 1st: Arrive home around 3:00pm

RESOLUTION #16-17.029
OUT-OF-STATE TRIP REQUEST

DATE: January 23, 2017

THURSTON HIGH SCHOOL
PUBLICATIONS

RELEVANT DATA:

The objective of our trip is for Publications students to learn more about journalistic writing, photography, and design, and will enhance their understanding of newspaper and yearbook production from the various workshops.

Students will miss one school day.

There is no cost to the district for this trip. All sub costs will be paid using THS or non-district funds.

RECOMMENDATION:

It is recommended the Board approve Thurston High School's Publications student's requests to travel to Seattle, Washington to attend the JEA/NSPA National High School Journalism Convention

Chad Towe and Joseph Roberson will be available to answer questions.

SUBMITTED BY:

Kevin Ricker
Secondary Director

RECOMMENDED BY:

Susan Rieke-Smith, D.Ed.
Superintendent

Springfield School District

OUT-OF-STATE TRAVEL REQUEST

School: Thurston High Contact: Joseph Roberson Date: 13 Dec

Club/Organization Going on Trip: Publications # of Students (M/F): 10

Number of Faculty Chaperones: 1 Number of Parent/Other Chaperones: 1

Names of Chaperones:
School Staff: Joseph Roberson
Parents/Others: Stacy Wiedenmann

Destination: Seattle, WA Dates of Trip: April 6 – 8, 2017

Estimated Total Cost: \$3,910.00 Cost to the Program/Building*: \$0
(Includes substitute teacher cost.)

Amount Fundraised to Date: \$3910.00

Fundraising Activities: Yearbook sales, Baby Ad sales

Lodging: Seattle Sheraton, 1400 6th Ave, Seattle WA (JEA/NSPA National High School Journalism Convention)

Food: Dinners & light breakfast provided; students cover own lunches.

Method of travel: Amtrak
(Note: District vehicles **are not** available for out-of-state travel)

of School Days Missed: 1 (Friday, April 7 is a grading day, and non-student)
(If more than two school days will be missed, please attach additional rationale to justify absences)

Special insurance, if applicable: (Company) _____ Type of Coverage _____ Cost per Person _____

Applicable forms on file: (please check)

X Parent Permission Form X Medical Release Form _____ Student Fundraising Agreement

Purpose for the trip and a tentative Itinerary must be included with this form.

Approval, once granted, is contingent upon the club/organization raising all funds required to cover all costs, including substitute teacher costs, associated with the trip. The building principal will report to the Board no less than 30 days prior to the trip of the club/organization's status raising all required funds.

Approved: ✓ Denied: _____ Principal: Chad Towe Date: 12/13/16

Approved: ✓ Denied: _____ Secondary Director: Kevin Ricker Date: 1/18/16

IMPORTANT NOTE

Out of State Trip request forms must be submitted and approved at least 90 days prior to date of proposed trip before any commitment can be made to parents, students, etc. Any changes to this trip request must be covered and resubmitted to the Board in an Addendum.

***All costs must be paid by the program or building. The District assumes no costs for trips.**

THS Publications
JEA/NSPA National High School Journalism Convention
Seattle, WA
April 6-8, 2017

PURPOSE OF THE TRIP

What are the objectives of the trip and how are the experiences provided related to class or school program?

Students will learn more about journalistic writing, photography, and design, and will enhance their understanding of newspaper and yearbook production from the various workshops. Only student leaders in the programs will attend, which will help the learning from the workshops translate into action in the classroom.

How will the activities on the trip provide opportunities for students to obtain new skills, insights, knowledge, or appreciation? How will the trip provide opportunities for students to use those skills they have already acquired?

The students will gain new insights into what makes for an excellent yearbook or newspaper, and apply that understanding by planning, dreaming, and organizing for next year's publication.

How will the experience motivate students for further learning?

Workshops inspire students to work harder and think more creatively because of the quality of instruction, and the expertise of the presenters – many of whom are former yearbook/newspaper advisors. In addition, the excitement of visiting a large city will motivate returning students to give a good report to their peers, motivating future students to want to come.

Does the trip make best use of available time and money?

This trip is expensive, but it is an excellent investment. The Publications program has enough profits from sales and fundraising this year to pay for the trip, and the value in preparing and inspiring the Editors makes it worth the cost. Investing in student leadership benefits the entire staff.

What effect does the trip have on other classes or programs?

This trip benefits the publications class because it organizes and enhances its products: newspaper & yearbook. Better publications also serve the extra-curricular activities more effectively, because it makes them attractive and publicizes them to a wider audience, as well as reflecting well on the school; an excellent yearbook records and communicates THS students' accomplishments.

What arrangements for transportation and other factors pertaining to supervision of students have been considered to ensure maximum safety?

I will accompany the students in transit, to ensure their safety, and permission slips will be collected, to communicate with parents. Once there, we will plan the workshop schedule and set up a time to meet together for lunch & dinner to debrief. Students will travel with at least one other student wherever they go, but will remain within the convention center – with other students from across the country – rather than meandering through downtown Seattle. In addition, I will be staying in the same hotel as the students, to supervise, if needed. However, since the group will be hand-picked from Publications leadership, responsibility was one of the determining factors in allowing students to attend. If a student did not demonstrate responsible behavior during class, he or she was not allowed the opportunity to attend the trip.

Has all monies required to cover the cost of this trip been fundraised?

Yes. All monies have been fundraised.

THS Publications
JEA/NSPA National High School Journalism Convention
Seattle, WA
April 6-8, 2017

ITINERARY

April 6th:

Leave Eugene on Amtrak for Seattle, WA

Walk or take shuttle from train station to hotel

April 7th & 8th:

Participate in convention activities: Friday and be over at noon on Saturday, will include classes on InDesign, PhotoShop, interviewing, copy and headline/reporting, pre-press and book production, photography, sales/marketing, and staff management.

April 8th:

Arrive in Eugene via Amtrak at 9:00 p.m.

SPRINGFIELD PUBLIC SCHOOLS
Integrated Pest Management (IPM) Report

Integrated Pest Management, also known as IPM, is a process for achieving long-term, environmentally sound pest control and suppression through a wide variety of tactics. Control strategies in an IPM program emphasize structural and procedural improvements to reduce food, water and shelter and access used by pests. Trapping is the next strategy to remove pests if cleansing and structural improvements do not aid in their removal. Since IPM focuses on remediation of the fundamental reasons why pests are in the facilities, pesticides should rarely be used, and only when necessary as it relates to student, community or staff safety.

Oregon Revised Statutes Chapter 634 requires the IPM Coordinator each January to provide the Springfield School District Board of Directors an annual report of all pesticide applications made the previous year.

This year seven mice sightings were controlled through trapping, sanitation (educating staff regarding food storage in classrooms, kitchens and staff rooms), shelter situations (clutter, unused boxes, storage, pillows, furniture, etc), and exclusion (filling holes in walls, adding door sweeps and taking away exterior access where possible).

One site reported nesting birds as a nuisance and was controlled via exclusion and physical barriers.

Two sites reported mole problems, which were addressed with trapping.

Ants, wasps, yellow jackets and hornets made up the majority of requests from school sites.

Eleven sites reported ant problems through the work order system to the IPM Coordinator. All of the reported ant sightings were controlled with a thorough cleaning of the area by custodians with additional reminders to staff about cleansing areas and removing food sources. Glue traps are regularly set out in schools as a means to control and monitor insect activity in classrooms, kitchens and staff rooms.

Eleven sites reported wasp, hornet or yellow jacket issues through the work order system to the IPM Coordinator. Numerous other wasp nests were handled on site by the custodians knocking the nests down and disposing of the pests by hand. Others that were out of reach or in close proximity of people were sprayed with a pesticide.

Pheromone traps were used with success at Springfield High School, Thurston High School, Briggs Middle School, Thurston Elementary, Walterville Elementary, Mt. Vernon Elementary and Yolanda Elementary.

Because of their aggressiveness, risk to humans and proximity to playgrounds, sports fields or school buildings, pesticides were used to control ground nests at Thurston Elementary, Ridgeview Elementary, Riverbend Elementary, Springfield High School, Thurston High School, Bridgeway House (Camp Creek), and Brattain Early Learning Center.

Brett Yancey and Chris Reiersgaard are available for any questions.

Submitted By:

Brett M. Yancey
Chief Operations Officer

DIVISION 22 ASSURANCES

RELEVANT DATA:

Each district in Oregon is required to adhere to the requirements for public education outlined in OAR Chapter 581, Division 22. In response to requests from districts to Oregon Department of Education to lessen the reporting burden, the 2016-17 Assurance submission includes responses to questions about Oregon Administrative Rules.

The attached document indicates that Springfield Public Schools is currently in compliance with OARs.

RECOMMENDATION:

It is recommended that the Board accept the assurance standards as written.

SUBMITTED BY:

David Collins
Assistant Superintendent

RECOMMENDED BY:

Susan Rieke-Smith, D.Ed.
Superintendent



Division 22
Standards for Public Elementary and Secondary Schools
2016-2017 Assurances
REPORT TO COMMUNITY

This list is provided to assist you in your report to your community as required by OAR 581-022-1610.
Please **do not** submit this form to the Oregon Department of Education.

- ✓ Determine your district's compliance with the Oregon Administrative Rules (OARs) located in Chapter 581, Division 22. The OARs are available for review the Secretary of State's webpage at http://arcweb.sos.state.or.us/pages/rules/oars_500/oar_581/581_022.html.
- ✓ Identify areas of compliance and non-compliance by checking the appropriate boxes in the chart below. Districts should report to their communities on each of the standards listed below.
- ✓ Report your district's compliance or non-compliance to the Division 22 Standards for Public Elementary and Secondary Schools to your local district school board by **January 15, 2017**.

OAR Number	Title	Compliance Status	
		Yes, in compliance	No, not in compliance
0405	Career Education	<input type="checkbox"/>	<input type="checkbox"/>
0413	Prevention Education Programs in Drugs and Alcohol	<input type="checkbox"/>	<input type="checkbox"/>
0416	Anabolic Steroids and Performance Enhancing Substances	<input type="checkbox"/>	<input type="checkbox"/>
0421	Safety of School Sports -- Concussions	<input type="checkbox"/>	<input type="checkbox"/>
0606	District Improvement Plan	<input type="checkbox"/>	<input type="checkbox"/>
0610	Administration of State Assessments	<input type="checkbox"/>	<input type="checkbox"/>
0612	Exception of Students with Disabilities from State Assessment Testing	<input type="checkbox"/>	<input type="checkbox"/>
0615	Assessment of Essential Skills	<input type="checkbox"/>	<input type="checkbox"/>
0617	Essential Skill Assessments for English Language Learners	<input type="checkbox"/>	<input type="checkbox"/>
0705	Health Services	<input type="checkbox"/>	<input type="checkbox"/>
0711	Policies on Reporting Child Abuse	<input type="checkbox"/>	<input type="checkbox"/>
0807	Standardization	<input type="checkbox"/>	<input type="checkbox"/>
1030	Local District Goals	<input type="checkbox"/>	<input type="checkbox"/>
1060	School and District Performance Report Criteria	<input type="checkbox"/>	<input type="checkbox"/>
1130	Diploma Requirements	<input type="checkbox"/>	<input type="checkbox"/>
1131	Credit Options	<input type="checkbox"/>	<input type="checkbox"/>
1133	Extended Diploma	<input type="checkbox"/>	<input type="checkbox"/>
1134	Modified Diploma	<input type="checkbox"/>	<input type="checkbox"/>
1135	Alternative Certificate	<input type="checkbox"/>	<input type="checkbox"/>

1140	Equal Education Opportunity (includes Harassment, Intimidation, Bullying and Cyberbullying)	<input type="checkbox"/>	<input type="checkbox"/>
1210	District Curriculum	<input type="checkbox"/>	<input type="checkbox"/>
1215	Literacy Instruction	<input type="checkbox"/>	<input type="checkbox"/>
1310	Identification of Academically Talented and Intellectually Gifted Students	<input type="checkbox"/>	<input type="checkbox"/>
1320	Rights of Parents of Talented and Gifted Students	<input type="checkbox"/>	<input type="checkbox"/>
1330	Programs and Services for Talented and Gifted Students	<input type="checkbox"/>	<input type="checkbox"/>
1340	Special Education for Children with Disabilities	<input type="checkbox"/>	<input type="checkbox"/>
1350	Alternative Education Programs	<input type="checkbox"/>	<input type="checkbox"/>
1360	Expanded Options Annual Notice	<input type="checkbox"/>	<input type="checkbox"/>
1364	Expanded Options - Requirements for Oregon Public School Districts	<input type="checkbox"/>	<input type="checkbox"/>
1366	Expanded Options Program Annual Credit Hour Cap	<input type="checkbox"/>	<input type="checkbox"/>
1420	Emergency Plans and Safety Programs	<input type="checkbox"/>	<input type="checkbox"/>
1430	Asbestos Management Plans	<input type="checkbox"/>	<input type="checkbox"/>
1440	Human Sexuality Education	<input type="checkbox"/>	<input type="checkbox"/>
1510	Comprehensive Guidance and Counseling	<input type="checkbox"/>	<input type="checkbox"/>
1512	Child Development Specialist Programs	<input type="checkbox"/>	<input type="checkbox"/>
1520	Media Programs	<input type="checkbox"/>	<input type="checkbox"/>
1530	Auxiliary Services	<input type="checkbox"/>	<input type="checkbox"/>
1610	Operating Policies and Procedures	<input type="checkbox"/>	<input type="checkbox"/>
1620	Required Instructional Time	<input type="checkbox"/>	<input type="checkbox"/>
1622	Independent Adoptions of Instructional Materials	<input type="checkbox"/>	<input type="checkbox"/>
1630	Daily Class Size	<input type="checkbox"/>	<input type="checkbox"/>
1640	Instructional Materials Adoption	<input type="checkbox"/>	<input type="checkbox"/>
1650	Postponement of Purchase of State-Adopted Instructional Materials	<input type="checkbox"/>	<input type="checkbox"/>
1660	Records and Reports	<input type="checkbox"/>	<input type="checkbox"/>
1661	Report on Physical Education Data	<input type="checkbox"/>	<input type="checkbox"/>
1670	Individual Student Assessment, Recordkeeping, and Reporting	<input type="checkbox"/>	<input type="checkbox"/>
1710	Personnel	<input type="checkbox"/>	<input type="checkbox"/>
1720	Personnel Policies	<input type="checkbox"/>	<input type="checkbox"/>
1723	Teacher and Administrator Evaluation and Support	<input type="checkbox"/>	<input type="checkbox"/>
1724	Core Teaching Standards	<input type="checkbox"/>	<input type="checkbox"/>
1725	Educational Leadership—Administrator Standards	<input type="checkbox"/>	<input type="checkbox"/>
1730	Fingerprinting of Subject Individuals in Positions Not Requiring Licensure as Teachers, Administrators, Personnel Specialists, School Nurses	<input type="checkbox"/>	<input type="checkbox"/>
1910	Exemptions	<input type="checkbox"/>	<input type="checkbox"/>
1941	Complaint Procedures	<input type="checkbox"/>	<input type="checkbox"/>
2130	Kindergarten Assessment	<input type="checkbox"/>	<input type="checkbox"/>

Districts must report their status with regards to the Division 22 Standards to their communities
by
January 15, 2017

RESOLUTION: #16-17.031

DATE: JANUARY 23, 2017

BOARD POLICY FOR APPROVAL

RELEVANT DATA:

From time to time, changes in laws or operating practice require changes or additions to board policies. In addition, the district subscribes to a policy review service with Oregon School Boards Association and receives samples that are used to create policy for Springfield Public Schools

One board policy needs to be rewritten to meet legal standards. This policy was presented for first reading at the November 14, 2016 board meeting.

Dr. Michael Henry is available for questions.

RECOMMENDATION:

It is recommended that the Board of Directors approve the following board policy:

- GCBDD/GDBDD Sick Time

SUBMITTED BY:

Jenna McCulley
Community Engagement Officer

APPROVED BY:

Susan Rieke-Smith, D.Ed.
Superintendent

Springfield School District #19

Code: GCBDD/GDBDD
Adopted:

Sick Time

Oregon Senate Bill 454 mandating paid sick time went into effect on January 1, 2016. This law is independent from sick leave under ORS 332.507. Nothing in this policy impacts the district's sick leave obligation under ORS 332.507, the district's collective bargaining agreements, or Springfield Association of Administrators and Confidential (SAAC) agreement except where those agreements are silent or not in effect regarding sick time requirements. Licensed, Classified and SAAC employee groups should refer to their appropriate bargaining agreement for all applicable leave.

For the purpose of this policy, "employee" means an individual who is employed by the district and who is paid on an hourly, stipend or salary basis, and for whom withholding is required under Oregon Revised Statute (ORS) 316.162-316.221. The definition does not include volunteers or independent contractors.

Employees qualify to begin earning and accruing sick time on the first day of employment with the district.

Paid sick time of 40 hours shall be front-loaded to an employee who falls within the following groups at the beginning of each year: Licensed and SAAC staff who are .5 FTE or greater, coaches, and seasonal stipend employees.

Paid sick time shall accrue at the rate of one hour of paid sick time for every 30 hours worked for an employee who falls within the following groups: Licensed and SAAC staff who are .49 FTE or less, all classified staff, licensed and classified substitutes, student employees, and non-regular/timecard employees.

An employee may carry up to 40 hours of unused sick time from one year to the subsequent year. An employee is limited to using no more than 40 hours of sick time in a year.

Sick time shall be taken in hourly increments for employee groups except licensed substitutes who will take sick time in minimum four hour increments and may be used for the employee's or a family member's¹ mental or physical illness, injury or health condition, need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition or need for preventive care, or for reasons consistent with the Family Medical Leave Act (FMLA) or OFLA. Sick time may also be used in the event of a public health emergency.

The use of sick time may not lead to, or result in, an adverse employment action against the employee.

The district reserves the right after five consecutive days of absence, to require proof of personal illness or injury from an employee, including a medical examination by a physician chosen and paid for by the

¹"Family member" is defined by the Oregon Family Leave Act (OFLA).

district. An employee refusing to submit to such an examination or to provide other evidence as required by the district, shall be subject to appropriate disciplinary action, up to and including dismissal.

When the reason for sick time is consistent with FMLA/OFLA leave, the sick time and the FMLA/OFLA leave may run concurrently.

When the reason for sick time is consistent with ORS 332.507, the sick time and leave pursuant to ORS 332.507 may run concurrently.

If the reason for sick time is a foreseeable absence, the district may require the employee to provide advance notice of their intention to use sick time within ten days of the requested sick time, or as soon as practicable. When the employee uses sick time for a foreseeable absence, the employee shall take reasonable effort to schedule the sick time in a manner that does not unduly disrupt the operations of the district (e.g., grading deadlines, in-service training, mandatory meetings).

If the reason for sick time is unforeseeable, such as an emergency, accident or sudden illness, the employee shall notify the district consistent with the reporting time established by the district or as soon as practicable.

The district shall establish a standard process to track the eligibility for sick time of a substitute.

END OF POLICY

Legal Reference(s):

ORS 332.507
ORS 342.545

ORS 342.610
ORS 659A.150 to -659A.186

SB 454 (2015)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).
Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2601-2654 (2006); Family and Medical Leave Act of 1993, 29 C.F.R. Part 825 (2006).

Americans with Disabilities Act Amendments Act of 2008.